



From Occupation to Profession: *Are You Ready for the Journey?*

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NIGP: The Institute for Public Procurement



FORUM2016



Our Exploration...

- ✓ From Point A to Point B: Your Personal and Professional Journey
- ✓ The Journey of Public Procurement: *from Occupation to Profession*
- ✓ Continuing Your Professional Journey

“Journey” Defined

- ✓ Travel from one place to another, usually taking a rather long time
- ✓ A distance, course, or area traveled or suitable for traveling
- ✓ A period of travel
- ✓ Passage or progress from one stage to another

Your Personal Journey...

Point A

Family
Friend
School
Job



Point B



Your Personal Journey...

Pulse: **How** Many Places Have You Lived?

- A. Only one
- B. 2-3 Places
- C. 4-6 Places
- D. 7-9 Places
- E. 10 or More Places

Your Personal Journey...

Pulse: **Where** Have You Lived?

- A. Never moved from the city where I grew up
- B. Moved, but only within the state
- C. Lived in different states
- D. Lived in different countries



Your Personal Journey...

Pulse: **What** factors influence where you live today?

- A. My job
- B. My spouse/partner's job
- C. My family and friends
- D. My community
- E. My desire for a balance: work and pleasure
- F. My passion for a high quality lifestyle
- G. Other factors

Your Personal Journey...

Pulse: How Often Do You Travel?

- A. Once a Year
- B. 2-3 Times a Year
- C. 4-5 Times a Year
- D. 6 or More Times a Year
- E. Never



Your Personal Journey...

Pulse: **Where** have you traveled in your lifetime?

- A. Within the state
- B. To different states
- C. To different countries within North America
- D. To different continents
- E. To the International Space Station



Your Personal Journey...

Pulse: **What** factors influence your travel decisions?

- A. Visit family
- B. Visit friends
- C. Explore cities: sites, foods, museums
- D. Explore history
- E. Explore landscapes
- F. Explore different cultures
- G. Other factors

Your Personal Journey...

Regardless of **why and where** you live
and **why, when and where** you travel...

- ✓ Intentional Decision
- ✓ Planned Journey
- ✓ Anticipated Outcomes



Reflecting on Your Last Trip Taken....

Your Personal Journey...

When Planning a Trip...

- ✓ **Why:** Define a Purpose
- ✓ **Where:** Select a Destination(s)
- ✓ **When:** Set Timelines
- ✓ **What:** Sites to see and stops along the way
- ✓ **How:** Methods of transit and lodging



Your Professional Journey

Your Professional Journey...

Point A



Point B



Your Professional Journey...

When Mapping Out Your Career...

Intentional, Planned, Outcomes

Why, Where, When, What, How

Your Professional Journey...

When Planning your Career

Why? Select a profession that aligns with your...

- Purpose
- Skills and Talents
- Passion

Your Professional Journey...

When Planning your Career

Where? Select an employer that ..

- Aligns with your values and purpose
- Offers benefits that are important to you
- Creates a stable, welcoming environment
- Supports continuous learning
- Provides opportunities for growth



Your Professional Journey...

When Planning your Career

When? Set career goals for...

- Advancements and promotions based on timelines
- Retirement based on timelines



Your Professional Journey...

When Planning your Career...

What? Develop a blueprint that focuses on...

- Progressively greater responsibilities
- Increased authority and autonomy
- Higher compensation, position, recognition



Your Professional Journey...

When Planning your Career...

How? Accomplish Objectives through...

- Formal education
- Professional certification
- Continuous education and skill development
- Shared knowledge
- Networks



Your Professional Journey...

Pulse: Reflecting on Your Career in Public Procurement...

- A. Public Procurement was my first choice
- B. Public Service was my first choice; but not procurement
- C. The Private Sector was my first choice
- D. The Non-Profit Sector was my first choice
- E. The Lottery was my first choice



Your Professional Journey...

Why is it that most Professional Colleagues
Fell Into Public Procurement ?

Why wasn't Public Procurement
their **First** Choice?



The Journey of Public Procurement

From Occupation to Profession

The Journey...

Point A



Point B



Occupation v. Profession

- **Occupation** is an activity undertaken by the person to earn her/his livelihood.
- **Profession** is an activity, which requires specialized training, knowledge, qualification and skills.

