

Dallas Leading Edge

Institute of Industrial Engineers (IIE) - Supporting Your I.E. Career



October 2007

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Meeting Announcements — 2 Meetings in October!

Meeting 1: Social Meeting at the Dallas Museum of Art Thursday, October 11, 2007 — 6:30-8:00 pm

The Dallas chapter welcomes members, spouses, and friends to attend a network mixer at the **Dallas Museum of Art**. The Dallas Chapter will be hosting an evening of conversation, appetizers, and jazz.

Appetizers to be served, courtesy of the Dallas Chapter (beer and wine for purchase). There is no cost to attend. **Please RSVP** so the chapter can plan accordingly by contacting Russ Aikman (raikman@uta.edu) OR 214-860-5732).

There will be a sign on our table in the main atrium (on the north end of the building). Members can park in the DMA lot (underneath the building). Simply tell the person at the gate that you are with IIE.

Dallas Museum of Art
1717 North Harwood
Dallas, TX 75201

Directions available at: www.dallasmuseumofart.org



Live
Jazz Band

Meeting 2: — Cleanup after Katrina: The Story from the EPA Thursday, October 25, 2007 — 6:30-8PM

Nancy Jones was in charge of logistics of the EPA's role in dealing with the aftermath of Hurricane Katrina. She deployed to New Orleans the day the hurricane made landfall, and worked there for over a year to coordinate the debris management plan. She will talk about the logistical challenges the EPA faced, and how they were met. Nancy has a B.S. in Emergency Administration & Planning, and worked in numerous oil and hazardous waste disaster response teams, including the Capitol Hill Anthrax Incident.

La Madeline, 3072 Mockingbird Ln at Central (near SMU)

Student Chapter Spotlight



The Institute of Industrial Engineering Student Chapters took part in the September Region 5 conference call. The Texas A&M University—Commerce chapter will be working with Regional officers during the month of October to create planning strategies for the year.

We Wish Her Well!

Dr. Mary Johnson, professor at Texas A&M University-Commerce where she was the IIE Student Chapter Advisor, recently accepted a position at Purdue . Mary has been an active member of IIE in the Dallas and Fort Worth Chapters for years and will be sorely missed. *Congratulations, Mary, on your new opportunity!*

Chapter Activities

We have a busy fall schedule planned to make up for fewer events earlier in the year. Our goal is to continue to be recognized as a Gold Category Chapter as we have in the last several years by IIE National.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
October	1	2	3	4	5	6	7
	8 	9	10	11 Dallas Museum of Art	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25 EPA Story: Clean up after Katrina	26	27	28
	29	30	31				
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
November				1	2	3 Tour Dallas Zoo (tentative)	4
		6	7	8	9	10	11
	12	13 Tour DART Rail Maintenance Facility	14	15	16	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30		
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
December						1	2
		4 Tour Neiman Marcus Dist. Center / Baylor Med Center (tentative)	5	6	7	8	9
	10	11	12	13	14	15 Tour Dallas Cowboys Stadium (tentative)	16
	17	18	19	20	21	22	23
	24/31	25	26	27	28	29	30

“Ask the Coach”

Many career and leadership experts cite that having a coach or mentor can dramatically improve a person’s chances of career success. Few IE’s have the opportunity to obtain the opinion of a coach. We are introducing this column, on a trial basis, to allow our readers access to a career coach. We will select from submitted questions and document our coach’s responses.

Mike Campisi has accepted our request to take your questions. Mike is a certified executive coach and a Senior Director at Raytheon. He has an Industrial Engineering degree, an MBA, and several professional certifications. He has over 25 years of career experience, has formally coached over 100 employees, and has mentored 100s of others across four different industries and all organizational levels. He frequently lectures at professional organizations and educational institutions about leadership topics.

Submit your questions to Carrie Bradley (Carrie_B_Bradley@Raytheon.com).

To kick this off, Mike was asked some general questions for this quarter’s column.



