



Meta Skills for Procurement



The key to becoming a successful procurement professional goes beyond tactical applications and analytical thinking.



What is Meta Skill?

It's long been acknowledged that both hard and soft skills are needed in most jobs. They are no less crucial within procurement.

While hard skills include the teachable, quantifiable abilities you need to do the job and will be reflected in your qualifications, soft skills are, of course, slightly more difficult to measure. These can include teamwork, communication, conflict resolution and problem-solving abilities.

Then we come to the meta-skill. This is a type of skill that enables you to learn and build new skills faster. It also allows you to improve and develop other skills.

Skills are temporary because they are learned and developed, and therefore can be forgotten and refreshed. By contrast, a meta-skill is a permanent part of you that enables you to achieve things.



PROCUREMENT IS CHANGING

Gone are the days when procurement was considered a back-office function built solely for cost saving; it's now getting the recognition it deserves as an important value add in the C-suite.

This shift has led to a talent gap. Employers must build teams with a blend of skills that can face the more challenging and complex sides of procurement, including the application and adoption of new technology.

META SKILLS OF PROCUREMENT

Some of the skills that naturally fit procurement, and will help you build out other skills and experience you need to succeed, include the following:

- ➔ **Street Smarts** often underrated, street smarts involve your ability to see an opportunity in the future and map out how you can get to it.
- ➔ **Self-awareness** is a key element of emotional intelligence and vital within the workplace. Knowing your strengths, weaknesses and personality traits is a meta-skill that will enable you to develop some of the competencies you lack, make the most of the qualities and skills you possess and recognize how well you work with others.
- ➔ **Empathy** is a hugely important people skill. It can help you develop other skills such as problem-solving. Having the emotional intelligence to see where a person is coming from can help resolve conflicts, get to the root of why something isn't working, and build a productive team.
- ➔ You need **self-confidence** to grow and develop in your career. It's especially crucial if you are a procurement professional dealing with a variety of internal and external stakeholders and have reason to stand your ground.
- ➔ **Resilience** In procurement, the landscape is changing fast. You must be able to adapt to the environment. That might mean trying several approaches and going back to the drawing board with the same enthusiasm you had at the start.

Excerpts from <https://futureofsourcing.com/meta-skills-what-are-they-and-how-are-they-relevant-to-the-procurement-function-of-the-future>

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