

CASE STUDY

PURINA MILLS, INC.

Purchasing and Logistics Training

OPPORTUNITY OVERVIEW

As an outcome of a "Competitive Purchasing Advantage" analysis, Russell Associates was contracted to develop in-depth purchasing and logistics training.

CLIENT OBJECTIVE

Create awareness and teach the skills required to be a successful ingredient/commodities purchasing agent.

TARGET AUDIENCE

- Field Purchasing Managers
- Corporate Purchasing Managers

RUSSELL ASSOCIATES' SOLUTION

Russell Associates conducted interviews with field and corporate purchasing managers at Purina Mills and combined this input with the results of the "Competitive Purchasing Advantage" analysis to:

- Develop a broader scope of required skills and skill levels
- Identify current skill levels
- Determine the overall training needs (especially the "delta" between current and needed skill level)

From these studies, Russell Associates developed comprehensive training for Field Purchasing Management Personnel and Area Purchasing and Transportation Managers. The goal of the training was to create, improve, and/or preserve a competitive position through projection, scheduling, and moving material so it is available for use at the right place, at the right time, in the correct quantities, and at the lowest practical cost.

TRAINING METHOD

- Self-Paced Manual

PROGRAM LENGTH

- Training Time – Eight Hours
- Program Use – Ongoing

ADMINISTRATION

The training is self-paced, self-administered and became a component of advanced training and continuing education for purchasing managers. Manuals were issued by serial number to participating students. Students completed the reading and exercises and were allowed to keep the manual to use as a guide and reference while employed with Purina Mills, Inc. For confidentiality reasons, manuals were returned when/if the student left employment with the Company.

PROGRAM RESULTS

- The training created a greater awareness of logistics and the impact it has on profitability. It created a base of knowledge and consistency, thereby, bringing Purina Mills' Purchasing and Transportation Managers to a consistent and higher level of performance and effectiveness. Use of the training is ongoing.