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# Supply Chain Culture is the Secret to Strategic Success

**The supply chain professional constantly fights against organizational culture solely focused on sales or production.**

I agree these areas of a business are essential to business success, but overlooking the supply chain is a critical mistake. [Supply chain management as a strategy makes a business more reliable, profitable, and secure.](#)

Supply chain strategic success starts with a culture of profit generation through responsible supply chain management; transforming the culture begins with strong leadership during the implementation of strategic sourcing.

For supply chain management to be successfully implemented within an organization, the organizational culture needs to focus on employing the behavioral aspects associated with a supply-chain, along with

supply chain management concepts, such as trust with supply-chain members, commitment to the concept, cooperative attitudes, compatible behaviors and cultures, and support from top management (Mentzer et al., 2001). Trust consists of credibility between partners and the belief that partners will not be cynical, and commitment is the pledge between partners. [Compatible corporate cultures mean the companies have similar expectations and standards of performance.](#) and top management in all organizations is required to lead and make changes.

Min and Mentzer (2004) state the components of SCM are

- collective efforts
- information sharing
- risk and reward sharing
- cooperation, integrated processes
- long-term relationship building

Overall, the supply-chain partners must agree on the vision and focus of the supply-chain so that efforts are coordinated to achieve the same end. Information is essential for making good decisions in planning and controlling the supply-chain process. The sharing of risks and rewards allows partners to remain focused on the objectives of the supply-chain, which enables cooperation at all levels, both vertically and horizontally.



*Too many times, the procurement pro is stuck carrying the burden of controlling costs, when the burden must be shared throughout the organization*

These attributes lead to the integration of processes that take raw materials to make finished products and deliver them to the customer.

Coordination of the companies operation is critical to maintain competitive advantage because all phases of product life-cycle management require different supply-chain strategies, from acquisition of resources to mass

distribution of finished products (Shapiro, 2001).

Overall, global supply-chains provide an opportunity for competitive advantage by leveraging cost benefits throughout the process of developing a product and moving the product to the customer. Developing the product means moving raw materials from their source to the manufacturing plant, then taking the finished

product from the plant and moving it to the customer.

**Corporations have discovered that comparative advantage throughout the world can be realized if sources are chosen based on total cost of ownership and transportation costs are reduced as much as possible.** In the end, the focus of the supply-chain is to ensure the right stuff is in the right place at the right time for the right customer.

## Latest Alumni who Passed the CPSM Exams

Cindi Deegan  
Rudro Roy  
Madelynn Orr  
Krystal Martin



## People who Recently Signed Up for the CPSM Boot Camp

Ward Wells  
Chad Foster  
Greg Monson  
Jose Beltran

15 Tips to Get Noticed  
and Accelerate your

**CAREER**

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# 4 Ways for a Supply Chain Professional to become Successful in their 30's

There are three possible things that a 30-year old supply chain professional is currently experiencing now. First, he might be on top of his career and successful in leading his own team, receiving a huge chunk of money every month, but stressed and pressured. Second, he might be in the middle-entry position or who has received at least one or two promotions, earns just enough for his family, and working all throughout just to prove something for himself, his boss and his company. Third, despite the fact that you have served the same company for years, you are still stuck on that entry position and have received two or three salary increase, but insufficient to fulfill all the needs of your family.

Which of the three scenario's are you currently facing right now? Are you a supply chain professional who is successful in his 30's or are you still hungry for success and want to achieve and prove more? If your current status fits the second and third scenario, then this article is for you!

Here are the 5 WAYS for you to become successful while you are still on your 30's:

## **Continuing Education is the Key**

There are three things that might be preventing you from getting that promotion. First, it might be because you lack skills. Second, you do not have enough credentials which the position requires. Lastly, there are other professionals who are better than you.

These three reasons all boil down to one reason, your inexperience and credentials are dragging you down. The best way to beat your colleagues is also to compete with them or you have to outsmart them.

Earn a Master's Degree or get a certification that can help you change the cycle and put you in the spot you deserve! One certification that is highly recognized worldwide is the Certified Professional in Supply Management or CPSM. The CPSM consists of three set of exams, other say its tough, but for those who joined CPSM Certification Boot Camp passes the exam without any FUSS. The boot camp is just 3 to 5 days and offers an easy payment plan that fits your budget.

