

View this email [in your browser](#).



JOIN YOUR TECHNICAL HOME
MANAGEMENT DIVISION OF AIChE

Management Insights

Management Division Highlights

Inside this Issue:

- | | | |
|---|--|--|
| 1. Letter from Chair | 4. AIChE Spring 2021 Virtual Meeting Updates | 7. Young Professionals' Column |
| 2. 2021 MGMT Division Award | 5. AIChE Annual 2021 Hybrid Meeting Virtual/Boston — Management Division Programming | 8. Call for Volunteers |
| 3. 2021 Management Division Service Award | 6. 2021 MGMT Webinar Series | 9. Management Division Leadership for 2021 |

Letter from Chair: Cristina's Column

As I write this column, I am delighted to see that Spring is here: all snow has melted thanks to longer days and higher temperatures. I believe that Spring brings with it an inner desire by all of us for renewal. It is a perfect time to consider new initiatives and for enjoying the outdoors.

Spring also brought with it the 2021 AIChE Virtual Spring Meeting and 17th Global Congress on Process Safety, a tremendous opportunity for MGMT members to participate in sessions, to celebrate with peers' awards and recognition, to learn and stay current in advances in chemical engineering, and to network and build new connections. I was so pleased to see many of you attending the conference and participating. Lots of our committed board members and volunteers put numerous hours and delivered a

very strong programming during the Spring meeting. I want to acknowledge the work by Daniel Kriozere and Aditi Khadilkar who led the Programming. They truly put together many interesting sessions related to our three themes: **Career Development in Management, Modern Management Practices, and Diversity, Equity and Inclusion in Management.**

A real demonstration of a healthy and purposeful AIChE Division is a strong Board, strong Committees and engaged volunteers. A real embodiment of a healthy and purposeful AIChE Division is having a membership which attend and benefit from the Division Programming at the two "Big AIChE meetings": Spring and Annual meetings. I was thrilled to see the participation at the technical networking session that took place Thursday April 22 during the 2021 AIChE Virtual Spring Meeting. We split into tables and were able to greet MGMT members and non-members and share our excitement on membership in the Management Division. I heard very positive comments; I would urge you to reach out to any of us at the MGMT Board if you have a passion for any of the three themes for 2021. We will put your skills to a very good use.

As your chair, my wish is to see even more of you attend the multiple sessions that MGMT is offering in each of those meetings. Even better, my wish is indeed for you all to engage in our programming initiatives. Ideally, we would be able to meet in person, greet each other, share our experiences, and learn from each other. I was thankful that AIChE has given us a virtual platform to still meet in spring and I cannot wait for the AIChE Annual Meeting. Virtual meetings have demonstrated to us some unique advantages. Many of us are short in time or short in budgets or need to navigate travel approvals. Virtual meetings are perfect for our members with these challenges. I am calling you all to attend the Annual Meeting and as you attend the sessions, to please not be shy, and to ask questions, make comments, contribute to the topic, build that sense of community while learning from each other.

I will reiterate our mission. AIChE MGMT Division facilitates networking, training and opportunities to present topics pertinent to Technical Management, Project Management, Entrepreneurship, Leadership and other management roles and responsibilities that chemical engineers typically need as they advance in their careers. Hence, I am thrilled to announce that we will start this June a Live Webinar Series during which experienced managers will cover a topic of high interest to the MGMT membership. These webinars will be facilitated by the Young Professional (YP) members and promise to be engaging and dynamic sessions with lots of opportunities for audience participation via Q&A. Stay Tuned!

I indicated I would highlight outstanding managers in Chemical Engineering in my columns. Today, I am highlighting another outstanding chemical engineer manager and peer, Joe Cramer. Joe has been recognized with the division service award in 2021 in recognition of the high impact that Joe has had via the many roles and capacities and the many years of dedication and volunteering in the division. Dr. Cramer received his BS and PhD from the University of Pennsylvania and a Masters in Chemical Engineering Practice from the MIT Practice School. He is a Fellow of AIChE, a licensed P.E. in Texas. If you know Joe, you know that he is passionate about promoting professional licensing for chemical engineers. Joe had more than 20 years' experience with Stone and Webster Engineering as an environmental engineer, project manager and program manager. He also worked with Brown & Root and Bechtel as an air quality engineering department head. I also did not know that Joe has extensive experience both as an expert witness and in managing others who present expert testimony and that he co-developed a training program for those whose work assignments were likely to require the preparation and presentation of expert testimony. It would be great for you all to join us at the 2021 Annual Meeting in Boston to honor Joe Cramer's accomplishments and contributions to the Management Division. We will be presenting Joe with the 2021 MGMT Service Award and will also be recognizing Frank van Lier with his well-deserved 2020 MGMT Service Award.

