

BEC Announces New Director

On June 1, Marc A. Annacchino, P.E. joined MSOE as the director of the BEC. With Tim Valley's return as Dean of Enrollment Management the BEC was looking for someone who could carry on as the visionary for the organization and embrace the BEC mission. Annacchino had most recently served as the vice president and general manager of Marathon Energy Systems in East Troy, Wis. Marathon designs and manufactures Alternative Fuel Energy Systems for remote power and Micro CHP applications.



Marc A. Annacchino

With more than 30 years of experience, he has vast knowledge in the fields of sales, marketing, new product development, manufacturing operations quality control and accounting and finance both domestic and international. "I am very excited and honored to apply what I have learned in industry to the BEC and assist our member companies and their associates in their journey toward world competitive performance," says Annacchino.

Over the years, Annacchino has held such roles as the Division Manager, Director of Engineering Operations, Product Manager - New Products, Product Marketing Supervisor, Marketing Engineer and Sales Engineer for several well-known organizations such as Unico Inc., Jordan Controls Inc., Rockwell Automation and Johnson Controls.

Annacchino is the author of *New Product Development: From Initial Idea to Product Management*, Pub: Elsevier, which is a detailed and comprehensive guide through the process of new product and business development. He has won a number of awards in the last 15 years for new product development and engineering design. Annacchino currently holds two U.S. patents, issued in 1991 and 2005.

"Marc is a natural fit for the position," says Valley. "He knows us and what we are about. For the past 2 years he has lead the Product Development SIG for the BEC and understands our basic mission to be a go-to source for our members. His enthusiasm and market-based approach can only mean continued success for the consortium and our members."

In 1974, Annacchino earned an A.A.S. in computer engineering technology and in 1976, a B.S. in electrical engineering technology, both from MSOE. In 1996, he was awarded the Outstanding Alumnus Award for the class of 1976.

The BEC welcomes Marc back to MSOE and we look forward to continued success with his leadership.

Contact Information

General Information

Phone: (800) 321-6763 or
(414) 277-7530
E-mail: BEC@msoe.edu
Fax: (414) 277-2895
Web site: www.bec.msoe.edu

BEC Contacts

Marc Annacchino, P.E.
Director of the BEC
annacchi@msoe.edu

Julie Schuster
Coordinator of Customer Relations
schuster@msoe.edu

Jeanna Swafford
Customer Relations Associate
swafford@msoe.edu

Doug Maki
Manager, Consortium Outreach
maki@msoe.edu

Julie Knox
Chapter Coordinator
Milwaukee Metro Chapter
knox@msoe.edu

Walter Oakley
Chapter Coordinator
Greater Chicago Area Chapter
oakley@msoe.edu

Dave Hall
Chapter Coordinator
St. Louis Chapter
hall@msoe.edu

Lean Enterprise Training and Implementation Team
WCM Associates "World-Class Manufacturing"
BEC@msoe.edu

Six Sigma Training and Implementation Team
SigMax Solutions LLC
BEC@msoe.edu

Process Simulation Modeling and Analysis Resource Team
Entity Management
BEC@msoe.edu

Project Management Training and Implementation
MSOE Rader School of Business
BEC@msoe.edu

Executive Coaches
Steve Fleming
Larry Rubrich
Richard Ryan
Bob Winter
BEC@msoe.edu

Team Killing 101

By Mattie Watson, BEC Partner

The team members were nervous as the conference room filled with the executives coming to their presentation. Looks of thinly concealed dread etched on their faces were accompanied by pacing and knee bouncing. The good news: they were prepared.

The value stream mapping project had gone predictably. Lots of discussion about what is currently done. Even more debate on what was wasteful in the process. Passionate approaches to eliminating the waste and meeting the defined goal were presented and refined. It was frustrating, slow, scary, different. It was also fantastic. If you have ever participated in a Value Stream Mapping event, you can relate. Everyone in the event knew the process they were looking at was broken. Now they had a proposed future state that had the folks who work in the process excited and eager to get started. They wanted to share their findings and their enthusiasm for the improvements with the leadership team.

The meeting began. An overview of the project was provided so the executives could put the coming information into context. The team provided their current state findings and moved into their recommendations for improvement. Then it happened. "I don't see how this will work." The team froze – literally – at this statement from a senior manager. Then questions came about the validity of the suggestions, the time frame, expected results. Meeting over.

Nothing can kill a team faster than a negative comment from an executive or senior leader –

especially when the comment is made without taking the time to understand the facts. Leaders have the right and an obligation to ask questions and express their opinions. It's what they do and it needs to be done. Unfortunately, I often cringe at how a question is asked or an opinion is stated. It more often comes off as an indictment of incompetence and with that the communication process comes to a screeching halt.

So how does one ask questions or make comments that don't come across negatively? First, start by using "I" statements that don't blame. "I'm confused. Can I ask a clarifying question?" The "I" statement by the executive above judged the ideas as bad – and quickly.

