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Information, insights, and advice for ACS industry members

November 14, 2019

In this issue, learn how safety starts with individuals, and how they react – or don't – to the stimulus around them. Mark Frishberg provides a great distinction about pros and cons of working for a big company vs. a very small one – essential reading for people considering employment opportunities in industry. Stay with Mark's interview until the end to get a first-hand account of what happens when a wildfire incinerates your home.

There's more – an early career chemist from PPG, Rachel Harris, explains why magnesium is core to her job. And our career experts guide you on making the move from peer to manager while avoiding being perceived as bossy.

John C. Katz
Executive Editor

ON THE SAFE SIDE

The Essence of Safety

As we become aware of safety, talk about safety, and work to build a safety culture in our organizations, we tend to leave out a critical element. The concept of safety and initiation of safe practices... [Read More](#)



Frankie Wood-Black
Safety Expert

WHAT I LEARNED

"What has been more rewarding for you? The business or chemistry aspect of your career?"



Mark Frishberg
VP Business Development, JenKem
Technology

"It has always been about the chemistry! Leaving the lab actually allowed me to experience more chemistry, just not hands-on anymore. I have been involved in thousands of project evaluations and hundreds of active chemistry projects where I have been able to..." [Read More](#)

CAREER CORNER

"How do I make the switch from employee to manager without seeming bossy to my former peers?"

Natalie LaFranzo, Vice President--Market Development, Cofactor Genomics:

"Navigating the transition with humility and openness to feedback is key. Leveraging the skill sets of your former colleagues (now direct reports) and acknowledging their contributions publicly and privately will help you earn their trust."

Andrea Alexander, Technical Service and Development Manager, Shin-Etsu Silicones of America, Inc.:

"Being a leader isn't about asserting authority; it may be necessary in certain situations, but is not an effective leadership style. Effective leadership is about providing direction and the tools for your team to succeed."

Norton Peet, ACS Career Consultant:

"Make the switch with humility. Do not brag about the promotion or suggest that you were chosen because you were better in some respect than your colleagues."

SPOTLIGHT ON EARLY CAREER CHEMIST

Meet the research chemist preventing rust on lightweight vehicles

Magnesium use in the transport sector is accelerating, in part because the metal is 33% lighter than aluminum and 75% lighter than steel. "That's important from an environmental perspective," explains PPG Industries research chemist Rachel Harris... [Read More](#)



Rachel Harris

Research chemist, Substrate Protection Group, PPG Industries

LINKEDIN LEARNING COURSE

What you most need to know from an industry-connected LinkedIn Learning Course. Today's course: Transitioning from Technical Professional to Manager

Professionals are often promoted to managerial roles due to their technical skills in the workplace. To be a manager, though, requires strong relational skills and interpersonal communication. In the course "Transitioning from Technical Professional to Manager," leadership coach Sara Canaday... [Read More](#)

QUOTABLE

"These days, every industrial company has a 'digital strategy,' and terms such as Industry 4.0 and the Industrial Internet of Things, or IIoT, are becoming commonplace. Both refer to modern technology's ability to connect everything to the internet. The falling cost of computing and storage is enabling these new IIoT applications."

- Barron's, November 8, 2019

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