

Cedar Valley Views

APICS

JANUARY
2002

**Build Your Business—
Build Your Team—
Build Your Career**
APICS and our Cedar Valley Chapter offer almost limitless opportunities to improve your career, your work team, and your enterprise. There's only one catch—you have to use them!

Maximize your membership ROI—
Be an active member!

THANKS FOR THE HELP

We are Emailing more newsletters each month--faster, easier, more economical, & in color. Just title an email "CDVA Newsletter." & send it from your email address to: gstark@mcleodusa.com.

Coming in February

Reserve February 12 for an evening of enthusiasm and learning about "change management" with the ever-energized Gale Mote. Mark your calendar now!

Begin earning YOUR Certification—Page 2

Visit **Your Website:**
www.cedarvalleyapics.org

PDM Registrations Become "Critical"

It's simple: January PDM registrations are due Friday, Jan 4!

Procrastination, forgetfulness, and missed communications are causing major problems for our Program Team and The Longbranch Restaurant. Without firm planning numbers, we may have to switch to a more limited and costly menu. Mark your calendar, use a sticky note, put a string around your finger, or whatever works for you—but please register with Jim Mildren by Friday, January 4!

January—CDVA "Focus On Leadership"

President Julie Stull helps highlight our January Focus on Leadership. Check out the article about Julie and Cedar Valley APICS Chapter leadership on **page 5**.

Also, please note that the theme of our January PDM is "Leadership Recognition Night." This is a great opportunity to invite your leader(s) to join us for an evening of professional networking, a pleasant dinner, and a very informative and entertaining speaker. And, with your help, we will be recognizing all of the "guest leaders."



CDVA Classes Start In January

Whether you want to begin the quest for CPIM certification, prepare for the final CPIM certification exam, or learn the fundamentals of resource management, the courses you need are scheduled to begin in January. Check out the class schedule and enrollment instructions on **page 2**.

Now is the best time to expand your knowledge, document your capabilities, and be recognized as an industry professional. Just another great way we can help you "*Build Your Business—Build Your Team—Build Your Career.*"

"Putting Frogs In Wheelbarrows"

January PDM presenter Peter Berglund CPIM has shared his insights with over 8,000 people in 120 organizations & is a guest lecturer at the University of Minnesota, the University of St. Thomas, Bethel College, & Metro State University. In 2001 he completed his term as President of the Twin Cities APICS Chapter, & was a presenter at the APICS International Conference. In 1997, he received the best-columnist award from the Magazine Publishers Association for his regular column in *Minnesota Technology* magazine. PDM registration info on **Page 3**.



New Classes Begin In January — Register Now!

Please contact Ken Nelson, our Director of Education, for information on any upcoming classes or certification exams (knelson@kirkwood.cc.ia.us, 319.398.5671 W). Follow phone registration instructions in the latest Kirkwood Community College catalog, or call 398-1022 or 1 (800) 332-8833 for assistance. Payment options include company billing, credit card, or check. Classes held at the Kirkwood Training and Outreach Services (KTOS) Center, 3375 Armar Drive, Marion.

CPIM Review Classes—Preparation for the APICS CPIM Exams

Cost is \$425.00 and includes the textbook, dictionary, exam content manual, sample test, and CPIM test.

Basics of Supply Chain Management

Jan 10--Mar 21 Thursday Instructor TBD 6:00—9:00 PM

(Entry module—first in the series of five. [*Here's your chance to get started!*](#))

Strategic Management of Resources

Jan 10--Mar 21 Thursday Instructor Milden 6:00—9:00 PM

(Capstone module—last in the series of five.)

