



Building Excellence in Procurement & Supply Chain Training Catalogue

Building capabilities that deliver real impact

The Inverto Training Center (ITC) is our dedicated hub for procurement capability building and enablement. We support organizations in developing the skills, behaviors, and ways of working required to drive measurable performance in procurement and supply chain management.

Our approach goes beyond traditional training. We combine structured capability diagnostics, targeted upskilling, and on-the-job enablement to ensure that knowledge is not only built but applied where it matters: in day-to-day operations and transformation programs.

What sets us apart

- **Procurement expertise:** Deep functional knowledge across industries and categories
- **Embedded enablement:** Capability building integrated into real transformation programs
- **Scalable formats:** From workshops to academies and blended learning journeys
- **AI-enabled learning:** Practical use of digital tools to enhance productivity and decision-making
- **Measurable impact:** Focus on adoption, performance improvement, and long-term value creation

Our offering

- Capability Diagnostic
- Upskilling & Capability Building
- Change & Performance Anchoring

Our ambition

To enable procurement teams not only to learn, but to perform.

With a modular portfolio covering the full procurement value chain – from strategy and sourcing to negotiation, supplier management, and AI-enabled decision-making – we design tailored learning journeys that align with our clients' specific needs and maturity levels.

By embedding capability building into live delivery environments, we help organizations accelerate adoption, improve decision quality, and secure sustainable results.



Upskilling & Capability Building | Delivering tailored enablement offerings to elevate AI-driven skills and capabilities of all procurement professionals



Core Procurement Capabilities ~ 400h training material



Note: All modules can be conducted either in person or remotely. Optimal group size: 12-16 participants (in person); 8-12 participants (virtual), with virtual sessions capped at 4h.



Co-creation with clients for customized offerings

Core Procurement Capabilities (1/5)

Strategy & Value Creation



1. Strategic Sourcing

Introduction to the module

This training covers a **360° sourcing strategy approach**: equipping participants with skills to set smart strategy goals, implement holistic and tailored supplier management programs, **leverage competitive advantages** and **develop different scenario plans** to navigate **global and local market uncertainties**.

Learning objectives

- Gain a deeper understanding of **analytical processes**, tools, and essential components needed to develop and document comprehensive **sourcing strategies**
- Learn to use key analytical tools and methodologies (e.g., **spend analysis**, market research, risk assessment) to gather actionable insights for creating tailored sourcing strategies
- **Tailor strategies** to category-specific needs by leveraging **data-driven insights**, aligning with CLIENT's **GPO standards**, and addressing global and local market dynamics



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

Build the blueprint of strategic sourcing excellence



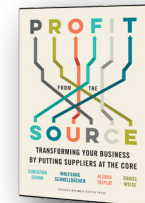
2. Supplier-Driven Value Creation

Introduction to the module

The training empowers participants to **unlock supplier-driven value by aligning leadership, organization, and ecosystem** with strategic procurement principles inspired by the book 'Profit from the Source'.

Learning objectives

- **Understand how to treat suppliers as strategic partners** to build trust and gain competitive advantages
- **Recognize the central role of procurement** in driving profitable growth across the company
- Apply proven methodologies for **fostering collaboration and building trust with suppliers**
- **Establish a foundation for selecting and applying principles** to maximize supplier value
- Through **case studies, define strategies and measures** for profiting from the source



Unlock supplier-driven value by aligning important procurement leadership skills



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None



3. Procurement Performance Governance

Introduction to the module

This module focuses on how to **set up effective governance structures to steer procurement initiatives and projects.**

Participants learn how to **define clear roles, establish milestone-based steering, and ensure transparency across stakeholders** to drive consistent execution and performance.

Learning objectives

- Understand the key elements of **procurement governance**, including roles, decision processes, and steering structures
- Learn how to **structure projects** through **milestones and decision points** to ensure progress and control
- Define **clear roles and responsibilities** to enable **effective cross-functional collaboration**
- Establish **transparent performance tracking and reporting across procurement initiatives**
- Apply **forward-looking planning** to anticipate risks, dependencies, and bottlenecks

