



Competitive Edge - Monthly E-Newsletter

Volume XXXV-VIII

April, 2015 - In This Issue:

President's Message

Board of Director Message

SD: Educational Articles

**2015-2016 Board of Directors
Announced**

**April Membership Meeting
Information**

April Sourcing Group Meetings

**Upcoming Professional
Development**

April is Supplier Diversity Month

ISM—New York, Inc. with the generous support of Interpublic Group, New York University and BNY Mellon invite you to...

**2015
SUPPLIER
DIVERSITY
EXPO**

When:
Thursday, April 16, 2015
9:00 am - 2:00 pm EST

Where:
BNY Mellon
101 Barclay Street
New York, NY 10007

Meet your next corporate customer.

Melissa Wahl, CAE
ISM-New York,
Director of Supplier Diversity

Donna Georgio
HighRoad Press
2015 EXPO & Membership Meeting Chair



For More Details and to Register - [Click Here](#)

President's Message

Keith Hines

I know how to set my clock as it relates to the seasons. You "fall" back in the winter months and "spring" forward as humans seek more daylight hours. Perhaps we should take a look at our career clocks as well. What is happening with your career clock?

When it comes to careers, I think the best option is to "step up" or spring forward. One can always "lie down" or "stand still" but in either of these two positions you are likely to get run over in the long run. If you decide to "step up", in procurement you will eventually acquire one of the many varied leadership labels that our profession has available. This includes the opportunity to become a CPO. Either way I have a few thoughts to share with you this month.



Assuming the leadership path is the one you have undertaken, what kind of leader do you strive to be and what traits will make you successful? First, being the boss is easy; you tell people what to do. Being a leader is different, people want to work for leaders and you get more innovative results from people that want to follow you. Servants do what they are told and free people do what they can.

Leaders should challenge, inspire and motivate people to be innovative, creative, take some risk and drive change. Leaders should be strategic, intuitive, and look for a diverse set of skills amongst a team that leads to long term, sustainable results. This reads like text book language but it has proven to be true in my interaction with leaders across the nation.

What are firms looking for in a leader/CPO? Many firms look for CPOs that can bring innovative procurement practices and solutions to cut costs and improve quality. Chief financial officers (CFOs) often seek a new breed of external change agent to "transform" the firm's procurement organization. Financial executives are increasingly bringing on board a new type of CPO to take on the role of "change agent". The word agent makes this role sound more like a "Bond" movie, because CPO's must now be "Agents of Change."

What does an "agent of change" do, "day to day"? A highly successful CPO should be adaptable and be compatible with the firm's culture. The CPO should be skilled in three major areas; internal stakeholder engagement, aggregation and management of spend and creation of a center-led procurement model that saves money, improves internal and external relations and advances innovative practices throughout the firm. The first challenge for any CPO is stakeholder engagement. Stakeholder engagement is heavy lifting, only the strong need apply for this role. If you are not skilled in this area your efforts could stall.

As I reflect more on the role of the CPO, I am reminded of some traits that I admire and admired, as well as some that are less desirable in my opinion. A CPO who can empathize with stakeholder's pain points and gain the respect of his/her team is more likely to build stronger relationships and be successful. A procurement leader who talks excessively is likely to come across as a proselytizer to stakeholders and staff. The ability to understand customers and stakeholders, but also gain their respect and improve the experience for the organization becomes the secret formula that solidifies the relationship between the procurement organization and the respective groups they must interface with.

A CPO is always short on time, but should be a good listener; this trait often improves the perception of the ability to problem-solve and helps the CPO become a valued trusted adviser. He or she should also "understand" what drives the organization. Collaborative engagement with stakeholders is often a long and gradual process. Patience and tenacity are also good traits to have or develop.

Finally, you need a little humility. Learn to understand that basically you are sharing your experiences and they don't always provide the correct answer in every situation, but can certainly help to guide your decisions. Leave the ego at the door, most smart procurement people know what their leaders know, they just don't have a "platform" and the secret road-map (strategy) to guide them through the minefield of leadership bombs that will explode if one is not careful.

Leaders should have a number of skills, I have shared my thoughts on a few of them with you this month, let's continue the conversation at the next ISM meeting.

Regards,

Keith Hines

Supplier Diversity EXPO & Membership Meeting

April 16, 2015

Two Great Events: One Day of Supplier Diversity

The **Supplier Diversity EXPO** is an event which allows diverse suppliers to meet with ISM-New York corporations.

Membership Meeting Keynote Speaker



Scott M. Stringer,
New York City Comptroller

Agenda:

EXPO - 9am - 1130am

Membership Meeting: 1130am - 2pm

[Click here to register](#)

EXPO & Membership Meeting is included in membership benefits for all ISM-New York dues paying members.

Non-Members, Diverse Supplier benefit with special EXPO & Meeting Pricing. Click the registration link for details.

Know a diverse supplier who should be invited? [Click here](#) to send us an email and we will send them an invitation.

Director of Supplier Diversity

Melissa Wahl, CAE

CELEBRATING SUPPLIER DIVERSITY MONTH AT ISM-NEW YORK

At ISM - New York, Supplier Diversity is a business imperative all year long, that encourages the inclusion of minority and women-owned businesses as an integral part of corporate supply chains. Diverse businesses are the fastest growing segments of the U.S. economy. Sixty to eighty percent of all new jobs each year come from small business. Corporations who partner with diverse suppliers benefit from innovative products and services while also growing local economies in their communities. According to American Express OPEN, as of 2014, there are nearly 9.1 million women-owned businesses in the United States, generating over \$1.4 trillion in revenues and employing nearly 7.9 million people. The Nielsen Company estimates that there are approximately 5.8 minority owned businesses generating approximately \$1 trillion in revenue and employing nearly 6 million workers.



