

GSA Competencies and Capabilities C&C's?

Communicating & influencing

Managing relationships

Customer focus

Problem solving

Innovating

Planning & Organising

Leading & Strategising

Negotiating

Commercial Acumen

Source

Manage

Sell

Deliver

SPECIFIC CAPABILITIES

Market Knowledge	Supplier Management	Market Knowledge	Developing solutions
Spend/data analysis	Relationship Management	Client Segmentation	Relationship Management
Sourcing strategies	Performance Management	Developing solutions	Performance Management
Business case development	Transition and Exit Management	Business case development	Transition and Exit Management
Category management	Transformation management	Account Management	Transformation management
Tendering/contracting	Change Management	Legal/regulatory Knowledge	Change Management
Legal/regulatory Knowledge	Governance	Supply Chain Management	Governance
Sustainable procurement	Dispute Resolution		Dispute Resolution
			Supply Chain Management

COMMON CAPABILITIES

People Management
Project Management
Risk Management
Cost/value Management
Commercial Management
Systems and technologies
Knowledge/data Management

GSA C&C's – How do they work?

Governance: Ensuring that the appropriate governance is in place and operating to deliver compliant oversight of the contractual arrangements.

Level 1 Foundation

- Understands the supplier life cycle and the governance requirements of their supplier arrangements
- Can oversee simple governance forums and support on more complex arrangements

Level 2 Knowledgeable

- Owns the governance for lower complexity arrangements / supports governance for more complex arrangements
- Understands the drivers behind good governance and regulatory expectations where relevant

Level 3 Practitioner

- Trains, supports and guides others in the execution of governance activity
- Owns and operates governance for strategic relationships
- Keeps close to market and regulatory change to ensure governance stays relevant and compliant

Level 4 Leader

- Actively leads, drives and defines the governance requirements for large strategic relationships
- Sets the risk appetite for governance and compliance in conjunction with local risk teams
- Trains, supports and guides others in the execution of governance activity to ensure compliant oversight

GSA C&C's – How to use them?

- Self assessments completed, tailored with management review
- GSA role profile templates with pre-determined targets by role
- Individual and common gaps identified

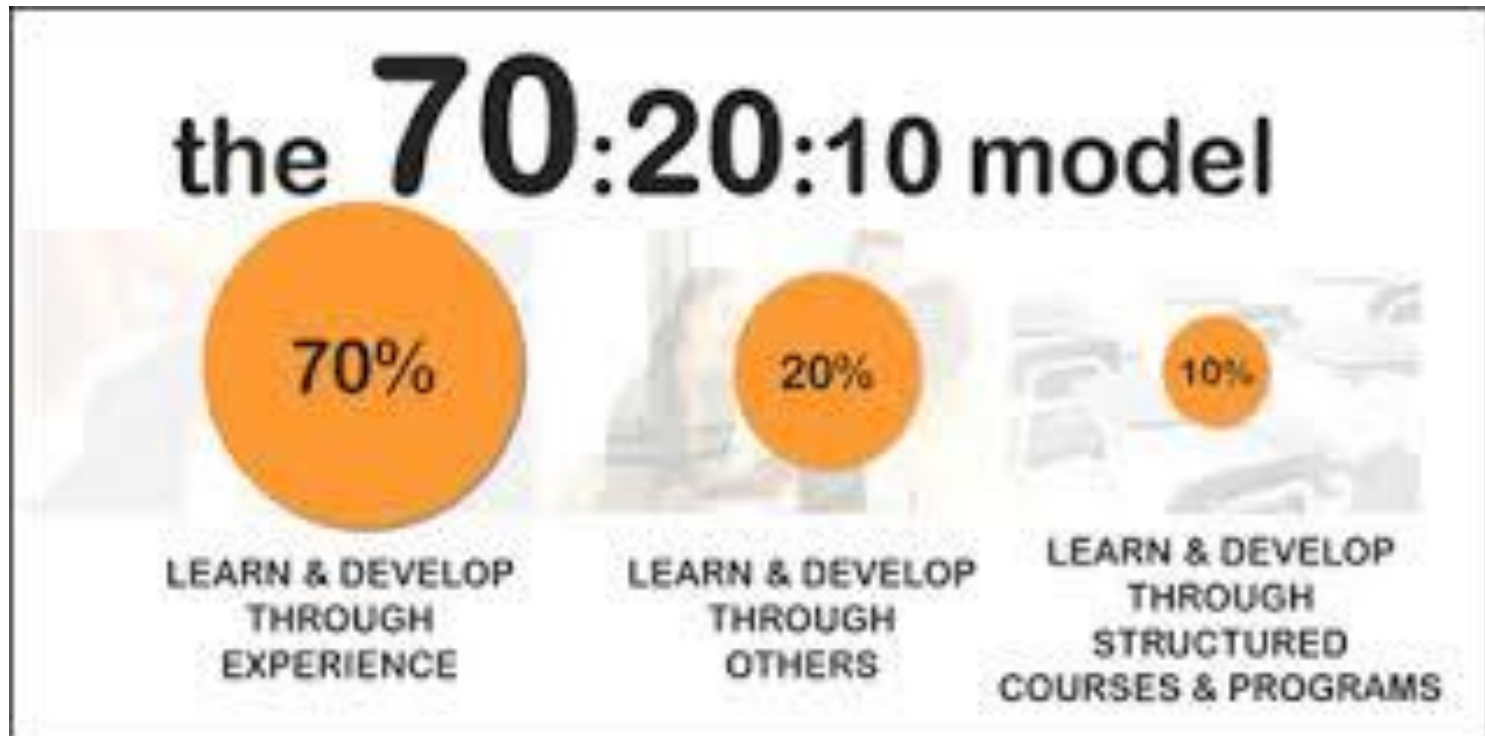
COMMON COMPETENCIES	RATING	RATING
Communicating and influencing	3	3
Managing relationships	4	4
Customer Focus	3	3
Problem Solving	4	4
Innovating	3	3
Planning & Organising	3	3
Leading and strategising	2	2
Negotiating	3	3
Commercial accumen	4	4
People management	3	3
Project Management	2	2
Risk Management	4	4
Cost/Value Management	4	4
Commercial Management	3	3
Systems and Technology	2	2
Knowledge / Data Management	3	3

Name	Role
Grant McCann	Senior Contracts / Relationship Manager
<i>Compare roles</i>	<i>HOF relationship / supplier management</i>

MS COMPETENCIES	RATING	RATING
Supplier Management	3	3
Relationship Management	2	2
Performance Management	3	3
Transition and Exit	3	3
Strategic change / transformat	2	2
Governance	3	3
Dispute resolution	3	3

GSA C&C's – How to use the information?

- Internally – focus areas for development



- Externally – understand your customer / supplier

Talent Development – How can the GSA support you?

- Qualifications
- Training
- Best practice guides
- Bite size sessions
- Festival and other recordings



THE HOME OF THE GLOBAL SOURCING STANDARD

HOME ABOUT US KNOWLEDGE CENTRE EVENTS ACTIVITIES **UPSKILLING TALENT** DIPLOMA FORUMS MEMBERS

[Home](#) » [UPSKILLING TALENT](#) » [Qualifications](#)

Qualifications

Sourcing is an integral part of today's business world and professional roles have never been trained on how best to manage or lead strategic sourcing. Given the significance of sourcing activities in many organisations

QUALIFICATIONS

TRAINING

PROSPECTUS

COMPETENCES

BEST PRACTICE GUIDES

Search the GSA

demand. However, most who are in sourcing roles. They have usually learned 'on the job'.

For those who want to undergo training with the GSA-UK, we also offer the option of getting qualified.

