

## Chairman's column

by Monique Royle

Are we out of the woods yet? When I was writing this piece I took a look at some of the articles my predecessors had written during their time as National Chairman and, unfortunately, coping with the downturn has been a recurring theme.

While for some there are encouraging signs of movement and positivity in the market, this is not everyone's experience and we still have a way to go before we truly emerge from this challenging situation.

We are all in the same economic boat but it is how we act as individuals that will create differentiation from the crowd and never has there been a more important time to be seen. Those who are out there attending events, catching up over an informal drink or presenting at a workshop are the ones who will have visibility among their clients, colleagues and employers. Being front of mind is a strong position to be in.

When I first moved to Birmingham I knew no-one. However a colleague of mine was a member of Women in Property and she took me along to an event as a guest. I met a few people, followed up those initial conversations, growing my network all the time. In just a few short years I had joined the branch

committee, become branch Chairman and now National Chairman, meeting some very high profile people along the way. I knew that relationship building would be the key to whether I sank or swam in this industry.

You will probably be familiar with the 'six degrees of separation' notion, that any two individuals are connected by, at most, five others. Our previous National Chairman, Lynette Lackey, quipped that where WiP is concerned, we cut the degrees of separation down to five!

So, I would ask you, do you have a strategy for networking? I was once told that we need to ruthlessly exploit every opportunity that presents itself to us and make sure that we don't let things pass us by. I would rate some of my closest friends - and most prolific business relationships - among those I have met through good old-fashioned networking.



**Monique Royle**  
Chairman of Women in Property

Our Association makes all of this a lot easier, in fact, we would argue that through our network you can reach pretty much anybody in our sector, because everyone knows somebody.

I urge everyone to adopt this approach - let's not save networking for the good times when so much can be gained from it, all the time.

## Success stories

**Michelle Tilley**



South East member **Michelle Tilley**, director at Byrne Group, long standing supporter of the National Student Awards, has been shortlisted for the First Women's Awards 2011. The First Women Awards recognise trailblazing women who actively create opportunities for other women to follow in their footsteps.

**Catherine Thornhill**



**Catherine Thornhill**, Chairman of the Northern Scotland satellite, has been promoted to Associate by her firm Ryden, following her exceptional performance and contribution to the firm's market position. Catherine, who qualified as MRTPI in 2006, is based in the consulting department in Aberdeen.

**Caroline Cumming**



Another Northern Scotland member, **Caroline Cumming** has recently joined Paul & Williamsons LLP in Aberdeen, to lead her own team as a Senior Associate, dealing with all aspects of commercial property law.

**Clare Thomas**



Real Estate Lawyer, **Clare Thomas**, has been promoted to partner at Nabarro. Clare, a member of the South East branch, joined Nabarro in 2004 and has a wide range of investment, development and asset management experience for national and international clients.

# Do you come here often?

For some, the 'N' word is a necessary evil, for others networking is one of the biggest perks of a job but you only get out, what you put in. Women in Property was originally established as a networking organisation and countless members have benefited from attending events and getting involved. Below we hear from members at different stages in their careers and what they have got out of WiP membership.

**Laura Tainsh,**  
Davidson Chalmers LLP



## Inspired to do a Masters degree

Laura Tainsh has worked with law firm Davidson Chalmers LLP, in Edinburgh for almost seven years.

Laura is an Associate within the Environment, Waste and Renewables department and as well as property transactions, she also deals with everything which falls within those three spheres.

She has been a member of WiP for a number of years and is certain it has made a significant impact on her career path and progression, "Over the last five years or so I have met inspiring women (and men!) from a variety of backgrounds and disciplines. I have attended many different WiP events particularly the site visits, which give insight into the work of other professionals and existing projects at the same time as facilitating networking.

"In 2007, I attended a seminar (hosted by WiP) focusing on the contaminated land regime, which sparked my interest in environmental property matters. This led me to investigate how I could potentially incorporate this into my existing commercial and rural property practice and culminated in me being sponsored by Davidson Chalmers to undertake my Masters degree." Laura believes one of the main benefits

of being a WiP member is mixing with a range of interesting and relevant people in the property sector, among whom she has made useful contacts and good friends as well as obtaining new clients.

