

## Art of Procurement Podcast Transcript

Episode 167

[The Value of Real Life Networking in a Virtual World w/ Tania Seary](#)

**Philip:** [00:00:56] So, you and I spoke back in February of last year, which is crazy, but it was almost a year ago. How has this year been for you and the team at Procurious?

**Tania:** [00:01:07] Well, thank you Phil. Yeah, it's been really positive. We're delighted. The membership at Procurious globally has grown 30%.

**Philip:** [00:01:17] That's great.

**Tania:** [00:01:17] I think January, yeah, we're around 20,000 members. We are now 27,000. I think for us it's about the quality of the participation or engagement for our community. Some of the highlights that you may have seen is the career boot camp, for example. We had 6,000 people take part in that. And you know, really, our promise to our community is that if you get connected you will get ahead. And you know, we're all about career progression. So, to see 6,000 people participating in career boot camp was fantastic.

[00:01:51] Of course the big ideas events which we were delighted to have you participate in. We ran those in Chicago, Melbourne, London. It was fantastic. We were going to have one in Barcelona but of course, civil events took care of that.

**Philip:** [00:02:08] Maybe next year.

**Tania:** [00:02:29] Exactly. So, actually... Then we went after a survey which once again was great to see 500 people over the summer give us their thoughts on their career and social media. I can reflect a little bit on that for you. Yes. So, I think it's great. I mean people are accessing the information. I guess our belief is that it's becoming increasingly difficult for procurement professionals and supply chain professionals to attend conferences to get access to get out of the office. So, to be able to provide all this content online is great.

[00:02:48] Also, work with our partners like IBM, and ISM, and share all their great knowledge and what's coming down the road with cognitive and procurement competencies and what have you is great. So, no, it's been a great year.

**Philip:** [00:03:02] Great. It's interesting you say about the procurement folks are finding it harder and harder to get out to the office to go to events because honestly that was one of the aspirations for me to start the podcast. I was thinking... So, I've always had that same problem in the companies I worked for. I was never in a company that really invested or allowed me to invest in going to events. So, I thought, let's try bringing that to people so that they don't actually have to. It's one other way to access content.

**Tania:** [00:03:28] Absolutely.

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**Philip:** [00:03:30] One of the things you mentioned was -- there's a couple of things you mentioned actually. I wanted to dig deep into it further.

**Tania:** [00:03:35] Yeah. Okay.

**Philip:** [00:03:35] There was a survey. You talked about survey in the procurement community, and that you had a lot of interesting findings about careers. What were some of the things, if you can recall, that kind of jumped out that maybe you weren't expecting or could pose problems that we need to overcome as a community?

**Tania:** [00:03:53] Well, look, a couple of things just off the top of my head. I mean we kind of promoted this a lot on social media that people didn't really trust their bosses with their career. I think there can be a million reasons for that. But, I guess what we really encourage people to do is take accountability for their own career. I have a favorite saying. It's "The common denominator in your career is you." I really believe that if something's not happening for you then you should make it happen. You can't be sitting back waiting for your boss to send you on a course or give you a break. You really have to take accountability. So, that was one thing -- Don't trust your bosses with your career.

[00:04:38] The other is saying that I think was important was that they really do see the value of having both online and offline networks to developing their career. And obviously, people who are on Procurious and responding will have a skew towards social media or any way. But I think that was really encouraging to see. They still see the value of their professional associations and certifications. So, that was great to see. And you know this kind of news that I keep supporting out is very trusted. But I think on the other side to that is people are moving roles, not necessarily organizations every two years. The workforce is very mobile. I think once again, communities like Procurious help you make your career more portable. You can take your CV with you. You can take your training with you. So, I think that taking accountability and staying agile are sort of some outcomes that we saw from that survey.

**Philip:** [00:05:43] Interesting. It's positive to hear about the desire to invest in self-development too because that's obviously key. Like you say, you can't rely on your organizations to provide the opportunities. In all cases some organizations obviously do much better job than others but just expecting that isn't necessarily... you're going to have bad outcome.

