



SPWP News



This month's meeting will be held May 10th, 2018 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,

SPWP membership has declined over the past few years and we really need each and every one of you to help in recruiting new members. New generic business cards have been printed. Please let me know if you would like some to hand out. I'd like to issue a challenge for each member to invite two new people for our May and June breakfast meetings.

Graduations are around the corner and that means summer is almost here. I hope everyone gets a chance for some R&R with family and friends. If you are planning a vacation, remember to send pictures and info to Erin Stroud for our newsletter.

Speaking of graduations, scholarships have been awarded to high school senior girls. The 2018 recipients will attend our July 12th breakfast meeting. Save the date so you can meet the deserving young ladies.

Follow our social media sites to keep up to date on SPWP activities.

Remember to Like and Share us on Facebook.

Sincerely,
Sylvia Garcia

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APRIL MINUTES

President Sylvia Garcia called the meeting to order at 7:35 am on April 12th, 2018 at the Norris Conference Centre. Sylvia welcomed all SPWP members and guests and then introduced the 2018 board members.

Sylvia asked for a motion to approve the March 2018 minutes as written in the newsletter. Katherine Culbert approved and Renee' Brown seconded with a correction for the title to be changed from "February" to "March" Meeting Minutes.

2nd Vice President Renee' Brown introduced the guest speaker, Steven McGinn. Steven presented on the "Resurgence of the US Refining and Chemical Industry". He spoke to the current state of the downstream market, provided an overview of the refining and pricing process, and advised his analysis and predictions for the future state of oil and gas pricing.

Member at Large, Kadie Rose, announced the featured member of month as Margaret Hare.

Kadie also presented the volunteer of the month as Rhonda Bean for representing SPWP by helping with registration and acting as a hole monitor at the American Association of Drilling Engineers (AADE) Annual Golf Tournament on Monday, April 2nd at Blackhorse Golf Club in Cypress, TX.

Social & Development Director, Kayla Honza, announced the details for the SPWP "Field Trip" to the Ocean Star Rig and Museum in Galveston, TX on Saturday, June 9th. Admission is \$10 per person and families are welcome to attend with members and guests. Please plan to meet at the Ocean Star at 10:30am and those who would like to participate can coordinate reconvening for lunch in the area after the tour. Attendees are encouraged to consider parking their cars elsewhere and carpooling to the Ocean Star as parking can be a challenge depending on various events being held near the Strand that weekend.

Renee' announced that committee signup sheets for the 2018 SPWP Golf Tournament are located on the tables. The committee will begin meeting the month of May. The tournament is scheduled for Monday, November 12th, at Windrose Golf Club in Spring, TX.

Sylvia provided the scholarship committee update advising that reference checking for the nominees is underway and scheduled to be completed by Wednesday, April 18th in preparation for the interviews being held on Saturday, April 21st.

Sylvia announced that SPWP is once again partnering with Oilfield Helping Hands in support of their 14th Annual Saltwater Fishing Tournament being held on June 21-22, 2018, in Port O' Connor, Texas to help host and sponsor several children from the Bluebonnet Youth Ranch. During their stay at the tournament we will provide entertainment and meals for the children attending. Donations are appreciated to help fund this worthy cause and ensure a great time is had by all.

Sylvia also recognized the birthdays for the month of April.

Sylvia opened the floor to guest introductions and announcements. There were three guests in attendance.

Sylvia reminded everyone that our next breakfast meeting is May 10th and to Like and Share us on Facebook (Society of Professional Women in Petroleum, Houston).

Respectfully submitted,
Gina McGinn

MAY FEATURED MEMBER

Mary Petricko

First I want to say what an honor it is to be selected as this month's featured member.

A little about me, I am a wife and mother to a pretty amazing family [I know I'm partial :)]. My husband and I are about to celebrate our 6th wedding anniversary next month, and we have a beautiful 2 year old daughter that keeps us on our toes at all times.

