Association for Supply Chain Management

Colorado Chapter News

AUGUST 2025

Advancing Productivity, Innovation and Competitive Success

Find the Treasure

2025 ASCM SALARY SURVEY SHOWS EDUCATION AND ASCM CERTIFICATIONS CAN BE BENEFICIAL



20% MORE with APICS CERTIFCATIONS!

Progressive Drawing

The Progressive Drawing returns in September!

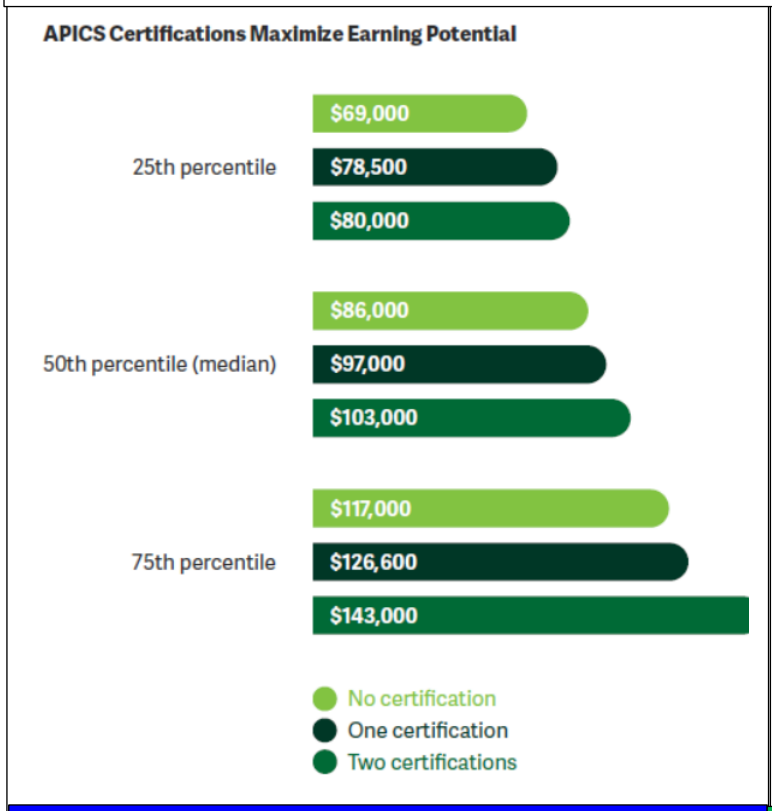
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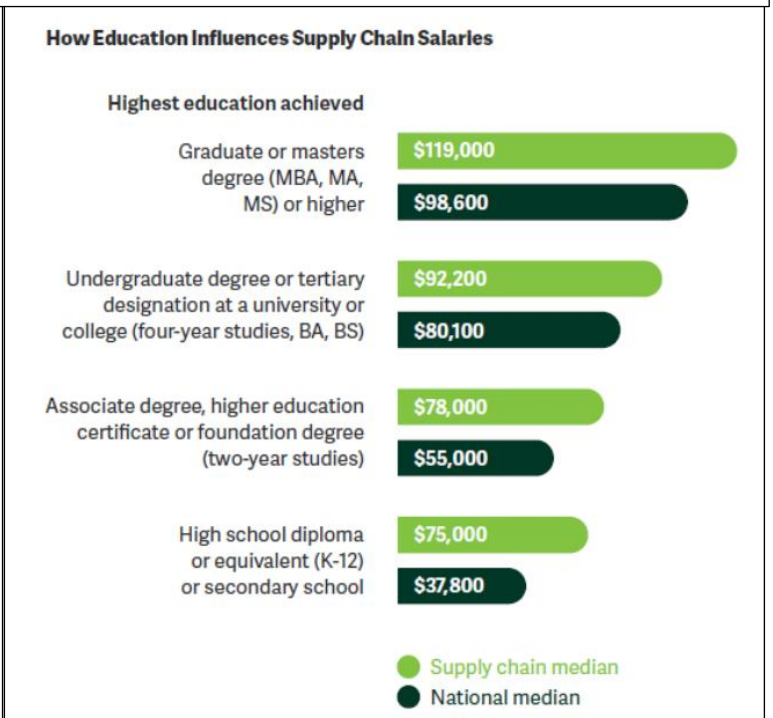
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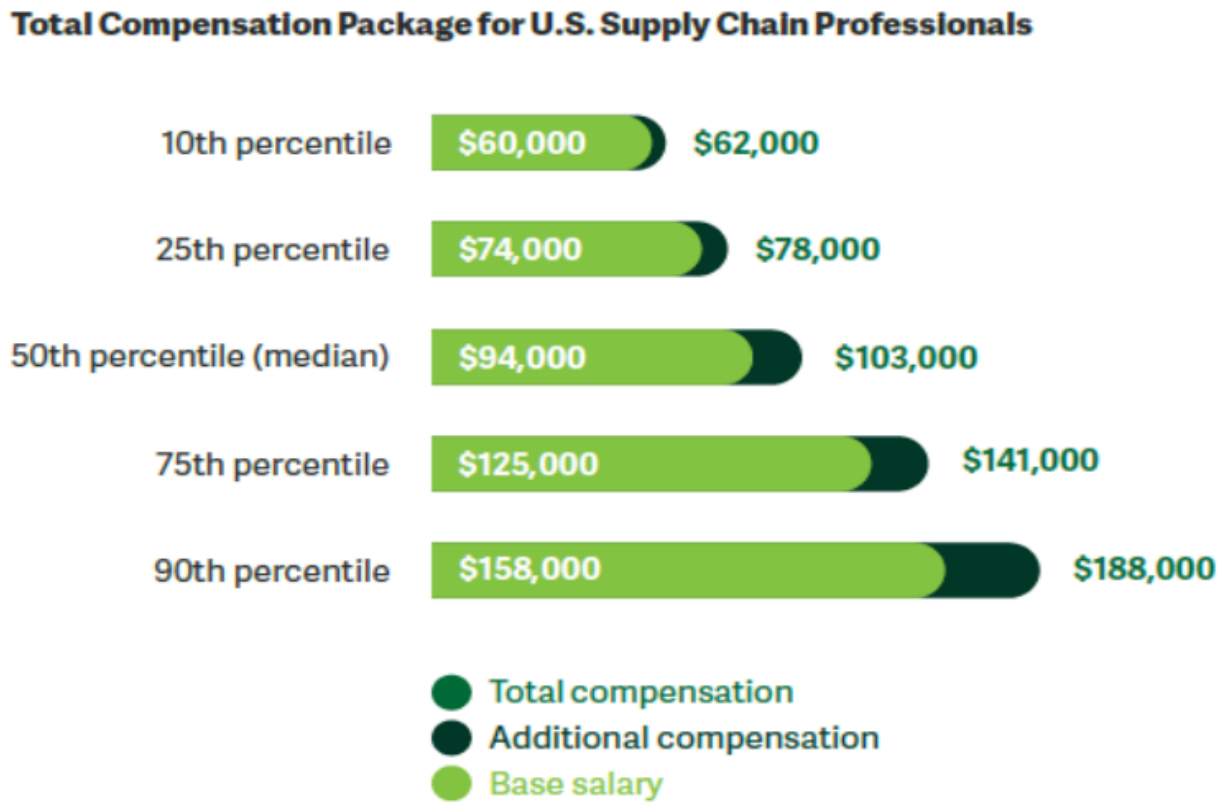
2025 ASCM SALARY SURVEY





