

Individual Competence Assessment

The ICA Index™ (Individual Competence Assessment) is an on-line tool that provides clients with comparative assessments and benchmarks of the competence of individuals in the procurement and supply chain management function.

This on-line individual competence assessment tool provides clients with comparative benchmark scores for staff against 108 world-class procurement and supply chain management skill and capability attributes.

The tool can be used to assess the procurement and supply chain management skills and capabilities of all levels of staff, from internal clients, to the CPO and the most junior members in the team.

The ICA Index™ is based on a gap analysis methodology that benchmarks the current competence of individual staff against world-class competence levels for advanced (strategic) and basic (tactical) procurement and supply chain management skills and capabilities. The tool provides for on-line self-assessment followed by a Newpoint audit in three main areas and assesses individual competencies in seven areas of pre-contractual and post-contractual procurement and supply chain management:

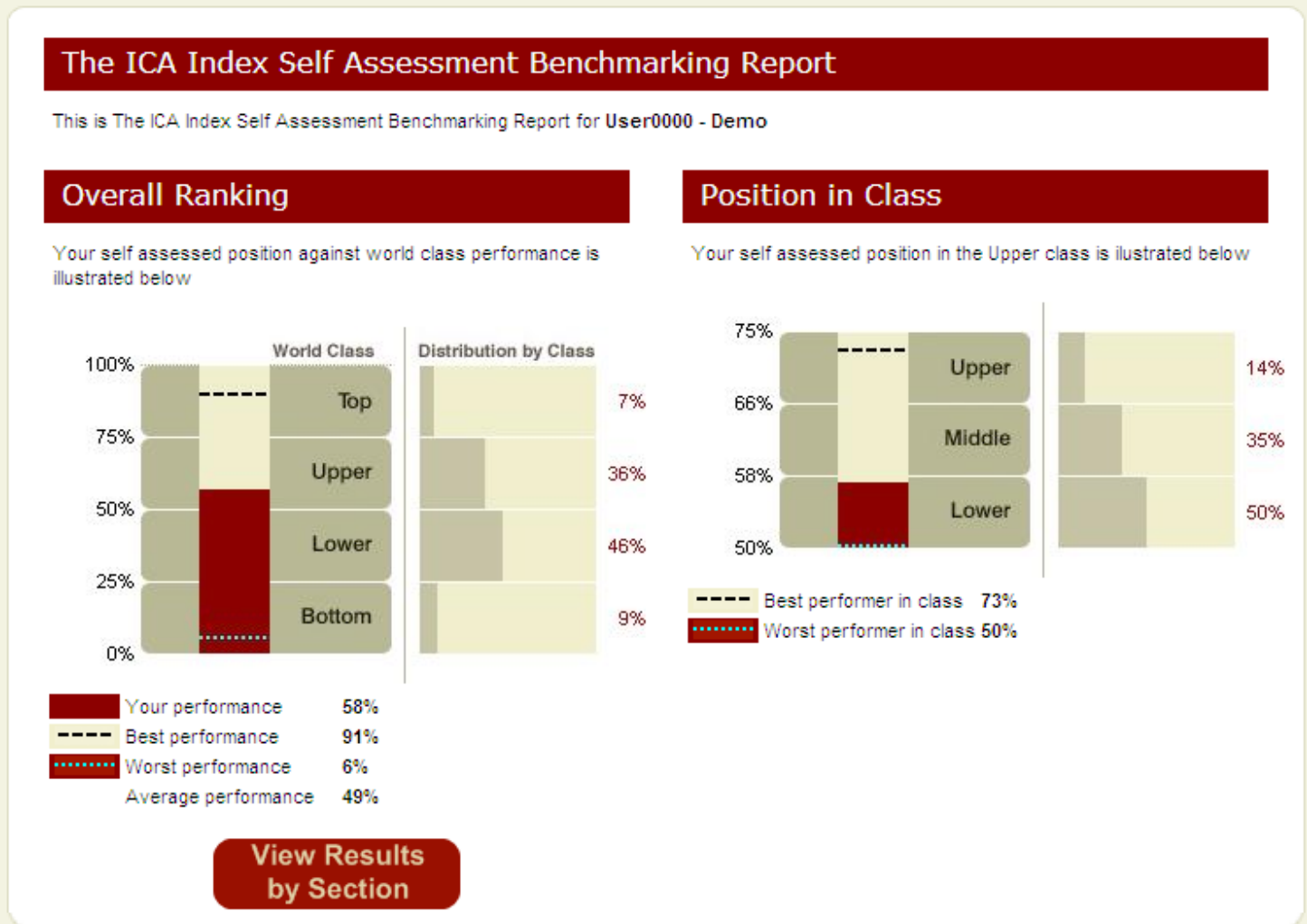
138 Questions	
Personal Profile & Experience	
Your Current Experience	7 Questions
Other PSCM Experience	9 Questions
Other Non-PSCM Experience	4 Questions
Procurement Competencies	
Strategic Understanding & Segmentation	10 Questions
Defining Business Needs & Demand Options	21 Questions
Supply Market Analysis & Assessment	24 Questions
Sourcing Option Development & Selection	14 Questions
Sourcing Option Implementation	17 Questions
Performance Management	18 Questions
Relationship Transition & Exit	4 Questions
Individual Motivation	
Morale & Energy	3 Questions
Performance & Potential	4 Questions
Training & Development	3 Questions