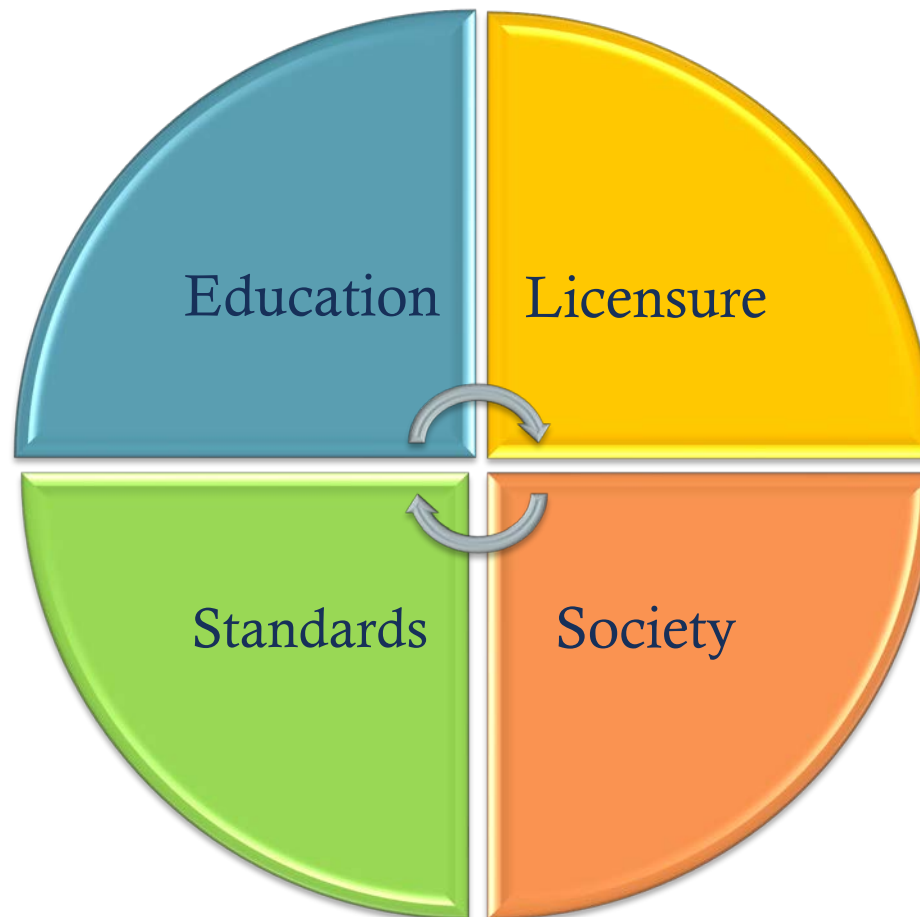
Occupation v. Profession

Basis for Comparison	Occupation	Profession
Education	On the Job	University
Continuous Training	Not Critical	Compulsory
Regulated by Statute	No	Yes
Basis of Pay	Production	Skill & Knowledge

Occupation v. Profession

Basis for Comparison	Occupation	Profession
Code of Conduct	No	Yes
Decisions Guided by	Science or Theory	Historical Practice
Degree of Accountability	The Employer	The Individual
Respect and Status	Low to Medium	Very High

The Pillars of a Profession



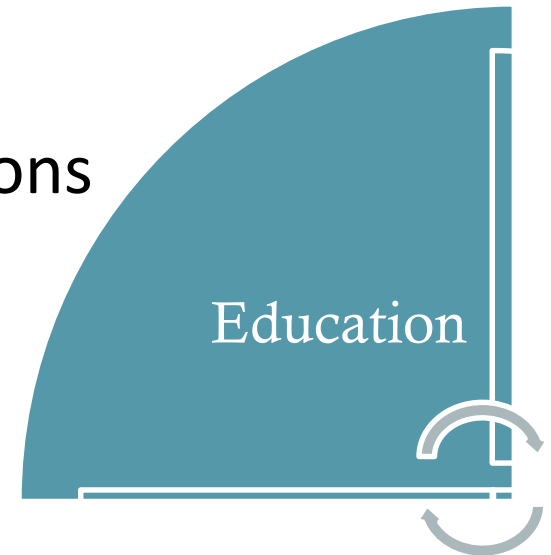
The Pillars of a Profession

Formal Education thru Colleges

Research Programs: Theory and Applications

Adopted Academic Curriculum

Internships and Professional Entry



Our Progress Towards a Profession

NIGP Strategic Plan:

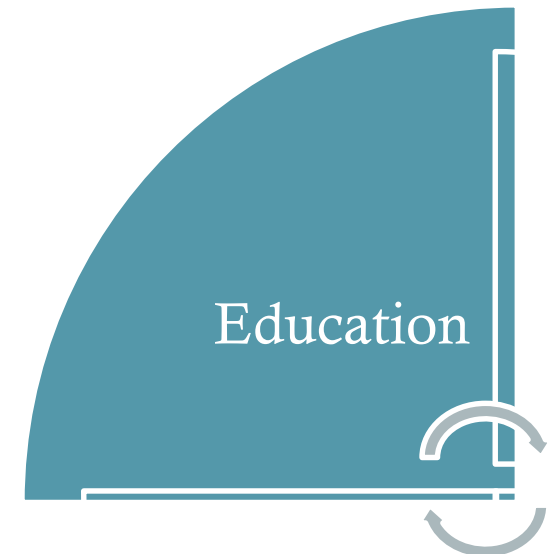
Education...

Partnerships with Academia

Life-Long Learning

Governance...

