

Planning for Career Success in Packaging – There is a Map!

Pack Expo Chicago October 2018



Mission Statement

The Institute of Packaging Professionals is dedicated to creating networking and educational opportunities that help Packaging Professionals succeed

Vision

The Institute of Packaging Professionals will be the central unifying force in Packaging for the benefit of its members, the packaging community and society

Packaging Executive Council

The Packaging Executive Council (PEC) of the Institute of Packaging Professionals has been established to bring together industry leaders from across the Packaging Community to provide a networking forum for its membership and for the Council to provide recommendations to the IoPP regarding professional development based on their perspective of industry trends and the business challenges facing the industry

Who was Represented?

Curtis Babb, Director Packaging Materials and Development - **MillerCoors**

Scott Biondich, Director Sparkling Packaging Dev -**The Coca-Cola Company**

Dave Carlstrom ,VP Global Packaging Innovation & Design - **Clorox**

Jane Chase, Sr. Director Pkging Innov and R&D - **The Schwan Food Company**

John Delfausse VP Global Pkg Dev, Chief Environmental Officer - **Estee Lauder**

Pat Farrey, Executive Director – **Institute of Packaging Professionals**

Ron Jungmann, Director Packaging Engineering - **Ecolab, Inc.**

Tim Mlsna, Director Packaging - **Boston Scientific**

Arno Melchior, Global Packaging Director - **Reckitt Benckiser**

Kathy Myers, Global Packaging Director - **Cooper Vision**

Michael Okoroafor, Vice President of Packaging, R&D and Innovation - **HJ Heinz**

Perfecto Perales, Sr. Director of Packaging - **Kraft**

Kevin Twohy, Director Packaging Engineering - **3M**

Robert Weick, Vice President Pkg Research, Quality & Innov - **ConAgra Foods**

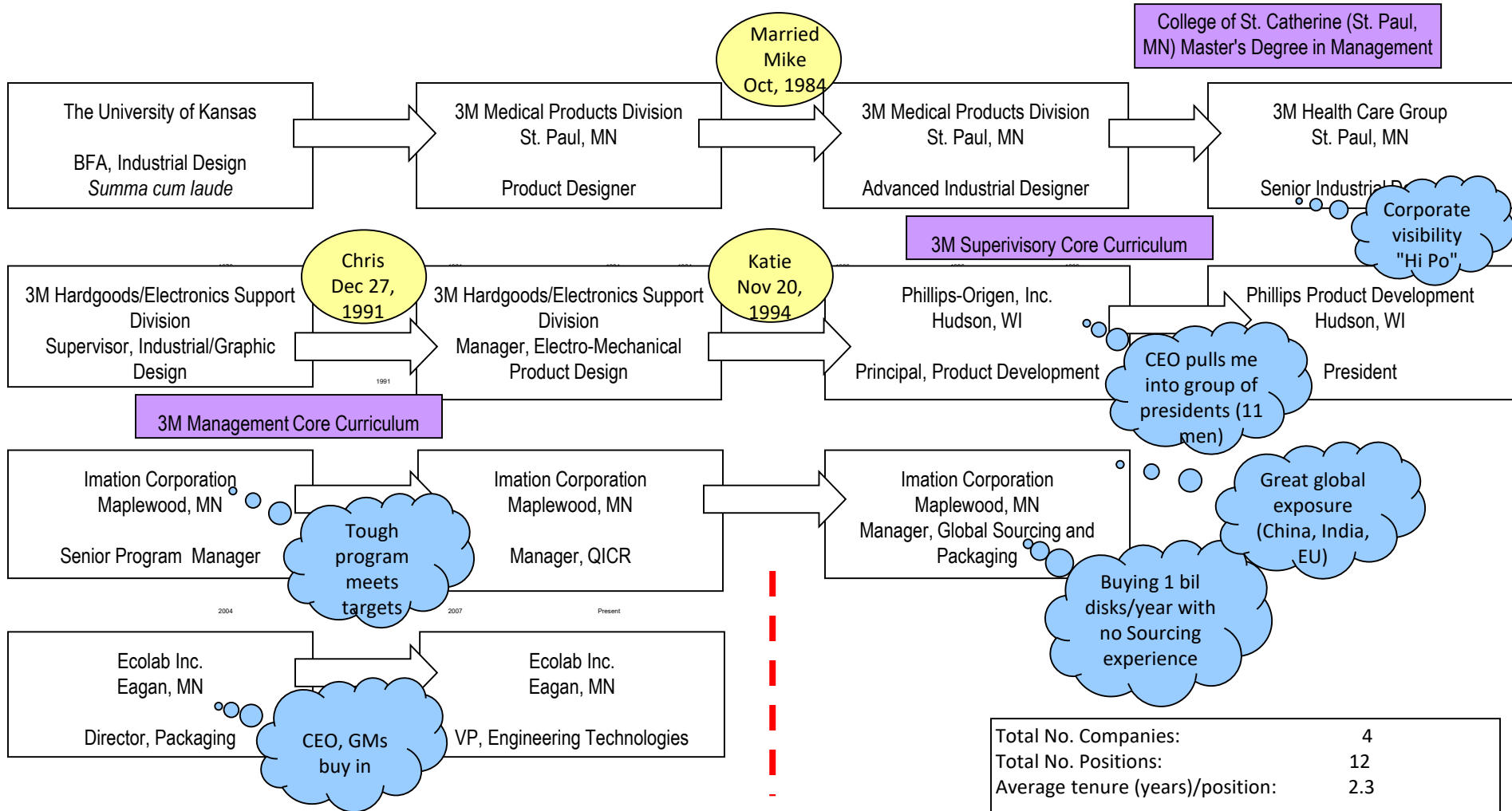
Toby Wingfield, Director of Global Packaging - **Chiquita Brands International**

