



National
Association of
Purchasing
Management
Cincinnati

Cincinnati

May 2008

Editor: A. Hicks

NAPM Meeting 05/13/08

Vernon Manor Hotel

Networking & Registration: 5:30-6:00 PM

Dinner: 6:00 – 7:00 p.m.

Speaker: 7:00- 8:00 p.m.

Cost: \$ 25.00

Reservations: 513-385-4144



The Dinner Program

Capturing Innovation from Suppliers

Steve Rogers

Successfully implementing innovation in product lines is critical to staying competitive in today's fast moving world. Suppliers represent a huge but often underutilized source of innovations, often with lower risk and faster payoffs than other new product sources. However, to access supplier inventiveness requires 1.) a mature view of supply relationships; 2.) mutually understood definitions of the term innovation; 3.) a broad view of value in all its facets and 4.) a set of interactive processes to mine innovative value.

Steve Rogers is a Senior Consultant with the Cincinnati Consulting Consortium – a group of 35 ex-Procter and Gamble executives. During his 30 year career at P&G, Steve had assignments in Purchases, Manufacturing, Supply Chain and Marketing working in every business unit in the company at one time or another.

In the four years since retiring from P&G, Steve written several magazine articles as well as co-authored the book "On Demand Supply Management" in 2007, served as Program Director for The Conference Board's annual Supplier Relationship Management Conference since 2005, and has spoken on several supply topics at conferences and company events. He is on the Advisory Board for the Management Department of the Williams School of Business at Xavier University in Cincinnati, where he also teaches business strategy in the MBA program.

SPONSORED BY

Eger Products

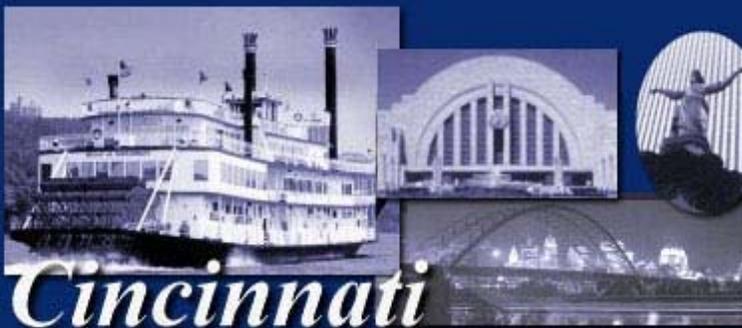
and

M & M International

Dinner Cost: \$ 25.00

Please call Ken Wilson at 513-385-4144 by May 9, or E-Mail @marketeria@aol.com to make your reservations for the meeting

Please note: If you have a dietary restriction mention it when making your reservation. We cannot be assured that all alternates can be met.



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Sponsors:

Eger Products Incorporated

Eger Products is a plastisol dip molder, roto molder and vacuum form molder of plastic parts for a wide variety of customers (electrical, medical, recreational, etc.). Eger Products has two plants in Amelia, Ohio and is ISO-9001 certified.

M & M Metals International

M & M Metals International is a recycler of nonferrous metals dealing primarily in copper and aluminum alloys including bronze, brass, etc. M & M Metals' customers are manufactures who process copper and aluminum based materials as well as foundries and smelters who deal with copper and aluminum alloys. M & M Metals seek to maximize the product value by processing the material or by strategically matching the product with a customer's needs.

Upcoming Events

MAY:

May 4-7, 2008

ISM's 93rd Annual International Supply Management Conference and Educational Exhibit in St. Louis.

Register by April 20th and save \$70 off your Conference registration fee. Go to the ISM Website for Reservations – www.ism.ws

May 13, 2008: Dinner Meeting

**Topic: Capturing Innovations from Suppliers
Speaker: Steve Rogers**

May 16, 2008

7:30AM – 11:30 AM

Small Business Expo

Contact the Northern Kentucky Chamber for more details.