TWO CERTIFICATIONS = $100K

LEARN MORE, EARN MORE!



SUPPLY CHAIN CAREERS, IN DEMAND AND WELL COMPENSATED!





Coach's Corner

Well, Summer 2025 is almost behind us, it is time to get the new Colorado ASCM year in full swing. I hope you all had a nice summer season and had some fun in the sun.

Fall is a time of learning! Each year in the Fall we think of back to school. Fall brings many chances for supply chain management professionals to learn and sharpen skills. Earn a new SCM certification or learn about Sales & Operations Planning. Colorado ASCM Fall Classes are starting in September for CPIM Introduction, starting in October for CPIM, CSCP, and Sales and Operations Planning. Take a look at our course line up and see if there is something to help you in your career. We are having some virtual classes offered and we already have enough for an in person CPIM introduction and certification class program for the fall. Please note some of the 2025 Salary Survey results on page 1 of this newsletter. We spoke about the significant financial implications of having certifications at the Town Hall meeting in July, but I wanted to reprint this information again. **Get ASCM certified = Get Paid!**

Again, this year we plan to have both Virtual and In Person Professional Development meetings. **Keep in mind that most of our In Person meetings are planned to be broadcast virtual as well.** This way we can continue to involve many of the folks around the city, state and globe that cannot be here in person. We are working hard to set up a few tours and networking sessions this year, but nothing has been scheduled yet.

We are continuing to offer low cost local "Associate" Colorado Chapter memberships, please contact Jerry McQuie, VP of Membership or myself with questions about this unique offering.

This past ASCM year we provided courses, newsletters, 4 networking sessions, 2 factory tours, a town hall meeting and 5 Dinner meetings. Your Board of Directors have been working on a Not for Profit Budget for 2025-2026. We plan to get membership approval on our budget at the September PDM. We are still working on a Strategic plan for our BOD's and our Chapter.

Thanks for being part of the Colorado ASCM Chapter. We are looking forward to a fantastic ASCM year. Please let me know if you have questions or need something from the Chapter. Please let me know of ideas you have for Supply Chain Professionals to Network and Collaborate and we work to try something New at our chapter. Hope to "see" you at one of our in person or virtual events or courses this Fall.

Roger W. Harris

Roger Harris, CFPIM, CIRM, C.P.M., PMP, CSCP, CPSM, CLTD, CTSC
President & Coach, Colorado ASCM / APICS Chapter

"Leadership is getting someone to do what they don't want to do, to achieve what they want to achieve." Tom Landry, Dallas Cowboys NFL Coach





Education News



Wow! The summer flew by! Hard to believe August is here!

Even though the weather still feels summer-like, it is time to begin thinking of your autumn plans. Thinking of professional self-improvement? Perhaps you are thinking of career enhancement…. If your plans include continuing your supply chain journey, your Colorado ASCM Chapter has courses to help you put that plan into action. Please take a look at the APICS education courses and schedules we have planned for this fall. You'll find the full schedule for the fall public classes in the following pages of the newsletter.

At the onset of a new series of classes, I am often asked about the differences between the APICS certifications. Here is a quick summary of each certification to help you determine which is best for you:

- **CPIM** provides the foundation for managing your supply chain inside the "4-walls" of your organization.
- **CSCP** will help you along your global supply chain journey.
- **CLTD** provides you with best business practices in Logistics, Transportation and Distribution.

And the new certification in the line-up, **CTSC** (Certified in Transformation for Supply Chain) covers basic concepts for managing an end-to-end supply chain transformation.

Be sure to check-out our October **Sales & Operations Planning** course if you or your organization could use a refresher on S&OP processes or it is your first time learning about the benefits of S&OP.

If you are enrolling in a certification preparation course, remember that the ASCM **Certification** level membership is required for course and exam-related discounts.

We have had several private courses for companies looking to enhance their supply chain knowledge for their employees. If your organization is interested in finding out more about holding a private course, please contact me directly.

