

STANDING OUT IS THE NEW FITTING IN
*Shirk conventions and express your individuality.
You and your employer will benefit.*

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WHO AM I?

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 - Diamond Shamrock – specialty chemicals
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ATTRIBUTION

Information presented on these slides was obtained (with permission) from:

- **Standing Out Is the New Fitting In –Neill Wallace – CEP Magazine, January 2016**

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Introduction

- **Organizations need to adapt:**
 - *Need employees who are forward-thinking*
 - *Need employees who can proactively implement innovative ideas and solutions*
 - *Need employees who are willing and able to break from established employee conventions*
- **Employers have therefore embraced:**
 - *Innovative workspace formats*
 - *Technology tools*



Introduction cont'd

- **Conventions in the workplace...**
 - *Protocols for leadership*
 - *Career management*
 - *Employee behavior*
- **...have undergone a dramatic makeover**
 - *Employees are encouraged to take the unconventional path, offer original perspective*
- **Result: Standing out is the new fitting in....**

The evolving workplace

- **Past conventional workplace norms:**
 - *Show up on time*
 - *Do your job*
 - *Don't disturb the status quo*
- **In return for this conformity:**
 - *Rewarded with job security*
 - *Raises and promotions*
- **Career success came from “fitting in” and not from “standing out”**



The evolving workplace cont'd

- **Workplace expectations have shifted with the advent of computer technology:**
 - *Employees now expected to work differently*
 - *Increased access to information via computers, Internet, email and smart phones*
 - *Can now research & share information in seconds*
 - *Overhauled workdays*
 - *Companies are now more global*

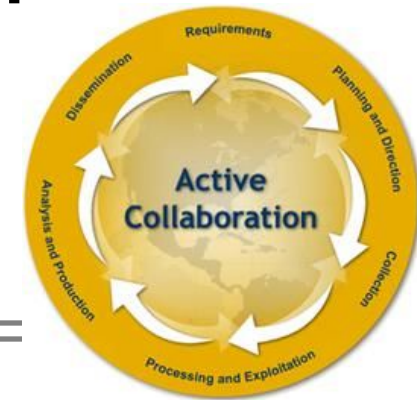


The evolving workplace cont'd

- This has caused workplace behavior to change:
 - *Sitting in a cubicle from 9 to 5 performing routine tasks under surveillance of a supervisor is becoming a thing of the past*
- Progressive employers often ask employees for their opinions
- Goal no longer to just “*get the job done at all costs*”, but rather to accomplish reasonable goals without de-motivating employees

The evolving workplace cont'd

- Employees are trusted and expected to manage their own workloads
- Working hours have become more flexible
- Work environment has been expanded to include remote locations
- Biggest change may be increased collaboration, a team oriented approach that
 - *enhances communication*
 - *improves decision-making*
 - *reduces errors*



Workplace Trends

- **Trend 1 :** *Distribution of organizations*
- **Trend 2:** *Availability of enabling technologies and social collaboration tools*
- **Trend 3:** *Shortage of qualified workers*
- **Trend 4:** *Demand for work flexibility*
- **Trend 5:** *Pressure for more sustainable organizations and work styles*



Implications of Workplace Trends

- **Implication 1 :** *More collaborative workspaces*
- **Implication 2:** *Challenge to keep workers engaged and connected*
- **Implication 3:** *Difficulty of changing culture*
- **Implication 4:** *Adopting new work practices*
- **Implication 5:** *Emergence of alternative workplaces*

Emergence of the unconventional employee

- The unconventional employee needs to understand his or her:
 - *Values*
 - *Motivators*
 - *Skills*
 - *Strengths*
 - *Weaknesses*
 - *...and be able to admit mistakes and learn from them*



Emergence of the unconventional employee cont'd

- So, how can you become an unconventional employee?
 - *Know yourself*
 - *Overcome fear*
 - *Work collaboratively*
 - *Don't act busy*

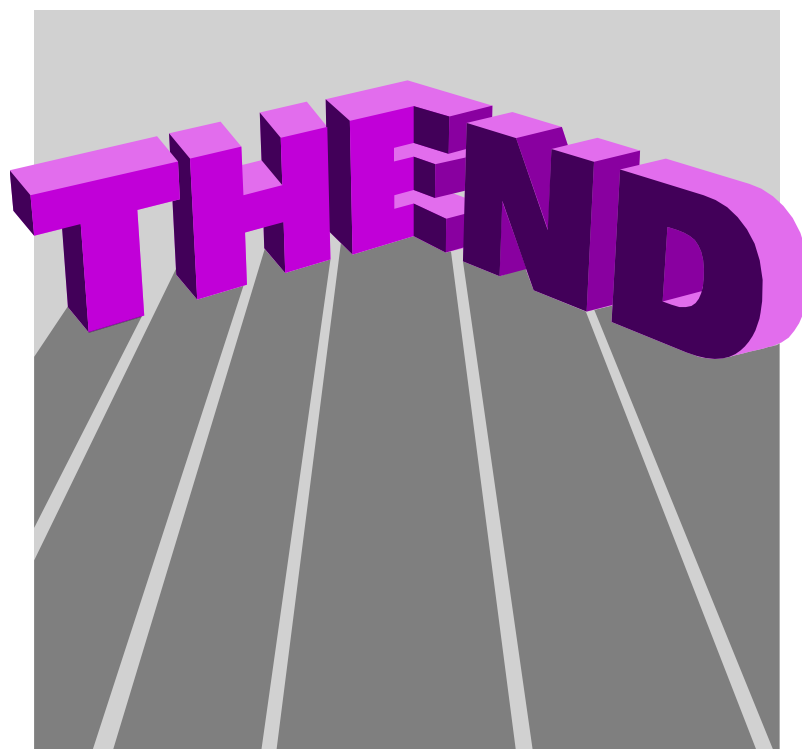


Emergence of the unconventional employee cont'd

- **And just how is that accomplished?**
 - *Focus on the job*
 - *Say yes*
 - *Do it for the right reasons*
 - *Accept that mistakes will happen (and learn from them)*

- **Bottom line - Lead the change!**





"There is no expedient to which a man will not resort to avoid the real labor of thinking."

Sir Joshua Reynolds



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