



THE OIL & GAS DIVERSITY COUNCIL PRESENTS

4TH ANNUAL

Oil & Gas

W O M E N
I N
L E A D E R S H I P

• S Y M P O S I U M •

“Be Fearless: Influence, Innovate, and Inspire”



THURSDAY

FEBRUARY

2

2017

8:00am – 12:00am



HOST SPONSOR

Grand Hall, Rice University
Houston, TX



RICE®



Sponsored By:

nationalgrid



BURNS & MCDONNELL



OUR HISTORY

Organized in 2011, the National Women's Council (NWC) is dedicated to developing and empowering women of all backgrounds, classes, and ages. Whether you seek to promote change globally or directly, the National Women's Council is the vehicle to bring the change to fruition.

MISSION

The mission of the NWC is to promote economic, political, and workplace equality.

VISION

The vision of the NWC is to be the premier organization for women's equality.

FOR MORE INFORMATION PLEASE CONTACT:
Kelsea Haught • kelsea.haught@nationaldiversitycouncil.org

PROUD INITIATIVE OF THE:





Welcome from the National Diversity Council

Dennis Kennedy

Founder, National Diversity Council



Angeles Valenciano

CEO, National Diversity Council



Dear Participant,

Welcome to the 4th Annual Oil and Gas Women in Leadership Symposium, hosted by Rice University. Although women have made great strides in the oil and gas industry, there is still a significant lack of female representation in the C-suite and board room. At today's event, we will celebrate female executives who have reached the top of their organizations despite the odds.

Simply acknowledging the need for female executives in the oil and gas industry is not enough. In order to effectively recruit, retain, and promote women, we must actively commit to bridging the gender gap. We hope this symposium provides knowledge, inspires new leaders, and encourages all attendees to remain committed to diversity in the oil and gas industry.

Listening to the success stories of today's panelists is only one part of the symposium. In the business world, both networking and professional development are key when seeking career advancement. Therefore, we strongly encourage you to meet new colleagues, talk openly about today's topics, and exchange ideas in order to maximize your experience.

We sincerely appreciate your attendance today in support of the Oil and Gas Women in Leadership Symposium. Thank you to our corporate sponsors, planning committee members, speakers and volunteers for your support and participation. Without you, this event would not be a success.



www.diversityfirstjobs.com



#BeFearless





Schedule of Events

8:00 a.m. -8:30 a.m. **REGISTRATION, CONTINENTAL BREAKFAST & NETWORKING**

8:30 a.m. -8:35 a.m. **WELCOME**

Chisholm Tate – Human Resources/Office Manager, *National Diversity Council*

David Medina – Director of Multicultural Community Relations and Public Affairs, *Rice University*

8:35 a.m. -8:40 a.m. **RECOGNITION OF THE SPONSORS**

8:40 a.m. -8:45 a.m. **INTRODUCTION OF PANELISTS & TOPICS**

MODERATOR

Lisa Finch – Global Diversity & Inclusion Talent Attraction Lead, *BP*

8:45 a.m. -9:05 a.m. **“SWITCHING YOUR CAREER: WHEN LIFE CALLS FOR A U-TURN”**

Sue Ortenstone – Senior Vice President and Chief Human Resources Officer, *CenterPoint Energy*

Introduction:

College students change their majors an average of three times before they graduate. With the growing number of majors, from agroecology to homeland security, undergraduates have a difficult time limiting themselves to one field. They may ask themselves: which major reflects my true interests? Which major will help me land that dream job? While a lot of planning may be spent on finding the perfect match, many successful professionals end up in fields they had never anticipated in college. Hear from leading women who made the bold move of switching careers at different stages of their professional development. Why do women make the transition from their degree to the workforce? How do successful women adapt to the workforce and new career opportunities?

9:05 a.m. -9:25 a.m. **“LIFTING UP THE NEXT GENERATION WOMEN”**

Sharon Weintraub – Chief Financial Officer, North America Gas & Power, *BP*

Introduction:

As you climb the corporate ladder it's incredibly important to remember to throw down a rope. This is especially true for women leaders. Increasingly, women recognize that the days of women fighting for the one available executive role are behind us. Rather, women helping women, is a responsibility not a choice. Why must women help other women succeed? What responsibility do we each have in making a difference for those who follow us? How can women leaders provide organizational and personal support?

