

QUOTE(S) OF THE MONTH FROM ASQ QUALITY :

"IF YOU CAN'T DESCRIBE WHAT YOU ARE DOING AS A PROCESS, YOU DON'T KNOW WHAT YOU'RE DOING."
 W. EDWARDS DEMING

INSIDE THIS ISSUE:

| | |
|----------------------------------|------|
| Program Information | 1,3 |
| Message From The Chair | 2 |
| Training Information | 4 |
| Message from the nominat- | 5 |
| My ASQ | 6 |
| 2023 Meeting Schedule | 7 |
| Scholarship Update | 7 |
| Tours | 7 |
| ASQ Certification Info | |
| ASQ Chapter education | 8 |
| Schedule | |
| Upcoming ASQ events | 9-12 |
| And other information | |

Newsletter Chair

Paul Suffredin

Welcome Back

The September section meetings and senior leadership meetings will be held on-line. **We will host the October meeting in-person. Novembers meeting is tentatively planned as a plant tour. We will keep you posted as to the status of each meeting as soon as possible. Thank you for your patience, understanding, and support.**

The next general meeting will be held on **Thursday September 7th 2023** via: **WebEx Conference Bridge (Webinar)**

Please **REGISTER** on our website: <https://asq-foxvalley.org/meetinginfo.php?id=> Only people who have registered will be sent the meeting link. **Important Notes regarding Registration: It will Close at end of day (midnight), Monday September 4** in order to give section volunteers enough time to prepare.

- The meeting link will be sent to all registrants **after** registration closes. You will **not** receive a link to attend without prior registration.
 - Attendees will earn **0.5 RUs**. **Note: RU letters are issued during on-site meetings and via e-mail, normally the next day for Virtual meetings. If the letter does not arrive the next day. Members should contact us right away and not wait until recertification deadline to request the letters. You must attend a minimum of 50% of the meeting to receive your RU credit.**
 - There is no fee for this meeting.
- Etiquette on the call/during the webinar (Online):**
- If possible, join the meeting using the link so that you can see the presentation.
 - Avoid joining from multiple devices if possible, to avoid taking two conference slots.
 - **Mute** your microphone and remain muted until speaker asks for questions, or you are prompted.
 - **Use the chat window to ask questions.**



Thursday September 7th 2023 program

Log In: 5:45-6:00pm

Presentation:6:00-7:00pm

Presenter : Beatriz (Tiza) M. Pyle, Ph.D.

Topic: The People Side of Change:

Accelerating implementation of new initiatives with greater success .



Letter From The Chair

September 2023

Fox Valley Section 1208 Members,

As we transition from Summer activities and being outside, swimming, fishing, going on vacation to the Fall in-door activities, we need to brace for greater road congestion, higher gas prices, and being in-doors. And it now looks like we may need to brace for another wave of COVID this Fall.

Your Senior Leadership Committee is starting our Fall cycle of: Member Meeting Program planning, Educational offerings, and continuing support for our Scholarship Program.

These efforts need your support—please contact me or Chris Gay if you can help with any of our leadership positions or Committee Functions. We have opportunities that do not absorb large amounts of your time—and they look great on your resume, particularly when you are in Career Transition.

Moving on now to a few points about our Fall Member Program.

Our September Member Meeting will be a discussion about “The People Side Of Change” by Dr. Tiza Pyle. See details in this Newsletter. This is an extremely pertinent topic for all of us involved in creating and driving change in organizations and implementing front-line process improvements. I suspect most of us are involved in these types of projects and efforts.

Our October Member Meeting will likely be our only in-person meeting this Fall. It will be held in Warranville at the Courtyard Banquets. Our speaker will be Michael Villa discussing a Leadership topic.

Then, our November Member Meeting is targeted at being a tour of a quality inspection laboratory for metrology, Made To Measure, located in East Dundee. The plan is for us to meet at a nearby restaurant after this tour to enjoy discussions with our peers and to network.

Finally our December Member Meeting is still open, but currently targeted to be on the topic of Artificial Intelligence.

