



SPWP News

This month's meeting will be held January 12, 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 Ladies,

As we start a new year, wishing all of you a happy, healthy and prosperous 2017!!

I am grateful for everyone's vote of confidence in electing me to serve as your 2017 SPWP President. As your president, I will give 110% to serving and will also be relying on your support. The 2017 Board is another fantastic group of women, but we can't achieve success without participation and support from each of you. We will work hard to help SPWP continue our purpose of providing scholarships to deserving young ladies and helping members network and develop – both professionally and personally.

Many people, companies and our organization have been impacted by the downturn in the energy industry. I am hoping we see things turn around soon, but until then we will all come together and help however we can. Our members are an amazingly resilient group.

My goal as president is to increase participation of our current membership in various SPWP activities and fund raisers, as well as add new members by increasing our sphere of influence. I am looking forward to a new year of possibilities.

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

Sincerely,
Sylvia Garcia



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DECEMBER MINUTES

President Kelsey Hulett called the meeting to order at 7:43 am on Thursday, December 8, at Norris Conference Center. She welcomed SPWP members and introduced the board members.

Kelsey asked for a motion to approve the November minutes as written in the newsletter. Jessica Bradley approved and Erin Stroud seconded. No one opposed so the minutes were approved as written.

Kelsey informed the membership that Sydney Miller would no longer be able to fulfill her role as Treasurer. There would be an election held in January and anyone interested in running should get with Kelsey or Sylvia. Becky Lamson agreed to run, so there will be an election during the January meeting. Sydney will remain in the position for a few months until the new treasurer has been trained.

Kelsey let everyone know the 2017 SPWP invoice was emailed out the day before and was due no later than February 28, 2017. She also mentioned that some invoices may have a credit so be sure to check the invoice carefully before paying.

Kelsey mentioned the Sugar Land holiday lights and passed on the code for the \$2.00 discount.

Kelsey asked for a volunteer to serve as the 2017 SPWP delegate at the FHPW quarterly meetings.

Kelsey announced that SPWP would be partnering with Pink Petro in 2017. Any member of SPWP would automatically receive a free 1 year membership to Pink Petro. Pink Petro will offer on-line meetings, learning, social gatherings, etc. Katie Mehnert has been invited to the January breakfast meeting.

Kelsey presented a brief slide presentation covering the 2016 Year in Review. Kelsey announced Erin Stroud as volunteer of the month; a card was presented to her. Denise Kraus was mentioned as the Member of the Month.

Sylvia kicked off the Christmas party. Several fun games were played ending with a Christmas story to pass out the ornaments.

The ladies having December birthdays were mentioned by Sylvia.

Sylvia asked all the visitors to introduce themselves. The floor was opened for any comments/announcements, but none were given.

Sylvia reminded everyone the next meeting would be held on Thursday January 12, 2017.

Meeting was adjourned at 8:30 am.

Respectfully submitted,
Renee' Brown

JANUARY FEATURED MEMBER

Kadie Rose

My name is Kadie Rose and I have been a proud member of SPWP since April 2015. This year I have the honor of serving as the Member at Large on the SPWP Board of Directors. I was on the Casino and Golf Committees in 2015 and 2016, and I look forward to assisting with these events again in 2017. I cannot express how honored I am to be the Featured Member of the Month – thank you!

Pictured below clockwise from left:

Kadie and Mason; Kadie and her best friends; Kadie with her mom, grandma, uncle, and two best friends

For those of you who do not know me, I have always had a strong passion for making an impact on the community. The small number of hours we put in make a significant difference to those in need. Whenever an opportunity is brought to my attention, if time allows, I try to do as much as I can. During my college years at Texas Tech University, I was initiated as a Zeta Tau Alpha and our philanthropy was Susan G. Komen/Breast Cancer Awareness and Education. I became involved my freshman year and to this day, I continue to volunteer and support the foundation.

Upon graduation, I had the opportunity to become involved with United Way through Enterprise Holdings Inc., my previous employer. I then carried on my support for United Way and Susan G. Komen when I excitedly accepted my offer with my current company, National Oilwell Varco. With the support from my NOV team, I had the opportunity to join the wonderful organization that is SPWP. I strongly believe that I became passionate towards helping others because I came from such a loving and supportive family. I wanted to reciprocate this feeling to others.



