

wim

WINTER 2015

The Official Publication of Women in Manufacturing

# IMPACT



## SUMMIT 2015 PROGRAM TAKING SHAPE

Mark your calendar and plan to join your peers at the Women in Manufacturing SUMMIT 2015—the annual networking and educational event geared toward women who have chosen a career in the manufacturing industry, and want to share perspectives and network with others in the industry.

Scheduled for September 23-25 in Minneapolis, MN, the conference will feature outstanding manufacturing plant tours, professional development tracks, a best practices panel, keynote presentations and social events to expand your network. More than 300 participants with titles ranging from production to CEO are expected to attend. SUMMITs are always inclusive and open to women, as well to the men who support them.

WiM is pleased to announce that three of the keynote speakers have been confirmed, including Meredith Walker, executive producer and co-creator of Amy Poehler's SmartGirls; Rhonda Stites, head of industry solutions, Google Enterprise; and Sarah Krasley, senior sustainable manufacturing lead, Autodesk.

In addition, an exciting plant tour of Medtronic has been secured, and two additional plant tour locations are in the works.

Be sure to check [www.womeninmanufacturing.org/summit2015](http://www.womeninmanufacturing.org/summit2015) for the latest program updates as they become available. Registration for SUMMIT 2015 will open in March—watch your e-mail for details. Please contact Kristin Moore at 216/901-8800 or [kmoore@pma.org](mailto:kmoore@pma.org) with questions.



# WISCONSIN CHAPTER HOSTS LUNCH WITH LIEUTENANT GOVERNOR



On January 26, a sold-out crowd of more than 100 people attended the WiM Wisconsin Chapter luncheon in Brookfield, WI, featuring dynamic keynote speaker Lieutenant Governor Rebecca Kleefisch. Participants enjoyed networking with each other and hearing the Lieutenant Governor discuss the importance of women in the manufacturing industry.

When asked by an audience member what characteristics would help women move up as leaders, Kleefisch commented, “We need to assure that our young women can shake hands firmly, look people in the eye, have their elevator pitch mastered. Make sure that they are confident and they speak when they have a terrific idea, instead of holding it in. We need them to have the confidence and assertiveness of someone who deserves that next spot.”

Also during the luncheon, WiM Wisconsin announced a new program—WiM empowWer, previously an independent committee of the Tool, Die & Machining Association of Wisconsin. As a resource geared toward increasing interest and inspiration in manufacturing careers for women, WiM empowWer fills gaps in three strategic ways:

- Connecting leaders to mentees to cultivate relationships and experience;
- Partnering with local schools to aid in program enhancement and education;
- Designing events and programs to inspire women, students and professionals to become leaders through the diverse opportunities within manufacturing.



WiM Wisconsin is one of WiM’s community chapters, which are designed to bring together women in their states, allowing them to develop new contacts, participate in local networking events and become an advocate for women in the manufacturing industry—all while simultaneously learning about business development and job opportunities in their communities.

For more information on WiM Wisconsin and its upcoming activities, contact **Heather Nill** at 414/530-1925 or [heather.nill@baml.com](mailto:heather.nill@baml.com). If interested in starting a chapter in your area, contact **Kristin Moore** at 216/901-8800 or [kmoore@pma.org](mailto:kmoore@pma.org).



## WIM LAUNCHES CLEVELAND CHAPTER; INAUGURAL EVENT A SUCCESS

The WiM Cleveland Chapter officially kicked off on January 22, with 32 participants gathering at Lincoln Electric's corporate headquarters—the largest facility in the world solely dedicated to the manufacture of welding equipment and consumables.



Attendees enjoyed touring the company's Machine Division, based in the main headquarters building, as well as its Consumables Facility, located in Euclid, OH. Among the items covered during the tour were the general process of Lincoln Electric's unique piecework/incentive management compensation as well as the manufacturing and assembly process of the company's welding machines.

Participants also had a chance to get to know one another during the networking breakfast and bus trip to the facility.



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For more information on WiM Cleveland activities or if you are interested in starting a chapter in your area, contact Kristin Moore at 216/901-8800 or [kmoore@pma.org](mailto:kmoore@pma.org).



