



**institute for
supply management**

ISM—St. Louis, Inc.

Buylines

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President's Message: Transition

As our fiscal year ends on June 30, 2011, many exciting events are still happening in our affiliate. At our April General Meeting we held our annual election and elected our officers and directors for the upcoming year. We welcome our returning officers and those newly elected including Rebecca Klutho as our President, Larry Jackson as our president-elect, and Andy Singer as new vice president. This month's general meeting agenda will be extremely active as in addition to an outstanding guest speaker, we honor our Past Presidents, and present our annual Supply Manager

of the Year Award to a very deserving individual, and officially install the 2011/2012 Board of Directors. Also, your new Board will be meeting in June to plan next year's affiliate calendar, marketing/membership activities, and overall strategy direction.



Please feel free to contact anyone of your Affiliate Officers with ideas and suggestions.

They are always welcome and are always considered.

Thank you,
Marty Rutkovitz
President

Next General Meeting
May 24, 2011

Spazio's

6:15 pm Dinner

Welcome Past Presidents!

By: Patrick C. Williamson C.P.M.

The May 24th meeting at Spazio's is Past Presidents Night as well as the Installation of the new Board Officers and the announcement of the ISM Saint Louis Supply Manager of the Year. It promises to be a fun and exciting night to meet and greet old as well as new colleagues. Our speaker that evening will be Mike Babineaux his presentation "Leading Teams (A Lot Like Herding Cats)" promises to be educational as well as fun. We look forward to seeing all of you for the final meeting of the 2010-2011 year.

Mike was the first Buyer Federal Express hired when it started operations in Memphis in 1973. Beginning with the purchasing of aviation parts and supplies and moving on to high-level negotiations for the company's major acquisitions, Mike has had his hand in most of FedEx's supply management over his 30 year career. He's held many of the buying and management positions in the FedEx Supply Management organizations.

In 1983 Mike earned his Certified Purchasing Manager (C.P.M.) designation and in 1996 was awarded the Accredited Purchasing

Practitioner (A.P.P.) accreditation from the National Association of Purchasing Management (now the Institute for Supply Management). He received lifetime certification of both in 1993 and most recently was awarded the Certified Professional in Supply Management (CPSM).

Mike's last position at FedEx was as a Sr. Business Specialist of Supply Chain Management in FedEx's Strategic Sourcing & Supply Chain Management division. He specialized in advanced supply management practices and techniques. In addition, Mike was responsible for the design and delivery of professional development programs to over 100 logistics and supply managers and others at FedEx who had a need or desire to learn more about its supply management practices and techniques.

Mike has guest lectured at universities and has been guest speaker at supply management and other professional association meetings as well as the ISM and PMAC International Purchasing Conferences. At the 88th ISM International Conference Mike was awarded the prestigious Education/

Learning Person of the Year for his outstanding achievement and dedicated service to the Institute for Supply Management.

Without a doubt Mike has earned his place in the history of FedEx and is continuing to provide FedEx and other organizations from all over the world with innovative and advanced logistics and supply chain management theories, practices and precepts through his own firm, Babineaux Education, Service and Training, Inc.

Finally, I would like to personally thank the Board and the Members of ISM Saint Louis for allowing me the privilege to serve as your Professional Development Director for the past three years. It has been an honor to serve with such dedicated and professional individuals that made up the board for those years. I pass on the torch knowing that it is in good hands.

Patrick C. Williamson C.P.M.



Did You Know? ISM Membership Counts Toward Continuing Education (CEH)

Pop quiz, supply management pros: Which of the following can you do to earn Continuing Education Hours (CEHs) to maintain your CPSM?

- A) Taking courses online via the ISM Knowledge Center
- B) Attending ISM's free monthly web seminars
- C) Attending ISM affiliate meetings
- D) Just being an ISM member
- E) All of the above

If you didn't answer "E, All of the above" — try again. It's true — each and every one of the actions listed can result in CEHs, including ISM membership. Members are eligible for one CEH per each year of active ISM membership during their current certification period.

You're probably thinking it can't get any easier to maintain your certification. And you'd be incorrect again! You can also get CEHs with college courses (taking or teaching), pub-

lishing an article, attending ISM's Annual Conference or participating in some employer-provided training.

For details on CEH qualification, visit the Professional Credentials [section](#) of the ISM website or e-mail certification@ism.ws.



Deadlock Breaking Negotiations Seminar

(Moving from Confrontation to Collaboration, even after they've said No!)

