

## Mindset & Skills Recap and current status

### Stream aspiration & Objective

#### Long term aspiration

Ensure all of our employees in Procurement are equipped with the required mindset and skills to succeed according to the aspirations of their respective roles in Category Procurement, Business Procurement or Centre of Excellence to contribute for the success of FrieslandCampina

#### Objective

**Mindset & Skills Transformation** aims to develop our Procurement competencies in teams and individuals to reach our Source for the STARS ambitions under the new way of working.

### Deliverables & Status

#### Key deliverables

1. Competency model
2. Team & Personal development tool
3. Intervention plans, including: learning plan, Procurement Academy curriculum, recruitment profile, career paths
4. Communication & roll-out plan

#### Link to other streams

- **Reset WoW:**  
organization structure, job grading
- **Integrated WoW:**  
job scope of each roles within Procurement

### The Stars of the team

#### Teaming

Sponsor	Core Team				Sounding Board	
						
Bettie Haisma	Max Tan	Doreen Steegen	Harald Erbelinger	Marije van Amstel	Jessica Pham	Hannah Zoet

#### Status

- Competency model CP, BP finalized
- Competency model CoE, PSSC in progress
- Working on interventions

