



ISM-Twin Cities Monthly Professional Development Meeting

Acquiring & Retaining Supply Chain Talent September 17, 2025



Your Go-To Network for Sourcing & Supply Chain Professionals in the Twin Cities

TONIGHT'S AGENDA

5:00-5:30 Registration, Networking & Welcome

5:30-6:00 Dinner & ISM Update

6:00-7:15 Keynote Panel— Supply Chain Talent Management

Boston Scientific, Colosimo Consulting, Daikin Applied

7:15 Wrap Up & Dismissal

Mission and Value Proposition

OUR MISSION

We advance the strategy and practice of integrated, end-to-end supply chain management through leading-edge data-driven resources, community, and education to empower individuals, create organizational value, and drive competitive advantage.

OUR VISION

Foster a prosperous, sustainable world.



Education

Certification

Leadership Development
& Career Growth

Resources & Tools

Events & Networking



ISM—Twin Cities, Inc.

ISM Supply Chain Capability Model

Business Acumen
& Leadership

Category
(Commodity)
Management

Corporate Social
Responsibility
& Ethics

Cost and Price
Management

Financial
Analysis

Legal &
Contracting

Logistics
& Materials
Management

Negotiation

Project
Management

Quality
Management

Risk

Sales and
Operations
Planning

Sourcing

Supplier
Relationship
Management

Supply Chain
Strategy

Systems
Capability and
Technology

Why Be Part of ISM-Twin Cities?

Your Go-To Network for Supply Chain Professionals in the Twin Cities

ISM-Twin Cities is your premier network for sourcing professionals in the Twin Cities area. We understand the unique challenges and opportunities that professionals face in today's dynamic business environment. Whether you're seeking to expand your professional network, stay updated with the latest industry trends, or enhance your leadership skills, ISM-Twin Cities is here to support you every step of the way.



Real Connections, Relevant Education, and Leadership Opportunities

We provide opportunities that will empower you to excel in your career. Through our networking events, educational seminars, and leadership development programs, you'll have the opportunity to engage with like-minded professionals, learn from industry experts, and grow both personally and professionally.

Advance your Career!

We invite you to join ISM-Twin Cities today! Expand your network, discover new opportunities for growth and advance your career. Together, we can shape the future of supply chain management in the Twin Cities and beyond.





ISM—Twin Cities, Inc.

ISM-Twin Cities UPCOMING EVENTS



Your Go-To Network for Sourcing & Supply Chain Professionals in the Twin Cities



ISM-TC Upcoming Free Events for Members

PLANNED PROFESSIONAL DEVELOPMENT MEETINGS

- ✓ November 18– Right-shoring Your Supply Chain: Balancing Cost, Risk & Resilience, Presented by Todd Bauman, Ascential Technologies. Registration opens soon.

Other Events in Planning

- ✓ Manufacturing Plant Tour
- ✓ Digitization/AI
- ✓ Best Practices in Supplier Recognition



ISM Regional Fall Conference

Strategic Procurement – Driving Value, Impact & Innovation

Eleven
fantastic
speakers
over two
days!

✓ **October 13-14, Crowne Plaza Hotel in Plymouth**

KEYNOTE SPEAKERS

- Sourcing Leadership in a Turbulent World - ISM CEO, Tom Derry
- Negotiating for the Future: How AI and Data are Influencing Deals - Danielle Hanson, St. Thomas
- Managing Tariffs in Uncertain Times - Jason Craig, CH Robinson
- Sustainability - Build a Better Future for You! - Rosa Laxmana, Granges

OTHER TOPIC AREAS WE WILL COVER

- Commodity Price Outlook for 2026
- Indirect Sourcing Transformation at Sun Chemical
- Savvy IT Sourcing - It's not for the Faint of Heart!
- Using Supplier Quality as a Competitive Advantage
- Supplier Relationship Management
- Aligning Sourcing with Business Goals
- Change Management and Much More!

