



# quality matters

ASQ Section 1301

June 2007

Volume 8 , Issue 9

[www.asq1301.org](http://www.asq1301.org)

## “DIRTY ROTTEN SCOUNDRELS” SUMMER SOCIAL EVENT

**WHEN:** Wednesday , June 27th at 6:15 p.m.

No, it's not a show about the Section 1301 Board, but an opportunity to join your ASQ friends for an evening at the theater. "Scoundrels" follows two con artists as they take on the lifestyles of the rich and shameless— and end up with a lot more than they bargained for. In addition to this Tony-nominated Broadway comedy, you'll enjoy dinner at the Applause Club and a backstage

tour. Cost is \$47 per person, not including \$5 parking. It will be a fun way to get to know some of your Quality peers and could make a fantastic date night!

Reservation date has been extended:

**Seating is limited but tickets are still available Contact Heather McCain for reservations by June 17th - (913) 440-2236 or email HeatherMcC@aol.com.**

Send checks directly to Stephen Spangler 12738 Benson St. Overland, Park KS 66213 [sjspangler2002@yahoo.com](mailto:sjspangler2002@yahoo.com)

More information at **KCStarlight.com**

### ANNUAL SECTION STRATEGIC PLANNING MEETING

**PURPOSE:** Strategic Planning and Goals for 2007-2008. Join us to help the Section grow and better serve area members.

**WHEN:** July 21, 2007

**WHERE:**

Home of Heather McCain  
11830 S. Pine Street  
Olathe, KS  
Phone: 913-768-1805

**Directions:**

From I-35 South, take I-435 West to K-10. Exit at Woodland and turn left (south). Turn right at 119th Street and then right at Pine. Second house on the left.

From I-35 south of I-435, take the 119th Street exit and go west towards Bass Pro. Turn right at Woodland, left at 119th Street, and right at Pine. Second house on the left.

**“We need to be the leaders in the next wave of innovation techniques. We must find ways to bridge across new and old markets and help others see the value and application of basic or fundamental quality techniques.”**  
**President Michael Nichols**

### National ASQ Officers for 2007-2008

Chairman Ronald Atkison  
President Michael Nichols  
President-elect Roberto Saco  
Treasurer E.David Spong  
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Stephen Hacker  
Kay Kendall  
David B. Levy  
Richard A. Litts  
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Richard A. Gould  
Donald C. Singer  
William H. LaFollette

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## Annual Section Business Meeting

The meeting was held on May 17, 2007 at Hayward's Barbeque. Each committee reported results for the year. As is the custom each year, Each officer and committee chair was recognized for their efforts over the last year. The board members nominated and voted for the peers who performed above and beyond the traditional role of their positions. The Section would like to thank the outgoing Chair, **Diana Fiddick**, for her work for the section this year. In addition, the Peer Recognition Award went to **Greg McKain** for his work as the Placement Chair. He has expanded the program both in the newsletter and the web site. Runner ups for Peer Recognition were Tommy Johnson for his work as the Program Chair and Cathy Kannainen for Newsletter Chair.

## EXCELLENCE IN MISSOURI FOUNDATION

Organizational Self Assessment Workshop  
June 12-13, 2007  
Governor Office Building Room 315  
Jefferson City, MO  
\$700.00 per person

(573) 526-1725  
[www.mqa.org](http://www.mqa.org)

## Looking for a Six Sigma Study Group?

ASQ Six Sigma Black Belt Certification is in October .Call if you can help or are interested in creating a study group.