ASPA and NASPPA



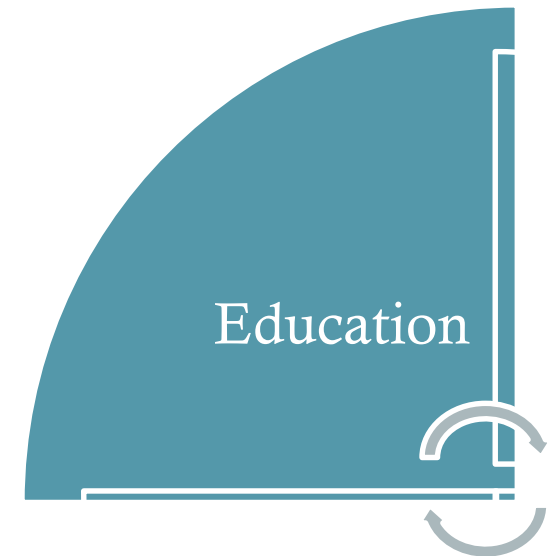
Our Progress Towards a Profession

Adopted Academic Curriculum

ASPA Public Procurement and Contracting Interest Section

Internships and Professional Entry

Efforts on NIGP Chapter Level to be Replicated by the Institute

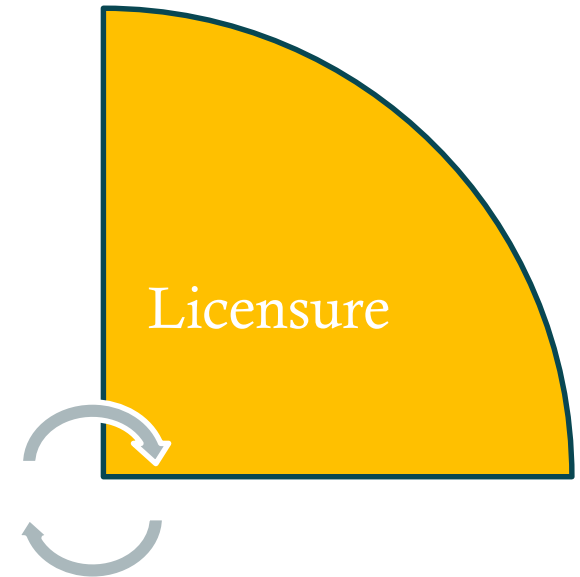


The Pillars of a Profession

Gatekeeping Requisites Intended
to be a Barrier to Service

Sanctions for Unethical Behavior

Formal Process For Examining a
Candidate's Understanding and
Application of the BOK

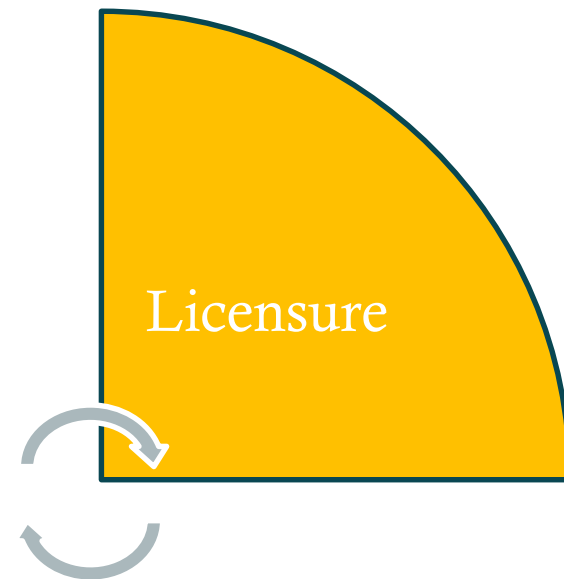


Our Progress Towards a Profession

UPPCC Certification

Requisite or Preference for Practice
(Warrants) and Promotions

Salary Differential



The Pillars of a Profession

Establishment of Codes of Conduct

Norms and Behaviors Developed
Collaboratively

Generally Accepted and Possibly
Codified in Regulations



Our Progress Towards a Profession

Values and Guiding Principles

Accountability
Ethics
Impartiality
Professionalism
Service
Transparency



Our Progress Towards a Profession

21 Global Best Practices

Specifications

The Place of Public Procurement within
the Entity

Public-private partnerships

Protests



Our Progress Towards a Profession

NIGP Code Taxonomy

NIGP Accredited Cooperative

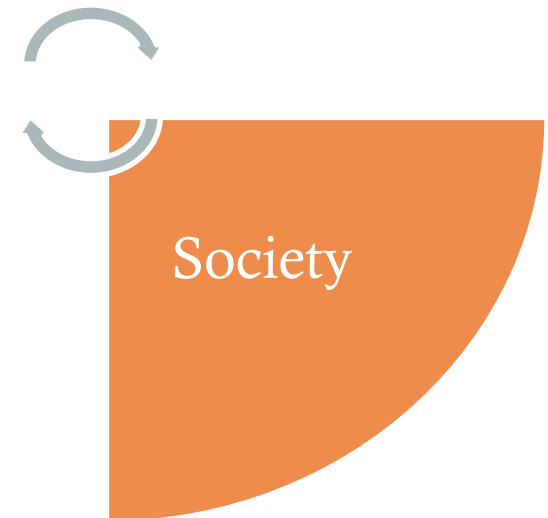
NIGP Outstanding Agency
Accreditation Achievement
Award and Pareto Award



The Pillars of a Profession

Formal Structures that Foster:

Knowledge Sharing
Standards Setting
Technical Tools and Resources
Networking



Our Progress Towards a Profession

NIGP Membership

Knowledge and Innovation Sharing via
NSite

Web-Based Tools and Resources

Professional Networking through Chapters
and Events



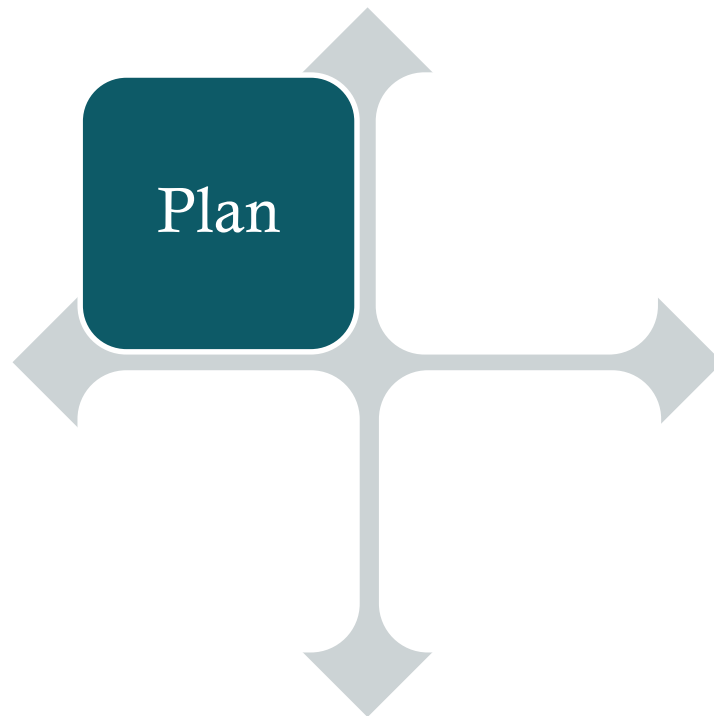
Another Step Towards Relevancy

Public Procurement
Agencies
Must be Perceived
as a Critical
Management Function



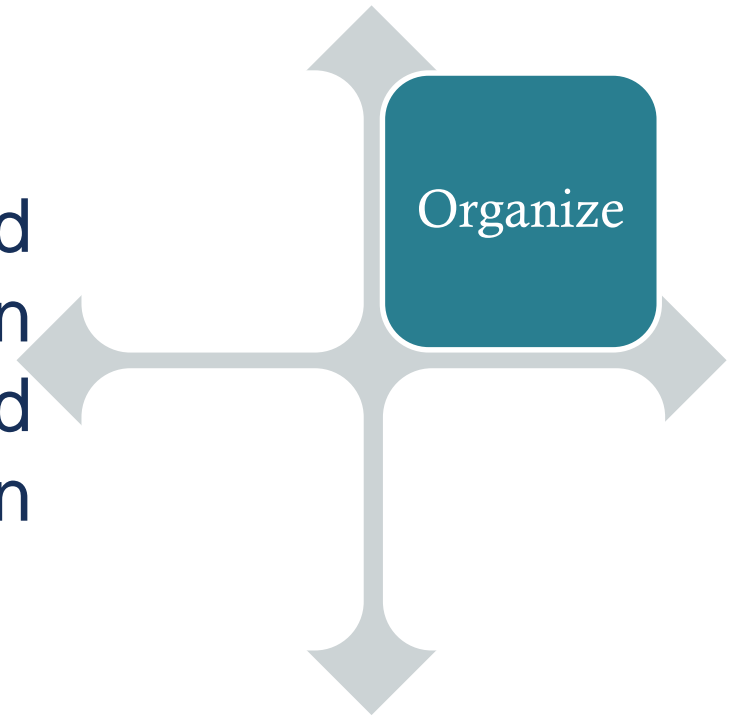
Critical Management Function: Plan

Policies
Risk
Due Diligence
Procurement Planning
Centralization



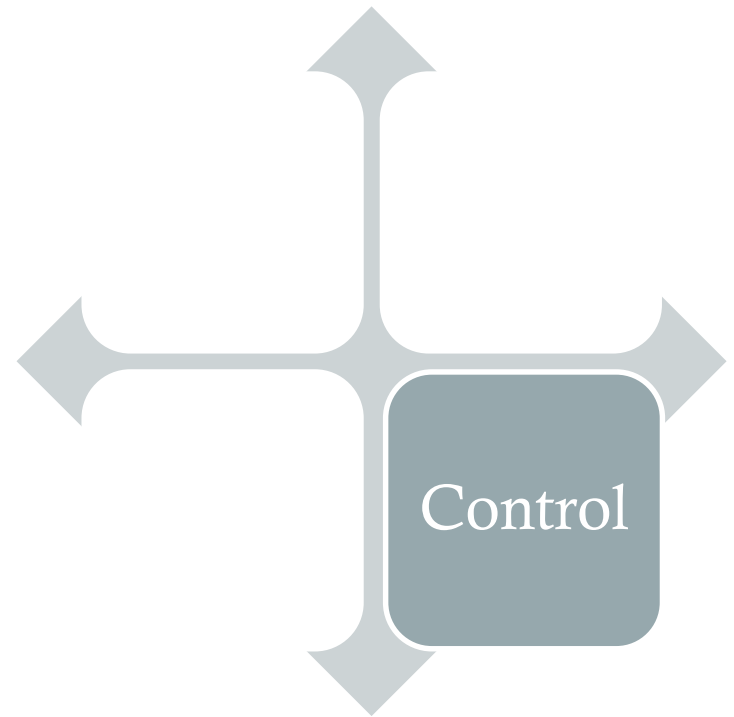
Critical Management Function: Organize

Maverick Spend
Processes for each Function
Monitoring/Analyzing Spend
Validate Procurement Function



