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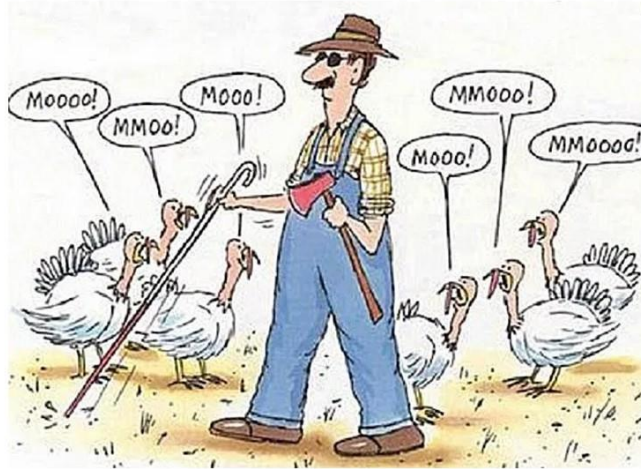
## ***Newsletter: 2020-2021 Season***



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## APICS Fun Fact



## Message from the Board of Directors

Dear Members, Colleagues and Friends,

I hope everyone has remained safe and healthy during the COVID-19 crisis that started in March of this year. Many local businesses are still operating under the COVID-19 safety guidelines and are continuing with shutdowns, reduced operations, and work from home policies.

We are living in unprecedented times where organizations in every industry and sector are working to adjust to a *new normal*. In this new normal, fundamental changes in consumer behavior, supply chains, and go-to-market strategies are knocking companies off balance. In order to survive and thrive in a new normal, leaders must be willing to change and adapt. Conventional approaches and capabilities are unlikely to be effective in our post Covid-19 environment. Companies must learn to thrive amid uncertainty and accelerating change to new changing customer expectations. The challenge is to run the business efficiently while positioning it for new opportunities.

Our chapter has been evaluating and redesigning how to take care of our members, customers and continue pushing forward business objectives, all while adapting our operating business model. The Shoreline Chapter Board of Directors unanimously agreed that we will continue to refrain from our traditional in person format for Professional Development Meetings (PDMs) as well as our Educational Offerings for CPIM classes until further notice.

However, this does not mean that we will not be planning any activities for this year. We are working with other APICS Chapters to determine how we can create the virtual formats, content, and programs for our membership that provide valuable learning experiences, informational content, and networking opportunities. This will not be an easy task and I know many of you prefer in person networking, but for the safety of others, it is critical we change and offer alternative avenues for learning.

The PDM we will offer in November will be in the new virtual format and no cost for all who attend - Coping with the

Speed of Change – Dan Marino, Senior Partner of Marino Associates, LLC. We will also be offering the following PDM's after February in 2021, contingent upon Public Health Guideline:

- Tour of Boortmalt in Sheboygan , Wisconsin (*contingent on COVID meeting guidelines*)
- Tour of Burger Boat in Manitowoc, Wisconsin (*contingent on COVID meeting guidelines*)
- Lakeland University's Student-Run Business Enterprise – Kym Leibham, Director of Strategic Outreach, Lakeland University

You do not need to be a member of APICS to attend. Meetings are open to all - bring your boss, your coworkers, anyone interested in the PDM topics and the networking opportunities. The PDM offers a great value at \$25 for members, \$30 for guests, and \$15 for students and retirees. An added bonus, PDM attendance provides 1 CEU Credit towards Certification Maintenance Points for participating.

If you are interested in joining us for a future PDM, please visit <http://www.shorelineapics.org/news-and-events> to register for an event.

We are committed to you, our industries, and community. I encourage you to reach out directly if we can be of any additional service to you.

Thank you for all you do to make a positive impact, especially during these challenging times.

Rhonda Shermeister, CPIM  
VP Programs and Events

## Current PDM Information

# November PDM

### Virtual Meeting via Zoom

***The November Shoreline APICS PDM will be a joint meeting with  
Massachusetts Minuteman Chapter of Boston (Regional)***

***Date: Tuesday, Nov. 10, 2020  
PDM Time: 5:45 – 7:20 pm***

***Zoom link to be provided after registration***

**Speaker: Daniel A. Marino,  
Senior Partner of Marino Associates, LLC**

**Topic: Coping with the Speed of Change**



**DANIEL A. MARINO is a Senior Partner of Marino Associates, LLC, a manufacturing consulting firm specializing in ERP/MRP II, Lean/Agile Manufacturing, JIT, Six Sigma, and related consulting and education. Prior to establishing his own firm, Mr. Marino was a Senior Consultant with Robert Abair Associates.**

