

# HIRING & DEVELOPING

Today's Inventory Analysts

Dan Craddock and Barry Swaney

**BLUEPRINT 2019**  
PLANNING FOR A FLEXIBLE FUTURE



# WHAT'S AT STAKE?

10%



30%

# FINANCIAL ATMOSPHERE

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

IMPROVE

TEAM DEVELOP

PREPARATION

BLUE CHIP PRACTICE

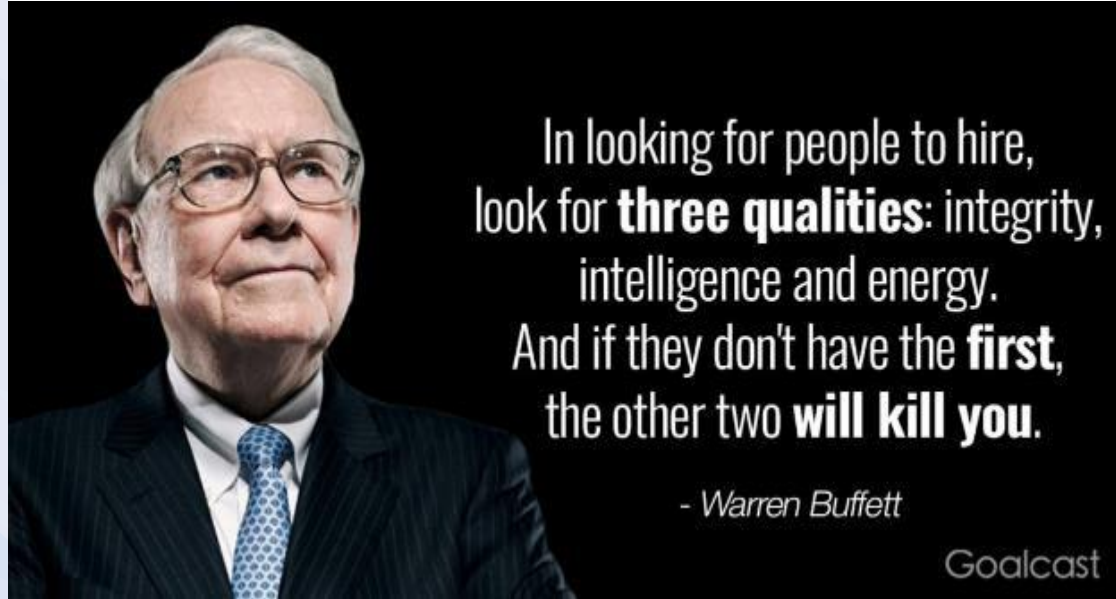
EXECUTION

## CHAMPION

## HIRING EXCELLENCE

# WORLD CLASS REPLENISHMENT

# DEVELOP A PHILOSOPHY



# **PURCHASING**

BUILD ORDER QUANTITIES

# **BUSINESS OWNER**

## **OUR PROFESSION HAS EVOLVED**

# WHAT DO YOU LOOK FOR?

**TALENT**

**EXPERIENCE**

# A VISION



**BLUE RIDGE**  
FOR A MORE FORESEEABLE FUTURE





“I manage an inventory portfolio of **8,900** items

My **\$8,500,000** invested in inventory delivers  
**\$47,000,000** in annual sales.

I maintain my overall goal of **98.2%** through continuous  
refinement of my inventory components...”



## VISION



“Despite the overall success, I have found three **inventory sectors** that require further refinement.

**New Items - Short Order Cycle Items**  
**Slow Moving/Seasonal Items**

This work should result in an additional **.5** of service  
and over **\$200,000** in Annual Sales.”



**VISION**

“I manage an inventory portfolio of **8,900** items  
My **\$8,500,000** invested in inventory delivers  
**\$47,000,000** in annual sales.

I maintain my overall goal of **98.2%** through  
continuous refinement of my inventory  
components...”