I hope you join us in a Colorado ASCM education course this year and I look forward to seeing you at a Colorado ASCM event soon.

Please contact me if you have questions or comments at hjohnson@mss-technologies.com or 303.421.0797.

Honey

Honey D Johnson

Honey Johnson, CFPIM, CIRM, C.P.M., CSCP, CLTD, CTSC
VP of Education, Past-President
Colorado ASCM/APICS Chapter
(303) 421-0797 or apicsco81@aol.com

"In order to be exceptional, you have to be the exception."
Sam Presti, Oklahoma City Thunder General Manager





Welcome to Fall 2025 Courses

Please complete your registration early. Classes are filled on a first-come, first-served basis and some facilities have limited class space. In addition, classes may be canceled if there is insufficient enrollment. Saturday classes are 8 hours plus an hour for lunch. If you have any questions about class schedules call Honey Johnson at (303) 421-0797.

You may register by phone, mail, e-mail or online:

Mail: Director of Materials
C/O APICS
P.O. Box 40242
Denver, Colorado 80204-0242

Phone: (303) 421-0797
Online: https://colorado.ascm.org/Education
E Mail: Honey Johnson
apicsco81@aol.com

	Members*	Non-Members	Venue
CPIM Full Program Series with Books/Test/e-learn:	$3,355	$3,655	In-Person
Includes: CPIM Introduction (Non-Certification course)			
CPIM Introduction (Non-Certification course)	$1,300	$1,600	In-Person
CPIM with Books/Test and e-learning	$2,305	$2,455	In-Person
CSCP Program with Books, Test and e-learn:	$3,010	$3,310	Online
CLTD Program with Books, Test and e-learn:	$2,745	$3,045	Online
CTSC Program with e-Books, Test and e-learn:	$2,700	$3,000	Online
S&OP Program with Book	$ 380	$ 480	Online

Exam/Workbook expense included with the CPIM/CSCP/CLTD/CTSC course fee.

***ASCM Certification-level Membership Required**

Please pay with Visa, MasterCard, AMEX or Discover card or a check payable to APICS Colorado Chapter.

Register with credit card online at:
https://colorado.ascm.org/Education

Unemployed? Contact us for optional fee payment schedule!
Instructions for Classes will be emailed to you upon registration.





Colorado Chapter Fall 2025 Courses

Class	Instructor	Location	Start Date	Time
CPIM Introduction (Non-certification course)	R. Harris / H. Johnson	In-Person Union Terrace MSS Technologies, LLC Lakewood, CO	Saturdays (2 weeks) Sept 20 & 27, 2025	8:00 am – 5:00 pm MT
CPIM (MPR/DSP/ECO/SMR)	R. Harris / H. Johnson	In-Person Union Terrace MSS Technologies, LLC Lakewood, CO	Saturdays (8 weeks) Section A: Oct 11 & 18, 2025 Section B: Nov 8 & 15, 2025 Section C: Dec 13 & 20, 2025 Section D: Jan 10 & 17, 2026	8:00 am – 5:00 pm MT
CSCP Program	Abeyta/Grigg/Johnson	Online	Saturdays (5 weeks) Oct 4 & 18, 2025 Nov 8 & 22, 2025 Dec 6, 2025	8:00 am – 5:00 pm MT
CLTD Program	Johnson/Abeyta/Grigg/Harris	Online	Saturdays (6 weeks) Dec 6 & 13 & 20, 2025 Jan 10 & 17 & 31, 2026	8:00 am – 5:00 pm MT
S&OP Course	B. Abeyta	Online	Tuesdays, Oct 7, 21, 28, 2025 & Nov 4, 2025	5:30 pm – 7:30 pm MT
CTSC Program	J. McQuie	Online	Saturdays (3 weeks) Oct 25, 2025 Nov 1 & 22, 2025	8:00 am – 5:00 pm MT

Register Online!

https://colorado.ascm.org/Education

CLASS REGISTRATION FORM:

NAME: (as on Drivers Lic.): **PHONE:**

COMPANY: **ADDRESS:**

ASCM MEMBER: YES NO Membership # **E-Mail**

Course: **Day of Week:** **Location:** **Cost $**

Course: **Day of Week:** **Location:** **Cost $**

Course: **Day of Week:** **Location:** **Cost $**

You may pay by **Master Card, Visa, AMEX or Discover.** Register Online or fill out this form and e-mail it to: Honey Johnson at apicsco81@aol.com at least two weeks before the first scheduled class.

You may also pay by check before the first class. Make checks payable to:
ASCM Colorado Chapter 81, Mail to: P.O Box 40242, Denver, CO 80204

Account #_____ Exp. Date_____ CVV# _____

Signature_____



NEW CLASSES STARTING September 2025

If you have interest in this program, you can contact Honey Johnson, VP of Education

(303) 421-0797 or hjohnson@mss-technologies.com





CPIM Accelerated Courses

Again this year we will be offering a chance to sign up for the CPIM certification courses at one time and be assured that the classes would not be canceled.

- The program will consist of both the CPIM Introduction and CPIM course for the CPIM Program unless you have already started taking a course, in which case your fees will be adjusted.
- One price will include course fees and exam credit, online learning component and all participant workbooks: $3,355 for ASCM Certification-Level Members and $3,655 for all others.
- Payment for all courses is due before the start of the first course.
- **Minimum of 12 students must enroll.**
- Classes will not be canceled (even if some students drop out), since they are scheduled and paid for by the whole class in the beginning.

