

Northeast Supply Chain Conference

Supply Chain Career Planning in the 21st Century

Bob McInturff

President, McInturff & Associates

Today's Market

- **Data shows today's "down" market is really the loss of the excess hiring of the late 90s, 200,000 people**
- **Recovery employment remains flat**
- **No market stimulation is in place generating churn**
- **Continued shrinkage of high-tech market has eliminated scores of functional roles – planner, scheduler, master scheduler, component buyer**
- **New positions – flatter organization – added responsibilities to each position – wider skill sets required**
- **My destiny (my hands) vs. Company's destiny (their shirrtail)**

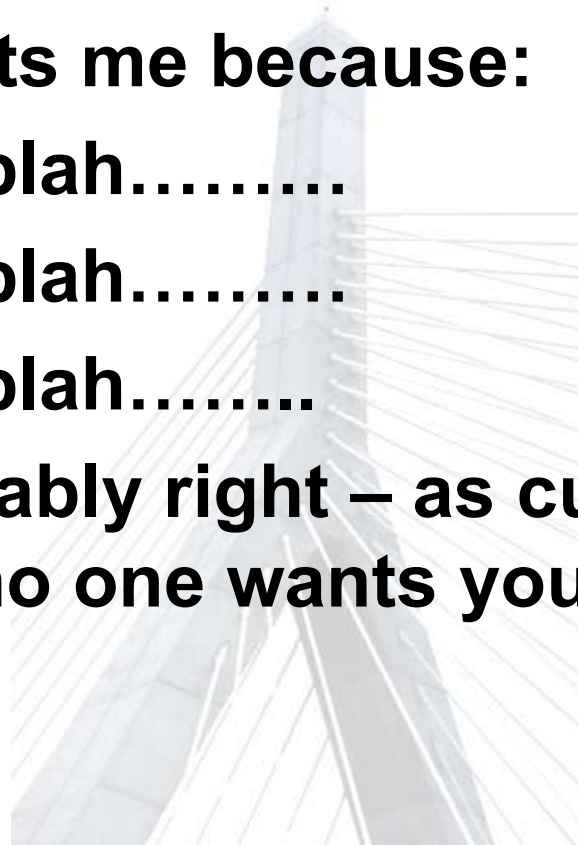
Is There Any Good News?

Bob – I don't know if you've noticed, but there aren't many jobs and companies continue to downsize

- **I'm a Baby Boomer – I know no one wants me, so I'll take less money if that will help**
- **I'm a recent graduate with 2-5 years experience – everyone says they want me, but...**

Any Good News, Cont.

- **No one wants me because:**
- **Blah, blah, blah.....**
- **Blah, blah, blah.....**
- **Blah, blah, blah.....**
- **You're probably right – as currently packaged, no one wants you**



Any Good News, Cont.

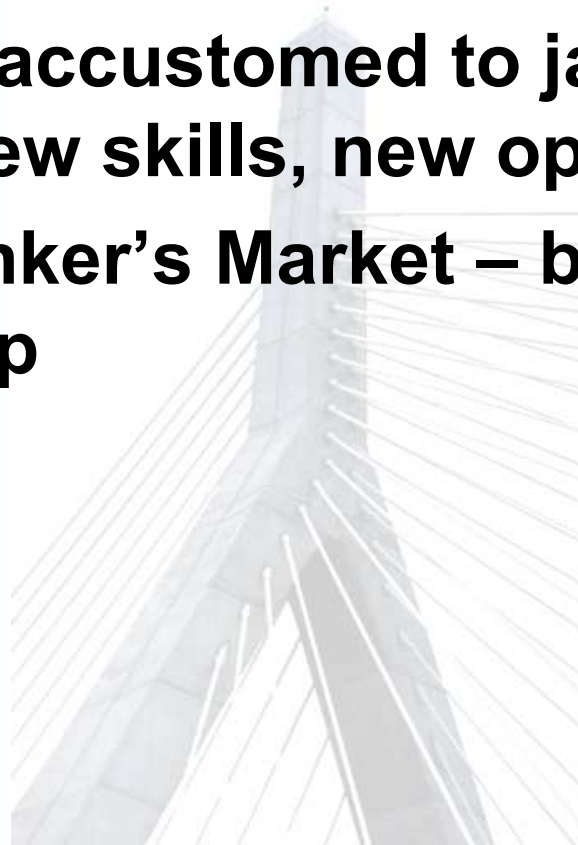
- **The unemployment figures do lie. They backwards readjust every month, but trend is..**
 - A. Flat – with small growth**
 - B. People have dropped out**
 - C. Market changes – Who misses?**
 - textiles and shoes**
 - mainframes or minis**
 - servers and telecomm**
 - valves and machinery**