We hope this type of program will meet or exceed your expectations. And as always we welcome your thoughts, ideas, and feedback—as well as your contributions and help with managing our operations.

See you at our next member meeting on Thursday, September 7th.

Bob Kutter
Chair, Section 1208



The People Side of Change: Accelerating implementation of new initiatives with greater success

Beatriz (Tiza) M. Pyle, Ph.D.

Founder & Managing Director, Your Path to Success, LLC

CEO Emeritus, Pyle Consulting Group, Inc.

Quality initiatives are meant to create positive changes in an organization. However, the implementation of such initiatives can be challenging. And one of the reasons for some of the difficulties during any change implementation is neglecting to address the people side of change. During this presentation, Dr. Tiza Pyle will discuss “the playbook for change,” a process she has developed to address effective ways to deal with resistance to change and accelerate the “in-between” stage between “how we do things here” (the past) and the desired new way of doing business (the future). The engagement of people is a key element for success in any initiative, and a better understanding of transition, the individual response to change, can greatly facilitate success in bringing improvements into any system.

Participants in the program will explore

-
- The predictable stages of transition, the normal individual response to external changes
 - Strategies to overcome resistance to changes
 - Effective ways to best communicate in times of change
 - The key elements of the playbook for change
-

Speaker Biography

Beatriz (Tiza) M. Pyle, Ph.D., brings to her consulting and coaching engagements excellent coaching skills, extensive experience in leadership and team development, and the ability to engage clients in results-oriented approaches. She is the Founder and Managing Director of Your Path to Success, LLC and CEO Emeritus of Pyle Consulting Group, Inc.

During her career, Tiza has worked in various industries, including banking, higher education, and engineering/high technology. Her corporate roles included executive positions in Human Resources, with a focus on leadership and organization development, team effectiveness, and change management.

She is the author of *Fat Hurts: Your Guide to Personal Transformation after WLS*, published in 2016, and *Your Journey of Transformation: A Workbook for a New You*, and *Embracing Life's Challenges: A Story of Change*, both published in 2020. Her new book, *Possibilities: Re-framing Life in Your Later Years with the B.A.S. E. Model for Change™* will be published in the Fall of 2023.

Contact information:

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Workshops, Certificate Programs, and Certification Prep Web Interactive

ASQ Fox Valley Section Web Interactive Exam Preparation Courses

This is still the perfect time to receive customized, flexible, and virtual ASQ Training for your next certification! More and more people are getting ASQ certified in the Fox Valley Section! Now may be a great time to invest in your career development with a flexible Prep Course taught by our own Education Chair, Chuck Gates. Chuck brings over 40 years of experience in various quality management roles, and he teaches Quality Management and ASQ Certification courses to several colleges and businesses in Illinois. Reach out to the Education Chair for more details.

Please review the Training Catalog on our website -<https://www.asq-foxvalley.org> and select the **Education tab for more information regarding the schedule of courses and workshops.**

Web Interactive Courses can be scheduled on flexible dates and times. Participants must purchase the study materials and pay for Certification Exams.

The Fox Valley Section of ASQ welcomes you and anyone interested in volunteering their time, to attend one of our Section Leadership Committee (SLC) meetings. It is during these meetings where decisions and updates are managed for the section. All feedback and participation are appreciated. For more information or if interested in attending a meeting, please contact help@asq-foxvalley.org.

| Date 2023 6:30pm | Location |
|------------------------|----------|
| September 19th | TBD |
| October 17 | TBD |
| November 14 or 21 | TBD |



Pay It Forward or Pay It Back

Recently, several Fox Valley section leadership committee chairs and members left the section leadership committee (SLC) due to relocation, health, or family needs. Those positions must be filled by you, our section members, for us to continue to provide programs and services. Without your involvement and support, we risk having to reduce or drop some of our services and offerings.

This is the time to pay it forward or pay it back to your peers in the section. Without regard to your unique interests, skills, available time, and experience, you can be a member of the SLC. Some roles are member-facing; others work in the background. The necessary tasks require a few hours a month. If you see an opportunity to help us improve existing services or create new ones, you can in this leadership role. We are depending on you for the future of the chapter.

