



SPWP News



This month's meeting will be held December 14th, 2017 at the Norris Conference Center, beginning at 7:30 a.m.

Please respond to the PunchBowl Invite letting us know if you will be joining us or not. Regrets and RSVPs should be sent to Kadie Rose via email or the PunchBowl Invite. If you do not RSVP, we may not have the space to accommodate you. If you RSVP yes and do not attend, you will be charged the cost of the breakfast.

Reservations can be made by credit card (MasterCard, Visa or American Express) at the breakfast meeting or via PayPal on our Web site: www.spwp.org.

Please remember to turn cell phones off or to silent during meetings.



PRESIDENT'S NOTE

Hello SPWP Ladies,

As 2017 comes to a close, we look back at a year that still had struggles for the energy industry. There have been many changes by companies in order to survive and adapt. SPWP was no exception to this. We put our fundraisers on hold and are looking to add things that will be educational for members. In addition, there will be a new board position to help with this, as well as with social media. We are looking forward to a year of growth, participation, and fun!!!

I want to thank you for the support and confidence you have given me throughout the year as SPWP's 2017 President. The board and I will continue to work hard to make SPWP an organization everyone is proud to be a part of.

This month's meeting will be our annual holiday party with games and prizes. Remember to bring a minimum \$10 value ornament to participate in the ornament exchange.

The selected charity this holiday season is Bluebonnet Youth Ranch. Please bring your donation to the breakfast meeting.

Wishing you all a very Merry Christmas!

Remember to "Like" and "Share" us on Facebook at Society of Professional Women in Petroleum, Houston.

Sincerely,
Sylvia Garcia

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NOVEMBER MINUTES

President, Sylvia Garcia, called the meeting to order at 7:39 am on Thursday, November 9th, 2017 at the Norris Conference Centre. Sylvia welcomed all SPWP members and then introduced the 2017 board members.

Sylvia asked for a motion to approve the October minutes as written in the newsletter. Gina McGinn approved and Robyn Riggins seconded. No one opposed, so the minutes were approved as written.

Jerri Babin presented all the requested by-laws changes that were up for a vote this year. She asked if anyone had any questions. Gina McGinn asked when the new board position election would be held if approved. Sylvia responded with in December.

Sylvia introduced the nominees running for 2018 election. She started the introductions off with herself and then passed the mic on to Erin Stroud for First Vice President. Renee Brown was then announced as the nominee for Second Vice President in absentia. Mary Petricko (Treasurer), Gina McGinn (Secretary), and Kadie Rose (Member at Large) then each spoke.

The nomination committee, made up of Robyn Riggins and Rhonda Bean, was then introduced and passed out ballots to the membership.

Becky Lamson presented the 2017 year to date Treasurer report.

Erin reminded the membership that the next meeting would be on December 14th and to bring an ornament of \$10.00 value to participate.

Kadie Rose announced Maria Marquez as the Featured Member of the Month. Kadie also recognized Erin Stroud as the volunteer of the month for her support in running the October SPWP breakfast meeting in Sylvia's absence.

Announcements

- Sylvia presented the new SPWP business cards and encouraged members to take some and distribute to women you meet.
- Sylvia reminded the membership about Bingo night that night, November 9th, in the Heights.
- Sylvia announced the Skeeter's Christmas Light show to the membership. She will provide the promo code in an email. For every ticket sold using the SPWP promo code, SPWP will get \$2.00. Kelsey Hulett requested that the Skeeter Christmas event be posted on Facebook.
- Sylvia discussed that a survey monkey will be sent out this week to vote on the holiday charity for the year. There were a few organizations suggested from the floor such as Bluebonnet Youth Ranch and Krause.
- Sylvia announced the birthdays for November.
- Robyn and Rhonda announced the 2018 board members which are Sylvia Garcia as President, Erin Stroud as first Vice President, Renee Brown as Second Vice President, Mary Petricko as Treasurer, Gina McGinn as Secretary, and Kadie Rose as Member at Large. They also mentioned that the by-laws changes were approved. Sylvia requested that anyone who was interested in running for the new board position, Social and Development Director, please contact her.
- Sylvia opened the floor to announcements: A group conversation started regarding the struggles with gaining membership and the changes in the industry. Multiple members provided suggestions of things we could all do as a membership to gain and maintain new members as well as their concerns.