**Tania:** [00:06:05] You can't sit waiting for it. Yeah, no exactly. Same for getting the opportunity for your next role. The more you have a network within your company as well as external, you'll be top of mind when a job comes up. People will say "Oh, yes I remember Phil. He helped to set on that project. He was on time. He

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was on that. He didn't have to help us. That's the kind of guy we want in our team. I think when we talk about networks, we've got to think just as much about our internal network as our external networks as well. Social media helps you with your internal networks as well you know.

**Philip:** [00:06:44] You talked as well about Big Idea conference. You really expanded the reach of it across the world really this year. I know there was a lot more activity this year than in previous years including going to Chicago. I wondered how that kind of expansion went for you and how your first foray into US soil was. I came to the event. I really enjoyed the event. It was just something different than I've been to before. I wonder if that's kind of similar feedback that you'd received from others.

**Tania:** [00:07:12] It was, and we were so glad that we got such great feedback from the Chicago participants because you know why, it's sort of like taking us to Eskimos, isn't it? I mean taking a procurement event to the US which has literally probably thousands of procurement and supply chain conferences each year. But I guess we're just feeling more confident that we do have something fresh to deliver the community and having had three successful years in London and obviously ten successful years running a CPO forum in Australia. We definitely thought it was worthwhile saying it's what we had to offer those with interest to the US community. We were delighted with the response. We actually have six of the attendees from Chicago now on our organizing committee for 2018.

**Philip:** [00:08:05] Great.

**Tania:** [00:08:06] Yeah. We will be announcing them early next year. We're really looking. But look, it really was hard work. I mean it's hard to get people out of the office for a day. But, I need to encourage everyone that you know you really do need this face to face networking opportunities as well as your online because that's where you really cement the relationships and really get to understand people.

**Philip:** [00:08:29] Yeah. I don't know if it was an epiphany for me when I went to Chicago or just what it was really, but you know having done this show for the last couple of years, and you know I now because of the show get to go to a number of different events but one of those events is still 200 or 300 people or even more in the case of one of them. It was small enough that I actually felt like I knew everybody in the room and feeling that. But it wasn't like it was you know tiny or anything like that. I think that's still 40 or 50 people. But, it's just like an intimate event that I came away just really - I know. Really pumped to the fact that hey you know, we kind of all know each other as a community. We all got the same kind of visions. We're wanting to see the same thing for procurement. It was just really good to get everyone together in the same place. I certainly benefited from it. I thought was a great event.

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Episode 167

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- Tania:** [00:09:25] We benefited as well. I mean I think it's fantastic to have these high-level influencers. They see new people in the room. We do try and create a kind of think tank atmosphere and hopefully that's what you were feeling. But then to have the power to amplify that literally to thousands of people, I think the Big Idea's hashtag was mentioned 4,000 times in 2017. That means people can access that leadership and what's happening in the room. We loved having you do the sideline. It felt like the football a little bit for me having you on the sideline. Then Hugo did the same in Melbourne. It just gives people a snapshot of what's discussed. A little bit of that energy too, I think having it a little bit sort of nice footage there really helps people sense what's in the room as well as reading the blogs and the podcasts and whatever else comes out of it.
- Philip:** [00:10:24] Yeah, it makes you feel more real, I think. I was interested doing that. I've never done anything like that before. I'm not even sure how I was going to go but...
- Tania:** [00:10:30] Oh, you were a natural.
- Philip:** [00:10:31] Thank you. I thought it was cool to kind of bring people into the room.
- Tania:** [00:10:36] Yeah. And if anyone's listening, I think... Well, I know all your interviews are still up there so people can still access that.
- Philip:** [00:10:44] I have to include that in the show notes if anybody is interested in going and checking those out.
- Tania:** [00:10:47] Exactly.
- Philip:** [00:10:49] One of the speakers that I know has been in a number of your events is Nick Gowing. For context for listeners, Nick is a former BBC broadcaster. He's doing a lot of research and speaking, compelling businesses really to what... he's calling them his partner in this initiative is to think the unthinkable. Nick spoke in Chicago and it's kind of when you hear him speak, so it's one of things... Since I interviewed him... I did an interview for him for the podcast of Big Ideas London. And it just so stood out his message. One, it's scary but two, it's a call to action.
- Tania:** [00:11:28] Yes.
- Philip:** [00:11:29] I wonder if you could just share a little bit about what Nick's message is. And then, how are you thinking about bringing that message to the community?
- Tania:** [00:11:36] Well, we love Nick as a speaker because of course being a BBC news presenter he has this amazing command of the English language, and his sort of booming voice, doesn't he? So, he's a fantastic presenter. But based on this really interesting research that he's been doing with hundreds of leaders around

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Episode 167

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the world, looking at how senior leadership has, it's really a massive failure for senior leaders to anticipate and to respond adequately to some of these black swan events that we've seen over the last few years. Nick gives example after example of how leadership has failed to sort of adequately address them.