CPIM Accelerated course is instructor-led In-Person class held at:
MSS Technologies, LLC Union Terrace, 12596 W Bayaud Ave., Lakewood, CO 80228

Classes will be held on Saturdays
(1 hour lunch)

• **CPIM Introduction** Break	Sep 20 & 27, 2025	8:00 am – 5:00 pm MDT
• **CPIM** Section A	Oct 11 & 18, 2025	8:00 am – 5:00 pm MDT
Section B	Nov 08 & 15, 2025	8:00 am – 5:00 pm MST
Section C	Dec 13 & 20, 2025	8:00 am – 5:00 pm MST
Section D	Jan 10 & 17, 2026	8:00 am – 5:00 pm MST

"The value of this Colorado ASCM Chapter CPIM class cannot be over-stated. The time, effort and experience that are brought to the class by the instructors brings the material together in a way that is easy to understand and apply and most importantly, commit to memory. The Saturday class was well worth the time investment and that time was respected with a full and fruitful agenda that made the most of it. I highly recommend this class!" **Stephanie Hensley, Distribution Coordinator III, MKS Instruments**

"I highly recommend the APICS CPIM course through the Colorado ASCM Chapter. The course is incredibly valuable for any Supply Chain Professional looking to further their career or increase their effectiveness in their current position. The instructors at the Colorado Chapter are very knowledgeable and present the challenging subject matter in a way that is easy to understand and absorb. If you are thinking of obtaining your CPIM certification, the Colorado ASCM Chapter will provide you with the tools to achieve that goal!" **Stephanie DeBlase, CPIM, Materials Manager, Associated Thermoforming, Inc.**

If you have interest in this program, you can contact Honey Johnson, VP of Education
(303) 421-0797 or **hjohnson@mss-technologies.com**

Learn More and Earn More!



What's Your WHY?

Earn More
New Challenges
Career Advancement
New Skills and Knowledge
Competitive Advantage

If you have interest in this program, you can contact Honey Johnson, VP of Education (303) 421-0797 or hjohnson@mss-technologies.com





APICS Certified Supply Chain Professional (CSCP)

Become a Certified Supply Chain Professional (CSCP)
Tap the power of your supply networks to streamline processes, enhance collaboration and boost the bottom-line.

CSCP Learning System Components:

The CSCP Learning System is a comprehensive professional development program that will help candidates prepare for the CSCP examination. The learning system is based on the CSCP body of knowledge and features print-based study materials as well as online tools, including an assessment component that enhances the learning experience.

CSCP Modules

- Module 1: Supply Chains, Demand Management and Forecasting
- Module 2: Global Supply Chain Networks
- Module 3: Sourcing Products and Services
- Module 4: Internal Operations and Inventory
- Module 5: Forward and Reverse Logistics
- Module 6: Supply Chain Relationships
- Module 7: Supply Chain Risk
- Module 8: Optimization, Sustainability and Technology

Colorado Chapter Courses for CSCP: *We have room for 15 students*

- Classes on Saturdays, Oct 4 & 18, Nov 8 & 22, Dec 6, 2025. 8 am until 5 pm MT (1 hour lunch)
- The Fall 2025 course will be an **online** Instructor-led class.
- Class includes one set of student materials, including online access and exam credit.
- $3,010 for ASCM Certification-Level Members, $3,310 for all others



"I would recommend the CSCP learning courses to anyone considering obtaining the certification. The Colorado ASCM Chapter instructors are very knowledgeable and offer great support. I could not be happier with my investment!" **Joe Fischer, CSCP, Import Supervisor at DSV Global Transport and Logistics**

"Thank you for excellent pace and use of time Well delivered Good subject knowledge. The course was presented in a professional way with opportunity to discuss the scenarios within our working environment. A lot of information to fit into 1 day although all very relevant. I really enjoyed the course. The course met all of my expectations. **Natalija Farhad, Assistant Supply Chain Planner, CooperVision UK**

If you have interest in this program, you can contact Honey Johnson, VP of Education
(303) 421-0797 or hjohnson@mss-technologies.com



ASCM COLORADO CHAPTER



Presents:
APICS Sales & Operations Planning (S&OP) Online Course

Tuesdays, Oct 7, 21, 28, 2025 & Nov 4, 2025
5:30pm – 7:30pm MDT

Expand your knowledge and understanding with a broad range of topics in Sales & Operations Planning. Improve your skills by learning the latest trends and best practices.

S&OP Topics Include:

- Sales & Operations Planning Overview and Definition, Organizations with Separate and Integrated Business Plans, S&OP: Balancing Act, In the MPC System, Inputs and Outputs, Planning Process
- Determining Product Families, Planning Inputs, Summary of S&OP Outputs
- Understanding the MTS and MTO S&OP Grids, Monthly S&OP Planning Process
- Data Gathering, Demand Planning, Supply Planning, Pre-S&OP Meeting, Executive S&OP Meeting
- Benefits of S&OP, S&OP Summary

Colorado Chapter Course for S&OP:

- Instructor-led **online** course
- **Class includes Online class instruction and digital student materials/books**
- $380 for ASCM Certification-Level and Colorado Chapter Associate Members, $480 for All Others

Online Registration will be available at:
https://colorado.ascm.org/Education

If you have questions regarding this program please contact:
Honey Johnson, VP of Education at
(303) 421-0797 **or** **hjohnson@mss-technologies.com**
Or
Roger Harris, President and Coach at **rharris@mss-technologies.com**

AlloSource DOING MORE WITH LIFE

"It (S&OP Class) was fantastic. I think it was a huge eye opener for everyone involved and showed us a lot of gaps we have where we need to focus our efforts. I've received nothing but positive feedback on the class so far. Everyone is really getting a lot from it." **Rachael LaFollette, CPIM, Supply Chain Planning Manager, AlloSource**





APICS Certified in Logistics, Transportation and Distribution (CLTD)

Expand your knowledge and understanding with a broad range of topics in the fields of Logistics, Transportation and Distribution. Improve your skills by learning the latest trends in global logistics and supply chain best practices.

