

# The Negotiator

Connecticut Association of Purchasing Management, INC.

## 2010 Scholarship Winners

CAPM was happy to present our scholarships to three deserving students at our Installation and Awards Brunch on May 16, 2010. The Richard Bradshaw Memorial Scholarship and the Harry Van Rhyn Memorial Scholarship are available to High School graduates who are entering their first year of College while the May D. Warzocha Memorial Scholarship is available to college students who are entering their junior year of College. Applicants parents or grandparents must be current members of CAPM, Inc.

Barbara Harding, of Madison, received the Richard Bradshaw Memorial Scholarship. Barbara is the daughter of CAPM member Lisa Harding and her husband David. She is a graduate of Daniel Hand High School in Madison, CT where she maintained a GPA of 3.91. Barbara was awarded an Outstanding Chemistry award and she has been a member of the National Honor Society. Barbara plans to attend Syracuse University in the fall pursuing an undergraduate degree in Chemical engineering. Barbara has been involved in her community through the school programs: Interact Club; the Safe Rides Club and has been a peer tutor for younger students at Daniel Hand High School.



Jordyn Rombola, of Berlin, received the Harry Van Rhyn Memorial Scholarship. Jordyn is the daughter of CAPM member John L. Rombola, Jr., C.P.M. and his wife Sue. She is a senior at Saint Paul Catholic High School and will be attending Worcester Polytechnic Institute in Worcester, MA as a Civil Engineer major. Jordyn has maintained a 99.16 GPA in her high school and ranks 1<sup>st</sup> in a class of 81 students. She was inducted on the National Honor Society (NHS) and voted President of NHS last spring. Jordyn's extracurricular activities include varsity sports in basketball, soccer and tennis. She was named the Connecticut Interscholastic Athletic Conference Female Scholar Athlete and the Naugatuck Valley League's Top Female Scholar Athlete for the fall season as a member of the soccer team.



Michelle Slater, of Newington, received the May D. Warzocha Memorial Scholarship. Michelle is the daughter of CAPM member Jay Slater and his wife Rhonda. She is attending UCONN Avery Point in Groton, CT as a Coastal Studies Major. Michelle has maintained a 3.79 GPA at UCONN and has set high standards for herself to achieve excellence in whatever she pursues. She has been involved in her school as a Husky Ambassador and joined the student government as secretary/treasurer. She is on the sailing team and was voted Vice Commodore by her peers. Michelle's professors have recognized her talents and asked her to participate on special research projects because of her abilities. She proved to her professor that she could not only do the work but that she was capable to excel in the research projects. She will be an asset to any organization she works for in the future.



Congratulations to our three outstanding CAPM Family students!



## July 2010

### Special points of interest:

- Scholarship Winners
- 2010-2011 Workshops
- Seminars
- Sponsorships

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First and foremost, I am honored to serve as the President of CAPM, Inc. This year will be an exciting one with many new changes and additional benefits for our members.

Despite two economically difficult years, CAPM has maintained its level of excellence in serving our membership with great programs. It has hit the ground running with a number of new initiatives for the upcoming year. The membership voted in favor of changing our name to ISM-CT, which will be completed over the next few months and we expect to start 2011 under our new name. Another new addition is our LinkedIn CAPM group where not only discussions can be joined but also jobs can be posted and reviewed for those in transition.

The Education and Training committee is working on offering webinars for our members in addition to our workshops. Trying to reach out to include all our members for exceptional training is a goal I embrace. The committee has set up an outstanding line-up for programs this year and our Forum is expected to surpass this past year's huge success.

The Membership/Marketing committee has done a great job with member retention and increasing member participation in CAPM events. Currently they are offering a half off membership to new members for the remainder of 2010. If you have a fellow worker who would like to join, now is a time to take advantage of this offer. The M/M food drive for the Connecticut Food Bank this year was an impressive undertaking for the committee. They more than tripled the amount donated from last year thanks to the membership. They will plan to do the food drive again in February-April 2011. Please watch for the link and please donate generously. Thank you.

