

# **BREAKING YOUR INNER BOUNDARIES**

## **EXCELLENCE THROUGH SELF ACTUALIZATION**

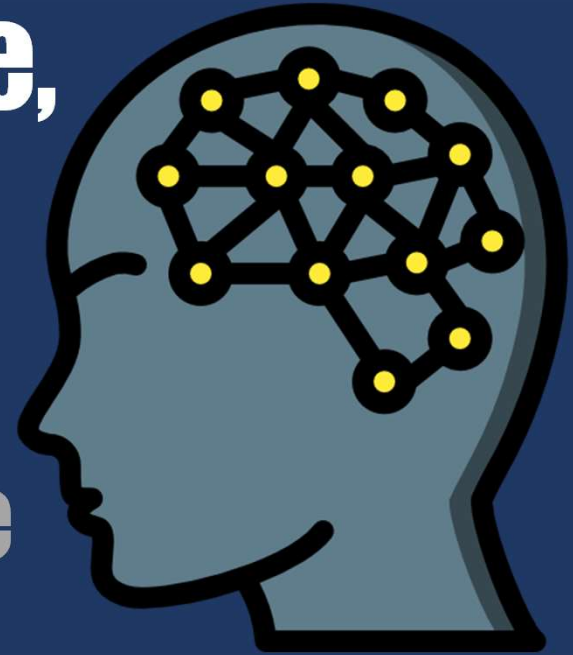
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# **Presented at the Women Development Program of society of Petroleum Engineers Nigeria.**

**Annual Conference of Society of Petroleum Engineers  
Nigeria Council.**

# **Artificial Intelligence, Big Data and Mobile Technology: Changing the Future of the Energy Industry**



## Fifteen Technologies of Next Decade

AI 

IoT 

Blockchain 

3D Print 

Mobile 

Autonomous Cars 

Mobile Internet 

Robotics 

VR/AR 

Wireless Power 

Quantum Computing 

5G 

Cybersecurity 

Cloud 

Voice Assistant

## Quote

**“In 1996 Kodak was at the top of their game. It was a 28 billion dollar company with 140,000 employees that 20 years earlier had invented the digital camera, but failed to see the potential of it. In 2012, Kodak declares bankruptcy, effectively disrupted by the very technology that they had invented. They didn’t understand what exponential growth would look like.”**

# **The Women Development Program of Society of Petroleum Engineers Nigeria Council Theme**

**The Intersection of Information and Energy Technologies – Empowering Women for Digital Age.**

**There is a natural intersection between Engineering and Technology and components of STEM. Skills are more transferable and adaptable across them. Women in both industries face similar challenges!**

## Quote

**“AI is the NEW electricity”**





## DATA SPEAKS

**Globally, women account for a far smaller share of employees in the Oil & Gas industry than they do in other industries. According to research report jointly conducted by Boston Consulting Group -USA and the World Petroleum Council, the number is 20%. At management level it drops further to 17%. Nigeria may mirror the global data but as you and I know from other extrapolations involving our country, it may be far worse.**

**The data for women in tech also mirrors the less than 20% broadly and about 15% at Management cadre .**

**Both industries alongside the over all STEM sectors require multiple, multi-sectoral and multi-stakeholders deliberate and intentional strategies for closing the Big Gap between 80% of Men and 20% of Women.**

**Special Guest Speakers Speech**

# **BREAKING YOUR INNER BOUNDARIES**

**Excellence Through Self Actualization.**

**Barriers that limit women in the work place are generally similar across industries and are of two broad categories**

- 1. External Barriers.**
- 2. Internal Barriers.**

## **External Barriers include**

- 1. Unfair Recruitment Process**
- 2. Male-oriented corporate culture**
- 3. Paternalism**
- 4. Allegations of reverse discrimination**
- 5. Sexual harassment**
- 6. Different standards for women and men**
- 7. Disparities in the distribution of high-quality job assignments**
- 8. Salary discrepancies based on one's sex**