The #WomenInStrategy Summit taking place March 19–20 is a two-day conference that will deliver cutting-edge case studies addressing all areas of strategy, women in business and female leadership. More specifically, learn about investment in female start-ups, how marketing women has changed, S.T.E.M., strategic planning and succeeding as a female entrepreneur. WiM leadership will be attending and is looking forward to hearing and learning from some of these stellar keynotes: **Kelly Parisi**, Chief Communications Executive, Girl Scouts of the USA; **Liz O'Neill**, Senior Vice President, Product Development & Sourcing, Levi Strauss & Co.; **Brian Hancock**, Vice President, Supply Chain, Family Dollar; **Tekla Black**, Senior Vice

President, Pepsi; **Pamela Wiseman**, Director, Supply Chain & Logistics, Covidien; **Sheila Ronning**, CEO & Founder, Women in the Boardroom; and many other amazing speakers. A full list of speakers, the agenda for the Summit and registration information can be found online: <https://theinnovationenterprise.com/summits/women-strategy-ny-2015/registration>.

**Jessica Jeffery**

Senior Environmental Engineer

General Motors, Detroit, MI



**1 Please tell our readers a little bit about your job and what your work looks like every day.**

My job as an Environmental Engineer is to ensure compliance with all environmental rules and regulations, obtain necessary permits (air, water and waste), and implement and sustain community outreach activities including Wildlife Habitat Certification and GM Global Rivers Environmental Education Network.

A typical day includes working with team members to implement and maintain environmental management systems, planning projects such as how to reduce air emissions or planting of a wildlife habitat rain garden, collecting and reviewing air emission data and completion of regulatory reporting requirements.

**2 How did you arrive at your current position? What attracted you to a career in manufacturing?**

Before joining General Motors, I worked on environmental due diligence and regulatory compliance projects for an environmental and engineering consulting company. While working for the consulting company, GM became one of my clients and I was instantly drawn to GM and manufacturing in particular because GM had the same values around environment that I do. I could make a positive impact by improving environmental performance, awareness and sustainability. Plus, working in manufacturing is a team sport and I thrive in that kind of work environment. Everyone works together to achieve the best product and it's so cool to be driving one of those products.

**3 At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector: stereotypes like the workplaces are dirty and dangerous and that the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?**

In college as a female pursuing an engineering degree, I had to overcome the same challenges mentioned above. I overcame the stereotypes by working hard, studying with other female students in engineering and with help and guidance of an excellent professor who became my mentor. When I encounter the dirty factory stereotype, I use it as an opportunity to educate the person about manufacturing and General Motors. I explain that most manufacturing facilities are cleaner than a person's home because of stringent quality and safety requirements. I invite these folks on a tour of the plant (if possible) or refer them to the GM FastLane Blog <https://fastlane.gm.com/> to read about all of the good things GM does like sending recyclable materials to Arts 'N Scraps to create art kits for local school children or how 18 GM facilities use solar power.

**4 Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?**

Absolutely, mentoring has had a huge role in my career and I wouldn't be where I am without the support of mentors. My mentors include friends, relatives (including my husband who is my biggest fan and harshest critic), and past and present coworkers. I find that it is key to have the mentoring support structure to provide unbiased advice and encouragement, improve self-confidence, help with problem solving and advance professional development. Not only is having mentors important, but you can learn so much by being a mentor. Being a mentor gives me the opportunity to reflect on my own practices, enhances my interpersonal skills, and gives me the satisfaction in developing and supporting others.

**5** WiM recently unveiled new survey results. One of the key findings is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?

Women who work in manufacturing need to educate through promotion and recruit younger females in high school to pursue STEM careers by attending career fairs, talking with high school counselors, and encouraging companies to open their doors for tours and mentoring programs.

**6** Our survey also found that the majority of women in manufacturing today would recommend the sector to young women considering career options. Would you recommend a career in manufacturing? And, if so, why?

Yes, I would recommend a career in manufacturing. A career in manufacturing is fast paced, challenging, well-paying and rewarding. I grew up in Montana, which big industries include mining, agriculture and service-type jobs (very little manufacturing). I stumbled into the manufacturing industry and I'm so glad that I did. I love what I do and working in the manufacturing industry where at the end of the day I can look at the fantastic product and think I helped! The people who work in manufacturing are a close-knit group who care about each other. It's the people who work in manufacturing that make it great.