Structuring execution, enabling collaboration, and driving results



Format:
In-person/virtual



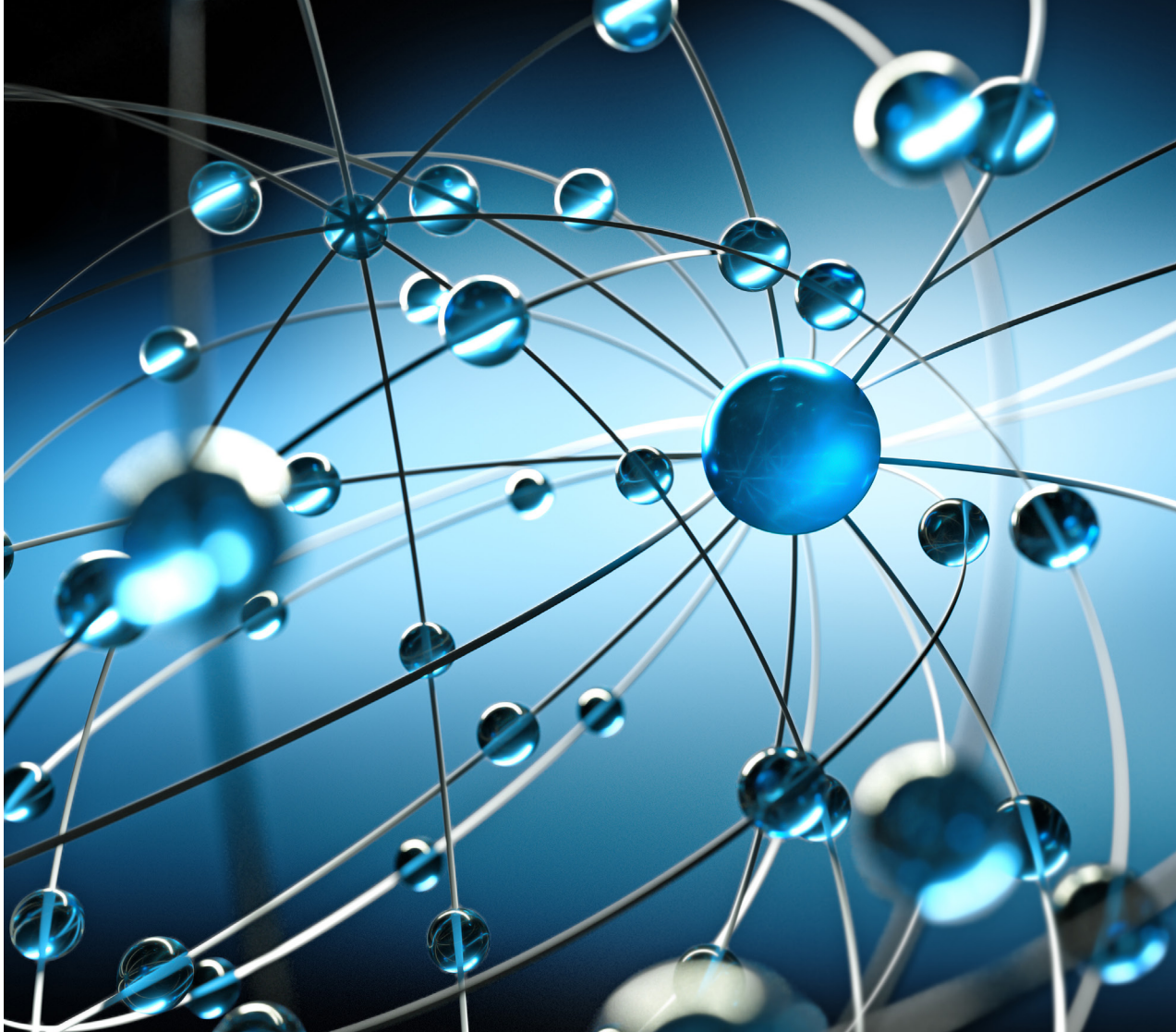
Duration:
4-8h



Languages:
German/English



Prerequisites:
None



4. Total Cost of Ownership (TCO)

Introduction to the module

This training provides a **deep understanding and practical application of TCO fundamentals**, highlighting their significance in evaluating lifecycle costs to unlock strategic procurement opportunities.

Learning objectives

- Learn the **fundamentals of TCO and its relevance in lifecycle cost evaluation** for strategic procurement decisions at CLIENT
- Gain the **ability to map and analyze pre-transaction, transaction, and post-transaction costs** to ensure comprehensive cost assessment
- Master the creation and application of **tailored TCO models for supplier selection**, cost optimization, and benchmarking
- **Leverage TCO insights to compare supplier proposals, quantify long-term costs**, and ensure alignment with CLIENT's operational goals



Format:
In-person/virtual



Duration:
4h

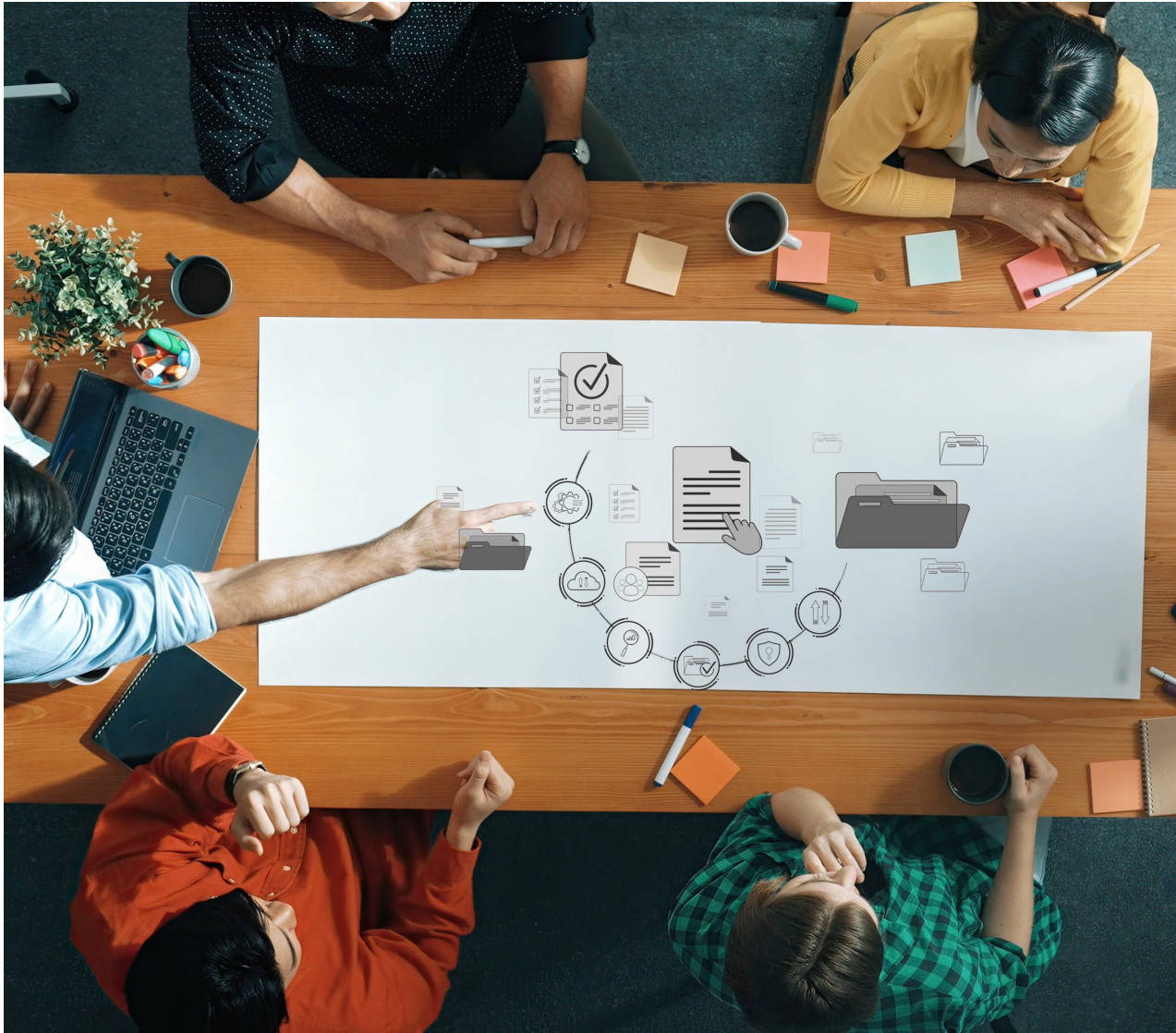


Languages:
German/English



Prerequisites:
None

Optimize procurement strategy through comprehensive TCO analysis



5. Category Strategy & Planning

Introduction to the module

This training focuses on the **fundamentals of category management** guiding participants in **crafting and executing effective category strategies**. Topics include **leveraging internal and external data**, applying procurement measures, and using the category strategy matrix to **optimize decision-making** and align with **long-term goals**.