## **External Barriers Continued**

- 9. salary discrepancies based on one's sex**
- 10. Failure of corporations to accommodate work-family issues**
- 11. Difficulty for women to advance into management due to male stereotyping and preconceptions or exclusion from informal networks.**

**External Barrier requires third party intervention or excise of power, authority and appropriate action to remove on the path of women in the work-place.**



# **Internal Barriers**

## **As Matter of URGENCY**

**This is the barrier that is self-imposed and indigenous to each person whether male or female. Often once identified, these may be either the easiest Barriers or constraints to Personal Growth to remove or they are the toughest. It depends on the individual!**

## **CONNECTING THE DOTS...**

**Taking Personal Responsibility as a Woman in the Field of Engineering and Working in the Energy Sector to Ready Yourself for Excellence in the Age of Disruptive Technologies.**

## QUOTE

**“All the significant battles are waged within the self!” – Sheldon Kopp**

**A woman in the field of Engineering cannot by any standard be considered lacking of the agency and voice to make informed personal choices. An individual woman may however impose limits to their capacity to do so because they are comfortable with a Mediocrity paradigm.**

# What is Excellence?

**The quality of being outstanding, being distinguished and thus posting superior performances through displaying extreme brilliance in setting and achieving a self-determined Goal or Purpose or one to which you have committed.**

# To pursue excellence

- 1. See the value in what you do and love the career you are in or the vision/mission you are pursuing.**
- 2. Risk failure by committing to letting fear be your motivator.**
- 3. Work hard**
- 4. Expand**
- 5. Be consistent**
- 6. Be passionate.**
- 7. Maintain self-respect.**
- 8. Keep things in balance.**
- 9. Nurture relationships**
- 10. Seek feedback.**

**Professional Excellence has strong  
Values anchor beyond the cognitive  
and technical skills**

- Respect for self, others, and the environment**
- Empathy**
- Integrity**
- Confidentiality**
- Commitment**

# Types of Self-Imposed Barriers Among Professional Women or Women With Leadership Potentials

**Impostor Syndrome— feeling inadequate or ‘undeserving’ of a certain threshold of career attainment because “you think you are not that good”.**



**Fear of all shades— of failing, of taking risk taking and making tough decisions, of setting high personal goals and standards, of recognition, of money, of success, of leading men and exercising power and authority, being undermined, of being misunderstood, of being denied externally validation by various individuals or groups, of being alone, of not being liked, being judged harshly and compared unfavorably with both male and female peers, of being considered “over or too ambitious”, of disagreement and conflict, of networking, public speaking and visibility, of being lonely at the top, of being defamed, slandered libeled and labeled.**

**Resolving the tensions between Career, Marriage and Motherhood. Some women have sometimes had to make a personal decision to avoid professional Excellence do because of family responsibilities.”**

## **Key Antidote to Self-Imposed Barriers**

- A. Frame your self-imposed barrier as a Challenge that you are Passionate to tackle.**
- B. Prepare yourself to tackle your challenge by setting clear priorities and determining balance and trade-offs with family, workplace, friends and networks.**
- C. Determine to adopt a Growth Mindset, committed to frequent upgrade of Adaptive Skills.**

**D. Set a Goal for how far you wish to reach and Development Program for filling your cognitive, technical and values skills Gaps that could hinder attainment.**

**E. Assemble the 3 core resources you would need in this order:**

**i. Partnerships/support System/Mentorship/Coaching/Confidence-Boosters.**

**ii. Knowledge/ Be innocently curious and an Avid Learner who Learns, Unlearns, Relearns as often as necessary. Be exponential in knowing everything about your Industry changes and anticipate the future of work in your sector.**

**iii. Finance**

**F. Establish and Authorize Accountability for Progress or Failure.**

## **How to Start?**

- 1. Admit and own your self-imposed barrier—“confront your demons”**
- 2. Submit and commit to an intensive professional psycho-social evaluation and diagnostics that can analytically uncover all your Self-Constructed Barriers**
- 3. Decide to commence your Program of Personal Development for Professional Excellence**
- 4. Follow outline of Key Antidotes**

