Women in Energy

MENTORING & TRAINING

CEER Women in Energy



Friday 6 November • 9:30 - 12:30 CET • Online

WWW.CEER.EU

AGENDA

CEER Women in Energy

Mentors:

1. **Emmanuelle Wargon**, President of the French Energy Regulatory Authority (CRE), Chair of ACER's Board of Regulators
2. **Anna Stürgkh**, Member of the European Parliament, Member of the Committee on Industry, Research and Energy

Moderator: **Nadia Horstmann**, Head of Unit; Chair of the CEER WIE; Part-time Professor

MENTORING SESSION:

- **09:30-09:35** Welcome & introductions
- **09:35-09:50** 'My career journey'
- **09:50-10:10** Lessons from their journeys
- **10:10-10:25** Ask the Mentor
- **10:25-10:30** Key takeaways

10:30-10:45 Break

TRAINING SESSION:

- **10:45-12:30** Training session: "Shape Your Career. Create Your Personal Brand"

Trainer: **Kinga Bartczak**, entrepreneur, speaker and trainer specialising in strategic personal branding, female empowerment, career development and professional networking



MENTORING & TRAINING

CEER Women in Energy

OUR MENTORS



Emmanuelle Wargon

President of the French Energy Regulatory Commission, CRE & Chair of ACER's Board of Regulators



Anna Stürgkh

Member of the European Parliament (Renew Europe) & Member of the Committee on Industry, Research and Energy

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MENTORING & TRAINING

CEER Women in Energy

Shape Your Career.
Create Your Personal Brand.

Embrace your strengths, boost your visibility and gain practical tips for your career journey.



Kinga Bartczak

Founder of FemalExperts,
Entrepreneur & Trainer

WWW.CEER.EU



Shape your career.
Create your personal brand.

CEER Women in Energy Mentoring and Training Morning

6 November 2026 | Kinga Bartczak



Do you still remember your first networking event?

When you're socially awkward so you sit there like



When you regret going to a networking event but can't leave yet



ME AT A NETWORKING EVENT



“I’M ONLY HERE FOR FREE FOOD”


Why should I take
part in this play?



The Visibility Gap



Matilda Effect

Lise Meitner – Nuclear fission (48)



Rosalind Franklin – DNA double helix (0)



Marie Skłodowska-Curie (= Marie Curie)
Radioactivity; Radium; Polonium (2)





Jocelyn Bell Burnell
Pulsars (= rotating neutron stars) (0)

