



Alejandra Baptista recognized as a "30 Under 30 Rising Supply Chain Star"

Inside this Issue:

- Why more than one third of companies surveyed have sent their employees home for unsuitable attire
- CEH opportunities abound for the CPSMs & CPSDs to easily maintain their credentials
- Are State purchasing agencies cutting corners to save time by overlooking competition?

Other Highlights:

Upcoming Events 3

Test your SCM Knowledge- Try the crossword puzzle 3



ISM® and ThomasNet® (a liaison organization providing solutions between buyers and suppliers) have recognized our own **Alejandra "Alie" Baptista** as a "30 Under 30 Rising Supply Chain Star!" This landmark recognition program honors purchasing and supply chain professionals from the ages of 18 to 32 who are already making their mark in the SCM profession. The March issue of *Inside Supply Management Magazine*® warns of the impending talent loss as baby boomers retire. The "30 Under 30" program seeks to bridge that gap by attracting

"the brightest and most innovative" of the Millennial generation.



Alie is a CPSM, ISM-SA's chapter secretary, a Baylor University grad, a newlywed, and a Vendor Master Specialist at NuStar Energy LLC. To list all of Alie's achievements would be to devote this entire newsletter to her, but one of her accomplishments of late was to recover to NuStar's coffers over \$150,000 incorrectly paid to a top supplier. Alie is energetic; exceptional with technology, and most importantly, inspires others of her generation to become supply chain professionals.

She is an eagle-eyed auditor keeping NuStar out of any hint of liability by single-handedly scrutinizing each contractors' insurance certificates. She doesn't remain "in a box," but lends a hand wherever and whenever help is needed to further the success of the company as a whole, and that innovative attitude makes her a rising star. Tom Perry, CEO of ISM®, was truly inspired by the things all the nominees have accomplished, and is confident they're prepared to "lead and make a (positive) difference" in the future of Supply Management. Alie takes her time to lead training classes in order to pass her knowledge along and inspire others- a true leader. Way to go, Alie!

San Antonio Women Influencing the Energy Industry

The National Association of Women Business Owners (NAWBO) hosted the 2015 *Entrepreneurial Spirit Awards* at the Grand Hyatt Hotel here in San Antonio, March 28th. One of the nominees, **Sondra Grohman** from Shining Star ENERGY offered some advice to the up and coming women who would choose the energy field to start or revive their careers. Sondra says a firm handshake and

looking someone straight in the eye shows confidence in the male-dominated oil and gas industry. **Jennifer Kolbe**, with the La Vernia Municipal Development District who organized the Small Business Forum on March 17th looks to the small, locally-owned businesses to support the Eagle Ford shale region. "We want them to thrive, not just survive," Kolbe told the *San Antonio Business Journal*, March 20, 2015. In

fact, organizations are finding ways to develop women in the energy industry. One among many is the Women's Energy Network, South Texas Chapter that boasts 250 members. The "*Hard Hats and Heels*" program will be held at the CPS Energy Rochelle Training Center, 4515 Frank Bryant on April 16th. Registration begins at 11:15am.



Sandals at work, even on casual Fridays, is a bad way to get noticed.



You can still keep up with the latest fashion without projecting the wrong image.

Can What You Wear Effect Your Career Goals?

Everyone seems in agreement that you should dress in a businesslike manner for a job interview, but what about after you've landed the job? There seems to be a debate on the question of whether one should dress in a businesslike manner or that it doesn't matter what you wear; only how you perform your job. Here's an example: Alexander works in a call center with 250 other employees who never actually see customers face-to-face. Yet, business attire is required, Alexander states, "Dressing smartly for work gives off a certain (impression)-- one that implies professionalism and excellence." It also shows

teamwork when all are dressed well, and "are united in the common goal which is to maximize profitability for the company." Robyn, a web designer with many staff members, disagrees: "In my role I meet with clients but I don't expect them to take any notice of what I'm wearing...I do my best work when I am at ease and relaxed. Wearing whatever feels comfortable is the best way to assure that." Robyn goes on to point out that impressing other people with what you wear in irrelevant in the workplace, and should be saved for your social life. "People shouldn't judge your abilities as a professional based on what you wear" (Bowman 2014).

Forbes has a different view; how a person dresses is a "physical expression and a nonverbal communication." It should be in alignment with the brand you want to project. It becomes even touchier when a male boss finds the need to comment to a female employee regarding inappropriate attire. Most male managers will avoid the topic altogether. Send your feedback on this to creniker@yahoo.com and we'll continue the conversation. Is this attire below acceptable business attire?



Some Ways Keep up with Your CEH Requirements

ISM wants us to never stop developing our skills as our profession changes and evolves. But, 60 CEHs requirement sneak up on you in three years! One way to get a chunk of them is to attend the "Supplier Relationship Management for Collaboration, Impact and Business Success" in Pittsburgh, PA, where you can earn 21 Continuing Education Hours (CEHs) toward recertification.

