

FASTEN YOUR FUTURE

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YFP PRESIDENT'S MESSAGE

*By: Zech Williams,
Würth Industry USA*



Hello, YFP!

It's hard to believe we're already in the heart of the summer season. I hope everyone is enjoying a wonderful summer so far and has had the opportunity to spend quality time with family and friends.

It was great to see so many of you at the NFDA Annual Meeting & ESPS in Indianapolis this past June. The time spent together led to meaningful conversations and valuable connections with industry friends and colleagues.

During the NFDA Annual Meeting & ESPS, YFP hosted its largest Book Club meeting yet, with approximately 17 attendees attending the in-person session. Everyone brought thoughtful insights and contributed to engaging discussions around *The Monk Who Sold His Ferrari*. A special thank-you goes to Mike White of Brighton-Best International for once again moderating another impactful YFP Book Club meeting. Don't miss out on the next chance to join in on the YFP Book Club. Be on the lookout for our next book announcement!

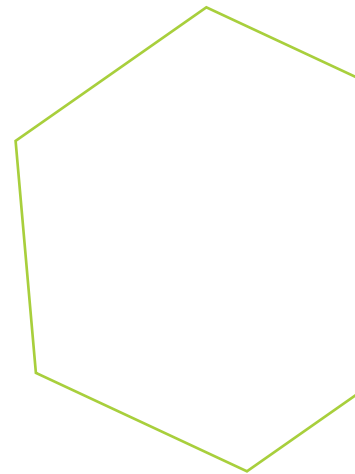
I also want to highlight one of the newest offerings from the Young Fastener Professionals: the YFP Trade Show Scholarship. This scholarship provides an outstanding opportunity for a young professional or someone new to the industry who may not otherwise have the chance to attend the International Fastener Expo (IFE). While the application deadline for this year has already passed, if you didn't get a chance to apply this year, don't miss out on next year's opportunity. I would like to extend a sincere thank-you to our scholarship partners, IFE and the Fastener Training Institute (FTI), for helping make this opportunity possible.

In other YFP news, the 2026 Mentorship Program is now well underway and, by all accounts, has been a tremendous success. If you are interested in participating as either a mentor or mentee, the application deadline for the 2027 program is November 1, 2026. Don't miss this fantastic opportunity to give back to the industry, expand your network, or further your professional development.

Additionally, I would be remiss not to mention the YFP Fastener Training Week Scholarship. The application deadline for this year is October 15, 2026. Having attended Fastener Training Week myself, I can confidently say that it is an exceptional program that will accelerate your fastener knowledge and professional growth. I would also like to thank our partner, the Fastener Training Institute, for its continued support of YFP and for helping provide this outstanding educational opportunity.

You can keep up to date with YFP by joining our mailing list and by checking out the YFP section on the NFDA website. As always, feel free to reach out with any questions regarding YFP.

In closing, I hope you all enjoy the remainder of your summer. Before we know it, the fall colors and falling leaves will be upon us. Wishing everyone a safe, enjoyable, and successful season ahead!



DEVELOPING THE NEXT GENERATION OF LEADERS IN THE FASTENER INDUSTRY

*By: Adam Derry,
President of Field*

One of the main reasons I've stayed in the fastener industry is simple: the people.

My dad and uncle bought Field in 1990, and growing up I admired their passion for serving customers and growing the business. More importantly, they built a culture centered on genuinely caring about people and winning as a team. Those values have stayed with me throughout my career. As I've grown as a leader, one lesson stands out: leadership isn't about having all the answers.

Early in my career, I thought leaders needed to always project confidence and, in some scenarios, "fake it until you make it." What I've learned is that the best leaders are authentic and comfortable admitting when they don't know something. People connect with humility and vulnerability, not perfection.

When I look at young professionals with leadership potential, a few traits consistently stand out: curiosity, a desire to continuously learn and improve, a high sense of urgency, and the resilience to find a way when challenges arise. They ask great questions, seek feedback, take ownership, and keep moving forward when things get difficult.

What helped me in my career was to focus on the "Three P's":

People – Build relationships before you need them, because challenges inevitably arise. Connect with and learn from those around you.

Product – Understand what you sell, how it's made, and how customers/end users use it.

Process – Learn how the entire business works and how the different functional areas interconnect.

The professionals who understand how all the puzzle pieces fit together are often the best problem solvers, become the “go-to person” in their areas, and become the strongest future leaders.

Another thing I learned is that you can be a leader long before you have a leadership title. Lead a project, honor your commitments, genuinely care about and help others, and look to innovate to drive waste out of processes or make things easier for your customers (internal or external). Leadership is earned through influence and actions, not a title.

At Field, we often talk about “obsoleting yourself” in your current role. The only way to continue growing is to teach others what you know so they can step up while you take on new responsibilities. The leaders who develop people and share openly the knowledge they have create opportunities for themselves and those around them. Those who “hoard” it, or act as “knowledge is power” and keep it to themselves, the opposite is true.

One mistake I see some young professionals make is thinking too short-term. Don’t make every career decision based solely on compensation or titles. Sometimes the best opportunity is gaining experience in a new role, learning another part of the business, or staying with an organization that aligns with your values, and is invested in your future. Focus on driving value before focusing on advancement. Use this drive to make an impact supporting internal and external customers, and career advancement will follow.



Looking ahead, I believe the next generation of leaders has tremendous opportunity! The pace of change is accelerating, and AI will fundamentally reshape how businesses operate. Some jobs will change, some will disappear, and many new opportunities will emerge. My advice is to embrace it. Learn how to leverage AI and new technologies to become more effective in your current role. You likely won't be replaced by AI, but you may be replaced by someone who knows how to leverage AI more effectively than you do, so embrace it and be a subject matter expert.

The fastener industry is full of great people and great opportunities for those hungry to learn and grow. The future belongs to leaders who stay curious, develop others, and continuously improve.

VISIT YFP AT IFE

YFP will be attending the International Fastener Expo (IFE) on October 7-9, 2026, in Phoenix, AZ. Come by and visit us at booth #856.



YFP OFFERINGS



Mentorship Program: In this program, mentees submit their interests and areas they would like to develop, and we pair them with a mentor with expertise in those fields. While applications have closed for the 2026 program, mark your calendars to sign up new employees as mentees and well-experienced employees as mentors for next year's program. The application deadline for the 2027 program is November 1, 2026.



YFP Book Club: Led by Mike White of Brighton Best International, we are proud to continue our book club. We host two book club meetings a year, highlighting books on leadership and self-development. The first book club of the year is usually held in-person at the NFDA Annual Meeting & ESPS, and the second is held virtually in the Fall. The meetings include interactive conversations, where participants can share what they have taken away from the book and gain new insights from other readers in our industry!



FTI Partnership: The Fastener Training Institute has been instrumental in helping YFP achieve its goal of providing educational opportunities to new and existing members. As a YFP member, participants will receive free access to an FTI virtual training video of their choosing. Furthermore, YFP also offers one scholarship per year to attend Fastener Training Week. The deadline to apply for the scholarship is October 15, 2026.

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Young Fastener Professionals (YFP) is committed to providing educational and networking opportunities for ambitious young professionals desiring professional growth within the fastener industry. We empower, advocate for, and provide opportunities for education and networking for young fastener professionals. If you are interested in volunteering, mentoring, or being added to the YFP email list, please email Amy Nijjar at amy@nfda-fastener.org.