High Performance Lab Essentials

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What is your best asset for a high performance lab?

PEOPLE!!!
How do you hire or become that person?

- Want the job? Prepare for it!
- Show Interest in the job
- Science background
- Look for people that bring something new to your lab - run your advanced equipment, computer skills, mechanical skills, writing skills, skills that you may want in the future
How to get the lab working at its best

- **Communication**
  - Analyst to analyst
  - Lab to management
  - Lab to operations
  - Praise those who are doing a good job
  - Correct mistakes immediately

- **Customer service**
  - Give yourself enough time to do the job well
  - Do not promise things that you cannot deliver
How to get the lab working at its best

- **Work flow**
  - Schedule tests

- **Training**
  - Good & thorough ... different people learn differently
  - Training Procedure
  - Good Laboratory Practices
  - SOP... up to date and applicable to your testing procedures
  - Written lab safety rules
  - Take Lab Analyst Test
  - Take Operator’s test, if possible
Do you have what you need to succeed?

- **Equipment**
  - In working order
  - Maintenance agreements in place, if necessary
  - Schedule to replace outdated or dying equipment

- **General & consumable supplies**
  - Order supplies before they run out
Do you have a good work environment?

- Clean working environment yields better results
- Working fume hoods
- Safe working environment
  - PPE
  - Fire extinguishers
  - Showers & eyewash stations
  - Proper way to dispose of all chemicals
Is your lab a good place to work?

- Do you have people who are team players? Will you all get the job done...together?
- Analysts... learn your job well.
- Trust the analysts to do a good job.....and they will.
Need extra help? Hire an intern

- Get interns involved in testing - depends on their skill and interest level
  - Explain tests even if they cannot run them
  - Show them how entire plant works
Dayton WR Innovations

- Cross train everyone!
  - 3 month rotation - 1 to relearn, 1 to do, 1 to get tired of the tests
- Method talks
- Safety talks

- Lab Meetings
Think outside the job

- Attending meetings to improve your skills - LAC, vendors, EPA, OTCO, OWEA, AWWA
- Give talks at schools
- Judge science fairs - any age
- Waterway clean-ups
- Join committee - OWEA or AWWA
- Talk about what you do - if you are interested in it, others will be too
Conclusion

- These are ideas that I have implemented or seen successfully implemented other places. There are always other - innovative - ideas out there to improve the laboratory efficiency and general working conditions.

- What are yours?

- Do you have any questions for me?
THINK LIKE A PROTON
ALWAYS POSITIVE