

POWERful

WOMEN

POWERful Women Annual Conference 2018

In partnership with



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9.15am - 3pm, 23 May, 1 Victoria Street, London

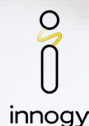
POWERful Women seeks to advance the professional growth and leadership development of women across the UK's energy sector. New data on gender diversity in the sector launched yesterday suggests that women still occupy only 13% of board seats (up from 11% in 2017); women still occupy only 6% of executive board seats (same as 2017); half of the top 80 UK energy companies have no women on their boards at all (up from 46%).

Our conference today provides an opportunity for us all to better understand the current state of play in the sector, to examine the challenges that we are facing and to contribute to the solutions. It's also a rare opportunity to network and learn from each other. Thank you for joining us!

Programme* (*may be subject to change)

- 09.15 Registration and networking
- 09.50 Welcome from the Chair
Carol Rosati OBE, Director, v2 Coaching
- 09.55 BEIS opening remarks
Alex Chisholm, Permanent Secretary, Department for Business, Energy & Industrial Strategy (BEIS)
- 10.00 Opening keynote speech
Jeremy Pocklington, Director General, Energy and Security, Department for Business, Energy and Industrial Strategy (BEIS)
- 10.15 State of play with gender diversity in the energy sector
Ruth Cairnie, Industry Chair, POWERful Women
- 10.30 Gender pay gap
Dési Kimmins, Associate Partner - Head of Leadership Development Solutions, EMEA and UK&I, Korn Ferry Hay Group
- 10.45 'Be inspired' - inspirational talks with takeaways designed to support your career development, with
Barbara Harvey, Managing Director, Accenture Research
'Getting to equal - three ways to accelerate your career'
Followed by **Sarah Lloyd-Hughes, Founder, Managing Director, Ginger Public Speaking**
'Vision, voice & visibility: how female leaders can stand out in a male dominated industry'
- 11.45 'Getting the most from the mentor mentee partnership'
John MacArthur, Vice President Integrated Gas Technologies, Shell and Ila Glennie, Engineering Manager, GPO Global Concept Development, BP
- 12.15 Lunch, networking
- 13.00 Welcome back from Chair
- 13.05 After lunch keynote
The Rt Hon Greg Clark MP, Secretary of State for Business, Energy and Industrial Strategy
- 13.20 Speed mentoring session
Topics to include: *moving into senior roles and leadership, engaging men and mentoring them toward change, tackling bias - conscious or unconscious, how to maximise a career break, optimise your return to work, ensuring that your business is supporting women returners and returnships, working flexibly - how to make it work for everyone and having the confidence to succeed*
- 14.25 Closing Plenary - The CEO interview
Louise Kingham OBE FEI, Chief Executive, Energy Institute and Keith Anderson, CEO, ScottishPower
- 14.55 Chair's round up and close

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Speaker biographies

Carol Rosati OBE, Director, v2 Coaching



Carol Rosati OBE has championed women in senior leadership for the last decade since founding the women's board network Inspire in 2008.

She now works with many organisations to promote diversity of thought and better-balanced teams, using her accumulated knowledge to create diverse workforce and inclusive cultures. She was awarded an OBE in the Queen's 2015 Birthday Honours List for Services to Women in Business and was included in the Global Top 50 D&I professionals list in 2016 and 2017.

As well as running V2 Coaching, helping men and women achieve their goals and aspirations, she sits on the Board of Southern Housing and is a Trustee on the UN Women UK National Committee.

She is also excited to be involved in a tech start-up using AI, which uses advanced app-based techniques to assess, manage and move the behaviour and attitudes of individual employees using social media and 'nudge' techniques. The solution is also aimed at giving HR/L&D and diversity professionals the capability to measure and report on diversity issues to the business in real-time.

Alex Chisholm, Permanent Secretary, Department for Business, Energy & Industrial Strategy



Alex Chisholm became Permanent Secretary for the Department for Business, Energy and Industrial Strategy (BEIS) in September 2016. Prior to that he was Joint Permanent Secretary for BEIS.

He is also Trustee and Deputy Chair at the international charity Breadline Africa.