I spent my childhood in Northwest Houston, and as previously mentioned, I started my educational journey at Texas Tech University. I spent 4 wonderful years there and met some of the best friends of my life. Lubbock is also very special to me because that is where I met my husband, Mason. After dating for 5 years, we tied the knot in November of 2015. He means the world to me because we share the same beliefs in life. We have a very large fur baby, Tarzan - the friendly Pitbull, and a little fur baby, Jack, who mainly stays with my Uncle

Ryan. Mason and I love to spend time with friends and family, entertaining, listening to music, cooking, wine tasting, and traveling (when we are able). Our plans in the near future consist of buying a home, advancing in our careers, traveling more, and eventually expanding our family.



Again, I am extremely honored to be the Featured Member of the Month. It is moments like these that allow me to

appreciate everything I have and am able to do for others. I could not have succeeded this far in life without my mom, Renee (as many of you know). Mom, you are my number one supporter and words cannot express how thankful I am. I cherish every moment that we spend together and look up to you in so many ways. Thank you, love you!



SPWP SCOOP

So what is going on with you?



On Monday, December 5th Kelsey Hulett and her husband Chaz celebrated the Adoption Day of their daughter, Charlotte Leigh Hulett, at the Tarrant County Courthouse in Fort Worth. It was a very special day that they will reflect back on fondly each year as she grows! Featured in the picture are Kelsey, Chaz, Kelsey's mom (Charlotte's Mimi), Kelsey's dad (Charlotte's Grandy), Judge Hennigan, and, of course, Charlotte. Congratulations to all!



Erin Stroud and her husband Ryan visited New Orleans over the Christmas Holidays. They had a wonderful time touring Mardi Gras World, learning about Creole Christmas traditions, and experiencing a traditional Reveillon feast!



After Christmas, SPWP members Lellany Conaway and Sylvia Garcia, along with two other women and Lellany's granddaughter Chelsea, took the Bluebonnet Youth Ranch kids to a see a movie and then for pizza afterward. An amazing time was had by all, and the kids thoroughly enjoyed it!



HAPPY Birthday



Garnet



January 2nd

Rhonda Warren

January 17th

Michelle Vincent

January 19th

Madeline O'Rear



Carnation

SCHOLARSHIP UPDATE

An update from one of our 2016 Scholarship Recipients...

SPWP,

I hope your holidays and year have gone well! I saw photos on Instagram from a bingo night and Christmas party. It looked fantastic! How was it?

Thank you so much again for being such a large part of my college experience. With the support that SPWP has given me, I have been able to see my ideas become a reality and broaden my horizons.

This past semester, I have been a part of founding two different organizations on campus. One of them was the Polish Student Association, which allows Polish students and people who are interested in the Polish culture to celebrate traditional customs, learn the language, and discuss current events in Poland.

Furthermore, I have cofounded the first Texas Branch of Generation Citizen (<http://generationcitizen.org/>) which partners college students with local high school and middle school students to teach young people about civics and the power of policy on the local and state level. I'm really excited to go to different classrooms next semester in Austin.

I changed my major. I never thought I would but I switched from Management in Engineering to Management Information Systems (I know, such a drastic change). I'm also planning to start a certificate in computer science and global management. I'm really enjoying the opportunities that the McCombs Business School offers.

Furthermore, I competed in a women's case competition sponsored by Hershey and McCombs. At first, I was a bit nervous since the majority of the teams there were very close knit and my team was a random group. Yet we powered through and ended up placing first in the competition out of 22 teams. We will be representing The University of Texas at the national case competition next April.

I am involved in the Ethics Council at the business school as well as McCombs Diversity Council, which is founded on the diversity of thought and people in the workplace. With McCombs Diversity Council, I was able to be a part of their company field trip in Austin to Facebook, Accenture, and a few other companies.

Some of my classes are challenging, others easy, but at least all are interesting. I took Integral Calculus, Foreign Policy, Art History, and Microeconomics. Next semester I will be taking Immigration Policy, Management Information Systems, Business Administration, World Literature, Geology, and hopefully Computer Science.

I will also be taking a Leadership class next semester as a prerequisite to one of my jobs that will start next Fall. At The University of Texas, every first-year student is required to attend a seminar hosted by a non-first year student. I will be hosting a seminar weekly for business freshmen starting in the Fall of 2017.

