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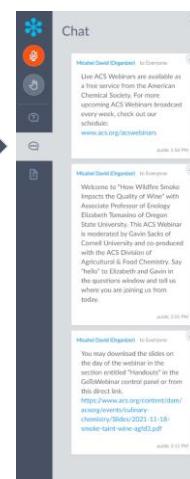
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Chat
Announcements and hyperlinks from our team



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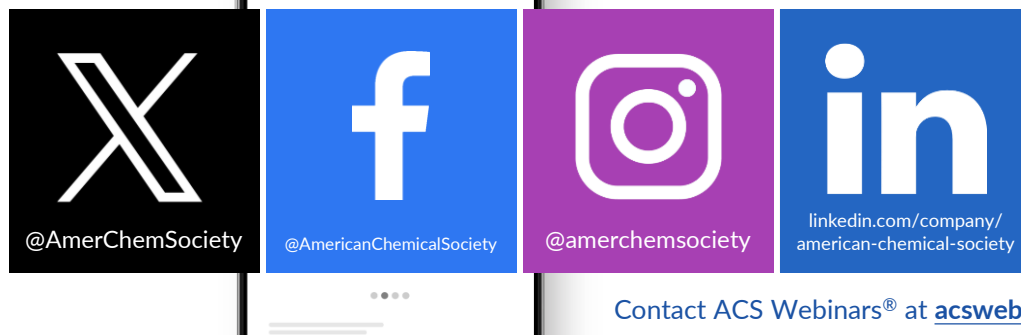


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A Career Planning Tool For Chemical Scientists



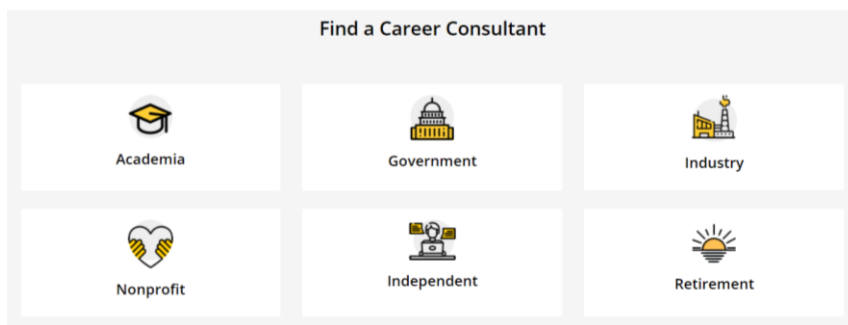
ChemIDP is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences. Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals. **ChemIDP** tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

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Career Consultant Directory



- ACS Member-exclusive program that allows you to arrange a one-on-one appointment with a certified ACS Career Consultant.
- Consultants provide personalized career advice to ACS Members.
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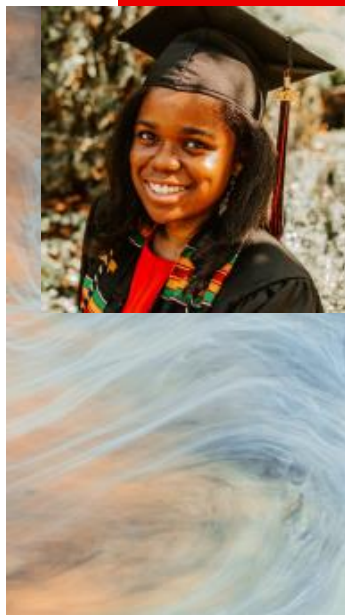
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ACS Scholar Adunoluwa Obisesan

BS, Massachusetts Institute of Technology, June 2021
(Chemical-biological Engineering, Computer Science & Molecular Biology)



