



NEWSLETTER APRIL 2009

WIM AFFAIRS

Upcoming WIM Events

Next WIM drinks are on Wednesday 8<sup>th</sup> of April March at 6.30pm

Venue: Deloitte, 2 New Street Square, London, EC4A 3BZ  
Benugos, Ground Floor  
Drinks & Nibbles, 6.30pm  
Please RSVP to Janai Scott at [janscott@deloitte.co.uk](mailto:janscott@deloitte.co.uk)

*Followed by...*

6th May: Informal WIM drinks hosted by Mayer Brown at their new offices

14<sup>th</sup> of May: **Women in Energy one-day seminar**

Organised by Emily Spearman of Scott Wilson. Theme this year is 'Career Success - Getting it Right!'. For more detailed information on agenda and speakers go to <http://london.spe.org/eventsOpen.cfm?id=79>  
The seminar is being hosted by the Society of Petroleum Engineers (SPE)

Venue: Geological Society, Burlington House, Piccadilly, London W1J 0BG

Contact: <http://www.katemcmillan.co.uk/> or email [katespe@aol.com](mailto:katespe@aol.com) or telephone 07736 070066

It is a very well attended event mostly by ladies of the oil & gas sector but we'd like to have more women in mining attend too to give it the interesting mix. There are a lot of synergies between the subsectors in resources & energy. We want to offer you the opportunity to learn and to network.

Time	Agenda Item
9.30-11.00	The Glass Ceiling: Fact or Fiction - 4 Senior Ladies from Industry
11.00-11.20	Coffee
11.20-11.50	Interpreting Body Language
11.50-12.20	The Attractor Factor
12.20-13.00	Lunch
13.00-14.30	The Fear Factor: How to Overcome Obstacles to Success
	Positioning Yourself for Possibilities and Progress at Work
14.30-14.50	Coffee
14.50-15.40	Ambition
15.40-16.15	The Hidden Secrets of the Undergarment....
16.15-16.45	Speed Mentoring / Networking
17.00 onwards	Networking Drinks

May or June: Event organised by Candice Sgroi of Pelham PR

24<sup>th</sup> of June: WIM Breakfast seminar hosted by ERM. Details to be provided early May.

Oct/Nov: maybe interesting to organise an event on forecast for 2010 depending on how the sector is doing by then?



## Newsletter

BDO have kindly offered to take on the writing and compiling of the monthly newsletter and events calendar. So look out for a different format as from May. From now on use [WomenInMining@bdo.co.uk](mailto:WomenInMining@bdo.co.uk) to send through ideas, articles etc for the newsletter.

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## New WIM Group

Malin Stein is setting up a WIM Group in Stockholm. If you want to join, help out, be on the distribution list contact Malin at:

### Raw Materials Group

Sales / Mineral Analyst

Postal Address: PO Box 3127, SE - 169 03 Solna, Sweden

Tel: +46 8 744 0065

Direct: + 46 8 5577 9305

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E-mail: [malin.stein@rmg.se](mailto:malin.stein@rmg.se)

Web: [www.rmg.se](http://www.rmg.se)

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## WIM Members

People who have joined the group since the last newsletter. Welcome to:

- \* Leah Cooper, Rio Tinto
- \* Jasmina Stanimirovic, Principal Geologist 1 – Asia Region, Exploration at Rio Tinto
- \* Meera Pau, Sustainability and Climate Change at PwC
- \* Yuliya Tereshchuk, NBL International Ltd
- \* Helen Meekings, Golder
- \* Natalie Coomber, Deputy Online Editor at [mining-technology.com](http://mining-technology.com)
- \* Fran Lake, Finance Director of Exploration Services (UK) Limited
- \* Michelle Akande, trying to get into mining
- \* Ayako Furuno, Metals Analyst at GFMS Ltd
- \* Kelly O'Rourke, BHP Billiton
- \* Jane Walde, Risk Manager at AngloCoal Marketing Ltd
- \* Samantha Hoe-Richardson, Head of Energy Strategy at AngloAmerican plc
- \* Susanna Keung, Consultant Copper at CRU Analysis

People who have left the group:

- \* Gigi Gerard of Minco/Ovoca

# WOMEN IN MINING

## NEWS

### **Posit+ve Energy Network**

The Posit+ve Energy Network is the first independent worldwide network dedicated to women and the advancement of their careers in the energy industry. Posit+ve Energy provides a programme of interactive networking events, personal and professional development opportunities and an online community for female executives across the energy industry.

