

Career Roadmap



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Career Roadmap

The best Companies have a professional career development roadmap leading to increasing levels of knowledge and experience

Career Roadmap

Development Process Overview



- Tiered process to provide a **clear career path**
- Each tier of progression corresponds to the **expected level of knowledge** required from a **Knowledge Development Program** and is supported with **multiple options** for continued learning.
- Tiered progression exposes employees to **higher complexity, higher risk assignments.**
- Management Commitment for **40 hours of professional development per employee yearly**
- Progress will be captured in **annual reviews and employee development planning**
- Joint **employee/manager responsibility** required
- **Global Program**



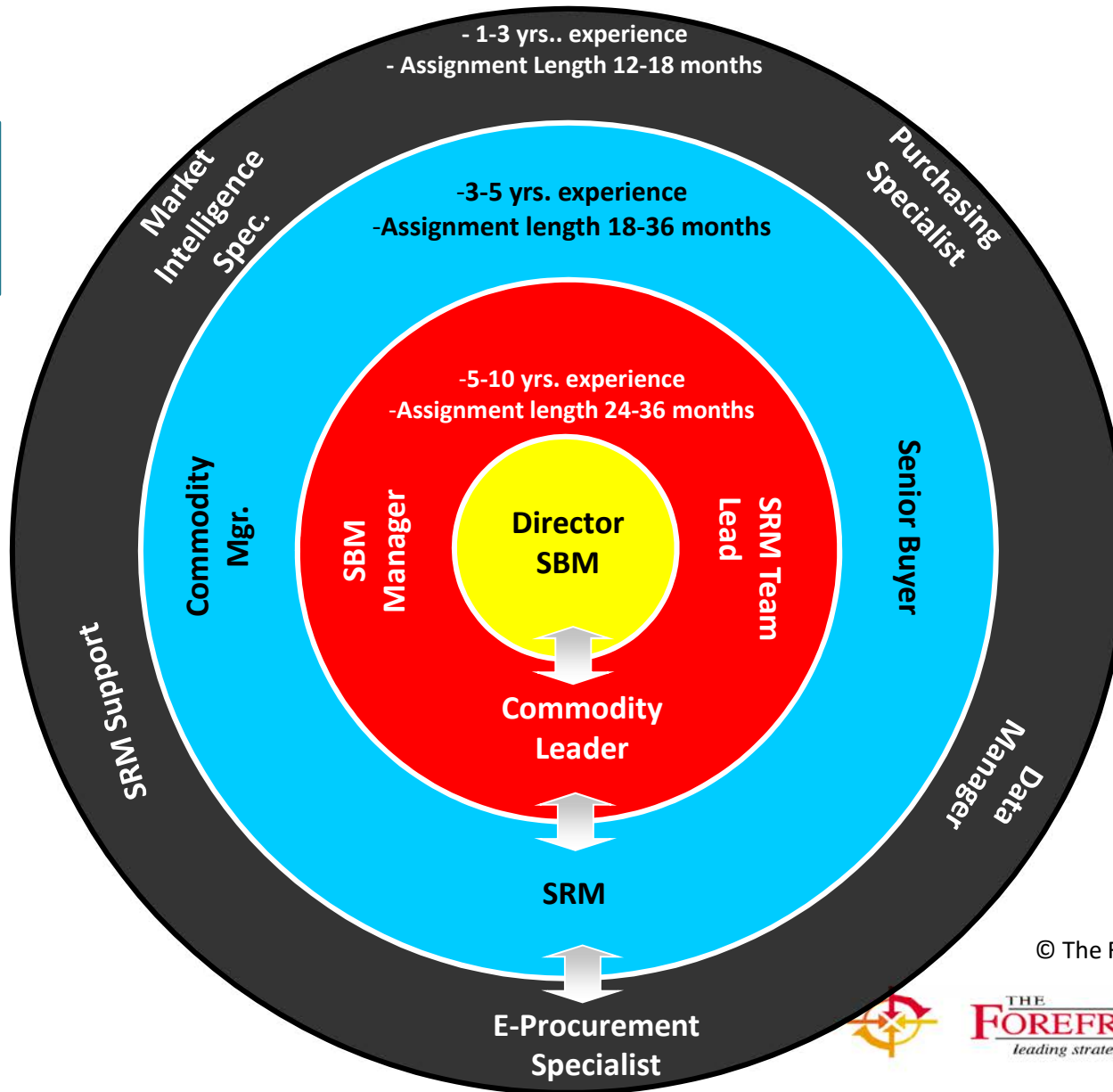
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Career Roadmap