**Amanda Suffecool**  
Quality and Engineering Manager  
OGS Industries, Akron, OH

*In addition to my manufacturing world, I have a life that crosses over. I designed, built and live in an underground house, I ride motorcycles, shoot guns, train others in safety with a firearm, run the not-for-profit organization REALIZEfac.com (Realize firearms awareness coalition) and host a weekly radio show on WNIR 101 FM. I held a concealed carry fashion show at Tanglewood Country Club in September 2014. That fashion show was videotaped and distributed to 200 women's shooting groups across the United States (5,600 women watched it in January and February 2015). I also coordinated The Preppers Ball & Charity Raffle which took place in February 2015.*



**1** Please tell our readers a little bit about your job and what your work looks like every day.

My job is Quality and Engineering Manager at OGS industries. OGS provides metal stampings, brackets, fabricated components, shims and gaskets to industry. We service multiple industries including Tier 2 automotive, trucking, aerospace, military aftermarket and many other OEMs. In order to do so, we maintain the highest quality standards that include TS16949, AS9100 and ISO14001, in addition to the base ISO9001. Additionally, OGS is compliant with ITAR and EAR regulations.

Responsible for both Engineering and Quality is unique in most organizations but my belief is that Quality's job is to assist manufacturing in delivering quality parts to our customers on a timely basis. Mixing the two stresses the Engineering in the Quality Manager's title. There is not a typical day in a small, lean, fast-paced manufacturing company. One can only hope for some semblance of calmness tied to a sense of urgency. The nature of our products (gaskets, shims, brackets and mounting hardware) puts it at the end of most projects' timeline. The sense of urgency tied to the rollouts of product is off the charts. The rest of the project used the cushion, and we are asked to help them bring it in on schedule. Not a complaint but an understanding of what is the nature of this particular beast.



## 2 How did you arrive at your current position? What attracted you to a career in manufacturing?

I have to say that I love manufacturing. I have been working in and around metal for more than 35 years. I enjoy the sense of accomplishment when a project goes well, the response to the curiosity as a project is rolled out and experiments ran, and the belief that there is nothing new in the world but more of an undiscovered repurposing of someone's ideas. A good engineer keeps his/her eyes open for ideas that can be carried over into what you are currently working on. I have worked in a variety of aspects of manufacturing. I started my career in a machine shop, running lathes and drill presses - making transmissions for tractors, while going to college. I did a short stint as the grinder of graphite electrodes for traditional EDM machining. I stopped that when the mechanic at the gas station – they still pumped gas at that time – commented that I was really dirty and gave me a gallon of hand cleaner. My best job and luckiest break was getting a job at a small entrepreneurial company in Hiram, OH. They were developing a new design of catalytic converters. I was young, the ideas were young and we grew up together. Twelve years, several promotions and a patent later and it was time to move on. After that I was a Plant Manager for Patio Enclosures, Quality Manager for a Saint Gobain division, Operations Manager for a Safety Apparel and Glove manufacturer, with some machinery building and consulting tossed in.

I like knowing how things work and understanding the background of things. That is how I am wired internally. I am always curious, always questioning. I was blessed to be the child of a Tool & Die Maker. He urged my older brother to take metal machining in high school so for several years dinner time conversations revolved around that. That was the start for me, so I took metal machining to see what they were talking about, and fell in love with the mechanics of building things.

## 3 At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector: stereotypes like the workplaces are dirty and dangerous and that the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?

That is a tough one because I don't want to downplay anyone's experiences with tough situations. I do think that in many cases you can remove yourself from things before they get ugly if 1) you have a strong support structure, and 2) you are looking in advance and do not get cornered. I was promoted once and when they hired my replacement in the machine shop they paid him twice as much. The word got out, the questions asked and the answer was that he had a family and needed the money. I chose to start an employment search on my terms and my timing, but could not stay where personal effort was not rewarded. This type of thing happened less as my search criteria for the place that I wanted to be got more selective.

I do have a humorous story because I think in many cases you are offended only if you elect to be offended. Years ago I worked at a large chemical company and had the opportunity to make a formal request for funding for a project. 2.2 million dollars was on the table and I was to be the project manager. My project, my presentation, my request and my fault if the response was no. While I was standing outside the room waiting for the meetings to start, an older gentlemen dressed in a suit walked by and said to me "I'd like a coffee." I am sure I looked startled, and in a split second I had the choice to tell him that I was no one's coffee girl, or to do it. I was 26, he was 70. "Yes, sir. What would you like in it?" Then I made coffee and delivered it to the table where this specific member of the board sat. I resumed my wait. When my turn came for the presentation, I stepped up and gave my spiel. Eye contact with the coffee drinker showed that he was aware of the misstep he had taken. I think it was as much of a formative moment for me as it was for him. You can only be offended if you choose to be offended.

