



**ALLY**<sup>TM</sup>

Advocate. Listen. Learn.

# AGENDA

11:00 – Welcome / Business Update

11:30 – Mental Health and Wellness : How leaders care for themselves and their organizations during immense change

12:30 - Breakout Discussions

1:15 – Return to Main Room

1:15 – Close



# ALLY COUNCIL



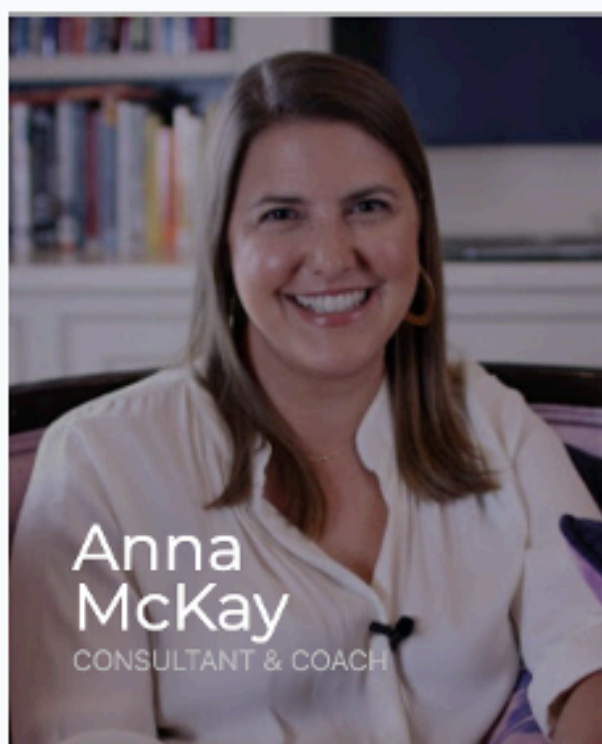
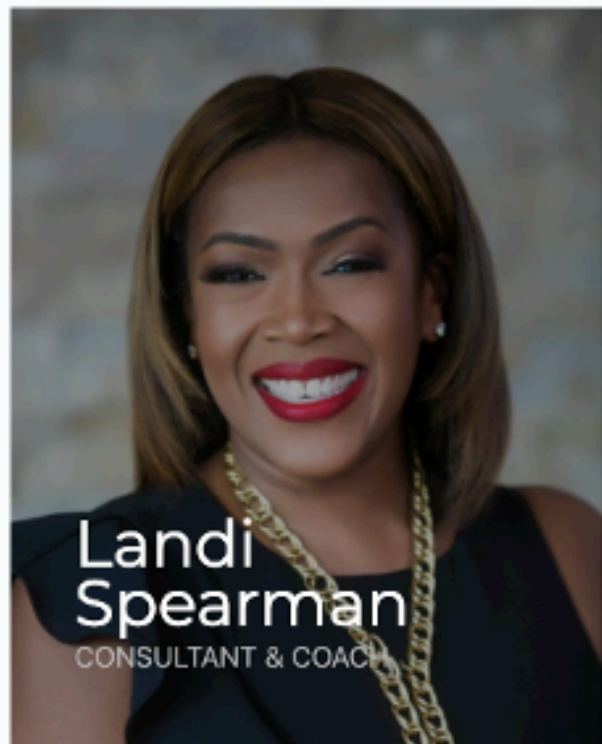
# ENTREPRENEUR COUNCIL



