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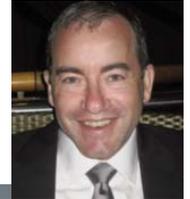
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President's Message



Where has the time gone? Every month seems to go faster and Fall is in full swing. The leaves are falling and we are looking ahead to November and TURKEY! Here's hoping that everyone had a great October, enjoyed the weather, and perhaps even indulged in some Halloween candy.

October saw another great month for APICS and our Buffalo chapter. Highlights included several of our local Chapter members attending the APICS International conference in Las Vegas as well as our Buffalo chapter hosting Gary Pezzuti as our PDM Speaker.

2015 International Conference

While what happens in Vegas should stay in Vegas, some of this is too good to keep quiet. This was easily one of the best conferences in recent memory. APICS has focused on broadening the scope of the conference to include more Supply Chain disciplines like Customer Service, Transportation, and Distribution as we continue to strengthen the ties and development in all aspects of the Supply Chain. While every session was interesting, my personal favorite talked about Change Management and helped give me a number of great idea starters.

Looking ahead, the 2016 conference will be in Washington D.C. I would recommend anyone able to attend, does. You will not be disappointed.

October PDM- Gary Pezzutti

All who attended were lucky enough to hear Gary speak on the topic of "An Attitude Shift that Ensures Success." Gary's approach to would-be interviewers and interviewees was exceptional. As always, Gary's engaging presentation pushed attendees to think differently about how they interact with each other as well as great tips on how to be more successful both personally and professionally. With so much interest, Gary's presentation will be posted on the website shortly. Keep an eye out for it at <http://apics-buffalo.org/>.

Speaking of the website, we continue to look for feedback, good or bad. If you have any, please let us know. Also, if you have not checked out our Facebook page, you should. Postings for all kinds of great information and coming soon.....contests to WIN fabulous prizes!

As always we are looking for volunteers to support the chapter. If you have any interest in helping out this year please reach out to anyone on the BOD.

In closing, today's world is busy and time is a precious commodity. I would ask each of you to consider something you can do, to give a little back. Whether as an APICS mentor, helping a co-worker with a problem, or just listening to friend. Sometimes the smallest things have the greatest impact!

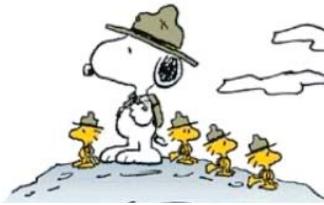
Yours in APICS,

Matt Bartels, CPIM
 President
 APICS-Buffalo Chapter

THE UN-COMFORT ZONE with Robert Wilson

Authentic Leaders Don't Need Power to Rule

How to lead when you
don't have power.



In my previous article, I wrote about Leaders having AIM which is my acronym for the key characteristics of leadership: Authenticity, Innovation, Motivation. In this article, I will expand on the characteristic of Authenticity.

Over the years I have enjoyed many leadership roles, some of which I have written about in this column. Most of my leadership positions have been as a volunteer in the non-profit sector of the economy: community groups, business associations, youth organizations, etc.

One of the challenges of being a leader to volunteers is that you do not have the traditional inducements of the carrot and the stick. You can't motivate them with money (since there is no pay), and you can't threaten to fire them (well, yeah you could, but then you'd have to recruit another volunteer, and in some organizations finding volunteers is difficult). In short, you must motivate with authenticity. The good news is, that once you learn how, you will also be able to use these methods even when you do have the traditional ones.

Authenticity is about credibility, it's about being genuine, legitimate, trustworthy and believable. Today, we have become skeptical of the growing number of scams and con artists. We have all encountered fakes and phonies. When an item of quality becomes popular, you can be sure that a knock-off is not far behind.

Sometimes the quality of the imitator is as good or better than the original. Manmade gemstones are such an example. Today, many gems can be manufactured using heat and pressure, and when finished they are perfect and flawless. While they are chemically equivalent to the original, they are still not the same. They are no longer rare, so they are no longer precious. People still want natural stones, but how can you tell the difference. It is the flaw in the gemstone that proves its authenticity.