Previous career highlights include Permanent Secretary for the Department of Energy and Climate Change (DECC), Chief Executive of the Competition and Markets Authority (CMA), Chairperson and

Commissioner of Ireland's communications regulatory agency, ComReg, Chair of the Economic Regulators Network in Ireland, senior executive positions in the media, technology and e-commerce industries, with Pearson plc, Financial Times Group, eCountries Inc and Ecceleration Ltd.

Jeremy Pocklington, Director General, Energy and Security, Department for Business, Energy and Industrial Strategy



Jeremy Pocklington has been Director General, Energy and Security since December 2016. Prior to this he was Director General of Markets and Infrastructure Group at the Department of Energy and Climate Change (DECC).

Before joining DECC Jeremy was Director of the Enterprise and Growth Unit at HM Treasury responsible for policies on growth, business and infrastructure and for advising on public spending for BIS, DfT, DECC and DEFRA. From 2009 to 2012 he was Director of the

Economic and Domestic secretariat at the Cabinet Office. Prior to that he was the Deputy Director in HM Treasury responsible for corporate finance and public-private partnerships. He joined the Treasury in 1997 and has held a range of posts on financial regulation, tax and fiscal policy as well as working as an assistant private secretary to 2 Chief Secretaries. Jeremy is a POWERful Women board member.

Ruth Cairnie, Industry Chair, POWERful Women



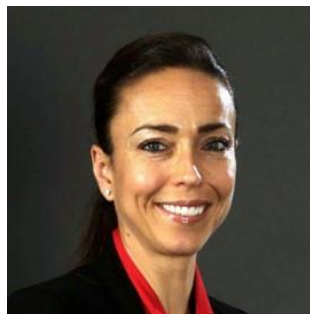
Ruth Cairnie was formerly Executive Vice President Strategy & Planning at Royal Dutch Shell Plc, where she held a number of senior international roles, including managing the Global Commercial Fuels business. She served on the boards of Shell Pakistan Ltd and joint venture companies in Germany and Thailand.

Ruth graduated in Joint Honours Mathematics & Physics from Bristol University and then took a Masters in Advanced Studies, Maths, at Cambridge University.

Ruth is currently a Non-Executive Director of Associated British Foods plc

and Keller Group plc. She is also a member of the Advisory Board of the Rotterdam School of Management. She has joined the POWERful Women board as industry chair.

Déisi Kimmins, Associate Partner - Head of Leadership Development Solutions, EMEA and UK&I, Korn Ferry Hay Group



Déisi Kimmins is an Associate Client Partner and Head of Leadership Development Solutions for EMEA, based in the firm's London office. She oversees the strategy, portfolio and network of 250+ leadership-development experts.

Prior to joining Korn Ferry, she was International Client Director at Mannaz Global Leadership Development in London, where she was responsible for a portfolio of large multinational Fortune 500 clients.

Prior to that, Ms Kimmins was the Head of Leadership Development, Talent Management and Talent Acquisition at ING Investment Management Europe, based in the Netherlands.

Drawing on over 15 years of professional experience consulting with executives, leaders and organizations, Ms Kimmins specializes in the areas of Leadership Development, Top Team Performance, Talent Management, Assessment, Succession Management, Executive Coaching and Diversity & Inclusion.

She has worked across the Financial, Industrial, Life Sciences and Consumer sectors.

Ms Kimmins earned a master's degree in social and organizational psychology from Leiden University (The Netherlands) and holds MBTI, Insights, Hogan, Real Drives, PPA, Firo B, KFLA , KFALP and viaEDGE, as well as various project management certifications.

She is fluent in English, French, and Dutch.

Barbara Harvey, Managing Director, Accenture Research



Barbara Harvey is a managing director in Accenture Research and is the lead for Accenture's research on gender equality, focusing on the impact of STEM, digital and technology and their role in creating a more equal workforce.

Barbara joined Accenture in 1997 to establish an advanced research capability. That team is now a global, end-to-end research capability of over 250 people. The research team has experts in every industry and all aspects of business (digital, AI, future workforce, etc) and has technical experts who provide expertise in, for example, statistics, economic

modeling and data science.

Barbara has a BSc in Geography from Exeter University and over 25 years of experience in research, spanning quantitative techniques and statistical methods, qualitative research, mystery shopping and business research.

Barbara is the sponsor for Accenture UKI's award-winning Mental Health programme. She is a 'Straight Ally' for our LGBT community and actively promotes Accenture's Inclusion & Diversity initiatives.