I work for National Oilwell Varco as an Inside Sales representative for the Global Offshore group. I have worked for NOV for over 11 years. Also, I have been an SPWP member for over 6 years, and am currently serving as your Treasurer. As a native Houstonian, another organization that is near and dear to my heart is the Houston Livestock Show and Rodeo. I am a founding member of the Ticket Services committee, and currently serve as an Assistant Captain for Ground's Team 7. Our committee generated over \$7 million dollars in revenue for the 2018 season with a 1/10 of a percent in variance, all going back to scholarships and after school programs.

Volunteering in general is a priority in my life, whether it's through organizations like SPWP, Houston Livestock Show and Rodeo, or work functions like United Way or Wounded Warrior. I think it's important to set an example for my daughter that we need to give back to our community whenever possible, and always pay it forward.

When I am not volunteering, we spend most of our weekends at the Houston Zoo, my daughter's favorite place.



HLSR Committee



My husband, Shawn, and daughter, Ellissa



Ellissa and I at the zoo



May 3

Denise Kraus

May 12

Lellany Conaway

MAY SPEAKER Harlan Lampkin



Harlan Lampkin is a dynamic powerhouse on a mission to transform lives into powerful legacies. A graduate of Howard University, with a law degree from the University of Dayton School of Law, Harlan worked in corporate law as well as education, before opening her own law firm in Houston. Equipped with vast experience as an estate planning attorney, Harlan gives her audiences the tools and strategies to “dare to live a life that leaves a legacy.” She challenges parents, business owners, teachers, corporate execs, and congregations to envision how they want to be remembered and then empowers them to build the life that accomplishes that vision. With a stunning intellect wrapped in a girl-next-door vibe, Harlan opens the minds and eyes of her listeners to realize their potential by helping them see that potential through the eyes of those who will carry their memory.

SPWP ANNOUNCEMENTS

GOLF COMMITTEE

The Golf Committee's first meeting will take place immediately following the May Breakfast Meeting on Thursday, May 10th, and should last for approximately 20 minutes. Please contact Renee Brown at spwpgolf@yahoo.com if interested in volunteering.

SAVE THE DATE!

UPCOMING SPWP SOCIAL EVENT

SPWP's visit to the Ocean Star Offshore Drilling Rig & Museum in Galveston will take place on June 9th, 2018. Tickets are \$10 per person and families/guests are welcome. Plan to arrive by 10:15 am, as the tour will begin at 10:30 am. Please contact Kayla Honza at Kayla.Honza@nov.com if you have questions.

SPWP HISTORY TIDBIT

In 1988, SPWP was given the opportunity to have a booth at the famous Harrisburg Cook-Off (presently known as MATTCO Oilfield Charity Cook-Off). At this event, prizes were awarded for best BBQ, Best Chili, and Best Booth. The SPWP ladies in attendance decided to decorate SPWP's booth with a Hawaiian Luau Theme and won 1st Place for Best Decorated Booth! SPWP continued to participate in the Harrisburg Cook-Off until 2002 and usually managed to place 2nd or 3rd place in showmanship. Other themes included Grease Mothers Drive-In (a 50's Theme), Prisoners of the Oilfield (Jailhouse Theme), and Biker Babes.

SPWP SCOOP

So what is going on with you?



Scholarship interviews went very well and we are looking forward to meeting our recipients in July! Here is our Scholarship Committee hard at work interviewing all the deserving young ladies on Saturday, April 21st.



Lauren Brooks

and her husband Nathan welcomed their daughter, Alexandra Leigh, on January 16. She is a very cheerful baby and loves Pink Floyd music! Mommy and Daddy are overjoyed and her four-legged siblings have taken on the role of her protectors. Congratulations, Lauren!

Larissa Hernandez recently started a new job at Newpark Resources, Inc. as the Marketing Manager. Best of luck in your new role, Larissa!



Katherine Culbert recently attended the Greater Houston Women's Chamber of Commerce "Women Creating Commerce" Conference as a guest of Shell Oil.

SCHOLARSHIP UPDATE

An update from one of our 2017 Scholarship Recipients...

