



July 2022 | Issue 2207

SPWP NEWS

THE OFFICIAL NEWSLETTER FOR THE
SOCIETY OF PROFESSIONAL WOMEN IN PETROLEUM



PRESIDENT'S NOTE

**WRITTEN BY:
SUZANNE SHORT**

Happy Independence Day! I hope your long weekend was filled with fireworks, barbeque, and pool time. However, the Houston heat and rainy weather has most of us looking for a good air-conditioned spot.

Our June Dinner Meeting "The Way Forward" was a huge success! Our membership got to try out an evening meeting format, and the SPWP Board of Directors gathered valuable feedback about the future of the club. Watch out for upcoming changes to meeting time and venue later this year. We are excited to revitalize the SPWP fellowship!

The July breakfast meeting will showcase the 2022 SPWP Scholarship recipients. Each winner brings a guest to join them at the in-person meeting. Also, they will be given a few minutes to address the group and describe their intended path. It is always the highlight of the year to award funds to these deserving women.

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Make plans to attend our upcoming breakfast meeting on August 11th. This will be our annual joint meeting with AADE. SPWP works hard to secure a speaker that will appeal to both organizations. It is a large gathering with excellent opportunities for connecting across the industry.

As always, please connect with us on Facebook at the "Society of Professional Women in Petroleum, Houston" as well as on LinkedIn at "Society of Professional Women in Petroleum". This will help you stay updated on our upcoming events, and will also help to grow our social media presence in order to profile our organization to potential new members.



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Society of Professional Women in Petroleum



@SPWPHouston



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JUNE MINUTES

SUBMITTED BY: KELSEY HULETT

President Suzanne Short called the meeting to order at 6:30 pm on June 9, 2022.

Suzanne welcomed all members and introduced the 2022 Board Members.

Suzanne asked for a motion to approve the May 2022 minutes as written in the newsletter. Suzette Olivan approved the minutes as posted. No one opposed, so the minutes were approved as written.

SPWP 2nd Vice President, Yalonda Henderson, introduced the Table Topic discussion topics and facilitated the discussion. Topics included: What does the perfect day look like to you; In what ways could we volunteer or give back to the community; How would you describe SPWP to entice new members? Each table held engaging discussion on these topics and had a representative share the conversation highlights with the other groups.

Suzanne introduced the meeting agenda including the purpose of the meeting being to discuss as membership “The Way Forward” for SPWP as an organization coming out of the downturn.

Secretary, Kelsey Hulett, shared background on the history of SPWP chartered in 1981.

Suzanne presented highlights from the SPWP Bylaws including SPWP benefits, requirements for membership, and board of director criteria.

Treasurer, Brenda Myers, shared the Financial Report including a summary of SPWP asset decline over the past seven years. She also highlighted SPWP annual expenses and membership meeting attendance requirements to cover expenses.

Member at Large, Suzette Olivan, solicited participation from members present to share feedback relating to meeting format, date, and time. Many members shared that the timing of a breakfast meeting made it more challenging for consistent attendance. A lunch or dinner meeting were discussed as being preferred.

Location of the monthly meeting was also discussed, and Suzette shared that Norris Conference Center at Westchase was selected due to budget constraints. A restaurant venue was also discussed as an opportunity for a new meeting location ahead of increasing the membership roster. The meeting attendees also discussed the opportunity to increase meeting fees and annual member dues to better cover expenses. Meeting attendees agreed that consistency in the meeting location, date, and time would be important for participation. Meeting attendees also agreed that an Outlook meeting invitation should replace the current practice of sending a Punchbowl invitation, this will also help cut down on expenses.

Meeting participants also discussed the idea of a buddy system to enhance accountability of members and improve guest experience and retention.

1st VP, Erin Williams then reviewed available SPWP committee volunteer opportunities and highlighted why participation is so important to evenly spread responsibilities, foster a sense of teamwork, and raise funds for SPWP. Sherry Adams provided a suggestion towards the Nominating committee that a current or former board member would be appropriate for this committee.

JUNE MINUTES (CONTINUED)

Social & Development Director, Amii Rozell, then provided information relating to social and education opportunities and solicited feedback from membership. Happy hours, lunch and learns, and field trips were discussed. Amii also solicited from the members present to contact her if they know companies who may be willing to sponsor these events so they may be at no charge to SPWP members.

Amii concluded the meeting with a call to action for all members present. Members were requested to invite 2-3 guests to our upcoming meetings. Additionally, members were encouraged to participate in scheduled activities, and interact with SPWP on social media.

Suzanne recognized member birthdays and anniversaries for the month of June.

Suzanne reminded members that our next meeting will be held Thursday, July 14th.

The meeting was adjourned at 8:11 pm.



DINNER MEETINGS

The SPWP Board of Directors is actively looking at the logistics of transitioning from breakfast meetings to dinner meetings after August. We will communicate any changes to membership ahead of time, so please be on the lookout for those.

