



# January 2024 STS Dinner Panel Presentation



**LEADERSHIP DEVELOPMENT**



# Panel Theme

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Educate the STS membership about the traits of leadership, and how to develop them in their career.



# Andreas Matzacos, Ph.D. – Shell retired - 2023 STS Chair



Andreas Matzacos is a recognized industry leader with strong track record on R&D program management, product development and novel technology deployment in Energy and Chemicals R&D. He is an AIChE Fellow and the past-chair of the South Texas Section. He has 30+ year experience in Process Development and Engineering, Catalysis and Reaction Engineering, Upstream/ Downstream Facilities. He is specialized in process modeling, optimization and design of Specialty Chemicals, Fuel Decarbonization, Gas Conversion, Improved Oil Recovery, and Water Treatment plants. He has developed and deployed many new processes in the above areas. He has passion for safety, health, environment, sustainability and transition to decarbonized energy sources. Before retiring from Shell in 2023 he held the position of Academic Partnerships Manager in Houston, Texas. In that role he developed long-term partnerships with academic and third-party R&D providers in the US, pursuing cutting edge technology development that aimed to solve challenging energy problems.

Andreas has led numerous R&D Teams, HS&E committees, project engineering teams and he participated in numerous joint industry committees, including the RPSEA consortium and the AIChE RAPID Institute. He has served as adjunct professor at the Chemical and Biomolecular Engineering Department of Rice University and he been awarded 8 US patents.

Andreas received a Diploma of ChE from the National Technical University of Athens, Greece, and a Ph.D. in ChE from Rice University in Houston, Texas.



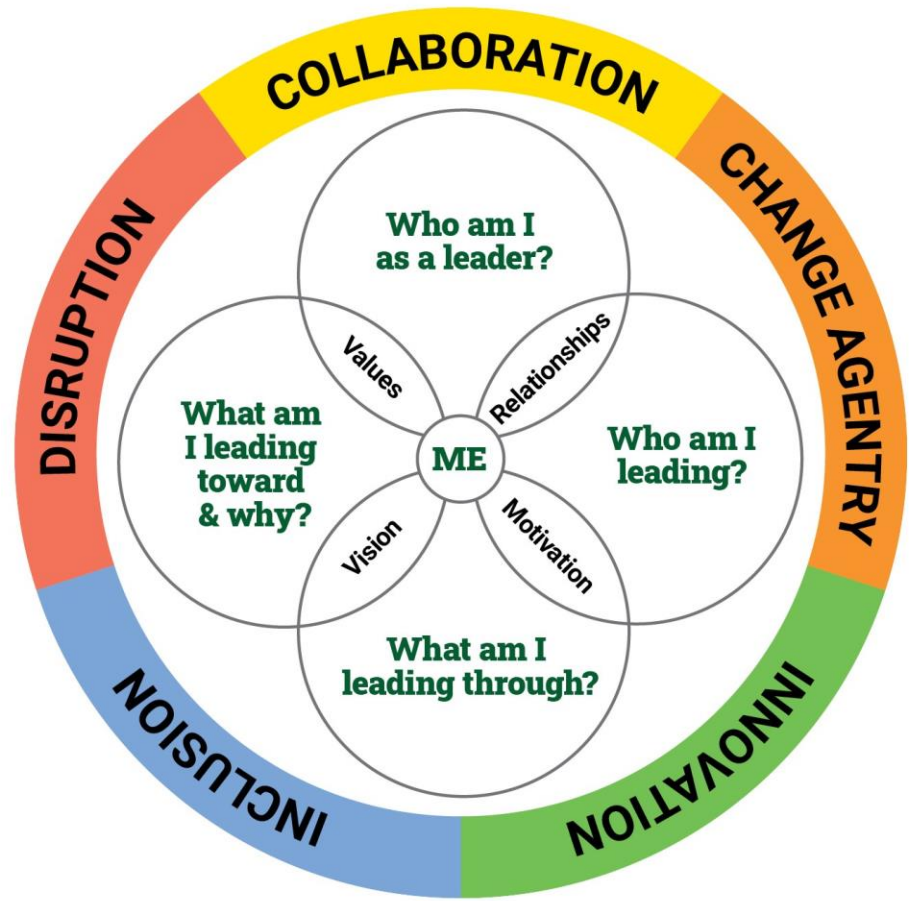
# Definition(s) of Leadership

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Leadership is the ability of an individual or a group of people to **influence and guide** followers or members of an organization, society or team.

