



SPE NETHERLANDS Section/SWN/GAIA present

WOMEN IN ENERGY

Inspired and equipped to work and live

Thursday 22nd September 2011

Museon - Den Haag

- **Building Better Business Relationships** •
 - **Multicultural Collaboration** •
 - **Building Better Negotiation Skills** •
 - **Self Talk and Networking** •
 - **Invisible Rules** •
 - **Power and politics** •

A woman's road in business is always under construction

SPE CHAIRMAN'S MESSAGE

Dear guest,

Welcome at the joint SPE-NL/SWN/GAIA seminar about women in the energy sector. I wish you all an interesting day, during which you may reflect on your professional and social career. I very much support this event which, to my opinion, is not about the differences between female and male, but is about your ambition and strategy to pursue position(s) in our society.



Our work environment reflects our society, its values, and its changes in time. As society changes so do we. One common driver binds us: we want to grow as individuals, in experience, in life. This also counts for our professional career. Having an interesting job opens the doors for growth, and when we are passionate about the things we do, growing goes fastest. I feel very lucky to work in an industry that offers an interesting job environment.

SPE-NL, the energy sector alike, is still a very male social entity. Women make up about 15% of our membership. Female membership increases slowly over time, too slow to my opinion. As the proud father of three daughters I enjoy the other spectrum of the gender balance being the single male representative at home. It goes without saying that the weekend program is not organized by me. I recognize that team efforts are made best by a pool of diverse individuals.

Today is an excellent opportunity to meet your peers and share common denominators. Do take the opportunity to network, make friends and build new alliances. I would like to thank SWN, GAIA and the company sponsors that made this event possible. Many thanks to the organizing committee which put the programme together. Again I wish you all an interesting day. I hope to see you soon at other SPE-NL events.

Eric Kreft
Chairman SPE Netherlands Section.

GAIA PRESIDENT'S MESSAGE

Dear participants and guests of Women in Energy,

Women in Energy? Women generate Energy, bring Energy, they are Energy! Today we can bundle all that Energy to get inspired, learn from other's experiences and be well equipped to grow.

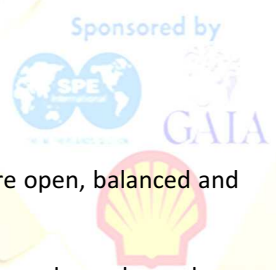
GAIA, a network for women geoscientists, utilises this female energy to organise network events and to support their members in their career development. In dialogue with employers and universities GAIA promotes a gender-equal work environment. Since the start of the network in 1998 the GAIA members meet at network or geo-scientific events to exchange experiences and ideas.



From a study conducted by GAIA on the experiences and expectations of geosciences graduates and their employers it was concluded that despite the negligible difference in ambition female graduates are underrepresented in the workforce. Following this study GAIA initiated the Ambassadors Network (GAN) project. The project objectives are to enhance the career development for geotechnical and other female scientists, by advancing women from intermediate to senior positions within the participating companies and organisations. This should lead to a more proportional participation of women in these positions.

The organisation brings female geoscientist, institutions and company representatives together and facilitates meetings and discussions between these parties. Besides that, GAN organises workshops for women to empower and support them in their career development. Till now circa 240 women participated in these workshops which cover subjects like 'Know what you want', 'Present yourself & your work', 'Build relationships & negotiation skills', 'Strategy for women' and 'Female leadership'.

Through the GAN project and other activities, GAIA has bundled the energy of numerous women in the geosciences in The Netherlands. Thanks to events like the



one today, we can continue to pursue our ambition of a more open, balanced and gender-equal working environment.

I would like to thank the organizing committee, the speakers and panel members for organizing and contributing to this event. The GAIA network wishes you all a very energetic seminar!

Geerteke Wansink
President GAIA

Please visit our web sites for more information:

<http://www.gaia-netwerk.nl>

and

<https://public.deltares.nl/display/GAIA/>.