CLTD Learning System Components:

The CLTD Learning System is a comprehensive professional development program that will help candidates prepare for the CLTD examination. The learning system is based on the CLTD body of knowledge and features print-based study modules as well as online tools, including an assessment component that enhances the learning experience.

Eligibility application for CLTD is no longer required.

CLTD Modules

- Logistics Overview & Strategy; Capacity Planning and Demand Management
- Order Management and Inventory Management
- Warehouse Management; Transportation Management
- Global Logistics; Logistics Network Design
- Reverse Logistics and Sustainability

Colorado Chapter Courses for CLTD:

- Classes on Saturdays, Dec 6 & 13 & 20, 2025 and Jan 10 & 17 & 31, 2026. 8 am MT until 5 pm MT (1 hour lunch)
- **15 student limit**
- The course is an instructor-led **online** course
- Class includes student materials, online tools access and exam credit
- $2,745 for ASCM Certification-Level Members, $3,045 for Non-Member

If you have questions regarding this program please contact:
Honey Johnson, VP of Education at
(303) 421-0797 or **hjohnson@mss-technologies.com**



HunterDouglas "I highly recommend the CLTD offered through Colorado ASCM/APICS to any supply chain professional interested in furthering their career. This course offers extensive review of the entire logistics networks, distribution strategies, and supply chain connectivity from demand and supply planning." **Stephen Robles C.P.M, CPIM, CSCP, Former Director of Materials & Warehouse Operations, Hunter Douglas**





APICS Certified in Transformation for Supply Chain (CTSC)

The APICS Certified in Transformation for Supply Chain covers the ASCM standards, processes, models and frameworks, as well as industry best practices, tools, and technologies commonly applied to manage end-to-end supply chain transformation.

CTSC Body of Knowledge: Leverages components of ASCM's globally recognized standards, including SCOR DS, Enterprise Standards for Sustainability and the Digital Capabilities Model (DCM) to:

- Develop, deploy and manage change for a successful supply chain transformation
- Identify risks and opportunities, and select the appropriate philosophies, frameworks, models, and approaches to effect transformation
- Apply systems thinking to develop, analyze, verify and validate concept alternatives for transformation
- Manage and align processes and capabilities with strategic transformation goals
- Manage skills, roles, responsibilities, and infrastructure needed for a supply chain transformation
- Identify tools and technologies to enable effective supply chain transformation
- Identify and implement strategies for reinforcing and replicating improvements

CTSC Learning System Components:

The CTSC Learning System is a comprehensive professional development program that will help candidates prepare for the CTSC examination. The learning system is based on the CTSC body of knowledge and features print-based study modules as well as online tools, including an assessment component that enhances the learning experience.

CTSC Modules

- Supply Chain Transformation Overview
- Preparing for Supply Chain Transformation
- Executing Supply Chain Transformation
- Review of Supply Chain Transformation

Colorado Chapter Courses for CTSC:

- Classes on Saturdays, Oct 25, Nov 1 & 22, 2025. 8 am MT until 5 pm MT (1 hour lunch)
- **15 student limit**
- The course is an instructor-led **online** course
- Class includes student materials, online tools access and exam credit
- $2,700 for ASCM Certification-Level Members, $3,000 for Non-Members

If you have questions regarding this program please contact:
Honey Johnson, VP of Education at
(303) 421-0797 or hjohnson@mss-technologies.com

Elevate Your Supply Chain Team, Boost your Company's Performance

95%
of the Gartner Top 25 Supply Chains rely on ASCM education

180,000+
APICS-certified professionals globally

350+
companies depend on ASCM to stay competitive

20%+
salary growth with APICS certification

At ASCM, we empower professionals and organizations to master the complexities of today's global supply chains through world-class education, cutting-edge APICS certifications, comprehensive standards and practical training.

WHY CHOOSE ASCM:

Proven Curriculum:
Our industry-leading training programs are recognized globally and based on the latest trends, research and best practices.

Expert Educators:
Our hands-on instructors are experienced supply chain professionals, approved through our instructor assurance program, who bring real-world knowledge to the classroom.

Measurable Results:
Training goes beyond theoretical – employees can apply what they've learned for true transformational impacts. Track the impact of our training programs on your team's performance and your organization's bottom line.

By partnering with us, your employees build essential knowledge, and you benefit from a more skilled and agile workforce, capable of navigating the ever-evolving landscape of supply chain and logistics.

Invest in your team's development and drive your business forward.

"The success of the program is not doubtable. It is now embedded in Teva's next-generation supply chain strategy."

Eran Ebert, Head of Global Supply Chain Transformation,
Teva Pharmaceuticals Industries Ltd.

If you are interested in or have questions regarding any ASCM Education Program please contact:
Honey Johnson, VP of Education at **(303) 421-0797 or hjohnson@mss-technologies.com**





What are Students saying about APICS Education in Colorado?



"Taking the Colorado Chapter ASCM CPIM course in Spring 2024 was instrumental to my passing the CPIM exam. Honey and Roger spent hours imparting their wealth of knowledge while encouraging open discussions and bringing in real world examples to ensure we understood the material. Their insights were genuinely helpful and I would encourage anyone pursuing their CPIM certification (or another ASCM certification) to take this course. I can't recommend it enough!" **Molly Gilbert, CPIM, Master Supply Planning Manager, Ball Corporation**



"I recently completed the APICS CPIM course through the Colorado ASCM Chapter to prepare for the CPIM exam. I highly recommend this chapter for anyone wanting to improve their supply chain expertise or get ready for ASCM exams. The classes were extremely interactive, with students sharing real-life work experiences and challenges. The instructors were very knowledgeable and consistently available for discussions and assistance as needed." **Itode Fubara, Supply Chain Manager, General Shale Brick**