What They Accomplished

- Packaging Education Scholarship Fund (PESF)
- Salary Survey
- On Line Fundamentals of Packaging
 - Development Partners
- Professional Development
 - Career Mapping

What is Career Mapping?

- Personal development tool to plan for the future
 - Where do I want to be?
 - What skill sets do I need to get to where I want to go?
 - How do I go about attaining these skills?
 - How do I communicate/demonstrate those skills to those who need to know?
- Turned around by the PEC – What have we learned that we can share?



The University of Kansas
BFA, Industrial Design
Summa cum laude

3M Medical Products Division
St. Paul, MN
Product Designer

3M Medical Products Division
St. Paul, MN
Advanced Industrial Designer

3M Health Care Group
St. Paul, MN
Senior Industrial Designer

3M Hardgoods/Electronics Support
Division
Supervisor, Industrial/Graphic
Design

3M Hardgoods/Electronics Support
Division
Manager, Electro-Mechanical
Product Design

Phillips-Origen, Inc.
Hudson, WI
Principal, Product Development

Phillips Product Development
Hudson, WI
President

Imation Corporation
Maplewood, MN
Senior Program Manager

Imation Corporation
Maplewood, MN
Manager, QICR

Imation Corporation
Maplewood, MN
Manager, Global Sourcing and
Packaging

Ecolab Inc.
Eagan, MN
Director, Packaging

Ecolab Inc.
Eagan, MN
VP, Engineering Technologies

Total No. Companies:	4
Total No. Positions:	12
Average tenure (years)/position:	2.3