## **Read Self-Help Books**

As you strengthen your credentials, you also have to boost your moral. Self-help books will also assist you develop the right decisions you have to make. In other words, your continued education would help you decide in your career per se while self-help books guide you to have a better perspective in your life as a whole.

## **Be the Game Player**

The book Rules of Work by Richard Templar teaches you how to become an effective game player. A professional that is wise and skillful on getting what he/she wants. This will help you develop the right mindset and how to be more competitive at work.

## **Invest on Training to improve you skills**

One of the reason why you are not getting the spot that you deserve is due to the fact that the Human Resource Officer sees less potential in your skills. If you want to eliminate this, you have to train and acquire or prove your skills. Don't forget to give your certification to your HR, and in few months time you will have the company sport that you want.

Remember, you need to ACT NOW! Do not miss another year and wait for your finances to double up in order to get a certification. In other words, don't let money limit your actions because there are Easy Payment Plan schemes that can help you get the right credentials that you need.



Name: **Aaron Bartgis**

Company: Rockline Industries

Position: Technical Sourcing Manager

**Experience during the Boot Camp:** I had a very good experience during the boot camp! The information and presentations by Randy were all very good. I believe, however, that the most value for me came from being in a room for several days with a variety of professionals from the Supply Chain discipline just talking about issues, opportunities etc that they have faced and overcome.

**Career Goals:** AS I've just recently, within the past 1.5 years, entered into the Strategic Sourcing discipline, I am actually not in any hurry in the short-term to modify my career path. However, in my current role as Technical Sourcing Manager in charge of Global Nonwovens purchases, my next move would most likely be to a Director of Sourcing across several raw material categories - should the opportunity arise. My current position at Rockline Industries is extremely challenging and rewarding on a daily basis!

**Biggest Mistake:** Early in my career, 5 years out of college, I made a decision more out of emotion rather than intellect, to change companies without properly investigating the potential outcomes and current financial condition of the company I moved to. Within 9 months the company was taken over by a competitor and moved all production away from the facility I was in as well as eliminating 100% of all the Management-level positions. However, as a result, I am where I am today. Thus, I have a hard time classifying it as a "mistake".

**Biggest Success:** When asked this in a job interview, I always go back to an opportunity in my first job out of college. I was a Process Engineer for a small, private company in North Carolina and had an idea that could potentially reduce an extremely labor-intensive process by over 90%, while improving the quality of the product. The owner of the company did not believe that the process would work! However, he believed enough in me, and the enthusiasm I had in the presentation I gave him to acquire the funding, that he gave me the funds to proceed. Five months later, once he heard from my boss that it was installed and running, he showed up at the front door of the facility - he worked out of our headquarters in Oklahoma. He flew out just to see the machine. I met him at the door to shake his hand and he did so, while saying "I want to see it!". We walked him out to the machine, that was running, and he did nothing but watch it work for almost an hour. He then looked at me and said "it works". He did the other business he needed to do since he was there and then left. Two weeks later I was handed a very nice check with is gratitude. One of my most memorable moments in my career to date.

### VTech

**Position Title:** [SUPPLY CHAIN ACCOUNT MANAGER](#)

**Discipline:** Supply Chain

**City:** Arlington Heights

**State:** Illinois

**Job Description:** The Supply Chain Account Manager is an important role within the global organization and has responsibility for management of sales forecasts and demand planning process for key national accounts and production requirements from the Vtech's manufacturing facilities.

The Supply Chain Manager is to assure successful planning and execution of sales plans for Tier I and II customers and collaborate with Sales teams and Customers to assure best in class forecast accuracy, on-time delivery of product commitments and world class service. This position works closely with sales, finance, marketing, and the overseas manufacturing team.

### Sun Nuclear Corporation

**Position Title:** [SUPPLY CHAIN MANAGER](#)

**Sub-Function:** Supply Chain

**Location:** Melbourne, Australia

**Job Description:** The Supply Chain Manager leads the design, planning, execution, control, and monitoring of supply chain activities with the objective of creating net value, building a competitive infrastructure, leveraging worldwide logistics, synchronizing supply with demand and measuring performance.