Sample View

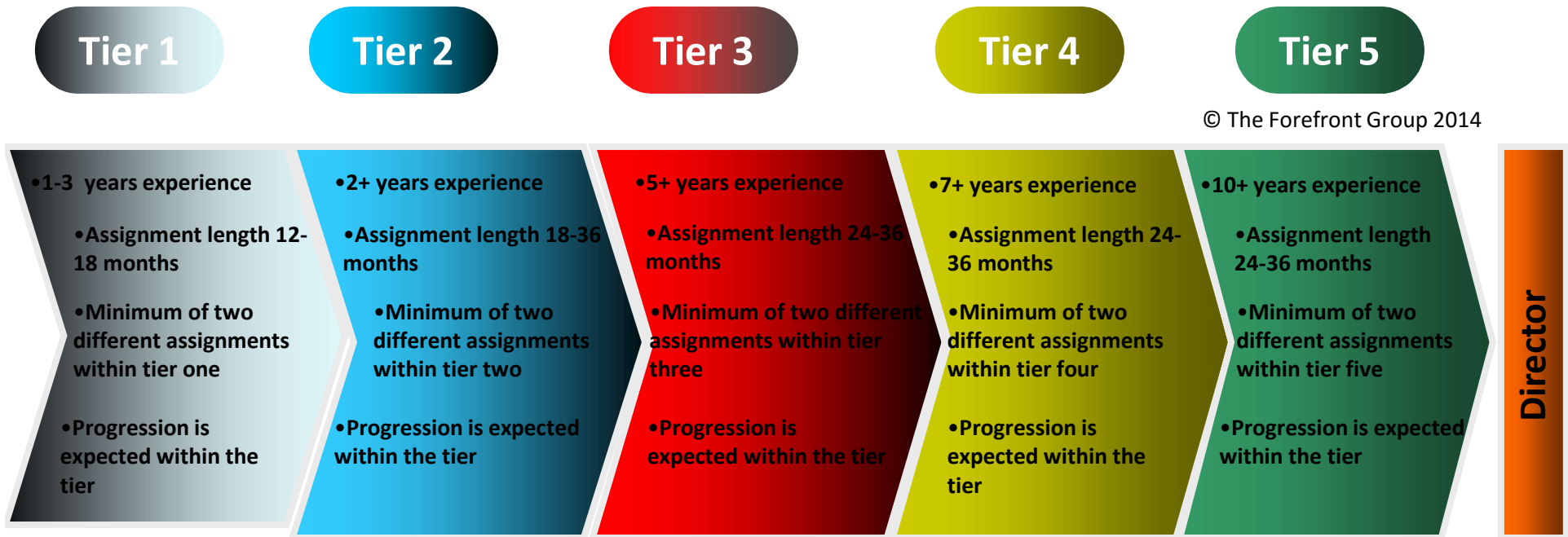


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Career Roadmap

Typical Development Progression

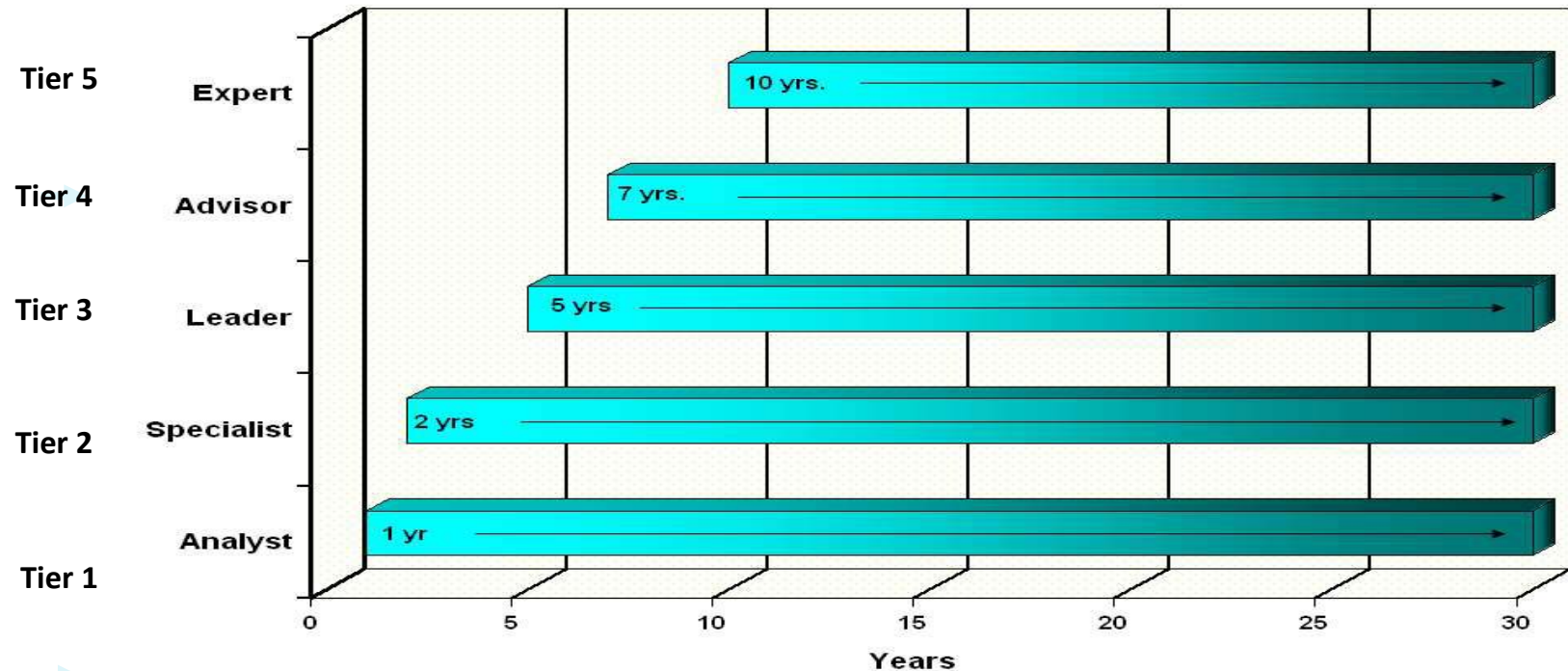


- Timeframes are absolute best case scenario based on high performers
- Longer cycle assignments still are appropriate.



Career Roadmap

