



Equally Different

March 17th 2016

**KIVI Building The Hague
The Netherlands**





PROGRAMME

Time	Topic
09:00 - 09:30	Arrival & Registration
09:30 - 09:40	Welcome by host Marc Rijnveld
09:40 – 10:00	Speaker 1: Jan Dirk Bokhoven – formerly CEO EBN
10:00 – 10:20	Speaker 2: Karine Orski – Drilling Manager TOTAL
10:20 – 10:40	Speaker 3: Fleur Loef – Managing Director Auxilium Offshore
10:40 – 11:10	Break
11:10 – 12:00	Panel Discussion Panel Members 1. Jan Dirk Bokhoven – formerly CEO EBN 2. Karine Orski – Drilling Manager TOTAL 3. Fleur Loef – Managing Director Auxilium Offshore
12:00 - 12:30	Networking: “Speed Dating”
12:30 – 13:30	Lunch <i>Photography: Profile picture by Mischa Saes</i>
13:30 – 15:00	1. Networking by Yep Trainingen, Marijn Damsma-Blaisse 2. Personal Branding: Story telling & Pitch training by Vincent de Lusenet 3. Leaders & Employee Engagement by Marinma Dorado 4. Work Stress & Burn Out by André Lamper and Marjolein Brand 5. Awareness & Empowerment by Crystal Kwee
15:00-15:30	Break
15:30 - 17:00	Parallel Workshops 1. Networking by Yep Trainingen, Marijn Damsma-Blaisse 2. Personal Branding: Story telling & Pitch training by Vincent de Lusenet 3. Work Stress & Burn Out by André Lamper and Marjolein Brand 4. Leaders & Employee Engagement by Marinma Dorado 5. Awareness & Empowerment by Crystal Kwee
17:00 – 17:05	Closing
17:00 – 18:00	Networking Drinks



FOREWORD COMMITTEE

Dear Participants,

Welcome to the fourth edition of the “Women in Energy” seminar!

We are pleased that also this year’s event has been fully booked, which proves that the initiative is broadly supported by women working in the energy business. It also indicates that in our business , still mainly dominated by men, women experience challenges in career progression due to glass ceilings, poor talent retention and traditional stereotypes, holding them back from reaching their goals.

To aid you in reaching your goals, this event will provide you with inspiring lectures from both men and women in high positions who will share their personal vision on gender diversity. In addition, a number of workshops will be held to equip you with the right tools to e.g. work on your networking skills, improve your visibility and better deal with working under high pressure.

With this event we like to promote the positive values of gender diversity in the workplace and its benefits for organizations. Men and women are equally different and by recognizing and accepting these gender differences we can make the best use of diverse teams. Let us know if you have good ideas!

We hope you will have a great day!

The WIE committee
Womeninenergy.nl@gmail.com



WIE 2016 COMMITTEE



Denise Wong
Shell



Mariene Gutierrez-Neri
EBN B.V.



Tatjana Perederija
Sitech Services BV



Raluca Ianoschi
Fugro Survey B.V.



Andrea Vondrak
PanTerra Geoconsultants B.V.



Natalya Prozorova
Rosneft



Yvonne Schavemaker
TNO



Leila Bagherian
Nyenrode Business university



Diana Gheorghe
Shell



Marie Decroocq
Halliburton



FOREWORD SPE Netherlands's section

Dear Participant,
Welcome to the 4th Women in Energy Seminar!

Our ancient male dominated industry is changing into a business area which embraces the “Equally Different” idea. Eve Sprunt told us all about it during our past January SPE lecture and unfortunately this change is slow in picking up. The main topic of her lecture was about a change in working style, from dominant single earners to a workforce composed of dual careers and part-timers. Statistics indicate that the expectancy between a man's and woman's career dedication is not equal at all. Conservative managers still got the concept stuck in their mind that a woman will always choose children and family before their work, while men would be more committed to their work. Surveys on the workforce indicate clearly that this is not the case, modern women and men have a similar family commitment and career ambition. A new generation is taking over.