Benefits to you include seeing your ideas become real, learning, networking, working with a great group of people, expanding your resume, and earning recertification units.

A current list of committees and officers is on the [leadership page](#). If you would like to learn more or would like to sit in on a (virtual) leadership committee meeting, please contact Bob Kutter, section chair, at chair@asq-foxvalley.org.



My ASQ

The new myASQ.org site, part of ASQ.org is meant to offer you an area where quality professionals can share items and network with peers. Timely information sharing is a primary goal. There are several parts with a lot of value-added areas of use and interest. I will highlight the main sections and some of the topics that I saw today (3/21/23) that could be useful to many of us.

News and Announcements

- Registration information (certifications, training and examinations)
- News releases
- ASQ awards
- Salary results
- Symposia and conferences
- E-learning opportunities
- Community conferences

Helpful Hints

- Platform updates
- Using blogs more effectively
- Page functionality tips
- MyASQ discussion engagement
- Platform features

Popular Discussions

- Certifications
- PMP acquisition pointers
- Medical devices
- CITI training as CEU's
- Root cause identification
- CQPA handbook
- Business plan submissions

Upcoming Events

Many varied options, near you or worthy of travel (if not remotely offered)

Summary: A lot of items of interest and value await your discovery here. What are you waiting for?

Craig Heinze

Publicity, ASQ Fox Valley Section 1208



2023 Future Meeting Dates and Locations

| DATE | Location | Speaker | Topic |
|--|-----------------------------------|---------------|---|
| Tuesday October 3rd | Courtyard Inn, Warrenville, IL | Michael Vella | Leadership Topic |
| Thursday November 2nd Note day of week change | Plant Tour (tentative) | Tour | Made to Measure (tentative) 302 E Main Street East Dundee, IL |
| Tuesday December 5th | Webinar | TBD | Artificial Intelligence (Tentative) |

Section Scholarship: The time is approaching where the letters for the Richard A. Maass Memorial Scholarship for local high schools and the ASQ Section Scholarship for children and grandchildren of our active members will be sent to the High Schools. Keep watching this spot for more information.

Fox Valley ASQ Section 1208 is looking for opportunities to sponsor Quality Tours

Fox Valley ASQ Section 1208 is looking for opportunities to sponsor Quality Tours. Please contact help@asq-foxvalley.org for more details and assistance to pursue this opportunity.

What are we looking for?

Companies that would like to have 25-30 pairs of Quality eyes visit their operations for networking and dialogue on Quality applications, tactical ideas and new exposure of the great companies in the Fox Valley Area.

What do we need?

Fox Valley Section members that can sponsor a tour at their company or business site.

What is our goal?

Provide a Quality networking and educational event that is a win-win opportunity for both Fox Valley ASQ Section 1208 membership and companies in the Fox Valley Area.

What is our target area?

Most of our section’s members work or live between Elgin to the north, Yorkville in the south, Maywood to the east, and Dekalb to the west. We believe we will get the best turnout for a tour in this area.

What is needed for a tour?

Tours are most productive when there are Quality contacts working at the company to assist with completing the details. It is best if it is an area that doesn’t require extensive safety gear or high security restrictions. New projects, new ventures, new equipment and continuous improvement implementations are great opportunities for Quality feedback and networking exchanges. Early evening tours allow for good participation for our membership who work during the day.

What is the suggested layout of a tour (actual time frame is determined by the companies needs)

- 15 minutes introduction with organizational staff.
 - 45 minutes of guided tour through the areas to be reviewed.
 - 30 minutes for snacks and networking.
- 30-60 minutes of questions and dialogue on quality ideas and suggestions.



UPCOMING CERTIFICATION EXAM DATES

Please check exam dates & deadlines carefully as we will not make exceptions for late applications. All deadlines are at 11:59 p.m. US CST on the date specified.

Computer-Based Testing Dates

ASQ certification examinations are delivered by ASQ's testing partner, Prometric. The examination scheduling instructions in your eligibility letter will direct you to a section of Prometric's website, where you can select and schedule your examination date and location.

