

NATIONAL INSTITUTE OF GOVERNMENTAL  
PURCHASING



SEPTEMBER 2007  
NEWSLETTER

WELCOME BACK !!!

MESSAGE FROM THE CHAPTER PRESIDENT

Dear Fellow Purchasing Professionals

September 2007

Where did the summer go? I hope you were able to do something enjoyable over the summer. I was able to do something I had never done before, a cruise! My wife and I took my mother, her sister and brother to Alaska. It was a great experience, full of wonderful memories.

Now that I'm back in the saddle, so to speak, I have been thinking about how we as purchasing professionals can move our chapter of NIGP from good to great. Borrowing upon the theme from the excellent workshop sponsored by EdPAC and ourselves last November, I would like to discuss a few of the findings noted in Jim Collins' book, Good to Great "Why Some Companies Make the Leap... and Others Don't". In his book, Collins and his research team make many comparisons between great and good companies in an effort to discover what traits make the difference between them. I have selected a few to share with you. Hopefully, we can translate these traits into making our chapter 'Great' during the coming year.

One of the observations the book notes is that Greatness is not a function of circumstance. Instead, it is clearly a matter of "conscious choice". I interpret this to mean that if we, as members of the Utah Chapter of NIGP, want to have a great experience as opposed to a good experience, we must choose to actively participate and share our time and talents. By so doing, we will create a synergy that will carry us and the chapter to a higher level of excellence and professionalism.

Another observation is a spin-off of the old adage "People are our most important asset." The author states that this is wrong. His view is that "the right people are our most important asset." He notes that whether someone is the right person has more to do with character and innate capabilities than specific knowledge, skills or experience. This seems to play down one of our goals as a chapter: to provide educational programs to further professionalism. I do not see the two concepts as being mutually exclusive, but rather supportive of each other. While knowledge, skills and experience make us better buyers, without character and innate capabilities in how we apply the former we are likely to become shallow, self-centered individuals.

The summary observation of the book is that "if you're doing something you care deeply about and if you believe in it, it's impossible to imagine not trying to make it great." I hope you share with me a deep belief in the importance of our chosen

profession and the need to gather together to share ideas and experiences. Hopefully this coming chapter year, we can work together to move the chapter from good to great!

In closing, I will leave you with this thought by Katharine Graham: “To love what you do and feel that it matters – how could anything be more fun?”

I look forward to meeting each of you, and coming to know you better, as we share ideas and experiences during the coming months. See you on the 18<sup>th</sup> of September!

Gregory Maynard  
President – Utah Chapter NIGP



**MANY CHAPTER POSITIONS  
ARE STILL AVAILABLE-  
PLEASE CONSIDER  
VOLUNTEERING YOUR TIME  
AND TALENTS!**



## Upcoming Meeting Dates

### **CHAPTER MEETINGS:**

Tuesday, Sept. 18, 2007

(9AM-12 Noon, Murray City Hall) - Greg Maynard-Emergency Planning

([5025 S. State])

-RFP Depot- eProcurement training;

-Continuing Ed. Certificates to be issued

-Survey regarding CPPB & CPPO additional training

Friday, Nov. 2, 2007

-EdPAC Workshop, Topic TBD

(In conjunction with EdPAC- hosted by Granite School District). -NIGP Utah Chapter will pay \$10 towards your registration fee for current paid chapter members.

Tuesday, Jan 15, 2008

-Topic TBD

### **UPCOMING WEBINARS** (To register, go to [www.nigp.org](http://www.nigp.org))

Thursday, Sept. 20, 2007- An Ethical Violation in the Headlines- Now What?

Thursday, Sept. 27, 2007- Preparing for the CPPB Exam- What to Expect:  
The Current Exam Versus the New Exam

Tuesday, Oct. 30, 2007- Communication- It's Not About You... It's About the Message!

