

La Crosse - Winona

Section Newsletter November/December, 2007

November/December Meeting: Tour of The La Crosse Tribune

Location: La Crosse Tribune
401 N. Third street, La Crosse, WI
When: Tuesday, December 4, 5:30pm
Phone: 1-800-262-0420

Quotes:

If you hire the best people and leave them alone, you don't need to hire very many.

—Thomas S. Murphy,
broadcasting executive

Success is liking yourself, liking what you do, and liking how you do it.

—Maya Angelou

A candle loses nothing by lighting another candle.

—Erin Majors

Quality Link of the Month:

www.creativethinking.net

For our November/December ASQ section meeting we will be touring the LaCrosse Tribune. Scott Rada, City Editor, will be presenting the tour. Please come to the front entrance of the Tribune building (there is a buzzer to ring in case the doors are locked).

A. M. Brayton began the La Crosse Tribune in May 1904 as “a newspaper for the people.” The Tribune has been at 401 N. 3rd St. in the downtown since moving into a new building in 1973. It was expanded in the mid-1990s with a new distribution center.

The Tribune has consistently been involved in community journalism and always seeks new ways to connect with readers to make the paper an integral part of their daily lives. The La Crosse Tribune's distribution area covers western Wisconsin, southeastern Minnesota and the northeast corner of Iowa; an area which is home to more than 200,000 people.

Agenda:

5:30 p.m.: Meet in newsroom conference room and discuss workflow
5:45 p.m.: Tour of newsroom, meeting various reporters and editors
6:00 p.m.: Tour of rest of building, including production areas
6:30 p.m.: Dismiss
6:45 p.m.: Dinner

Please join us after the tour at Big Al's Pizzeria for food and socializing. Big Al's is located at 115 S. 3rd street LaCrosse. For directions please call 608-782-7550.

Cost: \$15.00 for members and guests and \$8.00 for students with ID.

Please RSVP by replying to the E-vite, or contact Al Spalding directly at: alan.spalding@bench.com

Upcoming Events for the 2007-2008 Year

The following is a list of tentative upcoming events for the 2007-2008 year. Meetings will be held on the 3rd Tuesday of each month, unless otherwise noted.

Jan 17- Claudia Knowlton-Chike, Motorola, Supply Chain Management - La Crosse
Feb 19 - TBD
Mar 18 - TBD
Apr 15 - TBD



RAQC Presents: Innovations at Foldcraft Company

During its 59-year history, Foldcraft Co. of Kenyon, Minnesota has had to learn how to survive the challenges of a small-town, small company in a big marketplace, as has been true for many Minnesota firms. It has sought the “magic” that would create a rewarding, harmonious workplace that creates exceptional products rendered with awesome service; in short, what every company seeks. During the past twenty-two years under its employee stock ownership plan (ESOP) and the management innovations adopted under that banner, Foldcraft has not only survived the challenges, but also transformed itself and its employee-owners in the process.

The Rochester Area Quality Council, an affiliate of the MN Council for Quality, is pleased to welcome Steve Sheppard, former Chair and CEO of Foldcraft, to the December 4 presentation.

You'll learn about this company's:

- employee ownership structure
- ownership manifestations including
 - open book management
 - participation methods
 - “holistic” approaches to corporate wellness
 - continuous improvement methodologies

DATE / TIME: Tuesday, December 4, 2007 / 7:30 – 9:00 AM

LOCATION: RCTC room CF 206/208

Cost is FREE! for MCQ/RAQC members, \$10 for students and partners, \$20 for non-members; \$10 surcharge will be added for late and no-shows (register by Nov 30). For more information, visit www.raqc.com. To register, contact Jennifer Burmeister at jennifer.burmeister@councilforquality.org or 507-213-8132.

Don't wait – register today!

U of M to Offer Credit for MN Quality Award Board of Evaluators; 2008 Evaluator Training Dates Set



The Minnesota Council for Quality is pleased to announce that participants in the Minnesota Quality Award Board of Evaluators learning experience now have the opportunity to earn undergraduate credit at University of Minnesota by registering for ABus 4321 “Evaluating Performance Excellence in Organizations.” The U of M joins the University of Wisconsin-Stout in awarding academic credit to registered students for the intensive Evaluator regimen with the Minnesota Quality Award program.

“We are excited to partner with the University of Minnesota to offer credit for the experience of being a Minnesota Quality Award Evaluator,” says Brian Lassiter, president of the Minnesota Council for Quality. “Evaluators are critical to our achieving our mission of helping Minnesota organizations reach higher levels of performance. So offering them an opportunity to earn credit at the U of M or UW-Stout is a small way to thank them for their expertise and time, and to recognize them for their additional learning.”