The upcoming **ISM2015 Annual Conference** is another way to earn 20 CEHs in one place; **May 3 – 6 in Phoenix, Arizona.** There will be over 100 educational sessions to join not to mention more than 3,000 professionals to network with. If you can't make it to the annual conference, other seminars coming up are: "Integrating Project Management into Supply Management," in

Chicago from June 4- 5; Las Vegas from June 15-17 focusing on "Legal Foundations of Supply Management; the Basics You Need to Succeed;" and "Fundamentals of Purchasing: The Building Block of World-Class Professionalism," in Atlanta from June 17 -19. [LinkedIn](#) and [ism.ws](#) offer many webinars if you don't have time to travel. Don't let your valuable and hard-fought *CPSM* fade away!



HAPPY 100TH BIRTHDAY, ISM!

Did You Know?

You can gain CEH credits toward your CPSM recertification by writing an educational and/or informational article relating to our profession for our ISM-SA *Moving Forward* Newsletter? Share your experience and wisdom- send your article to Michael.Mundahl@acelity.com to see how many CEHs your article could get you (not to mention some awesome recognition)!

Texas Senate Poises to Limit Purchasing Program

In Austin, the controversial but popular *Cooperative Contracts* purchasing program came under fire as the Texas Senate's top budget writer suggested severely limiting outsourcing by state agencies, according to the *San Antonio Express – News*, March 10th. In addition to other restrictions, State

Senator **Jane Nelson**, R-Flower Mound, said her newly introduced bill would prohibit the state Comptroller's Office from using the program to purchase services or hire contractors for any project over \$1M. The restriction would mean that instead of 75% of its catalog of products being accepted without competition; now only 35%

would be. What brought this action about was the exposure of a \$110M Medicaid fraud-detection contract that was awarded with no competition (forcing 3 Texas Health Commission officials to resign amid questions over the award). More to come on this bill as it continues through the State Senate.

Crossword Puzzle – Leadership in Supply Management

The ISM- SA Chapter has a monthly dinner **meeting** on the last Thursday of every month (except in November the meeting is held on the 3rd Thursday and **no** meeting in December) at Mamacitas Restaurant & Cantina, 8030 IH-10 West San Antonio, TX 78230
We hope to see you there!

Upcoming Events

April 11, 2015
5:00 PM - 9:00 PM
Morgan's Wonderland
5223 David Edwards Dr
San Antonio, TX 78233



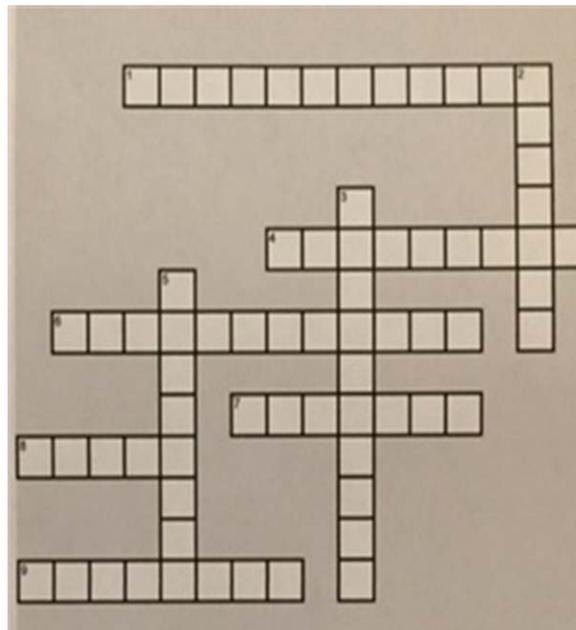
Members, Suppliers, Families & Friends Invited for this scholarship fundraiser. Please see ism-sanantonio.org to learn more!

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Facebook, and **Twitter**
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Answers from January's puzzle. Across: 1. Pareto 4. ROI
5. PBDE 6. corrective 8. Winters 9. Trend
Down: 1. Positive 2. RFID 3. free trade 7. SWOT

About Our Organization...

The Institute for Supply Management- San Antonio (ISM-SA) is a recognized source in educational and professional development opportunities, mentoring,

and best practices in supply management. ISM-SA's mission is to enhance the professional development of our members, to promote and develop the purchasing (supply chain management)

profession in our communities, and to support the economic growth of the communities we serve.

Across

1. After-the-fact approval by a principal of an otherwise unauthorized action.
4. This occurs when group members attempt to avoid the discomforts of critical and original thinking
6. The SCM must have complete knowledge of this in an organization.
7. A cooperative situation where two or more than the combined effect of what they could have achieved acting alone.
8. Analysis of historical spending patterns
9. Offers a chance to combine spending with multiple suppliers to minimize price

Down

2. A team building phase, after "storming"
3. Low business impact, high supply market complexity
5. The type of buying that occurs when internal customers lose faith in the supply managers

Answers in the next edition

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