

The **Society of Petroleum Engineers** Presents

Empowering Women in the Energy Industry for Value and Development

In Cooperation With **UNECE** and **UNCTAD**

Palais Des Nations ♦ Geneva, Switzerland

19–20 September 2013



Society of Petroleum Engineers

Symposium Timetable

19 September 2013

1200–1300	Registration and Welcome Lunch
1300–1430	Welcome and Opening Plenary
1430–1645	Parallel Breakout Sessions I: Managing your Energy Career II: Achieving Work/Life Balance III: Attracting Talent to Science and Engineering IV: Gender Diversity Doesn't Mean Gender Adversity: Communicating the Benefits of a Varied Workplace
1645–1700	Coffee Break
1700–1745	Inspirational Address: "Succeeding Against all Odds"
1800–1900	Evening Reception
1900	Symposium Dinner

20 September 2013

0800	Welcome Coffee
0830–1000	Interactive Reporting Session: Lessons Learnt From the Breakout Sessions
1000–1030	Coffee Break
1030–1200	Plenary Discussion With High-Level Industry Representatives: Building a Tool Kit of Concrete Actions for Individual and Organisational Benefit
1200–1230	Closing Address—The Way Forward
1230–1400	Networking Lunch

Committee Members

Chairs

Charlotte Griffiths, United Nations Economic Commission for Europe (UNECE)
Bunmi Titiloye, Kongsberg Oil & Gas Technologies AS

Other Members

Åshild Hanne Larsen, Statoil asa
Katy Heidenreich, Schlumberger
Tammy Jensen, Halliburton
Lesley MacDonald, BP plc.
Bettina Pohl-Luetcke, Shell
Claudine Sigam, United Nations Conference on Trade and Development (UNCTAD)
Ulrike von Lonski, World Petroleum Council

Provisional Programme

The programme consists of high-level and keynote addresses and interactive workshop breakout sessions. Following the opening plenary on the first day, participants are invited to take part in one of four breakout sessions and contribute to learnings, which will be reported on and discussed with the whole group on the second day.

Opening Plenary

The Glass Ceiling: Understanding the Challenges and Breaking Down the Barriers

Session Chairs: Charlotte Griffiths, Sustainable Energy Division, UNECE
Bunmi Titiloye, Insignia Advantage

A high-level dynamic panel will debate the challenges faced and solutions to breaking down the barriers that stand in the way of women having the careers they deserve and achieving gender representative leadership in the industry.

A range of key questions will be addressed:

- ♦ What are the best ways to increase the participation of women in leadership positions in the energy industry?
- ♦ Do we fully understand the reasons why the pace of change at board level has been disappointing?
- ♦ Is government intervention justified to facilitate the change that is needed? The number of countries opting for mandatory quotas of women for boards of directors is increasing, but is this having the desired effect and is it fast enough?
- ♦ What are the benefits of targets versus quotas or are they mutually reinforcing?
- ♦ Can effective mentoring and sponsorship programmes produce better results than quotas? At what pace?
- ♦ How can women and men, governments, industry and the United Nations ensure that skill and talent transcend gender?

Parallel Breakout Sessions

I: Managing your Energy Career

Session Chairs: Anna Ropka, SPE Student Chapter of Poland
Claudine Sigam, UNCTAD
Eve Sprunt, Chevron

The increase in the number of women in the energy industry and a corresponding increase in dual-career couples means that many issues that have been considered to be “women’s issues” may be more appropriately managed as dual-career issues. A key challenge for dual-career couples is co-ordinating their careers. Most couples consider both careers to be equally important, but many managers insist that one career leads and the other follows. Women tend to be more protective of their partner’s career than men are. Statistics show that women are under-represented at the highest levels in organisations. The greatest disparities of pay are associated with whether or not women are in the appropriate level for their knowledge and accomplishments. Career breaks and geographic mobility limitations are often cited as reasons for why some women fail to advance.

The range of pertinent issues that will be debated include

- ♦ How can managing women’s issues as dual-career couple issues prevent resentment about “reverse discrimination”?
- ♦ What are the advantages and disadvantages of working for the same employer as your partner?
- ♦ Why do women need to be more assertive in negotiating pay and promotion?
- ♦ What strategies can be effective in mitigating the impact of career breaks and geographic limitations on your career?
- ♦ How can professional society activity benefit your career?
- ♦ How to achieve gender neutral career progression?
- ♦ How to address pay disparity?
- ♦ How to manage career breaks so that careers are kept on track?