When it comes to leadership, that authenticating flaw is vulnerability. Authenticity is simply being who you are. It is not about being perfect; it is about refusing to compromise on value and principles. Making mistakes is a part of learning. An authentic leader is not afraid of failure.

The authentic leader begins by leading by example. He shows his people that he will be as passionate about the organization's goals as he expects them to be. He places a high importance on building relationships. He is interested in empowering his followers and encourages their own leadership skills. He looks to improve strengths - not criticize weakness.

He has empathy for his followers. An authentic leader will look for opportunities to partner with an individual's goals, interests, or passions and tie them to the organizational goals. When you are concerned about the goals of the group; people will know and follow. You can't fake caring.

One of my most fulfilling leadership experiences was as the Cubmaster of my children's Cub Scout Pack. I took over a small pack with 18 boys that had been losing members for years. The previous leader had done everything by himself for years; he was burned out. He no longer had the time or the inclination to run the group and so eliminated all but the most essential activities.

I wanted to restore the pack and have it doing all the many and exciting activities other packs were doing. In order to do that, I needed more parent volunteers. In order to get more parents, I needed to recruit more kids. That was the easy part. I would go into the schools and show a video of all the fun things boys would get to do as Cub Scouts. Then I would invite them to bring their parents to a meeting and sign up. Most of the parents were looking for a situation where they could drop their kids off then pick them up later. That meant I needed to recruit parents to become leaders.

I recalled a friend and mentor, John Dwyer, who preceded me as the president of our neighborhood association. He came up to me one day and

asked me to become the chairman of an important committee. I would not have stepped up and taken on that role if he had not asked me. It turned out that I enjoyed that job, so when it was time for him to step down from the presidency, I volunteered to become the next president. I used that same approach with the Cub Scout pack.

To the group at large, I spoke of growing the pack and restoring all the fun activities. We all had the same goal of creating the best experience for our children. I then formed a committee for each activity, and then one by one, asked individual parents to take on the responsibility of one committee. Pretty soon we had one of the most active packs in the city, which in turn attracted more children and of course more parents. The interesting thing about leadership is that leaders emerge. When people see the benefits of leadership, they are more likely to volunteer. Finding my own replacement became easy. When my sons graduated from Cub Scouts to Boy Scouts, the pack had grown to more than 60 boys. Today that pack's enrollment is around 200.

When you are an authentic leader and demonstrate how much you care about the goals of the entire group, your followers will be motivated to do more and be more.

Robert Evans Wilson, Jr. is an author, humorist and innovation consultant. He works with companies that want to be more competitive and with people who want to think like innovators. Robert is also the author of the inspirational book: Wisdom in the Weirdest Places. For more information on Robert, please visit www.jumpstartyourmeeting.com.



Program Evaluation

PDM - October 14, 2015 at Salvatore's
Program: "An Attitude Shift that Ensures Success"
Speaker: Gary Pezzuti

1=poor; 2=below avg; 3=avg; 4=above avg; 5=excellent

Response Average Results:

- 1) Speaker clear & easily understood: 4.9
- 2) The material content was clear & understandable: 4.9
- 3) The program topic was interesting & informative: 4.8
- 4) The questions/answers were direct & to the point: 4.9
- 5) The speaker was knowledgeable: 4.9
- 6) Food & facilities satisfactory: 95% yes; 5% no
- 7) Do you like this format for APICS meetings? 95% yes; 5% no

67 % of those answering the evaluation were members.

Comments:

- ♦ Very engaging and informative speaker; it was interesting to hear how an employer wants to conduct interviews.
- ♦ Useful knowledge and very helpful.
- ♦ How can I obtain a copy of the slides? Great questions and answers.
- ♦ Good to do soft skills for a change.
- ♦ Topic was very informative; did not realize how much people talk about themselves (the "I").
- ♦ Add some Southtowns restaurants; how about Illo's?



