

# boom!

Survey 2023 | The Results

Next Generation  
Supply Chain Talent

With thanks to



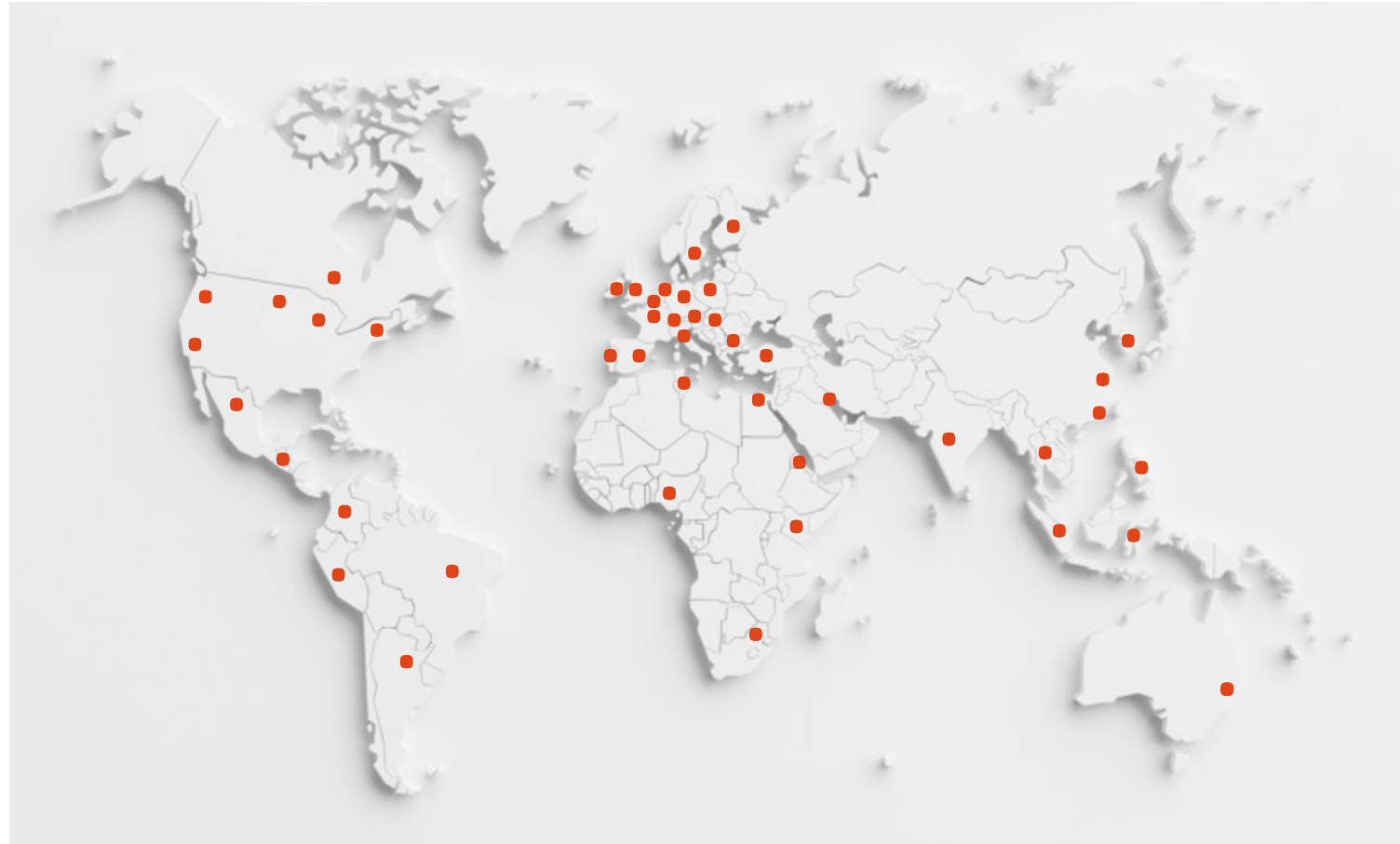
KNOW SOONER. ACT FASTER.

# boom! | The Global Community for Women in Supply Chain

Hundreds of members across 47 countries

## Functional roles

- Distribution
- Logistics
- Manufacturing
- Network design
- Planning
- Procurement
- Quality
- SC HR
- SC IT
- Sourcing
- Strategy
- Sustainability

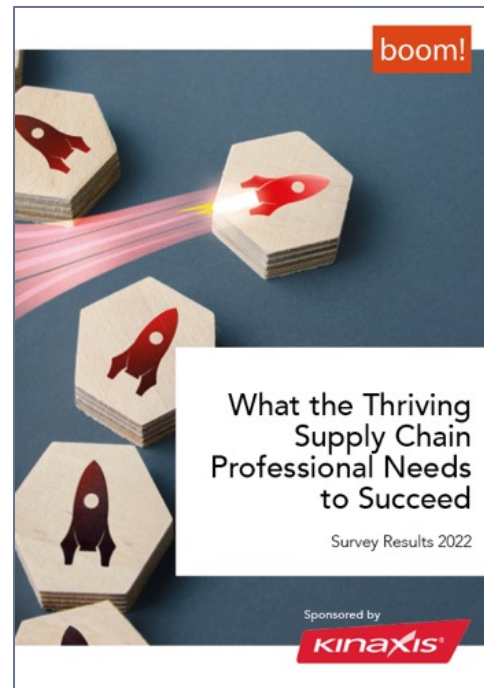
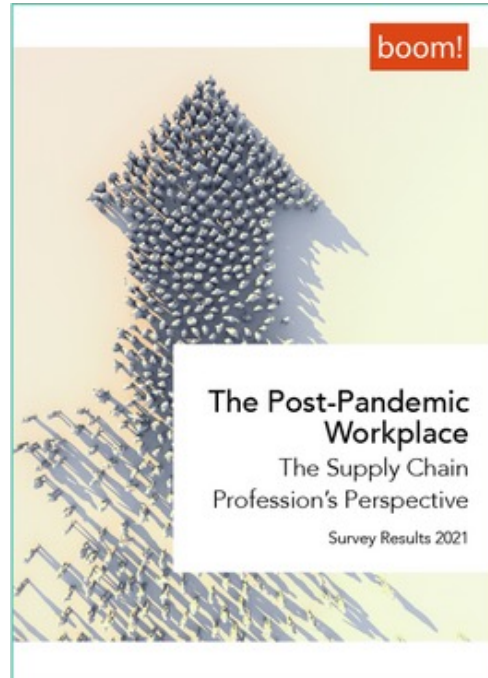
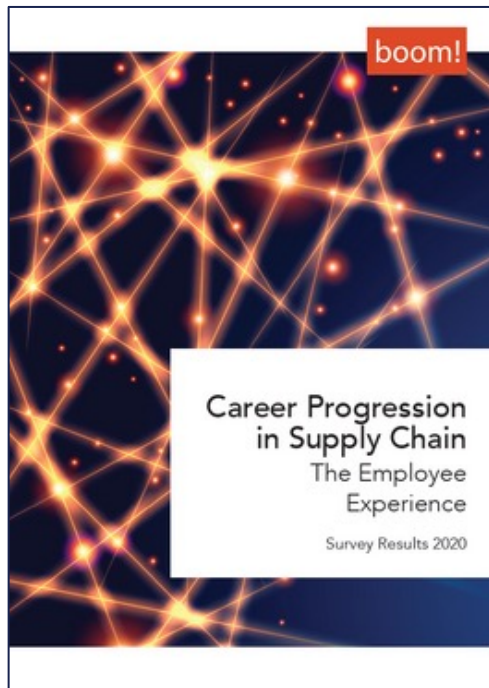


