An Agile Procurement Workforce:

Peer Discussion to Advance your Organization

**Russell Investments**
Jennifer Shepherd  
*Director, Global Sourcing and Procurement*

**Southern California Edison**
Larry Young  
*Senior Manager*

**ProcureAbility**
Marrena Anderson  
*Senior Vice President*
Peer Discussion to Advance Your Procurement Workforce

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About Us

ProcureAbility

Exclusively Focused on Procurement.

IT’S ALL WE DO.

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Russell Investments

• Russell Investments is a global asset manager that provides multi-asset solutions through our 5 world-class capabilities: capital market insights, portfolio construction, portfolio implementation, manager research and factor exposures.
• As of August, 2018, Russell Investments had approximately $287 billion in assets under management and works with 2,700+ institutional clients, independent distribution partners and individual investors globally.
• Headquartered in Seattle, Russell Investments has approximately 1,380 associates in 22 offices globally.
• Russell Investments’ Global Sourcing & Procurement (GSP) team manages over $1 billion in spend for both direct and indirect.
• Russell Investments’ Corporate Transformation Services (CTS) team is responsible for global optimization efforts.
By the Numbers: Who We Serve
- We delivered more than 87 billion kWh of electricity in 2015 and powered a total of
  - 15 million people
  - 180 incorporated cities
  - 15 counties
  - 50,000 square miles of service area
  - 5,000 large businesses
  - 280,000 small businesses

By the Numbers: How We Do It
- To deliver power safely, reliably and affordably, we monitor and maintain a vast electricity system:
  - 12,635 miles of transmission lines
  - 91,375 miles of distribution lines (less Streetlight miles)
  - 1,433,336 electric poles
  - 720,800 distribution transformers
  - 2,959 substation transformers
Remaining competitive in today’s landscape demands agility. To continue to innovate companies must acquire workers with new skills, ideas, knowledge and experiences.

**Agenda**

- How to predict talent needs; agile workforce when and why
- What skills are in the greatest demand
- How are traditional workforce models evolving
- How are companies integrating agile workers to improve results
- What skills will be needed in the future
- How to build an agile workforce
Skills Assessment

1. **ASSESS** skills at both the individual and the organization level

2. **IDENTIFY** gaps and developmental requirements

3. **DESIGN** development program to close the gaps

Build a Talent Supply Chain

Upskilling current workers can take time. Use Agile Workforce models to acquire workers with the desired skills, knowledge and experiences to fill gaps and strengthen your workforce.

How to predict talent needs; agile workforce when and why
Skills in Greatest Demand

**PROCUREMENT**
- Category strategy
- Strategic sourcing
- Contract Management
- Project management skills.
- Analytical skills
- ERP systems knowledge
- Soft skills

**AGILE WORKER**
- Autonomy
- Adaptability
- Use of technology
- Self-starter
- Communication skills
- Emotional intelligence

What skills are in the greatest demand

How to predict talent needs; agile workforce when and why
Traditional Workforce Models

TRADITIONAL CONTINGENT WORKFORCE MODEL
- Low- to mid-level workers
- Backfill support
- Increased workload

TRADITIONAL CONSULTING MODEL
- Defined scope
- Defined timing
- Defined objectives

How are traditional workforce models evolving

What skills are in the greatest demand

How to predict talent needs; agile workforce when and why
Integrating Agile Workers for Improved Results

TODAY’S AGILE WORKFORCE MODEL

Workers inside the organization

✔ Specialized Skills
✔ Expertise
✔ Experiences
✔ Knowledge

Workers outside the organization

= ADVANTAGES:
✔ Eliminate skill gaps
✔ Prepare for turn-over
✔ Adapt to changing needs
✔ Improve results

How are companies integrating agile workers to improve results

How are traditional workforce models evolving

What skills are in the greatest demand

How to predict talent needs; agile workforce when and why
How to Build an Agile Workforce

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- How are companies integrating agile workers to improve results
- How to build an agile workforce

EMPOWER  CONNECT  COLLABORATE  INNOVATE
Future Workforce Skills

Data Analytics

Virtual Collaboration

Adaptability

Digital Literacy

Cross-Cultural Competence

Cognitive & Emotional Intelligence

What skills will be needed in the future

How are companies integrating agile workers to improve results

How are traditional workforce models evolving

What skills are in the greatest demand

How to predict talent needs; agile workforce when and why

How to build an agile workforce
With over 20 years of experience in the Human Capital industry, Marrena has started, managed and strengthened client-driven talent acquisition organizations. Prior to joining ProcureAbility, Marrena served many leading Fortune 1000 companies in procurement recruitment, business development and operations management.

Marrena is an often-sought expert providing insights into hiring trends and best practices in the procurement and supply chain talent space. She is a graduate of Western Michigan University.

Marrena Anderson
Senior Vice President
Jennifer Shepherd is a Director in Russell Investment’s global sourcing and procurement team. In this role, she has lead multiple strategic projects within multiple categories and provides contract review services for the team. During her career in sourcing and procurement, Jennifer has gained experience in IT hardware and software, professional services, market data, offshore and outsourced services, fund operations, marketing, temporary labor, human resources and legal categories. Jennifer has a Juris Doctorate and Masters in Business Administration from Seattle University and a Bachelor’s degree from University of California, San Bernardino.
Bio

Larry Young is Senior Manager of the Indirect Procurement area of the Supply Chain Management organization of Southern California Edison (SCE). He leads Procurement Planning and Engagement efforts for approximately $1.2 billion in annual spend. He has over 20 years of diverse experience in leadership roles in Category Management, Procurement, and Supply Chain Operations.

He joined SCE in 2000 and has an extensive record of developing and leading diverse teams and organizations in the utility, pharmaceutical, and aluminum industries.

Larry is also involved in his community and he serves on the board of The Dream Maker Foundation an organization focused on supporting diverse youth in S.T.E.M. related studies and programs. He also serves as Chief Financial Officer of The Dream Maker Foundation.

Larry received his Bachelor of Science degree in Industrial Engineering from the New Jersey Institute of Technology and his Master of Business Administration degree from Pepperdine University, Graziadio School of Management, Presidents & Key Executives Program.
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ProcureAbility
Marrena Anderson
manderson@procureability.com

Russell Investments
Jennifer Shepherd
jshepherd@russellinvestments.com

Southern California Edison
Larry Young
larry.d.young@sce.com
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