Wednesday, May 25, 2011 8:00 AM - 4:00 PM

Submitted by: Andy Singer C.P.M.

Where: Spazio Westport, 12031 Lackland Road, St. Louis, MO 63146

RSVP Date: Thursday, May 19, 2011

Seminar Summary

There are two different views of or approaches to negotiating. One view holds that negotiating is what we do to defend our solutions or positions, prove we are right, and win. When we take this view, then strategies and techniques for making our opening demands, positioning ourselves, and trading concessions are very important to us.

The other view of negotiating holds that negotiating is what we do to meet both mutual and differing needs, and create mutual understanding and acceptance so that both sides walk away satisfied. When we take this view, knowing how to recognize our own and others' needs and directing a conversation to create mutual understanding and acceptance are very important to us.

This program explains how to accomplish the second view by leading people who are attached to the first view (wanting to be right and to win) into the second view (wanting to meet the needs of both parties).

Tools or Concepts:

- Learn four typical causes that bring negotiations to a point of confrontation
- Learn four techniques to move negotiations to a point of collaboration
- Learn counters to tactics that are designed to put negotiators at a disadvantage

Workshop Outline:

- Understanding of Negotiations and Deadlocks – How we define what we're doing makes a difference
- Negotiation Flow Analysis – Entrance, Exploration, Give & Take and Closing
- Discussion of Deadlock Causes & Breakers – Four typical causes of deadlocks and strategies to move the negotiation along

Breakfast and Lunch will be provided.

ISM - St. Louis Member Fee \$200.00

Non-Member Fee \$250.00

Registration Info:

ISM St. Louis Members: Login and sign up today at www.ismstlouis.org .

Non-Members: Please register using the following link: <http://quest.cvent.com/d/2dqbkl/10> .

If you have any questions, please send an email to: education@ismstlouis.org .



ISM-St. Louis Member Get A Member Program

The goal of this program is to increase the ISM-St. Louis membership counts through involvement of current members.

Overview

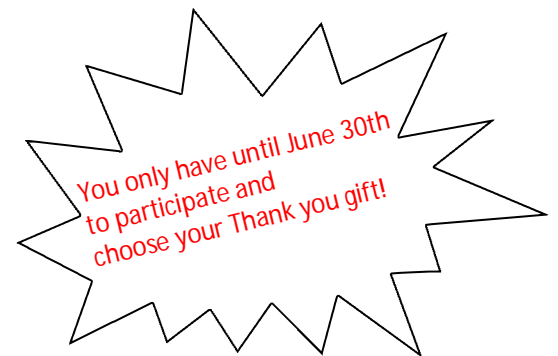
As ISM-St. Louis expands its membership, your toolkit of supply chain contacts, resources, experience database, and knowledge also expands. With each new member, our organization expands in supply chain depth and breadth. Because of this, we've devised a way for you to help yourself and fellow members expand their toolkits and for you to gain rewards at the same time . . . thus let me introduce the ISM-St. Louis Member Get A Member program.

Program Details

We'd like for you to help ISM-St. Louis grow its membership and as a thank you, we're going to reward you for those efforts. For every three (3) new members that you recruit (the new member must sign up for a one-year paid membership) between now and June 30, 2011 we'll allow you to choose a thank you gift of your choice from the selection on the left.

Thank You Gifts

- Four (4) passes to the St. Louis City Museum
- "Zoo Goer" St. Louis Zoo Membership
- Golf certificate to Crystal Springs Quarry
- "Garden Member" Missouri Botanical Gardens Membership
- One (1) hour massage from Massage Envy
- Wine Tasting Party
- Subscription to a monthly magazine (*restrictions apply*)



Get Started Now!

To begin participation in this program, send us the name of your first recruit and we'll keep track of your progress towards your thank you gift. Email us at Membership@ismstlouis.org

Thank You,
ISM-St. Louis Director of Membership



'Skyrocketing' logistics costs drive up cost of US consumer goods.

Reprinted from Procurement Leaders Magazine

Due largely to "skyrocketing" logistics costs the retail prices US consumer goods are likely to rise by 10-15% later this spring and into the summer, experts predict.

According to a new survey of retail goods manufacturers and importers, increases are due to spikes in commodities and logistics costs. 94.4% of those surveyed believe that the increased cost of cotton will affect the cost of high cotton content products such as sheets, t-shirts and socks, this spring and summer with almost half (44.4%) expecting prices of high cotton content products to increase by 10% or more.