# INTRODUCTIONS



**ALLY**<sup>SM</sup>  
A C A D E M Y





# NEW MEMBER WELCOME

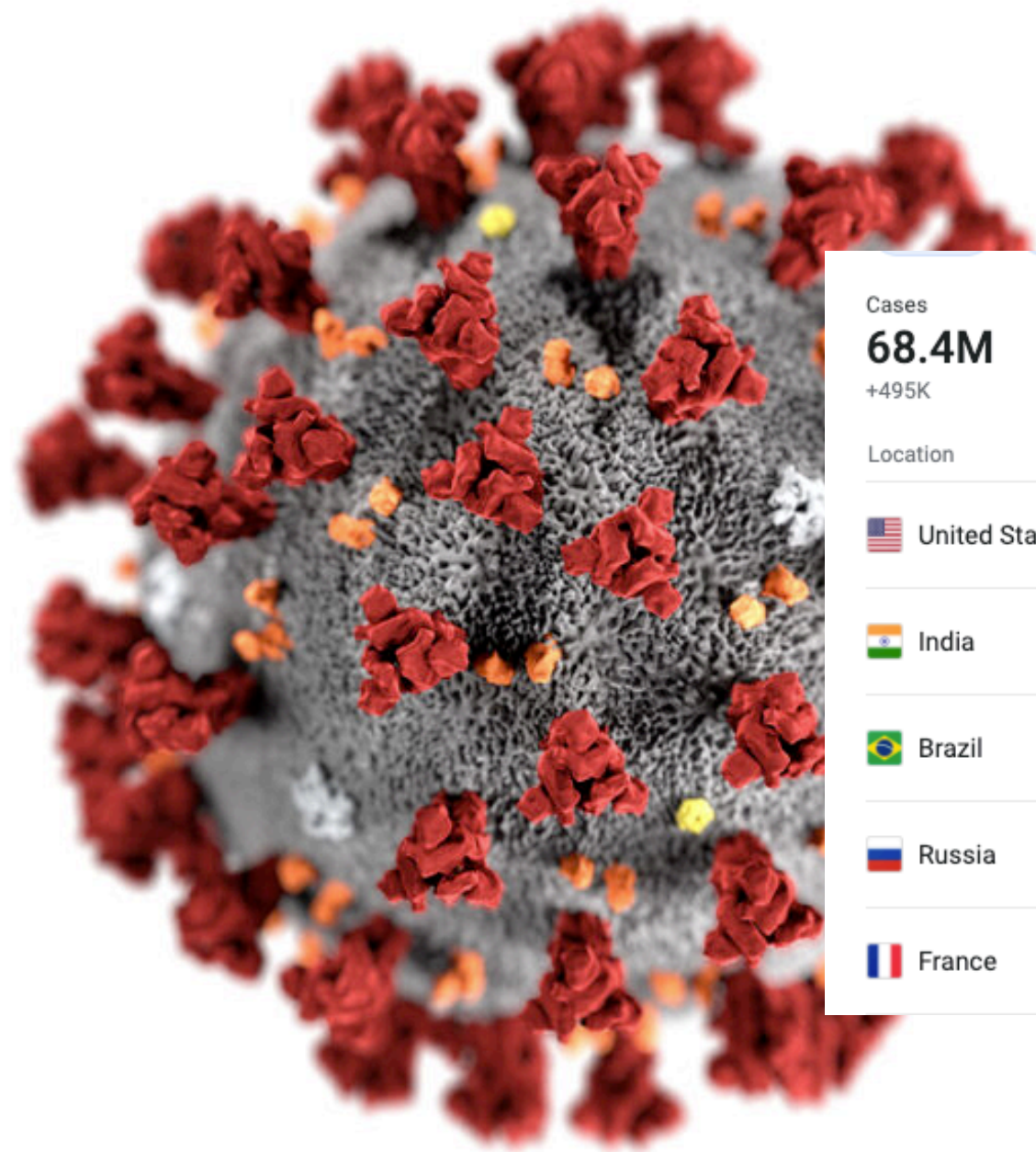
3 YEAR MEMBERSHIP



EagleClaw Midstream is strategically located in the heart of the Delaware Basin in the Permian, one of the fastest growing areas for oil and gas development in the world. We provide the gathering, compression, processing, transportation and water management services required to bring natural gas, natural gas liquids and crude oil to market and are dedicated to providing the best service and netback for our customers.