**[00:12:22]** I think some of the feedback we get on Nick's presentation is well what do we do? Think of the unthinkable. We need to get ready for the unexpected. I guess it's not really our intention at these Big Ideas events to provide the solutions. And what really at all on Procurious, what we want to make sure is that the procurement and supply chain profession are fully aware that these things are happening, as well as procurement 4.0 and what have you. And really leave it up to the community to find solutions. I think that's really what we want to do is say "Look, let's work together." We need to be aware of the issues. We need to understand how it applies to our businesses. We need to watch and learn from others, think through how you may react. Hopefully, talk these things through with your senior level because I think what we've seen from all they've crazy events is you really don't know what's coming down the pipeline. Probably 20 or 30 years ago we used to have a contingency plan for this and a contingency plan for that, but they are really so random now. We really just have to remain agile and to be ready to respond. I think if you can use some of these examples of what we see you can sort of start thinking through and having that conversation with the senior level and just getting people aware. I think this is where the big opportunity is for procurement and supply chain.

**[00:13:59]** If all your other peers are those who are stuck in the paradigm and not anticipating them, then this is a really big opportunity for us to step up and have solutions. You don't have to come up with the answers yourself. I think that's part of being a network and being aware of what others are doing is you can learn from each other.

**Philip:** **[00:14:20]** Right. So, kind of helping people come to the end so when for example an event happens, you can scenario plan. That's one thing. But it's also being ready for any circumstance and having the, I guess the infrastructure, whether that's processes, whether it's just a kind of checklist and action plan, a coalition internally to approach it, but so that you can move quickly on any event that may happen but that you're actually thinking about it.

**Tania:** **[00:14:48]** And tag the late rather than being like everyone else. Really tackle leadership. I mean what I talk about a lot is us building community resilience, and through the network, hopefully through Procurious, you can go to that network and say, "How would you respond to this?". The more that you ask, the more people respond. It's like using a muscle. You've got this reflex and the muscle will build. And that really our network will really help make our profession a lot

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stronger and help the businesses in which we operate because you'll be able to access a lot of people's insights and get the right answer.

**Philip:** [00:15:30] So, what's does 2018 look like then for Procurious?

**Tania:** [00:15:36] We're very excited. Our partnerships are really taking off. I mean ISM has agreed to continue working with us and they've been with us from the start, so we're delighted to work with Tom Darie and his team on continuing to engage procurement and supply chains generation next. And you know really increase the global reach for them.

[00:16:02] IBM. We loved working with IBM on this cognitive journey, and really trying to unpick what that means for procurement and supply chain. We'll continue to do that. The "Beat the Bots" Webinar was very successful and man-made machine. I love that message about how being human will win the day because it really resonates with a lot of things we've been talking about our profession over the years. It's actually about your relationships that are going to help us be successful. I think what cognitive offers us is the chance for us to get rid of all this stuff that we have no idea for years.

**Philip:** [00:16:41] But were not wanting to do.

**Tania:** [00:16:44] Exactly. We said you know we've got to get rid of the transactional to match the strategic. So, I think we should embrace this, but I think everyone also has to recognize we're really at the start of that journey. There aren't that many case studies around, but I think that the opportunity for our profession is to jump on early and to get engaged because there will be a rush for capital when everyone wants to become cognitive. The CFOs are going to be presented with a lot of business cases for investments so make sure yours is in early is what I would say.

[00:17:21] We've also got a new relationship with SAP Ariba. I don't think we've had a chance to talk about that with anyone really yet. You may have noticed they've launched late last year in New York, a procure with purpose movement. This is something I've been very passionate for many years. I really tried, I think for about five years to get social procurement sort of strategy camp together, and I think it was a bit early to do that but now it's obviously front of mind for everyone that's tried to see SAP, identifying that and really building that into what they do. So, you'll be hearing more about that.

