

**Forward thinking**

**supply chains continued** >>>

**20 September 2023**

**SAPICS Spring Conference**

Indaba Hotel, Fourways, Johannesburg, South Africa

**SAPICS**

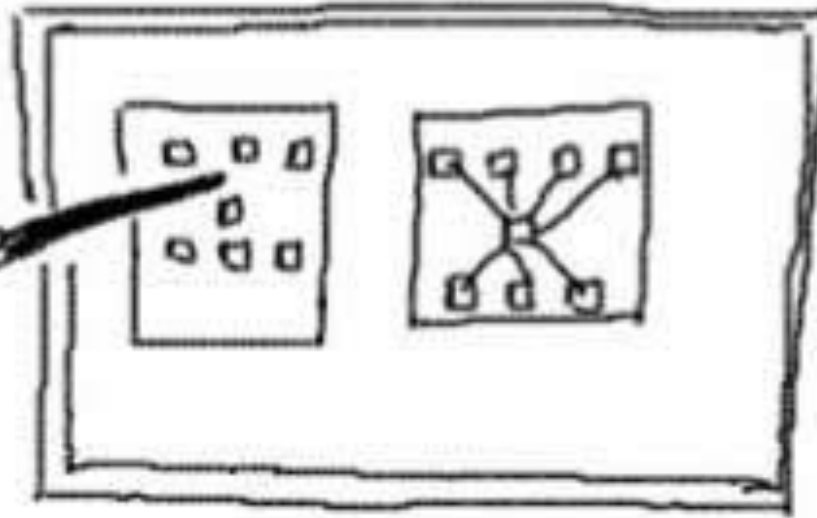
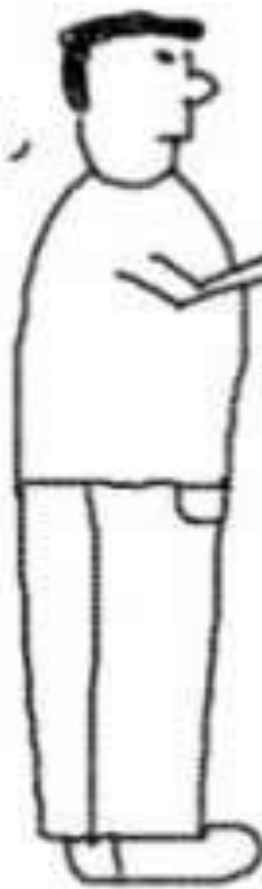
THE PROFESSIONAL BODY FOR  
SUPPLY CHAIN MANAGEMENT

IN ASSOCIATION WITH

**saaff**

**Creating SA Inc's most sought-after Supply Chain Professionals**

AS YOU SEE,  
UNLIKE IN IMAGE 1,  
ALL THINGS IN  
IMAGE 2 ARE  
CONNECTED...  
SOMEHOW,



AND THIS IS CALLED  
SUPPLY CHAIN MANAGEMENT...

