

# **Current trends in Contract Analytics and Design**

Paul Branch COO, IACCM





# **IACCM** Research and Analytics

- Capability Maturity Analysis
- Skills & Competency Analysis Tools
- Contract Design and Simplification
- Contract Benchmark Assessment



**Capability Maturity Analysis** 

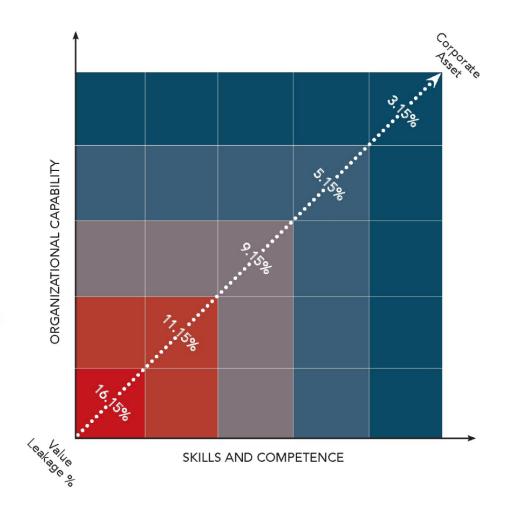
# The Transformation Agenda

# Through its research, training, assessment and advisory services, IACCM assists its members by identifying:

- Their current leakage rating
- The leakage rating across a comparative group
- The path for improvement

# IACCM supports organizations to implement their transformation agenda:

- Contract and Relationship
- Process
- Analytical Tools
- Measures
- Personnel
- Organizational Design



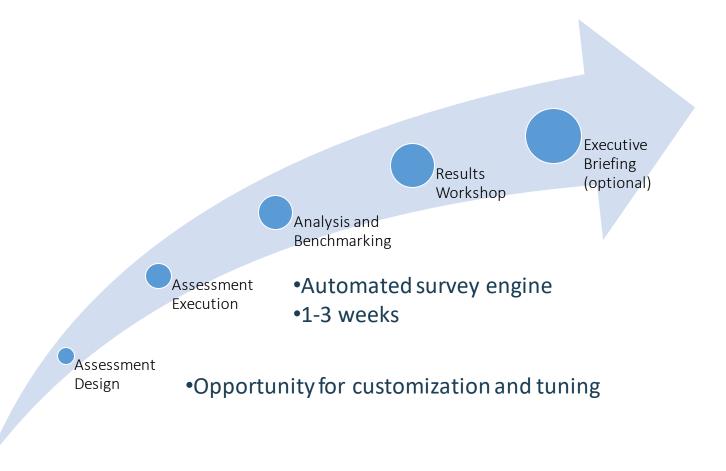




# 9 Criteria of engagement

- Leadership Executive exposure to the concept of commitment management.
- Customer Vendor Experience Plan and track business relationships.
- Execution & Delivery Strong focused on results metrics only.
- Solution Requirements Management Management & segmentation of product/service categories.
- Financial Link T&Cs to price and cost analysis, as part of strategic review.
- Information Systems / Knowledge Management use of automation to capture and manage contract and relationship performance.
- **Risk Management** implementation of risk management and its impact on business practices.
- **Strategy** Policy formation for robust, systemized mapping of strategic and operational goals.
- People Development Closing skills gaps and development of team members as trusted advisors.

# 5 steps in the process ...





# Analysis and Benchmarking – Summary (sample only)

	"Client" (n=304)	IACCM Benchmark	
Average for Leadership	3.6	2.8	
Average for Customer / Vendor Experience	3.4	3.0	
Average for Execution and Delivery	3.6	2.9	
Average for Solution Requirements  Management	3.3	2.8	
Average for Financial	3.3	2.7	
Average for Info Systems/KM	2.3	2.3	
Average for Risk Management	3.1	3.1	
Average for Strategy	2.9	2.7	
Average for People Development	3.3	2.9	

"Client" average score 3.2 (64%)
Benchmark average 2.8 (56%)
Top quartile average 3.5 (69%)