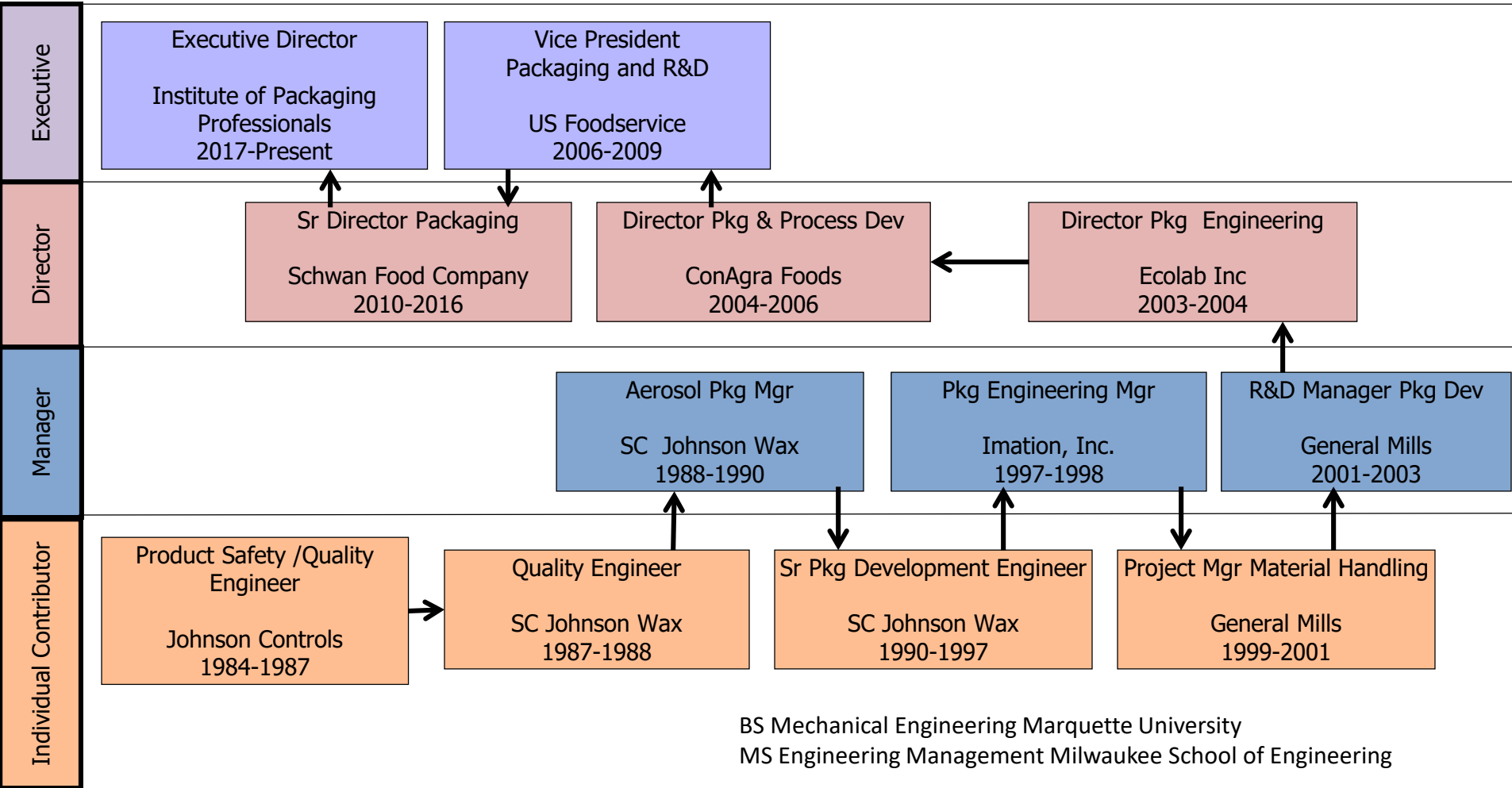
COMPETENCIES

CAREER EXPERIENCE

EXPERIENCES

<p>Executive</p>	<p>Refine -Managing Vision Purpose, Strategic Agility</p>	<p>(10) (11)</p> <p>Sr. Director RDQ Strategy/GTK 2007-2008</p> <p>Sr. Director RDQ Pkg Research 2008-Present</p>	<p>Scope/Strategic Leadership -Lead Pkg Research in Shared service role -Influencing the strategy and direction for Pkg across company</p> <p>Influencing w/o Formal Authority -Lead GTQ Strategic Plan process and IP Steering team</p>
<p>Director</p>	<p>Stretch -Comfort around higher management on global team, dealing with ambiguity/complexity</p>	<p>(9) Director R&D LA Dry Mix and Grocery 2006-07</p> <p>(9) Director R&D LA Bev/Desserts 2004-2006</p> <p>(8) Associate Director RDQ Kraft Mexico 2001-2003</p> <p>(8) Director OTP Kraft Mexico 2003-2004</p>	<p>(9) Global -Represent LA region on Global Beverage team</p> <p>(8) Scope (Complexity) -Lead remote teams and multi country organization -Complex portfolio of products</p> <p>(7) Expatriate Assignment & Size -Assignment in Mexico City</p>
<p>Manager</p>	<p>Test, Confirm, Grow Priority setting, building effective teams, timely decision making, decision quality</p>	<p>(6) Section Manager Spoonables Productivity 1999-2001</p> <p>(5) Section Manager KCD Pkg 1998-1999</p> <p>(4) Group Leader-Pkg Naturals and Process Cheese Pkg 1996-1998</p> <p>Operations Mgr-P&G 1986-1991</p>	<p>(6) Cross Functional Moves -Cross functional move to Product Development/from Ops to R&D</p> <p>(5) Managing Risk -Assessing and managing quality risk and communicating with business leads</p> <p>(4) Directing Others -Priority setting and building effective teams</p>
<p>Individual Contributor</p>	<p>Learn Fundamentals -Functional technical skills, Drive for results, Organizing</p>	<p>(3) Sr. Research Engineer KCD Pkg 1994-1996</p> <p>(2) Research Engineer Process Cheese Pkg 1993-1994</p> <p>(1) Engineer II-Pkg Cheese Dairy 1991-1993</p>	<p>(3) Technical Innovation/Technical Depth -Process cheese Pkg depth-global IWS team</p> <p>(2) Organizing -Learned Kraft Packaging Development Process -Developed strong commercialization expertise through multiple projects through s/u</p> <p>(1) Drive for Results -Cross functional team role as primary contact for Marketing & Operations</p>

Career Experience – Jane Chase



What Did We Learn?

- Average Years of Experience
 - 27.5 years
- Non Traditional Packaging Degrees
 - 75% (8/12)
- Advanced Degrees
 - 42% (5/12)

What Did We Learn?

- Average Number of Organizations
 - 4
- Average Number of Positions/Roles
 - 11
- Average Tenure in Position
 - 2.5 years
- Accepted Lateral Assignments
 - 100% (12 of 12)
- Crossed Back over the Line
 - 50% (6 of 12)

Successful Packaging Leaders

- Open to New Opportunities
- Willing to take on new challenges
- Not afraid to move laterally to gain new skills
- Believe that Big Risks yield Big Rewards
- Continual Learners
- Heavily Invested in Networking

Remember

There's no one right destination

There are lots of ways to get there

But...

The most direct route is always found with a roadmap

Thoughts? Questions?

Thank You!

Jane Chase CPP, Fellow
Executive Director
Institute of Packaging Professionals
jchase@iopp.org