# Strategic Procurement and Change Management Excellence Training Course



21 - 25 Dec 2026

Berlin

5800 € (Per Person)

Ref: #PSC1811_138873

## Course Introduction / Overview:

This course provides a comprehensive framework for leading and managing large-scale procurement transformation. In today's volatile global market, procurement has evolved from a transactional function to a strategic driver of value, innovation, and competitive advantage. This transformation requires not only advanced procurement strategies but also a masterful command of change management principles to ensure successful adoption and sustainable results. This program, offered by BIG BEN Training Center, bridges that critical gap. We delve into the methodologies for redesigning procurement processes, implementing digital technologies, and fostering a culture of continuous improvement. Drawing on seminal works in change leadership, such as John P. Kotter's "Leading Change," the course equips participants with the tools to navigate organizational resistance, align stakeholders, and communicate a compelling vision for change. Participants will learn to build a robust business case for transformation, develop a strategic roadmap, and measure the impact of their initiatives, ensuring that procurement becomes a true strategic partner to the business. This is an immersive learning experience designed to turn procurement professionals into transformational leaders capable of delivering tangible and lasting organizational value.

## Target Audience / This training course is suitable for:

- Procurement Directors and Managers.
- Supply Chain and Logistics Managers.
- Change Management Professionals.
- Strategic Sourcing and Category Managers.
- Operations Managers and Directors.
- Project Managers overseeing transformation initiatives.
- Finance Managers involved in procurement budgeting.
- IT Professionals supporting procurement systems.
- Senior executives seeking to leverage procurement for strategic advantage.

## Target Sectors and Industries:

- Manufacturing and Industrial Production.
- Retail and Consumer Goods.
- Technology and Telecommunications.
- Healthcare and Pharmaceuticals.
- Banking, Finance, and Insurance.
- Energy, Oil, and Gas.
- Construction and Engineering.
- Government, Public Sector, and Non-Profit Organizations.
- Transportation and Logistics.

## Target Organizations Departments:

- Procurement and Purchasing Departments.
- Supply Chain Management.
- Strategic Sourcing and Category Management.
- Finance and Accounts Payable.
- Operations Management.
- Information Technology (IT).
- Project Management Office (PMO).
- Corporate Strategy and Development.
- Risk Management and Compliance.

## Course Offerings:

By the end of this course, the participants will have able to:

- Develop a comprehensive business case and strategic roadmap for procurement transformation.
- Apply established change management models like Kotter's 8-Step Process to procurement initiatives.
- Master stakeholder analysis and create effective communication plans to drive buy-in.
- Lead the integration of digital technologies such as e-procurement and data analytics.
- Redesign procurement processes to enhance efficiency, agility, and value creation.
- Manage resistance to change and foster a culture of adaptability within the procurement team.
- Transform supplier relationships from transactional to strategic partnerships.
- Establish key performance indicators (KPIs) to measure the success and ROI of transformation efforts.
- Align procurement objectives with broader organizational goals and strategies.
- Anticipate future trends and prepare the procurement function for ongoing evolution.

## Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, practical, and engaging, ensuring that participants can immediately apply their learning in the workplace. This course moves beyond theoretical lectures to immerse attendees in a dynamic learning environment. We utilize a blend of expert-led presentations, real-world case study analyses, and collaborative group workshops where participants can tackle complex procurement transformation challenges. Interactive sessions, facilitated discussions, and role-playing scenarios will be used to develop critical skills in negotiation, stakeholder communication, and change leadership. Participants will receive constructive feedback from both the instructor and their peers, fostering a rich learning community. The curriculum emphasizes a hands-on approach, allowing attendees to draft transformation roadmaps, develop communication plans, and create KPI dashboards based on realistic scenarios. This applied learning model ensures a deep understanding of the concepts and builds the confidence needed to lead impactful change within their own organizations.

