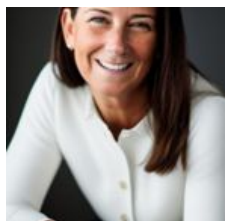




WINLPG

Women in LPG



Ms Danelle DiLibero
Senior Vice President, People
& Culture
Anova
United States

"Make the time to participate in WINLPG. The community was created to help you succeed. You'll get out of it what you put into it."

Ms Danelle DiLibero

Meet the Role Models

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

As SVP of People and Culture and member of the CEO's Core Leadership Team, Danelle drives optimisation of business operations to recruit and retain a high-performing and diverse workforce equipped to carry out the mission of Anova, a global Industrial Internet of Things solutions provider.

Danelle is a collaborative and transparent communicator skilled at building and transforming teams of all sizes, leading change management initiatives and building engagement across the organisation to drive business forward. She is a creative problem-solver and utilises her experiences at both small and large companies to safeguard the health and well-being of a global workforce.

As member of multiple Advisory Boards, Danelle has cultivated relationships as trusted advisor to Founders, CEOs and leadership teams on talent acquisition and engagement strategy.

Prior to Anova, Danelle developed her skills in global talent acquisition, learning and development and employee engagement through progressive roles with Verisk Analytics, OnDeck, Risk Management Solutions, Sensata Technologies, Boston Consulting Group, and Goldman Sachs.

Danelle has completed a Master of Science in Organisational Leadership from Quinnipiac University and ongoing learning Executive Certificates in Inclusive and Ethical Leadership, Post-Crisis Leadership and Diversity, Equity and Inclusion in the Workplace from University of South Florida Muma College of Business. She also holds a Bachelor of Arts in English and American Literature from the University of South Florida.

"Be the co-worker you want to work with and then be the leader you would want to follow. Remember, you do not need to hold the title of manager or executive to be a leader. Empower and inspire those around you with your personal qualities not your status."

Ms Danelle DiLibero

SIX KEY QUESTIONS

What is your goal today, this can be personal or professional?

My goal today and every day is to “Get Up! Dress Up! and Show Up!”. Anyone who knows me knows that this is my life motto both personally and professionally. It takes effort to say “Yes” and to be present. It pushes me to be selfless and accountable. Sounds easy? Try it – especially on a day when you really don’t feel like getting out of bed.

Describe your pathway (your career path)

Shortly after university, I began working at a global investment bank in their recruiting department. I was the bank’s point of contact and liaison at universities throughout the United States and Canada. The role provided me the opportunity to travel often, meet new people and help shape the culture of the organisation through identifying young talent. Calling someone with a job offer is pure joy but more importantly, I also took the responsibility of calling those who didn’t get an offer very personal. I felt that a candidate experience was not only a reflection on our company brand but my personal brand. Whether hiring a trainee or a C-level officer – I hope that the candidate experience is one met with dignity, honesty and compassion.

Over the years, I have been able to work with all types of organisations, departments, industries, and candidates. I had the opportunity to work within multiple Human Resources/People & Culture departments (such as Talent Acquisition, People Operations, Employee Relations, Employee Experience, Global Mobility and Learning & Development). All these experiences provided me the foundation needed to take on the SVP, People & Culture role at Anova in 2019.

What are specific challenges do you believe face women in our industry?

Shirley Chisholm once said, “If they don’t give you a seat at the table, bring a folding chair.” In any industry that is traditionally male-dominated, women may feel imposter syndrome and self-select out of opportunities. I challenge the women in our industry to have their (metaphorical) folding chair ready - and have a second one at the ready for the next woman to join you.

It is important that women don’t see each other as competition but rather allies and help each other advance so that representation begins to show at all levels and all voices of our organisations and in our industry.

Did you have a mentor and how did they help mold your business style?

I didn’t have just one mentor, instead I have surrounded myself with a personal board of directors. These are people from all parts of my life (work, school, family, community, friends) who know me, want the best for me and are always honest with me (even when it’s not what I want to hear).

In addition to this group of advisors, I am a lifelong learner with a love for reading and travel. Having the opportunity to spend time in different countries, time reading about experiences different than my own and being an active listener to those I speak with has helped shape my inclusive management style.

What does leadership mean to you?

Leadership is an attribute – not a title.
Leadership is not about popularity – but accountability.
Leadership is consistent, optimistic and personal.

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

1. LPG is Global. Look beyond the country or region where you live/work. Understand the industry and how it works on a global scale. If you can, live and work abroad.
2. Meet the other women in your organisation and within the industry. They are a valuable network and together, you can support each other both personally and professionally.
3. Learn about all roles in your organisation – not just the one you have. Go on a ride-along with a driver. Sit in on financial updates. Visit a customer. Knowing about the different roles and the people who fulfill these duties will help you make better decisions for your business.



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Women in LPG Global Network

www.wlpga.org