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OUR CONCEPT

For more than 20 years EIPM has been internationally recognized for the quality of its expertise in education and training for Procurement and Supply Chain employees. During these years EIPM has developed a qualifications catalogue (or skills guide) of 18 jobs covering the Purchasing and Supply profession, characterized by a set of specific activities (47), all requiring critical skills (60).

Training and Development plans for organizations must enable their employees to fulfil their current responsibilities as well as be prepared for those of tomorrow. EIPM activity models have been created with this perspective in mind, and reflect the latest research in the field.

The use of the Bee-Resources© tool is simple, fast, reliable and guarantees the anonymity of responses. It is flexible and adaptable to specific job requirements of certain businesses or professions. A dashboard shows the progression through the assessments.

What does the tool measure?

For each user it measures in a reliable way:

- the level of understanding and theory, “knowledge”,
- the level of experience and practice, “know-how”,

related to the main activities of the selected jobs.

Who benefits from this tool?

- Procurement organizations that want to know the level of knowledge and know-how at collective and/or individual levels for the selected positions.
- Individuals who wish to measure their knowledge and know-how with reference to their current or desired position. (It is possible to buy the license on-line for individual use.)

What is the outcome?

- A **personal or organization’s profile** for the various skills involved in the key activities associated with the selected jobs. This profile is also compared to the average profile of respondents and the best answers.

- **Suggestions are proposed for training activities** that will improve the level of “knowledge”, or for development activities that will improve the level of “know-how”.
- A comparison between the list of activities expected from a person or an organization and the activities actually carried out.

How to use the results?

The consolidated results for an organization and their interpretation can be used to select a suitable training programme to bring the organization or certain of its groups to the expected level of performance.

At an individual level, during the annual performance and development review between the person and his or her supervisor, the results stimulate and enrich the discussion and based on facts, help in selecting individual development actions, depending on the company’s human resources policy and training catalogue.



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