

Topic: Leadership

Course: **LEADERSHIP AND CHANGE IN PROCUREMENT**



Dates of first & last classes / 2 sessions per language:

In **English**: from 17 to 24 June 2025
from 30 September to 07 October 2025

In **French**: from 16 to 23 June 2025
from 29 September to 06 October 2025

General information

◆ Aim of the course

To be able to take the lead in transforming Procurement thinking & mindset, and contribute to make it more strategic to the company.

◆ Learning goals

- Understand the dimensions of Procurement transformation
- Identify the levers of organisational change
- Make Procurement more resilient and adaptive.

◆ **Audience** Category managers, strategic buyers, senior buyers, key supplier managers and procurement directors.

◆ Prerequisites

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

◆ Learning mode & pedagogy

- 1) **Theoretical e-learning** through individual self-paced sessions. This first step has to be considered as the essential pre-work for:
- 2) Learning **application in online group classes**. Participants use actively their knowledge and put it into practice in workshops, role-plays, case studies, presentations and debates.

Theoretical learning content - Estim. duration: 1,5 hrs

8 Videos:

- Purchasing Development Model
- Leaders live in a Glass House with Arjan van Weele
- The Prosci ADKAR Model:
- Awareness
- Desire
- Knowledge
- Ability
- Reinforcement
- Kotter's 8-Step Change Model Explained

Case study preparation:

Diagnosing the level of maturity of your organisation.



Programme of the trainer-led classes | 3,5 hrs x 2

I. Procurement transformation and differentiation

- Sub-groups workshop & presentations on contextual changes: Markets and Procurement trends, Geopolitics, Macro-economics...
- Workshops & presentations on Procurement transformation: Strategies, Buyers' skills, relationships...
- Lecture on trends in Procurement
- Procurement differentiation and workshop to help the transformation of Procurement.

II. Models of Change

- Procurement transformation: Benchmark against various industries examples
- Transitional change management: workshop on ADKAR model
- Disruptive change management: workshop on Dannemiller factors
- Lecture & brainstorming on Planning the transformation.