



**3<sup>rd</sup> Annual Energetic Women Conference Evaluation Feedback**  
June 15-17, 2010  
Charlotte, NC

**41% Response Rate** (69 responses)

**1. Was the Energetic Women's Conference worth your time and expense?**

94.20% Yes (65)  
5.80% No (4)

**Demographics: Generation**

1.45% Traditionalist (1)  
53.62% Baby Boomer (37)  
39.13% Gen Xer (27)  
5.80% Millennial (4)

**Demographics: Organizational Level**

13.04% Executive (9)  
39.13% Individual Contributor (27)  
37.68% Management (26)  
10.14% Supervisor (7)

**Demographics: Area of Responsibility**

8.70% Corporate Environmental, Health, Safety, etc. (6)  
8.70% Customer/Utility Support (6)  
27.54% Engineering (19)  
27.54% Operations (19)  
18.84% Other (13)  
8.70% Combination of Above (6)

**2. What did you find most beneficial about the conference?**

- Building the relationships with the other attendees
- The networking with fellow utility women.
- Being able to interact and connect with females in the energy industry and getting their perspectives on the challenges we continue to face.
- One of the most rewarding talks was Sally Helgeson and the 3 elements of female vision. Also, just the fact that we all came together to share our experiences. This coming together creates power in all of us knowing that we are all out there and can help support one another. The favorite item was Mary O'Toole facilitating the Networking talk.
- I enjoyed the panel discussions, and Emory Austin, She was a great speaker and very down to earth in her presentation.
- Getting to network and know other women in the industry. Best practice knowledge sharing. Loved EMORY!!
- Stories of women who had overcome the obstacles of being a woman on a male dominated field
- I enjoyed the panel discussions because I was able to relate to some of their personal experiences. The stories shared were heartfelt and meaningful.
- Networking with the experienced women and mentoring the younger attendees.
- The motivation and encouragement that was offered through the speeches and forums for women at all levels, and also the suggestions on how to behave and act as valued contributors to the work place

- Prior to coming to the conference I hadn't realized that women were so under-represented in operations relative to other disciplines. I am still thinking about why that might be true. Although the conference did not answer that for me, it is a very interesting question. I also thought the insight about women's radar vision vs. men's laser vision was very helpful.
- Meeting and talking with other women in the industry, and even within my own company. The Sally Hegelsen discussion was very interesting also.
- It was nice to meet/listen to comments/suggestions of women in upper management because I do not have that opportunity to learn from women in my company.
- I really enjoyed the networking. I had an opportunity to see the 3d leak training video. I found his very impressive. In fact I am planning to provide info to my company.
- Hearing about situations the executives were involved in how they were handled (i.e. gas explosions, resource downsizing etc.)
- Opportunities to network
- Enjoyed Emory Austin's presentation very much.
- Speakers
- The speakers and bonding with other utility workers
- The discussion around what women leaders bring to the table and how in the past we have let me change us to be more like men was extremely eye opening and helpful.
- Networking
- Networking, issues facing women in the workforce.
- The speakers and the survival tactics panel discussions.
- Guest Speakers-Emory Austin was the most beneficial to me personally.
- Sharing my experiences with others.
- Networking Thursday panel discussion Thursday final speaker (Emory Austin)
- Meeting other women in the industry.
- The lady (Emory Austin) who spoke on the last day of the conference.
- Networking - Breakout session on Negotiating Speaker Roberta Bowman
- contacts made
- The panels were extremely beneficial
- The group discussions with the people at my table.
- Networking opportunities and motivation speakers
- First of all, I thought the Leadership Team did an outstanding job with the conference. Many thanks for another amazing experience. I loved, loved, loved, Sally, Roberta, and Emory. They were fantastic speakers and provided many positive take-aways. I've had limited opportunities to hear uplifting, motivational-type messages...and from a woman no less. The connection is like a breath of fresh air. The pace car was awesome...didn't feel like 105 mph. :)
- Networking, meeting and hearing from other successful women in the Industry
- Networking with other women as well as the panel discussions
- Great leadership information. Great speakers -- Sally and Emory.
- Personal stories of what other women deal with and the ability to network and learn from other women in the industry.
- The opportunity to network and the helpful tips regarding the value women bring to the workplace. I also liked the opening exercise to break the ice....
- The ability to gain from the experiences of other professionals in the utility industry. This opportunity was provided by panel discussions, but mostly by the networking sessions and during meals.
- The discussion around what women leaders bring to the table and how in the past we have let me change us to be more like men was extremely eye opening and helpful.
- Emory was excellent. She engaged the group and offered valuable lessons. Roberta was inspiring
- The sessions and panel were very informative as the message "leadership is an action not a position" resonated with the EW audience. Loretta's (Intren) personal testimony of perseverance in building a company and witnessing her paying it forward to others was a humbling experience.
- Being with other women in the same industry.
- Speakers sharing practical experiences, especially the impact of gender-specific traits on actions.

- Understanding difference in leadership styles between men and women. Understanding difference in thought process and decision making between men and women. Being around similar-minded professional women.
- Building alliance\networking with the successful knowledgeable women professional in the energy industry.
- Speakers
- Networking
- Networking with other Duke Energy employees.
- Meeting other women in the same field that face many of the same day to day problems. Learning about the differences in men and women and how we can view the same problem from different viewpoints. Recognizing the fact that I don't always speak up and vocalize my ideas because they are different from my male counterparts.
- IT GAVE ME THE CHANCE TO SEE & HEAR SUCCESSFUL, MOTIVATED WOMEN IN THE UTILITY BUSINESS.
- Ability to network
- Talking with other managers and discussing the challenges and some possible solutions. Also, the interactive presentation/discussion with Sally was very helpful. I also enjoyed the generations in the panel discussion.
- Meeting women in nontraditional roles and hearing about their experiences and how they handled them.
- Listening to other's experiences and helping them to problem solve. \* Learning more about women in the energy industry. \* That the conference was not solely focused on executive level, nice to see a conference focusing on developing leaders. Employee development is a secret passion of mine and this conference can be a good tool in developing middle management (Supervisors, Managers, Key Managers).
- Networking and hearing from leaders in our industry
- The Panels
- I found Sally Helgesen's Female Vision information the most beneficial. I gleaned a lot of information that is valuable for me in my professional and personal growth. I also liked having the Networking opportunities that allowed me to see what other companies are doing to promote women throughout their companies.
- The wisdom and experience of others. The advice from speakers and participants. Encouragement!
- I found the networking and the communication the most beneficial. It was very enlightening to me to be in an open forum to gain advice from others that have been where I am.
- Networking among attendees
- I really enjoyed every single day session at the conference and each of them were very beneficial.
- The last presenter's topic.
- The opportunity to interact with other industry females was refreshing. I particularly benefitted from the "survival tactics/lessons learned" from those in more senior positions.
- Understanding that women have an important and very significant input to corporate decisions and considerations.
- Developing relationships and connections between women in other utilities
- professional development opportunities, networking, contacts made
- Networking! I met some fantastic women with great experience stories. It's also neat to see a group of strong educated leaders supporting each other.

### **3. Why were these areas beneficial to you?**

- To get opinions and feedback from women in the industry.
- It's an ongoing "battle" to find that work life balance, work on professional development, and look for ways to advance my career and delve into new areas.
- I have always been "afraid" of the whole concept of networking like it was some secret. Mary's discussion really put me at ease and gave me great tips on how easy networking can be.
- I found it interesting how people have succeeded in their careers.
- Because the stories were told by real women who had lived these experiences and real stories make the possibility of success seem more tangible.
- I was able to take some of the advice that was offered and will hopefully be able to use it to my benefit later in my career. It was great to hear about situations that I will probably encounter at some point with an explanation of how to handle them.
- Because it helped me correct some areas that might have been hurting me professionally without knowing
- It renews my interest in exploring with the women in operations in our business about their interests in leadership and gaps they may have. Also, the gender/thinking comment will provide some insights for some of our teams to reinforce the value of diversity.

- We are spread out in our company and have few opportunities to meet other women in technical operations. This helps me with future decisions on succession planning within my company.
- I eventually would like to be in a leadership role, so it was very motivational to listen to the speakers.
- Yes
- As an individual contributor, I rarely have the opportunity to be with so many women!
- Found her topic dealt with real issues and enjoyed her excellent speaking.
- Good topics and good grasp of issues
- Shared experiences
- It validates what my instincts say are a better vision for leadership.
- Looking for more information on gas efficiency programs that we can highlight to our members
- It let's me know I'm not alone and I have others that I can call and discuss issues.
- I could take this information and incorporate in into my everyday work.
- I could relate to things that each of the guest speakers spoke about and apply them to my personal life.
- I need to give back.
- The panel was a great representation of the issues that women are dealing with and the interaction was informative. Emory Austin is very motivational and entertaining.
- Hearing what other women are doing and how they got there.
- Take control of your life. Expand your career. become a leader
- Business sales are made through relationships.
- They gave you insight on the paths of others and gave you the ability to see yourself in their shoes.
- In my role as Manager, Strategic Sourcing - I find that networking among women in other management roles is very beneficial in understanding their challenges and how they relate to my own
- Sally, especially, provided valuable insight on the female vision. I found significant validation (personal ah-ha moments) in her generalizations. I liken it to handwriting analysis or birth order...subtle clues as to why we are who we are.
- I am new to the Industry (7 months) and really was interested and hearing from others experiences and how they came to be where they are now.
- Networking provides contacts for now and the future. The panel discussions helped me to understand the different generation views and survival tactics.
- A different way of viewing success and learning how to lead.
- Gave me the perspective to step back and evaluate where I want to go and how to get there.
- In any one company the number of women can be small. At this conference the opportunity to talk to women is astounding and not easily duplicated.
- I am still fairly new (~1 yr) to the utility industry and I am always looking for the opportunity to gain from the experiences and insights of others.
- It validates what my instincts say are a better vision for leadership.
- Emory emulated the confidence and self discipline that is key to success. I believe all members of our group took away something from her address.
- The presentations touched on specific traits of what true leadership looks like in action. The ability to engage and energize others while being able to manage multiple priorities. The ability to take ownership of decisions and actions, navigate organizational boundaries, make things happen and recognizing the future when you see it. All of the traits help move an organization forward.
- Being able to talk about what we, as women, face in the energy industry and our individual experiences and how we have been able to achieve goals in our careers.
- Increased awareness helps me focus on accentuate the positive.
- To support and validate the fact that differences does not make one "less than".
- At work place, I as a professional woman do not have a chance to meet and go outside of my daily professional environment, due to family commitment and responsibilities after work-hours.
- They were very powerful/motivational speakers that knew their material and conveyed it well.
- I don't get an opportunity at my company to interact with other female engineers.
- The benefits of networking are endless. Having the ability to work in different departments while staying with the same company is one of the positive aspects of working at Duke Energy. Networking can lead to opportunities in other departments.

- I work in an area where there are very few women. Having the opportunity to talk with others and discuss the energy field from a female perspective gave me the renewed energy to come back and excel.
- I DON'T GET ALOT OF EXPOSURE TO THESE WOMEN IN MY DAY TO DAY WORK ENVIRONMENT. THE CONFERENCE GAVE ME THE CHANCE TO HEAR THEIR PERSONAL STORIES, EXPERIENCES & IDEAS.
- To compare how others are doing their jobs.
- They allowed a back and forth conversation rather than just sitting and listening. We can learn so much from each other regardless of age, in fact mixing it up is really beneficial.
- While I have had a number of non traditional roles there are always new opportunities.
- As a middle manager, you don't often see conferences like this. Yes, there is a great deal of AMA options however the Energetic Women Conference focused on developing women leaders in the energy industry. This specific focus was what I found most beneficial.
- Gaining contacts at other companies can be very helpful when looking for outside opinions. Roberta Bowman was terrific and the EW leadership team is so inspiring!
- The 2 panel discussions you presented helped me to realize: 1. That we (women) all face similar challenges 2. How to best deal w/those challenges 3. Recognizing that you need a support system, and how to build one
- The Female Vision was helpful to understand what is going on currently but also how to position myself better and to have a better path on achieving goals. The Networking was beneficial to give ideas to see where women's groups can be helpful and create awareness for the issues women face in business.
- In an area where there is few women to refer to, it was very beneficial to receive the info from so many great sources.
- The advice and encouragement I was given was invaluable. I learned that I need to take charge of my career path. In fact, I received three very good points of advice and immediately implemented them upon my return to work last Friday.
- Always beneficial to know more people but also a great exchange of experiences.
- Mostly, the entire conference inspired me to learn more, do more, be proactive about my career and be more confident in my abilities. I also really enjoyed learning more about the differences in the way women perceive situations and approach challenges. It made me realize things that I hadn't thought of before.
- Can use in everyday business/personal.
- I felt like it gave me "permission" to state an opinion, whereas before I may not have. That my ideas can and are valuable.
- Embrace new ideas and learn how other women have redirected their careers
- Directly apply to my job function; serve as enrichment to my contributions as an employee and as a person
- I learned a lot about myself and some tips for future work interactions. I heard great examples of how to handle myself and produce quality work and get noticed.

#### **4. What areas need improvement?**

- The breakout sessions in the afternoon of the second day seemed rushed and disorganized. I didn't get a lot out of my session (and heard similar feedback from others).
- I think the conference should be 2 full days.
- Not sure...loved it all.
- I would have more speakers kicking off the presentations who were more dynamic, such as Emory..I would have loved to spent time with her because of her character and energy,,
- I would rather have more speakers on industry topics instead of the panel discussions.
- It would be good to have more time for small group discussions.
- I think it would be helpful to have more hands on activities that we could participate in. It's great to hear about how women in industry are different from men and what challenges we face and why, but I think it would also be beneficial to talk more about what we personally need to do. Situational activities with guided discussions would help.
- This was my first conference. I think I would have benefitted from this earlier on in my career. One of my employees (engineer) attended and she thought it was very good. I thought it was too basic.
- More networking exercises that would allow us to interact with each other would have been good - other than that, the conference was excellent

- Although it is touchy, I think you would do well to explore in more depth why there might be barriers to women in operations that are different from the barriers to women in other disciplines. I don't think it is just because there are more women to choose from in non-operational disciplines.
- I believe you had the right mix of entertainment and supportive content in the conference. The two panel session could have been scheduled back-to-back to emphasize the differences in what the women emphasized at that particular point in their careers. The same questions could have been asked of both for contrast as openers.
- The conference should be for two days. The workshops were not long enough. Everyone should have an opportunity to attend at least three workshops. Make the conference more substantial.
- More real life situations and how to resolve them - what steps, process etc.
- The sound system needed to be improved- hard to hear in the back of the room.
- Was disappointed in the young professional's panel. Felt it lacked substance. Felt the conference last year in Phoenix was excellent and contained more substance than this year's event.
- Panel discussion and breakout sessions were not that informative
- There should be someone with a microphone, handing it to the people with questions. I was not always able to hear the questions.
- There could be some more substantive content, either utility related or leadership related.
- Would have liked more networking activities. Would have liked speakers to introduce themselves (a few leadership people grabbed the microphone to make announcements or clarify the mission of EWC, and I didn't know who they were)
- I think it was right on target
- I don't have any suggestions for improvement because everything was so well run, the different activities and the multiple topics.
- I would like to see the length of time increased to at least two days.
- Not much, this was the best of the 3 conferences.
- Wednesday was very boring and I didn't appreciate the implied male bashing. There needs to be more interaction/panel discussions and a positive tone
- Larger rooms for the breakout sessions.
- More examples on how the women got to the position they have. The hurdles they went thru and how upcoming women can learn from that experience.
- The 1st day of the conference either needs to have more choices of things to do or the ability to let everyone attend the tour.
- Some technical content would be of interest - perhaps a parallel path for half a day. IEEE would be a good partner for that. We have a power and energy society with great technical journal, etc.
- Make it the conference 2 full days.
- I thought the conference was well worth my time. I liked the group discussions and would like more group exercises.
- I feel that there was too much focus on the Engineering professional. Needs to be more cross functional for a broader scope of utility professionals.
- Would like the opportunity to rotate through all of the best practice discussions. Unfortunately, I did not get as much value out of the Negotiations break out session as I had hoped. I realize, however, the agenda was aggressive and left limited idle time to go to more than one. Possibly the conference needs to be a 1/2 day to a full day longer. I enjoy the panel discussions immensely, but sometimes feel that they are border line on being too scripted.
- I wish there were more breakout sessions. The best practices session was short, and I think we could have gotten the most out of it. It would have been nice to have those small sessions set as a roundtable to hear about others experiences and learn from them. I wish we could have interacted more in small groups.
- Like the night event however, I didn't know some formal in a talk was happening so I left before it occurred - need to have information regarding the timeline of events for the night.
- The speakers on the panel could have been a little more prepared and interesting. Some information was of some value, but overall I didn't find it useful.
- I hope you don't make it too technical oriented that you lose those of us who are not engineers.
- Breakout sessions should be longer. They were great but short. It would also be good if we could have time to attend more than one.
- Best practices discussions need the most improvement. Time was cut short for this event. I would like to see additional time devoted to this section so that you may attend more than one topic.

- There could be some more substantive content, either utility related or leadership related.
- Day one speaker, Helgesen, was monotone and unengaging. She seemed a little stale. Seemed to like to hear herself but took too long to reach the point and lost the impact or meaning of her message. Having more senior members participate in panels and event. The hotel was disappointing.
- Add 10 minutes to the best practice small session group as there is much knowledge to share.
- I would like a session centered on the work to life balance as a career woman raising a family and facing taking care of parents as well.
- More break-out / discussion groups would allow for more networking.
- More small group sessions with experts in field. Variety in topics.
- Based on the entire conference agenda generally, it was perfect for the amount of time arranged for each session. However, each session should not be more than an hour because I, audience, can lose interest or would not be able to pay attention the same topic too well after an hour.
- Breakout sessions.
- I felt that hearing about challenges that the young professionals faced wasn't very helpful to me. I would have rather had more of a question & answer session with more experienced women.
- Perhaps an additional breakout session would be good so that you could learn more about an additional topic.
- Long day on the first day.
- MAKE IT 2 FULL DAYS!! MEETING ROOM WAS WAY TO COLD!
- More high quality speakers like Emory Austin
- Not much, I love this conference. However, I thought the last speaker Emory was kind of off the mark for this conference. She was humorous at times but I didn't feel she related to us and I didn't feel she added any value to my attendance.
- I would like to see more small group interaction.
- I believe improved breakout sessions would be very valuable. Breakouts can be a great learning tool as the class sizes are typically smaller. The sessions could have been more interactive and offer real solutions with respect to the topic being presented. An improvement option would be to allow enough time for folks to attend two sessions perhaps 30 min each and reduce the number of panel discussions. The person facilitating the breakout session topic would hold two sessions at 30 min each. Folks could sign up in advance for the topic(s) they would like to attend; this would allow the participant time to prepared specific questions / thoughts around the stated topic. Presenting two sessions of each topic would allow for small groups of about 10-15 folks is a nice size for some in-depth learning / discussion. Finally, one last improvement I would like to offer, for breakout sessions, seat everyone in a circle or U shape so that there can be a dialogue between all parties (facilitators and attendees). I would look for ideas and suggestions from all participants as the facilitators should not be expected to always have the answers. Seating plays a large part in the way we communicate.
- The speaker on Thursday was so fantastic - it would be great to be able to entice more people to attend that 2nd day rather than travel.
- The conference needs to be longer
- A little less men bashing. A little more time for the Best Practices Small group discussions and maybe the ability to attend more than one of them?
- Nothing!
- I would like to have assigned seating for some parts of the conference to aid in networking. Possibly, the second half of the first full day we should move to assigned seats in order to mix it up.
- Heard that hotel last year was great and allowed people to gather around pool - this hotel did not have spa like feel.
- Could have used a little more food. The hotel was amazing though and a really pretty good rate given the hotel quality. I would have enjoyed more speaking from Emory Austin. Her time seemed very limited and she was such an amazing speaker. The Identifying and Honing Leadership Styles seemed slightly rushed, as well as the break-out sessions. If the break-out could have been an hour or so, that would have been good.
- Can't think of anything.
- More time for small group / best practices discussion. Would be open to having longer day with more breaks to be able to check emails, make phone calls, etc if necessary during breaks.
- Sessions not quite so long without breaks.
- Key note speakers Develop core competencies designed to help strengthen skill sets for leadership positions in the Breakout sessions

- More "forced" mixing with other women at the conference - many ladies stayed within their own groups/comfort zone
- The panels were almost too structured. I think an opportunity for the audience to submit questions before and during the discussion would be good. This allows for anonymity and audience interest.

### 5. The Female Vision – Sally Helgesen

(1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 2.90%
  2. 2.90%
  3. 18.84%
  4. 47.83 %
  5. 26.09%
- Did not participate 1.45%

### 6. Succeed & Lead- Young Professionals Panel

(1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 1.45%
  2. 5.80%
  3. 21.74%
  4. 43.48 %
  5. 24.64%
- Did not participate 2.90%

### 7. A Woman's View- Roberta Bowman, Duke Energy

(1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 0%
  2. 4.35%
  3. 15.94%
  4. 34.78 %
  5. 42.03%
- Did not participate 2.90%

### 8. Identifying and Honing Your Leadership Style – Sally Helgesen

(1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 2.90%
  2. 7.25%
  3. 21.74%
  4. 49.28 %
  5. 17.39%
- Did not participate 1.45%

### 9. Best Practices Small Group Discussion

(1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 1.45%
  2. 1.45%
  3. 18.84%
  4. 50.72 %
  5. 20.99%
- Did not participate 7.25%

## 10. Survival Tactics Panel Discussion

(1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 0%
  2. 0%
  3. 14.49%
  4. 42.03 %
  5. 36.23%
- Did not participate 7.25%

## 11. Is Your Bubble in the Middle- Emory Austin

(1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 0%
  2. 1.45%
  3. 7.25%
  4. 14.49 %
  5. 71.01%
- Did not participate 5.80%

## 12. What topics would you like to explore at next year's Energetic Women's Conference?

- I would like to see more specific topics/discussion directed at operations, such as Mary's circumstance at Washington Gas.
- I really enjoyed Emory Austin's presentation and would love to see her back again.
- Delegating Working with difficult people How to build your team
- More time for group work.
- More best practice sharing time would be good. How can women use some of their unique skills to help with major industry concerns - such as safety.
- 1 - Even though there was a small discussion about it, I would like to hear more about successful women who are mothers and also take care of their families. The lady who talked about this said her husband was a stay-home dad, does it mean that it is impossible to have two successful parents that also take good care of their children?...does it mean that one of the two have to give up their career? I would really like to hear from somebody who has the experience of both parents working and also having family time. 2 - How to approach management to request time off to take care of sick children or other family issues when it seems like nobody else does since most of them are men with stay-home wives.
- Making tough decisions (such as layoffs). Mentoring - what works and what does not
- How to overcome the past after years of frustration and feeling like we have no value in the work place?
- See previous comments. In addition. I thought the panels were great...more time and more details on how they were able to break through barriers or be more visible or overcome personal hesitancy would be good. Also feedback here is "engineers don't want to be leaders." I wonder what the aspirations are of the women in the room. Several at my table didn't seem to want to be leaders; they seemed to want recognition for their work, but not interested in being managers. Leadership is something that should be chosen...I think there was an assumption that everyone there wanted to be a leader. That would be another interesting idea to explore.
- Unions, Storm Preparedness and Work Management
- Perhaps a "speed networking" session would be fun. Vendors with specialty items for women might be invited to set up booths with work boots, FR and safety equipment in smaller sizes, etc.,. We seemed to LOVE hearing the success stories- add some more! Also, what about some videos featuring a day in the life of female execs to give a flavor of what they experience as leaders? Some topics for presentations or demos would include NERC and SERC, basic gas/ electricity operations, and appropriate business attire for emerging leaders.
- I don't think I will be attending next year.
- I had quite a few newbies at my table with lots of questions on fitting into male-dominated departments. "How do I get them to take me seriously? I'm young and female" How do I promote myself without sounding like I'm tooting my own horn. Would like a session on this...would be helpful to some of the "youngins" I think

- I would suggest make it where you had to switch tables and not sit with the same people. Get us out of our comfort zone more. I looking forward to next year.
- Take personal responsibility it is ok to be technical
- Advances in new energy technologies
- The minority experience
- New technology based opportunities within the industry such as Solar, Wind, Transmission Grid Personal Development musts! Do's and Don'ts for a successful career path Resume writing/ Interview skills
- While not specifically related to women, learning more about birth order or doing something fun with handwriting analysis could be an option. Also, tips on behavioral interviewing and how to prepare might be beneficial. What is the hiring manager looking for? Even a mock interview with do's and don'ts could provide some helpful clues.
- I'd like to learn more about how other people do my job for other companies. (Best practice discussions for Gas Engineers) I liked the discussion on challenges other people face. It was nice to hear that others experienced the same challenge, and those with more experience were able to offer solutions. I'd like to hear more about how to have your boss notice the work you do. How do you get noticed?
- Continue discussions on how we can help and promote each other. Also having small group discussion was good and allowed us to participate more since the group was so big
- How to market the skills that I bring to the table. How to come across as assertive rather than pushy or nagging. How to interact with management who seem to look outside the department instead of within.
- Since there are a number of younger women i think it would be helpful to talk about presentation skills. Often these women are presenting to audiences made up largely of men and the radar versus laser could be an obstacle. I also heard some talk about the fact that they get little time with their boss or bosses boss for exposure. Maybe a session on how to get noticed and stay in your boss's focus.
- Possibly something for women new to the industry. I think the topics included in this year's conference were great and are worth talking about again. It might be worth making the conference last one more day in order to incorporate more topics and interaction events.
- Leading others. Managing others. Identifying cross functional opportunities. Panel members from non-engineering areas. Importance of outside activities and how they impact your career.
- Consensus-building/stakeholder management skills, analytical thinking and problem-solving skills, Effective Communication and presentation skills, ability to execute, managing across the generations
- Please see my comment on areas of improvement.
- I would like to know more about managing emotions under pressure. What would be the diplomatic way to address the problems or issues as a woman professional, staying calm and productive in any stressful situation.
- Since I am fairly new in my career it would be nice to have either a seminar or a webinar on managing up. I haven't mastered this art and it is very crucial to my success.
- Unfortunately, I will probably not be able to attend next year since it would involve additional expenses for travel and accommodations, but I hope to revisit the possibility closer to the dates. Conflict Management is always a good topic for a refresher... More on Emotional Intelligence...
- Would love to have Emery Austin again next year with one of her other topics.
- Conflict management solutions/styles, manager or supervisor tips for new bosses from the experienced veterans in the group.
- Really liked the experienced leader's panel discussion. I would repeat.
- Perhaps a discussion / professional speaker on the topic of what techniques have leaders used to manage their teams in the face of constant re-organizations. Re-organizations cost organizations productivity, morale and a sense of stability in the line (both bargaining unit and salaried employees) it would be interesting to hear how companies are managing their organizations during repeated re-organization.
- Social Networking and technologies to make us more efficient (or more crazy!)
- Marketing - techniques on building a plan that best represents your talents and skills. Examples could include - resumes, dress, public speaking, business cards, professionalism, etc.
- Unsure... but do like the leadership focus.
- I would like to learn more about the differences of career paths in utilities. Such as: Operations versus engineering vs. Environmental and more. Also, I would like a discussion of responsibilities of different roles in different utility companies in the mid-west. Lastly, I would like to cover different styles of leadership and how to apply different techniques throughout the industry or in life in general.
- Gas AMI and Smart Grid - a tour of Itron in Waseca, MN would be great!

- I think the breakout sessions should still be offered. I think another speaker in the area of women's study and research around leadership would be great.
- More into operations at a functional users viewpoint. Let the employees that are not yet in management positions see that they too have a chance to advance. And they are not "stuck" where they are job wise.
- I think a panel of male leaders discussing positive and negative issues with female peers. I would also like to hear more personal speeches from high ranking women.

### **13. Are there any other general comments you'd like to share?**

- I would like to see the conference combined into two full days. It will make it easier for attendees to justify being out of the office over two days versus three or more depending upon travel time.
- I know you guys worked on it but the A/C was too cold the first morning.
- The evening at the track was awesome,, however, I would have like to have known who the sponsor was prior to the event to make contact and network with her.. I think she would have lots of advice and knowledge to share. I would have like to know more about her and her successes.
- This conference is great! Just having time to meet other women in the industry was worth it to me. Emory Austin was wonderful! Thanks for your work to make this conference possible...it is appreciated!
- I thought the small breakout groups did not last nearly long enough but mine (networking) was very interesting). I also think the whole conference could benefit from being longer, maybe to allow time for mentor/mentee sessions (people could choose prior to the session whether to be a mentor or mentee and be partnered and discuss anything the mentee was interested in exploring. Having been around a long time I really enjoyed hearing current employment situations of several young attendees and exploring ideas with them about their careers or situations. And I think there was a lot of experience in the room that could either share one-on-one or in small groups around chosen topics.
- It would have been nice if the hotel included high speed internet in the rooms instead of an additional charge.
- Emory Austin would be a great Webinar presenter
- Very organized and enjoyable
- I'm sorry to say I was disappointed in the conference this year. In my opinion, it lacked substance.
- Time spent networking was one of the best features of the time. Actually talking to the other Duke (Carolinas and Midwest) folks and comparing best practices and common issues was very beneficial.
- Internet access should be available and free at the conference.
- Great energy and very approachable group. Kudos on a great event!
- Emory Austin was great!!!It was really cold in the meeting room but they finally got it right.
- Great accommodations and food.
- Great location
- The venue was really average.
- MEA did a great job!
- Speedway was great!
- More webinars!! Building up to the conference.
- Sessions were very informative. Would like more smaller team participation where results are discussed among the teams to build relationships. Perhaps during lunch as well. Seemed many utilities huddled together which reduces the opportunities to network and learn more about each other
- The hotel and food were amazing. I failed to schedule my itinerary appropriately and left no time to enjoy Charlotte. That was the only major disappointment.
- I wish there were snacks on the tables during the longer sessions. The Identifying and Honing Leadership session was not needed. That time would have been better spent in smaller breakout sessions where we can discuss a organized topic and draw from others experiences. More self or business improvement ideas would be helpful.
- Thanks very much for a wonderful and effective experience.
- Overall, this was a great conference. The only time I found myself disconnected was during the Wednesday afternoon leadership style session. This was probably due to the lack of interaction required during the session and that it was right after lunch.
- Stephanie, Heidi, Patty, Mary P., Mary O., Juli, Amy and Cindy are doing an exceptional job at leading the EW organization and the 2010 conference showed it! Because of your efforts in coordinating speakers, tours, topics and

logistics, each session was fantastic! If you missed the North Carolina conference then you missed a real treat! Thank you for providing a top notch informative and pleasant experience!

- Wonderful conference. I am glad I was able to attend!
- Really liked the meet and greet bingo game.
- LOVED THE NASCAR RIDE!!! MY BROTHERS-IN-LAW ARE GREEN WITH ENVY!!!!
- The race track event/dinner was a great time and allowed quality face to face time with other conference attendees. I missed the speed networking, would love to have participated. Hopefully if it got great reviews you can do it again.
- It was too bad that Sally Helgesen ran out of time during the Leadership session in the afternoon.
- This was my first Energetic Women's conference, and it exceeded my expectations.
- I was unaware upfront that this conference is focused on women engineers and women in operations. Not being in either of those positions i greatly appreciated how beneficial the conference still was for me and how it gave a tremendous amount of value to women in all leadership positions.
- Emory was amazing!!!
- Yes. This conference came at just the right time in my life. I am new to the utility industry and am settling into my career. This opportunity has confirmed that this is a field I love. I will attend every year I can.
- This was one of the best conferences I have attended in years. Came back pumped up and full of energy - can't wait for next year!
- It truly was an inspiring conference. I feel more empowered and I renewed since of purpose at work.
- Excellent use of "free time" for networking. My boss was surprised how many people I had time to meet, even briefly.
- I particularly like breaking into groups for discussions. Would have liked to been able to participate in more than one discussion though.
- Love the speakers! They will be hard to beat but I know you can do it! If the room is as big as it was this year, would it be possible to have the podium in the middle length wise rather than at one of the far ends?

#### **14. Meeting Rooms** (1=poor; 2=below average; 3=average; 4=very good; 5=excellent)

1. 0%
2. 1.45%
3. 5.80%
4. 43.48 %
5. 49.28%

#### **15. Food**

1. 0%
2. 1.45%
3. 24.64%
4. 39.13 %
5. 34.78%

#### **16. Sleeping Rooms**

1. 0%
2. 0%
3. 4.35%
4. 11.59 %
5. 65.22%

**MARK YOUR CALENDARS!**

**4<sup>TH</sup> ANNUAL ENERGETIC WOMEN'S CONFERENCE  
JUNE 14-16, 2009 MINNEAPOLIS, MN**