Master Planning of Resources

Mar 28—Jun 6 Thursday Instructor Milden 6:00—9:00 PM

Coming Fall & Winter 2002—2003:

Detailed Scheduling & Planning
 Execution & Control of Operations

CPIM Exam Schedule

April 13, 2002; June 8, 2002



Fundamentals Classes—Training in Resource Management Principles

Excellent for persons new to the field, seeking career advancement, or expanding area of responsibility. Cost per class: \$325.00 (Includes textbook)

Fundamentals of Manufacturing Control

Jan 8—Mar 19 Tuesday Instructor Skeers 6:00 pm—9:00 pm

Fundamentals of Operations Management

Jan 8—Mar 19 Tuesday Instructor Matheny 6:00 pm—9:00 pm

Ken Nelson Seeking To Expand Instructor Team

Personal & professional growth is at the core of APICS. We are the educational resource for lifelong learning in the Materials & Operations areas. Our Fundamentals courses provide opportunities for individuals just entering the professions. Our CPIM courses prepare candidates for professional certifications which are recognized worldwide. These courses are made available through the knowledge, dedication, and professionalism of instructors recruited from the ranks of our local chapter.

Our current instructors are great, but like everyone else, they have increasing demands on their time. To keep these folks from getting burned out, Ken is expanding the instructor base. He points out that the courses are quite well structured & documented, & instructors are financially compensated for their effort.

If you have your CPIM, and think you may enjoy sharing your knowledge & experience with fellow members, please contact Ken Nelson, Cedar Valley Education Director, 319.398.5671, or email knelson@kirkwood.cc.ia.us.

JANUARY PROFESSIONAL DEVELOPMENT MEETING

Annual Leadership Recognition PDM

Presentation: "Putting Frogs In Wheelbarrows: Technology Without Strategy"

Presenter: Peter J. Berglund CPIM
 Minnesota Technology Inc. (612) 373-2906

When: Tuesday, January 8, 2002

6:00 PM	Networking
6:30	Chapter Business
6:45	Dinner
7:30	Program

Where: Longbranch Hotel & Restaurant
 90 Twixt Town Rd NE, Cedar Rapids, IA



Over the years, we've seen technologies and acronyms come and go. Sales people & consultants bang the drum over the latest 'must-have' technology. But too often the technology doesn't provide the promised return or doesn't work the way you expected. Is there anything new or is it just the same old hash on a different plate with a technological spin as garnish?

Technology choices become easier to compare and justify within the framework of a clear strategy. This presentation gives the attendee a practical method for profiling customers and competition so that, before a "buy" decision is made, effective strategies can be developed.

Peter will share with you highlights & practical insights to developing strategy so whichever acronym your company chooses has the best chance for success. Everyday examples & case studies will be illustrated. Come & hear Pete's occasionally humorous stories as he walks through the technology maze.

You will leave with:

- Tips on choosing profitable technology
- Practical approaches to eBusiness
- A simple method of customer profiling
- Key elements of strategy development

Peter J. Berglund, CPIM is a Manufacturing Specialist for Minnesota Technology, Inc., with over 20 years of industry and consulting experience helping manufacturers develop business strategies and improving their sales, materials and information systems. Mr. Berglund provides strategic planning services and coaches executives in business development and manufacturing technology.

PLEASE REMEMBER!

Reservations are due by Friday, January 4 \$20.00 (No-shows are billed.)

Contact your APICS Company Coordinator:

Or contact Cedar Valley APICS Program Team Member Jim Mildén,
 phone 319.365.0471 X293, email jim.milden@apachehb.com, or FAX 319.365.7127:

Name: _____ Co.: _____

Name: _____ Co.: _____

Professional Development Meetings 2001-02

September 11, 2001

How Can You Achieve A Lean Enterprise?

Mike Drake, Production Manager, Rockwell Collins, Coralville

Learn what Rockwell Collins learned as it pursued the Lean Manufacturing philosophy, and how lean thinking can increase efficiencies and profitability in your business through the systematic elimination of wasteful activities and processes.

October 9, 2001

Gazette Communications Plant Tour

Peg Schmitz, VP Print Operations and Chuck Peters, President

Join us for a tour of this state-of-the-art printing and publishing facility, along with presentations on the planning, scheduling, inventory, and logistics required to compete effectively in a highly time-sensitive business. Miss this tour, and you miss a lot!