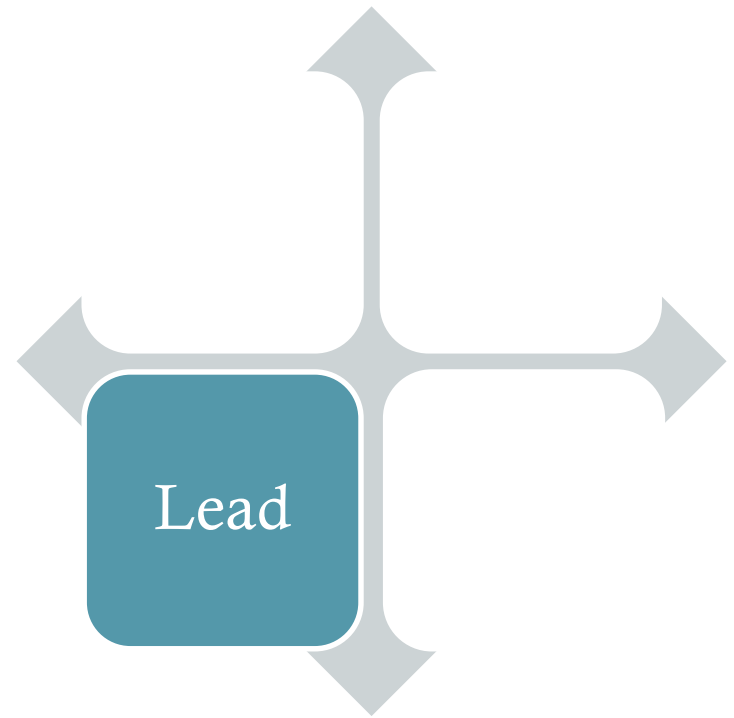
Critical Management Function: Control

SRM
Technology
Contract Management
Continuous Improvement
Ethics

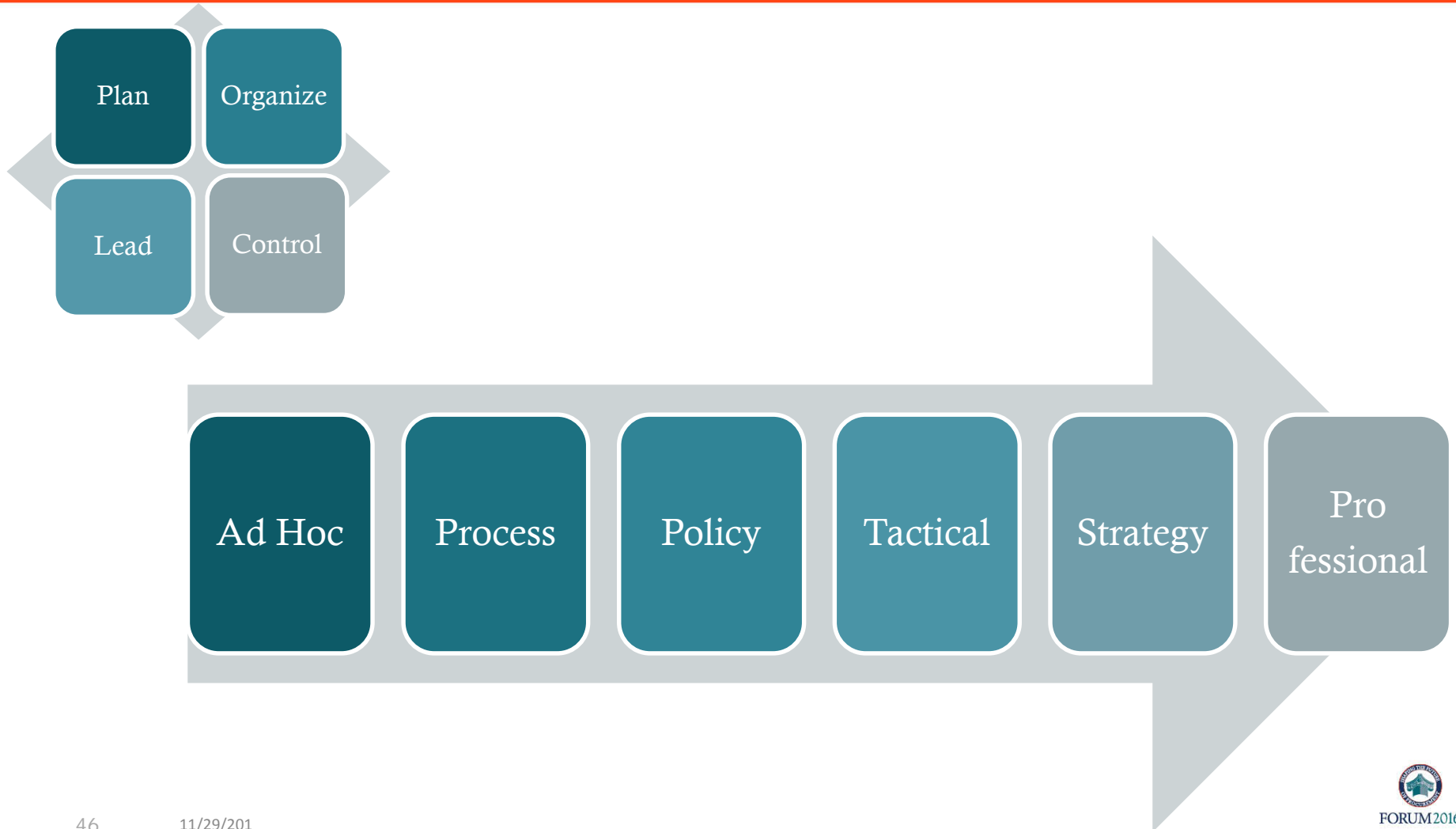


Critical Management Function: Lead

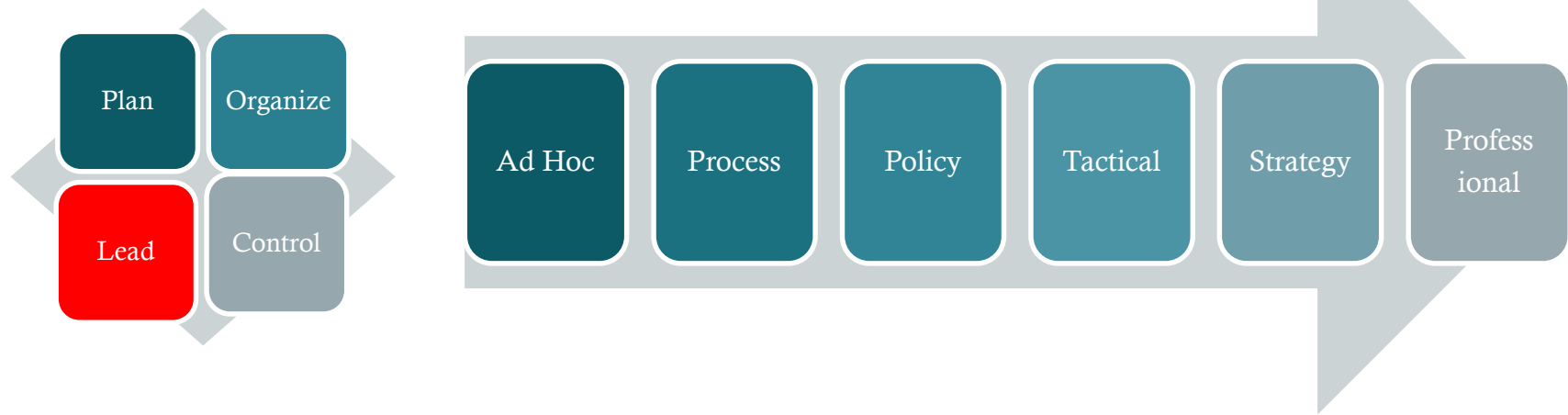
Staff Development/Training
Alignment with Strategy
CPO Role w/n Organization
Sustainability
Stakeholder Engagements



Aligning the Management Function to Public Procurement Maturity

