



Leadership in times of transition

November 10th 2017

**KIVI Headquarters The Hague
The Netherlands**





PROGRAMME

Time	Topic
08:30 - 09:00	Arrival & Registration
09:00 - 09:10	Welcome by host Safiyeh Salehi (Innovation Quarter)
09:10 – 09:30	Katie Mehnert – CEO Pink Petro
09:30 – 09:50	Bert Stuij – VP Innovation EDI/Manager National Programs RVO
09:50 – 10:10	John MacArthur – VP Integrated Gas Technologies Shell
10:10 – 10:30	Annabelle Vos - General Counsel Fugro
10:30 – 11:45	Break
10:45 – 11:45	Panel Discussion Annabelle Vos, Katie Mehnert, Bert Stuij, John MacArthur, Roberta Pacciani. Facilitator: Safiyeh Salehi
11:45 – 12:00	Break
12:00 – 12:20	Speed dating
12:20 – 12:50	Lunch
12:50 – 14:20	Workshops – session 1
14:20 – 14:35	Break
14:35 – 16:05	Workshops – session 2
16:05 – 16:20	Break
16:20 – 16:50	Interview Marjan van Loon – President Director Shell Nederland Interviewer: Safiyeh Salehi
16:50 – 17:00	Close out
17:00 -18:00	Drinks
Workshops	
1. Co-creation by Yep Trainingen, Marijn Damsma-Blaisse. 2. Cultural awareness by Heather Donaldson. 3. Life's a pitch by Jouri Schoemaker. 4. Transition from employee to entrepreneur by Elena Zhebel. 5. Mission-driven leadership by The Arc.	
Photography: Mike Visser.	



FOREWORD COMMITTEE

Dear Participants,

Welcome to the fifth edition of the 'Women in Energy' seminar!

With this year's theme, *leadership in times of transition*, we want to focus our attention on the ongoing energy transition and the current challenges faced by the E&P industry to deliver more sustainable energy businesses and diversify their portfolio while maintaining a leadership position in the energy market.

In 2015 a district court ruled that the Dutch government should issue policies to ensure that by 2020 the amount of greenhouse gas emissions is reduced by 25%. In the same year, the decision to close five coal-fired power plants was taken, whereas purchase incentives were introduced for electric cars. A year later, the Dutch government awarded DONG Energy a contract to build the Borssele off-shore wind park [1]. A *time of transition* in the Dutch energy sector has clearly started. But what does this clear trend mean for the E&P industry? What technological developments, policy measures and industry shifts need to take place to support this transition? What does this mean for the employees of oil and gas companies?

Leading in times of transition also reflects the ongoing transition towards a more diverse workforce compared to what the E&P industry used to be. Older generation professionals are going into retirement and the industry welcomes a workforce that consists of younger ("the millennials"), more diverse (more women), and flexible (dual career, informal caregiver) energy professionals. Is this new generation of energy professionals ready to lead the transition?

These are some of the questions we aim to address during our workshop today. We are honored to have among us leaders from government, industry and academia. Truly inspiring speakers who will share their insights and knowledge with us.

We hope you enjoy the seminar and have a great day!

The WIE committee

Womeninenergy.nl@gmail.com

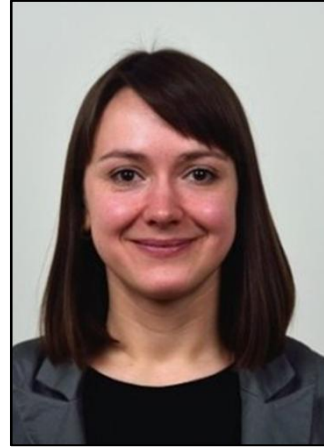
[1] 'Accelerating the energy transition: cost or opportunity', McKinsey & Company (2016).



WIE 2017 COMMITTEE



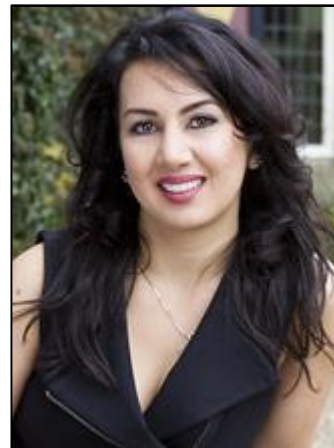
Diana Westerwaal
Shell



Tatjana Perederija
Akzo Nobel



Raluca Ianoschi
Fugro



Leila Bagherian
Tebodin



Eveline de Vaal
Shell/NAM



FOREWORD SPE Netherlands section

Dear ladies and, dare I say it, gentlemen of our energy industry,

The Society of Petroleum Engineers Netherlands Section Women in Energy Symposium brings together the brightest minds of our industry whilst drawing attention to the disparity between females and males in our working environment.

Unequal career opportunities and salaries for similar responsibilities, effort and dedication should belong to the past, but don't. Or do they?