November 13, 2001

How to Reduce Inventory & Simultaneously Improve Customer Service

Jimmy Sinton, Kubera Consulting

Drawing from his illustrious career in South Africa, this international management consultant will demonstrate how your business can do the seemingly impossible--simultaneously reduce inventory assets and increase customer service levels.

January 8, 2002 -- Leadership Recognition Night

Putting Frogs Into Wheelbarrows: Technology Without Strategy

Peter Berglund CPIM, Minnesota Technology, Inc.

Enjoy everyday examples, case studies, and occasional humor as an executive coach and master speaker walks us through the technology maze, and teaches us how to align technologies with business strategies to ensure successful implementations and competitive advantage. Invite your company leaders to attend and be recognized.

February 12, 2002 -- Student Chapter Night

Change Management – Shed Or You’re Dead; Lesson From The Lizard!

Gale Mote CPIM, President of Gale Mote Associates

Easily among the most “energized” people you will meet through APICS, this dynamic speaker and business consultant will offer proven methods of change management to unfreeze your organization and drive it towards desired outcomes.

March 12, 2002 -- Joint Meeting Cedar Valley APICS & E. Iowa ISM

Supply Chain Management For Competitive Advantage

Rhonda Lummus PhD CPIM CIRM, Iowa State University

Join us as we welcome home a University of Iowa PhD, Chairman of the 2001 APICS International Conference, published Supply Chain author, and former member of the Cedar Valley Chapter. Learn how your business can profit from the latest supply chain trends.

April 9, 2002 -- Cedar Valley APICS Annual Meeting

How To Stay Positive In A Tough Work Environment

Tom Schulte, Lucent Technology, ret.

This retired Lucent Technology executive and nationally known speaker will share his belief that positive thinking is a learned trait that can be chosen by anyone, and that there is a way to make your workday a more fulfilling, positive, energizing personal experience.

May 8, 2002

Cedar Valley APICS Golf Outing

Plan to enjoy our strictly social, fun-in-the-sun golf outing, steak fry, and welcome to summer!

Focus On Leadership: **President-elect Julie Stull**

Julie Stull is a busy wife, mother, Rockwell employee, and Kirkwood student (3.4 GPA!), but in Spring 2002, she will add another title—President of the Cedar Valley APICS Chapter.

Julie has gained extensive experience since joining the CDVA Board in 1996. She has served with Presidents Kirk Schroeder, Gerry Lowrey, Cheri Manternach, & Gregg Stark in a number of roles, including Director of Programs and Director of Marketing. Julie co-chaired the April 99 Region V Meeting.

Julie has completed all of the CPIM courses, and has attended three APICS International Conferences. In 1999, Julie was selected as the Cedar Valley APICS “Member of the Year.”

Julie has been employed by Rockwell Collins for the past 11 years. She began as an Assembly Operator, advancing through IE Technician, Production Coordinator, and Operating Facilitator. Her next goal is to become a Program Specialist. Each step in her career path has involved applying knowledge gained from APICS, and then being challenged to learn even more.

Julie is well-aware that she will assume the role of chapter president when a major challenge will be to maintain & grow membership in the face of RIFs & cuts in financial support. “At the same time,” she states, “the benefits of APICS knowledge, certification, & involvement have never been more valuable.”

Julie is pleased with the chapter board’s recent progress in clearly defining roles, goals, and expectations. She believes that her priorities will include expanding visibility of Cedar Valley APICS to the general public, ensuring that business people understand that APICS is a strong supporter of “Lean” and other current concepts, and “ensuring that our programs stay fresh, stay new.”



Here’s Help For the “Downsized” APICS Member

“Seeking Employment” advertisement in our Cedar Valley Views newsletter—Quarter-page ad FREE to unemployed Cedar Valley APICS members. **Copy due January 15 for February newsletter.** Contact Gregg Stark.

APICS Career Center—Nike, Isuzu, and Walt Disney are a few of the many Fortune 500 organizations using APICS Career Center to fill positions in supply chain management; ERP; materials management; logistics; planning and scheduling; and manufacturing, production, and operations. All candidates may search jobs, but only APICS members receive the added benefits of posting resumes and receiving email alerts when new positions are listed. Visit the APICS Career Center at www.apics.org, phone 800.444.2742, or email jobs@apicshq.org.

