



JULY 2011

Editor: M. Lecture

Another hot summer and hopefully it is not keeping you from doing the things you enjoy or want to do. If you're doing anything outside in this heat you need to plan a little different and adjust for the heat, dress accordingly, extra water, breaks ... Plan ahead and be flexible or have a Plan B. Simple concepts that can be applied to many things in everyday life as well as business. A Special Thanks to our past president, Hugh Cambell, who passed the baton on to our new president Phillip Gibbons. Hugh has been a familiar face since he decided to fill in as president for an extended term when upcoming president Greg DeSomone accepted a new position out of town. Fortunately ISM Cincinnati has dedicated people who continue to help the group and work to make a successful program.

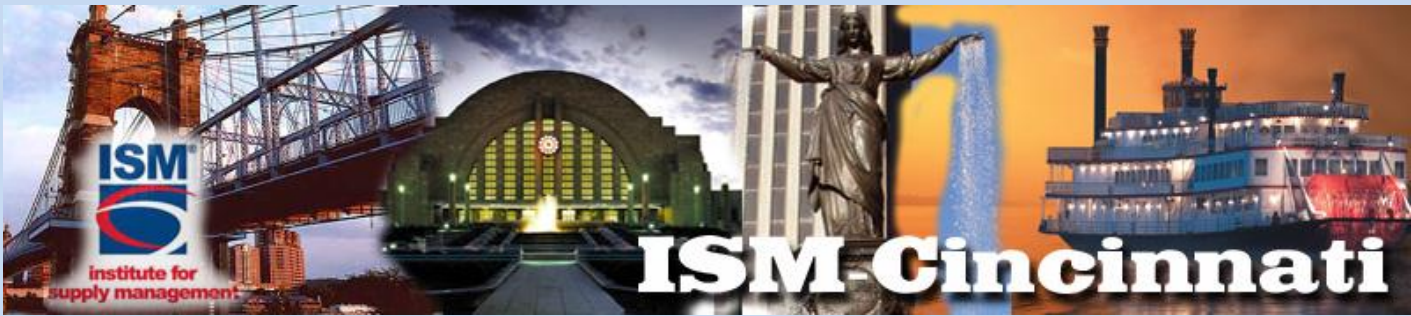


CONGRATULATIONS to our newly elected board members!

- Phillip Gibbons – New President
- Don Johnson – Vice President
- Tim Dunn – Treasurer
- Wallace Kimple – Director, Professional Development
- Jeff Rieck – Director, Marketing
- Randy Nice – Director, Membership services

NAPM-Cincinnati is now ISM-Cincinnati, Inc. Thanks to all the effort put forth to move forward!





We are looking for sponsors for the upcoming PDM's. If your company is interested in reaching a wide variety of sourcing professionals contact one of the board members at the next PDM or send an e-mail to marketeria@aol.com.

LOOKING TOWARD THE UPCOMING YEAR...

Satellite Seminars:



Thursday, October 13, 2011 – 10 am until 2:30 pm

Manage...Lead...Transform: What You Need to Know to be Effective

This program will focus on the concepts of management, leadership and transformation. You will learn how they relate to supply management and how to apply the concepts to your work life and career. (4 ceh)

Thursday, February 9, 2012 – 10 am until 2:30 pm

Category Management and Understanding the Importance of Relationships

The panel will present content on category and commodity management and how they are similar and dissimilar. A thorough discussion of knowledge and skills needed to ensure access to critical products and services will be presented. How relationships impact this subject area will also be included. (4 ceh)

Thursday, April 19, 2012 – 10 am until 2:30 pm

Managing Demand through Effective Forecasting

The understanding of the value and importance of effective demand management and forecasting will be a significant part of this program. Forecasting techniques, demand concepts and other content relevant to this presentation will be included. (4 ceh)



Certification Training

CPSM Bridge Exam Review Seminar (Certified Professional in Supply Management)

Tuesdays; September 13, 2011, October 11 and November 8 – 3 pm until 5 pm

Selected topics from the CPSM Review Seminar will be covered to help prepare you for the Bridge Exam.

