



Central Minnesota Chapter - P. O. Box 457, St. Cloud, MN 56302 January, 2008  
Visit us at: [www.cemnapics.org](http://www.cemnapics.org)

# January Professional Development Meeting

Tuesday, January 8<sup>th</sup> 2008

January Professional Development Meeting includes a tour of Creative Memories (The Antioch Company) and the December presentation.

## Improving Your Human Capital: More Effective Development of Supervisory Staff

This session will demonstrate strategies and resources that have been taught to more than 6,000 supervisors, managers & business owners and that are currently used to improve supervisory & management skills, particularly for newer supervisors. Participants will benefit from a greater understanding of current applied research and techniques that are quick, effective and easy to use.

Session participants will receive information about, and review examples of:

- 1) Brief Research Overview: Effective organizations & effective leaders
- 2) Da Basics: Teaching Supervision 101 to your new supervisors
- 3) How to supervise different types of employees
- 4) Ideas for supervising underperforming & difficult employees
- 5) Techniques to get employees "on the same page"
- 6) Waaaaay better performance reviews

Session participants will review the above topics during a lecture presentation with an ongoing question & answer format. Actual case will be presented with an emphasis on the leader's leadership role in the management and reduction of conflict with difficult & resistant employees. Examples of all research results, assessment tools & management strategies will be handed out to participants.

Our presenter, Dr. Bruce H. Miles, is the owner & CEO & of the Big River Consulting Group, LLC. For five years, he was an Assistant Professor at St. Cloud State University & taught Graduate coursework in the areas of leadership, planning, finance & personnel. He is a national-level presenter and trainer in the areas of strategic planning, organizational improvement, organizational conflict, & difficult employees.

Bruce has worked as a consultant for the past twenty four years and works with more than 6,000 participants each year in the areas of:

- Strategic planning
- Data collection & analysis
- Leadership training
- Resistant employees
- Organizational effectiveness
- Data-based decision-making
- Personnel issues & decisions
- Difficult people
- Sales/Management Training
- Followership Training
- Firing/Hiring
- Workplace climate issues

**Location:**

Antioch/Creative Memories  
Cartwheel Room

**Schedule:**

Registration	5:15
Tour	5:30
Speaker and dinner	6:30
Wrap up	7:45

**Cost:**

Members and non-members	\$25.00
Students	\$10.00

The Antioch Company is located in the St. Cloud Industrial Park. Take I-94 west to the Opportunity Drive exit. Take the first road on the left to The Antioch Company.

Dinner will be a Steak and Chicken Fajita bar with dessert and beverage catered from Mexican Village Too.

Please make reservations by Noon, on Thursday, January 3, 2008 with Doris Illies at WACOSA. Phone: 320-309-0917; Fax 320-259-4679; Email [dillies@wacosa.org](mailto:dillies@wacosa.org)

APICS is responsible for all meal reservations, including no-shows. Cancellations and no-shows received after January 3, 2008 will be billed.

# Officer's Corner

By John Lien, VP-Marketing

Wow! The New Year is here and that puts us half way to summer. There are still a lot of good things coming from your APICS chapter before then. So far we have had some very successful Professional Development Meetings (PDMs) and a great tour in October of Speedy Delivery. In January a second tour is planned at Creative Memories. Our February PDM will be a joint meeting with Tri State Manufacturing Association and include tours of Tastefully Simple and Donnelly Manufacturing in Alexandria, MN. Make plans to attend. This looks like a meeting you won't want to miss.

One initiative the Board has launched this year is an effort to form a Membership Advisory Committee (MAC). This committee's mission is to understand what new members are looking for and the needs current members want addressed. So far, no members have stepped forward to be on this committee; but there is still time to sign on and give your ideas. Below are the mission and the tasks for the MAC.

- Mission: To provide feedback and expertise that will help the chapter put into motion things that will make our APICS chapter more useful to our existing membership and attractive to new members.
- Tasks: Meet once or twice a year to provide feedback on members needs and brainstorm options to promote the chapter and gain membership.

APICS has a vast body of knowledge and educational materials that can help all of us in our professional careers. In 2008 the national association will be expanding their offerings to members. Check the website [www.APICS.org](http://www.APICS.org) to find out more. Additionally, our chapter's PDMs provide an opportunity to hear from experts in the field and to gain insight on things that are helpful to our careers. The tours are outstanding in letting us see "best" practices first hand and how other companies handle different issues.

I would like to mention a word about the APICS International Conference. Three members of our chapter, Bruce Skalbeck, Darrell Watercott, and Sean Kelsey attended the conference in Denver on Oct 21-23. They have great things to report on what they saw and the seminars they attended. Feel free to ask them about their experience, the conference itself, and what they took away from it. Next year's conference is in Kansas City on September 14<sup>th</sup>-16<sup>th</sup>. Make plans to attend. If you are interested, let a board member know because there are thoughts about chartering buses from Mpls which would reduce the cost substantially.

Starting in the first quarter of 2008 our chapter will begin to send out the newsletters electronically instead hard copy. If you have not provided an email address please give it to Dave Gerhardson so he can update our database. Sending the newsletter electronically will get it to you faster and save the chapter postage expense. Another change in 2008 is our website which will be upgraded with a different look and will provide on-line sign up for classes, seminars, and PDMs. More on that as it gets closer.