ISM - New York's Supplier Diversity Committee, consisting of diverse suppliers and corporate members share this passion, and members are highly engaged in planning our 2015 Annual Expo & Meeting taking place on April 16th at BNY Mellon. Our featured keynote speaker is the honorable Scott Stringer, the New York City Comptroller. Register now to participate in two great events in one single day of Supplier Diversity.

The Supplier Diversity Committee is proud to present the inaugural Outstanding Supplier Diversity Program Award during the Expo to recognize a Corporate Member who has demonstrated a commitment through innovative and effective contributions in the profession and the development of diverse suppliers.

Committee members have also researched and shared best practices in benchmarking articles in this newsletter issue and are preparing a webinar on Ten Things You Need to Know about Supplier Diversity to be presented later this year.

The mission of the Supplier Diversity Committee is to motivate, educate and provide guidance to ISM - New York members on supplier diversity issues and initiatives. All members of ISM - New York who share an interest in promoting supplier diversity, regardless of the status of an "official" corporate program, are invited to participate.

Sincerely,
Melissa Wahl

April Sourcing Group Meetings

This month we will be offering two separate sourcing group meetings. Click the sourcing group name for more information and to register.

Healthcare Industry Sourcing Group Meeting - April 21, 2015

Consumer Products/Goods & Retail Sourcing Group Meeting - April 28, 2015 - WEBINAR

Upcoming Professional Development & Certification Review

Click the title for more information - Click here to download a [Registration Form](#)

[Vendor Audits and Assessing Vendor Risks - 4/2/15](#)

[Project Management - 4/23/15](#)

[Identifying and Eliminating Security Threats in your Supply Chain - 5/7/15](#)

[Contract Drafting Workshop for Supply Management Professionals - 5/28/15](#)

SD: Educational Spotlight

Toby Simpson, Fleur Callender, Sanela Dervisevic

ISM-New York's SD educational committee provides to the membership three articles to assist ISM-New York members to be more informed in the area of Supplier Diversity.

CAPS Research provides practical research for their corporate members and future insights for the academic community as non-profit supply chain research organization. [Source: capsearch.org]

1. Supplier Diversity 2014 Metric: The 2014 Supplier Diversity spend management benchmarking report provides the results from a survey of 97 organization across a variety of industry sectors measuring their Supplier Diversity Program Performance. While the report will provide you with great insights, one highlight shows a positive trend in that more than 40 percent of the survey respondents reported an increase in their total number of diversity suppliers while only 25 percent reported a decrease in their base of diversity suppliers.

In previous years the reports only focused on diversity spend as a percent of total spend. This year's report also looks at diversity spend as a percent of spend that is managed and/or controlled by the supply management group. Some organizations refer to this as 'sourceable spend'. [Read Full Article](#)

2. Best Practices in Minority Development: The National Minority Supplier Development Council Best Practices in Minority Development is basically a standard set of Best practices for corporation to use when developing their Minority Supplier program. Corporate members share various building blocks, task, practices and processes that have been pertinent in the successful development on minority suppliers.

The document outlines 8 main goals to implement when developing or assessing supplier diversity programs, and identifies measures of success on for each goal.

Corporations who contributed to the publication of this document are Johnson & Johnson, ARAMARK Corporation, The TJX Companies, Motorola, PepsiCo, Inc., and Robert Half International, Inc. [Read Full Article](#)

3. Driving Value Through Supplier Diversity
[Read Full Article](#)

CONGRATULATIONS



ISM-New York would like to congratulate our members on their most recent accomplishments:

CPSM

Ed Aviles, XL Group
Neal Kwait, Immucore
Denise Liddy, XL Group
Gina Spiezia, XL Group

Report from 2015-2016 Nominating Committee

In accordance with the ISM-New York Bylaws, Article VIII, Section 1 and Section 2, the nominations for office in the Institute for Supply Management-New York, reported by the Nominating Committee, to be read at the April 16th membership meeting of the Association and will be voted on by the membership at the Annual Meeting on May 21, 2015 at the PwC Offices Auditorium as follows:

Officers:

President -

Gary A. Smith, CFPIM, CSCP, CPSM, CPSD - NYC Transit Authority

First Vice President - Nancy Murray - WME / IMG

Second Vice President - James Martin - Broadridge

Treasurer - Stacy Ferrara, CPSM - Tag

Director of National Affairs -

Keith Hines - PricewaterhouseCoopers

Directors:

Director of Membership - Michael Arpino - American Express

Director of Professional Development - Jill Zunshine, SLCR

Director of Sustainability & Social Responsibility -

Issac Fang - ChainIQ

Director of Affiliate Development -

Elaine Griffith, C.P.M. - SiriusXM Radio

Director of Member Events- Teresa Harper - McCann Worldwide

Director of Supplier Diversity- Melissa Wahl, CAE - WPEO/WPO

The nominations for office in the corporation are hereby published in accordance with Article XII, Section 4 of the Bylaws of ISM-New York, Inc., which reads as follows:

"The Nominating Committee shall send to the Executive Director on or before March 15 of each year the names of its nominees for the elective offices, including directorships, next falling vacant under the Bylaws. The written consent of each nominee to such nomination shall be forwarded to the Executive Director together with such names. At least four days before the April meeting of ISM-New York, the Executive Director shall mail to the members the nominations made.

In addition to the Nominating Committee provided for in Section 1 of this Article XII, any twenty or more active members may constitute themselves as an independent Nominating Committee and may present to the Executive Director on or before May 1st of each year the names of the candidates whom they nominate, together with the written consent of such nominees to such nomination."

The above slated is submitted to the membership by the Nominating Committee. [Click here](#) for short bios of the nominees presented in this slate.