Brainstuck.com



S A B C

THE LEADING EVENT IN AFRICA FOR SUPPLY CHAIN PROFESSIONALS

Internal

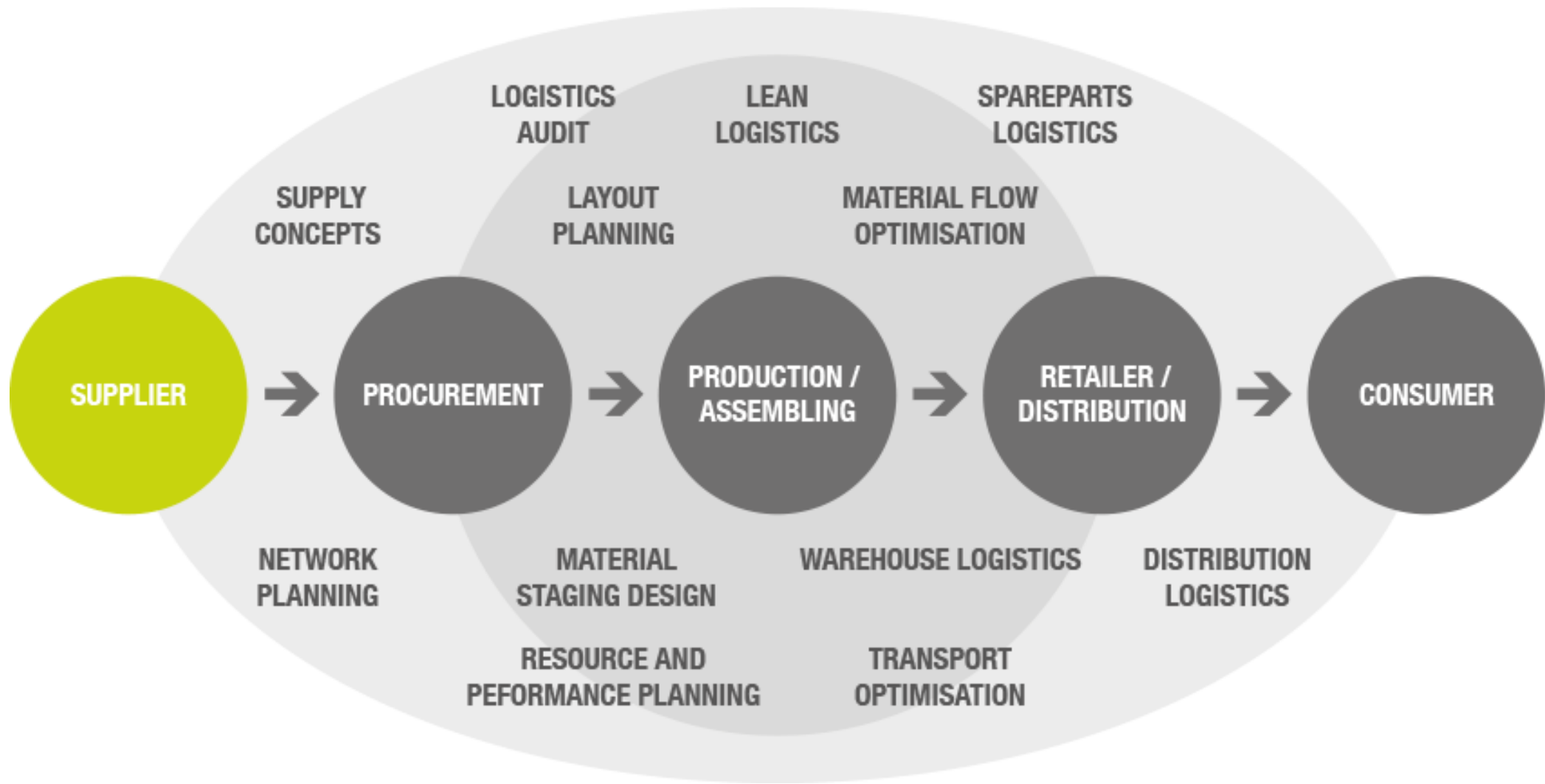


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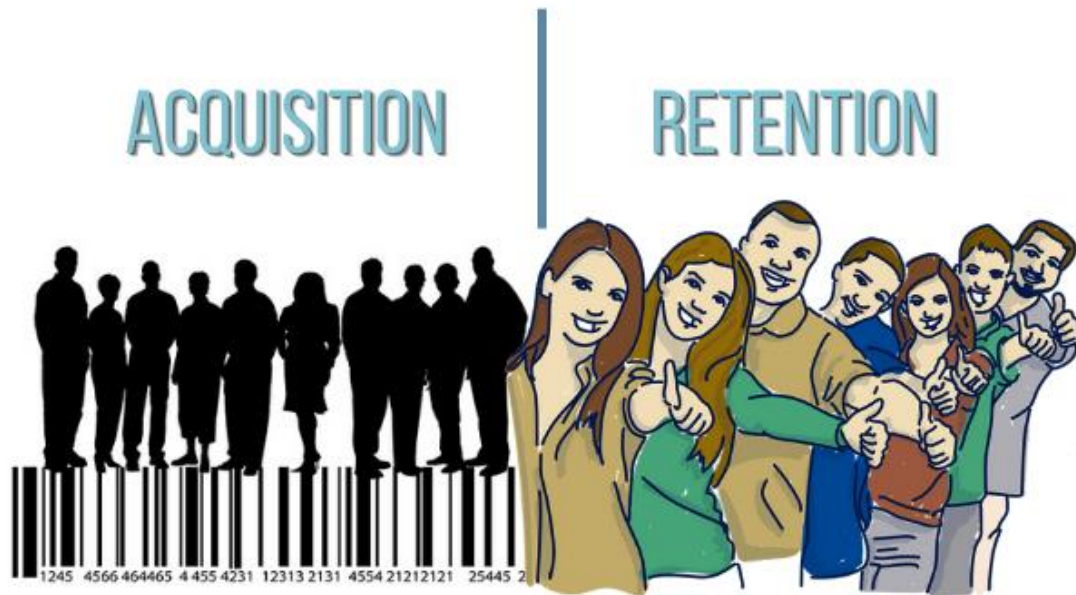
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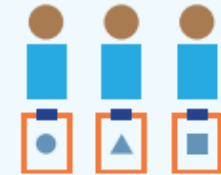
# Supply chain management professionalisation



Meeting the needs of the future supply chain workforce



Understanding labour markets



How to catalyse and stimulate the SCM labor market?



