

THE ISM ADVANTAGE

Opportunities for Leadership

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Volunteering — What's in It for Me?



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Why should you volunteer with your local ISM affiliate, Group, or Forum? Because volunteering with ISM will benefit you personally! That's right — volunteering brings many benefits to you, the volunteer, not just the people you serve. People like you volunteer their time and talents every day to help others and even to help themselves. Many people who volunteer with ISM report that the personal benefits they receive from their efforts far outweigh the small sacrifices of time and talent that may be required. Many of the main benefits members can gain from volunteering some of their time and energies to ISM are truly in the best interest of the individual:

- To learn new skills or enhance existing ones
- To gain status or increased visibility — to be noticed and recognized
- To enhance your résumé
- To expand your network
- To gain leadership experience
- To explore new career opportunities
- To be an instrument of change
- To receive special perks
- To feel good
- To keep busy

You have probably considered volunteering on several occasions but may have held yourself back for a variety of reasons. Perhaps you felt that you didn't have the time to take on additional responsibilities. Who wants to add volunteer responsibilities to a plate that is probably already full with employment, family, and community responsibilities? Busy volunteers report that one of the benefits they gain from volunteering is enhanced skills in time management, delegation, and prioritization to help them more effectively handle their many responsibilities.

Or, perhaps you simply asked yourself, "What's in it for me?" *The ISM Advantage* went to several members to find out what personal benefits and advantages they have received from volunteering with ISM. Read the following statements and see for yourself. Volunteering benefits the volunteer! So, be selfish — volunteer!

Volunteering Helps Build a Professional Network



By Anna Marie Andrew, C.P.M., A.P.P.
*Purchasing Supervisor
Amerisure Insurance
Farmington Hills, Michigan*

My volunteer involvement has enabled me to have conversations with a variety of people in different industries dealing with different commodities. This has substantially broadened my knowledge of different commodities, as well as allowed me to build a professional network of peers with whom I can discuss an assortment of issues.

I have received a great deal of personal benefit from volunteering by being that first contact for new members who just walked into a room filled with 100 people and saying "welcome."

Each meeting, I make at least one new friend. On the professional level, I completed my C.P.M. and A.P.P. with a great deal of support and encouragement from my fellow board members.

When I first began on our local affiliate board of directors, I found it difficult to discuss an agenda item at a board meeting. Now I have no problem speaking in front of a dinner meeting assembly or special event of over 100 people, in the best or worst of conditions!

It only takes a couple hours a month to make new friends, learn about different companies or commodities, and give back to the profession that feeds your family. The variety of skills you can develop will support your upward progression throughout your career.

Volunteering Opens Personal and Professional Doors



By C. Renee Barrett
*Director of Purchasing
Randolph-Brooks F.C.U.
San Antonio, Texas*

When I joined NAPM—San Antonio, Inc. back in 1997, my purpose was to glean knowledge and wisdom from other purchasing professionals in a networking environment. Being an active volunteer and board member has enabled me to improve the professional knowledge and skills of everyone within my own purchasing department. Senior management developed a new respect for the Randolph-Brooks Federal Credit Union Purchasing Department and sent out a corporatewide message to all employees to join in commending the purchasing department for 100 percent active participation in ISM. ISM has directly increased my procurement knowledge and broadened my horizons by opening doors for me both personally and professionally. This year I was promoted to director of purchasing just 30 days before being installed as president of our local affiliate.

Coincidence? Hardly. It comes from keeping the communication line open upward, downward, and across. Let your boss know what is happening in your local affiliate, how it has assisted you, how you are involved, and by all means invite them to attend meetings as a guest. I continue to believe you reap what you sow. So get involved, volunteer, give your best, and you will also be rewarded.