Sarah Lloyd Hughes, Founder, Managing Director, Ginger Public Speaking



Sarah Lloyd-Hughes is one of the country's most authoritative, sought after and leading public speaking experts. The award-winning coach, TEDx conference guest speaker and author of the best-selling book, 'How to be Brilliant at Public Speaking' (Pearson), has delivered hundreds of inspiring workshops that have seen her clients go on to deliver speeches in Parliament, pick up prestigious awards, publish best-selling books and become influential game-changers in their own right.

Sarah - an avid champion of women's voices - has also become an advocate on wider female leadership issues including women's voices and visibility in the workplace.

Recently, she has embarked on a new, ground breaking project to create a powerhouse of 100 visionary female leaders from across Britain who, together, can work towards creating positive

change and inspire generations to come in the way we lead our companies, organisations and governing structures.

John MacArthur, Shell Vice President, Group Carbon



John MacArthur is Vice President Group Carbon. Group Carbon is the central team which oversees Shell's net carbon footprint and serves Shell's senior leadership, corporate functions and global businesses with expertise in carbon strategy, policy and relations, low carbon opportunities and solutions. John represents Shell and is founding chair of the Board of OGCI Climate Investments LLP, a billion-dollar fund which invests in promising carbon reduction technologies.

Since joining Shell in 1998, John has held a variety of technical, operational and strategic roles across the world. Prior to his current position, John was VP Integrated Gas Technology accountable for delivering technology innovation for the next generation of Shell's integrated gas projects, which included CO₂ abatement. He also managed Shell's two technology centres in The Netherlands. Before that, John helped to steer Shell's response to the energy and climate change challenge as VP CO₂ Policy.

John holds an MEng Petroleum Engineering from Imperial College, London and received the Outstanding Scholar's Award for his Masters in Sustainability Leadership at the University of Cambridge. He received a Professional Certificate in Coaching and Behavioural Change from Henley Business School where he currently completes his Masters. His thesis is on helping women to overcome barriers to career progression in the energy sector. John is a Chartered Engineer and a Fellow of the Energy Institute.

Ila Glennie, Engineering Manager, GPO Global Concept Development, BP



Ila Glennie is an engineering manager with BP, responsible for engineering process and assurance across the upstream global projects organisation. She is passionate about engineering and the development of more inclusive teams, so enjoys the exciting range of project engineering activity and the ability to influence engineering management and capability development in upstream projects.

Ila has been with BP over 20 years and has worked in operations and projects in several countries, both on and offshore. She has also worked as a senior lecturer at the University of Aberdeen. She is a fellow of the IMechE and an enthusiastic STEM ambassador and volunteer with a local group for adults with learning disabilities. She holds an honours degree in mechanical engineering with business management and European studies from the University of Strathclyde.

"Having an external mentor through POWERful Connections has been a hugely positive experience so far. The discussions have allowed me to objectively consider what drives me, my approach to different situations and to try new techniques- as a result I felt better prepared for the next role and my own mentoring of others improved! Helping and supporting other people is rewarding- so do it yourself and make it easy for others to support you by being positive and clearly communicating how they could help you."

The Rt Hon Greg Clark MP, Secretary of State for Business, Energy and Industrial Strategy



The Rt Hon Greg Clark was appointed Secretary of State for Business, Energy and Industrial Strategy on 14 July 2016. He was elected Conservative MP for Royal Tunbridge Wells in 2005. Greg studied economics at Cambridge before earning his PhD from the London School of Economics.

Greg was Director of Policy for the Conservative Party from March 2001 for 3 successive leaders - William Hague, Iain Duncan Smith and Michael Howard - before being elected as an MP in 2005.

He was appointed Shadow Secretary of State for Energy and Climate Change in October 2008, having previously been Shadow Minister for Charities, Social Enterprises and Volunteering. He then took up the position of Minister of State at Communities and Local Government, with responsibilities for decentralisation and planning policy.

Greg served as Minister for Cities from July 2011 until September 2012, and as Financial Secretary to the Treasury from September 2012 until October 2013. He was Minister of State at the Cabinet Office

from October 2013 until March 2015 and Minister for Universities and Science from July 2014 until May 2015. He served as Secretary of State for Communities and Local Government from May 2015 until July 2016.

