LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY

June 6-7, 2016
La Cantera
San Antonio, TX

For conference updates and discussions regarding Women in Energy Leadership topics Visit: https://www.linkedin.com/grp/home?gid=8333479
#WomeninEnergy

CONFIRMED SPEAKERS INCLUDE
• Paula Gold-Williams, Interim President and CEO, CPS Energy
• Hether Benjamin Brown, Sr. Vice President & Chief Administrative Officer, Calpine Corporation
• Elaina Ball, Interim Chief Operating Officer, Austin Energy
• Linda Kimberling, Sr. Vice President & Chief Financial Officer, WAPA
• Kelly Tomblin, President and Chief Executive Officer, Jamaica Public Service Company
• Michael Quinn, Vice President of Strategy and Chief Technology Officer, Oncor Energy
• Joe Svachula, Vice President of Engineering and Smart Grid, ComEd
• Jo Biggers, Vice President, Finance, MISO
• Susan Gray, Vice President of Operations, Tucson Electric Power

Pre-Conference Workshop
LEARNING TO ASK: WOMEN AND THE POWER OF NEGOTIATION
Monday, June 6, 2016

Post-Conference Workshop
CREATING A WOMEN’S RESOURCE GROUP WITHIN YOUR ORGANIZATION
Wednesday, June 8, 2016

EUCI is authorized by IACET to offer 1.0 CEUs for the conference, 0.3 CEUs for the pre-conference workshop and 0.4 CEUs for the post-conference workshop.

EUCI is authorized by CPE to offer 11 credits for the conference, 4 for the pre-conference workshop and 5 for the post-conference workshop.
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 the nation’s most successful women leaders in energy as they share their industry knowledge, strategies and experiences on how to accelerate positive organizational change and personal growth.

The program format includes keynote addresses, panel sessions, interactive group discussions and a plentitude 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 organizational 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 organizational politics and develop influence
• Evaluate the impact of policy and regulation on the future of the energy industry
• Discuss how to navigate through a predominately male industry to reach higher levels
• Compare male and female executives’ perspectives of women in the energy industry
• Design action plans to accelerate positive organizational change and personal growth

“Through the course of the EUCI conference, all the women have imparted their vast knowledge, wisdom and experiences which have helped to cultivate and nurture the new generation of first line supervisors in a typically male dominated industry. The technical/business acumen of the panelists speaks to me and is an inspiration, helps to empower females and is relative to becoming professional and future role models. The emphasis on soft skills (visibility, nurturing, etc.) in addition to being tech/business savvy is invaluable.”

- Operating Supervisor, ConEdison

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 the conference, 0.3 for the pre-conference workshop and 0.4 for the post-conference workshop.

Instructional Methods
Case studies, PowerPoint presentations, panel sessions and group discussion will be used in this event.

Requirements for Successful Completion of Program
Participants must sign in/out each day and be in attendance for the entirety of the conference to be eligible for continuing education credit.
TESTIMONIALS FROM PAST ATTENDEES

"Interactive, fun, motivating and inspiring for women in energy who want to propel their careers and simply become a better leader in the industry." Senior Project Manager, Henkels & McCoy

"An engaging, inspiring and well organized event that introduced me to fellow women in the same industry and how each women’s diverse experience is a learning opportunity." Project Manager, PSE&G

"Inspiring, educational, and relatable to women in all industries, roles and positions." Analyst, SCE

"As a young engineer newly transitioned to the management track, it was very encouraging to see women with similar backgrounds & personalities in senior leadership positions in an industry notorious for a lack of female leaders pushing the boundaries." Supervisor Engineering, Duquesne Light

"It was so refreshing to be in a big room with such diverse, talented, and dedicated women – both presenters and attendees." Legislative and Regulatory Affairs Rep, VPPSA

"I really enjoyed hearing true experiences of women in the industry. It helped me reflect on my work and I can improve." Engineer III, UC Synergetic

"A great conference for merging leadership with the evolving energy industry. Fabulous speakers sharing insightful experiences to grow women leaders in the energy industry." Senior Director, EPCE

"I learned about this event just 1 week prior and was thrilled to get approached to attend. I was immediately struck by the appearance of the attendees – these are strong, successful and supportive, knowledgeable women. I felt proud to be participant. After years of attending male dominated power industry events, HOW EXCITING to be in a room full of 275 women in power. We networked, we bonded, we talked about topics – and rightly so – that never would have been discussed at a leadership conference for men. Kelly Tomblin talked about “developing your tribe”- this EUCI conference is a big step towards enabling women in the power industry to gain strength and presence in the workforce by bringing us all together in one place." Client Service Executive, The Colt Group

