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Thanksgiving Facts

- Thanksgiving Day is celebrated on the fourth Thursday in November in the United States.
- By the fall of 1621 only half of the pilgrims, who had sailed on the Mayflower, survived. The survivors, thankful to be alive, decided to give a thanksgiving feast.
- The pilgrims arrived in North America in December 1620 by sailing across the Atlantic Ocean on the ship which was known by the name of 'Mayflower'.
- The first Thanksgiving was celebrated in the fall of 1621 and was celebrated at Plymouth, Massachusetts.
- The drink that the Puritans brought with them in the Mayflower was the beer.
- The Pilgrim leader, Governor William Bradford, had organized the first Thanksgiving feast in the year 1621 and invited the neighboring Wampanoag Indians also to the feast. The Wampanoag Indians were the people who taught the Pilgrims to cultivate the land.
- The first Thanksgiving celebration lasted three days.
- Abraham Lincoln issued a 'Thanksgiving Proclamation' on third October 1863 and officially set aside the last Thursday of November as the national day for Thanksgiving. Whereas earlier the presidents used to make an annual proclamation to specify the day when Thanksgiving was to be held.

EDUCATION SCHEDULE**EXECUTION AND CONTROL OF OPERATIONS**

RICHMOND PRODUCTS, INC.
4400 SILVER AVE SE

STARTED OCTOBER 12, 2010

8 WEEK COURSE – EVERY TUESDAY, 6:30-9 PM

Candidates focus on the areas of prioritizing and sequencing work, executing work plans and implementing controls, reporting activity results, and providing feedback on performance. The course explains techniques for scheduling and controlling production processes, the execution of quality initiatives and continuous improvement plans, and the control and handling of inventories.

REGISTRATION CONTACT FOR ECO

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STRATEGIC MANAGEMENT OF RESOURCES

RICHMOND PRODUCTS, INC.
4400 SILVER AVE SE

STARTING IN JANUARY 2011

Explore the relationship of existing and emerging processes and technologies to manufacturing strategy and supply chain-related functions. The course addresses three main topics: aligning resources with the strategic plan, configuring and integrating operating processes to support the strategic plan, and implementing change.

ALSO STARTING IN JANUARY**BASICS OF SUPPLY CHAIN MANAGEMENT**

The basic concepts in managing the complete flow of materials in a supply chain from suppliers to customers are covered in the Basics module. Supply chain concepts are introduced and basic terminology emphasized, as are relationships among activities in the supply chain.

- Introduction to Supply Chain Management
- Demand Management and Forecasting Techniques
- Priority and capacity planning at the Master Planning,

MRP and PAC levels

- Aggregate and Item Inventory Management
- Purchasing and Physical Distribution
- Lean/JIT, Quality Systems and Theory of Constraints

November Tour

Touring Masco Cabinetry in the month of November. During the tour attendees will wear safety glasses and ear protection. For safety reasons, please do not wear heels or open toe shoes.

Date: November 18, 2010
Time: 6:00 PM
Location: 1300 Desert Willow
Los Lunas, NM 87031

RSVP: By November 17, 2010.
Debora Brener
Debbrener@comcast.net
505-331-8205

About Masco

Masco Corporation is today one of the world's largest manufacturers of brand-name products for the home improvement and new home construction markets. Masco is also a leading provider of a variety of installed products and services, including insulation, for homebuilders.

Their products include faucets, kitchen and bath cabinets, paints and stains, bath and shower units, spas, showering and plumbing specialties, windows and decorative hardware.

The Company's operations consist of five business segments, based on similarities in products and services:

- Cabinets and Related Products
- Plumbing Products
- Installation and Other Services
- Decorative Architectural Products
- Other Specialty Products

Manufacturing facilities for their products are located throughout the United States. International operations are located primarily in Europe.

Today, Masco has approximately 6,000 shareholders and 40,000 employees.

Community involvement and good citizenship are important parts of the Masco corporate creed; and through its Foundation, the Company has demonstrated its commitment to a variety of arts, cultural and housing-based organizations, such as Habitat for Humanity, serving the communities in which its companies and employees reside.

CABINETS AND RELATED PRODUCTS

Masco believes that it is the largest U.S. manufacturer of kitchen and bath cabinetry, offering approximately 300 styles in more than 20 lines from their U.S. companies: [Kraft Maid](#), [Masco Retail Cabinet Group](#), [Merillat](#), and [Quality Cabinets](#). The European cabinet companies include [The Moores Group](#) and [Tvilum-Scanbirk](#). This segment includes assembled and ready-to-assemble kitchen and bath cabinets; home office workstations; entertainment centers; storage products; bookcases; and kitchen utility products.

