WINLPG
Women in LPG

Christina Armentano

Executive Vice President
Paraco
United States

"I AM PASSIONATE ABOUT PROVIDING OPPORTUNITIES TO ALL, AND PARTICIPATION WINLPG IS AN EXCELLENT PLATFORM TO SUPPORT THE IMPROVEMENT OF GENDER AND YOUTH DIVERSITY."

Christina Armentano

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.

I am the third generation of family leadership with Paraco Gas, one of the largest privately held propane marketers in the United States, and the first female leader. As Executive Vice President, I focus on strategic growth initiatives, providing leadership, direction, and resource stewardship to the organisation's sales, marketing, customer service, and business development functions. I joined Paraco in 2014 after spending nearly a decade in leadership positions outside the family business, with a focus on the energy industry including graduate degree work with Irving Oil Ltd, Big Belly Solar, and AmeriGas.

I was named 2018 LP Gas Rising Leader and Business Council of Westchester New York Rising Star in 2016. I serve on several industry boards, including the National Propane Gas Association (NPGA), New York Propane Gas Association (NYPGA), New York Propane Educational Research Council (NYPERC), Lake Gas Board of Directors, and is a Committee Chair for the Propane Gas Association of New England (PGANE).

I hold a Bachelor of Arts degree from James Madison University, Master of Business Administration from Babson College F.W. Olin Graduate School of Business. I am a mother to two beautiful children, a wife, daughter, sister, and friend to many.

"I believe in the mission of WILPG advocating for clean energy, businesses social responsibility, and continuous growth as a leader and mentor within the industry."

Christina Armentano

WLPGA LPG EXCEPTIONAL ENERGY

SIX KEY QUESTIONS

Did you have a mentor and how did this help?

Having a diverse professional background and education before joining Paraco, I am lucky to have had the opportunity to learn from several strong leaders, including my father Joseph Armentano and grandfather Pat Armentano. Each leader had a unique approach to work, culture, cultivating people, community, and education. I fostered my leadership style, taking the best aspects from each of my mentors.

Describe your Pathway?

Before joining Paraco, I spent nearly a decade in leadership positions in several other companies. I served as a Director at Cook Associates, where I managed client relationships and recruitment initiatives. At Vistaprint, I served as a Senior Recruiter of North America and Global. And I was a Senior Associate at Boyden, a global management consulting firm.

I joined Paraco in 2014 as the Director of Human Capital Management and now proudly serve as the Executive Vice President. I also serve on several industry boards with the hope that I can encourage continued growth and innovation, and challenge the status quo.

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

- Realise that you are joining a community that is made up of many family owned and operated businesses, as well as entrepreneurs. Take the opportunity to learn from any and all around you as there is a vast amount of knowledge within the LPG community.
- Get involved with industry associations. This is a great way to learn, but will also provide you with an opportunity to advance your personal and professional skillset while positively contributing to the industry.
- Share your ideas and recommendations with others as you bring a different perspective that is outside of the LPG industry. A fresh set of eyes is invaluable to an organisation that is open and willing to change and grow.

What is your goal today?

Create an environment that enhances employees' professional and personal development. Hire intelligent, hard-working, team-oriented, passionate, out-of-the-box thinkers who have a long-term path within the organization.

Leading through education, mentoring and facilitating knowledge transfer, I encourage employees and provide them with skills that help their professional lives and personal lives. For years, Paraco has offered tuition reimbursement, and I recently helped launch an organisation-wide cross-training initiative to build a more flexible workforce.

Reaching these goals also includes dedicated time for reflection and goal setting during bi-weekly meetings with my direct reports, and investing in Fred Pryor training for my team to have the tools they need development.

What does leadership mean to you?

Leadership is the opportunity to cultivate an environment that encourages and inspires people to work towards a common goal, mission, and value. Leadership is using empathy to build connections and create value. It understands your strengths and weaknesses, as well as those on your teams, to best leverage each individual's strengths.

Did you face any specific challenges?

Women in our industry face a challenge in reframing how we think about our workforce and the emphasis on work/life balance. The progress that we've made in this area is an extension of supporting and encouraging the next generation of LPG. For example, in 2019 we began offering parental leave to all employees. A concept still relatively new and unique in our industry, this provides both parents the opportunity to care for a child – and provides both genders equal opportunities to advance their careers.

#WINLPG
Women in LPG Global Network

www.wlpga.org