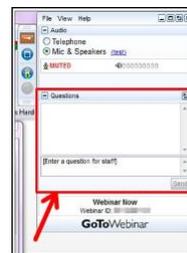




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Type them into questions box!

“Why am I muted?”

Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

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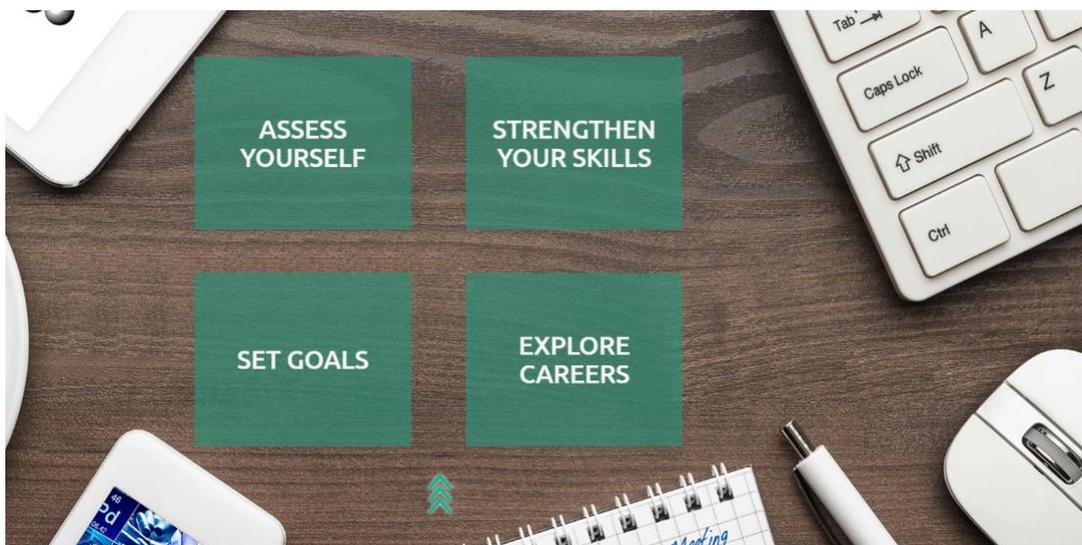


- Publish in top journals
- Find a job
- Effectively use research tools like SciFinder® and ACS ChemWorx
- Communicate your science
- Write grant proposals
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 Moderator: Bill Courtney, University of Washington, St. Louis

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- Ice cream is a complex multi-phase system that tastes delicious
- Even though ice cream is defined by a Standard of Identity, there is a wide variation in products

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LinkedIN Networking and Job Search

Tuesday, June 2, 2020 at 2-3pm ET
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 Moderator: Tom Halleran, American Chemical Society

Register for Free!

What You Will Learn

- Best practices for connecting on LinkedIn
- How to find people, companies, and opportunities to help you get referred
- How to take advantage of LinkedIn career features

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Making a
BIG
CAREER CHANGE

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TURNING ADVERSITY INTO OPPORTUNITY

THIS ACS WEBINAR WILL BEGIN SHORTLY...

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Making a Big Career Change: Turning Adversity into Opportunity



Allen Clauss
President
CTI Consulting



Tom Halleran
Career Consultant Program,
American Chemical Society

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More Career Opportunities than Ever for those with Education and Experience in Chemistry

- Diverse range of professional pathways available; many new interdisciplinary fields that rely on and reward chemistry knowledge.
- Career page at ACS.org, “College to Career”, lists five main sectors, **15** subsectors, and **65** functional areas.

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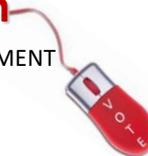
... but Few People Explore and Consider very many of the Options

- Most chemists choose their initial career path with very limited knowledge of the options and do not make any big career changes even after learning about new and interesting possibilities.
- **Why?** They perceive that big career changes come with big risks.

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Audience Challenge Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



The ACS College to Careers web page lists five main employment sectors for chemists. **What sectors have you worked in during your career?**

(Select all that apply)

- Industry
- Academia
- Non-profit
- Entrepreneurs
- Government



** If your answer differs greatly from the choices above tell us in the chat!*



Fear: Our Greatest Enemy

- Fear keeps many chemical professionals in jobs that they are not excited about and **prevents them from** getting on to a **new learning curve**, pursuing **exciting new opportunities**, and reaching their **full potential**.
- In this webinar, I want to convince you that the risks of pursuing a big career change are **probably lower than you think**, and the **rewards are probably greater** than you have imagined, so there should be little to fear in making a big career change, **especially during times of adversity**.



Putting Career Change Risk into Perspective

■ Risk of what?

