

**CSCMP ANNUAL GLOBAL CONFERENCE 2008**

# **CSCMP 2008**

**Denver, Colorado, USA ♦ October 5-8**



## Get Some Career Insurance!



Council of Supply Chain  
Management Professionals

# Agenda

- Overview of Today's Environment
- The Need For Career Insurance
- Invest in Yourself
  - ✓ Here's how you get Career Insurance
    - ❖ Get Intimate, Get Informed, Get Involved
- Where Do We Go From Here?

# Bearer of Bad News

- In case you haven't:
  - ✓ Read the papers, listened to the radio, watched a TV we are in the midst of the most significant economic crisis since the depression.
- Corporate lay-offs and firings are a fact of life in corporate America
- Unless you've got a really great "Golden Parachute", you need to have some career insurance

# Want Some Proof?

- U.S. Payrolls Fell 159,000 in September; Jobless Rate at 6.1%  
2008-10-03

By Shobhana Chandra Oct. 3 (Bloomberg) -

- The U.S. lost the most jobs in five years in September and earnings rose less than forecast as the credit crisis deepened the economic slowdown. Payrolls fell by 159,000, more than anticipated, after a 73,000 decline in August, the Labor Department said today in Washington. The jobless rate, the last one reported before the presidential election, remained at 6.1 percent. Hours worked reached the lowest level since records began in 1964.
- **The world's largest economy may be headed for bigger job losses as the worst financial meltdown since the Great Depression causes consumers and companies to retrench.**

# The Facts

- There is no such thing as job security
  - ✓ People used to think their jobs would be safe.
- Today, you have to stand up and be counted
  - ✓ Various publications have noted: CEO's and CFO's are starting to take an active interest in supply chain and logistics issues
  - ✓ When the inevitable spotlight shines on your area what will they see?

# Insurance

- Do you believe in the importance of insurance?
- Do you have:
  - ✓ Health insurance?
  - ✓ Auto insurance?
  - ✓ Homeowners insurance?
  - ✓ Or life insurance?
- The answer to each one of these questions is probably “Yes”

# Why & When

- People purchase insurance because they want to protect themselves in case there is a sudden, or unexpected catastrophe.
- When is the best time to buy insurance?
  - ✓ Before the catastrophe occurs
- Have you done something to protect your career in the event that some unexpected catastrophe occurs?
  - ✓ What is going to happen if you are to be one of the ones for whom the words, “fired,” “laid off,” or “unemployed” take on a very personal meaning?

# But, But, But.....

- Like any purchase, some of you may have some objections such as:
  - ✓ “I can’t afford it.”
  - ✓ “I don’t have time.”
  - ✓ “I don’t need it because I’m eminently employable
- If that describes your situation then I have a simple question:
  - ✓ When it comes to sustainability, you might want to ask: How sustainable is my career?

# 110% Work + 0% You = Risk

- For those who are committed to giving your company 110% - even if it means leaving no time for your pursuit of career insurance
  - ✓ You're taking a very big risk
- The typical company will take as much as you want to give - and more
- The one thing they won't do is buy insurance for your Career.
- You are the Captain of your ship and you're the only one that can make that purchase

# Invest In Yourself

- Things you need to start doing
  - ✓ Accept responsibility for your career.
    - ❖ Hint: Your company really doesn't care how successful you are - unless it's a success that directly benefits them.
  - ✓ Create employment options so that you can move if/when necessary
  - ✓ Accept the fact that education is a 365 day a year proposition

# What You Need to Stop Doing

- Stop feeling “trapped” in your job
- Stop thinking you have no place to go
- Stop thinking the only one responsible for investing in you is your company
  - ✓ You can't hire people to practice for you
  - ✓ It requires your personal commitment

# Invest In Yourself – Purchase Career Insurance

- Get Intimate
- Get Informed
- Get Involved
- Get Going and Initiate!

# The Need For Intimate Insights

- Intimacy – “In too me I see.”
- Make a searching and fearless moral inventory of ourselves. Examining past errors with the help of a friend/mentor; Continued to take personal inventory and when we were wrong promptly admitted it.
- One of the first things I ask is “What do you really want to do?”
  - ✓ The Resume Answer Versus the Real Answer

# Heart To Heart

- Truth be told, a whole bunch of people don't have a clue what they really want to do.
- If you were to have a heart to heart talk, with someone who you completely trusted, and you felt safe and confident that the information would never be shared with anyone else, what would you tell them about your job? On a scale of 1 to 10, how much do you love your job.
  - ✓ I love my job (10), or I hate my job (1), or somewhere in between.

# Having A Job Versus Pursuing A Career

- If you're working for money, you're working for the wrong reason.
- Do you really want to look back and say "If Only?"
- How are you wired?