The network is being backed by the Petroleum Economist magazine.

Check it out at <http://www.positive-energynetwork.com/>

I am talking to Jenny Briggs, its Manager, to see what synergies there may be between our networks.

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### **A Job Finding the Right Balance**

By Emily Roberts of HighGrade, 08/03/2009

AN advocate for part-time working arrangements in the mining industry, Deb Lord is a shining example of how a professional can balance her own career development while juggling family commitments.

Although the SRK Consulting principal consultant (geology) is the first to admit it's not always an easy road she says she is completely satisfied with her decision to work part time. And she hopes more companies will begin to realise the benefits of part-time working arrangements.

Lord, who has two young daughters, works three days a week in SRK's West Perth office. She was the first professional in the company to adopt a part-time working agreement, and its success has now seen more staff follow in her footsteps. Flexibility on the part of the employer was of course vital to the move working. Lord noted many workplaces continued to be discriminatory towards part-time workers even, surprisingly, some run by women.

"I still think it is hard for people to accept people working part time so I think the career opportunities are unfortunately a bit more limited for part-time workers," Lord said. "Perhaps that's why there are fewer women managers.

"Yet there are a lot of people who wear a number of different company hats so I can't understand why in a way why it should be like that.

"One of the things I do find a bit disappointing is that many women maintain that to advance in your career you should work full-time. A growing number of men are more interested in [having a career] and being involved with the kids too. Once that happens more and more people will understand it will be less limiting."

Lord began her geologist career in Kalgoorlie with WMC Resources after she completed a Bachelor of Science (honours geology) at the University of Melbourne. Working in Kalgoorlie was an "eye opener", but one of the best moves of her career.

"It was a bit of a culture shock after moving from downtown Melbourne, but I did a lot of things in Kalgoorlie I don't think I would have done if I had moved to another capital city. It was great experience work wise; WMC was fantastic, and we got to know management and the board. I also took up painting, pottery, photography, and played tennis and volleyball.

"I guess it would have been fairly similar [for a graduate anywhere in Australia] in that you would have been put out to get field experience anyway but I did enjoy Kalgoorlie. It's one of those places that is such a part of the gold industry and part of Western Australia that I was very glad I lived there for a couple of years."

After travelling overseas for nearly a year, Lord soon got a project geologist position with Placer Dome where she eventually became a senior geologist. She was based in Perth, working around Laverton as well as having stints in China and Canada where she lived for more than six months. During the six years with Placer, Lord discovered a deposit near Granny Smith called Keringal, which she named with an Aboriginal word meaning 'happy camp'.

In 1997, Lord and her husband decided to work overseas and they settled on Santiago. SRK was just opening a Chile office, and Lord worked there with about 25 others, including three expats.

"We were there nearly three years and because of my background in Canada I worked part of the time in Brazil," Lord said. "I worked between Brazil, Chile and Peru. Chile was a great place to live because Santiago is quite westernised."

Back in Perth and before having children, Lord worked three days a week with SRK and spent two days studying for a diploma in industrial design. She has always loved art and design, but the diploma also gave her an option to fall back on in case she, and/or her geologist husband, got retrenched during the industry downturn. But they both kept their jobs, and Lord is yet to finish her diploma. But she would like to, one day. For now she is committed to continuing her professional development and has aspirations to be a company director.

# WOMEN IN MINING

"Long term, I would like to get more involved with the management side and perhaps on boards," Lord said. "I try and see opportunities in my current workplace that will lead me to those opportunities down the track. A lot of the work in my current role is more on the corporate side - understanding the business of exploration, where as in the past I was much more involved in the actual exploration process."