"Great networking. Invaluable interaction with C-Suite leaders in the utility business." Director, Corporate Environmental, OG&E

"It was my second time attending this conference, and I found it just as inspirational as the first! It is amazing to be in a room full of powerful, intelligent, and driven women all involved in the utility industry. This conference has given me more tools to utilize when I return to work and more importantly, the confidence and inspiration to continue being a female leader." Operating Supervisor, Con Edison

"It is so helpful to hear other women’s stories and experience to give perspective or insight into my own career.” Lead Portfolio Analyst, Tucson Electric Power

"This conference is a great way to recharge your batteries for leadership." VP-People & Culture, CPS Energy

"This conference was inspirational and energized me to dive back into my career with gusto." Senior of Counsel, Meyers Nave

"It was a very valuable conference for me personally. I will encourage both men and women to attend in the future." Director, Tenaska

"A very encouraging, insightful environment for women to grow our gender, in industry." Sr. Manager, Emerging Technology, Exelon

"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

"Great conference, great speakers, great agenda, real life stories and real industry challenges." IT Manager-Ulity Operations Support, Alliant Energy

"This conference was amazing! It provides women with the opportunity to learn that the challenges in male-dominated industries or environments can be successfully managed especially if we support each other. I will highly recommend this conference to my colleagues!!" Senior Program Manager, Tennessee Valley Authority

"This conference took the mystery out of how to be a successful woman in energy. Real women sharing experiences and generously giving advice on how to advance your career. What a great experience." Sr. Marketing Specialist, PECO

“Bringing together women from a diverse background.” Manager, Broker & Inside Sales, Dynegy

“A great conference that blends both technical conference topics with topics that are of interest to women. Also an excellent opportunity to network with other women leaders in the energy industry.” Shareholder, Briggs & Morgan

“Speakers were incredible, gave perspective on relevant topics and usable tools to leverage as women in the workplace.” IT Analyst, ComEd

“Being an effective leader in the energy industry is challenging. Doing so as a women has additional challenges, but is also rewarding and provides great opportunities to advocate for women. The Leadership Conference for Women in Energy helps prepare women for leadership opportunities." Wholesale Customer Service Manager, Westar Energy

“So inspiring to be amongst so many impressive women.” Transmission Line Engineer, Sargent & Lundy

“Amazing conference! Wonderful real-life testimonies from exceptional women in the energy industry." Project Principal, Stanley Consultants

“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
AGENDA

Monday, June 6, 2016

12:00 - 1:00 p.m.  Registration
1:00 – 1:15 p.m.  Conference Welcome
1:15 – 2:00 p.m.  Keynote Address
   - Paula Gold Williams, Interim President and Chief Executive Officer, CPS Energy
2:00 – 3:30 p.m.  Tales from the C-Suite: Four Women’s Journeys to the Top
   Although women’s participation in the labor force has dramatically expanded in the last 30 years, the energy industry lags behind as an employer of women. According to a 2013 report by Catalyst, only 23.3% of utility employees in the U.S. are female and a mere 12.7% of women occupy executive officer positions in utilities. In this session, four C-Level executives will share their inspiring personal stories of how they beat the odds and navigated through a predominately male industry to reach the highest levels of their organizations.
   Panelists:
   - Elaina Ball, Interim Chief Operating Officer, Austin Energy
   - Hether Benjamin Brown, Sr. Vice President and Chief Administrative Officer, Calpine Corporation
   - Linda Kimberling, Sr. Vice President and Chief Financial Officer, WAPA
   - Cheryl Mele, Sr. VP and Chief Operating Officer, ERCOT (invited)
3:30 - 4:00 p.m.  Networking Break
4:00 – 4:30 p.m.  Keynote Address
   - Mayor Ivy Taylor, City of San Antonio, Texas (invited)
4:30 – 5:15 p.m.  Speed Networking Exercise
5:15 – 6:15 p.m.  Networking Reception Sponsored by Siemens

“EUCI found inspirational speakers to lead these intelligent women through their careers. I have truly benefitted from this conference.”
- Research Assistant, Engility

“Being the only women engineer in my department can be draining. I came to this conference to recharge through the panel discussions that remind me that I’m not alone in my thoughts, feelings, experience and all the networking opportunities. I am fully charged 100%.”
- Energy Advisor, SMUD
AGENDA
Tuesday, June 7, 2016

