

Cedar Valley Views

APICS

FEBRUARY
2002

**Build Your Business—
Build Your Team—
Build Your Career**
APICS and our Cedar Valley Chapter offer almost unlimited 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 March

Reserve March 12 to welcome home Cedar Valley APICS alum Rhonda Lummus PhD CPIM CIRM and learn how to use Supply Chain Management for Competitive Advantage. It's also our annual joint meeting (and attendance contest) with NAPM, so mark your calendar now!

Visit Your Website:
www.cedarvalleyapics.org

Thanks For The Timely PDM Registrations!

The lack of firm planning numbers was causing problems for our Program Team and The Longbranch Restaurant, which could force us to switch to a more limited and costly menu. Your timely registrations and firm commitments for the January PDM were just what we needed. Now, it's time to do the same for the February PDM—please register with Jim Milden by Friday, February 8! Info on **page 3**.

February—"Focus On Chapter Continuity"

Successful organizations continually evolve and grow, responding to customer needs and market pressures. Your Cedar Valley APICS Chapter is an ongoing enterprise, with products, services, income, expenses, customers, suppliers, competitors, and a strategic plan. To maintain and sustain our progress, we need a few dedicated individuals to commit their time and energy to the betterment of the members, the career, and the chapter. The demands of advanced education and family needs will present us with several key positions to fill for the 2002-03 program year.

President-elect Julie Stull invites you to explore the opportunities, roles, and responsibilities of various Director positions on **page 4**.

"Shed Or You're Dead"

Lizards have to shed their skins or they die. We, as humans, many times refuse to shed our "old skin." As a result, we fail to grow and experience the joy and challenges associated with change in our personal and professional lives. This motivational presentation identifies sources of resistance and offers practical suggestions for "letting go, shedding old skin, and moving on!"

Need more reasons to attend? It's winter...sales are slow...some of us are seeking employment...times are tough...SO LET'S GET ENERGIZED!!!

Nobody exhibits, or shares, more energy than Gale Mote. If you haven't worked with Gale, you really owe it to yourself to attend. If you have already worked with Gale, you know how much better you're going to feel by the end of the presentation!

PDM registration info on **Page 3**.



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 Recognition 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 NAPM

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!

FEB 2002 PROFESSIONAL DEVELOPMENT MEETING

Annual Student Recognition PDM

**Presentation: "Shed or You're Dead:
 Lessons from the Lizard"**

Presenter: Gale Mote CPIM
 Principal, Gale Mote Associates
 319-364-2739 gjmote@cssconsulting.com

When: Tuesday, February 12, 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



Lizards have to shed their skins or they die. We, as humans, many times refuse to shed our "old skin." As a result, we fail to grow and experience the joy and challenges associated with change in our personal and professional lives. This motivational presentation identifies sources of resistance and offers practical suggestions for "letting go, shedding old skin, and moving on!"

When people come to Gale's presentations and workshops, they usually leave with one key question, "Where does she get that energy?" For over 11 years, Gale has been designing and delivering motivational workshops and training classes for all types of industry and organizations. She is a frequent motivational keynote presenter for conferences including *Beyond Rubies* at Kirkwood Community College in Cedar Rapids. Her firm, Gale Mote Associates, specializes in building High Performance Work Cultures and organizational development consulting. Her sessions are creative, energizing, participant-centered and get results! Prior to starting her own company in 1990, Gale worked for various manufacturing enterprises including Square D Corporation, Quaker Oats, and Intermec-Norand.

In addition to being an active and CPIM-certified member of APICS, Gale is an active member of ASTD, NAPM, SHRM, AQP, ASQ, ACA, and Toastmasters International. Gale is a Summa Cum Laude graduate of Coe College with multiple degrees in Business, Economics, and Education. She holds a Masters in Business Administration from the University of Iowa.

PLEASE REMEMBER!

Reservations are due by Friday, February 8 \$20.00 (No-shows are billed.)

Contact your APICS Company Coordinator:

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

Name: _____ Co.: _____

Name: _____ Co.: _____

Focus On Chapter Continuity—We Need You!

This coming June, when Julie Stull assumes the role of President of the Cedar Valley APICS Chapter, she will enjoy the momentum of solid professional development and education programs, the support of a few “experienced” chapter leaders, and the challenge of helping several new Directors begin their chapter leadership “careers.” Normal Past-president rotation, a relocation out of state, a job change, a return to higher education, and a family illness have created several vacancies, and the opportunity for new perspectives, new ideas, and new enthusiasm—the lifeblood of any dynamic organization.