Career Progression Roadmap Job Level Profile Matrix



- Tiered progression correlates to the Job level profit matrix
- Indicates Minimum years experience for each tier
- Specialist positions could remain in a single tier but provide salary growth



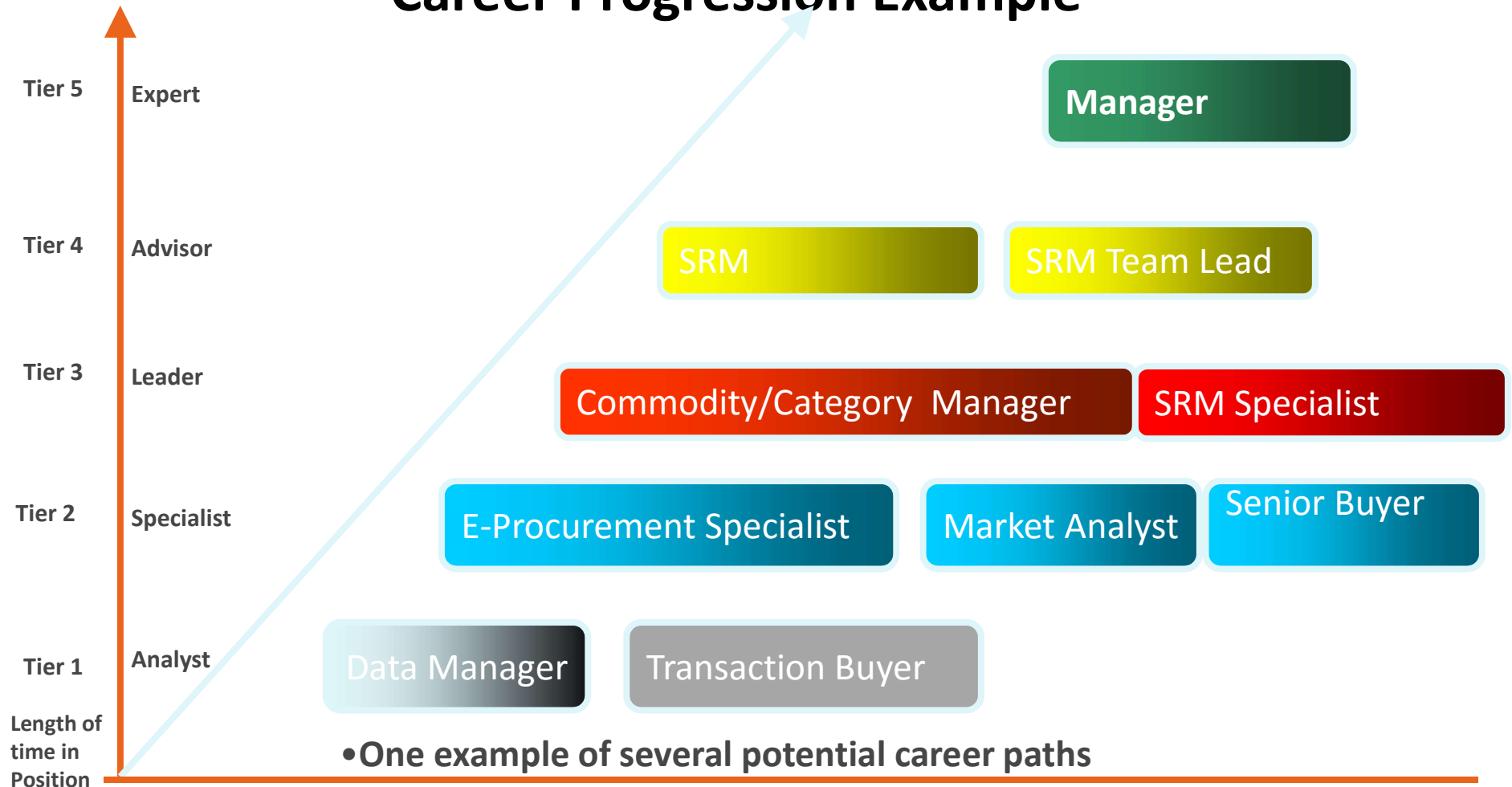
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Career Progression Example



