



OCTOBER
2009

Peak your Interest:

- Unemployed Membership Extension Program
- Register for October Webinar
- Dual Student Membership Program
- Job Postings

Check us out on the web: www.apicsmidlandschapter.org

A Letter From Our President

Hello all. First off, I want to extend a big thank you to those who attended our Sept. 10th professional development meeting. I hope you enjoyed it. If so, please tell others about us. Tom Schulte was very entertaining and we all had a good time with good food. Just as important, I believe we all came away with some public speaking confidence. This is good since, according to Tom, fear of public speaking is rated above fear of dying on the top 10 list of biggest fears.

In attendance at this PDM were some important first time attendees. Donna Ehrlich, PhD, Director of Business Administration, Associate Professor for College of Saint Mary. Donna invited five students interested in what APICS was all about. Thank you Donna, it was great to have you and your students in attendance.

This fits right into the Midlands Chapter of APICS vision which is to inspire individuals and organizations toward lifelong learning and enhance individual and organizational success as well as our mission which is to provide high standards of leadership in Operations Management Education for individuals and organizations. Having student involvement is our chapter's ticket to long term survival and growth.

To this end, the chapter 2009-2010 strategic plan includes actions to inform and recruit students. I told you about our educational summit in the last issue with leaders from three colleges. Here is a list of student needs that came out of this meeting.

- Provide a student membership rate which is cost effective and is representative of the value of APICS membership
- Provide exposure to APICS / SCM opportunities (i.e., jobs, companies, salaries, career statistics, tours, etc.)
- Provide mentoring and internship opportunities; College of Saint Mary requires 120 hours as part of their program
- Provide information about the value employers place on APICS membership and certifications when hiring new employees or developing and promoting existing employees
- Provide scholarships
- Provide competitions (i.e., papers, presentations, business cases, etc.)

(Continued on Page 3)

Up-Coming Events

THURSDAY
OCTOBER 22nd

"Collaborative, Planning, Forecasting & Replenishment (CPFR) and Sales and Operation Planning (S&OP)"

by Mark Williams

WEDNESDAY
OCTOBER
21st

TMCO Plant Tour

(Details page 2)

CERTIFIED
SUPPLY CHAIN
PROFESSIONAL

****NEW****

EDUCATIONAL
PROGRAMMING

(Details page 6)

Inside this issue:	
Take the Lean Six Sigma Quiz	2
Congratulations!!	2
Professional Development Meeting Update	4
2009 Board of Directors	5
Get Connected - Social Networking 101	7
Job Postings	7
Company Coordinators	9

Take the Lean Six Sigma Quiz: How Does Your Organization Stack Up?

By Ron Crabtree, CPIM, CIRM, CSCP, MLSSBB

I invite you to try a little exercise on your own or—for more fun—with team members at your organization. In the seminars and classes I teach, I use the following continuum exercise to get people thinking about important issues related to SCM (Supply Chain Management) and LSS (Lean Six Sigma). Once students have a baseline, they then can examine each of the categories and determine if there is a gap or a need to move their placement on the continuum to a higher level. The gaps are important because they help the students focus on where they need to exert more energy in future education and development. Thus, be sure to pay attention to the last two steps in this exercise—taking score and study and action. You first will need to read the description related to the convergence of SCM and LSS. Next, decide what ranking to give your organization from the three possible responses. You should pick the response that is most like how your organization operates in its *current state*. The first choice correlates to a score of 1 point; the second correlates to 3 points; and the third, at the end of the continuum, correlates to 5 points. If you feel your ranking is in between any two of these, give yourself a “2” or “4.” This is not a game to win; be brutally honest with yourself and your team.

1 Supplier involvement:

Assess the degree to which upstream suppliers are engaged with your organization in product and services design. Examples include design for six sigma; design for logistics; and design for serviceability, recycling, and reuse. **1 POINT:** Virtually all of your company’s suppliers are involved with product and services design to build in quality, serviceability, and recycling or reuse. **3 POINTS:** Some of your key suppliers are involved in collaborative design efforts as part of a formal program. **5 POINTS:** There has been little or no effort to integrate your company’s suppliers in design processes. Now, on a separate piece of paper, record your ranking. Then, go through the remaining descriptions, making a list of your scores.