The annual awards banquet was held on May 16 at the Elk's Club in Westbrook. The location was lovely as it is on the Long Island Sound and everyone enjoyed the beautiful day. This event recognizes the Board members, those serving on Committees and all members who contributed to a successful year. It is also when we award our scholarship winners. I'd like to congratulate this year's scholarship winners: Jordyn Rombola (Harry Van Rhyn), Michelle Slater (May D. Warzocha) and Barbara Harding (Richard V. Bradshaw); you can read the details on page-1.

I look forward to working with the outstanding team of Board members, the Board of Advisors, committees, and the membership to make the next year a successful one. And speaking of outstanding, I would like to recognize the excellent job that our Executive Director, Charlotte Mihok does for CAPM.

Everyone have a safe and relaxing summer.

Respectfully submitted,

Linda Salvano, C.P.M.  
CAPM President

# YEAR-AT-A-GLANCE

Workshops	Topic	Speaker
9/29/10	Hallmark Tour & Presentation	Jeff Moser
10/26/10	Do Connecticut's Graduates Possess 'First Day Employability Skills?'	Robert Klanko
11/16/10	Risk Management	Denise Heinrich
1/25/11	AssaAbloy Tour & presentation	Randy Walker
2/15/11	Workplace Harassment WEBINAR	
3/22/11	Best Practices in Supply Management	
4/26/11	Auditing Telecom	
5/24/11	Awards Night	
Seminars	Topic	Speaker
9/23/10	Lean Six Sigma	Kevin Williams, C.P.M.
10/21/10	Legal Issues In Supply Management	
11/18/10	High Impact Negotiations	Rich Weissman, C.P.M.
1/27/11	Document Imaging & Records Management Retention	
2/17/11	Supplier & Supply Management	
3/30/11	FORUM	
4/28/11	Social Networking & Internet Security	
5/19/11	“Stand Out and Be Noticed-Opportunity for Improvement!”	
6/15/11	Special Interest Group Symposium	

## Join Our LinkedIn Group!

CAPM is continuing to move forward with social networking. We are now on LinkedIn. Please join our CAPM group at:

<http://www.linkedin.com/groups?home=&gid=2657201&trk=anet ug hm>

We are looking for a social networking aficionado (Twitter, Link-In, etc.); if you are interested in volunteering; please e-mail either Steve Grzesik at [stephen.grzesik@pw.utc.com](mailto:stephen.grzesik@pw.utc.com) or the office at [capminc@sbcglobal.net](mailto:capminc@sbcglobal.net). Thank you.



Check out the jobs posted on our website at [www.capminc.org](http://www.capminc.org)

## Sponsorship Committee: Volunteers Needed

Carol Blake, C.P.M. from Hubbell Corp, is our Director of Sponsorships. Carol has increased our sponsors this past year and surpassed her own expectations. We are looking for members to be on her dynamic and fun team. If you have a couple of hours a month that you can share with Carol; please contact Carol or the CAPM office.

Have a vendor that may be interested in hearing about our sponsorship opportunities? Once again, please contact Carol at [cblake@hubbell.com](mailto:cblake@hubbell.com). She will be happy to assist you. The CAPM office can also help with any additional questions you may have; [capminc@sbcglobal.net](mailto:capminc@sbcglobal.net) or 203-488-2456. Thank you.

## CAPM Honors It's Volunteers

On May 16, 2010, CAPM held its Award Banquet. This is the time where members can attend and thank the volunteers of the association for all their efforts throughout the year. Our Scholarship winners are awarded at this function and past presidents are in attendance too. Past President Jerry Abell was the Installation Official for this year's Board; thank you Jerry.

This year, CAPM Board of Directors introduced a new award "The Board of Directors Distinguished Member of the Year Award". This award is voted upon by the members of the Board to recognize one or two of their peers who went above and beyond the call of duty. This year, we are happy to announce that two people received this award: Robert Sember and Linda Salvano, C.P.M.. Both Bob and Linda exceeded the expectations of their positions on the Board. Their renaissance way of approaching their volunteer positions inspired the Board and help create a cohesive unit.