Learning objectives

- Understand the **need of a category strategy** and a **comprehensive category management** especially in an environment with limited number of manufacturers/ suppliers
- Sensitization of trainees for **different approaches** for the definition of key categories
- Get to know approaches for **prioritization of key categories**
- Understand the **Inverto category strategy framework**
- Independently **apply tools for evaluation of a category** (e.g., PESTLE, Porter's 5 Forces, etc.)
- Develop ability to **define and execute an adequate strategy** for key categories



Format:
In-person/virtual



Duration:
4-16h



Languages:
German/English



Prerequisites:
None

This module increases the ability to consistently develop category strategies beyond existing procurement approaches

Core Procurement Capabilities (2/5)

Commercial Excellence


6. Negotiation Essentials


Introduction to the module


This training covers both **negotiation fundamentals** and **advanced tactics** including **game theory** and **process-driven negotiations**. Through role plays and exercises participants will **practice applying key concepts** and approaches in real-world scenarios.


Learning objectives

- Understand **importance of negotiations** in the daily life of procurement professionals
- Learn about **the negotiation framework** and zoom in on the **key milestones of preparation and execution**:
 - Successful objective setting
 - Thorough leverage analysis
 - Tailored strategy development
 - Tactical strategy wargaming
 - Simulated strategy execution
- Master **both data-driven and tactical elements of successful negotiation** preparation work
- Participate in **many interactive exercises** to see the importance of strategic thinking and creativity

 **Format:**
In-person/virtual

 **Duration:**
4-8h

 **Languages:**
German/English

 **Prerequisites:**
None

Master the negotiation framework for structured and successful negotiation



7. Advanced Negotiations

Introduction to the module

This training deepens **advanced procurement negotiation** capabilities through **structured frameworks, negotiation tactics, and behavioral insights**. Participants apply concepts such as **leverage analysis and fact-based negotiations** in interactive **negotiation cases**.

Learning objectives

- Master **advanced procurement negotiations** by combining **strategic frameworks, applying different negotiation tactics and psychology**
- Understand **leverage dynamics, tactics like anchoring, and power positioning** in complex supplier negotiations
- Conduct fact-based negotiations, e.g. **price indexation and data-backed argumentation**
- Adapt negotiation approaches using **personality profiles (DISC, MBTI), reflecting on cultural differences and behavioral insights**
- Practice negotiation strategies through **pilot negotiations on real use cases**, including video-recorded feedback



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None

Mastering complex procurement negotiations through strategy, psychology, and real-world simulations



8. Auctions

Introduction to the module

The training provides a **deep dive into auctions in procurement**, focusing on effective management **to align with procurement objectives and supplier dynamics**.

Learning objectives

- Learn the **principles of auctions and their application** in procurement scenarios, focusing on various auction types
- Develop the **ability to set up and manage auctions effectively**, including defining starting bids, understanding supplier dynamics, and leveraging auction outcomes for better pricing
- Learn **to match auction types** (e.g., dynamic or static, simultaneous or sequential) with procurement objectives and supplier environments **to maximize value**
- Understand how to **prepare suppliers for participation**, address concerns, and ensure active engagement **to achieve competitive outcomes**
- Use auction insights **to derive competitive pricing, identify market trends, and negotiate terms** that align with CLIENT's procurement goals

Learn how to leverage auctions to achieve maximum value



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

9. Contract Strategy

Introduction to the module

The module underlines **the importance of contracts and their role as a strategic lever** in procurement. Topics include LTA, contract lifecycle management and contract design.

Learning objectives

- Learn how **contracts** act as strategic levers in procurement to secure favorable terms and **mitigate risks** during competitive bidding processes
- Explore essential contract components, including **pricing structures**, volume commitments, and **risk-sharing mechanisms**, to align with bidding strategies
- Gain insights into various **contract models** (e.g., fixed price, time and materials, hybrid) and their application in competitive procurement scenarios
- Create agreements that foster long-term **supplier partnerships**, focusing on innovation, mutual growth, and **cost-efficiency**

Enhance procurement performance through strategic contract management



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None



10. Request for Proposal (RFP) & Competitive Bidding

Introduction to the module

In this module participants will gain a **deep understanding of the RFP process** within the **5-step procurement framework**. They will learn to **create all RFP documents**, develop a **supplier short-list** and define **specific requirements** for each RFP document through detailed deep dives.

Learning objectives

- **Understand the complete RFP lifecycle**, from planning and document creation to evaluation and supplier selection
- Learn how to **identify supplier pools, conduct supplier prequalification, and prepare detailed and actionable RFP documents** aligned with CLIENT's procurement standards
- Learn to **create detailed, actionable RFPs**, including **technical specifications, evaluation criteria, and contract terms**
- **Utilize scoring systems and evaluation frameworks** to assess proposals
- Identify and mitigate potential supplier risks through robust evaluation criteria, simulations, and scenario analysis

This module enhances the ability to consistently develop fundamental procurement skills



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None



11. Negotiation Excellence (Game Theory)

Introduction to the module

The participants of this workshop will learn the **toolkit of negotiation excellence**. Topics include **negotiation with price indexation, anchoring, game theory and process-driven negotiation**.

Learning objectives

- Master **advanced procurement negotiations with game theory and psychology** for superior results
- Recognize the **daily role of negotiations in procurement**, including sourcing, pricing, and stakeholder collaboration
- Utilize **NEX team expertise** for strategies that **maximize leverage and enhance stakeholder engagement**
- Navigate Procurement with a **mix of traditional and process-driven tactics**
- Engage in **competitive collaboration**, applying game theory to **understand negotiation dynamics** in oligopolistic environments
- Leverage **psychological insights** to **effectively influence** and adapt to **negotiation tactics**

Mastering procurement negotiations by unleashing the power of game theory and psychology



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None

Core Procurement Capabilities (3/5)

Supplier & Risk Management



12. Sustainability in Procurement

Introduction to the module

Participants will develop a **comprehensive understanding of ESG principles**, their relevance and **how to integrate them effectively** into procurement practices.

Learning objectives

- **Gain an understanding** about the three different topic areas in **Environmental Social Governance**
- Understand the **relevancy of ESG** in Procurement
- Learn about the different **requirements in RFP evaluation**
- Become familiar with **case studies and best practices** and understand when to successfully apply them in **sustainable procurement management**



Format:
In-person/virtual



Duration:
2-4h



Languages:
German/English



Prerequisites:
None

Develop the skills to enhance ESG reporting and unlock value with our Sustainability in Procurement module

13. Supplier Performance Management

Introduction to the module

This module focuses on **supplier performance management** as a strategic lever in procurement. Topics include **supplier scorecards, KPI frameworks, Supplier Performance Reviews (SPR), and improvement action plans** to strengthen supplier performance and collaboration.

