NEXT-GEN DISTRIBUTION TALENT DEVELOPMENT

INDUSTRY PARTNERSHIP GUIDE

TALENT RECRUITMENT
- INTERNSHIP / FULL TIME
- CAREER FAIRS
- JOB POSTING
- UNIVERSITY ENGAGEMENT

TALENT DEVELOPMENT
- PROFESSIONAL EDUCATION CERTIFICATES
- CUSTOM PROGRAMS
- GRADUATE PROGRAMS

ORGANIZATIONAL DEVELOPMENT
- CONSORTIA
- TALENT INCUBATOR
- RESEARCH PROJECTS
- PROFESSIONAL SERVICES
- TALENT DEVELOPMENT COUNCIL

PROFESSIONAL DEVELOPMENT SHORT COURSES

<table>
<thead>
<tr>
<th>COURSE TYPE</th>
<th>SHORT COURSE</th>
<th>DURATION</th>
<th>COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>SALES PROGRAMS</td>
<td>PROFESSIONAL SALES CERTIFICATE: VALUE BASED PROCESS DEVELOPMENT</td>
<td>2.5 Days</td>
<td>$3,000</td>
</tr>
<tr>
<td></td>
<td>ADVANCED SALES MANAGEMENT CERTIFICATE</td>
<td>2.5 Days</td>
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<tr>
<td>MANAGEMENT / LEADERSHIP PROGRAMS</td>
<td>EXECUTIVE SESSION ON DISTRIBUTOR COMPETITIVE ADVANTAGE</td>
<td>3 Days</td>
<td>$4,000</td>
</tr>
<tr>
<td>FUNCTIONAL PROGRAMS</td>
<td>INTENSIVE INVENTORY MANAGEMENT CERTIFICATE</td>
<td>4 Days</td>
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<tr>
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<td>DISTRIBUTION HUMAN CAPITAL DEVELOPMENT</td>
<td>2 Days</td>
<td>$2,750</td>
</tr>
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<td></td>
<td>DISTRIBUTION BUSINESS ANALYTICS</td>
<td>2 Days</td>
<td>$2,200</td>
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U.S. LABOR FORCE

- Millennials (1981-1996) - 34%
- Gen X (1965-1980) - 35%
- Gen Z (1997+) - 9%
- Boomers (1946-1964) - 29%
- Silent (1920-1945) - 2%

Source: Pew Research

Talent Management:
- Establish Expectations
- Create Individualized Development Program
- Engagement Focused Coaching
- Create Accountability

INTERNSHIPS
- Pre-hire
- Year 1-2
- Year 3-4
- Year 5-6
- Year 7-8

OUTSOURCE
- Internal
- Outsource
- Outsource + Guided

EXPERIENCE MODALITY
- Rotational Project-based
- Structured

DEVELOPMENT PROGRAM
- Products
- Systems
- Process

INDIVIDUAL CONTRIBUTOR / SPECIALIST

MANAGEMENT / LEADERSHIP PROFESSIONALS

PROJECT IMPLEMENTATION

Next Generation
- Gen X (1965-1980)
- Gen Z (1997+)

For more information and registration, please visit READCENTER.TAMU.EDU

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UNDERGRADUATE PROGRAM
EDUCATING FUTURE EMPLOYEES

★ Largest & Highly Recognized ID Program in the U.S.
★ 60+ Years of Excellence in Distribution Education
★ Interdisciplinary Degree in Business & Engineering
★ 1,000+ Enrolled Students
★ Approx. 250-300 graduates per year

PROFESSIONAL DEVELOPMENT
ENABLING MANAGERS & PROFESSIONALS

OPEN ENROLLMENT PROGRAMS
Optimizing Distributor Profitability 1.5 Days
Pricing Optimization 1.5 Days
Advanced Sales Management 2.5 Days
 Executive Session on Distributor Competitive Advantage 3 Days
 Intensive Inventory Management 4 Days

NAW / TAMU PROGRAMS
Certificate in Distribution 4.5 Days
Session 1: Optimizing Distributor Profitability
Session 2: Pricing and Managing Growth
Session 3: Distributor Complexity and Development
Micro Degree: Leading Change Innovation and Accelerating Implementation

GUARDIAN PROGRAMS

APPLIED RESEARCH
CREATING COMPETITIVE ADVANTAGE

THOMAS & JOAN READ CENTER FOR DISTRIBUTION RESEARCH & EDUCATION

★ Faculty Fellows Program
★ Ph.D Student Research
★ Publications – Advancing the Knowledge Base

UNDERGRADUATE PROGRAM
Educating Future Employees

APPLIED RESEARCH
Creating Competitive Advantage

TRAINING FUTURE LEADERS

PROFESSIONAL DEVELOPMENT
Enabling Distribution Management

KNOWLEDGE DISSEMINATION

GRADUATE PROGRAM
Developing Distribution Leaders

MASTER OF INDUSTRIAL DISTRIBUTION
Largest Distance Education Program at Texas A&M

LEADERS IN DISTRIBUTION
G2-OUTLOOK BY INDUSTRY
PART-TIME 4-SEMESTERS
GLOBAL CLASS & PROJECT
MOBILE LEARNING
PYRAMID NETWORK

AWARDS
★ 21st Century Best Practice Learning from the United States Distance Learning Association (USDLA)
★ Outstanding Commitment to Excellence and Innovation award from TxDLA (Texas Distance Learning Association)

FOR INFORMATION ON GLOBAL SUPPLY CHAIN LABORATORY:
Dr. Barry Lawrence
Phone: 979.845.3483  E-mail: barry.lawrence@tamu.edu

FOR INFORMATION ON UNDERGRADUATE RECRUITMENT:
Mr. Mark Lorenzo, MID ’12
DISTRIBUTION INFORMATION:

FOR INFORMATION ON GLOBAL SUPPLY CHAIN DISTRIBUTION INFORMATION:
Mr. Mark Lorenzo, MID ’12
Phone: 979.845.3483  E-mail: mlorenzo@tamu.edu

For more information, please visit http://supplychain.tamu.edu
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PROJECT IMPLEMENTATION

U.S. LABOR FORCE

Source: Pew Research

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INDUSTRIAL DISTRIBUTION PROGRAM
TEXAS A&M UNIVERSITY

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