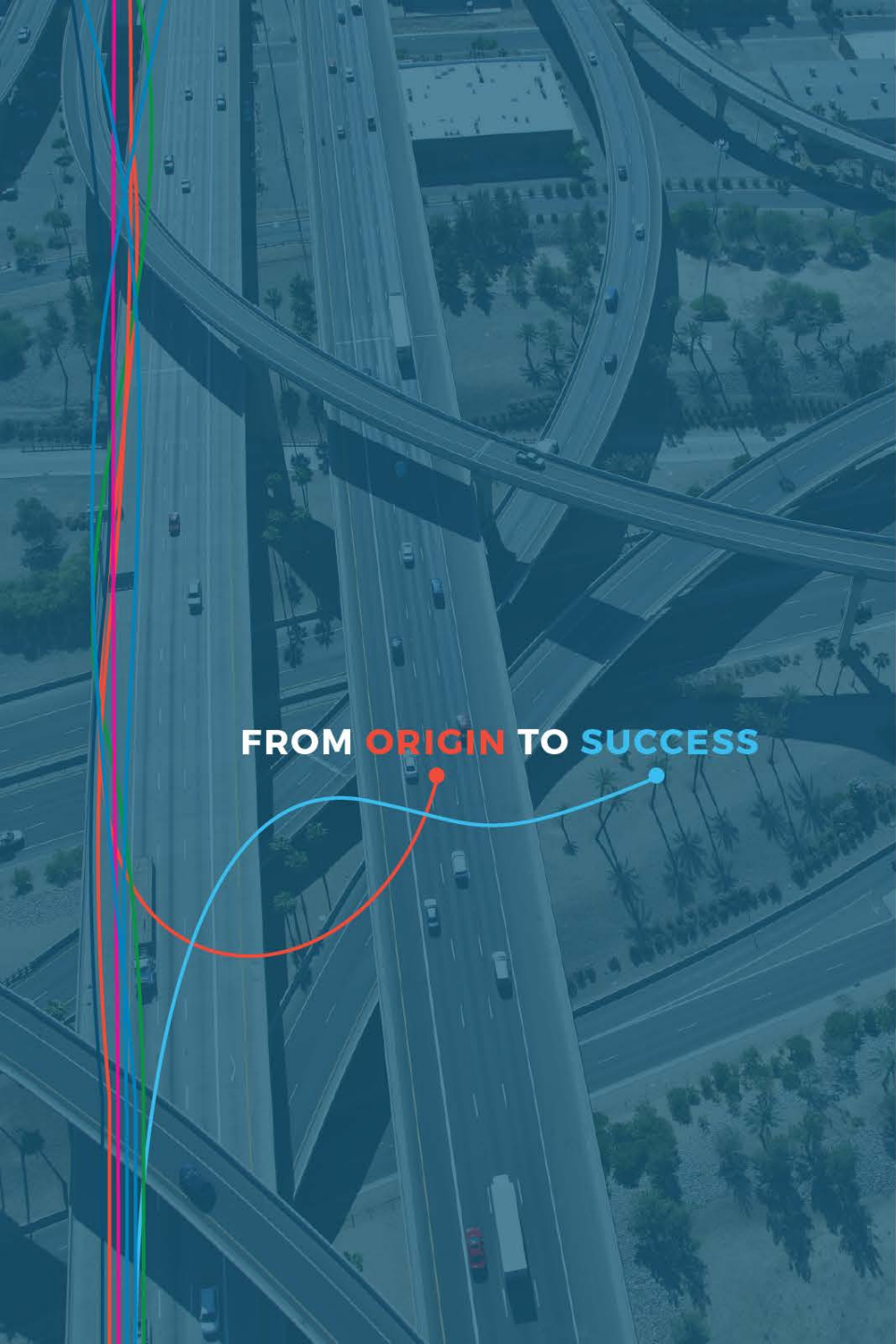




WOMEN & MILLENNIALS IN THE SUPPLY CHAIN

How Seasoned & Millennial Professionals
Work Together in the Logistics Industry



FROM **ORIGIN** TO **SUCCESS**

WOMEN IN LOGISTICS & SUPPLY CHAIN



WOMEN IN LOGISTICS

*According to the [World Economic Forum](#), it'll be nearly **170 years** before the gender gap is closed.*