Even though the presented surveys and statistics were taken from the USA, they might represent the median of the global views on the equal approach. While the Europeans might be slightly more progressive, there are still many countries where female engineers cannot travel and work onboard rigs, because there are no facilities for them. So, our current industry still has a long way to go.

The WIE event aims at many purposes, apart from the required change as stated above. The workshops are a platform for exchange: you can express your thoughts which trigger the others to give theirs. Hopefully your network will see an influx of interesting people. We thank the organization committee for promoting the diversity of teams enabled by sponsors who share your ideas. The program is a guide for the attendants to promote the Equal Difference.

We wish you all a steep learning curve and look forward to you making the difference that you want to share with SPE.

On behalf of the SPE Netherlands Board,

Ruud Camphuysen, Charlotte van de Kerk and Robert Aalpol



FOREWORD Women Network Shell NL

Dear participant,

The International Energy Agency (IEA) presented the latest edition of the World Energy Outlook at the end of 2015. This report is a reference when it comes to the Energy world. Some key highlights were that the energy world is full of uncertainties such as fluctuating oil and gas prices, geopolitical tension and concerns around climate changes.

The level and pattern of economic activity and demographic changes will also be important factors of future energy trends. However the energy transition is well underway as increasingly efficient technologies, renewables and other low-carbon energy options continues to expand rapidly. Therefore new opportunities are also ahead of us but international cooperation, creativity and resilience will be key to a successful energy future.



This means that companies have to look at doing things with different perspectives and how better to achieve this than with a diverse leadership team and workforce? As evidenced by research, companies can gain tangible benefits from a more diverse organization such as higher financial revenues, increased quality of decision making, better performance and organizational stability. To quote Ben van Beurden, CEO of Shell: "It is vitally important that we do not view diversity and inclusion as a "nice to do" or an "add on" to business as usual. It must be at the heart of our business plans..."

Gender balance in all layers of a company forms an important part of the diversity agenda. It is not a "women's issue", it is a leadership issue. We need to do this cultural transition together, female *and* male, as we both share this responsibility. Gender balance - or in other words equality - tapping into the full potential of men *and* women, will bring companies to a higher level and build a better future. This message cannot be repeated enough.

Therefore as President of the Women's Network Shell NL, I am excited about the theme of "Equally Different" of this event. I am proud that the Women's Network in Shell NL can contribute and sponsor this together with SPE, EBN, Wintershall, TOTAL, KIVI and PanTerra.

I hope that this event will give you energy and inspiration to create a diverse workforce and keep in mind, engage the men; a balanced workforce is in the interest of us all. Balance means business!

Marjolein van Delft,
President Women's Network Shell NL
Indirect Tax Lead - EMEA



FOREWORD EBN

Dear participant,

As the demand for energy increases in the coming decades and we work towards a CO₂-neutral supply of energy, the energy sector will be facing diverse challenges. All disciplines will have to work together to solve these complex puzzles; from technical, financial and legal professionals to commercial advisors, communication specialists and CEO's.

Their backgrounds and perspectives will bring to the table necessary skills that will spark innovation, not only in the technical heart of our industry, but also in the many discussions about what road to take towards a greener future.

At EBN, we believe that diversity is key to solving our challenges, now and in the future. Diversity within an organization contributes to a healthy, resilient and creative environment. Therefore, we aim towards a ratio of 35% women and 65% men at all levels of the organization. As soon as vacancies occur, action will be taken in order to arrive at a more balanced ratio.

EBN wishes participants, organizers and speakers a diverse and joyful seminar.