9:25 a.m. -9:45 a.m. **“LEADING WITH AUTHENTICITY: STRATEGIES FOR SUCCESS WITH YOUR OWN LEADERSHIP STYLE”**

Elizabeth Matthews – Vice President, General Counsel and Corporate Secretary, *Total Petrochemicals and Refining USA, Inc.*

Introduction

Do the accepted management styles within your organization tend to favor certain men or women, or are they not broad enough to accommodate a variety of styles? Women who aspire to leadership positions are often unsure if they should adopt certain management styles or embrace their own. While embracing others' leadership style leads to discomfort and feels limiting to an individual, not embracing





Schedule of Events

An organization's accepted style may lead to exclusion and isolation. How do successful leaders strike a balance between their personal leadership style and the leadership style of their organization? How important is authenticity to a having an efficient and successful leadership style? How does an authentic leadership style impact the pipeline and diversity within the organization?

9:45 a.m. - 10:05 a.m. **QUESTIONS & ANSWERS SESSION I**

10:05 a.m. - 10:25 a.m. **BREAK**

10:25 a.m. -10:45 a.m. **"THE POWER OF NO: DEFINING YOUR IMPACT AS A LEADER"**

Corinna Carbone – Vice President Human Resources & Organization, *Eni Petroleum Co.*

Introduction:

Power today is all about leveraging influence to engender change. As activists and change-agents, leaders are choosing to align their influence with key global issues, including humanitarian efforts. Learn how to say "no" to conventional practices and follow your own path to make an impact in organizations and the world. How are today's game-changers tackling problems in unconventional ways to amplify the voices of millions around the world? What are these leaders saying "no" to? What kind of support is needed to be a trail-blazing leader?

10:45 a.m. -11:05 a.m. **"TRANSFORMING THE RULES OF ENGAGEMENT"**

Frances Jeter – Group Vice President, Internal and External Affairs, *Spectra Energy Corp.*

Introduction:

The new rules of engagement demand that we leverage our influence across multiple spheres, including shareholders and employees, to build community around a shared vision. More so than ever, we need to create unconventional relationships and meaningful connections within and beyond our organizations to turn ideas into action. Why are women choosing to adapt the new rules of engagement? Who are the powerful women forging unconventional partnerships and driving change? How are these successful leaders scaling opportunities to ignite lasting change?

11:05 a.m. -11:25 a.m. **"REVIVING YOUR CAREER: ACTIONABLE STEPS TO ACHIEVE A PROFESSIONAL RENAISSANCE"**

Michele Tihami – Country Manager & Business Line Director, Sustainable Energy Use, Policy Advisory and Research, *DNV GL*

Introduction:

Whether you have stepped off the path you hoped to be on or are returning after a career or work hiatus, this session will look at what you can do to avoid or overcome a plateau, revive your trajectory, and find ways to follow your passion. What are some best practices for transitioning back into work? How can you maintain a record of professional development, despite being on "break?" How can you "catch up" to be competitive in your career of choice?

11:25 a.m. -11:45 a.m. **QUESTIONS & ANSWERS SESSION II**

11:45 a.m. -12:00 p.m. **CLOSING REMARKS / ADJOURN**



Moderator



LISA FINCH

*Global Diversity & Inclusion Talent Attraction Lead
BP*

Lisa Finch is the Global D&I Talent Attraction Manager at BP where she focuses on attracting diverse talent into BP's employee base. Lisa's career in energy started as an application development specialist following graduation from Texas A&M University with a Bachelors of Science in Management Information Systems. Her career path has led her from IT to HR where she has held roles focusing on university relations, recruiting, HR Generalist activities, and diversity and inclusion.

Lisa has a passion for helping people succeed. Her prior roles have provided platforms to increase awareness of challenges individuals face in the workplace as well as strategies to overcome them. She is a member of Women in Energy, Pink Petro, and has served on the board for the Texas Diversity Council. One of her most exciting accomplishments was co-founding Halliburton's first women's resource group, Women Sharing Excellence, and serving as the group's President. Outside of work, Lisa enjoys spending time with her family and the great outdoors





Panelists

**SUE ORTENSTONE**

*Senior Vice President and Chief Human Resources Officer
CenterPoint Energy*

Sue Ortenstone is the Senior Vice President and Chief Human Resources Officer at CenterPoint Energy. Previous Positions: Most recently, she was senior vice president and chief administrative officer at Copano Energy. Before joining Copano, she spent more than 30 years at El Paso Corporation and served most recently as executive vice president and chief administrative officer. Additionally, Sue worked for several El Paso business units in a variety of roles including CEO of EPIC Energy in Australia, president of El Paso Gas Services, and other engineering, operations, and business development positions. Sue graduated from the University of Wisconsin with a Bachelor of Science degree in Civil and Environmental Engineering.