The Minnesota Council for Quality is also pleased to announce training dates for the 2008 Minnesota Quality Award Board of Evaluator training. Sessions will be offered February 26-28 and September 30-October 2 in the Twin Cities and June 17-19 in Rochester. New Evaluators are also required to attend a one-day orientation that precedes full training. Orientation dates for the first session are February 6, 12, or 14 (the individual chooses one); all will be held in the Twin Cities.

Founded in 1991, the primary objective of the Minnesota Quality Award is to help organizations improve their performance results. The Award also serves to recognize performance excellence throughout the state. The Minnesota Quality Award

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is given at four levels – Excellence (the top Award), Achievement, Advancement, and Commitment – and is the culmination of a rigorous assessment process that uses the “Criteria for Performance Excellence” of the Malcolm Baldrige National Quality Award. Since 1991, 88 organizations have received Minnesota Quality Award recognition at various levels (a full list is at http://www.councilforquality.org/assess_org_award.cfm).

Organizations that participate in the process receive comprehensive feedback that outlines their strengths and improvement opportunities in dozens of organizational processes including: leadership; strategic planning; customer and market focus; measurement, information, and knowledge management; workforce focus; process management; and results. This feedback is typically used by senior leaders for organizational learning, planning, and improvement. The evaluation process relies on a fully volunteer Board of Evaluators, over 100 professionals from across the state who offer their time and expertise to help organizations improve. Evaluators represent a collection of business leaders, healthcare professionals, educators, public sector administrators, and non-profit professionals. Senior leaders, middle managers, consultants, and individual practitioners participate as Evaluators; students and workers-in-transition also participate on the Board of Evaluators.

“We are excited to partner with the Minnesota Council for Quality on this effort,” says Nancy Schubert, associate director of the Bachelor of Applied Science degree program of the University of Minnesota’s College of Continuing Education. “The experience of being an Evaluator exposes students to what is necessary to drive organizational excellence. It also offers an opportunity for students to apply several other skills – such as leadership, verbal and written communication, and analysis – in a team environment on a real Minnesota company. We believe this non-traditional course will add greatly to students’ learning experience.”

To earn credit, Evaluators need to register for the U of M’s course “Evaluating Performance Excellence in Organizations,” participate in all Evaluator training, and complete an evaluation of a Minnesota organization through the Minnesota Quality Award process. Evaluators pay a small fee for Evaluator training and pay tuition to the U of M.

The course is part of a new quality certificate being offered by the College of Continuing Education. For more information, visit <http://onestop.umn.edu/onestop/index.html> (and search for course ABUS 4321 Evaluating Performance Excellence in Organizations), or contact Brian Lassiter at brian.lassiter@councilforquality.org.

Sign up early with a team of three or more. Earn kudos for bringing a customer you’d like to understand better and strengthen your relationship.

The Talent Solution: Aligning Strategy and People to Achieve Extraordinary Results -- U of M College of Continuing Education Strategic Leadership Insights 12/12



Organizations go through relatively predictable steps and phases to get better at building talent. Try as they might to shortcut the journey by copying best practices from others, they learn that it takes repeated focus and hard work to develop the leaders they need.

The University of Minnesota’s College of Continuing Education -- in partnership with the MN council for Quality, the U of M’s Academic Corporate Relations Center, the Governor’s Workforce Development Council, Minnesota Technology, the State of Minnesota, and the U of M’s Food Industry Center – are pleased to announce the second of five sessions in their 2007-08 Strategic Leadership Insights series. The session, “The Talent Solution: Aligning Strategy and People to Achieve Extraordinary Results,” will feature Ed Gubman, Ph.D., of Strategic Talent Solutions.

Dr. Gubman's presentation will describe why leadership development is so hard and the four stages of talent management that organizations go through, which enable you to assess your company's talent stage, and identify concrete steps to improvement. You will learn about a new form of strategic talent review, designed to answer the key question, "Do you have the right people in the right jobs to achieve your near-term strategy?"

The session is from 8:00-9:30 AM (check in and breakfast at 7:00AM) on December 12 at the College of Continuing Education in St. Paul. Cost is \$50. For more information, visit

<http://www.cce.umn.edu/corporateeducation/leadershipinsights/index.html>.

Job Postings

Benchmark Electronics, Inc. - Minnesota Operations: There are several engineering positions currently open. For more information, please visit the Corporate Employment web page at: <http://www.bench.com/viewer/employment.asp>

2007-2008 LA CROSSE - WINONA SECTION BOARD ASQ SECTION 1216

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