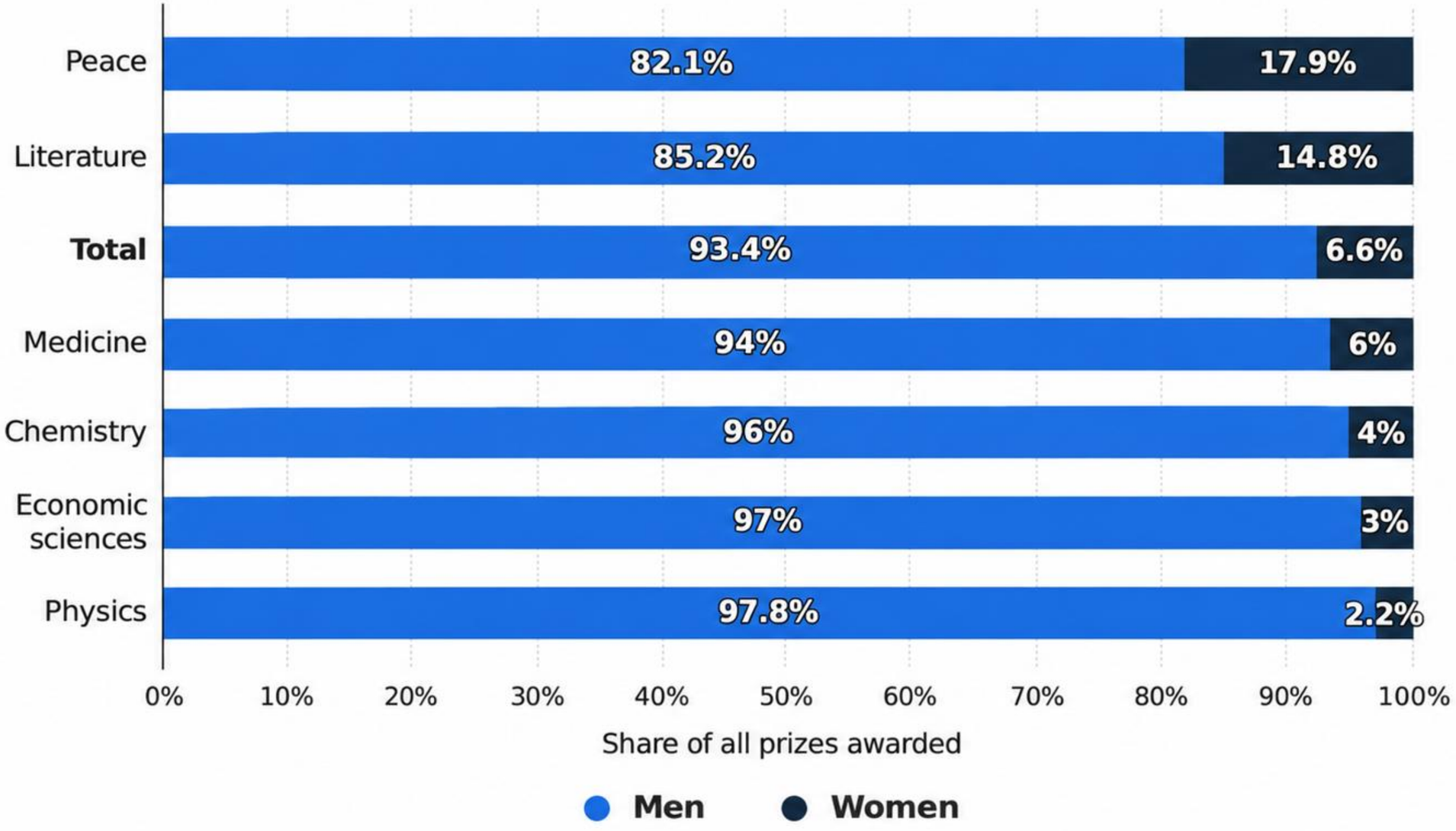


Cécile Vogt – Brain research (13)



Nettie Maria Stevens
XY and XX chromosomes (0)