Learn How to Deal with Every Level of the Organization by Volunteering



By John R. Bird, C.P.M., A.P.P.
*Stores Team Leader
FMC Corporation
Green River, Wyoming*

Looking back on my volunteer efforts in ISM over the last decade, I can certainly see how it has assisted my professional growth and career development. I have served in nearly every volunteer position within the Wyoming affiliates. I have always believed in the concept that the instructor, teacher, or volunteer always gains more knowledge and development than the student

or someone who is just there taking up space. Has this involvement always been easy? Certainly not. When I first joined ISM, I would drive over 100 miles to attend my monthly affiliate meetings. If you are familiar with what the weather can be like in Wyoming in the winter months, you would realize this became difficult at times. I can report that I attended most of the monthly meetings. So, why would I feel that it was necessary to be part of this group of procurement professionals? I enjoyed and learned from being with people who had the same goals and objectives and, above all, the ethical standards that we live by as members of this professional association. The world is full of corruption and it is great to network with ISM members all over the country with the same ethical values and background.

As I have attended International Conferences, district meetings, Summer Leadership Training Workshops, and affiliate training, I have been able to network with so many people with innovative ideas, which continues to strengthen my skills in the supply management field. One of the skills that I have seen increase through my volunteer efforts is my ability to deal with all levels of the organization in both my full-time employment and ISM. These relationships have enhanced my interpersonal skills and assisted me in new assignments and responsibilities.

I look at why I have been involved in my affiliate and realize it is somewhat selfish because of the personal and professional benefits I have received. I enjoy knowing how an organization functions and I know no better way to find this out than by being involved. I have met some great individuals by being a volunteer not only in ISM but also in my community activities.

To those who hesitate in volunteering, you are the ones who are losing the personal growth and benefits that come from being involved. Volunteer just for selfish reasons, if for no other reason. Be involved and reap the benefits of this wonderful organization. Being a volunteer has helped me to give back to the association that has enhanced my personal development.

Volunteering Enhances Career and Personal Life



By Sid A. Brown, C.P.M., A.P.P.
*Corporate Purchasing Manager
Stimson Lumber Company
Wilsonville, Oregon*

Association volunteerism has been a major part of my professional career, since my early involvement in leading the organization of a new affiliate to my later involvement in leading ISM as president. My volunteerism continues today by serving on the boards of both the Pacific & Northwest Forum and NAPM—Oregon Mid Valley, Inc. When asked why I have committed so much personal time to this organization, it is easy to respond by saying that volunteer service has allowed me continued business and social skills development, while enhancing my career and my personal life in many ways, too numerous to mention in a brief statement.

One thing which I have found to be most interesting is that through my volunteer service, I have been given much credit for my mentoring of other career professionals. However, I have found over time that the real beneficiary of this involvement was actually me, as even the most inexperienced associate has taught me many things and, in fact, at least to some extent, mentored

me! We all can learn so much from each other and grow ourselves in so many ways, but only if we put ourselves into the right position in the first place. Certainly, I would never have had such a rewarding experience if I had never volunteered for that first position in my affiliate! So do yourself one of the biggest favors which you can do for your own self-development — volunteer today! I assure you that you'll never regret it and that you will personally benefit the most by doing so!

Volunteering Teaches You Things You Don't Learn in School



By Maureen A. (Moe) Donnelly, C.P.M.

*Lead Consultant
QP Group
Coral Gables, Florida*

I became a member of ISM in 1983 when I joined the Central Florida affiliate. The affiliate was going through some changes on the board of directors and the chair of the Trade Show Committee asked me if I would be on the committee. Eventually that year, he became president and asked me to serve on the board as secretary *and* trade show chair.

As a volunteer, I practiced, learned, and strengthened my management/leadership skills in a nonthreatening environment. I learned how to deal with difficult [political] situations. I learned committee etiquette — little things that you don't learn in school/ textbooks but are expected to deal with in normal day-to-day job situations. Coincidentally or not, I continued to get promoted in my career during the years I spent serving on the board.

I took a new position as director of purchasing, which led to getting transferred from Orlando (Central Florida) to Washington, D.C. To acclimate myself to this new area, the first thing I did was join the local affiliate. I met lots of purchasing professionals, and because I had been a volunteer previously, I volunteered again for the National Capital Area affiliate. I served on the board for all eight years I lived and worked there. During those years, I kept in touch with my former affiliate and friends that I had made who were volunteers of their local affiliates from all over the southeastern United States. The network team I created with the volunteers that I met is extensive. Many of these people I consider to be good friends.