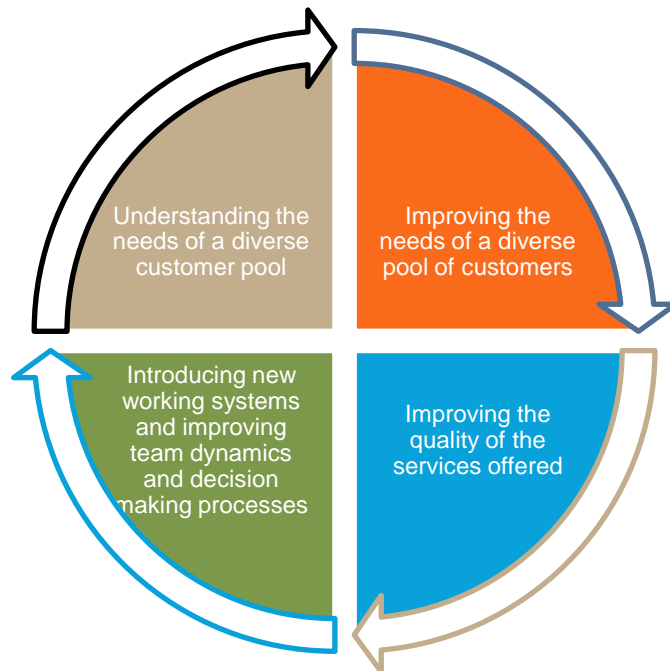
EBN



FOREWORD PanTerra Geoconsultants BV

Equally different

Having gender equality goals for an organisation it is not only an issue of fairness, but a matter of improving the overall performance of the company. Talented women and men alike produce tangible results and increase the competitiveness of the company by:



PanTerra recognises the necessity of a diverse work floor and embraces SPE's initiative of promoting the equal representation of women in the oil and gas industry. We are currently taking steps on diversifying our current talent pipeline and creating equal career advancement opportunities for both men and women. We are hoping that our efforts towards creating diversity, will strengthen our organisation and will build a work environment where women can thrive. PanTerra is happy to be a part of Women in Energy seminar and help promote an inclusive oil and gas industry that incorporates both masculine and feminine forms of leadership. Hopefully we will be able to reach this leadership balance in the coming years! Meanwhile, let us continue supporting and encouraging women's participation in the energy sector!

Anca Vasiliu
Marketing Officer
PanTerra Geoconsultants B.V.





FOREWORD Wintershall

With 24 production platforms, 7 subsea wells and a dedicated team of over 520 people working offshore, in Den Helder and in Rijswijk, Wintershall Noordzee B.V. has built a solid reputation as an efficient, low-cost and innovative company. Wintershall Noordzee is entrepreneurial and adds value to the full lifecycle: from exploration and development, to production and dismantling, and is successful in the engagement of specialist knowledge when it comes to the discovery of new geological fields. Through the expansion of their field of operations towards the North Sea sectors of the United Kingdom and Denmark, re-use of existing platforms and the application of innovative technologies and solutions, Wintershall Noordzee continues to work on its Operational Excellence.

The recent asset swap between Wintershall Holding GmbH and Gazprom introduces a new shareholder to Wintershall Noordzee. This underlines the fact that Wintershall, 50 years after its establishment, still remains attractive for new partners due to its sustainable and profitable activities and services.

More than an equal opportunity employer

Wintershall believes in the individual nature and social diversity of its employees. The uniqueness of each employee from over 40 different nations is a critical competitive advantage. Wintershall's employees help identify opportunities and respond creatively to challenges, always from different cultural and personal perspectives. The company therefore believes in a positive and productive working atmosphere and value trust to ensure greater satisfaction and success.

Wintershall does not want to be tied down by quotas, but win with competence and technical expertise through the power of diversity. Since its establishment Wintershall has consistently been working for equal opportunities for all employees and equality of women and men. When selecting people for a job, it doesn't focus on the applicant's gender, religion, or ethnic background, but on whether, as team players, they are able to become an enriching part of the diversity at Wintershall.

Wintershall Noordzee would like to thank the Women in Energy committee for organising yet another inspiring and energizing event!



FOREWORD KIVI

Dear participant,

Equally Different. Two simple words which combined present a powerful message. Fortunately each person is born unique and has his or her own unique qualities. Last year, Emma Watson gave a powerful speech during the HeForShe campaign at the United Nations. Her message, which the NVI strongly supports, was clear: “gender equality is a man’s issue too”. She stated “Both man and woman should be free to be sensitive. Both man and woman should feel free to be strong. [...] It is time that we all perceive gender on a spectrum; not as two opposing sets of ideals”. Being different, combined with an open mind set, enables us to learn from each other and to explore beyond our own horizons.