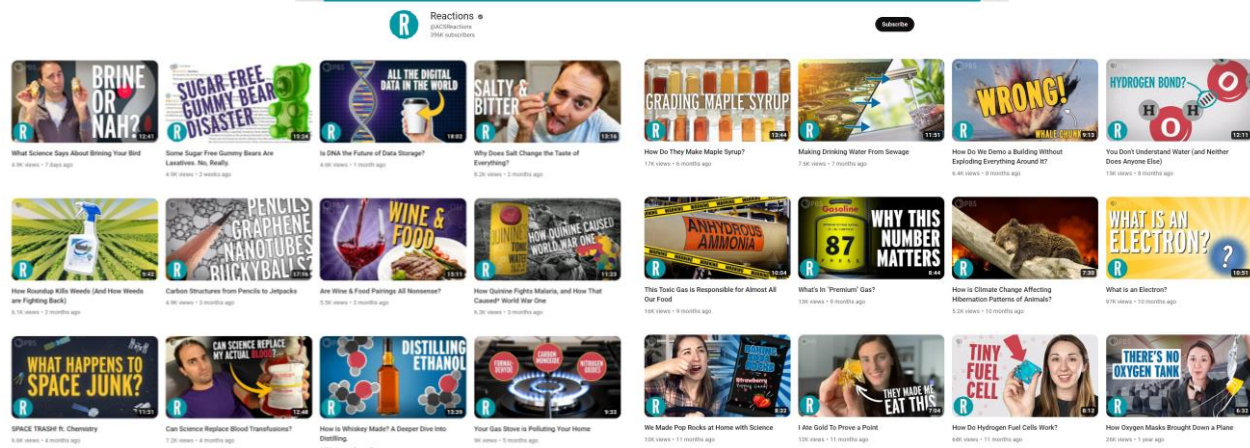
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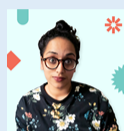
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Sam Jones, PhD
Science Writer & Exec Producer



Deboki Chakravarti, PhD
Science Writer & Co-Host

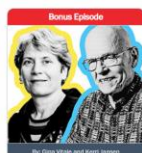
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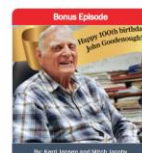
Bonus Episode
Carolyn Bertozzi and K. Barry Sharpless chat about sharing the 2022 Nobel Prize in Chemistry
December 6, 2022



Bonus Episode
Bioorthogonal, click chemistry clinch the Nobel Prize
October 9, 2022



Episode #40
Lithium mining's water use sparks bitter conflicts and novel chemistry
September 13, 2022



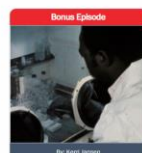
Bonus Episode
For John Goodenough's 100th birthday, Stereo Chemistry revisits a fan-favorite interview with the renowned scientist
July 25, 2022



Bonus Episode
Jess Wade on Wikipedia and work-life balance
June 21, 2022



Bonus Episode
The sticky science of why we eat so much sugar
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ACS Career Resources



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Personal Career Consultations



Jim Tung works at Lucanix Laboratories in Portland, OR, currently as a business development manager. He has been with Lucanix for 10 years, working on developing new chemical manufacturing projects. Before that, he was a senior research chemist at Glaxo Research in Champaign, IL, performing kilo-scale organic chemistry.

An Oregon native, Jim got his B.S. in biochemistry from the University of Oregon, his Ph.D. in organic chemistry from the University of Notre Dame, with postdoctoral experience at Pfizer's laboratories in La Jolla, CA. He is past chair of the Portland Section of the American Chemical Society and was 2019 general co-chair of NORM 2019. He has interests in process chemistry, labor economics, social media outreach and encouraging career exploration and development for younger chemists.