What I would suggest to people who want to get involved is to try something that they would like to do but their job does not offer. For example, if you always wanted to try your writing skills, offer to write articles for the newsletter. If you wanted to do public relations, volunteer to do PR work for the affiliate. If you always wanted to do some marketing or teaching, volunteer to do that piece for your affiliate. Be creative, try new things, make new friends — volunteer! Do something you always wanted to do, but never found the time or thought you might not have the skills. Volunteer for your affiliate and get involved.

Build Treasured Personal Relationships through Volunteering



By Sam Farney, C.P.M.

*Principal
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My personal involvement as a volunteer with ISM consists of many positive encounters woven throughout my nearly 30-year supply management career. Contacts made at affiliate

and district leadership meetings led to a formative role in the Purchasing Professional Development Network. This, in turn, provided an extremely valuable source of benchmarking and best-practice exchanges with leading purchasing organizations. The many treasured personal relationships have also provided a wealth of professional benefits in the form of learning and information sources. By responding positively to requests for assistance from ISM and its affiliates, I have had the opportunity to learn, contribute, and grow personally and professionally.

Volunteering Can Open Career Doors



By Cynthia A. Gouse, C.P.M., A.P.P.

*Contract Analyst
Wells Fargo
Phoenix, Arizona*

Volunteering within ISM has given me the chance to improve myself personally and professionally. The skills I have acquired directly due to volunteering have allowed

me to improve my skills in many areas.

I have developed speaking and organizing skills that I would not have enhanced or maybe not even developed to the degree that I have, if not for chairing the Professional Development Committee and then securing the vice president of education position within NAPM—Arizona, Inc. Both of these positions allowed me to develop my managerial skills as well, which is definitely an added bonus. The many professionals that I have had the privilege of working with on the board, within committees, at monthly meetings, etc., have unknowingly bettered me as a purchasing professional. They have given me added confidence, directly affected my knowledge of the purchasing profession, and guided me on a career path in a very positive direction.

The deep satisfaction I feel every year when talking to new members of affiliates at the Leadership Training Workshops is indescribable. You want to teach and lead these new enthusiastic members so that they can succeed. Their energy and enthusiasm is contagious.

As a direct result of volunteering within ISM, I have been approached by various organizations for positions within their companies. I was hired by Wells Fargo after serving on the affiliate board of directors and attending a Summer Leadership Program for then District I, which my current manager attended. As you can see, ISM opens doors.

I would suggest to members that are thinking about becoming involved to start out by taking on a little responsibility at a time: hand out evaluations, greet members when they come to meetings, introduce a speaker, call on members that are interested in

joining a committee — things like that which can then be built on before committing long lengths of time to a committee or board position. Also, by doing a little something for your affiliate, you will gain the confidence to take on more responsibility, which in turn could end up benefiting you professionally down the road.

Volunteering Provides Opportunities for Growth and Professional Development



By Jim Haining, MBA, C.P.M., A.P.P.

*Manager, Corporate Agreements
Sprint
Las Vegas, Nevada*

Back in 1989, shortly after joining ISM, I was coerced (asked while my arm was twisted tightly behind my back) into being the professional development chair of our small chapter in

Reno, Nevada. Thirteen years, several volunteer positions, and many new friends later, I am very grateful for my participation and involvement in ISM and my local affiliate, NAPM—Southern Nevada, Inc.

Through the professional network of colleagues and friends in my affiliate, I was encouraged to go back to school and get my Master of Business Administration degree. I attained that goal last year while serving as president of our 200-member affiliate throughout the two years I attended school! My volunteer efforts have given me opportunities and skills that I would never have attained had I not joined the board of my local affiliate.

Whether it be helping find a speaker for the monthly meeting, serving as a committee chairperson, or being president of your affiliate, you will find new opportunities for growth, professional development, leadership development, and meeting *great* people. Volunteer — you will love it!

Volunteering Provides “Priceless” Networking Opportunities



By Karl Mann, Ph.D.

*Professor of Supply Chain Management
and Marketing
Tennessee Tech University
Lebanon, Tennessee*

The networking aspect of serving in leadership capacities is not measurable since it is priceless.