The NVI embraces this year’s Woman In Energy theme. Being a network for female engineers does not imply that we do not have an interest in the ideas, feelings and ambitions of men. On the contrary! Being an equal part of the broad, pre-dominantly male KIVI network, enables us to share our ambitions and to achieve greater goals by combining our unique strengths. From our point of view, the first step towards gender equality is becoming aware of our individual strengths, to inspire, stimulate and create opportunities for ourselves and to do the same for our peers. We endorse a nuanced discussion, not from the perspective of philanthropy or clemency, but to create the conditions to realize the benefits of diversity and to continue to inspire women and men throughout their careers. Through events like the Women in Energy seminar we hope to achieve this ambition.

The NVI thanks this year’s Women in Energy committee, the speakers, panel members and participants for each of your contributions. We wish you an inspiring and fruitful seminar.

Jacqueline de Putter,
Chairman NVI, part of KIVI
Network of Female Engineers





FOREWORD TOTAL

Women's networks have emerged in many large companies and organizations to give women a forum for discussing ways of improving gender diversity at every level. They are an innovative, practical tool that women can leverage to change attitudes about gender diversity. Whether formal or informal, networks play an important role in a company's day-to-day operations. Because women often lack a networking system of their own, this initiative is a creative way to help them acquire new networking skills and develop greater self-confidence. In 2013, women at Total accounted for 33% of new manager hires and 17% of executives. This highlighted the need for concerted action to improve the gender balance within the Group's workforce.

TWICE = Total Women's Initiative for Communication and Exchange

Founded in 2006 and re-launched in 2009, TWICE is open to all women at Total, regardless of their geographical location, business or job level.

TWICE endeavors to:

- > Advance women's careers
- > Enhance awareness and provide training for men and women on gender diversity
- > Air women's point of view on Total's business goals through workshops

TWICE

> How it connects to Total's gender diversity strategy:

Total has clearly expressed its desire to broaden the diversity of its teams. TWICE contributes to the diversity policy and can also be adapted and used by HR departments.

> Women's career development:

The network strives to be useful in developing women's careers at every level and in all professional fields, to help develop their potential, and in particular to give them access to positions of responsibility.

> Cross-functionality:

Because women are the primary drivers of their own careers, the network encourages them to gain self-confidence by sharing their experiences. Some TWICE events that focus more on awareness and information may be open to both men and women. The TWICE network seeks to promote internal and external cross-functional communication at Total.



HOST: MARC RIJNVELD

Mediator
Beleidsbemiddeling

As a public policy mediator, Marc Rijnveld has 20 years of experience helping parties to resolve their conflicts. While most of these projects are controversial, he realized breakthroughs with parties by using their collective knowledge to construct accepted solutions. He works for governments, institutions and companies who are faced with opposition to change. But conflict or not, he just loves to work with people. Behind every opinion here is a story and an interest which could bring out the best in people.





SPEAKER: JAN DIRK BOKHOVEN

Former CEO EBN



Jan Dirk Bokhoven graduated in Mining Engineering from TU Delft in 1983, specializing in petroleum engineering. He started his professional career in 1983. Until 1996, he held various engineering positions with Conoco and moved to management positions at Veba Oil. In 1997, he joined Clyde, as Exploitation Manager. Soon afterwards, as Commercial Manager, he became responsible for commercial and legal activities, business planning and investment analyses. Jan Dirk has been working for EBN, where he became Director of Operations in 2006. In 2007 Jan Dirk became the CEO and chairman of the Executive Board of EBN. In November 2015 he stepped down as CEO and now fulfills a position of advisor to EBN.



SPEAKER: KARINE ORSKI

Drilling Manager TOTAL



Karine ORSKI joined TOTAL 23 years ago after having graduated from the IFP (French Institute of Petroleum) in Paris

Her career as a drilling and completion engineering took her during almost 19 years on international assignment, from Indonesia to UK, and from Congo to the Nederland, where she has now headed the drilling and completion department of Total EP Nederland for three years.



