



Council of Supply Chain
Management Professionals

Educating and Connecting the World's Supply Chain Professionals.™

CORPORATE SPOTLIGHT



In a nutshell, what is your company all about?

Cisco is a technology company that believes amazing things happen when we connect the unconnected. Since our founding 35 years ago, Cisco has maintained a keen focus on solving business challenges by developing powerful technology that connects, secures, and optimizes networks across the globe. Our hardware, software, and integrated solutions empower customers and society to seize tomorrow's digital opportunities today. Cisco built the internet and is committed to unlocking the incredible possibilities that lie ahead through continued innovation, collaboration, transformation, and speed.

What differentiates your company from others in the industry?

Cisco designs and sells a broad array of hardware, software, services, and solutions that work together seamlessly to run the IT networks of businesses, governments, and cities worldwide. Our comprehensive, integrated portfolio allows for accelerated deployment of new technologies and superior quality, security and network integrity.

An integral part of our corporate DNA is the long-lasting customer and partner relationships we cultivate to identify customer needs and develop solutions that fuel their success. Maintaining best-in-class technology to meet those needs requires a combination of organic development and strategic acquisitions, a model that Cisco has invested in and proven to be successful.

What is your company's most recent accomplishment?

At Cisco, we are constantly challenging ourselves to make the company and the world around us a better place. This year, for the second time in a row, we were ranked the #1 Workplace by Great Place to Work, in addition to being named the #2 Best Workplace for Parents in 2019. The Wall Street Journal also named Cisco #3 on its new list of Most Sustainably Managed Companies. These recognitions reflect the innovative and empowering culture at Cisco, and the long-term organizational commitment to positively impact our people and planet.

Additionally, our Supply Chain organization has ranked in the 10 top of Gartner's Top 25 Supply Chains for the past 13 consecutive years, reaching the #1 spot in 2020.

What is the biggest challenge your company faces in the industry?

The battle for top talent is pervasive among Fortune 500 companies, with the technology industry and Silicon Valley being notably competitive environments. Cisco is not exempt from this reality, so we work hard to attract and retain the best and brightest. One way Cisco combats this is through robust engagement and development programs that seek to engage and challenge employees through different educational opportunities. Whether it's self-directed learning paths, attending industry conferences, or participating in company-wide innovation events, like our annual Innovate Everywhere Challenge, Cisco employees are empowered to enrich themselves and stay ahead of industry trends.

Cisco also stays engaged in our communities and provides online learning through our [Networking Academy](#) to ensure anyone can learn about the tech industry and nurture the next generation of tech leaders. Through this education-based approach, Cisco is making a commitment to develop the workforce of the future.

How does your company approach recruiting and retaining talent? What challenges do you face?

At Cisco, we are creating a culture of inclusion and belonging to inspire, engage, and motivate our people, while building a brand that attracts new talent and improves diverse representation. Our inclusion efforts span the entire organization with an increased focus on raising awareness around unconscious bias and how it shows up in recruiting, talent reviews, hiring, leadership, and team culture.

Why is your company a CSCMP Corporate Member?

At Cisco, we encourage a mindset of continuous learning, where employees seek to expand their knowledge and learn best-in-class industry practices. We see CSCMP as an opportunity for our supply chain employees to strengthen their skills, stay informed on the latest supply chain trends, and build strong networks with their peers across the industry. We're always happy to share how we see supply chain as a driver of social responsibility.

We believe in the possible. That's something we have said at Cisco for more than 30 years. We focus on driving incredible innovation for our customers to help them harness the power of technology to drive growth. At the same time, we consistently strive to make the world a better place by using our technology and innovation to bring about positive change and improve lives. Through our supply chain organization, we have led the way in how we are driving our GHG emissions down. In 2016, we set a goal to avoid one million metric tons of supply chain GHG by 2020, and achieved that goal a full year early.

While we are excited to have achieved our goal in our emissions, we are continuing to look forward and make a difference. Since the achievement, we have announced to new goals to drive absolute GHG reduction in supply chain. Our new goals are to reduce Cisco's upstream supply chain GHG emissions by 30% absolute by FY30 and that 80% of Cisco's component, manufacturing, and logistics suppliers by spend will have a public, absolute GHG emissions reduction by FY25.