**Registration is
STILL OPEN!**

✓ **Join us for ground-breaking content, fantastic networking & great food!**



Planned 2025-26 Workshops & Seminars

- ✓ **Mitigating Supplier Price Increases & Collaborative Cost Reduction with Suppliers – Now includes minimizing tariffs content! (4 hours)**
- ✓ **How to Effectively Prepare for Any Negotiation Led by Benedict Negotiating (8 hours)**
- ✓ **Dealing with Predatory Technology Vendors + TIPS & Tricks for Negotiating and Contracting for Technology Spend (repeat of August class or deeper dive into related areas)**

Want to Learn More? Contact Us!



twincities.ismworld.org
ismworld.org

ISM Membership

480-752-6276, Option 8
membersvcs@ismworld.org

General Inquiries

info@ism-twincities.org

Chapter Leadership


execdirector@ism-twincities.org



Join Our
LinkedIn Group!



ISM - Twin Cities an affiliate of ISM

 Standard group



ISM—Twin Cities, Inc.

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ISM—Twin Cities, Inc.



Real depth. Sustainable growth.[™]

Helping Complex Manufacturers Lead the Way in Compliance.

Key Contact: Mahdi Ismail
Strategic Account Executive
mahdi.ismail@assent.com
613-804-0167

We enable effective buying negotiations and strategic purchases through price, forecasts and cost analysis

For more information, contact:

Mark Schreiner

S&P Global

Director, Sales

Mark.Schreiner@spglobal.com

919-749-5285



ISM—Twin Cities, Inc.



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Acquiring & Retaining Supply Chain Talent

Panel Discussion



Your Go-To Network for Sourcing & Supply Chain Professionals in the Twin Cities

“Attracting & Retaining Supply Chain Talent”

Courtney DiFulvio, Boston Scientific

Tom Colosimo, Colosimo Career Consulting

Lisa Barthel, Daikin Applied



Boston Scientific

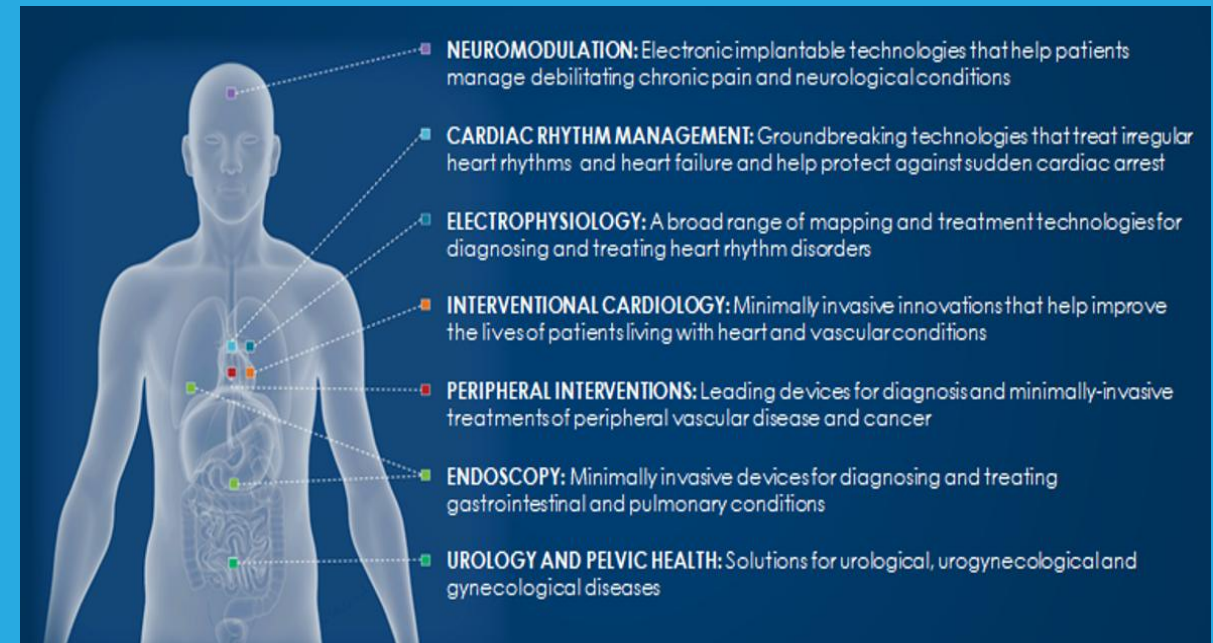


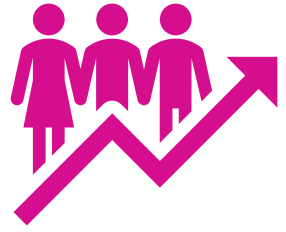
ISM—Twin Cities, Inc.