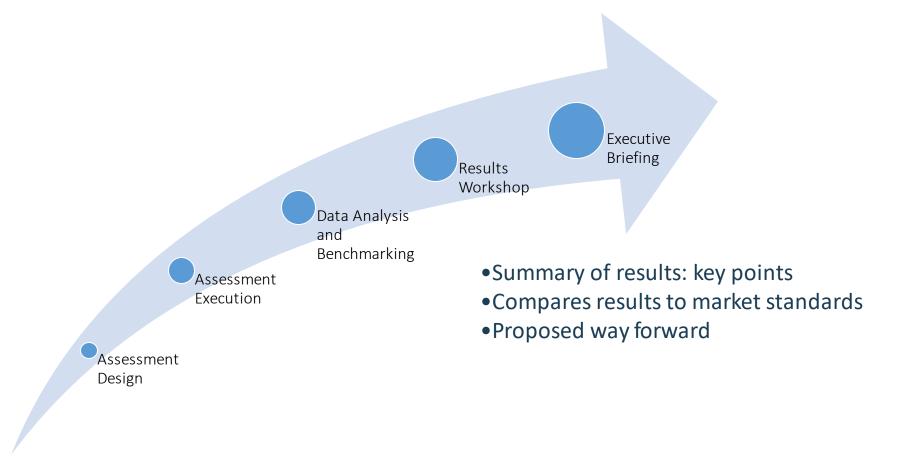


# Analysis and Benchmarking – Leadership (sample only)

	"Client" (n=304)	IACCM Benchmark	Customer facing (n=105)	Procure ment/Su bcontra cting/So urcing (n=34)	facing and	(n-1/2)	"Client" Mission Solution s (n=16)	ation
There is clarity over who owns the contract management process and is accountable for its quality	3.81	3.15	3.99	3.42	3.77	4.06	3.94	3.61
Senior Executives perceive contract management as a key element in achieving strategic goals and this is reflected in their support for the function	3.76	2.69	3.86	3.60	3.73	3.85	4.13	3.66
Senior Executives request and review contract management metrics for major relationships and for the overall contracts portfolio and process	3.39	2.65	3.55	3.22	3.32	3.55	3.64	3.23
Contract Management data informs and shapes Senior Executive engagements with customers and suppliers	3.44	2.82	3.55	3.46	3.36	3.54	3.87	3.31
At Business Unit Executive Leadership level Contract Management is viewed as a key competence and reviewed accordingly	3.68	3.00	3.86	3.50	3.61	3.89	3.67	3.50
Average for Leadership	3.6	2.8	3.7	3.4	3.5	3.8	3.9	3.5

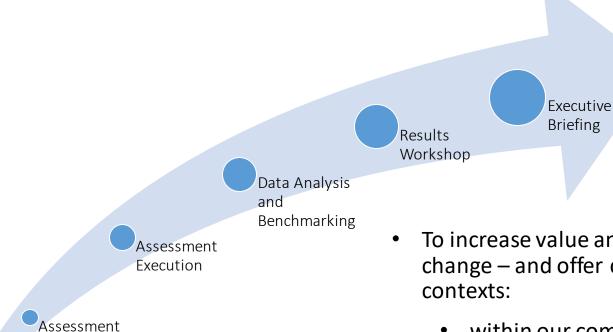


# 5 steps in the process ...





# 5 steps in the process ...



- To increase value and maturity, we consider change – and offer creative ideas – in three contexts:
  - within our commercial policies and process
  - within our contract templates and agreements
  - within our organization and its capabilities
- Focus on agreed initiatives to raise capability



Design



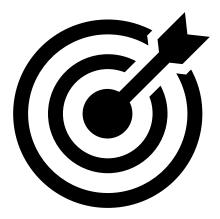
Skills and Competency Analysis Tools (SAT)

# **Overview**

The IACCM skills & competency analysis tool (SAT) is the bedrock of any professional development program geared to building commercial acumen and supports organizational initiatives designed foster commercial excellence.

#### What it does:

- 1. SAT paints a picture of the type and strength of existing competencies of an individual, team or function; and benchmarks results against industry norms;
- SAT enables individuals and organizations to develop targeted and cost-effective plans to increase commercial acumen (e.g., training programs to fill competency gaps); and
- 3. SAT enables individuals and organizations to track growth and demonstrate ROL.