**4 Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?**

I have been very lucky in my career to have worked with some really good people. I have never had a female mentor, but have been surrounded by men to whom male or female was oblivious. Years ago Dick Cornelison was the president of Camet Co. He chose to surround himself with the best people he could. Those people are still in my circle of influence, I call them, I can depend on them and I respect their opinions. Those are the people that you need to involve yourself with.

**5 WiM recently unveiled new survey results. One of the key findings is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?**

That is a tough one. I think that the first thing is to consider gals in the early part of hiring. I try to look at the potential of a person more than the experience that they have had, because in most cases that I am involved in, the situation is unique and training for the specifics can be obtained. I also think that by women who are currently in manufacturing speaking of it, being a voice and a model will cause others to see that they too can do what we are doing.

**6 Our survey also found that the majority of women in manufacturing today would recommend the sector to young women considering career options. Would you recommend a career in manufacturing? And, if so, why?**

I think women can do whatever men can do. But I think they need to be rated on the same scale. Just this week I saw a survey asking if the Marines should lower their standard to allow more women in. No way, I think that women should work to raise their standards so that they can kick some Marine booty if that is what they elect to do. The biggest threat to women's equality is the lowering of the bar to obtain that equal. I think that manufacturing is a terrific, challenging and exciting career and would love to have more gals being interested in joining us as we go along.

## UPCOMING INDUSTRY EVENTS

WEBINAR: 21ST CENTURY  
LEAN BUSINESS TRANSFORMATION  
[March 19, 2015](#)

WOMEN IN STRATEGY SUMMIT  
[March 19-20, 2015](#)  
New York, NY

STEP AHEAD AWARDS  
[March 26, 2015](#)  
Washington, DC

WEBINAR: VIGOROUS  
LEARNING ORGANIZATIONS  
[April 23, 2015](#)

WOMEN IN AUTOMOTIVE LUNCHEON  
[April 28, 2015](#)  
Troy, MI

MANUFACTURING LEADERSHIP SUMMIT  
"THE NEW ERA OF CREATIVE MANUFACTURING"  
[June 2-4, 2015](#)  
Carlsbad, CA

WIM SUMMIT 2015  
[September 23-25, 2015](#)  
Minneapolis, MN

AME CINCINNATI 2015  
[October 19-23, 2015](#)  
Cincinnati, OH

Do you have an event you'd like listed in this newsletter and on the WiM website?  
E-mail details to **Kristin Moore** at [kmoores@pma.org](mailto:kmoores@pma.org)



## THEY'RE MOVING ON UP: 4TH ANNUAL WOMEN IN AUTOMOTIVE LUNCHEON

Women in Manufacturing (WiM) and the Automotive Women's Alliance Foundation are pleased to host the 4th annual Women in Automotive Luncheon on April 28, 2015 at the Troy Marriott Hotel in Troy, MI. Expected to attract more than 100 leading women in the industry, this year's event features Christine Sitek, Executive Director, Global Operations Quality with General Motors. It also includes a networking lunch, a brief forecast on the state of women in automotive and a Q&A session.

The cost to attend is \$50 for members of WiM, AWAF, PMA and OESA, and \$75 for nonmembers. Corporate tables are

available for \$1,000—included is a table of eight for the luncheon, company logo on the luncheon program and eight complimentary WiM professional memberships. Gold sponsorships also are available for \$3,000. View sponsorship opportunities.

The Women in Automotive Luncheon is co-located with the Automotive Parts Suppliers Conference (APSC), the premier two-day educational and networking conference for companies supplying to the automotive industry. Consider attending both programs! For only \$99, you may attend the luncheon and the first day of APSC.

Last year's Women in Automotive Luncheon sold out, so don't delay in registering for this popular program! Register online now or contact **Kristin Moore** at 216/901-8800 or [kmoore@pma.org](mailto:kmoore@pma.org).