## QUOTE

**“Our intuition about the future is linear. But the reality of information technology is exponential, and that makes a profound difference. If I take 30 steps linearly, I get to 30. If I take 30 steps exponentially, I get to a billion.” Ray Kurzweil American Inventor.**

# **The Diversity and Inclusion Agenda in the 21st Century World and Why Equal Opportunity Matters:**

**At the turn of the millennium, the push to have better representation of women across sectors in society and in leadership moved Diversity and Inclusion to the mainstream**

## QUOTE

**“In an age of exponential change, we need the power of diverse thinking, and we cannot afford to leave any talent untapped”. Cathy Engelbert**



## THE DIVERSITY AND INCLUSION AGENDA IN THE 21ST CENTURY WORLD

Many studies show that:

- i. Companies with increased gender diversity have increased ROI.**
- ii. A recent study by Morgan Stanley shows that more diverse workplaces deliver better returns and less volatility.**
- iii. A McKinsey reports shows that companies in the top quartile for gender diversity are 15% more likely to outperform against industry medians.**
- iv. iv. Gender Diversity or Equality Consciousness is Smart Economics!**
- v. v. Companies that desire to outperform in revenue and profitability are deliberate in assembling gender diverse teams.**

# **WHY EQUAL OPPORTUNITY MATTERS**

**1. The Individual**

**2. Family**

**3. Community**

**4. Business**

**5. Country**

# **How Corporates and Organizations Can Support Personal Vision for Excellence.**

Accenture's recommends the following

- 1. Make gender diversity a management priority**
- 2. Develop a Leadership Development and Mentoring Program that offers women guidance and support at all stages of their career.**
- 3. Establish a Pipeline Development strategy for Identifying and developing future talent and provide promising women with access to operational and leadership opportunities in core business functions.**

- 4. Create and encourage a culture of risk-taking, innovation, failure and value-focus.**
- 5. Support networks where females can create allies and problem-solve.**
- 6. Encourage men to also take parental leave, thus eliminating the mommy career track.**
- 7. Make it comfortable for employees to report sexual discrimination and harassment.**

**8. Embrace the Future of Works now and commence flexible and remote work opportunities for women.**

**9. Industry-led research effort and company's collaboration studies to generate more data, analytical and empirical evidence on women in Petroleum in Nigeria. Information on them is too patchy for effective policy interventions.**

## **#TheFutureIsFemale**

**Attributes of the Women in the Engineering Profession in the 4th Industrial Revolution.**

**Women are the visible secret weapon of the 4th Industrial Revolution.**

**Data shows that an increasing number of women are choosing STEM subjects as their university concentration: 50 percent of science and engineering bachelor's degrees are held by women, according to the National Girls Collaborative Project (NGCP).**

**The deliberate push globally for more women in STEM will ultimately pay off as more women enter the work force in the next one or two decades.**

## QUOTE

**Recognizing gender disparity in the industry, the U.K. tech industry is poised to employ at least 1 million women in STEM roles by 2020, according to the WISE campaign.**

## **#TheFutureIsFemale**

**“Our intuition about the future is linear. But the reality of information technology is exponential, and that makes a profound difference. If I take 30 steps linearly, I get to 30. If I take 30 steps exponentially, I get to a billion”.Ray Kurzweil**



## **#TheFutureIsFemale**

**“I basically look at how exponential emerging technological changes runs counter-intuitive to the way our linear brains make projections about change, and so we don't realize how fast the future is coming”.Jason Silva**

## **#TheFutureIsFemale**

**The development of exponential technologies like new biotech and AI hint at a larger trend - one in which humanity can shift from a world of constraints to one in which we think with a long-term purpose where sustainable food production, housing, and fresh water is available for all.**Arvind Gupta

**Humanity is Male and Female.  
Humanity is You that Arvind Gupta has so  
rightly predicted will use exponential  
technologies to overcome today's  
constraints.  
You are the Future that has become Now!**

# THANK YOU