Sue serves on the Advisory Board for Civil and Environmental Engineering, as well as the Industrial Advisory Board in the College of Engineering at the University of Wisconsin. In 2013, she was awarded the Distinguished Alumni Award in 2013 for the UW College of Engineering. Sue also serves on the Board of Trustees for Northwest Assistance Ministries of Houston.

**SHARON WEINTRAUB**

*Chief Financial Officer, North America Gas & Power
BP*

Over the past 25 years, Sharon Hyman Weintraub has been working in what has truly been considered a “man’s world.” For the first 16 years of her career, Sharon traded energies, metals and interest rate derivatives for JP Morgan and Bank of America and their predecessor institutions in Chicago. She loved the excitement of trading floors and every day brought new and different challenges. She found her calling. In 2004, Sharon joined BP in Chicago, making the leap from a commercial trading role to manage middle office finance teams within the expanding Integrated Supply & Trading (IST) business unit.

Over the past 12 years, Sharon has cultivated a rewarding career working in a variety of positions in IST’s global offices. Sharon’s first expatriate assignment was from 2008-2011 as she took a risk and accepted a role as the Business Lead for a major Global Oil IT programme with \$100 million budget. While in London, she completed a second position as Business Manager to the IST Chief Risk Officer. In 2011, Sharon relocated to Houston where she was Head of Middle Office Control for North America Gas, Power and NGLs trading & marketing and leading a team of 50 professionals. The opportunity to expand her knowledge of a new set of markets within IST had huge appeal.

At the start of 2013, Sharon returned to London for another expatriate role as Regional Risk Officer, Global Oil Europe and Gas Trading Europe & LNG. Sharon led a team of 40 market and credit risk professionals in support of the two regional businesses. When Finance & Risk merged in 2014, she became CFO and Head of Risk for Global Oil Europe with responsibility for over 100 professionals across teams including Commodity Risk, Strategic Change, Operational Excellence, and Credit Risk. In July 2016, Sharon returned to Houston as CFO and Head of Risk for North America Gas, Power & NGLs trading and marketing. Her team is comprised of over 200 professionals across the various functional disciplines.

Sharon holds a Bachelor of Arts degree in Economics from Washington University in St. Louis. Sharon and her husband Fred, an Executive Producer of U.S. television sports, can be found at the theatre, traveling, golfing and supporting the Chicago Blackhawks professional hockey team. Her stepson, Benjamin, is a software engineer based in California.



Panelists

**ELIZABETH MATTHEWS**

*Vice President, General Counsel & Corporate Secretary
Total Petrochemicals & Refining USA, Inc.*

Elizabeth Matthews is Vice President, General Counsel and Corporate Secretary for Total Petrochemicals & Refining USA, Inc. in Houston. She is responsible for directing the legal affairs of the company, including transactional, litigation, compliance, intellectual property and environmental matters. She leads a team of twenty professionals, including attorneys, paralegals, compliance personnel and administrative staff. Prior to joining Total in 2013, Ms. Matthews was a member of the legal team at Chevron for eleven years where she worked in a number of different business units, including Global Downstream, Corporation Law, Energy Technology and Global Drilling and Completions. During the early part of her career, Matthews worked in Washington, D.C. for two major law firms –Akin, Gump, Strauss, Hauer & Feld LLP and Dickstein Shapiro LLP.

She also served as a federal law clerk for the U.S. District Court in Philadelphia. Matthews graduated with honors from Yale University with a humanities and history major in 1992 and earned a Juris Doctorate from Harvard Law School in 1995. Matthews is an active member of the General Counsel Forum, Association of Corporate Counsel and Women's Energy Network (Executive Level). She is the past President of the Women's Energy Network and the American Petroleum Lawyer's Association.

