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**New Jersey
Chapter**



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Pharma Bulletin

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Letter from the Editors

The New Jersey Chapter has offered its membership outstanding programs since the first of this year that have promoted social settings, technical learning and team building. This year's programs' calendar changed from previous years. Rather than scheduling monthly sessions, the Chapter focused on quality programs that would attract and benefit all sectors of our membership.

The New Jersey Chapter has offered our members the following programs this year:

- The Gala and Student Scholarship Fund Raising Event. This festive program was held in March and was enjoyed by all who attended.
- In April we offered the Student Poster Competition. Students from different Universities presented their ideas to a panel of Pharmaceutical Professionals. As a result the NJ Chapter will send two finalists to the ISPE Annual Conference in Washington, D.C.
- The Student Poster Competition was followed by the April Educational Event. We would like to thank Johnson & Johnson for hosting these two events.
- The Chapters' annual Golf Outing was held at Neshanic Valley Golf Course on May 13. All who attended agreed that Mondays are better spent on the Golf Course than in the office.

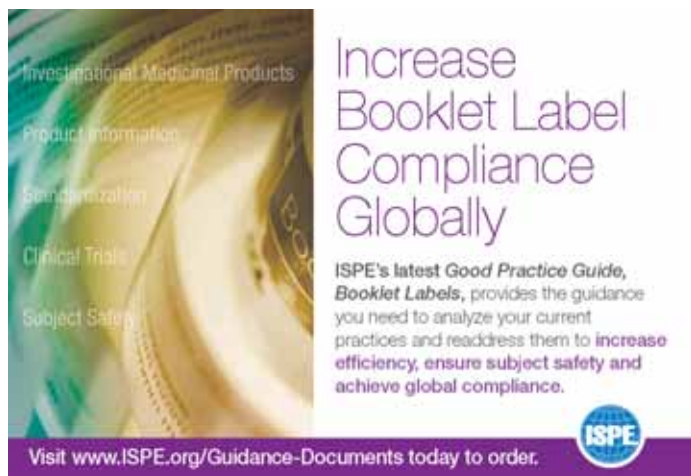
This summer the Chapter offered a baseball outing to Yankee Stadium. On August 9, the New York Yankees took on the Detroit Tigers at Yankee Stadium. This event was a great family activity and certainly created memories shared by all.

Please mark your calendars for the 2nd Annual Supplier Showcase to be held at MetLife Stadium on September 12. Vendors throughout the Northeast will display their company's products & services and will be pleased to address any technical challenges your company may face. In addition, stadium tours, educational sessions and other activities are planned.

We look forward to seeing you at an upcoming Chapter event and encourage your continued active participation in ISPE.

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Past President's Message

The past year has been filled with exciting events and challenges for the ISPE New Jersey Chapter. The Chapter successfully executed five key events that increased the participation of our membership and strengthened the Chapter's financial profile. Members are the strength of our Chapter. Without your continuous support, our Chapter would be a hollow organization without an ability to provide meaningful programs or services. Your participation is greatly appreciated, as it represents a strong sign of Chapter support.

The Chapter continues to plan key events for our members and is always considering new topics of interest. As a preview to this coming year, the Chapter will again offer:

- a. Technical Showcase in September
- b. Student Poster Contest and Professional Development in 2014
- c. Chapter Golf Outing in 2014

New ideas, as well as Members' comments, are always welcomed. Please don't hesitate to reach out to any board member to discuss topics that will help improve the effectiveness and value of your Chapter.

Nandita Kamdar, PE, CEM, LEED AP, Sr. Manager Project Management with Johnson & Johnson, is the new Chapter President and will be supported by a board composed of experienced pharmaceutical professionals. I wish Nandita, the board and every ISPE New Jersey Chapter volunteer the very best, and much success in the upcoming year.

I would like to thank everyone who gave their time and dedicated consideration over the course of my Presidency. Your never ending support was greatly appreciated and is credited with making my Presidential term very productive.

**Scott Hickok, Past President
ISPE New Jersey Chapter**



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2013 Golf Outing

The annual Golf Outing was held on May 13 at a new venue in New Jersey this year. Neshanic Valley Golf Course was chosen for its excellent reputation and because it is rated in the top 25 public golf courses in the country. The course lived up to its reputation for this year's event. Over 80 golfers enjoyed a fantastic day of golf with friends and colleagues and helped raise funds for the Chapter and the Student Scholarship Fund.

The day was capped off with a buffet dinner and an auction featuring dozens of great prizes. Thank you again to the following sponsors for helping to make this year's event a huge success:

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All the players agreed that we should return next year and we have secured May 19th, 2014 for this event. Please enjoy the following pictures of the outing.







