

HRD & CPO Power Agenda

30-minute agenda for rapid strategic alignment

Purpose of the Meeting

The purpose of the CPO & HRD meeting is to align on definition of workforce (internal and external), where shared ownership exists and where the greatest shared value can be unlocked through better coordination.

What's the hook to kick start the discussion?

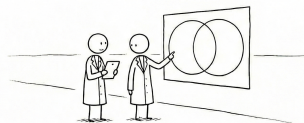
Why should HR and Procurement get together? Of the many opportunities that exist, it is this premise that can drive a combined approach:

1. 💰 There is an uncontrolled reliance on short term services via statements of work that if done better, could fund a joint project together – as high as 33% savings on 25% of SoW spend.
2. 🧑 The 'CWP/MSP program' is likely not innovating or is stuck in the past - squeezed for margin with a vendor funded model that no longer works for the enterprise
3. 🚀 A taskforce to reimagine the request process harmonized across HR and Procurement and to create a happy path workflow and pilot report and process for the board.

Pre-Work (Required from the leader's teams)

Each leader's team completes this independently before the meeting.

For the HR Director	For the Chief Procurement Officer
<ul style="list-style-type: none">• The definition of workforce and headcount from a HR reporting perspective• The status of employee internal mobility and approach to flexibly workforce• What it would take to build a consolidated people report that included workers who are in the supply chain	<ul style="list-style-type: none">• What is the spend on time and materials short term contracts via statement of work• The commercial status of the contingent worker programme right now• What it would take to unlock value from the statement of work spend above (30% of which is on the table)



30-Minute Power Agenda

Time	Topic	What This Covers
0–5 mins	Context and intent	Why alignment matters now; confirm shared objectives
5–10 mins	Where decisions break down in the intake process	Key friction points across workforce, services, and approvals
10–20 mins	Joint opportunity	Where HR and Procurement together can unlock speed, value, or risk reduction in redistribution
20–25 mins	What must change first	Questions, ownership, or governance requiring immediate alignment
25–30 mins	Next steps	Agree one concrete follow-up action and owners

✓ What the Meeting Should Cover

- Agree the potential problem statement of lack of coordination / could be better
- Consensus on two theses:
 1. that there is over demand and over supply for short term services
 2. that contingent or internal mobility could be more productive supply chains
- Agree that financial benefits of redistribution could easily pay for a change program

✗ What the Meeting Should Put in a Parking Lot

- Avoid any discussion on Suppliers or supplier performance
- No discussions on organisational redesign or agree structural changes
- Also avoid technology decisions or current IT performance

👍 Outcome of a Successful First Meeting

To agree to assign one person from each team to drive a joint opportunity:

1. A shared view of the biggest joint opportunity (e.g. intake or CWP or internal mobility for example) – but something that can be done together
2. Agreement on what must be aligned first in a prioritized view of impact
3. ⚡ **One clear next step with named owners** ⚡

Contact Jamie at Bartleby.co for content that could help you on the next stage.
Or look out for updates via the newsletter.