- Losing current job?
 - Finding out new career is less satisfying than previous one?
 - Not being able to easily go back?
-
- Most chemistry professionals who make big career changes are successful and have more fulfilling and rewarding careers as a result.
 - Don't forget the risk and cost to your career of inaction vs taking action for positive change. Most people don't even consider the cost of inaction.
 - If your career has been negatively impacted by the coronavirus pandemics, or in a worst case, if you have become unemployed due to the pandemic, your risk just went down!

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When is it time to make that Big Career Change?

- When it seems like just as **good of an idea** at the end of a good day (in your current job) as it does at the end of a bad day.
- When you know that you are **moving toward something positive**, not away from something negative.
- When the prospects of making such a change **energize** and **excite** you.

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During the Remainder of this Webinar, I want to:

- Share with you the **big career changes** that I have made and the **circumstances** surrounding those changes.
- Encourage you to **consider the possibilities** for making a big career change now or in the future.
- Inspire you to **take action** if you believe that a big career change would be good for you.
- Help you **learn from my experiences**, especially from my **mistakes**, to maximize your chances of success.

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First Big Change: International Assignments with Procter and Gamble in Japan and China

- Big career changes don't necessarily involve **changing employers**.
- After ten years in R&D with P&G in the U.S. I accepted a series of international assignments in Japan and China. These were **challenging, enlightening, and transforming experiences** for me and my family.
 - much broader business responsibilities and decision-making authority
 - enlightening cross-cultural experiences.
 - unexpected adventures!

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Serving as a Key Speaker (in Japanese) at an Employee's Wedding



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Audience Challenge Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



How has the coronavirus pandemic affected your career?

- I have experienced extreme negative impacts (unemployment)
- I have experienced some negative impact (under employment)
- It has not affected me at all
- I have experienced positive impact (more employment)
- Not applicable concerning employment



** If your answer differs greatly from the choices above tell us in the chat!*



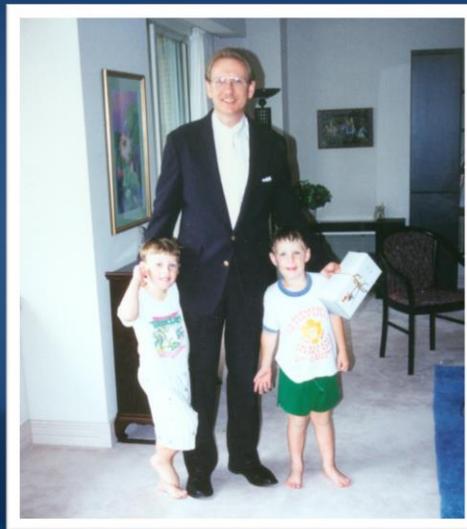
Unplanned Adventure: The Great Hanshin Earthquake

- January 17, 1995, 5:45 am
- Magnitude **7.2 earthquake** with devastating vertical shock wave.
- More than **6,000** people died.

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Apartment in Kobe, Japan Before the Earthquake



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Apartment in Kobe, Japan After the Earthquake



25



Our Kitchen After the Earthquake



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Assessing Damage and Clean-up at Apartment



27



Assessing Damage and Clean-up



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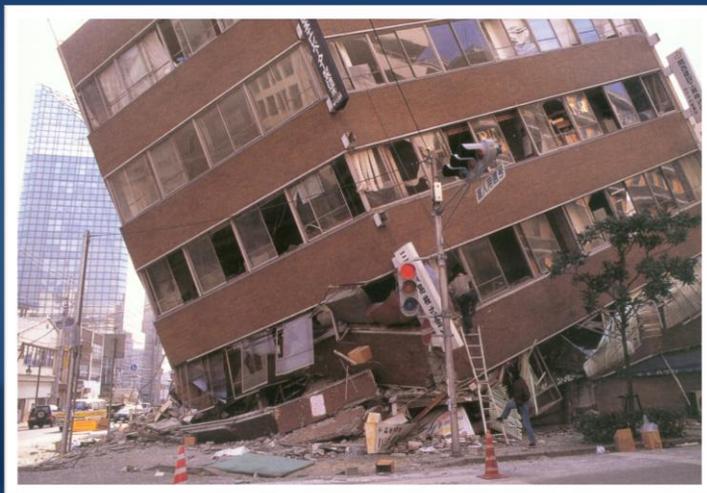
Kobe City after the Earthquake



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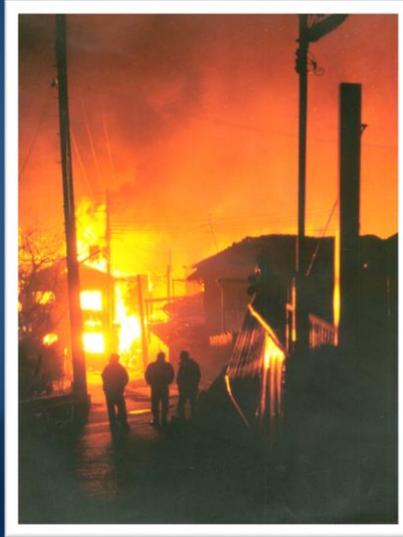
Kobe City after the Earthquake