## Industry sectors

- Chemicals
- Consumer Products
- Fashion & luxury goods
- Food & beverages
- Industrial
- Healthcare
- Hi-tech
- Paper & packaging
- Pharmaceuticals
- Retail
- Transportation
- Utilities & energy

From individual contributors to board-level leaders

# Tracking people-focused trends in the supply chain profession



# TODAY'S PANEL



**Jake  
Dean**

Director  
Grainger Center  
for Supply Chain  
Management



**Polly Mitchell-  
Guthrie**

VP of Industry  
Outreach &  
Thought Leadership  
Kinaxis



**Beth  
Morgan**

Founder & CEO  
boom! Global  
Network



**Philip  
Roe**

President  
Logistics UK



**Melanie  
Salter**

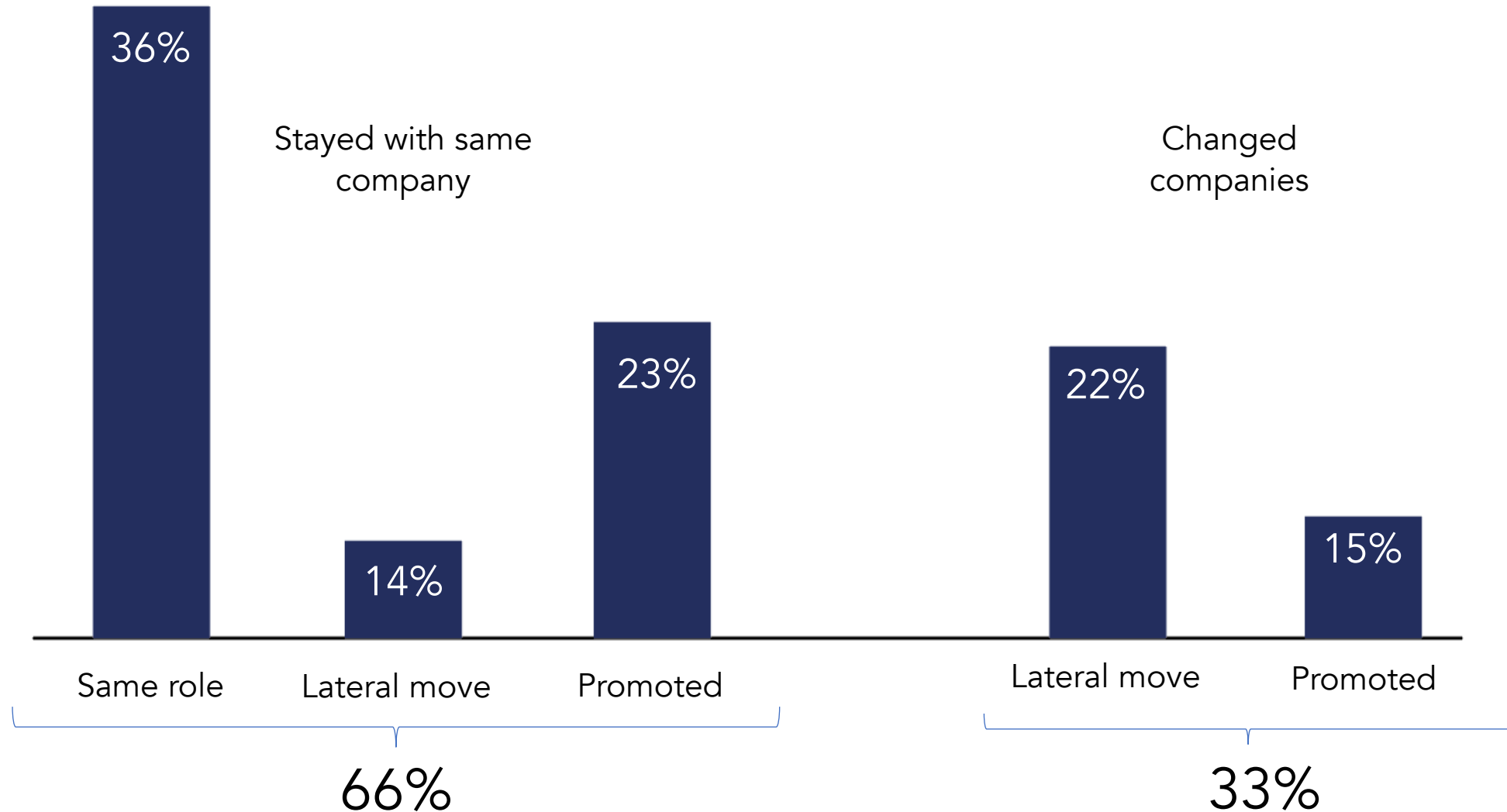
Director Supply  
Chain Research  
boom! Global  
Network

## The supply chain talent crisis continues

- Growing awareness of supply chain as a career
- Increasing number of supply chain-specific courses at graduate and post-graduate level
- Many courses over-subscribed
- Although 21% of companies have a hiring freeze or are downsizing, of the companies that are recruiting, 79% are seeking entry-level candidates
- How can companies attract new talent? Can they hit the ground running? What about retention?