SWN PRESIDENT'S MESSAGE

Dear participants of the 'Women in Energy' event,

Oil and gas companies need a balance of women and men at the top to produce challenging discussions, informed by a variety of perspectives. A number of studies have shown a clear correlation between gender diversity and higher profitability (1.). Over the past two decades, the number of women in senior leadership roles in the Oil and Gas industry has improved. In Shell, at present, the number of women in leadership positions is close to 15% (up from 7% in the mid-nineties). Supporting Shell on the road to an even more inclusive and diverse environment, the Shell Women's Network Netherlands (SWN-NL) is a volunteer organisation that strives to create a platform to enable its members to develop and grow. With 1300 members from both technical and non-technical backgrounds, our network has an extensive reach in Shell in the Netherlands. Exchanging experiences and best practices with other associations and networks is key to achieve our goals. Therefore I am very excited that today, three key organisations in the Dutch energy sector, the Society of Petroleum Engineers, the Gaia Network for Women in Earth Sciences and the Shell Women's Network in the Netherlands have joined forces to organize the "Women in Energy" event.



With the Museon as a very appropriate venue - a site showcasing science, technology and earth sciences -, the program of today's workshop offers you a wide range of networking and development opportunities. As such, I hope that the workshop will succeed in providing all participants fuel for their future!

Have a great day!

Best regards,

Marietta Vroon

President of the Shell Women's Network Netherlands

J ERHARDT, et al., *Board of Director Diversity and Firm Financial Performance*, 102 11 Corporate Governance: An International Perspective, (2003); DAVID CARTER, et al., *The Diversity of Corporate Board Committees and Firm Financial Performance* (2007); CATALYST. 1

WIE ORGANIZING COMMITTEE'S MESSAGE

Dear Guests:

As the Organizing Committee, we are delighted to welcome you to the first "Women in Energy" Seminar hosted in The Hague jointly by the Society of Petroleum Engineers Netherlands chapter (SPE NL), Shell Women's Network (SWN) and GAIA, a network for women geoscientists in The Netherlands.

According to Dr. Helen Fisher, a renowned Anthropologist, long ago women were considered just as economically, socially and sexually powerful as men. Research has shown, for example, that the food brought back home by women on the grasslands of Africa, millions of years back in time, constituted up to 80 percent of the total evening meal. It is likely that the men, who delivered the rest of the food, thought respectfully of their female counterparts and treated them as equals. Today, after an era during which it was considered a luxury to keep a woman away from work, we are returning, or really moving forward to the respected role that women had in the past as women again play an important role in our current workforce.

In our programme for today, you will find presentations from a diverse range of people on how they have dealt with the challenges that women in energy face in the course of their careers and what role they foresee for the female energy professional of the future. Through these presentations, expert-led mini workshops, and an open discussion, this seminar aims to share the experiences of senior players in the industry, government and academia and to equip and inspire women to work and live successfully.

We started organizing this seminar over a year ago and we are most excited that the time has come to devote our energy to what really matters: making an impact by encouraging all of us to develop our careers and grow our networks! We hope that you will be as excited as we are by today's prospect.

We would like to thank all the speakers, panelists and workshop leaders involved in this seminar for their willingness to share their experience and thoughts on Women in Energy. Let's have a great journey together.

The Organizing Committee.

THE ORGANIZING COMMITTEE



Lijs Groenendaal,
Senior Development
planner at Shell



Femke Vossepoel,
Geophysicist at
Shell



Paola Clavijo
Senior Drilling Engineer at
Schlumberger



Hilde Coppes,
Reservoir
Engineer at Shell



Asja Mandzic
Learning Event
Management
Coordinator at Shell



Ozozoma Sokoh
Exploration
Geologist at Shell



Jorien Schaaf
Geophysicist at
Wintershall



Marijn Koopman,
MSc Student Geology
at Utrecht University



Karlien Meulenaars,
Exploration
Geologist at Shell



Jerney Judell,
MSc Student
Petroleum Engi-
neering at TU-Delft



Cameron Heins,
Exploration
Geologist at
Shell

LOCATION INFORMATION

Museon, the popular scientific museum located in The Hague, regularly hosts exhibitions and programmes in the fields of geology, biology, history, archeology, physics, engineering and anthropology. Museon's goal is to transfer knowledge about humans and their relation with nature and culture. The museum provides easily accessible information about topical themes and developments in science and society.