[00:18:02] We'll be having the Big Ideas Summit. We're going to re-launch the eLearning platform. We're upgrading that. Also, making the capability assessment available to everyone so that they can look at their capabilities and ask their boss, their peers, their direct reports, and once again putting these tools

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## Art of Procurement Podcast Transcript

Episode 167

The Value of Real Life Networking in a Virtual World w/ Tania Seary

in the hands of people so that they can take accountability for their own create pr  
ogression.

**Philip:** [00:18:28] Lots of things on the roadmaps and I'm sure it's keeping the team busy.

**Tania:** [00:18:31] We're trying to be very busy.

**Philip:** [00:18:35] That's not a bad thing though. I think it's good to see that kind of a continued investment in the community really of how can you categorically continue to bring these ideas to people in different ways but also just make it more accessible. Make the content more accessible.

**Tania:** [00:18:51] Yes.

**Philip:** [00:18:55] I want to transition to the subjects of social media and our use of social media. You talked earlier about the fact that as a community, the Procurious community is growing and grew I think you said by 30% in 2017. But, I often wonder if we haven't really jumped in with both feet and embrace social as a profession. Perhaps like some of the professions have done. I'm thinking more of sales, marketing, for example that really have embraced social. I wonder if you kind of agree or disagree with that. But also, maybe why if you do think that's the case. What's holding us back in engaging on a professional level? Not on a personal level because I think we all use social for personal but, what do you think about using it for procurement for building a procurement community?

**Tania:** [00:19:50] Well, look. I think we're seeing more bloggers. I think from way when you and I started a few years ago, I think there's a lot more professionals out there blogging and sharing. I think we are seeing a steady increase in people getting engaged but certainly not to the extent of marketing. I think this goes back to the heart of what being in procurement and supply chain is all about is people are hesitant to engage online because they're concerned about being bombarded with supplies and approaches.

[00:20:30] I think our survey said, results showed that irrelevant content is one of their biggest concerns. We hoped by having a procurement supply chain in the community that can help that because it's all about our profession. But, I still have people who won't connect with me on LinkedIn until they've met me. To me that is just so crazy because I see social media as a way to actually identify who I want to meet with. And find out who's out there and who's relevant to me. I wouldn't have enough time to meet the 5,000 people I'm connected with on LinkedIn, but I can find out the people who are most interested in the things that I'm interested in.

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## Art of Procurement Podcast Transcript

Episode 167

[The Value of Real Life Networking in a Virtual World w/ Tania Seary](#)

**[00:21:18]** Obviously, I'm a bit of convert. But it is reality about this. But to me it's just crazy that you wouldn't use that and that you wouldn't be connected just to find out what's happening in the world with your supplies, with your peers, with your peer companies for growth opportunities. So, I think there's still that hesitancy there and I think it's built into our DNA as a profession. Hopefully, that will continue to grow on paper we'll see because we don't want to be stuck in a paradigm where these black swan events happen to us. Procurement 4.0 happened to us and we're still left in the dark.

**Philip:** **[00:22:01]** Yeah. We're not embracing or we're not kind of keeping a bigger and open mind in taking in information as well from lots of difference sources. I think it's very important. It's really easy within procurement. I've been there and done it to kind of sit behind your desk and stay behind your desk. Because you're putting out fires and you are kind of working a little bit in isolation sometimes. And so, it's a great way.

**Tania:** **[00:22:27]** Yes. That's right.

**Philip:** **[00:22:28]** Yeah. It's a great way to engage with people. I mean the funny thing is to me the so many people who I've built great relationships with over the past couple of years of doing the show, I have hardly met any of them face to face. We end up talking on Skype. There's people all around the world. And then you go to an event and the event is when you're actually... You've kind of meet in person for the first time. But you already feel like you know them.

**Tania:** **[00:23:02]** That's right. And that's why I think social is so much like not speed dating, but you get all those basic things out of the way and you find the connection points so that when you finally meet, you can get right down to business. Previously, you'd have to meet someone sort of six or seven times before you found out "Oh, we went to the same school or we managed the same category." This just makes... when you finally meet someone with such a richer experience and also you know makes it a lot more efficient in who you actually do meet with. You've got common ground.