Nobel Prize winners by category and gender, 1901 to 2026



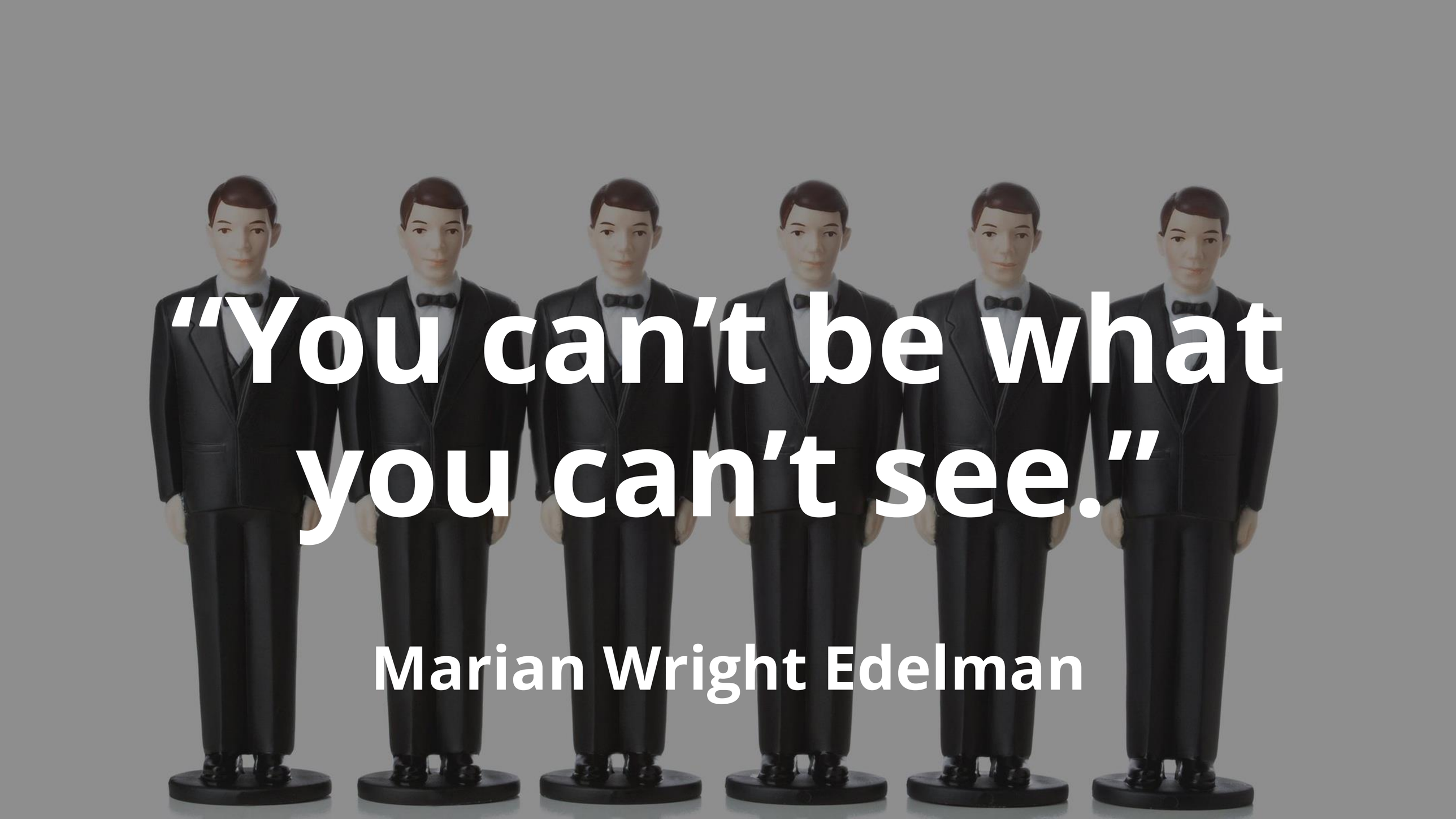


In the energy sector, women hold about one in five jobs. In senior leadership, their share is 18%.

Source: International Energy Agency (IEA): Energy and Gender, Gender and Energy Data Explorer. Global figures. Employment data 2023, senior leadership data 2024. https://www.iea.org/topics/energy-and-gender, last checked: 11/2026.



