Virtual “Mentoring” for IISE Members

D. Scott Sink, ISE @ OSU

Yves Belanger, VP Supply Chain, Wolseley Canada

Ron Romano, Sr. Dir., Business Process Reengineering, Walmart Canada

David Poirier, CEO, The Poirier Group and President-Elect IISE

13 Aug 2019
12:00  Tee Up: Carol Leblanc, IISE Conference Manager

12:01  Scott – Frame up the Webinar

12:05  Yves

12:15  Ron

12:25  Dave

12:35  Q&A and Scott Close out review coming attractions
Career Choicepoints: Navigating your career transitions

- This is our 4th Career Choice Points Webinar—Virtual Mentoring

- The links to two previous sessions are below:

- We will do another one of these, live, at the Annual Conference in New Orleans in May of 2020!!!
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<tr>
<td>David Poirier</td>
<td>Chair, CISE, President, The Poirier Group, Fellow, IISE</td>
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<tr>
<td>Chris Kelling</td>
<td>Mgr, Industrial Engineering, John Deere</td>
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<td>Tom Dobson</td>
<td>Sr. Mgr, Industrial Engineering, The Disney Company</td>
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<tr>
<td>Kevin Vliet</td>
<td>VP Supply Chain Eng Design &amp; Automation</td>
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<td>Steve Savoic</td>
<td>Sr. Mgr., Industrial Engineering, General Motors</td>
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<td>Tandy Bailey</td>
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<td>Yves Belanger</td>
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<td>Victoria Jordan</td>
<td>VP Quality, Emory Healthcare</td>
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<td>Carl Kirpes</td>
<td>Excellence and Innovation Leader, Marathon Oil</td>
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<td>Elaine Johns</td>
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<td>Mariette Sanchez</td>
<td>Strategic Director Prod&amp;Dist, GFR Media</td>
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<td>David Berger</td>
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<td>Joan Tafoya</td>
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<td>Eric Stobin</td>
<td>A&amp;T Bus Ops Mgr, Intel</td>
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<td>Ben Amaba</td>
<td>Global CTO, IBM Industry Sector</td>
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<td>Caitlin Kenney</td>
<td>Systems Eng, International Systems Mgmt</td>
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<tr>
<td>Scott Sink</td>
<td>Facilitator CISE, Past President IISE,</td>
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<td>Doug Greene</td>
<td>Exec. Director, IISE</td>
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Chapter #1 Highlights—
IISE’s First Chapter and also the first Virtual IISE Professional Chapter

1. **300+ Professional Members** in Ohio and Indiana and around the Country and World.

2. Support, **partner with Student Chapters** at Youngstown State, Ohio University, Purdue, and Ohio State University Student Chapters.

3. Monthly, Timely and **High Impact Webinars** each year; topics developed from Voice of Member

4. **12 Monthly Memo’s** help Members get to know each other and keep members aware of upcoming opportunities AND also provide Self-Help Features on personal and professional mastery

5. **quarterly GoToMeeting small group calls** with members that focus on topics of interest from ‘affinity groups’/segments of our members.

ISE’s Engineer Value!!
ISE and IISE for Life—how IISE supports you for your entire Career.....

Your professional needs and interests change and evolve over time and IISE can respond to those changes

The corporate ladder is giving way to the Corporate Lattice

Corporate Ladder
• Hierarchical, top down
• Work is where you go
• Narrow career paths and jobs
• Homogeneous workforce
• Career versus life
• Low workforce mobility

Corporate Lattice
• Flatter, collaborative
• Work is what you do
• Multidimensional career paths and jobs
• Heterogeneous workforce
• Career and life
• High workforce mobility

IAB (mid to late career)

CISE (seasoned executives, ISE thought leaders)

Young Professionals (early career)

IISE Student Chapter

Professional Chapters are: Alumni Affinity Groups, Local/State/Regional Affinity Groups, Industry and Practitioner Focused

You can get involved in Societies, Technical Divisions and also ‘Affinity Groups’ like Young Professionals, Industry Advisory Board and the Council on Industrial and Systems Engineering
Q&A Protocol

- Audience is muted
- But, you can ask questions at any time in the dialogue text box
- I will see the questions and weave them in for you at the appropriate time.
- All questions will get answered either during or after the webinar
- Thanks for taking time from busy schedules to participate.
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Motto/Drive:
Know & live your Values

Change that was most impactful to my career:
Launch my career outside of my home province

A word to best describe my career:
Winding

Current Experience:
• Vice President, Supply Chain: Wolseley Canada Inc. division of Ferguson, PLC (LON: FERG)

Past Experience:
• Weston Foods Limited: Vice President, Supply Chain
• West Monroe Partners: Director, Canadian Market
• LxLi International Ltd.: Founder & Sr. Vice President
• SERCA Foodservice Inc.: Vice President, Logistics
• Loblaws Companies Limited: Director, Industrial Engineering
Yves’ Career Path