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Co-located with:



## KENNAMETAL HOLDS WOMEN'S LEADERSHIP DEVELOPMENT CONFERENCE



### Share Your News

Do you have news related to your company's activities or professional achievements to share with Women in Manufacturing? Submit this information to **Christie Carmigiano** for possible publication in a future edition of this newsletter at 216/901-8800 or [ccarmigiano@pma.org](mailto:ccarmigiano@pma.org).



Kennametal Inc. considers inclusion and development vital to the company's broader talent strategy. Last summer, the company conducted its fourth global Women's Leadership Development Conference in Pittsburgh, PA. Kennametal welcomed 22 participants from four different regions and nine countries for the five-day forum. Since its inception in 2009, 89 women at Kennametal have completed the conference, as well as subsequent development opportunities.

Kennametal works with the Executive Development Group to manage its Women's Leadership Development Conference, which provides a week of professional development for women who demonstrate leadership potential. Participants complete a suite of targeted assessments on which they privately receive individual feedback and recommendations from a personal executive coach.

Part of the program focuses on making participants aware of actions they can take to increase their leadership effectiveness and build credibility alongside male colleagues in the technically-driven company. Top Kennametal executives serve as speakers during the conference, signaling their commitment to Kennametal's inclusive culture. Participants also hear from successful senior women who take part in networking opportunities and offer further suggestions for developmental opportunities during evening activities. Throughout the course of the week, participants gain valuable self- and organizational insights to make the most of their personal leadership qualities.

To sustain development beyond the conference, participants work on their individual development plans, and Kennametal pairs each with a company mentor carefully selected to provide perspective from another culture or function with whom they can discuss development objectives. The mentoring assignment runs for a year or more, with goals and tracking by both the mentor and mentee reported to the company's organizational development function.

## KENNAMETAL HOLDS WOMEN'S LEADERSHIP DEVELOPMENT CONFERENCE

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Kennametal also tracks feedback on the program, which consistently reflects positive appreciation by those involved, who cited it as "life changing." Said one participant, "I feel empowered. I feel motivated. I understand myself better and it makes me realize that my peers and my leaders all experience the same challenges." Another commented on the quality of information gained in assessments, noting "Data is powerful and I will carry what I have learned throughout my career!"

The special program for women is one of many initiatives Kennametal has implemented to build leadership and inclusion in the workplace, all of which the company credits for achieving greater diversity and inclusion from middle management to senior leadership in the organization.

### Kennametal Women Honored for Leadership



Several leaders associated with Kennametal's Women's Leadership Development Conference have been honored with "Women in Manufacturing STEP Awards" ("STEP" stands for Science, Technology, Engineering and Production), presented by The Manufacturing Institute, Deloitte, University of Phoenix, and the Society of Manufacturing Engineers. Among Kennametal women to receive this honor are: **Colleen Wood**

**Cordova**, vice president global product management (who serves as a mentor and regular executive panelist for the company's Women's Leadership Development Conference); **Martina Igel**, plant manager of Kennametal's German Nabburg Steel facility; and **Helen Patricia**, quality assurance manager at the company's global headquarters in Latrobe, PA., USA. All of them exemplify excellent leadership contributions to the company and industry.

A promotional banner for the AME Cincinnati 2015 International Conference. The background is a night-time photograph of the Cincinnati skyline, featuring the Ohio River and the Roebling Suspension Bridge. The text is overlaid on the image. At the top center is a glowing orange sphere. Below it, the text reads "AME CINCINNATI 2015" in large, white, bold letters, followed by "INTERNATIONAL CONFERENCE" in smaller, light blue, semi-transparent letters, and "OCTOBER 19-23" in large, white, bold letters. Below this, the phrase "SHARE • LEARN • GROW" is written in white, bold letters. Underneath that, a list of features is provided: "9 KEYNOTES • 40+ LEAN IN-ACTION TOURS • 54 PRACTITIONER PRESENTATIONS • 40+ IN-DEPTH WORKSHOPS". The bottom section of the banner has a solid orange background with the text "GAIN A NEW PERSPECTIVE. JOIN US!" in large, white, bold letters. Below this, it says "Register today for the best lean continuous Improvement conference in the world." and "Special offer for WiM members! Get the AME member rate when you register using code WiMCINN." At the bottom left is the AME logo (Association for Manufacturing Excellence). In the center, it says "Register at: [ame.org/cincinnati](http://ame.org/cincinnati)". At the bottom right is a Twitter icon followed by the hashtag "#AMECinci".