Sylvia reminded everyone to Like Us on Facebook . The meeting was adjourned at 8:22 am.

Respectfully submitted,

Kayla Honza



Blue Topaz



December 17 Kayla Honza

December 31 Christina Allen



Narcissus

DECEMBER FEATURED MEMBER

Sherry Adams

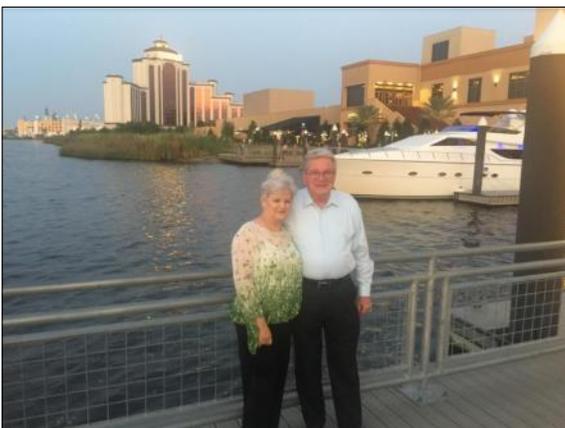
Born in Ashland, Kentucky, we moved to Mansfield, Ohio when I was 2. I started working at Reed's, a locally owned department store, when I was 8 (getting paid out of the cash drawer) and was put on the payroll at 13. I worked in all of their departments, checked in stock, ran the manual elevator, and gift wrapped. At 18 I knew retail was NOT the career path I had in mind.

I moved on to be the Sales and Engineering Secretary at Warren Rupp, a pump manufacturer (which later became IDEX Corporation). There, I moved up to Sales Administrator, Marketing Administrator, and International Administrator. When I left after 20 years, I was handling all phases of international contact from inquiries, specifying the proper pump for an application, entering orders, and preparing letters of credit to get orders out the door. During that time, I also obtained an Associate Degree in Sales & Marketing and a Bachelor Degree in Business Administration by going to school in the evening.

When I got a call one day from Bill Adams, who I had worked with at Warren Rupp and whom I still worked with as a distributor, I never realized that a dinner date would lead to a move to Texas! We started dating long distance and the phone bills and air fares were getting outrageous! One of us had to move and it made more economical sense for it to be me. So, at the end of 1992 I left Mansfield (where I'd been for 38 years), left Warren Rupp (where I'd been for 20 years), left my parents (I'm an only child) who I'd always lived within 5 miles of, moved in with a man (I'd been divorced for 11 years), acquired two grown stepsons, and started working for a company that manufacturer's rubber products. It was a time of change!

A little over a month after moving to Spring, I started at Gates Molded Products Company, a manufacturer of diaphragms for Warren Rupp, as a Sales Associate. Gates went on to become Longwood Elastomers, and is now part of Wabtec. Today, I am the Energy Industry Manager for the Wabtec Elastomer Group, covering \$14 Million in sales for Texas, Oklahoma, Louisiana, and Arkansas (with a few customers in California and The Netherlands). I've just recently hired my first Manufacturer's Representative that will also be working with me in the territory.

My husband, Bill, has been helping me to cross off items from my bucket list, including parachuting out of a (perfectly good) plane and going up in a hot air balloon. Another item I didn't even know was on my bucket list was grandchildren, but I adore my 13 year old granddaughter, Emily, and my 11 year old grandson, Brayden. We also have a black Golden Doodle, Boomer, and a cat named Hobo (he adopted us). My mother now comes down after Thanksgiving for 3-4 months to get out of the cold and loads us up on homemade spaghetti sauce (my maiden name was Restelli!), chili, and cookies! I love having her with us.