If you don't know where you are going, any road will get you there.

- Lewis Carroll



# About the IACCM Skills & Competency Analysis

- Through continuous monitoring and industry consultation, IACCM has defined skills and knowledge which together support commercial excellence
- IACCM offers a confidential and objective analysis of current performance and compares results against industry norms and world-class standards
- Over 15,000 individuals world wide have participated in an IACCM learning programs on contract and commercial management, and have completed the online IACCM Skills Assessment as a prerequisite to their training
- IACCM's online skills assessment tool provides a benchmarked gap analysis to underpin competency development at individual, team or functional level









# The 45 individual skill and knowledge criteria are grouped under three categories:

- Business Acumen
- Technical
- Personal/Interpersonal Skills

There are also 24 background & experience criteria grouped under four categories:

- General Experience
- Contracts Experience
- Education & Training
- Professional Contribution



# What makes the IACCM Skills & Competency Analysis Tool Unique:

- Individuals are able to highlight their individual experience and skill sets to support their rating. Reviewers are assigned to each Assessment (internal reviewers or IACCM experts) to validate information provided for each criteria.
- IACCM can generate team reports collating individual assessments to benchmark against averages within a particular industry, level, etc.
- SAT can be updated after completion of training programs, or annually, to track progress and professional growth.
- Criteria in the SAT can be customized.



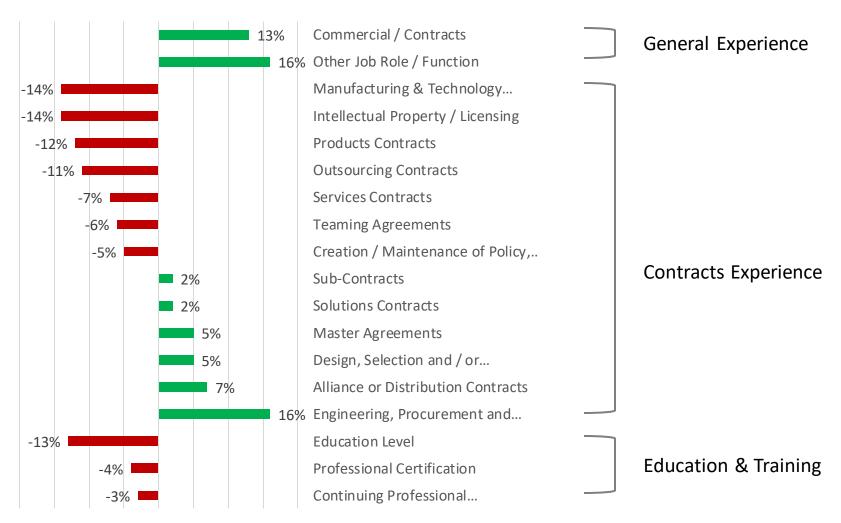


# Self assessment scoring – level 0 to 4

- Level 0 I have been involved in this subject, and have supported or assist the process, understand the concept, but have little direct experience in applying. I have an awareness of this area
- Level 1 I have led on simple examples of this competency, with direction and guidance perhaps as a subset of a bigger project/subject area, the outcomes appear to have been successful, though I typically lack data on actual outcome or possible alternative results. I understand the role and the value of this
- Level 2 I lead relatively complex examples of this competency, have significant personal authority in this area and can describe a wide range of successful implementations. I can describe techniques I have used that have led to better than expected results. I take individual responsibility and develop specialist knowledge in this area
- Senior management and colleagues view me as a highly effective and successful at this competency. I lead on complex examples, with relative autonomy, I can illustrate by describing how my understanding of this competency resulted in quantifiable business advantage and expansion of value. I regularly guide others in their planning and execution of this competency area. I am accountable for this area in the team and have expert knowledge
- Level 4 I am an expert, in this area, sought out by executive management to lead complex examples of this competency of strategic significance to the organizations I support. I regularly mentor and / or teach others in the tools and techniques of this competency. I lead and influence this role. I champion the function. I sponsor and coach. I lead as a trusted business advisor.