# JOB MOVEMENTS IN FIRST FIVE YEARS – LESS THAN EXPECTED?



ATTRACT ME



DEVELOP ME



INCLUDE ME



EQUIP ME



ADVANCE ME



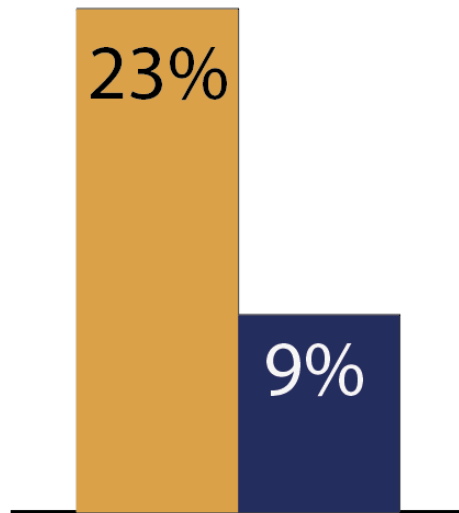
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ATTRACT ME

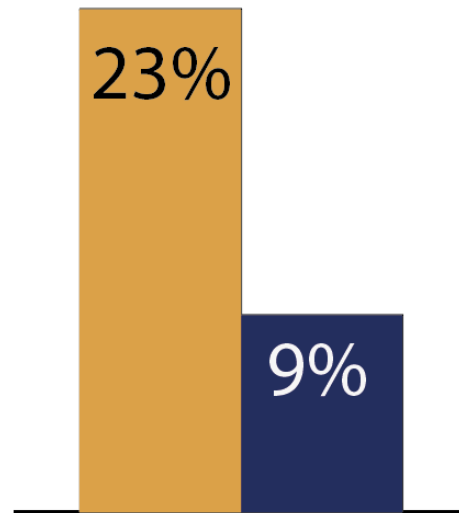




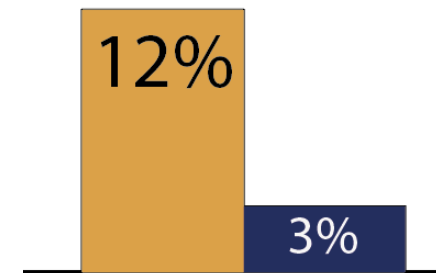
# ATTRACT ME: A career in supply chain is an intentional choice