Similarity-Attraction Effect


“You can’t be what you can’t see.”
Marian Wright Edelman







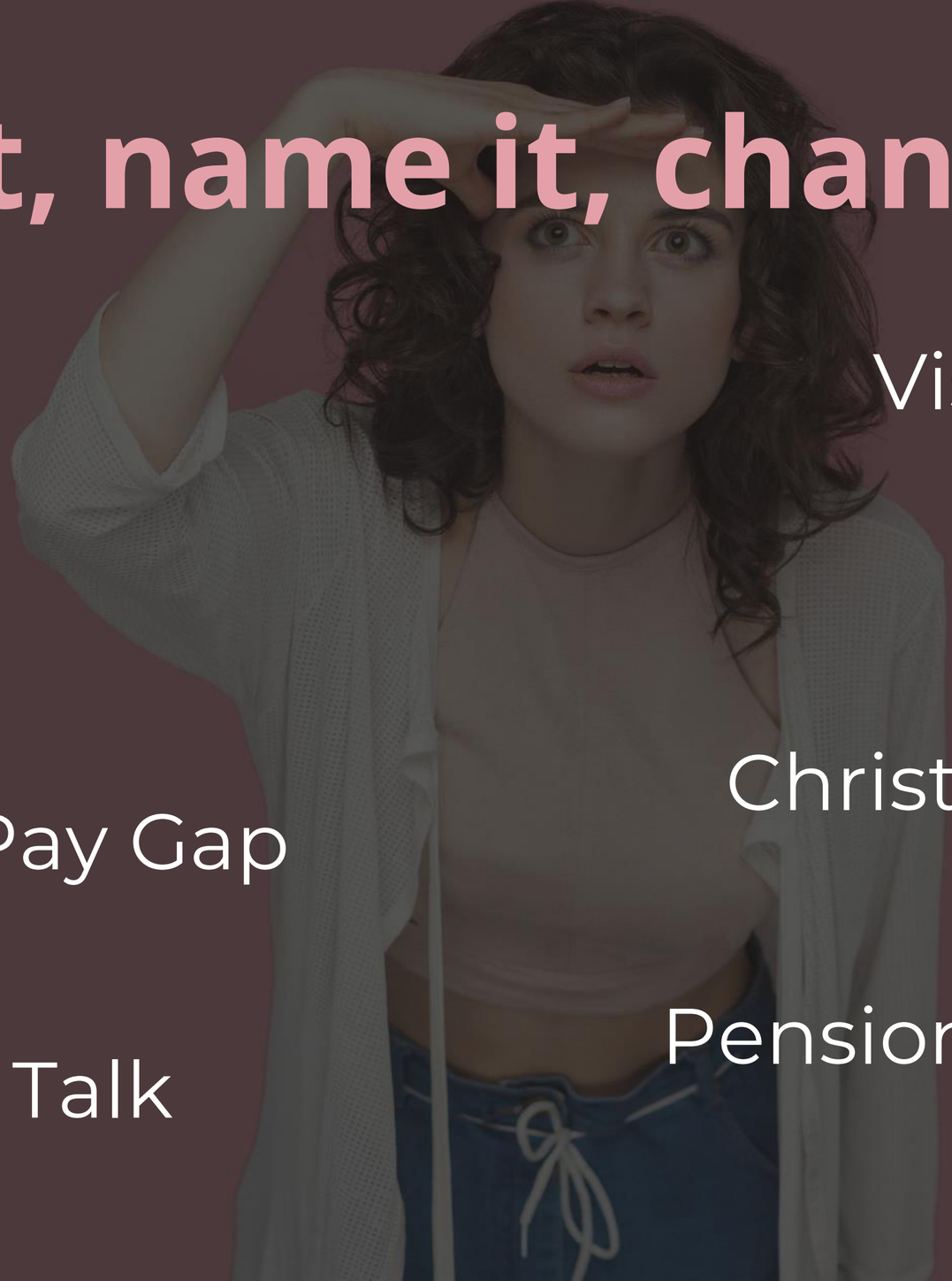


What can we do to break this cycle?

Talent and hard work matter. But they are not always enough.

Visibility, networks and opportunities also play an important role.

See it, name it, change it.



Matilda Effect

Visibility Gap

Care Gap

Gender Bias

Christian Cycle

Pay Gap

Pension Gap

Locker Room Talk



Personal Branding and professional networking are not only about showing HOW you do something, but also about making clear WHY you do it.


Tell your story


Networking


Cooperation



Mentors talk with you. Sponsors talk ABOUT you.

Mentor

- Gives advice
- Shares experience
- Helps you to see things from different perspectives

Sponsor

- Recommends you
- Says your name when you are not in the room
- Opens doors

At entry level, 31% of women and 45% of men say they have a sponsor (McKinsey & LeanIn.Org, Women in the Workplace 2025).



Use your influence to open doors for others.

Recommend her for a project. Invite her to the meeting. Say her name when roles are filled.

Never forget whose shoulders you stand on.



Photo: Picryl – Bain News Service – London 1900



Photo: Picryl – Harris & Ewing – Washington DC 1919



Photo: Pexels – Sima Ghaffarzadeh – Canada



Photo: Pexels – Jean Marc Bonne – France



Photo: Pexels – kadir yeşilbudak – Turkey



Photo: Pexels – Anya Juárez Tenorio – México



Photo: Pexels – Rahul Sapra – India



Photo: Pexels - Roman Biernacki - Poland



Photo: Wikimedia Commons – 1910 – Germany


It starts HERE.
It starts NOW.
It starts with YOU.



Interactive Group Exercise: The Positioning Tree

The Positioning Tree

Positioning

Where and how do I want to make my strengths, values and topics visible?

Examples: Team meetings, internal projects, public consultations, international projects, panels and conferences, internal newsletters, mentoring programmes, LinkedIn, etc.

Values and Resources

What values and resources do I bring?

Examples: Fairness, curiosity, courage, reliability, independence... (values); expertise, languages, international experience, time, support from family or colleagues... (resources)



Topics and Expertise

Which topics do I want to be associated with in the future?

Examples: Energy transition, energy regulation, European cooperation, renewable energy, energy markets, energy security, sustainability, regulatory strategy, leadership, Diversity & inclusion, mental health, innovation, Future of work, Ethical AI, Climate action, Social responsibility, etc.

Title

Which additional role or title describes my expertise or the direction I want to grow in?

Examples: Expert, specialist, bridge builder between policy and technology, project lead, mentor, sparring partner, translator of complex topics, network builder, contact person for European cooperation, change maker, etc.



How does the pair exercise work?