8:00 – 8:30 a.m.  Continental Breakfast - Sponsored by Sensus

8:30 – 9:45 a.m.  Seizing Opportunities in the Evolving Energy Industry
There are many drivers shaping the energy industry today. In this session, we'll take a 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.
Moderator: Helen Platis, Vice President, Client Development, Stantec
- Key trends in the global energy market
- Sheri Blauwiekel, Executive Vice President and Director of Operations and Shared Services, Black & Veatch
- The impacts of policy and regulation on the future of the energy industry
- Andrianne Payson, Partner, DLA Piper
- Enabling SmartGrid one connection at a time
- Sharelynn Moore, Vice President, Global Marketing and Public Affairs, Itron

9:45 – 10:15 a.m.  Networking Break

10:15– 11:45 a.m.  The Making of a Great Leader
Great leaders don’t just happen randomly or by sheer luck. While some individuals may possess more innate leadership qualities than others, studies have shown that effective leaders share very similar practices. However, as a woman in a predominately male business environment, you face some unique challenges. In this session, we will discuss how you can leverage winning leadership practices and meet those challenges head on to become a better leader.
- Defining the needed knowledge, skills and experience to reach your goals
- Understanding yourself and creating your brand
- Utilizing mentors and sponsors to advance your career
- Embracing organizational politics and developing influence
- Building and leveraging a strong outside network
- Maintaining your authentic self in your leadership style
Moderator: Susan Ballance, Vice President, Finance, Pike Corporation
Panelists:
- Susan Gray, Vice President, T&D Operations and Engineering, Tucson Electric Power
- Nina Mullins, Senior Director of Land, Salt River Project
- Kelly Tomblin, President and Chief Executive Officer, Jamaica Public Service Company

11:45 a.m. – 1:00 p.m.  Group Luncheon

1:00 – 1:15 p.m.  Group Photo

“I'm relatively new to the energy industry and as an emerging leader it is refreshing to see women in leadership roles that are candid about working & achieving success in a male-dominated industry! Building networks outside my workplace is my biggest take away.”
– Commercial Marketing Manager, Madison Gas & Electric
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AGENDA

Tuesday, June 7, 2016 (Continued)

1:15 – 2:30 p.m.  The Men’s Perspective
So far, it’s been a one sided conversation – women talking with women about women. But how do men perceive women in the industry? What common behaviors have they noticed in their female colleagues, subordinates, and bosses? Are women’s perceptions of themselves in the workplace the same as men’s? This panel of senior male executives will share their observations and viewpoints on gender specific workplace issues and address questions such as:
• How do women communicate and interact differently than men in a male dominate work culture?
• How can women constructively address barriers to success such as unconscious bias?
• What common qualities and skills have you noticed in the successful women leaders you’ve known?
• How can men and women work together to effect change and advance an inclusive and equal workforce agenda?
Moderator: Vicki Trees, Director of Marketing, Landis+Gyr
Panelists:
- Keith Garvey, Vice President, Community Renewal & Energy Solutions, Jamaica Public Service Company
- Charles A. Menzie, Ph.D., Principal Scientist, Exponent
- Joe Svachula, Vice President of Engineering and Smart Grid, ComEd
- Michael Quinn, Vice President of Strategy and Chief Technology Officer, Oncor Energy
- Khalil Shalabi, Vice President, Market Operations and Resource Planning, Austin Energy

2:30 – 3:00 p.m.  Networking Break

3:00 – 3:45 p.m.  Interactive Group Session

3:45 – 5:00 p.m.  Getting Off to a Strong Start: Early Career Guidance From Mid-Level Managers
This session is designed for women who are starting or at the early stages of their careers in energy. You’ll hear advice and learning experiences from three women in mid-level leadership roles on key questions and topics such as:
• How do you plan out your career? Are there certain milestones or goals that you set for yourself?
• What was something that you did early on in your career that set you up for success?
• How do you try to stand out amongst your peers and make sure your work is noticed by all levels of people in the company?
• Describe a setback you had in your career and how you overcame it
• What is the one best piece of advice that you would give to someone hoping to advance their career?
Panelists:
- Kelly Hauert, Supervisor, Rates & Regulatory, Arizona Public Service (APS)
- Usha-Maria Turner, Director, Corporate Environment, Oklahoma Gas & Electric (OG&E)
- Rachael Welch, Senior Advisor, Shared Services, Tennessee Valley Authority (TVA)

5:00 p.m.  Conference Adjourns

“Overall an excellent experience – one of the best I have ever attended. A great opportunity for women in this industry, most of whom operate & work daily in male dominated teams. Although this is the first of its kind, I am sure it will not be the last.”

