

# The Procurement Pipeline: Understanding the Basics & Principles



**UNBOXED TRAINING SOLUTIONS**

*A New Generation of Training*



SIRI, WHAT IS THE  
DEFINITION OF  
PROCUREMENT?

# Objectives & Outcomes

- *Explain* the connections between purchasing and procurement.
- *Demonstrate* an effective procurement system.
- *Discuss* how procurement in Indian Country can be different.
- *Identify* Tribal “politics” and it’s influence on procurement.



**Phone or Tablet**  
**Open web browser**  
**quizlet.live**

# Assessing The Learning Styles of AdultS

<http://www.conti-creations.com/start.htm>

Click Start

*Research courtesy of Dr. Gary Conti (career spanned from 1968-2011)  
Doctor of Education in Adult and Continuing Education, Northern Illinois*

# Navigators

## *Efficiency and Effectiveness*



- Demand for Order and Structure
  - *Like structure and are highly organized*
  - *Want schedules and deadlines*
  - *Use many organizational tools*
  - *Want learning objectives and expectations*
  - *Want control of their learning plan*
  - *Set up plan and stick with it; will clarify things three times*
- Logic-Oriented
  - *Results oriented*
  - *Emotions not important for learning*
  - *Separate the learning message from the messenger*
  - *Do not waste their time*
- Objective
  - *Do not like group discussions or group work*
  - *Hate slackers*
  - *Prefer clear final results*
  - *Prefer formal evaluation*
- Perfectionist
  - *Seek perfection*
  - *Trial-and-error means made a mistake*
  - *Lack conditional acceptance*
  - *Demand much of themselves*
  - *Hyper-critical of errors*
- Motto
  - *Plan the work; work the plan*

# Problem Solvers

## *Generating Alternatives*



### ■ Constantly Seeking Alternatives

- *Open minded to learning possibilities*
- *Difficulty making decisions*
- *Procrastination because it allows thinking to continue*
- *Prefer open-ended evaluations*
- *Ongoing modification*
- *Trial-and-error means an experiment for generating more alternatives*

### ■ Creative Solutions

- *Curious; inventive; intuitive*
- *Love to explore ideas*
- *Do it their own way*
- *Do not respond well to rigidity*
- *Do not try to force them to do it your way*
- *Learning is an adventure for them*

### Deal with Ideas

*Like to think things through*

*Confident in abilities*

*Abstract thinkers*

*Do not interrupt; hard time starting again*

*Often think and deal in terms of symbols*

### Storytellers

*Descriptive and detailed in answers*

*Use many examples*

*Add delightful details to stories*

*The process of telling the story is the important thing*

*Competition of the story not important*

**Motto:** Ask them what time it is, and they will build you a clock



# Engagers

## *Building Relationships with Others*



### ■ Feelings are the Key

- *Learning must be Fun!*
- *Emotional; passionate; use feeling words*
- *Hard time separating themselves from their work*
- *Their work is a reflection of themselves*
- *Not engage if they will not enjoy it enough to be worth the effort*

### ■ Aura of Excitement

- *Enthusiastic; excitement*
- *Fully immerse themselves in the learning once they engage*
- *Seek and find joy in the learning process*
- *Delight in new accomplishments*
- *Get bored quickly; so seek to avoid boredom*

### Means and Not the End

- Learner must be actively engaged*
- Learning has to have meaning*
- Focus on meeting internal needs rather than external standards*
- Want teachers to focus on the learning rather than on the evaluation*
- Want involvement in learning based on their own individual interests*

### Relationships

- Love group work*
- Want teachers have interest in them*
- Develop an emotional affinity with the teacher*
- Share accomplishments with others*
- Use human resources*

Motto: "It is FUN!!"



# When is the last time you purchased something because...

1. of your brand loyalty to that product?
2. it was cheap?
3. of it's packaging?



# Not so different...but are they?

Procurement	Purchasing
Activities to acquire goods and/or services	Transactions to buy goods and/or services
Steps before, during, and post-purchase	Transactional purchase
More emphasis on value	More emphasis on cost
Series of objectives to fulfill needs (broad)	Task of committing expenditure (specific)

# Not so different...but are they?

Procurement	Purchasing
Need recognition, sourcing, and contractual	Ordering, expediting, and payment fulfillment
Proactive approach to organizational needs	Reactive approach to satisfy needs
Creates long-term vendor relationships	Series of transactions



# Things Tribal Procurement “Managers” Say...

1. “How nice, I had no idea that you were a cousin of the Chief!”
2. “No.”
3. “Who said they approved that?”
4. “Have you read our Policies?”
5. “Ask me again tomorrow...it will probably change.”
6. “What does it say in the contract?”
7. “Let me send you a copy of that RFP again.”
8. “I’m sorry you feel that you have been discriminated against...let me transfer you to HR or our Legal Counsel.”
9. “I’m sorry you feel that way...we still have to get three bids.”
10. “I’m sorry you feel that way...can you send that in writing?”