Benefits Extension for Unemployed Members Program—a six-month extension of membership benefits without cost. Criteria include actively pursuing work within the APICS business sector, unemployed the month leading up to and following their membership anniversary, not retirees or buy-out participants. Contact Julie Stull for more info and an application.

Thoughts On Leadership -- Gregg Stark

Examples of leadership are all around us every day, but they have taken on increased visibility following the refocus of our interests and concerns on September 11. Our TV screens and newspapers are filled with images and stories of leaders—northern alliance leaders attacking Taliban positions; Taliban leaders vowing to resist at all cost; ethnic and regional leaders forming a new government; U.S. military leaders assessing, planning, and briefing; President Bush exemplifying our resolve; congressional leaders formulating a bipartisan response; foreign leaders rallying support against terrorism. And, in New York, possibly some of the most poignant examples of leadership—Mayor Giuliani and the leaders of the fire and public safety departments—working, grieving, but always leading their forces forward.

Over the years, I have enjoyed several training sessions on leadership; each one included discussions of the definition of leadership and the traits of a leader. What is leadership? Is it a science or an art? Is it a gift, or can it be learned? What are the most important traits of a leader? Must they be dynamic? Dominant in presence and word? Well educated? Visionary? Intelligent?

Those discussions always seemed to arrive at the realization that leadership is situational—the most remembered & admired leaders had the right traits to effectively deal with the situation at hand. Most often, that included an ability to work with people. And persistence to overcome obstacles, or rise up from outright failure. In the final analysis, becoming a leader has a lot in common with becoming a writer, or a painter, or a cook—you keep doing it, practicing it, improving it, until you earn the title.

Following are some excerpts on leadership from a variety of sources. **They are not the last word on the subject, but hopefully they will motivate you to consider your leadership contribution to your work team, your company, and your community.**

Robert Townsend, Up the Organization, 1970:

True leadership must be for the benefit of the followers, not the enrichment of the leaders. In combat, officers eat last.

How do you spot a leader? They come in all ages, shapes, sizes, and conditions. Some are poor administrators, some are not overly bright. One clue: since most people per se are mediocre, the true leader can be recognized because, somehow or other, his people consistently turn in superior performances.

General George S. Patton, Jr.:

The point I am trying to bring out is that one does not plan and then try to make circumstances fit those plans. One tries to make plans fit the circumstances. I think the difference between success and failure in high command depends upon the ability, or lack of it, to do just that.

Jack Zenger, Not Just For CEOs 1996:

By practicing what you preach, you will earn a reputation for credibility. You can more easily:

- Convince others of ideas you think are important.
- Function as an effective team member or leader.
- Earn the trust and respect of your co-workers.

In other words, whether or not you're designated as a manager by your organization, you'll be regarded as a leader by the people who work with you.

(Continued on page 7)

(Thoughts On Leadership, from page 6)

Lao-tzu:

To lead the people, walk behind them.

Max DePree, Leadership Is An Art 1989:

Elegant leaders always reach for completeness. What are some of the marks of elegance? What should leaders be searching for in their efforts to liberate people of high potential? The following ideas are some of the things that one needs to understand to be an elegant leader.

Contracts are a small part of relationships. A complete relationship needs a covenant.

Intelligence and education can ascertain the facts. Wisdom can discover the truth. The life of a corporation needs both.

To give one's time doesn't always mean giving one's involvement.

Hierarchy and equality are not mutually exclusive. Hierarchy provides connections. Equality makes hierarchy responsive and responsible.

Without forgiveness, there can be no real freedom to act within a group.

Opportunity must always be connected to accountability. This is not something hopelessly idealistic. Without the promise of accountability, there are no true opportunities and risks. Without true opportunity and risk, there is no chance to seize accountability; it will remain elsewhere.

A whale is as unique as a cactus. But don't ask a whale to survive Death Valley. We all have special gifts. Where we use them and how determines whether we actually complete something.

