



The Emerging Leaders Program

Recognizing the future leaders of domestic energy

The mission of this program:

To recognize the leadership, dedication, influence, and contributions of industry leaders. Encourage continued engagement with DEPA and assist those recognized with continued professional success and growth through expanded, hands-on engagement opportunities.

1. Comprehensive Age Range

- **Three Age Categories**
 - Unlike many programs that focus solely on young professionals, our program encompasses three distinct age categories (20-30, 30+, up to 50 years old), recognizing leadership and contributions across a broader spectrum of experience levels.

2. Holistic Development Approach

- **Beyond Recognition**
 - Our program goes beyond a one-time acknowledgement to provide continuous professional development. This includes mentorship, board meeting observation, and hands-on engagement opportunities, fostering long-term growth and preparation for future leadership roles.

3. Direct Pathway to Leadership

- **Preparation for Board Seats**
 - A key focus of our program is preparing recipients for future board positions within DEPA and other industry organizations. This is achieved through targeted mentorship, board meeting observation, and inclusion in meetings for a deeper understanding of how trade organizations become and stay effective.

4. High-Level Engagement

- **Access to Policymakers**
 - Participants have unique opportunities to engage directly with congressmen and key policymakers in Washington, DC, gaining insights into the legislative process and advocating for industry-related issues.

5. Strong Alumni Network

- **Continued Involvement**
 - We foster a robust alumni network, creating a lifelong community of past program alumni who can collaborate, network, and continue to contribute to the industry through DEPA initiatives and projects.

6. Tailored Mentorship

- **Senior Industry Leader Pairing**
 - Assist those chosen, who are interested, in mentoring opportunities.

7. Immersive Learning Experiences

- **Board Meeting Observation**
 - Recipients gain firsthand experience in board governance through board meeting observations, providing valuable insights into board dynamics and decision-making processes.
 - Recipients are given tools for further learning and networking.

8. Focus on Advocacy and Policy

- **Policy and Advocacy Workshops**
 - The program includes workshops and roundtable discussions focused on industry advocacy, empowering recipients to effectively engage in policy discussions and represent the industry's interests.

9. Integration with DEPA

- **Deepened Relationship with DEPA**
 - The program aims to build a lasting relationship between recipients and DEPA, offering pathways to participate in DEPA committees, task forces, and potentially eventual board positions.

10. Recognition Across the Industry

- **High Visibility**
 - Award recipients are recognized publicly through press releases, industry publications, and DEPA's social media channels, enhancing their visibility and reputation within the industry.

Conclusion

The DEPA Leadership Recognition Program offers a unique value proposition by combining comprehensive recognition, continuous professional development, high-level engagement opportunities, and a clear pathway to leadership roles. This holistic approach ensures that participants are not only celebrated for their current achievements but also equipped with the tools, knowledge, and connections necessary for sustained success and influence within the industry.

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Program Specifics

Young Professionals:

20-30 years old; People falling into this category are early in their career and actively engaged in roles related to the exploration, extraction, production, refining, distribution, or marketing of oil and gas resources or working for a service company inside the oil and gas industry. These people demonstrate a strong dedication to advancing their careers within the oil and gas sector, staying updated on industry trends, technologies, and best practices, and contributing to the growth and sustainability of the industry through their work.

Emerging Leaders:

30+ years old; An emerging leader is in the early stages of their leadership journey, demonstrating potential, ambition, and a commitment to growth. While they may not yet hold formal leadership positions, they exhibit qualities such as vision, initiative, adaptability, and the ability to inspire and influence others. Emerging leaders are proactive in seeking out opportunities for learning and development, both personally and professionally, and they are often viewed as rising stars within their organizations or communities. They possess the drive and determination to make a positive impact and are willing to take on challenges and responsibilities to further their leadership capabilities. As they continue to evolve and gain experience, emerging leaders have the potential to become influential and effective leaders in their respective fields.

Change-Maker in Leadership:

Up to 50 years old; Change-Maker Leadership refers to a professional who is focused on driving positive and meaningful change within the industry. Change-Maker Leaders are proactive, visionary, and empathetic individuals who are committed to addressing pressing issues, solving problems, and creating a better future. They inspire and empower others to embrace innovation, challenge the status quo, and pursue ambitious goals aimed at social, environmental, or organizational transformation. Change-Maker Leadership is characterized by a relentless commitment to making a positive difference in the industry, and the world, driving change that is sustainable, equitable, and impactful.

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Young Professionals (20-30 years old) are nominated by respected industry professionals. The nomination is an effort to identify young professionals who have demonstrated outstanding performance in their field and show exceptional promise for future success and leadership.

To recognize their outstanding performance and extraordinary potential in their field, several criteria will be considered:

Professional Achievements: Evaluate the candidate's track record of accomplishments and contributions to their field. Look for evidence of significant achievements, such as successful projects, innovative solutions for their company or team.