Randy Lipnicky  
913-558-6796  
kcrandyl@hotmail.com

## Elected Officers for 2007-2008

Chair-Gene Kelly  
Chair-elect- Greg McKain  
Vice Chair- Steve Spangler  
Secretary-John Vann  
Treasurer-Mike Kelly

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NEW JOB LISTINGS: Go To [www.asq1301.org](http://www.asq1301.org)

Corporate Quality Manager— Management Recruiters  
Sr Mgr QA—Hawker Beechcraft  
Environmental Professional—Kleinfelder  
Industrial Quality Engineer—Interconnect Devices  
Proc Re-Engrng Spec III & Process Specialist III—Embarq  
Quality Assurance Tech—US Safety  
Quality Manager—Black & Veatch

## ASQ Automotive Division Awards Event

**Register Today! Less than 3 weeks away.**

June 12, 2007

5:30 p.m.

GM Heritage Center

6400 Center Drive

Sterling Heights, Michigan

The GM Heritage Center contains vehicles, artifacts, and historical archives that dramatically present the significant accomplishments of GM and the role of the automobile industry in America's growth. Nearly 200 vehicles are displayed in the 81,000 square foot

facility. This facility is not normally open to the public so don't miss this opportunity. Keynote address will be given by Joe Mazzeo, Executive Director Quality, General Motors, at 7 p.m. followed by the awards ceremony.

Cost of the event is \$50 per person (\$40 for ASQ members).

**To Register, please contact Jodi Caldwell at American Supplier Institute  
Tel: (734)-464-1395 or  
[jodi.caldwell@asiusa.com](mailto:jodi.caldwell@asiusa.com)**



Greg McKain  
ASQ 1301  
Placement Chair

# Career Corner Career Corner

## Career Transition – Ten Milestones (Part 3) <sup>(1)</sup>

There are **Ten Milestones** designed to help you structure your search, keep it on track and maintain the productivity level you need to complete your search successfully. We will address the ten milestones in a three part series of articles. Last week we reviewed the three milestones in Part 2. This week we will explore the last of the milestones in Part 3. Listed below are the milestones grouped in the three parts.

### Part 1

- Milestone 1: Survey Your Professional Environment
- Milestone 2: Determine Your Professional Objective
- Milestone 3: Create Your Communications Strategy and Resume

### Part 2

- Milestone 4: Define Your Target Market
- Milestone 5: Gather Marketplace Information
- Milestone 6: Get Your Message Out

### Part 3:

- Milestone 7: Talk with Hiring Managers
- Milestone 8: Consider Other Methods of Search
- Milestone 9: Interview, Cultivate Offers and Negotiate
- Milestone 10: Transition Into a New Position

As mentioned in previous articles, your local Kansas City Area Job Clubs can help in providing the support and resources for keeping your job search productivity at a high level. A list of local Job Clubs with key contact information can be viewed by visiting on-line at [www.asq1301.org](http://www.asq1301.org) and clicking on the “Jobs” page. There you will find an area to click for the Jobs Clubs just above the listing of job opportunities.

### **Milestone 7: Talk with Hiring Managers (*Talk with People who have the Authority to Hire You*)**

You need to have conversations with the decision makers in order to uncover their needs, and position yourself as a solution to those needs. Two or more new hiring managers a week is all you need to do. And, just as important, you need to follow up with those hiring managers. It’s been reported that people with the shortest searches made twice the amount of hiring manager follow-up contacts.

Face-to-face conversations are idea, however, telephone calls may be the first step. Use the following pointers when contacting hiring managers:

- Open by introducing yourself and explaining why you are calling. Use an introduction if possible.
- Provide a reason for the meeting and suggest a meeting time.
- Utilize the **SELL** approach in your conversation.
  - Summarize your message
  - Explore their needs
  - Link your benefits to their needs
  - Leverage a next meeting

### **Milestone 8: Consider Other Methods of Search (*Try Other Methods to see if they Work for You*)**

In addition to getting the word out by talking with people, respond to ads or jobs posted on the internet on a regular basis and contact executive search firms or agencies. Although these methods are not successful for

everyone, they can contribute to your overall understanding of the marketplace. If you determine that one or more of these methods are not appropriate for you, concentrate more of your time talking directly to hiring managers.