Second, let the team get through all their information before peppering them with detailed questions. The answers to your questions may be coming.

Third, watch your body language, especially facial expressions. A grimace or frown may be interpreted as disagreement rather than your gut kicking up.

Finally, if you have serious concerns about the team's approach, suggestions or findings, speak with the team leader or facilitator privately after the meeting. Arrange a time to meet with the team to ask your questions. Start with "help me understand" rather than "this won't work and here's why." Chances are you still need this team to resolve the issues. Your approach will either keep them positive and motivated or demoralized and defeated.

Bachelor of Science Degree for Working Professionals

By Dr. Steven Bialek, Associate Professor, Program Director, BS Business & Management and Interim Department Chair of the Rader School of Business

Working professionals with an associate degree now have an option to complete their MSOE bachelor's degree in only TWO years. The Rader School of Business has launched a working professional's track in the Bachelor of Science in Management (BSM) program.

For working adults who meet the program's admission requirements, classes can be scheduled two evenings per week and occasionally on Saturdays. Evening classes typically meet Monday and Wednesday, or Tuesday and Thursday. Saturday classes take advantage of the Rader School of Business's Internet-hybrid course delivery with only three or four class meetings required.

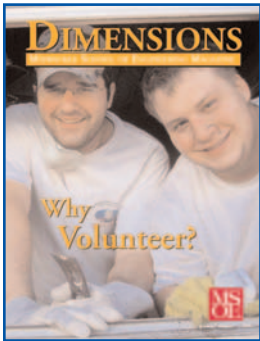
MSOE's Business Excellence Consortium provides a unique opportunity for BSM students to earn credit toward their bachelor's degree. BEC certificates in Project Management, Lean and Six Sigma provide opportunity to earn credit toward the BSM degree.

Visit www.msoe.edu/business to learn more.

August Seminar – Zero Tolerance for Accidents

The BEC has announced the seminar for August: **Zero Tolerance for Accidents**. The seminar, scheduled to take place in four BEC chapters, will focus on safety in the workplace. Some of the topics that will be covered include recognizing behaviors that lead to on-the-job injuries; identifying why it's important to think safe 24/7; and analyzing how organizations can get a return on investment for safety programs. How could you pass up a complementary seminar that can only improve your organization?

Register online at www.msOE.edu/bec/register.php. August is rapidly approaching and we don't want you to miss this opportunity. See our complete [seminar schedule](#) for dates and times near you!



What's Up with MSOE?

Have you ever wondered what Milwaukee School of Engineering is all about? Want to learn more about the students, faculty, staff and alumni? Published twice each year, *Dimensions* magazine is MSOE's primary campus news and feature publication. You can subscribe, too! Simply fill out the subscription request form at bec.msOE.edu/newsletter/dimensions.php.

The BEC turns 4!!

July 1 marked the beginning of the BEC's 5th year of assisting individuals and organizations toward World Class. The BEC started with a handful of organizations and has grown to over 120 members! We continue to offer training, implementation and coaching assistance as we had in the beginning, but have since added topics such as project management, business development, quality and safety. The BEC thanks you for your support and congratulates you on your desire to improve yourself and your business.

BEC Training Classes and Programs

Lean	Leading Change Value Stream Mapping	Quality Engineering Certificate (non-automotive) (7 days) Individual quality classes 8D Problem Solving Advanced Product Quality Planning, Production Part Approval Process & Control Plan Failure Mode & Effects Analysis ISO 9001:2000 – Internal Auditor ISO 9001:2000 – Understanding & Implementation ISO/TS 16949: 2002 Internal Auditor ISO/TS 16949: 2002 Understanding & Implementing Measurement Systems Analysis Mistake Proofing Geometric Dimensioning and Tolerancing Statistical Process Control
Lean Champion Certificate (4 days) Lean Master Facilitator Certification (28 days) Lean Lead Certificate (15 days) Lean Tool Kit (10 days) Lean Associate (3 days)	Master Level Certification Event (Tool is implemented and taught in a structured Kaizen format) Value Stream Mapping 5S/Visual Factory Inventory Kanbans Manufacturing Cells Setup Reduction Total Production Maintenance	Project Management Project Management Associate Certificate (3 days) Project Management Lead Certificate (7 days)
Individual Lean classes Executive Lean Overview - Day 1 Executive Lean Overview - Day 2 Overview of Lean 5S Visual Enterprise Team Building Problem-Solving Tools Advanced Team Building Lean Accounting Error Proofing Inventory Kanbans Process Cells Setup Reduction Total Productive Maintenance 8-D Problem Solving Autonomation Lean Office Kaizen Event Preparation and Facilitation Presentation Skills Leadership Development	Six Sigma Six Sigma Champion (2 days) Six Sigma Yellow Belt (2 days) Six Sigma Green Belt (6 days) Six Sigma Black Belt (10 days) Six Sigma Master Black Belt	Supply Chain Management Lean Supply Chain Management (3 days)
	Individual Six Sigma classes Quality Functional Deployment Lite	
	Safety Safety Champion Certificate Safety Leader Certificate Safety Associate Certificate	
	Quality Quality Engineering Certificate (automotive) (8 days)	