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New Jersey
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Exhibiting questions contact
Joe Manfredi
jjm1152@aol.com

If you have any additional questions contact
Amie Wengryn
ISPE NJC Administrator manager@ispenj.org

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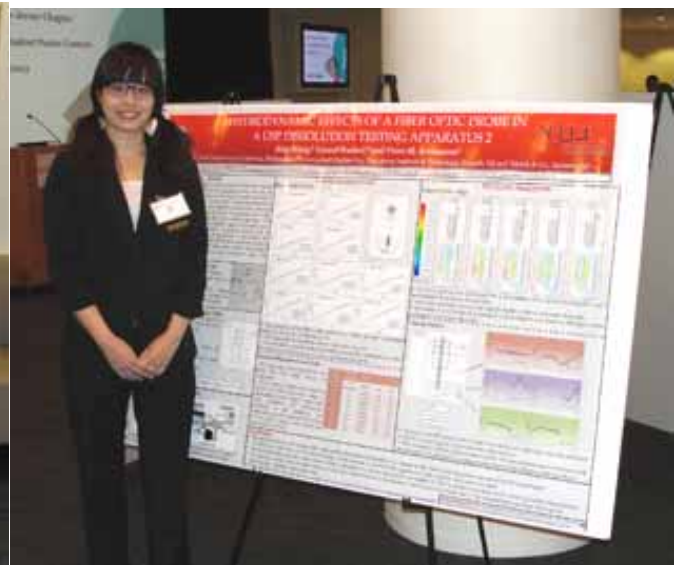
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Annual Student Poster Competition

On April 24 over 25 students from five higher education institutions participated in the annual Student Poster Competition hosted at J&J's World headquarters in New Brunswick, NJ. The Student's posters were exceptional this year as always and the winners will go on to compete at the Annual meeting this fall in Washington, D.C. The event raised a significant amount of money that will go towards the student scholarship fund. Thanks to all that attended and especially those who donated their time for the judging of the posters.

Enjoy the medley of pictures to follow:





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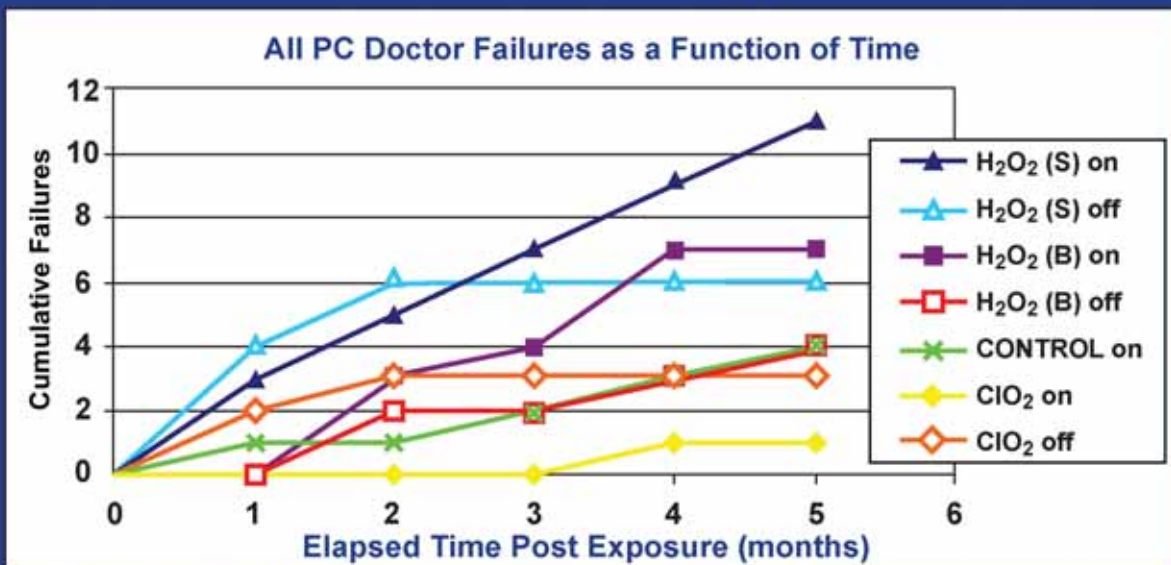
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Snyder, Emily, "Indoor and Outdoor Decontamination" Presentation at EPA Region 9 / ORD Homeland Security Research Workshop, July 14, 2011 San Francisco, CA.

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Brain Puzzler #8

We were very pleased to receive 4 correct responses to Brain Puzzler #7, published the 1st Quarter 2013 Pharma Bulletin and all were received within two or three days of publication.