JULY SPEAKER

PEYTON MONTELONGO

NOV

Peyton Montelongo has a background in creative problem solving and a passion for leadership. She has a bachelor's degree in Fine Arts from the Milwaukee Institute of Art & Design and started her career with Southwest Airlines. Through her 8-years with SWA she held a number of different leadership roles in ground operations, including the Houston Command Center Manager. It was in this role where she began working with the Emerging Leadership Development Program.

Her experience coaching up-and-coming leaders lead Peyton to NOV, where she joined the Organizational Development team to help launch NOV's Pathway Rotational Program for early career development. After kicking off the program, she also began leading OD efforts for Latin America and shortly after, for all of the Western Hemisphere. Most recently, she has moved into a new role as the Manager of University Relations and Talent Programs.

Peyton's roles at NOV have grown over time and she grateful to have found a home in OD where she can help individuals and the organization make purposeful and meaningful change for the better.



UPCOMING BREAKFAST MEETINGS INCLUDE

August 2022 - Scott Singleton, Strox Systems

Annual joint meeting with AADE Houston Chapter

September 2022 - Christina Penrose, Lubrizol

October 2022 - The Future of the Industry, *SME Discussion Panel*

November 2022 - Annual Board of Directors Election, *closed meeting*

December 2022 - SPWP Annual Holiday Party



2022 High School Scholarship Recipients

Over \$1 Million Awarded Since 1981



Ada Sze
University of Texas at Austin



Angelica Sharma
University of Texas at Austin



Caroline Cole
University of Texas at Austin



Deba Osague
University of Texas at Austin



Disha Bhattacharya
Rice University



Ellie Eikenburg
Texas A&M University



Meera Ghabin
Lone Star College



Perla DeLeon
University of Texas at Austin



Samantha Essing
Texas A&M University



Wendy Ortega
Trinity University

MEMBER RECOGNITION

MEMBER SPOTLIGHT

INGRID COOPER

TEX-FIN



1. How did you get started in the oil & gas industry?

During several conversations with a childhood friend and my Dad who had been working in the industry; they would always mention how I should consider transitioning into the industry since my Sales, Marketing, PM & AE expertise and professionalism would be a great asset. I went to an interview and got the job!

2. What is your area of specialty (i.e. sales, accounting, engineering, etc.)?

Sales, Business Development, Project Management, Account Executive

3. When people seek out your help, what do they usually need help with?

Learning more about how we can assist them with their Air Cooling and Heat Transfer needs. Maintenance, Turnarounds (Heat Exchangers, Air Coolers, Bundle Replacements, Finned Tubes, Finned Pipes, etc.)

4. Who has been the most influential person in your career and why?

My Mom and Dad have been the most influential people in my career. They encouraged me to always strive to always do my best, pushing me towards success. They always believed in me, making me believe in myself which set a very solid foundation for me in life and professionally.

5. What is the best career advice you've received?

Taking action is the best way to create changes.

6. Were you born in Houston? If not, what brought you here?

I was not born in Houston. My Dad has worked in the Oil and Gas industry since before I was born and we moved to Houston due to more work opportunities for my Dad within the industry.

7. What is your favorite place in the world?

The beach is my happy place! A place of serenity.

8. What is your favorite book or movie?

The Shawshank Redemption

9. If time and money were no issue, what hobby would you pursue?

Becoming a pilot (flying)

10. How did you become involved in SPWP?

I met Ray, (Gina's Father) during an API Luncheon and he told me about the organization. Then I connected with Gina and came out to a breakfast meeting and really enjoyed it and decided to join and become involved with the organization.

MEMBER RECOGNITION



July 17 - Kelsey Hulett

July 18 - Tricia Hill

July 1 - Erin Stroud

July 29 - Amii Rozell



Erin Williams

Kelsey Hulett

Yalonda Henderson



Thank you to our volunteers who either served SPWP in a special way this month or served in their community!

MEMBER UPDATES

SUZETTE OLIVAN

Suzette Olivan (Stratum Reservoir) was recently surprised by her friends with a bachelorette trip to Vegas in celebration of her upcoming wedding!



KELSEY HULETT

Kelsey Hulett (NOV) recently toured the NOV Springett Technology Center and test rig in Navasota, Texas. The tour included a first hand look at the new ATOM RTX robotics system. This exciting technology is fully-automated advanced system robotics for performing a variety of tasks and improving a rig's performance.

<https://www.nov.com/products/atom-rtx>

SUZANNE SHORT

Suzanne Short (Edward Jones) attended the Women in Energy Dinner on June 21st at The Alta Arts Center. It was a great night of fellowship, networking, and sharing our stories.



ERIN WILLIAMS

Erin Williams (NOV) led a mission trip for Faithbridge's student missions program, The Road. The trip included 2 adult leaders, 4 college interns, and 11 5th grade students serving the greater Houston area's food-based ministries. It was an amazing week!



ARE YOU READY TO COMMITTEE?

We just talked about the importance of committees at our June dinner meeting - **now what?**

We now have an opportunity to put that talk into action! Over the next month, be on the lookout for committee recruitment requests. These requests will be made up primarily of the preferences indicated on your roster.

With the formation of 2 new committees, we will also have some special requests.

DON'T WANT TO WAIT TO BE ASKED? CONTACT US TODAY!