After surviving finals, which were conveniently on a Friday night from 7-10pm and the next Saturday morning at 9 am, I went to go visit my family for the holidays. I went to London for five days to visit some of my cousins and then to Warsaw for nine days to visit more cousins and my grandparents.

I hope your holidays are going well. Wishing you the absolute best in the New Year. I look forward to hearing from you soon.

- Martha Czernuszenko





JANUARY SPEAKER

Cinnamon Odell

Cinnamon Odell is a senior offshore rig market analyst for IHS Markit Petrodata, and has been with IHS Markit (or ODS-Petrodata, which was acquired by IHS) since 2006. She manages the Houston rigs team, overseeing the *North America Rigs Petrodaily* newswire. She is also managing editor of *World Rig Forecast: Short Term Trends*, and contributes to *RigPoint* and *RigBase*, IHS Markit Petrodata's web-based market intelligence databases. Cinnamon has a BA degree in liberal arts from the University of St. Thomas.

SPWP ANNOUNCEMENTS

SCHOLARSHIP COMMITTEE UPDATE

Enrollment for SPWP's 2017 Scholarship Program is now open! Applications are available online at <http://scholarship.spwp.org/> and will be accepted until February 15th, 2017 at Noon CST.

SAVE THE DATE! UPCOMING SPWP SOCIAL EVENTS

Thursday, February 23rd	Bingo in the Heights
Saturday, June 10th	Galveston Beach Day

Further Details to Follow

PINK PETRO HERWorld ENERGY FORUM

Pink Petro will be holding their second annual HERWorld Energy Forum at Rice University on March 8th, 2017. Registration and more information on the agenda and speakers can be found at <http://herworldenergyforum.com/>.

SAVE THE DATE! 32nd ANNUAL DERRICKS & DICE

The Casino Committee, chaired by Mary Petricko, is gearing up. The event will be held on Friday, April 21st, 2017 at the Baseball Bar at Minute Maid Park. Mark it on your calendar! If you would like to join the Casino Committee, please reach out to the Chair.

CAREER CORNER

9 Things That Make Good Employees Quit

Few things are as costly and disruptive to a company as good people leaving. Managers tend to blame their turnover problems on everything under the sun, while ignoring the underlying matter: people don't leave jobs; they leave managers. With a new perspective and some extra effort on the manager's part, this problem can be minimized. First though, it is important to understand the nine main things managers do that cause good employees to quit:

1. They Overwork People - Nothing burns good employees out quite like overworking them. It is so tempting to work your best people hard that managers frequently fall into this trap! However, this can be counter-productive and can make these employees feel as though they're being punished for great performance. If you must increase the workload of your talented employees, an accompanying increase in status, such as a raise, promotion, or title-change, is an acceptable way to give these employees the recognition they deserve. Otherwise, they will seek this recognition elsewhere.

2. They Don't Recognize Contributions and Reward Good Work - It is easy to underestimate the power of a pat on the back, especially with top performers who are intrinsically motivated. Everyone likes praise, none more so than those who work hard and give their all. Managers need to communicate with their people to find out what makes them feel good (for some, it's a raise; for others, it's public recognition) and then follow through to reward them for a job well done. With top performers, this will happen often if you're doing it right.

3. They Don't Care about Their Employees - More than half of people who leave their jobs do so because of their relationship with their boss. Smart companies make certain that managers know how to balance professionalism with being human. These are the bosses who celebrate an employee's success, empathize with those going hard difficult times, and challenge people. Bosses who fail to really care will always have high turnover rates. It's impossible to work for someone long-term who doesn't care about anything other than your output.

4. They Don't Honor Their Commitments - As a manager, upholding commitments and promises elevates you in the eyes of your employees because you prove yourself to be trustworthy and honorable, two very important qualities in a boss. However, when you disregard your commitments, you come across as slimy, uncaring, and disrespectful. If the boss doesn't honor his or her commitments, why should everyone else? If you make a promise, follow-through is essential to retaining your employees.

5. They Hire and Promote the Wrong People - Good, hard-working employees want to work with like-minded professionals. When managers don't put in the time and effort to hire good people, it is a major de-motivator and source of frustration for those stuck working alongside them. Promoting the wrong people is even worse. When a talented person is passed over for a promotion in favor of someone who is undeserving, it is a massive insult. No wonder it makes good people leave!