1. What skills do you feel are weakest in new IE graduates? What areas of focus would give them a competitive hiring edge?

Most students I interact with are overly impressed with and dependent upon their degree. They worked hard. A degree takes time and dedication. I appreciate and respect their pride. Nevertheless, companies are much more impressed with value and profit. Companies pay for the ability of a person to convert their schooling and knowledge into value for the company. New graduates, IE’s included, most times fail to make this connection. They fail to prepare and present themselves as a person that can translate knowledge into real value.

Unfortunately, I have seen very gifted straight ‘A’ students fail in the workplace because of an inability to bridge knowledge and value. The bridge is “behavior”. IE’s that master behaviors (teaming, networking, motivation, influencing, etc.) as well as they have mastered IE skill basics like Operations Research will find themselves ahead of the pack.

2. What is the difference between ‘mentoring’ and ‘coaching’?

Both are proven forms of developmental relationships that have been shown to dramatically increase a employee’s capabilities. There are some subtle differences.

Mentoring tends to be an informal relationship usually between an employee with more seniority or experience and one with less seniority or experience. The relationship tends to develop naturally. The discussions usually center around business based projects, events, and/or situations. The focus is on learning, transferring experience, sharing philosophies and practices.

Coaching tends to start out as a more formal and specific relationship focusing on behavioral change to accelerate professional growth. My experience is that the relationship starts out desired, assigned or directed either by the employee or the business. Usually either the company or the employee perceives a problem in the current career situation or wants enhancement of skills to increase the likelihood of success in future positions. The discussions center around the employee’s behavioral skill set within the context of the business or career environment. Many coaching relationships become mentoring relationships over time.

3. What are the most frequently asked questions from “coachees”?

Those that come to me for true coaching usually ask questions about promotions and professional growth. We tend to discuss the person’s value elements. The discussions have lead down different paths that include education, moving to another organization, certifications, personal behavioral analysis, underlying issues, etc. We ultimately focus on professional direction choices that will bring the person the greatest return. I have had similar questions about promotions (and compensation) from graduating college seniors. The specific answers are varied, but all center around value, knowledge conversion skills and personal marketing.

This is where I need to add a word of caution. Coaches and mentors are not miracle workers. They are not parents, magicians, or personal councilors. They are guides through a career journey. Coaches should help the “coachee” develop options that include option benefits and option risks. The choice of direction is up to the “coachee”.



Institute of Industrial Engineers
Dallas Chapter Number 10
2115 Royal Oaks Drive
Irving, TX 75060

Dallas IIE Chapter Meeting Schedule

For latest updates visit our website
<http://www.geocities.com/dallasiie/>



Reminders:

Social

Event: **Fall Social**
Date/Time: October 11, 2007 6:30—8pm
Location: Dallas Museum of Art

Speaker

Event: **After Katrina: The EPA Story**
Date/Time: October 25, 2007 6:30 pm
Location: La Madeline at 3072 Mockingbird



We have a busy fall schedule planned to make up for fewer events earlier in the year. Our goal is to continue to be recognized as a Gold Category Chapter as we have in the last several years

The Dallas Leading Edge is the official publication of the Institute of Industrial Engineers, Dallas Chapter No. 10, a nonprofit, 501(c)(3) organization under the U.S. tax code. The Dallas Leading Edge is published monthly to bi-monthly as a service to its members. It serves the needs of business problem solvers, consultants, engineers, and managers who apply industrial engineering and business analysis methods and techniques to improve productivity and quality, integrate people and business systems, and re-engineer business processes within their organizations. It is distributed free to members. Subscriptions are available to non-members for \$12 a year.

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Note: IIE Career Leads & Events
are Posted on our IIE Website
<http://www.geocities.com/dallasiie/>



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Email Liaison	Susan Wright	W: (972) 952-5001
WEB Master	Bryan Smith	W: (817) 302-7367
Program Coordinator	Arturo Villarreal	W: (972) 334-2091
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Student Affairs	OPEN	

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