II: Achieving Work/Life Balance

Session Chairs: Tammy Jensen, Halliburton
Bettina Pohl-Luetcke, Shell

The energy industry, specifically oil and gas, has become overwhelmingly short staffed over the past few years, and mid-level professionals are continuing to take on more and more work leaving little room to balance a professional career with a personal life. Does career management mean that individuals are required to take on more work, leaving less time to balance life? Are companies working employees to the point of burnout? We would like to look at solutions and food for thought to create a work-life balance.

Questions that that will be explored include

- ♦ Is technology being utilised to its fullest? (laptops, cell phones, wireless connections)
- ♦ Is there a work-from-home policy and how can the challenges of an international career be addressed?
- ♦ What other obstacles are preventing professionals from balancing work and life?
- ♦ Job sharing: what is in it for companies, and what does it take to work?
- ♦ What can an individual do to create more space for life?

III: Attracting Talent to Science and Engineering

Session Chairs: Åshild Hanne Larsen, Statoil asa
Ulrike von Lonski, World Petroleum Council

As the oil and gas industry is facing a continued shortage of skilled employees, attracting talent to the industry is a business imperative. Research shows that a gender-diverse workforce can be linked to improved business performance and innovation. Economic success and competitive advantage may thus depend not only on attracting and retaining the right talent, but on ensuring access to gender-balanced talent pools within science and technology.

In this session, we will discuss

- ♦ How to raise the attractiveness of science-related (STEM) subjects at an early educational stage
- ♦ How to increase the number of women in the industry, and attract, retain, and develop female talent
- ♦ How to address the image of the industry and present it as a viable career option to students
- ♦ How the oil and gas sector presents itself across the world and what learnings there might be for others
- ♦ What young people are looking for

IV: Gender Diversity Doesn’t Mean Gender Adversity: Communicating the Benefits of a Varied Workplace

Session Chairs: Lesley MacDonald, BP plc.
Scott Foster, Sustainable Energy Division, UNECE

During the course of this symposium, attendees will understand the business value of gender diversity, and that an organisation can only achieve sustainable gender diversity in leadership through an inclusive culture. Good communication of the benefits of a varied workforce is essential in enrolling our entire workforce to build a culture of inclusion in our organisations.

This session will

- ♦ Examine the economic and social benefits of a diverse workforce
- ♦ Explore the impact of communication style on perceptions of an individual’s competency and potential
- ♦ Consider the challenges faced by men and women around questions of gender diversity, with a focus on understanding their unique perspectives to make a real difference
- ♦ Provide attendees with ideas and tools to put a plan in place to maximise the value of gender diversity in their workplace

Empowering Women in the Energy Industry for Value and Development

This symposium aims to identify concrete and implementable actions that will empower women in the energy industry for value and professional development.

The Agenda Includes

- ◆ A Plenary Session on the Glass Ceiling: Understanding the Challenges and Breaking Down the Barriers
- ◆ Managing your Energy Career
- ◆ Achieving Work/Life Balance
- ◆ Attracting Talent to Science and Engineering
- ◆ The Value of Gender Diversity

Why You Should Attend

- ◆ Themes have been carefully selected to allow the key challenges (and advantages) for women in the energy industry to be explored and debated.
- ◆ The interactive workshop format will facilitate the sharing of best practices and ideas and ensure that participants leave with compelling concepts and a tool kit of concrete actions that can be applied for individual and organisational benefit.
- ◆ This event will help career development and facilitate networking.

Who Should Attend

This is a limited attendance event for 80 people and has been designed for both women and men who take the lead in influencing change within their organisation including:

- ◆ Senior and middle managers interested in developing a more representative workforce in the energy industry
- ◆ Senior technical staff who mentor and coach
- ◆ Senior staff in talent management and organisational capability roles
- ◆ Government, regulatory bodies, and academia

Venue

The symposium will be hosted by United Nations Office at Geneva (UNOG) in the Palais des Nations, situated in a beautiful park overlooking Lake Geneva.

Sponsors

(Name and logo of sponsors confirmed at the time of printing)



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Registration is complimentary and spaces are limited. For more information, including travel, and to reserve your place, visit www.spe.org/events/13agen.