

Chairman's column

by Lynette Lackey

Happy 2011 to you all. This past year has flown by, yet we have achieved much.

Members around the country have defied a slow market to create new business ventures, develop their skills and find great opportunities to work together, proving how our unique network makes things happen.

Our schools roadshow and our National Student Awards continue to thrive and attract new sponsorship from high calibre organisations across the country. Our mentoring scheme continues to build support nationally and our new series of development courses, aimed at increasing the pool of talented members available for non executive and Board positions is an exciting move forward. More on all these initiatives in this issue.

Branch treasurers have worked with National and their local committees to undertake robust five year plans to ensure a sustainable economic future for our organisation.

Our international links continue to expand, building on the German ladies conference in London last June. A return trip to Hamburg is planned for 2011.

So many opportunities available and limited time! Let's not be scared to try new activities, move outside our comfort zones and make the most of the fantastic support in our network.

I have thoroughly enjoyed my year as your Chairman and thank you for your support and engagement. It has been an inspiration and a pleasure to meet so many of you and I hope to have the opportunity to meet more of you before my year ends.

2011 provides all of us with new opportunities to work together, take on new challenges and create new business.

My best wishes to you all.



Lynette Lackey
Chairman of Women in Property

Success stories

Cathy Stewart



Group Director of PRP Architects, Cathy Stewart, is winner of this year's Built Environment category at the Women in the City awards. The judges felt her support and encouragement to other women working in the built environment were outstanding, as were her professional achievements. She has actively sought to develop new business in different sectors and established new products to reflect the changing economic climate, whilst also achieving an enviable level of work-life balance.

Congratulations to Laura Fuller, a South West committee member, who has been promoted to Associate at Bristol law firm, Burges Salmon.

**Natasha Douglas
Catherine Thornhill**



It's not what you know... Two Northern Scotland members have benefited from WiP networking. Elena Sargeant circulated her CV to her WiP contacts, resulting in the post of Design Assistant in the Building Consultancy department of Knight Frank. Meanwhile, Natasha Douglas met Catherine Thornhill, Senior Planning Consultant at Ryden as they are both active on the Northern Scotland committee. Ryden were recruiting and a strong recommendation from Catherine endorsed Natasha's application. She is now Planning Consultant at the firm.

Interior designer, **Niloufar Lamakan**, has been awarded second prize in the International Design Awards 2010, with her designs for 'Canonbury Home'. Niloufar's was one of a staggering 1,000 entries from 52 countries.

Lisa Raynes



Lisa Raynes, Chairman of the North West branch, has changed her focus from the corporate world to the domestic residential market with the launch of her new practice, Raynes Architecture. Taking advantage of low overheads means that Lisa can concentrate on small jobs that larger companies would turn away.



Paulette Bansal and her colleague Jackie Anderson have secured their first large contract in the hotel sector, for the Macdonald Townhouse, Manchester. They have created digital images of iconic city buildings and the city's industrial heritage to create a series of acrylic panels for the lobby, bar-restaurant and bedrooms.

Making your mark

The Association of Women in Property aims to support its members along their entire career path, in fact starting long before that first day of working life. Raising awareness amongst young teenagers of the career choices available to them is critical, just as is the encouragement and direction given through early professional years and, later, into senior management roles. In this issue we show you what fellow members are doing around the country to maintain this support and development. If you're not already involved in similar, you might be inspired to follow their lead.

Developing Communities

Why would any youngster consider how a community is developed and enriched? Much of the time, the built environment is taken for granted, unless we happen to work in the property and construction sector...but many school students don't have access to the careers advice that would lead them in this direction.

The Midlands committee, under the leadership of land surveyor, Lizzie Flowith, decided to tackle this issue by taking an initiative to one large local school. The Phoenix Collegiate Community Development Challenge is now underway, with forty Year Ten students (14 – 15 years) assessing a range of fictional proposals for some development land left to a local charity. For the first time they will be asked to consider community needs including residential, leisure and employment, commercial pressures, design and planning restrictions. With guidance from WiP volunteers, they will be presenting their recommendations to a team of industry judges in March. It is hoped this pilot scheme will be rolled out by other branches.

Lizzie Flowith



Challenging Stereotypes

The South West branch has been involved in four careers events in 2010. With the Schools and Connexions Careers Advisory Service, members participated in a careers lesson hosted by individuals who work in a profession which poses stereotype challenges, such as hairdressing, caring, engineering and the built environment. With the Education Business Partnership, they attended a Careers Fair targeting over sixteen secondary schools, years 9 -12. Here WiP members explained the various careers and related qualifications followed by engaging the students in a construction project game. Additional events included holding mock interviews and attending an architecture and design-related Design Day.

A roadshow with a difference

The challenges of building London's longest bridge during World War 2, was the focus of a unique school project led by members of the South East branch. Few people know that 'The Ladies Bridge' (Waterloo Bridge), was constructed by a workforce that was 70% female, a fact that appears to have been written out of official history. Now, exactly 65 years after its official opening, the bridge was used to help demonstrate to students the opportunities available today for careers in engineering, construction and the built environment.

65 Year 7 students (age 11/12) from the Lilian Baylis Technology School, Lambeth, visited both 'The Ladies Bridge' and the Imperial War Museum, where they heard from Emma Sharpe (Peter Brett Associates), Jane Wernick and Ilona Hurrell (Hyder Consulting) on how engineering has developed under the theme "yesterday" "today" and "tomorrow".