Boston Scientific

- Fortune 500 company with \$16.7B in net sales
- ~53,000 employees worldwide
- 127 countries with commercial representation
- Helping clinicians treat 44M patients around the world
- Committed to innovation with ~100 products launched in 2024
- ~23,000 patients participating in 65 clinical trials
- Investing ~\$1.6B annually in R&D

ADVANCING SCIENCE FOR LIFE





Best Practices in Talent Acquisition – Boston Scientific

- **“Always On” Recruiting Method**
 - Your Talent Acquisition Team
 - You and Your Team
- **Review Your Referral Program**
 - Nurture Referrals Always – Build Your Bench
 - Referrals Increase Employee Engagement
- **Is your TA Team equipped with the best tools?**
 - Recruitment Marketing & Branding
 - Market Insights
- **Know the Job Market**
 - Is the posting in the right location, where the right skills can be found, or do you need to explore relocation?
- **Review the Interview Process**
 - Are the right people involved?
 - Are too many people involved?
 - Are you asking the right questions?
- **Focus on the Candidate Experience!**



Best Practices in Talent Retention – Boston Scientific

Know What Motivates The Individual Teammate

Key Retention Drivers Could Be:

- Money
- Appreciation & Praise
- Promotions & Mobility
- Leadership Opportunities
- Work/Life Balance
- Manager Quality
- Shared Values & Purpose
- Team Connection

Foster Employee Engagement

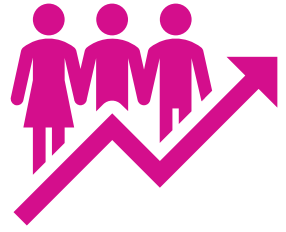
- Do Regular Check-Ins
- Recognize Achievements
- Support Career Growth
- Offer Mentorship Opportunities
- Prioritize Well-Being
- Listen & Act to Engagement Survey Feedback



Tom Colosimo – Colosimo Career Consulting



- Career architect and strategist consultant with over 15 years in the career education/development field.
- Strong reputation as a knowledgeable professional in the areas of networking for careers, promotional tactics and job success as well as resume content and format, use of LinkedIn, and interviewing skills.
- Over 30 years of corporate operational cost accounting experience within manufacturing, retail and compliance industries; Standard Costing, Process Costing, Project Costing.
- Presenter at numerous signature events within various professional state chapters of the Project Management Institute (PMI), Institute of Supply Chain Management (ISM) as well as many professional community organizations and university institutions.
- Career Changer: Strategies of Change - Corporate operational accounting, Staffing/Recruiting, Career Coaching and Corporate Relations development within higher education



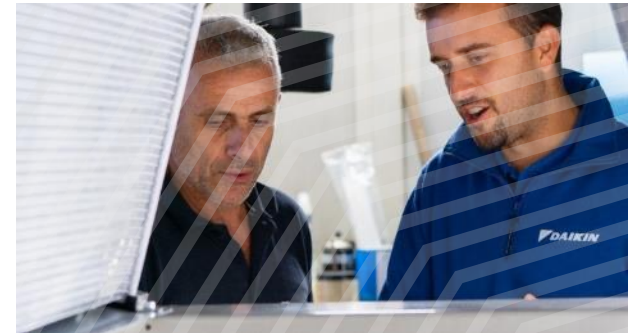
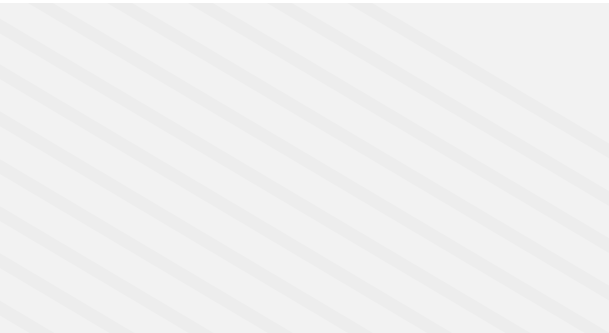
Best Practices in Talent Acquisition