Suggested actions for other search methods include:

- Determine which executive search firms or agencies are appropriate for you.
- Decide which periodicals to check on a regular basis.
- Research the job posting sites on the internet in your target market.
- Check the internet sites of individual companies to determine job openings.

### **Milestone 9: Interview, Cultivate Offers and Negotiate (*You're Almost Home*)**

Every manager with a hiring need is an opportunity for you to position your skills, talents and experience as a solution. Therefore, every conversation with a hiring manager should be considered an interview. Within the interview, the goal is to identify the target organizations needs and offer your skills, experience and accomplishments as likely solutions to the needs of the hiring manager.

Effective preparation increases your odds of success. You need to know how to predict and prepare for interview topics. You have one hour to get your core message across convincingly. Once an offer is made, you need to know what and how to negotiate.

The three C's: What the interviewer is looking for:

Competence – can you do the job?

Compatibility – can you do the job here?

Chemistry – can you do the job with us?

The four C's: What you are looking for:

Competence – can you do the job?

Compatibility – can you do the job there?

Chemistry – can you do the job with them?

Compensation – can you do the job for what they will pay?

Engage in a strategic interviewing model where you take responsibility for the outcome of the interview. Change the traditional question/answer format into a discussion on their needs and the relevant skills, talents and experience you bring as a solution to the hiring manager's challenges. Then you can cultivate an offer by helping the hiring manager see you in a particular role. This will lead to negotiating a mutually beneficial compensation package.

### **Milestone 10: Transition Into a New Position (*Celebrate Your New Start*)**

A successful career transition is complete once you are established in your new role. Close out your search and plan your entry into the new organization. Find some good tips on flourishing in those first 90 days on the job and managing your career for the best possible future at work. The skills you learned looking for a job will also be beneficial as you build relationship networks in your new organization.

Good tips for assimilating into you new position:

- Read the culture.
- Build alliances and influence others.
- Determine and align expectations.
- Focus on early impact projects.

Even though you have landed a new position, maintain your career momentum. Continuously survey your professional environment and occasionally redefine your professional objective. Always have a communication strategy in place and manage your professional reputation for future advances.

<sup>(1)</sup> Reference to this article is provided by excerpts from Lee Hecht Harrison *Career Resource Network*. Permission granted. For more information visit their website: [www.LHH.com](http://www.LHH.com)

# 2006-07 Section Officer & Committee List

Chair	OFFICER	Diana Fiddick	fiddick@everestkc.net	913-648-5420*
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*Publication's title and number:* **Quality Matters** is published monthly (except for the summer months) by ASQ Section 1301, **American Society for Quality**, 611 E. Wisconsin Ave., P.O. Box 3005, Milwaukee, WI 53201-3005.

**Issue NO. 9, Volume 08** ASQ Section 1301 Members receive this newsletter free of charge.

ASQ, a professional nonprofit association, is the worldwide leader in the development, promotion and application of quality-related information and technology for the quality profession, private sector, government, and academia. ASQ, headquartered in Milwaukee, serves more than 133,000 individual and 1,100 sustaining members.

## American Society for Quality

Kansas City Section 1301  
Quality Matters Newsletter  
PO Box 414693  
Kansas City, Missouri 64141-4693

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### Schedule of Events

- June 2– CQE/CQA/  
CSQE/CQIA/CCT/  
CQPA Examination
- June 12— ASQ Auto  
Division Event, pg 2
- June 12-13—  
Excellence in Missouri—  
Self Assessment Work-  
shop
- June 17— Starlight  
Reservations, pg 1
- June 27– Dirty Rotten  
Scoundrels, pg 1

### Upcoming Events

- July 21– Annual  
Section Planning Meeting  
pg 1

## June 2007

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2 CQE Exam
3	4	5	6	7	8	9
10	11	12 Auto Division	13	14	15	16
17 Starlight Reservations	18	19	20	21	22	23
24	25	26	27 Social Event	28	29	30