

Wednesday, December 7, 2005

- ***A Lifetime in New Jersey presented by Bill Ervolino, columnist for The Daily Record***

The Central, Northern & West Jersey Chapters of APICS are honored to have Bill Ervolino of The Record join us at our holiday Professional Dinner Meeting. Please come join us on Wednesday, December 7th at L’Affaire on Route 22 in Mountainside, NJ for an evening of stories and entertainment. Below are some of Bill Ervolino’s personal thoughts on the importance of stories and his experiences growing up in New Jersey. “One of my fondest memories of childhood was sitting around the dining room table, especially during the holidays, and listening to my parents, grandparents, aunts and uncles share stories about our family that went back to the early 1900s. It may sound corny today, but so many of those stories have remained with me through the years, and many have appeared in my column. I feel lucky to have an outlet to write these stories down, and know that one day, when she is old enough, my niece will be able to read them, and have some idea of what her family was like, and the sorts of experiences we had. Sharing these stories forms an oral history that is an important link to the past. This is especially true in an era when people rely on e-mail and telephones to communicate, since so many of the details we know about previous generations was often contained in letters. As a humor columnist, I’m primarily interested in funny stories, and there have been many of those in my family. I hope to share some of those stories, and to encourage others to find out all they can about their own personal histories and “newfangled” ways in which to share these experiences, pass them on, and preserve them.

Bill Ervolino joined the Record in 1990. In addition to his twice-weekly humor column, he also writes entertainment and lifestyle features.



He is the author of “Some Kind of Wiseguy: Stories About Parents, Weddings, Modern Living and Growing Up Italian,” and co-author of “The Backstage Handbook for the Performing Arts.” Along with Gay Talese and others, he is one of the contributors to an upcoming book about Italians in New Jersey being published by Rutgers University Press. Bill also does stand-up comedy, and is honorary chairman and emcee of the annual Laugh-Off at Gilda’s Club Northern New Jersey. He has performed in NJ at Bananas, and in NYC at the Duplex and the Boston Comedy Club as part of the Toyota Comedy Festival.

Bill is a two-time recipient of the Silurians medal for his column, and has also received numerous awards from the New Jersey Press Association and the Society of Professional Journalists for feature writing, medical reporting and criticism. He was twice named a finalist in the Penney-Missouri feature writing competition, and in 2001 and 2002, his Record column was recognized by the National Society of Newspaper Columnists as being one of the best humor columns in the United States.

Cocktail Hour: Open Bar (1 hour), Hot & Cold Hors
D’oeuvres, Tray Service
Buffet Dinner: Chicken Francais, Penne Ala Vodka, Beef
Burgundy, Broiled Salmon.
Dessert: Ice Cream Sundae, Coffee, Tea
Cost: \$50 on-line or at the door.

To register for the PDM go directly to the North Jersey web-
site: www.apicsnonj.org/dinner.php

5:30 - 6:30 Cocktail Hour and Registration
6:30 - 7:30 Life in New Jersey-by Bill Ervolino
7:30 til ... Dinner, Festivities, Door Prizes, Networking
and fun!

Executive Message

"I Want... I Want... and so I deserve..."

As most of you know, I am a recruiter... good or bad, that's what I do.

Recently, a young man called and announced that although he worked for a 'good company' and had a 'great boss' he was 'on the market'. The obvious question was why... He began with the 'fact' that he deserved a raise; firmly stated he was ready for a management position; explained further that the company expected too much of their employees (he had to get to his children's after-school events)... and ended again with money – the bonus was not 'a sure thing'. As you may expect... I quizzed him a bit asking, "What more, specifically, does he plan on giving the company in exchange for the additional money?" He was stumped and after the third inquiry mumbled something about "... well, I deserve it... and I have a mortgage now..." Looking for a different approach, I asked what courses in Management had he taken recently. His response was he had taken some management courses in college... and had been in this position for seven years, therefore he was entitled to a management position. "Are you a member of APICS?" I asked and he explained he didn't have the time because of his family obligations. So I asked him how did he plan on devoting more time to an employer as a manager with all the managerial responsibilities? As you would expect, that did not compute at all. And we never did get to the issue of bonuses and that they are based on performance AND profitability. **The Sad News** is he may never see the 'big picture' ... and become a perpetual 'victim'. **The Good News** is that this individual is not in the majority. **The Bad News** is there are more of these people than there should be. **The Great News** is it doesn't take all that much to out-perform / out-shine them. If you are reading this, the odds are that you are a contributor rather than whiner. This is a good thing... but are you willing to take your efforts, career AND income to the next level? And what, *specifically*, are you willing to invest in return? **SUGGESTIONS:** Go back to school / continue your formal education...Enroll in an APICS or other Professional Development courses...Take a Dale Carnegie or similar Personal Development course...Invest an additional 2 to 4 hours per week in your current position...Track your monthly accomplishments...why else would they pay you...Serve in a Not-For-Profit position with APICS, your community or your church...Identify and accept that you are not willing to invest any more than at your current rate in your career... and enjoy your newfound freedom from 'the rat race'. **A 'wrong decision' can be corrected – you can always change directions... but 'indecision' will squander your energy and deplete your talents – while going nowhere and achieving nothing.**

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TRAIN THE TRAINER

A workshop that introduces the Basics of Effective Instruction"

Improve your training skills in one action-filled weekend

The Train the Trainer workshop is an intense, hands-on 18-hour workshop. You will be shown and will practice tried and true methods that can help you to become an effective instructor.

The class reviews basic training techniques and the four 'must' rules of effective training. It provides common sense suggestions for using a variety of presentation media and helpful hints on room set-up. The question of why and how different people learn is examined.