## VISION

# HIRING EXCELLENCE

**BRAND  
THE DEPT**

**POSITION  
THE ROLE**

**RECRUIT  
GREAT  
TALENT**

**DEVELOP  
FROM  
DAY 1**

**STRENGTH  
BASED  
CAREER  
GUIDANCE**

# THE INVENTORY MASTERS

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World Class Service with a Passion for Profit

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THE DEPT**

BUSINESS OWNERS WITHIN THE BUSINESS

INCOME STATEMENT = THE REPORT CARD

THE DEPARTMENT THAT LEADS THE MEETINGS

BUSINESS OWNER – **INVENTORY INVESTOR** –  
MARGIN MGR – STRATEGIC PLANNER –  
BUSINESS ANALYST – FINANCIAL MGR – **MERCHANDISE PLANNER**

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# IS THE POSITION A DESTINATION?





**PROACTIVE**

**BIG-PICTURE**

**INNOVATIVE**

**ANALYTICAL**

**PROFESSIONAL**

**STRATEGIC**

**COLLABORATIVE**

**FINANCIALLY SAVVY**

**LISTENER**

**TEAM IDENTITY**

# YOUR CANDIDATE'S PERSPECTIVE

ORIENTATION / DEVELOPMENT PLAN?  
GROWTH PATH?  
BUSINESS OWNER OR ORDER BUILDER?  
DRIVE PROFIT OR AVOID PROBLEMS?  
RELATIONSHIP WITH SALES/MKTG?  
HIRING STARS AROUND ME?  
STOCK OPPORTUNITIES?  
C-LEVEL ATTITUDE ABOUT US?

## SELL THEM ON:

- THE COMPANY
- THE POSITION
- THE CHALLENGE

BRAND  
THE DEPT

POSITION  
THE ROLE

RECRUIT  
GREAT  
TALENT



**Sutherland**  
**NOW HIRING**

**Are you ready to take your CAREER to the next level?**  
**Travel Consultant fluent in French**

We are currently hiring to expand our team in Tallinn, Estonia, supporting one of the leading airline companies in Europe.

**This would be the right role for you if you:**  
(have excellent verbal and written French and English language skills) (have excellent communication, listening and problem solving skills) (are motivated in the airline and travel business) (have an ambition to achieve sales targets and goals) (are a go-getter worker) (want to work within a dynamic, mutual and environment).

**ABOUT THE ROLE**

- You are acting as the first point of contact for our customers, handling the French market
- Responding to and resolving customer issues received via phone or email
- Providing information, advice and booking services to private and business clients
- Following proper policies and procedures

**WE WILL GIVE YOU**

- 5 week paid training (starting from April 2014)
- Salary increase upon reaching milestones
- Attractive performance incentives
- Social events and team outings
- Career development within the airline industry
- Excellent benefit package

**It's not just a job, it's your CAREER.**  
Apply directly or send your CV to [sgsestonia.careers@sutherlandglobal.com](mailto:sgsestonia.careers@sutherlandglobal.com)

**Join us.**

**SUTHERLAND**  
Where people and process come together.

# LET'S DISCUSS

**BRAND  
THE DEPT**

**POSITION  
THE ROLE**

**RECRUIT  
GREAT  
TALENT**

ROLE OF H.R.