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Career Roadmap



Cross Functional Development

- The Career Progression Roadmap **encourages cross-functional assignments, cross-global and international assignments** where possible.
- The Career Progression Roadmap builds **not only Strategic Sourcing knowledge and skills, but skills that can be utilized in other company functions across multiple levels.**



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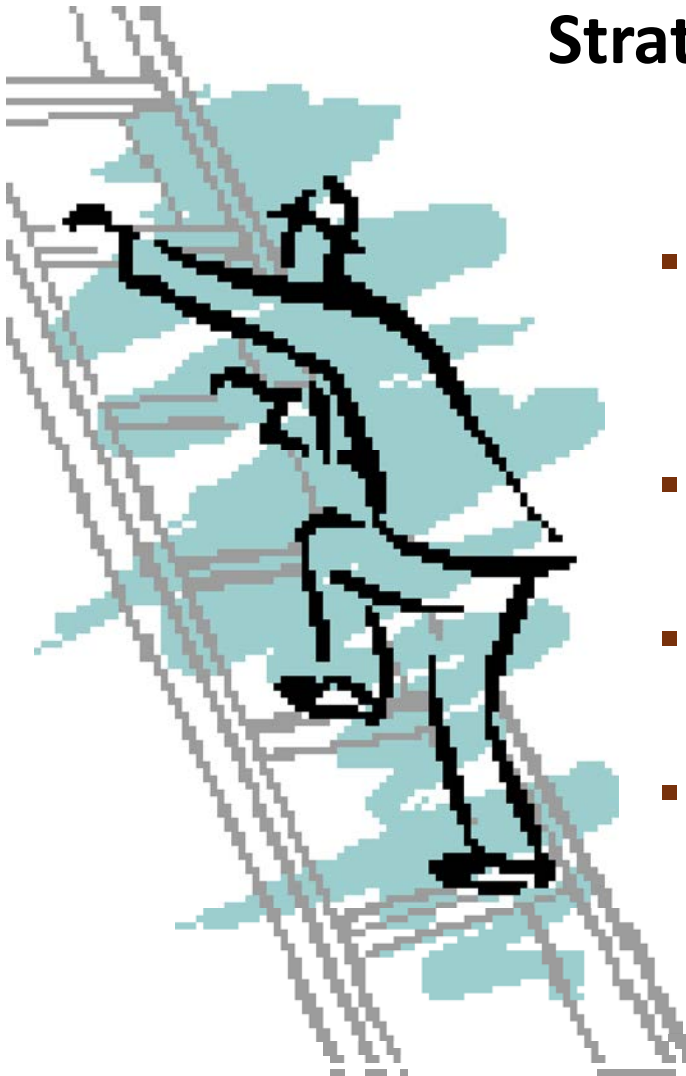


