



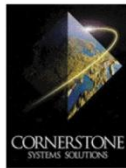
IN ASSOCIATION WITH
APICS
Golden Gate Chapter

“Rx FOR A LEAN & HEALTHY BIOTECH SUPPLY CHAIN:
COLLABORATING FOR PROGRESS”

BIOTECH SUPPLY CHAIN ACADEMY

EVENT SPONSORS

**BIO SUPPLY
MANAGEMENT
ALLIANCE**



APICS
Golden Gate Chapter

SILVER SPONSORS



MCKESSON
Empowering Healthcare

BRONZE SPONSORS



DEMATIC



LifeConEx
A Matter of Degree



NexInfo



MEDIA SPONSOR

SupplyChainBrain.com

ACADEMIC SPONSORS

GOLDEN GATE UNIVERSITY



PEPPERDINE UNIVERSITY
Craziadio School of Business and Management

PRESENTING SPONSOR



WWW.BIOSUPPLYALLIANCE.ORG





Supply Chain Manager Competency Model

APICS Future Leaders Program 2009

Andre Alves, CSCP, PMP, SCOR-P

The Future Leaders Team

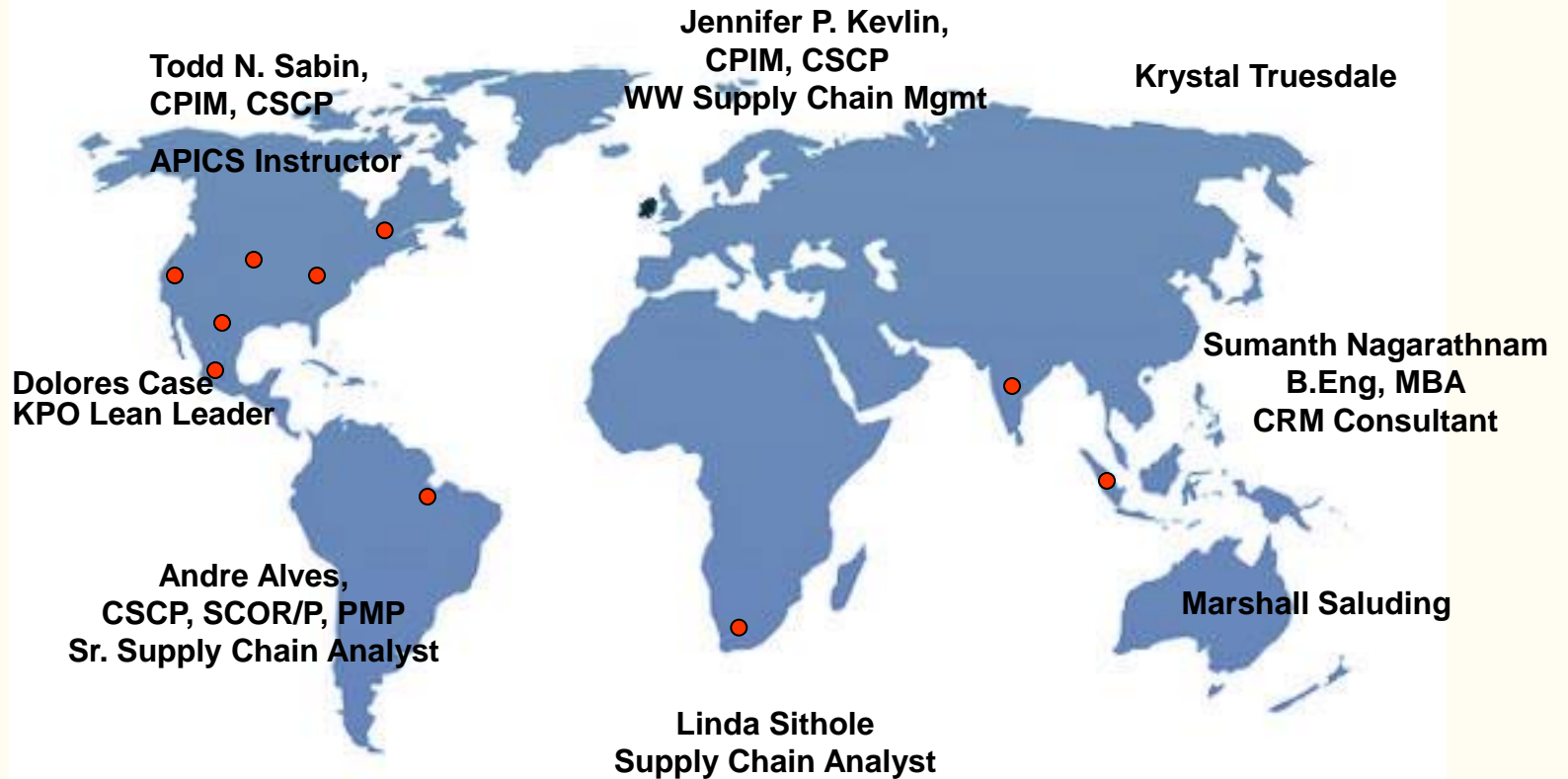
Advisors

- Robert Vokurka
- Sharon Rice

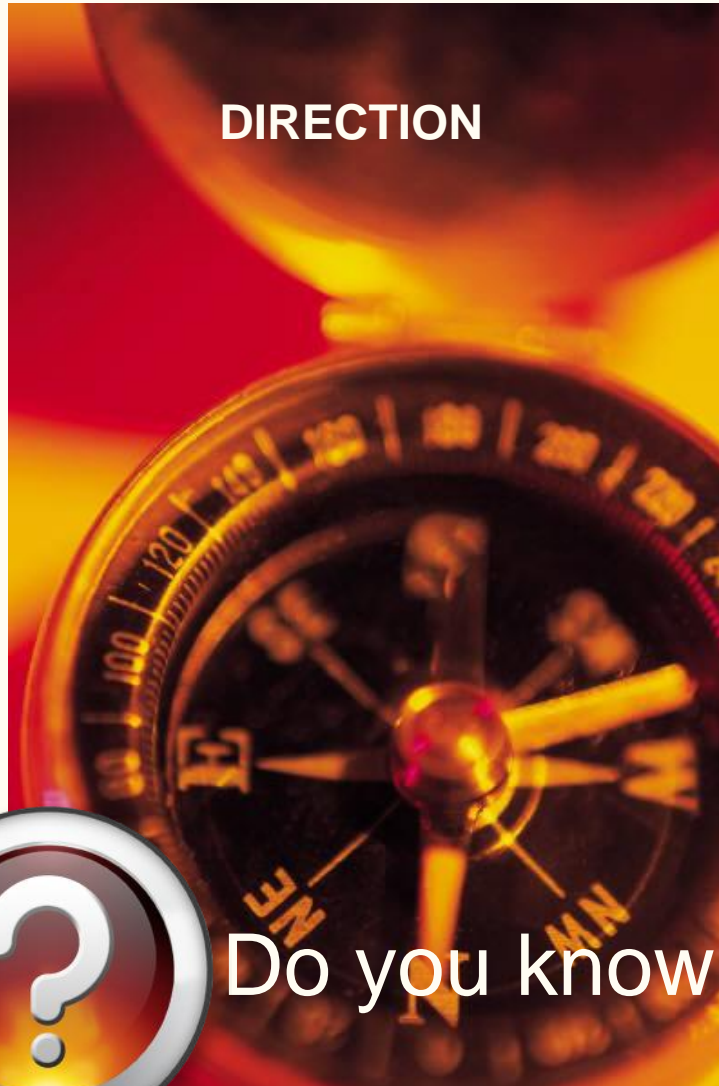
The Future Leaders Team

- Andre Alves - Brazil, USA
- Dolores Case - Mexico, USA
- Jennifer Kevlin - USA
- Krystal Truesdale - USA
- Linda Sithole - South Africa
- Marshall Saluding - Indonesia
- Sumanth Nagarathnam - Canada, India
- Todd Sabin - USA

Team Global Diversity



Competency Model Concept



Magnetic Compass

The magnetic compass is an old Chinese invention, probably first made in China during the Qin dynasty (221-206 B.C.). Chinese fortune tellers used lodestones (a mineral composed of an iron oxide which aligns itself in a north-south **direction**) to construct their fortune telling boards. Eventually someone noticed that the lodestones were better at **pointing out real directions**, leading to the first compasses. They designed the compass on a square slab which had markings for the cardinal points and the constellations. The pointing needle was a lodestone spoon-shaped device, with a handle that would always point south...

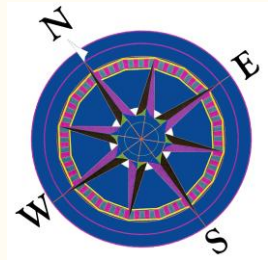
Do you know how to use a compass?

Without direction you end up...