Recommended by careers advisor



Recommended by friend/family/social network



Heard about supply Chain in the media

# TARGETED RECRUITMENT PRACTICES

63%



Recruiting interns or co-ops

27%



Offering graduate programmes

46%



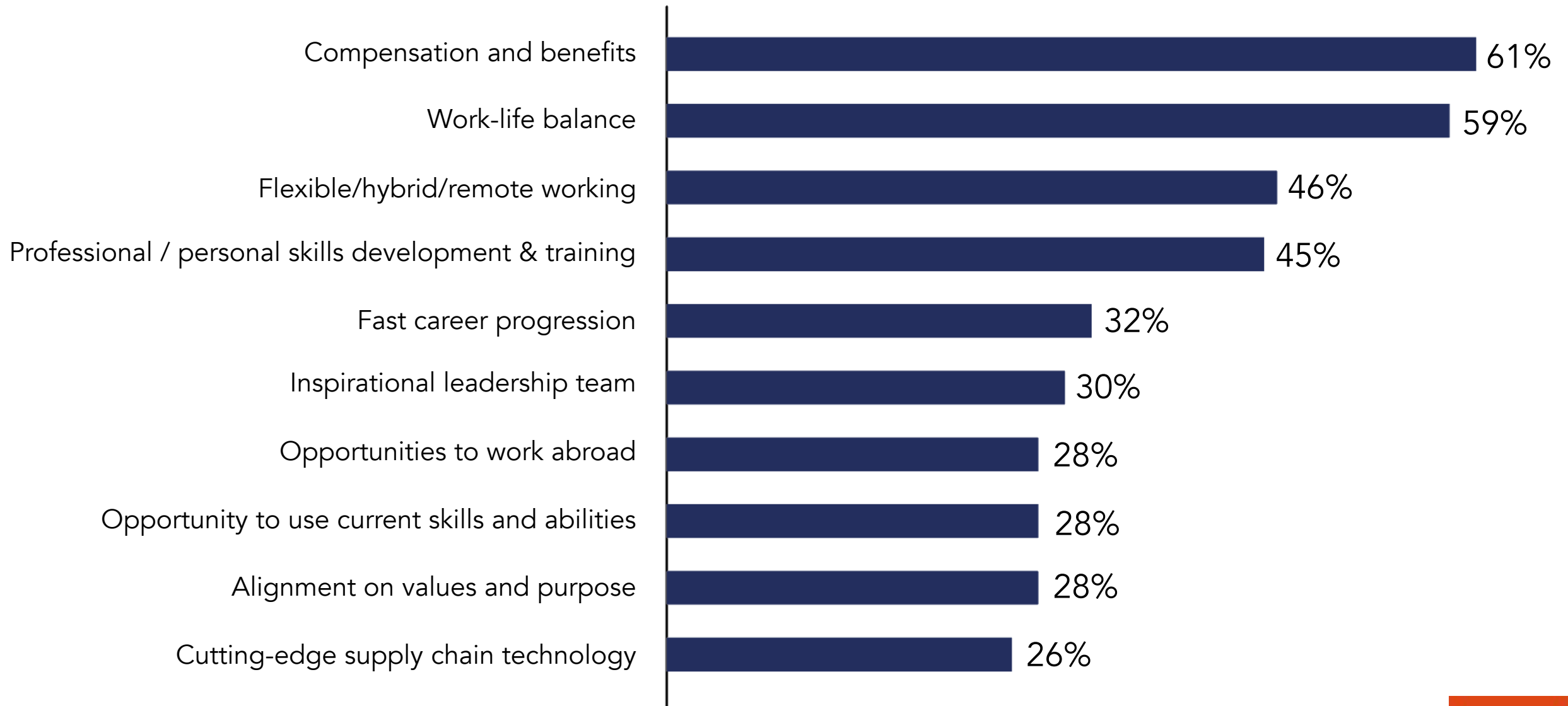
Offering university placements

19%



Offering apprenticeships

## ATTRACT ME: What the next generation wants most from their employer

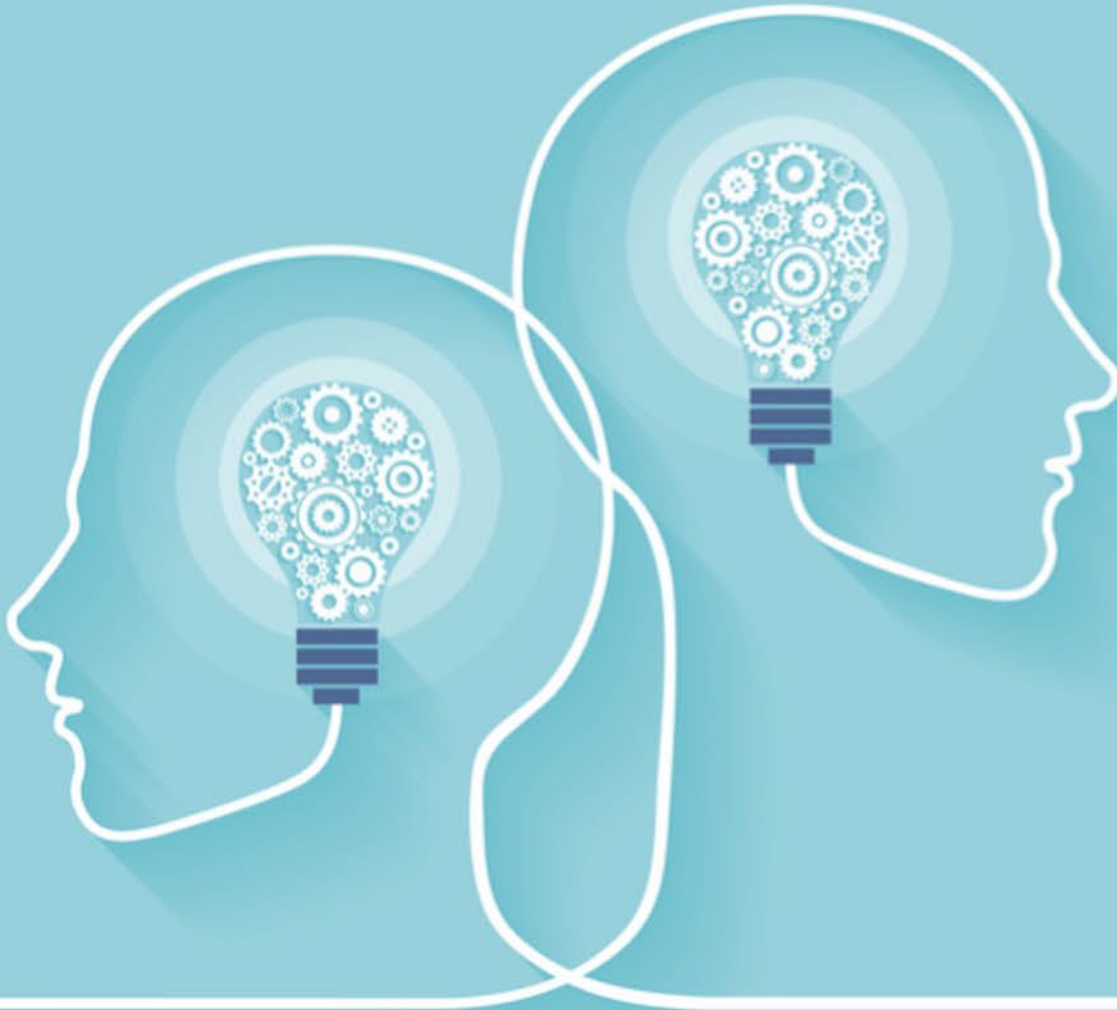


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DEVELOP ME

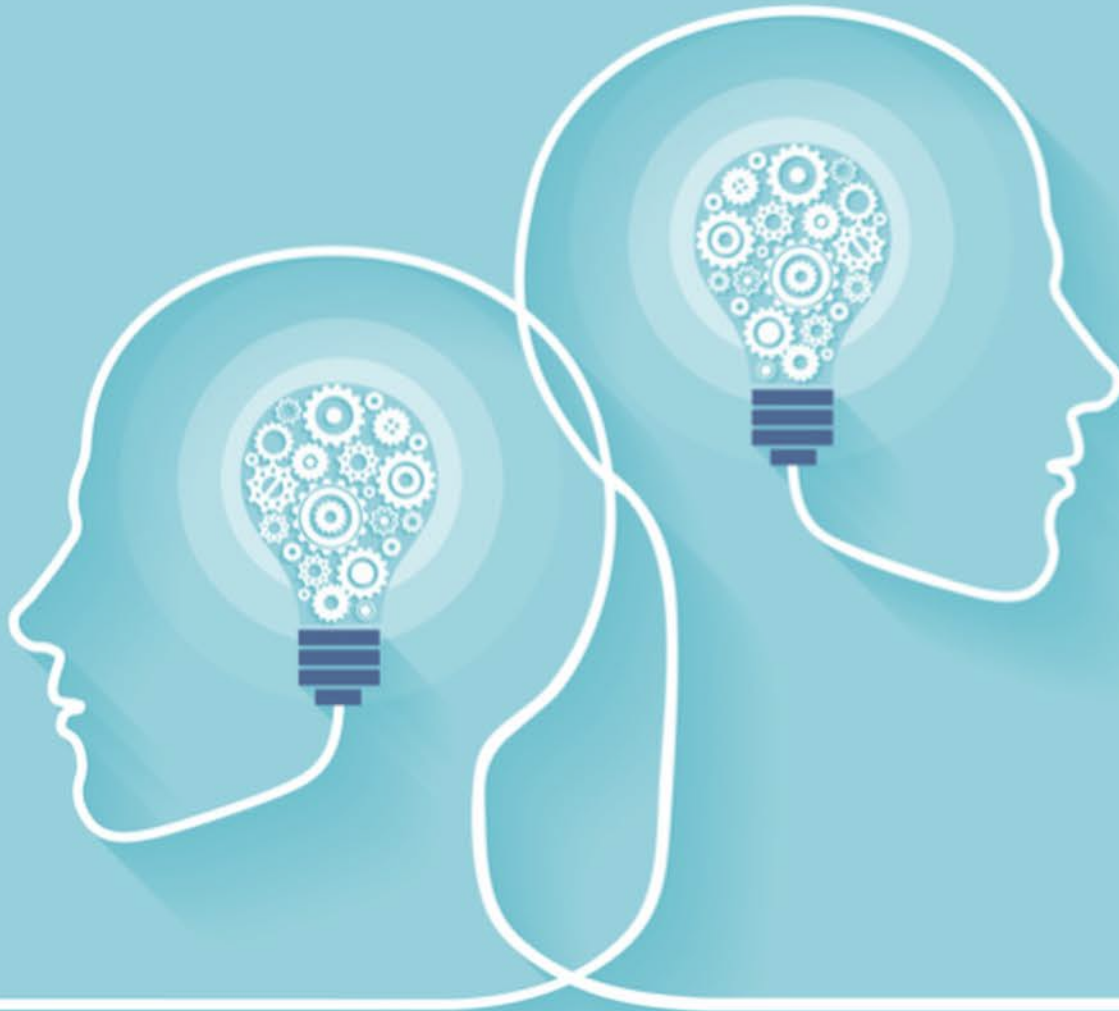


# DEVELOP ME: The skills the next generation knew they needed before they started



1. Problem solving skills
2. Adaptability
3. Cross-functional collaboration
4. Analytical skills
5. Communication skills
6. Attention to detail
7. Critical thinking skills
8. Change management skills
9. Learning aptitude
10. Team player

## DEVELOP ME: The skills the next generation found missing from their skill once in role



1. Role-focused supply chain knowledge