JUNE:

June 9-10: ISM Seminar in Cincinnati

Driving Down Cost Through Cost Analysis

Change of Date Possible for June Meeting

June 9, 2008: Dinner Meeting

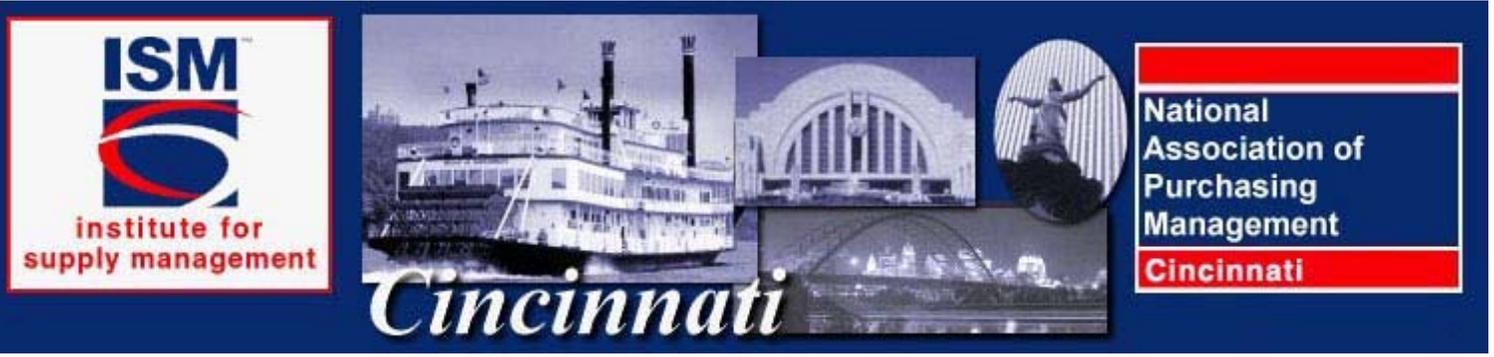
Past President and Volunteer Month

Topic: Competitive Market Analysis for Supply Chain Managers

Speaker: Bill Agee

June 16-18 ISM Seminar in Cincinnati

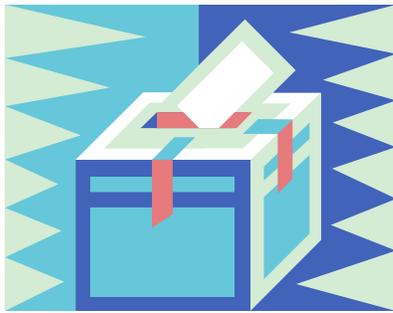
Power Negotiations: Unlock your Powers of influence and Persuasion.



CPSM

Please talk to Don Johnson if you are interested in the CPSM.

**johnsondon@nku.edu
859-572-6449**



Elections are here!

Vote for one:

Vice President:

Hugh Campbell

Hugh Campbell is Director of Purchasing for Gold Medal Products Co., a local manufacturer and world-wide distributor of concession equipment and supplies. Hugh has over 30 years of experience in purchasing and materials management with manufacturing companies in Dayton and Cincinnati. He is a past president of the Cincinnati APICS Chapter and has served as chairman of the Electronic Industry Association's Aerospace and Defense Materials Group. Hugh is currently serving on the NAPM-C Board as Director, Membership.

Vote for three

Board Members (2 year term):

Wren Hanson:

Wren has been a volunteer for NAPM-C since 1998 and served on the Board as Vice President, President, and is currently Program Director. She has also participated on the International and Strategic Plan committees.

Ellen Feyka:

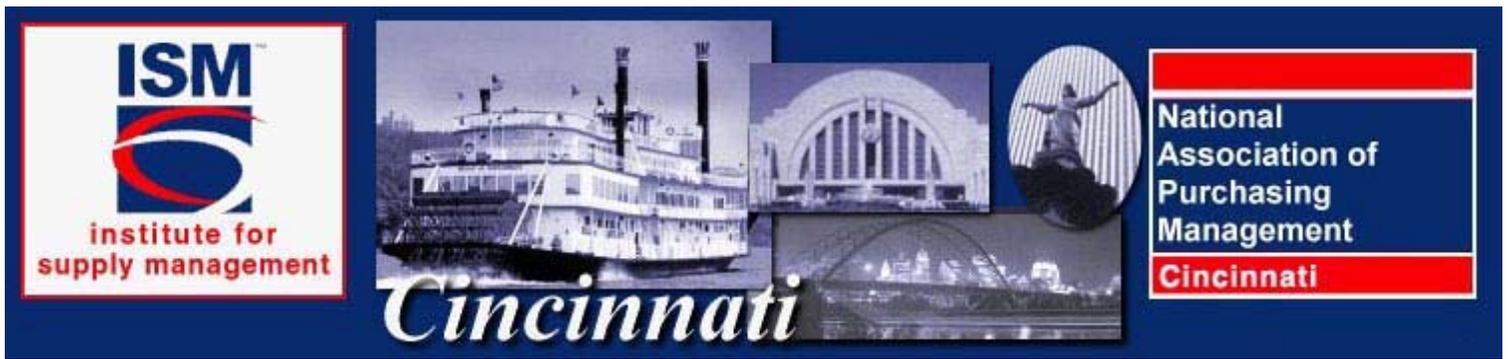
Ellen Feyka is currently Corporate Purchasing Supervisor for Service Solutions Group where she has been working for 13 years. She has volunteered for the NAPM-C Board for 5 years, the last four serving as Secretary.