Lord believes she is a positive person who likes to surround herself with likeminded people, from whom she has drawn inspiration particularly early in her career.

"Megan Clark [now head of CSIRO] worked with me in my first job at Western Mining," Lord said. "She was working in project generation and I was working in projects, so we weren't necessarily in the same group but she took an interest in what I was doing. She gave me suggestions and was a real mentor to me and I still see her. She - and other mentors - have just given me great confidence in myself and encouraged my professional development and encouraged me to continue with what ideas I have had.

"Within Placer, Greg Hall was a mentor. He had a great interest in the actual science, not just the logistics so he encouraged me to think not only about what the drill rigs were doing but what the drill core was telling you. He had great confidence in me and said I could go anywhere and do anything.

"Then in SRK it was Mike Etheridge who is not with SRK anymore. When I went to start up things in Chile I was really the only geologist there and he came across and helped me out on projects and gave me a lot of support, so that was really good.

"All of those people are very enthusiastic about their work but they are also very enthusiastic about life in general so they are always good fun to be around. I don't really think I have a particular mentor at the moment but I am constantly inspired by professional women that I come across through my children who manage to combine these incredible careers with two or three or more children."

Lord also acts as a mentor for the younger generation, as well as women and men looking to emulate her work-life balance.

"As one of the first professional women to have kids in the company, SRK has proved to be incredibly flexible," she said. "They are not a small company now but they are not a big public company either; they are shareholder owned / employee owned so they are very personable and flexible with working hours.

"I have great hope that more and more people will do part time because it suits a lot of different lifestyles - that is, people who do work for more than one company, people going into retirement, the younger generation that wants the lifestyle. We are not as bound now to have one full-time job."

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## 20:20 Investor Series

Check their website [www.2020series.com](http://www.2020series.com) before you go to an event or call them as there have been quite a lot of changes in the programme lately.

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## Looking for a job

I am a strategist with more than 5 years experience of setting the direction and scope of strategies that have been adopted by some of the largest brands in the private sector at corporate, business unit and operational level. My experience, which centres on working with organisations with a presence in Africa, also includes strategy formulation for organisations in the not for profit sector. I pride myself on being a lateral thinker with a very professional approach, who is equally comfortable in engaging with communities, as engaging with government officials. I hold an MBA (CSR) and I am well versed in aiding organisations to configure their resources within set environments to create new opportunities in, and meet the needs of the market, in addition to fulfilling stakeholder expectations.

I have a particular interest in mining in Africa. Having recently completed an internship programme with ArcelorMittal, I am very interested in gaining full time employment, or a further internship within the CSR/Sustainable Development teams of a reputable brand within the mining sector. If there are any interested parties, I would love to hear from you. I can send a CV with further information about my work experience and skill set:

Michelle Akande – [michelleakande@hotmail.com](mailto:michelleakande@hotmail.com).