2. Negotiation skills
3. Financial knowledge
4. Technological aptitude
5. Influencing skills
6. Change management skills
7. Analytical skills
8. Cross-functional collaboration
9. External collaboration
10. Customer-service skills

## DEVELOP ME: The skills the business says they need but are missing or hard to find



1. Resilience
2. Adaptability
3. Critical thinking skills
4. EQ (emotional intelligence)
5. Attention to detail
6. Communication skills
7. Interpersonal skills
8. Influencing skills
9. Problem solving skills
10. Role-focused supply chain skills

## DEVELOP ME: Working together to fill the gaps



16%

Companies working with universities/colleges/schools on supply chain curriculum development



17%

Companies working with industry bodies/associations on supply chain curriculum development



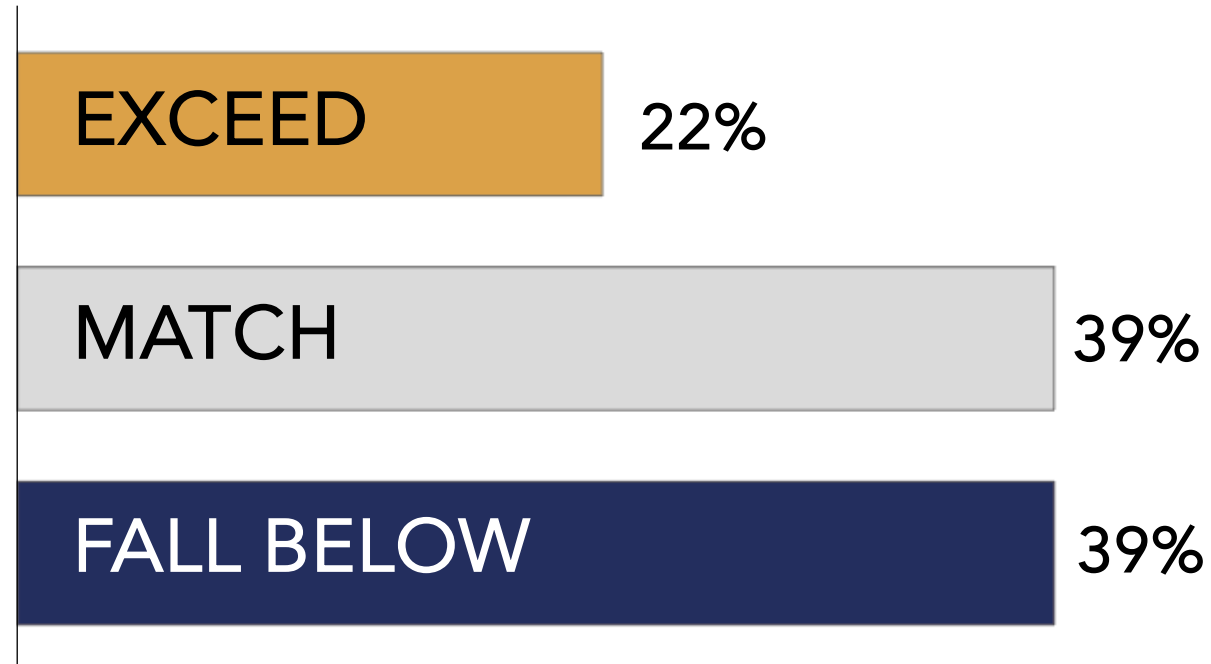
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EQUIP ME



## EQUIP ME: With the best tools to engage me

The supply chain systems and technology at my company...



