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Information, insights, and advice for ACS industry members

June 6, 2019

Welcome to the latest issue of ACS Industry Matters. Today's 'Boss Talk' features Strem Chemical's CEO, [Ephraim Honig](#). We travel to Europe to hear "What I Learned" with Dow's Netherlands-based [Carolyn Ribes](#). Then back to the U.S. to meet a young chemist - [Tejas Shah](#) - working at the newly-minted Corteva.

Best,

John Katz
Executive Editor

[BOSS TALK](#)

Insights and advice from a senior executive in the chemical industry



Ephraim Honig, CEO, Strem Chemicals Inc.

You have a Ph.D. in chemistry from Brown and an M.B.A. from Harvard Business School. What's tougher, and why: Being a top 10% scientist or a top 10% business leader?

Both are important. Early in my career I was a senior staff scientist but I also had to learn what "the business" needed of me to succeed. As I

developed my formal business education and experience I also relied on my prior technical expertise to better assess the business opportunities, so there's really a ying-yang relationship. Certainly, in both areas, as I advanced, the importance of the "soft" people skills became more important. [Read More](#).

QUOTABLE

"Be ready with your 'elevator speech' because you never know when you will come across someone who asks how things are going. After brief small talk, be sure to share something at work that you are particularly excited about."

Michael J. Morello, an ACS Fellow, is recently retired from PepsiCo in Illinois. Hear more from Mike in the "What I Learned" feature in the June 20 issue of ACS Industry Matters.

CAREER CORNER

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

I often have doubt or fear of failure in the workplace. How can I battle that and boost my confidence in such a competitive environment?



Dharshi Bopegedera, ACS Career Consultant

Trust in yourself! You were hired because you are qualified and capable. Trust your judgment. Do not be afraid to ask questions. [Read More](#).

Paul Lobben, Scientist, Thermo Fisher Scientific



Align yourself with colleagues that exhibit the characteristics you admire. Often in team projects, the most effective team is that with a diverse perspective, in which the talents of the individual complements those of the team. [Read More.](#)



Michael Kenney, ACS Career Consultant

Doubt and fear are not, necessarily, bad – unless these feelings hinder our ability to accomplish our task. Yet, these are very real feelings and they do hamper us. [Read More.](#)



Holley Waldron, Human Resources Business Partner, American Chemical Society

No matter what point one may be in his or her career, doubt, fear, and crisis of confidence are real possibilities. The much needed first step – though often less taken – is to assess the situation and understand the source of your fear or lack of confidence. [Read More.](#)

WHAT I LEARNED

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



Carolyn Ribes, Business Analytical Leader, Dow Chemical

How is it harder for a mid-career chemist today than in the

past? What advice do you have to help them thrive in this challenging environment?

You have to continue to learn and develop relevant skills that the company needs. Flexibility is critical for finding your place in a changing landscape.

The company has evolved over the past three decades, and I have seen it was important to keep current with technology, develop business acumen, and interprofessional skills to provide an impact. Once you have developed these skills, you can apply them in multiple roles. [Read More.](#)

SPOTLIGHT ON EARLY CAREER CHEMIST

Get to know an early career chemist working in industry.



Tejas Shah, Research Investigator, Corteva Agriscience

Organic chemist searches for ways to keep crops healthy, productive, and green

Tejas Shah remembers the date clearly: June 16, 2010. That was the day he and his colleagues submitted the first paper that included his name as a coauthor. The paper, published a few months later in the [Journal of the American Chemical Society](#), was about combining nucleophilic and hydrogen-bonding catalysis to get a better reaction. [Read More.](#)

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

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