SPEAKER: FLEUR LOEF

Managing Director Auxilium Offshore



After receiving her BSc of Built Environment (BBE, Civil Engineering), Fleur Loef travelled the world to pursue a career in the maritime and offshore industry. Fleur worked in various roles, varying from superintendent, project engineer and (deputy) project manager for major dredging and offshore projects in amongst other in Hong Kong, Guatemala, Qatar, India and on the North Sea. After nearly a decade of working on projects, she joined Nexans Norway to work as Sales Manager Offshore, followed by a role as Business Manager at a Dutch diving company. As of 2010, Fleur started her own consultancy company with a focus on Business Development and Project Management. In 2014 she became Managing Director and Partner of Auxilium Offshore; an independent company specialized in customized project development of marine assets and mission equipment within the offshore energy sector.





WORKSHOP: *Networking or Communication Style*

Marijn Damsma-Blaisse



I'm excited to facilitate two networking workshops at the WIE Seminar 2016! Join the Networking workshop if any of the following statements reflect how you feel:

"I'm coming to the WIE seminar to meet new people."

"Networking can feel selfish and I would like to find ways to go about networking more comfortably and positively."

"I am slightly dreading the 'Networking Drinks' at the end of the seminar."

"I'm not sure what I would like to achieve when networking."



At the end of the workshop, you will feel more comfortable approaching others and will be aware of the personal goals that networking can help you achieve today.

Yep Trainingen is a training agency that helps young professionals thrive in their work environment. We provide tailored Talent Programs, workshops and training sessions that improve personal and professional efficiency. This includes subjects as communication, presentation, teamwork, co-creation, and time management.





WORKSHOP: *Personal Branding*

Story Telling & Pitch Training

Vincent de Lusenet



‘BECOME A REFLECTION OF YOUR VISION IN WORD, HEART AND PRESENCE’

Do you know that regardless your voice, you have a body to communicate with? That your voice contains different colours and layers? Do you experience difficulties while writing pitches, presentations, or speeches? Are you aware of your hidden potential in your verbal and non-verbal communication and are you ready to take them to the next level?

We live in a world where it's increasingly important to present yourself in a way that will reflect YOU best, as well as on a corporate and on a personal level. Personal Branding is about positioning yourself corporately, in a unique and strong way. Since the topic Personal Branding is very comprehensive, it's important to start at the top, by getting to know YOU.

The workshop:

First of all you're going to formulate a vision by expressing who you are, what you want and what you stand for, in terms of 'you' towards the corporate vision you are part of. How does your personal values fit into the corporate values and how are you going to contribute personally to the big corporate goals. The next part is about writing your own pitch. You will notice the importance of storytelling and will experience different ways of writing a pitch (or a story, speech, presentation, etc.). There are thousands of ways of writing a good story, nevertheless not all of them are highly effective. We are going to end this workshop with a small pitch training. We will pay attention to the use of voice, body gestures, energy, dynamics, appearance, expressiveness, persuasiveness, impact and creativity.

Learn WHAT to say and HOW to say it, to get the best results for you and for the company you work for!

Trainer: Vincent de Lusenet

www.creative-dreamcatchers.com

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WORKSHOP: *Leaders & Employee Engagement*

Marinma Dorado

Marinma Dorado is Ms. Petroleum Engineering by Imperial College, London and MBA and spent 18 years in the oil industry, in London and Houston, mostly in engineering software companies.

Her roles of business development involved travelling extensively around the US, Latin America, Europe and Far East. In the last 4 years Marinma has dedicated her efforts to find the key aspects that create success, engagement and productivity.



Today, with her own company, she supports individuals and organizations to obtain clarity of their purpose and passions and link those with effortless success.

Website;

www.thebigcrewchange.com

email mdorado@thebigcrewchange.com.





WORKSHOP: *Work Stress and Burnout*

Van Ierschoot

We believe that HR must be an integral part of the entire business operation. We support you by doing what works and fostering innovation within your company. We make decisions based on facts. For example, we look at scientific studies in order to come up with a more reliable answer or proposition. And we dare to make decisions based on the data we analyse. We want everyone to enjoy going to work. We strive to bring out the best in people. And inspire everyone to pass on this concept. That's how the world improves. And you too. That's why we ask ourselves every day: How can we integrate HR so that you get the most out of your employees? That's what drives us. This ensures that we will go to great lengths together with you to secure happy employees in your company. Loyal employees who feel responsible and are more productive.

