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| JAN   | Mon. 1.  | 2:00 PM CT | Increase Your Capacity  
*Target Audience: Open to all*  
This webinar will review principles of setting goals and incorporating those goals into daily activities. We'll also discuss time management strategies which will help ensure you have the time needed to work on your goals.  
*Presenter: Melissa Self, Atmos Energy*  
*Learning Objective:*  
1. Identify one goal they have set for themselves and divide that goal into incremental milestones  
2. Review a sample day and determine where time can be "created" to work on their goals.  
3. Practice establishing daily activities and habits that reinforce the goals they have set. |
| MAR   | Fri. 3.17 | 10:00 AM CT | 6 Steps to Build and Maintain an Engaging Culture  
*Target Audience: Open to all*  
*Presenter: L. David Kingsley // VP, Global HR Strategy and Operations, Salesforce*  
*Learning Objective:*  
1. Gain understanding of the relationship between investing in employee engagement and company growth and profits  
2. See practical approaches of building engagement by linking technology and company culture  
3. Discover tools that can improve employee retention  
4. Get a breakdown and real-life examples of the five steps to building and maintaining an engaging culture |
| MAR   | Thur. 3.23 | 9:30 AM CT | Relationship Building  
*Target Audience: Open to all*  
How to build relationships, make people feel valued and incorporate employee engagement at work.  
*Presenter: Stacy Saltzman, Tenaska*  
*Learning Objective:*  
1. Understand the importance of feeling valued in the workplace  
2. Understand the keys to building strong relationships  
3. Understand the importance of mentoring  
4. Understand the benefits of an employee engagement programs  
5. Understand why you need network at work. |
| MAY   | Thur. 5.25 | 9:30 AM CT | Unconscious Bias (Inclusion & Diversity)  
*Target Audience: Open to all*  
*Presenters:*  
- Dr. Sandra Upton, Cultural Intelligence Center  
- Jared Hamilton, Southern Star Central Gas Pipeline  
- Josh Linton, ONE Gas  
*Learning Objective:*  
We’ll explore cultural intelligence, unconscious bias and everyday challenges in the fight to foster diversity and inclusion in the workplace. |
| JUN   | Mon. 6.26 | 10:00 AM CT | Building a Safety Compliant Culture: Zero is Achievable!  
*Target Audience: Open to all*  
*Presenter: Teryl Rose, VP Environmental, Safety & Health, ONE Gas*  
*Learning Objective:*  
- How to create a safety culture  
- Culture development strategies  
- What strategies that can be used to get employee buy-in |

**Questions? Contact Member Services**
Safety for Non-Technical Employees

Target Audience: Open to all
Presenters: TBD

Learning Objective: In a natural gas company, the importance and necessity of safety in field operations can often overshadow the safety needs of the office employee. This webinar focuses on key aspects of office safety for the non-field employee including:
- How to identify unsafe working environments
- Tactics for mediating common hazards
- Tips for developing a Safety Inspection Checklist for everyday use

Mentoring

The September program on Mentoring has been rescheduled for November.

How Your Company Makes Money

Presenter: John Ferrare, CEO and Facilitator, enerdynamics

Learning Objectives: Quick Review of How Competitive Companies Make Money
How a Regulated Company Makes Money
- Sources of capital for a regulated company
- How capital and expenses are treated differently under regulation
- Types of utility and pipeline expenses and why they are different from non-regulated competitive companies
- How revenues are calculated
- Why a regulated company can’t increase earnings in the same ways as a non-regulated competitive company

How a Utility or Pipeline Sets Rates and Makes Money
- Earnings
- What is rate base?
- How depreciation affects rate base
- What is rate of return?
- The cost-of-capital proceeding
- The revenue requirement
- Decoupling revenues from earnings
- The rate case proceeding
- Incentive regulation

“Is Natural Gas Relevant in the Zero Carbon Energy World?”

Target Audience: Open to all
Presenters: Dan Lapato, Director of Government Affairs, APGA, Rick Murphy, Managing Director – Sustainable Growth, AGA, Arthur Corbin, President & CEO, Municipal Gas Authority of Georgia

Learning Objective: This webinar discussion will be focused on the Zero Carbon mandates and policies that many are having to navigate. Speakers will discuss how direct use of natural gas and education through ambassador programs are key to understanding the role of natural gas in the energy policy dialogue.

Knowledge Management

MORE INFORMATION COMING SOON

Questions? Contact Member Services