2 Information sharing:

Evaluate the degree to which you engage in advanced financial information sharing with trading partners, including target and kaizen costing, establishing and tracking supply chain costs and trade-offs, ABC analysis and related techniques, theory of constraints-based costing, and value chain cost analysis integrated across the supply chain. **1 POINT:** You seamlessly share cost information with your suppliers and typically look to establish rolling long-term contracts of three years or more with annual cost-down targets. You trust your suppliers like you would your own employees, and you are open to any type of financial analysis that provides a competitive advantage.

3 POINTS: You have long-term partnership agreements in place with about 10 percent of your key suppliers, through which you share cost information, and you are beginning to look at alternative financial analysis approaches. **5 POINTS:** The relationship you have with most of your suppliers is best described as “acrimonious,” with very little trust or cooperation and no sharing of financial data. In your opinion, dealing with your suppliers is one of the most unpleasant things you do.

3 Information technology integration:

Consider the degree of information technology integration across the supply chain, such as SCM systems from point of sale to warranty and replacement life cycle data management, including customer relationship management, enterprise resources planning, advanced planning and scheduling, distribution requirements planning, warehouse management systems, and so on. **1 POINT:** You have achieved a seamless, networked supply chain with suppliers and customers, and—no matter the source of information—your event-driven exchange enables everyone to react at the same time electronically. **3 POINTS:** You would describe your organization as being in the middle of the pack with regard to this type of integration, keeping up with your industry in this area. **5 POINTS:** You pretty much operate in the Dark Ages, essentially using only paper-driven exchanges of information with your suppliers and customers—and you actually like it this way.

(Continued Page 6)

“This is not a game to win; be brutally honest with yourself and your team.”

Plant Tour - Joint Meeting with SME

Agenda

5:30-6:00pm Dinner provided by TMCO Inc.

6:00-7:30/8:00pm Tour of TMCO facilities.

Tour will include these departments: Powder coating, Metal Fabrication, Tube Fabrication, Welding, Stamping, Machining, Assembly, Inspection, Metal and Art, and National Mfg.

Each tour guest who registers by the October 12th registration date will get a free personalized trinket. There will be a National Mfg. Walking Sprinkler raffled off at this tour. These sprinklers retail for \$125. There will also have special discounts on sprinklers for people coming through on the tour should anyone be interested in purchasing one.

Cost for this tour has been reduced from our standard pricing thanks to TMCO’s support of our local SME chapter. Tour cost will be \$5 for APICS members, non-members are \$10. Payment is due with reservation. Please contact Henry Kloeppe (SME Chapter Secretary) to make a reservation for this tour.

TMCO Inc.
701 S. 6th Street
Lincoln, NE 68508
Phone: 402-476-0013 E-Mail: hkloeppe@tmcoinc.com



Dual Student Membership Program

Effective July 1, 2009, APICS student members enjoy dual membership with the Association for Manufacturing Excellence (AME).

Through AME, all APICS student members have access to the award-winning Target magazine; member-only resources on the AME Web sites, www.ame.org and www.target.ame.org; access to the new social networking site AMEConnect; discounted pricing and consideration for scholarships offered by the AME Institute; and special AME events and industry conferences.

For additional information about your student member benefits through AME, visit APICS Student Central at www.apics.org/membership/categories/student/default

Is Your Company Interested in Sponsoring a Student Member?

As the APICS Midlands Chapter works with area colleges to promote our organization and promote life-long learning we invite you to sponsor a student member. Please contact Steve Petersen if you are interested. sep2@valmont.com



In an increasingly challenging global economy, operations and supply chain professionals must constantly update their skills and knowledge to stay competitive and to thrive.

President's Corner (Continued)

- Provide information about APICS membership locally, regionally, nationally and globally; is APICS still valued in business and industry?
- Provide easy networking and access to employers in the area; possibly provide a resume' exchange
- Provide a student rate for professional development meetings (possibly \$10 w/ local companies paying the balance); invite students for all local colleges and universities
- Provide archived questions from the BSCM module to local college teachers for use in their programs
- Provide an APICS job fair for students
- Support efforts to make APICS certifications available for college credit
- Develop a "speakers" database listing individuals who are experts in the APICS BOK and willing to speak on specific topics of interest; this could include student champions or student ambassadors who could share their expertise and experiences in the field
- Setup a college coordinator role similar to the company coordinator role; key focus is to act as a conduit of information between the chapter and area colleges

The board will be putting together task plans to address these needs. Thank you to Ray, Chris and Dave for organizing this event.

