



## Women's Leadership Symposium

April 7-8, 2026

Grapevine, Texas

Tues. April 7		Session Title
2:00 PM	5:00 PM	Registration Open/Badge Pick-up
3:30 PM	5:30 PM	"Saying What Matters: Communicating with Candor and Care" – Amber Romine, Paravis Partners
6:00 PM	7:30 PM	Wine Fusion Networking Reception
Wed. April 8		Session Title
8:00	8:30	Welcome & Opening Reflections – Becky Palmer, President, West Texas Division, Atmos Energy
8:30	9:30	Opening Keynote "Leading in Full Color: The Brushstrokes of Trust, Presence, and Impact" – Lauren Gilliland, SVP of Energy Supply for Xcel
9:30	10:00	Networking Break
10:00	11:00	Early Career Panel "Generational Perspective for our Industry" - Moderator: Brandi Price, Atmos Energy; Panel: Jenna Long, Merjent; Destiny Kerr, Merjent; Bailey Sartori, Rosen Group, Sam Trowbridge
11:00	11:45 PM	Lunch Buffet Open
11:45 PM	1:00 PM	Fireside Chat with Carolyn Heath Haag, Heath & Suzanne Ogle, SGA "Leading Forward: Honoring Legacy While Building What's Next"
1:00 PM	2:45 PM	"From Blank Canvas to Bold Action: Leading Through Uncertainty" workshop - Nick Tobey, OU
2:45 PM	3:00 PM	Break
3:00 PM	4:00 PM	"Forward Momentum: Tools to Accelerate Your Career in Any Environment" - Samantha Howard, Southern Star
4:30 PM	6:00 PM	Cocktail Reception

Speaker	Description
Amber Romine	<p>In this session, Amber helps leaders strengthen how they navigate difficult conversations, moments of tension, and situations where important issues remain unspoken—without sacrificing trust or relationships. Grounded in real-world leadership challenges and accessible frameworks, the session blends reflection, guided discussion, and practical tools participants can immediately apply in their leadership roles. The focus is not just on what leaders say, but how they say it, and the relational impact that follows.</p> <p>This topic consistently resonates with women leaders in particular, who often navigate added relational complexity, unspoken expectations, and the pressure to balance directness with relatability. The session creates space for naming those dynamics while offering practical ways to communicate with greater clarity, confidence, and care—without overcorrecting or self-silencing.</p> <p>Amber has delivered this session in various formats for leadership and professional audiences, and it has received consistently strong feedback. Participants often note how grounded and immediately applicable the frameworks are, and how the conversation continues well beyond the session itself—showing up in how leaders approach real conversations afterward.</p>
Speaker	Description
Becky Palmer	Welcome & Opening Reflections
Lauren Gilliland	<p>Every woman in leadership reaches a moment of transition. A promotion. A pivot. A reset. A realization. And in those moments, we are handed a blank canvas.</p> <p>In this engaging and story-driven session, Lauren Gilliland shares leadership lessons drawn from frontline operations and executive decision-making in spaces where women are claiming their voice and influence. Through the metaphor of “brushstrokes,” she explores how women can intentionally build their leadership layer by layer through trust, presence, and impact.</p> <p>Lauren challenges women to move beyond perfection and performance and instead lead visibly, humanly, and with conviction. From standing shoulder-to-shoulder with frontline teams during high-pressure moments to launching initiatives that reshaped conversations around mental health, she demonstrates what it looks like to show up fully. Not just when it’s convenient, but when it counts.</p> <p>Participants will learn how to:</p> <ul style="list-style-type: none"> <li>• Build trust without taking over or shrinking back</li> <li>• Lead from the field with confidence in high-pressure environments</li> <li>• Balance empathy and accountability without compromising either</li> <li>• Increase visibility in ways that open doors for other women</li> <li>• Use their title, voice, and influence to create meaningful change</li> </ul> <p>This session is an invitation to reset, refresh, and lead with intention because every day offers a new canvas, and every brushstroke shapes the legacy you leave behind.</p>