SPE does not distinguish by gender in its mission to collect, disseminate and exchange technical knowledge concerning exploration, development and production of oil and gas resources. The distinguished lecturer programme has male and female lecturers. In fact our 2016-2017 SPE president is Mrs Janeen Judah. However that in itself does not constitute gender equality. To understand what drives women to gather under the SPE NL Women in Energy umbrella we need to ask more questions. We need to engage our female constituency and make time to understand and address inequality to ultimately grow stronger as individuals and as a community.

How much have we achieved already and how far do we still need to go? Do we need department stores to provide us with gender neutral kids' clothes? And are we dead set on sharing public toilets for the sake of advocating gender equality? These are developments in 2017 that make me doubt we're on the right track. Can't we let women be women and men be men and still achieve unrestrained heights in our own personal development and as healthy teams of boys and girls, men and women? Or am I raising eyebrows already simply by sharing my view and am I getting this all wrong?

What is needed to resolve important issues like gender inequality is indiscriminately an open mind and the time to think, to explain our thoughts and feelings and to listen to others present theirs. The SPE NL Women in Energy symposium assists in mapping out the remaining road to equality as well as providing a platform for networking and generally having a good time with colleagues across company borders. I encourage you to join the other participants in active deliberations and to join forces and with renewed courage and determination to flood the SPE NL monthly meetings on the 2nd Monday of every month!

Quirinius van Dorp
SPE NL Chairman 2016-2018



FOREWORD Women Network Shell NL

Dear participant,

I am delighted to welcome you to the 2017 'Women in Energy' seminar, and I could not be more excited about this year's theme: Leadership in times of transition.



Our world is faced with an unprecedented energy challenge. By 2050 there will be nearly 9 billion of us on the planet- that's nearly 2 billion more of us than today. Many people in emerging economies will join the global middle class. They will buy refrigerators, computers and other appliances that consume energy. And many will buy cars, more than doubling the number on the road. Our world will need much more energy to power homes and fuel transport. But to counter climate change, energy must increasingly come from lower-carbon sources. We need our collective know-how, technology and innovations to deliver more, cleaner energy.

Turning this challenge into an opportunity for all of us will require a radical change in our global energy system and a range of new energy sources - ultimately, it will take a huge collective effort. We as energy professionals play a key role in making this a success. We must look to advance together in our companies, but also in collaboration with others. We will need to work in diverse, balanced teams headed by inclusive leaders. We need to equip ourselves with new skills and ways of working, and create new habits and new patterns; we will need to be agile and strive for team effectiveness in this fast-changing environment.

The 2017 Women in Energy event provides us with the great opportunity to hear the views of prominent leaders in the energy transition, as well as to learn some key skills and ways of working that will help us develop into successful transformational leaders. I am proud that Shell supports this event together with Wintershall, Deltares, Fugro and Kivi.

I am looking forward to meeting you at this exciting event!

Roberta Pacciani

Team Lead Gas Processing R&D and President of the Women's Network at Shell in the Netherlands



FOREWORD Wintershall

Wintershall Noordzee, an international exploration and production company based in Rijswijk (The Netherlands) was first established in 1968 as Pennzoil Nederland Company, a pioneering independent operator. Over the years, the company structure and name changed several times, resulting in a joint-venture company as of 2015, with Wintershall Holding GmbH and PJSC Gazprom each holding 50% of the shares, creating the basis of the company it is today.

In recent years, Wintershall Noordzee has further expanded its operated portfolio to the continental shelves of Germany, the United Kingdom and Denmark. One of the largest producers of natural gas in the Dutch sector of the Southern North Sea, it operates over 20 offshore production installations and 6 subsea wells.

Wintershall Noordzee is an advocate for sustainable energy sources, but strongly believes that until there are sufficient sustainable alternatives available, the use of natural gas is an effective method to reduce CO₂ output. Natural gas can therefore provide an optimal contribution towards a climate neutral energy provision.

More than an equal opportunity employer

"Diversity and different perspectives are important for a company's success. Women contribute to these other perspectives", says Mario Mehren, CEO Wintershall Holding GmbH.

Wintershall strongly believes in the individual nature and social diversity of its employees. With over 40 different nationalities employed within the company, Wintershall considers the uniqueness of each employee to be a critical competitive advantage. Each one of them helps identify opportunities and respond creatively to challenges, always from different cultural and personal perspectives. Wintershall will continue to stimulate that policy.



FOREWORD Deltares



Deltares
Enabling Delta Life 

'Our future asks for sustainable water and subsoil solutions'

 In the world of renewable energy, there is no single solution: multiple sources have to be combined. Success depends on the international networks that will be established in the future to connect sources and users. How can we get all this done? And what sources should we focus on? Deltares is involved in numerous studies looking at the more efficient generation of renewable energy. Water is not only a source of renewable energy, it can also be used to store energy better and exploit it more efficiently.