Clockwise: My husband, Bill, Mom, and I in Fredericksburg; Bill and I dressed up this year for Halloween – the Saint and the Sinner!; Bill and I in Lake Charles

2018 SPWP BOARD OF DIRECTOR NOMINEE



We will be having a special election at our December breakfast meeting to vote on the new Board of Directors position, Social and Development Director, which was added through approval to a change in SPWP's by-laws at our November members-only meeting.

SOCIAL AND DEVELOPMENT DIRECTOR



Kayla Honza

Hi Everyone, my name is Kayla Honza, and I am running for the position of Social and Development Director. I have been on SPWP's board for two years now, serving as your Second Vice President. I have been a member of SPWP since May 2011 and have actively participated on the golf and casino committees. I have thoroughly enjoyed being on the board because it helps me grow professionally as well as get to know the membership. This has been a tough year to say the least, so my hope is with this new board position addition we can attract the new generation, develop deeper relationships within the membership, and step up our communication and social media outlets. I have been in the Oil & Gas industry for almost 10 years with National Oilwell Varco (NOV). Currently I am a Business Analyst for a few different applications under the CAPS umbrella, which include HSE, Quality, and now Sales and Field Service. I enjoy going to the beach with my family and watching reality TV. Vote for me!

SPWP SCOOP

So what is going on with you?



Sylvia Garcia, Erin Stroud, and Becky Lamson volunteered at the Scouts Honor Charity Gala on November 17th. This organization is dear to Sylvia, as she serves on the board. It was a highly successful event, with a surprise appearance by Lance McCullers of the Houston Astros and over \$29,000 raised during the live auction to help animals in need!



Terri Wadley co-chaired the 1st Annual IADC Christmas Gala at The Petroleum Club. It was a Huge success! With this event, IADC is looking to start a new tradition and spread the Christmas spirit within the industry, with the additional goal of raising funds for non-profit organizations, including "Home Run Hitters", Scholarships, and The Oilfield Christian Fellowship.



CAREER CORNER

Interview Questions to get the Inside Scoop on Company Culture

After months spent applying to jobs, you finally have several offers. You're ecstatic, but you can't shake the recurring nightmare that you'll pick the job that sounds great but actually consists of working until 2 AM every night.

The positive news is that there are ways to determine what working for a new company will really be like. There are three factors that enhance long-term performance (play, purpose, and potential) and three that diminish it (emotional pressure, economic pressure, and inertia). An organization with a strong culture is one that maximizes the first three and minimizes the second three. Here's how to ask questions that gauge these factors at your prospective job in a natural way that fits seamlessly into the rest of the interview process.

THE GOOD

Play

Play is working because you enjoy the work itself. Research has shown that play is the strongest motivator and dramatically improves performance in the workplace.

To learn about opportunities for play without sounding like a child, try asking one of these questions:

- How much unstructured time are employees given to come up with creative solutions to work-related challenges?
- When someone is "in the zone," what are they usually doing?
- How do you help people learn new things?
- What kinds of projects would a person in my position be able to own from beginning to end?
- Can you give an example of a time that someone in my role made a suggestion that was later implemented?

These questions will help you gauge whether you'll be given freedom to innovate or whether you will end up feeling trapped by micro-management. Employees work best when they have the opportunity to learn and experiment on the job.

Purpose

Most people crave purpose at work, as no one wants to feel as though they're wasting their time on something that doesn't matter. However, it is important to verify whether your potential employer's sense of purpose aligns with yours. Ask these questions:

- How might a person in this role contribute to the organization's mission?
- How do employees measure the impact of their work?
- How do people in this role interact with customers?
- What is your favorite workplace tradition?

It is painful and frustrating to spend countless hours working on a project and upon completion, never know whether it made a difference. You want to know that your hard work will be recognized and valued.