**CORINNA CARBONE**

*Vice President Human Resources & Organization
Eni Petroleum Co.*

Corinna Carbone is the VP of Human Resources and Organization for Eni Petroleum Co. Inc. A wholly owned U.S. subsidiary of Eni S.p.A., an Italian publicly traded energy company, operating in the oil, natural gas, power generation and petrochemicals industries, including oil field services and engineering. Eni S.p.A., together with its subsidiaries and affiliates, conducts operations in over 80 countries, employs approximately 84,000 people, and produces more than one million barrels of oil equivalent per day. In 2014, the Eni Group reported an adjusted net profit of €3.71 billion, and an adjusted operating profit of €11.57 billion.

Corinna received a degree in Foreign Languages and Literatures from the University of Pisa (with an exchange program at the University of Birmingham, UK) and a Masters in HR from the Business School of “Il Sole 24 Ore.” She is a certified SHRM-SCP with certificates in the skills required for the Global Human Resource Development area. She is a highly motivated and performance driven leader with over 15 years of international experience in the areas of Human Resources organizational development, benefits, international personnel administration, compensation strategies, change management, planning, training, employment law, internal and external communications, occupational health, records management and office services.

The model she created in the United States subsidiary is the first implementation of an integrated Regional HR assisting the multiple Eni Business Units operating in North America. She believes in the power of organization, communication, transparency and the consistent applications of policies and rules. She considers herself a lucky person, but she also firmly believes that all of us are in the perfect place to create our future and our career opportunities, despite a few obstacles one might encounter when working in a predominantly male environment.



Panelists

**FRANCES JETER**

*Group Vice President, Internal and External Affairs
Spectra Energy Corp.*

Frances Jeter is group vice president for internal and external affairs at Spectra Energy, responsible for internal and external communications, crisis communications, stakeholder outreach and sustainability, branding and graphics, and communications services and serves as a member of the investor relations team. Before joining Spectra Energy, Jeter served as chief marketing officer for Bracewell & Giuliani, LLP and as vice president of public affairs for Duke Energy Gas Transmission, a predecessor company of Spectra Energy. Jeter is a board member of Allegiance Bancshares, Inc. in Houston. She is a founding board member of LIFE Houston and the founding chair of Houston's The Fay School.

Frances is a Life Trustee and a past chair of The Kinkaid School and a former trustee of The Hockaday School in Dallas. She also is a former board member of the Greater Houston community Foundation, St. Luke's Episcopal Health Charities, The Junior League of Houston, Inc., Park People and a number of other Houston-based community organizations. She is the very fortunate and proud spouse of Richard L. Jeter and mother and mother-in-law of Tany and Chaz Klaes and Emily Catherine and Ben Riggs, Jr.

**MICHELE TIHAMI**

*Country Manager & Business Line Director, Sustainable Energy Use, Policy Advisory and Research
DNV GL*

Michele Tihami recently joined DNV GL's Sustainable Energy Use practice to reposition the organization for future growth. A former Vice President at CenterPoint Energy, she launched a competitive business designed to bring additional growth to the company.

Ms. Tihami has also held positions at IBM, Motorola and two technology start-ups and began her career at The White House. She received a bachelor degree in political science from The Catholic University of America and a master degree in public administration from George Washington University.

She also enjoys serving as a High School student mentor through BBBS.



Thank You To Our Sponsors

SPONSORS

nationalgrid



BURNS & MCDONNELL



AERA

AIR LIQUIDE

AIR PRODUCTS



Bristow

ConocoPhillips

Denbury

devon

FLUOR

HALLIBURTON



Hilcorp

HSBC

JETT

Key
Energy Services

MURPHY
OIL CORPORATION

OXY

PIONEER
NATURAL RESOURCES

SONOCO

SWN
Southwestern Energy®

TESORO

VALERO

Williams

WOMEN & THE GENDER GAP

HIGHER EDUCATION

% of Degrees Earned by Women



- 60%** undergraduate degrees
- 60%** master's degrees
- 47%** law degrees
- 48%** medical degrees