On the technology front, Beckie MacDonell our marketing VP has created a Facebook page for our chapter. Check it out at <http://www.facebook.com/group.php?gid=258222850693>. The goal is for the chapter to have more friends than me (3).

Need to know more about our next class? Need to join APICS? When and what is the next PDM? Dean Hyde, Technology VP and created a tremendously informative site. Check it often at <http://www.apicsmidlandschapter.org/>

See you all at the October professional development meeting Thursday, October 22nd. The topic is "Collaborative, Planning, Forecasting & Replenishment (CPFR) and Sales and Operation Planning (S&OP)" presented by Mark Williams, CFPIM, CSCP. He has assisted in the writing of CPIM tests and educational material.

This presentation will be chocked full of stuff to take back to work. Don't miss it!

See you soon,

Steve Petersen, APICS Midland Chapter President

PROFESSIONAL DEVELOPMENT MEETING OCTOBER 2009

Collaborative, Planning, Forecasting & Replenishment (CPFR) and Sales and Operation Planning (S&OP)

This paper is a case study of how a manufacturing / distribution company combined Collaborative, Planning, Forecasting & Replenishment (CPFR) and Sales and Operations Planning (S&OP) to improve forecast accuracy from 49% to 80% and increase customer service level from 85% to 96% in one year, while reducing inventory!

BENEFITS

- Participants will get a brief overview of CPFR and S&OP
- Participants will learn how to align CPFR and S&OP initiatives to attain maximum benefits

PRESENTER BIO

Mark K. Williams, CFPIM, CSCP is President of the Williams Supply Chain Group, a consulting firm specializing in supply chain management consulting and training. Mark has over 20 years of industry experience in various roles including Director of Demand Planning, Senior Manager of Materials, Plant Manufacturing Manager, Distribution Operations manager and Logistics Manager. He is an APICS Certified Fellow in Production and Inventory Management (CFPIM) and Certified Supply Chain Professional. He has years of experience teaching APICS certification review courses and developing customized courses for corporate clients. Mark has served in leadership roles for APICS for over a decade. He has served as VP for Region IV (southeastern US) and a member of both the APICS and the E&R Foundation Board of Directors. He has also served the Society as Executive Vice President, and as a member of the Curricula and Certification Council. Mark is currently Chair of the Master Planning & Resources Committee of the CPIM program.

SPEAKER EXPERIENCE

4-Day Supply Chain Seminar—Kingston, Jamaica, 2008 & 2009
Demand Management & Inventory Reduction—Jakarta, Indonesia, 2008
SMART Supply Chain Conference—Sydney, Australia, 2005 & 2007
MRP, DRP, Forecasting & Purchasing Seminars—Sofia, Bulgaria, 2006
Instructor, CPIM Review Courses for APICS Chapters and Corporate Clients—1990 to Present
Numerous regional and local APICS meetings

National APICS Instructor—1997 to Present
IPICS Supply Chain Conference—Dublin, Ireland, 2002
APICS International Conference—1994-1995, 1997-2002
SAPICS Supply Chain Conference—Cape Town, S.Africa 2004

**THURSDAY
OCTOBER
22ND**

REGISTER BY

OCTOBER 19TH @
NOON!

Brother Sebastian's Steakhouse & Winery

1350 S. 119th Street (1 blk south of 119th & pacific)

Agenda:

Menu: (Please select one when you make your reservation.)

1. New York Strip
2. Salmon Fillet
3. Chicken Oscar

All menu choices come with salad, bread, baked potato, vegetable and choice of tea, coffee or water.