July and August - BEC Schedule

Milwaukee Metro Chapter

July 27	Failure Mode & Effects Analysis	Milwaukee
July 28	Problem Solving - 8D Process	Milwaukee
July 31	Problem-Solving Tools	Milwaukee
Aug. 1	5S/Visual Enterprise	Germantown, Wis.
Aug. 1	Error Proofing	Milwaukee
Aug. 1	Inventory Kanbans	Milwaukee
Aug. 2	Value Stream Mapping	West Bend, Wis.
Aug. 3	Zero Tolerance for Accidents	Oconomowoc, Wis.
Aug. 4	Measurement Systems Analysis	Milwaukee
Aug. 7	Value Stream Mapping	Racine, Wis.
Aug. 8	Value Stream Mapping	Sussex, Wis.
Aug. 15	Process Cells	Germantown, Wis.
Aug. 21	5S/Visual Enterprise Event	Milwaukee
Aug. 25	Mistake Proofing	Milwaukee
Aug. 29	Inventory Kanbans	Germantown, Wis.
Aug. 29	Set-up Reduction	Germantown, Wis.
Aug. 30	Statistical Process Control	Milwaukee
Aug. 31	Advanced Product Quality Planning	Milwaukee
Aug. 31	SIG - Business and Product Development	Milwaukee

Northeast Wisconsin Chapter

July 31	Problem-Solving Tools	Green Bay, Wis.
Aug. 1	Error Proofing	Green Bay, Wis.
Aug. 1	Inventory Kanbans	Green Bay, Wis.
Aug. 2	Value Stream Mapping	Green Bay, Wis.
Aug. 9	Zero Tolerance for Accidents	TBD

Greater Chicago Area Chapter

July 25	Problem Solving - 8D Process	Crystal Lake, Ill.
Aug. 15	Zero Tolerance for Accidents	TBD
Aug. 25	Wiremold Story Seminar	Chicago

Northwest Wis. & Eastern Minn. Chapter

July 19	Problem Solving Tools Champion	Minneapolis
July 20	Lean Champion Certificate	Minneapolis
July 20	Problem Solving Tools - Train the Trainer	Minneapolis
July 31	Problem-Solving Tools	Minneapolis
Aug. 1	Error Proofing	Minneapolis
Aug. 1	Inventory Kanbans	Minneapolis
Aug. 2	Value Stream Mapping	Minneapolis
Aug. 8	Zero Tolerance for Accidents	TBD

Other Chapter

July 19	Problem-Solving Tools	Escanaba, Mich.
July 20	Problem-Solving Tools	Escanaba, Mich.
July 24	Conduct Kaizen Event	DeSoto, Kan.
July 24	Team Building	Bossier City, La.
July 24	Value Stream Mapping	Goldsboro, N.C.
July 25	Leadership Development - Day 1	Bossier City, La.
Aug. 7	Advanced Team Building	Sleepy Eye, Minn.
Aug. 8	Kaizen Event Prep & Facilitation	Sleepy Eye, Minn.
Aug. 9	Leadership Development - Day 1	Sleepy Eye, Minn.
Aug. 10	Leadership Development - Day 2	Sleepy Eye, Minn.
Aug. 11	Leading Change	Sleepy Eye, Minn.
Aug. 11	Presentation Skills	Sleepy Eye, Minn.

Events in red are full.

View the full BEC schedule at bec.msoc.edu/schedule

Fall Schedules Announced!

It's time to gear up for the start of our most popular training programs: Six Sigma, Lean and Project Management. These 3 programs will take place in Milwaukee. We have begun taking registrations for all the programs listed and anticipate the classes filling. We hope to see you there!

Six Sigma – Black Belt for Technical Professionals (10 days)

Sept. 19-21
Nov. 13-15
Dec. 12-14
Jan. 8, 2007

Lean Lead Certificate (15 days)*

Sept. 11-15
Oct. 16-20
Nov. 27-Dec. 1

* The Lean Tool Kit Certificate is also available and runs on the same September and October dates. All classes within the 2 certificates can be taken individually provided the Overview of Lean is taken first (Sept. 11).

Project Management Associate Certificate

(3 days)
Sept. 13, 27 and Oct. 11
Nov. 1, 15, & 29

BEC Welcomes ...

The BEC is excited to welcome the following organizations as new members: **Paper Converting Machine Company** in Green Bay, Wis., has joined the Northeast Wisconsin Chapter; **Hutchinson Technology Inc.** in Hutchinson, Minn., has joined the Northwest Wisconsin & Eastern Minnesota Chapter; **United Airlines** in Chicago has joined the Greater Chicago Area Chapter and **the Barry-Wehmiller Group** in St. Louis has joined the St. Louis Chapter. Welcome to all of you!