- VP Finance & CFO, Caribbean Utilities Co.
By neglecting to negotiate her starting salary for her first job, a woman may sacrifice over half a million dollars in earnings by the end of her career. Research reveals that men are four times more likely to ask for higher pay than are women with the same qualifications. Convinced that negotiation requires bluffing, steamrolling, and playing hardball, many women avoid negotiating whenever they can. Whether they want higher salaries, better career opportunities, or more help at home, women are hesitant to ask for what they want. They pay for this decision in every aspect of their lives—in lost income, delayed career advancement, and under-utilization of their skills at work. They also pay in strained relationships and health problems at home. These are losses women don’t need to suffer.

By mastering a few basic principles, planning carefully, and practicing, anyone can become an effective negotiator. Using a combination of lectures, interactive exercises, case studies, videos, and group discussion, we will explore the internal and external barriers that can prevent you from asking for what you need and deserve—and show you how to overcome your socially imposed reluctance to negotiate. In this workshop, you will learn to:

- Evaluate the economic value of your work
- Set the right targets for your negotiations
- Employ best practice negotiating strategies that have been shown to work especially well for women
- Explore ways to maximize your bargaining power
- Rehearse and practice your negotiations beforehand
- Acquire techniques to manage the anxiety often felt when negotiating
- Recognize many more opportunities to negotiate

**INSTRUCTOR**

**Sara Laschever**

Sara Laschever is an author, editor, and cultural critic who has spent her career investigating the obstacles, detours, and special circumstances that shape women’s lives and careers. She is the co-author of two groundbreaking books about women and negotiation, *Women Don’t Ask: The High Cost of Avoiding Negotiation—and Positive Strategies for Change* and *Ask for It! How Women Can Use the Power of Negotiation to Get What They Really Want*. Her work has been published by The New York Times, The New York Review of Books, The Harvard Business Review, Vogue, Glamour, and many other publications. Sara is frequently cited in the media as an expert on the persistence of the wage gap, women and conflict resolution, work-life balance issues, and the multiple factors influencing women’s long-term career success. She lectures and teaches workshops about women and negotiation for corporate audiences, universities, law firms, government agencies, and women’s leadership conferences. She is a founding faculty member of the Carnegie Mellon Leadership and Negotiation Academy for Women and the Academic Coordinator for the WIN Summit, a global women’s conference focused on women and negotiation.
POST-CONFERENCE WORKSHOP:
CREATING A WOMEN’S RESOURCE GROUP WITHIN YOUR ORGANIZATION
Wednesday, June 8, 2016

Workshop Timing
8:00 - 8:30 a.m.    Registration and Continental Breakfast
8:30 a.m. – 12:00 p.m.    Workshop Timing

OVERVIEW

Women’s Resource Groups (WRGs) are designed to serve as support for members by fostering an inclusive workplace that is aligned with organizational values, goals, and business objectives. These voluntary, employee-led groups have many benefits, including increased employee engagement and workplace satisfaction, development of future leaders, and talent retention. WRGs also help to promote the leadership-driven diversity and inclusion strategies within organizations.

In this workshop, we will examine parallel case studies of two different types of organizations. We’ll take an in-depth look at the steps and processes they have taken to create and maintain successful WRGs. You will leave this workshop with the knowledge and tools necessary to begin building your own WRG.

AGENDA

I. Introduction
   a. What is a Women’s Resource Group (WRG)?
   b. Why is it needed?
   c. What value can it bring to individuals as well as the organization as a whole?

   How to sell the idea of a WRG
   a. Creating the business case
   b. Getting executive buy-in
   c. Building the support base

   How to start your WRG
   a. Creating a strong business strategy linked to organizational benefits
   b. Developing the Infrastructure
   c. Defining leadership roles and structure
   d. Action planning
   e. Kick-off

   How to maintain your Group over the long term
   a. Governance
   b. Succession Planning
   c. Maturity model

Conclusions
   a. Summary of lessons learned
   b. Available resources
   c. Q&A
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INSTRUCTORS

Jo Biggers / Vice President of Finance / MISO

Jo Biggers is Vice President of Finance and Corporate Services for MISO. Jo is responsible for the financial and performance management of this Midwest regional transmission operator. She initiated the first Resource Group at MISO and continues to serve as the Executive Sponsor for the Women’s group. Jo graduated with high honors from Indiana University and holds a Master of Business Administration in Management Information Systems and a Bachelor of Science degree in Accounting. She is a Certified Public Accountant. She serves on multiple boards including chair of the Finance & Audit Committee of SERC, Chair-elect of the Carmel Chamber of Commerce, and board member of Prevail, a victims’ advocacy organization.

