LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY – EUROPE

17-18 January 2018
Hyatt Regency Churchill
London, United Kingdom

PRE-CONFERENCE WORKSHOP

Negotiation Skills for Women

WEDNESDAY 17 JANUARY 2018

EUCI is authorized by IACET to offer 1.0 CEUs for this conference and 0.4 CEUs for the workshop

HOST UTILITY

nationalgrid
OVERVIEW

The goal of this event is to help professionals advance their careers in a traditionally male industry by providing insight into key energy trends and skills for personal and professional development. Join Europe’s most successful women leaders in energy as they share their industry knowledge, strategies and experiences on how to accelerate positive organisational change and personal growth.

The programme format includes keynote addresses, panel sessions, interactive group discussions and a plenitude of networking opportunities. You’ll participate in knowledge sharing and collaboration while building relationships and enhancing your professional network. You’ll leave this event with practical strategies, insights and guidance on how to propel your energy career forward. Don’t miss this opportunity to learn from and collaborate with the top women in energy.

LEARNING OUTCOMES

- Identify winning strategies that drive career success for women in the energy industry
- Strategize how women can play to their leadership strengths to improve organisational performance
- Analyze key trends in the global energy market
- Define the knowledge, skills and experience you need to reach your goals
- Assess how to embrace organisational politics and develop influence
- Evaluate what it will take to meet the region’s changing energy needs
- Discuss how to navigate through a predominately male industry to reach higher levels
- Analyze current issues in the renewable energy market
- Compare male and female executives’ perspectives of women leaders in the industry
- Design action plans to accelerate positive organisational change and personal growth

“This conference is truly collegial and the perfect outlet for women to learn from each other in a male-dominated field.”

Emergency Management Specialist, PG&E

“This conference can be beneficial for both women and men. It’s good to be open about the differences about men and women and how that impacts our business and relationships.”

Director Quality and Environmental, Health and Safety, Siemens
TESTIMONIALS FROM PAST ATTENDEES

“You are not alone. As a female professional in the energy industry, you are not an island, you do have peers, advisors and mentors to lean on and this conference is a phenomenal forum of collaboration in this industry.”

Director-Sales, Toshiba

“Great energy and presentations of experiences, learnings & key values that will resonate with me.”

Section Manager, Environment, Bruce Power

“It was a wonderful experience to network with so many great women in leadership roles in companies that deal in the energy business.”

EVP Director of Energy Operations, Black & Veatch

“This event made me feel supported, inspired and understood. Navigating male-dominated industries takes a special skill set, and this event has absolutely helped me develop mine.”

Business Development Manager, Landsvirkjun

“Girl power in a male world!”

Head of Legal, Siemens

“This conference included great women and I am able to take away many easy to remember tidbits to fit in day to day activities.”

Director, Security Services Design and Architecture, National Grid

“Who knew there were that many women like me? Makes me comfortable in my own skin.”

Sr. Director, Transmission System Sustainability, Xcel Energy

“EUCI is an excellent forum for women in leadership, and because the addition of the men’s perspective panel, the energy industry is now starting a dialogue of cultural change, of diversity and inclusion amongst men and women. This is a conference for promoting success in energy without bias.”

Operating Supervisor, Con Edison

“Great opportunity for women in energy of all ages.”

Director of Marketing, Itron

Leadership Conference for Women in Energy Denver, CO, USA – June, 2017

Leadership Conference for Women in Energy Toronto, ON, Canada – April, 2017
AGENDA

