

International Women's Day

Telma Tonalezi: Diversity Makes the Difference

Celebrated annually, International Women's Day commemorates the cultural, political, and socioeconomic achievements of women. Grid Solutions is fortunate to have women across the world who contribute to the success of our company as well the development of their own communities. Telma Tonalezi, EHS & Facilities Leader for Grid Solutions out of Lisburn, UK, is one such woman.

Telma Tonalezi believes diversity played a major role in her team's ability to reduce EHS incidents on a drillship that was known for a high rate of accidents and poor compliance process.



Telma Tonalezi
EHS & Facilities Leader, GE

"In the early years of my career in the offshore oil and gas business, I was assigned a new challenge," Telma says. "My most impactful memory was meeting my future direct report manager for the first time. He laughed at me and said, 'You gotta be kidding me, where's Johnny?' I said with a big smile, 'I AM the new Johnny!'"

Fortunately, her team reacted with curiosity about having a female as a replacement. That curiosity was the catalyst Telma needed to implement change, she says. *"Armed with a multicultural team's experience, an open-door communication policy and visibility in the drill and deck floors, the respect of management and workers was gained, EHS compliance increased, and incidents reduced by less than half."* The client granted a two-year contract extension, and the drillship was no longer known for its poor EHS lagging indicators but instead for its leading indicators.

Taking on such challenges is just part of a woman's DNA, Telma believes. *"Women are under constant challenge: when we are 'too young', when we become mothers or super-professionals—or both. As we go through life changes and as we age. The almost natural state of 'being out of our comfort zone' throughout our lives creates the strength and courage to face whatever comes our way. This makes us resilient, powerful, inspiring, caring and daring, as part of our DNA. We are carving the path for the next generation of women."*

Why EHS?

Telma believes Environment, Health & Safety (EHS) is our business' priority. *"From the design phase of our products to the customer satisfaction feedback. The environmental impact, health and safety of our teams and customers is the one core value embedded in all aspects of our business. A strong EHS culture is formed by inquisitive, challenging, collaborative, encouraging and efficient teams. This is the mindset required to drive our mission forward."*

#IWD2022 #BreakTheBias #GEGrid