... my expectations

## EQUIP ME: With the best tools to help me be more effective

“The technology at my company helps me do my job efficiently and effectively”

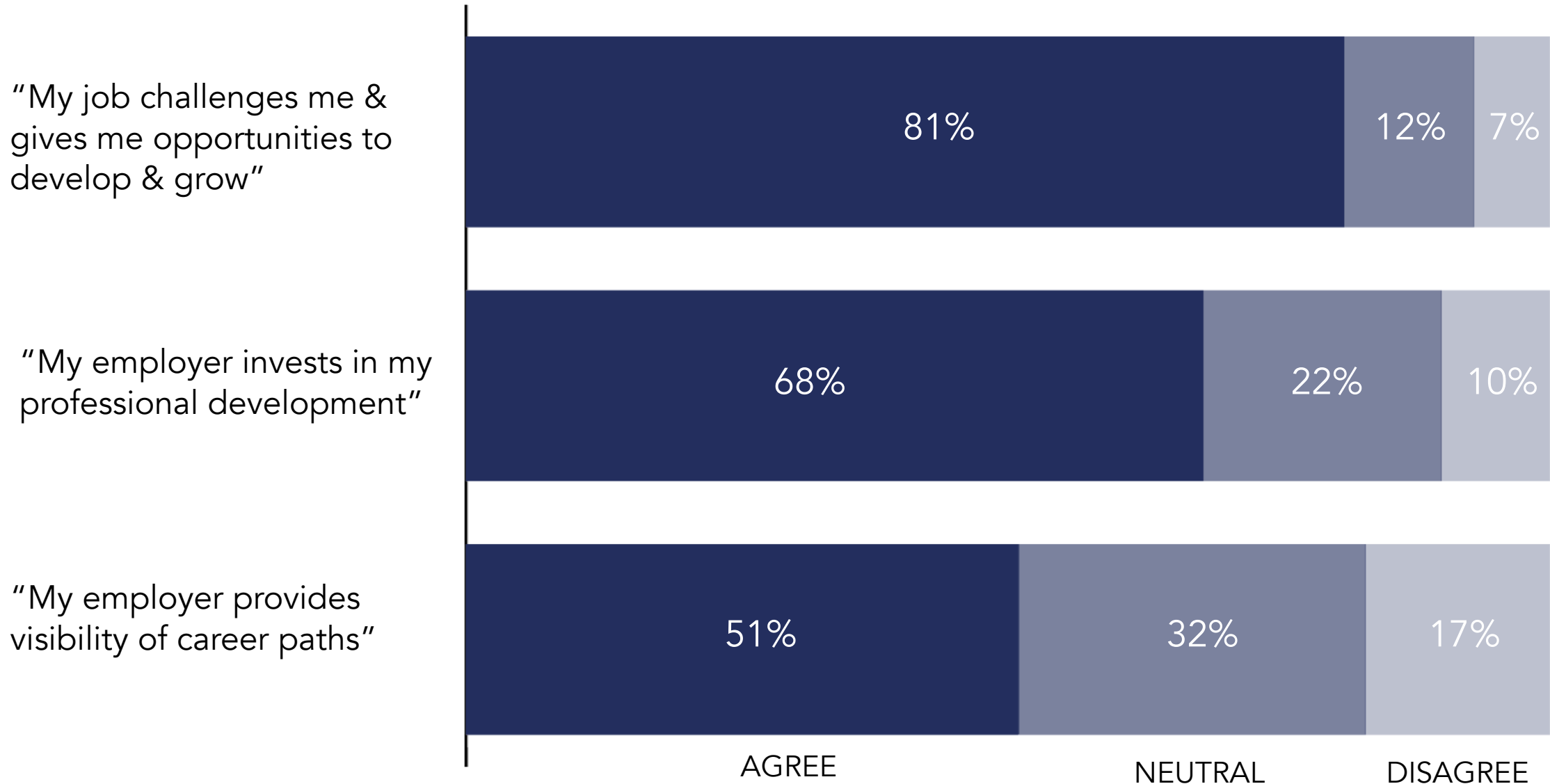


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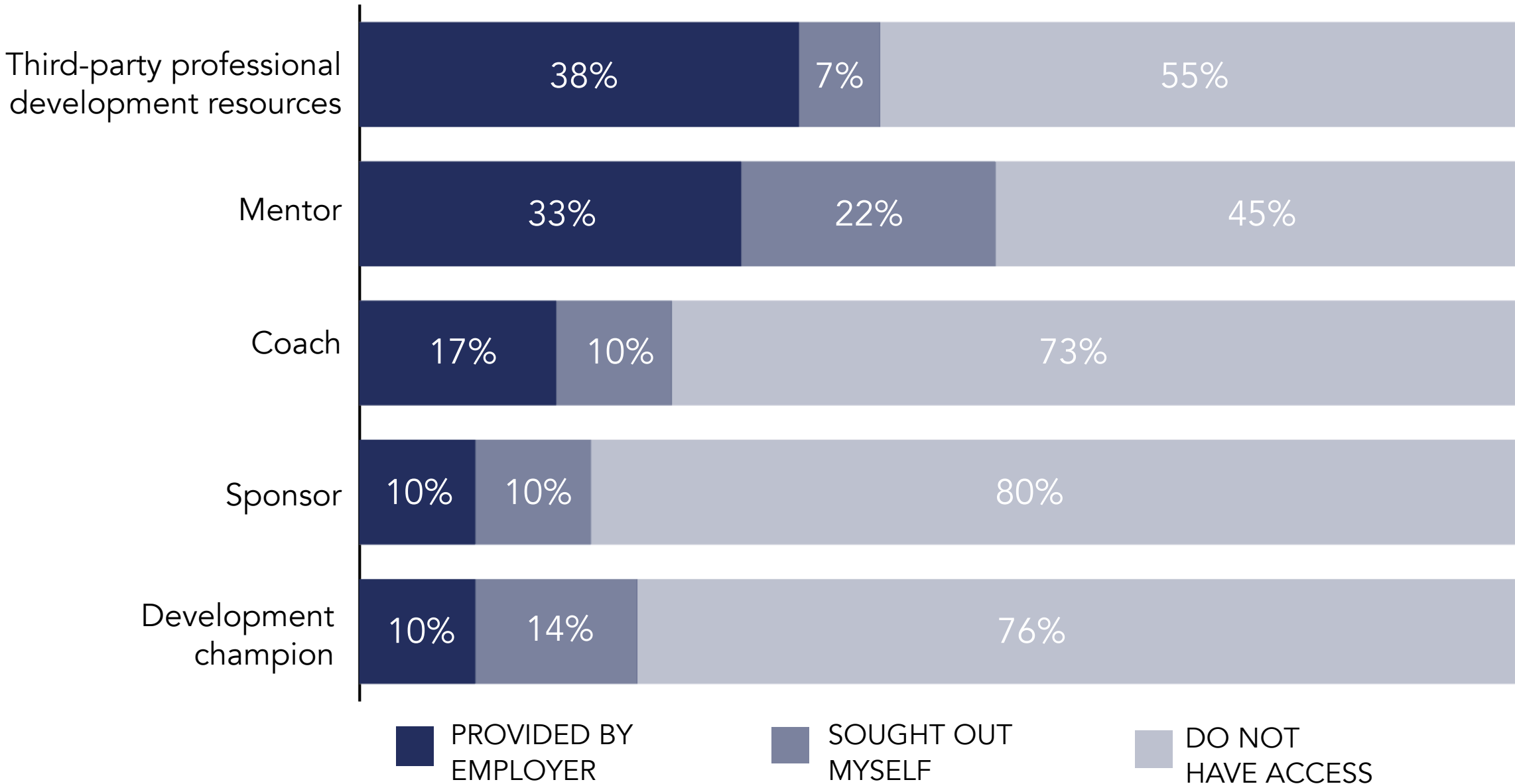
ADVANCE ME