The committees also recognized the Person of the Year on their team. Alex Sommers, Ph.D. received the Education & Training award. Members of that committee were in agreement that whenever a presenter or topic is needed; Alex is right there to help provide an answer. Thank you Alex. On the Membership/Marketing Committee, Christine Fahy, C.P.M. was awarded the Person of the Year. Chris is personally calling each new member and welcoming them to the association. She is an invaluable asset to the committee. Thank you Chris.

Carol Blake, C.P.M. was recognized for her efforts and exceeding her goals as Sponsorship Director. She did a phenomenal job this year. If you are interested in working on this committee, please send inquiries to the office. Thank you Carol!

Three members received the Perfect Attendance Award: Steve Grzesik, C.P.M., Linda Salvano, C.P.M. and Dave Emerick, C.P.M.. They were able to attend each workshop this past year.

Our last award went to Constance Rainey, C.P.M., who, after ten years on the Board, seven of them as Scholarship Director, stepped off the Board. CAPM recognizes and thanks Connie for all her hard work and appreciates her time given. We wish her the very best and look forward to her continued contributions as a member. We welcome Brenda WentzGold, C.P.M. as the new Scholarship Director.

The association is very fortunate to have these very dynamic and giving individuals on our Board.

## The New England Supply Chain Conference (NESCON) 2010

A great program is shaping up for the 7th annual New England Supply Chain Conference and Educational Exposition. On-line registration is now open for the conference being held on Monday, October 4, 2010 at the Best Western Hotel in Marlborough, MA. Last years Conference enjoyed a record breaking attendance of supply chain professionals, which speaks to the exceptional value of this event and its continued popularity as the supply chain event of the year in New England.

The conference begins early on October 4<sup>th</sup> with great rates available to stay overnight on October 3<sup>rd</sup> at the Best Western, the conference site. The conference itself is a great value in this recession economy; one easy to justify to accounting departments. Program organizers include ISM's NSMG, of which CAPM is a big part, APICS North Shore Chapter 20, APICS Boston Chapter 10, and the New England Roundtable of CSCMP, formerly the Council of Logistics Management.

CAPM member, Jamie Crump will talk on Effective Presentations, Marilyn Gettinger will make a presentation on Leadership in Supply Chain Organizations while Oracle will once again deliver the lunchtime SCM strategy session for their third year. The number of exhibitors is expected to be an all-time high.

So, if you can get away, the conference will be a valuable professional development experience. Remember, networking is an important part of one's professional life in these uncertain times and NESCON offers a great networking experience as it attracts 200-300 SCM professionals from all over New England. CAPM will be well-represented, since 30-40 CAPM members usually drive up to it and have good things to say about the experience. As Vice-Chair of NSMG, I am deeply involved in the NESCON program and any attendee will have a lot to take back to his or her company for discussion or implementation. It will be great value for the time and money spent.

For more information and to register, please visit our web-site [www.nescon.org](http://www.nescon.org). Register early as this event will fill up fast.

Alex Sommers, Ph.D.  
University of New Haven

## Workshop: Tour Hallmark Cards, Inc., Enfield Distribution Center September 29, 2010

Hallmark Cards, Inc. has been an innovative leader in the social expressions business since 1910. Based in Kansas City, Missouri, Hallmark opened its east coast distribution operations in Enfield Connecticut in 1952. The one million square foot Bacon road facility opened in 1981. The distribution center features an automated warehouse with storage of up to 100,000 full pallet locations housing over 50,000 sku's . During peak operating periods the facility ships over 40,000 cartons containing over 400,000 line items.

Please join us for our first workshop/networking/tour in the fall at 5:30. 5:30– 6:15 Networking

Location: Hallmark Cards, Inc.  
Enfield Distribution Center  
25 Bacon Road  
Enfield, CT 06082

CAPM Members attend for free as one of your benefits of membership.