Strong leadership is when you can **encourage, motivate, inspire and challenge** your team to produce their best work. Strong leadership connects a team together through a **common purpose and builds relationships** in the workplace that allow for effective communication, more creativity and better problem-solving skills.

# Elements of Leadership



## 5 Essential Leadership Skills



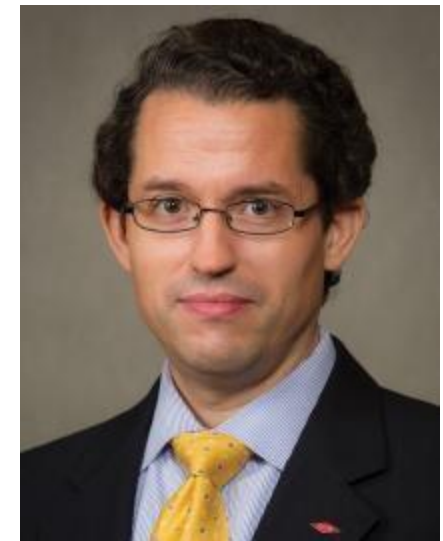




# Billy B. Bardin, Ph.D., P.E., 2023 AIChE President



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Dr. Billy B. Bardin, PE, was the 2023 AIChE National President and the Global Climate Transition Director at Dow. He joined Union Carbide/Dow in 2000 and has held global leadership roles in research, development, and manufacturing. He developed and commercialized technologies including catalytic processes for feedstocks/derivatives, processes for olefins production, and digital manufacturing. Dr. Bardin created new approaches for promoting technical excellence and fostering career development.

Dr. Bardin served on AIChE's Board of Directors (2017–2019) and chaired the Audit Committee. He also served on the Career and Education Operating Council (CEOC) and the managing board of the Center for Chemical Process Safety (CCPS). He is a Trustee of the AIChE Foundation, a leader of the Catalysis and Reaction Engineering Division, and a member of the South Texas and Eastern North Carolina sections. He is a leader in the Licensing and Professional Development Committee and the Disabilities Outreach and Inclusion Community. Dr. Bardin was the founding Chair of AIChE's RAPID Manufacturing Institute. He is a Fellow and Life Member of AIChE.

Dr. Bardin holds a BS ChE from North Carolina State University (NCSU) and MS/PhD ChE from the University of Virginia (UVA). He is a Professional Engineer in West Virginia. Dr. Bardin is a leader on academic and industrial boards at Purdue Univ., NCSU, UVA, the MxD manufacturing institute and the Journal of Advanced Manufacturing & Processing. He has been recognized numerous times, most recently as a Visionary Leader by the National Association of Manufacturers



# Lori McDowell, Ph.D. - CEO of Reimagine U Strategies



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Lori McDowell is currently CEO of Reimagine U Strategies and a Strategic-Partner with Schooley Mitchell. Lori also serves as the Chief Commercial Officer at Refinery Calculator Inc., an energy market intelligence and consulting company, where she leads the sales team and is helping the company grow.

Lori is passionate about helping individuals and businesses succeed. At Reimagine U Strategies, Lori provides training, speaking and coaching to help high achieving individuals get past any roadblocks and find fulfillment in their careers and their life. She is author of [The Reinvention Mindset](#), to be released in late Spring 2024. At Schooley Mitchell, Lori works with businesses to help them reduce expenses and optimize their operations. Together Schooley Mitchell and Reimagine U Strategies can be a one-stop shop for business optimization and self-improvement, helping both companies and individuals. Lori is also committed to working with nonprofits, and supporting [IDEAL](#) Initiatives.

Lori received a BS in ChE from University of Pennsylvania, an MS in Environmental Eng from CalTech and a PhD in ChE from University of Delaware. Lori has been active in the American Institute of Chemical Engineers since 1992, where she held numerous roles including serving on the Board of Directors. She is the organizer of The Leadership Development Topical Conference and a frequent presenter and she is the Past-Chair of the Fellows Council. Lori is a former President of Women's Energy Network (WEN), is on AFPM's Women in Industry Steering Committee and previously served on the Board of National Business Development Association.



# Syamal Poddar, Ph.D.- President Poddar & Associates



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Syamal Poddar is the Founding President of the consulting company, Poddar & Associates, consulting nationally and internationally. His 40+ years career includes working for Exxon and Bechtel Corporation, with diversified management and global professional & leadership responsibilities.