Four components of the SCM professionalization framework



# Why focus on HR for SCM?



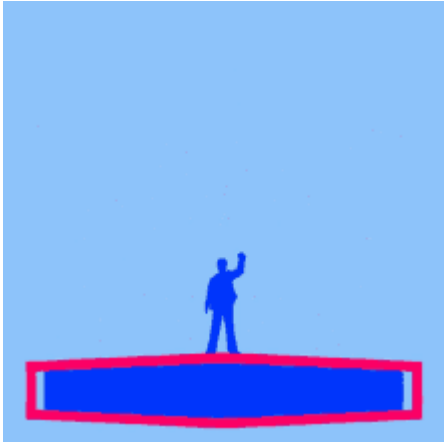
Requires >>> Focus and Collaboration

Requires >>> Systems Thinking

Requires >>> Leadership Commitment

Requires >>> Skills & knowledge transfer

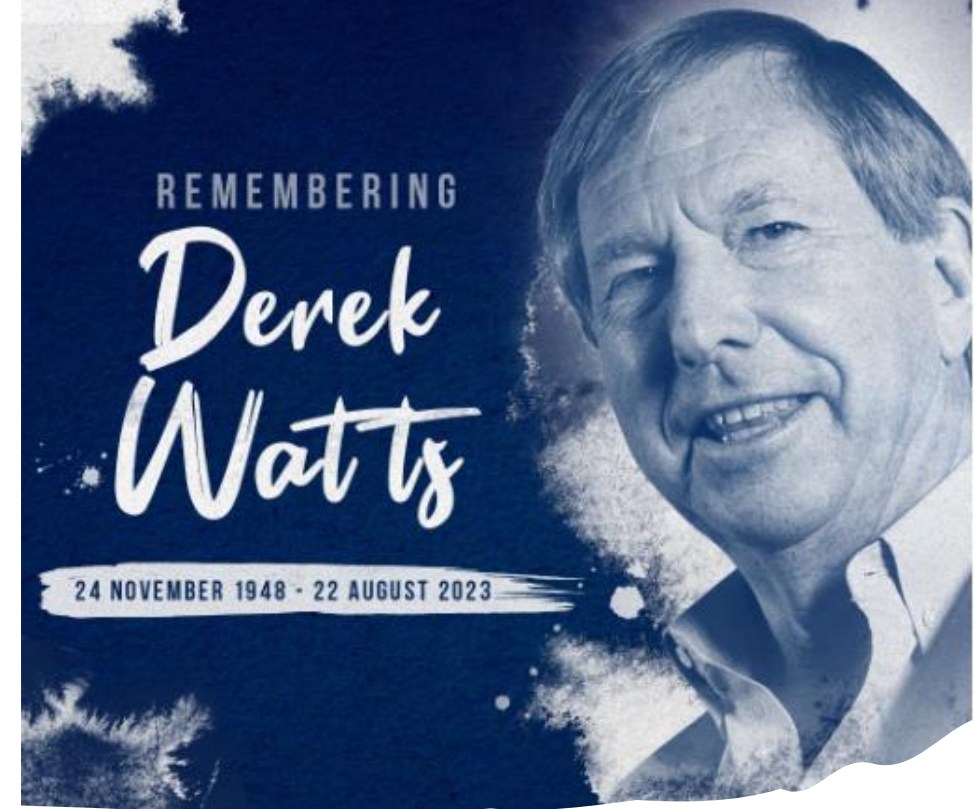




To the only other

person who grilled

better than us



How do we do this ?

# Meeting the needs of the future supply chain workforce

## Understanding SC labour markets



The educational and training institutions that output qualified workers



Policies and regulations that determine requirements of supply chain personnel and influence career paths



Dynamics that influence movements of SC workers between organizations and between sectors



Capacity development must occur at multiple levels individual, organizational and societal

## Establishing strategic partnerships

- ✓ Development of competency frameworks.
- ✓ Conducting skills gap analysis.
- ✓ Foster a learning culture.
- ✓ Implement training and development programs.
- ✓ Monitor and evaluate progress.

## Across different sectors



Public



Commercial



Civil Society

# Improve professional status and performance

## Identification of Standards

Globally benchmarked standards enable a solid foundation to design competency assessment tools and fit for purpose curricula

## Job Designation Profiling

Human Capital will continue to remain an essential resource to Supply Chain.