## Course Agenda (Course Units):

### Unit One: Foundations of Strategic Procurement Transformation

- The Evolution of Procurement from Tactical to Strategic Partner.
- Defining Procurement Transformation and its Core Components.
- The Business Case for Change: Linking Procurement to Corporate Objectives.
- Understanding the Psychology of Organizational Change.
- Introduction to Key Change Management Frameworks (e.g., Lewin, ADKAR).
- Identifying Key Stakeholders and Performing a Stakeholder Analysis.
- Assessing Organizational Readiness for a Major Procurement Transformation.

### Unit Two: Designing the Transformation Roadmap

- Crafting a Compelling Vision and Mission for the Future Procurement Function.
- Setting SMART Objectives and Key Performance Indicators (KPIs) for Transformation.
- Developing a Phased Transformation Roadmap: From Quick Wins to Long-Term Goals.
- Conducting a Gap Analysis of Current vs. Future State Processes and Capabilities.
- Technology Enablement: Evaluating and Selecting Digital Procurement Tools.
- Resource Planning: Budgeting and Staffing for a Transformation Project.
- Establishing a Governance Structure and a Transformation Management Office (TMO).

### Unit Three: Executing the Change and Process Re-engineering

- Applying Kotter's 8-Step Process for Leading Change in Procurement.
- Developing and Executing a Strategic Communication Plan.
- Re-engineering Key Procurement Processes: Procure-to-Pay (P2P), Source-to-Contract (S2C).
- Implementing Strategic Sourcing and Category Management Methodologies.
- Integrating Data Analytics and Business Intelligence into Procurement Decisions.
- Managing the Implementation of New Procurement Technologies and Systems.
- Training and Development Strategies for Upskilling the Procurement Team.

## Unit Four: Managing People, Culture, and Supplier Relationships

- Leading and Motivating Teams Through Ambiguity and Change.
- Strategies for Overcoming Resistance and Managing Conflict.
- Building a Culture of Agility, Innovation, and Continuous Improvement.
- Transforming Supplier Relationship Management (SRM) for Strategic Value.
- Collaborative Innovation with Key Suppliers.
- Negotiation and Conflict Resolution in a Changing Supplier Landscape.
- Ethical Considerations and Sustainable Procurement Practices in Transformation.

## Unit Five: Sustaining Momentum and Measuring Success

- Embedding New Processes and Behaviors into the Organizational DNA.
- Developing a Continuous Improvement (CI) Framework for Procurement.
- Measuring the Return on Investment (ROI) of the Transformation Initiative.
- Using Dashboards and Analytics to Track Performance and Demonstrate Value.
- Celebrating Successes and Reinforcing the New Ways of Working.
- The Future of Procurement: AI, Blockchain, and Predictive Analytics.
- Developing a Personal Action Plan for Leading Future Change Initiatives.

# FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

## Something to think about:

How can procurement leaders effectively balance the short-term pressure for cost savings with the long-term strategic need for investment in technology, talent, and supplier innovation during a transformation?

## What unique qualities does this course offer compared to other courses?

This course is uniquely distinguished by its integrated dual-focus on both high-level strategic procurement and the critical human dynamics of change management. While many programs treat these as separate disciplines, this course recognizes that the most brilliant procurement strategy will fail without effective implementation, which is fundamentally a change management challenge. We move beyond simply teaching procurement processes and tools to cultivate the leadership and influence skills necessary to drive genuine organizational transformation. The curriculum is built on a foundation of practical application, using complex, real-world case studies rather than abstract theories. Participants will not just learn about change models; they will apply them to procurement-specific scenarios, from technology adoption to supplier relationship restructuring. Furthermore, the course is forward-looking, preparing leaders not just for today's challenges but for the future of procurement, including digitalization, sustainability, and supply chain resilience. The emphasis is on creating strategic thinkers and influential leaders who can elevate the procurement function into a core driver of enterprise-wide value and competitive advantage.