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

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Diversity, Equity, Inclusion, and Respect

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

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The representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, age, 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**
Diverse culture of belonging by actively inviting the contribution and participation of all people. Every person’s value, worth, and ACS services to create balance in the face of power differences. In addition, no one person can or should act alone to represent an entire community.

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https://www.acs.org/diversity
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Thursday, October 19, 2023 | 2-3:30pm ET
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This ACS Webinar® will begin shortly…

👋 Say hello in the questions window!

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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.
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.

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.
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](https://www.acs.org/), June 2022
How comfortable do you feel networking? (i.e. process of meeting new people and building relationships)

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

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.
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!

Networking within 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:**

- Marketing
- R&D
- Scale-Up
- Manufacturing
- Sales
- Customer Service

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

Audience Survey Question

Do you share your learning goals with workplace mentors?

- Yes
- No
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.

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.
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.

**Audience Survey Question**

**Do you stay in touch with your first mentor?**

- Yes
- No
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.

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:

  - Have candid conversations with sponsors to determine options.
  - Adjust timing while bringing value.
  - Expand network, influence, and understanding of the business.

  - 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.

  - Keep all options on the table and be willing to change organizations if needed.
  - Continue to align your skills and strengths to business needs.

  - Have ASPIRATION: What kind of role do I want next? What is my timing? What are my limitations (geography, etc.)?

  - Develop CAPABILITIES: What skills/capabilities do I have to offer? What skills/capabilities do I have potential to develop?

  - Understand BUSINESS NEED: What roles does the business have available? What skills/capabilities do they require? What is the timing?

  - Consider Business Factors and Individual Factors to align your career path.

Career Growth Sweet Spot: A 'just right' role movement occurs when Individual and Business Factors are in alignment.
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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https://acsprof.org
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Keep submitting your questions in the questions window!

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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