General Sessions:

Studio

Workshops:

Studio, 'Poolzaal' room, Roots2share room and Atelier

Workshops:

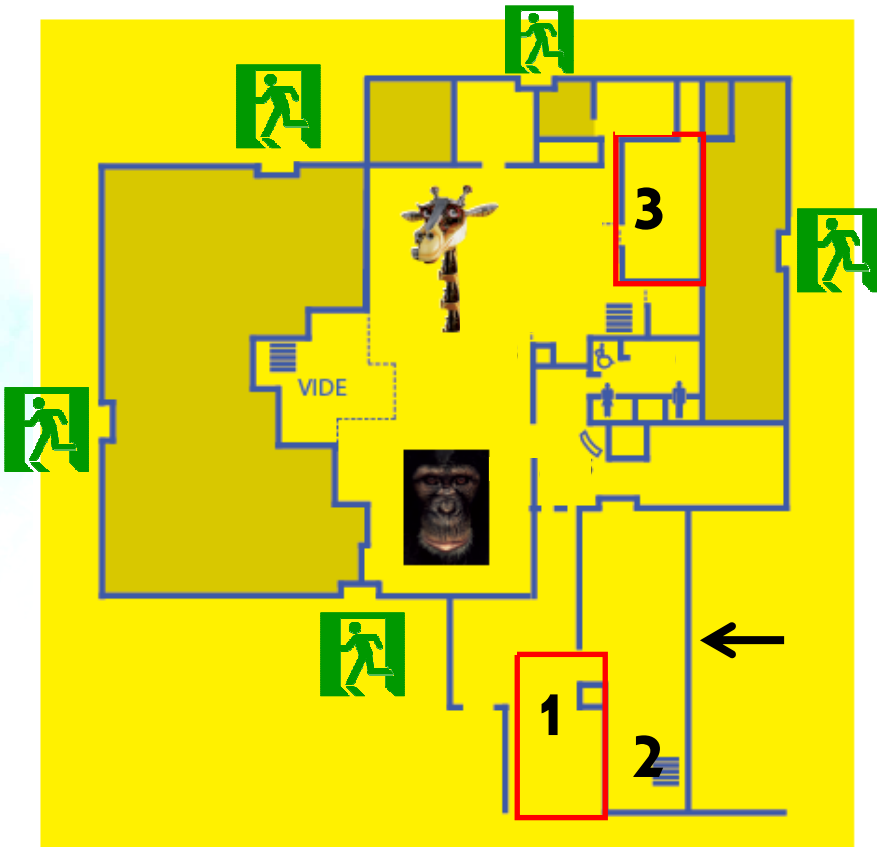
Studio (A: Invisible Rules, A: Training and advice within multicultural collaboration)

Roots2share room (B: Building Better Business Relationships)

Atelier (C: Building Better Negotiation Skills)

