

# ADAPTING TO TODAY'S LEARNING STYLES



The challenge for sourcing and procurement is to continually take out costs while also delivering new kinds of value to the business by becoming more innovative, business-driven, and agile. A common denominator among the best-performing procurement organizations is the procurement workforce: Attracting top talent and providing them with the skills needed over time to be both highly productive, and insightful.

You've hired the right talent, but developing and supporting them is critical, not only to the success of your business, but also the culture of how you do business. You've heard terms like "Learning Veracity," "Lifelong Learning," and "Continuous Learning," all being tossed around as necessary mindsets to thrive in a digital, democratic, networked economy. Whatever term you choose to adopt is fine, but it comes down to the fact that to do their jobs the best they can, your people need the best access to the best content at the best time.

**Does this sound like your organization?** If a manager needs to make a buying decision, do they have access to the right information, tools, and skill sets in order to be most strategic with that decision? If an analyst makes a mistake and costs your company money, how do you turn that failure into a learning experience (which, by the way, is the best way we learn)? Do you have the right content to provide remediation?

**Learning is not just training.** It's not sitting in front of a screen or an instructor to quickly pound out a new skill. Learning is not reactive, but rather, proactive. It's about staying ahead of the curve and working to always improve your skills to better adapt to technology, all while providing the insight and value that technology can't. That's what separates us from machines, right? Learning is deep, it's continuous, it's lifelong, and it's imperative at every moment to become a better version of yourself.

**Talking to your internal experts and mentors is almost always the best way to learn.** They know the culture, the company, and they know the business. But wouldn't it be great if you could make those conversations more meaningful by providing access for the mentor to refer to and for the mentee to seek out? True success for an organization is measured by the degree of its sustainability (consider succession planning). Thorough, ongoing mentoring, training, and evaluation prepare employees, as well as your company, for lifelong growth and stability.

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## It's all about experience.

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You can't plan for every situation that you or your employees will encounter. With the rate of change due to digital transformation, it would be impossible to attempt. However, you can make sure that your people have the right information at their fingertips to not only understand what it takes to make a good decision, but also how to make those types of decisions. You must first uncover the need for business intelligence in the age of technology and automation. We all know learning comes directly from experience, but the training that Accenture Academy offers can prepare you for those experiences even better, and provide the right assets to leverage.

**We've been leading procurement skill development for more than a decade.** We know what it takes to build and support procurement competencies for workforces at the cutting edge of digital awareness, those that are beginning their journey, and everywhere in-between.

### **The ecosystem of procurement is changing.**

Technology is revolutionizing the practice of procurement to be virtual, artificially intelligent, and ever-changing. The only way to prepare your procurement team for the next frontier is adequate, modern training. Rote memorization is a thing of the past. Accenture Academy utilizes cross-training and proven methodologies to cultivate true vision and comprehension of present and future changes within the procurement ecosystem.

### **TO SOLVE YOUR PROCUREMENT CHALLENGES:**

- Embrace digital transformation and leverage core/traditional skills with digital counterparts.
- Prepare your people as best you can through upskilling and proper training implementation.
- Realize you'll never be able to prepare them enough, and give them the tools and content to support and enable them for personal growth.

It's all about experience. You need to ask yourself, "Am I doing enough to provide the best employee experience for my people?" It's impossible to design your people. Therefore, you'll need to design your workplace to support who they are, and what they can be - to support what they should do, and what they can do in the future. Make people the center of your business, create a nucleus of support around this center, and cultivate it. Prepare for procurement's next frontier and, with the right tools and training, you'll set your organization on a path to create and foster productive and sustainable procurement teams. Accenture Academy customizes the experience and puts your leaders in the driver seat to enable rich learning environments. Your business will have no choice but to be successful.

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## ABOUT ACCENTURE

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than

40 industries and all business functions – underpinned by the world’s largest delivery network – Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With more than 401,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at [www.accenture.com](http://www.accenture.com).

## ABOUT ACCENTURE ACADEMY

For many corporate executives, the attraction, development and retention of talent is a top business priority, given the importance of the workforce to Innovation and competitive advantage. Yet many essential skills remain in short supply.

Accenture Academy is a powerful way to meet the complex learning and performance needs of your most critical workforces. We provide a flexible learning approach that helps your people be more versatile and your entire organization be more agile in the marketplace.

Visit [www.accentureacademy.com](http://www.accentureacademy.com) for more information.

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