Learning objectives

- Learn how to **measure supplier performance across key dimensions** such as quality, delivery, commercial performance, innovation, and sustainability
- Develop effective **KPIs using SMART criteria** and reliable data sources to ensure transparent supplier evaluation
- Conduct structured **Supplier Performance Reviews (SPR)** and communicate performance feedback effectively
- Translate performance results into clear **action plans with measurable improvements and defined responsibilities**
- Use supplier performance management to **drive cost improvements, reduce risks, and strengthen long-term supplier partnerships**

Driving value through structured performance measurement and collaborative supplier improvement



Format:
In-person/virtual



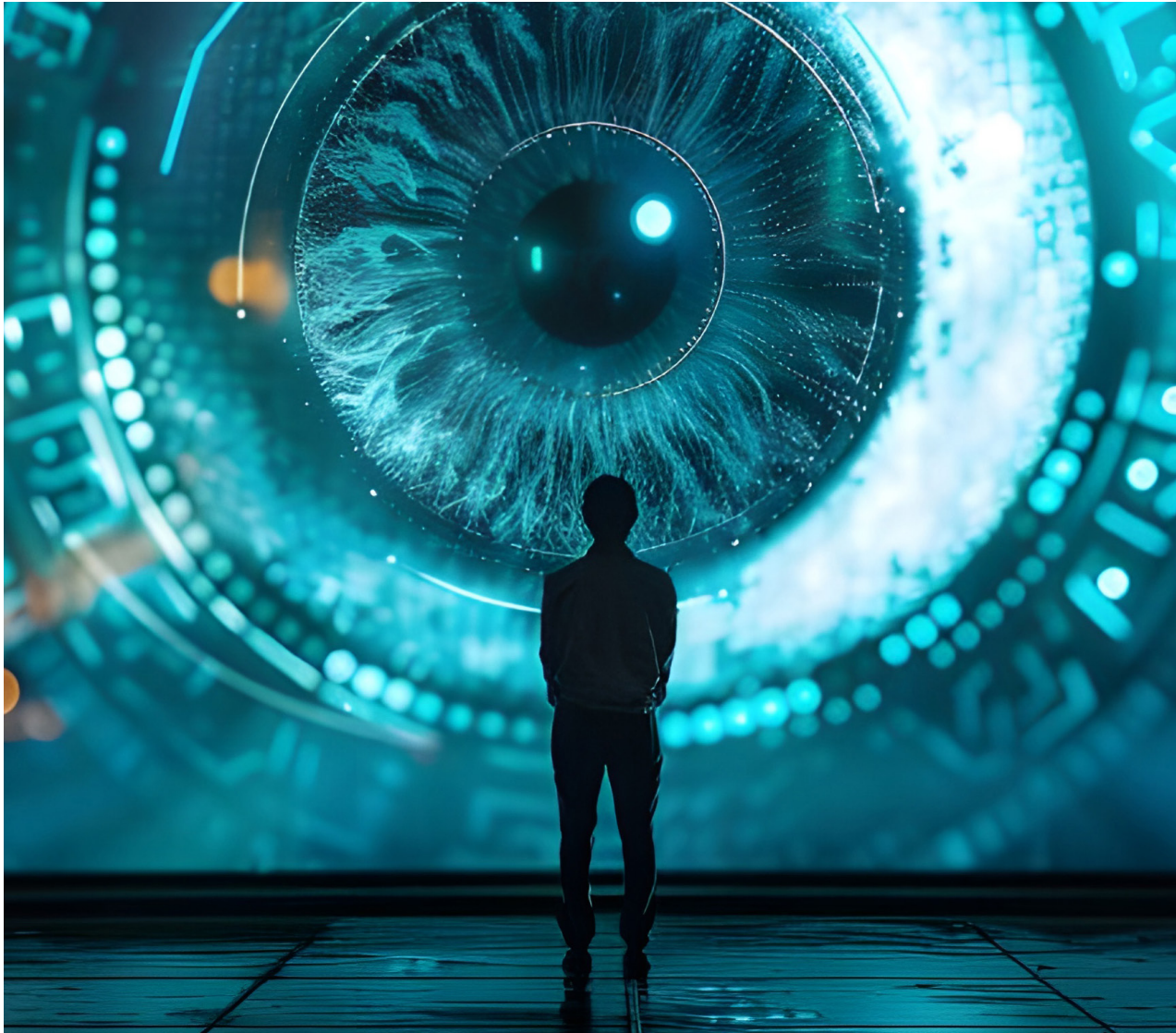
Duration:
2-4h



Languages:
German/English



Prerequisites:
None



14. Supplier Risk & Resilience

Introduction to the module

The training emphasizes the importance of **supply chain risk management** covering risk management processes, classifications and evolving strategies. Topics also include measurement of supplier payment failure as a result of supplier insolvency.

Learning objectives

- Learn to identify and differentiate key **risk types**, including disruption, financial, market, performance, and sustainability risks, and their impact on **business operations**
- Gain proficiency in the **five-step risk management framework**: risk identification, assessment, mitigation, monitoring, and communication
- Develop skills to evaluate **risk likelihood and impact** using qualitative and quantitative methods, and implement targeted **mitigation strategies** to reduce supplier vulnerabilities
- Learn to utilize tools like **early warning systems**, risk matrices, and **supplier insolvency tracking** to predict and address risks effectively, ensuring **supply chain resilience**

Strengthen supply chain resilience through expert risk management



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None



15. Supplier Relationship Management (SRM)

Introduction to the module

The training will help to understand the implications of supplier relationship on the business covering supplier segmentation, performance measurement and strategic partnerships.

Learning objectives

- Apply the **five-step Supplier Relationship Management framework** (segmentation, onboarding, performance measurement, strategic partnership, phase-out) to drive supplier performance and optimize relationships
- Learn to evaluate **key performance metrics** such as quality, delivery, innovation, sustainability, and cost efficiency, ensuring alignment with organizational goals
- Gain proficiency in using **SMART KPIs** and measurement tools to assess supplier performance objectively and derive **actionable insights for improvement**



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None

Master cross-functional supplier management and its strategic impact



16. Stakeholder & Conflict Management

Introduction to the module

This training focuses on the characteristics and **fundamentals of internal alignment** before engaging into **supplier negotiations**. Through **case studies** and **role plays** participants will learn to create a **joint basis for external negotiations** and gain an understanding on **additional considerations, approaches and challenges**.

Learning objectives

- Teach category managers how to **analyze complex stakeholder relationships, manage power dynamics, and foster collaboration**
- Introduce tools like **RASCI and RAQSCI** for assigning roles and **understanding stakeholder needs and priorities**, ensuring efficient process alignment
- Enable managers to **develop communication strategies and apply conflict resolution techniques** in practical, real-world scenario
- Elaborate **targeted stakeholder management plan** to create an early buy-in (Inverto stakeholder management tool)
- Gain insights on how to **“sell” value contribution of procurement internally** (e.g., marketing purchasing)

This module fosters the internal cross-functional alignment with all stakeholders



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None

Core Procurement Capabilities (4/5)

Data, Finance & Performance



17. Data Analysis & Spend Intelligence

Introduction to the module

This training focuses on enhancing **proficiency in data analysis** using state-of-the-art analytics. Workshops support participants in developing the skillset needed to **optimize procurement decisions** and **create long-term value** and application of strategic frameworks.

