



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?

DSC Logistics, now CJ Logistics America, combines innovative solutions, collaborative partnerships, and high-performance operations to unlock the potential of the supply chain. We've joined with CJ Logistics, The Global SCM Innovator, creating an integrated international network with expanded capabilities. As a Lead Logistics Partner (LLP), third-party logistics (3PL) provider and supply chain consultant, we help customers reduce total system costs, transform business processes, improve service, and facilitate growth and change. Capabilities include supply chain analytics, integrated supply chain solutions, warehouse and transportation management, supply chain packaging services, omnichannel fulfillment, international freight forwarding, cross-border transportation, asset-based transportation, and global operations.

What differentiates your company from others in the industry?

Our dynamic supply chain leadership in driving continuous improvement and approach to strategic, collaborative partnerships differentiate us. We are known for our sophisticated, consultative approach to leveraging supply chain strategy and business intelligence to achieve customer business goals. Related to warehouse management, we are known for our expertise in implementing and operating large-scale, complex operations. We specialize in food and CPG logistics, specifically focused on meeting the unique quality and compliance requirements of these industries. Now, joined with CJ Logistics, we are focused on integrated end-to-end solutions and advancing global SCM innovation.

What is your company's most recent accomplishment?

DSC recently joined with CJ Logistics, a leader in global supply chain management innovation, increasing our global presence and expanding our overall capabilities. As the CJ Logistics America division of CJ Logistics, our operations include the U.S., Canada and Mexico. We are excited to soon be officially rebranding as CJ Logistics in 2021. Operating in 33 countries with 235 locations, CJ Logistics has been in the logistics industry 90 years and has an extensive history in the tire and automotive vertical across multiple continents. Our expanded capabilities include international freight forwarding, transportation, technology, automation and omnichannel fulfillment. An exciting example of expanded capabilities includes pilots of TES (Technology, Engineering, Systems & Solutions) in progress across our network. Highlights of technology pilots underway include artificial intelligence (AI), automation, business intelligence (BI) and advanced material handling equipment (MHE) such as guided vehicles, tuggers, conveyor systems and robotic systems, and industry-specific consulting expertise.

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

Aligned to our customers' challenges and goals, we are focused on the development of predictive business intelligence and insights, helping our customers stay ahead of changes in regulations, consumer dynamics, retail requirements and emerging technology. With our business based on a foundation of flexibility, we provide our customers a tremendous opportunity to take charge of change, including solutions to manage the uncertainties presented by the current global pandemic.

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

Our culture is highly collaborative and focused on excellence. Our strategy is to attract industry thought leaders and extremely talented people who are a great company fit and retain them through engagement, recognition, and flexibility. For talent recruitment at our warehouse locations, we work with a leading human capital analytics company powered by Harvard University data scientists to determine key success drivers for employee success and retention in our workplace environment. We have learned that the key drivers for success in our logistics center environments are efficiency, dedication, persistence, and challenge orientation. Our pre-hire assessment tool allows us to identify which applicants are most likely to excel and fit in the culture of our company. As the business environment evolves and it becomes more challenging to attract and retain talent, we provide innovative paths to create employee autonomy, inspiration, recognition, and engagement.

Why is your company a CSCMP Corporate Member?

Our company has a long history of membership and participation in CSCMP. As the leading supply chain industry association, CSCMP provides valuable, real-world education at all levels. Through CSCMP's research and reports as well as facility tours and the EDGE conference, our employees can expand their knowledge of supply chain and keep up to date on industry trends. Also, the networking events provided by CSCMP, including the annual EDGE conference and roundtable events, offer the opportunity to meet new contacts and catch up with industry colleagues. Our former CEO, Ann Drake, was the first woman to ever receive CSCMP's Distinguished Service Award (DSA), honoring outstanding individuals who exemplify significant, consistent, and career-long contributions to the development of the logistics and supply chain management disciplines. Our current CEO, Ed Bowersox, is a longtime contributor to the profession and an active advocate of the CSCMP organization.