The Global Retail Manufacturers and Importers Survey, conducted by Capital Business Credit LLC (CBC) warns that the "skyrocketing cost of logistics" - due in large part to the rising cost of oil - is a major cost concern (80%) for importers and manufacturers. 62% of respondents said that logistics costs have increased by more than 5% in the last 12 months and over half (54.2%) cited oil as the cause of increased logistics costs of 5% or more.

To deal with the increased cost of logistics, 35.9% of manufacturers and importers are absorbing the

cost, 28.2% are passing along this cost to the retailer/customer and 35.9% are absorbing some of the cost as well as passing some of the cost along.

"The rising cost of logistics will have a significant effect on manufacturers, importers, retailers and consumers. Margins will be cut and prices will increase, causing stresses and cracks along the entire supply chain. Current events will only amplify these already existing problems," said Andrew Tananbaum, executive chairman of Capital Business Credit.

"The findings of the CBC survey reveal that there has been a fundamental shift in the marketplace and that this will have a direct impact on the everyday consumer. The increased costs of logistics and raw materials have created the perfect storm whose elements will be visible this spring and summer."

The survey polled over 70 manufacturers and importers, and was conducted throughout the week of March 14, 2011.

Additional key findings in the survey included: more than half (62%) of respondents said that their logistics costs have increased by more than 5% in the

past year.

Of those who identified an increase in logistics costs, almost two-thirds (64.1%) are passing at least some portion of the increased cost along to the retailer and consumer, causing retail prices to escalate even more. For manufacturers and importers the rise in oil prices (89.6%) as well as the conflicts in Egypt and Libya (62.5%) is the driving force behind this increase.

"Speculation of inflation has haunted the global economy since the recovery began. This fear has been due in part, to the rising cost of raw materials. We now have concrete proof that the cost of raw materials correlates to higher consumer prices. At CBC, we believe this is a sustained change that will continue into the fall season and beyond" said Tananbaum.



Escalation in piracy places supply chain under pressure!

By Patrick Burnson, Executive Editor, Supply Chain Management Review

The global supply chain, now dealing with disruptions due to the Libyan conflict and Japan's post-disaster rebuilding, faces an on-going challenge that seems to be getting worse: piracy.



Otherwise simply known as "terrorism," ocean piracy has hit an all-time high in the first three months of 2011, with 142 attacks worldwide, spokesmen for International Maritime Bureau's (IMB) said today.

"Figures for piracy and armed robbery at sea in the past three months are higher than we've ever recorded in the first quarter of any past year," said Pottengal Mukundan, Director of IMB, whose Piracy Reporting Center has monitored piracy worldwide since 1991.

The sharp rise was driven by a surge in piracy off the coast of Somalia, where 97 attacks were recorded in the first quarter of 2011, up from 35 in the same period last year.

Worldwide in the first quarter of 2011, 18 vessels were hijacked, 344 crew members were taken hostage, and six were kidnapped, IMB reported. A further 45 vessels were boarded, and 45 more reported being fired upon.

Apart from the toll this is taking on human life, the supply chain is further complicated by the impact this is having on two major cost centers: energy and insurance.

Large tankers carrying oil and other flammable chemicals are particularly vulnerable to firearm attack. Captain Mukundan said.

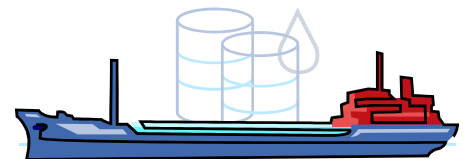
"Three big tankers of over 100,000 tons deadweight have been hijacked off the Horn of Africa this year. Of a total of 97 vessels attacked in the

region, 37 were tankers and of these, 20 had a deadweight of more than 100,000 tons."

This comes at a time when oil and the U.S. diesel fuel markets are already under severe pressure.

"Whenever oil starts trading over \$100 a barrel, supply-chain managers experience fibrillations," said Jock O'Connell, an analyst with Beacon Economics. "Unfortunately, that's where prices are right now."