### **63rd Annual NIGP Forum 2008**

July 26-30, 2008 in Charlotte, NC. For more information and registration, go online to [www.nigp.org/forum](http://www.nigp.org/forum).

## Utah Chapter News

**CONGRATULATIONS** to Tracie Montano, Procurement Manager for UDOT, for receiving her CPPB certification!

**WELCOME** to new NIGP member Craig Calvert, with Riverton City.

**CERTIFICATION** has its rewards! Contact Dean Pope at [dean.pope@granite.k12.ut.us](mailto:dean.pope@granite.k12.ut.us) for more information on how you can become certified.

**A LIBRARY** of NIGP recommended texts has been purchased for use by chapter members studying for CPPB or CPPO certification exams. To check-out these texts (texts may be checked-out up to 60 days), please contact Dean Pope at the email listed above.

TEXTS INCLUDE:

*Introduction to Public Procurement*

*Legal Aspects of Public Procurement*

*Planning, Scheduling and Requirement Analysis*

*Sourcing in the Public Sector*

*Developing and Managing RFP's in the Public Sector*

*Contract Administration*

**THE CHAPTER WEBSITE** is up and running! Please visit <http://nigputah.org>.

## Classroom Corner

“You don't need fancy highbrow traditions or money to really learn. You just need people with the desire to better themselves.” - [Adam Cooper and Bill Collage](#), *Accepted*, 2006

*(From article, Treat Suppliers Like Employees. For full article, please see **Inside Supply Management, August 2007, p. 10-11.** )*

Whether perusing the business aisle at the neighborhood Barnes & Noble or surfing Amazon.com, I'm shocked by the number of titles focused on leadership. In fact, a quick Amazon search uncovers 223,472 books with “leadership” in the title. We all attend training sessions and seminars, read more than a few of those books and are evaluated against leadership qualities in our performance reviews. And every leadership tome speaks to the criticality of people development: recruit, develop, retain, reward.

As business guru Jack Welch once stated, some 50 percent of his time was focused on people development.

How does leadership translate into a company's success? In his well-known treatise, author Jim Collins dug into the factors that distinguished good companies from great ones. “The executives who ignited transformations from good to great did not first figure out where to drive the bus and then get people to take it there. No, they first got the right people on the bus (and the wrong people off the bus) and then figured out where to drive it,” he wrote.

Having the right people on the bus means that one's company can more easily adapt to a changing world. The right people are self-motivated to produce outstanding results. But if you have the wrong people, “Great vision without great people is irrelevant.”

So let's continue down this path. If great companies focus on leadership, and part of being great is getting the right people on the bus, how do we keep these superstars from hopping off the bus at a different company? Our HR colleagues remind us of employee engagement factors. In 1968 Frederick Herzberg published “How Do You Motivate Employees” in the *Harvard Business Review*. Herzberg found that the factors that motivate and satisfy employees are not the same things that make them dissatisfied.

I'll oversimplify: Employees want to achieve great things and be recognized for their work, and they are painfully annoyed by pointless company policies and poor supervision. I surmise that we can all nod in agreement.

Let's take these concepts and replace “employees” with “suppliers.” I submit that great companies have the right employees and suppliers on the bus, and both should be managed similarly.

We would not consider people a commodity, but many of us still inadvertently source and manage suppliers as though they are commodities. Do we source suppliers with the same diligence and commitment used when we recruit employees? Do we take responsibility for developing suppliers and making them successful? Do we recognize and reward their achievements? Do we insulate them from low-value policies, procedures and reporting? Probably not- yet we wonder why we don't always receive superstar performance.

As strategic sourcing and supplier management professionals, we can deliver extraordinary value to our companies by leveraging the Collins and Herzberg models with our people and our suppliers. Both groups should be our greatest assets.

*For suggestions or submissions for future newsletters, please contact Tonya Hodges, Newsletter Editor, at [tonya.hodges@slc.k12.ut.us](mailto:tonya.hodges@slc.k12.ut.us).*