Keely Hughes / Learning and Development Specialist / MISO

Keely began her career at MISO as a member of the Learning & Development Team where she managed the New Employee Onboarding Program. Since 2015, Keely’s role has evolved and she is currently working as a Human Resources Coordinator at MISO’s headquarters in Carmel, Indiana. She serves on the Executive Board of the Women’s Resource Group as the Membership Chair and she is also responsible for oversight of MISO’s Learning Management System- the company’s primary training and employee development center. Additionally, Keely has initiated an employee-wide MISO Book Club in an ongoing effort to encourage and support continuing education and development. Keely holds a Bachelor of Science degree in Management.

Gillian Saunders / Director of Quality Management & Environmental, Health & Safety / Siemens Energy, Inc.

Gillian Saunders heads the Onshore Americas Quality Management and EHS department in Siemens Wind Power. She is responsible for promoting Zero Harm and the Zero Defect Culture within the Americas region, as well as driving down non-conformance costs, and resolving quality issues within projects. Gillian has been involved with the Siemens diversity initiative since 2008 when she became the Chair of the Women’s Resource Group (WIN@S). After two years in this role, she transitioned to the Diversity & Inclusion Council where she has spent six years volunteering in various roles, including two years as Co-chair of the Council. Gillian has been with Siemens for 22 years and has held several positions within Project Management, Engineering, Process

Micha Schwappach / Program Management, R&D / Siemens Energy, Inc.

Micha Schwappach is a Program Manager at Siemens, responsible for research and development projects and process management in the Energy sector. She also chairs the Women’s Resource Group at the U.S. headquarters in Orlando, a culmination of her 10+ years of work on this effort and in support of multiple diversity and inclusion initiatives at Siemens. Micha is a PMI-certified project manager who has also attained her Six Sigma green belt. Her 17-year career with Siemens includes roles in market research and competitive intelligence, customer satisfaction, supply chain management and international order implementation. Micha earned her undergraduate degree in international business and her MBA at the University of Central Florida. She is also active in a number of volunteer leadership roles, including Toastmasters, her church, and within her community’s various committees and special projects.
EVENT LOCATION

A room block has been reserved at the La Cantera, 16641 La Cantera Parkway, San Antonio, TX 78256, for the nights of June 5-7, 2016. Room rates are $215 single or double + a 15% resort fee, plus applicable tax. Call 1-210-558-6500 for reservations or online at: https://gc.synxis.com/inez.aspx?Hotel=60706&Chain=5156&arrive=6/5/2016&depart=6/7/2016&adult=1&child=0&group=WID1516A and mention the EUCI program to get the group rate. The cutoff date to receive the group rate is May 8, 2016, 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 GET THE 4TH FREE!

Any organization wishing to send multiple attendees to these events may send 1 FREE for every 3 delegates registered. Please note that all registrations must be made at the same time to qualify.

PROCEEDINGS

A copy of the conference proceedings will be distributed to attendees at the event.

CPE CREDITS

EUCI is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.learningmarket.org.

Upon successful completion of this event, program participants interested in receiving CPE credits will receive a certificate of completion. EUCI is authorized by CPE to offer 11 credits for the conference and 4.5 for the post-conference workshop.

There is no prerequisite for this course.

Program Level: Beginner Delivery Method: Group-Live Advanced Preparation: None
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How did you hear about this event? (direct e-mail, colleague, speaker(s), etc.)

Company

LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY CONFERENCE AND BOTH WORKSHOPS: JUNE 6-7, 2016: US $1495, EARLY BIRD ON OR BEFORE MAY 20, 2016: US $1295

LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY CONFERENCE AND ONE WORKSHOP


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

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CREDIT CARD

Name on Card

Account Number

Billing Address

Billing City

Billing State

Billing Zip Code/Postal Code

Exp. Date

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

OR Enclosed is a check for $ ________________ to cover _____________ registrations.

All cancellations received on or before May 6, 2016, will be subject to a US $195 processing fee per person. Written cancellations received after this date will create a credit of the tuition (less processing fee) good toward any other EUCI event or publication. This credit will be good for six months. In case of event 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.