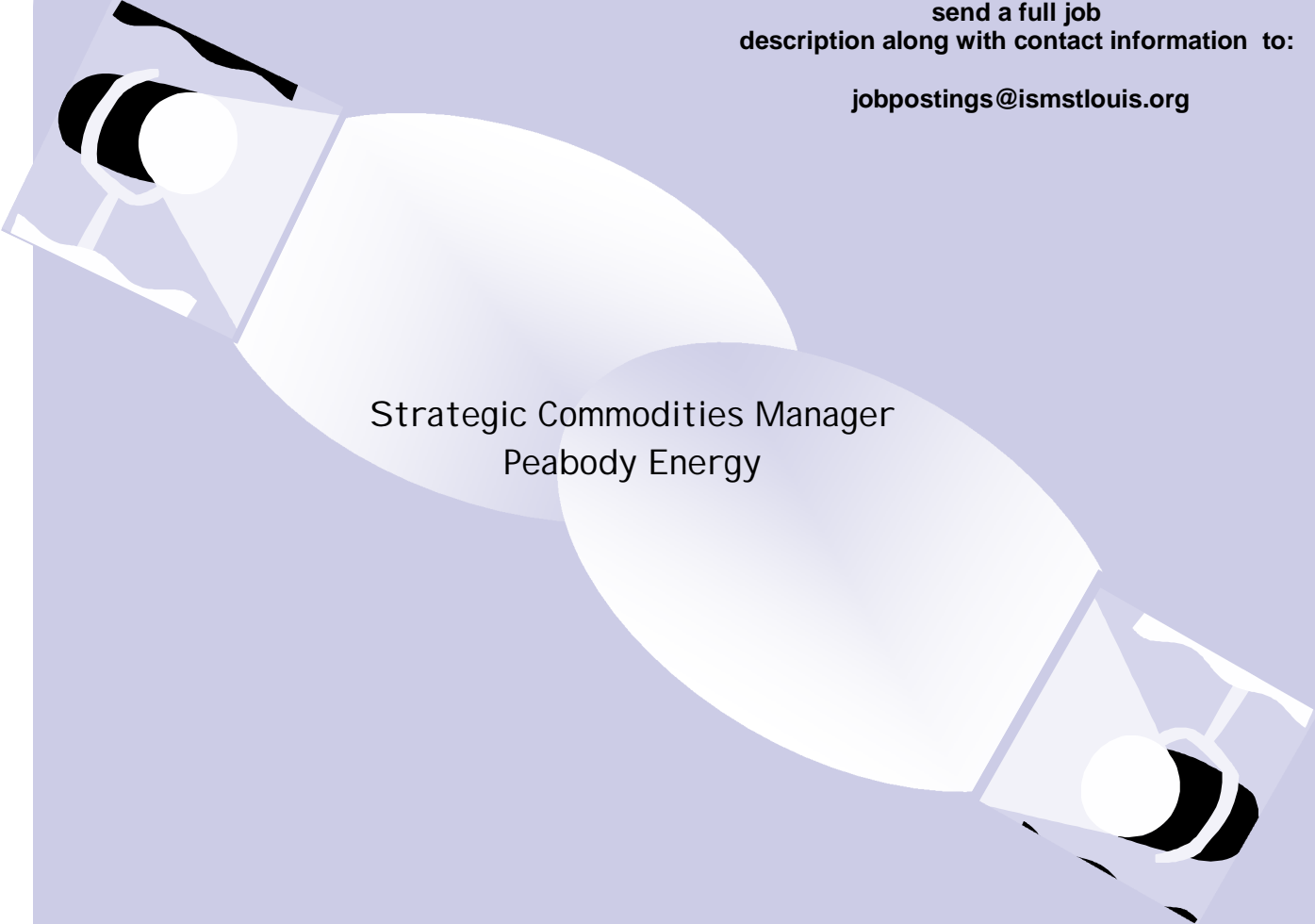
Meanwhile, Maersk Line – the world's largest shipping company – announced that piracy risk surcharges imposed earlier on containers moving between the Indian subcontinent, the Middle East, Europe and Central/South America, will be hiked starting May 1



Career Bank Spotlight !

To post opportunities onto the ISM-St. Louis website,
send a full job
description along with contact information to:

jobpostings@ismstlouis.org



Strategic Commodities Manager
Peabody Energy

Note: If your firm is currently seeking Supply Management professionals, please encourage the use of ISM-St. Louis' Career Bank! It's a FREE service and can target approximately 300 Supply Management professionals in the immediate area!

Move Up In Your Career With a Resume That Says “Can Do!”

Submitted by: Deborah Walker, Career Coach
Deb@AlphaAdvantage.com

Do your career ambitions include a promotion to greater responsibilities? Are your efforts to move into management getting you no where in the job market? You are not alone. One of the most common career challenges is moving up the corporate ladder. As a career coach, one of the most frequently asked questions I get is “how can I make my resume convince employers I can do the job when I don't have management experience?” Let me share with you three tips for transforming your resume into a tool to help you move up in your career.