01. Pairs in breakout rooms

02. Open the tree in Teams

03. Take turns: one talks, one listens

04. Fill in only what feels right

05. Nothing has to be shared later

06. **You have 30 minutes**

PAIR EXERCISE

Your 30 minutes in the breakout room

2 min Say hello and decide who starts.

12 min Person A talks about her tree.
Person B listens and asks questions.

12 min Switch roles.

4 min Each of you names one insight to take away.

QUESTIONS FOR THE LISTENER

- **“What makes you say that?”**
- **“Where could people see this strength?”**
- **“What would you like to be asked to do in two years?”**
- **“Who should know about this?”**

Welcome back!

Share only what you like. There are no wrong answers.

How did the exercise go for you?

What was easy? What was more difficult?

Did anything surprise you?

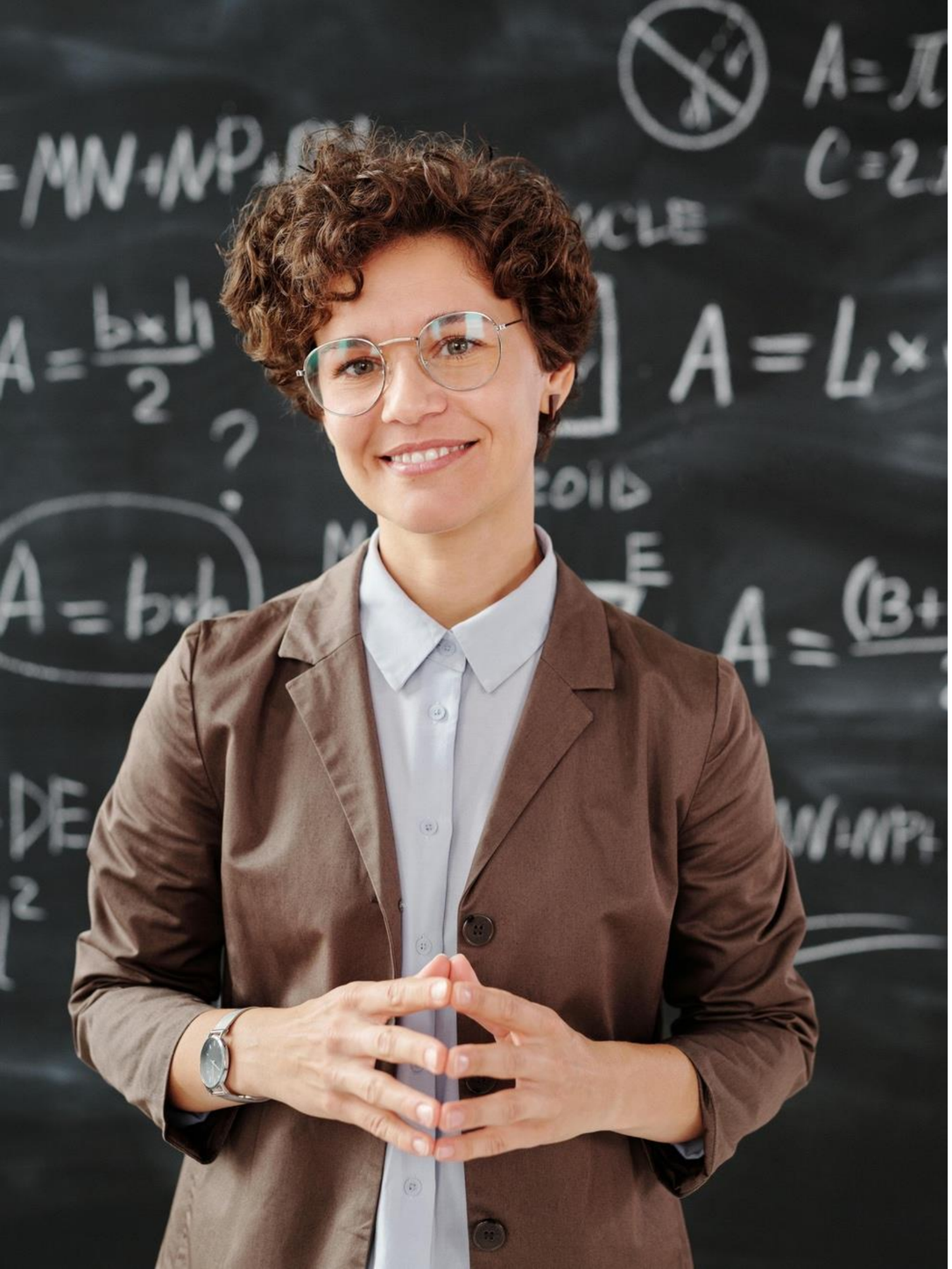
Your questions. Our experiences.





