

Network Connections

A Quarterly Newsletter
of the FPSA Networks

Fall 2022

IN THIS ISSUE • • •

Message from Networks
Leadership Chair • • • • • 1

Network Updates • • • • 2-5



Join FPSA Networks Today!

Are you looking for professional and personal growth? Are you looking for a way to contribute to the food and beverage industry? Are you looking to connect with like-minded peers? Then join FPSA's Networks. The Networks allows for cross-collaboration on crucial topics critical to FPSA's Councils (Bakery, Beverage, Dairy, Meat, Prepared Foods, and Pet Food) that are technically (food safety, packaging, technology) and socially (gender balance, future workforce) based issues.

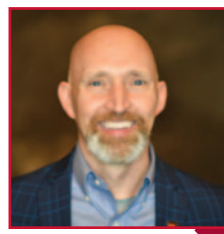
[Click here](#) to sign up for one of the FPSA Networks



A Message from the Networks Leadership Chairperson, Matt Hartman

I recently moderated a panel at the 2022 FPSA Fall Sales Conference. This panel featured Alex Chausovsky, among other members addressing sales strategy in this uniquely volatile economy. Alex is an economist with Miller Resource Group. He looked at the audience and point blank said, *"Even if there is a recession in 2023, unless it's an unexpectedly severe one, there will still likely be more job openings than people actively looking for work."*

Yes, Alex actually said that. Even in a recession, the US economy will be so good, that most likely, there will be more job openings than people in the job market. Captain obvious here, but it is easier to retain than to train. As employers, we have to change the dynamic. Humans are pack animals. We seek connections with others. There is strength in numbers. In reality, the lone wolf is a wolf that has been ostracized from the pack. Those ostracized from the pack, die alone.



Matt Hartman

How do we make the pack stronger? How do we make the pack resilient? How do we retain our pack?

As leaders in our industry, our primary focus is to hire, train and retain leaders. Our growth will always be fundamentally limited to the rate at which you can create these new leaders.

Continued on page 2

A Message from the Networks Leadership Chairperson, Matt Hartman [cont]

Article continued from page 1

Did you ever see the Army advertisement with the messaging, "Dynamic company, growing fast, looking to hire a Lt Colonel, 50% travel, combat experience desirable."?

We have to get reallllly good at hiring, training and retaining leaders.

Where do you start? Being vulnerable. Let your staff know they are a valuable part of the organization, i.e. an important part of the pack. Second, give them places to lead inside and outside the organization. Let them make connections. Let them be a part of leading the future of our industry.

Let me just say what all of you are thinking, "But Matt, why would I let them lead and make connections when they will just find somewhere else to work?"

My reply, is yes, that could happen. Of course. Yes, they might find a job somewhere else as they build their connections. Yes, they might find a job where they can grow as a leader. But one thing is for certain, they will surely leave if you don't let them build their connections and grow as a leader within your organization.

At the FPSA Networks, from technology to the advancement of women, there are many programs and efforts underway that your up-and-coming leaders can contribute to if you give them a chance. Give them the chance. Let them lead. Let them make industry connections. Your company will certainly be the better for it.

Just look at our new Network leaders. Their backgrounds and experience inspire me and say we are doing the right things for the FPSA member organizations and the industry.

I hope they remind you ... of you.

Good Hunting!
Matt Hartman

Networks Updates



Vice-Chair: Chuck Sena, *Axis Automation*

Food Safety Network Update



Meet the new Vice Chair of the Food Safety Network, Chuck Sena of Axis Automation:

For more than 30 years, Chuck Sena has been providing product handling, packaging machinery, and process equipment solutions to the food industry. Chuck joined AXIS Automation, LLC in 2020 and serves as Director of Sales and Marketing. Since graduating from Luther College, Chuck has been closely involved with food safety issues, including product inspection and contaminant detection, product labeling and coding, tamper-evident packaging, and hygienic equipment design. In his current role, Chuck directs the AXIS sales

and marketing efforts while also guiding the AXIS Product Development Team regarding hygienic design and food safety issues that are important to AXIS' customers.