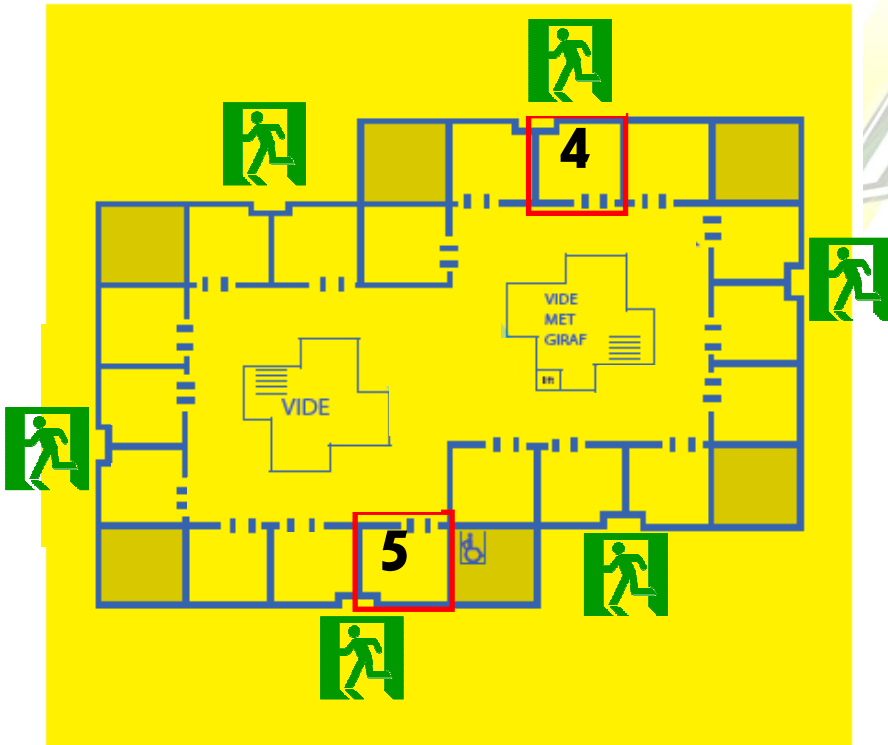
'Poolzaal' room (D: Self Talk and Networking, D: Power and Politics)

Ground level



- 1 Foyer (Entrance, lunch & coffee breaks)
- 2 Way to the Studio (General sessions and Workshops A)
- 3 Atelier (Workshops C)

First Floor



4 'Poolzaal' room (Workshops D)

5 Roots2share room (Workshops B)



Emergency Exit



Stairs

PROGRAMME

Start	End	Activity
09:00	10:35	General Session
09:00	09:05	Welcome, safety and introduction of the day
09:05	09:35	Magali Anderson –VP Marketing Europe and Africa - Schlumberger <i>Theme: 'Evolution of the Women in the O&G industry in the last 20 years'</i>
09:35	10:05	Ceri Powell – Executive Vice President Exploration – Shell <i>Theme: 'Rising to the Challenges of the future'</i>
10:05	10:35	Prof. dr. ir. Hester Bijl – Director Delft Energy Initiative – Delft University <i>Theme: 'Is the next generation engineer female?'</i>
10:35	11:00	Coffee Break
11:00	12:30	Parallel Workshops
		Workshop A: Invisible Rules (video + discussion)
		Workshop B: Building Better Business Relationships
		Workshop C: Building Better Negotiation Skills
		Workshop D: Self Talk and Networking
12:30	13:30	Networking Lunch
13:30	15:00	Parallel Workshops
		Workshop A: Training and advice within multicultural collaboration. Which cultural 'luggage' are you taking along?
		Workshop B: Building Better Business Relationships
		Workshop C: Building Better Negotiation Skills
		Workshop D: Power and Politics
15:00	15:30	Coffee Break
15:30	16:30	General Session
15:30	16:10	Panel Discussion Moderator: Saskia Blom (Coach -The Changing Factor) Panelists: Arnold Frinks (General Manager Weatherford NL), Wilma Henderikse (Director, VanDoorneHuiskes en partners), Wim Kuijken (Committee member, Commissie Monitoring Talent naar de Top), Marjan van Loon (Vice President LNGShell), Lianda Sjerps-Koomen (Manager Permitting & Support, Business Development Essent)
16:10	16:30	Closing Lecture Prof. dr. Jacqueline Cramer – Director Utrecht Sustainability Institute, Professor of Sustainable Innovation <i>Theme: 'My personal history as an environmental expert'</i>
16:30	17:30	Drinks

MAGALI ANDERSON

Magali Anderson is currently the Schlumberger VP Marketing Manager for Europe and Africa (EAF), based in Paris. She is about to move to EAF VP Shared Services, bringing support to 19,000 employees across the region.