Goals and rewards are only parts, different parts, of human activity. When rewards become our goals, we are only pursuing part of our work. Goals are to be pursued. In healthy and rational relationships, rewards complete the process by bringing joy. Joy is an essential ingredient of leadership. Leaders are obligated to provide it.

General George S. Patton, Jr.:

Loyalty is frequently only considered as faithfulness from the bottom up. It has another and equally important application; that is from the top down. One of the most frequently noted characteristics of the great is unforgetfulness of any loyalty to their subordinates. It is this characteristic which binds, with hoops of iron, their juniors to them

Jack Zenger, Not Just For CEOs 1996:

The outcome of leadership is that people follow your example. The leader inside each of us wants to have others watch what we do and follow our example. That's the most powerful thing a leader can do.

Steven Covey, The Seven Habits Of Highly Effective People 1989:

And the stronger you are—the more genuine your character, the higher your level of proactivity, the more committed you really are to Win/Win—the more powerful your influence will be with that other person. This is the real test of interpersonal leadership. It goes beyond transactional leadership into transformational leadership, transforming the individuals involved as well as the relationship.

Cedar Valley Chapter Leadership Experience

A great way to help. . .Build Your Business—Build Your Team—Build Your Career

Cedar Valley APICS Board of Directors 2001-02:

Contact any board member for information on service and leadership opportunities beginning in 2002.

President Gregg Stark CPIM CIRM McLeod USA (319)790-6093 W, (319)377-8038 H E-Mail: gstark@mcleodusa.com	President Elect Julie Stull Rockwell Collins (319)295-6191 W, (319)390-2932 H E-Mail: jastull@collins.rockwell.com	Past President Cheri Mantemach CPIM Rockwell Collins (319)295-9568 W, (319)373-3998 H E-Mail: camanter@collins.rockwell.com
Director of Finance Teresa Kline Cedarapids, Inc. (319)399-4882 W, (319)377-3737 H E-Mail: teresa_kline@cedarapids.com	Director of Administration Open Teresa Kline, Acting Director	Chapter Historian Steve Rose CPIM Midland Forge (319)362-1111 W, (319)455-2264 H E-Mail: steve.rose@cmworks.com
Director of Education Ken Nelson IMEP – Kirkwood (319)398-5671 W, (319)338-0488 H E-Mail: knelson@kirkwood.cc.ia.us	Director of Programs Lori Miller Apache Hose & Belting, Inc. (319)365-0471 W, (319)472-5712 H E-Mail: lori.miller@apachehb.com	Member-At-Large Larry Fenner Cryovac (319)368-3311 W, (319)848-4685 H E-Mail: larry2914@yahoo.com
Director of Membership Open Julie Stull, Acting Director	Director of Communications Open Gregg Stark, Acting Director	Member-At-Large Open

Special thanks to Cedar Valley Company Coordinators, our behind-the-scenes recruiters of new members, PDM attendees, and Certification students:

James Milden CPIM Darla Prabel Todd Peterson Patricia Schiel Marilyn Kies Ken Nelson Gregg Stark CPIM CIRM Marty Novak CPIM John Gegner Julie Stull Chris Hanzelk CPIM	Apache Hose & Belting Inc. Cedar River Paper Company Chesapeake Display Evergreen Packaging Equip. Genencor International Inc. Kirkwood Community College McLeodUSA Oral B PMX Industries Inc. Rockwell Collins Square D	Debra Pingel CPIM Teresa Kline Larry Fenner Mark Morrison Nancy Dean Daniel Grobe CPIM Steve Rose CPIM Steve Schmitz CPIM Kay Driscoll Mary Smith	Cargill Inc. Cedarapids Inc. Cryovac Gazette Communications Hunters Specialties Inc. Kinze Manufacturing Inc. Midland Forge Penford Products Co. Quaker Oats Company Siemens Trans Systems
---	--	--	---

