

The War on Talent Begins...So, What *Do* Companies Look for?

We have all read them...those tips from Careerbuilder.com and the hot job article of the week from recruiters claiming to know exactly what employers need and want. But there has to be more!

CSCMP's 2009 Annual Global Conference hosted two outspoken and in-your-face discussions targeted specifically to Young Professionals (YP) in the supply chain field. It was at this session that YPs got answers to their most pressing questions and were able to quiz some high-level executives in the industry:

- Rick D. Blasgen (Moderator), President and CEO, CSCMP
- John C. Bowersox, Manager PA Distribution, 3PL Relationships, Kohler Company
- Elijah Ray, Senior VP of Client Solutions, UTi Integrated Logistics
- Remko van Hoek, Chief Procurement Officer, Cofely, The Netherlands and Visiting Professor at the Cranfield School Management

In today's challenging job market, it's not just about getting the job, it's also about maintaining it as well as climbing the ladder of success with grace. It's more than having the right skills when interviewing, practicing effective communication, and working collaboratively. *It's how you approach your career from the very beginning.*

Hiring managers look for one thing: "Can I see this person working here? Can I see him or her performing to our expectations? Will he fit in?"

Gathered from discussions at CSCMP's annual global conference, listed below is the most **significant advice** you should know as an emerging professional:

1. Be yourself. Be memorable. You may not be the perfect fit for one company but you may be for another just by being yourself.
2. The ability to think strategically outside of the box beyond the normal job description.
3. Emotional intelligence. Identify, assess, and manage yourself.
4. Relationship management. Not only the ability to build, but also maintain.
5. The art of negotiation. Tactfully and successfully.
6. Leadership. Standing out and carrying the team.
7. Understanding the value of technology.
8. Customer-smart and intelligent. The ability to think like your customer.
9. Be innovative with a people-centric focus.

10. Communicate on the level of others.
11. Own passion and the will to learn.
12. Be service disciplined. Stay connected and give back to others; if you learned something valuable, pass it on.
13. Listen to what is being said between the lines.
14. Be active in your pursuit for career success. Think about your future.
15. Be humble. It's okay to fail. The biggest successes come from our failures.

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