Non-members: \$25 Register By September 22, 2010

## Workshop: Oct. 26, 2010-Do Connecticut's Graduates Possess 'First Day Employability Skills?' Robert Klanko, P.E., CSP

Are our secondary schools and colleges preparing their students for employability? What are the institutional road blocks? Are there any schools who are doing a good job and what makes them so good? How can we make a difference? These are the key questions that we industry professional wrestle with every day. The candidate pool just does not seem to possess the skills we need and no one seems to be listening. so let us take a journey into Connecticut's educational landscape and try to determine how we can stem the tide and create and flow from the ebb.

Robert John Klancko P.E., CSP, is a partner in the consulting firm of Klancko & Klancko LLC specializing in chemical processing, metals processing, OSHA, Energy, and Environmental Health and Safety and Environmental Terrorism. He has 20 years of experience in the Brass Industry where his responsibilities included Director of Energy, Environment and Safety and Health and 12 years in the Electric Utility Industry where is was Manager of Environmental Licensing and Regulatory Affairs and Environmental Operations. Mr. Klancko sits on Connecticut's State Emergency Response Commission – SERC, and Nuclear Energy Advisory Council – NEAC in addition he is a member of the Connecticut Academy of Arts and Sciences. He holds a degree in Chemical-Nuclear Engineering from the University of Connecticut and was presented with the School of Engineering's Distinguished Alumnus Award and Distinguished Service Award. Bob was co-founder of the UCONN Engineering Alumni and was its first chairman; he also served on the UCONN Alumni Association Board. He was honored by the Materials Engineering Societies of Connecticut with their Materials Engineer of the year Award in 2001. In conjunction with his Materials Engineer Award, Governor Rowland Proclaimed April 17, 2001 as Robert John Klancko Day in Connecticut. Bob has been an adjunct faculty member at Rensselaer at Hartford from 1972 – 2006, teaching in the Lally School of Management and Technology, the School of Computer Science and Engineering and the Rensselaer Learning Institute

## Workshop: Risk Management; November 16, 2010 Denise Heinrich

Denise Heinrich is Area Vice President, Risk Management with Arthur J. Gallagher Risk Management in Hartford, CT. She brings 25 years experience in claims administration and risk transfer programs working with businesses to develop processes to reduce their risk exposure. Denise will be discussing:

- Definitions: what does it REALLY mean?
- Certificates of Insurance: don't be shy about asking!
- An additional insured: what does that do for you?
- Primary and non-contributory: is that a good thing?
- Defense and Indemnification: both are best but what if I only get one?
- Mitigation of risk: what else do you need to know?

**Lean Six Sigma**  
**Kevin Williams, C.P.M.**  
**September 23, 2010**

This seminar will cover the steps organizations go through to begin the journey of implementing an effective Lean Six Sigma program using breakthrough strategies. Each purchasing and supply professional needs to be acutely aware of the impact of Lean Six Sigma on suppliers and customers. Attendees at this presentation will learn the importance of Lean Six Sigma to supply managers including the 'why do it?' factor, the basics of customer-focused Lean Six Sigma and its data-driven methodology, a process to use to introduce Lean Six Sigma to your company and how to apply the concepts to selected projects, when Lean Six Sigma is not applicable and why Lean Six Sigma is useful in both the service and manufacturing sectors.

**Time: 8:00 am; COST: \$199 CAPM Member; \$275 Non Member**

Kevin J. Williams, C.P.M. is Director of Global Technology Solutions with American Express Corporate Services, leading a team that helps companies streamline supply management processes. In Mr. Williams' twenty-five years of supply management experience, he has served in procurement operations for manufacturing, retail distribution, financial services and government contract industries. He has contributed to several publications and was named one of twenty "Provider Pros" by iSource Magazine. A Certified Six Sigma Green Belt, Mr. Williams is a former President of the Connecticut Association of Purchasing Management and in 2000 he received its highest honor, the Fred A. Harvey Award.