WEDNESDAY 17 JANUARY 2018

12:00 – 13:00  Conference Registration

13:00 – 13:15  Conference Welcome

13:15 – 13:45  Opening Keynote Address
   John Pettigrew, CEO, National Grid

13:45 – 14:45  Advancing your Energy Career: Strategies and Advice from Key Leaders
   Great leaders don’t just happen randomly or by sheer luck. Studies have shown that effective leaders share very similar practices. In this session, we will discuss how you can leverage winning career strategies to meet industry challenges head on and advance your career. You will hear three senior level executives share their inspiring personal stories of how they beat the odds to reach the highest levels of their organisations. Questions to be covered include:
   • What were the essentials to your career progression at the beginning, mid-level, and advanced stages of your career?
   • How did you develop an internal and external network to move your career forward?
   • How important is political savvy and influence and how did you develop these skills?
   • What was the most important thing you did, or did not do, in your climb to the top?
   Panel Members:
   Blanca Losada, Chief Technology Officer at Gas Natural Fenosa, Chief Executive Officer at Gas Natural Fenosa Engineering
   Angeles Santamaria, Iberia and International Director, Iberdrola Renewable Energy, S.A.
   Joan Wales, Group Head of S&OR, OB&C, BP International Limited

14:45 – 15:15  Networking Break

15:15 – 15:45  Keynote: Closing the Gender Gap for A Cleaner Future
   Women hold only a small percentage of science, technology, engineering, and mathematics (STEM) jobs, and women are largely absent from C-level positions and board memberships. Gender diversity can drive innovation, open new pathways for technology deployment, bring fresh perspectives, and boost the bottom line. The Clean Energy Education & Empowerment (C3E) women’s initiative was launched in 2010 by thirty women and men, three energy ministers, and eight governments with the goal of shifting the status quo in energy professions and enabling greater gender diversity by advancing women’s participation in the clean energy revolution.

   In this session, you’ll learn how the participating governments of C3E have a shared commitment to advance women in the energy field in their home-country contexts and how they are undertaking meaningful activities to build opportunities for greater female influence to close the gender gap.
   Rachael Briggs, Special Advisor, Clean Energy Ministerial Secretariat

15:45 – 16:45  Establishing a Valuable Mentoring Relationship
   In this session, both mentors and mentees will share their perspectives on questions such as:
   • How do you find, and then approach, a good potential mentor?
   • How do you derive maximum value from the mentoring relationship?
   • What do you believe has been the key to your successful mentoring relationship?
   • How has this relationship enhanced your professional career?
   Emma Avignon, Chief Executive Officer, Mentore Consulting
   Kirsten Bodley, Chief Executive Officer, Women’s Engineering Society (WES)

16:45 – 17:15  Being Your Authentic Self as a Female Leader
   Kelly Tomblin, Chief Executive Officer, INTREN L.L.C.

17:15 – 18:15  Networking Reception
THURSDAY 18 JANUARY 2018

8:00 – 9:00  Continental Breakfast

9:00 – 9:30  Keynote Address: Inclusive Leadership- What Does It Take?
Catalyst’s research shows that inclusive leadership positively affects an organisation’s innovation, performance and productivity. Successful leaders must be mindful of what makes employees feel included, and excluded, and develop skills that can help their companies attain inclusion for the long term. Characteristics like humility and courage are essential for creating more inclusive, dynamic workplaces. In this session, you will learn the about skills and techniques needed to drive inclusive leadership.

Allyson Zimmermann, Executive Director, Catalyst Europe AG

9:30 – 10:30  Overcoming Gender Roadblocks
As women, we think, act, and lead differently than our male counterparts. These differences can create some unique challenges in a male dominated work culture. In this session, we will identify some of those barriers and discuss how you can remove them and use your unique strengths to enhance organisational performance and reach your full potential. A few of the points to be discussed include:

• Overcoming unconscious bias in the workplace
• Understanding and using effective communication styles
• Creating work/life Integration and balance

Moderator:
Nicola Shaw, Executive Director UK, National Grid
Panelists:
Maria Antoniou, Senior Vice President of Human Resource and Executive HR, E.ON
Jenny Larsson, Vice President of Business Unit Heat Sweden, Vattenfall, Chairwoman of the Board in Gotlands Energi and Västerbergslagens Energi
Lindsay McQuade, Policy & Innovation Director, ScottishPower Renewables