Following are brief summaries of the role and responsibilities of each current position on the CDVA Board. Ongoing members have expressed their willingness to demonstrate flexibility, change jobs, and learn new skills, so please assume that any position is open. A tremendous amount of support is available in the APICS Chapter Operations Manuals and through Region 5 training sessions.

If you are interested in APICS, interested in learning, growing, and making a difference, we are interested in you. Please contact President Gregg Stark, President-elect Julie Stull, or any of the other current CDVA Board members listed on page 8.



President is responsible for understanding the appropriate operating manuals, ensuring development of an annual plan, leading board and chapter meetings, recruiting directors, ensuring chapter operates within budget, maximizing progress toward achieving chapter goals.

President-elect is responsible for understanding appropriate operating manuals, preparing the annual “Passport” chapter performance assessment, training to assume position of President, providing leadership for special events, and leading the chapter in the absence of the President.

Past-president is responsible for coaching the President and other Directors, preparing the annual “Passport” chapter performance assessment, providing leadership for special events, and providing continuity to leadership transitions.

Historian is responsible for the organization, maintenance, and storage of the chapter’s historical records, researching and assisting in recognition of past leaders, noteworthy achievements, or significant milestones.

Director of Finance (Treasurer) is responsible for understanding the appropriate operating manual, maintaining chapter financial records, executing bank deposits, issuing checks, preparing the annual budget (with input from program directors), preparing monthly and year-end financial reports, submitting the annual tax filing, and analyzing any proposed changes in dues or pricing for services.

Director of Administration (Secretary) is responsible for understanding the appropriate operating manual, preparing minutes of board minutes and chapter business meetings, maintaining and updating chapter bylaws and policies, performing official correspondence.

Director of Marketing is responsible for understanding the appropriate operating manual, developing an annual chapter marketing plan, maintaining an annual chapter planning calendar, preparing and distributing news releases, recruiting company coordinators, maintaining the SAMCA membership/ mailing database, and maintaining a current chapter website.

Focus On Chapter Continuity—We Need You (continued)

Director of Education is responsible for understanding the appropriate operating manual, recruiting and leading an Education Team (approx. 3 members), maintaining an ongoing schedule of courses, listing scheduled courses with APICS Society Headquarters, scheduling certification testing, recruiting qualified instructors, maintaining a cooperative partnership with Kirkwood Community College, ensuring recognition of students completing courses and achieving certification, and coordinating publicity with the Directors of Marketing and Communication.

Director of Programs is responsible for understanding the appropriate operating manual, recruiting and leading a Program Team (approx. 3 members), developing the annual Professional Development Meeting schedule, coordinating arrangements for speakers and PDMs, following up with evaluations and presenter appreciation, coordinating publicity with the Directors of Marketing and Communication.

Director of Membership is responsible for understanding the appropriate operating manual, recruiting and leading a Membership Team (approx. 3 members), encouraging membership renewal, responding to new member leads, initiating a proactive membership recruitment program, briefing the board on membership status and recruitment activity, recognizing new members, and coordinating publicity with the Directors of Marketing and Communication.

Director of Communication is responsible for understanding the appropriate operating manual, developing an annual newsletter editorial plan, publishing monthly newsletters, delivering newsletters by regular mail and email, preparing the annual “Fit To Print” newsletter evaluation submission, and coordinating publicity and newsletter content with the Marketing Director.

Director of Student Activities is responsible for understanding the appropriate operating manual, promoting the awareness and involvement of students and faculty from Kirkwood, Coe, Mt. Mercy, and the University of Iowa in courses, PDMs, and other chapter activities, and assisting to secure guest speakers or tours for student groups.

Directors At Large (2) are responsible for assisting other Directors, serving in a staff or leadership role for special chapter activities, and assuming the responsibilities of an unexpectedly absent director.

January “Leadership” PDM A Great Start To 2002

Peter Berglund shared his practical advice, on choosing and applying technology, with an appreciative mixture of members and guests. Peter gave us a lot of ideas on how to ensure that our technology implementations are cost effective, and that they will truly support our strategic plans. Great job, Peter!

“First-timers” included Rose Slaymaker of nemec, Larry & Cathy Bolton of Lear Corporation, and Mike Langridge of IRPE Iowa Quality Center (Kirkwood).

