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Information, insights, and advice for ACS industry members
May 7, 2019

Welcome to the latest issue of ACS Industry Matters. In this issue, learn how to deal with a disappointing performance review (Career Corner), what W.L. Gore (Boss Talk) hopes to find in its job applicants, and what Rodney Bennett discovered about working for companies based outside of the U.S. (What I Learned).

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

Paul Fischer, Corporate Innovation and Development Leader, W.L. Gore & Associates, Inc.



How have your parents influenced your leadership style?

My mother was a school teacher and my father was an engineer and entrepreneur. My mother received multiple master's degrees, and was an early consultant to Apple as they entered the educational market with their computers. She always stressed the importance of an education. My father worked out of our basement (I thought all engineers worked in their basements until I went to college and I saw that they didn't) started and ran multiple companies. I would like to think that their strong work ethic, risk taking, and self-confidence were passed on to me. [Read More](#).

QUOTABLE

"Education and discussion were always important in my family traditions and cultural heritage. My father, as a young boy, kept his family fed during WW II. My mother lost her father as a teenager and her mother in her early twenties. They taught me the value of resilience, opportunity, hard work and civility and I bring that to my leadership style."

Ephraim S. Honig, Chief Executive Officer, Strem Chemicals Inc.
Look for additional insights from Ephraim in "Boss Talk" in the May 21 edition of ACS Industry Matters.

CAREER CORNER

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

How do I handle a disappointing performance review?



Andrea Alexander, Technical Service/Development Manager, Shin-Etsu Silicones of America

If you have a disappointing performance review, be sure you have a highly detailed discussion with your manager as to why you did so poorly. Ask them for specific examples and if they have suggestions on how you can do better. Disagreeing with a review is ok, just be sure you have a constructive discussion, do not go on the defense. It is impossible for your manager to know every little detail concerning your job performance, so you could have a valid reason why some particular situation went poorly, or even was misinterpreted. Include a statement of commitment in response to this review, and outline your plan for improvement and how you will hold yourself accountable.



Rampur Viswanath, ACS Career Consultant

Having a less than perfect performance review is disappointing however, the best thing following that is to probe into lessons learned and understand what can be done to improve. Remember that a bad review can happen to anyone, even the best but for different reasons. Focus on your strengths and how to utilize them to turn things around.



Michael Dong, Principal Consultant MWD Consulting

Regroup, and learn from the experience. It's important to take some time to really process the feedback so that you are able to move forward without emotion or defensiveness. [Read More](#).



Kock Yee Law, Network Innovator Xinova, LLC.

A poor review is understandably disappointing. It is all right to show that

you are disappointed, but showing anger or even confrontation will only make matters worse. You should keep your emotions in check and try to understand how your performance is being measured or evaluated. [Read More](#).

WHAT I LEARNED

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



Rodney Bennett, Winding Trails, LLC.

You are an only child, and more than that, an only grandchild. What was your childhood like?

Having been an only child and only grandchild on both sides of the family, my childhood was somewhat unique in that I definitely was "spoiled" with affection and privilege. At family gatherings, I was typically in conversation with the adults and sat at the adults' table for dinner instead of the children's table in the kitchen. [Read More](#).

SPOTLIGHT ON EARLY CAREER CHEMIST

Get to know an early career chemist working in industry.



Taylor Burgdorf, Sustainability Manager,
HiTECH Assets, LLC.

The sustaining passion of an applied environmental chemist

The environment is of major concern to Taylor Burgdorf. He worries about climate change and the proliferation of plastic waste. So it makes sense that he would channel his chemistry background into a job where he could help combat environmental degradation. Burgdorf is sustainability manager at HiTECH Assets in Baltimore. The company helps businesses recycle their electronics—computers, servers, printers, screens—ensuring the security of their data and the proper handling of certain toxic materials and waste. His job is to ensure that his company and the companies it works with are in compliance with the requirements of various recycling certifications. [Read More.](#)

[MORE NEWS FROM ACS MATTERS](#)

[Securing Small Chemical Business Funding with the SBIR/STTR Programs](#)

Thursday, May 9, 2019 at 2-3 pm ET



Join Jack Driscoll, President and Chairman of PID Analyzers, as he discusses the opportunities that SBIR and STTR Programs can provide to your small business. During this free interactive broadcast, you will discover programs that will grow your company without needing to hunt for private capital. [Register.](#)

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[Announcing More Free Online Career Workshops](#)

ACS is offering more ways to help you achieve your career goals. Register

for complimentary online Virtual Classrooms, where you'll learn live from skilled experts, helping you achieve your career goals and get the boost you need to succeed. Register now for Working in Industry-Identifying Roles (May 22), Non-Traditional Careers for Chemists (June 19), Making the Most of Your Interview: Outshine the Competition (July 17), and more. [Visit the Virtual Classrooms home page](#) to see the full schedule.

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

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