# Competencies of Procurement “Managers”

1. Integrity
2. Negotiation Skills
3. Relationship-Builder
4. Business Acumen
5. Problem-Solver
6. Project Management
7. Analytical Skills
8. Results-Focused
9. Professionalism
10. Aptitude for Technology





# ROLE PLAY 1

<https://www.youtube.com/watch?v=ywNs05eMM78>



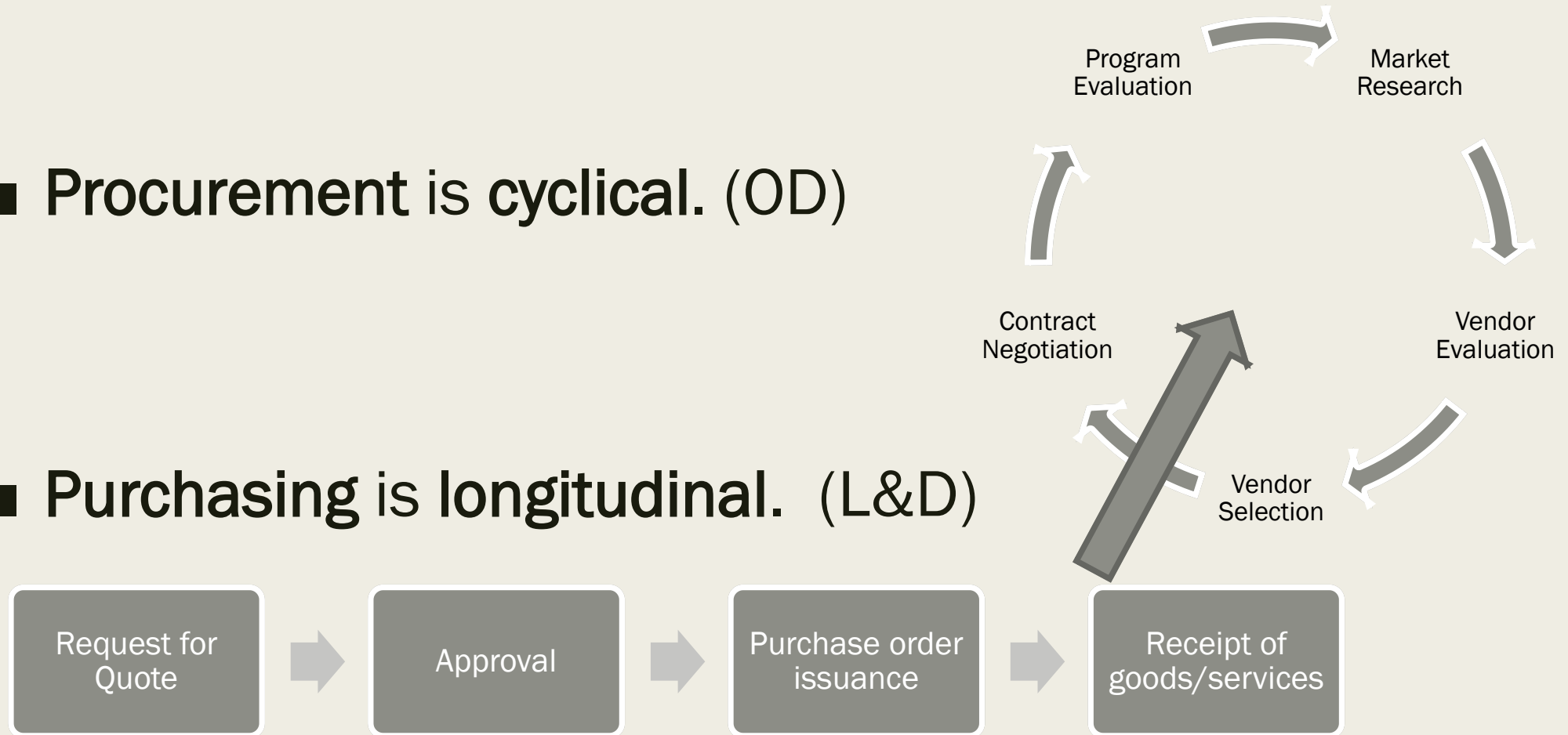
# CASE STUDY 1



# What's the REAL Difference?

■ Procurement is cyclical. (OD)

■ Purchasing is longitudinal. (L&D)



# The Need for Policy and Procedure

- Standardize procurement and purchasing functions.
- Aid in auditing process.
- Allow for equitable access to funds.
- Provide “ethical” parameters and framework.
- Saves you lots of headaches!
- Code of Conduct (may be a separate document)

# Procurement Agents Need

## **Tribal Identity:**

- What does our Tribe do and what do we stand for?
- What beliefs inform our business model?

## **Market Placement:**

- Who are our customers?
- What do they want?
- What do they believe in?

## **Tribal Capabilities:**

- What are our strengths and weaknesses?
- Do our strengths support our long-term goals?
- How do we want to grow?

## **Management Issues:**

- Do we need to hire/develop talent to lead us to our goals?
- Does the company have the resources needed to achieve our goals?



# ROLE PLAY 2



# CASE STUDY 2

# 6-3-5 Brainstorming

1. How do we improve our Procurement Policies?
2. How do we improve our Purchasing Policies?
3. What new trends should we watch?
4. How can we best communicate Procurement and Purchasing functions?
5. What can I do better?
6. What advice can I provide to a new Procurement or Purchasing Officer/Agent?

# Additional Resources

- MyFEDTrainer.com
  - [https://www.youtube.com/watch?v=tgEr988CvXk&list=PLuoyZ61r9Nx4hhMlnbm\\_FIWRqUYXyxH2d&index=2&t=0s](https://www.youtube.com/watch?v=tgEr988CvXk&list=PLuoyZ61r9Nx4hhMlnbm_FIWRqUYXyxH2d&index=2&t=0s)
- Native Learning Center
  - <http://nativelearningcenter.com/>
- Unboxed Training Solutions (Resources, NNAPA)
  - <https://unboxedok.com/>





**Yakoke! (Thank You)!**  
We appreciate your  
feedback and participation.

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