1. Emphasize strategic activities.

Transitioning into management generally means going from tactical responsibilities to strategic planning. Meaning those in management plan the work of others. Employers want to know how closely you have been involved with strategic activities. Perhaps you've worked with a team that came up with strategic solutions. Maybe you've assisted your boss in devising a better way of doing something. It could be that

you took initiative to develop a more efficient system of operations. Use these examples in your resume to show that you understand what it takes to be a strategic thinker.

2. Emphasize your accomplishments

Employers are always looking for individuals with drive and initiative to promote into management roles. What better way to illustrate your potential than through your accomplishments. Think back on the challenges you've met on the job. What problems did you fix? How did you contribute to corporate bottom-line objectives? Can you prove your worth by the time you've saved or the costs you've cut or procedures you've streamlined? How well have you contributed to the income or revenue growth of your company? These are issues on the minds of all hiring managers. Include accomplishments in your resume that illustrate your ability to solve the problems

of potential employers.

3. Emphasize your leadership skills.

The hallmark of great management is the ability to lead others. You don't have to have had the role of manager to have opportunities to lead. Challenges represent opportunity to exercise leadership. Anytime you were able to motivate others, you practiced leadership. Mentoring is another example of leadership. Training others is yet another form of leading. Taking part in a team that solved significant problems is a great way to show your leadership potential.

So, you see, there are many ways to illustrate in your resume your ability, skills and drive toward management. Remember, employers look for potential as well as actual management experience. Write your resume with these three tips in mind and you'll soon see career growth opportunities knocking at your door.



“ISM Orlando – see you there!” By Robert A. Rudzki, SCMR Contributing Blogger

This year's [ISM](#) international conference may be the best in several years. Certainly, the choice of Orlando Florida as the location is likely to create widespread interest in attending. Combine that with better economic conditions, and slightly loosened training budgets, and the end result is likely to be a well-attended conference. (ISM insiders confirm that registration numbers are up significantly over prior years). I've had the distinct pleasure of presenting at the main ISM conference

over a span of 10+ years. At this year's conference in mid-May, I'll be presenting a topic titled “Leading supply management transformation: Key success factors and pitfalls.” At ISM's request, I'll be presenting this topic twice: Sunday, May 14 in the afternoon, and Wednesday, May 18 in the morning. This particular topic has been very well received and attended in the past - and yet it never grows old. Each year we add new insights and learning's based upon the work we do with clients who are on the transformation

briefly introducing the sequel to the best-selling supply management book “Straight to the Bottom Line®.” The new book is titled “Next Level Supply Management Excellence,” and has a contributors list of 14 supply management experts. While the book itself will not be physically available at the conference, attendees at my two workshops will have an opportunity to participate in a “fishbowl” drawing for an autographed copy of the book as soon as it is released (anticipated to be during the month of June).

We're Looking for Corporate Sponsors!



As an organization of supply chain professionals in the St. Louis metropolitan area with approximately 300 professional members and over 160 companies represented. By becoming a Corporate Sponsor, your company will gain exposure to supply management decision makers and provide them easy access to your website. ISM-St. Louis is part of a network of over 40,000 members of the Institute of Supply Management (www.ism.ws) sharing supply management information and best practices.

\$200.00 per year

This rate includes your logo on the ISM-St. Louis website (www.ismstlouis.org) sponsor page with a hyperlink to your website. It also includes your company logo on a special sponsor page in our monthly newsletter the : Buylines!

Advertising space is on a first-come, first served basis. ISM-St. Louis reserves the right of placement based on space limitations.

Corporate Sponsor is responsible for submitting advertisement via electronic file.

So how do you become a Corporate Sponsor?

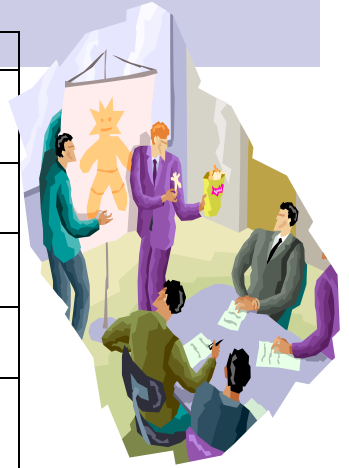
Interested persons or companies should contact J. Mark Bean by email at corporatesponsor@ismstlouis.org or by calling 314-646-7442. Fax: 314-646-7442. You may also contact the ISM-St. Louis Marketing Director at marketing@ismstlouis.org



ISM-St. Louis, Inc.

