

March 11, 2009

2008-2009 Edition

## MARCH DINNER MEETING

### Inside this issue:

Board of Directors	2	There is much more to negotiations than traditional bargaining. Experienced negotiators know how to use their negotiations to create value and build relationships rather than to simply focus on getting the best price. This program presents a framework that helps participants maximize satisfaction of their interests while developing collaborative outcomes and strong relationships with the parties across the table.
President's Message	2	This will be the second presentation in a series by Moshe Cohen on "Negotiations". The first session is definitely not a prerequisite to this. The first part, entitled "Negotiating Effectively in a Competitive World" will have been conducted at the January combined PMARI & APICS Providence meeting held at Twin Rivers Casino.
Job Postings	3	This meeting will be at Chelo's as noted above.
Dinner Meeting Registration	9	Speaker Bio:
Calendar	3	



Moshe Cohen is a trainer and mediator based in Cambridge, MA. Since founding The Negotiating Table in 1995, he has conducted hundreds of negotiations skills workshops for clients such as EMC, Reebok, Hasbro, and many other corporations, law firms, financial services companies, consulting firms, and more. Mr. Cohen also teaches Negotiations and Leadership in the MBA program at Boston University and Cambridge College, and previously taught at Bentley College. In addition to corporate and university classes, he conducts public seminars on negotiation and conflict management and is a frequent guest speaker at business functions, conferences, and universities.

Mr. Cohen has published numerous articles on negotiation, mediation, conflict management, and leadership. As a mediator, Moshe Cohen specializes in business, employment, workplace and discrimination disputes and serves on a number of mediation panels locally and nationally. He is also a founding partner at Optionbridge, a consulting firm specializing in workplace conflict management. Moshe Cohen received his Bachelor's degree in Physics from Cornell, a Master in Electrical Engineering from McGill University, and a Master in Business Administration from the Boston University Graduate School of Management. Mr. Cohen's career includes over twelve years of engineering and project management experience prior to founding The Negotiating Table.

### Credits

If for any reason you need to get your certificate of credit hours for certification or recertification please contact Roland Grenier. Credit hours are given for attending monthly meetings and for C.P.M. review classes.

### Scholarship

The Bradshaw and PMARI Scholarship committee is now accepting applications for this years scholarship. Applicants must complete the application and all applications must be received (not postmarked) in the PMARI office on or before May 15, 2009.



**PRESIDENTS MESSAGE**

March is Supplier Month. We will be having Supplier Exhibits and our speaker will be Moshe Cohen and the topic will be Negotiations: Maximizing Satisfaction Of Their Interests While Developing Collaborative Outcomes and Strong Relationships. Mr. Cohen was the speaker at the January joint meeting with APICS and we look forward to having him speak at our March meeting which will also be a joint meeting with APICS. Please go to the PMARI website to make your reservation.

With unemployment rates reaching levels not seen in the past 25 years, we decided that it might be best to make a program change for the month of April. The subject for April's dinner meeting will pertain to Job Searching in Today's Economy. I would like to thank our Program Committee for being able to make the arrangements necessary so we could change topics so quickly. It is difficult enough for them to put a speaker schedule together when we start putting it together months in advance. We are also in the process of preparing our first CPSM Training Program that will start in the fall. Our Professional Development Committee has been hard at work putting this together and details will be forthcoming.

Our Golf Tournament will Friday June 12th at Swansea Country Club. The Golf Tournament helps us fund our scholarship program and has always been a great day. If you cannot play, please feel free to join us for dinner after. If you are not able to join us at all, please consider sponsoring a hole for \$50.00.

For those of you that have not been to the website recently I suggest you take a minute and check it out. We have made many improvements to the website and I hope you like them. If anyone has any questions, comments or suggestions please do not hesitate to contact me. You can e-mail me @ mike@pmari.org and I will try and answer you in a timely fashion.

