Candidate information

Name: John L Dyche

Title: Principal Technical Associate/Operations Supervisor

Company name: Shell Oil Company
Westhollow Technology Center

Complete work address: 3333 Highway 6 South
Houston, TX 77082

Work phone: (281) 544-7199

Email: john.dyche@shell.com

Candidate's immediate supervisor's information

Supervisor's name: Paul McAllister

Supervisor's title: Team Leader, Catalyst Evaluation

Work Phone: (281) 544-8381

Email: paul.mcallister@shell.com

Nominator's information

Nominator's name: Michael Lemanski

Nominator's title: Research Department Manager

Work Phone: (281) 544-7176

Email: michael.lemanski@shell.com

Candidate Eligibility

All three boxes in the Eligible column must be checked for candidate to be eligible.

		Eligible	*Ineligible*
1.	Is the candidate a chemistry-based laboratory technician, process technician, operator, analyst, or other applied chemical technology professional?	☒ Yes	☐ No
2.	Has the candidate been employed for at least five years as an applied chemical technology professional?	☒ Yes	☐ No
3.	Is the candidate currently a member of the Committee on Technician Affairs Executive Board and/or Advocacy & Public Relations Subcommittee?	☒ No	☐ Yes

Candidate's contribution in six areas of award criteria

Make space as necessary under each category. Total packet, including letter(s) of recommendation. must not exceed 6 pages, minimum 10-point font. Do not include proprietary, confidential, or private information.

Technical Achievements (worth 60%)

With over 25 years of relevant process- and operations-related experience in the roles of operator, subject matter expert and supervisor, John currently maintains responsibility for the safe and reliable operation of a complex, world-scale Ethylene Oxide (EO) Catalyst testing infrastructure, with direct reports that include ten full-time operating staff plus seasonal contract staff. Highlights of John's more recent and noteworthy accomplishments that demonstrate the range and effectiveness of his technical, leadership and supervisory skills include the following:

• Leadership roles in the design, execution and coordination of several capital improvement and construction projects relating to the evaluation of representative catalyst performance in operating units that include laboratory scale, semi-commercial scale, and full commercial scale. Perhaps most notable has been an extensive $2 million modernization and expansion of a semi-commercial scale Pilot Plant unit. In addition to his project leader and coordination roles, John was also a major contributor to the engineering and design phases of the project. Many of the ideas and concepts proposed by John relating to process, analytical and safety systems were incorported into the final design, and have resulted in further expanding the overall capability of

the unit beyond what was consider its original scope.

• John is currently coordinating a challenging move of the expansive EO Microreactor and High Throughput Laboratories ("Largest of their kind in the World") to their new location in a recently-renovated laboratory building. He has been involved in all aspects relating to the move, including design of the new infrastructure (including improved safety, environmental and process control systems), as well as coordinating the move of the laboratory infrastructure while still maintaining a level of operating continuity in support of the activities of our business sponsor.

• Over the course of his tenure, John has participated in the design, construction, commissioning and operation of four Mobile Analytical Laboratories used to provide global customer support to EO Catalyst customers throughout the Americas, Europe and Asia/Pacific regions. Related to this, he has designed specialized on-line systems and devised procedures for analyzing process streams in commercial EO plants that have been incorporated in both commercial and semi-commercial operations around the world, where John has provided both consultancy as well as hands-on training.

• Upon the incorporation of EO Catalyst Technical Service into our EO Catalyst Quality Management System (QMS), John independently created and compiled a comprehensive manual of detailed operating procedures relating to the operation of the EO Pilot Plant, which are now used as the basis for internal and external ISO audits as well as the training of new operating staff.

• Contributions to projects outside of the department include providing operating expertise and support to an adjacent major pilot plant activity located on the site, as well as overseeing experimental modifications and providing facilities to accommodate various extramural projects.

• With regard to Safety, John maintains front-line responsibility for two hazardous process installations on the site as defined and mandated by OSHA's Process Safety Management (PSM) regulations. Due to his on-going compliance efforts, a thorough audit in 2010 by a team of outside experts found very few issues with the procedures and gave high marks for compliance.

Other (Considered together to make up the remaining 40%)

Leadership/Mentoring (1-15%)

As evidenced by his impressive accomplishments, John continues to exhibit outstanding leadership and supervisory skills in the areas of operations, project management and staff supervision. He excels in the ability to build, motivate and mentor sustainable and productive operations teams, creating the conditions for the success of his direct-reports by sharing his technical expertise, then allowing them the space and opportunities to demonstrate their talents.

With a team that consists in part of ten full-time Shell staff, John participates in the mid-year and end-year performance discussions with each, providing both performance feedback as well as suggesting opportunities for development.

John continues to develop his own supervisory skills through various Shell-sponsored front-line supervisor training, ranging from on-line training, to off-site face-to-face courses.

Number of communications/publications (1-5%) Please do not include titles.

John is an author, co-author and reviewer on approximately ten internal Technical Information Reports, relating to the development and application of various procedures relating to Catalyst Testing practices and procedures.

External publications, presentations, patents (1-5%)

In his prior role as an Ethylene Oxide Catalyst Technical Service Operator, John has traveled extensively to customer sites in all regions of the world. His responsibilities included providing startup support to third-party, external customers, during which he participated in presenting instructional training and familiarization classes to plant engineers and operating staff.

In 1999, John presented a talk in Barcelona at a Global EO Technical Exchange Meeting to an audience of both internal and external customers on the subject of Commercial EO/EG Plant Sampling Systems.

Internal presentations, publications (1-5%) Include SOPs, presentation to teams, etc.