**High Impact Negotiation Skills**  
**Richard Weissman, C.P.M.**  
**November 18, 2010**

**High Impact Negotiation Skills:** Negotiation is not just about price, but about managing and improving overall supplier performance. When do you negotiate? Always! Negotiation is an underutilized, yet critical business skill that lies dormant within most organizations. Many employees, including management, are uncomfortable with negotiation and may be unaware of how that is impacting their own job performance, as well as the overall performance of their organizations. This workshop will prepare attendees to hone their personal negotiating style and skills, as well as identify and defend against the negotiating techniques that may be used against them by suppliers, customers, and even co-workers.

**Time: 8:00 am; COST: \$199 CAPM Member; \$275 Non Member**

**Richard G. Weissman, C.P.M.:** Endicott College Assistant Professor Richard is the Director of the *Center for Leadership*, Endicott's management development and executive education institute. He also teaches operations management for the School of Business and Technology and the Van Loan School of Graduate and Professional Studies. In addition, Weissman is an undergraduate senior internship supervisor and thesis advisor. He directs Endicott's online education program, *Endicott Online*, delivered through the graduate school.

A practitioner turned educator, Weissman has more than twenty-five years of experience in all facets of procurement and supply chain management. He has held positions with large business units of Fortune 500 companies, medium sized contract manufacturing companies, small venture backed Internet startup firms, and third-party procurement, consulting, and strategic sourcing firms. Weissman has been awarded lifetime status as a Certified Purchasing Manager (C.P.M.) by the Institute for Supply Management.

Weissman holds an MS in Management from Lesley University and a BA in Economics from Rutgers University. He serves on the Board of Directors of the Institute for Supply Management's Materials Management Group, the American Red Cross of Northeast Massachusetts, and is past president of the Beverly Chamber of Commerce. He also served as president of the Purchasing Management Association of Boston and was a 2003 recipient of the Harry J. Graham Memorial Award, the highest honor bestowed by the Association. Weissman is a regular contributor to *Purchasing Magazine* and other industry publications.

## Certified Professional in Supply Management (CPSM)

### Certified Professional in Supply Management® (CPSM®) Program

ISM launched the Certified Professional in Supply Management® (CPSM®) program in May 2008. The CPSM® is the credential that surpasses the demands of the international marketplace with multi-faceted skills in areas such as supplier relationship management, commodity management, risk and compliance issues and social responsibility.

The criteria for earning the CPSM® qualification are:

- 3 years of full-time, professional supply management experience
- A bachelor's degree from a regionally accredited college or university (or the international equivalent)
- Pass three exams OR if you are a C.P.M. in good standing, pass the Bridge Exam

**Module Review Classes 1, 2 & 3** are for the professional who needs to take the three exams to earn their CPSM. **Cost: \$350 CAPM Member per Module. \$425 Non-Member per Module.**

**The Bridge Review Class** is for the professional who has their C.P.M. designation; are in good standing and need to take the Bridge Exam. **Cost: \$375 CAPM Member. \$450 Non-Member.**

#### Dates:

**Review Exam Review #1: October 1, 2010**

**Review Exam Review #2: October 29, 2010**

**Review Exam Review #3: December 10, 2010**

**Bridge Exam Review: September 30, 2010**

**Registration due three weeks prior to the event; a minimum of 10 people needed to run the class.**

**Please register early.**

#### CPSM SEMINAR LEADER:

Larry C. Giunipero, Ph.D., CPSM, C.P.M. is Professor of Supply Chain Management Florida State University. Dr. Giunipero's primary research, teaching and consulting interests are in the area of supply management. He holds a Ph.D. from Michigan State University. He has published over 60 articles in various academic journals such as Decision Sciences, Sloan Management Review, Industrial Marketing Management, Journal of Supply Chain Management, The International Journal of Logistics Management, The International Journal of Physical Distribution and Logistics Management. He has performed consulting and training projects for over 30 different corporations (such as Motorola, Ericsson, Lucent Technologies, EMC, CSX etc) including projects in Europe, Caribbean, Australia and Saudi Arabia. His current research interests are in the areas of Supply Chain Management, e-Purchasing, Supply Chain Sourcing Strategies, and Supply Management Skills & Competencies.