"I signed up for the CSCP course at the end of May where I was going to study on my own and later take the test when I felt ready. As I read about the weekly class, I was a little hesitant at first, but I'm so glad I enrolled in the course held by the Colorado ASCM Chapter. I started at the end of July and took it weekly through November. The class was intuitive, stimulating and I can honestly say it helped me to pass the CSCP exam by December. I highly recommend the class to any aspiring CSCP professional!" **Anabelen Mendoza, CSCP, JBS USA, International Documentation Specialist**



"I began working toward obtaining my CPIM soon after beginning my career in manufacturing. Everything I have learned from APICS/ASCM has elevated my effectiveness in my job, even before I received the certification. The classes I attended with Colorado Chapter 81 were especially additive in my education, analogizing the often-difficult study concepts to real-world, recognizable organizations and scenarios. If your career has anything to do with supply chains, production, quality, purchasing, etc., you cannot go wrong with CPIM**." Jason Rhine, CPIM, Production Planner, Gogo Business Aviation**



"I came into the Colorado ASCM Chapter's CSCP course to expand my Supply Chain knowledge after several years in Distribution for CooperVision. It was made very clear to us that course would cover a wide range of Supply Chain topics and take a lot of work and effort from us as students. This was true but the course was very rewarding. We had a large group with a wide and varied background in the organisation and we found that this led to some high value interactions on subjects throughout the course. I've been able to utilise the knowledge in my role as some of my own team also took the course at the same time. This in turn expanded and improved my knowledge and understanding of subject matter. I plan to use the qualification and knowledge in my continuing work managing Supply Chain processes. **David Bowers, CSCP, Global Logistics Process Manager, CooperVision UK**

Colorado APICS Education…*Real People, Real Results!!*





Membership News



I hope everyone is having a nice summer.

I want to take this opportunity to introduce Rachel Cox as our new Director of Company Coordinators. She will be infusing some energy helping our members who work at larger organizations improve their positioning within the supply chain profession. Rachel has 20 years experience in various supply chain roles across the United States.

What is a company coordinator? That person is a contact for ASCM Colorado within an organization. They promote ASCM events and education to the supply chain professionals within their company and act as a parallel point of contact if any ASCM member has a question for us. Currently we have 12 coordinators across 11 organizations and they are listed on a later page in this newsletter.

Thank you to those people who are coordinators. If your company does not have one and you have more than 4 supply chain professionals in Colorado, we would love to have you become one. Contact Rachel if you are interested.

We look forward to making the 2025-2026 year a good one for supply chain professionals in Colorado. If you have any questions or concerns, please do not hesitate to reach out to Rachel or me.

Jerry McQuie, CPIM, CSCP, CTSC
VP of Membership

	ASCM	ASCM with Colorado Affiliate	ASCM Plus	ASCM Plus with Colorado Affiliate	Colorado Associate
Global Networking Opportunities	✓	✓	✓	✓	
Local Networking Opportunities		✓		✓	✓
Professional Development Meeting (PDM's) and Tour Discounts		✓		✓	✓
ASCM Connect Annual Conference Discount	✓	✓	✓	✓	
Access to Global ASCM Job Board	✓	✓	✓	✓	
Access to Local Job Board		✓		✓	✓
Mentoring	✓	✓	✓	✓	✓
ASCM certification prep and exams discounts			✓	✓	
Local ASCM Class discounts		✓		✓	✓
Certification Maintenance Resources	✓	✓	✓	✓	
Earn Certification Points as Member	✓	✓	✓	✓	
Cost	$99	$109	$199	$209	$10

Student Memberships

Student memberships are 100% free! In addition to all the benefits from ASCM, you will have the opportunity to network with our ~300 plus active Colorado Chapter members. This includes professionals ranging in roles from Presidents, Vice Presidents, and Senior Directors to Buyers and Planners from a wide range of companies!

Remember, there are special awards/gifts for students who bring another student to an in-person professional development meeting (PDM) and the guest student joins the Colorado Chapter. Help us spread the word! We can help you with the sign up and the processing of the ASCM membership so please reach out if you have any questions.





Membership News – Continued

Membership Renewals

If your membership is due to expire within the next 30 to 60 days, please to take the time to review your membership profile to ensure your membership, contact information and certifications are up to date. NOTE: The date that your membership expires is the day that you will no longer have an active membership, which may affect benefits, classes and/or exams.

Tip	Description
1 Check your membership renewal data	**To renew National Membership with a local partner:** Log into the National ASCM website (Association for Supply Chain Management - ASCM). Go to the Membership & Community tab and click the Renew Membership link to complete your renewal. Please remember to add the Local Membership Partner to your membership. **To renew Colorado Associate Membership Only:** Log into the ASCM Colorado Website (ASCM Colorado - Home Page) to the Membership tab and click on Associate Membership to complete your renewal. Only use this link when not renewing at the national level. If you want options or updates to your auto renewal, please contact support@ascm.org or dial 800- 444-4742 and select option # 3. Unsure if you have auto renewed or not? please reach out and we can help.
2 "Update Your Profile – Personal Information"	**National Membership Profiles** - Log into the National ASCM website (Association for Supply Chain Management - ASCM). On the My Account drop down, click My Account. Click on edit for any section you wish to update. **Colorado Associate Membership Profiles** – Log into the ASCM Colorado Website (ASCM Colorado - Home Page). On the 'Membership' page, click 'My Account Info'. Scroll down to Primary Contact Information and Business Information to update your profile. NOTE: Pay special attention to your email address and make sure it is current. The Colorado Chapter uses your email to communicate with you.
3 Certification Maintenance Checkup"	Log into the National ASCM website (Association for Supply Chain Management - ASCM). On the **'My Account'** page scroll to 'Certifications'. Here you can check when your certification will expire. Remember, throughout your active certification status period, you should be earning maintenance points through a variety of available methods. For example, 75 points are required to renew your CSCP certification at the end of 5 years from date of becoming certified, while 100 points are required for the Fellows designations.