Learning objectives

- Learn to **collect, structure, and interpret procurement-related data**, including spend analysis, supplier performance, and market trends, to build relevant conclusions
- Use frameworks like the **Porters Five Forces, SWOT, and TOWS Matrix** to define the market, analyze industry structure and assess economic indicators
- **Benchmarking supplier metrics** such as delivery times, quality, and pricing to drive data-based decision-making
- Assess **risks, opportunities, and costs associated with procurement decisions** to optimize supplier selection, contract negotiation, and long-term value creation
- Assess **all costs associated with procurement decisions** to optimize supplier selection and contract negotiation (**Total Cost of Ownership**)

This module increases the ability to obtain relevant data and transfer it into meaningful actions



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None



18. Financial Acumen

Introduction to the module

The training covers the **fundamentals of financial statements** – how to read, work and interpret them and **supply chain finance solutions** such as **reverse factoring**. Key methods in procurement finance for increased smart and productive procurement are demonstrated in different use-cases.

Learning objectives

- **Optimize cash flow and strengthen supplier relationships** with supply chain finance solutions
- Differentiate between the **profit & loss statement** and the **balance sheet**
- **Understand key KPIs** relevant to supply chain and procurement professionals
- Explore **tools and methodologies** to enhance productivity



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

This module increases the ability to consistently develop category strategies beyond existing procurement approaches



19. Value Realization and Tracking

Introduction to the module

This module explores how organizations ensure that **strategic initiatives translate into measurable business value**. Topics include defining **value levers**, **tracking performance through KPIs and KVIs**, and establishing governance mechanisms to sustain value realization over time.

Learning objectives

- Understand the **difference between performance improvements and realized business value**
- Learn how to define **value levers** and **translate** them into **measurable KPIs and KVIs**
- Identify direct and enabled **value impacts across efficiency, business outcomes, and financial performance**
- Develop structured **action plans** to drive **continuous performance improvement and value capture**
- Establish transparent **tracking mechanisms** and governance structures to monitor value realization
- Learn how to **communicate value realization** effectively across stakeholders and leadership



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

Ensuring measurable impact from procurement and transformation initiatives



20. CAPEX Procurement

Introduction to the module

The module gives an overview on **CAPEX in procurement** covering all related topics from **project set-up to project costs, decision gate process, the value trap**, monitoring and measurement of **project success, value maximization** for project-based CAPEX and operationalization of projects in terms of delivery and pricing.

Learning objectives

- Understand the **main characteristics of CAPEX projects**
- Get to know **approaches and strategy** of CAPEX
- Learn how to **plan the project timeline** of CAPEX project
- Manage to know the **major risks and the mitigation strategy** of CAPEX
- Master the **management and control technics** during the execution of CAPEX projects
- Be familiar with the **tender process of CAPEX project**



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

Maximize value in procurement with Inverto CAPEX projects



21. Cost Structure & Inflation Management

Introduction to the module

The module provides an in-depth training for the customized toolbox for price analytics enabling participants to apply the concept of different key cost analysis methods in daily work through real-life show cases.

Learning objectives

- Get to know the analytical toolbox (e.g. price vs. index, supplier benchmarking, price-volume correlation, price break down)
- Understand concept of key cost analysis methods (e.g. TCO, NPV, Target Costing)
- Be capable to select suitable cost analysis tools and use them for deriving potentials and preparation of negotiations
- Be able to recognize cost patterns by application of situational analysis
- Learn what are the pitfalls in analyzing data and how to avoid these



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

This module delivers a customized price analytics toolbox, embedded in the concept of key cost analysis methods



22. Cost Transparency

Introduction to the module

This module enables procurement teams to **create cost transparency across products and suppliers** for better decision-making. Participants learn how to **understand key cost drivers, benchmark pricing, and turn cost insights into stronger negotiation outcomes.**

Learning objectives

- Build end-to-end **cost transparency** across **material, labor, overhead, and profit** components
- Understand and apply **cost breakdown approaches** to reveal key cost drivers
- Use **benchmarks, indices, and data** to validate supplier pricing
- Identify and quantify **cost drivers and saving opportunities**
- Translate cost insights into **fact-based** negotiation strategies
- Define transparent **target price ranges** for negotiations
- Recognize **limitations and risks** in achieving cost transparency and avoid common pitfalls