Attending the January PDM were Phyllis Krambeer, ADM Corn Processing; Jeffrey Berhow, Alpha International; Jim Milden, Apache Inc.; Bob Kemmerer, Boyens Machinery; Debra Pingel, Cargill; Teresa Kline, Cedarapids Inc.; Alan Bamgartel, Dennis Bruns, Ray Dawson, Patricia Schiel, Lee Staszak, Evergreen Packaging Equipment; Marilyn Kies, Genencor; Theresa Heitman, GSTC Logistics; David Mortensen, Hunters Specialties; Mike Langridge IRPE Quality Center; Ken Nelson, Kirkwood Community College; Cathy Bolton, Larry Bolton, Lear Corporation; Gregg Stark, McLeod USA; Steve Rose, Midland Forge Div; Peter Berglund, MN Technology, Inc.; Rose Slaymaker, Nemec; Cheri Manternach, David Crowley, Jan O'Brien, Kirk Schroeder, Tim Soukup, Claudia Lawless, Rockwell Collins; Christopher Hanzelka, Mathew Meyer, Cody Wilt, Square D Co.; Richard Held.



“As I Was Saying . . .” A Message From Your Chapter President

Approximately ten years ago, as president of the Southeast Iowa APICS chapter, I attended a particularly informative Region 5 Meeting in Springfield, Missouri. We met some other leaders who each had a “vision” for their chapter, learned about a college credit program which incorporated APICS certification, and enjoyed the “yarns” of a great Ozark storyteller. I also participated in a tour of Springfield Remanufacturing Corporation. I was so impressed by the organization, the enthusiasm, and the commitment of employees who had turned around a failing remanufacturer of diesel engines, that I immediately ran out and bought a copy of “The Great Game of Business” by SRC President Jack Stack. The book is subtitled, “Unlocking the Power and Profitability of Open Book Management.” The basic premise is that every employee has access to, and is taught to understand, the basic business reports—the management tools—of SRC. With a common set of tools for planning, deciding, and scoring, everyone is on the same team, playing the same game. (Which could take us back to, “Every Employee a Manager” by M.Scott Myers, but that’s another story.) And my point, which, so far, I have successfully avoided, is that I wanted to share the book’s ten “Higher Laws of Business”:

1. You get what you give.
2. It’s easy to stop one guy, but it’s pretty hard to stop 100.
3. What goes around comes around.
4. You do what you gotta do.
5. You gotta wanna.
6. You can sometimes fool the fans, but you can never fool the players.
7. When you raise the bottom, the top rises.
8. When people set their own targets, they usually hit them.
9. If nobody pays attention, people stop caring.
10. As they say in Missouri: Shit rolls downhill. By which we mean change begins at the top.

And a few personal comments:

1. I am reassured that the ideas still ring true. I have seen them demonstrated in a team and in a department, and I’m still hopeful that I will see them applied across a small enterprise.
2. Laws 1, 5, and 8 relate to our current CDVA drive for replacement Directors—please consider joining us and demonstrating some great truths yourself.
3. Where would Enron be today if it had been run with open-book management, and the true facts of the business had been open to all employees?

Best regards, and hope to see you at the February 12 PDM,

Gregg

Help For Our “Downsized” APICS Members

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

APICS Career Center—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. Contact Julie Stull for more info and an application.

Winter CPIM Review Classes Underway, Enrollment Growing!

Ken Nelson, Education Director for Cedar Valley APICS, reports enrollment of 8 students in "Strategic Management of Resources," the capstone course in the CPIM series. And he is very pleased to have 11 students in "Basics of Supply Chain Management," the foundation course in the series.

Certification exams are scheduled for April 13 and June 8, 2002 (advance registration is required).

Our next course, "Master Planning of Resources," will begin in late March. "Detailed Scheduling & Planning" and "Execution & Control of Operations" are scheduled for Fall 2002 and Winter 2003.

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). Classes and exams are held at the Kirkwood Training and Outreach Services (KTOS) Center, 3375 Armar Drive, Marion.

Ken is also seeking to expand his team of available and interested APICS instructors.



Cedar Valley Membership Report—December 2001

Began month with 133, 2 adds, 2 renewals, 1 transfer in, 8 suspends, new total 130 members.