**Mr. Marino has also held the positions of Vice President of Manufacturing and Operations with Gerber Technology, Inc., Tolland, Connecticut, Director of Manufacturing and Materials, for a high tech CAD manufacturer, Vice President of Manufacturing for a large capital machine manufacturer, as well as Manufacturing Engineering Manager, and MRP II Project Manager for a large capital equipment manufacturer.**

**A proven world-class manufacturing executive, Mr. Marino has been fortunate to enjoy a track record of successfully directing the manufacturing activities of world leading companies. He is listed in “Who’s Who in American Manufacturing.”**

**Mr. Marino has more than thirty years in materials and manufacturing with experience in ERP, Lean/Agile Manufacturing process, JIT, MRP II, Capacity Planning, Lean Supply Chain Management, and Global Procurement. Mr. Marino has planned, structured, developed, and directed company-wide training and education programs. Mr. Marino has implemented SAP’s R3 ERP system in a global environment, Oracle’s ERP system, Microsoft NAV, and EPICOR.**

**Mr. Marino has led the efforts of three acquisitions, two in the US and one in Europe. Dan has managed in a multi-plant environment, at facilities in the US and Europe. Dan's expertise in facility layout and product flow, allowed for the consolidation of plants, and major improvements in material flow and logistics. Dan has numerous successful Lean, Supply Chain, Customer Relationship Management, and ERP Optimization programs.**

**Mr. Marino has a Degree in Business Management from NEC. In addition, he has taken extensive courses in Manufacturing Engineering, completed a one-year technical program in Industrial Engineering, and achieved CPIM from the American Production and Inventory Management Society. He is a certified instructor for Boston Universities Corporate Education Center and is an Adjunct Professor at Bentley College. Mr. Marino also has extensive knowledge in both SAP and Oracle ERP systems.**

**As a popular public speaker, Mr. Marino has enjoyed delivering numerous presentations over the years to a variety of professionals and organizations. He is a frequent speaker and educator on the local, national, and international level. He is a past member of the Board of Directors for the Manufacturing Association of Connecticut, and a member and former VP of Education and Research of the American Production and Inventory Control Society.**

**Mr. Marino is considered a motivator, and is recognized as leader within his field, working with companies such as AT&T, Marotta, GE, Canberra, York Air Conditioning, Valent, Distek, Hussey Seating, Hasbro, Hadco, Lego, and Natick Labs.**

**About the Presentation:**

**Over the last 25 years, Dan Marino has had the opportunity to work with many different companies all over the world. These companies have been in various stages of their Life Cycle, some of the companies were in a tremendous growth cycle, some very mature with steady growth intrinsically and through mergers and acquisitions, and others on the end of their life cycle, trying to figure out the next chapter for their companies.**

Regardless of what life cycle companies are in, Dan typically got asked by Senior Management very similar questions:

- What will it take to improve the alignment of strategy and execution?
- What will it take to improve processes and systems in all areas?
- What will it take to improve the ability of employees to embrace change?
- How can we improve the process of coping with change in all departments?
- How can we eliminate the amount of change and the speed of change?
- What systems can I purchase to improve my capability to manage change?
- Do we need more complicated and detailed processes and systems to manage change?

The challenge for manufacturing companies in the 21st Century is to embrace and manage change in all its forms:

- Volatility - this change is unexpected or unstable and may be of unknown duration, but it is not necessarily hard to understand.
- Uncertainty - despite a lack of information, the event's basic cause and effect are known. Change is possible but not a given.
- Complexity - The change has many interconnected parts and variables. Some information is available and is predictable, but the volume or nature of it can be overwhelming to process.
- Ambiguity - This is change where no precedent exists: you face "unknown unknowns."

The alternative to pushing back on change and fighting it, is to embrace it as a fact in business today, and by all trends will persist and prevail.

Some of this 2020 year special challenges and changes we need to cope with, and embrace a new way of operating within, would be:

- For Work from Home (WFH) folks,
  - Communication / virtual meetings & telecons, etc,
  - Work – life balance / challenges
  - Technology / equipment / ergonomics / etc,
  - Productivity (many say it has improved).
  - Management's "new" changed viewpoint towards working from home.
  - Employees in general are embracing it – are you? Good points / bad points?