Any Good News, Cont.

- **Housing stats and remodeling up? Someone must be making money – Where? Why?**
- **Service economy has killed us vs. making a fortune for procurement people**
- **No high-tech manufacturing – I'm a planner – no jobs – vs. demand mgmt – supply chain**
- **MRP/ERP vs. database mgmt, E-sourcing procurement, or project management**

Jackpot/Compound Interest

- **We're been accustomed to jackpot careers
new jobs, new skills, new opportunities**
- **Today – Banker's Market – boring, but
could add up**



Job/Skill Set Security

- **Job Security**



Next Slide

Job/Skill Set, Cont.

1978 – more than three years with one company – a negative

1998 – 4 jobs – 20 years – why the constant job hopping?

- **2005 – We have a req – hurray! – why can't we fill it?**
- **Not hiring a replacement – hiring Babe Ruth – run, hit, pitch – and oh yes, be the department star attraction**

Jobs/Skills, Cont.

- Internal/external visibility no more than 2 years
- There are a minimum of 5 new competencies/knowledge added to each job description
- A promotional layer was not *added* in your organization
- Position probably doesn't have direct supervisory responsibility
- new cross-functional team participation – more added
- Blender whirls – job has new requirements, roles and responsibilities
- You can no longer plan a career based on the job requirements
- Job requirements
- “Experience Ladder”
- Today – plan on skill set requirements

Skill Set Security

- **1. Acquiring Skills**
- **2. Staying On Leading Edge**
- **3. Promotable and Portable**
- **4. Market Yourself**
- **5. Hard Skills – Knowledge,**
- **6. Soft Skills – communication – written and verbal**

Job Requirements

- **Employers measure success by:**

- Measurable results
- Leading edge perspective
- Strong systems/database skills
- Reward of success

- **Management of:**

People	Technology
Resources	Change

Build Your Career By

- Assemble the pieces, not the product
- Quantify who you are
- Not I am a:
 - Sourcing Specialist**
 - Materials Manager**
 - Buyer/Planner**
- This defines you as a function/title and not as a compilation of knowledge, experience, accomplishments, goals (skills)

Skills are transferable – functions/titles are not

- **Market always looks for what doesn't exist, then once the norm moves on to something else**
- **I need a commodity/sourcing, materials, Black Belt Manager**
- **What I'm really saying – I need a person who does everything we do plus those things we don't**

Today's "Don't Things"

- **Experience: everyone has lots of it:**
 - Systems/Database Management – Universal**
 - ERP and pull systems – The Norm**
 - Excel and other spreadsheets – make it sing**
 - For ISM People**
 - Spend analysis and commodity management**
 - E-procurement on and off line**
 - METRICS**

Today's "Don't Things", cont.

- **Contracts**
 1. **What part of every agreement do you add in your favor?**
 2. **What concession – lower cost?**
 3. **Supplier sourcing – not only who, but why?**

Low Cost Areas

APICS People

Database

Lean Mfg

Continuous improvement

Active role in sourcing

Finally, Good News

- **Experience, given everything else – book learning**
 1. **Database management – available everywhere**
 2. **Lean Mfg/continuous improvements – ISM/APICS**
 3. **Sourcing/Contracts – ISM**
 4. **Why Me/Why Now – METRICS – Courses - Toastmasters**

Thank You

- **Bob McInturff**
- **President, McInturff & Associates**