Louise Kingham OBE FEI, Chief Executive, Energy Institute



Louise Kingham OBE FEI is Chief Executive of the Energy Institute (EI), the leading professional body for energy, which promotes excellence by developing knowledge, skills and good practice in the global energy sector. Louise has spent the past 25 years working with energy professionals around the world. Prior to her appointment at the head of the EI in 2003, Louise was Director General of the Institute of Petroleum and Chief Executive of The Institute of Energy. Louise is currently a Council member of the All Party Parliamentary Group for Energy Studies and a Board member of the Powerful Women initiative. She is a former President of the Energy Industries Club, Advisory member of the Energy Policy Board at the University of Birmingham and judge for HM Queen's Prize for Higher and Further Education.

In 2006, she received a Global Leadership in Energy Award and in 2011, the OBE from HM Queen for services to the energy industry. In 2017 she was awarded an Honorary Science Doctorate from the University of Bath.

Keith Anderson, CEO, ScottishPower



As CEO, Keith Anderson reports to the Board of Directors and has ultimate responsibility for all ScottishPower businesses, the financial performance of the Company and the leadership of ScottishPower internally and externally. Keith will continue to sit on the ScottishPower Board to which he was appointed in January 2012.

Prior to his appointment as CEO of ScottishPower, Keith was Chief Executive Officer of ScottishPower Renewables, also leading Iberdrola's Offshore business.

Throughout his professional career in the company, Keith has held a number of different roles, including Director of Strategy and External Relations and Director of Renewables .

Prior to joining ScottishPower in 1999, Keith worked with some major financial institutions including The Royal Bank of Scotland and Standard Life, as well as working as a management consultant with Ernst & Young.

Laura Manson-Smith, Senior Client Partner, Korn Ferry Hay Group and PfW Board Member



Laura Manson-Smith is Senior Client Partner at Korn Ferry Hay Group. Laura consulting has spent most of the last 20 years working with clients in the energy sector and in government.

Her background combines a love of science, a strong grounding in finance and a deep understanding of large-scale transformational change.

Laura authored two reports for POWERful Women – Igniting Change 1 & 2 – which highlight the need to take action to improve gender diversity at the top levels in energy, and importantly what action needs to be taken.

Anthony McNulty, Associate Client Partner, Korn Ferry Hay Group



Anthony McNulty is an Associate Client Partner for Korn Ferry Hay Group, based in the firm's London office.

Mr McNulty is a member of the Rewards and Benefits Solutions practice for the UK, predominantly supporting the industrial market. He delivers holistic solutions for clients by ensuring that reward strategies and systems support and complement the wider business strategy, and act as a driver for increased organisational performance via motivated and engaged employees.

Mr McNulty's focus is on helping clients to maximise the value of their workforce by focusing on reward, job evaluation, organization design,

career frameworks and the link between reward and performance.

Mr McNulty has over 13 years experience of in house operational reward and HR leadership roles, together with 5+ years experience as a reward consultant with Hay Group from 1998 - 2004. He has delivered a number of major interventions which have re-structured Reward offerings across complex global organisations and has also carried out due diligence and execution of M&A activity across multi country acquisitions for HR related activities .

Mr McNulty's areas of expertise include organizational design and work measurement and the link to career progression, the design of sales and management incentives, the design of performance management processes and linkage to reward, and strengthening the link between reward strategy and employee engagement, as well as the review and execution of HR related M&A.

Mr McNulty holds a bachelor of arts degree in marketing from the University of Stirling.

Speed mentors

Colin McGill, Appraisal General Manager (AGM) Portfolio and Regions, BP



Colin is accountable for the front end of all major projects in most of the Eastern Hemisphere, a portfolio of more than \$10 billion.

Colin holds an M.A in Physics from Cambridge University, a D.Phil. in Theoretical Physics from Oxford and is a graduate of BP's Projects and Engineering Academy. He joined BP 28 years ago and has worked in a variety of technical and leadership roles across E&P.

After 5 years as a cosmologist, Colin started his BP career in the Sunbury Research Centre as a reservoir engineer, carrying out research into stochastic reservoir description and permeability upscaling.

In 1996, Colin moved to the In-Salah gas team in Uxbridge and was part of the appraisal programme as a reservoir engineer. Three years later, Colin was fortunate enough to be posted to Melbourne to help look after BP's interests in the North West Shelf, before a 3-year posting to China to help with a technical/legal dispute over reserves in the Yacheng field, supplying gas to Hong Kong.