‘Everyday is a winding road’

Loblaw Co Ltd
Project Engineer; Manager, Director ISE
Supply Chain in Food Retail – from warehouse tasks to fulfillment strategy
6 years

LxLi International
Founder/Sr. Vice President
Consulting services in Productivity & Supply Strategy
Retail in Canada & USA
6 years

Weston Foods
Vice President, Supply Chain
Food Manufacturing - Back to functional leadership – managing large scale transformation
2 years

Ecole Polytechnique
• B. Eng. ISE
• M. Eng. ISE

SERCA Foodservice
Vice President, Logistics
Food Wholesale - Transition to Functional Leadership
2 years

West Monroe Partners
Director, Canadian Market; SME Retail/Wholesale NA Management Consulting, extension of expertise to other sectors
7 years

Wolseley Canada
Vice President, Supply Chain
Wholesale Trade – From Source to Site – Operation & Strategy
2 years
Yves’ Career Path
Life Choice Point #1

Pursue Graduate Studies (M. Eng. ISE)
- Felt I needed to achieve more academically
- Slow Economic Cycle - Did not want to settle with any job
- Developed Critical Thinking that served me through my career

Ecole Polytechnique
- B. Eng. ISE
- M. Eng. ISE
Yves’ Career Path
Life Choice Point #2

Join Loblaw and moved to Toronto, CA
• Chose the job that best fit my interests and ambitions after graduation
• Learned Retail/Wholesale Supply Chain with great people/organization
• Contributed in extending ISE principles to other areas (e.g.: Retail Ops)

Loblaw Co Ltd
Project Engineer; Manager,
Director ISE
Supply Chain in Food Retail –
from warehouse tasks to
fulfillment strategy
6 years
Yves’ Career Path
Life Choice Point #3

**Founding my own consulting company**
- Learned how to run a professional services firm
- Build confidence in my ISE skills and developed selling skills
- Gained experience across Canada/USA and overseas
- Involved in Strategic initiatives and M&A

LxLi International
Founder/Sr. Vice President
Consulting services in Productivity & Supply Strategy
Retail in Canada & USA 6 years
Yves’ Career Path
Life Choice Point #4

Return to Industry
• Lead large scale transformation programs
• Apply learnings from consulting experience to build high performance end-to-end supply chain
• Accountable for creating strategy, implement and sustain

Weston Foods
Vice President, Supply Chain
Food Manufacturing - Back to functional leadership – managing large scale transformation
2 years
Some thoughts about my career path

- Live by your values and have a vision for yourself
- Keep learning, never turn down a challenge
- Know your strengths and use them to create your ‘brand’ – be known for something
- Be patient, time flies when you are having fun
- Be opened minded to see opportunities when they come up
- If you aren’t a little scared sometimes, you are probably not pushing yourself hard enough
- Always stay true to who you are, lead by example
- Be willing to roll up your sleeves at every stage of your career
- Always ‘Show up’; be the best you can be at all times
Dialogue We’d Like to Spark: Please use the Go2Webinar “ask question” Function and we’ll get to as many as we can

What have been some of your Choicepoints?

Any insights or aha’s from these Choicepoint sharings that you feel are valuable?

How can IISE help you migrate your career and create critical choicepoints?

What’s a recent aha moment, learning, innovation that you’d like to share?

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Ron Romano

Motto/Drive:
Every day is an interview, be at cause and accountable

Change that was most impactful to my career:
Choosing where to start my career (Loblaws), which was a springboard for everything that followed

A word to best describe my career:
Pragmatic

Current Experience:
• Sr. Director, Business Process Reengineering Walmart Canada
• ZBB Supplies Package Owner for Canadian Market
Life Choice Point #1

Decide to take 16-month U of T Internship at Loblaw Companies Ltd.

- Learn Retail!
- IE Team 8 → 80
- Meet & work with Yves, Dave & Scott
- Meet my Wife
Life Choice Point #2

BROADENING HORIZENS

Decide to join LxLi Intl. Consulting

- First assignment living abroad in Australia
- New skills (eg. Business Development)
- Continue to build up retail knowledge and application (HBC, Metro, Winners/TjX)
Life Choice Point #3

NEW INDUSTRIES

Decide to join MDS Inc.

• Applying what I know to Life Sciences
• Birth of a world-class LeanSigma Program @ MDS
• Master Black Belt certification & Deployment Leader
Join Target, then Walmart

- Target Canada – 100+ stores in 1 year, then death
- Build the first ever BPR team at Walmart
- Smart Spend (ZBB) Supplies Package Owner for Canada
1. Great to have a career plan but don’t forget your short term objectives
   • *Whatever you’ve been asked to do, whatever your role is today, do it really well, deliver results, and do it with integrity*

2. Be a great teammate
   • *Helping other people develops your leadership skills, and people start to see you as a natural leader*

3. Take on a challenge or task that isn't getting done
   • *Those are great learning opportunities, and occasionally you can really change something and people tend to notice it*
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What have been some of your Choicepoints?