The most powerful tool for improving your training skills is the 5- and 10-minute presentations. Each session is videotaped, reviewed and critiqued.

The APICS Train the Trainer workshop was created to teach training skills to chapter instructors. However, you will find that this is only one way of applying these new skills. It provides a successful and workable methodology that can be applied to any training situation. The confidence and technical ability gained from TTT will lend authority to presentations at work and in all of your activities.

What Attendees Have Said

"This course is a must for all trainers."

"Gave me the skills to present in many situations: training classes, meetings, team presentations."

"Helped me see the flaws in my presentation techniques that I didn't know I had."

"An excellent course for new instructors; even greater benefit for those with experience."

The purpose of the APICS Train The Trainer workshop is to introduce you to the basics of effective instruction. Learn the tried and true methods for training. This workshop is an intensive hands-on and activity-oriented course. It is intended to enhance your professionalism and effectiveness as a trainer. During the workshop, you will write instructional objectives, formulate lesson plans, and then present 5- and 10-minute training sessions using the procedures, tools, and skills you have learned. You will learn how to:

- Write instructional objectives that clearly show what your students will be able to do as a result of the lesson
- Develop lesson plans that support the lesson and that anyone can use
- Effectively use a variety of media to promote learning
- Determine the participants' level of learning in terms of your instructional objectives through feedback
- Design learning experiences that motivate the student to learn

Requirements

- \$350 investment for the tuition, workbook, breaks, and lunch
- Prepare a training session to be used for both the 5- and 10-minute training presentations (not a lecture -involve the learners and teach them how to do something)
- Be ready to "be involved"
- Be open minded!!!
- Be prepared to apply your new training techniques

Deliverables

- Review of the basics of communication
- Demonstrations, tips and practice in selecting and using assorted media correctly
- Develop instructional objectives
- Creating, timing, and executing lesson plans
- Practice and critique of teaching methods and techniques
- Tips on setting up a training environment
- Training and experience in motivating learners
- Increase your business effectiveness

Workshop Schedule

Thursday (6:30 PM -- 9:00 PM)

Friday (8:00 AM -- 5:00 PM)

Saturday (8:00 AM -- 5:00 PM)

Employment Opportunities

E0418 Finished Goods Planner	Central NJ	\$65-75k
Compile, evaluate and publish a packaging department schedule- Resolve and prioritize conflicts in the demand/capacity imbalance with Sales, Marketing and Packaging		
E0419 Bulk Planner	Central NJ	\$65-75k
Provide a long term and short term capacity analysis for Freehold and Irvington from demand solutions and recommend schedule changes to meet demand. Create and manage a 4 week rolling production schedule for Intergel, including transfers to Freehold with work orders to support the schedule		
E0420 Buyer	Central NJ	\$45-55k
Source and purchase packaging components, as well as raw materials. Negotiate best price and highest quality on selected items.		
E0421 Supply Chain Project Manager	North Jersey	\$85k+
E0422 Demand Planners (2)	Morris Cty	\$70 – \$90k +
4+ years experience in a consumer products company		
E0423 Production Planner - Bulk	Union Cty	to \$75k
5+ yrs medical, food or pharma manufacturing process experience		
E0424 Project Managers (2)	Morris Cty	\$90 - \$120k +
Solid OTC / Consumer Products experience with full Supply Chain Management in support of the R&D process for new product / re-branding launches.		
E0425 Director, Plant Operations	New Jersey	to \$120k +
8 years in production management in Flavors, Foods or related Batch manufacturing process.		
E0426 Director, Logistics & Planning	New England	to \$180k +
10 years as a Supply Chain manager in Consumer Packaged Goods with specific expertise in Demand Planning, Manugistics and productivity improvement.		
E0426 Engineering Manager	North Jersey	\$100 – 110k +
Solid metals manufacturing for a small progressive firm directing Design and Mfg/Ind Engineering supporting Sales, Purchasing and Manufacturing.		
E0427 Demand Planner		
Responsible for gathering information about the demand for products sold within a certain market (s) and, using a variety of analytical support tools, including KW Brio, EXCEL, IMREX and MANUGISTICS,		
E0428 Director of Replenishment	New Jersey	
Manage the replenishment of existing and new products for one of the firm's major product lines,		
E0429 Director/Vice President of Sourcing		
Support and oversee the US operations with its headquarters in the Northeast.		
E0430 Planning Manager	North Jersey	\$65 – 70k + Bonus
High volume consumer products seeks 5+ years production Planning experience with good understanding of manufacturing processes		

Upcoming Chapter Events

Dec 7, 2005	Tri Chapter Meeting North Jersey Holiday PDM
Jan 4, 2006	Winning with Global Manufacturing Networks Jane Biddle
Feb 1, 2006	Lean Modeling Jim Curry
Mar 1, 2006	Lessons Learned on the Way to World Class Steve Shiffer
Apr 12, 2006	Tri-Chapter Meeting Doing Business in China-Panel Discussion
May 3, 2006	APICS/ISM Joint Meeting 7 Mistakes Supply Managers Make
May 4, 2006	Seminar-Supply Chain Metrics What & How to Measure

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12 years.....



Central Jersey Chapter Mission

To be the premier provider of supply chain education (including: inventory, materials, production, and operations management) to Central Jersey's industries and individuals

Central Jersey Chapter
16 Voight Lane
Lafayette, NJ 07848

Plant Tours

Is your company interested in hosting a plant tour?
Contact Nick Sheridan at
(212) 891-6830 to schedule your event.

EVENTS AROUND THE STATE

West Jersey APICS Chapter: Logon on to www.apics-west-jersey.org for details.

PTMO APICS Chapter: Logon to www.apics-ptmo.org for details.

North Jersey Chapter: Logon to www.apicsnonj.org for details.