Leadership Potential: Assess the candidate's leadership qualities and potential to excel in leadership roles. Look for indications of initiative, strategic thinking, decision-making ability, and the capacity to inspire and motivate others—offered by their company or teammates.

Innovation and Creativity: Consider the candidate's ability to think creatively, innovate, and find novel solutions to challenges. Look for examples of how they have applied creative thinking to their work and made meaningful contributions to their field.

Commitment to Learning and Growth: Evaluate the candidate's commitment to continuous learning, professional development, and personal growth. Look for evidence of participation in training programs, pursuit of advanced degrees or certifications, and engagement in networking or mentorship opportunities.

Impact and Influence: Assess the candidate's impact on their field and their ability to influence positive change. Look for evidence of how their work has made a difference, whether through advancing knowledge, improving processes, or positively impacting their company, an organization or community. This can far outside their professional life into personal projects.

Collaboration and Teamwork: Consider the candidate's ability to collaborate effectively with others and work as part of a team. Look for examples of successful collaborations, teamwork skills, and the ability to build positive relationships with colleagues and stakeholders.

Ethical Conduct and Integrity: Evaluate the candidate's ethical conduct, integrity, and adherence to professional standards. Look for evidence of honesty, transparency, and ethical decision-making in their work.

Potential for Future Impact: Consider the candidate's potential for future growth, leadership, and impact in their field. Look for indicators of ambition, drive, and a clear vision for their future career trajectory.

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When selecting an **Emerging Leader (30 years old+)**, recognizing their outstanding performance in their field and demonstrating extraordinary potential, several criteria can be considered.

Demonstrated Leadership Skills: Evaluate the candidate's ability to lead and inspire others. Look for evidence of leadership qualities such as vision, initiative, decisiveness, and the ability to motivate and empower team members.

Impactful Contributions: Assess the candidate's contributions to their field or industry. Consider the significance and impact of their work, including any innovative projects, initiatives, or solutions they have developed.

Continuous Learning and Growth: Evaluate the candidate's commitment to ongoing learning and professional development. Look for evidence of participation in training programs, pursuit of advanced education or certifications, and engagement in networking or mentorship opportunities.

Innovation and Creativity: Consider the candidate's ability to think creatively and innovate. Look for examples of how they have applied innovative thinking to their work and made meaningful contributions to their field.

Collaboration and Teamwork: Assess the candidate's ability to collaborate effectively with others and work as part of a team. Look for examples of successful collaborations, teamwork skills, and the ability to build positive relationships with colleagues and stakeholders.

Adaptability and Resilience: Evaluate the candidate's ability to adapt to change and overcome challenges. Look for evidence of resilience, flexibility, and the ability to thrive in dynamic and unpredictable environments.

Ethical Conduct and Integrity: Consider the candidate's ethical conduct, integrity, and adherence to professional standards. Look for evidence of honesty, transparency, and ethical decision-making in their work.

Potential for Future Leadership: Assess the candidate's potential for future leadership roles and their ability to make a positive impact in their field or industry. Consider indicators of ambition, drive, and a clear vision for their future career trajectory.

By considering these criteria, we will identify **emerging leaders** who have demonstrated outstanding performance in their field and show exceptional promise for future success and leadership.

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When selecting a **Change-Maker (up to 50 years old)** recognizing outstanding performance in their field and demonstrating extraordinary potential, several criteria can be considered:

Visionary Leadership: Evaluate the candidate's ability to articulate a compelling vision for positive change in the industry. Look for evidence of how they have demonstrated visionary leadership through their ideas, strategies, and initiatives.

Impactful Change Initiatives: Assess the candidate's contributions to driving meaningful change. Consider the significance and impact of their change initiatives, including any projects, programs, or campaigns they have led to address critical issues or drive progress in their field.

Innovation and Creativity: Consider the candidate's ability to think creatively and innovate. Look for examples of how they have applied innovative thinking to develop new approaches, solutions, or technologies that contribute to positive change.

Collaborative Approach: Evaluate the candidate's ability to collaborate effectively with others and mobilize stakeholders towards common goals. Look for evidence of successful collaborations, partnerships, and coalition-building efforts to drive collective impact.

Empowerment and Engagement: Assess the candidate's ability to empower and engage others in the change process. Look for evidence of how they have motivated and inspired individuals or groups to take action, contribute their ideas, and become champions for change.

Resilience and Persistence: Evaluate the candidate's resilience and persistence in overcoming challenges and obstacles to change. Look for evidence of how they have navigated adversity, learned from setbacks, and remained committed to their goals despite difficulties.

Ethical Leadership: Consider the candidate's ethical conduct, integrity, and commitment to ethical leadership principles. Look for evidence of honesty, transparency, and ethical decision-making in their approach to driving change.

Potential for Future Impact: Assess the candidate's potential for future leadership and continued impact in their field or industry. Consider indicators of ambition, drive, and a clear vision for their future contributions to advancing positive change.

By considering these criteria, we will identify **change-makers in leadership** who have demonstrated outstanding performance in their field and show exceptional potential to drive transformative change and create a better future.