HAVE YOU UPDATED YOUR INFORMATION?

Be sure to keep your membership information up to date. You may need to submit new info if:

- Company change
- New email address
- New phone number
- Recent move
- Contact preference changes
- Committee preference changes

Submit all necessary changes to our secretary at your earliest convenience so you don't miss out on important updates!

CAREER CORNER

Why recruiting early talent is instrumental to your company's success

Employers that continue to invest in talent in a future-driven manner will achieve growth even in a rapidly changing market. According to a recent survey of CNBC's Technology Executive Council, 55% of tech leaders view labor market churn as a way to attract top talent. When other companies are slowing or stopping hiring, leading employers can make use of this time to attract the highest quality candidates and differentiate themselves from the competition. Millions of college graduates enter the workforce each year which contributes to long term competitive advantage.

Planning for the future during uncertain times

Workforce planning can be challenging when anticipating the shift between the roles needed today and the roles needed in the future. Economic change and civil unpredictability are now regular factors, but even in a true recession, it's still a job seekers' market. Unemployment is historically low, with ~2 openings for every job seeker.

To ensure a competitive advantage, downturns are prime time for investing in talent - your most critical resource. Because the economy is cyclical, the following phase is likely to be one of growth and prosperity. The strongest organizations with the most talented workforces are the ones that reap the benefits.

With the forward-thinking skills required to lead employers through digital transformation, Gen Z talent is increasingly valuable to modern businesses. Interns and young professionals hired today have potential to make an enormous impact; they only require an open door.

Instead of focusing on juniors and seniors in college, engage students throughout their education journey without focusing on specific job openings. This creates brand affinity and fosters relationships. Keeping your hiring funnel filled with candidates who are eager to learn, are adaptable, and have innovative skills is an example of a forward thinking talent strategy.

The benefits of hiring early talent

Early talent hires are generally career starters with 0-3 years of professional experience. Many employers miss out on this hiring opportunity with job requisitions that, often unnecessarily, specify years of experience. But this screens out career starters who can be trained, developed, and grown into those mid-level positions.

Successfully recruiting today's generation of early career talent requires an understanding of their attributes, an empathy for their values, and a recruiting process that engages their interests and preferences. Also, many early talent hires are comprised of Gen Z-ers. Among other desirable traits, these hires are often digital natives, autonomous, career-driven, diverse, and values-driven.

Why you need to recruit early talent—especially now

In the next 10 years, 1 in 5 baby boomers will retire. And by 2025, Gen Z is expected to make up ~27% of the global workforce. The math is obvious; those skills will need to be replaced.

Regardless of industry, all businesses need innovation, efficiency, and adaptability to progress. Many employers are competing for specialists with certain technical backgrounds, like data science, computer programming, and engineering. Since career starters desire professional development, your investment in them is also likely to retain them.

How companies respond with their talent strategy during a recession has far reaching consequences. Among the many considerations to make, think big picture: loss of market position, time to innovate, and brand reputation; all things that are needed to attract the best talent. Companies who don't invest in talent during recessions face consequences to market positions, brands, reputations, and innovation potential. Those who continue to strategically invest in talent in a cost-efficient, future-focused way will achieve growth, despite volatile market conditions.

To plan for workforce continuity, don't get left behind in the competition for early talent. The business case for recruiting early talent is a strong one.



GENERAL INFORMATION

The Society of Professional Women in Petroleum was formed in early 1981 to support professional career women in the Petroleum Industry, through networking, education, and the distribution of technology and information. SPWP is incorporated as a non-profit organization.

All aspects of drilling and production operations are covered through topical monthly breakfast meetings and industry speakers, and we constantly seek to further expand the knowledge of our members. We also feature professional development speakers and hold roundtable discussions on a rotating basis.

SPWP's membership consists of women who have active careers in the Oil & Gas Industry in fields including Engineering, Geology, Sales, Research, Finance, Law, Quality Assurance, Purchasing, Advertising, and Marketing.

SPWP is dedicated to furthering the careers of women in the Oil & Gas Industry and as part of our mission, we have a merit-based scholarship program that provides financial assistance to female Houston-area high school seniors entering a Texas college. Our annual fundraisers on behalf of this program are made possible through the tremendous support of companies within the industry, as well as through the tireless dedication of our members.

SPWP MISSION STATEMENT

SUPPORTING CAREER WOMEN IN THE PETROLEUM INDUSTRY
THROUGH TECHNOLOGY AND INFORMATION

BOARD OF DIRECTORS

President

Suzanne Short,
Edward Jones

First Vice President

Erin Williams,
NOV

Second Vice President

Yalonda Henderson,
Sumisho Global Logistics

Secretary

Kelsey Hulett,
NOV

Treasurer

Brenda Myers,
Canrig Drilling
Technology

Member at Large

Suzette Olivan,
Stratum Reservoir

Social & Development Director

Amii Rozell,
S&P Global

COMMITTEE CHAIRS

Scholarship

Ingrid Cooper,
TEX-FIN Inc

Scholarship

Tania Rezanka,
Schmidt+Clemens

Golf

Sherry Adams,
Wabtec Elastomer Group