**Philip:** **[00:23:38]** So, we're pressed with time. I think it feels like we're all pressed with time more than ever before and maybe that's just because you know spend too much time on Twitter and Facebook and that's what takes our time off.

**Tania:** **[00:23:48]** I think you're doing other things too Phil. Having a life.

**Philip:** **[00:23:52]** I know. Yeah. You're always kind of... In my mind is how can I be more efficient in my use of social media? So, I wonder from professionals who are listening that think "I don't have time to engage in this because I've got some

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Episode 167

The Value of Real Life Networking in a Virtual World w/ Tania Seary

other things going on." What's the biggest bang for the buck in terms of how you can spend your time?

**Tania:** [00:24:14] Well, look. When you think 15 minutes a day, with all that daily habit it sounds like we're sort of making a monastery or something here in Procurious but it can make a huge impact on your reach and the knowledge that you pick up. We talked about firstly spending a couple of minutes scanning the news for headlines, maybe can set up Google alerts and get specific things sent to you but you know I know a lot of people say "Oh, well. I didn't really learn much." But I'm buying all the time by what people do share, what they don't share, just saying where people are working, what things around the world say. Anyway, so I think just go through that. And I find Twitter very good for news. But I'm always on LinkedIn seeing what people are sharing about their profession and their industries.

[00:25:08] Nick shared something. I think this is the thing. I think there's a lot of people out there sitting on their sort of periphery looking kind of like voyeurs. But please do share a couple of things because it's amazing what an impact the right kind of story can have on someone. The chances are if you think it's relevant somebody else will. Take the big plunge. Reach out to sort of five to 10 people. It doesn't have to be 50 but if you see someone who's managing a category similar to yours or in a similar role in the similar organization, invite them to connect, and the chances are they will accept because like you these roles can be very lonely. I know I talked about this all the time, but you might be the only person managing your category in your company, in your industry, in your city, in your town, to be able to connect with someone who's doing the same job is very sort of heart-warming. So, I think you know that's just a few things that people can do. It doesn't take a lot of time and can really help.

**Philip:** [00:26:14] So just the last question on social. I think we may have touched on this on some of the questions and some of the answers just in the last couple of minutes, but I wanted to really pull it out because I think it's a really strong call to action. I just wonder why in your mind is it so important for results be connected?

**Tania:** [00:26:35] Well, Phil, this is one of my favorite questions. It's got so many answers on why. But look, I think the point I try to make to people is there is really no such thing as solid genius. We all like to think that genius is, and I certainly do but I've got a serious reality check up that we can single handedly sort of solve all the problems of the world, but you know the idea of solid genius is really a myth. It's really a myth. Even the people we look at, Einstein, Newton, Mozart, they didn't operate in a vacuum. They built on the work of countless others. I think we're really lucky to live in a world today where we don't have to

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Episode 167

### The Value of Real Life Networking in a Virtual World w/ Tania Seary

solve all our problems by ourselves. It's really only a click away. I think that's where you

leverage the power of the network. You've got obviously your LinkedIn, your Facebook.

**[00:27:30]** Procurious with its 26,000 members across the world, everyone has different strengths, weaknesses, knowledge, you know perspective, that can really shine the light bulb for you. Even if everyone gives you the wrong answer, at least reinforces that you've got the right answer. And you know it goes to my earlier point is that I think that being the smartest guy in the room really tanks collaboration. If we want to shop for precision and to make sure that we've really got a seat at the table and to you know come up with the bright ideas that are going to save the day. We really need to lean on our network to get the right answers. That's just a few reasons. I know I'm totally biased but if everyone just tries the daily habit for 15 minutes a day, hopefully I'll have them convinced on the benefits.

**Philip:** **[00:28:26]** Yeah. I obviously am a convert for sure. It's been an amazing kind of adventure that I've been able to go on just through the work that I've been doing in social. It's such a big part of it. It's helping me to meet so many people. It's helped me to learn so much. I think that's what's really important, and so as keeping an open mind. It's really easy to use social as a kind of confirmation bias. You are kind of looking at it and you're just taking perspectives that you already agree with and it just confirms that yeah kind of my way of thinking is obviously the right way of thinking. Just look at all these people. I think the same way as many.