Stephanie Kleinschmidt

Stephanie is currently the Purchasing Manager for Peter Cremer North America (an Oleo-chemical Service Provider and Manufacturer of the "Nexsol" brand of Bio-Diesel). A graduate of West Virginia Wesleyan College, Stephanie has worked for a variety of manufacturing companies in the Cincinnati area during her 18 years in Purchasing including; Wayne Water Systems (A Berkshire Hathaway Company), DF Electronics and Osborne Coinage/Doran Manufacturing. Stephanie and her husband Rick are the proud parents of two children; Connor (4) and Kendall (2).

Don Johnson:

Don Johnson, C.P.M., CPIM is Principal Buyer for Northern Kentucky University. He is currently serving on NAPM's board as director of certification. Don has been active with NAPM as a board member locally but also active in regional and national committees.



Is your firm one of the 72 million firms in the USA Struggling with Generational issues?

The new trend

For the first time in history we have three to four generations of employees working side by side. The generational differences in values, attitudes and outlooks on life bring in a new set of problems that increases friction at the work place.

Smart managers and leaders understand this new dynamic and use it to drive better performance and more satisfaction and retention of employees.

The basic method of understanding and motivating the different generations is to understand their value system and to use it to motivate them to perform.

The bad news

Many industries are struggling with the same generational issues. Friction between generations is rising at Accounting firms, engineering firms and purchasing groups all around the nation.

The good news

Solving generational issues is easy once you understand the different needs and wants of the different generations.

Different generations want different things!

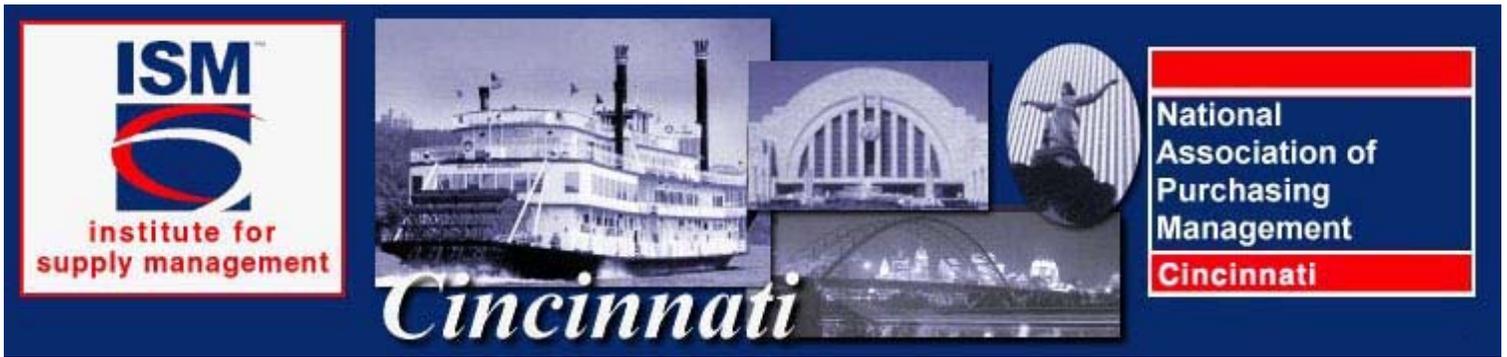
Research indicates that when it comes to work and life, different generations have different habits, different values and different expectations from each other and from work.

The differences have a great impact on everything in the workplace from recruiting new talent, conflict management, job satisfaction, productivity, and managing growth.

Smart managers and leaders agree that the key to managing the new workplace for results and for employee satisfaction and retention is understanding and utilizing generational motivational buttons.

What are the motivation buttons?

We are going to cover one part of these buttons because the complete subject is beyond the scope of this newsletter.