WOMEN IN LOGISTICS

○ Education

- ✓ Graduates in Logistics: **65% male, 35% female.**
- ✓ The difference is the **greatest of any business field.**

○ Business Development

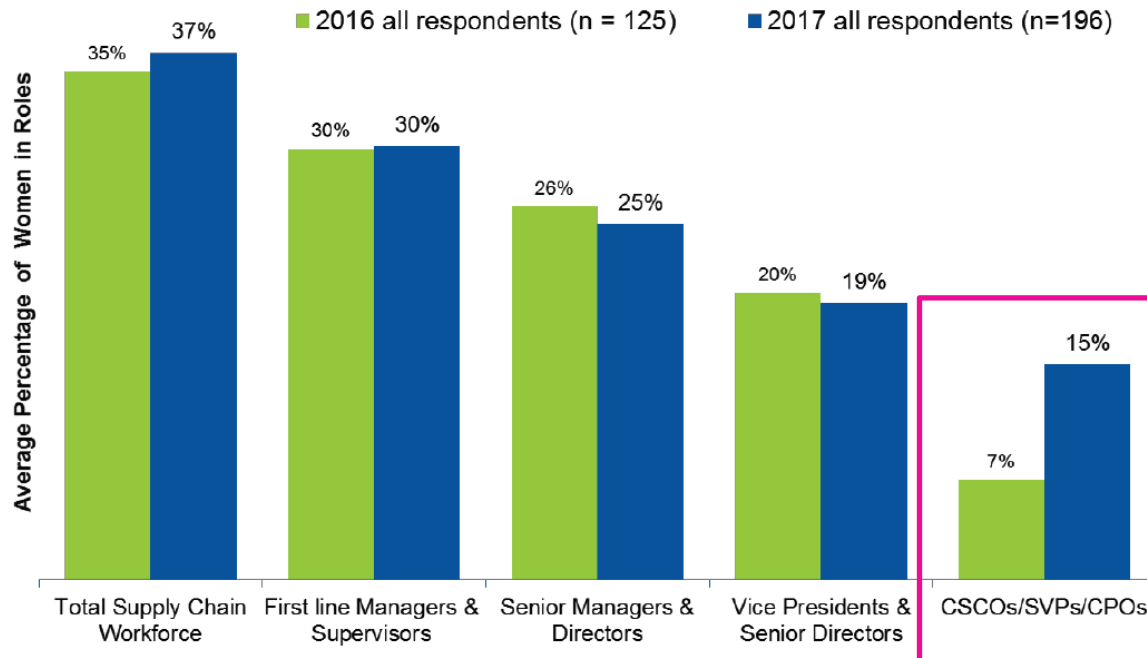
- ✓ Financial performance **significantly improved** when there's at least 30% women in higher-level leadership positions

○ Careers

- ✓ **1 in 5 supply chain companies have female supervisors.**
More than the high-tech and food and beverage industries

WOMEN IN LOGISTICS & SUPPLY CHAIN

Figure 1: Women in Supply Chain Leadership Roles 2017 vs. 2016



- Q: Thinking about all the full-time employees in your supply chain organization, what percentage is female?
Q: Next, thinking about the first line Managers/Supervisors your supply chain organization, what percentage is female?
Q: Now, thinking about the Senior Managers/Directors in your supply chain organization, what percentage is female?
Q: Finally, what percentage of Vice Presidents/Senior Directors in your supply chain organization, is female?