Mr. Fox BEng, BA, BSc, MD, MA Economics, MPhil, MBA

Overview of a competency model



- It is a collection of competencies that is necessary for success in a work place
- A **competency** is the capability to apply or use related knowledge, skills, and abilities required to successfully perform tasks in a defined work setting
- It is essential for functions such as recruitment and hiring, training and development, and performance management because it provides an overview to select, train and develop individuals

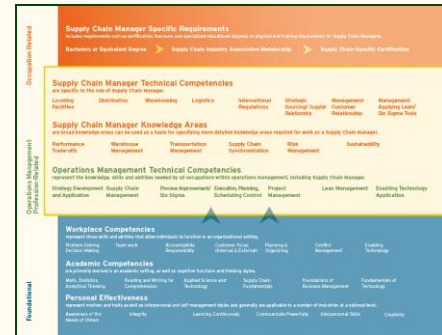
Supply Chain Competency Model

Methodology

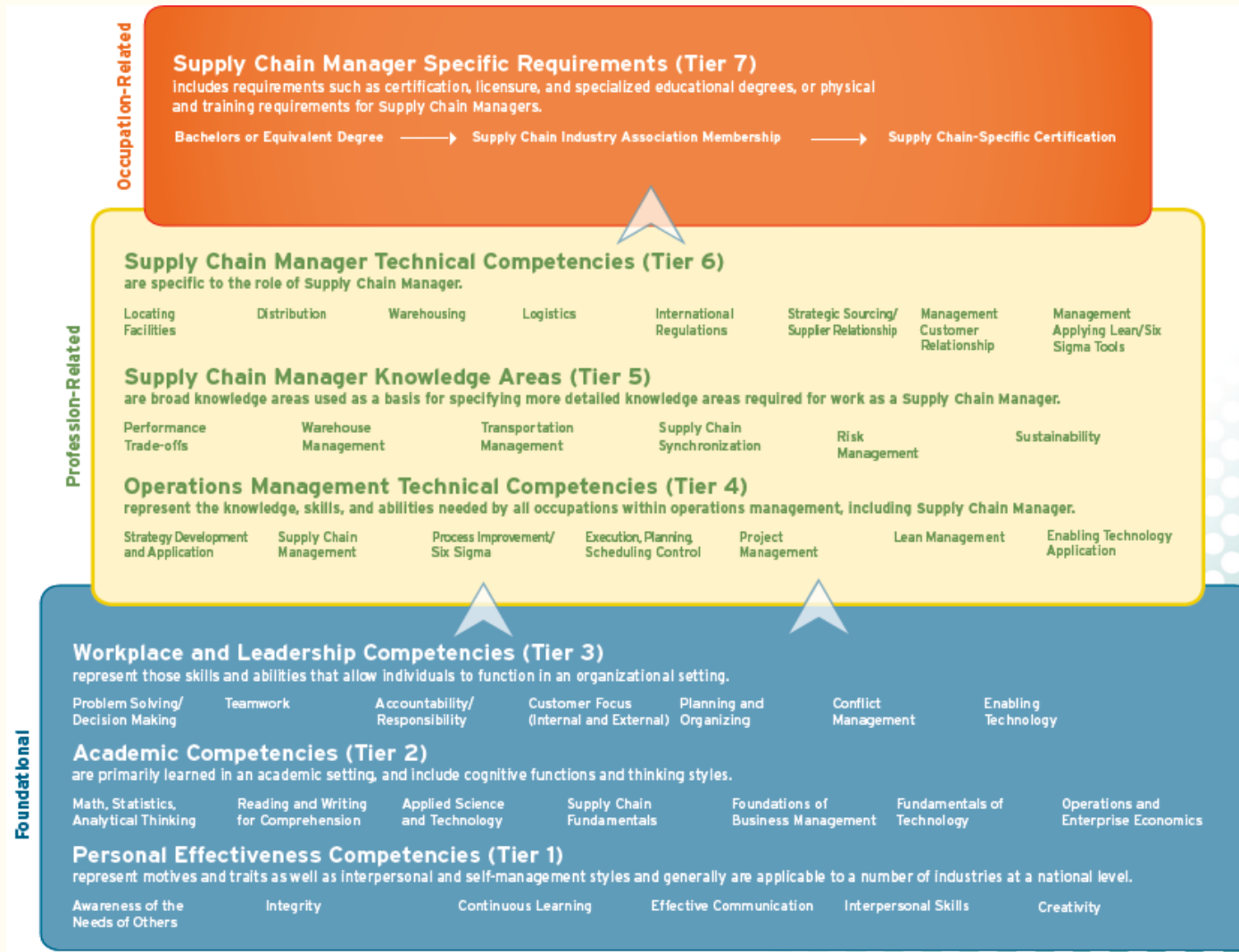
- The model is based on a similar development by the US Department of Labor
- Diverse group of individuals with unique perspectives of the Operations Management domain
- OMBOK is the foundation for identifying and validating competencies
- Questionnaires, interviews, and publications was used for secondary research

Individual components of the model

- Foundational competencies
 - Personal Effectiveness
 - Academic Competencies
 - Workplace and Leadership Competencies
- Profession-Related competencies
 - Operations Management Technical Competencies
- Occupational competencies
 - Supply Chain Manager Knowledge Areas
 - Supply Chain Manager Technical Competencies
 - Supply Chain Manager Specific Requirements