**2020: CRAYYYYZIEST  
YEAR EVER**



Cases

**68.4M**

+495K

Recovered

**44.1M**

Deaths

**1.56M**

+7,707

Location

Cases ↓

Recovered

Deaths



United States

15.2M  
+220K

-

286K  
+2,597



India

9.74M  
+32,080

9.22M  
+36,635

141K  
+402



Brazil

6.67M  
+51,088

5.97M  
+67,966

178K  
+842



Russia

2.49M  
+25,752

1.96M  
+24,471

43,674  
+552



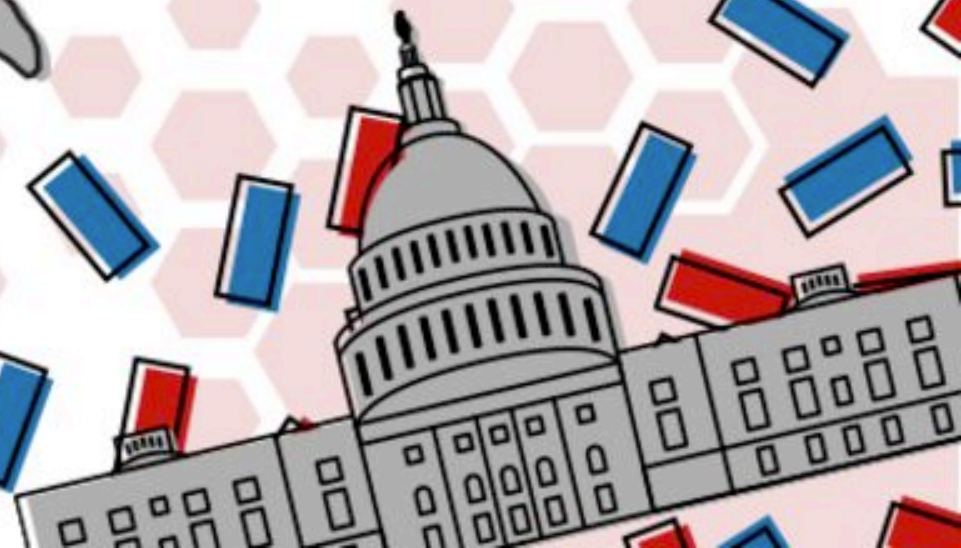
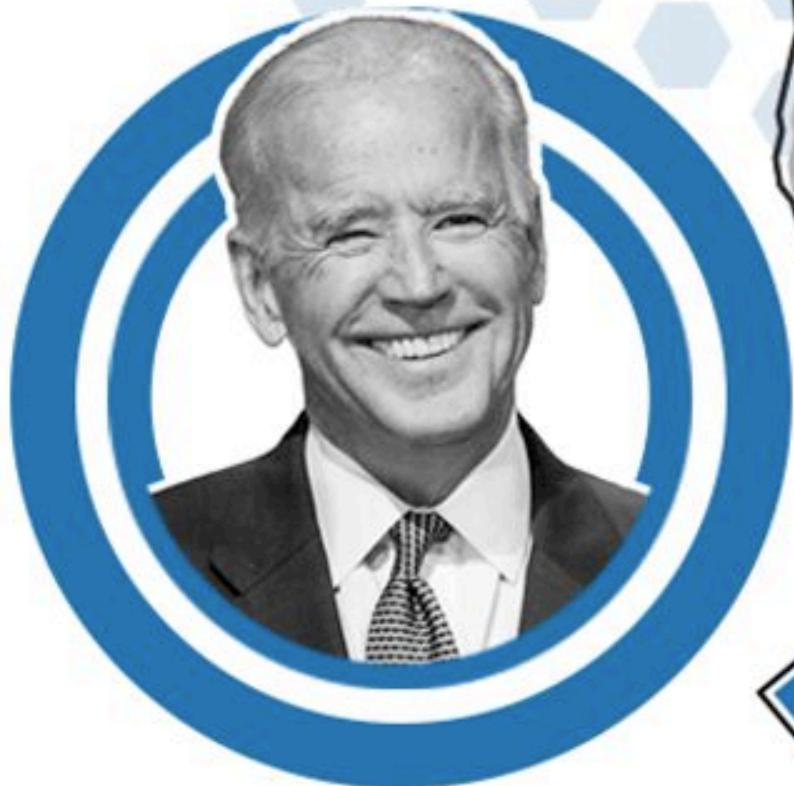
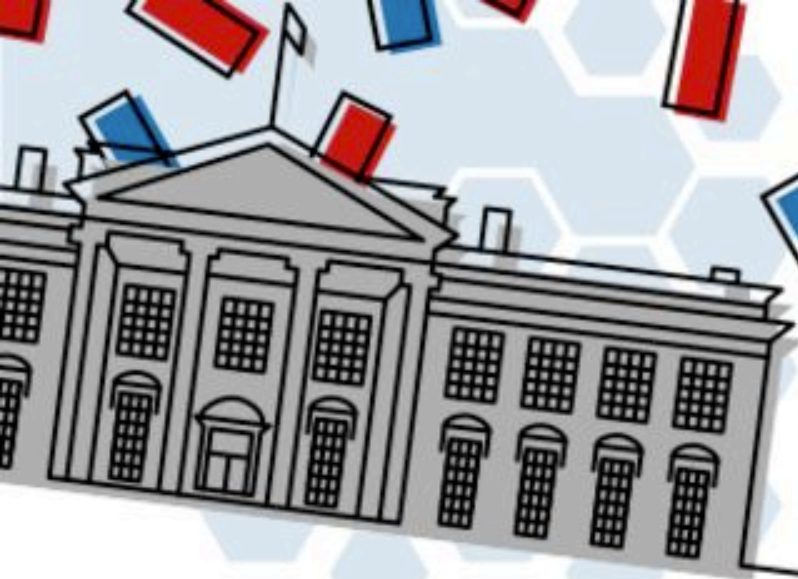
France