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Nomination Form: **Young Professionals (20-30 years old)**

Nominee Information:

Nominee's Full Name: _____

Nominee's Job Title: : _____

Nominee's Company/Organization: : _____

Nominee's Contact Information (Email, Phone):

Nominator Information:

Nominator's Full Name: : _____

Nominator's Job Title: : _____

Nominator's Company/Organization: : _____

Nominator's Contact Information (Email, Phone):



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Nomination Statement: Please provide a brief statement (maximum 500 words in a separate document) explaining why you are nominating the above individual for the Emerging Leaders Program.

- Please include specific examples or instances that demonstrate the nominee's strong dedication to advancing their career within the oil and gas sector, staying updated on industry trends, technologies, and best practices, and contributing to the growth and sustainability of the industry through their work.

Nominee's Achievements and Contributions: Please provide information of the nominee's achievements and contributions to the oil and gas industry that qualify them for this recognition. Include any relevant projects, initiatives, publications, awards, or recognitions.

Supporting Documentation: Please attach any additional supporting documentation that further demonstrates the nominee's qualifications for this honor, such as letters of recommendation, performance evaluations, project summaries, or other relevant materials.

By submitting this nomination, I certify that the information provided is accurate and complete to the best of my knowledge. I understand that the selection committee will review all nominations based on the criteria outlined for the DEPA's Emerging Leaders Program documents.

Signature & Date: _____

Submission Instructions: Please submit the completed nomination form and supporting documentation to Cynthia Simonds, csimonds@depausa.org by **October 1, 2024**

If you have any questions or need further assistance, please contact the DEPA office 405-669-4446 for assistance. Thank you for your nomination!



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Nomination Form: **Emerging Leader (30 years old+),**

Nominee Information

Nominee's Full Name: _____

Nominee's Job Title: _____

Nominee's Company/Organization: _____

Nominee's Contact Information (Email, Phone):

Nominator Information:

Nominator's Full Name: _____

Nominator's Job Title: _____

Nominator's Company/Organization: _____

Nominator's Contact Information (Email, Phone):



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Nomination Statement: Please provide a brief statement (maximum 500 words in a separate document) explaining why you are nominating the above individual for the Emerging Leader Excellence program. Please include specific examples or instances that demonstrate the nominee's outstanding performance in their field and their potential for future leadership and impact.

Criteria for Consideration: Please address at least four of the following criteria (maximum 250 words per criterion) in your nomination statement:

- Demonstrated Leadership Skills
- Impactful Contributions
- Continuous Learning and Growth
- Innovation and Creativity
- Collaboration and Teamwork
- Adaptability and Resilience
- Ethical Conduct and Integrity
- Potential for Future Leadership

Supporting Documentation: Please attach any additional supporting documentation that further demonstrates the nominee's qualifications for this honor, such as letters of recommendation, performance evaluations, project summaries, or other relevant materials.

By submitting this nomination, I certify that the information provided is accurate and complete to the best of my knowledge. I understand that the selection committee will review all nominations based on the criteria outlined for the Emerging Leaders Program documents.

Signature and Date: _____

Submission Instructions: Please submit the completed nomination form and supporting documentation to Cynthia Simonds, csimonds@depaua.org by **October 1, 2024**.

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Nomination Form: **Change-Maker (up to 50 years old)**

Nominee Information

Nominee's Full Name: _____

Nominee's Job Title: _____

Nominee's Company/Organization: _____

Nominee's Contact Information (Email, Phone):

Nominator Information:

Nominator's Full Name: _____

Nominator's Job Title: _____

Nominator's Company/Organization: _____

Nominator's Contact Information (Email, Phone):



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Nomination Statement: Please provide a brief statement (maximum 500 words in a separate document) explaining why you are nominating the above individual for to be recognized as a Change-Maker for the Oil and Gas Industry.

Please include specific examples or instances that demonstrate the nominee's outstanding performance in their field, their leadership in driving positive change, and their potential for future impact as a change-maker in the industry.

Criteria for Consideration:

Please address at least four of the following criteria (maximum 250 words per criterion) in your nomination statement:

- Visionary Leadership
- Impactful Change Initiatives
- Innovation and Creativity
- Collaborative Approach
- Empowerment and Engagement
- Resilience and Persistence
- Ethical Leadership
- Potential for Future Impact

Supporting Documentation: Please attach any additional supporting documentation that further demonstrates the nominee's qualifications for this honor, such as letters of recommendation, performance evaluations, project summaries, or other relevant materials.

By submitting this nomination, I certify that the information provided is accurate and complete to the best of my knowledge. I understand that the selection committee will review all nominations based on the criteria outlined in the Emerging Leaders Program documents.

Signature: _____

Submission Instructions: Please submit the completed nomination form and supporting documentation to Cynthia Simonds, csimonds@depauasa.org by **October 1, 2024**.

If you have any questions or need further assistance, please contact the DEPA office 405-669-4446 for assistance. Thank you for your nomination!