Volunteering has opened the door to many new friends, educational experiences, and opportunities for networking in the supply profession. Having served in several capacities in my local affiliate has broadened my perspective about the ISM mission and educational opportunities in supply management.

As a member of the board of directors with my local affiliate and serving on the Permanent Conference Committee nationally, I have honed my leadership skills and discovered talents that I never would have exploited otherwise. Professionally, I have developed speaking opportunities and educational benefits that otherwise I would not have developed. My profession as a college professor

involves the dissemination of information. ISM volunteering opportunities have expanded my opportunities to disseminate knowledge and the latest methodologies in the supply management profession. Involvement provides a greater appreciation for the working activities of ISM and the opportunities that otherwise evade most members.

Volunteering Shapes, Refines, and Gratifies You



By Jack P. Peacock, C.P.M.
*Purchasing Agent
Talquin Electric Cooperative, Inc.
Quincy, Florida*

Ours is a nationwide affiliate involving many utility supply personnel. As president, I've seen the challenges this office affords, but even more so, I've seen the positives that only volunteerism can render — a sense of accomplishment that is difficult to put into words. Giving for the betterment of something bigger than yourself, something you believe in, can shape, refine, and gratify you beyond description.

Leadership is a skilled art form, one that requires the primary tools of diplomacy, delegation, communication, and organization. To be a successful volunteer, especially at the upper echelon of affiliate involvement, you must either bring these tools with you or acquire them along your affiliate journey. Some I possessed, some were tweaked, others I acquired.

I would suspect that there are many reasons why people may not contribute their time and talents. One is a root fear of failure in striving for greatness. Most people, however, do not realize that failure, in small doses from time to time, can be an extremely positive motivator. Think of all of the great people throughout history who often failed miserably, only to eventually succeed overwhelmingly.

I would not trade my experience as an ISM volunteer for anything. I have been mentored and molded in the process and intend to do the same for others. One final thing that comes to mind when I think of affiliate service is the old French adage "*nobles oblige*," which interpreted means "nobility obliges." This is the essence of all I have said. Those of noble character, those who genuinely believe that the whole can indeed be no greater than the sum of the parts, will find a need and fill it through volunteering — and be the better for it.

Volunteering Develops Team-Building Skills

By Glen Parker, C.P.M., A.P.P.

*Lead Buyer
Cleco Corporation
Pineville, Louisiana*

At the local level, volunteering let me get more involved in my local affiliate. I held several different positions and got to know members better. Currently, as a Leadership Training Committee member, I get to network with fellow purchasers from around the entire country. This has greatly expanded my network of purchasing peers. Attendance at Summer Leadership Training

Workshops allows you to expand your network even further. ISM brings together a great cross-section of supply management practitioners — manufacturing, service, and government. I use these events as "sounding boards" about new ideas that my company may consider implementing.

The most important skill I have developed from my volunteer efforts has to be team skills. Also, volunteer participation has helped me become more adept at consensus building rather than simple majority-rule decisionmaking processes. Helping others become more aware of what ISM can do for them gives me the most satisfaction. Why? Because that's what I have gotten as an ISM volunteer at the local and national levels. I know this sounds trite, but for those of you thinking about volunteering and becoming more involved — *just do it!* Don't be afraid. Your fellow team members will help you succeed. Volunteering is fun and adventurous — because you never know who you might meet or what new skills you may discover.

Volunteering Gave "Real-World Payback"



By Wm. Frank Quiett, C.P.M., A.P.P.
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Volunteering is in fact a "no-brainer." If you want to learn, get involved. To get involved, volunteer. It really does not get any simpler than that. We all have two options in life: participate or observe. Those who participate learn and grow in knowledge, wisdom, and professionalism. Those who only observe deteriorate or at best stay "status quo." Either way, they are not progressing. One of the attributes of a professional is *desire*, the need to be a part. This is what drives one to volunteer, to be a part, to add to, to grow, and to improve. The attribute of desire is like the attribute of love — the more you give away, the more you have.