**Tania:** **[00:29:02]** All my connections think the same way.

**Philip:** **[00:29:04]** Exactly.

**Tania:** **[00:29:05]** I think there's this benefit of over the years we've all talked about raising procurement's price point. If we don't share, if we're not out there on the radar then we will fall off the radars. The more that procurement professionals are sharing their stories and sharing information, a lot of these new tools are picking up trends on the social. We will stay on the radar. I think that's another benefit to it.

**Philip:** **[00:29:35]** Yeah. I know you and I have talked about it before, kind of we're in this together. I remember it was within the profession that's in it together and it's our collective responsibility to drive always forward to focus on new areas of value. Make what we do be compelling to the leader of an organization where they can't say no to us helping them. That's not something I don't think that we

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## Art of Procurement Podcast Transcript

Episode 167

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can necessarily do as individuals within individual companies. Yes, we can do it maybe you know convincing and influencing one person at a time but by sharing our knowledge across everybody allows us to just do it far more quickly on pulling best practices a lot quicker so that things that are working in one company, our peers can implement, execute, contextualize, whatever it is in order to just benefit us all.

**Tania:** [00:30:24] Absolutely. I couldn't have said it better myself.

**Philip:** [00:30:27] Well, before I let you go I want to just ask a couple of questions about your social media habits. No hiding here. This is where we can see if you practice what you preach. So, you talked about 15 minutes a day. How often do you actually check your newsfeeds?

**Tania:** [00:30:47] I do have a bit of a social media problem so it's coming out here today. Now, I spend a lot of time on, particularly LinkedIn because I am connected with sort of 5,000 people really purely in our profession. I'm not really connected. I just see so many amazing things and I think this is what also helps me sort of identify what is procurement needs, something that stands out that's different, that's interesting. Yeah. No, I do. I connect with people.

[00:31:25] Initially I was connecting and reaching out to a lot of people to help build my network but now I'm mainly approached by others. If someone has... You know which someone is clearly in the procurement or supply chain profession working in any company really, but you know it has to be fairly credible profile, I will accept their invitation because you know that's the business I'm in. I'm a founder of a procurement network. Naturally, if someone's in my profession I do want to connect with them and see what they are interested in and what they are sharing, where they are working, what they are posting. But see, I find it hard. Once again, I'm totally stuck in my paradigm. But if I was the CPO, I would want to be wanting to connect with all other procurement professionals because I would want to be recruiting the hottest talents. So, I'd be posting things that were interesting, that were in line with what my company's strategy was. I would be delighted for young professionals to be connecting with me, so I could influence them to join my company or identify them and reach out to them. So, I would certainly be accepting any procurement professional. I do understand the challenges with suppliers. But similarly, I would want to see what was happening in the supply market. What are the latest things? So, yeah. I'm in a paradigm.

**Philip:** [00:32:56] Yeah. Well, I spend too much time as well. But it's kind of one of those things that it's not like it's to the detriment of... Well, it's to the detriment of my own free personal time, I think, as opposed to being you know sitting when I should be doing some work just certain things social. I end up just doing like on my phone, you know you stand in line in a queue somewhere.

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Episode 167

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**Tania:** [00:33:20] That's right.

**Philip:** [00:33:22] Hand go straight to your pocket and the phone comes out.

**Tania:** [00:33:26] Well, I do try and be present. I do try and be present. But I was just thinking there was another important point about being social. I think if you look to the whole essence of business strategy, business strategy is about outwitting your competitors. If you don't know what your competition is, how are you going to develop a strategy to combat them? And so, when you think about strategy, it's not just about a corporate strategy. It's like how am I going to get the best talent or how am I going to convince that supplier? So, if you don't know what the rest of the world was doing, how are you going to come up with a great strategy?

**Philip:** [00:34:08] When you're looking... You talked a lot about sharing content. How do you decide whether to share something, whether to acknowledge it through a like or really let it go by and not take any action?