Deltares is an independent, institute for applied research in the field of water and subsurface. Our main focus is on deltas, coastal regions and river basins. Managing these densely populated and vulnerable areas is complex, which is why we work closely with governments, businesses, other research institutes and universities at home and abroad.

www.deltares.nl



FOREWORD FUGRO

Dear Participants, welcome to WIE 2017!

The theme this year is Leadership in Times of Transition. Why is this a relevant theme at this time? We are in a major transition period in the energy industry. The 'New Normal' is forming, in particular in the Oil & Gas industry. This means change. In a big way. What we have done successfully for several decades in a particular manner, chances are we need to reassess, redesign, redevelop, rethink – you name it, we need to change it. And that requires strong leadership. Stronger than in times of consistency and stability.



So, why is strong leadership a theme for us as women in the energy sector? In times of transition, leaders need to provide for an environment of innovation, creativity, resilience - values which are believed to be particularly present in diverse leadership teams. Diverse leadership teams have shown to surpass their industry peers in the most important measurable indicators such as sales, return of invested capital and returns on equity. Yet, gender diversity remains an unsolved equation. There remains a big gap to close towards gender parity. To back this up with some figures, have a look at the World Economic Forum *Global Gender Gap Report 2015* which addresses the gender debate more broadly, by no means focussed on leadership only. Some staggering numbers mentioned in that report, but also some inspiring progress made in places least expected. But, still a long way to go for corporate cultures to adjust to truly reflect diversity.

And what does that mean for Women in Energy? What does this mean for you and me? Change is looming now more than ever before. It is an exciting time to be in this industry, an industry which is changing, and to be involved in shaping a new style of leadership. The Women in Energy seminar is a platform to share our energy in driving this change, to share our enthusiasm, and most importantly share a sense of kinship to help us with the challenges we face in times of change, challenges we face in our workplace and in our leadership teams.

On behalf of Fugro I want to thank the Women in Energy committee for creating this year's inspiring event, which I hope will leave you motivated and Energised!

Renate Schreiber
Fugro Professional Women Network
Fugro Director Marine Asset Integrity Africa



FOREWORD KIVI

Dear participant,

Today will be about Leadership in times of transition. Part of national and international policies is the transition towards more female talent in the top of major organizations. The reason often mentioned is that diversity and inclusion, combined with an open mind set, enable us to learn from each other and to explore beyond existing horizons. The transition towards increasing the number of women in top functions seemed to stagnate last year (source: <https://managementscope.nl/opinie/analyse-top-100-machtigste-vrouwen-2017>). On the other hand: in general, more women became chair and in former male-dominated organizations (e.g. Philips, Wereldhaven, ASR, SHV Energy and Schiphol) women became COO. Hence the question for your soul search: Should we mind?



To be honest: I don't know. However, if you have the ambition and capabilities, you should have the opportunity. The NVI aims to support female engineers in different stages of their careers, in helping each other in creating their own careers, through sparring with other female engineers and meeting women in exemplary roles during seminars, workshops, lectures and other network-oriented activities. Being an equal part of the broad KIVI network enables us to share our ambitions and to achieve greater goals. From our point of view, the first step is to inspire, stimulate and create opportunities for ourselves and to do the same for our peers.

NVI endorses 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, KIVI Network of Female Engineers



HOST: Safiyeh Salehi Mobarakeh

Conference moderator and
intercultural connector



Being an intercultural connector with a passion for identifying synergies, Safiyeh specialises in liaising between The Netherlands and the Middle East. At InnovationQuarter (the Regional Development Agency for the Dutch province of Zuid-Holland), she is responsible for attracting foreign direct investments and companies from the MENA region to The Netherlands. As a consultant, she provides advises Dutch offshore companies on entering the Iranian post-sanctions Oil&Gas market.

Safiyeh has moderated high-level energy related conferences where she introduced leaders of state, senior government figures and business officials. She is a skilled presenter on energy matters, having moderated international energy conferences among which two notable technical sessions at OEEC 2016 in Amsterdam.

Safiyeh is an excellent communicator and speaks multiple languages amongst which Dutch, English, Farsi, Spanish, and basic Arabic, French and German.

Safiyeh's multicultural background allows her to adapt to culturally diverse environments effortlessly, and to interact and connect on all levels.



SPEAKER: Marjan van Loon

President Director
Shell Nederland



Marjan van Loon became President Director of Shell Nederland on the January 1, 2016.

Born in Helmond (1965), she studied Chemical Engineering at Eindhoven University of Technology. Immediately after her studies she joined Shell in 1989 as a chemical engineer. Since then she has held several positions both at home and abroad.

Between 1997 and 2007 she worked in Australia and Malaysia. Before becoming CEO of Shell Nederland, she was Vice President Integrated Gas & LNG (liquid gas). In that position she was responsible for the development of LNG activities, including the design and development of Floating LNG and LNG as fuel for the transport sector.