# **Example of Team Report Slide for Background & Experience**



-20% -15% -10% -5% 0% 5% 10% 15% 20%





# Contract Simplification and Design



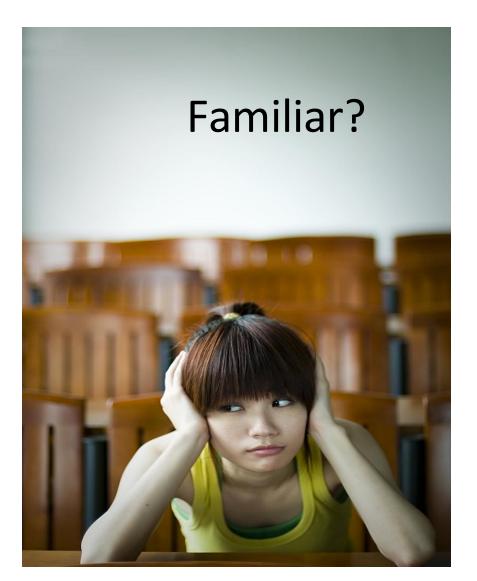
# Contract Simplification and Design

- People and companies want to buy from businesses that make it simple and easy and sellers want to close deals fast. Contract documents affect:
  - the perception of being easy to work with and
  - the speed it takes to execute a contract.



were not known about when making the tender and that the service provider can demonstrate grounds for the price change. Accordingly the price of the service shall change from the date when the above-mentioned changes come into force. The serv- ice provider shall also have the above-mentioned right when the price is fixed.

- 7. If the price is not fixed, the service provider shall have the right during the contract period to adjust the price corresponding to the general cost trend of the service. The service provider must deliver a price adjustment notification in writing at least two
  - (2) months before the price adjustment comes into force. The service provider must present to the customer an appropriate explanation of the cost trend and the reasons for the price adjustment. If no unanimity is reached on the price adjustment, the customer shall have the right to give notice of terminating the contract from the time that the price adjustment comes into force. The giving of notice must be made in writing before the new prices come into force. If the customer does not give notice of terminating the contract, the contract shall continue using the new prices notified by the service provider or other prices agreed together by the contracting partners in price adjustment negotiations.
- 8. If the price is not fixed, the customer shall have the right during the contract period to propose a price adjustment corresponding to the general cost trend of the supplies. If no unanimity is reached on the price adjustment and the customer considers that it cannot continue the contract under the prevailing prices, the customer shall have the right to terminate the contract with a notice period of two (2) months. Notice of termination must be made in writing. If the customer does not give notice of terminating the contract, the contract shall continue using the prices prevailing before the price adjustment proposal or using other prices agreed together by the contracting partners in price adjustment negotiations after the price adjustment proposal.
- 9. If not otherwise agreed, the contracting parties may propose price adjustments in the ways described in Paragraphs 10.7 and 10.8 at the earliest twelve (12) months after the contract came into force and at intervals of not less than twelve (12) months.
- 10. In the event of the customer giving notice of terminating the contract on the grounds presented in this section, the service provider shall be colliged it the customer so wishes to deliver the supplies at the prevailing prices, if the notice of termination has been made on the basis of Paragraph 10.8, or according to the prices notified by the service provider in the price adjustment notification, if the notice of termination has been made on the basis of Paragraph 10.7, until the time notified by the customer, however at most six (6) months from the ending of the contract.





sameness ness sameness sameness sameness samen sameness sameness sameness ness sameness sameness sameness sameness samen sameness sam all contracts look and feel the same, sameness sam even though they are sameness s sameness addressed to different users, sameness sam sameness with <u>different</u> needs & skills, sameness sam sameness and are produced by <u>different</u> organizations sameness s nes sameness to regulate a variety of <u>different</u> transactions sameness with <u>different</u> goals sam sameness sameness s sameness sameness sameness sameness ness sameness sameness sameness samen ness sameness sameness sameness sameness samen sameness sameness sameness sameness sameness s ness sameness samenes

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### From contract drafting to contract design



- Drafting: focus on legal needs and language.
   Contracts and guidance easily become overwritten and over lawyered: their legal functionality (in a dispute) is prioritized over business functionality (in everyday use.)
- Design: focus on human and business needs, and on communication.