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Kobe City after the Earthquake



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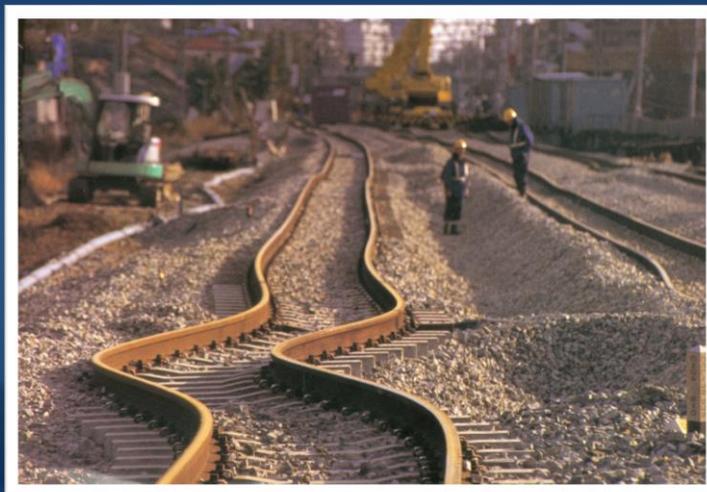
Kobe City after the Earthquake



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Kobe City after the Earthquake



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Opportunity out of Adversity Guangzhou, China 1995-1997

- Loss of infrastructure from earthquake in Japan **prompted P&G to accelerate our R&D** expansion into China.
- Next assignment was working to help with **setting up labs** and **staffing** a newly built R&D facility in Guangzhou in South China.

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Getting Used to a Different Kind of Grocery Shopping



35



Beijing, China 1997-2000

- P&G was in need of an **experienced Ph.D. chemist** and **R&D manager** to oversee the construction, staffing and start-up of a new R&D center in Beijing.
- “BJTC” was set up in partnership with Tsinghua University and was intended as a model for **how a multinational company can establish R&D capability** in China.

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Grand Opening of BJTC April 15, 1998



37



Grand Opening of BJTC April 15, 1998



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Second Big Change: Leaving for Industry for Academia

- After 18 years at P&G, I was a senior R&D manager, but always thought I would not be a “lifer” at P&G. I envisioned a mid to later life **career teaching chemistry** at the university level.
- These kinds of big career change opportunities don’t normally just present themselves; they require **initiative, preparation**, significant **time** and **effort**, and yes, taking some **risk**.
- I Worked out an **amicable separation** from P&G and an orderly transition of R&D responsibilities in Beijing. (Never burn bridges if you don’t have to.)
- My closest friends and colleagues at P&G told me that I was **crazy!**

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Second Big Change: Leaving for Industry for Academia

- I returned to the U.S. **without a job** and **started applying** for every small college chemistry faculty opening I could find.
- Then the **rejections** started pouring in! ... and pouring in!
- I started to **wonder** if I had made the worst decision of my life!
- I started to think that maybe my friends and colleagues at P&G were right. **Maybe I was crazy!**

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A Powerful Lesson about the Importance of Networking

- Only after a seemingly endless string of rejections did I **surrender my pride** and **embrace networking** as a central strategy for my academic job search.
- In retrospect, it is **not at all surprising** that I was having zero success getting any interviews for academic openings by just submitting applications.
- Informal networking at the local level **immediately opened doors** for me at University of Wisconsin where I was hired initially as a **temporary lecturer** and subsequently in “permanent” positions.
- For the next 11 years of my career, I had a **wonderful experience teaching and participating in collaborative research** at UW-Madison.

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Third Big Change: Leaving Academia for Tech Start-up

- Sometimes big career change opportunities **do** just present themselves.
- So it was that a **nanotechnology start-up** company, Xolve Inc., that spun off from discoveries at University of Wisconsin, offered me a position as their VP of R&D.
- Novel methods of producing **graphene** and graphene-containing advanced materials.
- A 5-year, **fascinating adventure** that culminated in the sale of Xolve to a large multinational company in 2016.
- In 2016, I founded my current **consulting company**, CTI Consulting, LLC.

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Advice for You Based on My Career Experience

- **Embrace professional networking** as a central strategy for your career development.
- Create and build your own **professional “brand”** based on your unique talents and skills.
- Do whatever is necessary to **avoid “burnout”**.