Further Tips: What can we do to become more visible?

Know your values, your skill set and the topics you still want to learn about.



Past performance and future potential

In a study of nearly 30,000 employees, women received **higher ratings for performance** than men, but **lower ratings for potential**. They were 14% less likely to be promoted.

Benson, Li & Shue (2021), retail sector, North America

What I have done

What I want to do next

Talk about both. And organisations can check how they judge potential.

Prepare with three examples

1

What have you achieved?

“I led our response to a European network code consultation.”

2

What responsibilities have you taken on?

“Since spring, I have also led the market monitoring team.”

3

How has your work helped your organisation?

“Our analysis helped the board decide two months earlier.”

Tip: Keep a success log. Add one line every Friday.

Talk about your next step

I’d like to take on more responsibility. What could help me prepare for a leadership role?

I’m interested in leading a team in the future. What experience would help me?

What would you need to see from me to consider me for the next step?

Tip: Make the path visible. Explain what counts, and offer the experience.

Find opportunities to network across industries.


CEER
Council of European
Energy Regulators


ICER
International Confederation
of Energy Regulators


GWNET
Global Women's Netv
for the Energy Transit


womentech
network
CIRCLE


WOMEN IN
MOBILITY


BVL


COHER
ConstructHer Future


UFH
Bundesverband
UnternehmerFrauen
im Handwerk


feminist
consulting
collective


FEMALE
RESOURCES


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JOINT FORCES


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EXCELLENCE


PWN | FRANKFURT
PROFESSIONAL WOMEN'S NETWORK


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FOODSERVICE


network women
Grünwald e.V.


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ProQuote


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WIFT
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vdiv
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NETWORK


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Science Council


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AUSTRALIA


wise


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RESEARCH


WGH
WOMEN IN
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epws
European Platform of Women Scientists


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HOCHSCHUL
VERBAND


EWORA
EUROPEAN
WOMEN
RECTORS
ASSOCIATION


500WOMEN
SCIENTISTS


MCAA
MARIE CURIE ALUMNI ASSOCIATION


European Institute for
Gender Equality


bukof
Bundeskonferenz der Frauen-
und Gleichstellungsbeauftragten
an Hochschulen e.V.


International Association for Feminist Economics


INTERNATIONAL
LITERACY
ASSOCIATION


DAB
DAB
DAB


ISME


CURiA


SPEAKERINNEN


eaae


EACS
歐洲漢學學會


scientist rebellion_


WOMEN IN
AI & ROBOTICS


#InnovativeFrauen


ATGENDER


SLE
Societas
Linguistica
Europaea


easst


MOMMSEN
GESELLSCHAFT


Society for
NeuroEconomics
NEUROSCIENCE • PSYCHOLOGY • ECONOMICS


EFFoST


SDD
Symposion
Deutschdidaktik


asis&t


ICAME
International Computer Archive of Modern and Medieval English


EERA
EUROPEAN EDUCATIONAL
RESEARCH ASSOCIATION


GEBF
Gesellschaft für
Empirische
Bildungsforschung


IBNS
International Behavioral
Neuroscience Society


SOCIETY FOR CLASSICAL STUDIES

EUROPEAN WOMEN IN TECHNOLOGY

WOMEN in tech Germany

WOMEN TechEU

female VISION

Women in Digital Switzerland

WOMEN IN IOT

WOMEN && CODE

Girls in Tech™

WOMENIZE! GAMES & TECH

#DMW

she TRANSFORMS IT #

TF.

