

DETAILED AGENDA

Thursday 19th September

Safety Briefing

Welcome Remarks

Andrey Vasilyev, Deputy Executive Secretary, UNECE

Opening Plenary Session: The Glass Ceiling: Understanding the Challenges and Breaking down the Barriers

Session Chairs: Charlotte Griffiths and Bunmi Titiloye

A high-level and dynamic panel will debate the challenges and solutions to breaking down the barriers that stand in the way of women having the career 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 affect 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?

Keynote Speaker:

Ahmad Ghanizadeh; State Secretary, Ministry for Children, Equality and Social Inclusion, Norway

Panellists:

Ahmad Ghanizadeh; State Secretary, Ministry for Children, Equality and Social Inclusion, Norway

Gaenor Bagley; Head of People and Executive Board Member, PricewaterhouseCoopers LLP

Peter-Wim Gerssen; Vice President, Finance Exploration, Shell International Exploration and Production

Anna Granskog; Partner, McKinsey

Mai-Lill Ibsen; Non-executive Director and Advisor, Ibsen Raad

Ana Zambelli; Managing Director, Subsea Operations, Transocean

Moderator:

Scott Foster; Director, Sustainable Energy Division, UNECE

Breakout Session I: Managing Your Energy Career

Session Chairs: Samantha Rist, Claudine Sigam and Eve Sprunt

The increase in 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 or family issues. The breakout session will be kicked off by Eve Sprunt presenting results from several dual career surveys conducted by the SPE Talent Council, highlighting:

- People in such couples overwhelmingly consider both careers to be equally important, but many managers insist that one career leads and the other follows
- The greatest disparities of pay are associated with whether or not women are in the appropriate level for their knowledge and accomplishments – willingness to negotiate is key
- Career breaks and geographic mobility limitations are often cited as reasons for why some women fail to advance – how to navigate

Eve will also provide insights gained over her 35 year Oil and Gas career. Each panelist will then provide a short overview of their career path, key challenges, and successful navigation techniques. After which, we will spend the majority of the session time in open Q&A.

Discussion Leaders:

Peter-Wim Gerssen; Vice President, Finance Exploration, Shell International Exploration and Production

Samantha Rist; Vice President, Human Resources, Schlumberger Information Solutions

Claudine Sigam; Special Unit on Commodities, UNCTAD

Eve Sprunt; Advisor, Geological Research and Development, Chevron

Breakout Session II: Achieving the Work/Life Balance

Session Chairs: Tammy Jensen and Bettina Pohl-Luetcke

The energy industry and more specifically the oil and gas industry has become overwhelmingly short staffed over the past number of years and mid-level professionals are continuing to take on more and more work leaving little room to balance professional career with a personal life. Does career management mean that individuals are required to take on more work, leaving not enough room to balance life? Are companies working you until you burn out? We would like to look at solutions and food for thought to create room to balance life.

Questions that that will be explored include:

- Are individual/professional/company values understood/aligned/prioritized?
- 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, what does it take to work?
- What can an individual do to create more space for life?
- Can we identify and break the myths of work life balance?

Discussion Leaders:

Tammy Jensen; Performance Excellence Group Lead - Project Management, Halliburton

Sarah Kuijlaars; Vice President Finance, Downstream Global Controller, Shell

Bettina Pohl-Luetcke; Regional Lead Gas Sales NWE, Shell

Elizabeth Yermoshkina, Reservoir Development Services, Baker Hughes



Breakout Session III: Attracting Talent to Science and Engineering

Session Chairs: Åshild Hanne Larsen and Ulrike Von Lonski

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 share of women in the industry, 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 learning's there might be for others
- What young people are looking for

Discussion Leaders:

Anna Granskog; Partner, McKinsey

Katharina Gruenberg; Economist, Upstream International, Shell

Åshild Hanne Larsen; Vice President People and Organisation, Statoil ASA

Gloria Notario; PricewaterhouseCoopers LLP

Tony Zapico; Director, Global Project Management, Halliburton

Moderator:

Ulrike Von Lonski; Director of Communications, World Petroleum Council

Breakout Session IV: Gender Diversity Doesn't Mean Gender Adversity: Communicating the Benefits of a Varied Workplace

Session Chairs: Lesley MacDonald and Scott Foster

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 both men and women around questions of gender diversity, with a focus on how understanding their unique perspectives can 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

Discussion Leaders:

Dave Ewen; Vice President Discipline Capability Subsurface, BP

Malinka Koparanova; Senior Social Affairs Officer and Gender Focal Point, UNECE

Lisa Marshall-Robinson; Director, Diversity & Inclusion, North America, Baker Hughes



Inspirational Address: *Succeeding Against All Odds*

Session Chair: Charlotte Griffiths

Presenter:

Hosnia Hashim; Vice President Operations, Kuwait Foreign Petroleum Exploration Company

Friday 20th September

Interactive Reporting Session: Lessons learnt from the parallel break-out sessions for Empowering Women in the Energy Industry

Session Chairs: Lesley MacDonald and Ulrike Von Lonski

Plenary Discussion with High Level Industry Representatives - Building an action agenda for individual and organisational benefit

Session Chairs: Charlotte Griffiths and Bunmi Titiloye

Panellists:

Mai-Lill Ibsen; Non-executive Director and Advisor, Ibsen Raad

Lisa Marshall-Robinson; Director, Diversity & Inclusion, North America, Baker Hughes

Maurizio Rampoldi; ENI E&P

Bunmi Titiloye, Project Manager, Kongsberg Oil & Gas Technologies AS

Darryl Willis; Vice President Reservoir Development - Regions, BP America Production Co

Moderator:

Scott Foster; Director, Sustainable Energy Division, UNECE

Closing Address: The Way Forward

Session Managers: Charlotte Griffiths and Bunmi Titiloye

Speaker:

Pennelope Ratcliffe; Marine Vice President, Schlumberger