10:30 – 11:00  Networking Break

11:00 – 12:00  Seizing Opportunities in the Evolving Energy Industry
There are many drivers shaping the energy industry today. In this session, we’ll look at some of the most critical current issues that are influencing power providers around the globe. We’ll examine where the energy industry is going and the roles that women can take to move the industry forward. Discussion will focus on:

• Key Trends in the Global Energy Market
• Emerging Issues in the Renewable Energy Market
• Smart Cities of the Future

Georgina Grenon, Director, 100% Renewable Energy Solutions, ENGIE

12:00 – 12:30  Keynote Address: Forming an All Women’s Wind Cooperative
In this session, you will hear the unique story of how a farmer and 9 other women started an all-women wind energy co-operative in Sweden. The name of the co-operative, Qvinnovindar, combines the Swedish words for wind and women. Since its founding in 2007, Qvinnovindar has grown to 80 members and invested more than 10 million Krona ($1.5 million) in wind projects. The company goal is to empower women, boost rural economies, and replace nuclear power with cleaner energy. Qvinnovindar received a regional co-operative of the year award, and has been nominated for a similar prize at the national level.

Wanja Wallemyr, Chairman, Qvinnovindar

12:30 – 13:30  Group Luncheon
THURSDAY 18 JANUARY 2018 (CONTINUED)

13:30 – 14:00  
**Engendering Utilities**
US Aid's Engendering Utilities program represents the Agency's commitment to strengthen energy sector operations and economic growth in developing countries, while promoting gender equality and women’s economic empowerment. Specifically, Engendering Utilities seeks to identify best practices for increasing gender equity and increasing the professional participation of women in the energy sector while helping utilities meet their core business goals. The underlying rationale of this program is that increasing gender diversity and equity in the power sector can provide not only social and public relations benefits, but makes good business sense. By improving the recruitment and professional career paths of women, utilities can effectively expand the pool of talent available and bring new perspectives to their operations. This three-phase program was launched in 2015 and will conclude in the summer of 2018. Seven utilities are participating from Jordan, Georgia, Macedonia, Nigeria, and Kenya. In this session, you'll learn about the progress and findings of this unique international project.  

*US AID Speaker*

14:00 – 15:00  
**The Men’s Perspective**
It's imperative that the issue of diversity and women in the workforce include men as active participants. It's a more constructive dialog when we talk not only amongst ourselves but with men in leadership positions. If they're on board with promoting diversity within our organisations, then we'll see dramatic changes in how women are viewed in the industry and there will be more opportunities for advancement. In this session, a panel of male energy executives will share their observations and viewpoints on gender specific workplace issues and address questions such as:

- What have you witnessed obstacles for women in the workplace during your career? Were they successfully addressed and, if so, how?
- Do you have an example where a perfectly competent qualified woman was unsuccessful in a role and why? Do you have an example where an almost qualified or almost competent woman has succeeded and what made that difference?
- How can both individuals and the organisation as a whole constructively address barriers such as unconscious bias? How can we work together to effect change and advance an inclusive and equal workforce agenda?

*Panelists:*
Alan Foster, Chief Financial Officer, National Grid UK  
Jonathan Kohn, Vice President, Human Resources, UK/Ireland/Nordics/South Africa, Shell  
Additional panel member to be announced

15:00 – 15:30  
**Networking Break**

“Perhaps one day there may not be a need for a women’s conference, but today there is. Thank you for providing an opportunity for women in energy to network, learn and grow!”

Specialist Leader, Deloitte

“It was great coming together to share challenges as a woman in a men-centric industry, hearing the passion and successes by innovative thinkers and movers & shakers breaking down barriers.”