PAY INEQUALITY BY AGE GROUPS

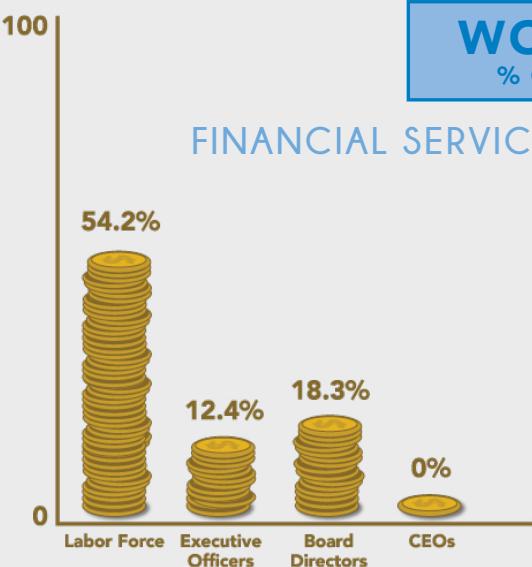
Women's % of Men's Earnings



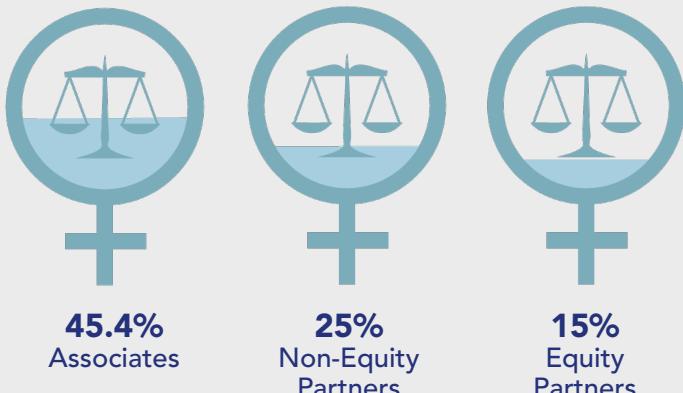
WOMEN IN BUSINESS

% OF WOMEN IN THE WORKFORCE

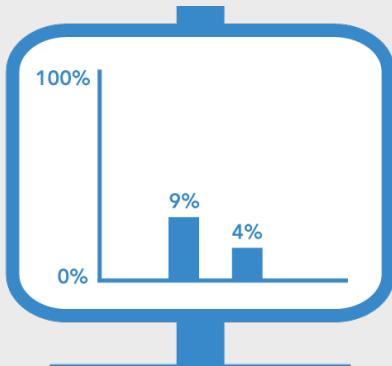
FINANCIAL SERVICES



LEGAL POSITIONS

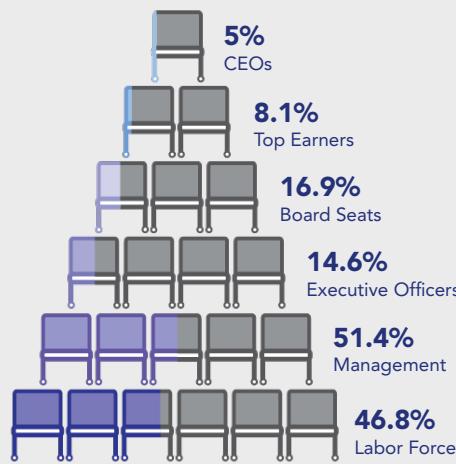


INFORMATION TECHNOLOGY

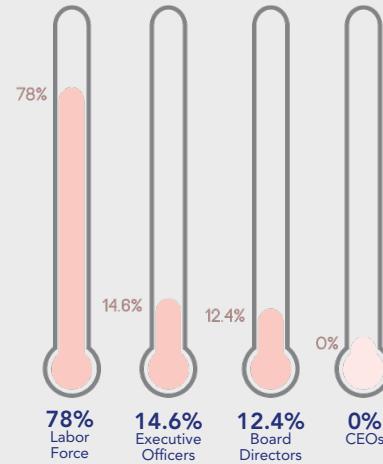


9% Management
4% Senior Management

FORTUNE 1000 COMPANIES



HEALTHCARE



Sources: Catalyst Quick Take: Women's Earnings and Income. New York: Catalyst, 2014; Center for American Progress, The Women's Leadership Gap, Women's Leadership by the Numbers. Catalyst, Women CEOs of the Fortune 1000 (January 2, 2015) and additional Catalyst research and analysis.



The Oil & Gas Diversity Council is committed to enhancing the appreciation for and understanding of the value of diversity and inclusion in today's global society. We strive to transform our workplace and communities into environments where people are valued for their uniqueness and differences and are confident that their contributions matter.



For more information about the council, please contact **Lorena Barcenas** at
l.barcenas@nationaldiversitycouncil.org