6. They Don't Let People Pursue Their Passions - Talented employees are passionate, and providing opportunities for them to pursue their passions improves their productivity and job satisfaction. However, many managers want to contain their employees within a box, fearing that productivity will decline if they let people expand their focus and pursue their passions. However, studies show that people who are able to pursue their passions at work experience flow, a euphoric state of mind that is five times more productive than the norm.

7. They Fail to Develop People's Skills - Management may have a beginning, but it certainly has no end. When you have a talented employee, it is your responsibility to keep finding areas in which they can improve and expand upon their skill set. Good managers manage and nurture, no matter how talented the employee. They pay attention and are constantly listening and giving feedback. Without feedback and a chance to improve, your best people will grow bored and complacent.

8. They Fail to Engage Their Creativity - The most talented employees seek to improve everything they touch. If you take away their ability to change and improve things because you're only comfortable with the status quo, it will make them hate their jobs. Caging up this innate desire to create not only limits them, it limits you.

9. They Fail to Challenge People Intellectually - Great bosses challenge their employees to accomplish things that seem inconceivable at first. Instead of setting mundane, incremental goals, they set lofty goals that push people out of their comfort zones. Then, good managers do everything in their power to help them succeed. When talented and intelligent people find themselves doing things that are too easy or boring, they will seek out other jobs that will challenge their intellect.

IN CONCLUSION... if you want your best people to stay, it is essential to think carefully about how you treat them. Good employees are invaluable but their talent gives them an abundance of options. You need to make people want to work for you!



Quarterly Event Meeting
 Norris Conference Center
 January 23, 2017 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.



January Breakfast Meeting 01/12
February Breakfast Meeting 02/09



The **Society of Professional Women in Petroleum** is incorporated as a non-profit organization that was formed in early 1981. The organization was formed to support professional career women in the petroleum industry through technology and information.

Through monthly breakfast meetings and special seminars, SPWP covers all aspects of drilling and production operations and constantly seeks to further expand these parameters of knowledge. Much of this is achieved through the tremendous support of the companies and the individuals who appreciate SPWP's serious dedication and share this technology and information.

Society of Professional Women in Petroleum
 P.O. Box 420957
 Houston, Texas 77242

WWW.SPWP.ORG

SPWP's membership consists of women who have active careers in oil related fields, such as Engineering, Geology Sales, Research, Finance, Law, Quality Assurance, Purchasing, Advertising and Marketing. Memberships are available through sponsorship. SPWP provides scholarships to Houston-area high school seniors entering a Texas college. This scholarship promotes young women in need of financial aid. Our scholarship fund is a direct result of our member's dedication to promoting education. The Houston petroleum industry and SPWP membership support our fund raisers. Our fundraisers to date have included crawfish boils, barbecues, golf tournaments and casino nights.



BOARD OF DIRECTORS

President

Sylvia Garcia
Oilfield Production Consultants (OPC)
832.851.6935
sylvia.garcia@opc-usa.com

First Vice President

Erin Stroud
DistributionNOW
713.254.8752
erin.borstmayer@gmail.com

Second Vice President

Kayla Honza
National Oilwell Varco
832.953.8899
Kayla.Honza@nov.com

Treasurer

Sydney Miller
alliantgroup
713.341.4830
finance@spwp.org

Membership Secretary

Renee Brown
Summit Electric Supply
713.230.6300
Renee.Brown@summit.com

Member Representative

Kadie Rose
National Oilwell Varco
281.684.3235
Kadie.Rose@nov.com

COMMITTEES & CHAIRS

Casino Night Committee

Chair – Mary Petricko Mary.Petricko@nov.com
Co-Chair – Jacqueline Camacho Jacqueline.Camacho@nov.com

Scholarship Committee

Chair – Lauren Jijina Lauren.Jijina@gmail.com
Co-chair – Kara Ellis karawebbellis@gmail.com

Golf Committee

Co-Chair – Renee Brown Renee.Brown@summit.com
Co-Chair – Sherry Adams sadams@wabtec.com

By-Laws Committee

Chair – Lauren Grabski Lauren.Grabski@nov.com
Co-Chair – Jerri Babin Jerri.Babin@nov.com

Web Site

Chair – Lauren Jijina Lauren.Jijina@gmail.com

FHPW Delegates

Mary Petricko Mary.Petricko@nov.com

**Please forward newsletter updates,
comments, or questions to Erin Stroud at
erin.borstmayer@gmail.com**