Ladies Bridge with students from Lilian Baylis Technology School

Businesses benefiting from National Student Awards

With the new year comes the next round of judging for the Women in Property National Student Awards 2011. At the Awards dinner 2010, representatives from the Award national sponsors, Michelle Tilley of Byrne Group and Paul Spooner of the Homes and Communities Agency, spoke of the importance and value the Awards bring to the industry.

Michelle praised the excellent work and commitment demonstrated by four previous students who have enjoyed work placements with Byrne Group, bringing a fresh eye and a new vibrancy to the business, while Paul Spooner encouraged the industry to invest in the highly talented young people entering the industry, the leaders of tomorrow.

Despite the harsh realities of the economic climate, we are delighted and honoured that our long standing sponsor, Byrne Group has reconfirmed its support in 2011, Jones Lang LaSalle returns after two years and MCD Developments have confirmed their continuing support in 2011.



L-R Paul Spooner, Aanya Madhani, Cara Henderson, Michelle Tilley

Reaching the top spot

Towards the end of last year, Lord Davies of Abersoch led a review on behalf of Government into the obstacles that prevent more women from reaching senior positions in business. WiP members were invited to respond to a Government survey on the issue, which will help inform his recommendations, to be published in February.

National Chairman, Lynette Lackey, said, "This initiative is most welcome and is one which the Association is keen to endorse, indeed I have commented in the media on the wider subject. However, the possibility of sitting on the Board might seem remote to many of our members who are at early or mid-career. Not true! It is important to start building your case now and this is where your WiP involvement can and will help.

"If you are involved with organising or hosting WiP events, or education roadshows, make a point of telling your boss – those skills will be invaluable when you are overseeing your own team one day and should be acknowledged by your employer. Similarly, if you support in a treasurer's capacity, contribute to the branch newsletters or run the Student Awards at branch level. These are all part of your professional development and in many cases, offer you a unique advantage that your peers won't have. The decision making and strategic discussion required by our branch committees are also valuable ticks in the box, so make sure that those that need to know, do!"



Lynette Lackey
Chairman of Women in Property

Develop those leadership skills

On 7th December senior delegates attended 'Leadership Skills for Women', held in collaboration with UKRC, the Government's expert body on gender in the SET and Built Environment sectors. The session was for women who are already managing others, offering them a forum to discuss leadership issues, career planning and practical exercises to develop skills and leadership language.

Among the feedback received, were **"it was the best thing I have attended all year";** **"really enjoyed the session, useful and informative"**

Unfortunately, the wintery elements conspired against us for 'Getting Women onto Public Boards'. This has now been rescheduled for 15th February.

And a word from incoming Chairman... Monique Royle

"Women in Property was a great platform for me when I first came to Birmingham in 2004 and joining the committee was a natural step in helping me build my business network. A number of us on the Midlands committee have since been offered other opportunities as a result of our raised profiles. And working with the National Steering Group has opened my eyes to the many issues that are facing women in the market place."

Monique feels that networking and developing business will be key over the coming year as the country and indeed the property industry struggle out of recession. "During the economic downturn many people have put networking to the bottom of the list but, as with all things, you only get out what you put in" she says.

"Members need to make a concerted effort to make the most of opportunities which are made available through the Association. This includes taking advantage of the excellent Mentoring provision, joining regional committees organising events and following up all contacts. The skills and experience you gain from serving on a committee will stand you in good stead in the future and make for a rounded CV."



Abseiling for Charity

National Chairman and South East member, Lynette Lackey and Isobel Maughan, Northern Scotland member, both took the plunge for charity. Lynette joined forces with other brave property faces in London to abseil 200 ft off the top of the International Press Centre, organised by GVA Grimley for Land Aid, while Isobel abseiled 165 feet down the Forth Rail Bridge, becoming Top Fundraiser of the day for the Duke of Edinburgh Award Scheme in the process.



Branch News

Central Scotland Building Glasgow's Future

This first joint event between WiP and the Glasgow Institute of Architects was based on a forum structure, with panel members giving a short presentation on how their roles relate to Glasgow's future development priorities. The 40 guests were then able to participate in a Q&A session.



Elaine Troup, branch Chairman also welcomed over 60 guests to the Corinthian, Glasgow where they were able to tour the recently refurbished venue and enjoy drinks and a jazz band. Our thanks to the generous support of Graven Images, Land Engineering, MAST Architects and Sondh Associates.

Midlands

Claire-Elaine Arthurs, a member of the Midlands Committee, recently moved to take up a position in the Property Dispute Resolution team at Wright Hassall LLP in Leamington Spa.



South Wales

Former branch Chairman, Tina Hatton-Evans, was invited onto a distinguished panel at the Welsh Government to help debate the diversity issue and discuss how to raise awareness of the important role women play in the built environment. The event was chaired by Sarah Edwards of BBC Wales who took questions from the audience of 60 and controlled the debate.

South West Taking energy to India



Committee member, Michelle Rice, recently returned from a charity expedition to India. Over 12 days Michelle lived in a village in the Nilgiri Mountains, where she built two 'two cow' biogas plants, which enable local people to have a free, environmentally friendly source of energy. In the process she raised £2,750 for charity.

Find a job on the WiP website

As part of our diversity programme which aims to find the best people for the right jobs, we are planning to sell, at a modest fee, recruitment advertising space on the WiP website Careers page. If you or your employer has a role to fill, please contact Fiona Alfred for further details executivedirector@womeninproperty.org.uk

2011 Diary Dates

19th January

Yorkshire and North East Cocktail Party

26th January

What it takes for a woman to attain a seat on the Board

15th February

Getting Women onto Public Boards

16th February

Midlands Carbon Management talk

4th March

Central Scotland Annual dinner

16th March

South Wales climbing event

8th April

North West Annual dinner