<p>Carolyn Heath Haag, Moderated by Suzanne Ogle</p>	<p>What does it take to lead something you didn't build, but are responsible for evolving? In this candid conversation, Carolyn Heath Haag, third-generation leader of Heath®, shares the realities of stepping into legacy leadership and reshaping it for what's next. With only 13% of family businesses successfully transitioning to the third generation, her story offers rare, practical insight into what it takes to lead with both respect for the past and responsibility for the future.</p> <p>From starting in a role, she didn't enjoy to building credibility through HR and operations, Carolyn's path challenges the idea that leadership follows a straight line. Instead, it's built through experience, self-awareness, and the willingness to evolve. Together, Carolyn and Suzanne will explore how leadership actually happens, through decisions made under pressure, through partnerships that extend your strengths, and through a disciplined focus on people, performance, and long-term impact.</p> <p><b>Why You Should Attend</b>          You're leading (or preparing to lead) something with history, expectations, and pressure attached          You want to build credibility in a technical or operational environment          You're navigating how to lead authentically as a woman in a traditionally male-dominated industry          You're figuring out how to balance trust, accountability, and performance in today's business climate          You want real insight, not theory, on how leaders grow into the role over time</p> <p>You'll walk away with a clearer understanding of how to build leadership credibility from the inside out, along with practical ways to balance legacy with innovation without losing trust or performance. You'll gain insight into how to structure complementary partnerships that strengthen your leadership, while adopting a more modern approach to trust, accountability, and decision-making under pressure. Most importantly, you'll leave with greater confidence to lead</p>
<p>Moderator: Brandi Price; Panel: Jenna Long, Destiny Kerr, Bailey Sartori, Samantha Trowbridge</p>	<p>This engaging panel brought together by the Women and Leadership Committee and moderated by the committee Chair Brandi Price will explore our industry from the perspective of early career women.</p> <p>This panel will explore the concepts of:          Generational differences          Navigating work culture          Mentorship          Dealing with burnout          Setting boundaries          Having an advocate          Professional Development</p> <p>Attendees will leave with an understanding of how the younger career professionals approach work in our industry as well as what drives and motivates them. Anyone in attendance will also gain knowledge on how to retain their earlier career professionals by deepening their understanding of what is important to them.</p>
<p>Samantha Howard</p>	<p>Discover how to turn obstacles into opportunities and thrive in male-dominated spaces.</p> <p>Discover how to transform obstacles into opportunities and build a thriving career in male-dominated spaces. This engaging session draws from one woman's leadership journey, offering an honest and insightful look at the challenges, breakthroughs, and defining moments that shaped her path. Through real-world experiences, she illustrates how barriers, whether structural, cultural, or personal can become powerful catalysts for growth when approached with intention and resilience.</p> <p>Participants will gain practical tools and actionable strategies to confidently navigate environments where they may feel underrepresented. From strengthening executive presence and communicating with clarity, to managing bias and building credibility, this session provides a roadmap for showing up with purpose and impact. It also highlights the importance of self-awareness, adaptability, and understanding workplace dynamics to effectively engage with colleagues, leaders, and decision-makers.</p> <p>Beyond tactics, this session emphasizes mindset reframing challenges as opportunities to lead, influence, and create change.</p> <p>Attendees will learn how to advocate for themselves, leverage their unique perspectives as strengths, and build a support system that fuels long-term success. By the end of the session, you'll leave not only inspired but equipped with a</p>

Nick Tobey

## Hands-On Leadership Lab: From Blank Canvas to Bold Action: Leading Through Uncertainty

In leadership and in today's energy landscape, there is rarely a perfect starting point, complete information, or a clear path forward. Leaders are asked to act anyway.

This interactive workshop uses a dialogic, peer-driven approach to challenge participants to confront three essential leadership disciplines:

- Just Start: Moving from hesitation to action without waiting for perfect clarity
- Find Balance: Navigating competing priorities, constraints, and perspectives in real time
- Create Something from Nothing: Turning ambiguity into direction, value, and outcomes

Participants will surface real challenges they are currently facing and work through them in small, diverse peer groups, drawing on the collective experience in the room to generate fresh perspectives, practical ideas, and actionable next steps. The process is designed to simulate the conditions leaders face every day: incomplete information, evolving expectations, and time pressure - but with the advantage of a room full of peers who have navigated similar terrain.

As the session unfolds, participants will be prompted to make decisions, pressure-test their thinking, and reflect on how they show up when the path isn't defined.

This is not a lecture. It is a working session where your real challenges become the curriculum, and your peers become the resource.

What Participants Will Walk Away With:

- A clearer understanding of their default leadership tendencies under uncertainty
- Practical strategies to move from overthinking to action
- Tools to balance competing demands without stalling progress
- Peer-generated ideas and solutions for a challenge they are actively facing
- A reframed mindset: ambiguity is not a barrier, it's the job

Why This Matters:

The gap between strategy and execution is rarely about knowledge; it's about the right type of action at the right time. Leaders who can start, adapt, and create when conditions are not perfect are the ones who move organizations forward. And the best thinking rarely happens in isolation, it happens when diverse perspectives collide.