# ADVANCE ME: Better visibility into future career paths is needed

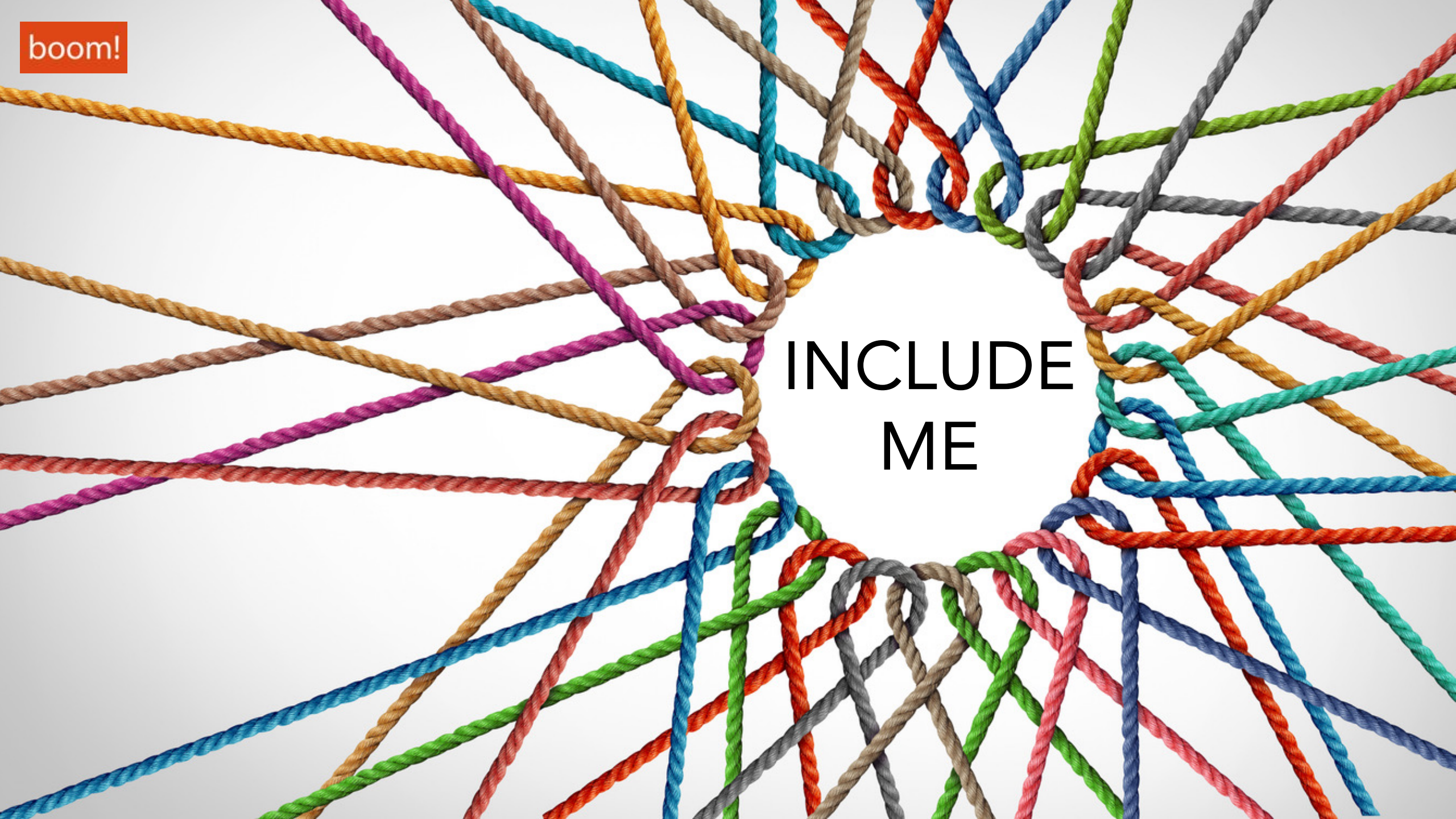


# ADVANCE ME: MORE SUPPORT FOR FUTURE LEADERS EARLY IN CAREER

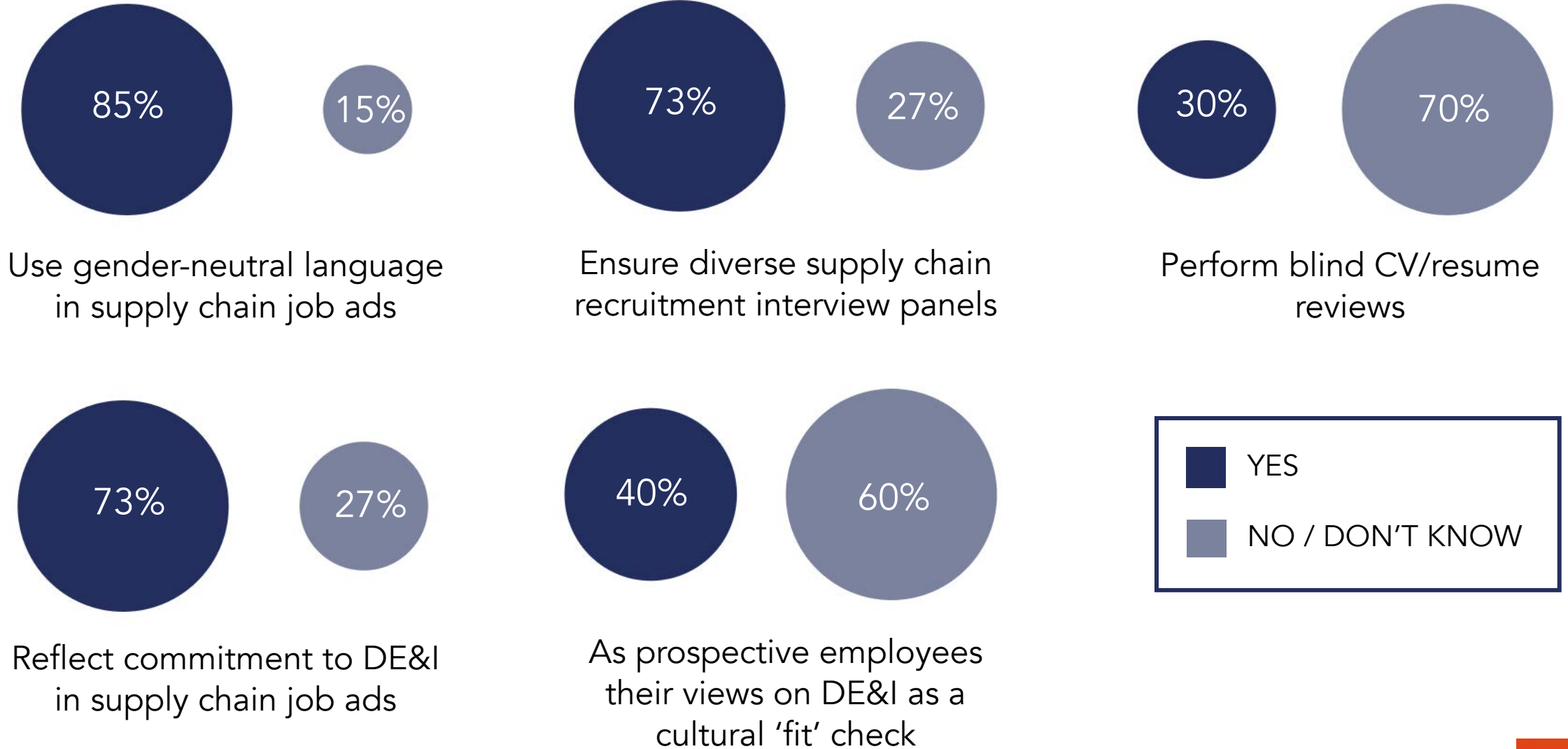


boom!

INCLUDE  
ME

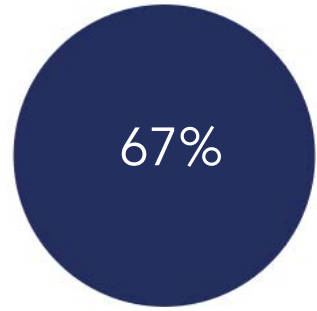


## INCLUDE ME: Inclusion starts with recruitment

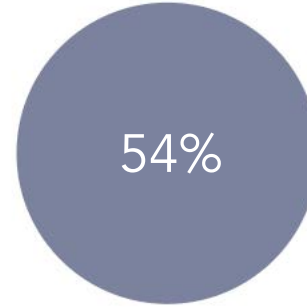
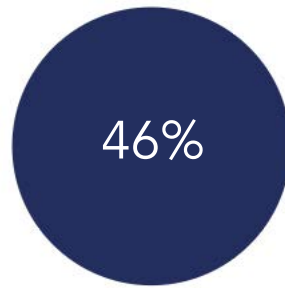




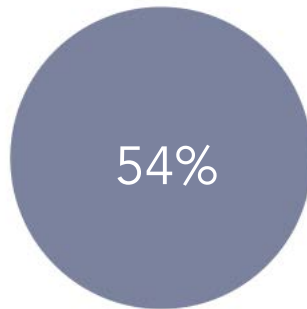
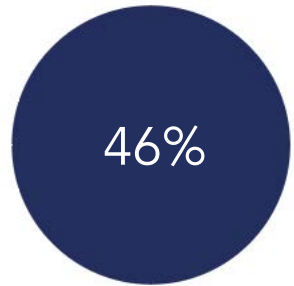
## EQUIP ME: And extends into development practices



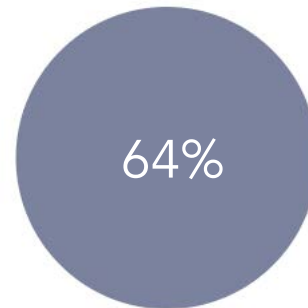
Leadership development that actively supports women & minority groups



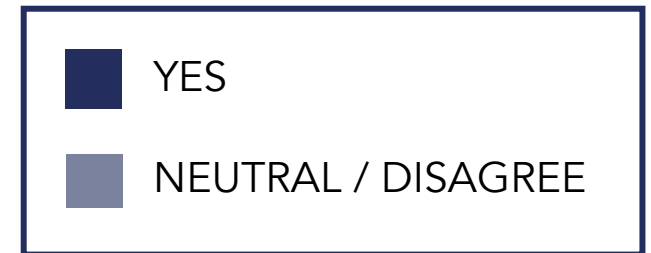
Transparency in hiring & promotion decision criteria



Identification of diverse talent at each site & prepares them for management roles



A diversity champion in succession planning meetings to identify biases



ATTRACT ME



DEVELOP ME



INCLUDE ME



EQUIP ME



ADVANCE ME



The future is bright!

90%

of respondents in the first five years of their careers  
would recommend a career in supply chain to others

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KNOW SOONER. ACT FASTER.



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