Source: Gartner (April 2017)

WOMEN IN LOGISTICS ASSOCIATIONS

- **TOP WOMEN IN LOGISTICS**
 - ✓ National Minority Trucking Association
- **WOMEN IN TRUCKING**
- **WOMEN & LOGISTICS**
- **WOMEN WITH DRIVE**
- **WOMEN IN SUPPLY CHAIN**

DISTINGUISHED WOMEN IN LOGISTICS



ANDRA RUSH
RUSH TRUCKING



SHELLEY SIMPSON
JB HUNT



KRISTY KNICHEL
KNICHEL LOGISTICS

SEARS CORPORATE SPONSORS

14/23 Companies researched who had public information of executive management team

27

17% WOMEN

155

83% MEN

182

TOTAL

**SHOUT
OUT!**



**AMERICAN TRUCK AND
RAIL AUDITS INC**



TRANSWORKS



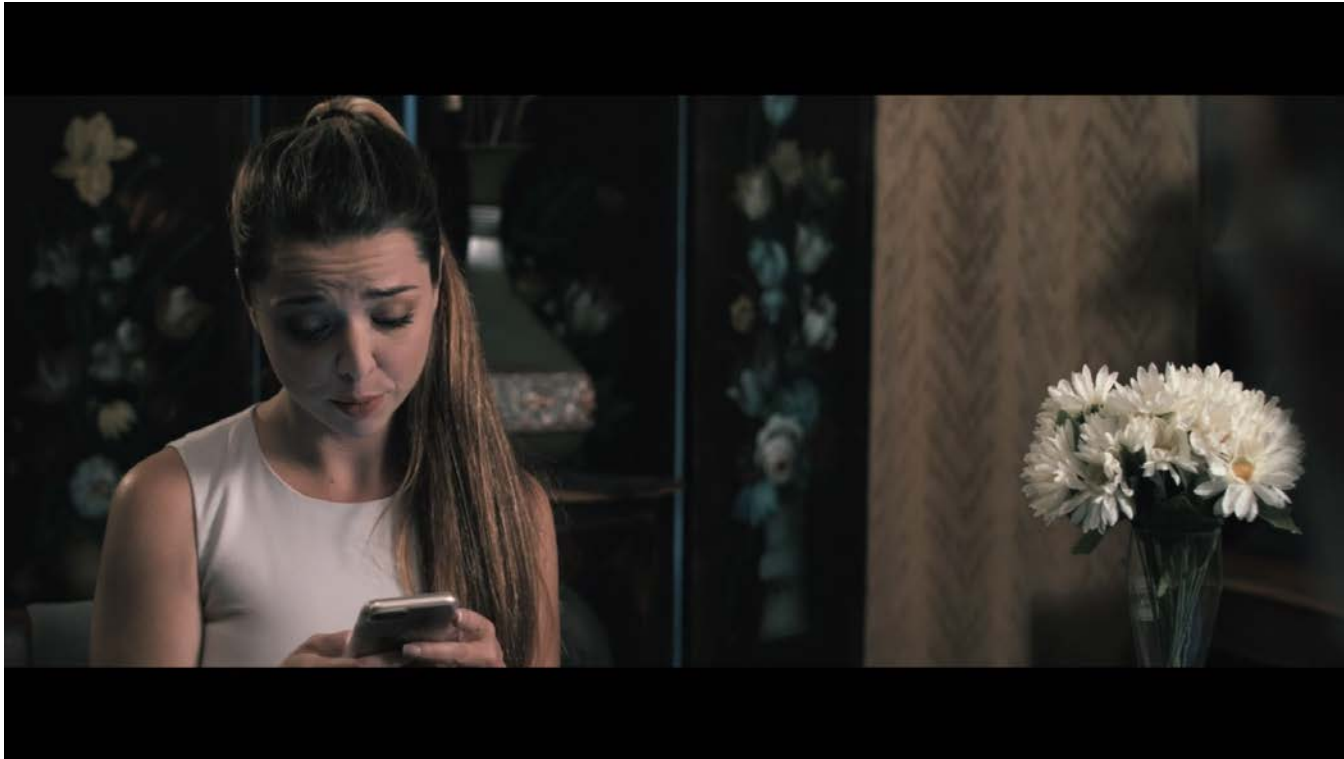


FROM **ORIGIN** TO **SUCCESS**

MILLENNIALS IN LOGISTICS & SUPPLY CHAIN



MILLENIAL INTERVIEW



<https://vimeo.com/239050403>

GENERATIONAL COMMUNICATION STYLES

WRITE ME



BABY BOOMERS

1946 - 1964

CALL ME



GENERATION X

1965 - 1980

EMAIL ME



GENERATION Y

1981 - 1994

TEXT ME



GENERATION Z

1995 - 2005

GENERATIONAL COMMUNICATION STYLES

| GENERATION B BABY BOOMERS | 1945 - 1960 | GENERATION X "GEN X" | 1961 - 1980 |
|--|--|---|--|
| <ul style="list-style-type: none"> ✓ Optimistic ✓ Quality-Minded ✓ Cause-Oriented ✓ Collaborative ✓ Company Loyalty ✓ Driven | <ul style="list-style-type: none"> ✓ Preferred Communication <ul style="list-style-type: none"> ▪ Telephone ▪ Face-to-Face ✓ Technology growing up <ul style="list-style-type: none"> ▪ Rotary Dial Telephone ▪ TV ▪ Calculator | <ul style="list-style-type: none"> ✓ Efficient ✓ Work/Life Balance ✓ Self-Reliant ✓ Sceptical ✓ Independent ✓ Focus on Results | <ul style="list-style-type: none"> ✓ Preferred Communication <ul style="list-style-type: none"> ▪ Email ▪ Text ✓ Technology growing up <ul style="list-style-type: none"> ▪ Touch-tone Phone ▪ Pager ▪ Word Processor |
| GENERATION Y MILLENNIALS | 1981 - 1995 | GENERATION Z GEN Z OR "iGEN" | 1996 - 2015 |