Marjan is married and has two children.

2016-present	President Director of Shell Nederland
2009-2015	Vice President Integrated Gas and LNG
2007-2009	Global Manager LNG and Gas Processing
2005-2007	Regional Manager LNG & Gas Processing, Shell Malaysia
1997-2005	Technical manager Karratha Gas Plant, Woodside Australia
1993-1997	Crude Distiller Technologist/Reorganisation Change Manager, Pernis
1989-1993	Process Engineer Distillation, Shell The Hague



SPEAKER: Katie Mehnert

CEO Pink Petro



She is the Founder and CEO of Pink Petro[™], the global community and career resource aimed at disrupting the energy gender gap. Pink Petro has a growing list of international accolades including members in 120 countries and over 500 companies and was recently named by Forbes 1 of 7 Communities Where You Can Connect with Company Insiders. In 2017, she launched Experience Energysm the only global careers platform for women in energy.

Katie has 20 years of delivering change, learning, and culture transformations. A Who's Who in Energy and Top 40 under 40 honoree, Katie has held global leadership roles with industry giants BP and Shell in health and safety during periods of financial crisis, spills, divestment, and globalization. Prior to Big Oil, she hailed consulting roles de-risking and driving change at Duke Energy, Waste Management, Entergy, and Enron. Her chaotic imperfect corporate path drove her to build Pink Petro to deal with the looming talent shortage, gender gap and reputational crisis.

Katie serves on the Board of Directors of the Junior Achievement. She is a graduate of Louisiana State University in Communications, Rice University's Executive Energy program and The Center for Houston's Future.

Katie is a four-time World Major marathoner having completed London, Chicago, New York and Berlin. Her husband is an Associate General Counsel with Baker Hughes GE and they live with their 6-year old daughter, a "Ninja-Neer" in the making, in the Energy Corridor.



SPEAKER: Bert Stuij

Manager energy RVO
Program director DEI



Manager Energy at the Netherlands Enterprise Agency (4 days / w) Lecturer and Program Director at the Energy Delta Institute, the Energy Business School at the State University of Groningen (1 day / w).

Graduated in 1986 at the technical university of Delft, Mechanical Engineering, specialization Energy Systems. Final thesis on a fully sustainable (wind based) power system for the Netherlands.

Joined the international staff of Royal Dutch Shell early 1986, as petroleum engineer. Worked in London, off-shore and Aberdeen on reservoir engineering and production technology.

Joined Novem (the Netherlands Agency for Energy and Environment) in 1992. Worked on international energy cooperation on assignments from the International Energy Agency, notably on heat pumps and demonstrated innovative energy technologies. In 1995 the focus shifted towards energy collaboration with transition economies in Eastern Europe. Management of energy projects in Latvia and Romania, funded by the Dutch government and the European Union. From 1997 strategy and program development in the fields of energy research, clean fossil, sustainable energy, transport efficiency and international collaboration. Strategic advisor to the Novem board.

Various management positions from 1999 onwards, currently with the Netherlands Enterprise Agency (RVO.nl), the agency for sustainability, innovation and international trade that resorts under the ministry of Economic Affairs. Responsible for the implementation of Dutch energy policies in the fields of renewable energy, energy efficiency and energy innovation. Since February 2012 lecturer on energy transition and innovation (1 day/week) at the Energy Delta Institute, the Energy Business school at the University of Groningen. Program director of various international education programs, including the Executive Program 'Energy Transition and Innovation', the Mini MBA 'New Energy Realities', and the Advanced Leadership Program 'The Indian Energy Transition'.

Delegate to the Working Party on Fossil Fuels of the International Energy Agency until 2006, since then Dutch delegate to the Committee on Energy Research and Technology (CERT) of the same.

Continuous fascination for energy, sustainability, innovation and transition.



SPEAKER: Annabelle Vos

General Counsel and Chief
Compliance Officer Fugro



Annabelle Vos is General Counsel and Chief Compliance Officer for Fugro. N.V. Annabelle joined Fugro in January of 2016 after having spent 10 years in private practice working for De Brauw Blackstone Westbroek, one of the largest law firms in the Netherlands. During this time Annabelle practiced law in the Corporate/M&A department and in the litigation department.

Annabelle completed a masters in law degree at Leiden University in the Netherlands graduating in 2003. After having completed her law degree, Annabelle attended the Johns Hopkins University School of Advanced International Studies in Washington D.C. in the US, obtaining a Masters in International Relations and International Economics in 2005.



SPEAKER: John MacArthur

VP Integrated Gas Technologies
Shell



John MacArthur is Vice President of Integrated Gas Technology for Shell. He is accountable for delivering next generation technology solutions for the gas industry with strong focus on innovation and CO₂ footprint reduction. John is accountable for managing Shell's two technology centers in The Netherlands. He is also Chairman, Audit and Nominating Committee Board member for public-private partnerships and multi-scale enterprises in technology and clean energy innovation.