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Advancing ACS' Core Value of Diversity, Equity, Inclusion and Respect



Resources

Inclusivity Style Guide Designed to help staff and members use language and images that respect diversity in all its forms. →	ACS Webinars on Diversity Covering diversity and inclusion at the workplace →
ACS Publications DEIR Hub See what ACS Publications is doing for fostering inclusivity in scholarly publishing →	ACS Volunteer and ACS Meetings Code of Conduct Fostering a positive and welcoming environment for attendees, volunteers and staff. →
C&EN Trailblazers C&EN highlights scientists from different backgrounds who are making an impact in chemistry. →	NEW! Download DEIR Educational Resources Download this educational guide for additional recommendations on videos, articles, books, podcasts, and more on diversity, inclusion, and related topics. →
Quick Guide: Inclusion Moments Learn more about what Inclusion Moments are and see ideas to host them during your meetings. →	Quick Guide: How to host inclusive in-person events Recommendations and best practices to ensure that your events can accommodate everyone. →

Diversity, Equity, Inclusion, and Respect

**Adapted from definitions from the Ford Foundation Center for Social Justice:

Equity**

Seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. Equity requires the identification and elimination of barriers that have prevented the full participation of some groups.

Diversity**

The representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.) collectively and as individuals. ACS seeks to proactively engage, understand, and draw on a variety of perspectives.

Inclusion**

Builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value, and ACS strives to create balance in the face of power differences. In addition, no one person can or should be called upon to represent an entire community.

Respect

Ensures that each person is treated with professionalism, integrity, and ethics underpinning all interpersonal interactions.

<https://www.acs.org/diversity>

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See your influence in action!



The impact and results of **ACS member advocacy** outreach and efforts by the numbers!

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Members participated
In Act4Chemistry

Get Involved

1739+

ACS Advocacy
Workshops participants
or enrollees

Enroll in a workshop

49

Years of Public
Policy Fellows

Become a Fellow

2000

Letters sent to
Congress

Take Action

American Chemical Society

<https://www.acs.org/policy>

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ACS on Campus is the American Chemical Society's initiative dedicated to helping students advance their education and careers.



Get Results.
Discover how to prepare an effective resume, interview with confidence, pick a graduate or post-doctoral program, and more!

Get Published.
Share your science with confidence – get essential tips for becoming a better writer, reviewer and communicator.

Get Ahead.
Develop your career, network with local professionals, and learn how to leverage your ACS membership.

acsoncampus.acs.org

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ACS Industry Member Programs

- **ACS Industry Matters**

ACS member only content with exclusive insights from industry leaders to help you succeed in your career. #ACSIndustryMatters

Preview Content: acs.org/indnl

- **ACS Innovation Hub LinkedIn Group**

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Wednesday, October 11, 2023 | 2-3pm ET

La Manufactura Aditiva: Metodología y Desarrollo de Implantes de Cadera

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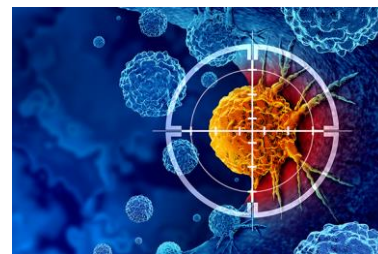
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The "Ins and Outs" of Networking



MATT GRANDBOIS, PHD

Strategic Partnership Manager,
DuPont Electronics & Industrial



KATHERINE JOHNSON, PHD

R&D Associate, Oak Ridge
National Laboratory

This ACS Webinar® is co-produced with ACS Industry Member Programs and the ACS Division of Professional Relations.

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Professional Development

- **Professional Development** is how we improve and acquire the critical skills, capabilities, and experiences needed to reach our personal and career goals.
- These “soft skills” are seldom taught in school, but introduced instead upon starting employment or learned through personal experiences and exploration.
 - Based on employer, the depth, scope, and timing of professional development varies by role and size.
 - ACS resources like ACS Webinars, Divisions, and personal involvement allow you to create your personalized professional journey in a safe, welcoming community.



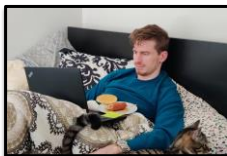
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Networking

- Networking is the act of building upon connections and knowledge through communication and relationship building.



- Networking does not require you to be an extrovert...or even to speak!
 - Networking through written communication can be quite effective
 - Networking can be done through the use of strategic planning.
- [Networking without Saying a Single Word: Silent but Deadly](#) (February 2018)



- Networking does not require you to meet face to face to be effective.
 - Personal branding and social media can help you passively build your network.
 - Digital environments and metacommunication aid in video networking.
- [NFH: Networking From Home](#) (June 2020)

- Networking is very useful for all aspects of our lives, but today we will discuss how it can specifically be used **within the workplace**.