Howdy! My name is Daniella Matuk and I was honored to be chosen to receive a scholarship from SPWP last year. I am currently a freshman biomedical science major at Texas A&M University and am loving it! The classes sure are not easy, but I am learning more than I ever thought I would be. I have joined an organization called AMSA (American Medical Student Association) and have gotten to hear countless lectures from physicians and other healthcare providers. This really has increased my interest and aspirations in becoming a physician.

I have also enrolled in the biomedical science research certificate through my major and am focusing on mathematical modeling of the mechanics of the human body. We do not start our projects until next year and are forming our groups and ideas right now. The class is very interesting and fun and sure makes you think hard. Hopefully this time next year I will have my project finalized!



Also, I recently got elected the Treasurer for a new organization that is going to be on campus called RARE. It is an organization that spreads awareness on rare diseases and how they affect citizens in our community. I am super excited to be an officer in this organization and learn more about diseases that are not too common.

This summer, I have decided not to take any summer classes and instead am going to work and relax. I am going to work at a new cupcake bakery that just recently opened near my house, which is very exciting for me because I love to bake (and eat) cupcakes. I am also going to finally start a book series, called *Throne of Glass*, that I have been dying to read.

SPWP is such a fabulous organization and I am very grateful for your immense generosity to the community. It really means a lot for students to receive scholarships, especially since it can be very difficult to find ways to cover all of the expenses that college throws at us. I had a great experience being interviewed and would recommend that every student should give a shot in applying for your scholarship program. Thanks a bunch!

- Daniella Matuk



CAREER CORNER

Exerting Influence Without Authority

Congratulations, you've been asked to lead a change initiative within your company! Unfortunately, its success depends on the cooperation of multiple people across your organization over whom you have no formal authority.

Today, this sort of challenge is more and more common due to flatter management structures, outsourcing, and virtual teams. The result is that a greater number of people now need to accomplish projects by working with peers inside and outside their organizations. In addition, change has grown increasingly complicated, with a majority of change initiatives now involving multiple functions within and even between companies.

In these circumstances, command and-control leadership - the "I leader, you follower" approach – will not be very successful. Instead, Jay A. Conger, professor of organizational behavior at the London Business School and formerly the executive director of the University of Southern California's Leadership Institute, posits that managers at all levels must use a more lateral style of leadership.

Why lateral leadership?

According to Conger, Lateral leadership – managing without a "title" or "position" – is one of the most essential skills for a would-be leader, and is comprised of many capabilities, from networking and coalition building to persuading and negotiating.

Though these skills take time and patience to perfect, the results are worth it: That initiative you're championing will have a far better chance of being approved, you'll gain access to the resources you need to accomplish your goals, and you'll find that the doors of those key players whose cooperation is most essential swing open much more freely. Perhaps most importantly, you'll achieve the central purpose of management: getting things done through other people, while enacting valuable change for your organization.

How do you master the central skills that make up lateral leadership? Conger recommends focusing on four closely interconnected capabilities:

Networking

It is vital to develop a broad network of relationships with people inside and outside of your organization whose support is required for you to accomplish your work. If networking is not a natural skill-set for you, create a personal discipline through which to acquire this capability. Per Conger, "certain people are portals to other people – they can connect you to more and bigger networks. You need to build relationships with these individuals in particular."

Constructive persuasion and negotiation

According to Conger, too many people incorrectly interpret persuasion and negotiation as being manipulative. However, when approached with a focus on mutual benefit, they can vastly enhance your influence. For a constructive outcome, it is important to view the person you're dealing with as a peer instead of a "target." It can be helpful find an experienced colleague who can serve as a brainstorming partner, and to take courses and read books on the subjects of persuasion and negotiation to hone your skills.

Consultation

Make time to visit the people whose buy-in is needed for your initiative. Ask their opinions, get their ideas, and pay close attention to their reactions to your ideas. Too many people rush to define what they believe is the right way to carry out their initiative and then try to impose their solution on others, resulting in resistance and fighting over details. Conger explains that "you'll get far better results if you commit to and advocate the desired outcome but invite peers to participate in defining the process for achieving that outcome."