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## UPCOMING EVENTS

April

Date	Event	Location	Comments
01/04	Geological Society Event <i>Fuelling the Future: Energy Questions Driving a New Geoscience</i>	Burlington House Piccadilly London W1J 0BG	<u>Speaker:</u> Dirk Smit of Shell <u>Time:</u> 5.30pm tea, coffee & biscuits, lecture starts at 6pm, reception at 7pm until 8pm <u>Contact:</u> Alys Hilbourne, 020 7432 0981, alys.hilbourne@geolsoc.org.uk <a href="http://www.geolsoc.org.uk/gsl/events/shellondonlectures09/page5270.html">http://www.geolsoc.org.uk/gsl/events/shellondonlectures09/page5270.html</a>
03/04	Mining Journal 20:20 Series: <i>Silver Day</i>	18 Lincoln Inn Fields London WC2	<u>Time:</u> Morning event: registration at 8.45am, start at 9.30am If you are interested in attending <u>contact</u> Natalie Wootton at natalie.wootton@aspermontuk.com <a href="http://www.2020series.com">www.2020series.com</a>
06/04	Western Institute of Mining & Minerals: <i>Coal: A Diversified Fuel Source for the Future</i>	Clayton Lodge Hotel Clayton Newcastle-under-Lyme Staffordshire ST5 4AF	<u>Speaker:</u> Paul Norman from wardell Armstrong <u>Time:</u> lecture begins at 7.30pm <u>Contact:</u> Christine Blackmore, 0845 111 7777 or cblackmore@wardell-armstrong.com
06/04	ICTa Notts & Derby / South Midlands Mining & Minerals Institute / Institute of Quarrying: <i>Human Endeavour &amp; Climate Change in the Antarctic</i>	Forest Hill Golf Club Botcheston Leicestershire	<u>Speaker:</u> Peter Fuchs <u>Time:</u> Lecture begins at 7pm for 7.30pm <u>Contact:</u> Barrie Ward on 0116 239 3263 or rod.stace@nottingham.ac.uk
07/04	ProActive Investors One2One Forum	Chesterfield Hotel 35 Charles Street London W1J 5EB	<u>Time:</u> The presentations will start at 6:00pm and finish at 7:30pm. After the presentations free canapé & wine reception. <u>Presenting companies:</u> PanAndean Resources, Caza Oil & Gas and Northern Petroleum <u>Contact:</u> Carrie Howes on 07780 602 788, carrie@totumos.com
07/04	MinSouth Evening Lecture <i>Geometallurgy – A Smarter Way of Managing Risk</i>	Counting House London	<u>Speaker:</u> Mike Hallewell of SGS Mineral Services <u>Time:</u> lecture begins at 6pm <u>Contact:</u> Liv Carroll on 020 7287 2872 or lcarroll@wardell-armstrong.com
08/04	<b>WIM Informal Drinks</b>	Deloitte 2 New Street Square London EC4A 3BZ	<u>Time:</u> Drinks & Nibbles, 6.30pm <u>Contact:</u> Janai Scott at janscott@deloitte.co.uk
09/04	Society of Economic Geologists, Student Chapter of Imperial College <i>Re-Os Geochronology of Sulphide Minerals: Systematic Insights &amp; Successes</i>	Kingston University	<u>Speaker:</u> Dave Selby <u>Time:</u> 1pm <u>Contact:</u> Chris Boulter, christian.boulter@imperial.ac.uk, 07933 540661
09/04	Midland Institute of Mining Engineers: <i>Challenges of the Australian Marketplace</i>	Kellingley & Mansfield Mine Rescue Centres Leeds and Mansfield	<u>Speaker:</u> J Smallwood of Eickhoff, Australia <u>Time:</u> lecture begins at 4pm <u>Contact:</u> Charles Rhodes, 01757 638 686, office@imm.york.fsnet.co.uk
21/04	Minesite Forum	Armourers' Hall 81 Coleman Street London EC2R 5BJ	<u>Time:</u> Registration at 9am, presentations begin at 9.30am <u>Presenting companies:</u> Eastern Platinum Ltd, Kenmare Resources Plc, Hillgrove Resources Ltd To register <u>contact</u> Emma Milton on +44 20 7395 1935 or online at <a href="http://www.minesite.com">www.minesite.com</a>
21/04	UK Resource Centre for Women in Science, Engineering & Technology <i>Getting Women onto Public Boards</i>	The Westminster Room IBM's South Bank Offices 76/78 Upper Ground South Bank London SE1 9PZ	<u>Time:</u> 1pm Registration & Lunch 1.45pm - 5pm Seminar <u>Contact:</u> Gilliam Lawrence info@ukrc4setwomen.org or call 01274 436485 Free event <a href="http://www.ukrc4setwomen.org/html/news-and-events/events/?event_id=1452">http://www.ukrc4setwomen.org/html/news-and-events/events/?event_id=1452</a>

