

Program:



WNY's (very own) ISM Manufacturing Index - Why is it Important and What Does it Actually Mean?

Globally, the ISM Manufacturing and Non-Manufacturing Report on Business® are the most reliable economic indicators available. Widely quoted in business media, they guide supply chain professionals, economists and government and business leaders allowing them to identify trends that impact their businesses.

Dr. Jay Walker will facilitate a discussion covering the basics of the Buffalo Area ISM report, explaining how the indices are calculated and what they may mean to local industry practitioners. Members will be solicited for feedback on what can make the report, and the information contained in it, more useful to them as users of the information. He will share his thoughts on local and broader trends in manufacturing, along with the overall macroeconomic environment.

The local manufacturing Business Survey was launched in September 1960. Sometime in 2016, the association hopes to launch a Non-Manufacturing Report on Business mirroring the national categories and questions.

Speaker: Dr. Jay K. Walker, Ph.D.

Dr. Jay Walker is currently an assistant professor of economics at Niagara University joining the faculty in the fall of 2012 following receipt of his Ph.D. at the University of Memphis in Memphis, Tenn. Originally from Arkansas, he received his bachelor's degree in economics and finance from Arkansas Tech University and a master of business administration (MBA) from the University of Mississippi. Prior to beginning his doctoral study, Jay worked in both the retail and insurance industries as an analyst. He has helped coordinate the Buffalo Area ISM report since his arrival in Western New York in August 2012.

Reports are archived on our web site.
http://www.ismbuffalo.com/files/BuffaloISM_February2016.pdf

Educational Dinner Meeting

**Wednesday,
April 13, 2016**

Bobby J's Italian American Grille

204 Como Park Boulevard
Cheektowaga, NY 14227

5:00 - 6:00 p.m.... Registration, Cash Bar & Networking

6:00 - 7:00 p.m... Meeting & Dinner

7:00 - 8:00 p.m..... Program

\$30.00 - Members

\$35.00 - Non-Members/Guests

\$15.00 - Full-Time Students

Family Style Dinner

Chef Salad & Bread

Roasted Beef Aujus

Breaded Breast of Chicken

Garlic Mashed Potatoes

Vegetable

Pasta with homemade Romano Cream Sauce

Coffee, Tea & Dessert

Reservations requested by Wednesday,

April 6 but will be accepted later.

ismbuffalo@roadrunner.com

or (716) 648-0972

* Please cancel if unable to attend.

EARN (1) CEH

A full day of learning...

SCM Symposium

Friday, April 15, 2016

The Protocol Restaurant

Full details within this newsletter.



Buffalo Buylines

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Mission Statement

The Mission of ISM-Buffalo, Inc. is to advance the purchasing profession through high ethical standards of conduct and fairness and to encourage the social and educational opportunities of its members to be effective as possible in their profession.

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www.instituteforsupplymanagement.org

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www.mypurchasingcenter.com/purchasing/profiles/ism-new-york-new-jersey-forum



Cheektowaga.

- April meeting – Jay Walker, WNY Economy/Economics
- May meeting – Michael Diati, TBD
- June meeting – Awards and Installation Dinner

I'm happy to say that our March "Executive Night and Vendor Fair" was a success, with approximately 100 people in attendance. We had 16 vendors and a great keynote by Stephen Harrington of M&T Back. I would like to thank Stephen, as well as all of the vendors that were able to participate (you can find a list of the vendors and their contact information posted on our Facebook page, ISM – Buffalo, Inc.).

We hope to see you at our April 13th meeting!

Dominic LoTempio, CPSM
President, 2015-2016

ISM-Buffalo Monthly
Business Survey Reports
are archived on our web
site at
www.ismbuffalo.com



Join our Facebook page, **ISM – Buffalo.**
Join our LinkedIn group **ISM– Buffalo Chapter.**

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Supply Management Career & Job Market Blog



It is quite interesting. Many career opportunities in supply chain, procurement, commodity management, or contract management have negotiation as an inherent part of the job requirement and expected job duties. And yet, many of us struggle with what to do after that job offer or offers come in. Elated by the fact that our skills and experience become “validated” by an employer’s job offer, some struggle with what to do next. The answer is simple enough; do what we as supply managers/procurement professionals do best, drive the deal to conclusion! But we must consider the negotiation points and consider our bargaining strength. Like any deal, preparedness is key.

