

Joanna Nolte

Shell Oil Company

Manager, Equal Opportunity and US Diversity & Inclusion

Joanna Nolte has over 18 years of experience with Shell Oil Company and a decade working with other large corporations in Houston, mainly in human resources management roles. She started her career at Pennzoil Products Company, moved to GE Government Services and worked at Anadarko Petroleum before joining Shell.

Nolte's experience working in HR has been varied, with specialty roles including executive compensation and benefits, policy and talent, as well as generalist HR manager roles. As talent manager for Shell's U.S. E&P division, she led resourcing efforts for Upstream Americas as part of Transition 2009, a significant restructuring project. Prior to that, she was HR manager for a high growth unconventional energy startup venture in the upstream business at Shell. Nolte has also served as HR manager in Shell's trading business, responsible for global trader compensation for a significant portion of the business and representing U.S. Crude & Products Trading as well as the U.S. shipping business.

Nolte moved to her current role in February 2010. She manages diversity and inclusion activities in the United States, including the Employee D&I networks, partnering with external organizations to foster diversity and inclusion and working with all U.S. businesses to ensure conformity under the U.S. Equal Opportunity Law. Nolte says the most gratifying part of her job is knowing that her work helps to make Shell a more inclusive culture and improves on the company's ability to provide equal opportunity to all applicants and employees. She currently serves as an advisory board member for the OFCCP Institute.

Nolte earned a bachelor of science degree in finance from the University of Colorado. She shifted early in her career from finance to human resources, enjoying being on the front end of changes, partnering with the business and helping individuals find their way through "the system" to achieve rewarding careers. Nolte says she also enjoys being part of a large organization where the collective efforts of many can produce amazing results — particularly when the culture is positive and inclusive, allowing people to reach their potential.

Nolte's husband Tony also works for Shell. They have two children, Michael (20) and Rachel (17). Nolte has learned to play piano as an adult and enjoys practicing and improving her skills whenever she can.