Supply Chain Competency Model



Personal Effectiveness

- Personal Effectiveness represents motives and traits as well as interpersonal and self-management styles
 - Awareness of the “*Needs of Others*”
 - Integrity
 - Learning Continuously
 - Communicate Powerfully
 - Interpersonal Skills
 - Creativity



These traits are applicable to number of industries; applicable on a personal level

Academic Competencies

- Academic Competencies are primarily learned in an academic setting, as well as cognitive functions and thinking styles
 - Math, Statistics, Analytical Thinking
 - Reading and Writing Comprehension
 - Foundations of Business Management
 - Applied Science and Technology
 - Supply Chain Fundamentals
 - Fundamentals of Technology



Serves as the foundation for Occupation and Industry Specific Competencies

Workplace Competencies

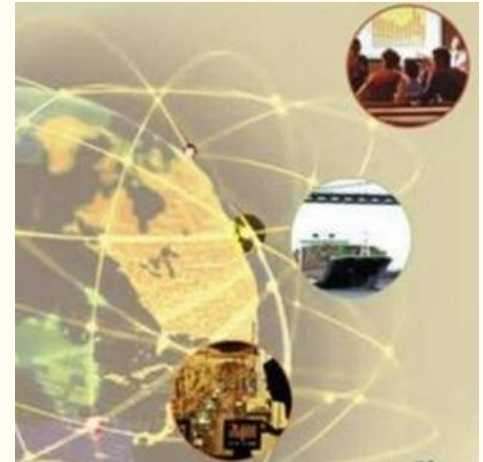
- Workplace Competencies represent those skills and abilities that allow individuals to function in an organizational setting
 - Problem Solving Decision Making
 - Team Work
 - Accountability Responsibility
 - Customer Focus (Internal & External)
 - Planning & Organizing
 - Conflict Management
 - Enabling Technology



Serves as the foundation for Occupation- and Industry- Specific Competencies

Operations Management Technical Competencies

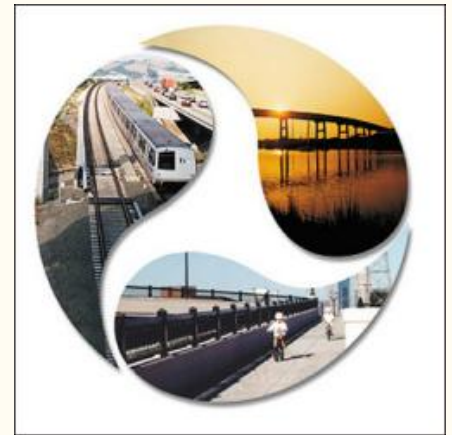
- Operations Management Technical Competencies represent the knowledge, skills and abilities needed by all occupations within Operations Management
 - Strategy Development and Application
 - Execution, Planning, Scheduling Control
 - Supply Chain Management
 - Project Management
 - Lean Management
 - Enabling Technology Application
 - Process Improvement/ Six Sigma



Serves as the foundation for Operations Management Competencies

Supply Chain Manager Technical Competencies

- Supply Chain Manager Technical Competencies represent specific competencies for the role of Supply Chain Manager
 - Locating Facilities
 - Distribution
 - Warehousing
 - Logistics
 - International Regulations
 - Strategic Sourcing/ Supplier Relationship
 - Management Customer Relationship
 - Management Applying Lean/ Six Sigma Tools



Serves as the foundation for Supply Chain Manager Competencies

Supply Chain Manager Specific Requirements

- Supply Chain Manager Specific Requirements represent certification, licensure, and specialized educational degrees, or physical and training requirements for Supply Chain Managers

Bachelors or Equivalent Degree



Industry Association Membership



Supply Chain-Specific Certification



Tiers 7 and Beyond

- Clear need to develop advanced supply chain capabilities at the strategic level.
- Consortium of effort needed between industry, academia, and professional organizations...but is it enough?
- Evolving demands require keeping up with the jones' and smith's

Question to you

- Do you have the experience, skills, knowledge, and emotional fortitude to manage and control your supply chain efficiently and effectively?
- What does that really mean?
- The Answer: It depends on what supply chain solution we are trying to implement.

Bio Supply Management Alliance

- Producer of the Biotech Supply Chain Academy
- Development of Education and Body of Knowledge specific to creating Leaders and Leadership capabilities
- Partnering with MIT, Pepperdine, UC Berkeley, Texas Christian University, and Golden Gate University
- APICS, CSCMP, ISM, Supply Chain Council and others
- Steering Committees

Questions...



Andre Alves, CSCP, PMP, SCOR-P

andre.alves@vsp.com

+1 (916) 847-6180

Tim Salaver, MBA, PMP, CSSMBB

tim@biosupplyalliance.org

+1 (702) 286-7464