

**selected the following candidates for the Leadership positions for the upcoming years Jul 1, 2010 - June 30, 2012**

- Chair **Larry Ellison**
- Chair Elect **John Vandembemden**
- Secretary **Mike Dempsey**
- Treasurer **Greg Gay**
- Auditing **Navin Dedhia**  
**Jenny Persfull**

Past ID Chair/Nominating Committee Chair  
Joy Flynn

**Any member in good standing can send their nomination (Nomination position, name, full address, phone number ,e-mail, positions in a company and company name/address +bio data not to exceed 1 page) to the Nominating Committee Chair (Ms. Mollie Brown, [molliemc2001@hotmail.com](mailto:molliemc2001@hotmail.com)) by Dec15, 2009. If no nominations are received by the due date, no election ballots will be send out and the above nominees will be declared as elected**

**Contact an Inspection Division leader or obtain a job position of any of the positions from the ASQ Website.**

*Sustainability*

By John Vandembemden



The past year has been a challenge for many of us personally as well as for the organizations we work for. Many of our close

friends have lost their job positions do to downsizing or closer. It is the perfect time for us to discuss sustainability.

Sustainability is a new topic for many of us. Our focus has always been on being best in class or World Class not on survival. Implementation of a well developed quality management system is a solid approach for sustainability. Approaching the management system from the perspective of “How we run our organization” instead of “How does the quality department manage the system is the correct approach to create an effective system. Business excellence is not a wish it is critical to achieve sustainability.

I am concerned what job opportunities and the economic future for my children as well as my grandchildren. It seems like that we hear every day about an organization downsizing or closing their doors. It is time to take action and it is in our hands to do our part. This will not be easy and it will not happen overnight, but the bleeding has to stop.

The focus on sustainability is no restricted to the United States, it is an international concern. To address this from an international perspective the international Organization for Standards is revising ISO9004 to focus on how a quality management system is used to increase the chance that an organization is sustainable. This is a significant change in direction from the current guidelines in ISO9004.

On another topic, I would like to thank Jim Cooper the master for so many years in putting this Newsletter together. We thank you Jim for all your hard work and dedication to the Division. Feel free to contact me if you have any questions or comments we appreciate your feedback @ [sigmawiz1@yahoo.com](mailto:sigmawiz1@yahoo.com).

Expanding your Opportunities

By Ray Harkins

As the quality manger for a plastics extrusion and fabrication company, I recently had the opportunity to hire a quality supervisor following the retirement of a long-time member of our team. Our company’s human resource manager and I worked together through the entire selection process. Given the status of our region’s economy, I wasn’t surprised when

our mailbox started filling up with resumes in response to ads on popular Internet job sites and the local newspapers. The typical respondent was a mid-career professional with over 15 years of experience in manufacturing that had been recently laid-off due to a corporate downsizing.

From this large pool of very experienced candidates however, I had difficulty finding a *qualified* candidate; someone whose skills would readily transfer to a new industry and organization. The unsuccessful candidates understood the scope of their last position very well, but demonstrated little evidence of their preparedness to step into a new one. After reviewing of dozens of resumes and interviewing every viable candidate during a two-month search, we finally found and hired the right person for the job. Since then, I've reflected on the characteristics that separated the ideal candidate from all the rest, and identified a few strategies for today's quality professional to prepare for tomorrow's uncertain job market.

### **Dig Deeper**

The job of a quality profession is a technical one. Auditing, inspection, calibration and testing each involve technical skills that are elementary to these positions. By continually investing energy into sharpening your technical aptitude, you keep yourself in a ready state for new challenges. Enhancing your technical skills can be as simple as reading trade journals such as *Quality Progress* and studying books on industry related topics, or a more in depth endeavor such as obtaining an ASQ certification.

### **Reach Higher**

According to Donald Asher in his book *Who Gets Promoted, Who Doesn't and Why*, "Employers are not rewarding their strong performers for their past contributions; they are investing in their future contributions." Managers are looking for employees who not only have the capability to perform the task at hand, but also the potential to fill a future role. By developing the skills needed to solve problems at a higher level of responsibility, you automatically engage yourself in the promotion process. Your current position may not require a working knowledge of Deming's management

philosophy or lean manufacturing practices, but your understanding of these and other concepts may prepare you for your next one.

### **Support Skills**

Regardless of your role in the quality profession, complimentary computer skills may give you a slight edge during your next job search or allow you to become more valuable to your current employer. A calibration technician who can whip up fixture designs in AutoCAD is a tremendous asset. A quality engineer who programs PLC's or develops Access databases is a rarity. And a seasoned auditor who generates Excel charts and PowerPoint presentations would be a helpful resource to most quality teams. Learning new computer skills is as simple as opening the help file of any software program, or by taking a free online class from websites such as [gcflearnfree.org](http://gcflearnfree.org) or The HP learning Center.

### **Broaden your horizons**

Look around your factory, office or neighbor for opportunities to expand your experiences into both related and far-reaching disciplines. Learn about your customers, suppliers and competitors – their history, product lines and plans for growth. Study economic and technological trends. Develop hobbies and plan projects that provide the environment to learn new skills. Home repair projects, artistic endeavors, and volunteering in your community all generate ideas that often connect to form a wider view of the world around you.

Managers facing a hiring decision ask themselves the same basic question, "How well will this person fit into the organization?" A candidate's demonstrated accomplishments, personality and skills all help answer this question. By stretching your realm of understanding deeper, higher and wider, you will not only find more "good fits" in the employment market, but also in the world right around you.

### **Author Biography**

*Ray Harkins is the Quality Manager of Mercury Plastics, Inc. in Middlefield, Ohio. He earned in B.S. in Engineering Technology from the University of Akron. Harkins is a Senior Member of ASQ, and a certified quality engineer and calibration technician.*