When you volunteer, you become a part of something larger than you are by yourself. When you become a part of something larger than yourself, you grow in knowledge, professionalism, and individual worth. It is always a win-win situation — the team benefits from your participation and so do you! Self-improvement and the journey toward increased knowledge and professionalism is my passion and volunteering is the key. Volunteering is not just restricted to our affiliates but encompasses all of the learning opportunities that are available from the multiple facets of our lives.

Three years ago, when I was requested to submit my résumé for a position that was open at United Space Alliance, I was pleased that within two days I received an offer. After accepting the job, I met the director of purchasing, who told me that as soon as he saw my C.P.M. certification, he knew that I had the expertise required to do the job. Talk about "real-world payback." I would not have had the C.P.M. certification if I had not been volunteering in the local affiliate and gotten excited about getting my certification. I got involved and then started participating, and I can truthfully say that my C.P.M. certification has changed my professional life for the better. In what other organization and profession can you get such real-life paybacks from volunteering?

Volunteering Brings Recognition outside the Affiliate



By Marty Rutkovitz

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Walt Disney World Co.
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After looking back at being an active volunteer in my affiliate for almost 10 years, I realize the benefits have far outweighed the time and effort involved. Volunteering for affiliate func-

tions has given me not only a feeling of satisfaction and accomplishment but a level of recognition outside the affiliate as well. It has allowed personal growth in the area of diversity, and professional growth by increasing my leadership, team-building, and management skills. This all comes as a direct result of affiliate committee work and being a board member for many years. Lastly, and by no means least important, I have been able to build and maintain a network of friends from across the country. So for any member considering whether or not to be a volunteer, take the chance, for it will provide you with opportunities to expand your own horizons that you may not get elsewhere.

Volunteering Helps You Step out of Your Shell



By John VanKuilenburg, C.P.M., A.P.P.

*Senior Engineering Buyer
FLIR Systems
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Why volunteer?

The most significant thing that I have gotten out of my seven years of volunteering is the incredible network of supply management professionals that I have met. Prior to joining the board of directors for the Boston affiliate, I would attend meetings and seminars, but not actively network with the people that were also attending these events. Since becoming a director, it forced me to step out of my shell and greet people along with finding out what their expectations for the affiliate were.

Prior to joining the board, I could not and would not speak in front of a crowd, but that soon ended as my executive director put me in front of 200 of my peers to introduce speakers and deliver affiliate information. My opportunity to meet people has grown as I have attended numerous leadership meetings around the country with supply management professionals from all areas. The chance to talk with my peers from regions other than New England allows me to see how others are viewed and find out about their daily challenges.

I would suggest to any supply management professional to take the time to volunteer within your affiliate. Regardless of how big or small your role, it is an opportunity to try something new and make a difference within your profession. Volunteering allows you to learn and grow without risk.

Receive Years of Knowledge for a Few Hours of Your Time



By Raam Vichare, C.P.M.

*President
DimensionR Resources and Supply Chain
Management Consultants
Martinez, Georgia*

For me, volunteering for ISM is to support our profession and to enhance my own knowledge. It has given me an opportunity to develop a

large networking group, which helps me personally to gain knowledge from their experiences. When you volunteer a few hours of your personal time, you receive many years of knowledge back in return. Try it — you will find the experience is rewarding for your own career.

Volunteering as an Avenue of Expression

By Alfred Perreca, C.P.M., A.P.P.

*Senior Buyer
Greenwich Hospital
Greenwich, Connecticut*

By volunteering to serve on the board and participate on different committees, it has provided me with an avenue to express myself and utilize my talents in ways that my job never provided. It certainly has helped me to strengthen my self-confidence and has helped me to develop leadership skills. I never would have dreamed of becoming affiliate president within four years of joining ISM. It has helped not just in networking but also in developing valuable relationships with other board members. My advice to anyone considering volunteering would be to give it a try. It will benefit you personally and professionally as well.

Be Selfish — Volunteer!

As you can see from these examples, volunteering can bring great benefits to the volunteer. If you are uncomfortable with the notion that volunteering may actually be a selfish act, take heart. Volunteering is truly a win-win situation. The affiliate, its members, the association, and the profession all benefit from your time and efforts. It's okay. Be a little selfish and volunteer your time with ISM today!

By David Schultz, A.P.P., ISM Affiliate Support