- ✓ *Branding oneself* to match needs of industry demands
- ✓ *Networking: internal* for promotions and recognized and respected for contributions
- ✓ *Networking: external* for career changing and job seeking
- ✓ Know what you *value* and need in your work to sustain top level performance
- ✓ Stay *relevant* in the workplace – Life-Long Learning



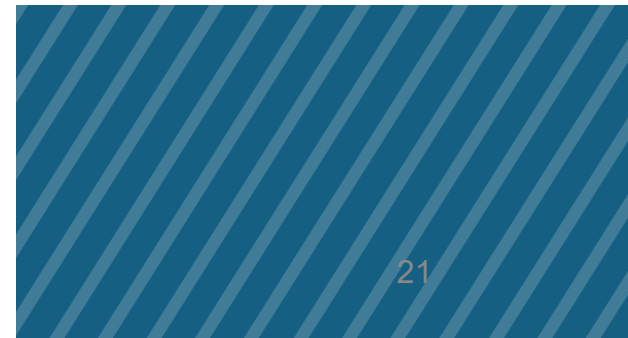
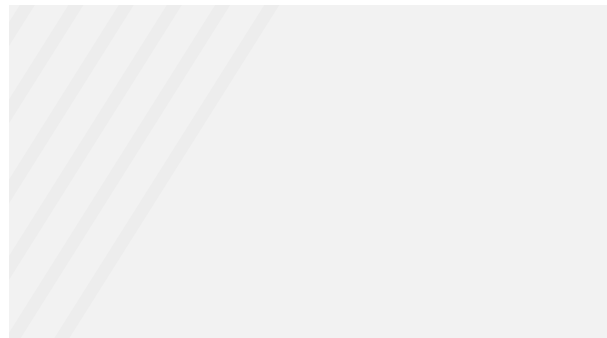
Best Practices in Talent Retention

- ✓ Living and practicing the company Mission Statement within the company culture
- ✓ Value talent resources and be transparent to employees on developments
- ✓ Demonstrate a history of activities investing in human resources
- ✓ Demonstrate historic situations of promoting from within
- ✓ Developing a culture of growth, appreciation and reward for performance through consistent quantifiable achievements