2.31M  
+13,713

170K

56,352  
+831









# 2020 Atlantic Tropical Cyclone Names

~~Arthur~~  
~~Bertha~~  
~~Cristobal~~  
~~Dolly~~  
~~Edouard~~  
~~Fay~~  
~~Gonzalo~~

Hanna  
Isaias  
Josephine  
Kyle  
Laura  
Marco  
Nana

~~Omar~~  
~~Paulette~~  
~~Rene~~  
~~Sally~~  
~~Teddy~~  
~~Vicky~~  
~~Wilfred~~

~~Alpha~~  
~~Beta~~  
~~Gamma~~  
~~Delta~~  
~~Epsilon~~  
~~Zeta\*~~  
~~Eta~~  
~~Theta~~

Iota  
Kappa  
Lambda  
Mu  
Nu  
Xi  
Omicron  
Pi

Rho  
Sigma  
Tau  
Upsilon  
Phi  
Chi  
Psi  
Omega

\*Zeta was the furthest into the Greek alphabet the Atlantic season has gone (2005 record)



# NASDAQ Gone Woke - Diversify or Delist

3rd party ad content  
**Big Four firms release ESG reporting metrics with World Economic Forum**

# Diversity & Inclusion

Hess Achieves Leadership Status in CDP's Global Climate Change Report



Diversity & Inclusion  
Diversity



# Powering an equitable energy transition







# ALLY<sup>SM</sup>

It's time to bring together the  
energy industry – all forms and  
all people to drive the future



EXPERIENCE  
ENERGY™



PinkPetro™

**OUR RETIRING  
BRANDS**



# 2021 NEW ALLY CORPORATE MEMBER BENEFITS

- **ALLY COUNCIL** – Existing Council: Company representation from your organization
- **ESG COUNCIL** – New Council with focus on sustainability and governance with company representative from your organization
- **ENERGY NETWORK/ DEI LEADERS** – Company representatives from your organization along with 20 affinity network leaders worldwide focused on intersectionalities in energy: gender, race, ethnicity, LGBTQ+, veterans and neurodiversity

## Elements of Awesome Talent & Culture Our Services Model



# MERGING THE BRANDS ALLOWS INTEGRATED OFFERING



**Talent  
Engagement**

**SINCE 2015**



**Talent  
Development**

**NEW IN 2020**



**Talent  
Acquisition**

**SINCE 2017**

 Engagement Strategy & Diagnostic	 Recognition	 Employee Development	 Management Development	 Employer Branding
 Engagement Action Plans	 Communications	 Leadership Development	 Coaching	 Sourcing and Recruitment





**NEW IN 2021**  
**Human Capital  
Strategy**

## 2021 OFFERING

- Launch Human Capital Strategy offering (Culture CSR, DEI and ESG Consulting)
- Scale talent engagement offering (ALLY Membership)
- Scale talent acquisition offering (ALLY Careers)
- Increased capabilities in Talent Development (Workshops and Training/ALLY Academy)
- Enhanced branding opportunities (Voices & Faces of Energy)
- Existing opportunities with Energy 2.0 and GRIT Awards/Best Energy Workplaces signature events