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Networking inside the workplace and outside the workplace have many similarities, yet also have many differences

External Networking

- Involves Others
- Happens at home or in community
- Personal & Professional
- Based on building relationships
- Improves home life and social standing
- Can be enjoyable

Inside Networking

- Involves Others
- Happens in the office/lab
- Primarily Professional
- Based on building relationship
- Improves productivity and impact
- Can be enjoyable



Benefits to Networking Inside Your Workplace

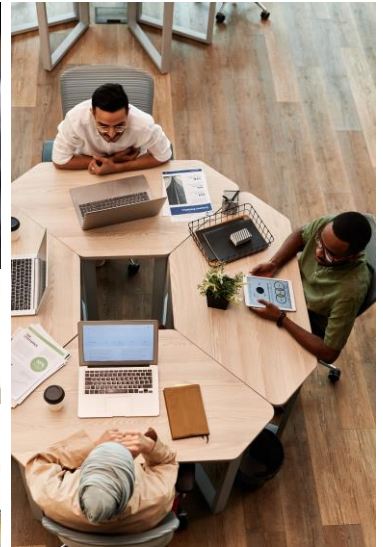
Access Mentors & Sponsors

Create Career Opportunities

Learn & Grow

Expand your Influence

Grow your Brand



"Building your internal network will make work more fun, open doors and increase your influence."

Mark Noe, [ACS Industry Matters](#), June 2022



Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



How comfortable do you feel networking? (i.e. process of meeting new people and building relationships)

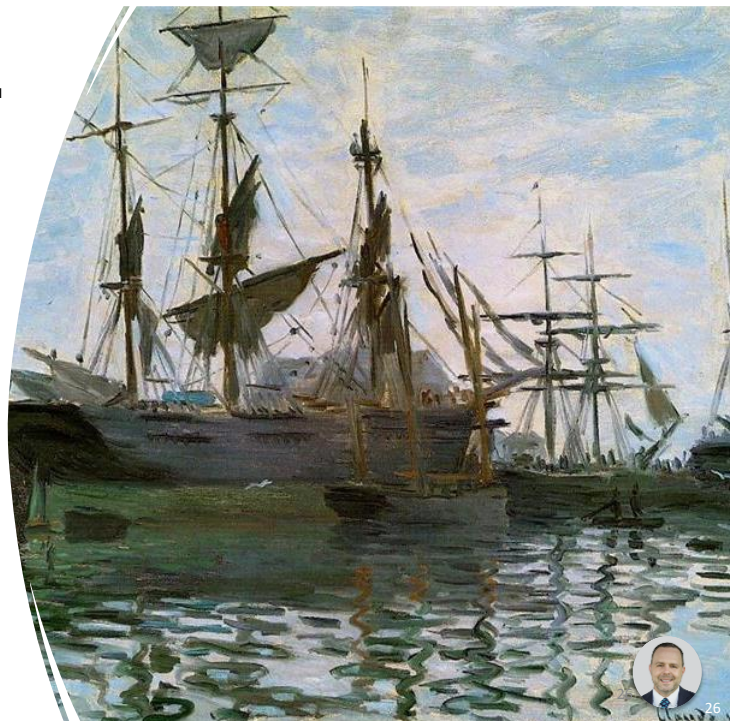
- Extremely comfortable
- Comfortable
- Tolerable
- Uncomfortable
- Very uncomfortable

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Ships in a Harbor...