The first correct response was received from our Past President, Jerry Guillorm from M+W. As has been reported in the previous Newsletter, the NJ Chapter is offering the first correct respondent a \$75 credit to be applied to any of the upcoming events they may wish to attend. Congratulations, Jerry.

Here is the Brain Puzzler for this issue and the rules remain the same. Please forward your responses to RichSmith512@gmail.com (the Communications Chairman and Editor of Pharma Bulletin) and include a reference to Brain Puzzler #8 in the subject line to ensure your e-mail is not blocked as spam or some other mischievous item. Good luck!

Brain Puzzler Question:

A man wanted to get into a members only club so he hid and watched the guard at the door of the club house. The guard said a number to each member as they approached, and the member would respond with a number of their own. If the member responded with the correct number they were let in. If they responded incorrectly they were thrown out. One member came up to the door, the guard said twelve, and the member responded with six and was let in. Another member came to the door, the guard said six and the member responded with three and was let in. Believing he had heard enough, the reject went up to the guard. The guard said ten, and the reject said five, but was not let in. What should the man have said?

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Career Doctor Don Answers Your Questions



*Don Sutaria is Founder and President of CareerQuest, located in New Jersey and New York. Don earned his MS degree in Management from Kansas State University, an IE (Professional) degree in International Management and Personnel Relations from Columbia University, and obtained New York University's postgraduate Certificate in Adult Career Planning and Development. A popular speaker and author, his latest book is titled, **Career and Life Counseling From the Heart (Your Career is a Pathway to Your Soul!)**.*

Question: I am a Pharmaceutical Engineer. After working on the purely technical side for the past 20 years, I am seriously considering switching to the managerial side of the business, partly because of higher salary. I have been hinted by many people that it may not be as easy as it might sound. That is my dilemma. Can you please help me clarify this situation?

Sandy H. (NJ)

Answer: Dear Sandy:

Of course, there are no guarantees in life. However, let me offer you some tips which have helped my clients.

You may have heard the cliché, *Lose a good engineer and gain a poor manager*. There may be a kernel of truth in it, but we cannot over generalize. Not all engineers are nerds!

Business Skills

Engineers need to have at least a basic understanding of the way other segments of the business dovetail with engineering. For example, in most Master's in Business Administration (MBA) programs, subjects taught are Organizational Behavior, Basic Economics, Managerial Accounting, Operations Management, and Negotiation Skills.

Soft Skills

As in many other technical professions, what I am referring to is a group of personality traits which includes, but is not limited to, communication skills, friendliness, personal habits, social graces, language, optimistic attitude and focused listening. Some call it the Emotional Intelligence Quotient but I use a simple word—*maturity*. Contrary to previous popular beliefs, I believe that with concentrated efforts, all of us can improve in these areas.

The Crux of Management

The services that managers perform are different from those of engineers. Managers perform five unique functions: planning, organizing, staffing, directing, controlling. Managers are required to play three roles (interpersonal, informational, decisional) and apply three skills (conceptual, human relations, technical). Managerial effectiveness is judged by the team's results. Managers need to be discerning between various situations and use suitable approaches.

(Continued on Next Page)

(Dr. Don continued from previous Page)

The Six Indispensable Skills

These are: Managerial & Leadership, Communication, Collaboration, Critical Thinking, Finance, and Project Management. Take an honest inventory of your skills and see how they match up. Perhaps a confidante can give you a second opinion.

Parting Thoughts

Sandy, please realize that it is fully acceptable to stay in your technical area and enjoy your work instead of being miserable in a managerial capacity. Companies are well aware that poor managers can cause many good employees to resign and productivity to plunge.

You will need an internal or external mentor who can coach you regarding problems and pitfalls during your first six months in the manager's chair. On the positive side, the mentor can try to strengthen your skills and minimize the impact of your weaknesses. My personal opinion, based on more than four decades of experience, is that it may take 1-2 years to be fully functional and effective as a new manager.

Honing your soft skills is a lifelong process. Becoming a good manager is a learned skill. You have to enjoy working with people, deal with ambiguous situations, observe tight time deadlines and budgets, have a good grasp over oral and written communications in good and bad situations, and invest many more hours on the job.

I know it is not a decision which you will take lightly. I want to wish you good luck in your quest and the final decision-making. Go into your new managerial position with both eyes open and a positive mental attitude. It is a growing and stretching process. Please keep me posted.

[Special note: Please send your career-related questions to don@careerquestcentral.com and also visit our website at www.careerquestcentral.com. Questions will be selected based on their contemporary nature and general interest. We regret we will not be able to send individual replies as in the past, because of the large volume of domestic and international e-mails. Your patience and understanding are appreciated.]

ISPE NJC Welcomes 77 New Members

(April 2013 through August 2013)

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