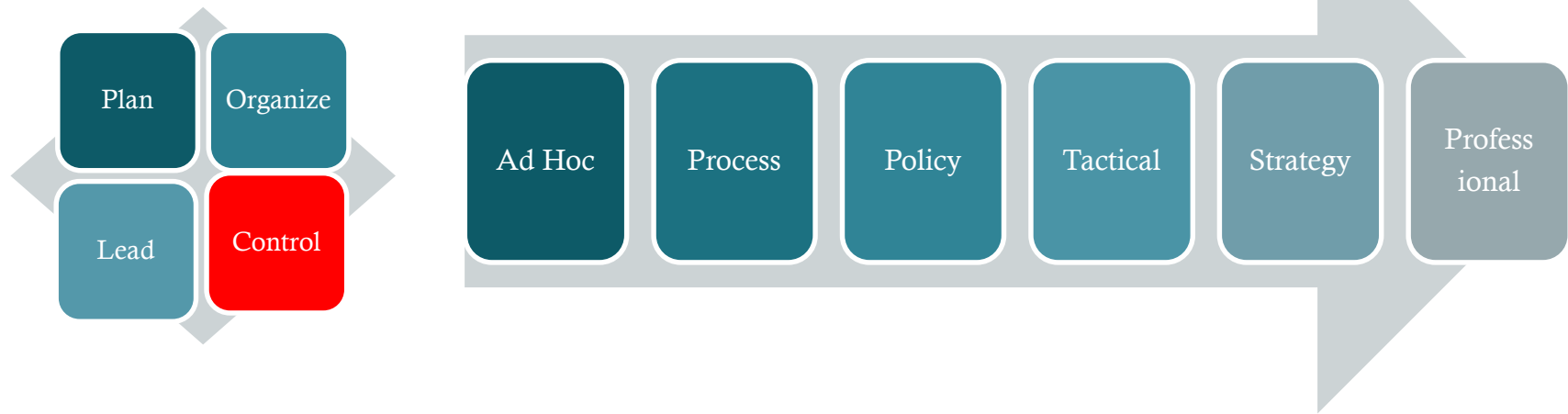


Examples: CPO's Role



- **Ad Hoc:** No management recognition
- **Process:** Procurement is financial afterthought
- **Policy:** Value-Added benefits recognized but limited
- **Tactical:** Value-Added benefits are fully recognized
- **Strategic:** CPO is a member of the agency's executive team
- **Professional:** Procurement integrated into management practice/philosophy