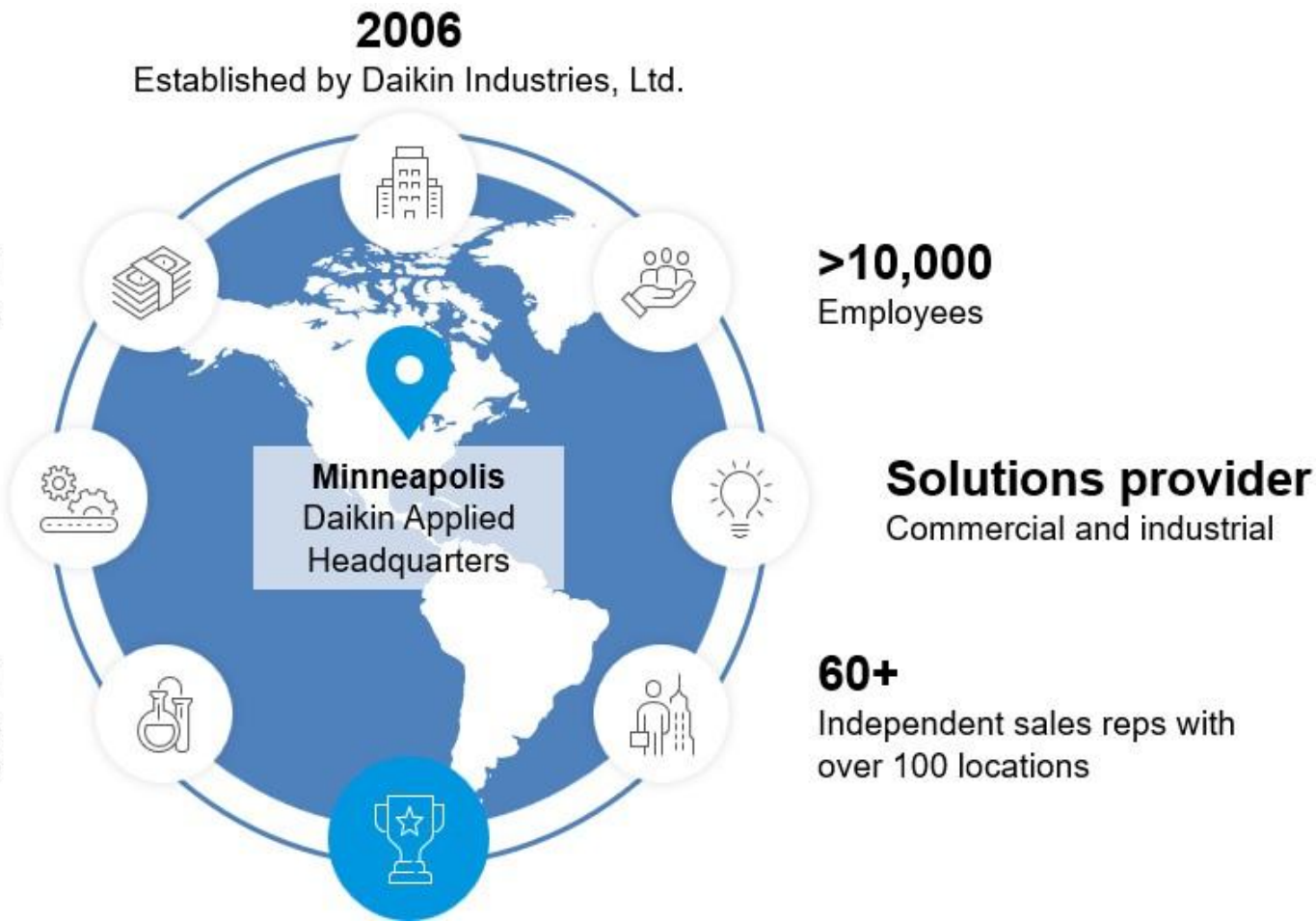
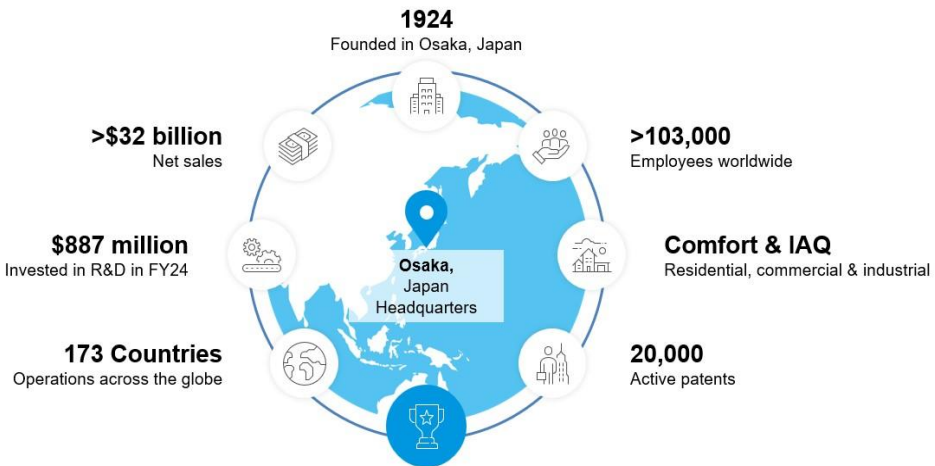
Attract, Develop, & Engage