  Contracts and guidance need to be human-friendly and business-friendly, not just legal-friendly.

  They need to be easy to make, use, and act upon.

### Shell Marine Jubricants T&Cs

#### **BEFORE**

Design: Rob Waller

Source:

https://www.shell.com/busin

ess-

customers/marine/contactshell-marine/lubricants.html

#### OPERATING STANDARDS FOR THE SALE OF SHELL LUBRICANTS

At Shell we are committed to providing you with the best possible service. We offer a variety of ways to fulfill your requirements and interact with you in whichever way you prefer, whether this is in person, by email, or via one of our automated systems. Our aim is to make it easy for you to do business with Shell.

#### PLACING ORDERS

Buyer may submit orders through touch-less applications as "SHELL\_BERYK," at <a href="https://www.shell.com/seeve">www.shell.com/seeve</a> or, where these are not available, through the Shell Customer Service Centre ("CSC") via email: [53], phone [74] or fax [75], and also available at <a href="https://www.shell.com/seebal/abouthel/contact-us.thml">https://www.shell.com/seebal/abouthel/contact-us.thml</a>. Buyer can place orders through the CSC [Monday or Friday, 08:00 to 17:30 (exct. national holidays)] [54] by quoting their account number [76]. Any questions or additional support requests will have to be addressed to: [52].

#### CHANGING OR CANCELLING ORDERS

Buyer can amend crancing the CSD before the same day that the orders are placed, by contacting the CSD before the prescribed up to fairing. [Month of Fider 1.00 pt] [56]. Another the control the con

#### URGENT ORDER

Shell offers an urgent order service for deliveries that are required earlier than the standard lead time, as included in Table B. All urgent orders must be made by telephone only to the Customer Service Centre. Urgent orders are subject to availability of Product and delivering capacity. A surcharge as included in Table A will apply for this service, for both packed and hulk Products.

#### MINIMUM ORDER QUANTITIES AND SURCHARGE

Minimum order quantity can be found in Table A and will be based on the smallest stock keeping unit for packed and on the smallest amount of bulk to be delivered. The small order quantity on be found in Table A and will be based on the bulk volume or weight of the entire order. For orders below a small order quantity threshold a surcharge will apply. If the order is a combination of packed and bulk products, the volume or weight will be calculated by packed and bulk independently to determine whether the surcharge will be applied. No surcharge will be applied if Shell is at fault. At the time of the Agreement, the surcharges in Table A shall apply but may be amended by Shell from time to time.

#### DELIVERIE

For all deliveries, accepted orders for Product shall be delivered in the mode indicated in the Commercial Terms agreed between Buyer and Shell.

#### DELIVERY LEAD TIMES

To optimise our manufacturing and scheduling operations, orders are delivered within a lead time. Deliveries will be made during an agreed window and are specified in *Table B*.

#### EX RACK SALES < CUSTOMER PICK-UP ONLY>

Any damages arising from the defective condition of the containers or of their measuring devices, from inaccurate or insufficient information provided by the Buyer, or from contamination and/or commingling, shall not be compensated for by Shell. Any measures initiated by Shell shall not be construed as an acknowledgment of an obligation to pay damages. The Buyer shall be liable for any damages sustained by Shell's loading equipment and caused by Buyer's containers or means of transportation.

#### DELIVERY BY ROAD VEHICLE BY SHELL < DELIVERY BY SHELL ONLY >

In the case of delivery by or on behalf of Shelf, deliveries shall be made by road vehicle to the delivery points listed in the Commercial Terms, Product shall be delivered to Buyer or procured to be delivered within the lead time specified in the order confirmation. The lead time described at *Table 8* should be considered as purely indicative and not binding for Shelf. Buyer shall notify Shell as soon as possible and at least within [15 days, of any changes in opening hours of the delivery location at its site which may affect the delivery. Shell has right to refuse to make deliveries at the changed hours if such changes cause any scheduling conflicts for Shell.

Shell will provide its road tank vehicles with 13.5 metres of hose for the purposes of bulk discharge. Any special delivery arrangement will be subject to Shell's acceptance and will be provided at an additional charge.