She started her career in 1989, in Warri Nigeria, as a Wireline Field Engineer, working offshore, at a time when the O&G industry did not have many women. In 1992, Magali left Schlumberger and worked for the downstream industry for 9 years, from managing a base in Warri, Nigeria, with 120 employees, to being in charge of \$600M proposals for surface facilities around the world. In 2001, Magali came back to Schlumberger in Supply Chain and **since then she** has held several positions **such as** Manufacturing Manager in France, Angola Country Manager and GeoMarket Manager Continental Europe, in charge of activities in 35 countries. Finally, she moved to Paris in 2009 to become the VP Marketing for Europe, Africa and Caspian and is about to change role to the Europe and Africa VP Shared Services.

On a personnel side, Magali is the mother of 2 teenage daughters and married to a fellow Schlumberger employee.

CERI POWELL

Ceri is British by background, from Pembrokeshire in southern Wales. She graduated with a BSc. in Geology from Liverpool University in 1985 and with a PhD in Structural Geology from The University of Wales in 1989.

Ceri joined Shell in 1990, and has worked for the Shell Group in the UK, Angola, Malaysia, in the Central Offices in the Netherlands, and in the United Arab Emirates.



For most of her career, Ceri has been involved in exploration and new business development in the upstream industry, exploring in the North Sea, NW Borneo, West Africa and West Malaysia. She was Head of Upstream Competitive Intelligence for Shell in 2000, followed by 2 years as the Personal Business Advisor to the CEO of Shell Exploration & Production. She then held the challenging position of Vice President Exploration for the Middle East, Caspian and South Asia from 2004 - early 2008, together with Board representation for the exploration joint ventures in the region, including Saudi Arabia and Kazakhstan. She served as the Vice President of Strategy for Royal Dutch Shell from early 2008 until September 2009, when she assumed her current role as Executive Vice President of Exploration for the Upstream International organisation of Shell.

Ceri is accountable for all exploration operations and new business opportunities outside of the Americas - Shell Exploration Europe, Africa, Middle East, CIS, Asia and Australia are within her area of responsibility with a staff count of approximately 2500, including contractors and an annual budget of \$1.5bln. She is a member of the Upstream International leadership team, and reports directly to a member of the Board of Royal Dutch Shell.

Ceri's personal interests include skiing, scuba diving, yoga, leadership development, and mentoring young technical women in the energy industry, specifically those from the Middle East. She lives in The Hague, Netherlands with her husband, also a Shell professional, and also has a home in the Cotswolds in the UK.

HESTER BIJL

Professor Hester Bijl is director of the Delft Energy Initiative of Delft University of Technology representing more than 700 energy scientists, working in a wide spectrum of energy related research. Prof. Bijl is also member of the supervisory board of ECN, The Dutch Renewable Energy Research centre. In addition, she is full professor Aerodynamics, head of the department Aerodynamics and Wind Energy, and member of the board of the Faculty of Aerospace Engineering.



Prof. Bijl holds a PhD in Computational Fluid Dynamics, an MSc in Applied Mathematics, and an MA in English. She was member of the first board of the "Young Academy" a department of the Royal Dutch Academy of Sciences and has won several prestigious grants. She has published over 40 papers in refereed journals and is editor of several journals.

JACQUELINE CRAMER

Professor Dr. Jacqueline Cramer (1951) is director of the Utrecht Sustainability Institute (UCAD) and Professor of Sustainable Innovation. She was the Dutch Minister for Housing, Spatial Planning and the Environment from February 2007 to February 2010. As director of the '*Cramer Milieuadvies*', she served as a consultant on Sustainable Entrepreneurship to over 100 companies and acted as principal advisor in partnership with 40 companies for the Dutch National Initiative for Sustainable Development (NIDO).

She began her career at the Amsterdam University (1976-1989) and continued working at TNO for 10 years. In 1990 she began professorships in sustainable entrepreneurship at Utrecht University and Environmental Management at Erasmus University.