UPCOMING SEMINARS

Seminar	Dates	Location
Legal Negotiations #4278	May 12, 2011 - May 13, 2011	Orlando, FL
Administering Contracts: From Start to Finish #4308	May 12, 2011 - May 13, 2011	Orlando, FL
How to Develop and Manage a Supplier Diversity Program #4324	May 14, 2011	Orlando, FL
Legal Aspects of Supply Management: The Basics You Need to Succeed #4392	June 01, 2011-June 03,2011	Atlanta, GA
Fundamentals of Purchasing: The Building Blocks of World-Class Professionalism #4528	June 06, 2011-June 08,2011	Chicago, IL
Integrating Project Management into Supply Management #4288	June 09, 2011-June 10,2011	Tampa, FL



FREE Online Courses!

Take an online course at the ISM Knowledge Center.

Visit www.ism-knowledgecenter.ws for a list of self-directed online courses that are available all day, every day. All you need is a computer and access to the Internet. Explore the Knowledge Center today to find classes that are available on your schedule.

Seminar	Information
ISM Career Center 3964, Member: FREE Non-Member: FREE (0 CEH) SDR	The ISM Career Center online course #3964 was developed as a precursor for individuals who want more information about the Career Center before accessing ISM's web site. The Career Center online course also offers online help and detailed explanations of how the Career Center works.
ISM Report On Business® (ROB) 3967, Member: FREE Non-Member: FREE (3 CEHs) SDR	Learn how ISM's Report on Business is created, how to read it, what all the indexes mean, where the data comes from, and how to apply the data to your supply chain plan.
Price Analysis, Cost Analysis, or Total Cost of Ownership: Determining the Best Approach 3921, Member: FREE Non-Member: FREE (3 CEHs)	Learn to powerfully impact the bottom-line by selecting the best analysis - price, cost, or total cost of ownership. Then, complete the case study which will walk you through the decision-making process step-by-step.
Principles and Standards of Ethical Supply Management Conduct with Guidelines 3972, Member: FREE Non-Member: FREE (1 CEH) SDR	This updated ethics course was developed in partnership with the ISM Ethical Standards Committee. Use this course to practice ethical decision-making skills and test your response to situations and ethical dilemmas. This self-paced course will acquaint you with ISM's updated Principles and Standards of Ethical Supply Management Conduct with Accompanying Guidelines.
The ISM Guide to Sustainability and Social Responsibility 3974, Member: FREE Non-Member: FREE (1 CEH) SDR	This class provides direction to supply professionals on how their companies and suppliers can develop and integrate sustainability and social responsibility practices and strategies into the business and the supply chain. Additionally, it addresses establishing policies and procedures to incorporate monitoring, verification and publication of results to ensure management of risk, protection of the environment and business continuity.

Hello my name is

Tom Hillemeier
Graduate Student
Olin School of Business



ISM-St. Louis: Tell us about your professional experience.

Tom: I've worked for Archer Daniels Midland in various engineering rolls. My responsibilities at Archer Daniels Midland include project management, union employee supervision, inventory management, materials purchasing and equipment purchasing.

ISM-St. Louis: What is your undergraduate degree in and where did you receive it? Also tell us about your current MBA pursuit.

Tom: I received my undergraduate degree in chemical engineering at Washington University in St. Louis. I am currently pursuing my M.B.A. through Olin Business School at Washington University in St. Louis.

ISM-St. Louis: What industries have crossed your career path?

Tom: I have utilized my engineering knowledge and skills in the agribusiness industry.

ISM-St. Louis: What is your life like outside of work?

Tom: I'm single and enjoy playing golf and traveling.

ISM-St. Louis: What is one thing that is unusual / interesting about you or that others wouldn't suspect of you?

Tom: I lived in France when I was in school.



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Academic : 4
Associate: 10
Dues Free: 3
Life: 18
Student: 8
Regular: 225
Volume: 17

Total: 286

Welcome New ISM-St. Louis Members

ISM-St. Louis welcomes our recent new members.
Thank you for your participation



New Student Members:

Tom Hillemeier

Olin School of Business

Brandon Trenkamp

Lindenwood University

Corporate Sponsors



<http://www.ameren.com/>