Mission Statement: To be the number one resource for Operations and Supply Chain Management education in WNY.
Vision Statement: To develop leaders and inspire individuals and organizations to pursue excellence through lifelong learning and career advancement in the field of Operations and Supply Chain Management.

STUDENT CHAPTER REPORTS



University at Buffalo

UB's Supply Chain & Operations Management Club has had a great semester thus far. Thanks to the generosity of local (and not so local) supply chain professionals, our club members have enjoyed engaging presentations about core aspects of Supply Chain and the career opportunities within it. As the Fall semester draws closer to its end, we still have some exciting events coming our way. Most notably, we will be touring PCB Piezotronics' plant this upcoming Friday. Beyond that, SCOM Club's Executive Board has already begun planning for Spring semester's opportunities!

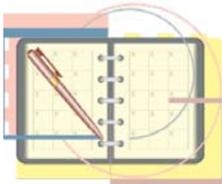
Pat Talbot, President, UB SCOM Club
UB MBA Candidate, 2016



Welcome New Members!

Justin Ball, Conax Technologies
Andrew Gray, Cott Beverages
Thomas Myers, Moog, Inc.
Christine Pierini, New Era Cap Co.

- Donna McGrew, Secretary



Professional Dinner Meeting Highlights!

Please mark your calendar in advance...you'll want to attend!

November 18- Joe Rice, representing Benedict Negotiating Seminars, Inc., will speak at our joint meeting with ISM. Benedict is globally recognized; be sure to attend this introduction to the content in BNS' "Back Door Selling" workshop.

December 16 – What a great way to celebrate the holidays! This year our Annual Holiday Party entertainment will feature The Parkside Avenue Brass and Santa will be soliciting help from member companies who wish to contribute to the gift exchange!

January 20 – We will welcome 2016 with a Plant Tour of Graphic Controls, 400 Exchange St, Buffalo. Details are in development stage regarding logistics for the tour ...stay tuned! Thank you in advance to Graphic Controls for hosting APICS!

February 17 – Jack Cook, PH.D, who presented at APICS International Conference, and is recognized within the Northeast District, as an educator/ trainer and presenter, will be speaking at this joint meeting with ISM. Jack's programs always prove to be entertaining and educational!

Submitted by Kimberly Frew, Programs

APICS Holiday Party

Looking ahead to the holiday party on December 16: Friendship, Music, Entertainment...along with food & libation! This annual event is a great way for us to celebrate the holidays!



Scott Nicastro and The Parkside Avenue Brass are booked for our musical entertainment!

Santa and Santa's helpers will entertain us with engaging games (with fabulous prizes)! We will be soliciting help from members who are able to donate some of their company product to be used for prizes. It is not too soon to be checking the company cupboard for suitable donations!

If anyone is available to assist in this year's holiday party, would you let me know? I am best reached at kimsmithfrew@aol.com or my cell at 716-812-5024. I look forward to hearing from you!

Submitted by Kimberly Frew, Programs

APICS Education Announcement

Attention APICS-Buffalo members: our APICS chapter is currently looking for local companies willing to host Spring 2016 CPIM & CSCP certification courses. If your company is interested in providing highly valuable instructor-led education courses to its employees on site, along with welcoming other area colleagues that wish to participate, please contact Jeremy Ballaro, Education Director at 464-5263, or jballaro@buffalogames.com, for more information.



APICS-Buffalo sincerely thanks Saint-Gobain, Moog, and Xylem Heat Transfer for their Fall 2015 participation as CPIM & CSCP course hosts. Through your generous assistance, APICS-Buffalo is proud to be currently instructing and educating 33 students towards their certification goal across all three sites (20 CPIM students and 13 CSCP students).

Jeremy Ballaro, Education Director



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Buffalo Chapter

For updates on PDM meetings, educational offerings, and networking opportunities.