Depending on the specific job, the industry, and/or the employer in question, one should consider the wide spectrum of benefits and perks, including health care, retirement plans, flex time, signing bonuses, day care options, employer-provided cell phone plans, laptops, wellness or gym memberships, certifications, ISM license fees or continuing professional education (CPE). A good indication of how a prospective company values the procurement profession is had by whether or not they pay or reimburse for professional license, ongoing education and, of course, ISM membership.

Don’t forget that although the discussion can for some feel awkward, a guaranteed severance package discussion should be considered, as this may be the only time such a benefit can be discussed. A wise matrimonial attorney once observed, the time for a pre-nuptial agreement is while both parties are in love.

Your priorities will be yours alone to decide; Millennials generally value flexible work arrangements and paid time off much more than boomers who tend value the bottom-line salary, health insurance and retirement plans. Many a boomer has been heard to lament: “Vacation time? I don’t have the time to take one, and time away produces more stress when I get back to the office.” Decide what is important to you.

So how do you navigate the job offer negotiation? Some thoughts to consider:

Do the legwork. Information is essential, so come to the table with your homework done. Research the employer, websites, news releases, industry trade publications, government sites, i.e. Edgar.gov. LinkedIn is a terrific resource to leverage. With this information you can evaluate an offer comparing it to industry standards for your level of experience. Ask if the company encourages and sponsors membership in the ISM.

Always take the time to digest the offer. One should take a full day or two, minimum to fully understand the offer. You’d never negotiate a sourcing deal, driven by emotion, don’t be quick to judge or too quick to accept an offer. Request the time necessary to review what the employer is offering and what other benefits you might like to negotiate.

Consider differences amongst employers. The rules are to

some extent aligned with the size of the company. Which perks you’re able to negotiate will vary; for instance, small family run organizations may offer fewer perks than larger ones but they might make up for that in other ways—such as by offering more flexible scheduling.

Present WIN/WIN justifications. Bring empathy to the discussion; for each ask, present to the employer why it makes sense for both you and them. As an example, if you ask to work from home, focus on how your productivity will be higher than if you work in the office. Or, to justify a wellness allowance, you might focus on how this might save your employer future health care costs.

Remain reasonable but straightforward. See everything as negotiable but you must do so in context of what the market will bear. Staff may not be offered country club memberships, but it is reasonable to ask for a company cell phone, or a laptop to enhance mobility.

Negotiate the complete package. List your top seven priorities outside of salary, and weigh their importance. Assign a monetary value to each element of the bundle. Remember the ability to secure each is a function of your negotiation leverage. Consider your show stoppers and as with any sourcing deal, you must consider and measure your response to any push back; including, being prepared to walk away.

The second rule of Negotiation 101: Anticipate pushback. Anticipate the word “no” during negotiations. No is a good signal that you’ve reached a boundary but you must then determine if the “no” is a matter of policy, preference, or opinion? Take joy in the fact that “No” is the beginning of the negotiation and not the final word.

Mistakes to avoid. Timing is essential: Don’t start negotiating until you’ve received an offer. This is hard for many sourcing people. Overcome the temptation and refrain from negotiating too early. Wait until an offer has been received; preferable in writing. Second, do not accept until all elements are reviewed and finalized. Don’t make the process “death by a thousand cuts” ugly. An iterative “ok, but wait there’s more” approach, may test a hiring manager’s patience and leave them questioning how you’d do representing the company with this sort of lightweight move. Negotiate the package and offer a handshake when all elements are resolved.

Keeping these thoughts in mind when an offer is received is important to successfully navigate the process. Lay atop this process the desire to cultivate and help influence timing of multiple offers to occur within a decision window; you will need to bring grace, diplomacy, tact and good old fashioned horse sense to the table. The good news is when the first offer is received it will seemingly by magic spawn other offers. Good Luck.