### Perrigo Company plc

**Position Title:** [SUPPLY CHAIN ACCOUNT MANAGER](#)

**Sub-Function:** Supply Chain

**Location:** Omaha, Nebraska

**Job Description:** The **Supply Chain Account Manager** who will own customer demand requirements for ongoing and new business while working to maximize service levels and minimize costs to both Perrigo and our customers. Simply put, this role will act as liaison between customers and various Perrigo business functions in an effort to better manage the entire supply chain from awarded business to commercialization.

Perrigo Company is a leading global healthcare supplier that develops, manufactures and distributes over-the-counter (OTC) and prescription pharmaceuticals, nutritional products, active pharmaceutical ingredients (API) and consumer products. The Company is the world's largest manufacturer of OTC pharmaceutical products for the store brand market.

### Neovia Logistics Services LLC

**Position Title:** [TACTICAL SUPPLY CHAIN MANAGER](#)

**Discipline:** Supply Chain

**City:** Irvine

**State:** California

**Job Description:** Neovia Logistics is an Equal Opportunity Employer. This position will report to the Divisional Vice President. This leader will work with a network of six Automotive Distribution Centers in North America addressing quality issues that directly impact our customer.

### Follett Higher Education

**Position Title:** [PROCUREMENT ANALYST](#)

**Sub-Function:** Supply Chain

**Location:** Great Chicago Area

**Job Description:** A highly motivated individual who will help Follett transform our Alternative Sourcing Team. This individual will help define Follett's acquisition strategy for course materials (textbooks) by developing and growing supplier relationships and leveraging strong customer service, financial and procurement skills to drive the business forward.

The Account Manager is focused on achieving Follett Higher Education Group's textbook acquisition targets within an assigned group of accounts and is responsible for prospecting new accounts. This activity includes operational activities to drive and achieve a purchasing revenue target, expense planning, forecasting, measuring results, and customer service. The Account Manager presents, interacts, and achieves results with partner suppliers.

### CS Recruiting, LLC

**Position Title:** [CARRIER PROCUREMENT MANAGER](#)

**Sub-Function:** Procurement

**Location:** Charlotte, NC

**Job Description:** Position will be supporting company in growing the carrier capacity, managing cost of hire, and maximizing profitability. The primary function of the job is to manage the execution of shipments that the company has through its customer relationships. This includes the daily solicitation of carrier base, on-boarding of new carrier partners, building long term carrier relationships, negotiating pricing agreements with carriers, and managing the execution of company shipments to the expectations and requirements of the customers. This role must be able to forecast and capitalize on changing market conditions, build relationships at multiple levels with their partners, and work independently to maximize performance and profitability.

### Scotlynn USA Division Inc

**Position Title:** [LOGISTICS ACCOUNT MANAGER](#)

**Discipline:** Logistics

**Location:** Fort Myers, Florida Area

**Job Description:** As an Account Manager with Scotlynn, you will develop and maintain client relationships through cold calling and monitoring ever-changing market conditions. Providing high-quality logistical services has positioned us as an integral part of the distribution system for our clients. As our footprint in the industry expands, new Logistics Account Managers are needed to maximize the effectiveness of our past, and growth in our future.

### Stevens Transport

**Position Title:** [LOGISTICS CUSTOMER ACCOUNT MANAGER](#)

**Sub-Function:** Logistics

**Location:** Dallas, Texas

**Job Description:** The Logistics Account Manager serves as the primary contact for a pre-assigned network and is responsible for soliciting business and securing profitable loads. Because this position is responsible for the growth and retention of dedicated opportunities, all direct and extended functions of this role are critical to the assurance of contract fulfillment between our company and the customer.

### Zumba

**Position Title:** Inbound/Outbound Logistics Manager

**Sub-Function:** Logistics

**Location:** Miami/ Fort Lauderdale Area

**Job Description:** A talented Logistics Manager to lead the logistical coordination of all inbound and outbound shipments. This includes understanding of the Transportation networks and carrier bases for exports and imports. Provide the vision to continuously optimize the transportation function to increase service to the customers while minimizing costs and execute this vision working through a Team approach.

### The Coca-Cola Company

**Position Title:** Sr Manager, Indirect Procurement

**Sub-Function:** Procurement

**Location:** Atlanta , GA

**Job Description:** The Senior Procurement Manager is responsible for developing and executing strategic plans and initiatives for their area of responsibility that deliver value to the business and meet the needs of a diverse group of internal and external stakeholders (multiple functions across CCR, Corporate, independent bottlers, and suppliers).

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