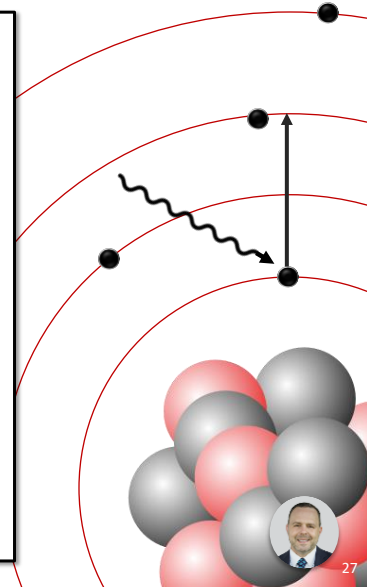
- Relationships are the basis for our network and within the workplace there are two important types:
 - **Mentorship** – relationship based on knowledge/experience imbalance
 - **Sponsorship** – special mentorship where Mentor works to actively promote Mentee based on Sponsor's superior position or power privilege.
- Workplace Sponsorships are critical for specific career aspirations (e.g. upper management or leadership).
- Internal networking can help you identify and enlist Sponsor support.



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Networking within Hierarchical Organizations

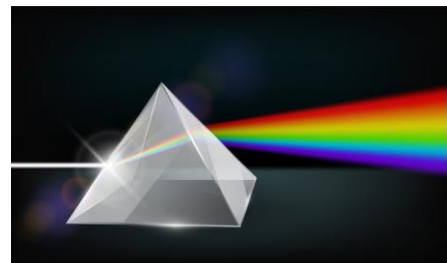
- Many workplace organizations are highly structured with built-in hierarchy to aid in decision making by making clear lines of authority and reporting.
- In order to access higher levels, increased energy needs to be used to network effectively for your intended purpose.
- Remember: Networking across and down levels is just as important as networking work.
 - *What happens when you're promoted?*
 - *When your colleagues are promoted?*
- Building your brand is just as important as climbing the ladder, so focus on every level as you grow!



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Networking withing a Matrix Organization

- Many companies have established functional silos to improve excellence and execution to create value for their customers.
- Larger companies may have resources to establish functional experts, while smaller aggregate work out of necessity.
- Your company's work process can provide you knowledge and cross-functional connections



Industrial Chemistry Value Chain Primary Activities:



Identify value chain stakeholders in your work and use this to network, learn, and grow!



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The value of making your intentions known



- As you build your network, it is both effective and courteous to let people know your intentions and goals.
- End exploratory meetings with a recap of your intentions and ask for further ideas on who and what to pursue next.
- After establishing your network, there is also value in informing a trusted mentor about what you are working on so they can provide you feedback and amplify your progress to others.



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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Do you share your learning goals with workplace mentors?

- Yes
- No

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Employee Resource Groups

- Many companies have established voluntary, employee-led groups that assembly based on shared experiences and characteristics.

Examples:

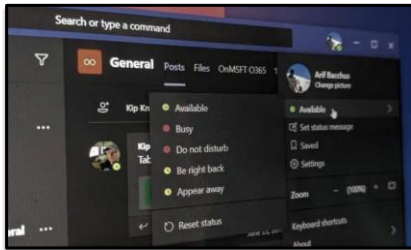
- *Early career employees*
 - *Military veterans*
 - *LGBTQ+ & allies*
 - *Cultural or ethnic affinity groups*
 - *Employees passionate about sustainability*
- ERGs plan events within the company, outreach events within the community, and provide a network for career and personal development.
 - Most ERGs have corporate sponsors and engagement employees at every level within the organization, making it a great way to develop your network while providing a tangible benefit to others that resonates with your passion.



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Internal Network Advantages: Internal Media



- External networking often finds you in the dark with regards to availability and status of your targeted contact.
- Inside your company, productivity tools and resources may be used in your favor:
 - **Internal Messaging Software** (e.g. TEAMS) show “green” in office or out of office messages
 - **Internal Calendars** (e.g. Outlook) allows you to see availability within your company for meetings

- **Cold introductions** are more effective with solid recommendations for next steps as this reduces the burden on the recipient but maintain flexibility early on.
- Use caution if directly scheduling meeting without permission first. This can be effective in some situations, but confirming receptiveness first is ideal.