She was a member of the Social-Economic Council and Commissioner of the Board of directors at Royal Dutch Shell, FMO, Dutch Sustainability Research and the ASN Funds. She was also on the Supervisory Board of the World Wide Fund for Nature (WWF), Maastricht University and Higher Education Arnhem and Nijmegen.



WORKSHOPS

Invisible Rules (video & discussion), Ingrid van Bennekom and Anoe Hendriks (Shell)

This workshop will create an understanding of gender differences (in the workplace) and how to leverage these for improved communication. It covers early gender messages and how these translate into adult behaviour and often stereotypes.

Self-talk and Networking, Kathy Searcy (Diversity Works)

This workshop is 2-fold. Part 1 addresses networking and barriers to networking; including defining goals and strategies on networking and group practice sessions using elevator speeches. Part 2 focuses on self talk and challenging personal thinking to prevent destructive self talk, using an ABC model (Activation, Belief and Consequences).

Power and Politics, Kathy Searcy (Diversity Works)

This workshop focuses on how we explore the workplace; understand the landscape and the different political characters that are present. It covers the kinds of power an individual has and whether we use all the power we have available. The politics looks at four 'animal characters', representing dominant types in large organisations, discuss characteristics of each animal and consider how we ourselves behave.

Building Better Business Relationships, Sacha Dekker/Margreet Rodenburg (Shell Commercial Academy)

Building Better Business Relationships looks at the way we interact with one another professionally, and how we can use those relationships to get to where we want to be. By asking the right questions and by being aware of role models we use, we gain a better understanding of our own role and how we can use that to leverage influence.

Building Better Negotiation Skills, Margreet Rodenburg/Sacha Dekker (Shell Commercial Academy)

Building Better Negotiation Skills lets you experience your own negotiation skills and behaviour during an exercise, and will introduce you to a couple of important basic negotiating elements: Think about “position” versus “interest”, the “zone of possible agreement” – and before entering a negotiation, have you ever considered your alternative?

Training and advice within multicultural collaboration. Which cultural 'luggage' are you taking along? Judith Hofstra (Diversity Wise)

In this session we investigate your personal team spirit. Which role suits you as a team member and what cultural luggage do you take along? By understanding what part you contribute to the group process, you'll understand better what the contribution of others is and how you can stimulate each other to contribute.

SASKIA BLOM

Saskia Blom views life as an adventurous journey, full of surprises, unexpected challenges and opportunities to grow and learn.

Most of her youth was spent in the South of the Netherlands and Italy. From there she went to Delft to study Architectural engineering: in her vision living in a place you may truly call home was one of the basic needs for human beings. Later on she moved to the US and worked on solar cells. Back in the Netherlands she raised kids, worked in a textile museum, directed musicals and was a registrar.



In 2000 she started her own coaching business: The Changing Factor, building your potential. She enjoys working as a professional coach to many engineers and has recently started to work for TMC Oil & Gas in Hoogvliet as business developer.

Change management with creativity, humour and a passion for life is her motto.

ARNOLD FRINKS

From 1991 to 2009 Arnold Frinks was employed by Schlumberger, where he held various operational and management positions, in a multicultural environment covering more than 11 countries.

His assignments have taken him from the Far East to Europe, from South America to the Middle East. When returning to his home country The Netherlands in 2009, he was involved in the Zuidwending UGS project for the Dutch Gasunie in Groningen, as Operations Support Manager.



Since 2010 he works for Weatherford International as General Manager based in the Netherlands, leading an operations team covering most of West Europe. An experienced strategist, with diversified experience in management, engineering, sales & marketing, business development and operations gained in the service industry. In his current role he is actively expanding his technology portfolio into West Europe, both the traditional services as well as the emerging technologies Weatherford has to offer.

He holds a Bsc degree in Petroleum & Drilling engineering from the Hogeschool Noorderhaaks, as well as an MBA obtained from the Erasmus University in Rotterdam.