John is a recognized transformational leader and entrepreneurial technology innovator with 20+ years' experience in the oil and gas industry. Since joining Shell in 1998, he has held a variety of technical, operational and strategic roles across the world.

John is a sustainability leader with expertise in low carbon strategy, climate change and energy policy, carbon abatement technology, and venturing. In 2010, he was appointed Shell Vice President CO₂ Policy to help steer Shell's response to the energy and climate change challenge. In 2013, prior to starting his current Integrated Gas role, John helped to lead 80 people from 30 countries on an expedition to Antarctica to teach them about energy and climate change.

John is also a champion for Diversity & Inclusiveness in Shell. His passion for developing people and valuing their uniqueness is deeply rooted in his life experience, having spent most of his childhood in Singapore and after living most of his life in different countries. He actively promotes and sponsors international Diversity & Inclusiveness related events with focus on Gender Balance. He is an executive sponsor of the "Women's Network at Shell" in the Netherlands and regularly advocates for Diversity & Inclusiveness in various non-profit events worldwide.

John holds a MEng Petroleum Engineering from Imperial College, London and a Masters in Sustainability Leadership from the University of Cambridge. He has also a Professional Certificate (Distinction) in Coaching and Behavioural Change from Henley Business School.

John and his wife, Julie, along with their three teenage children, enjoy spending time exploring new places together.



PANELLIST: Roberta Pacciani

Team Lead Gas Processing R&D and
President of the Women's Network
at Shell in the Netherlands



Roberta Pacciani is team lead Gas Processing R&D at Shell, based in Amsterdam. She is responsible for leading a team of enthusiastic researchers who deliver better and cheaper technology solutions for the gas business. Roberta joined Shell in 2013 as Researcher Gas Processing from Air Products (Spain). She has a decade of experience in developing commercial technology solutions for the Oil&Gas and industrial gas services business, with focus on sustainability and CO2 emission reductions. What she loves about technology is three things: turning challenges into opportunities, working with teams consisting of people with different mindset, and making a big difference for the business and society as a result.

She has a passion for developing people, and as a leader she is recognized for uniting her team towards a clear purpose, and trusting them to find the best way to achieve it. In May 2017, she was appointed President of the Women's Network at Shell in the Netherlands, a volunteer's network with a mission to support Shell in achieving gender balance.

Roberta is Italian and has spent the last 16 years abroad. She holds a MEng degree in Chemical Engineering from the University of Genova (Italy), and a PhD in Chemical Engineering from the University of Cambridge (UK).

In her spare time, she enjoys activities related to music, and those that bring her closer to the sea, other cultures and ways of living. She is a keen reader and guitar player, and she often enjoys her weekends cooking and helping for her 5-year-old son Lionel and their friends.



WORKSHOP: Cultural intelligence

Heather Donaldson



Cultural Intelligence – *an essential skill in global communication.*

Being able to communicate across cultures is becoming more important due to globalization. Working in a multicultural setting, such as within an international team, can be a challenge as everyone has different values and habits.

Hofstede's theory mentions several dimensions, which together define a culture. Variations within these dimensions explain cultural differences, and can be used to get a better understanding in your own and other's culture.

In an informal setting Heather Donaldson will inspire you to change perspective on your own and other people's values and habits. She will combine theory and practice in this introduction to cultural awareness.

Heather Donaldson (1985) studied Applied Psychology in Eindhoven and after worked with international students and (young) professionals providing coaching and workshops on personal development. She gives cultural awareness workshops on freelance basis to global companies. Her main goal is to bring people closer together, by improving communication and understanding.



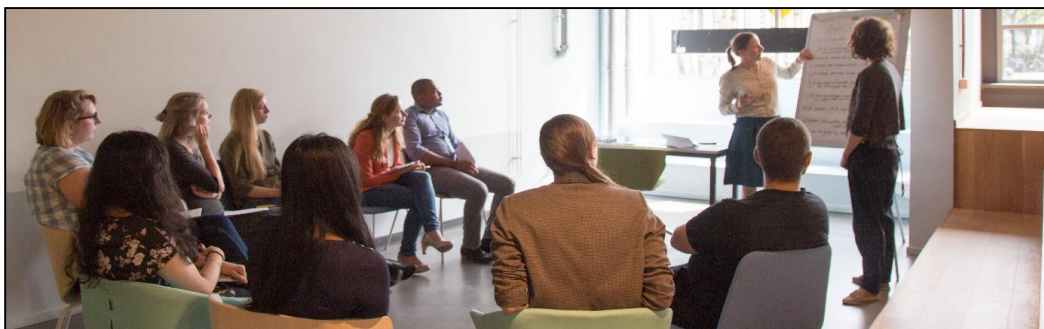
WORKSHOP: Co-creation



Times of transition bring many challenges and some of those can be taken on together, by means of co-creation. Collaborating with others in this way effectively boosts innovation, motivation and commitment in your team. In this workshop we will use 'Force fitting' and the 'Nominal group technique' as techniques find creative solutions and team commitment to those solutions. You will learn how to avoid common co-creation mistakes and how to implement and lead these specific techniques yourself.