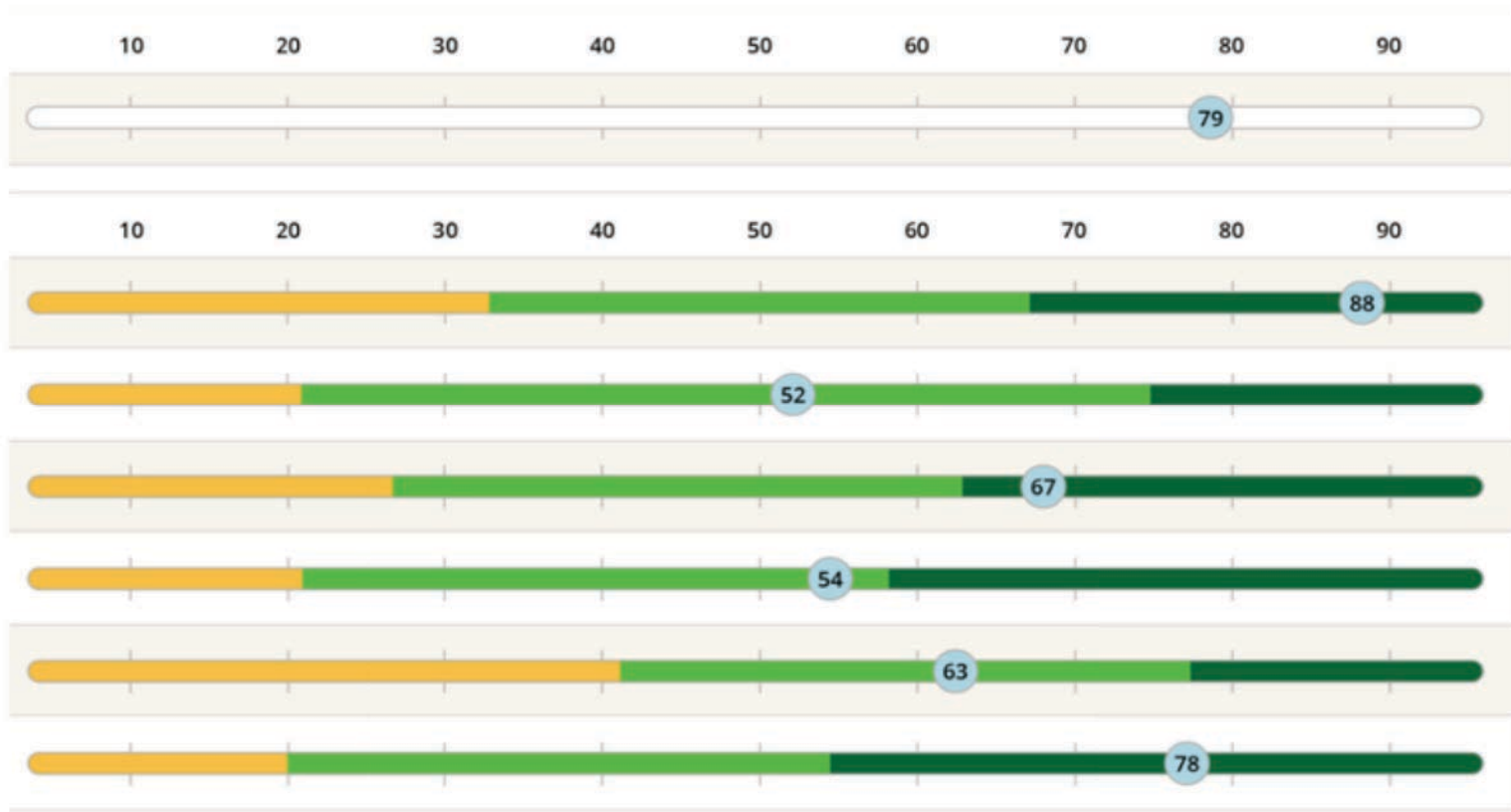
INTERNAL TALENT

BUSINESS / MATH MAJORS

INTERNSHIPS

ANALYTICS

## POSITION: INVENTORY INVESTMENT ANALYST



# SET THE TONE!

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DEVELOP LIKE YOU EXPECT THEM TO  
STAY AT LEAST 10 YEARS

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# BE A GREAT TEACHER

## **I. The Goal / Importance / Benefit**

- The inspiration needed to encourage learning

## **II. Philosophy / Agreeable Method**

- First understand the method to the task
- Put the student back in the development thought process

## **III. Mechanics / Functions**

- Screen flow, tools and navigation
- The nuts and bolts

## **IV. How To Manage**

- How to execute the real life task
- Train to the job/task, not the system

## **V. Supporting Examples**

- Industry specific examples from over 800 implementations
- Outside the box applications to challenge top use