The workshop

The workshop hopes to inspire the participants to have a better understanding of the physical aspects of stress and burnout, the four different 'human types of stress' and the different coping mechanisms these types have developed. The workshop facilitators will work in co-operation with the participants, and there will be ample time for questions. To be able to meet the expectations of the participants as much as possible and use the time during the workshop more efficiently, the workshop facilitators will send one or two weeks in advance a questionnaire to the participants.

***van ierschot* BV**



WORKSHOP: Awareness & Empowerment

Crystal Kwee



In this high impact- and interactive training you will create a vision on your career from a unique and innovative perspective. You will learn how to be able to align your career with your Purpose in Life. You will get fundamental insights on how to fulfill your potential, by using your feminine power. You will leave the workshop empowered and inspired to become the New Business Woman!

After years of working on board- and senior management level in multinationals, Mabel Duchossoy and Crystal Kwee founded How to be a Business Woman. Within two years they built up a vibrant community in which women are being inspired, empowered and coached to become the best version of themselves. Mabel and Crystal offer lifechanging programs for women who have the desire to create the life they love. In 2015 they were nominated by the Dutch government for the Joke Smit Prijs 2015; one of the most prestigious awards in the field of 'women empowerment' in the Netherlands.

www.howtobeabusinesswoman.nl

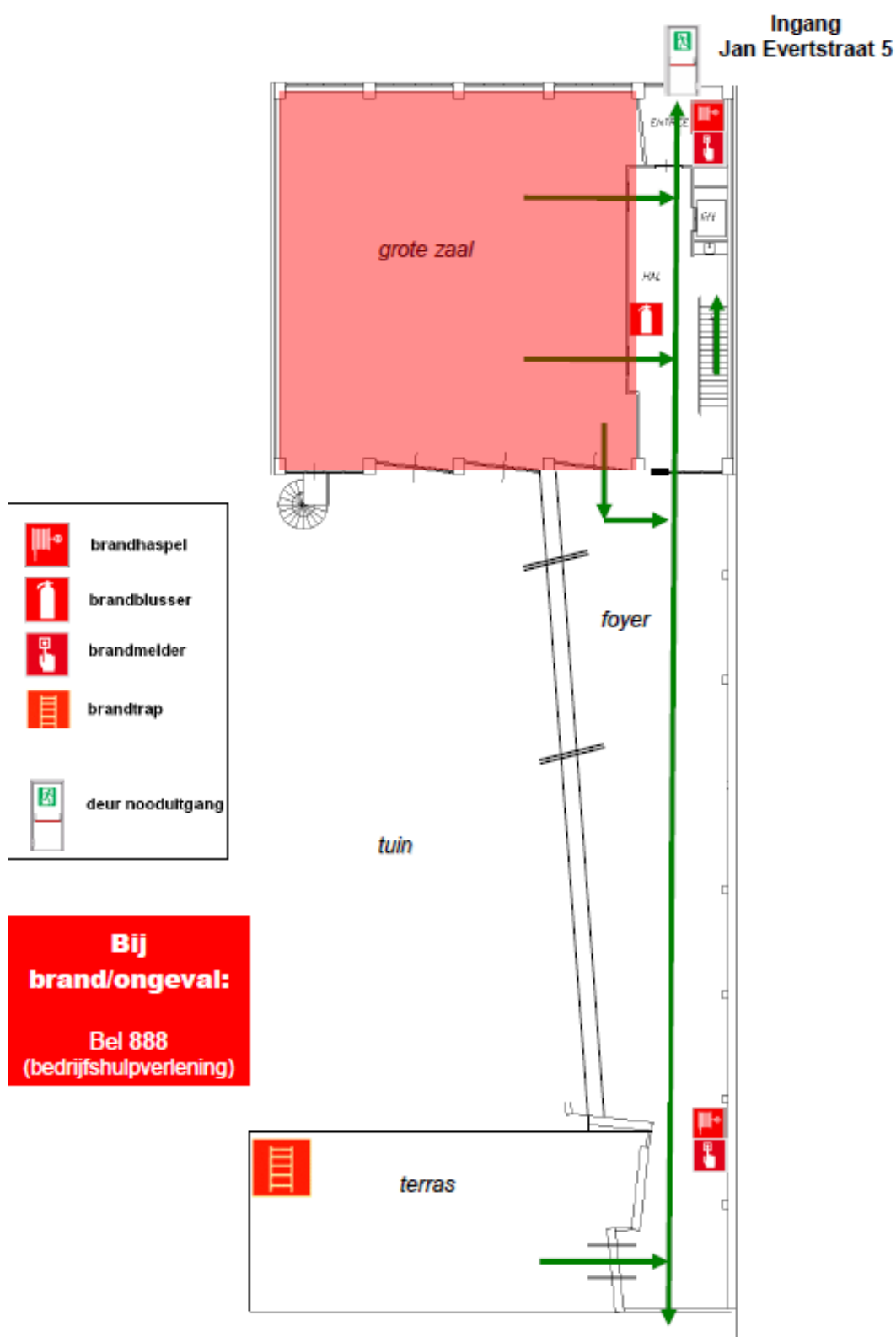


HOW TO BE A BUSINESS WOMAN

Brilliant. Gorgeous. Talented. Fabulous.