# AGENDA

11:00 – Welcome / Business Update

11:30 – Mental Health and Wellness : How leaders care for themselves and their organizations during immense change

12:30 - Breakout Discussions

1:15 – Return to Main Room

1:15 – Close



# MENTAL HEALTH & WELLNESS

How Leaders Care For Themselves And Their Organizations During Immense Change

Micki Grimland, Owner, Southwest Psychotherapy Associates, P.A.  
John Reed, PhD, MBA, Managing Principal, Quinn Reed Associates LLC



# OUR EXPERTS



**MICKI GRIMLAND**  
Owner


Southwest Psychotherapy Associates, P.A.  
[mickigrimland@gmail.com](mailto:mickigrimland@gmail.com)



**JOHN REED PHD, MBA**  
Managing Principal

Quinn Reed Associates, LLC  
[john@quinnreedassociates.com](mailto:john@quinnreedassociates.com)



A large, light pink number '1' is centered in the background of the slide.

# PERSONAL HEALTH ISSUES & STRATEGIES

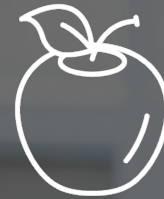




Stay with a routine



Schedule 8 hours sleep



Eat properly



Exercise



Stay connected (safe pods, zoom visits, walks outside, 6 ft apart)



Pay attention to your dreams (literally)