## **VI. Pitfalls to Avoid**

- Traps to avoid based on our extensive experience
- Communication to provide to suppliers to avoid pitfalls

## **VII. Feedback available for Improvement**

- Tools and methods for ongoing improvement

# SOLUTION DEVELOPMENT PLAN

## *Navigation & Learners Permit*

### **I. Introductory Training**

Introduction & Exploration of the system

### **II. Core Execution Program**

Basic execution of set-up & replenishment

## *Driver's License*

### **III. Investment Buyers Program**

Moving from reacting to 'Driving' or managing the system

## *Mechanic's License*

### **IV. Masters Program**

Troubleshoot, fine-tune, analyze & strategize

## *Teaching License*

### **V. Champions Program**

Set Policy: Teacher, coach, mentor, leader



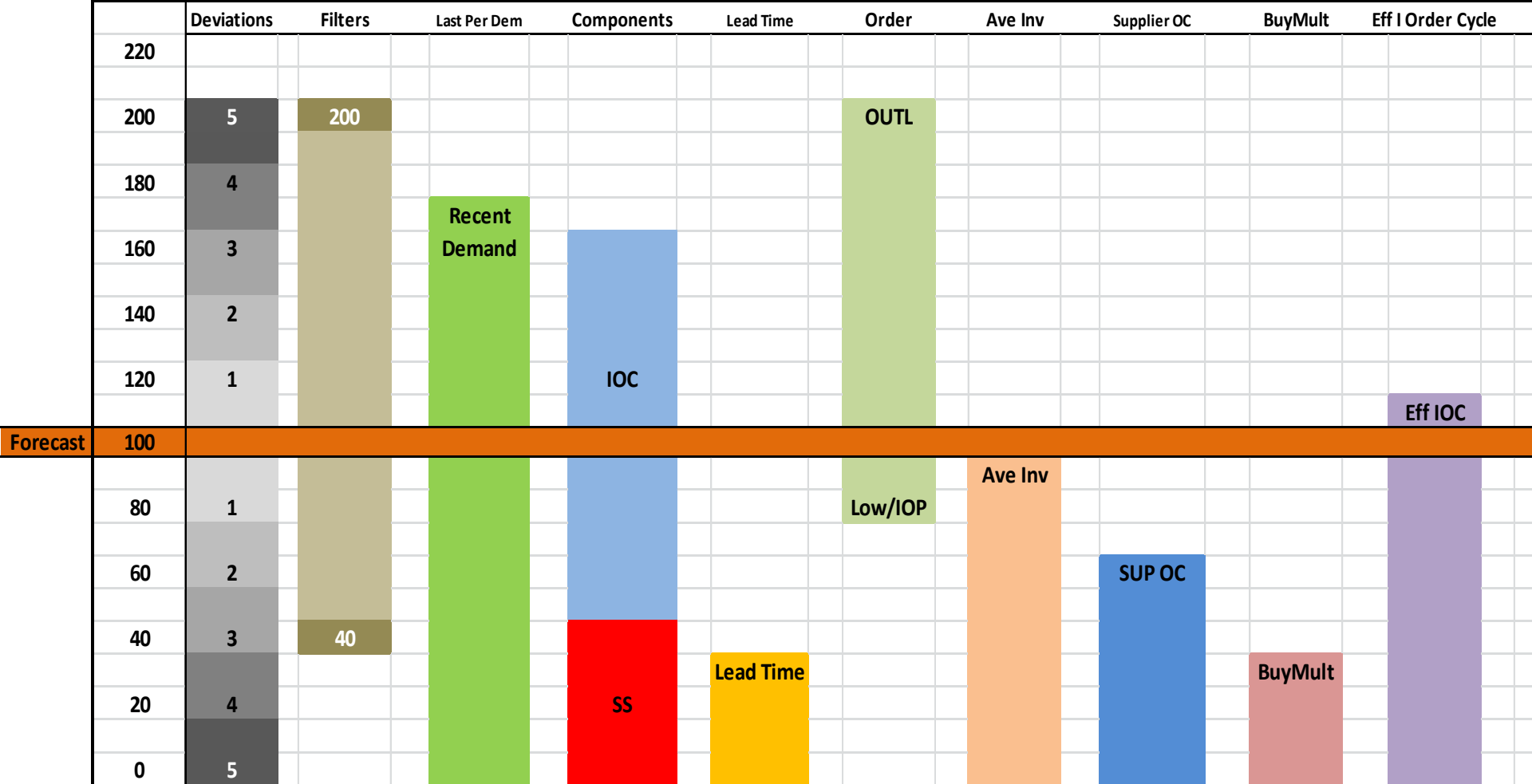
HIRING & DEVELOPING  
PERSONALITY STYLES  
STRENGTH-BASED TEAMS  
LEADERSHIP  
TEACHING & COACHING

