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# Retaining and Developing Green Talent for a Sustainable Future

Tuesday 23rd September, 2025

## Speaker Biographies

Katie Kelly CMgr CCMI, Chair, CMI London Regional Board



Katie Kelly ChMC CMgr CCMI is an Associate Partner at Argon and Co, where she leads work across the energy sector to help organisations develop and implement effective people optimisation strategies. With over 15 years experience she brings deep expertise in workforce planning, leadership development, and organisational change—working with global energy companies and infrastructure providers to build the green skills and talent strategies essential for success in a low-carbon economy.

Beyond her client work, Katie is Chair of the Chartered Management Institute's London Board, where she champions the value of professional leadership and management. She holds the Chartered Management Consultant (ChMC) accreditation and volunteers as a mentor with POWERful Women and Women in Utilities, supporting women in the energy sector and advocating for more diverse leadership across the green economy.

Erica Brown, Head of Policy, Future Energy Networks



Erica is Head of Policy at Future Energy Networks (FEN) a membership organisation for GB's gas transmission and distribution networks. Her role is focused on using robust evidence to demonstrate and champion the role gas networks can play in helping to deliver Clean Power 2030 and Net Zero by growing the contribution of green gases in the UK's energy mix to ensure security of supply now and into the future and a fair transition for all consumers. Erica is passionate about talent development and retention in the UK's utility sectors through appropriate, future focused upskilling or reskilling of colleagues

in all roles.

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### Yannick Migotto, Partner, Argon & Co



I act as a transformation partner, building on my experience (3x entrepreneur, executive at retail and e-commerce organizations), operations expertise, and personal networks (leaders, researchers, creatives).

In fast-moving environments, transformation is a must. Yet most transformations fail, because most organizations fail to master the factors of success. Be part of the 20% that succeed!

### Sandra Fitzsimmons, Future Skills Business Partner, SGN



Joined gas industry aged 16 after leaving school. Completed a 2-year trainee programme focused on learning all aspects of the gas industry. Worked in customer-facing roles, Payroll, Health, Safety & Environment, Commercial (Contractor Management) and Training & Competence. Have built up a high level of knowledge of the gas industry and have an excellent network of contacts.