Planning & Purchasing Manager, Xcel Energy
AGENDA

THURSDAY 18 JANUARY 2018 (CONTINUED)

15:30 – 16:00  
Keynote: Advancing STEM Education and Careers for Young Women

Narmeen Rehman, Mechanical Engineer, Fuel Route Systems, EDF Energy

16:00 – 17:00

Adding Value to your Organisation with a Women’s Resource Group

Women’s Resource Groups (WRGs) are designed to serve as support for members by fostering an inclusive workplace that is aligned with organisational values, goals, and business objectives. In this session, you’ll learn the necessary steps to start and maintain a successful WRG and create value within your organisation. We’ll answer key questions such as:

- What is a Women’s Resource Group (WRG) and what value can it bring to individuals as well as the organisation as a whole?
- How do you sell the idea of a WRG and achieve buy-in?
- What are the key steps necessary to start your WRG?
- What are some of the key projects your WRG has implemented and what were the results?
- How do you maintain your WRG over the long term?

Panelists:

Audur Nanna Baldvinsdottir, Business Development Manager, Landsvirkjun, National Power Company of Iceland

Carol Frost, Human Resources Director of Energy Supply & Services, Centrica

Jasmin Kaboni-Voit, LL.M., Senior Legal Counsel, RWE

17:00

Conference Adjourns

“Inspiring conversations, authentic women, engaging discussion, diversified audience/panelists.”

Industry Solutions Executive, ABB

“This was my 2nd EUCI Women’s Leadership Conference and I’ve greatly enjoyed them both. I leave feeling inspired & empowered about my future career as a women in energy.”

Operating Supervisor, Con Edison

“The conference was a powerful forum to collaborate, network, and learn from high-caliber women in the Energy Industry.”

Manager, Siemens
AGENDA

PRE-CONFERENCE WORKSHOP

Negotiation Skills for Women

WEDNESDAY 17 JANUARY 2018

7:30 – 8:30  Registration and Continental Breakfast

8:30 – 12:00  Workshop Timing

OVERVIEW

Most would agree that negotiation is a critical skill in the workplace regardless of your position. Yet, research states that women can be reluctant to ask for what they want. A recent survey shows that only 7% of women attempt to negotiate a higher salary for their first job, compared with 57% of men. Compounded over a career, the cost of failure to negotiate becomes substantial not only in terms of lost income, but also career advancement, skill utilization, and quality of life.

WORKSHOP AGENDA

In this workshop, you will learn the essentials to becoming an effective negotiator. We will cover:

- Introducing Negotiation
  - Defining negotiation – what it is and is not
  - Negotiation and leadership
  - Why women sometimes struggle
- Managing the Negotiation Process
  - Preparation and discovery
  - Negotiation strategies
  - Best alternative to a negotiated agreement (BATNA), options and alternatives
  - Reaching agreement
- Skills Required of the Negotiator
  - Personal and communication skills
  - EQ and objectivity
  - Diagnostic questions
  - Managing the meeting
  - Dealing with games and conflict
- Developing a Negotiation Checklist
- Practical Exercise in Groups
Pippa Isbell
*Coach, Mentor and Trainer, Everywoman*

Pippa Isbell is a commercially astute business woman with a wealth of hands-on experience, which she now shares through coaching, training and strategic consultancy. She brings a potent blend of entrepreneurial flair, business acumen and a ‘businesslike approach’ to her coaching, with particular expertise in building leadership presence and influence. In 2012, she was named Mentor of the Year in the Women 1st Shine awards. A qualified trainer, she also has a Practitioner Diploma in Executive Coaching awarded by the Academy of Executive Coaching. She is certified to implement the leadership development and coaching tools EQ-i 2.0 and EQ 360, which focus on Emotional Intelligence at work. Over the last 6 years, as an Everywoman Associate, Pippa has developed and conducted webinars, spoken at conferences and delivered leadership training for everywoman clients which have included Royal Bank of Scotland, Royal Mail and UBM. Until 2013, Pippa was Chief Executive of PRCo Ltd, the integrated public relations and digital consultancy, with offices in London, Paris, Milan, Munich, Dubai, Moscow and New York. Pippa joined PRCo from NYSE quoted Orient-Express Hotels, where she was Vice President, Corporate Communications and a member of the Executive Committee. Pippa is passionate about the advancement of women in business.