Thank you,

Mike McVey  
President-PMARI

**2007-2008 BOARD of DIRECTORS**

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## UpComing Events

### 2008-2009 Dinner Meeting Schedule

#### March 23, 2009\*\*

Location: Chelo's Post Road Warwick  
Topic: Negotiations Part II

**PURCHASING MONTH  
SUPPLIER MONTH**

#### April 27, 2009

Location: Chelo's Post Road Warwick  
Topic: Job Searching in Today's Economy

**\*\* The March Meeting is a joint meeting with  
APICS. PMARI is hosting.**

#### May 2009

Annual meeting to be announced



#### Golf Tournament:

**P.M.A.R.I. Annual Scholarship  
Tournament**

Friday, June 12, 2009  
Swansea Country Club  
Swansea, MA

SEE ATTACHED FLYER



## MEMBERSHIP

PMARI would like to welcome new member Traci Knowles.

Congratulations to Michelle Mottram C.P.M. and Dan Landry C.P.M. both for earning their certification.

Both members recently attended the 2008 C.P.M. Review Workshop

## Job Postings

Bushery Associates Recruiters - Demand Planning Manager  
Bushery Associates, Recruiters - Director of Indirect Procurement  
Cumberland Farms - Purchasing/Compliance Coordinator  
FuelCell Energy (www.fuelcellenergy.com) - MRO Buyer  
Gabriele & Company Recruiters - Global Supply Chain Director  
Gabriele & Company Recruiters - Document Control and ERP Specialist  
Gabriele & Company Recruiters - Procurement Manager - Suburban New York  
Gabriele & Company Recruiters - Commodity Manager: Castings  
Gabriele & Company Recruiters - Commodity Manager: Forgings / Machining  
Gabrielle Associates Recruiters - VP of Operations  
New Directions Recruiters - Director of Sourcing

*For additional information on these positions and for up to date job postings, visit [www.pmari.org](http://www.pmari.org) and click on jobs link at the top of the page.*

**February Dinner Meeting Evaluation**

PMARI PROGRAM EVALUATION					
Open Forum					
		February 23, 2009			
		Excellent	Good	Fair	Poor
Speaker		5	11	1	
Location		13	5		
Food		12	5		
		Great	Somewhat	Little	No
		Interest	Interesting	Interst	Interest
Topic		12	5	1	
		Yes	No	Possible	
Program Useful		12	2		
"green" topics					
solar power for industrial application					

**Nominating Committee**

Ann-Marie Canty of the Purchasing Management Association of Rhode Island's Nominating Committee announced it's slate of nominations for officers and directors for the 2009-2010 season at it's regular February monthly dinner meeting February 23, 2009. The nominations were also posted on the PMARI website on February 23, 2009. Additional nominations may be made by PMARI members according to the by-laws posted on this website under "About PMARI" "By-laws". The election will take place at the Annual Meeting and the newly elected directors and officers will be immediately sworn in so that their terms will begin as of that date.

The slate includes:

- Mike McVey - Past President
- Craig Colson, C.P.M. - PRESIDENT
- Lou Ingutti - 1st Vice President
- Peter Dodge - 2nd Vice President
- Roland Grenier, C.P.M. - Secretary/Treasurer
- Joyce Melo - Director
- Steve Burke - Director
- Susan Lecht - Director
- Traci Knowles - Director

Beside Ann-Marie the Nominating Committee had consisted of Lisa Conningford and Craig Colson

## Networking Effectively in Today's World

By Roland Grenier

I recently had the opportunity to attend a meeting of another organization that featured a speaker from the Dale Carnegie Institute speaking on Networking and I discovered that it had always made me uncomfortable because I really didn't know how to network properly. Not only that, most of the people that I know don't know how to network properly. When many people go to a "get together" they seek out people that they know to speak with and basically end up asking them if they know of any openings. Well, that is the wrong way!

First, seek out people that you do not know! Your network will never get bigger talking to the people that you already know because they are already in your network. You do want to keep in touch with these people but it is absolutely imperative that you grow your network which means getting people that you don't know into it. Once you know them you then have them in your network and you will want to keep in touch with them also, just like the people that you already knew. That doesn't mean spending all your time at a function like a PMARI meeting or a cocktail party or luncheon, or business meeting or seminar or the like with the people in your network. Your time at these types of functions is best spent meeting new people and getting them into your network.

If you, like me, are not particularly extroverted, then walking up to people that you don't know and starting a conversation is extremely uncomfortable unless there is a desk between you and this person and a presentation is being made. Unless one, or both of

gaps in this networking conversation and it will eventually gravitate to the weather or "How 'bout them Sox?" Then you will probably both feel the same level of discomfort and quickly look to wander away from each other feeling that it was a "waste."