- **Etc**
- **How long is this expected? Google/Facebook = into 2021 (and perhaps forever for many of their workers).**
- **Long-term effect on real estate (companies may not need as much real estate – ex: multiple companies are moving out of high-cost rent areas like Boston, etc, to lower cost / smaller footprint locations).**
- **For people going in to the work place:**
  - **Staying safe challenges / equipment at work challenges / social distancing while in work, etc**
  - **Some people getting COVID hazard pay adder, some not. Effect on morale.**
  - **Multiple guidelines/new rules = effect on productivity?**

**This very upbeat and interactive talk will provide food for thought, when it comes to the speed of change, and how to cope.**

Go to the APICS Shoreline Chapter website to register. <https://www.shorelineapics.org/>

## Shoreline APICS PDM Schedule

DAY	DATE	LOCATION	SPEAKER
Tuesday	9/8/2020	Meeting - <del>CANCELLED DUE TO COVID-19</del>	
Wednesday	10/14/2020	Tour - <del>CANCELLED DUE TO COVID-19</del>	
Tuesday	11/10/2020	Joint with Massachusetts Minuteman Chapter of Boston Meeting: Virtual (Free) via Zoom Topic: Coping with the Speed of Change	Dan Marino, Senior Partner of Marino Associates
<b>No December Meeting due to Holiday Merry Christmas and Happy New Year!</b>			
<b>No January Meeting</b>			
Wednesday	2/17/2021	Tour - Boortmalt 704 S. 15th Street, Sheboygan, WI 53081 Meeting - Holidays Pub & Grill 5533 Superior Avenue, Sheboygan	Eric Hanson, Site Manager at Boortmalt
Tuesday	3/9/2021	Possible Tour - Burger Boat 1811 Spring Street, Manitowoc, WI 54220 Meeting - Timeout Sports Bar & Grill 1027 N Rapids Road, Manitowoc, WI 54220	Kirk Anderson, Director of Manufacturing at Buger Boat Company
Wednesday	4/14/2021	Award and Upper Management Night Meeting - Autumn Ridge Golf Course One Straight Drive, Valders, WI 54245	Kym Leibham, Director of Strategic Outreach at Lakeland University

Time

Cocktails: 5:00 PM to 5:30 PM  
 Dinner: 5:30 PM to 6:15 PM  
 Chapter Business: 6:15 PM to 6:30 PM  
 Speaker: 6:30 PM to 7:00 PM

Cost

Member: \$25.00  
 Guest: \$30.00  
 Student/Retiree: \$15.00

## Upcoming APICS Shoreline Events

### November Calendar

November 4 - Board of Director meeting at 5:30

November 10 - Virtual PDM with Massachusetts Minutemen Chapter of Boston, 5:45 - 7:20 pm



# CPIM Review Course Schedule

## CPIM Review Courses

Review course schedule is currently being developed. Stayed tuned for more details.

## Chapter/APICS News

### Fall 2020 APICS Shoreline Road Clean Up

The Shoreline APICS volunteer event took place on October 10. It was a great day to get outside and get some exercise while keeping the road clean.

Thank you to members who joined in for the Road Clean Up event!



## Shoreline Board of Directors

POSITION	NAME	E-MAIL
President	Rhonda Shermeister	<a href="mailto:rshermeister@lakesidefoods.com">rshermeister@lakesidefoods.com</a>
Executive Vice President	OPEN	
Past President		
Secretary	Michelle Loose	<a href="mailto:mloose@johnsonville.com">mloose@johnsonville.com</a>
Treasurer	Mark Habighorst	<a href="mailto:mark.habighorst@kohler.com">mark.habighorst@kohler.com</a>
VP Student Chapter At	Stephen Rasmussen	<a href="mailto:rasmussenfamily@charter.net">rasmussenfamily@charter.net</a>
VP Certification	Joseph Duesterbeck	<a href="mailto:jjduesterbeck@rocklineind.com">jjduesterbeck@rocklineind.com</a>
VP Membership	Stephen Rasmussen	<a href="mailto:rasmussenfamily@charter.net">rasmussenfamily@charter.net</a>
VP Programs and Events	Rhonda Shermeister	<a href="mailto:rshermeister@lakesidefoods.com">rshermeister@lakesidefoods.com</a>
VP CBAR	Mark Habighorst	<a href="mailto:mark.habighorst@kohler.com">mark.habighorst@kohler.com</a>
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LTC Student Liasion at	Jim Ervin	<a href="mailto:jim.ervin@gotoltc.edu">jim.ervin@gotoltc.edu</a>
Member at Large	OPEN	
Member at Large	OPEN	

## Board of Directors Meeting Schedule

Board Of Director meetings are planned for the first Wednesday of the month except as noted. The location of the meeting will be published in the newsletter. All members are welcome to attend any board meeting. Please let any current board member know if you would like to attend as we normally have a light meal preceding the meeting and it will help us to ensure we have enough for all.

## Editor's Note

If you have an interest in any specific news item, have a question, or wish to see something added to the newsletter, please email your request to [newsletter@shorelineapics.org](mailto:newsletter@shorelineapics.org).

## Contact Information

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