Yep Trainingen encourages young employees to contribute to their organisations by being strong personal leaders. They do this through tailored training programs with topics as young leadership, communication & impact and talent development. Find out more at www.YepTrainingen.nl





WORKSHOP: Life's a pitch

During this pitch workshop I would like to teach you by theory and practice how to create a powerful personal pitch for yourself. I'm not a trainer of profession, but someone who learned from practice: I'm an entrepreneur and after countless times I've pitched for my startup Shake-on, I even became the Dutch Champion Pitching! Since then I share my pitch tips and tricks in lectures and workshops weekly. In this pitch workshop I will take you along 6 concrete steps to help you develop your own pitch. Each step I will first explain in theory, after which you will apply this step into practice yourself. This process I will repeat for all 6 steps after which you have developed a powerful pitch. I'm looking forward to work with you!

Jouri Schoemaker is 26 years old, one of the co-founder behind the Dutch high-tech startup Shake-on, founder of Groen's Paradijs, a groundbreaking concept for the elderly care with which he became 2nd at Het Beste Zorgidee van Nederland and since 2016, he's the Dutch National Champion Pitching!

For Jouri Schoemaker, step one of all his undertakings is the pitch. His philosophy is to pitch an idea as early as possible and to get feedback from potential customers, partners and experts. According to Jouri, the pitch is no monologue, but the start of a dialogue. Since Jouri has won the Dutch Championship Pitching, he is a frequent speaker at events and pitch trainer for both entrepreneurs and account managers, both journalists and marketers, both students and recruiters; pitching is valuable to everyone!

Jouri's own credo is *Life's a pitch*. Under that name you can also find videos and references about Jouri: www.lifesapitch.eu





WORKSHOP: Transition from employee to entrepreneur

Dr. Elena Zhebel



Change, as Heraclitus said, is the only constant thing in life. The Greeks new few things about life – and mine has definitely been turned upside down in the last 17 years.

I would never have imagined that, as I was born in Soviet Union, I would study applied math in Germany.

I would never have thought that I would get a job offer to work for Fugro in the Netherlands during my last year of PhD study.

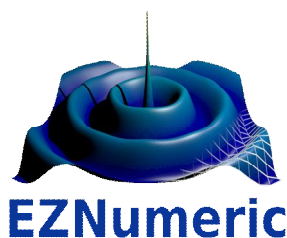
I would never have known that I would join Shell and work there for 8 years.

I would never have dreamt that, as I worked through a corporate ladder, that I would be here today, working for my own company.

Please allow me to introduce myself. I am Elena. I am 37 years old. I lived and studied in Moscow until my twenties. Then I lived and studied in Germany for another 6 years. And here I am, living and working in the Netherlands for the last 11 years. More than a year ago I have founded a company called EZNumeric that offers scientific software development for numerical modelling and simulations, optimization, HPC, and big data analysis using machine learning techniques.

In this workshop I am going to share with you:

- How I made the change from employment to entrepreneurship
- How does it feel like to suddenly become an entrepreneur and dive into a complete new world
- What are the pitfalls and challenges on the path of an entrepreneur
- What do you need to build your own company in the Netherlands
- What are the requirements (personal as well as legal)



www.eznumeric.com

info@eznumeric.com

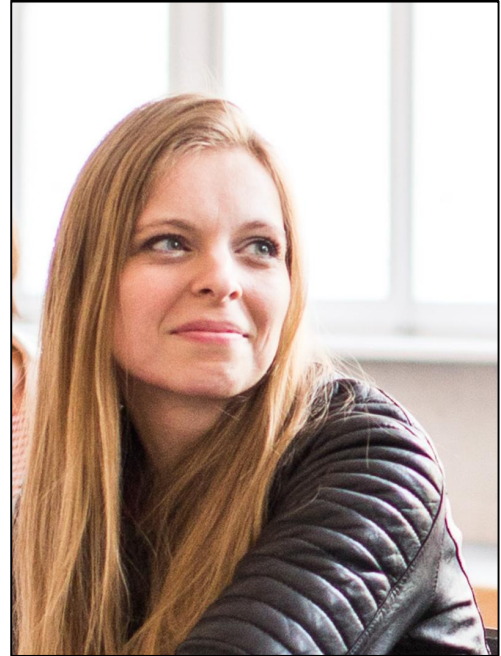
<https://www.linkedin.com/company/17989926/>

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WORKSHOP: Who will YOU dare to be? Which IMPACT do you want to stand for?