## Competency Assessment

It is imperative to map the job designation to the key competency functional areas

## Identify Gaps in Capacity Building

Augment qualifications, curricula and training service providers to produce the best logistics professionals in the world, a product of SA Inc.

## Recommend International Best Practice

SAPICS Delegation

## Produce an internationally acclaimed workforce for SA Inc

Delivered by ICFF





So... Do It ?

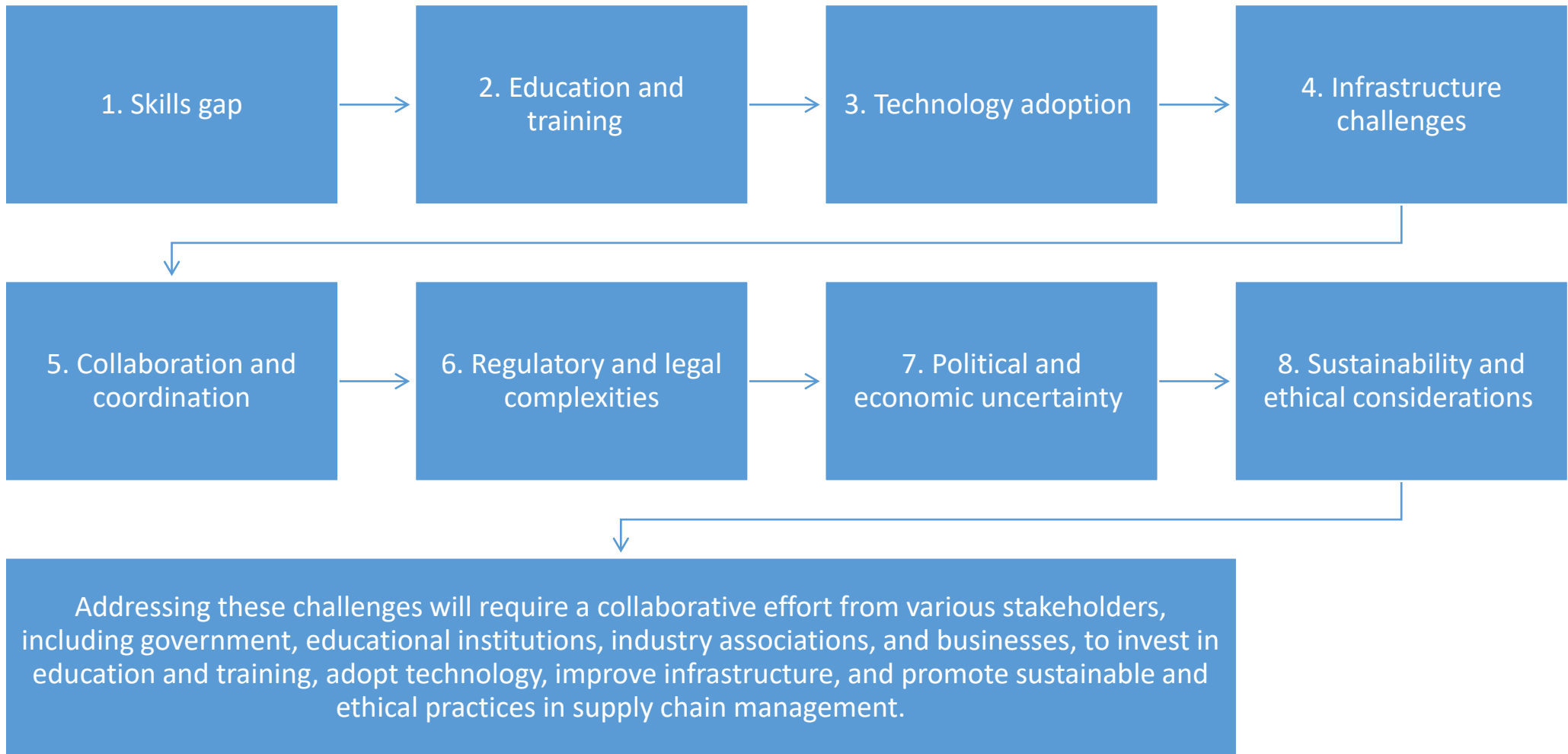
# Critical to the process ...understanding

## Understanding labour markets

- Supply side
  - ✓ Competency areas and behaviours
    - Knowledge & skills needed
  - ✓ Paths to professionalisation
    - Academic accreditation
    - Professional accreditation
    - Short courses
    - Industry practical projects

## Catalysing and stimulating the SCM labour market

- Demand side
  - ✓ Talent >> Emerging markets
  - ✓ Staff rotations/migration
  - ✓ Pipeline monitoring & staffing budget