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Date	Event	Location	Comments
21/04	Geological Society Event <i>Chalk Mine Treatment</i>	S H Reynolds Lecture Theatre (Room G25) Dept of Earth Sciences University of Bristol Wills Memorial Building Queen's Road Bristol BS8 1RJ	<u>Speaker:</u> Chris Milne & John Rigby-Jones of RJM Ground Solutions Ltd and Andrew O'Donovan of Ritchies, Div of Edmund Nuttall <u>Time:</u> 6pm for 6.30pm <u>Contact:</u> Charlotte Woodhall-Jones at charlotte.woodhall-jones@burohappold.com)
21/04	Scottish Association for Metals Event <i>Our Industrial Heritage</i>	Strathclyde University Room M329 James Weir Building Glasgow	<u>Speaker:</u> Curator of Industrial History, Sumerlee Heritage Park <u>Time:</u> lecture begins at 7pm <u>Contact:</u> Jim Haywood, 01506 634 184, haywood.jim@btinternet.com
21/04	Sheffield Metallurgical & Engineering Association: <i>Visit to Corus Construction &amp; industrial</i>	Corus Construction & Industrial Scunthorpe	<u>Contact:</u> Ken Ridal, 0114 230 5650, kenridal@stonedelf.fsnet.co.uk
23/04	Birmingham Metallurgical Association Event: <i>Bulk Metallic Glasses – A New Type of Engineering Material</i>	Room S137/S139 University of Birmingham Birmingham B15 2TT	<u>Speaker:</u> Isaac Chang, University of Birmingham <u>Time:</u> lecture begins at 6.30pm <u>Contact:</u> Rex Harris, 0121 414 5165, i.r.harris@bham.ac.uk
23/04	North of England Institute of Mining & Mechanical Engineers <i>New Tyne Crossing</i>	Neville Hall Newcastle-upon-Tyne	<u>Speaker:</u> Trevor Jackson of TT2 Ltd <u>Time:</u> lecture begins at 6pm <u>Contact:</u> Eric Wade, 0191 232 2201, office@mininginstitute.org.uk
24/04	Mining Journal 20:20 Series: <i>Coal Day</i>	18 Lincoln Inn Fields London WC2	<u>Time:</u> Morning event: registration at 8.45am, start at 9.30am If you are interested in attending <u>contact</u> Natalie Wootton at natalie.wootton@aspermontuk.com www.2020series.com
24/04	Midland Institute of Mining Engineers: <i>Safely Managing the Challenge of Change Conference</i>	Holiday Inn Royal Victoria Sheffield	One-Day Seminar on Safety; event begins at 8.30am Fee: £35 <u>Contact:</u> Charles Rhodes, 01757 638 686, office@imm.york.fsnet.co.uk
28/04	Mayer Brown Event <i>Mining projects - legal issues and strategies in 2009</i>	Mayer Brown offices 201 Bishopsgate London EC2M 3AF	Members of the mining team will discuss the complexity of project finance documentation; joint ventures, M&A and other forms of strategic alliances; construction and mine operations contracts. <u>Time:</u> Registration 3:45- 4 pm, seminar 4 – 6.10 pm, Networking Drinks & Canapés 6.10 – 8 pm <u>Contact:</u> Lorraine Kevany at lkevany@mayerbrown.com or 020 3130 8952
28/04	West Surrey Materials Society Lecture <i>High Temperature Microstructure in Titanium Alloys – Reconstructing the Past</i>	Lecture Theatre E University of Surrey Guildford	<u>Speaker:</u> Dr Brad Winn of University of Sheffield <u>Time:</u> 6.45pm for a 7pm start <u>Contact:</u> Steve Pitman on 01372 367 019 and/or Stephen.pitman@era.co.uk
29/04	Canning House Event <i>The Outlook for Hydrocarbon Policy in Latin America</i>	Canning House 2 Belgrave Square London SW1X 8PJ	<u>Time:</u> 8.30am <u>Fee:</u> members £17.25 and non-members £34.50 <u>Contact:</u> Monica Caro on 020 7235 2303 ext 221 or mcaro@canninghouse.com
30/04	MinSouth Event <i>Sundowner</i>	The Glassblower Glasshouse Street London W1 (Piccadilly Circus tube)	A mining drinks session where people working in the mining sector meet for a drink (men & women). It has been going for over 10 years and is mainly attended by mining engineers and geologists working for mining companies. A good place for networking. Evening