Throughout the year, the Food Safety Network meets on a monthly basis (third Thursday of each month). The Network continues to support the promotion of #FoodSafetyFridays by FPSA. On September 6th, the Network released a **podcast on sesame seed allergen regulations** impacting the baking industry. Additionally, the Network is focusing on various areas of interest to develop and curate content for the industry, including:

- Understanding the alphabet soup of regulatory agencies and where to get started as a small food producer
- Plant Food Safety

Food Safety Network Update



Chair: Denise Klaren, *Glen Dimplex Thermal Solutions*
Vice-Chair: Kelvin Binns, *WIPOTEC-OCS Inc.*

Packaging Network Update



Meet the new Vice Chair of the Packaging Network, Kelvin Binns of WIPOTEC-OCS:

Kelvin, originally from Louisiana by way of Texas, is the Director of Sales for the CPG Division of Wipotec North America. He has spent over a decade in the CPG industry holding various titles in sales ranging from a single contributor to a servant leader of people. Some of the companies he has worked for include Mondelez International & Hershey prior to taking on his current role at Wipotec. His passion for developing others is at the core of his strengths.

The Packaging Network also meets on a regular basis (third Tuesday of the month). The Packaging Network supports the promotion of #UnPack Wednesdays by FPSA. This year, the Network is producing a series of sustainability success stories in the packaging industry with the goal of highlighting achievements in this field. Additionally, the Network is focusing on various areas of interest to create content for the industry, including:

- Traceability
- Helping small food manufacturers get started in the industry.



Chair: Tim Barthel, *Cybertrol*
Vice-Chair: Brian Krumsee, *Handtmann*

Technology Network Update



Meet the new Vice Chair of the Technology Network, Brian Krumsee of Handtmann:

Brian is the Western Regional Sales Manager at Handtmann Inc. With his passion for food technology, innovation, and quality, Brian assists food manufacturers to achieve their production goals, not just as a buyer/vendor relationship but as a continuous improvement partner. Since joining Handtmann in 2016, he has supported regional customers and key accounts in the food processing industry. Before joining Handtmann, Brian worked in the Chicagoland area as a B2B supplier of industrial cutting equipment for 7+ years.

Throughout 2022, the Technology Network meets every month as needed to address ongoing projects. The Network assists FPSA with promoting #TechnologyTuesdays on social media channels. This past summer, the Network released a second technote on secure remote access titled ***"Bridging the Information Gap - Utilizing a DMZ."*** The Network plans to release a third technote on secure remote access in mid to late October. Additionally, the Network is focusing on various areas of interest to generate helpful content for the industry, including:

- Cross-training technical staff on sales
- IT/OT Convergence
- Industry 4.0

Networks Updates



Chair: Cara Godack, *Rome Grinding Solutions*
Vice-Chair: Kendra Consiglio, *Weber*

Women's Alliance Network Update

Meet the new Chair and Vice Chair of the Women's Alliance Network, Cara Godack of Rome Grinding Solutions, and Kendra Consiglio of Weber, Inc:



Cara Godack has been a member of the FPSA and the WAN for 4 years and has been in the Food and Beverage Industry for 6 years. As the Director of Business Development for Rome Grinding Solutions, she orchestrates strategic planning for sales and marketing, executes marketing tactics, and helps to grow areas of new business within the food industry. She holds a bachelor's degree from Washington College in Clinical Psychology and Biology and attended Johns Hopkins University for her Master's in Public Health.



Kendra Consiglio, MBA-HRM, SHRM-CP, has been with Weber, Inc. for the past 9 years and is currently the Director of Human Resources. As the HR subject matter expert for the United States and Canada, her expertise is in operational and strategic HR practices. Overseeing all aspects of human resources management, she establishes and develops Human Resource effectiveness, cultural development, and initiatives that address company goals and strategies to support rapid business growth. Before joining Weber in 2013, Kendra worked at Providence Medical Center and Cascade Health Services in the healthcare field.

This year, the Women's Alliance Executive Committee meets every six weeks. The Network continues to support the promotion of #WAN #Food4Thought Mondays by FPSA. On August 25th, the Network's Professional Development Committee held a webinar titled **"Re-Energizing Your Strategic Planning Process,"** led by Abby Donnelly, CEO Coach and owner of **The Leadership & Legacy Group**.



The Women's Alliance would like to remind everyone that FPSA provides all members an opportunity to become a mentor or work with a mentor to nurture personal and professional growth through the Mentor Circle Program. All 2022 Mentor and Mentee Meet-n-Greets will be held in October, November, and December. *Help us recruit volunteers!* **Download the Mentor Circle Flyer**. The deadline to sign-up to be a **MENTEE** and/or **MENTOR** is **October 31st, 2022**.

During the FPSA Sales Conference in September, the Women's Alliance also held a fun event at Pete's Dueling Piano Bar in Rosemont, Illinois.