John has authored and compiled the extensive set of detailed procedures which he has co-developed that comprise the "Ethylene Oxide Pilot Plant Operating Manual", which is included in the Technical Service component of our ISO-registered, EO Catalyst Quality Management System, and which provides the basis for internal and external compliance auditing.

With regard to internal presentations, John presents regular status updates at his weekly operations team meetings, and is also a frequent participant in department and safety team meetings, where he presents regular updates related to both operation- and safety-related topics.

Contribution to quality, safety, and other initiatives (1-5%)

With over 25 years of operational experience and front-line accountability over multiple complex, high profile, maintenance intensive, and potentially hazardous work processes and process environments, John is an acknowledged HSSE authority/consultant who contributes site-wide to matters involving process safety, Process Safety Management (PSM), Management of Change (MOC), OSHA compliance and incident investigation. He is a member of the site MOC Council, and has contributed to the recent launch of a simplified e-MOC process. He is also a working member of the site Tank Farm Committee, and has supported the site's Hazards Risk Assessment activity by carrying out various hazard analysis reviews. John has lead numerous department MOC's and safety audits, and is also a frequent contributor as a subject matter expert on the Catalysis Safety Team.

Regarding Quality and John's contributions to our ISO registration, he has authored, compiled and maintains the extensive set of detailed procedures (which he has also co-developed) that comprise the "Ethylene Oxide Pilot Plant Operating Manual", which is included in our Quality Management System, and which provides the basis for internal and external compliance auditing.

In terms of other initiatives, John's contributions to Shell's "ESSA Initiative" ("Eliminate, Simplify, Standardize, Automate") amount to in excess of $100K per year in cost savings from efficiency improvements in the operations which he supervises.

Awards (1-5%)

Over the past five years, John has been the recipient of seven "Special Recognition Awards (SRA's)", recognizing his technical and leadership roles relating to various projects in the EO Pilot Plant and the Styrene Catalyst Testing Lab. In 2010, he was awarded an SRA in recognition of his exceptional supervision over the entire operations base of the Chemical Catalysts department.

In 2002, John was awarded the Westhollow "Technician of the Year" award". Since that time, his role has expanded, his responsibilities have increased exponentially, as have his achievements and the value of his contributions to the site, as well as to the business.

Professional and community activities (ACS, AIChE, outreach, etc.) (1-10%)

John's professional activities mostly consist of his extramural participation on various site Safety- and Operations-related forums, committees and projects. He also maintains an advisory role on topics relating to the major construction activities currently on-going at the Westhollow Technolgy Center.

Shell Global Solutions (US) Inc.
Westhollow Technology Center
3333 Highway 6 South
Houston, TX 77082
Tel 281/544 7176

September 27, 2011

Mr. Mark O'Brian, Staff Liaison
ACS Committee on Technician Affairs
Office of Technician Education/Resources
American Chemical Society
1155 Sixteenth St., NW
Washington, DC 20036

Dear Mr. O'Brian,

RE: Recommendation Letter for John L. Dyche

I am pleased to submit this letter of recommendation on behalf of Mr. John L. Dyche, in support of his nomination for the 2012 National Chemical Technician Award.

In the way of background, John has been a Technician at our Westhollow Technology Center since joining Shell in 1984, and has been a member of the Ethylene Oxide (EO) Catalysts organization throughout his 27-plus year career. During that time he has progressed through various roles, including mobile analytical laboratory technician, lead pilot plant operator, and most recently Operations Supervisor. In this current supervisory position, he maintains responsibility for the safe and reliable operation of a complex, world-scale EO Catalyst testing infrastructure, as well as an operating staff consisting of ten full-time direct-reports plus seasonal contract staff. In my capacity as Research Department Manager of that organization, I have had the opportunity to work closely with John over the past sixteen years.

To put it simply, John is a talented, motivated and dedicated technician, as well as a natural leader. Throughout his career, he has demonstrated a variety of impressive talents, including the ability to design, execute and operate complex instrument and control systems, manage large, multi-million dollar capital projects, build and lead strong operating teams, and demonstrate a high level of Operations Excellence over the multiple catalyst testing facilities under his responsibility.

To cite a few recent highlights, I offer the following:

While a member of the project team responsible for a $2 million pilot plant upgrade project, John assumed the project manager role when the senior project engineer unexpectedly left the company. Drawing on his own experience and expertice as well as those of others, John successfully delivered what has come to be regarded as a flagship facility which reflects many of his own original ideas, on target and on budget.

While Lead Operator of the above-mentioned pilot plant facility, John was given the opportunity to broaden his base of responsibilities to include two additional, large-scale catalyst testing operations within the department, due to a reorganization. By assigning a network of Lead Operators in each operation and taking on the Operations Supervisor role, John achieved a high level of efficiency and productivity in all three areas by setting challenging goals, addressing issues and dysfunctionalities, and demonstrating his own creativity while instituting several operational and improvements to the infrastructure.

John's latest challenge has involved the relocation of our large-scale EO Catalyst testing laboratory (often described as largest of its kind in the world) due to a major reconstruction/renovation project at our Shell Westhollow Technology Center site. While still maintaining his Operations Supervisor responsibilities, John has been involved in all aspects relating to the move, including design of the new infrastructure (including safety, environmental and process control systems), as well as coordinating the move of the laboratory infrastructure while maintaining a level of operating continuity in support of the activities of our business sponsor.

In addition to these examples, I believe that you will find others in the formal nomination that demonstrate John's outstanding talents, abilities and behaviors. In summary, he is simply the most talented and dedicated technician whom I have ever been associated with during my 35-plus year career, and I strongly recommend him without reservation for your consideration for the 2012 National Chemical Technician Award. Please feel free to contact me if I can provide any additional information.

Most sincerely,

Michael F. Lemanski

Michael F. Lemanski
Research Department Manager,
Chemical Catalysts