WILMA HENDERIKSE

Wilma Henderikse is senior partner at VanDoorneHuiskes and partners, a research and consultancy company recognised for its expertise in diversity and labour market issues. VanDoorneHuiskes facilitates organisational changes to create a more gender balanced and diverse workforce and supports women's careers by offering management development programmes, as well as coaching and mentoring.



Wilma has extensive experience in research, consultancy and training regarding gender and diversity issues. She has written a number of publications in this field. Very recently she was appointed to audit all organisations that have signed the Charter 'Talent naar de Top', assessing how effectively their business is at engaging positively with more women in senior management positions.

Prior to VanDoorneHuiskes and partners, Wilma held subsequently positions as Director of Insight Marketing Research Advice Curaçao, senior consultant with IPM Research and Advice and researcher at Erasmus University Rotterdam. She participated in several international research and advisory groups on subjects as Women in SET, Gender Mainstreaming and the Asian-European Dialogue on Gender Equality.

WIM KUIJKEN

Mr. Wim Kuijken was born in 1952 in Amsterdam, and studied Economics at the VU University in that city. He specialised in Spatial Economics and Transport Economics.



In 1979 he started a long career in the Netherlands civil service. He worked at the Ministry of Economic Affairs and the Ministry of the Interior. He spent four years outside of the national civil service as city manager of The Hague, before becoming Secretary General of the Ministry of the Interior and Kingdom Affairs in 1995.

He was Secretary General of the Prime Minister's office under two consecutive Prime Ministers until 2007, after which he became Secretary General of the Ministry of Transport, Public Works and Water Management. He was Chair of the Secretaries General Council from 2006 till 2009. He holds several other positions in fields related to water, education, and public service. The Cabinet appointed Mr. Kuijken as the first Government Commissioner for the Delta Programme on February 1st of 2010.

MARJAN VAN LOON

Marjan van Loon is the Vice President of LNG & Gas Processing at Shell Projects & Technology. Her responsibilities are technical and commercial support to LNG and gas projects, including new business opportunities. Her department consists of around 85 LNG and Gas Process Engineers and service/asset managers in 4 global locations. She focuses on process integration, innovation, design and operational support.



Marjan holds a Masters in Chemical Engineering from the Technical University Eindhoven, the Netherlands. She has been with Shell since 1989 and has worked in both oil and gas sectors, in technology, operations and change management roles. From 1993 to 1997 she worked in Pernis Refinery before moving to Australia in 1997 to work as Technical Manager at the North West Shelf LNG Plant in Karratha. Continuing her move around the world she went to Kuala Lumpur early 2005 to lead the Gas Sector in Shell's Asia Pacific Service Centre. In August 2007 she moved back to The Hague to take up the role of Global Manager in SGSI and was appointed as VP LNG in mid 2009. Next to her work at Shell Marjan is member of the Oil and Gas Board of the Royal Dutch Institute of Engineers

LIANDA SJERPS-KOOMEN

Lianda Sjerps-Koomen is married with Rob and lives in Apeldoorn, The Netherlands. She graduated cum laude in Applied Physics (Technische Natuurkunde) at Universiteit Twente.

Combining science and society, she focuses on implementing sustainable solutions for energy, ranging from small scale solar to the environmental impact of large energy plants and national energy policies. She did so from the start as researcher and teacher at Utrecht University.



She continued working with several branches, firms and institutions as consultant and senior project manager with Ecofys. As a civil servant in her own city of Apeldoorn she founded and managed the department of sustainable development. She coordinated the award winning sustainability program. Besides that she also was the director of the Dutch Climate Alliance and negotiated national climate treaties and cooperation of local and regional governments both nationally and internationally. Next, she worked as manager of the department Business Development for Essent Heat and Essent Local Energy Solutions. At this energy company Essent, she continued her work implementing and realising local efficient and sustainable energy solutions. At present, she is manager of Permitting & Support, Business Development at Essent. There, she works with her department at developing large scale energy plants and projects.