COMMUNICATION  
WORLD CLASS SERVICE  
SALES *for* NON-SALES  
PRESENTATION SKILLS  
NETWORKING

BUS FINANCE 101  
INCOME STATEMENT  
ROI CASE STUDIES  
BUSINESS PLANNING  
PERSONAL FINANCE



## PEOPLE & NUMBERS DEVELOPMENT



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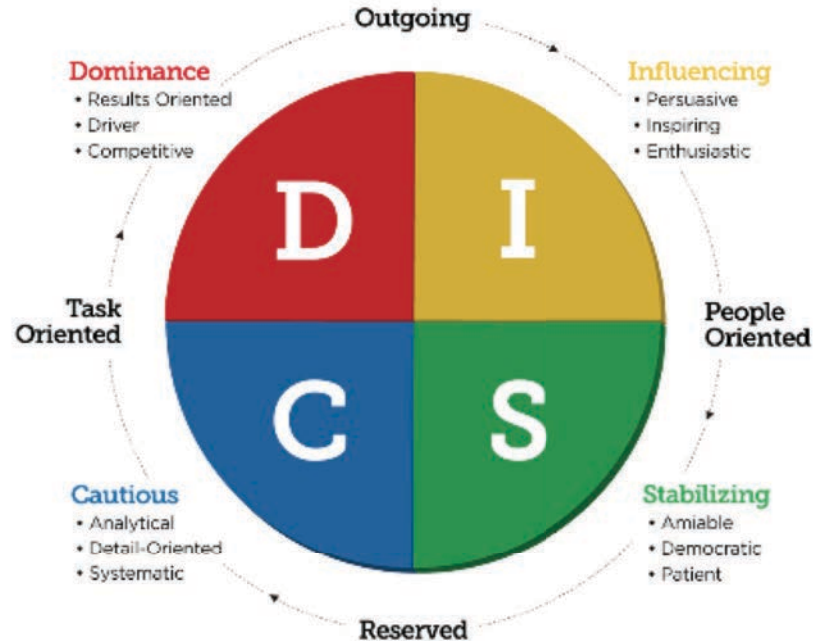
**STRENGTH  
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# STRENGTH BASED CAREER GUIDANCE