Examples: Ethics

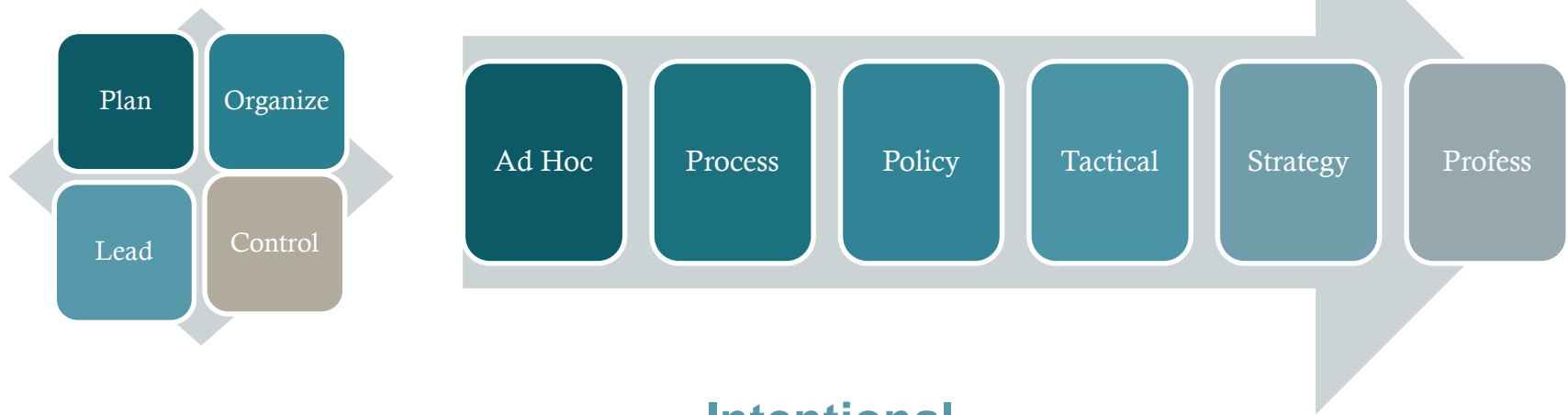


- **Ad Hoc:** No Code of Ethics
- **Process:** Agency has a process for identifying conflicts of interest
- **Policy:** Agency has clear ethical code; staff must comply
- **Tactical:** Code shared with all stakeholders; all must comply
- **Strategic:** Sanction exist for breaches
- **Professional:** Sanctions exist and breaches shared with external authority



Continuing Your Professional Journey: *Your Public Agency*

A Journey based on the Maturity Framework



Intentional

Individual Assessment of Current Practices by Members of the Team

Anticipated Outcomes

Compare Viewpoints - Identify and Close Gaps

Planned

Determine Priorities and Methods for Continuous Improvement



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FIND PROCUREMENT RESOURCES

The NIGP Procurement Resource Center is your portal to the tools you need to support your day-to-day activities and effectively manage your procurement organization. Many of the resources here are NIGP member-exclusive or offered through partnerships that provide services at member-discounted rates.

DOCUMENT LIBRARY



GLOBAL BEST PRACTICES



Looking for guidance about best practices in public procurement? From “Cooperative Contracts” to “Transparency”, these Global Best Practices provide foundational reference for you

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PATHWAY TO PROFESSIONALIZED PROCUREMENT

FOR AGENCIES AND INDIVIDUALS

As with all journeys, it helps to have a path to follow. It also helps to know where you are starting and where you are going, the resources you have, and the ones you need to get there.

Fortunately, there is a pathway to professionalized practice that agencies and individuals can use to plan their developmental journey and recognize the major milestones that indicate where along the journey they are.



NIGP CONSULTING SERVICES

Our consultants work diligently to determine the most relevant solutions tailored for each unique situation.



[+ GET STARTED ON YOUR PATH](#)



+ GET STARTED ON YOUR PATH

Know where you are and what you have using these two self-assessments.

PROFILER ESSENTIALS

[ACCESS NOW](#)



Your Essentials report will identify whether or not your agency takes a more structured or unstructured approach to procurement.

- How structured is your procurement planning process?
- Do you have clearly defined procurement processes?
- How does your organization's leadership structure reflect the role of procurement?
- Do you monitor and control your procurement function?
- Are you protecting the agency from risk?

PROFILER SELF-ASSESSMENT

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MEMBERS-ONLY



Continuing Your Professional Journey: Within You

Your Journey

Intentional

Assess your own Engagement in Advancing the Profession

Anticipated Outcomes

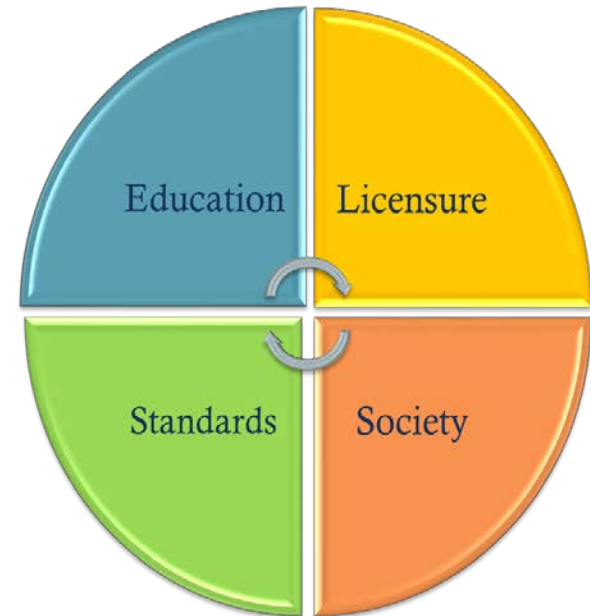
Determine Long and Short Term Career Goals

Planned

Determine Priorities and Methods for Continuous Improvement

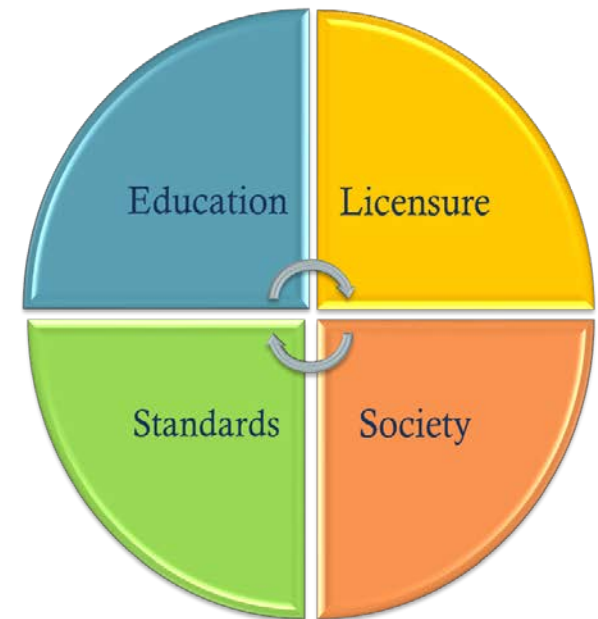
Your Journey

What Can **You Do**
to Dedicate **Your Time** and Talents
in Each of the Four Quadrants
to Advance Public Procurement?