5:30 pm - Networking (cash bar)

6:00 pm - Dinner

6:50 pm - Short Business Meeting

7:00 pm – Presentation

Reservations may also be sent via e-mail to Ray Hogan
ray.hogan@firstdata.com
(402) 222-6093

MAKE RESERVATIONS NOW ON THE WEB: <http://www.apicsmidlandschapter.org> using **PayPal**

MEET THE 2009 –2010 BOARD OF DIRECTORS

President

Steve Petersen CPIM
Valmont Industries
Phone: (402) 359-2201
Email: sep2@valmont.com

President Elect

Reuben Olson CPIM, CSCP
Valmont Industries
Phone: (402) 359-6351
Email: reuben.olson@valmont.com

Treasurer

Jason Reiff
Valmont Industries
Phone: (402) 359-6531
Email: jpr@valmont.com

VP Membership

Chris Wedgewood
Valmont Industries
Email: chris.wedgewood@valmont.com

VP Marketing / Company Coordinators

Beckie MacDonell
Tri-V Tool & Mfg. Co.
Phone: (402) 895-9000 ext. 209
Email: beckiem@tri-vtool.com

VP Programs

Ray Hogan
First Data Resources
Phone: (402) 222-6093
Email: ray.hogan@firstdata.com

VP Education

Chris Graham
Valmont Structures
Phone: (800) 345-6825 ext. 3397
Email: Christopher.Graham@valmont.com

Education Coordinator

Dave Rossell, CPIM, CPM
Email: drossell@cox.net

VP Technology

Dean Hyde
Phone: (402) 770-5425
Email: dean.e.hyde@hotmail.com

Unemployed Membership Extension Program

During these tough economic times, don't let your APICS membership lapse! If you are an unemployed APICS member whose membership is coming up for renewal and you are actively seeking work within the production and inventory management field, you may apply for an extension of membership benefits through the Unemployed Membership Extension Program.

This program enables members seeking employment within the production and inventory management industry to extend their membership for six months free of charge*. If you meet this criterion and are interested in applying for an extension of membership benefits due to unemployment, [download an application](#) or contact APICS Customer Support.

*Note: Members may apply for this extension up to three times for coverage over an 18 month period. Members apply for the extension through their local chapter, which must approve the request and waive chapter dues. Members approved for this waiver will receive electronic membership for the duration of the waiver, which entitles you to electronic communication of all member benefit materials.

Take the Lean Six Sigma Quiz: (Continued)**4 Competitiveness:**

Think about SCM and LSS as key organizational competitiveness strategies, meaning, the degree to which these are seen as strategic in your organization. **1 POINT:** You consider SCM and LSS in the top five specific core competencies and differentiators for your organization. In addition, these functions report directly to the chief executive officer (CEO) or president. **3 POINTS:** SCM and LSS are in the top 20 key initiatives on which you are working, and these functions report directly to the CEO or president. **5 POINTS:** SCM and LSS are of little importance to your organization's strategy and differentiation going forward—they are silo functions buried in operations or elsewhere.

5 Staff development:

Examine your organization's development of a staff support system in the supply chain and resource capabilities in purchasing and SCM. **1 POINT:** Your organization has a dedicated executive-level supply chain professional on staff with more than 20 years of experience. There is a formal and required education program to develop your SCM and procurement professionals—and to help trading partners develop their SCM and procurement people, as well. **3 POINTS:** Your company has director-level professionals in SCM and procurement or materials management. In addition, there is an active program to encourage development of people in-house with tuition reimbursement. **5 POINTS:** SCM and procurement are performed as one of many "hats" by several people in the organization. These employees have not necessarily been formally trained in SCM, materials management, and procurement—and there is no plan to develop these skills.

6 Continuous improvement:

Assess the level of formal continuous improvement activities taking place in the relationships with your current trading partners. These activities are related to kaizen costing, quality, lead time, and product or process design, as well as other performance-improvement efforts. **1 POINT:** You conduct joint kaizens or continuous improvement activities at least three times a year with each of your top suppliers and customers—making up 80 percent of your spend and revenue, respectively. **3 POINTS:** You conduct joint kaizens or continuous improvement activities about once a year with key suppliers and customers—making up 80 percent of your spend and revenue. **5 POINTS:** Any continuous improvement efforts you get out of your suppliers and customers come at the point of a bayonet.