# PREFER NEW, PROJECTS

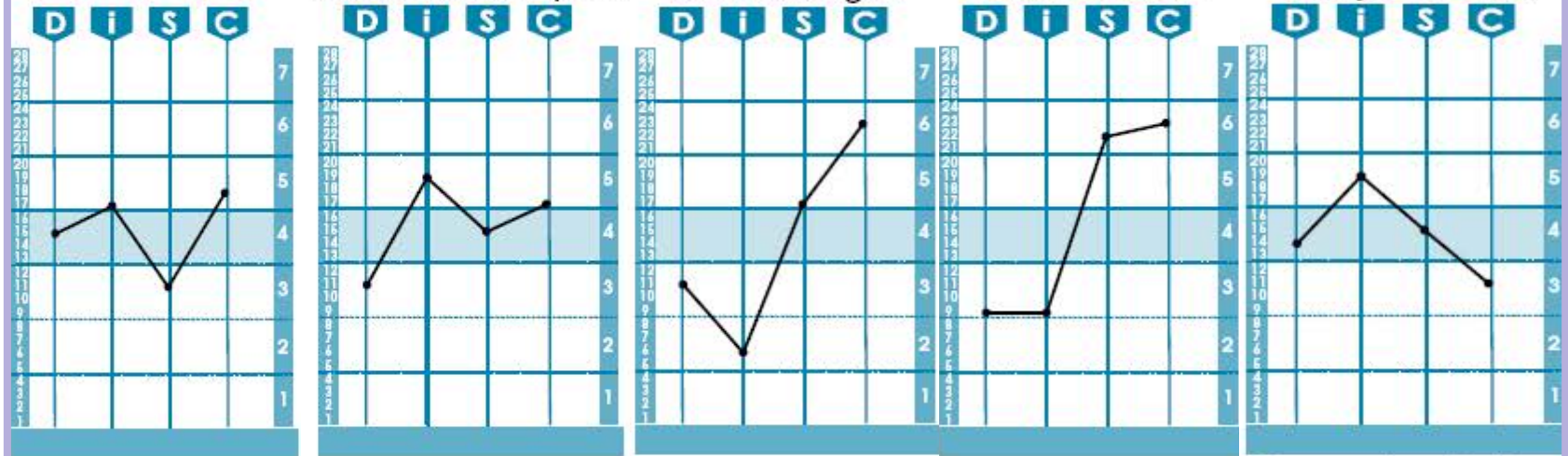
PREFER TASKS,  
SINGULAR



RELATIONSHIPS,  
TEAMS

PREFER CONSISTENCY

# FIVE UNIQUE INVENTORY PROFESSIONALS



Appraiser Pattern Practitioner Pattern Perfectionist Pattern Perfectionist Pattern Counselor Pattern

- **Dominance**
- Results
- Direct
- Competitive

D

# D STYLE

- Driven
- Decisive
- Strong Willed
- Self-Confident
- Risk Taker
- Determined
- Fast-Paced



Management	VP Supply Chain										
Middle Management	Purchasing Mgr Other Dept options										
	Champion										
	Senior Buyer Team Leader Other Dept options										
Team	InvestBuyer Other Dept options										
	Expediter	AssocBuyer									
Current Count	X	X	X	X	X	X	X	X	X	X	X
Expected Year	X	X	X	X	X	X	X	X	X	X	X
Mgmt of People?	N	N	N	N	N	Y	Y	N	Y	Y	Y
Description	Expediting	Entry Level Buyer	Investment Buyer w/full line ownership	Other Dept info	Accomplished seasoned Buyer	Accomplished Buyer who leads team	Other Dept info	Team Champion!	Manager of the dept or team	Other Dept info	Owns several depts
Skills required	Communic	Communic Buy/System Knowledge	Communic Buy/System Knowledge Relationship DecMaking	Communic Buy/System Knowledge Relationship DecMaking	Communic Buy/System Knowledge Relationship DecMaking Mgmt Interaction Strategic	Communic Buy/System Knowledge Relationship DecMaking Mgmt Interact Strategic Managing Skills	Communic Buy/System Knowledge Relationship DecMaking Mgmt Interact Strategic Managing Skills	Communic Buy/System Knowledge Relationship DecMaking Mgmt Interact Strategic Managing Skills Teaching skills	Communic Buy/System Knowledge Relationship DecMaking Mgmt Interact Strategic Managing Skills Budget Knowledge	Communic Buy/System Knowledge Relationship DecMaking Mgmt Interact Strategic Managing Skills Budget Knowledge	Communic Buy/System Knowledge Relationship DecMaking Mgmt Interact Strategic Managing Skills Budget Knowledge
Education Offered	DISC	DISC	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust	DISC Negotiating Eff. Bus. Com Time Mgmt & Goal Set Cust Satisfact Stress Mgmt Bus Ltrr Write Diversity Building Trust



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**THANK YOU!**



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FOR A MORE FORESEEABLE FUTURE