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English

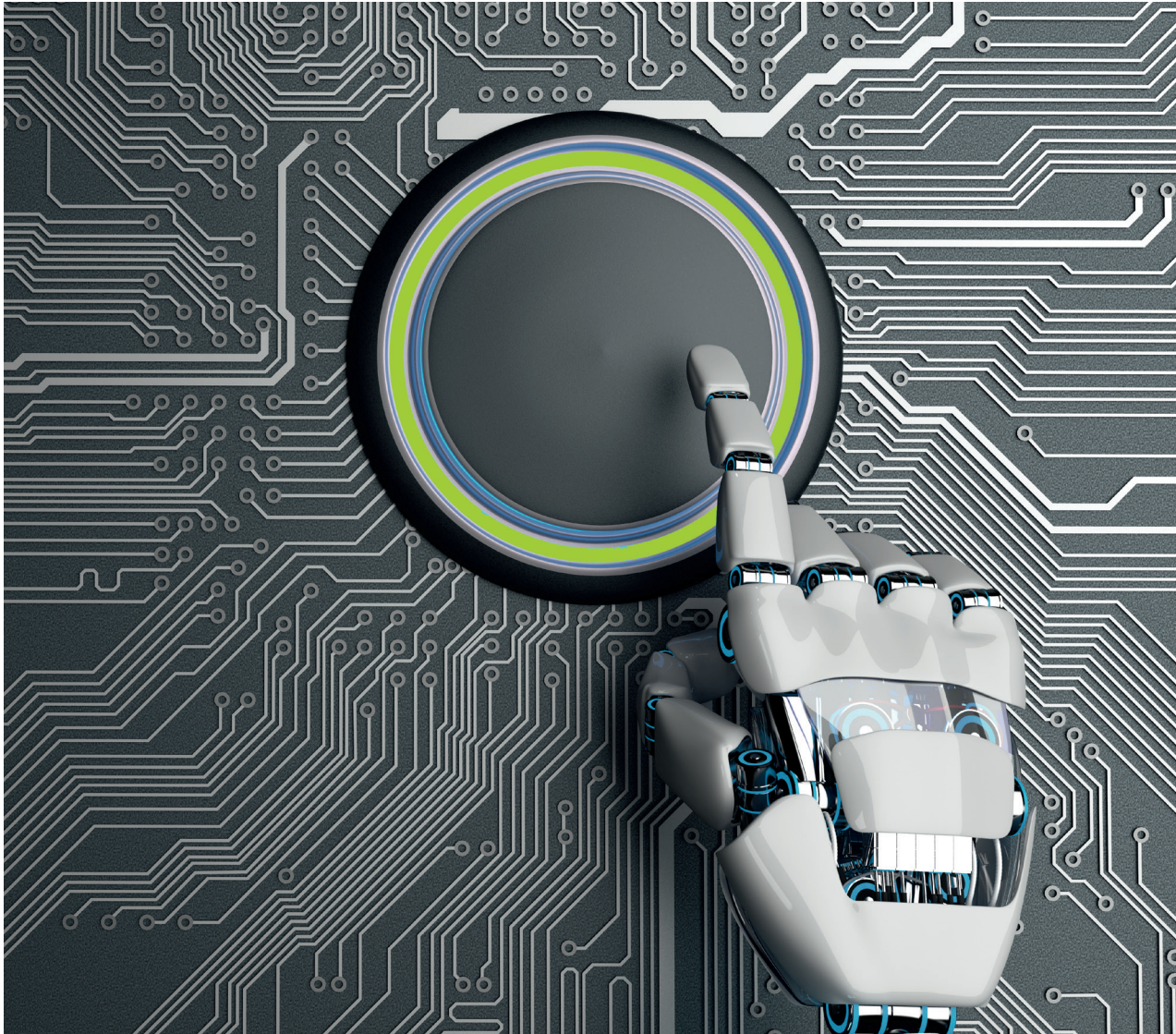


Prerequisites:
None

Building a clear cost baseline to drive negotiation impact

Core Procurement Capabilities (5/5)

Digital & AI



23. GenAI in Procurement

Introduction to the module

This training introduces **GenAI in procurement and its impacts on the procurement landscape** highlighting the potential to streamline workflows and enhance decision making. The participants learn how to **effectively integrate GenAI tools and continuously refine procurement processes and decisions.**

Learning objectives

- Understand the **role of AI and GenAI in procurement**, identifying use cases for automating workflows, enhancing decision-making, and others
- **Identify and evaluate risks of utilizing artificial intelligence** in procurement, ensuring importance of ethical and compliant adoption of such tools
- Learn to **master Gen AI tools for analyzing data and uncovering insights**, boosting efficiency and common tasks (e.g., supplier selection)
- Avoid the **common pitfalls** in prompting when working with **Large Language Models**
- Explore **future trends and innovations in Gen AI**, ensuring trainees remain ahead and prepare their ways of working for the tools which may arise

Leveraging GenAI in procurement for streamlined and enhanced decision-making



Format:
In-person/virtual



Duration:
1-4h



Languages:
German/English



Prerequisites:
None

24. Productivity with LLMs


Introduction to the module


This training provides a deep dive into Large Language Models (LLMs) and their role in improving **productivity in procurement and business workflows**. Topics include practical **use cases, prompting techniques**, and application across different stages of procurement.


Learning objectives


- Understand **LLM capabilities and limitations**, including strengths in language processing, automation, and knowledge synthesis
- Identify **practical use cases to increase productivity**, such as document summarization, contract analysis, email drafting, and report generation
- Apply LLM tools to **knowledge processing, communication support, and content creation** tasks in procurement workflows
- Use LLMs to **analyze information, simulate scenarios, and generate insights** to support sourcing and supplier management decisions
- Map **LLM applications across key stages of the procurement process**, from demand analysis to supplier performance monitoring

Leveraging AI-powered tools to enhance efficiency and decision-making in procurement

 **Format:**
In-person/virtual

 **Duration:**
2-4h

 **Languages:**
German/English

 **Prerequisites:**
None



25. AI-enabled Negotiations

Introduction to the module

This training lies the **fundament for applying GenAI in negotiations** using Large Language Models (LLMs) like OpenAI's ChatGPT or Claude.

Learning objectives

- Gain an understanding of the fundamentals of **Generative AI** and its potential **applications in negotiation scenarios**
- Explore the **ethical considerations and limitations** of using LLMs, in negotiation processes
- Current **applications of Gen AI in procurement and case studies**
- Understand the **concept of negotiation** and its importance in various contexts using LLMs e.g., try live test prompts in ChatGPT
- Differentiate between **distributive and integrative negotiation** approaches with the assistance of LLMs
- Comprehend the **key elements of negotiation dynamics** and LLMs can **enhance these processes**



Format:
In-person/virtual



Duration:
1-4h



Languages:
German/English



Prerequisites:
None

Using a Large Language Model as a negotiation coach improves performance and supports daily events



26. Digital Procurement Transformation

Introduction to the module

This module teaches the **skillset of navigating procurement through digital transformations**, data analysis and sustainability risk management. Participants develop strategies, improve decision making, integrate sustainability and **strengthen procurement resilience**.

Learning objectives

- Advancing Procurement with **digital transformation, data analytics, sustainability methods, and resilient risk management**
- Support participants in developing strategies that leverage **digital transformation** and processes to enhance Procurement Management practices
- Enhance proficiency in **data analysis** to improve risk management and **strategic decision-making** by using state-of-the-art **analytics**
- Teach methods to incorporate **sustainability** directly within SCM responsibilities and apply sustainability levers
- Enhance **risk management** capabilities to effectively ensure ongoing Procurement **resilience**

Unlock the future of procurement with digitalization



Format:
In-person/virtual



Duration:
4-16h



Languages:
German/English



Prerequisites:
None



27. Prompt Engineering for Procurement

Introduction to the module

This training covers **prompt engineering and effective interaction with Large Language Models (LLMs)** in procurement workflows. Topics include **prompting principles and practical applications** such as spend analysis, SKU classification, and market research preparation.

Learning objectives

- Understand the **difference between traditional search and AI prompting**, and adopt a collaborative prompting mindset
- Learn key prompting principles and best practices for **structuring effective prompts**
- **Apply** prompting strategies to **common procurement tasks**, such as SKU classification, spend analysis, and supplier market research
- Use prompting techniques to **generate structured insights, automate analysis, and support procurement decision-making**
- **Identify risks** such as hallucinations, bias, and vague outputs, and learn techniques to validate and refine AI responses



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

Mastering AI prompting techniques to unlock productivity and better decision support



28. Applied AI in use cases

Introduction to the module

This module covers **practical AI applications in procurement**, showing how AI agents solve real business problems. Participants explore **key use cases across sourcing, supplier management, and spend optimization**, and learn how to integrate and scale AI solutions.