| <ul style="list-style-type: none"> ✓ Achievement Oriented ✓ Collaborative ✓ Desires Feedback ✓ Continuously Learning ✓ High Self-Esteem ✓ Flexible Work Arrangements | <ul style="list-style-type: none"> ✓ Preferred Communication <ul style="list-style-type: none"> ▪ Instant Message ▪ Text ✓ Technology growing up <ul style="list-style-type: none"> ▪ Desktop ▪ Cellphone ▪ Internet | <ul style="list-style-type: none"> ✓ Resilient ✓ Resourceful ✓ Tech-Savvy ✓ Less Entitled ✓ Meaningful Work ✓ Strong Work Ethic | <ul style="list-style-type: none"> ✓ Preferred Communication <ul style="list-style-type: none"> ▪ Text ▪ Social Media ✓ Technology growing up <ul style="list-style-type: none"> ▪ Tablet ▪ Smartphone ▪ Social Media |

WHAT DO MILLENNIALS WANT? (2016 DATA)

- **18% of Millennials** say finding a “fun place to work” is extremely important.
- Meanwhile **55%** are disengaged at work, and **60%** say they are open to a new job opportunity.
- Turnover among Millennials costs the U.S. economy **\$30.5 billion** each year.
- And Millennials' lack of engagement in the workplace costs U.S. companies upwards of **\$284 billion annually**.
- ... → Sense of Purpose

SENSE OF PURPOSE

- No better time to get in the industry because of the educational programs/resources
- Companies are preparing with a flat organizational structure (i.e. fewer titled roles, open offices, etc.)
- Loyalty: **60%** identify a “*sense of purpose*” as part of the reason why Millennials chose to work for their current employees:
 - ✓ **38%** have worked for just one employer
 - ✓ **31%** for only two employers

SENSE OF PURPOSE

- Training & development
- Millennials gravitate toward managers that *act as coaches*
 - ✓ Personal interest and guidance
 - ✓ Develop their strengths
 - ✓ Reject bosses who simply assign tasks and rarely or never offer constructive feedback

