



IIE Connection

PAGE I

JANUARY 2010

Inside this issue:

1. <i>January Meeting</i>	1
2. <i>February Meeting Preview</i>	1
3. <i>President's Message</i>	2
4. <i>Membership Update</i>	2
5. <i>News from Headquarters</i>	3
6. <i>Career Development</i>	3
7. <i>Chapter Update</i>	3
8. <i>Officer Listing</i>	4

1. January Meeting, Joint meeting with ASQ

Haldex Blue Springs manufactures automatic brake adjusters (ABA's) for the air brake systems found on semi-tractor trailers and other large commercial vehicles. Haldex is the world leader in ABA market share. Haldex is a Swedish company with manufacturing locations throughout the world including Europe, North America, South America, and Asia. The complete global Haldex product line includes various components for air brake systems, hydraulic systems, and traction control systems.

The Blue Springs facility includes 60,000 square feet of manufacturing space and

10,000 square feet of office space. The 150 employee, three shift operation, includes both machining and assembly operations. In 2000, Haldex released the



first edition of The Haldex Way – Haldex's corporate lean manufacturing strategy for the purpose of achieving operational excellence. Since that time, The Haldex Way has become integral to all operations and a second edition of The Haldex Way has been published.

When: Wednesday, January 20th, 2010
2:00 to 4:00 p.m.

Where: Haldex Brake Systems Plant

2400 N.E. Coronado Dr.
Grain Valley, MO 64029

Cost:
Free for IIE Members
\$5.00 for NonMembers

RSVP: By Jan. 13th, 2010
Brian McCarthy at:
bmccarthy@mamtc.com

2. February Meeting Preview

Mark your calendars for Monday, February 22nd for a tour of The Roasterie at 6pm! Details to follow in next month's newsletter.



In 1983, Danny O'Neill founded The Roasterie in his basement in one of Kansas City's great neighborhoods, Brookside. Since then, The Roasterie has become one of the most renowned specialty coffee roasters in the nation. In 2005, The Roasterie Café was opened back in Brookside. The Café has been named the "Best Coffee Shop" in Kansas City by

"KC Magazine", two years running.

To this day, nobody else does it like The Roasterie. Committed to finding the best coffees from around the world, The Roasterie buys its beans from small, specialty farmers for a fair price. Those beans are then roasted using a convection air-roasting method, instead of the more traditional drum-roasting method, to ensure superior consistency and a tastier, smoother cup of coffee.

QUICK FACTS:

- The Roasterie imports only 100 percent Arabic Specialty Grade coffees from more than 25 dif-

ferent producing countries.

- Each coffee bean purchased by The Roasterie has been picked by hand.
- The Roasterie is a strong advocate for Fair Trade, Rainforest Alliance, Organic, Smithsonian Bird Friendly® certifications and more.
- The Roasterie supplied freshly roasted specialty coffee to an estimated one million customers in 2007.
- The Roasterie has received more No. 1 ratings on CoffeeReview.com than any other roaster in the nation.

3. President's Message

KC IIE Chapter Members,



I am writing this month's letter as 2009 comes to a close and 2010 is around the corner. For me and many others, this time of year always serves as an opportunity to reflect on the year gone by and look forward to the year that lies ahead. I hope you have found 2009 to be a year full of memorable experiences and lessons for reflection and growth. But even more so, I hope you will find 2010 is a year full of opportunities realized. This in turn is my hope for our KC Chapter of IIE as we pursue opportunities in 2010.

On December 2nd, chapter members convened for our annual planning session. I am happy to report that the planning session was well attended and

there was a strong sense of excitement and energy around planning for the new year. There were many opportunities discussed when it comes to expanding our outreach to student chapters and high school students as well as developing a stronger relationship with KC metro corporations. In addition, there was discussion around pursuing new tools available for communicating and networking with our chapter membership and brainstorming monthly events that have a wide appeal to our membership roster.

With this in mind, we are still in the process of solidifying our monthly events for 2010 and would appreciate your feedback. This month's newsletter includes a link to a survey to assist in this way. I strongly encourage you to take a few minutes to provide your feedback. Please know that the information you provide will be val-

ued and taken into account when planning events for 2010.

It is also worth noting that we elected officers to serve for 2010 during the December planning session. You will find the complete officer list included in this month's newsletter. We have welcomed new faces to the officer team and are excited about the perspective and vision that they bring to our group. I would personally like to thank the 2009 officer team for all of their outstanding service to the chapter and at the same time welcome aboard the officer team for 2010.

Happy New Year!

Kyle Grubill
KC IIE Chapter President

4. Membership Update

South Central Region
Chapter 92 Membership 87

Nick Heng has recently been elected as our chapter's Treasurer for 2010. Nick's official title at Hallmark Cards is Senior Product Development Engineer. He has been one of two greeting card product engineers for the last eight years, but is currently on a temporary assignment introducing Lean to the Creative Division. For the first part of 2009, Nick was giving half his time to each function, but as of early November has been full-time on Lean and will be so until at least mid-2010 (about the time he hits the 25-year mark at Hallmark and gets to take home an commemorative mantel clock. Woo-hoo!).

Nick graduated from the University of Nebraska with a bachelor's degree in Industrial Engineering and came to work for Hallmark directly out of school. He also has his MBA from the University of Kansas.