# The “How well do you know yourself” test.

- ✓ Write down the Mission Statement for your life?
- ✓ My “Life Purpose” is ....?
- ✓ My greatest fear is...?
- ✓ What are your greatest strengths?
- ✓ What are your biggest weaknesses?
- ✓ List three things you do really well.

# Know yourself Test (cont)

- ✓ Name the three accomplishments you are most proud of:
  - ❖ Personally
  - ❖ Professionally
- ✓ Professionally, this is what I really want to do..
- ✓ At the end of my life, I want my tombstone to read.....
- ✓ Five years from now this is how I want my life to look

# An Observation

- Most people are risk adverse with respect to implementing change.
- Today's paradox:
  - ✓ If you're risk adverse, but functioning in an environment that requires change, how do you play it safe?
- When the time comes to be actively involved in implementing change, will you:
  - ✓ Cower
  - ✓ Be courageous

# Get Informed

- More than ever before, you need to make a commitment to staying abreast of what is happening in the transportation, logistics and supply chain sectors.
  - ✓ Note: You do not need to be an expert, but you do need to know how the transportation issues are likely to impact your company.
  - ✓ Example: 10+2, CAAP, HOS, Privatization, and that is just the tip of the iceberg.
- If you're not investing at least 200 to 300 hours per year to keep current, you run the risk of being obsolete within 3 to 5 years. How many hours per year do you invest in pursuit of continuing education activities?

# Get Informed

- In order to stand up and be counted, you need to know:
  - ✓ what to stand up about
  - ✓ where to go to solve problems
- Fortunately there are tremendous resources available to Supply Chain Professionals who want to stay current
  - ✓ Free publications, the Internet and Industry Associations.

Get Involved  
Get Plugged In .... Or Get Unplugged  
Avoid The Lone Ranger Syndrome

# Get Involved

(Never underestimate the power of a network)

- I know you'll never need a network, but just in case....
  - ✓ Your life is one phone call, or unexpected meeting/trip to the doctor's office away from being turned upside down.
- When the call comes what are you going to do.
- You need to expand your network of personal and professional contacts
  - ✓ How do you do that?

# Get Involved (cont.)

- Pick two worthwhile business organizations
  - ✓ Industry specific
  - ✓ General business organization
- Join those organizations
  - ✓ Show up
  - ✓ Get involved

# Groups You Can Join

- AST&L
- NIT League
- NASSTRAC
- CSCMP
- WERC
- TIA
- TCPC
- ATA
- ISM,
- APICS
- To name just a few

# Depressing, but True

- Less than 15% of the professionals in our industry belong to at least one of the professional trade associations
  - ✓ 1 in 5 professionals belong to industry trade groups
- Number of individuals who actually show up and get involved is under 10%
  - ✓ 1 in 10 industry professionals are actually involved

# Here's the Point

- A whole bunch of people are ignoring the importance of developing a network of contemporaries and associates that can help you out when the unexpected occurs
- I'll say it again, "Get 'plugged in' to a network or 'get unplugged' in your career"

# Objection & Answer

- “I don’t have time to network or invest in continuing education activities.”
- Every time I hear this, I smile and think, “Neither do I, but I still do it.”

# Facts & Truths

- Fact: We all have the same amount of time
  - ✓ 24 hours in a day
- Truth: We typically spend time on what is important to us
  - ✓ You can probably tell me all about what's happened with your favorite TV show, or sport teams
- Simple question: How important is your career?

# Initiate: Do Something!

- The value of the Career Insurance Track. Instead of just talking about these things, we have designed this track to give you the tools to get some career Insurance.
  - ✓ This afternoon, Jim Warner and Mark Tribbas will be leading a session on Inspirational Leadership.
  - ✓ After that you'll here from very experienced retainer search consultants with some invaluable tips.

# The Value OF the Career Insurance Track

- Tomorrow, you hear from Ron Jenson who will go over his Life Action Plan.
- Tomorrow afternoon, you will hear from people who have gone through a career transition process and then Steve Robinson will lead a session about Networking.
- Our objective is to give you the tools if you're serious about getting Career Insurance make plans to come back for these sessions.

# Why Are We Here Today?

- A Director of Logistics for a good sized company lost his job
- His termination caught him by surprise
  - ✓ Received very good evaluations. Thought he was doing a great job for the company. Now he's in his mid-fifties, on the street looking for a job with very few prospects

# Not Helping Himself

- He only belonged to one association
  - ✓ Hadn't attended a single event for in several years
- Sense of regret
  - ✓ "I was always too busy doing a great job for my company to invest in and protect my own career."
  - ✓ "I should of taken the time to invest in myself."
- In other words, he was saying: "I should have bought some career insurance!"
- This does not have to be your story!

# Start It Now

- The Longest Journey Begins With A Single Step
- Get some career insurance so you can look ahead at a future with great possibilities and wonderful opportunities

# Some Final Thoughts

- It's OK to ask for help
  - ✓ Can you help me?
- Never forget to say, Thanks You and ....