If you have questions about the process or your membership, remember we are here to help.
Please feel free to contact Jerry McQuie, VP of Membership with any questions you may have regarding your membership.

For Certification Maintenance information or questions, please contact Honey Johnson, VP of Education.





ASCM Colorado presents…Alan Dunn Insights

Walmart….Technology in the Supply Chain
By Alan Dunn, GDI Consulting

GDI Consulting & Training
Making Breakthrough Changes at Breakneck Speed!

I was thinking about many of you while I was doing research for a new supply chain innovations course (due by Christmas… I hope). During the process, I drilled-down on several analogs for **unintended consequences of innovation** and thought I would share one with you.

A recent MSN post that explores Walmart's experience with self-checkout illuminates unintended consequences of automation and labor reduction investments. In the post and subsequent responses, numerous factors and contributing factors behind Walmart's apparent decision to eliminate its self-checkout processes are presented. Incidentally, Walmart's self-checkout installations represent one of the largest automation investments in the big-box retail sector.

It is unclear if Walmart intends to eliminate self-checkout at ALL stores, or just *"problem"* stores. I called senior revenue and strategy executives at Walmart's corporate office, and both were unwilling to provide details though they did confirm a *"substantial"* reduction. Nevertheless, it is clear that Walmart's self-checkout experience has **not gone as planned**. Many important lessons can be drawn from this, including:

- **When designing a process, don't forget to ideate about who will benefit from *violating* the process.** This will be your cue to do further and deeper investigation before investing in the new technology. Remember, few things with technology investments are as simple as portrayed by those pushing the technology.
- **Every technology comes with compromises and tradeoffs. Fully** understanding these before investing is always a good idea. Don't allow *"technology fever"* to overwhelm unbiased rationalization. But also, don't allow never-ending rationalization to become a progress stopper.
- **Know*… really know…* your customer!** Its good to be skeptical of what *"experts"* tell you. Intensely *"live"* with your customers if you must.
- **Make sure your adjacent processes are up to the new process and/or product.** Sometimes, old in-place habits and patterns can limit the benefits of the new process/product.
- **Obsession with low-cost labor is in itself, a bias that destroys curiosity about consequences and unfavorable tradeoffs.** Its never good to be the low-cost provider without customers!
- **Your customers' value system might not be yours, or even what you expect. Validating** how Social Exchange Theory drives your customers, in contrast to how *you think it should drive them*, can save you a lot of misspent capital in unnecessary or dysfunctional technologies.
- **When seeking higher margins, investments in improving customer loyalty is the natural opposite of reducing variable costs.** BOTH can get you higher margins. The question that needs to be inescapable is, *"which investment achieves higher margins **AND** more sustainable margins*." Until this question can be reasonably answered, your investment will be overly risky.
- **Making the *"customer experience"* better for the customer and *"reducing labor costs"* should probably not be in the same sentence!** Not all success comes from efficiency gains!

- Taken directly from pistoffcynic's post, ***"progress is not about the latest technology but the most innovative use of it."*** Good to restate and to remember.

Below is the post and supporting comments for your enjoyment:

Walmart Forced to Close Self-Checkout Lanes Permanently

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For years, Walmart has touted self-checkout as the fast, efficient, and customer-friendly retail future. But under the promise of convenience lies a darker reality: theft at high rates, frustrated customers, and a growing sense of chaos. Police visits to a Missouri Supercenter fell by nearly two-thirds after self-checkout lanes were removed, showing how costly automation becomes when human oversight disappears.

It isn't an issue of faulty machines or infinite lines; a retail giant is being forced to face the fact that technology can't solve everything. When done wrong, it can fail spectacularly.

The Theft Problem and the Self-Checkout Paradox

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Walmart's self-checkout lane experiment was a magnet for amateur and professional theft. In Shrewsbury, Missouri, police responded to 509 calls in five months before the kiosks were removed, after which calls fell to just 183.

Arrests dropped by more than half as well. Retail analysts swear that self-checkout increases shrinkage by a notable percentage, with far greater theft rates than in staffed lanes. The irony? Labor-saving tech eventually brought on losses that canceled out the savings. Ultimately, crime did not just affect the bottom line; it dictated Walmart's hand.

When "Do-It-Yourself" Becomes "Do-It-For-Me"

©Reddit - r publix

For all the fanfare, many Walmart shoppers never took to self-checkout. Technical glitches, confusing directions, and the inconvenience of scanning up to dozens of items caused widespread customer frustration.

Reports of lengthy lines at the few staffed registers remaining only poured gasoline on the customer outrage. Behavioral psychology explains this backlash: resentment grows when consumers feel they're doing more work for the same price.

Walmart's research showed that customer experience, not speed or technology, was by far the most significant driver of satisfaction. The lesson? Automation without empathy is a recipe for revolt.

Skimmers and Scams Creating Security Nightmares

©Reddit - nachoha

Self-checkout didn't just make shoplifting easier; it opened the door to high-tech scams. Criminals had placed skimming devices on kiosks that swiped credit card data, exposing Walmart to huge security threats.

A mispricing issue occurred at 1,600 stores in March 2024, costing the company money and causing lost trust. The drive to automate all things retail would undoubtedly lead to vulnerabilities that hackers and scammers were happy to find.

So, even in the days of "the future of retail," a playground of cybercrime, Walmart could only mop up the mess.