Lastly, The Book Club continues to meet regularly this year, and their upcoming event and book include:

**Wednesday, December 7th
at 10:30 am CT**
Book Club Meeting on
The Ideal Team Player

REGISTER ONLINE HERE





Chair: Len Roche, *Seiberling, a Haskell Company*
Vice-Chair: Nicole Chestnut, *Rome Grinding Solutions*

Young Professionals Group Update

Meet the new Vice Chair of the Young Professionals Group, Nicole Chestnut of Rome Grinding Solutions:

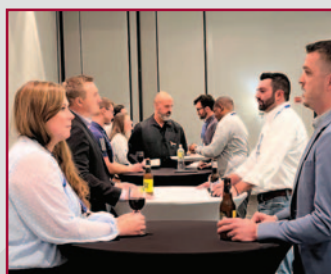


Nicole Chestnut, the Vice President of Operations at Rome Grinding Solutions, has been an active member of the FPSA for 4 years. She first started her career in the Food and Beverage industry at Rome in 2014 and has served in a multitude of roles within the company, including Receptionist, Customer Service Representative, Customer Service Manager, Strategic Sourcing and Production Analyst, and Production Systems Analyst. Nicole holds a bachelor's degree in Psychology and Sociology from Central College in Pella, IA, and has vast training in ERP Management, leadership, sourcing, and customer service. In 2019, Nicole was awarded the Red Circle Honor as the Rising Star in the Food and Beverage Industry from the FPSA. In

addition to her YPG Activities, Nicole also currently serves on the Women's Alliance Network Executive Council and leads the book club.

On June 23rd, the Young Professionals Group held an Open House where they discussed a variety of topics for working professionals.

One topic proposed during the Open House was the need for financial advice for young working professionals. From this simple suggestion, the FPSA Financial Wellness Program was launched. This exclusive program, developed by Truist Momentum, offers employees of FPSA member companies the tools and education to build confidence in their financial future. This program succeeds by focusing on what matters most to people—their values—instead of just their money. Additionally, it shows how economic confidence can help them to become more productive employees and spend more time doing what they love and less time worrying about money. The program includes several components designed to inspire, educate, and equip your people to gain financial confidence. This program could become a significant employee benefit. **Join us on Wednesday, October 19th, at 2 pm ET** for our webinar to learn more about this program and how you can become a financial hero to your company.



Participants during the YPG Speed Networking Reception at the FPSA Sales Conference. (Pictured above)

Proven financial education program

We'll help your employees to...

Pillar 1 ESTABLISH an emergency savings account	Pillar 2 ORGANIZE and automate their finances	Pillar 3 BRIEFcase financial goals and dreams	Pillar 4 TAKE CARE of Your 401k
Pillar 5 RAISE the bar on their credit score	Pillar 6 OWN the heart of healthy retirement	Pillar 7 MANAGE their money-making machine	Pillar 8 GET motivated to giving back

Ignite

...In the following ways

- Interactive financial wellness program**
- Self directed learning**
 - Holistic Financial Education
 - Automated Budgeting Tools
 - Free Credit Score Training
 - 1:1 Financial Coaching
- Instructor led training**
 - Real time streaming
 - Classroom training
 - Webinar
- Hard copy materials**
 - Books & workbooks
 - Audio books

Truist Momentum

On October 25th - 26th, the FPSA will hold its first-ever Food Industry Career Fair at Illinois Tech in partnership with Illinois Tech's Food Science and Nutrition Department. The Young Professionals Network hopes this event will expand its reach with students via student membership, mentorship opportunities, and more. As a leading research university, Illinois Tech offers a tech-focused, hands-on, relevant, and rigorous curriculum—paired with real-world, team-based projects—that prepare its students and alums to be valuable members of your team. Come to Illinois Tech to hire some of the most talented domestic and international candidates from a wide range of majors, such as food science, computer programming, engineering, and business, for your company's experiential learning opportunities (internships and co-ops) and



Article continued from page 5

full-time employment. The Food Industry Career Fair will be held over two days from October 25th – 26th.

Employers REGISTER TODAY on Handshake.

Additionally, the Network is focusing on various areas of interest to develop content for the industry, including:

- Career Development, including volume 2 of the Career Booklet.
- Communications Across Generations

**FPSA ANNUAL
CONFERENCE
MARCH 7-9, 2023
LOEWS VENTANA
CANYON RESORT
TUCSON, AZ**

**SAVE
THE
DATE**

**WHERE
LEADERS
MEET**



Network Connections

A Quarterly Newsletter
of the FPSA Networks • Fall 2022