**Tania:** [00:34:21] I think when you get to my age and stage you go with your gut. If I think that something's interesting or I want to like it, I just do it. I don't overthink it to be honest. But you know I've also got a history in corporate affairs, and you know there is sort of 20 or 30 years of knowledge that I guess goes into things. I think you do have to be careful because what you do share does reflect on your personal brand and your company. I guess the thing is with the different channels. For me, Facebook is purely personal. LinkedIn is purely professional. However, I do try and put a human face to my LinkedIn post. I try and use photos that I've taken off people that I'm talking about or that we've taken in our events and share more of a human side because I think that is important. I think people want to do business with people, not companies.

[00:35:22] So, yeah. I mean I say I don't think too much but I think when I make my decisions it is based on sort of a broader context and experience. I don't think people should be too worried. I mean I've never posted anything I've regretted. I think these feeds do move very quickly so if you do go to bed at nine and think "Oh, I should have shared that." You know the chances are, not many people have seen it. It's interesting. Some of the things I post on LinkedIn lately is sort of getting 10,000 and 11,000 views which is really exciting because you know the things I'm sharing are exciting. The 30 billion dollars supply chain woman from IBM, you know some of the people we partnered with, these are real leaders in their profession that others can aspire to and have something interesting to say.

**Philip:** [00:36:13] Have you found there is any rhyme or reason behind what gets viewed and what doesn't get viewed?

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Episode 167

### The Value of Real Life Networking in a Virtual World w/ Tania Seary

**Tania:** [00:36:19] I think the personal side, I think where you can shine a light on what someone's personality is a little bit more. And once again, I'm probably able to do that because of my face to face and my network that I do know these people personally and have got some connection with them. So, it's a little bit difficult to

do if you've only met someone online but you still could if you know them well enough.

[00:36:48] I think definitely where there's more of the personal story. Also, we're finding on Procurious that there are some issues that are harder than others. For example, at the moment nothing about the seat at the table is doing well. Nobody wants to hear about uberization of anything anymore. Surprisingly, during 2017 it's been a lot about getting back to basics. We launched tools and templates toolkit. Templates and tools group. We've got over a thousand members of that group who are downloading you know some fairly fundamental tools. But once again, I don't have to reinvent the wheel. They can download something and build on it. So, yeah.

**Philip:** [00:37:36] Well, Tania I wanted to thank you for the work that you are doing for the procurement community, for the work that your team are doing for the procurement community. I think it's really needed. It's a great way for us all to kind of come together and help each other which I think is really what is so important. I want to thank you again for your time today. I just had one really last question. That's if there's any listeners to the pod today who aren't members of Procurious, where should they go to find out a little bit more.

**Tania:** [00:38:09] Yeah. Well, if you go to procurious.com, you can register. We do ask six questions which hopefully isn't too onerous for people that we do like to make sure that you know you're managing a category or industry, which country you're from, because that helps us connect you with other people. So, yeah. But if you Google Procurious you can access lots of information - the career boot camp, the podcast. Hopefully, there's a lot of things there where you can see what we're actually doing. Yeah.

**Philip:** [00:38:41] Awesome. Thank you again Tania. What I'm going to do is I'll include the links into Procurious, and also some of the things that we talked about earlier in the show. We talked about the videos and the podcast.

**Tania:** [00:38:52] You as TV presenter.

**Philip:** [00:38:53] People are going to see it in all its glory or otherwise. I'll let anyone who sees it to make up their mind.

**Tania:** [00:39:02] I love it.

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Episode 167

[The Value of Real Life Networking in a Virtual World w/ Tania Seary](#)

**Philip:** [00:39:04] But I'll put those all on the show notes. Those are just... If you go to [artofprocurement.com](http://artofprocurement.com), if you do that after the episode is published then you'll see that it was on the front page. Otherwise, just do a search. We have a search bar on the Art of Procurement. Search for Tania. This interview in the show notes

associated will come up. Thank you once again. I know that I'll talk to you again soon.

**Tania:** [00:39:28] You will Phil. Thank you.

**Philip:** [00:39:29] Thanks Tania.

[00:39:30] Thank you for listening to another episode of the Art of Procurement. To find an archive of all past episodes, you can go to [artofprocurement.com/episodes](http://artofprocurement.com/episodes). And to ensure you never missing another show, go to [artofprocurement.com/subscribe](http://artofprocurement.com/subscribe).

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