Astrid Schrader



Do you have the mindset that you want to have? Women these days ARE able to take charge in leadership positions. What keeps us back are less the outer but more the inner obstacles we put upon ourselves. What makes or breaks you at the workplace? And how come you picked that particular fear over all the others ones you could possibly have picked? Under which conditions will you allow yourself to want success? To which extent will you step up and inspire yourself and others?

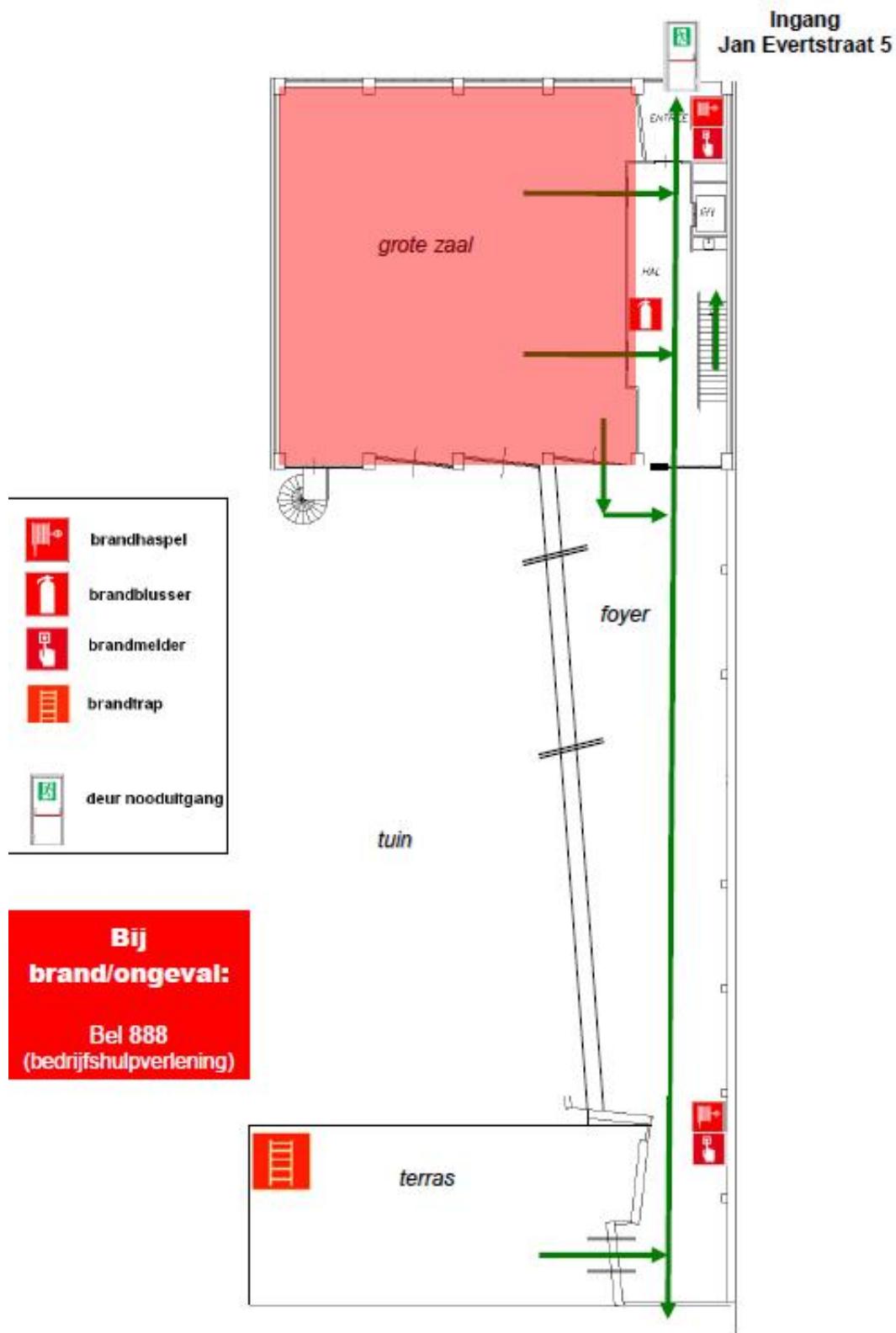
Our workshop is not a Q&A session. Instead we will radically fast build meaningful connections amongst ourselves and coach each other to a level that you are able to take a first step to inspire yourself and others. Sounds wacky? Welcome!

The Arc is an international leadership retreat for entrepreneurs, investment professionals, consultants – everyone with a passion and a task bigger than themselves. We coach young visionaries to a level where their impact inspires themselves and others. 95% of our alumni call The Arc one of the best or the single best training they ever attended.

Intrigued? Check us out on <https://www.thearctraining.org/> or download our brochure on [thearc/forcorporates/](https://thearc.org/forcorporates/).