Lisa Barthel
Senior Manager, Talent Acquisition

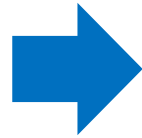


Daikin Applied Americas, a division Of Daikin Industries Limited

#1 HVAC Solutions Provider



Infinite Potential of People → Drives Our Talent Processes Model



Talent Attraction

Brand & Reputation - Embrace Growth and the Power of People



Talent Attraction

- Daikin Brand & Reputation
- Employee Referrals
- Social Media
- Early Talent Programs

Brand & Reputation

Candidate, Employee & Customer Experiences

Daikin Differentiators:

- Market Leader - #1 in HVAC solutions
- **10X** Revenue Growth since 2006
- Innovation – Forbes Top 100 **Forbes**
- Sustainability and corporate citizenship focus



Employee Referrals

- Employees receive \$\$ Incentive
- ~30% hires come from referrals

Impact of Employee Referrals (in numbers)

Higher Quality

70%

More good hires
than non-referrals

Faster Hires

55%

Faster hires than
non-referrals

Better Retention

40%

Greater chance of
retention after a year



Social Media

- Employee Value Proposition
- Clear & Engaging Job postings
- Consistent messaging across platforms
- Targeted campaigns: Geocache



Make Your Mark at Local
Factories with Top Pay
and Benefits.

Ad Daikin Applied

Apply Now



Early Talent Programs

- Traditional Internships – 87 total, 56 MN, 7 supply chain (2025)
- **GET** – Sales Engineering
- **IGNITE** – Rotational Sales Training
- Engineering Co-Ops



Talent Engagement

Engage the Hearts and Minds of our Employees



Talent Engagement

- DAA Way
- Purpose: Inform & Involve
- Rewards
- Recognition



- Fusion30 Goals
- Annual Planning Process
- Business Unit & Functional Alignment
- Individual Initiatives & Action Plans
- Monthly Scorecards on Top Priorities



REWARDS & RECOGNITION



EMPLOYEE SURVEYS:

- Bi-Annual, Pulse surveys, Employee Feedback
- Results shared on company Townhall

CORE STRENGTHS:



- Individual assessment to help understand motives, manage conflict, and coach strengths at work
- Built on People, Process, and/or Performance

InsideDAIKIN Weekly Digest EMPLOYEE COMMUNICATIONS



COMMUNITY INVOLVEMENT & CORPORATE SOCIAL RESPONSIBILITY



Habitat for Humanity



Feed My Starving Children

Talent Development

Holistic Approach to Empower our Leaders to Unlock the Infinite Potential of the Teams & Embrace Growth



Talent Development

- Performance Management
- Talent Talks
- College of Leadership & Individual Development



PERFORMANCE MANAGEMENT

FOCUS YOUR EFFORTS

Choose 3-5 key deliverables that will make the biggest impact on our business.



HIGH QUALITY GOALS ARE SIMPLE

Specific - Clearly define what will be accomplished, including timelines & milestones.
Important - Choose deliverables that drive real business results.
Measurable - Define how you will measure success for each goal.



ALIGN TO DAA FY25 PRIORITIES

Make sure each goal ties directly to one or more of our FY25 strategic priorities.



GO BIG

Choose goals that are attainable, challenging and stretch your performance.



TALENT TALKS

- Career Development Tools
- Evaluation & Retention Risk
- Stretch Assignments
- Career Paths



DAIKIN ON-DEMAND LEARNING & FACILITATED TRAINING CLASSES



On-Demand Learning

College of Individual Development: Content for Personal Mastery – All Levels

Training Sessions :
Leadership – Fantastic Feedback | Change Agility | U-Turn Performance, etc.

Training Sessions :
D&I – Daikin Dialogues | Ignite Inclusion | Cultural Connector | Lead Inclusively

Training Sessions :
Business Acumen – Core Strengths, Buddy to Boss | Handling Conflict, etc.

Online Content Library:
Available to All | IT Skills, Leadership, Budget | Proj. Mgmt., Communication, etc.

College of Leadership: Leadership Development Programs

Supervisor Essentials Program

All People Leaders

Leaders of People Leaders

Functional Leaders

\$100M investment in a training facility in Plymouth, MN

Thanks for joining us tonight!

Please fill out the survey and provide us your feedback!

**Hope to see at the fall conference and our next ISM
monthly event!**