In 2003, Colin returned to the UK as part of the Angola team. After a brief spell as the Angola LNG technical manager, Colin led the strategy team which devised the Angola Programme, the idea being to develop up to four projects using standardised equipment. During the following four years, Colin helped put this strategy into practice as the AGM for Select, looking after the Platina Chumbo development in Block 18, and Block 31 SE.

In 2009, Colin moved to become the VP Resource for North Africa, accountable for the production from BP's joint ventures in Algeria, and for the appraisal of a tight gas project in the Sahara. In 2013 he became responsible for helping projects enter BP's Global Project Organisation before moving to his current role in 2015.

Peter Duff, Head of Diversity and Inclusion (EMEA), BP



Peter works with BP businesses and functions to promote D&I within the BP Group, with a focus on gender, ethnicity, LGBT and inclusion for all.

Peter has worked for BP for over 30 years in a range of technology management, leadership development, commercial and sub-surface roles. He is passionate about developing people, especially those from diverse and minority backgrounds. Peter also worked extensively with MIT, Boston on leadership development and with Imperial.

Rani Koya, Chief Petroleum Engineer, Tullow Oil



Rani Koya is Chief Petroleum Engineer at Tullow Oil, where she is responsible for looking after the Subsurface team. Over the course of her career, she has worked in a variety of technical and managerial roles in several disciplines in companies such as Shell, Hess and the UK Department of Trade and Industry.

Delivering large projects in a range of countries in Africa, Asia, the Americas and Europe, she has a good understanding of cross cultural issues and working in challenging environments. Rani has been a key supporter of

Inclusion and Diversity Initiatives at Tullow. She currently mentors several individuals to help them build on what they do best.

Beverley Smith, Director, POWERful Women



Beverley is from Southampton in southern England. She graduated with a BSc. In Geology from Exeter University and an MSc. In Petroleum Geology from Imperial College. Beverley joined BG Group in 1990, gradually moving up through the business as a geologist, through to Team Leader in a variety of exploration and development projects in the UK, Syria, Yemen, India, Tunisia, Trinidad and Nigeria, before becoming Exploration Manager for Algeria, China, the U.K. and Norway.

In March 2015, Beverley was appointed to the role of VP Exploration and Growth (Europe) for BG with responsibility for exploration operations, pre-sanction activities and business development in the region. Beverley left BG Group at the end of 2016, intending to pursue a plural career.

Since 2013 Beverley has chaired the INPUT diabetes charity and in 2016 accepted a position as director for POWERful Women.

Rosie MacRae, SSE Head of Inclusion & Diversity



In the last four years, Rosie has helped shape SSE's Inclusion & Diversity strategy. Strides have been made at SSE with gender diversity: Gender pay gap reporting was published 2 years ahead of the legislative requirements, the ground breaking sponsoring of the Women's FA Cup and more than doubling SSE's female engineering graduate intake. This demonstration of strong gender disclosures and best-in-class policies and practices has led to SSE now included as one of the 104 global companies listed in the Bloomberg Gender-Equality Index.

Last year new research was carried out with Inclusion & Diversity experts Equal Approach to calculate SSE's financial return on Inclusion. SSE learnt that the efforts in Gender Diversity have brought a £4.52 return for every £1 spent. There is now a clear strategy in place to increase this return to £15 per £1 spent by focusing less on specific diversity characteristics and more on building a truly inclusive culture.

Frances Morris-Jones, Chair, Oil and Gas Authority



An experienced board director and business leader with a background in international energy and particular expertise in strategy and new business development.

Frances is currently Chair of the Oil and Gas Authority and is also a Governor of Portsmouth University, where she chairs the Audit and Quality Committee. She is a member of the Standards Policy and Strategy Committee of the board of BSI Group, and a Trustee of Public Concern at Work, and Anti-Slavery International. Prior to this, she was a non-executive director on the board of Det Norske Veritas (now DNV-GL).

She has had an extensive international executive career principally with BP, where she led negotiations and complex commercial transactions, notably in Russia/Caspian and China. She joined ConocoPhillips in 2008 and later became Executive Director at 3Legs Resources, a shale explorer in Poland.