**Danielle Spiers,**  
Cushman & Wakefield



## Mentoring is progressing career

Danielle Spiers is on the trainee surveyor scheme at Cushman & Wakefield and a student on the Urban Estate Management course at the University of Westminster. She has been a member of WiP for just over a year. Joanna Embling, then a partner at Cushman & Wakefield and a former National Chairman of the Association, suggested she join WiP, not just for the networking potential but, of particular relevance for Danielle, to take part in WiP's mentoring scheme.

She says joining WiP and getting involved in the mentoring has been "100% helpful, probably the most important thing I've done at this early stage in my career. When I first started, the discussions with my mentor, Lisa Risk of Bizspace, revolved around how I might tackle immediate issues relating to confidence building and managing the fine balance of work and study.

"Now, as I've moved forward the level of our discussion has also progressed so, for

example, we're looking at how to build and strengthen key relationships, how to develop my career to the next stage and so on. Having her input has been invaluable. It's also great being able to attend some of the seminars and events run by WiP as they all go towards building my experience."

**Anjna Farmah**  
GVA



## A change of career direction

Anjna Farmah first came into contact with WiP when she entered - and won - the National Student Awards 2009. Although she studied on an Architecture course, it was the relationship she developed with Monique Royle at GVA during the regional round of the Awards that really struck a chord. Anjna did a work placement with the firm which gave her an insight into an entirely new property discipline...and she loved it.

After much soul-searching, Anjna took the decision to leave Architecture and move into Surveying. She has now been accepted onto GVA's Graduate scheme and is currently working with the Valuation Consultancy Department. "While I came into Surveying via a slightly different route, I am absolutely thrilled to have been accepted onto GVA's scheme. It was through meeting

# Top networking tips



people in this sector, facilitated by WiP, that I realised what I really wanted to do in terms of career direction. I won a year's membership of WiP when I won the National Student Award but, nearly two years on, I have taken up membership myself and am taking full advantage of the events, particularly the CPD style talks and site visits. It's a real learning curve but I'm relishing every opportunity."

**Maria Francké,**  
Drivers Jonas  
Deloitte



## Multi-disciplinary membership is key

Maria Francké, is Director of Planning and Development with Drivers Jonas Deloitte in Glasgow. She joined WiP in 2000 having recently joined Drivers Jonas, who tasked her with getting out on a quest for new business. She was invited to a WiP networking lunch, followed by a couple of evening events all of which impressed her so much she joined the organisation. Maria went on to join the Central Scotland Committee as Treasurer, then Branch Chairman and, in 2008, became National Chairman.

"My motivation for joining was the networking, which has worked brilliantly for me. The great advantage WiP brings is its multi-disciplinary membership

[womeninproperty.org.uk](http://womeninproperty.org.uk)

## Think ahead

What is your goal for this event? Will your time be well spent? Contact the organisers for a guest list so you can check who's attending. Decide your strategy – do you want to focus on two or three people, or are you looking for an introduction to a specific potential client?

## Enjoy yourself

Be happy, positive, friendly...and natural. Help others, introduce people if you can – they'll remember you for it

## Listen

Give people focused attention, be interested. Don't sell – build relationships instead

## Follow up

A note, an email, a call – make reference to something from your discussion. Keep going – follow up again, not enough people do!

Visit [www.top10networkingtips.com](http://www.top10networkingtips.com)

which, I believe, makes it unique within the property arena. I definitely brokered new contacts and met people outside of my usual sphere of activity, for example speaking at Colliers' International Conference.

"The mentoring scheme offered by WiP is also a great benefit - I've been a mentor twice, which is a great experience for both parties. All of this has helped me enormously, for business and career development."

## National Student Awards round the regions



South East



East Midlands



South West



North West



Midlands

If you would like to buy tickets or arrange a table for the Final at Claridge's on 27th September please contact Vanessa Lancaster E: [vanessalancaster@langate.plus.com](mailto:vanessalancaster@langate.plus.com)

# Branch News

## West Midlands

### Getting to grips with the Localism Agenda



The proposed Localism Bill has been much discussed in the property arena in recent months but there is still a lack of clarity over its impact. To better understand the Localism agenda, the West Midlands branch held an event in collaboration with Black Country Constructing Excellence Club, Women Working in Construction and the National Association of Women In Construction.