Career Roadmap

Strategic Sourcing Skills

Resource Rotation

- Planned resource rotations will be **mapped out and reviewed annually** with a calendar built for planned movements.
- There will be an **annual review of resource rotation opportunities**
- **High potential resources** would be the first to have opportunities.
- Objective **would be not to have anyone** in the same role or supplier relationship **for more than three years.**



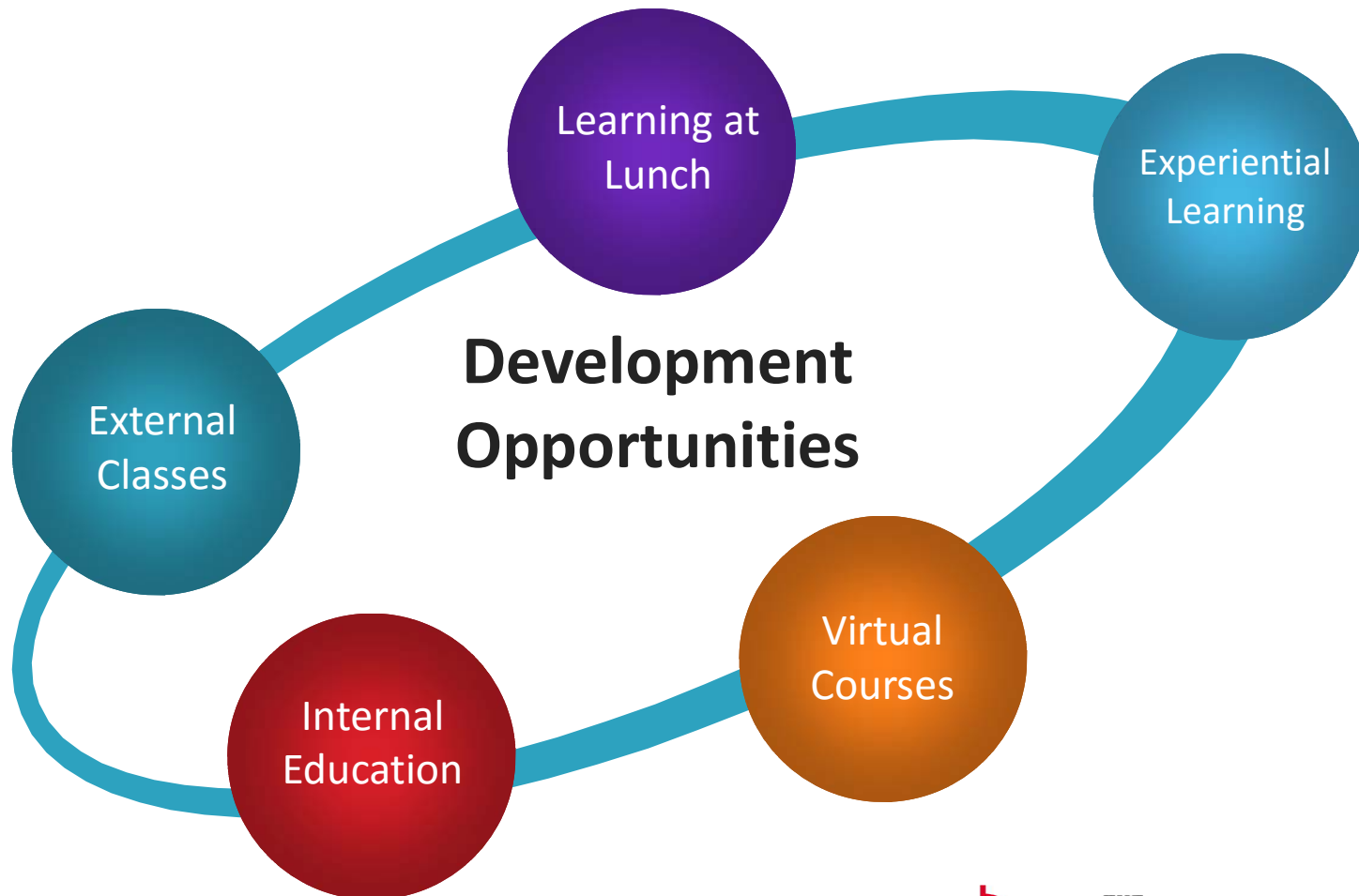
Career Roadmap

Experiential Modules

- One of the multiple professional development options
- Structured on-the-job assignments to provide exposure to more complex activities
- Temporary and finite activities
- Supported by an experienced resource coach
- Directed by Management Team
- Coded for traceability and credit in Employee Development database