Taking score

Now you can tally up your numbers. If you scored 10 or fewer points, I congratulate you. When it comes to the convergence of SCM and LSS best practices, your organization is a leader in many ways. You should tear up this article and throw it away before your competitors see it. If you are in the 11-to-20-point range, you have a lot to feel good about. However, there is room for improvement, and you must examine the gaps. Even if you scored 21 or more points on this assessment, you should not feel discouraged. You now have a sense of some of the areas to focus on first if competing on the basis of supply chain performance is important. As a last step, I suggest going back through the list and plugging in your target values—where you think your organization should be in the foreseeable future. Then, focus your time and energy on the biggest gaps. Each of the topics is a major undertaking and should not be taken lightly. Good luck on your journey to excellence.

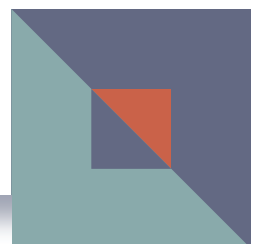
Certified Supply Chain Professional (CSCP)

APICS Midlands Chapter is proud to introduce an exciting new educational program for our chapter!! Earn your CSCP now! Class now forming in preparation for March 2010 exam date.

The APICS Certified Supply Chain Professional (CSCP) Learning System is a comprehensive professional development and certification preparation program. It is designed for individuals and organizations looking to develop or enhance skills to create and execute a supply chain strategy that meets customer needs, reduces cost, and increases profits.

Please contact Chris Graham: Christopher.Graham@Valmont.com

Phone: (800) 345-6825 ext. 3397



Connect with APICS Social Networking

APICS Blogs - See the world through the eyes of fellow industry professionals and share your point of view. Each blog continues for a four month period. [View the first ever APICS Blog here.](#)

APICS Learning Communities - An online forum where you can share and develop ideas, best practices, and solutions. [Get involved here.](#)

APICS on Facebook - Interact with fellow industry students and colleagues in a dynamic, electronic social environment with relevant content, videos and pictures. [Become a fan here.](#)

APICS Midlands Chapter on Facebook - Join this growing group to keep up to date on the latest happenings with the Midlands Chapter. Network with other professionals. [Join Here.](#)

APICS on LinkedIn - Connect and network professionally with other in your field. [Join Now!](#)

APICS YouTube Channel - View APICS related videos or share videos you have from APICS events. [Access the APICS video here.](#)



JOB POSTINGS

VIEW COMPLETE LISTING ON THE WEB....[CLICK HERE.](#)
THEN GO TO JOB LIST.

Business Analyst - Production / Columbus (West), Nebraska Updated 10/10/09

ESSENTIAL FUNCTIONS:

Reports to Columbus-Senior IT Project Coordinator. Plays key role in the Columbus-West plant IT systems and applications projects. Influencer of, and responsibility for IT systems and applications project planning, systems design and development, programming techniques and operation of IT systems to meet plant and global Medical Surgical Systems information requirements. Plays key role in managing Columbus-West portfolio of IT systems and development initiatives and investments. Responsible for determining user requirements/objectives, conducting systems design alternatives, creating external system specifications and corresponding internal system specifications to meet those objectives. Day-to-day management of multiple IT projects and critical processes, including 24/7 operations. Ensure execution of all subset IT portfolio activities to support manufacturing systems. Collaborate with IT staff at Columbus-East and other WW partners to develop and expand application of Medical Surgical Systems shared manufacturing solutions. Establish and maintain immediate and long-range IT plans for the Columbus-West plant to support enterprise development.

LIVING THE BD VALUES:

We Accept Personal Responsibility

- We accept responsibility for everything we do.
- We consider individual involvement and accountability to be both a right and a privilege.

We Treat Each Other With Respect

- We disagree openly and honestly, and deal with our differences professionally. Once we have made a decision, we act together in harmony.

We Always Seek To Improve

- We study our progress and learn from ourselves and others how to do things more effectively and efficiently.
- How we do things is as important as what we do.

We Do What Is Right

- We derive our greatest sense of accomplishment from doing what is right – not what is expedient.