WiCS WOMEN IN COMPUTER SCIENCE

Women in Analytics

ADA Ada Lovelace Center for Digital Humanities

FemTech at MAS

CODE WOMEN

WOMEN IN AI & ROBOTICS

Geekettes

women technet

WITI WORKFORCE INNOVATION, TRUST AND INFLUENCE

pyladies

Female CODERS

fintech women

ANITA B.ORG MEMBERSHIP COMMUNITIES

WHPC WOMEN IN HIGH PERFORMANCE COMPUTING

DATA WOMEN

R-Ladies

women in Devops

Ladies that UX™

WIQ WOMEN IN QUANTUM

WOMEN IN CLOUD



IEEE Women in Engineering WIE

Women In Robotics

Rails Girls

WOMEN IN 3D PRINTING

WOMEN™ IN PRODUCT

WOMEN CTO

WOMEN IN BLOCKCHAIN

women in CYBERSECURITY WiCyS

WOMEN OF OPEN SOURCE

WNL
Women's Networking Lounge

new work women

WBC Cologne

VBM Verband berufstätiger Mütter

female business

the female factor

1ST ROW | WOMEN SPEAKER

CEO GENERATION

Working Moms

#MACHERINNEN CGN
DAS KÖLNER BUSINESS-NETZWERK FÜR FRAUEN

Competentia NRW
KOMPETENZZENTRUM FRAU & BERUF REGION KÖLN

THE WOMEN'S NETWORK

MOMPRENEURS

KölnAgenda FrauenForum



WOMEN IN AI & ROBOTICS

journalistinnenbund

Frauen DACH

LEADINGWOMEN business network

BPW

WOMEN IN MOBILITY

AK Frau & Wirtschaft

LOBBY für Mädchen

FONDS FRAUEN
EMPOWERING WOMEN IN FINANCE

webgrrls.de

AKF Köln

DRIVEN WOMAN

FidAR
Frauen in die Aufsichtsräte e.V.

AMERICAN INTERNATIONAL WOMEN'S CLUB OF COLOGNE

Femme TOTAL netzwerk
für Frauen in kreativen und beratenden Berufen

swans initiative

ZONTA INTERNATIONAL

#DMW

VdU Verband deutscher Unternehmerinnen

And She Was Like: BÄM!

djb Deutscher Juristinnenbund

petek
Business-Netzwerk Migrantinnen

GLOBAL DIGITAL WOMEN

panda

UFH

Club EUROPÄISCHER UNTERNEHMERINNEN

Female Leaders NETWORK

Kölner Forum
Beraterinnen für Unternehmerinnen und Gründerinnen

STARTERINNEN IM REVIER

BOCHUM Wirtschaftsentwicklung



Netzwerk NRW
Frauen und Mädchen mit Behinderung /chronischer Erkrankung NRW

Unternehmerinnen Netzwerk
Bad Homburg e.V.

BUSINESS MOMS & MORE

wfc
WIRTSCHAFTSFÖRDERUNG

MEO
BusinessWomen

D. I. W. A.
DOKUMENTATION | INFORMATION | WIRKUNG | AUST
FRAUENFORSCHUNGSSTELLE MÜNSTE

FEMHUB

unternehmerinnen forum niederrhein

Femventix

Frauennetzwerk
Ruhr

WES
Women Entrepreneurs in Science

WOMEN SPEAKER FOUNDATION

GUT
Gründerinnen- und UnternehmerinnenTreff

CONNECT.IT WOMEN
DAS IT-NETZWERK FÜR HEILBRONN-FRANKEN

Frauen und neue Medien e.V.
Digitalkompetenz für Frauen und Mädchen in Münster

SIE GRÜNDET

cet
Centrum für Entrepreneurship & Transfer.

theEvangelistas

BERATUNGSSTELLE FRAUEN helfen FRAUEN

unique! e.V.
Unternehmerinnen Netzwerk

LiT
ladies.in.tech

FIN
FEMALE INVESTORS NETWORK

LOUNGE

Business Women IHK

Deutsches Gründerinnen Forum e.V.

FRAUEN u(U)NTERNEHMEN e.V.
Business Club für Unternehmerinnen und Frauen in Führungspositionen

FRAUENORTE NRW

DAB
DAB
DAB

DONNA
Unternehmerinnen-Netzwerk Westfälisches Ruhrgebiet

NMD

EUROPEAN WOMEN'S MANAGEMENT DEVELOPME
INTERNATIONAL NETWOF

Frauen Netzwerk Hellweg

eaf
Diversity in Leadership

B.F.B.M.
Bundesverband der Frau in Business und Management e.V.

FEMboss

UFH

Unternehmerinnen netz Kreis Steinfurt
REGIONALE KRÄFTE STÄRKEN UND VERNETZEN!

fim
VEREINIGUNG FÜR FRAUEN IM MANAGEMENT E.V.

encourageventures

Femtec.
Alumnae e.V.

journalistinnenbund

What’s your next step?