## News from GNEMSDC

The mission of the Greater New England Minority Supplier Development Council is to significantly increase the procurement opportunities between corporate members and certified minority owned businesses.

The GNEMSDC Business Opportunity Fair and Expo are being held September 29 to October 1. Jeffrey Fox, best selling author and global marketing consultant has agreed to speak and lead a workshop at the conference on Thursday, September 30 at the MGM Grand at Foxwoods. Mr. Fox is the author of the Wall Street Journal and Business Week best selling book: "How to Become a Rainmaker: The Rules for Getting and Keeping Customers and Clients." He has authored and co-authored several other books including his latest release: "How to Be a Fierce Competitor: What Winning Companies and Great Managers Do in Tough Times." There will be many opportunities to network and learn at this event. Mark your calendars to attend the conference.

## Seminar Registration Form

### All Attendees Must Register

Seminar Attending: \_\_\_\_\_

Date of Seminar: \_\_\_\_\_

Cost: \_\_\_\_\_

Seminar Attending: \_\_\_\_\_

Date of Seminar: \_\_\_\_\_

Cost: \_\_\_\_\_

Seminar Attending: \_\_\_\_\_

Date of Seminar: \_\_\_\_\_

Cost: \_\_\_\_\_

Seminar Attending: \_\_\_\_\_

Date of Seminar: \_\_\_\_\_

Cost: \_\_\_\_\_

**Cancellations/Refunds:** Cancellations made 14 calendar days prior to the seminar, full refund; less than 14 calendar days prior to the seminar, no refund.

**Certificate:** Attendees will receive a certificate at the conclusion of the seminar for as many hours as the seminar runs for CEH (Continuing Education Hours) toward ISM recertification. Note: ISM does not endorse, certify, or sponsor this program or its content.

**Confirmation of your registration will be issued upon full payment of the seminar.**

**Name:** \_\_\_\_\_

**Position:** \_\_\_\_\_ **CPSM**      **C.P.M**      **A.P.P.** \_\_\_\_\_

**Company:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City/State/Zip:** \_\_\_\_\_

**Work Phone:** \_\_\_\_\_ **Home Phone:** \_\_\_\_\_

**E-mail:** \_\_\_\_\_

**Are you a member of CAPM?** \_\_\_\_\_ **Or an ISM Affiliate?** \_\_\_\_\_

**Credit Card #** \_\_\_\_\_ **CSC Code:** \_\_\_\_\_

**Name on Card:** \_\_\_\_\_ **Expiration date:** \_\_\_\_\_

**Please Mail or Fax to:**  
**CAPM Inc.**  
**28 Sunset Hill Drive**  
**Branford, CT 06405**  
**203-488-2456**  
**Fax: 203-488-1891**  
**E-mail: capminc@sbcglobal.net**



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The Connecticut Association of Purchasing Management, Inc. (known as CAPM) was founded March 21, 1918, at a period when Purchasing was just beginning to be recognized as an important specialized function in industry. CAPM promised to promote more efficient purchasing methods, to meet the learning needs of the profession, and to promote friendly relations and interchange of ideas among Purchasing people. It has been affiliated with the Institute for Supply Management™ (ISM) since its inception. CAPM is one of 147 associations affiliated with ISM.

**MISSION STATEMENT**

CAPM's mission is to be a provider of professional development and training through seminars and workshops, as well as support and networking opportunities for its membership. The Association will also promote the Purchasing and Supply Management profession in Connecticut wherever feasible and whenever requested.

**VISION STATEMENT**

CAPM plans to remain Connecticut's dominant, preeminent professional association for those whose work involves purchasing, procurement, and supply chain management. The organization will be recognized for excellence in education, technical support, networking, and social activities relevant to ISM's goals and objectives for its affiliates. Other professional societies and organizations, and academic institutions, will look to CAPM for leadership, support, and advice on purchasing and supply chain management issues.

**[www.capminc.org](http://www.capminc.org)**

TO:

