



WOMEN ^{20TH} ANNIVERSARY in LEADERSHIP CONFERENCE 2020

A Leading Light for 20 Years

February 14, 2020 | Jones Graduate School of Business | McNair Hall, Rice University



RICE | BUSINESS
Jones Graduate School of Business

WOMEN IN LEADERSHIP CONFERENCE 2020 – AGENDA

7:00am – 8:00am	Registration and Breakfast	Rotunda/Anderson Family Commons
8:00am – 8:30am	<p>Welcome and Opening Remarks</p> <ul style="list-style-type: none"> Allison Cedeno, 2020 Women in Leadership Conference President Barbara Ostdiek, Senior Associate Dean of Degree Programs, Associate Professor of Finance and Statistics, Rice Business 	Shell Auditorium
8:30am – 9:30am	<p>OPENING KEYNOTE SPEAKER FORGING A SERVANT-LEADER CULTURE</p> <ul style="list-style-type: none"> Ann Fox, President, CEO, Secretary and Director, Nine Energy Service 	Shell Auditorium
9:45am – 11:00am	<p>MORNING PANEL</p> <p>Lessons Learned in Leadership</p> <ul style="list-style-type: none"> Lynda Clemmons, Vice President of Sustainable Solutions, NRG Sruba De, Vice President, Global Retail Insights & Solutions, Mastercard Advisors Tandra Jackson, Managing Partner, KPMG Gigi Lindberg, Vice President, Commercial Relationship Manager, BBVA <p><i>Moderator: Jonathan Miles, Lecturer in Management - Organizational Behavior, Rice Business</i></p>	Shell Auditorium
	<p>Founders Corner: From Vision to Adventure</p> <ul style="list-style-type: none"> Jillian Fink, CEO and Co-founder, OcciGuide Erin McClarty, Founder, Erin McClarty, PLLC Diana Murakhovskaya, Co-founder and General Partner, The Artemis Fund Kathleen Perley, CEO and Co-founder, Decode Digital <p><i>Moderator: Beverley Babcock, Former CFO, Imperial Oil</i></p>	Room 218
	<p>Launchpad: Early Career Navigation</p> <ul style="list-style-type: none"> Tess Helvenston Manager, Pricing and Supply – West, Phillips 66 Sima Jani, Senior Associate, KPMG Seyi Ogundeji, VP Analytics, Small Business Decision Sciences, JP Morgan Chase Nancy Zakhour, Completion Engineer Advisor, Oxy <p><i>Moderator: Ruth Reitmeier, Assistant Director for Coaching, Doerr Institute for New Leaders, Rice University</i></p>	Room 212
	<p>Mentoring with Male Allies</p> <ul style="list-style-type: none"> Jamie Hickman, Major, U.S. Army Muneezeh Kabir, Executive Vice President of Workforce Strategy, Avenica Scott Livingston, President, Intervention & Stimulation Equipment, National Oilwell Varco Matt Lyle, Business Unit Lead - Gulf of Mexico, East, Shell <p><i>Moderator: Mikki Hebl, Martha and Henry Malcolm Lovett Chair of Psychology, Professor of Management, Rice University</i></p>	Room 214
11am – 12:00pm	Networking Lunch	Anderson Family Commons / Courtyard
12:15pm – 1:30pm	<p>INTERACTIVE WORKSHOPS</p> <p>Personal Branding for Professionals Success</p> <ul style="list-style-type: none"> Janet Moore, Director of Communication Program, Rice Business <p>How to Live for 300 Years - Maximize Your Personal and Professional Life</p> <ul style="list-style-type: none"> Delfina Govia, Partner, Veritas Total Solutions <p>Tough Conversations - Tools for Navigating Challenging Interactions</p> <ul style="list-style-type: none"> Erica D'Eramo, CEO, Two Piers Consulting 	<p>Room 218</p> <p>Shell Auditorium</p> <p>Anderson Family Commons</p>
1:45pm – 3:00pm	<p>AFTERNOON PANEL</p> <p>The Frontier of Diversity & Inclusion in Business</p> <ul style="list-style-type: none"> Deborah Byers, Americas Industry Leader/Americas Oil & Gas Leader, Ernst & Young Janelle Daniel, Vice President, Human Resources, Community Relations and Sustainability, Transocean Ltd. Amy Dalton, Senior Vice President, Americas, BCD Travel Larry Perkins, Associate Vice President, HR Talent and Diversity Organizations, University of Texas MD Anderson Cancer Center <p><i>Moderator: Jessica Aberle, EHS Supervisor, Wells Ops U.S., Helix</i></p>	Shell Auditorium
3:00pm – 4:15pm	<p><i>A Special Message from Rice Business Partners</i></p> <p>CLOSING KEYNOTE SPEAKER BE BOLD. HOW WOMEN INFLUENCE CHANGE</p> <ul style="list-style-type: none"> Sandy Asch, Best-Selling Author, Keynote Speaker, Global Consultant 	Shell Auditorium
4:15pm – 5pm	Closing Reception with Dean Peter Rodriguez	Anderson Family Commons

Dear Attendees,

Welcome to the Jones Graduate School of Business at Rice University, whose mission is to develop principled, innovative thought leaders in global communities. For the past 20 years, this conference has been student led, designed to educate, empower and shape the workforce of tomorrow. As the planning committee, we stand on the shoulders of those who created a legacy that spans two decades, and we are honored and proud to illuminate the 20th anniversary for you!

To capture the rich history of this dynamic, career-changing event, we set the theme as **A Leading Light for 20 Years**. Today, we celebrate how the conference has been a beacon of inspiration in the Houston community, empowering women to accomplish their career goals. In panel discussions and interactive workshops, hear from professionals who shine as role models and thought leaders across various industries. It is our hope that you will leave today inspired by and connected to some of the most brilliant professionals in greater Houston and beyond.

It is with special thanks that we spotlight our generous sponsors who have supported our mission. Without them, this conference would not be possible. We also wish to extend our gratitude to the staff and faculty of Rice Business, whose unwavering passion for this event each year remains unmatched.

Lastly, to you - the attendees - thank you for joining us! We hope that you not only learn from those on stage, but also from those sitting next to you. Connect with attendees, build your network, and leave ignited, ready to apply what you learned to your everyday life.

Sincerely,

2020 Women in Leadership Conference Committee



Allison Cedeno
ALLISON CEDENO
President



Beatriz Aguirre
BEATRIZ AGUIRRE
Operations Chair



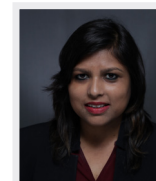
Kathleen Menezes
KATHLEEN MENEZES
Marketing Chair



Carrie Ding
CARRIE DING
External Relations: Chair



Jason Lee
JASON LEE
External Relations: Assistant Chair



Khushboo Poddar
KHUSHBOO PODDAR
Finance Chair



Mary Feng
MARY FENG
Development Chair



Sandy Ma
SANDY MA
Sponsor Relations Chair



Rosalee Maffitt
ROSALEE MAFFITT
PMBA Liason



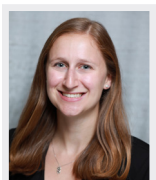
Isha Ratnaji
ISHA RATNAJI
First Year Officer: Speakers



Kristina Mentakis
KRISTINA MENTAKIS
First Year Officer: Sponsors



Julianne Katz
JULIANNE KATZ
First Year Officer: Operations



Stacy Fish
STACY FISH
Rice Business Women
Organization President



Karen Xu
KAREN XU
Undergrad Officer: Operations



Janice Jean
JANICE JEAN
Undergrad Officer: Operations



KEYNOTE SPEAKERS



ANN G. FOX – Opening Keynote Speaker **President, CEO, Secretary and Director, Nine Energy Service**

Ann Fox has served as president, chief executive officer, secretary and director of Nine Energy Service since July 2015, and from February 2013 to July 2015, she served the company as chief financial officer and vice president, Strategic Development.

In addition, Ann served as the interim chief financial officer of the company from September 2017 to December 2017 and previously served in such capacity from July 2015 through April 2017. From December 2008 to February 2013, she served in various positions with SCF Partners, a private equity firm specializing in investments in the energy services industry. Ann became a managing director of SCF Partners in December 2012.

Prior to joining SCF Partners, Ann served in the United States Marine Corps. During her service, she worked with a small team embedded in the South of Iraq in order to ensure Iraqi Security Force combat operations were consistent with the application of U.S. counterinsurgency tactics. Ann has also served as an investment banking analyst for both Prudential Securities and Warburg Dillon Read in New York.

She holds a Bachelor of Science in Diplomacy and Security in World Affairs from Georgetown University's Walsh School of Foreign Service and an MBA from the Harvard Business School and is currently a member of the Harvard Business School Alumni Board, Devon Energy Board and Groton School Board.



SANDY ASCH – Closing Keynote Speaker **Best-Selling Author, Global Consultant**

Sandy Asch is a best-selling author, speaker, entrepreneur, consultant and woman of influence award winner. Her book, ROAR, was named by INC magazine as one of the best business books written by a woman. Over the past 20 years, through keynote presentations and workshops, 40,000+ leaders in 50 countries and six languages have implemented Sandy's ideas to embrace change, manage work-life balance and be more resilient – to ROAR with purpose and passion.



LYNDA CLEMMONS

Vice President of Sustainable Solutions, NRG

Lynda Clemmons is a vice president of Sustainable Solutions for NRG, leading multiple teams including New Product Innovation, Sustainability Advisory, Project Management and Renewables Brokerage. These roles take her from Fortune 500 customer interface to strategy to actual steel-in-the-ground implementation. She started her career as an analyst in an investment bank, then spent eight years at Enron where she started the weather derivatives business. In 2000, Lynda co-founded and was COO of XL Weather and Energy (a division of XL Capital Ltd), a trading and insurance company based in Connecticut. She also co-founded and was the former president of the Weather Risk Management Association. Lynda holds B.A. degrees in history and French from Southern Methodist University and a Master of Finance from Tulane University.



SRUBA DE

Vice President, Global Retail Insights & Solutions, Mastercard Advisors

Sruba De leads a global team in developing new analytical solutions for Mastercard's diverse client base – banks, retailers, governments – leveraging Mastercard's data insights and technology. She has been responsible for the development of several digital marketing capabilities across the globe. Sruba has held several leadership roles across Mastercard and has been recognized as an exceptional people manager, known to build and develop high performing teams, while cultivating top talent. She has been in the payments technology industry for 20 years with a deep expertise in customer-centric innovation. Prior to Mastercard, Sruba worked at two startups and began her career at American Express as a marketing analyst in New York. She earned a bachelor's in economics from Barnard College, Columbia University and an MBA from Rice Business.



TANDRA JACKSON

Managing Partner, KPMG

Tandra Jackson is the managing partner for KPMG's Houston Major Market, responsible for helping to lead the growth and success of the firm's audit, tax, and advisory practices. She has 25 years of professional experience across multiple industries, including energy and chemicals, industrial manufacturing and healthcare. Her experience includes business process improvement, systems selection and implementation, enterprise risk management, and IT governance, risk and compliance. Tandra serves KPMG in other ways, including as a member of their African American Network National Advisory Board as well as several other non-profit boards. She has spoken at forums such as: KPMG's Global Energy Conference, Pink Petro HERWorld, National Women's Council Houston Conference, Texas Society of Women CPAs, and the Women in Leadership Symposium. Tandra is an MBA and Certified Information Systems Auditor.



GIGI LINDBERG

Vice President and Commercial Relationship Manager, BBVA and Founder and CEO, Meritaj

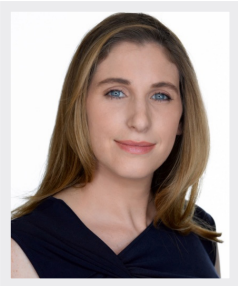
GiGi Lindberg serves as a vice president and commercial relationship manager at BBVA helping middle market companies grow and meet their long term goals. She is accountable for acquiring, servicing and maximizing profitability of client relationships. GiGi joined BBVA after taking an eight-year break from the financial services industry to follow her dream. She became a Certified Sommelier and founded Meritaj, a fine wine import and sales company focused on building bridges between the U.S. and Turkey. Prior to founding Meritaj, GiGi served as a business development manager at Wells Fargo in San Francisco. A native of Turkey, GiGi, earned a degree in economics from Bosphorus University in Istanbul and an MBA from Mays School of Business, Texas A&M University, where she was a Lowry Mays Scholar.



JONATHAN MILES (MODERATOR)

Lecturer in Management, Organizational Behavior, Rice Business

After earning a computer science degree and MBA from Kansas State University, and then working several years in the IT industry and in managerial roles, Jon began a Ph.D. program in organizational behavior from Michigan State University and pursued a career as a teaching-focused professor. He spent three years at the University of Cincinnati before coming to Rice Business in 2018. Jon loves creating interactive classrooms, where students work together with the instructor to teach each other and experience the material directly through personal stories and classroom exercises. He has been published in the Academy of Management Journal, serves on the editorial board for the Journal of Organizational Behavior and is an ad hoc reviewer for Organizational Behavior and Human Decision Processes. His research blends technology, team processes and decision making.



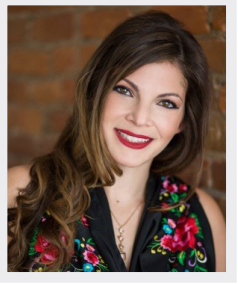
JILLIAN FINK
CEO and Co-founder, OcciGuide

Jillian is currently CEO and co-founder of the medical device startup OcciGuide, a market disrupting innovation that guides complex injections for treating headache, as an alternative to opioids and other medications for pain control. Before that, she was the business manager and co-owner of the Center for Headache, Spine and Pain Medicine (CHPSM), a multi-disciplinary pain practice that grew to five practitioners across multiple locations. Prior to working in healthcare, Jillian was an area director for a non-profit and taught 4th grade. She is a member of the National Association of Woman Business Owners and is working with American Corporate Partners as a mentor for spouses of active duty military in entrepreneurship and healthcare. Jillian completed her MBA at Rice University and her B.A. in elementary education at Boston University.



ERIN MCCLARTY
Founder, Erin McClarty, PLLC

A writer, business owner, creative and attorney by trade, Erin McClarty helps clients all over the nation translate their ideas into life-changing projects, programs and initiatives. She works with businesses, charities, institutions and movement leaders to form structures, documents and business models that reflect their values, dreams, purpose and mission. Erin works with founders on focus, healing, tools, community and education.



DIANA MURAKHOVSKAYA
Co-founder and General Partner, The Artemis Fund

Diana Murakhovskaya is the co-founder and general partner of The Artemis Fund, an early stage venture capital fund that backs women-led companies nationally. She spent a decade in tech investment banking M&A and commodities sales and trading on Wall Street. After building and launching the first women-only iPhone app for new friends and networking, Diana became compelled to solve the difficulties women founders faced in fundraising. She went on to co-found the Monarq Incubator, the first national, funding focused incubator curated for gender diverse founding teams and women-led startups. She is an active angel investor and member of the Houston entrepreneurial community with deep roots in her home town of NYC.



KATHLEEN PERLEY
CEO and Co-founder, Decode Digital

After graduating from college and serving as a Fulbright Scholar in Spain, Kathleen Perley learned the business of advertising from several prestigious agencies in Houston. At age 25, she set out to build a marketing agency with a focus on transparency. Decode Digital has accrued over \$7 million in revenue in the past year, landing it a coveted spot on the Inc. 5000 among the nation's fastest-growing companies in 2019. Due to its analytical insight and focus on results, Decode has become one of the most awarded agencies in Houston's yearly prestigious marketing award programs. A native Houstonian, Kathleen has a passion for influencing her community for the better and helping women advance in the workplace, encouraging them to reach their goals regardless of society's constraints.



BEVERLEY BABCOCK (MODERATOR)
Former CFO, Imperial Oil

Beverley Babcock is a director on Olin Corporation's Board and the retired CFO of Imperial Oil Limited. She served as the assistant controller of ExxonMobil and its vice president of Corporate Financial Services. Over her career, Beverley has built expertise in finance, accounting and reporting, organizational leadership, strategy and corporate governance. She serves on the boards of the Fraser Institute, a leading Canadian public policy think tank, and the Forté Foundation. A dual citizen of Canada and the U.S., Beverley holds a bachelor's from Queen's University and MBA from McMaster University. She is a member of the Chartered Professional Accountants of Canada, the National Association of Directors and the Women Corporate Directors organization. In 2014, Beverley received a Breakthrough Woman award from the Greater Houston Women's Chamber of Commerce.



TESS HELVENSTON

Manager, Pricing and Supply - West, Phillips 66

Tess Helvenston is the manager of West Coast Pricing and Supply for US Marketing at Phillips 66, overseeing a team that manages customer demand and daily pricing strategy and execution. After graduating from Rice University with a bachelor's in economics, she began her career at ConocoPhillips and joined Phillips 66 when it spun off ConocoPhillips. After several commercial roles in refined products, Tess worked as an analyst in the Office of the Chief Economist. She moved to London to work in European Optimization, where she helped identify and execute optimization opportunities between Phillips 66's European refineries, fuels marketing and trading. Upon returning to Houston, Tess joined Corporate Business Development as a senior associate, where she analyzed M&A opportunities, before taking on her current role.

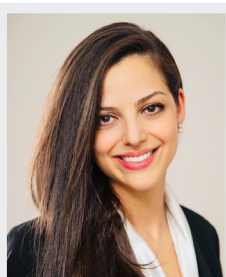


SIMA JANI '14

Senior Associate, KPMG

Marketing, Digital and Communications Chair, Rice Business Partners Board (Rice MBA '14)

Sima Jani is a senior consultant at KPMG, where she works with clients to establish value propositions that tie financial metrics to C-level focus areas leading to business improvements. After earning her MBA at Rice Business, Sima joined the Leadership Excellence Accelerated Program at DCP Midstream. As a management associate, she did rotations in commercial department focusing on continuous business improvement and customer experience management. At her latest role, Sima helps with commercial needs of upstream companies in Permian and Midcontinent basins utilizing innovative solutions in portfolio management and contract negotiations. She serves on the board of Rice Business Partners, a non-profit organization connecting business community with Rice Business, and as vice president of Lift Memorial, a non-profit helping Memorial Elementary reach its fullest potential in academic and extracurricular activities.



NANCY ZAKHOUR

Well Design Lead, Occidental Petroleum

Nancy Zakhour is a well design lead at Occidental Petroleum, overlooking drilling, completion, and production design and optimization. She was a completion engineering advisor managing a multidisciplinary and cross-functional project that focuses on developing breakthrough solutions by leveraging geoscience, engineering, analytics and data management. Prior to Occidental, Nancy was a completion engineering advisor for Callon Petroleum, supervising and monitoring all completion activity and contracts as the company tripled in size. Nancy also worked for Schlumberger's Well Services segment in North America and various international locations in both technical and field operational roles. She is a recipient of the SPE Regional Completions Optimization and Technology Award. Nancy earned her bachelor's degree in electrical and computer engineering from the American University of Beirut and an MBA from Rice Business.



SEYI OGUNDEJI

VP Analytics, Small Business Decision Sciences, JP Morgan Chase

Seyi has over five years of analytical experience across diverse industries, with a focus on web and marketing analytics, and is currently a marketing analytics lead at J.P Morgan Chase supporting Business Banking. She is responsible for influencing marketing spend and improving the customer journey on the business banking website to draw in new customers and deepen existing relationships. Seyi partners closely with Business Banking key stakeholders across functions to bring merchant services products to life and deliver a seamless and exceptional customer experience. She holds a B.B.A. with a specialization in management information systems from the University of Oklahoma, and an MBA from Syracuse University. Seyi is originally from Lagos, Nigeria but now resides in Chicago.



RUTH REITMEIER (MODERATOR)

Assistant Director for Coaching, Doerr Institute for New Leaders, Rice University

Ruth Reitmeier is the assistant director for coaching at the Doerr Institute for New Leaders. She oversees the hiring, training and managing of professional coaches who work directly with Rice students to increase their leadership capacity. Ruth is an ICF-certified coach and received her coach training at Rice University through the Doerr Institute. She has 20+ years of experience in developing leaders and she is passionate about helping people grow and flourish by maximizing their potential. Ruth graduated magna cum laude from Rice University (Brown College, 1992) with a double major in cultural anthropology and Latin American Studies.



JAMIE HICKMAN

Major, U.S. Army

Major Jamie Lynn Hickman is a highly decorated Army officer with 18 years of service currently assigned as the support operations officer in the 1st Cavalry Division, 1st Air Cavalry Brigade at Fort Hood, Texas. She has deployed in support of Operation Iraqi Freedom I and IV to Camp Speicher, Iraq and Balad, Iraq. Jamie holds a M.Ed. from the Teachers College, Columbia University; an MBA from the University of Maryland University College; and a Master of Defense and Strategic Studies from the United States Naval War College. She was also a graduate fellow at Indiana University's Institute for Defense and Business. Jamie is a doctoral student at Teachers College, Columbia University. She is co-owner and managing director of Chameleon Kids LLC, which publishes the award-winning Military Kids' Life Magazine.



MUNEEZEH KABIR

Executive Vice President of Workforce Strategy, Avenica

Muneezeh Kabir is currently the executive vice president of Workforce Strategy at Avenica, a unique education-to-work-platform, where she reimagines the future of work through entry-level talent innovation. Previously, she served as director of strategy and operations in the Business Technology organization at Sysco Corporation, a Fortune 50 leader in global food service. Her role involved leading a large-scale organizational transformation and architecting strategies to enable in-house software engineering, legacy modernization and digital innovation. Muneezeh also served in an executive advisory capacity to the chief technology officer. Prior to joining Sysco, she was a seasoned strategist at top consulting firms, including Accenture and Slalom. Muneezeh holds bachelor's degrees in English honors and women's and gender studies from the University of Texas at Austin and is based in Houston, Texas.



SCOTT LIVINGSTON

President, Intervention and Stimulation Equipment, National Oilwell Varco

Scott Livingston currently serves as president, Intervention and Stimulation Equipment, which provides leading-edge technologies and solutions to oil field pressure pumpers, coiled tubing operators and wireline service providers. At NOV since 2001, he spent six years in Singapore overseeing worldwide installation and commissioning for new rigs as VP during the height of the offshore build cycle in SE Asia. After returning to Houston, Scott spent the next six years in senior executive roles leading various aspects of NOV Rig System's onshore and offshore global businesses. Prior to joining NOV, he served as an officer in the US Air Force. Scott graduated from Texas A&M with a bachelor's degree in industrial engineering and obtained a Master of Logistics Management from Georgia College while in the military.



MATT LYLE

Business Unit Lead-Gulf of Mexico, East, Shell

Matt Lyle is business unit lead, Eastern Gulf of Mexico, for Shell. He joined the company in 2004, in New Orleans, after graduating with a mechanical engineering degree from Vanderbilt University. Matt began his career in both asset integrity and facility engineering roles within Shell's Midstream business. Moving to Houston in 2008, he became a project manager delivering both onshore and offshore pipeline projects. In 2015 he moved to Shell's Deepwater business as a member of the Vito Venture Leadership Team, delivering a new hub class development in the Gulf of Mexico. In 2019 Matt returned to Shell's Midstream business as the business unit lead for the company's pipeline assets in the Eastern Gulf of Mexico.



MIKKI HEBL (MODERATOR)

Martha and Henry Malcolm Lovett Chair of Psychology, Professor of Management, Rice Business

Mikki Hebl joined the faculty at Rice University in 1998 and is a full professor of psychology and management. As an applied psychologist interested in the ways social psychological phenomena can be applied to industries and organizations, her research specifically focuses on workplace discrimination and the barriers stigmatized individuals (such as women and ethnic minorities) face in social interactions, the hiring process, business settings and the medical community. Mikki has received 15 major teaching awards and twice has received Rice University Women's Resource Center Impact Awards for her commitment to research on gender and service to women in the community. A proud native of Pardeeville, Wisconsin, she graduated with a B.A. from Smith College and Ph.D. from Dartmouth College and has run a marathon in every U.S. state.

PERSONAL BRANDING FOR PROFESSIONAL SUCCESS



JANET H. MOORE

Director of Communication Program, Rice Business

Janet H. Moore brings 25+ years of global professional experience throughout North and South America, Africa, Asia, Europe and the Middle East. She is both the director of the Communication Program and a lecturer at Rice Business. Janet and the other communication faculty continue to customize the business communication curriculum to meet student needs and interests. Previously, she taught a marketing elective, led several Rice Business study trips to India, and guest lectured at the International Space University in Haifa, Israel.

Janet is also a professionally-trained and certified executive coach. She has worked for a variety of clients including Accenture, ConocoPhillips, Goldman Sachs, ITT, KPMG, Noble Energy and SINOPEC.

Janet spent the first fifteen years of her career practicing international business law. She graduated with honors from both Georgetown University's School of Foreign Service and the University of Texas School of Law, and also attended the London School of Economics.

HOW TO LIVE FOR 300 YEARS – MAXIMIZE YOUR PERSONAL & PROFESSIONAL LIFE



DELFINA GOVIA

Partner, Veritas Total Solutions

Delfina Govia has over 35 years of global experience in the energy industry leading activities in management consulting, general management, business transformation, project management and financial analysis. She is currently engaged by several national and international oil companies to assist in developing wide-scale performance improvement strategies, to design and implement transformation plans and to perform financial valuations of operations. Delfina also acts as a direct advisor on strategic issues to several executives across oil companies, government agencies, educational institutions and investment firms.

Previously, Delfina was the global managing director of the Energy and Materials consulting practice within Cisco Systems. Prior to this role, she was an international strategy consultant with CapGemini Ernst & Young where she played dual roles in the energy, chemicals and utilities group and in developing e-Business strategies and financial valuation models for high-tech supply chains, establishing the foundation for developing technology-enabled solutions. Before transitioning to consulting, Delfina's industry expertise began with a family-owned energy services company in Venezuela and then with Mobil Oil Corporation, where she led the analysis of marine logistics, developed financial models for offshore production operations, and created new contract valuation models for oil field services.

An established and award winning speaker, Delfina received both her B.S. and MBA in finance from Cornell University.

TOUGH CONVERSATIONS – TOOLS FOR NAVIGATING CHALLENGING INTERACTIONS



ERICA D'ERAMO

CEO, Two Piers Consulting

During her successful career in the energy industry, Erica witnessed first-hand the challenges of being one of the few women in her field. She saw frustration and disillusionment among both her male and female colleagues as the industry was striving to increase the representation of women in their workforce. Erica saw similar challenges when mentoring both men and women entering leadership roles. Throughout the last 14 years, whether working in the field or the office, domestically or internationally, she continued to witness missed opportunities to better equip employees for facing new environments and power dynamics. Erica also witnessed recurring themes around the root causes for some of these challenges. She has been invited to speak on related topics at U.S. Military Academy at West Point, Penn State and College of the Mainland.

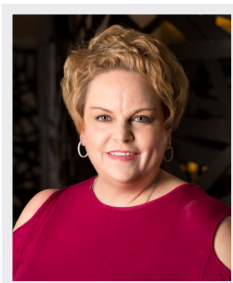
Erica spent her career in field-based engineering roles, central performance and risk management roles, and most recently, in offshore front-line leadership roles. She earned her OPITO OIM B ticket and knows how to escape a helicopter replica underwater, upside down and blindfolded. Erica is currently based in Houston.



DEBORAH BYERS

Americas Industry Leader/Americas Oil and Gas Leader, Ernst and Young

Deborah serves as EY's Americas Industry leader and also Americas Oil and Gas leader. As a member of the Americas Markets Executive Committee, she also leads industry markets leaders across the Americas region. Her core responsibilities include setting strategic growth goals informed by economic and industry trends, advising the EY executive board to shape near term and long term investment decisions on resources and technology solutions. A frequent speaker and writer on oil and gas industry issues, as well as on the challenges in this new era of energy transition, Deborah has been published extensively. She received a B.B.A. in accounting from Baylor University, sits on the board of Baker Ripley, and was previously on the boards of United Way and Greater Houston Partnership.



AMY DALTON

Senior Vice President, Americas, BCD Travel

As a senior vice president in BCD Travel's Americas region, Amy Dalton oversees at an executive level, corporate travel programs for national, multi-national and global travel clients. A 30-year veteran of the travel industry, she has helped corporate travel departments engineer strategy and innovation to bring programs forward in cost management, compliance and duty of care for corporate travelers. Amy expertly guides programs for the aerospace and defense sector, the energy and marine sector. Prior to joining BCD Travel, she ran service delivery programs for Cendant Corporation within the affinity marketing travel division; client relationship manager for Cheap Tickets and directed the wholesale tour business at CUC Vacations. She comes from a family business of travel program ownership and has utilized her expertise in industry forums.



JANELLE DANIEL

Vice President, Human Resources, Community Relations and Sustainability, Transocean Ltd.

Janelle Daniel is vice president, Human Resources, Community Relations and Sustainability, of Transocean, where she is responsible for employment strategy and structure, compensation, benefits, talent management and internal communications. Janelle also leads community relations and sustainability. Since joining the company in 2005, she has held global leadership roles and led numerous enterprise-wide initiatives. Prior to joining Transocean, Janelle spent 25 years in the energy and service industries as assistant controller of Mosbacher Energy Company, controller and CFO of Delta Health, and CFO of the international Alliance Worldwide. She began her career in the energy sector as an internal auditor with El Paso Natural Gas in Algeria. Janelle is a CPA, a chartered global management accountant and holds a B.B.A. in accounting from Texas A&M University.



LARRY PERKINS

Associate Vice President, HR Talent and Diversity Organizations, University of Texas MD Anderson Cancer Center

Larry Perkins is associate vice president, HR Talent and Diversity Organizations, University of Texas MD Anderson Cancer Center. He has more than 35 years of experience in human resources, education, training and leadership development. Larry retired as a Colonel from the U.S. Army in 2001. He held numerous leadership positions in the Army including five years as the director and senior instructor, Center for Enhanced Performance, U.S. Military Academy. Larry served as the Battalion Commander, 14th Transportation Battalion in support of Operation Joint Guardian, Operation Joint Forge and Operation Joint Endeavor in Italy, Bosnia, Croatia and Hungary. He earned his B.S. in education from Kansas State University, Master of Education in counseling from Boston University, and Ph.D. in education with specialization in training and human performance from Capella University.



JESSICA ABERLE (MODERATOR)

EHS Supervisor, Well Ops US, Helix

Jessica is a graduate of the United States Merchant Marine Academy and has worked in the offshore oil and gas industry since 2013. She worked for Transocean for several years as a second mate aboard semi-submersible platforms and drillships, before transitioning into a shore-based safety management role with Helix ESG. Jessica currently is the acting EHS supervisor for Helix's operations in the Gulf of Mexico, managing the offshore EHS advisors and medics. Having worked in a male-dominated industry for her entire career, she is passionate about increasing diversity in male-dominated industries and focusing on retaining women in these industries so that they can reach positions in leadership.



NRG.COM

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A LEADING LIGHT

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Jessica Campbell

Director, Corporate &
Employer Relations
JLC11@rice.edu



Carmen Carter

Assistant Director, Recruiting
& Employer Relations
CC114@rice.edu



Mariella De Alba

Assistant Director, Recruiting
& Employer Relations
MD61@rice.edu



Darnelle DesVignes

Recruiting Coordinator,
DD50@rice.edu

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