One strength. One opportunity. One conversation.

1

One strength

Which strength do I want to make more visible?

2

One opportunity

Which opportunity do I want to use?

3

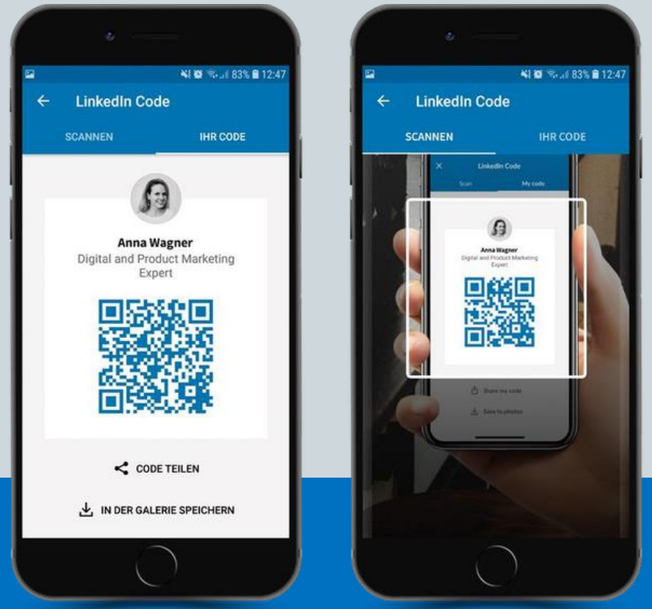
One conversation

Which conversation will I have in the next four weeks?


Raise your hand first.
Figure out how to make it
work later.

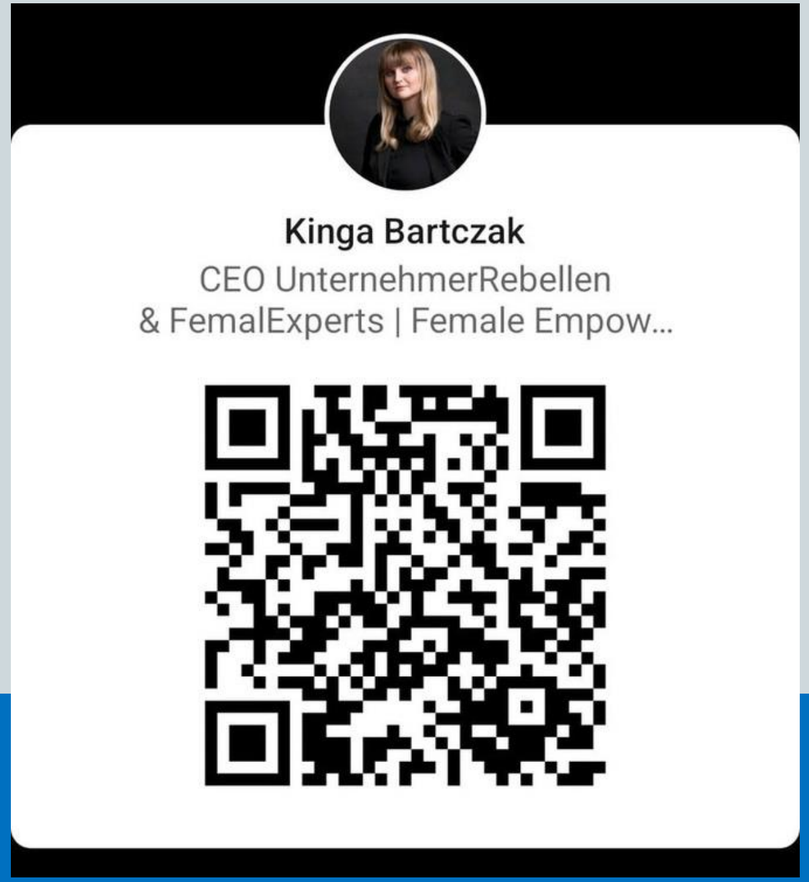

Thank you very much!

QR code



#ConnectYourself

1. Open the LinkedIn app
2. Tap the QR code icon to the right of the search bar
3. Tap Scan
4. Tap My Code to show your own QR code



References: Accessed November 2026:

- Benson, A., Li, D., & Shue, K. (2026). “Potential” and the Gender Promotion Gap. American Economic Review, 116(2), 375–417. https://www.aeaweb.org/articles?id=10.1257/aer.20220831

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