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Information, insights, and advice for ACS industry members

April 9, 2019

Welcome to the completely redesigned ACS Industry Matters member newsletter. It features information, insights, and advice to help you thrive in a dynamic, challenging, and exciting working world. In addition, each issue introduces you to an early career chemist, as well as one of our ACS Heroes of Chemistry. Please take a moment to acquaint yourself with the newsletter's features, the vast majority of which showcase original content you won't find anywhere else. We plan to publish this newsletter on a bi-weekly basis until the summer, then switch to weekly.

Please send comments, suggestions, or any other feedback – both on the newsletter, as well as other ways you would like to see ACS support our industrial members – to industry@acs.org.

Best,

John Katz

Executive Editor

[BOSS TALK](#)

Insights and advice from a senior executive in the chemical industry

John Banovetz, Senior Vice President,
Research and Development and Chief



Technology Officer, 3M

What are the non-technical skills you most highly value in scientists at 3M, and why?

At 3M, we highly value the ability to collaborate and work on a cross-functional team. This is a key component of our innovation model as inventions and technical advances rarely come from a single individual...

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HEROES OF CHEMISTRY

Get the back story on how a scientist earned the coveted [Hero of Chemistry](#) award.



Peter Senter, VP Chemistry, Seattle Genetics

The hero of chemistry behind the cancer-fighting drug Adcetris

It was a tough call. Bristol-Myers Squibb, Peter Senter's employer for over a decade, had announced it was closing the site where he worked and relocating his projects nearly 3,000 mi (about 4,800 km) east. "I had to make a decision: Should I keep the safety and security of a big pharmaceutical company, or should I go off and do something risky but potentially more rewarding?" [Read More](#)

QUOTABLE

"The ACS Medicinal Division provides a fantastic opportunity to connect with world-class chemists and drug hunters. The wealth of information and camaraderie is so cool and

inspiring. Face-to-face interaction beats reading the information from journals any day.”

Wendy B. Young, Senior VP, Small Molecule Drug Discovery, Genentech, Inc.
Hear more from Wendy in "Boss Talk" in the April 23 issue of ACS Industry Matters.

CAREER CORNER

ACS Career Consultants and other experts answer questions about advancing your career in industry

How do companies assess management potential in their employees?

If your goal is to move into the management track, there are multiple things you need to keep in mind. The most important question you need to ask yourself is regardless of how much you think you want it, would you be good at it? The best managers are not only concerned about their own work situation, but more importantly, group dynamics and productivity. You must be good at time management: prioritizing, being efficient with your time and others, and being able to make important decisions with limited time.

Andrea Alexander, TS&D Manager - RTV, Elastomers

Managers are generally very good at keeping things from falling through the cracks. They keep things well organized and monitored. They minimize surprises. They communicate effectively with their co-workers. They understand people and recognize individual strengths and weaknesses. As much as possible, they assign tasks to the individuals who are most likely to succeed, and find ways to maximize the productivity of each team member.

Donald Truss, Recruiter/ACS Career Consultant

Companies tend to look for leadership abilities that are required of all managers. Those skills include - helping and training others, managing and driving change, thinking big picture, working well with others, ability to take criticism positively - resilience, demonstrated ability to manage people and projects, problem solving, delivering goals on time and on budget, ability to network within and outside the organization to build partnerships, etc.

Saminda Azad, R&D and New Product Development Manager

There are typically two tracks in industry: a technical track and a management track. Based on discussions during performance reviews, and typically early in one's career, an assessment on leadership potential, creativity and management style, passion for their work and fit into the

corporate culture is made. Those individuals who demonstrate promise are asked if they wish to pursue a management track that will take their career ultimately outside of the laboratory. Should one wish to remain in the technical track, it may prove more difficult later in one's career to switch to the management side should one wish to do so.

Joe Martino, ACS Career Consultant

WHAT I LEARNED

Observations and reflections from chemists with decades of experience working in industry.



John Pochan, ACS Fellow

John Pochan spent his career working mostly in industry, including stints at Kodak, XEROX and S.C. Johnson & Sons. Not truly 'retired', he currently serves as Principal and Co-Founder at Avount Group, LLC. John earned his Ph.D. in Physical Chemistry from the University Of Illinois (Urbana-Champaign). He is an ACS Fellow from the class of 2012.

Chemists generate a LOT of data. What can they do to present their data more effectively to management?

Understand what the audience wants. Provide simple slides: no clutter, to the point. Stick to the slide details; do NOT overrun the provided time unless asked to. Tell the audience what you are going to tell them, then tell your story, then tell the audience what you told them... [Read More](#)

SPOTLIGHT ON EARLY CAREER CHEMIST

Get to know an early career chemist working in industry.

Erin Hiestand, Applications Process
Engineer, PPG



Meet the chemical engineer improving the appearance and durability of automotive coatings

Erin Hiestand's passion for automotive coatings started during a student internship in Honda's paint shop. After graduation, she kept that passion alive by joining coatings giant PPG. Six years and four roles later, she is troubleshooting problems across all aspects of multiple automotive-coating product lines. Find out her lab must-haves, who inspires her, and her dream car color... [Read More](#)

QUESTION OF THE WEEK

At work, do you spend most of your time working with other chemists/chemical engineers or other STEM scientists?

- Mostly other chemists/chemical engineers
- Mostly other STEM scientists
- About half and half
- Mostly by myself

[Submit](#)

What should we ask next week? Email your ideas to industry@acs.org

MORE NEWS FROM ACS MATTERS

Avoid the Pitfalls of Starting a Chemical Business

Did you know that a little more than 2 years ago the business of chemistry was a \$526 billion dollar enterprise accounting for approximately 529,000 American jobs? When thinking of starting a business, know that chemistry

is a driving force behind the growth and expansion of the US economy. The Division of Business Development and Management (BMGT) has a road map to starting a chemical business and understanding your customers. BMGT, with their leveraging knowledge of chemistry and business, can teach you the non-technical skills you need to boost your value. [Reach out to BMGT today.](#)

Register Today for the Chemical Ventures Conference

Are you a startup, student interested in entrepreneurship, investor, founder, or someone who wants to expand their knowledge on chemical ventures? The Center for Innovation and Entrepreneurship Excellence (CIEE), an AIChE Technological Community, and the American Chemical Society (ACS) invites you to attend the inaugural Chemical Ventures Conference (#CVC2019) at the Delaware Innovation Space, April 23 - 24, 2019. [Register here](#) and be a part of it.

Send thoughts, tips, and questions to industry@acs.org.

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