The sessions will meet prior to our regularly scheduled monthly Professional Development Meeting. (6 ceh)

CPSM Review Seminar (Certified Professional in Supply Management)

Saturdays; October 29, 2011, November 5, 12 & 19 – 9:30 am until 1:30 pm

These sessions will cover the contents of the CPSM Exam, diagnostics, sample questions and additional resource material. Study skills and test taking strategies will also be briefly covered. (16 ceh)

CPSD Test Preparation Seminar (Certified Professional in Supplier Diversity)

Saturdays, February 11 and 18, 2012 – 9:30 am until 12:30 am

This seminar will provide an overview of the material covered on the Certified Professional in Supplier Diversity™ (CPSD™) Exam, using resource articles, case studies and supplemental content. (6 ceh)



Did you know that NAPM-C not only lists jobs, but we have a volunteer who will send you email notices when we learn of open purchasing jobs?

Click on the link below to learn more. <http://www.ism-c.org/news3.php>



SEPTEMBER PDM

The slide features a blue background with a large, 3D gold dollar sign on the left. In the top right corner, there is a circular inset photo of Phillip Gibbons, a man in a suit and glasses. The text on the slide reads: 'Strategic Sourcing Supplier & Spend Rationalization'. Below this, three questions are listed: 'Do you have too many suppliers?', 'Is your buying leverage in the marketplace less than ideal?', and 'Is Product Standardization a challenge?'. At the bottom, it says 'Join us and learn about proven strategies that address these subjects.'

Phillip Gibbons, C.P.M. is a Strategic Sourcing Manager for Ferguson Integrated Services in Cincinnati OH. Phil has worked for Several Fortune 500 Companies during his 20 plus year career as a Purchasing Professional including; Marriott, IBM and Compass Group North America. Phil currently holds the President position on the board of directors with ISM-C.

Top Interview Secret: Know the Right Questions To Ask

Most interview preparation books are filled with sample questions that you'll have to answer during an interview. While it's certainly important to know how to answer tough interview questions, it's equally important to know how to ASK questions in an interview. There are three good reasons to be prepared to ask great questions during interviews.

- To uncover the interviewer's hiring motives.

- To demonstrate your interest and intelligence.
- To uncover any unspoken concerns or “red flags.”

Let’s look at each of these points:

1. To uncover the interviewer’s hiring motives.

A big mistake candidates make going into a job interview is to assume that they know the hiring motives of the interviewer based solely on the job description. But the reality is that each person within an organization will have a slightly different idea of the perfect person for the job.

It’s up to you to find out the hiring motives of each person you interview within any one organization. Ask a simple question and you’ll know what your interviewer is looking for. Such as:

- What do you see as the most significant challenges for this position?
- What qualities do you look for to fill this position?

Then just listen closely. He/She will tell you just what you need to know in order to tailor your answers to his/her desires.

2. To demonstrate your interest and intelligence.

Nothing works better than a well thought out question to convince your interviewer of the sincerity and interest. Additionally, a good question is the simplest, yet most effective way of impressing them with your intelligence.

The main thing is that you want your question(s) to be specific to the organization you are interviewing with. Avoid generic questions such as “Where do you see your company going in five years?” The interviewer is going to realize you just asked the last five companies that same question. A more targeted and specific question will win you points in the interview, and may tip

the scale in your favor when they’re discussing which candidate to hire.

3. To uncover any unspoken concerns or “red flags.”

Before you walk out of your interview, find out any concerns that may eliminate you as a candidate. This is your best chance to defend your candidacy. This is also your second chance to undo an interview error, or provide vital information. Ask a question something like:

“What concerns do you have that would prevent you from calling me back for the next interview?”

Spoken concerns can be answered with new information on how you’ve overcome challenges, learned new skills, or adjusted to new industries quickly. Remember, if you don’t ask, they will not tell you, and you’ll always wonder why they didn’t call you back.

When it comes to interviews, there is no such thing as over preparation. A resume will get your foot in the door, but the interview will seal the deal. Make sure you're ready to win the job by *asking* the right interview questions.

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Deborah Walker, Certified Career Management Coach

Read more career tips and see sample resumes at:

[www.AlphaAdvantage.com](http://www.AlphaAdvantage.com)

email: [Deb@Alphaadvantage.com](mailto:Deb@Alphaadvantage.com)