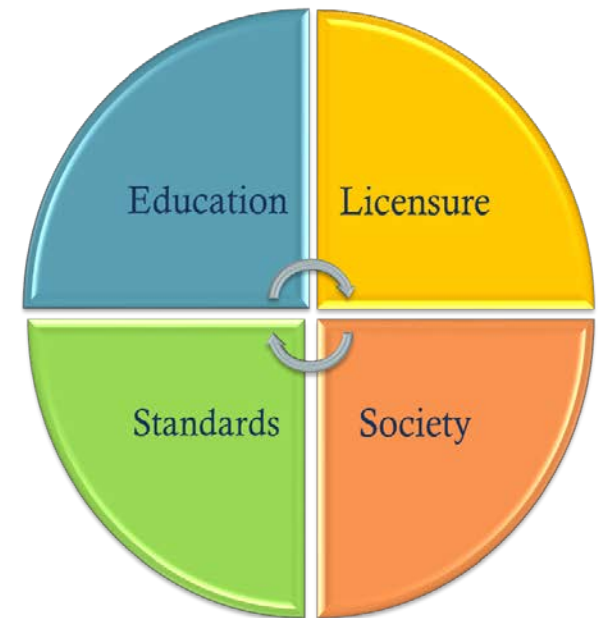
Your Journey: Education

- ✓ Achieve higher education degrees
- ✓ Develop new awareness/skills to keep pace with a dynamic environment
- ✓ Gain knowledge on procurement and technology strategies
- ✓ Encourage colleagues to expand their knowledge
- ✓ Seek out research on trends, innovations



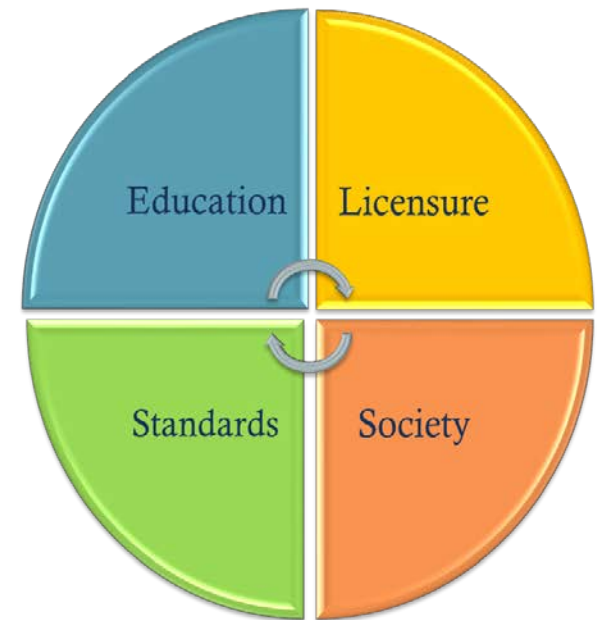
Your Journey: Licensure

- ✓ Attain/Retain professional certification
- ✓ Attain additional executive certificates
- ✓ Encourage colleagues to seek professional certification
- ✓ Require professional certification as a hiring manager



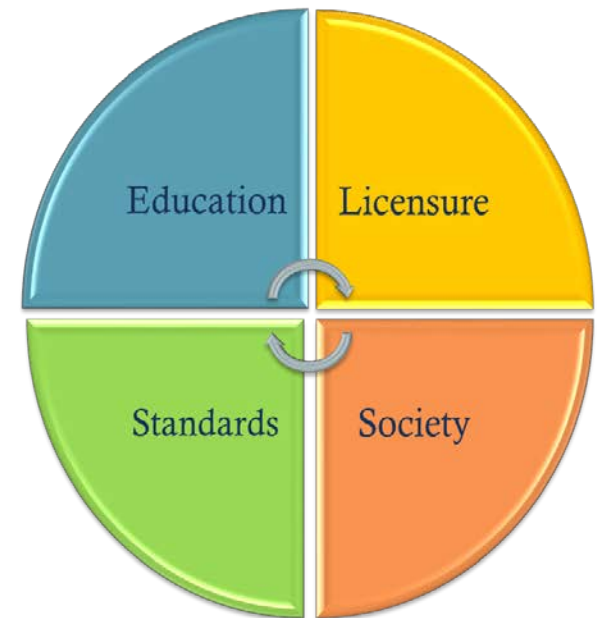
Your Journey: Standards

- ✓ Align professional values/behaviors with established norms
- ✓ Participate in setting standards and practices
- ✓ Consider products/services that amplify standards



Your Journey: Society

- ✓ Share knowledge with colleagues
- ✓ Volunteer time, talents, passions as a leader
- ✓ Engage in professional networks at various levels
- ✓ Encourage colleagues to engage in professional societies





We are at our very best, and we are happiest, when we are fully engaged in work we enjoy on the **journey** toward the goal we've established for ourselves.



Do the difficult things while they are easy
and do the great things while they are
small. A **journey** of a thousand miles
must begin with a single step.



Sometimes it's the **journey** that
teaches you a lot about your
destination.



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