Having real life role models is always a catalyst to grow and to feel inspired to do more. I owe Joe a lot of gratitude for his coaching, advising and wonderful ideas that have helped me become a Better

Programming Chair and a better Division Chair. I cherish his friendship. With immense desire to serve and make this Division stronger and more impactful in 2021.

Cristina U Thomas, 2021 AIChE MGMT Chair



AIChE Management Award 2021

Senyo Opong was selected as the recipient of this year's Management Award. The award will be presented at the AIChE Annual Meeting to be held in November 2021 in Boston, Massachusetts.

Senyo Opong is the Engineering Technology Leader for DuPont where he has worked for more than 30 years. He is responsible for strategic leadership and stewardship of DuPont's critical engineering competencies, the corporate Field Engineering and Supply Chain Development Program, and the corporate Capital Center of Excellence. Prior to his current role, Dr. Opong served as the Global Engineering Manager and led the Chemical & Bioprocess Engineering, and the Particle Technology groups of 40+ industry-leading engineering consultants and principal investigators.

Dr. Opong held several other leadership roles including Research Manager, PhD Staffing Manager, and Manufacturing Technology Manager. Before taking on leadership assignments, he spent ten years as a Chemical Engineering Consultant providing consulting services in mass and heat transfer, and process modeling and simulation, and nearly three years as a Field Engineer involved in distributed control systems design, specification, and implementation.

Senyo Opong holds a BSE with High Honors from Princeton University, and an MS and PhD from the University of Delaware and is a registered Professional Engineer in the state of Delaware.

Dr. Opong is a senior member of AIChE and a long-time member of MAC, as well as a member of the CCPS Advisory Board. He is a DuPont representative of the RAPID Manufacturing Institute, and the champion for DuPont's continuing sponsorship of the institute-level annual Allan P. Colburn Award. He has chaired sessions at the AIChE Annual Meetings and served as the Vice Chair of the Separations Division Area 2G. He is the Founder and Chair of Hope Academy, a social venture organization whose mission is to create future servant leaders and change-makers. Over his career at DuPont, Dr. Opong has received numerous recognitions including the Engineering Excellence Award, Sustainable Growth Award, and several technical and leadership accomplishment awards.



2021 Management Division Service Award

Joe Cramer has served the Management Division in various capacities for many years, which resulted in being recognized with the division service award in 2021. In addition to serving as division Chair in 2019, which means he was Vice Chair the previous year and Past Chair in 2020, he also served as Programming Chair since 2014. In recent years he was able to delegate some of the programming tasks to new volunteers, many of which he recruited himself. Joe's contributions to the Management Division have been very significant and he always volunteers for any new task that is initiated. He has also been part of the division Awards Committee for at least the last five years, helping increase the prestige of the Management Award and the creation of additional division awards. As a YP myself, I would like to emphasize that he is one of the members instrumental in mentoring and supporting our involvement in the Management Division.

As we hope to meet in person at the 2021 Annual Meeting in Boston, we will honor Joe Cramer's accomplishments and contributions to the Management Division at that time.

2021 Management Webinar Series

A new, free webinar series is being initiated by the MGMT Division for its members. These webinars will highlight Management principles and add a fresh, modern-day perspective to them. They will be recorded and available for future reference. The series kicked-off with a talk on Key Elements for Sustainable Career Success by Pawan Handa on July 22, 2021. These webinars are also planned to be facilitated by YP's and we encourage volunteers to reach out to us. Please email adusci@gmail.com.



AIChE Annual 2021 Hybrid Meeting Virtual/Boston

After completion of the recent Spring 2021 meeting, the Management Division has started preparations for its Annual 2021 Meeting. The Spring Virtual Meeting had six sessions that were very professionally conducted and Dennis Hess' session received a specially good response. Six sessions are in the planning for Annual 2021. We plan to cater to both the Virtual and In-person conference weeks and have a mix of sessions across both as follows-

Session	Topic	Type
1	Management Division Award Session	In-person
2	Leaders driving EDI through culture change with stakeholders	In-person
3	Lessons learnt from Effectively Managing Projects and Teams during a Global Pandemic	Virtual-Live
4	Leading and Managing Industry-Academia Collaborations and Partnerships	Virtual-Live
5	Leading Chemical Engineering in the Era of Increased Data Utilization	In-person
6	The Hard Skills of Emotional Intelligence for Effective Engineering Leaders	In-person

If you are interested in giving a talk at any of the above sessions, please reach out to adusci@gmail.com.