Learning objectives

- Understand how **AI is applied** in real procurement use cases, including the role and functionality of AI agents
- Explore **high-impact use cases** such as automated sourcing, supplier evaluation, contract analysis, and **spend insights**
- Learn how AI solutions integrate with **existing tools**, data, and processes to enable **actionable outcomes**
- Evaluate the **business value of AI use cases**, including efficiency gains, **cost reduction**, and decision quality
- Identify and prioritize procurement use cases with the **highest AI potential** based on **feasibility and impact**
- Learn how to **design, pilot, and scale AI use cases** from concept to deployment within **procurement organizations**



Format:
In-person/virtual



Duration:
2-5h



Languages:
German/English



Prerequisites:
None

Driving procurement impact through real-world AI applications and autonomous systems

Performance & Leadership Enablers



29. Leading with impact

Introduction to the module

This training supports leaders in shaping a personal **leadership style** that drives **performance, engagement, and trust**. It focuses on understanding how **leadership behavior influences teams, culture, and results**, and how to adapt leadership approaches to different people and situations.

Learning objectives

- Understand the difference between **leadership and management** and their **impact on teams**
- Apply **situational leadership principles** to effectively support **team development**
- Strengthen **emotional intelligence (EQ)** to improve **communication, motivation, and collaboration**
- Recognize and manage **stress and team dynamics** to foster **psychological safety**
- Translate insights into **concrete, actionable leadership behaviors**

Creating sustainable leadership effectiveness



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None



30. Aiming for Excellence

Introduction to the module

This training strengthens the ability to **lead and embed change** in procurement organizations. It focuses on building **buy-in**, managing **stakeholder dynamics**, and translating strategic ambition into effective execution across **people, processes, and ways of working**.

Learning objectives

- Understand core **change management principles** and their relevance for **procurement transformations**
- Apply structured **change frameworks** to move from **strategy to action**
- Mobilize leaders and teams to drive **engagement** and **adoption**
- Proactively address **resistance** and behavioral dynamics
- Ensure **sustainable implementation** through practical tools and **hands-on exercises**



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

Leading change in procurement by turning strategy into sustainable impact



31. Growth Mindset & Resilience

Introduction to the module

This module explores **growth mindset and resilience as key drivers of continuous learning and adaptability**. Topics include fixed vs. growth mindset, stepping beyond the comfort zone, and fostering psychological safety and trust in teams.

Learning objectives

- Understand the **difference between fixed and growth mindsets** and their impact on learning and performance
- Identify **common barriers** such as imposter syndrome, fear of failure, or resistance to feedback and learn strategies to address them
- Develop the ability to embrace challenges and **move beyond comfort zones** to tackle complex problems
- **Strengthen resilience and adaptability** in dynamic work environments
- **Foster team trust and psychological safety** to encourage learning, experimentation, and open communication

Strengthening adaptability, learning culture, and performance in dynamic environments



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None



32. Stakeholder Influence & Storytelling

Introduction to the module

This training enhances the **ability to structure communication effectively in presentations** for best-in-class supplier meetings. Topics cover best practices, tools and the **understanding and creation of comprehensive storylines**.

Learning objectives

- Provide **frameworks and techniques to improve storytelling**, ensure clarity, and create engaging presentations
- **Apply practical communication tools by introducing a logical structure** (Who, Why, What, How) to craft compelling stories for stakeholder engagement
- Address practical communication tools, ensuring participants can **translate procurement insights into visually impactful presentations**
- Ensure **hands-on exercises and simulations for immediate practical application** in day-to-day procurement operations



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

Enhance storytelling skills for clear, impactful and targeted supplier communications



33. Train-the-Trainer

Introduction to the module

The module emphasizes the **role, responsibility but also the influence of a trainer on the learning outcome**. Topics include the TCI model, didactical methods such as FIET & SAVI, trainer techniques and strategies.

Learning objectives

- Learn how to structure and deliver **engaging training sessions** tailored to **CLIENT's procurement and organizational needs**
- Explore and practice diverse **teaching methods**, including interactive tools and media, to create **impactful learning experiences**
- Learn to **design and adapt training materials** that reflect CLIENT's **branding, operational culture, and strategic objectives**
- Improve delivery through **effective body language**, clear articulation, and **adaptive communication techniques**, both online and in person
- Develop **strategies to handle difficult questions**, manage conflicts, and ensure a **positive learning experience** for all participants



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None

Transform training outcomes with powerful teaching methods and techniques

Future of Procurement & Human Skills

34. Future of Procurement

Introduction to the module

Participants will be familiarized with **essential procurement knowledge and tools for efficient decision-making and task management**. They will also learn innovative strategies to be optimally prepared for various future scenarios.

Learning objectives

- Equipped with essential **procurement knowledge**, operational tools, and strategies for **maximizing value and efficiency**
- Provide participants with the essential **foundational knowledge** necessary to thoroughly understand the procurement process, fostering informed **decision-making** and strategic thinking (e.g. Procurement Mindset, Leading successful Partnerships)
- Arm participants with the necessary tools for executing **effective procurement** operations, enhancing their ability to manage tasks efficiently and with precision
- Introduce **innovative strategies** to participants that unlock value and increase **efficiency** within procurement activities, aimed at optimizing processes and **maximizing cost savings**

Forecast of foundational elements necessary in the future procurement environments



Format:
In-person/virtual



Duration:
4-32h



Languages:
German/English



Prerequisites:
None



35. Innovation Mindset

Introduction to the module

This module explores innovation in procurement and the role of supply chain teams in **enabling new products, processes, and solutions**. Topics include **supplier-driven innovation, cross-functional collaboration**, and the integration of supply market insights into product development.

Learning objectives

- Define **innovation in a procurement and supply chain context**, including evolutionary, revolutionary, and disruptive innovation
- Recognize how **procurement can contribute to innovation across the product lifecycle**, from ideation to commercialization
- Identify opportunities to **leverage supplier capabilities** and market insights to enable innovation
- Strengthen **cross-functional collaboration** with engineering, product management, and suppliers to support innovative solutions
- Explore **practical approaches** such as supplier innovation workshops, scouting platforms, and co-creation initiatives
- Apply **innovation thinking to identify improvement opportunities** in products, services, and procurement processes

Leveraging procurement and supplier collaboration to drive innovation and competitive advantage



Format:
In-person/virtual



Duration:
2h



Languages:
German/English



Prerequisites:
None



36. Strategic Foresight

Introduction to the module

The training **builds foresight capabilities** in procurement by equipping participants **with tools to anticipate trends, manage risk, and drive strategic adaptability** in an increasingly complex environment.

