



# The IACCM Skills and Competency Assessment

*Unique benchmarks that support organizational development.*



## Over 15,000 individuals worldwide have participated in an IACCM learning program

IACCM's online skills assessment tool provides a benchmarked gap analysis to underpin competency development at individual, team or functional level.

Regardless of your organizational structure or location, the IACCM Skills and Competency Assessment provides the insights that you need to achieve commercial excellence.

The analysis identifies skills and competence gaps, both within the team and against industry benchmarks. This unique approach draws from a database of worldwide cross-industry data to provide insights that ensure targeted training and development initiatives and enable monitoring of their effectiveness.



## The Assessment

IACCM offers a confidential and objective analysis of current performance and compares your results against industry norms and world-class standards.

IACCM's Skills and Competence Assessment program is part of its overall professional development offering and has been adopted by leading corporations and public sector agencies worldwide. The online tool flexibly handles different organizational models and the results allow you to validate the skills and experience needed for contract and commercial competence.

Through continuous monitoring and industry consultation, IACCM has defined the skills and competencies which together support commercial excellence.

### Assessment is undertaken against seven categories of competence:

- ✓ Personal
- ✓ Knowledge of Employer / Industry
- ✓ Client / Relationships
- ✓ Business Contribution
- ✓ Business Acumen
- ✓ Technical
- ✓ Multinational

Within those seven categories there are 42 individual skill and knowledge criteria. Corporates may wish to add company specific criteria to supplement the core testing and analysis.

## EASY TO USE AND SECURE

The online tool is secure and available 24/7.

As an individual, compare your skills against those in your organization, your industry or the top quartile globally.

As a functional head identify team strengths and weaknesses; compare your team's professional contribution to that of others in your sector; look at relative proficiency on particular contract types; look at typical make-up of your team compared to others based on qualifications, number of years of experience.





## Why undertake the Assessment?

IACCM's 2015 benchmark studies identified skills development as the number one priority in raising contract management and commercial performance.  
The assessment data enables you to act faster and with immediate, targeted effect.

Many organizations undertake the Assessment as a precursor to developing detailed learning and development plans for their employees.

The Assessment establishes a baseline for an individual or organization and benchmarks against industry or competitive standards. It provides the ability to monitor on-going progress and establish a return on investment from training and development.

- ✓ Assess and validate current capabilities by individual, group and at functional level
- ✓ Gain rapid and accurate comparison of skills and experience relative to internal, industry, competitive or global standards
- ✓ Ensure targeted and cost effective learning and development interventions
- ✓ Monitor and measure return on investment from training
- ✓ Support each employee and their manager with an objective personal development plan for contract and commercial skills.



## Optional Extra: the Skills Workshop

An optional extra to review and validate results and to develop an improvement plan which has cross-functional support and agreed priorities.

The purpose is simple: to provide you with an agreed improvement plan.

Starting from business goals, what are the most glaring deficiencies in today's skills and experience? How can contracting deliver greater value? What is the project plan to drive to the next level of maturity? Drawing on IACCM's industry knowledge and expertise, the workshop will allow you to brainstorm solutions and set specific targets.

## Pricing

Assessments can be undertaken fast, efficiently and at a cost which is negligible compared with the improvements that can be achieved.



### Initial setup\*

US\$ 500

based on the use of IACCM's current standard assessment

### Price per participant\*\*

US\$ 200 / person

(maximum price)

### \* Note

This price does not include the optional Skills Workshop or any program customization.

### \*\* Note

This figure will depend upon the size and nature of the assignment.



### Optional Extra: Skills Workshop

Price on Request

Please send inquiries about this service to [info@iaccm.com](mailto:info@iaccm.com)