Young Professionals' Column
-Aditi Khadilkar

As we are all in a pensive mode this year, we decided to take a step back and listen to advice from AIChE Fellows to YPs based on their journeys. Five MGMT Fellows Gayle Gibson, Harold Conner, Jack Hipple, Joseph Cramer and Mark Swientoniewski kindly shared their thoughts on five questions that were presented to them. Below is a summary of their responses-

The first question was on Leadership: Could you name three techniques that have helped you convert your vision into your team members' motivation?

Five Themes emerged from our Fellow's responses- 1. Lead by example 2. Know your vision/brand 3. Engage and collaborate with all who will contribute to the task 4. Effectively communicate your vision and 5. Celebrate small wins and provide recognition. There was emphasis on building one's credibility through hard and honest work. When the team sees the leader's dedication to completion of a task to the best of one's ability and the leader's willingness to work hard, it is motivating. Identifying early what one would like to be known for, using slogans for this, if applicable were mentioned. All five of our Fellow's emphasized collaboration with the team- being open to different approaches, articulating one's vision in terms of how it aligns to the teams needs/desires, explaining the impact, engaging the team in developing the vision to get the buy in from early stages, rather than trying to "sell" it afterwards, ensuring that no-one is left behind and each team member has a task to contribute to, were specific methods they mentioned. There was also consensus on good communication. This ties in to our next question: Any tips for young professionals to speak up effectively (suggestions for both introverts and extroverts)?

Our fellows emphasize that it is important for introverts to make sure to bring their point across. Joe concisely put it as "Nothing ventured, nothing gained." They suggest that sometimes it might be easier for introverts to do so non-verbally. Gayle's advice was "Don't be nervous or show a lack of confidence, you have a right to speak as much as any other person there. It helps to use facts or share insights to show that you are an authority or have an important perspective. Often connecting with the audience first on your technical prowess helps people remove any bias toward "youth". " For extroverts everyone echoed in saying that they need to slow down, stay on topic and work on developing listening skills. Mark suggested that one can find mentors to help with feedback on proper timing and concise communication of your message. In general for communication, Harold mentioned that one should - think about what you want to say, write it down, test it on someone and be cognizant of time available so as to avoid leaving out conveying your thoughts from running out of time. Using the right words, clarity, efficiency in terms of message length were all considered important.

We then moved our discussion to a very generally applicable question envisioning the future of ChE: Please name at least one area in which you see potential for continuous growth in the next 50 years.

There was a resounding prediction that biochemical, energy and sustainability related areas will continue to see growth. Digitization, artificial intelligence and big data were also mentioned by multiple fellows. Listing some of these and the other areas that were suggested- deactivation and decommissioning of nuclear facilities, shift of processes to bio manufacturing, biomedical applications, rebalancing focus on sustainability, circular economy for the future of the planet, particularly for human & animal life, creation and use of energy, especially in transportation, intersection and use of data with processes, products & markets, including bio-interfaces, process intensification.

Having established future growth areas, we now shifted gears to specific suggestions on career development: Could you define a few criteria in which young professionals need to exhibit excellence to reach a similar position? This would help them to craft their own benchmarks as they progress.

Our fellows passionately suggested a variety of criteria here. Some of the common themes that stood out were continuous learning, stepping outside one's comfort zone, hard work, accountability, leadership, communication, acknowledging the role of others in your growth and giving back. They also suggested having strong technical competence, volunteer & seize opportunities, practice emotional intelligence and keep a system perspective of various stakeholders, setting and meeting goals and understanding differences in social and problem solving styles and use them pro-actively. One specific suggestion that is not often discussed was brought up by Gayle as a suggestion to YPs in industry: understand financials and economics and how business decisions are made. Read shareholder reports & annual reports. Understand your company's competition and your company's competitive advantage.