Learning objectives

- Develop in-depth understanding of the **fundamentals of Strategic Foresight**
- Grasp the **importance** of Strategic Foresight and how it **shapes a company's future direction**
- Understand the **implications** of Strategic Foresight on procurement
- Explore various **frameworks and tools** available to develop Strategic Foresight
- Deepen knowledge of the topic via **real life examples** and **practice cases**



Format:
In-person/virtual



Duration:
4-8h



Languages:
German/English



Prerequisites:
None

Strengthen collaboration, enhance stakeholder management and foster entrepreneurial procurement



37. Entrepreneurial Thinking

Introduction to the module

This module explores **entrepreneurial mindset** as a driver of ownership, innovation, and proactive decision-making in procurement. Topics include **key entrepreneurial traits** such as problem-solving, risk-taking, resilience, and adaptability.

Learning objectives

- Understand the concept and **characteristics of an entrepreneurial mindset** and its relevance for procurement professionals
- Reflect on **personal entrepreneurial traits** and identify strengths and areas for development
- Develop the ability to **recognize opportunities, challenge assumptions, and drive change proactively**
- Strengthen key capabilities such as **problem-solving, adaptability, resilience, and calculated risk-taking**
- Define **practical actions** to integrate **entrepreneurial thinking into work routines** and improve procurement processes, decision-making, and value creation



Format:
In-person/virtual



Duration:
2h



Languages:
German/English



Prerequisites:
None

Driving ownership, innovation, and proactive problem-solving in procurement



38. Future Operating Model – AI-first Organizations

Introduction to the module

This module explores **AI-First operating models** and how organizations redesign processes around agentic AI. Topics include **human-agent collaboration, AI-driven workflows, organizational redesign, and capability building** required to transition to AI-First organizations.

Learning objectives

- Understand the **shift from digitally enhanced organizations to AI-First operating models**
- Learn how **agentic AI integrates into core workflows** to deliver outcomes while **humans orchestrate and supervise**
- Explore how **human-agent collaboration changes roles, decision-making, and organizational structures**
- Identify **key dimensions required for AI-First transformation**, including governance, technology foundations, talent, and culture
- Assess how organizations can **redesign processes around AI-driven workflows** and cross-functional teams

Redesigning organizations around human-agent collaboration



Format:
In-person/virtual



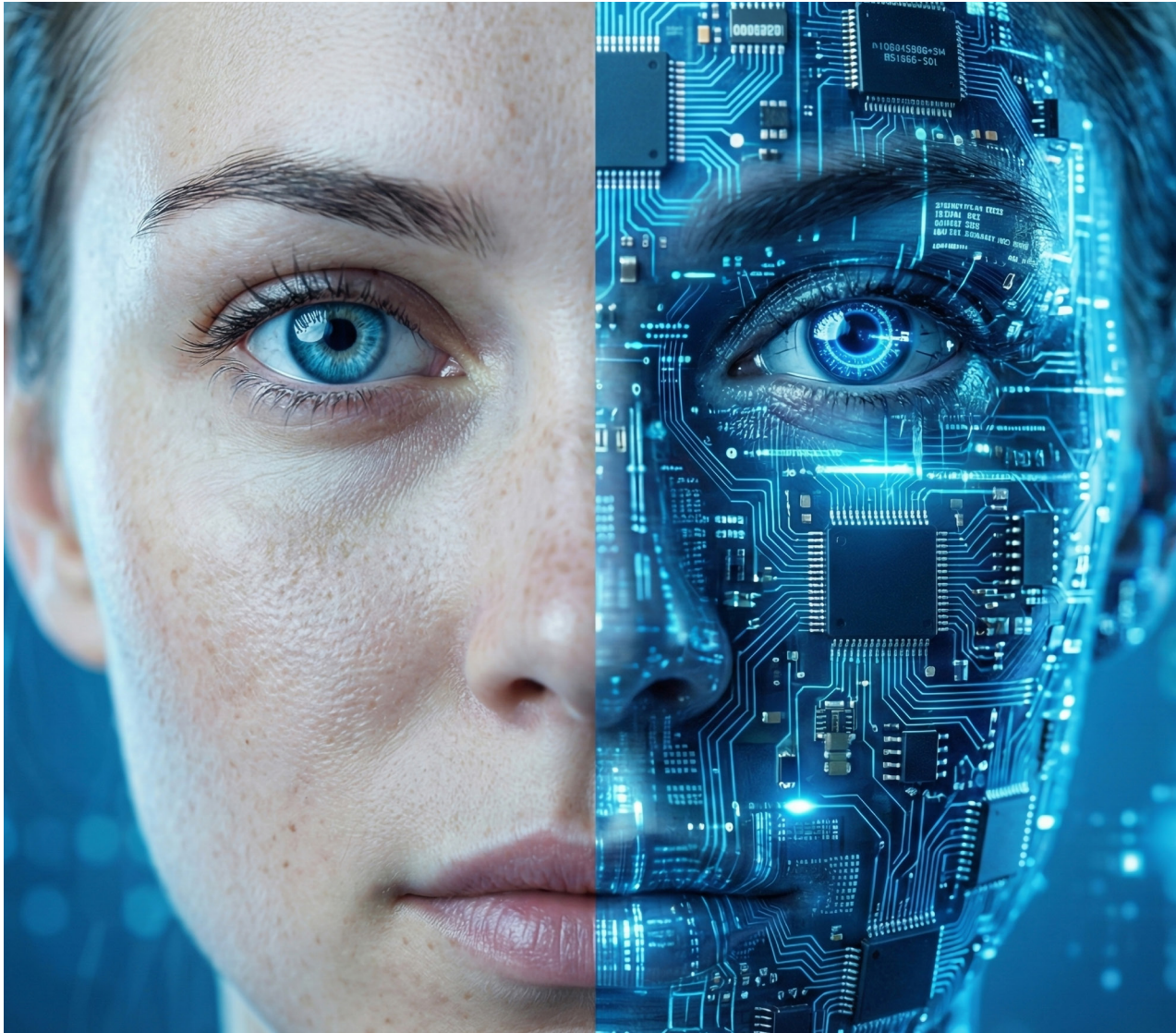
Duration:
4h



Languages:
German/English



Prerequisites:
None



39. Human Skills for an AI Era

Introduction to the module

This module explores the **mindset procurement professionals need to succeed in AI-driven organizations**. Topics include continuous learning, digital literacy, creativity, entrepreneurial thinking, and collaboration to effectively **combine human judgment with AI-powered insights**.

Learning objectives

- Understand how AI is **reshaping procurement roles, decision-making, and required capabilities**
- Develop a **learning mindset** to continuously adapt to new technologies and evolving work environments
- Strengthen **digital literacy** to effectively work with AI tools and data-driven insights
- Foster creative and entrepreneurial thinking to **identify new opportunities and innovative solutions**
- Build **collaboration skills** for **cross-functional and human-AI teamwork**



Format:
In-person/virtual



Duration:
4h



Languages:
German/English



Prerequisites:
None

Developing the mindset to lead procurement in an AI-driven world

Contact your Inverto Training Center (ITC) team for all training & upskilling requests



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