This Dale Carnegie presenter had us do two simple exercises which were really a great help to me in enlarging my network. First he had all of us close our eyes and picture this: "A brass name plaque engraved with a name. That is attached to a large white house with a nicely landscaped yard enclosed by a white picket fence. There is a chimney on the side of the house and perched on top of the chimney is a giant leather work glove. The work glove is gripping a giant tennis racquet. Next a 747 Jumbo jet is flying through the strings of the racquet. Lastly, on the tail of the jumbo jet is a giant blinking light."

So what! What does all that mean? Well, the name plaque symbolizes names but the white house surrounded by the picket fence symbolizes personal information like family, children, town where you reside, etc., the work glove symbolizes jobs, profession, etc. Tennis racquet means what you do in your spare time, hobbies, sports that you participate in (not "How 'bout them Sox?") and the 747 means travel. Where have you traveled lately both for pleasure and for business. And lastly, the blinking red

light means neither "Stop" nor "a gentlemen's adult entertainment zone" it means what have you done interesting lately or have you had any interesting ideas lately? The purpose of the ridiculous stacked visual image is to insure that you will remember the topics and their order.

The next exercise that the Dale Carnegie presenter had us do was to stand up and pair off with another person that we did not know and had never met before. Because time during this presentation was limited, we only had two minutes for one person to ask questions of the other only from the subjects that had been listed in the first exercise (the brass plaque/white house to the blinking light exercise.) He/she was not to respond to the other person's answers except with another question. The questions were to work up, in more or less order, from the bottom of the list. The second person could only answer without straying from the question. After two minutes were up the pair had to reverse rolls. For an introvert, such as I am, this exercise proved to be amazingly easy because I had a list of topics to ask questions from so I could just shoot them out like they were coming from an M-16 assault rifle.

The point was to get to know the person that you are just meeting and not ask him/her for a job or for leads to a possible job. When you talked about work you will

## Networking Effectively in Today's World con't

have told them (*continued on page 6*)

that your job had been eliminated so you are currently between jobs. Conversely, if you did a good job of exchanging the personal information, likes and dislikes this person now knows you and will tell you of any potentials if they are aware of any. If you keep in touch, they will send along information of potential job openings if they hear of any. The secret is to continually increase the size of your net and keep in touch but not so often that you become obtrusive. Find a reason to contact that person other than: "Have you heard of any job openings?" If they know you, know that you are in the job market and you haven't made a "pain" of yourself they will tell you.

People that are in the job market need to be networking constantly. . .at every single chance. People

that are currently employed need to network because they never, never know when their company may merge or sell out and their position "becomes redundant." Or their company decides to outsource and no longer needs all of the staff that they currently employ.

Whenever you step outside of your house you need to be carrying business cards. You can never tell when you will have a opportunity to network and you can't expect that a person that you meet by chance will remember your contact information nor can you expect that your memory is infallible. If you are employed then carry your company's business cards. If you are unemployed use your computer to make a business card with your name, profession, and contact information. All of the office supply chains carry business card blanks or they will print them for you if

you feel that you cannot make a professional looking card on your computer. If you can make a good looking card but your printer is archaic then make the card, copy it to a USB flash drive and take it to that office supply chain. They will copy it for you while you wait.

A final word about your profession: NAPM is now ISM because they felt that the industry needed Supply Chain people not people that simply did Purchasing. They have also developed a new certification called Certified Supply Chain Manager (CPSM) and while they continue to recertify C.P.M.'s they will no longer offer the Certified Purchasing Manager exams to people that haven't already registered to take them - except for people that have recently failed an exam but are in the process of passing the four exams. Even

## Resume Writing for Sourcing Careers

By Gary W. Capone

Resume writing for supply chain professionals, particularly in sourcing careers, requires addressing specific challenges and goals that are important to the target employer. By highlighting these topics in your resume, you can stand out from your competition.

Sourcing careers manage the identification of suppliers, the purchasing of materials, and the logistics of purchased materials and components. In our modern global economy, sourcing provides the foundation of many companies. More than any other function, sourcing can change the financial condition and competitiveness of a company quickly.

A Number of companies have capitalized on their sourcing expertise to build powerful competitive advantages over their competition. Wal-mart and Dell are both known for the efficiency of their supply chain

## Resume Writing for Sourcing Careers con't.

operations. Slight improvements to the sourcing function can dramatically affect the bottom line performance of a company.

