

### **Interview Questions for December Cover Story**

1. What are the most important skills for a supply manager to be successful?
  2. Are there any skills that are particularly unique or that may not be commonly thought of? If so, what are they?
  3. How do these skills benefit the supply manager and his or her organization? (In other words, why are they so important?)
  4. How can you determine if members of your staff or potential new-hires have these skills? What do these skills “look like” when they’re executed?
  5. Where do you think these skills come from? Schooling? Experience? Or are they personality traits that come naturally?
- 
1. The ability to strike a balance between their procurement, financial, operational and programmatic accountabilities, accountabilities that are oft times in conflict with one another.
  2. The perspective that is gained from assignments in Financial Operations, Business Operations, Product Operations and Program Management, i.e., the disciplines who have the most reliance on effective Supply Chain Management.
  3. It is difficult to understand the diverse needs of the Supply Chain Manager’s constituency without having had hands on accountability in Financial, Business, Operations and/or Program assignments. Far too many Supply Managers have not had the opportunity to perform in assignments where they are dependent on the Supply Chain Management function for their success.
  4. Sensitivity to internal customers is readily apparent in Supply Managers who have had rotational assignments in Finance, Business Management, Operations and Program Management. These managers regularly assess the total evaluated impact of their decisions on their many constituents. A dollar saved on a procurement that causes the factory to have to expend two additional dollars in labor is a dollar lost.
  5. Like most skills, interdisciplinary perspective is largely learned through experience. Unfortunately, few companies provide their Supply Managers the opportunity to “live in their customers shoes.”