We then asked them for: Any resources you would like to share with YPs that have helped your career growth? All five fellows suggested exploiting the wealth of resources available to AIChE members such as online courses, training material, public speaking and networking opportunities. They all emphasized the value of finding good mentors. Additionally for high level roles, a sponsor may be beneficial in addition to mentors. Jack suggested understanding of TRIZ problem solving and Joe suggested to try to surround oneself, incorporate within one's teams those who are smarter

than you! Harold made a specific book suggestion as well “The Leadership Challenge by J. Kouzes & B. Posner.”

To conclude, we requested Fellow’s to share their stories by asking them: Could you please share “secrets” to your success? and Could you elaborate a little bit on AIChE’s contribution to your overall career growth and also steps in your path to becoming an AIChE Fellow?

For secrets to success, I will quote our fellows as their passion is best conveyed in their own words- Harold recommends a recipe for success with five key ingredients: Challenge the status co, be willing to break it if it needs to be broken, be accepting of opportunities/challenges/accountability, willing to accept new and different roles/assignments/job moves, enable people to help you along the way while staying honest and open. Gayle says “Success is really in the eye of the beholder. I feel I always have more to learn, so I stay active in learning new things and seeking out feedback. For tough problems or situations, learn to persevere. This doesn’t mean “tough it out” but more about breaking it down into smaller steps or bite size pieces. Celebrate the small steps as progress. Don’t dwell on the past, try to stay in the present and learn. Be open to rethinking an approach or solution, especially if things are not progressing as you would like. Seek to understand others, including why they do what they do. Find time and activities to recharge, rest, reinvigorate. Think the best of other people, seek to understand and consider how to help them. Don’t always be in your own head, put yourself in their shoes.” “Success is a natural outcome of loving what you do. Pursue excellence in everything and always try something new” is Mark’s recommendation. Jack advises “Learn from others; don’t waste time and money reinventing wheels!” Joe sums it up saying, “No secrets, 1)work hard and prepare, 2)push yourself out of your comfort zone and 3) don’t shy away from those who are more talented, capable and knowledgeable than you....in other words immerse yourself in excellence, some of it might rub off.” All our fellows considered major involvement in AIChE valuable in terms of networking, continuing professional learning, teaching and developing courses, involvement in a variety of roles in divisions and so on. They listed service through AIChE as a means to give back to society and said service along with a strong career inadvertently led to their selection as Fellows.

Their extreme willingness in sharing all these suggestions with us, YPs, clearly demonstrates their passion and the tremendous guidance that we can get within AIChE itself. On behalf of all YPs, I sincerely thank them for these invaluable nuggets of advice from their experiences and look forward to continue learning from them.



Call for Volunteers:

To the most ambitious of you out there—

Are you looking to make an impact on the Management Division in 2021 using the particular strengths and experiences you personally bring? We’d love to have you help out in 2021/22. Please send us a note at learnmoreMGMT@aichemgmt.org.



Management Division Leadership

Officers

Chair Cristina Thomas
cuthomas@mmm.com

Vice Chair Gayle Gibson
gibeck@comcast.net

Secretary Fernando J. Aguire
fja@aguivel.com

Treasurer William S. Welker
williamswelker@gmail.com

Past Chair Austin Lin
austinslin.aiche@gmail.com

Directors

2019—2021 John Dever
jack.dever@matricinnovates.com

2019—2021 Mahdi Nouri
mahdi.Nouri@triumphgas.com

2020-2022 Aditi Khadilkar
adusci@gmail.com

2021-2023 Dennis Hess
dennis.hess@chbe.gatech.edu

2021-2023 Babak Rafienia
brafienia@amacs.com

2021-2023 Okiemute Sankey
kiekiesankey@outlook.com
okiemute.Sankey@wacker.com

Other Positions

Programming Chair Aditi Khadilkar
adusci@gmail.com

Awards Committee Chair George W. Newcomb
geonewcomb@gmail.com

Webmaster Fernando J. Aguire
fja@aguivel.com

Newsletter Editor Aditi Khadilkar
adusci@gmail.com

CTOC Representative JoAnn Slama Lighty
joannlighty@boisestate.edu

AICHe Staff Liaison Gina Gatto
ginag@aiche.org

AICHe Staff Liaison Derek Ward
derew@aiche.org



FOLLOW US @ChEnected

AICHe® does not rent member email addresses for any purpose.
You may view AICHe's Privacy & Security Policy at any time [here](#).

© AICHe 120 Wall Street, 23 FI New York, NY 10005

[Click here to manage your preferences or unsubscribe](#)