Besides authoring close to 50 technical papers, Syamal has made numerous technical and business presentations nationally and internationally, organized & chaired many conferences and received several awards and recognitions. He is an advisory board member of three Hydrocarbon Processing's conferences.

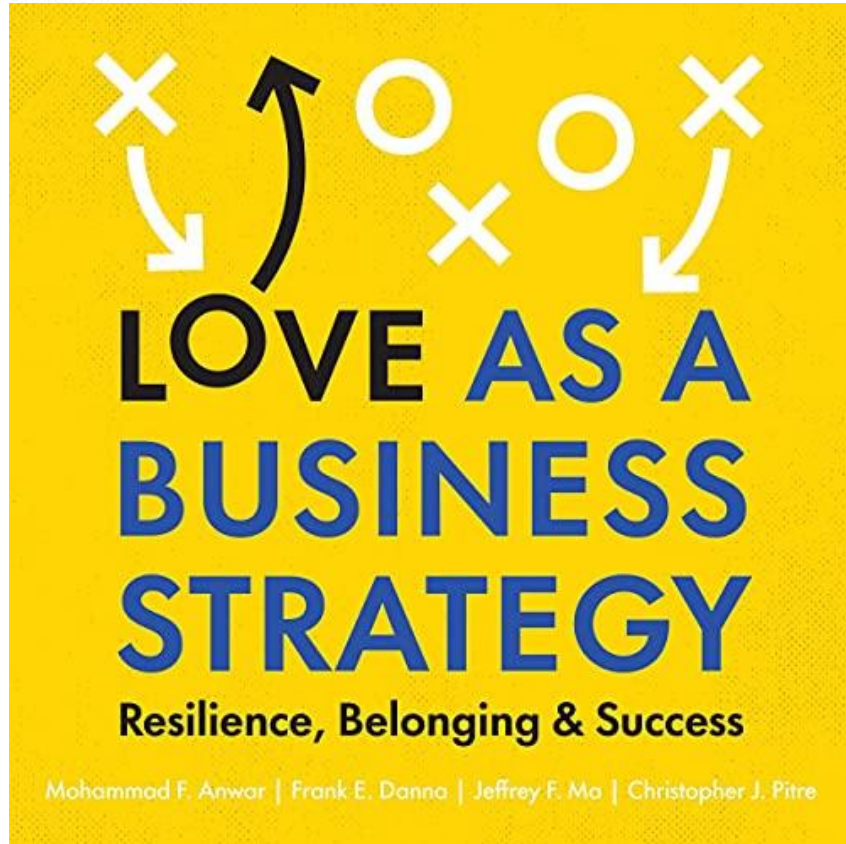
Besides being an active member of the STS for many years where Syamal served as STS – AIChE Chair Elect in 2015, 2016 Chair, and 2017 Past Chair. He has served as an OTC Volunteer on behalf of STS – AIChE for many years. Syamal is a Fellow of the Institute, a member of Fellows Council, and served as the chair of the Fellows Council. He held practically all leadership positions for F&PD and is a past director of the Management Division, member of Environmental Division and Societal Impact Operating Council of American Institute of Chemical Engineers (AIChE). He is a member of the Foundation Board of Trustees. Syamal earned his PhD in Chemical Engineering from University of Pennsylvania and is a PE registered in Texas. He also received the 2023 STS Distinguished Service Award.





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# Leadership Book Giveaway



## Love as a Business Strategy: Resilience, Belonging, and Success

[Mohammad F. Anwar](#) (Author), [Frank E. Danna](#) (Author), [Jeffrey F. Ma](#) (Author), [Christopher J. Pitre](#) (Author), & [2 more](#)

To increase revenue, improve customer experience, and develop higher-performing teams, it's time for leaders to stop looking for quick fixes to complex business problems and start building a culture of love.

Yes, love.

Anchored by Softway's own transformational journey, *Love as a Business Strategy* offers a new, people-first framework for achieving any business outcome - written by folks that aren't fans of run-of-the-mill business books.

As a matter of fact, *Love as a Business Strategy* is so chock-full of real-world examples of mistakes, heartbreak, and redemption that it sounds more like a juicy exposé than a business book.



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**Questions**  
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**THANK YOU FOR PARTICIPATING!**