Coalition building

A group of people collectively advocating for an idea will exert more influence than a single person, and for this reason, coalition building plays a vital role in lateral leadership. By building coalitions, you can gather influential people together to form "a single body of authority." To assemble a powerful coalition, start by determining who is most likely to be impacted by the change you're advocating. Whose "blessing", whether in the form of political support or access to important resources or individuals, is needed? Whose buy-in is crucial to the success of your initiative?

(Career Corner continued from previous page)

The challenges of lateral leadership

The difficulty of lateral leadership is that leaders are often so focused on their own functional silo that they are not aware of anyone beyond their own internal group who should be included in their networking and coalition-building efforts.

In order to prevent this “functional focus,” it is important to learn who makes things happen in your company. To whom do people go for advice and support, and who has a habit of creating roadblocks to changes and new ideas? An organizational chart will not provide you with these answers. Instead, per Conger, you can obtain this type of information through informal contact and casual get-togethers with coworkers from different areas of your organization.

In addition to focusing too closely on their own function and immediate structure, employees face immense pressure to deal with responsibilities that they see as far more urgent than building relationships. This is because companies typically reward employees for producing concrete, short-term results, whereas investment in lateral leadership “capital” takes time and the results are often not evident until further in the future. Thus, the dilemma: how to reconcile the need to produce results in the short-term with the equally important need to plant the seeds for productive collaboration over a longer term. Conger recommends blocking out time each day or week to focus on sharpening your lateral leadership skills. For instance, commit to having lunch each Tuesday with a different person inside or outside your company who you don’t know well but who may play an essential part in a project you’ll be leading.

It is also recommended that you get to know the influential people you will work with on a project before it commences. For example, imagine you will be leading a project that involves managers from several other departments and you’ve scheduled a formal kick-off meeting in a month. In the weeks leading up to the meeting, seek out those managers and solicit their feedback about the upcoming project.

Creating the right environment

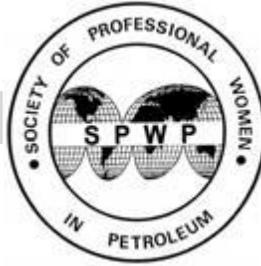
Given the increasing importance of lateral leadership and its clear benefits, you might assume that companies are implementing initiatives to train employees in this important area. But, Conger explains, that is not entirely accurate. While many organizations do offer courses on influence, circulate articles on various aspects of lateral leadership, and establish mentoring programs, these formal training and mentoring efforts can have mixed results. The reason for this, as Conger states, is that “successful lateral leadership grows out of positive chemistry between people. You can’t predict or control the natural affinity people have for one another – that glue that makes relationships of mutual influence possible.”

Rather than “matching people up” through a formal mentoring program, companies are far more successful when opportunities are created for employees to mingle, and they are then left to forge mentoring and networking relationships on their own. Conferences, seminars, and company-sponsored social events all grant opportunities for people to connect with coworkers they might not otherwise have cause to interact with.

Chemistry is even more vital for virtual teams, where members typically have few opportunities to meet in person and engage in the “sizing up” that humans do instinctively. Without this nonverbal communication it is difficult to build the trust and relationships that make lateral leadership possible. People on virtual teams must therefore be especially intentional about their networking. Face-to-face meetings are often well worth the cost, even if they require travel. Lunches, coffees, and other casual social gatherings can further grow working relationships.

As the business world continues to evolve, companies will increasingly need employees who are able to demonstrate lateral leadership with increasing skill and confidence. However, because this is not a talent many companies are focused on cultivating throughout their workforces, employees – especially those seeking a leadership role – would benefit greatly by taking the initiative to grow their skills within this essential area.

This information has been adapted from an article by Lauren Keller Johnson, which can be found at <https://hbr.org/2008/02/exerting-influence-without-aut>



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.

Mission Statement

Supporting career women in the petroleum industry through technology and information.



May Breakfast Meeting 05/10

June Breakfast Meeting 06/14

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