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Embrace Professional Networking as a Central Strategy for Your Career Development

- Especially important if you embark on a big career change.
- Don't let pride prevent you from using networking to get a job; **networking is highly successful because it lowers risk** for both the job seeker and the prospective employer.
- Use **multiple channels** to develop and grow your network:
 - LinkedIn
 - ACS meetings (local, regional, national)
 - Family, friends and people outside the chemistry profession.

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Audience Challenge Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



How active are you on LinkedIn? (post, update, and search opportunities)

- Frequently (weekly)
- Somewhat frequently (monthly)
- Not frequently (a couple times a year)
- I am not active but have a LinkedIn Profile
- I do not have a LinkedIn Profile



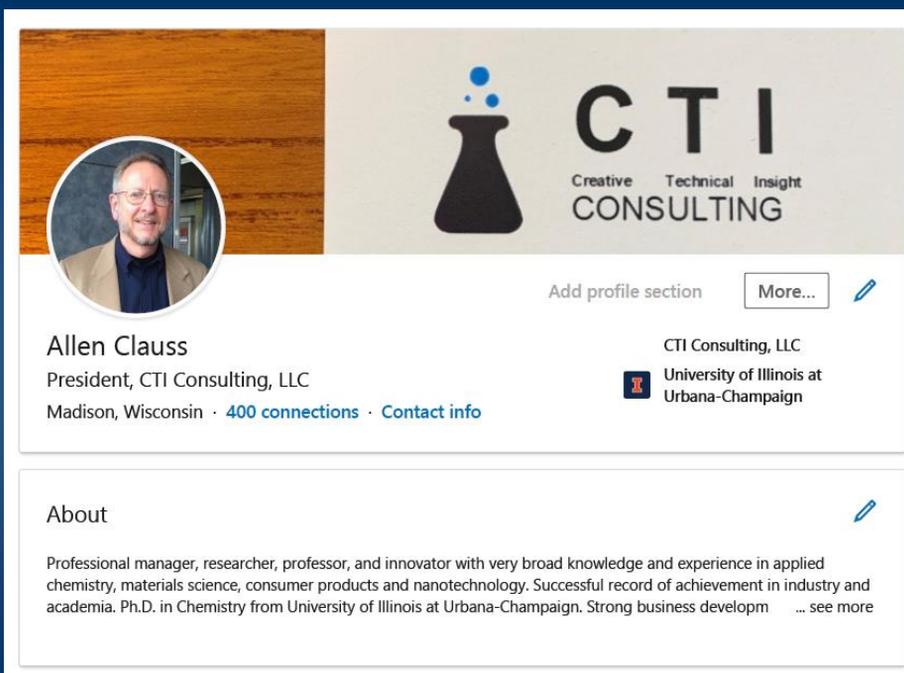
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Create and Build Your Own Professional Brand

- Build it on what you believe to be your **unique talents** and **skills**.
- Advertise your brand via **LinkedIn**.





Allen Clauss
President, CTI Consulting, LLC
Madison, Wisconsin · [400 connections](#) · [Contact info](#)

CTI Consulting, LLC
University of Illinois at Urbana-Champaign

About

Professional manager, researcher, professor, and innovator with very broad knowledge and experience in applied chemistry, materials science, consumer products and nanotechnology. Successful record of achievement in industry and academia. Ph.D. in Chemistry from University of Illinois at Urbana-Champaign. Strong business developm ... see more



Create and Build Your Own Professional Brand

- Build it on what you believe to be your **unique talents** and **skills**.
- Advertise your brand via **LinkedIn**.
- Be willing to **invest significant time** and **money** in your professional brand.
 - Additional formal education.
 - Take a self-financed sabbatical.
 - Seek overlap between your hobbies and professional interests.



Do Whatever is Necessary to Avoid Burnout and Keep Yourself Interested and Energized about Your Job

- For some people, this **can be accomplished in the same job** with the **same employer** without changing career paths.
- For some others, this **can be accomplished by assignment changes** with the same employer.
- But for many people, a **big career change is needed to put them on a new and very different learning curve** with new challenges and a new work environment.

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ACS Career Resources



Managing Your Career

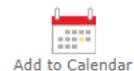


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Summary

- If you are **less than very satisfied** in your current career path, research other career pathways, and consider making a **big change**.
- **Don't let fear keep you from taking positive action** and pursuing your dream of a new career that is more interesting, challenging and exciting.
- Be **realistic about the circumstances and challenges** of making a big career change. Don't go about it in a naïve way as I did in my big career change from industry to academia.
- **Embrace professional networking** as a central strategy to enhance your current career, and especially if you decide to pursue a bid career change.
- View **yourself** and your professional brand as important things to **invest** in.
- Create and build your own **professional "brand"** based on your **unique talents** and **skills**.
- Do whatever is necessary to **avoid "burnout"**.

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