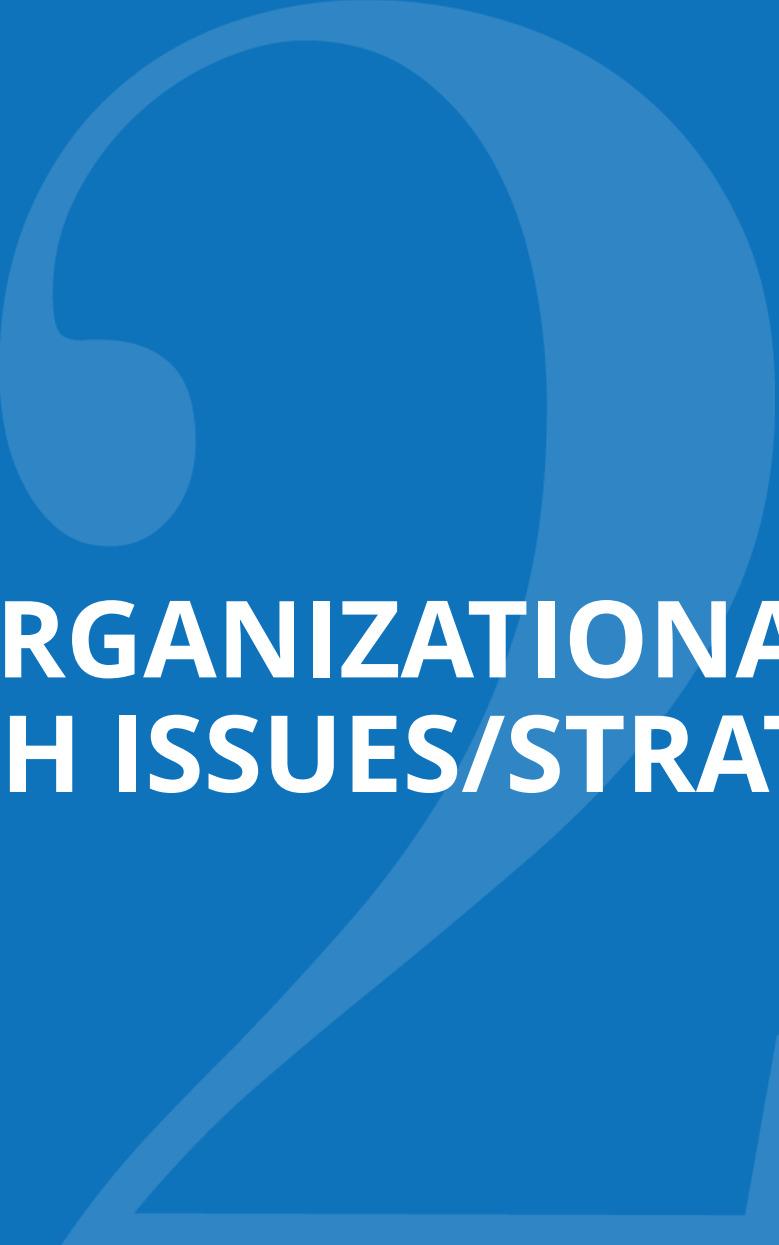


TV: monitor how much – watch upbeat programs



Seek out support when feeling down and/or overwhelmed





# **ORGANIZATIONAL HEALTH ISSUES/STRATEGIES**



[EMOTIONS]

Short Temper  
Sadness  
Poor Cooperation



[COGNITIVE]

Poor Concentration  
Poor Decision-Making



[PHYSICAL]

Low Energy  
Upset Stomach  
Reduced Appetite

## PROFESSIONAL IMPACT

Loyalty – 2 Effects | Turnover – 2 Effects | Productivity – 2 Effects

- **NOTICE SYMPTOMS:**

Anger, substance use, wanting to be alone, excessive worrying, etc.

- **IDENTIFY SOURCES OF SYMPTOMS:**

COVID exposure risks, childcare access/expense, professional uncertainties, work/life imbalance, financial pressure, etc.

- **STEPS FOR MANAGING PROLONGED, WORK-RELATED STRESSORS:**

Problem-solving with supervisor, limiting exposure to news/social media, regular scheduling for eating, exercising, sleeping fun/social contact with family/friends, positive actions to cope with COVID – handwashing, social distancing, mask wearing, etc.







# **SIGNS OF NOT DOING WELL, NEEDING HELP**



## **“THE BLUES” – JUST NOT FEELING LIKE YOURSELF.**

- Losing sleep
- Snippy, short-tempered
- Stuck at home
- Bored
- Sad



# DYSTHYMIA

- Persistent mild depression
- Depressed mood more days than not
- 2 or more of:
  - Poor eating/overeating
  - Insomnia or hypersomnia
  - Low energy/fatigue
  - Low self-esteem
  - Poor concentration
  - Difficulty making decisions
  - Feelings of helplessness





# CLINICAL MAJOR DEPRESSION

(Usually needs medicine; see a psychiatrist)

- all encompassing low mood, accompanied by low self-esteem, loss of pleasure in normally enjoyable activities
- feelings of sadness and hopelessness; crying more than usual or no emotion at all (flatlined)
- weight gain/loss
- slowed thinking and/or reduced physical movement; forgetting things, frozen in trying to get your thoughts into words
- fatigue/loss of energy nearly every day
- feelings of worthlessness or inappropriate guilt
- diminished ability to think or concentrate; indecisiveness
- recurrent thoughts of death/suicidal ideation without a plan, suicide attempt, or having specific plan for committing suicide



# **BENEFICIAL LINKS BETWEEN WORK & MENTAL HEALTH**



- Built-in friendship opportunities (even if introverted, socially anxious, not focused on building relationships outside of work, etc.)
- Source of stability when other areas of life are stressful (caring for sick relative, going through infertility, relationship breakup, etc.)
- Novel, intellectual, stimulating challenges – accomplishments
- Generates \$\$\$, other resources for activities you enjoy, relax with
- Diversify, broaden your experience with people, cultures, situations – encourages learning and new self-awareness
- Opportunities to contribute, help others, 'do good' in the world





# RECAP: TIPS FOR HELP IN TRYING TIMES



Proper Sleep



Proper Eating



Exercise (Walk, Walk, Walk)



Get Outside  
(Nature, Trees,  
Smells, Sunlight)



Stay in Verbal  
Contact



Do Things  
You've Not  
Tried Before



ALLY<sup>SM</sup>

# AGENDA

11:00 – Welcome / Business Update

11:30 – Mental Health and Wellness : How leaders care for themselves and their organizations during immense change

12:30 - Breakout Discussions

1:15 – Return to Main Room

1:15 – Close



# ROOM DISCUSSIONS

- What did you learn in 2020
- What are you focusing on in 2021?
- How can this community help you?