Cedar Valley Membership Report—December 2001

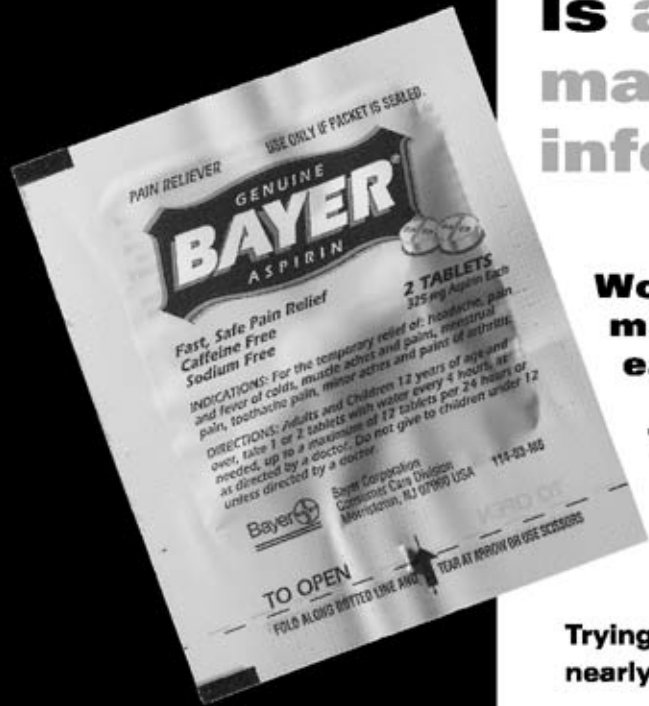
Began month with 133, 1 add, 6 renewals, 1 suspend, new total 133 members.

Our most recent new members:

Joel Kasper Robert Kishiue-Koval Michelle Bell Matt Meter Yi Zhang Jeff Jetter Pamela Kidder	Rockwell Collins, Cedar Rapids Rockwell Collins, Coralville Frontier Natural Products Co-Op, Norway Quaker Oats, Cedar Rapids Student Chapter, University of Iowa, Iowa City PMX Industries, Cedar Rapids Mycogen Seeds, Marshalltown
--	---

1-800-293-5114

www.rsmmcgladrey.com



Is access to certain management information painful?

Would customized reports make business decisions easier?

Tired of business systems that aren't integrated?

Trying to make different IT systems work together nearly always produces the same results.

However, relief is available!

RSM McGladrey is more effective at integrating different manufacturing systems - so they'll work together painlessly. Chances are you use several systems to effectively handle different areas of your business - from benefits and payroll, to distribution and billing. But how much time and money is wasted if these systems don't work together seamlessly?

If even the thought of integrating your manufacturing information systems makes your head throb, you need help from RSM McGladrey. We provide relief, whether you need your current systems to integrate or customized programs to enhance your existing systems.

Don't tough it out any more! Pick up the phone and call RSM McGladrey's ITS development team at 800-293-5114 or e-mail us at itsinfo@rsmi.com to make the hurt stop.

MORE FOR MID-SIZED BUSINESS.

RSM McGladrey, Inc.
Integrated Technology Solutions

Cedar Valley APICS
PO Box 10483
Cedar Rapids, IA 52410-0483

Address Correction Requested

Visit our website:
www.cedarvalleyapics.org



January, 2002

Build Your Business—Build Your Team—Build Your Career

Open immediately for the latest info from your Cedar Valley APICS Chapter:

- Pg 1 Learn why PDM registrations are a “MUST” by January 4!*
- Pg 2 Enroll now! Certification & Fundamentals Classes start in January.*
- Pg 3 Invite your leaders to our Jan 8 PDM “Putting Frogs In Wheelbarrows”.*
- Pg 5 Focus on Leadership, with President-elect Julie Stull.*

Fastest Way to Join APICS? www.apics.org – click on “Join on-line today.”

Forward requests for address changes, newsletter submissions, advertising rates, or other information about the Cedar Valley APICS newsletter to Gregg Stark c/o Cedar Valley APICS, PO Box 10483, Cedar Rapids, IA 52410-0483 or call 319.377.8038 H.