Women in Supply Chain – Succession Planning in Organizations

Thursday, August 27, 12:00 p.m. – 1:00 p.m.
The Center for Supply Chain management focuses on supporting our students through:
• Applied academics – Procurement, Lean Six Sigma
• Internships
• Strong industry relations
• Job placement

We are supported by our industry Advisory Board which provides guidance and direction to strengthen the program and keep the curriculum relevant to the needs of industry.

We prepare our students to provide value to their employers starting day one.

The strength of both the undergrad and online graduate program are reflected in our recent rankings from Gartner, industry research firm.
“Women in Supply Chain – Succession Planning in Organizations”
Thursday, August 27, 2020 (12:00 - 1:00 pm CT)

Sydney Donovan
Operations & Supply Chain major, Women in Supply Chain Scholar

Kathryn Kalivoda, Ph.D.
Director of Supply Chain, AbbVie

Amy Meyer
Vice President-Technical Services, Kohler Co.

Michelle Waite, Grad ‘10
Continuous Improvement & Multicultural Outreach Director, Versiti; and Instructor - Lean Six Sigma, Marquette University

Moderator:
Kelly Wesolowski, Bus Ad ‘90
Associate Director in the Center for Supply Chain Management, Marquette University

Register online at: https://alumni.marquette.edu/lifelong-learning
Women make up more than 50% of the professional workforce in most developed markets and this is on the rise.

How about women in supply chain?
Poll Question
Percentage of Women in Supply Chain Workforce

Source: Gartner Women in Supply Chain 2020
C-Level Roles Showed Improvement in 2020, Others Back to 2018 Levels
Women in Supply Chain Leadership Roles Year-to-Year Comparison

Q: Thinking about all the full-time employees in your supply chain organization/business unit, what percentage are female?
Source: Gartner Women in Supply Chain 2020
Mandate to movement: Deloitte diversity and inclusion maturity model

**Compliance**
Organization is largely focused on risk mitigation, with a basic understanding of diversity (representation), and does not have a diversity and inclusion (D&I) strategy.

**Emerging**
Organization has incorporated diversity and inclusion inconsistently throughout the organization. D&I strategy exists but is not tied to strategic outcomes.

**Embracing**
Organization has a diverse mix of employees with differences in visible and invisible traits. D&I strategy is linked to business strategy, with preliminary efforts to improve its diversity.

**Collaborating**
Organization has begun to understand the value of a diverse workforce and has taken steps to engage diverse employees in talent and business initiatives. Employees feel like diverse opinions are valued.

**Inclusive**
Organization leverages diverse backgrounds, capabilities, viewpoints, etc. to increase business results and value. Employees and leaders feel diversity, leveraged through inclusion, is integral to business success.

**Maintaining**
“What do we have to do to stay out of trouble?”

**Creating**
“What are the most immediate areas for my own team to be diverse and inclusive?”

**Managing**
“How do we support our diverse workforce?”

**Valuing**
“How can we further engage our diversity of employees and make sure they feel valued?”

**Leveraging**
“How can we drive value from our diversity of employees?”

Source: Deloitte Diversity & Inclusion Consulting practice.
Poll Question
The Top Action Your Company Should Take to Better Progress Women to Top Jobs

- Integrated Pipeline Planning (Develop/Promote/Sponsor): 21%
- Change Culture Values, Leadership Orientation, Behaviors: 9%
- Better Outreach and Candidate Identification: 7%
- Visibility of Women Leaders/Promote Women/Success Stories: 6%
- More Opportunities and Visible/Stretch Assignments: 2%

n = 177

Source: Gartner for Supply Chain - 2020 Women in Supply Chain Survey
Marquette’s Women in Supply Chain Scholars Program – introducing undergraduate females to the supply chain industry

- Professional and student mentors
- Company tours
- Panel discussions
- Networking opportunities
- Resume reviews

To help support please contact Kelly Wesolowski, Kelly.wesolowski@marquette.edu
APICS Milwaukee – Fall Training & Events!

- Globally Recognized Supply Chain Certification Instructor-led classes starting in September!
  - Certified in Production and Inventory Management (CPIM)
  - Certified Supply Chain Professional (CSCP)
  - Certified in Logistics, Transportation & Distribution (CLTD)

- September 24th Professional Development Meeting – Basics of The Demand Driven Adaptive Enterprise. Cost: FREE

- October 22nd & 23rd 2 Day Supply Chain Workshop on Demand Driven Planning – Earn certification from the Demand Driven Institute. Cost: $1095 per person, including exam!

More info: www.apicsmilw.org
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Let’s continue to #MaskUp, Marquette!

Make a gift, get a 3-pack of reusable masks.

Now through September 30 @ https://give.marquette.edu/special-gift-social
MARQUETTE UNIVERSITY
BE THE DIFFERENCE.