“A genuine discussion about work and life integration was one of the most important topics that never gets addressed. It was refreshing to hear the panelists sharing of stories and perspectives.”

AVP, Sales Operations, Itron

“Panelists/speakers shared real life experience that resonated and will help me to better navigate my career path.”

Specialist, Con Ed

“I believe that this conference is a ‘must-attend’ for women in the industry who are interested in growing their knowledge of and career in energy in Canada. Both from a relationship and a learning perspective, lots of value-added.”

VP, Sales, Siemens Canada

“It’s an amazing and different experience to be at a power conference surrounded by women peers and leaders.”

Manager, Deloitte
INSTRUCTIONAL METHODS

PowerPoint presentations and test cases will be used to present course information.

REQUIREMENTS FOR SUCCESSFUL COMPLETION

Participants must sign in/out each day and be in attendance for the entirety of the conference to be eligible for continuing education credit.

IACET CREDITS

EUCI has been accredited as an Authorized Provider by the International Association for Continuing Education and Training (IACET). In obtaining this accreditation, EUCI has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Authorized Provider status, EUCI is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.

EUCI is authorized by IACET to offer 1.0 CEUs for this conference and 0.4 CEUs for the workshop

EVENT LOCATION

A room block has been reserved at the Hyatt Regency Churchill, 30 Portman Square, Marylebone, London W1H 7BH, UK, for the nights of 16-17 January, 2018. Room rates are £290 GBP. Call +44 20 7486 5800 for reservations and mention the EUCI event to get the group rate. The cutoff date to receive the group rate is 16 December, 2017 but as there are a limited number of rooms available at this rate, the room block may close sooner. Please make your reservations early.

REGISTER 3, SEND THE 4TH FREE

Any organisation wishing to send multiple attendees to this conference may send 1 FREE for every 3 delegates registered. Please note that all registrations must be made at the same time to qualify.
PLEASE SELECT

- LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY – EUROPE
  AND PRE-CONFERENCE WORKSHOP: 17-18 JANUARY 2018: £1895 +VAT
  EARLY BIRD on or before 5 JANUARY 2018: £1695 +VAT

- LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY – EUROPE ONLY:
  17-18 JANUARY 2018: £1495 +VAT
  EARLY BIRD on or before 5 JANUARY 2018: £1295 + VAT

- PRE-CONFERENCE WORKSHOP ONLY
  17 JANUARY 2018: £595 +VAT
  EARLY BIRD on or before 5 JANUARY 2018: £495 +VAT

How did you hear about this event? (direct e-mail, colleague, speaker(s), etc.)

Print Name

Job Title

Company

What name do you prefer on your name badge?

Address

City

State/Province

Zip/Postal Code

Country

Phone

Email

List any dietary or accessibility needs here

CREDIT CARD INFORMATION

Name on Card

Billing Address

Account Number

Billing City

Exp. Date

Security Code (last 3 digits on the back of Visa and MC or 4 digits on front of AmEx)

Billing State/Province

Billing Zip Code/Postal Code

OR Enclosed is a cheque for £ to cover registrations.

Substitutions & Cancellations

Your registration may be transferred to a member of your organisation up to 24 hours in advance of the event. Cancellations must be received on or before 15 December 2017 in order to be refunded and will be subject to a £195.00 processing fee per registrant. No refunds will be made after this date. Cancellations received after this date will create a credit of the tuition (less processing fee) good toward any other EUCI event. The credit will be good for six months from the cancellation date. In the event of non-attendance, all registration fees will be forfeited. In case of course cancellation, EUCI’s liability is limited to refund of the event registration fee only. For more information regarding administrative policies, such as complaints and refunds, please contact our offices at (201) 871-0474.

Please make checks payable to: “PMA”