



# WINLPG

## Women in LPG



### Kelly A Bosak

**Director, Staffing and Affirmative  
Action Officer  
Ferrellgas  
USA**

“WOMEN IN BUSINESS LEADERSHIP NEED TO USE THEIR EXPERIENCE AND INTELLECT TO INFLUENCE AND CHANGE BUSINESSES WHILE IMPROVING THE BOTTOM LINE AND CUSTOMER SATISFACTION. I BELIEVE THAT ORGANISATIONS LIKE WINLPG ASSIST WOMEN IN REALISING THEIR POTENTIAL TO MAKE A DIFFERENCE BY PROVIDING COMMUNITY AND NETWORKS OF SUPPORT. THESE NETWORKS HELP PROVIDE THE KNOWLEDGE BASE AND GOOD COUNSEL WE NEED TO DEVELOP AND EXCEL AS PROFESSIONALS.”

Kelly A Bosak

## Meet the Role Models

**WINLPG Role Models introduce successful individuals in the LPG industry and gives an insight into their career path, their challenges and their advice to fellow WINLPG members.**

My first exposure to propane was as a young girl; my cousins and I used the propane tank in my aunt's and uncle's back yard as home base while playing a game of tag. It's safe to say that at that young age I never dreamed of working in the propane industry.

After college, I went to work for a telecommunications company as a Trainer delivering training on nine different computer applications. I was only with that company for two years before applying for a Trainer position at Ferrellgas, and I was pleased to land the job. I kept my head down and worked hard, and before I knew it I was asked to lead a team of eight Trainers. Only three years later I assumed full responsibility for the entire training function.

I was asked to assume responsibility for Ferrellgas' Staffing function in 2010 and later that year, I obtained the Senior Professional in Human Resources (SPHR) designation – the pursuit of which helped me to master the discipline's core competencies and demonstrated my commitment to being an effective Human Resources leader. In 2015 I was named Director of Staffing and Affirmative Action Officer for Ferrellgas. During my 14 year tenure here I have been honored by the company by being named a recipient of the James E. Ferrell Chairman's Award, I've received the Employee of the Quarter Award, and been recognised with its Humanitarian Award for my contributions to the community. And recently I joined the Women in Propane Council, serving as Chair – which is truly an honor.

Outside of Ferrellgas I was selected to the 2012 class of "Forty Under 40" by Ingram's magazine. I am also very active in my community through a local Rotary chapter and am a fundraiser for my family as we search to find a cure for ALS (a.k.a Lou Gehrig's disease).

“ It is critical for anyone to seek out and find a mentor either formally or informally. When a person embraces a mentoring experience she/he has the potential to transform her/his respective organisation and the propane industry.”

Kelly A Bosak

# SIX KEY QUESTIONS

## What is your goal today?

I am aiming to make a difference through the offer of programs and services to groom the next generation of leaders in our industry. Right now I am focuses on doing what I can to set others up to succeed.

## Did you have a mentor and how did this help?

I was fortunate to have parents who fulfilled the mentor's role in my early years while I was learning about life. They taught me about hard work, dedication, professionalism, humility and being ethical. In searching for a mentor in my professional world, I observed those around me who were successful, professional, excited about their job and the company, and who were interested in what I did. My first informal mentor remains a mentor to me today! I am constantly watching those around me and I learn so much through those silent mentors too.

## Describe your Pathway?

I was eager to make a difference when I entered the propane industry as a Trainer. In that role I was able to teach people how to perform their job in the most productive way. I did all I could to immerse myself in the business and that paid off in the way of promotions – three over the span of six years. When I received the James E Ferrell Chairman's Award I was described as someone who knew everything about our business and I bled blue (our company colour) for Ferrellgas. I am grateful to the propane industry and Ferrellgas for allowing me to become who I am today.

## What does leadership mean to you?

Leadership is about what you do when no one is looking. Those moments define you. As a leader you have a responsibility to develop those around you to their greatest potential. Keep in mind that your employees are a direct reflection of you in how they conduct themselves. A leader is willing to perform any task they would ask their employee to perform.

## Did you face any specific challenges?

Joining a heavily male-dominated industry was certainly a challenge. I overcame that challenge by always seeking to increase my knowledge about how we do business and by being prepared to present facts – which are difficult for people to dispute. It was a challenge at times to remain true to myself, but I had an informal mentor who helped me through that challenge. I believe that every challenge is a learning opportunity and may force you out of your comfort zone. Keep in mind being out of your comfort zone is a good thing for your growth. **You can do it!**

## What three pieces of advice would you give to someone embarking on their career with LPG?

Do not let anyone define you. Only you define you.

Be ready to work hard. Success is achieved through hard work and dedication.

Ask questions to learn and understand. You should always be learning; it sets you up for the next opportunity. You may not feel you're ready, but trust me you are.



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Women in LPG Global Network

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