2009

Volume 18, Issue 2

Sign Up Now

Emerge as a Supply Chain Leader

Presented by Bob Collins, CFPIM, CIRM, CSCP, Director of Professional Development, APICS and Vicky Vander Woude, Director of Business Development, Holmes Corporation
 October 13, 2009
 1:00–2:00 p.m. CT

The APICS CSCP program provides you with an in-depth understanding of the core concepts of supply chain management, planning and logistics that you can implement in your everyday working processes to improve efficiencies, solve logistical problems, and identify opportunities.

Participate in this APICS Webinar to find out about the benefits of earning the APICS CSCP designation to you and your company, what the program covers, and the best way to prepare for the APICS CSCP exam.

(Continued Page 8)

JOB POSTINGS (Continued)

RESPONSIBILITIES:

Manage initiatives & investments in the Columbus-West IT portfolio

- Acts as the focal point (plant IT partner) who collects requirements for IT solutions for the plant in all domains (functional applications and IT support services)
- Establishes and manages review cadence with the plant mgt team, Med Surge, WWIT and Columbus shared IT services in order to prioritize and resource the portfolio
- Works closely with Senior IT Project Coordinator to prepare FY IT budget, based on the portfolio, reviews with plant mgt team, Med Surge, WWIT and Columbus shared IT services
- Communicates the plant IT road-map

Execute the subset of Columbus-West manufacturing systems IT portfolio

Performs business needs and process analysis

- Drives the determination of the solution in collaboration with Med Surge, WWIT and/or Columbus shared IT services
- Manages Columbus-West IT projects following :
 - Local guidelines and directions for Columbus-West specific applications
 - PS WWIT guidelines and directions for PS shared applications (ex. LMS)
 - BD WWIT guidelines and directions for BDX solutions (ex. SAP)
- Ensures adequate level of IT support is established and available at go-live
- Manages the network of application super-users, act as one of them if/when appropriate
- Communicates on progress, resolves or escalates issues

Contributes to building and expanding PS shared Manufacturing solutions

- Works with Med Surge, WWIT in order to maximize opportunities for Columbus-West to utilize Med Surge shared Manufacturing solutions :
 - Design and deliver local applications responding to Med Surge global need in to benefit all Med Surge plants.
 - Implement applications that have already proven their value in other PS plants.
- Represents Med Surge Manufacturing in global IT initiatives (either Med Surge or BDX)
- Shares knowledge and vision with peers within Med Surge plants and WWIT, as well as across businesses.
- Ensure adequate level of IT support is available to meet training and “go-live” needs.

Assure compliance with corporate security requirements and license agreements.

Develop and support IT systems utilizing: bar coding, visual basic and ASP using .NET, Lotus Notes, Oracle and SQL Server databases, Crystal Reports and Rssql.

Comply with all local, state, federal, and BD safety regulations, policies, and procedures including RCRA hazardous waste regulations.

Comply with all local BD quality policies, procedures, and practices through consistent application of sound quality assurance principles.

Other duties as assigned.

COMPETENCIES:

Process Effectiveness

- Good at figuring out the processes necessary to get things done.
- Knows how to organize people and activities.

Leadership Courage

- Doesn't hold back anything that needs to be said.
- Lets people know where they stand.

Dealing with Ambiguity

- Can effectively cope with change.
- Can shift gears comfortably.

Continuous and Versatile Learning

- Has the job, functional and technical knowledge and skills to do the job at a high level of accomplishment.
- Quickly learns new skills and knowledge.
- Stays on top of CI body of knowledge

Influencing Others

- Is attentive to the different ways that others are persuaded.

Teamwork

- Listens effectively (actively listens)
- Constructively responds to points of view expressed by others.
- Gives other the benefit of the doubt.
- Provides support to those who need it.
- Recognizes the interests and achievements of others.

Drive for Results

- Can be counted on to achieve goals successfully.
- Steadfastly pushes self and others for results

Action Oriented

- Demonstrates willingness and commitment to work hard.
- Takes decisive action when needed.

(Continued Page 10)

MEET THE 2009 –2010 COMPANY COORDINATORS

Conductix / Wampfler

Michelle Morales, A.P.P, C.P.M, CPSM

Office: (402) 952-9347

Email: michelle.morales@conductix.com

ConAgra Foods Customer Service: Omaha, NE

Pat Wingate

Phone (402) 998-2997

Email: Pat.Wingate@conagrafoods.com

Connectivity Solutions Manuf.