Shell Lubricants – Operating Standards





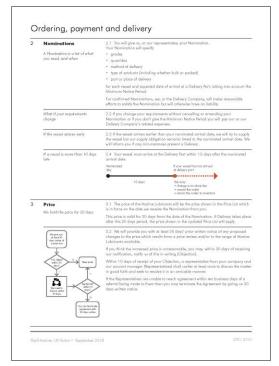


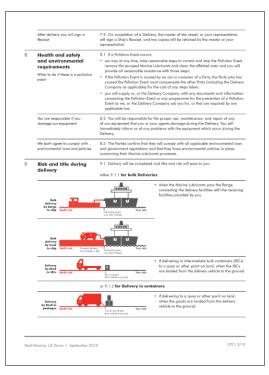
### Shell Marine lubricants T&Cs



#### **AFTER**







# Award winning design: IACCM Innovation Award + Financial Times Intelligent Business Award

Design: Rob Waller

Source: https://www.shell.com/business-customers/marine/contact-shell-marine/lubricants.html



## Refore

## And after:

To protect Proprietary Information that may be disclosed by either of the above identified parties to the other for the specific purpose of evalua and negotiating a possible transaction(s) between the parties (the "Purpose"), the parties hereby agree to the provisions set forth in

#### INFORMATION PROTECTED.

Proprietary Information means information that the receiving party ("Recipient") knows or has reason to believe is confiden proprietary, or trade secret information of the disclosing party ("Discloser"), either

- because the information is disclosed by the Discloser in writing, is marked as confidential or proprietary, or with words of sin import at the time of disclosure or
- if disclosed by the Discloser in any other manner, is identified as proprietary at the time of disclosure, or
- because of the nature of the information and the context in which it was disclosed.

Without limitation, information concerning business models, strategies, network design and traffic, customers, and pricing in all cases under Section 1(iii) above, subject to Section 4.

This Agreement and any discussions between the parties in connection with this Agreement are also Proprietary Information. Agreement is also intended to encompass the Affiliates of both parties. Consequently, Affiliates of either party may disclose Proprie Information to the other party or its Affiliates, and Affiliates of either party may receive Proprietary Information from the other party and Affiliates. The terms "Discloser" and "Recipient" shall therefore be deemed to include the Affiliates of the parties with respec Proprietary Information disclosed or received by such Affiliates. "Affiliate" means, in relation to either party, an entity whether directly indirectly or through one or more intermediaries, either Controls such party, or is Controlled by such party, or is under the common Con of such party. "Control" or "Controlled" means the authority to direct the management and / or practices of such party.

#### DISCLOSING PROPRIETARY INFORMATION.

Subject to Section 4 below, the Recipient will not, at any time, either directly or indirectly, make any use of the Proprietary Informa disclosed to it other than for the Purpose

This Agreement is effective as of the Effective Date specified above and shall continue for a period of three (3) years from the Effective I (the "Term"), unless terminated earlier by either party as provided for in this Agreement. Notwithstanding the expiration of the Term earlier termination of this Agreement, each party's obligations of non-disclosure with respect to the other party's Proprietary Informa shall continue for a period of three (3) years following the date of disclosure of such Proprietary Information, provided, however, obligations of confidentiality regarding software (if any) (including object and source code) and/or trade secrets or shall conti indefinitely, subject to any subsequent agreement covering such software.

#### EXCLUSIONS AND OBLIGATIONS.

This Agreement does not protect Proprietary Information that:

- was already in Recipient's rightful possession prior to its receipt from Discloser;
- is independently developed by or for Recipient without reference to Discloser's Proprietary Information:
- is rightfully received by Recipient from a third party without a duty of confidentiality to Discloser:
- is or becomes available to the public through no fault of Recipient,
- is required to be disclosed by a regulatory authority or by governmental or court action, provided that Recipient uses its reason

#### Confidential information

#### 1. Exchange of information

The parties agree to exchange Confidential Information for the Purpose

The Recipient will protect the Confidential Information in accordance with this agreement.

Each party retains all interest and proprietary rights in the Confidential Information it discloses and in any information or materials that it or the other party derives from that Confidential Information.