Welcome New Members:

Douglas Fisher, Management Consultant, Soft Link (Transfer from Twin Cities Chapter)
Dawn Barber, Planner ADM, Quaker Oats
Laura Boots, Production Planner, Quaker Oats

If you need membership information, or simply know of someone who might be interested in joining Cedar Valley APICS, please contact Julie Stull, 319-295-6191 W, or email jastull@collins.rockwell.com.

Cedar Valley APICS Member Seeks Employment

Professional manager with experience in supply chain, materials management, and production planning in both service and manufacturing environments. Proven organizational skills, multi-tasking, and attention to detail. Key strengths include

Personal and professional integrity, problem solving ability, customer orientation, communication skills, and project focus.

Career history includes successful performance as an Inventory Control Manager, Manufacturing/Distribution Coordinator, and Financial Planner.

B.S. in Business Administration from Drake.

Mark Burkman
7015 Candlewick Dr. NE
Cedar Rapids, IA 52402-1454

(319) 373-8122
email: markburkman@aol.com

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 Manternach 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
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Cedar Valley APICS, a nonprofit educational organization and the local chapter of APICS International, has been serving its members and the Cedar Rapids, Iowa City, and surrounding business community since 1972. Our mission is to develop, promote, and recognize the professional management of resources by individuals and enterprises.

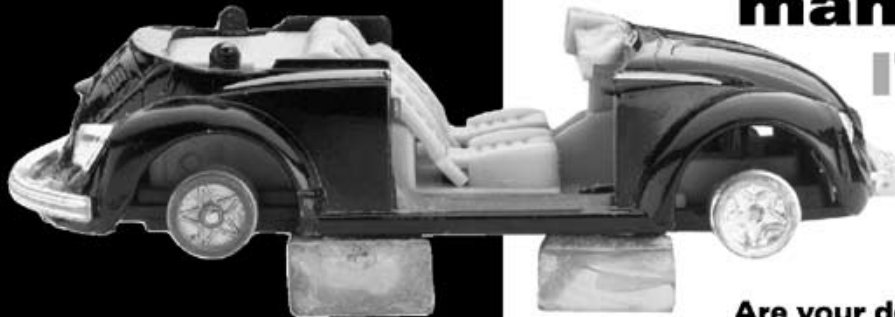
Cedar Valley Views, the chapter's monthly newsletter, is available to members by postal mail or email. Interested nonmembers may request inclusion on our "Friends of CDVA" email distro by contacting gstark@mcleodusa.com. The newsletter may be forwarded to interested parties; articles may be reprinted with permission from Cedar Valley APICS, PO Box 10483, Cedar Rapids, IA 52410-0483.

We welcome your inquiries regarding articles, submissions, advertising, address changes, etc. The deadline for each monthly issue is the 15th of the preceding month. Please contact the editor, Gregg Stark, 319-377-8038 or gstark@mclidusa.com, for more information.

1-800-293-5114

www.rsmmcgladrey.com

**Don't be alarmed...
protect your
manufacturing
IT system.**



**Are your doors locked?
Are your windows rolled up?
Is your alarm activated?**

If you have a Web site, a network or use the Internet, your technology systems may represent an open door for hackers attempting to sabotage your manufacturing business and possibly your reputation.

Are you sure these systems are secure?

While you may think your systems are safe, constant external exposure of your manufacturing systems through the Internet could leave your sensitive data accessible to the outside. It takes years to gain your customer's trust and seconds to lose it. You've earned their trust, now keep it!

Security needs to be constantly monitored. If you are not testing your system regularly for all the latest security breaches, let RSM McGladrey's Integrated Technology Solutions (ITS) security professionals help analyze your network and Internet applications to determine how secure they really are.

Don't be afraid any longer! Pick up the phone, call RSM McGladrey's ITS security professionals at **800-293-5114** or e-mail us at **itsinfo@rsmi.com**.

MORE FOR MID-SIZED BUSINESS.

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Integrated Technology Solutions

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

Address Correction Requested

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www.cedarvalleyapics.org



February, 2002

Build Your Business—Build Your Team—Build Your Career

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

Pg 3 Lizards, Dealing With Change, and an Energy Boost!

Pg 4 Focus on Chapter Continuity, Leadership Opportunities.

Pg 7 CPIM Class Enrollment Growing.

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 Visions newsletter to Gregg Stark c/o Cedar Valley APICS, PO Box 10483, Cedar Rapids, IA 52410-0483, email gstark@mcleodusa.com, or call 319.377.8038 H.