Randy Ronspies

Work: (402) 691-2621

Email: rrospies@csmfmg.com

Lozier Corporation

Deanna Clites

Office: (402) 457-8403

Email: Deanna.Clites@lozier.biz

Lozier Corporation

Julie Rathbun

Office: (402) 457-3107

Email: julie.rathbun@lozier.biz

EGS Electrical Group; Columbus, NE

Theresa Kovar, CPIM

(402) 563-2584

Email: theresa.kovar@egseq.com

Covidien

Lesley Hanson

Office (402) 371-9010 x 314

Email: Lesley.Hanson@Covidien.com

Valmont

Bernie Borer

Office: (402) 359-2201 x3114

Email: bborer@valmont.com

Syngenta Crop Protection

Joe Jirka CPIM

Office (402) 731-8305

Email: joseph.jirka@syngenta.com

Cargill

Ann Horton

Office: (402) 533-5011

Email: Ann_Horton@cargill.com

It's the Little Things.... (by Beckie MacDonell)

What have you done to contribute value to your company? This is a question that many of us find ourselves asking, but not really sure that our answers are of any significance. In a turbulent economy with job security diminished and companies restructuring left and right, maybe it is time to find the answers. Even though the global economy is in uncharted waters, we as individuals can secure our place in this economic revolution by learning how to contribute value. This is a better time than ever to evaluate your contributions to the overall good of your company. Contributing value to your company may be easier than you think. Each person has unique attributes that can be considered valuable assets by management. Start with the small stuff, you may find it leads you to something much bigger! Sometimes it's just a matter of structuring your ideas into a plan and enacting that plan. I find that no matter what the employment review process is in your company, you should have a personal review process. Your review process should contain these steps. **Step 1:** Take stock of the things you do well. What initiatives have you started? How have you helped your company be a better workplace? What cost savings have you brought to the table? Be sure not to focus on the bottom line, document the intangibles, the little things that make you uniquely qualified. Many activities make our workplace better, without showing tangible monetary savings. For example, green initiatives, employee wellness programs, social networking, and employee relations to name a few. **Step 2:** All too often we fail to complement ourselves on a job well done. Acknowledgement of our success is an important step to enabling ourselves future success. Take the time to appreciate your successes. Write it down. It's important to keep track of what you have done well. When you hit a rough patch in your job, it helps to be able to come back to the positives. It's ok to make sure your successes are noted, even if it is only in your performance review, be proud of your accomplishments and contributions. **Step 3:** What can you do better? It is important to continually find ways to improve. This is the most important step in the process. Without "Step 3" the other two steps have no value. Honestly critique your job. What goals can you set to be more productive? What processes can you make more efficient? How can you help your co-workers be more productive? Do you have ideas about a better workplace? Can you provide cost-saving programs? Study up on the latest trends in the marketplace and propose initiatives that make sense for your company. **Step 4:** Set goals!!! Make attainable goals and review them frequently. The more often you can center yourself, the more productive you will become. Having a clear idea of direction for yourself creates a much happier you!

JOB POSTINGS (Continued)

Managing, Leading and Developing Others

- Is aware of others' career goals.
- Uses internal development resources and processes to actively participate in the development of associates.

SUPERVISION:

- N/A

DELIVERABLES:

- Global and local IT system performance to expectations and budget
- IT system project completion rate
- Global and local IT system integration level

Education and EXPERIENCE:

Minimum Education:

- Bachelors Degree in computer science or a related field; or considerable equivalent experience in a computer science field.