Potential

Future opportunities for growth are a major factor hinting at a job's potential. To learn where a position might take you, ask:

- Does the company promote from within?
- Where have other employees in this position gone to in the past?
- Where does the company expect to be in the next three to five years?

While it is only natural to just focus on the position you're applying for, year or two from now you'll wish you had asked about advancement.

THE BAD

Emotional Pressure

Emotional pressure is when you take action due to emotions like guilt, fear, or disappointment. Be wary of accepting a job because you feel as though it is expected of you, or just to keep up with others. Misplaced motives can lead to diminished creativity and engagement, as well as cutthroat behavior. To determine whether a company relies too heavily on prestige, shame, and guilt to motivate people, try asking:

- How does management encourage people to speak up when they disagree with a decision?

(continued from previous page)

- When and how do team members give feedback to one another?
- Are there any company-sponsored activities to facilitate friendships at work?
- How are performance reviews conducted?

You want to feel comfortable that your prospective employer cares about creating a positive work environment.

Economic Pressure

Economic pressure is when you do something to gain a reward, such as a bonus, or to avoid punishment, such as being fired. To learn whether your future employer has this type of culture, ask:

- Do you use rewards and trophies to motivate people?
- Do you use a ranking system in performance reviews or compensation?
- Do your reviews distinguish between employee contributions and luck?

While bonuses and trophies aren't necessarily a bad thing, they can hurt performance when people start working for the reward instead of for what's right. Ensure policies around rewards are clear and fair, rather than distracting, time-consuming systems that fill work with unnecessary pressure.

Inertia

Inertia is not to be confused with longevity or retention at a company. Rather than people staying because they're happy, employees affected by inertia are staying because they feel stuck. Gauge what aspects of the job might cause employees to remain loyal for years with these questions:

- What are the most common reasons people leave your organization?
- What companies are your biggest sources of competition for talent? How do you motivate people to stay here?
- How often do projects get canceled or fail?

Sometimes a company seems like a great fit, but then ends up not being what it seemed to be. These questions are therefore a good start towards assessing your dream job.

This information has been adapted from an article by Lindsay McGregor and Neel Doshi, which can be found at <https://www.themuse.com/advice/22-interview-questions-thatll-get-you-the-real-inside-scoop-on-company-culture>

ANNOUNCEMENTS

SCHOLARSHIP COMMITTEE

2018 Scholarship Applications are officially open! Please share with anyone who meets the guidelines: Female, graduating from a Houston-area high school, and attending a Texas post-secondary institution. The application deadline is February 1st, 2018. For more details, visit: <http://scholarship.spwp.org/>.

PINK PETRO JUMPSTART SERIES

Pink Petro has announced the 2018 Jumpstart Series, three courses designed to help women gain the confidence and connections needed to build a successful career. Please visit <https://community.pinkpetro.com/community/events/blog/2017/11/28/introducing-the-jumpstart-series-our-latest-effort-to-accelerate-your-career> for more information.

SUGAR LAND HOLIDAY LIGHTS

For a fun holiday activity for the whole family, visit the Sugar Land Holiday Lights at Constellation Field from November 24th - January 1st. Use promo code "SPWP" at checkout to receive a discounted ticket. \$2 from every ticket purchased with the code will go to SPWP. Visit <https://www.ticketreturn.com> for tickets.



Quarterly Event Meeting
 Norris Conference Center
 January 22, 2018 5:30 pm to 8:00 pm

To sign up for the FHPW newsletter, send a blank email to: fhpw-news-subscribe@egroups.com.

SPWP's Mission statement: Supporting career women in the petroleum industry through technology and information.



December Breakfast Meeting 12/14

January Breakfast Meeting 01/11



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.



BOARD OF DIRECTORS

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COMMITTEES & CHAIRS

Casino Night Committee

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Scholarship Committee

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Co-chair – Kara Ellis karawebbellis@gmail.com

Golf Committee

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Co-Chair – Sherry Adams sadams@wabtec.com

By-Laws Committee

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**Please forward newsletter updates,
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