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Etiquette is always important

- Regardless of culture or country of origin, it is always important to approach networking with open, honest, and courtesy towards others.
- Internal networking increases the chances of engaging each other in the future, so etiquette is even more important for your brand and goals.
- Based on your purpose and introductory conversation topics, asking for recommendations and further connections can accelerate your internal networking efforts.
- *“Don’t Burn Bridges”* – If a relationship doesn’t work, maintain cordial communications so that future engagements and working together can stay professional and productive.



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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Do you stay in touch with your first mentor?

- Yes
- No

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Maintain and grow your internal network

- Networking is based on building relationships, so do not treat individuals as stepping stones as you network your way through the company.
- Partnerships thrive when both parties continue to reinforce the mutual value that each other finds in the relationship.
- Finding ways to support, help, and grow your organizations will help you grow your network, brand, and influence.






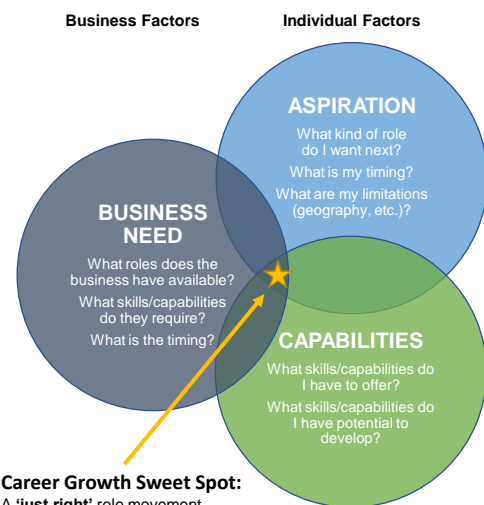
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Networking is necessary grow your career

- Internal networking is critical to being ready for that next promotion or role along your development plan, but be patient.
- Focusing on what you can control through networking will increase your chances of being in the *Career Growth Sweet Spot*:

 <p>ASPIRATION</p>	<ul style="list-style-type: none"> • Have candid conversations with sponsors to determine options. • Adjust timing while bringing value. • Expand network, influence, and understanding of the business.
 <p>CAPABILITIES</p>	<ul style="list-style-type: none"> • Build new skills aligned to development plan and pivot energy to business needs. • Create value through contributions and progress towards organizational goals. • Be open to new roles or special projects.
 <p>BUSINESS NEED</p>	<ul style="list-style-type: none"> • Keep all options on the table and be willing to change organizations if needed. • Continue to align your skills and strengths to business needs.



Career Growth Sweet Spot:
A 'just right' role movement occurs when Individual and Business Factors are in alignment



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Next Steps & Resources

Next Steps:

- Reach out to a 'new' work colleague that is adjacent to your role and/or process.
- Join an Employee Resource Group distribution list or planning committee.
- Schedule meet with Mentor to review career goals and make an internal networking plan.

Resources:

- [ACS Industry Matters – Professional Networking](#)
- [ACS Institute – Finding Yourself: Networking](#)
- [ACS Webinars](#) (ACS Members)
 - [Maximizing your Opportunities: LinkedIn Networking and Job Search](#)
 - [Networking as a Medicinal Chemist](#)
 - [Silent Networking](#)
 - [Networking From Home](#)



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Chemists with Disabilities



Ethics



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ACS Pride



Minority Affairs



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**THE LIVE Q&A IS
ABOUT TO BEGIN!**

Keep submitting your questions
in the questions window!



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Closing Thoughts

- *“The only thing constant is change”*
- Branding is powerful as it “networks for you”. What is your Brand and what does it do for you?
- Meeting new people can be fun, so enjoy yourself!

**You miss
100%
of the shots
you don't take.**
- Wayne Gretzky



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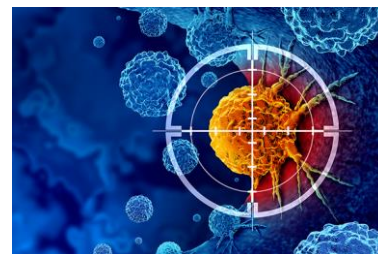
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