What do you want that you don’t have, career wise?

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Change that was most impactful to my career:
Moving from a corporate to entrepreneurship role by starting my own company.

A word to best describe my career:
Serendipity

Motto/Drive:
Serve the highest good of your relationships, yourself and the organizations you serve

Current Experience:
- President, MDS Enterprise Services & CIO
- Senior Vice President, Logistics, Planning & Systems

Past Experience:
- CEO & Principal: Hunter Capital Partners International
- Executive Vice President & Chief Information Officer: Hudson's Bay Co.
Life Choice
Point #1

WHY?

• Interested in law
• Wanted and undergrad degree that was technical
• Started a Family
• Wanted to gain work experience in IE

Industrial Engineering

Loblaw Companies

Hudson’s Bay Company

MDS Inc.

The Poirier Group
Life Choice
Point #2

WHY?
• Wanted international experience

LESSONS LEARNED
• Different perspectives, exposure to new cultures and business practises
• More confidence to move to a corporate leader role
Life Choice Point #3

PERSEVERANCE
• There is no certainty – important to capture opportunities and manage risks

MOMENTS OF DOUBT
• They will inevitably happen
• It is important to keep going
• Survivor instincts → how am I going to make it?
David Poirier – Final Thoughts

Ready for a Change?
- Clear sense that there was a gap between how I was growing and achieving (Loblaws - in 17 years had 18 titles)

Navigate your Career
- Plan your career: Have a 5-year plan
- Find advisors in your network that you can always get honest feedback from

Serendipity
- Embrace opportunities that come your way
- Many opportunities I have got in my career were presented to me
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Putting it all together—
some thoughts to ponder

The journey of life
is not meant to be feared and planned;
it is meant to be travelled and enjoyed.

Wisdom is knowing the right path to take.
Integrity is taking it.

Life is a journey with problems to solve,
lessons to learn, but most of all,
experiences to enjoy.

Do not follow where the path may lead. Go instead
where there is no path and leave a trail.
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The link to the slides and the audio will be posted on IISE’s Website in a couple of days.

- This link takes you to the Chapter #1 Webinar Archive Folder.

Upcoming Chapter #1 Events—27 Aug

Use this Link to Register


THE NEXT SEVEN HABITS OF HIGHLY EFFECTIVE YOUNG ISE PROFESSIONALS

Tuesday, Aug. 27, 12 p.m. Eastern time | Register now

This is an ongoing series of presentation by ISE Young Professionals that examines and shares personal and professional points of view regarding important habits for new graduates and early careers ISE’s to acquire, hone, refine, etc.

This webinar was a session at the recent IISE Annual Conference in Orlando and was extremely well received, 75 attendees, third most popular session in the Performance Excellence Track.

Hear recent ISE grads discuss their views on trust, the importance of using mentors and subject matter experts, how to continue to develop breadth and depth in your field of interest and areas that will help you develop yourself and your career, how to better position yourself for success and more rapid progression, and other important ‘habits’ that are critical to success requirements.

Facilitator: D. Scott Sink, Ph.D., PE, Ohio State University

Presenters:
- Michael Beardsley, law student, Case Western Reserve
- Allen Drown, maintenance program task implementation & analysis, United Airlines
- Jagjit Singh, senior manager, Discover Home Equity Loans
13 June—Chapter #1 Annual Virtual Meeting

9 July—Operational Analytics: ideas on how to sustain visible measurement systems and the process improvement benefits you’ve worked to achieve (Scott Sink)

13 Aug—Virtual Mentoring: Career Choicepoint learnings, lessons, tips from Senior ISE Leaders (David Poirier, President, The Poirier Group; Ron Romano, Sr. Mgr. Business Process Reengineering, Walmart, Canada; Yves Belanger, VP Supply Chain, Wolseley Canada)

27 Aug—The next 7 Habits of Highly Effective Young (ISE) Professionals (Allen Drown, United Airlines; Michael Beardsley, Law Student, Case Western Reserve; Jagjit Singh, Discover)

10 Sept—Winners Presentations from the IISE Outstanding Capstone Sr. Design Projects from 2018-19 (Georgia Tech/Cisco; Ohio State/Abbott Nutrition; Virginia Tech/Eastman Chemical)

1 Oct—Being Successful as a “Covert” ISE (Sean Gionvese, IE Manager, Lockheed Martin)

29 Oct—Service Systems Engineering: Three of the top 6 finalists from this years IISE Outstanding Service Systems Engineering Award will present.

12 Nov—ISE and Data and Implementation Sciences (Scott Sink and Ben Amaba, CTO, IBM Manufacturing)

3 Dec—The Art and Science of Selling your Ideas to various stakeholder groups in different situations (e.g. Private Equity supported firms) (Brent Miller, West Monroe Partners & David Poirier, CEO, The Poirier Group and President-Elect IISE)
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