

Supply Chain Management Skills Defined

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HOUSTON - (Business Wire) Six dedicated teams led by supply chain executives from the world's leading companies are guiding the development of Supply Chain Council's popular framework for measuring and improving supply chain performance, the **Supply Chain Operations Reference-model (SCOR®)**. Among other updates to the supply chain management processes, performance metrics and best practices found in SCOR 9.0, the release of **SCOR 10.0** (www.supply-chain.org/resources/scor/10.0) will include detailed skill requirements.

"As markets rebound around the world, and companies have to react intelligently to increased demand, talented people will be at the heart of those supply chains that effectively respond and capitalize on growth opportunities," says Joseph Francis, Executive Director for the Supply Chain Council.

SCOR 10.0 will document the technical skills, aptitude and experience required to successfully execute each of the elements in the five core SCOR processes (Plan, Source, Make, Deliver and Return) and the enablers that cut across all of these processes. The update is scheduled for release in late spring of 2010. It will list detailed training requirements and individual performance measures for each of the core process elements.

As organizations redesign their supply chain systems and configurations in response to market and strategic changes, SCOR 10.0 will help supply chain and HR leaders find and develop people with the necessary technical expertise and experience. Other benefits include:

- Ability to more accurately match job responsibilities with candidates' skills and avoid costly hiring mistakes;
- Efficient identification of post-merger or post-acquisition skill requirements;
- Enhanced ability to make outsourcing or in-sourcing decisions; and
- Preservation of organizational effectiveness and knowledge as large numbers of retirees leave the workforce over the next decade.

"The people element is missing from every other overview of effective supply chain management," says Matt Milas, Logistics Strategic Planning, Lockheed Martin. Milas is a member of the industry leadership team that is guiding SCOR development. Other companies represented by the team of volunteers include: Air Products, Boeing, Ericsson, i2 Technologies, IBM, McCormick & Company, Phillips, Saab Aerotech, Sasol Ltd., Satellite Logistics Group, Sonoco, Sunergos, United Space Alliance, and Wipro.

"SCOR 10.0 will give supply chain managers the ability to identify and position the people with the necessary skills, experience, aptitude and training," adds Milas. "It will take the inefficiencies and guesswork out of staffing your supply chain operations."

SCOR 10.0 builds on past updates to the SCOR model that detailed elements for supply chain risk management and for evaluating a supply chain's true environmental impact. Each refinement of the SCOR model is driven by a

collaborative team of practitioners from a cross section of industry, governmental and non-profit organizations who use it daily to analyze and improve supply chain performance within their organizations. If you are interested in learning more about SCOR 10.0 development or participating on the project team, contact Caspar Hunsche (chunsche@supply-chain.org) or Carolyn Lawrence (clawrence@supply-chain.org) for more information.

ABOUT THE SUPPLY CHAIN COUNCIL

The Supply Chain Council (SCC) is a global non-profit organization whose methodology, diagnostic and benchmarking tools help member organizations make dramatic and rapid improvements in supply chain processes. SCC has established the supply chain world's most widely accepted framework for evaluating and comparing supply chain activities and performance. The framework -- the Supply Chain Operations Reference-model (SCOR®) -- lets companies quickly determine and compare the performance of supply chain and related operations within their company or against other organizations.

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