#### 2. Excluded information

This agreement's restrictions on the use and disclosure of Confidential Information do not apply to information that, without the breach of this agreement,



is already known to the Recipient.



is or becomes publicly known,



is or subsequently comes into the possession of the Recipient from a third party without restrictions.



is independently developed by the Recipient without the use of Confidential Information, or



is expressly indicated as not confidential by the Discloser.

#### 3. Burden of proof

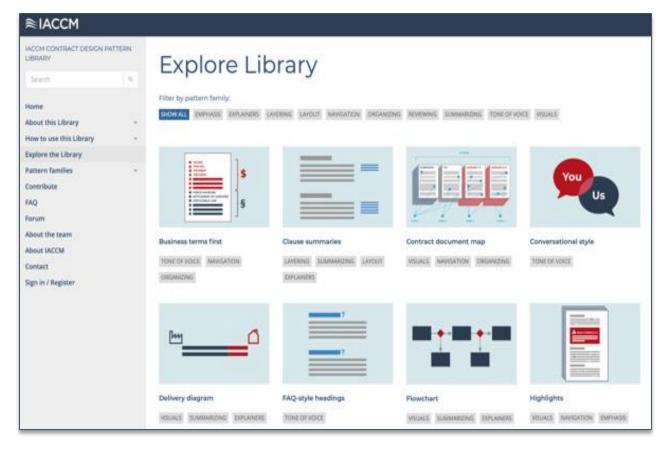
The Recipient has the burden of proof relating to all exceptions to the definition of Confidential Information.



# **Contract Design**

Objective: Release

Actual: Released and Updated!



# **Objective:**

of contract standards and design activities

## **Actual:**

Almost three-fold increase of contract standards and design activities







**Contract Benchmarking** 

# Why benchmark?

"Many organizations lack the data needed to support a business case for contract and commercial resources. As a result, they make decisions based on perceptions from the past or on whichever executive is prepared to take ownership. Our research shows that this leads to fragmented organization and process, leading to sub-optimal results.

In themselves, benchmarks are of limited value – unless the data from them can lead us to optimized process and organizational design."

**Tim Cummins** 





# IACCIM's Benchmark Analysis

Extensive experience on contract analysis and benchmarking for global clients;

Use of the latest technology to support effective and efficient analysis;

A unique repository of best practice examples gleaned from our research and benchmarking services together with the Contract Design Awards;

A history of focus on commercial contracts and the strengths and weaknesses of many different models; and

Over 20 years of research on contracts including most negotiated terms which informs clients on the norms and standards within industry and the sources of competitive advantage.



# IACCM's Benchmark Analysis

- IACCM undertakes comparative analysis of documentation currently in use by the organization, its identified competitors and IACCM standards. The analysis considers:
  - differences of structure (particularly looking at number of links to external sources)
  - differences of content (wording, positioning, additions / omissions)
  - differences of intent
  - observations on comparative ease of use

# **Contract Standards and Principles**



THE NEED FOR CONFORMED CLAUSE STANDARDS



DEVELOPMENT OF CONFORMED CLAUSE STANDARDS



RELATIONSHIP WITH THE IACCM CONTRACTING PRINCIPLES

Objective	Target	Actual
Principles	5	5
Standards	3	3

- Termination Assistance
- Assignment and Novation
- Dispute Resolution
- Subcontracting
- Non-solicitation



THE IACCM
CONTRACT DESIGN
PATTERN LIBRARY



CONFORMED CLAUSE STANDARDS



COMMITTEE

As A Service Principles

- NDA
- Data Sharing Agreement
- Data Processing Agreement
- CLM Process Forum





# **Contract Excellence Model**

### Benchmarking

- Compliance to internal standards
- Keeping up with Industry/competition

### **Architecture**

- Focus on key components: scope/price/delivery
- Information: structure, completeness
- Delivery channels: pdf/HTML
- Renewals/extensions

## Simplification

- Text
- Design Layout



# IACCM's world-class research











Managing supply ecosystems (initial report issued last week, full report end February)

Negotiation or Avoidance? (early February)

Optimism Part 2: how behaviours are impacting effectiveness (April)

Talent and Conflict: Reconciling CCM challenges (May)

Social Value: Contracting for Change (June)

Top Negotiated Terms (May / June)