Finally I want to congratulate two chapter members who completed their CPIM certification -- Mark Bashan from 3M in Hutchinson and Mike O'Hara from Dezurik Sartell Water Controls. Congratulations on this great accomplishment. Remember that our chapter is dedicated to providing the opportunities for all members to complete certification training. Whether it is CPIM or CSCP, the certification program is a great way to expand your knowledge and advance your career. See the listing of the classes that will be starting in January by checking our website [www.cemnapics.org](http://www.cemnapics.org) and sign up by contacting Dave Gerhardson.

In closing I want to wish our Acting President, Andrew Pung, the very best as he starts a new position at 3M in Michigan. We will miss him. Andrew has been a very active and valuable Board Member. Good luck Andrew as you move to on your career. We know you be successful.

A great 2008 to everyone.

# 2007 International Conference Proceedings Available!

If you are a current APICS member, you can obtain the 2007 APICS International Conference proceedings on CD-ROM for free! Now is your chance to receive a free copy of the conference proceedings which includes presentations from several industry leading professionals on topics ranging from lean manufacturing to supply chain management? Just call APICS customer support at (800) 444-2742 option # 4 and give them your APICS member ID #. Originally, APICS was offering the CD for a moderate fee, but after several requests, they have made it available for free.

## Going Paperless in January 2008

As we transition to a paperless system and implement our new website and ichapter event management software, we will be asking for your e-mail addressees and updated contact info to ensure our electronic database is accurate. Over the next several weeks we will be transitioning to a new web hosting service and a standard APICS format website which will allow numerous member benefits. Our new ichapter software will allow on-line registration for events, a more efficient way to receive chapter related information, a database to keep our member records accurate, and many additional benefits. Thanks for your patience during our transition and we appreciate you sending us your information.

If you currently receive a paper newsletter, you are not on our electronic mailing list, or your contact info has changed, please send your name, member status, APICS ID # (if a member), company, e-mail address, home or work address, and phone # to Dave Gerhardson [mailto:David\\_Gerhardson@newflyer.com](mailto:David_Gerhardson@newflyer.com).

## Interested in joining the APICS board of directors?

The central Minnesota APICS chapter is now recruiting board members. This year is an exciting year with a lot of changes in progress. There is no better time than the present to get involved and help drive this organization to a new level. Not only will you gain certification maintenance points, receive free admission to all APICS chapter events, receive financial support to attend regional and international conferences, join a great network of professionals from multiple industries, and help drive initiatives to support our members, but you will be a part of a team committed to a common vision of educating and providing resources to operations management professionals. If interested, please contact any of the board members listed below to find out more.

### Company Coordinators

Company Coordinators serve as the liaison between their company and the APICS Chapter Board of Directors. They are the source of APICS information about the chapter's educational offerings for their co-workers, and provide feedback to the chapter about the educational needs of their company's management. This is a crucial link between our chapter and the companies we serve.

3 M Alexandria Abrasives  
DeZurik Water Controls  
Gold'n N Plump  
Hunt Technology  
New Flyer  
Redball LLC  
Suttle Appartus  
The Antioch Company  
Trivirix  
RT Enterprises  
Malco Tools

Andrew Pung  
Sandy Machula  
Darrell Watercott  
Barb Hammer  
David Gerhardson  
Kim Benson  
Sharon Haley  
Deb Eisenschenk  
Craig Kissinger  
Marjorie LaTour  
Val Peterson

### Welcome to these new APICS Members:

Dawn Spurbeck      Medtronic

### Thinking about joining APICS?

APICS members can take advantage of discounts on exam fees, seminar and certification class fees, APICS bookstore items, certification self study materials, and more. As an APICS member you get a free subscription to the APICS magazine and access to the career center where you can search hundreds of career opportunities. There are many additional benefits, to find out more, check out the membership portion of APICS.org via the following website → <https://www.apics.org/Membership> or Contact your local CEMN VP-Membership Scott McLaughlin (see contact info in the board member section) to find out how you can become a member.

# CEMN Educational Calendar

## *CPIM Certification Review Class – Detailed Scheduling & Planning*

Certified Production & Inventory Management  
Thursdays (10 sessions – 6-9 pm)  
Dates – Jan 10<sup>th</sup> – March 13th  
Instructor – TBD  
Location - New Flyer  
6200 Glenn Carlson Dr. St. Cloud, MN 56301.

For more information:

[www.cemnapics.org](http://www.cemnapics.org) (“APICS Classes” page)  
Contact Dave Gerhardson VP-Education

## Central Minnesota APICS Board of Directors

### **President**

Position Open

### **President-Elect**

Position Open

### **VP of Finance**

Darrell Watercott  
Gold’N Plump  
Phone: 320-240-6240  
Email: [dwatercott@goldnplump.com](mailto:dwatercott@goldnplump.com)

### **Past President**

Marjorie LaTour  
RT Enterprises  
Phone: 320-252-6830 Ext.103  
Email: [marjorie.latour@rte-inc.com](mailto:marjorie.latour@rte-inc.com)

### **VP of Marketing**

John Lien  
LNJ Consulting  
320-250-4012  
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### **VP of Programs**

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### **VP-Communications/Technology**

Donna Messer  
DCI, Inc.  
Phone: 320-257-4354  
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### **VP of Seminars**

Mark Bashans  
3M Hutchinson  
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### **Faculty Advisor**

Dr. Bruce Skalbeck, PhD, CFPIM,  
CIRM, CSCP  
SCSU College of Business  
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### **Heartland District Liaison**

Scott Imhoff

### **VP of Membership**

Scott McLaughlin  
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### **VP of Education**

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