The significance of sourcing roles to the success of an organization makes finding exceptional talent in the sourcing field a critical component of a company's success. During the hiring process, most companies will have specific goals and expectations for the position. To be successful, a job seeker needs to demonstrate an ability to make an impact on these specific goals.

Many job seekers find it difficult to identify the goals of the company and the hiring manager. You may be able to research and determine the priorities, but often this won't be possible. Instead, you need to address the major challenges that are most likely to be priorities based on the industry and company.

There are a number of challenges that are likely to be important within the materials field, including:

- \* Vendor Identification
- \* Vendor Qualification
- \* Quality Monitoring
- \* Legal and Contract Concerns
- \* Transportation
- \* Customs
- \* Scheduling
- \* Inventory
- \* Supply Interruptions
- \* Issues With Political or Economic Instability

This is a partial list but can give you a starting point for marketing your background. On your resume, you should mention a variety of challenges and goals. It is important to include more than just a list of several keywords. Provides details of your experience and accomplishments for each area of expertise. You may choose to emphasize a selection of skills, but try to mention most of them on your resume.

One way to highlight your sourcing skills is to your resume with an executive summary. The executive summary should include two or three of your most significant accomplishments. This will draw attention to your strongest skills and accomplishments, highlighting a few key elements of your experience. You can then work the remaining elements you want to mention into your resume under your work experience section.

If you show significant experience in the sourcing arena, and mention the key topics that a hiring manager is seeking, you are likely to get a phone screen. You do not need to guess the top priority of the hiring manager and emphasize this in your executive summary. As long as you mention the topic and show significant sourcing expertise, you should generate sufficient interest to motivate the hiring manager to want to learn more. If you do not focus on a topic critical to the hiring manager, the phone screen will usually explore this topic in detail.

The list of competencies above omits one very common topic. In fact, it is by far the most common topic of accomplishment, and a critical element you need to cover in your resume. The omitted element is your experience with reducing cost. Reducing raw material and transportation cost are one of the biggest opportunities most companies have. Cost reductions through better sourcing can offer the best ROI. An investment of time and some travel costs for a sourcing professional can often yield millions of dollars in savings.

There's an important reason why I omitted cost reductions from the list above. The reduction of cost

## Resume Writing for Sourcing Careers con't.

is the result of an activity. It is not the core activity. For example, picture a sourcing professional that includes this accomplishment on this resume: "reduced the purchasing costs of a key raw material by \$3 million." This is a good accomplishment but doesn't say anything about how the individual achieved this result. Another candidate, with a similar background, lists the same accomplishment, but with additional key details: "Identified two dozen new sources, resulting in \$2 million in savings from lower purchase costs and \$1 million in transportation savings."

These could be the same accomplishment, but the second presentation is much more specific and makes a much stronger impact. If the hiring manager is focused on identifying new sources, assessing potential sources or reducing transportation cost, this accomplishment should peek their interest.

Show what you did with the results you achieved. When we assessed resumes in our resume benchmark survey, we found nearly half of the resumes didn't list any accomplishments. Many of the resumes that did list accomplishments, only included cost savings numbers - accomplishments similar to the first example provided above. If you give a detailed presentation of what you did, how you did it and what the results were, your resume will stand out for the vast majority of your competition and your chances of landing an interview will be much higher.

### About the Author

Gary Capone is Vice President of Palladian International, an executive firm specializing in manufacturing, distribution and defense industries. Palladian also provide career coaching services to job seekers, including resume writing and interview coaching.



**ISM's 94th Annual International Supply Management Conference and Educational Exhibit**

**May 3 to May 6, 2009  
Charlotte, NC**

For more information and to register go to [www.ism.ws](http://www.ism.ws)

**Purchasing  
Management  
Association of  
Rhode Island**

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Website: [www.pmari.org](http://www.pmari.org)**

March Meeting  
**Monday March 23, 2009**

**Negotiations**

**Location:** Chelo's Banquet Room  
Post Road  
Warwick RI

**Time: 5:00 pm**

Please register on line at [www.pmari.org](http://www.pmari.org) or contact Roland Grenier at 401-335-3593

(NOTE: Should there be a need to consider a weather related meeting/event cancellation, our chapter President, Mike McVey, will make the call by mid-morning of the day of the meeting/event. Officers and Board members will make a concerted attempt to notify all members (not limited to those with reservations) via a combination of email, broadcast media, web site, and phone calls.) If you hear nothing, the meeting/event is likely still on.