Narvinder Bains, Senior Planning Consultant at Crestwood Environmental and Mentoring Co-Ordinator for the Midlands Branch, opened the event. First to speak was Steve Quartermain, Chief Planning Officer at Communities and Central Government who explained what the Localism Bill meant, what it hoped to achieve and how it was intended to work in practice.

Waheed Nazir, Direction of Planning and Regeneration at Birmingham City Council followed with the local planning authority's perspective on the Bill and its impact upon the West Midlands.. It would be reasonable to summarise Waheed's view of the Localism Bill as being in part welcome but with some concerns.

Finally, Louise Brooke Smith, Director of Brooke Smith Planning, responded by giving the consultant's perspective on how it was anticipated planning would change under the Localism Bill and the expected implications upon developers and consultants. Louise contrasted the requirements for more housing development nationally with the possible nimbyism that could be encountered, but summarised that whatever came into play it was important to embrace the changes brought in by the Localism Bill and use them positively so that development continues to take place.

## North West

### NW Branch commissions insightful survey

The North West branch in conjunction with regional online publication Place North West commissioned a survey to capture the views of women in the industry. The short survey asked four questions:

- What is the biggest obstacle you have overcome in your career?
- What do you see as the barriers to progression?

- What are your ambitions and do they include staying in the industry?
- What advice would you give to a woman entering the industry?

The results were predominantly positive although as expected, maternity leave/raising a family was seen as the main barrier to progression.

The North West branch will use the information gathered to identify ways to better support their members.

Branch Chairman Claire Beaumont, Associate Partner at Layton's Solicitors said: 'This has been a great way to gain a better understanding of our members and raise the Association's profile in the regional press. The surveys are a great, uplifting and inspirational read from women who have overcome many challenges in their lives and remain resilient and determined to realise their ambitions. I look forward to working on this further and hopefully sharing our insight with other branches.'

## South East

### Flying high at Heron Tower



In April fifteen privileged South East Branch members attended a site visit to the new 46 storey sky scraper at 110 Broadgate in the City of London. Known as the Heron Tower it is owned by Heron Property Corporation. Site visit is a little misconstruing as the building is substantially finished and had its first tenants move at the end of March.

The building stands at 230 metres tall (including the mast) making it the tallest building in the City of London and the third tallest building in London as a whole. The spectacular foyer is designed to feature a concierge-style entrance and reception area, incorporating a 70,000 litre aquarium which will be the home to a shark and 1,300 other fish. Office accommodation totals 41,149m<sup>2</sup> (442,928 sq ft) on levels 2-37.

There is a restaurant and sky bar at the top of the building (levels 38-40). It will be well worth a visit to see the panoramic views over the whole of the City and Greater London.

The group were kindly guided around the building by Lisa Heron and Chris Stoddart. The concept of the building is a series of vertical 'villages' each comprising of approx 35,000m<sup>2</sup> arranged over 3 floors around a north facing 3 storey atrium. The one exception is the top 6 floors which are offered as a designated single 'village'.

The south side of the building is cloaked in photo voltaic (PVs) cells contributing to the BREEAM 'Excellent' assessment. The internal view through the PVs provides a delicate filigree screen though which to view the City and tempers the penetration of the direct summer sun through the lift shafts into the circulation core.

The offset core with its sophisticated lift system allows for a clear open office space with only 2 inboard columns throughout open plan area. The full height glazing is not for the faint hearted - the unobstructed views are truly breath taking.

## South West

### Return visit to Finzels Reach



HDG Mansur, Capita Symonds and Sisk invited WiP members to view the construction progress made on site at Finzels Reach, following WiP's first successful tour in June 2008.

Finzels Reach is a new city quarter located in central Bristol. With over 300,000 sq ft of 'Grade A' office space, 399 high specification apartments and more than 90,000 sq ft of cafés and shops all set in extensive, landscaped public space. A new bridge is proposed which links the former brewery site with Castle Park and Cabot Circus. Development is well underway with occupation of Phase 1 anticipated in Summer 2011.

## Making yourself heard

If you would like to contribute towards the national newsletter or your branch newsletter we would love to hear from you. This is a great way of getting your name out there and promoting your company too. You might have a view on an industry or wider issue or have a comment to make on the market. We will consider all contributions but, please note, we cannot carry unashamed promotional material!

Contact:  
publicrelations@womeninproperty.org.uk.