The Self Assessment Benchmarking Report

The tool automatically benchmarks all staff against one another, and against world-class competence standards. The tool also provides guidance for individuals on their current strengths and weaknesses, and provides clients with an immediate analysis of future training and competence development needs for all of the staff assessed.

The ICA Index™ Benchmark Report

Example output



As well as being presented with an overall assessment of their procurement competence users also get a detailed assessments of their performance in each of the seven areas of pre-contractual and post-contractual procurement and supply chain management.

However, the self assessment is subjective and therefore Newpoint offer an audit service which verifies the responses for each question, provides a details gap analysis and improvement plan as well as an individual assessment against the individual’s role profile.

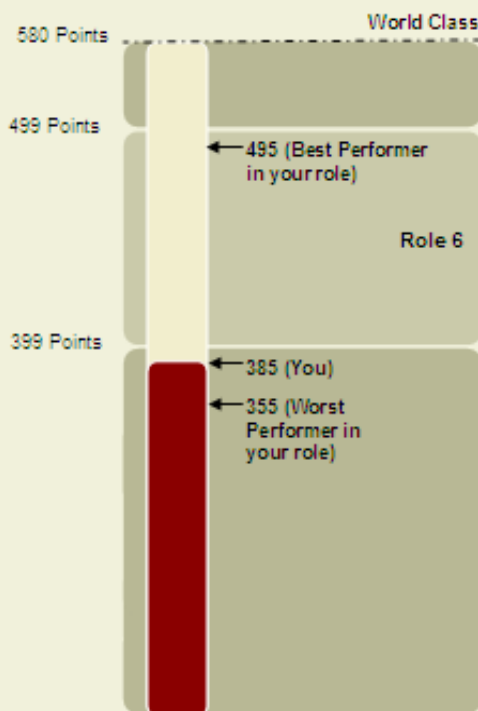
The Audited Benchmarking and Gap Analysis Report

The Audit verifies each response given in the ICA Index™ as well as providing each team member with an individual assessment of their skills and competencies in each of the seven areas of assessment as well as a gap analysis and improvement plan. In addition a user will get a personalised assessment against their role profile identifying if they have the right skills sets to fulfil the responsibilities that their role demands.

Role Profile Assessment

Example output of an individual's assessment of their scores against the expected scores for their role profile.

Your Role Profile



Your Results

Role: **6, Procurement Director**
Required score boundaries: **399-499**

The Individual Competence Assessment (ICA) has awarded you **385** out of the possible 540 points (71%).

Analysis of your **basic sourcing competencies** shows that you are amongst the **Top 23%** of respondents, scoring **280** out of the possible 335 points (84%).

Analysis of your **advanced sourcing competencies** show that you are in the **Lower sector**, scoring only 58 out of the possible 205 points (28%).

According to your role, your total score is below what is required, with particular attention needed on developing **advanced sourcing competencies**.

To support the Role Profile Assessment a detailed analysis of the individuals competence at each of the seven areas assessed is provided.

The audited report also provides as team by team analysis, identifying the skills and competencies required by each of the role profiles within that team and assessing the individuals against these requirements. This output helps organisations identify if individuals are in the correct team and assists with decision making for promotion, demotion and training programme development.

To support the ICA Index™ Newpoint have also developed the PSCM Index™ which assesses organisation & process competence. For further information on the PSCM Index™ or the ICA Index™ please e mail info@newpointIndex.com.