Values are the Holy Grail

Values are one of the basic motivation buttons for generations. Values reflect what are the most important things for someone at work and in life. If you understand values you already understand a whole lot when it comes to managing the multi generational workplace.

As you read the list of different generational values below you might find that certain work situations make more sense now.

Table 1 Generational Values

Veterans Values: (1922-1945) Hard work Dedication & sacrifice Respect for rules Duty before pleasure Honor	Boomers Values: (1946-1964) Optimism Team orientation Personal gratification Involvement Personal growth
X'ers Values: (1965-1980) Diversity Techno literacy Fun and informality Self-reliance Pragmatism	Y'ers values: (1981-2000) Optimism Civic duty Confidence Achievement Respect for diversity

How to get results from values

Think about this: if you value "respect for the rules" like the Veteran generation, would you really appreciate "fun and informality" at work like the Xers do?

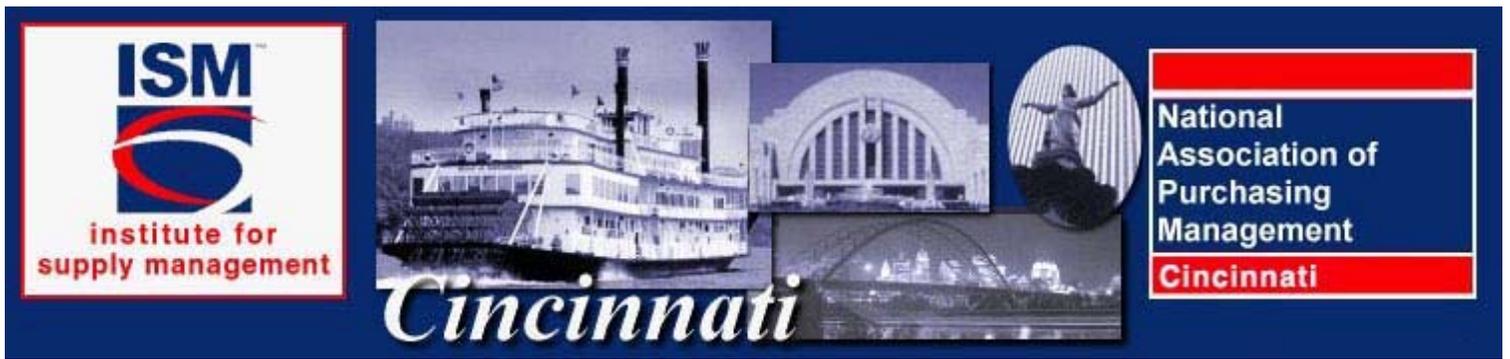
Probably not!

Obviously, what motivates one generation doesn't necessarily motivate the other. And it is important to keep this in mind when resolving conflict, when handing praises or rewards and when giving promotions.

Example

If you are a boomer manager and you find yourself in conflict with one of the X,ers you are probably violating one or few of his/her values and he is violating one or few of yours.

One of the big conflicts between boomer managers and their X'er employees revolves around the conflict between the "involvement" value of the Boomers and the "self reliant" value of the X'ers.



Because of this value conflict, what appears to be a simple involvement in the work of an employee by a boomer, is usually perceived as an interference with job duties by an X'er.

The best way to deal with this situation is to first step back and see and acknowledge what values are being violated for both parties. Then find a way to honor both values while staying true to the objective of the organization both work in.

Warning

Values have a powerful impact on society and work. The values in table 1 are a general extraction from the general population. You should use them as a general guideline only. Do not make assumptions about or judge other's values, because that's a sure way of creating a conflict.

Before using values as a tool in any praise, reward, or conflict resolution, verify the key values relevant to the situation as carefully and as delicately as possible before proceeding. You can verify others values by simply doing the following:

Asking what is important to them in this situation?

Showing them the list of values in table 1 and see what they think?

Having them read this article and discuss it with you?

Explaining what values and then asking them if you are violation any of their values?

If this procedure does not reveal the important key values, it will help start a deep discussion where both parties are heard and feel appreciated.

Summary

For the first time in history we have three to four generations of employees working side by side. With that trend of generational diversity comes a trend of increased friction and conflict. Smart Leaders stay ahead of this trend by understanding it and using it to drive better performance and more satisfaction and retention of employees.

Author:

Alan Ovson. Alan is an expert in the field of communication, conflict resolution, Coaching and leadership with the Ovson Communications Group. You can reach him at Alan@ovson.com

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