Membership

The APICS community is composed of more than 33,000 individuals from 15,000 companies worldwide-across nearly all industries. With more than 50 years in service, APICS brings together professionals from around the globe who are committed to building excellence in operations management.

Join APICS today to profit from our vast educational offerings as well as the knowledge and experiences of thousands of other operations management professionals worldwide. Watch your e-mail for the latest membership benefits news and information in the member newsletter, *APICS Connection*.

Membership Categories

Professional

Professionals may access a wealth of education through online resources, local training and networking, award-winning publications, and product and service discounts. Membership remains active if the member changes jobs. Annual dues are \$200

Student

By joining the ranks of more than 2,500 APICS student members you will meet and network with experienced professionals, build leadership and training skills, and engage in competitions and programs that help promote education and encourage interest in the profession of operations management. Annual dues are \$25

Group-Site Membership

APICS offers group-site membership to companies and their employees. A group-site membership enables five employees from the same company location to have full membership privileges, including full online access, member publications, and discounts on APICS products and services. Employees from the member company may also order products at the discounted membership rate using a designated company billing number.

How Group-Site Membership Works

The Components of group-site membership are:

Company Voting (CV) employees (APICS members): CVs receive all society and chapter mailings and have full membership privileges.

Company Associate (CA) employees (non-APICS members): Through the group-site membership, nonmember employees may order materials at the discounted rate. These employees do not receive mailings, membership privileges, or access to members-only content on the APICS Web site.

Company Group Billing (CB) contact (non-APICS member company contact): This record is created for the sole purpose of monitoring group activity. All billing and membership renewal information is sent through this record. This contact can be one of the CV employees.

Transfers: Because the company and not the individual retains the membership, the five CV memberships can be changed to other employees at any time. Corporate membership changes must be made in writing via company email or on company letterhead, including the addition and removal of members, as well as changes to company name and address.

Group-Site Membership Dues

When a company joins APICS, it must do so at both the society and chapter levels. Society dues are \$600 annually and chapter dues are \$300 annually.

New Membership Contact

Visit the APICS website for applications <http://www.apics.org/Membership/>

The One Interview Technique that Gets Real Answers

Tuesday, September 07, 2010 3:00 AM
by Steve Bruce

In real estate it's location, location, location, and in interviewing it's probe, probe, probe. Typically the candidate's first answer to your interview questions will be reasoned and impressive—and well rehearsed. It's by probing deeper that you'll get real insight.

Asking probing questions is the key to eliciting meaningful information from well-prepared applicants. Here's an example of how your probing can reveal the real story.

You: Well, I'm looking for a stellar project manager, so tell me about an important project that you managed.

Applicant: I recently managed the computerization of our entire vendor/purchasing/inventory management program. *(Great. Sounds like a winner—that's just what we need someone for.)*

You: How did you do as far as bringing it in on time and on budget?

Applicant: I'm very proud of that. With a year-long project, we were up and running and fully trained two weeks early. The overall budget was \$3.5 million and we brought her in at \$3.34.

(Is this a qualified candidate or what? Seems great so far. Should we move on to some other topics? Let's probe a little bit.)

You: How many were on the team?

Applicant: 18.

You: Were you the team leader?

Applicant: Yes

(Wow, this candidate's going to be great, but maybe we should probe a little more.)

You: Who selected the software?

Applicant: Oh, the consultant did. She was very sharp.

(Hmmm. The consultant?)

You: How were the team members selected?

Applicant: Well, my boss picked the internal members, and the consultant picked the technical people.

(Maybe this candidate's involvement was not as great as I first thought. Let's probe more.)

You: Who directed the day-to-day activities of the team?

Applicant: Oh, the consultant did that. Very technical project, very technical.

(Wait a minute. What did the applicant do?)

You: So how often did you meet with the team?

Applicant: I attended all the meetings to be sure that everything was going well. I sent out the reminder notices for the meetings and I printed up the agenda after the consultant worked it up.

You can see where this going. This candidate, who initially appeared to be a successful high-level project manager, was in reality a low-level coordinator. The candidate was never lying, but it took considerable probing to bring out a complete picture of his efforts.

Bottom line, especially when it comes to key responsibilities and accomplishments, probe, probe, probe.