To tidbits of observational wisdom that Nick would like to give to those with young children now (or any planned in the future):

"1) Read to them early and often; no age is too young to start. Children whose parents read to them from infancy tend to have larger vocabularies than average for their age and will more likely be readers themselves, which continues their vocabulary growth.

2) Have them try at least one musical instrument. Studies show that students who play a musical instrument have higher grades and standardized test scores than those who don't. Math ability seems to be enhanced by involvement in band and orchestra. (Nick is not totally convinced of the causality of music to math or the other way around, but both seem to enhance each other. Plus, if your child plays a musical instrument it provides you one more thing you can tell them to do

rather than sitting around playing video games or texting all day during the summer break.)

Both of those points have been borne out by Nick's three children. While both their parents have master's degrees, Nick's youngest of the three is adopted, making the heredity component a non-factor in her school performance. The two oldest were book hounds from toddlerhood through middle school and the youngest is a fifth-grader who reads all the time. All have taken music lessons (piano, guitar, clarinet). All have been in the Enhanced Learning program from the beginning of their school years.

Oh, and by the way, adopting a child absolutely rocks. The "some poor child needs a family" motivation is a good enough one to do it, but you end up gaining at least as much, if not more, than your adopted son or daughter."

5. News from Headquarters

New home page for IIE Web site

As part of IIE's continuous effort to provide you with Web services and easy-to-access information, the IIE

home page has been redesigned to help better navigate through all of the resources we make available online.

Have you checked out the website lately?

www.iienet.org

6. Career Development

Leadership for Career Development Advice

Source: Published in the *Industrial Engineer Magazine* December 2009 Issue, Page 28. From Jon Gordon, the author of *The Shark and the Goldfish: Positive Ways to Thrive during Waves of Change*.

How to Re-Energize Your Burned Out Work Force offers leaders and managers nine strategies to motivate employees during challenging times.

Focus on People, not Numbers. An organization's failure or success is determined by the moods, innovation, energy, thoughts and behaviors of the people who work there.

Model Good Behavior. Leaders set the tone for how employees

respond to almost every situation. They can inspire, or they can extinguish hope and employee morale.

Practice Positive Leadership. Positive leadership means remaining purposeful in the face of adversity.

Fill the Void. As a leader, you must meet with your employees and continually communicate, communicate, communicate!

Tell Energy Vampires, "Its Time to Get on the Bus or Off the Bus!" No matter how many pep talks you give or good behaviors you model, your efforts won't go far unless everyone is on the same page.

Forbid ComplainingAll Complaining. Let your employees know that they are not allowed to com-

plain unless they offer solutions.

Teach Your People to be Heroes not Victims. Both heroes and victims get knocked down. The distinction between the two groups lies in the fact that heroes get back up, while victims simply give up.

Focus on the Small Wins. Always place your attention on those little, ordinary, non-spectacular "wins" that add up to big "successes!"

Make Sure You Have Sharks in Your Key Positions. Look at your team members and figure out which people display the characteristics of driven, go-get'em, nice sharks. Sharks choose to swim ahead, believing that the best is yet to come!



7. Chapter Update

CAR stands for the IIE Chapter Activity Report. It is a method that IIE uses to track the progress and trends of all the local chapters across the US. Each month, we will continue to take a look into what the CAR program means to our local chapter.

In the previous newsletter, we reviewed the chapter's performance in 2008 regarding Student Outreach and Community Affairs and discussed the opportunity to improve in this area as we plan for the events of 2010. This section in particular was a topic of discussion at the chapter's recent planning session and will continue to be pursued

as we plan events to further our outreach to students and the community.

In this month's newsletter, we take a look at the Member, Chapter and Institute Support section of the CAR. This is the fifth and final section of the CAR of which our chapter is evaluated on an annual basis. For 2008, I am happy to report that the KC IIE Chapter scored 19 out of 20 points, and we anticipate scoring high once again for 2009. This section scores the chapter based on a list of 14 key areas of support at the various levels of the organization (Member, Chapter and Institute). Our chapter has used this list as a benchmark for determining where to pri-

oritize support to the greater IIE network. With this in the mind, the areas the chapter did not support for 2008 are as follows:

- Partner with the Institute to hold seminars and workshops
- ABET Participation/member involvement in accreditation
- Chapter member publishes an article in Solutions or an IIE publication

These areas remain a focus for our chapter and provide opportunities for the chapter and its members to pursue moving forward. We will continue work with the larger IIE network and the Institute in planning for 2010 to support member, chapter and region/national community.

2010 Member Survey

The KCIIE Officers would like your feedback and input - please take just 5 minutes of your time and respond to the survey in the link below. Your insight is welcome and appreciated!



<http://www.surveymonkey.com/s/5X782MM>

KCIIE Economic Stimulus Package of 2009

Did you qualify for the KCIIE Economic Stimulus Package in 2009?



If you attended two of the last four events hosted by KCIIE (Lean Roundtable discussion in September, Mentor Day in October, the Fall Conference in November, and the Chapter Planning Session in December), then you are eligible for a \$40 membership discount!

To take advantage of this, please contact Rachel Olson (rolson2@hallmark.com).

8. Officer Listing

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