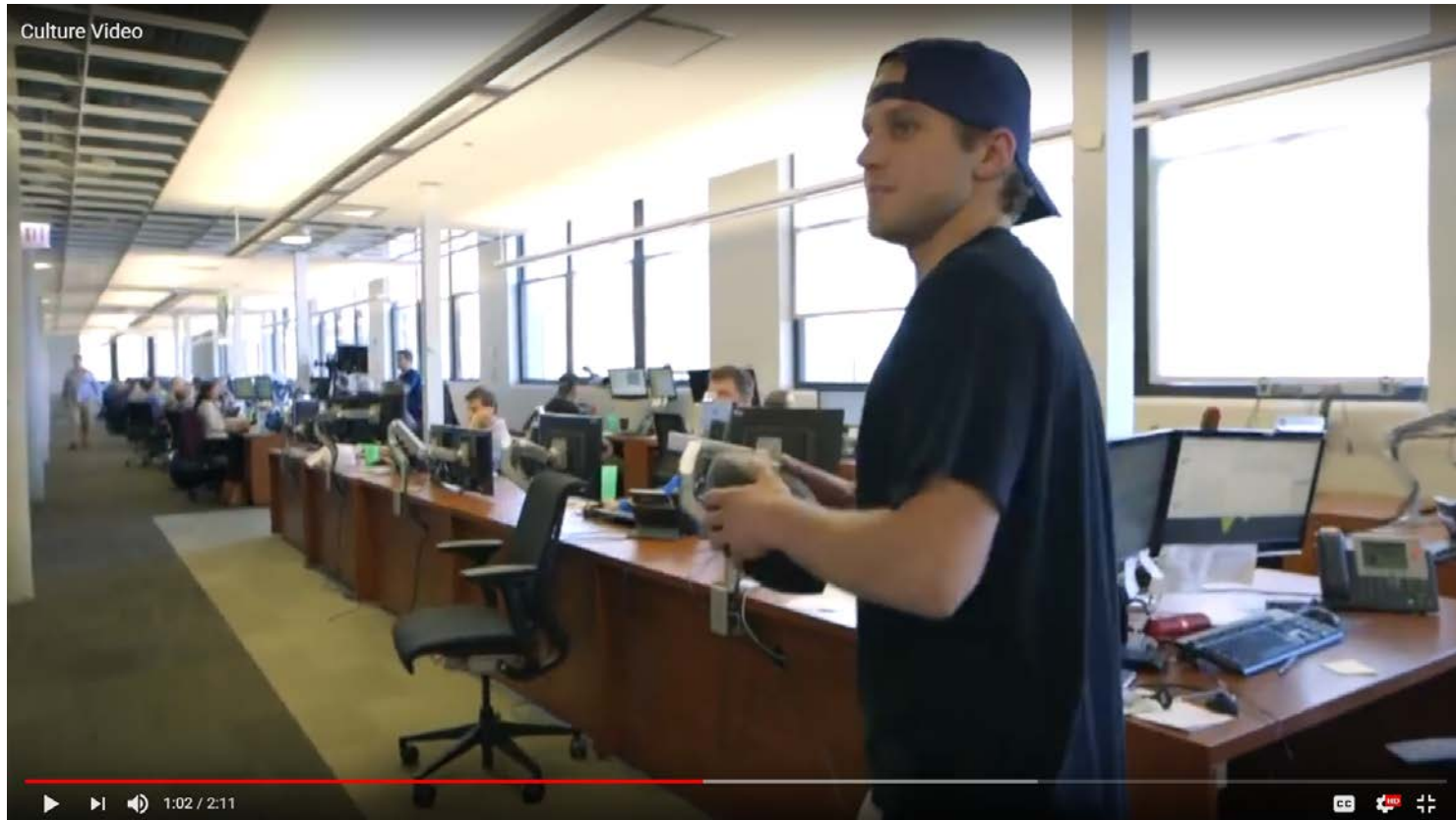
HOW MILLENNIALS AFFECT THE WORKPLACE

- They will tackle problems and find ways to increase your company's bottom line
- They are the first generation to grow up with full-on technology
- They are innovative and will take risks

MILLENNIALS IN LOGISTICS

- Technology, Big Data
- Uberization/Amazon
- Shoutouts to stellar workplace adaptations:
 - ✓ Coyote (Chief People Officer)
 - ✓ CH Robinson
 - ✓ TQL
 - ✓ Nustar Energy

COYOTE LOGISTICS



<https://www.youtube.com/watch?v=rzK4UUJEeKg>



WE LOVE TO PUT ORDER IN YOUR CHAOS.

Morai Logistics Inc. is a 3rd party logistics provider with an operating agency agreement representing Mode Transportation. We are a powerhouse logistics team based in the Greater Toronto Area and do business throughout North America, including Mexico. Our team is dedicated to our terrific clients and we strive to take the chaos out of your supply chain. We are always on the lookout to do exceptional work with remarkable people and companies!





Thank You

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