DD-MONTH EXAMS

[CQT](#), [CQI](#), [CRE](#), [CFSQA](#), [CMDA](#), [CMQ/](#)
[OE](#), [CSSBB](#), [CSSYB](#), [CSQP](#)

| Testing Window | Application Deadline |
|-----------------------|----------------------|
| November 1 - 30, 2023 | October 8, 2023 |
| January 1 - 31, 2024 | December 10, 2023 |
| March 1 - 31, 2024 | February 11, 2024 |
| | |

EVEN-MONTH EXAMSEVEN-MONTH EXAMS

[CQA](#), [CQE](#), [CQIA](#), [CSQE](#), [CSSGB](#), [CQPA](#), [CCT](#),
[CPGP](#)

| Testing Window | Application Deadline |
|------------------------|----------------------|
| *October 1 - 31, 2023 | September 10, 2023 |
| *December 1 - 31, 2023 | November 5, 2023 |
| February 1 - 29, 2024 | January 7, 2024 |
| | |

* The [new CPGP BoK](#) will be tested in the October 2023 window

*The [new CSQE BoK](#) will be tested in the December 2023 window

Contact our Education Chairperson –Charles Gates for training classes. Please review the Training Catalog on our website -<https://www.asq-foxvalley.org> select education tab

**Save the Date for our first
in-person meeting for
2023-2024 meeting year.**

It will be held at the –

Courtyard Banquets

3 South 200 Route 59

Warrenville,il 60535

Speaker will be : Michael Vella

**Please fill out your survey to help us plan
future meetings.**



I thought this was an interesting article I found in
“Plastic News”.

PERSPECTIVE

How will boomers exiting the workforce impact business?

With the skilled workforce of baby boomers leaving the manufacturing industry, there is a knowledge gap that is not being handed down but instead replaced with newer technologies such as 3D printers and computer-aided design.

The next generation is less likely to be involved in tool and die machine shop manufacturing, which involves understanding cutting tools, metallurgy, speeds and feeds, setting up CNC, and running fabrication equipment. Fortunately, 3D printing has come along, and the computer-aided design functionality is now part of engineering courses at schools, making it more accessible to younger generations. However, the skills of machinists are not as broad as they used to be, which is a problem for tool and die and mold makers.

While there are advanced manufacturing programs at

community colleges and vocational schools that teach the fundamentals of being a machinist, the employer has to do the rest. According to the National Tooling and Machining Association, the skills gap is a significant concern for the industry, and it is estimated that 3.5 million manufacturing jobs will be available by 2025, but only 1.5 million workers will be qualified to fill them.

The need to have people coming up through the ranks getting trained is essential to have a deeper bench. The pay rates have also changed a lot due to the rising cost of manufacturing.

Can we still engage boomers as consultants once they retire and age out? Firsthand experience suggests it is difficult. An employee who retired at 70 tried to teach a class at the local vocational school but found that the students weren't inter-

ested and didn't have enough math proficiency. With boomers aging out, there will be a lag time for younger workers to catch up. An article by *Forbes* reinforces this situation, suggesting that younger workers may not be interested in working with older consultants, and the older workers themselves may be reluctant to work in a consulting role.

Businesses need to assess whether this will have a short-term or long-term economic impact. Small manufacturing companies will be disproportionately affected. Fewer people want the headaches of owning and running businesses and the broad technical requirements of running a business in manufacturing.

The manufacturing industry must find ways to replace the knowledge and skills that will be lost and encourage younger generations to become involved



PAUL K. STECK is the president of Exothermic Molding Inc. in Kenilworth, N.J., a third-generation family-owned specialty plastics molding company.

in hands-on tool and die machine shop manufacturing to ensure there is no lag time in the skill levels of the workforce.

In the near future, new technologies will not completely supplant traditional legacy ones. The lack of a skilled workforce is a problem that must be addressed to keep manufacturing businesses running smoothly,

especially small manufacturing companies.



With the crazy weather we are having, here is a map of all the counties in Illinois. So you know where you are when a storm warning is sent out.





Fun Fact (as Sheldon Cooper would say from the Bing Bang Theory): Watch for the upcoming Eclipse's.