ESCAPE ROUTES Foyer/Entrance

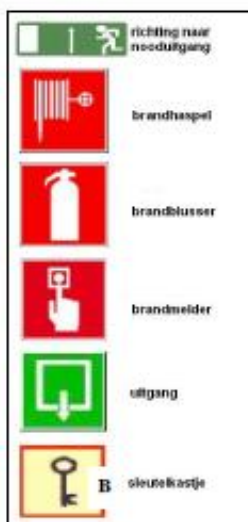
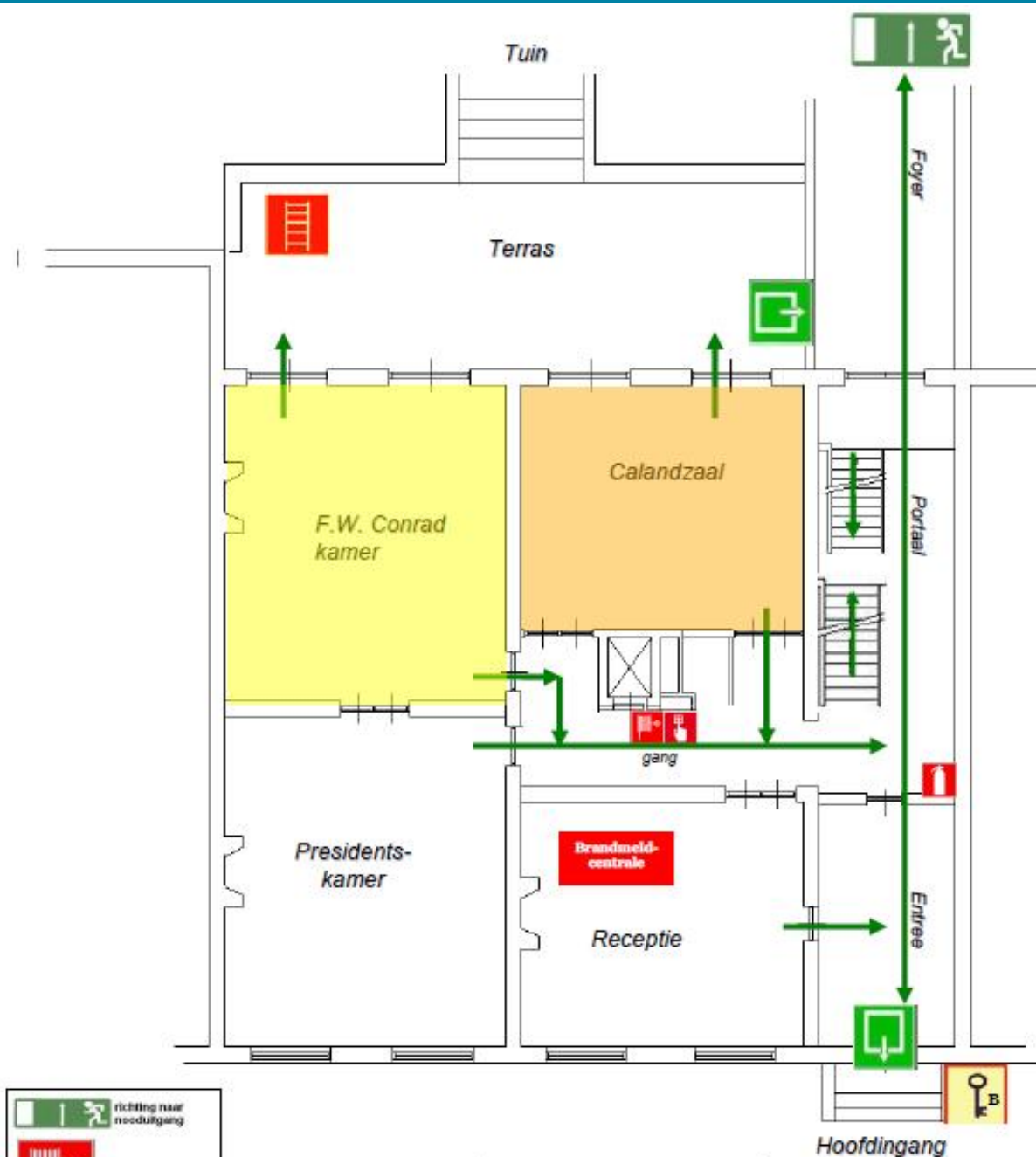


foyer/begane grond achtergebouw

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: Mike Visser

Mike Visser is a wedding & event photographer based in Pijnacker, The Netherlands.

His portfolio includes work for Fugro's respectful workplace campaign, the yearly Young Offshore Golf Tournament and multiple other events hosted by Fugro.

*"Birds fly, fish swim and humans create.
This is our nature."*



Website: www.mikevisser.nl

Email: info@mikevisser.nl



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 organize the WIE in 2018? 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



Deltares

Enabling Delta Life



Netwerk Vrouwelijke Ingenieurs





(Tip) 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?