Please visit the PMARI website for Dinner Meeting Reservation Policy [www.pmari.org/events.htm](http://www.pmari.org/events.htm)



## APPLICATION for Scholarship Consideration

### Richard V. Bradshaw, C.P.M. Scholarship

And / Or

### Purchasing Management of Rhode Island

The *Richard V. Bradshaw, C.P.M. Scholarship* is awarded each year to active PMARI members, or their sons and daughters, in memory of the late Richard V. Bradshaw, C.P.M. Mr. Bradshaw was a member and past president of the Purchasing Management Association of Boston and the National Association of Purchasing Management, vice president of the International Federation of Purchasing and Materials Management, and a board member of the Institute of Supply Management. The scholarship makes available money each year for students pursuing postsecondary education. Preference will be given to those pursuing degrees in supply chain management related fields.

This year awards will be made based on the number of applicants and the corresponding achievements of each. Academic achievement and honors, community service involvement, and athletic achievement will be taken into consideration. PMARI will also be considering applicants who are members in good standing with PMARI who are pursuing a degree program for themselves.

The scholarship committee will make award recommendations to the PMARI Board.

<u>Criteria:</u>	
1	Student must be an active (paid to date) member of PMARI or a son or daughter of an active PMARI member.
2	Student must be entering freshman year, or beyond, of an accredited college or graduate school pursuing a degree program and attend on a full time basis if they are a son or daughter of a active PMARI member; however, if the applicant is the active PMARI member they may be a part time student but must still be in a degree program.
3	Student can apply for more than one year of scholarship
4	Student must complete a 200 to 250 word typed essay on the given topic
5	Student must attach a copy of most recent report card to this application. Student must have application post marked by May 15 <sup>th</sup> .

Applicant Information	
Name:	
Street:	
City:	
State:	
Zip Code	
Telephone:	

e-mail:	
PMARI Member Name	
<b>Academic Information</b>	
High School:	
Telephone:	
Mo./Yr. Graduate:	
Class standing:	
Academic Honors:	
Community Service:	
Athletic Honors:	
Expected Major:	

THE FOLLOWING SECTION IS FOR STUDENTS CURRENTLY ENROLLED IN COLLEGE AND MUST BE COMPLETED IN ADDITION TO THE ABOVE INFORMATION PROVIDED.

College Attending: (Address and Contact Name)	
Telephone:	
Class of:	
Grade Point Average:	
Current Major:	
Other Activities:	
Academic Honors:	
Community Service:	
Athletic Activities:	

THE ABOVE DATA IS TRUE AND ACCURATE AND CAN BE VALIDATED WITH THE TELEPHONE NUMBERS PROVIDED. I UNDERSTAND THAT I WILL BE NOTIFIED OF ANY SCHOLARSHIP AMOUNT AWARDED TO ME BY JULY 15<sup>th</sup>

Applicant Signature Date	Applicant Signature
<b>MAIL COMPLETED APPLICATION TO:</b> Scholarship Committee Purchasing Management Association of RI P.O. Box 724 , Pawtucket, RI 02862-0724	

Essay.

A. Please discuss the value of obtaining your degree, and how it will assist you in working in a global environment.

Purchasing  
Management  
Association of  
Rhode Island



**COME JOIN US FOR A GREAT TIME  
AT THE 8th ANNUAL  
PMARI GOLF TOURNAMENT**

**SWANSEA COUNTRY CLUB**

**JUNE 12, 2009 SIGN IN BEGINS @ 8:30 AM  
TEE OFF AT 9:30 AM**

**18 HOLES OF GOLF (INCLUDES CART)**

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CONTACT PETER DODGE**

**EMAIL-pgdaid@verizon.net**

**CELL # 1-401-447-1831**

**HOME#1-401-739-7719**

**PLEASE MAKE CHECKS PAYABLE TO PMARI  
REMIT TO ADDRESS:**

**PMARI**

**P.O. BOX**

**PAWTUCKET, RI 02862**

**FOR CREDIT CARD PROCESSING PLEASE CONTACT:**

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