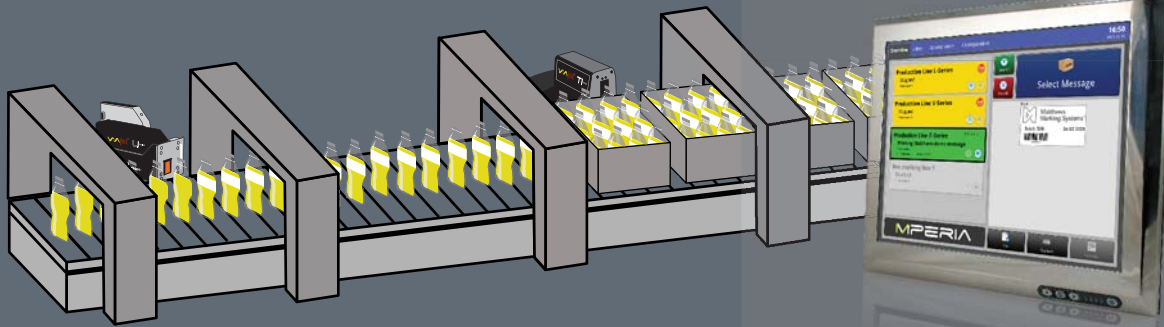
Job Listings:

Procurement Category Manager: Unifrax, Experienced, Master’s Degree, apply online.

Moog: (2) leads: Lead: Supply Chain Product Line; Buyer/Planner, Apply via website.

Gregory Nerogic, CPSM, CPA
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Scholarship Applications Due April 1st

ISM-Buffalo is accepting applications for the **William J. Gamble Memorial Scholarship** to be awarded to a member of ISM-Buffalo or the spouse, son, daughter, niece, nephew or grandchild of a member of ISM-Buffalo.



Applicants must be enrolled as a full-time student in a two (2) or four (4) year institution whose programs are considered above the high school level. Full time is interpreted as twelve (12) semester hours per semester, undergraduate, or nine (9) semester hours per semester, graduate. A transcript of records showing the most recent semester completed must accompany the application which must be received on or before April 1, 2016.

Applications for this years award are reviewed by the committee after April 1 and are judged solely on the applicant's scholastic ability, career plans and community activities. No advantages are given the applicant based on his or her relationship to an ISM member. Only the chairperson of the committee knows the names of the applicants to insure non bias on the part of the committee.

The committee is comprised of five former William J. Gamble Memorial Award winners. They are: John E.

Domres, Sr., C.P.M.(chairman); Debora Pusateri; Barbara L. Arber, C.P.M.; Deb A. Hasley, CPSM; and Timothy J. Terrana, C.P.M.

Applications may be obtained by contacting our Executive Secretary, Nancy Boyd Haley at the association office (716) 648-0972 or ismbuffalo@roadrunner.com.

Nominate a Member for Association's Top Honor

ISM-Buffalo is also accepting nominations for the **William J. Gamble Memorial Award** for the 2015-2016 program year. This is our organization's highest honor and it recognizes the exceptional service to the purchasing profession that both William J. Gamble and a chosen recipient have. The importance of the award goes beyond measure – to say you are a recipient of the award is truly an honor and solidifies your place in the history and legacy of our organization. If you know a member that you feel meets the criteria of the William J. Gamble Award, please submit your recommendation to John E. Domres, Sr., C.P.M. through ISM-Buffalo by April 1st. The Committee will review all recommendations at their April meeting.

John E. Domres, Sr., C.P.M.
Chairman, William J. Gamble Committee



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Crowd Gathers for Supply Chain Month Vendor Fair & Meeting



The March 9 Executive Night & Vendor Fair at the Millennium Hotel Buffalo drew 16 vendor companies and 100 guests. At left, June Sokolowski, CPSM of UB accepts her framed CPSM certificate from ISMB President and co-worker Dominic LoTempio, CPSM. The evening included a keynote address from Stephen Harrington, Chief Procurement Officer for M&T Bank about their procurement best practices. A great way to celebrate Supply Management Month!





ISM-Buffalo presents a full day of learning...

SCM Symposium Friday, April 15, 2016



Protocol Restaurant
6766 Transit Road, Williamsville, NY 14221

Key Learning Points/Presentations:

Spend Analysis/Total Cost of Ownership/Make vs. Buy

- ♦ Describe the importance of planning data collection and extraction
- ♦ Describe the steps for successful data collection and extraction
- ♦ Create well-written problem statements
- ♦ Develop questions by assessing assumptions
- ♦ Create a sampling plan
- ♦ Calculate the total cost of ownership
- ♦ Build a business case for make vs. buy decisions
- ♦ Conduct a spend analysis to determine how to better leverage purchasing power