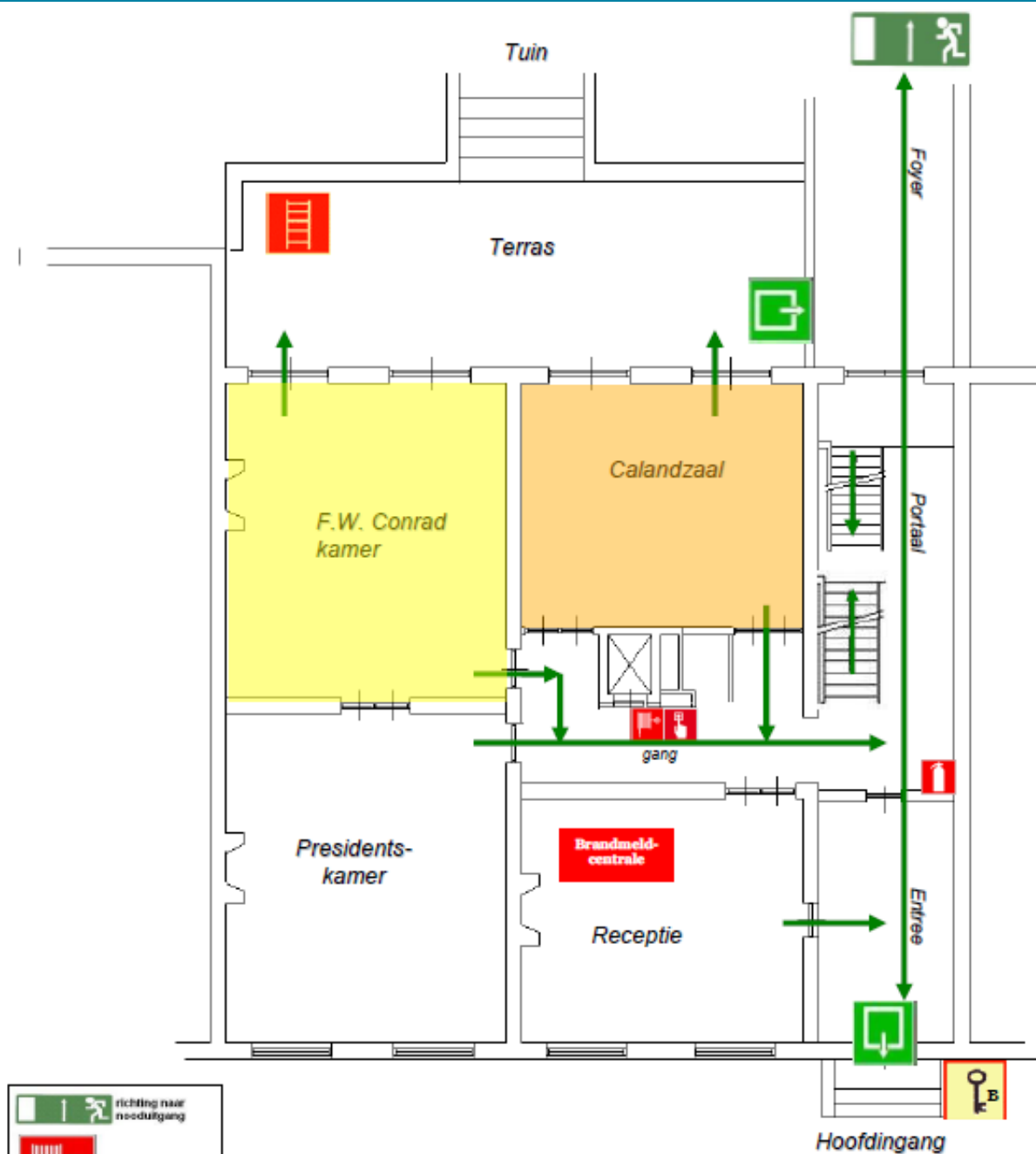
ESCAPE ROUTES Foyer/Entrance



foyer/begane grond achtergebouw

KIVI, Prinsessegracht 23, Den Haag

ESCAPE ROUTES



parterre voorgebouw

KIVI, Prinsessegracht 23, Den Haag

(brandweeringang)

Bij brand/ongeval:

Bel 888
(bedrijfshulpverlening)

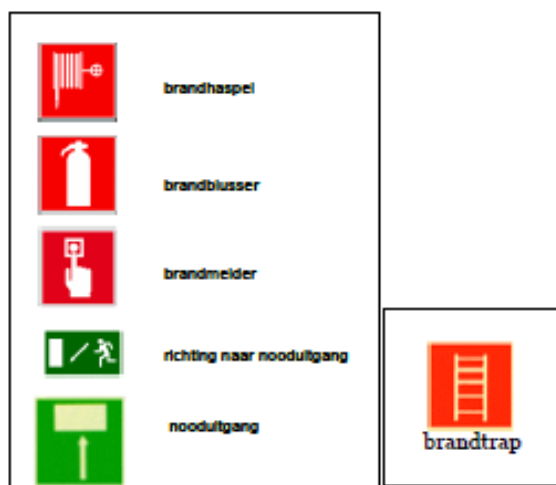


ESCAPE ROUTES 1 floor



1^e verdieping voorgebouw

KIVI, Prinsessegracht 23, Den Haag



Bij brand/ongeval:

Bel 888
(bedrijfshulpverlening)



Photography



Mischa Saes

Photographer,
Geoscientist,
Always looking for new opportunities!



www.mischasaesphotography.com
<https://nl.linkedin.com/in/mischasaes>



WIE 2017 Committee Members Wanted

We hope you had an inspiring day and that you have met new and interesting people. Maybe you would like to organise the WIE in 2017? We are still looking for volunteers. Please let us know if you are interested at womeninenergy.nl@gmail.com.



Thank you to our Sponsors:



SPE Netherlands Section



TOTAL



Netwerk Vrouwelijke Ingenieurs





Questions for Speed Dating

- 1- What do you do for work?
- 2- What do you think the most important value in a team work?
- 3- What is your favorite month of the year?
- 4- How do you spend your spare time?
- 5- If you won a lottery, how would you spend your millions?
- 6- If you could live anywhere in the world, where would it be? Why?
- 7- What's the weirdest thing you've ever eaten?
- 8- What are your two favorite careers and why?
- 9- What do you think would be the hardest thing for you to give up?
- 10- When you're down, what makes you feel better?
- 11- What pets have you had in your life?
- 12- What's your favorite fast food meal?
- 13- If you could spend the week-end in any city, which would you choose?
- 14- In which activity would you like a lesson from an expert?
- 15- What was the best vacation you ever took?
- 16- Would you rather be a great musician, artist or athlete?
- 17- What was your favorite game to play as a child?
- 18- What's the worst job you ever had?
- 19- What's your favorite dessert?
- 20- Where would you like to travel?

