

Topic: Leadership

Course: **TRANSFORMATION, LEADERSHIP AND STRATEGY**



#### Dates of first & last classes

In **English**: from 27 pm to 29 August 2025

In **French**: TBC

#### General information

##### ◆ Aim of the course

A true leader embodies authority, not just holds it. This course explores how personal leadership transforms purchasing strategies, focusing on legacy, charisma, and key leadership traits in procurement.

##### ◆ Learning goals

- Define your quest and the field of your personal leadership
- Understand the organisational setting necessary to the development of leadership
- Create the relational frame and dynamics to ensure leadership
- Capture the personal traits for the development.

##### ◆ Audience

- Procurement team managers, transformation leaders, Procurement executives
- Interfaces between procurement and key stakeholders.

##### ◆ Prerequisites

- A good command of English or French.
- Have the necessary [technical equipment](#) to follow online courses.

##### ◆ Learning mode & pedagogy

On-site training at the EIPM Archamps campus (FR)

It consists of :

- Theoretical presentations
- Real cases & practical use examples
- Discussions & brainstormings
- Sub-groups workshops
- Role play

#### Theoretical learning content - Estim. 1 hr

##### Readings and videos

- Arjan van Weele:
  - Procurement evolution
  - Leaders leave in a glass house
- The MBTI History
- Jungian concepts
- Extraversion and introversion

#### Programme of the trainer-led classes | 3,5 hrs x 5

##### I. Leadership definition & Personal branding

- Debriefing of the pre-learning
- Lecture/discussions on:
  - Leadership definition
  - 6 leadership roles in Procurement
- Workshop: Leadership towards stakeholders
- Lecture/discussions on leadership & followership.

##### II. Leadership & Transformation profile

- Discussions & mini-workshop on:
  - Leadership profiles
  - Transformation profiles
- Discussion on the MBTI-based model.

##### III. Making Procurement a learning organisation

- Discussion & mini-workshop on:
  - Experiential learning
  - Social learning
  - Learning myopa
- Pro-transformative people.

##### IV. Procurement strategy

- Discussion on perspectives and leadership strategies
- Brainstorming on different ways to formulate & activate a strategy
- Discussion: how to take a leading role in strategy
- Workshop on strategic levers.

##### V. Strategic levers in Procurement

- Discussions on the various strategic levers (Cooperation, multi- party, social-brokerage, curating levels of works)
- Workshop & presentation on initiatives to be taken:
  - Explore value-creation opportunities
  - Differentiate opportunities to become more explorational
- Lecture on phenomena of attrition, strategic drift, and transformational resilience.