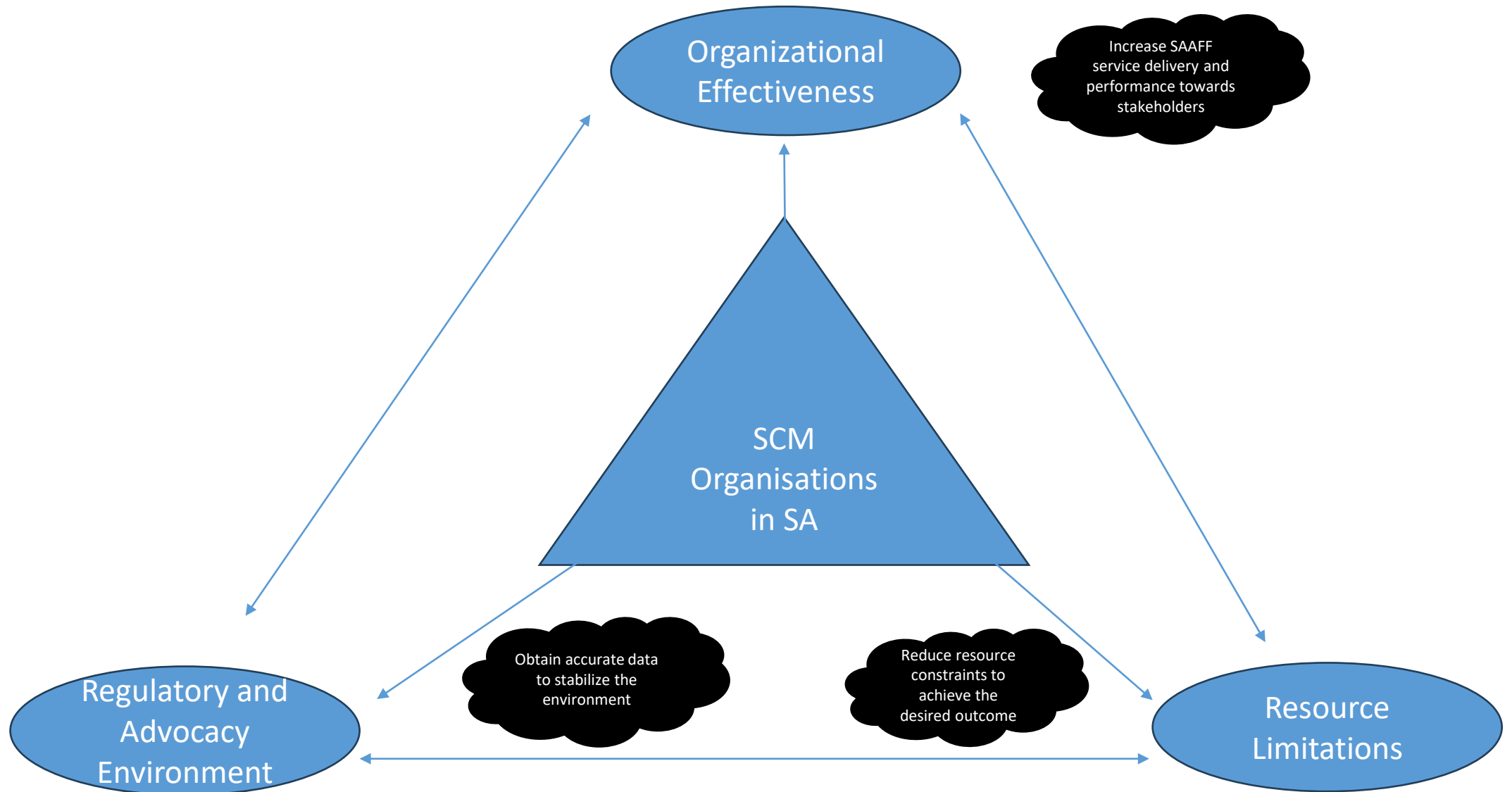




# Pledge

**WISDOM AND  
KNOWLEDGE DO NOT  
BELONG IN A GRAVE.**

**-Joe Cervantes**





## Empower and Encourage Improved Performance

- Identify Standards
- Design the Roadmap (Competency Assessment, Capacity Augmentation, Skills Transformation)
- Execute the Process (CPD, Com
- Professionalize the Industry (SA Inc as a Supply Chain)

“Coming together is a beginning, keeping together is progress,  
working together is success” – Henry Ford

Adapted by SAPICS and SAAFF



On that note... Spring has Sprung 😊

And together we all say: “SA Inc is our Supply Chain”

SAPICS and SAAFF... We Say Thank You !