She has a First-Class degree from Oxford University.

Tanya Davies, Head of Business Development for Northern Europe, Innogy



Tanya leads a team responsible for business development and the planning and construction of innogy's onshore wind farms activities in the UK & Ireland, the Nordic Countries and Baltic markets. Tanya is a Chartered Town Planner who started her career in minerals and waste planning and moved into the wind industry in 2003. With over twenty years' experience, she has primarily worked in renewable energy, initially developing her own projects and then managing the Welsh, UK and Northern European business. Under her leadership, the innogy team were the first to submit and consent onshore wind farms through the NSIP process and the only utility to successfully win CfD's in the first UK auction.

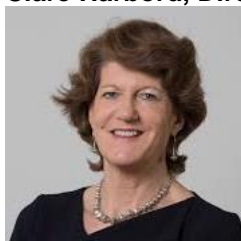
Tanya is passionate about maximising the opportunities for local businesses during wind farm construction and operation and is also keen to see more women in senior roles within the industry.

Claire Doherty, Head of Policy and Industry Relations, ScottishPower



Claire Doherty is Head of Policy and Industry Relations within the Smart Meter Programme at ScottishPower Retail UK, which is part of the wider Iberdrola Global Liberalised Energy organisation with operations in Spain, Mexico, UK and USA. Claire is responsible for regulatory compliance, influencing Government policy, representing ScottishPower externally, managing relationships with external stakeholders including Government and Ofgem and is involved in informing and driving the strategic direction of ScottishPower's smart rollout programme in the UK. Claire has been with ScottishPower since graduating with First Class (Hons) Marketing from the University of Strathclyde in Glasgow in 2000. Claire's previous roles have included Policy and Industry Liaison Manager where she was responsible for the policy and regulatory aspects of the company's energy efficiency obligations and Corporate Regulation Manager where her responsibilities spanned ScottishPower's Retail, Networks, Generation and Renewables businesses. Claire is a former member of the Westminster Government's Fuel Poverty Advisory Group (FPAG) and the Scottish Fuel Poverty Forum. She recently completed the Iberdrola Energising Leaders Programme, run by ESADE.

Clare Harbord, Director of Corporate Affairs, Drax



Clare is Director of Corporate Affairs at Drax and leads the Group's internal and external communications, brand, public affairs and corporate social responsibility strategies. She also has responsibility for sustainability, regulation, policy and compliance. Clare is a Fellow of the Chartered Institute of Public Relations and was formerly Director of Public Affairs for Heathrow Airport. Clare is a POWERful Women Ambassador, and actively promotes our aims and objectives to her network and through the companies activities.

Speed mentors also include, the following speakers:

Louise Kingham OBE FEI, Chief Executive, Energy Institute

John MacArthur, Shell Vice President, Group Carbon

Barbara Harvey, Managing Director, Accenture Research

Sarah Lloyd Hughes, Founder, Managing Director, Ginger Public Speaking

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Please contact us:

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POWERful Women seeks to advance the professional growth and leadership development of women in the UK's energy sector.



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www.powerfulwomen.org.uk

POWERful WOMEN

POWERful Women measures the performance of the Top 80 UK energy companies with regard to the number of women at executive board level. Our work on the Gender Pay Gap statistics provide POWERful Women with a proxy for the number of women in senior to middle management. Our statistics by company for 2018 are now available on our website www.powerfulwomen.org.uk

We are committed to meet our targets which are:



40%
of energy
company middle
management
to be female by
2030



30% of executive
energy company
board members to
be female by
2030

energyjobline



GETI
Global Energy Talent Index

Energy Jobline represents more females globally than any other energy recruitment platform. Our clients successfully use Energy Jobline to attract a more gender diverse audience for their recruitment campaigns. We offer thought-provoking and exclusive content for our female audience, as well as vital opportunities to network and connect.

We recently launched the Global Energy Talent Index 2018 (GETI) with our partner, Airswift, which is the largest energy workforce study ever undertaken. GETI reveals **pink** and **blue** jobs do still exist as well as many other thought-provoking insights such as:



Only **11%** female
representation in
the energy industry



Unemployment is
32% higher
amongst women

Please contact Hannah (h.peet@energyjobline.com) for more information on GETI or using Energy Jobline to attract the best talent.

www.energyjobline.com