Minimum Experience:

- Minimum of five years IT experience in software development and analytical system design.
- Preference given to experience with:
 - Microsoft development products (Visual Basic, ASP, .NET); Oracle/SQL Server database management and development.
 - Proven experience delivering ERP and Manufacturing systems in a global context
 - Process re-engineering with a focus on Inventory/Warehouse Management, Manufacturing Execution, Quality Management, Plant Maintenance, Supply-chain, Production Planning, Document Management, Technical Data Management
 - Superior knowledge of IT project management methodology and tools (gate-review process)
 - Knowledge of IT portfolio and budget management
 - Knowledge of Six Sigma methodology

Interested parties may submit their resumes to:
Bill Rongisch

William.Rongisch@bd.com

I.T. Site Lead / (Interim) Med Surge Client Lead

BD Medical - Surgical & Pharmaceutical

Columbus, NE

Office: 402-563-8343 Cell: 402-910-8996

SENIOR MATERIALS MANAGER - Updated 09/10/09

SENIOR MATERIALS MANAGER (EXCLUSIVE): Nebraska client seeks a Senior Level Materials Management professional for this high visibility leadership role to direct and enhance Global operations! Initial focuses in this role will be to improve inventory turns, accuracy and reductions; elimination of excess and obsolete inventory; improve forecasting and planning; improve demand and production planning and requirements; streamline material flow; improve inventory transactions and inventory control; and the accuracy and integrity of the Sales and Operations Planning Processes to enhance on-time performance and profitability! Client seeks a Degreed Business professional, with 10+ years of management experience in a related role, with a strong business and technical acumen and global exposure! Experience implementing bar coding projects appreciated. APICS Certifications will be appreciated. REAL OPPORTUNITY for a HIGH IMPACT player, who is a high level Supply Chain Professional and can take ownership of the Inventory, Materials Management / Master Scheduling/Forecasting & Demand Planning/MRP Systems, and lead the Sales and Operations Planning (S&OP) processes. This position requires a Senior level Operations professional with extensive experience in Manufacturing and Materials Management, with significant accomplishments in the development, organization and implementation of departments, processes and systems. This is a Hands-on planning, procurement and materials management role, and is accompanied by a full compensation package with incentives!

IF you feel one of these lines up with your background, you should make sure we have an up to date resume (our website shows the information we'll need), and email that to: dbarrow@regencygroup.com . Also, please make sure you've provided up to date, and de-

tailed information in our Manufacturing & Engineering Profile, at our website www.regencygroup.com. That will trigger our getting back in touch with you to discuss things in greater detail.

If now, is not a good time for your to consider career options, feel free to share this information with other Supply Chain Professionals who might be interested in knowing more about these positions.

IDENTITIES of individuals are NEVER shared with anyone without their advance knowledge and consent, to allow candidates complete confidentiality in considering and being considered for career advancing opportunities. AND, all of our fees are paid by the Client Company.

Interested parties may submit their resumes to:

Dan J. Barrow, CPC

dbarrow@regencygroup.com

The Regency Group, Ltd.

Executive Search & Recruiting, Manufacturing & Engineering

256 N. 115th Street

Omaha, NE 68154

(402)334-7255

www.regencygroup.com

****FREE WEBINARS FROM PRESENTATION EXCELLENCE****

In order to help those that can't afford training gain some useful skills and be more effective in 2010 and beyond.

October 15: [Killer Sales Proposals: Develop & Deliver a Winning Proposal](#)

October 28: [Delivering Powerful & Engaging Webinars](#)

November 11: [Building an A+ Sales Team](#)

November 24: [6 Strategies for Effective Communication](#)

December 10: [The Power of Leader Connections](#)

December 16: [Master "The 12 Attributes of Extraordinary Sales Performers"](#)

December 22: [The 5 Presentation Essentials of Powerful Leaders](#)

For more information, visit www.PresentationExcellence.com or call 800-493-1334.

NOTES FROM THE EDITOR

Hopefully you have enjoyed this edition of our newsletter. I feel this is a great way to keep the lines of communication strong within our chapter. As our chapter continues to grow, it becomes more important than ever to stay connected to our peers. What better way to learn about current issues facing our companies and the global marketplace. Make sure to check out future issues of the newsletter. I plan on issuing a newsletter at the beginning of each month. Hopefully I can hold myself to this commitment! If I falter, feel free to give me a hard time and whip me into shape! Please feel free to contact me with any questions or concerns regarding the newsletter.

Beckie MacDonell

beckiem@tri-vtool.com

WOULD YOU LIKE TO CONTRIBUTE TO THE NEWSLETTER??

Please submit your news, articles of interest, or editorials to Beckie MacDonell by the last Monday of the month in order to have it posted in the following month's newsletter.