The Labor Illusion—Why Reducing Headcount Backfired

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Walmart's initial bet was simple: fewer cashiers, lower costs, greater profits. However, as theft exploded and customer satisfaction tanked, the company introduced more employees to monitor self-checkout areas and deal with complaints.

The net outcome? Labor costs didn't fall; they shifted, often rising due to the need for extra supervision. The promise of "efficiency through automation" collapsed under the weight of human unpredictability. Sometimes the cheapest solution is the most expensive mistake.

The Psychology of Effort When Technology Feels Like a Burden
©Reddit - ceales9029
Social Exchange Theory gives a harsh answer: people expect fair value for their work. The self-check at Walmart shifts the responsibilities of scanning, bagging, struggling with malfunctioning machines, etc., to consumers and doesn't change prices or improve the experience.
Thus, consumers are well-informed about feeling ripped off, inspiring bad word-of-mouth and deteriorating loyalty. When technology makes consumers think there is effort without an acknowledged payoff, even the most devoted customers will find elsewhere to shop.

How Walmart's Move Will Reshape Retail
©via Pinterest
Walmart's decision to end self-checkout isn't just a unique event; it is a warning to the entire industry. Other retailers will see Walmart's discomfort and rethink their automation strategy.
Expect a growing wave of changes: more staffed lanes, more investment in employee training, and a return to real human service from "frictionless" shopping. The even larger second-order effect? A retail revival and hot customer service skills again!

Technology Doesn't Always Provide the Answer: A Contrarian Perspective
©Reddit - pistoffcynic
Walmart's retreat is a seismic shift in a world obsessed with technology and digital disruption. It's the first break in the convention that the more technology there is, the better off we are.
Sometimes, the most significant innovation is removing anything that doesn't work, even if it means throwing in the towel. If Walmart's move leads to other sectors reassessing automation and asking themselves, Where does the human touch add value?
The vital nugget here is that progress is not about the latest technology but the most innovative use of it.

What's Next? The Emergence of Hybrid Retail
©Pinterest
Walmart's abrupt change may usher in a new era of "hybrid retail," blending technology with warm human service.
Expect more intelligent, more clever self-service options, only where it makes sense, and a rediscovered emphasis on employees who can repair, prevent shoplifting, and encourage loyalty. The third-order outcome?
We envision a retail world that balances efficiency and kindness, with technology and automation supporting people rather than replacing them.

Walmart's Wake-Up Call for the Age of Automation
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Walmart's announcement to remove self-checkout lanes is more than a business decision - it's a wake-up call to a digital world.
The test failed, not because technology is bad, but because it was abused: ignoring human nature, underestimating human criminal ingenuity, and overestimating cost savings ultimately at the customer's expense.

The message is clear: reputable companies will never cross the threshold of trust, security, and the human element, no matter how far they go to automate in all forms. The future for Walmart is not automatic; it's responsible.

Alan G. Dunn *is currently President of GDI Consulting & Training Company and founder of the Manufacturing Executive Institute (MEI).*

Mr. Dunn specializes in supply chain management, strategic planning, manufacturing management, operations management, leadership development, cost management and business finance. He is curious and passionate about everything in the manufacturing and distribution industries. This curiosity and passion have led him to lead 6 significant supply chain research projects, author >70 published articles, create >15 significant consulting methodologies and develop >100 training courses for professionals in the manufacturing & distribution industries. It is Alan's deep depth and deep breadth in the global supply chain body-of-knowledge that provides him with an ability to assemble and lead highly capable teams to solve problems thought to be unsolvable.



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Originally founded in 1962, as the "APICS Colorado Chapter 81" and is now the "ASCM Colorado Chapter" is chartered and incorporated as a not-for-profit organization dedicated to promoting the APICS body of knowledge and offers career and business-enhancing educational training opportunities.

There are several types of Membership available to you. Learn more at membership@colorado.ascm.org

ASCM Colorado Chapter 81
Calendar of Events

2025
Dinner Meetings, Tours, Networking and More!

Aug 2025
August 2025 Financial Audit will be completed
August 6, 2025 ASCM Colorado BOD Meeting
August 20, 2025 Chapter Strategic Planning

Sep 2025
03 Board of Directors Meeting
17 Professional Development Meeting
Topic: Supply Chain Management
20 CPIM Introduction Begins

Oct 2025
01 Board of Directors Meeting
04 CSCP Begins
07 S&OP Begins
11 CPIM Sect A Begins
15 Professional Development Meeting
Topic: Supply Chain Tools
25 CTSC Begins

Nov 2025
05 Board of Directors Meeting
08 CPIM Sect B Begins
12 Professional Development Meeting

Dec 2025
03 Board of Directors Meeting
06 CLTD Begins
13 CPIM Sect C Begins
No Professional Development Meeting
16 Adopt a Family Wrapping Party

2026
Dinner Meetings, Tours, Networking and More!

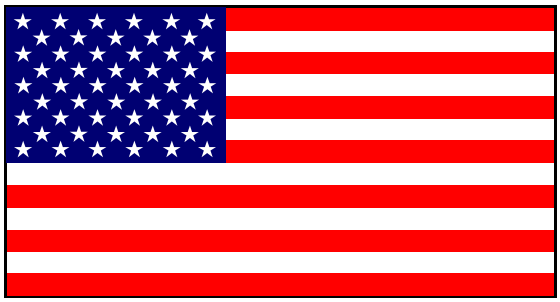
Jan 2026
07 Board of Directors Meeting
10 CPIM Sect D Begins
14 Professional Development Meeting

Feb 2026
04 Board of Directors Meeting
11 Professional Development Meeting

Mar 2026
04 Board of Directors Meeting
11 Professional Development Meeting

Apr 2026
01 Board of Directors Meeting
08 Professional Development Meeting

May 2026
06 Board of Directors Meeting
13 Professional Development Meeting







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