Negotiation Skills/Professional Development & Demeanor/Developing a Department

- ♦ The Function, Value and Activities of Procurement: How to maximize the Return on your People, Process and Purchases
- ♦ Negotiation Skills/Tactics
- ♦ Game Theory Applied to Business, Negotiations and Life
- ♦ Personal Skills Refresher - be the best where you are and prepare for the future

Presenters:

Jack Cook, Ph.D., CPSM, CFPIM, CSCP, CSQE
(Professor, speaker, author & consultant)

A professor for over 30 years at RIT, Washington State University and SUNY Geneseo. Currently assistant professor of management information systems at SUNY-Brockport. His areas of expertise include supply chain management, lean thinking, information systems, operations management, and electronic commerce. Extensive teaching and

training experience over two decades with over sixty conference presentations and numerous journal articles. Popular speaker and certification training instructor for ISM-Buffalo. Has an entertaining and engaging approach and is known for bringing theories to life.

Debora Alessi, C.P.M., MBA

(SCM Professional, Adjunct Professor)

Deb is currently Dir. of Contracting at Premier, Inc. Prior experience includes 21 years of health care supply chain experience, with the most recent position as VP of Corporate Materials Management at a multi-facility system in WNY. Throughout her career she has been called on to lead strategic projects in addition to her supply chain responsibilities that include change management, leadership development and process improvement. Deb was also a board member and developer of a 14 member regional alliance. Deb has an MBA and is a lifetime C.P.M. She is an adjunct professor, teaching an SCM class at Niagara University. Member and past president of ISM (NAPM)-Buffalo.

Schedule:

- 7:45 - 8:30 am.....Registration & Continental Breakfast
- 8:30 am - Noon.....Jack Cook's presentations
- Noon - 1:00 pm.....Lunch - Buffalo Buffet
- 1:00 - 4:30 pm.....Deb Alessi's presentations

Fees: includes instructional material, continental breakfast, lunch and snack breaks.

ISM-Buffalo Members: \$95.00

Non-Members: \$125.00

Earn 7 CEH for this very affordable event!

Space Limited; RSVP early to secure spot.

REGISTRATION FORM: SCM Symposium - Friday, April 15, 2016

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DOUBLE DOWN DOUBLE DOWN

Membership Recruiting Program

- ♣ **Share the Knowledge!**
- ♣ **Share the Experience!**
- ♣ **Get Paid!**

For any new* Regular Member that you recruit, ISM-Buffalo will give you a check for \$30.00....or Double Down and get \$60.00 in credit toward ISM-Buffalo educational dinner meetings or seminars. Your choice.

You know potential members -- co-workers, SCM pros from your supplier companies, neighbors...think about it. Share the knowledge gained from your membership in ISM. Talk to them about educational dinner meetings with topics on contracting, logistics, etc. Let them know about our plant tours.

** Applications available from Nancy at the office or on our web site at ismbuffalo.com. Make sure your name is on the new member's application after "How did you find out about us?" If joining on ISM national's web site, have them note promotional code "MBR050" and notify us of your new member's name.

* A new member is defined as an individual that has not been an ISM National (Regular) member since 1/1/2012.

The program will run through May 31, 2016.

A special thank you to the following companies that donated prizes for our March 9 special event:

Constellation Energy, Pooley Inc., Huber Electric, Jamestown Container, MidCity Office Furniture, Corr Distributors, PPM Business Services, Johnson Controls, East Side Machine, Philpac, Sherwin-Williams Co., and Pivot Machine/Zip Industrial.



EDUCATIONAL DINNER MEETING

Wednesday, April 13, 2016

Speaker: Dr. Jay Walker, Niagara University

Place: Bobby J's Italian American Grille, 204 Como Park Blvd.

PLANT TOUR

Spring 2016

* Would your company host a tour? Contact our office.

SCM SYMPOSIUM

Friday, April 15, 2016

Place: Protocol Restaurant

Full Day of seminars and workshops

EDUCATIONAL DINNER MEETING & ELECTION NIGHT

Wednesday, May 11, 2016

Speaker: Mike Diati, Business Consultant/VP, Speed Global Svcs.

Place: Protocol Restaurant

INSTALLATION & AWARDS DINNER MEETING

Wednesday, June 8, 2016

Place: Curly's Grill, Lackawanna

TWIN TIERS GOLF OUTING & CLAM BAKE

Tuesday, June 21, 2016

Place: Bradford Country Club

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