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Strategic Sourcing Skills Multiple Options for Learning



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Rules of Engagement

Employee Responsibilities:

- Understand where you are in the process
- Seek continued learning options
- Review annual development plans to assure continued professional progress
- Complete 40 hours of formal development annually

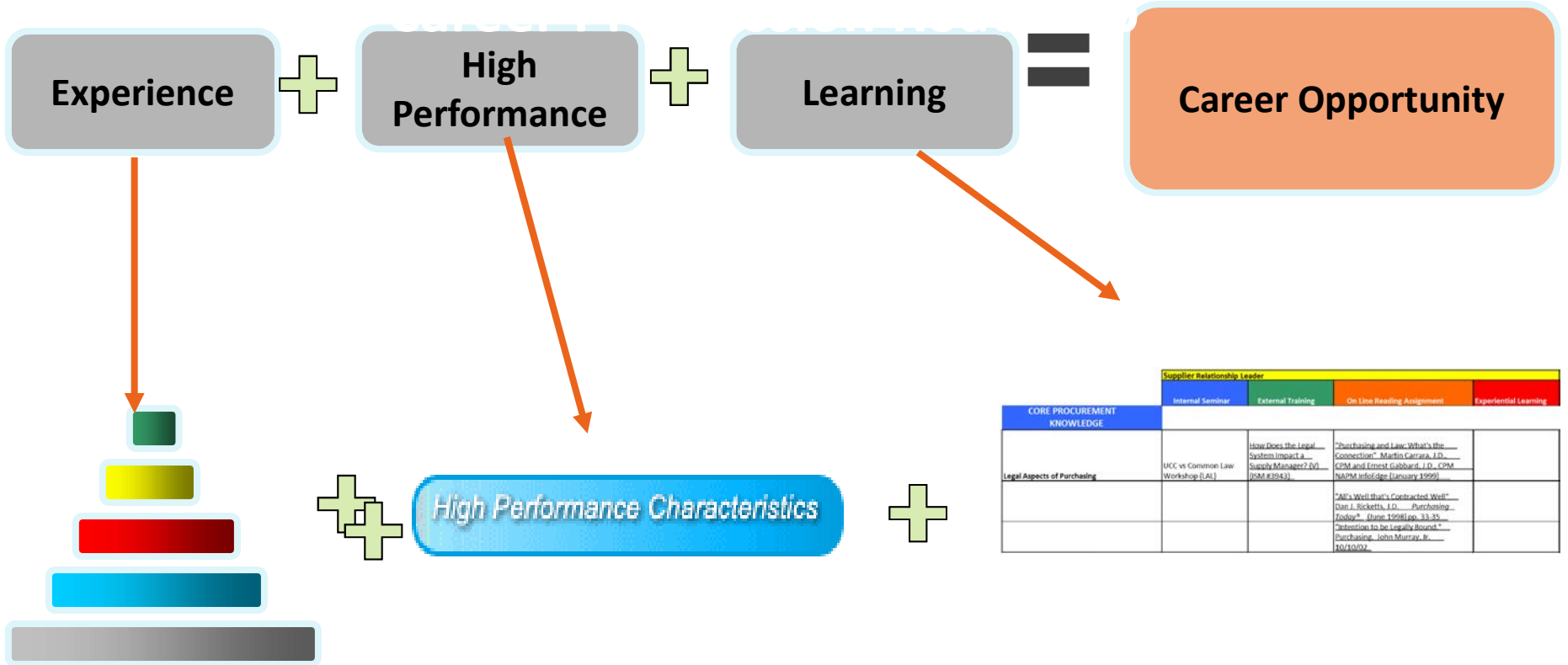
Manager Responsibilities:

- Complete annual employee professional development plans to support continued career progression
- Identify continued learning options to assure progressing knowledge
- Maintain employee data
- Endorse 40 hours of development per employee



Career Roadmap

Development Formula



Position availability and resource needs impact movement cycle.



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Career Roadmap

For More Information on:

- Sourcing Business Models Mapping and Selection
- TFG Knowledge Assessment and Development Toolkit (KAT)
- TFG High Performance Skills Development
- TFG Career Progression Roadmap
- Organization Optimization Design Model
- TFG Maturity Assessment
- TFG Training Curriculum Catalog

Contact:

Bonnie Keith, President

The Forefront Group

bkeith@theforefrontgroup.com

609-922-8977

Or Info@theforefrontgroup.com



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