

Chairman's column

by Brenda Jones

It is a privilege to be this year's National Chairman. I've been a member for 18 years. Like many people, I used to think WiP is primarily a networking organisation. However, the Chairman's role has given me a different perspective on the role and value of the Association and I'd like to share this with you.

In my view, there are three pillars to Women in Property. Firstly, we support women in our industry to develop their careers. We do this by running events – nearly 400 last year – which give our members and guests an opportunity to develop knowledge and skills as well as networking. Our members have access to a free mentoring scheme, which helps women to define and achieve their career goals. In addition, the Association often receives requests for women to speak at conferences and other events, giving our members a chance to raise their profile both within their firms and in the wider industry.

Secondly, our outreach activities with schools encourage young women to consider careers

in property and construction. And our Student Awards scheme gives a real boost to promising female students by arranging work experience and providing a mentor. The award winners often feature in University marketing campaigns, showing the great opportunities that our industry offers.

Finally, the Association plays a vital role in promoting diversity. After 30 years in existence, we are respected as experts in gender issues by employers, the press and government bodies. We have helped employers to improve their recruitment practices, run training on unconscious bias and held events to promote flexible working (see one good example on page 2).



Property and Construction has some way to go to achieve gender diversity. The three pillars of Women in Property give us a good base for playing our part in this.

Brenda Jones
Chairman of Women in Property

Celebrating Awards Success

This year 105 students representing 44 Universities participated in the WiP National Student Awards. The judges had a difficult job deciding on the regional winners but, now, 13 students will

compete for the 'Best of Best' award, which will be announced at Claridge's on 20th September. Congratulations to all 105 nominees – you did really well – and good luck to the national finalists!



Central Scotland



Midlands



Northern Scotland



North West



South East



South Wales



South West



Yorkshire & North East

Diary Date: The National Student Awards Best of Best Dinner

will be held at Claridge's on 20th September 2017. www.womeninproperty.org.uk/events/2017/the-best-of-the-best-student-awards-dinner-at-claridges.aspx

Agile working - a matter of trust and honesty

Gender diversity, shared parental leave and agile working were all extremely relevant topics to be discussing in the week we celebrated International Women's Day (8th March). They created some lively debate at an event organised by WiP, with Bumps and the Boardroom and hosted by Savills at their London HQ. Trust and honesty were recurring themes.

Lisa Barnwell, Founder of Bumps and the Boardroom, chaired a panel of experts including:

- Liz Dunn partner of Burges Salmon LLP and chairman of the firm's Diversity and Inclusion Group,

"Business needs to remember that diversity can be a competitive advantage" said Lisa, opening the discussion. "We must have an inclusive conversation if we want to make change."

Liz believes that agile working is "About honesty and about change. People mustn't be afraid to manage it, because the expectations of the generation coming through have changed. We must stop stigmatising parental leave as being a woman's issue, or a mother's issue. The sooner we talk more about agile working, the better for everyone."

Laura said, "A culture change is needed. We need to be more positive and more open.

Role models in the business are critical. Rosie explained that she is approached by younger women looking five years ahead, who want to find out how it can work, "You'll keep someone if you take a personal interest in them."

Liz added that she has found Keep In Touch days to be very beneficial for some of her team, who are involved in specific projects, to help them still feel connected with the business. Encouraging women to think from a business perspective is very helpful, leading up to them going on maternity leave, while they're away and how they are going to come back into the workplace. She too mentioned honesty, "Be honest, if things aren't working, talk about it."



L-R, Laura Fuller, Noel McGonigle, Liz Dunn, Lisa Barnwell, Rosie Jaggard, Mark Francis, Sandi Rhys Jones, Carissa Kilgour

- Mark Francis, UK Environment Manager at JLL and a member of the Working Parents Network
- Laura Fuller, Senior Associate, Burges Salmon LLP, who set up the first of five WiP Networking Mums groups
- Roseanna Jaggard, Director of Savills (UK) who works closely with Savills gender diversity panel
- Carissa Kilgour, Workplace Director at Land Securities with expertise in future ways of working
- Noel McGonigle, HR Director at Savills (UK), one of ten property firms who are part of the Changing the Face of Property initiative
- Sandi Rhys Jones OBE, who leads WiP's Mentoring programme and helps deliver its Mid-Career Taskforce initiative

The ability to work flexibly should be seen as a real selling point for the business." Rosie agreed, adding, "This is all about trusting people – generally, if you trust people they'll not let you down. We need to make it ok for people to do what they want."

Sandi explained that in a recent ALUK poll, the three issues which people would leave their jobs for are lack of work recognition, lack of work satisfaction and lack of work development. If they feel valued in the type of work they are doing and have flexibility in how they do it, they are more likely to stay.

She added that the way in which you approach your employer is critical, "If there's trust there, you can be honest, so be bold, have the confidence to approach them. Go in with a plan, delivering a proposal and a solution. Ask 'Can I talk to you about how this will work...and can you help me with my colleagues', because sometimes those working around you won't necessarily share your enthusiasm."

The discussion ended with some interesting comments from the audience:

It is important to recognise that you will have to make sacrifices at some point, you just need to acknowledge you can't have it all. Work out what will work for you and be honest, at work and with your partner at home.

Why, if it is so much cheaper for a business to keep people than lose them and have to recruit new staff, is the economic benefit of agile working so rarely discussed?

And how do we sell the idea of agile working to the sceptics? Some people are scared that their business is changing, it's not the way it used to be. Reassurance is needed at a senior level.

Client expectations also need to be met – many are enlightened and want you to reflect them, positively

The Student Awards – mutual benefits

Lorna Brown, WiP National Student Awards Champion



Sitting alongside a range of industry professionals, I wasn't the only judge to be both wowed and delighted by the enthusiasm, talent and emerging skills of this year's Student Awards contenders.

We are extremely grateful for the time the judges dedicate to the Awards process. However, I believe there is mutual benefit for both judges and participants. Judges, as employers, are in the enviable position of meeting some truly superb future recruits, ahead of the wider industry. We have had instances in the past where judges have been so keen to recruit certain students, they have actually got into 'recruitment wars'. As a 2nd year undergrad, this is a very unusual position to be in. Furthermore, the majority of these girls find themselves with summer work placements, internships and graduate placements, all thanks to

the opportunity the Awards programme presents. The Universities (44 this year) also benefit; with student employability a key target for them, even more so following the Government's new University ranking criteria, the kudos of having finalists, winners and work placements as part of this package is certainly a terrific sales tool for their institutions.



Building the BTR sector

Tracey Hartley, Asset Manager, Foundation Real Estate



Build to Rent (BTR) developers are a relatively niche breed, when compared with the rest of the residential sector but let's not underestimate their growth potential. The institutional money flowing into BTR is unprecedented; the Funds take a very close interest in how their investments – our buildings – are managed, demanding the highest

quality. They want durability and sustainability because they are buying into the long term, not making a swift buck and then walking away.

Why BTR? It has grown in popularity for three main reasons. Firstly, population growth – we don't have enough housing stock, of any kind. Secondly, the squeeze on social housing and the Private Rented Sector; and thirdly, access to mortgages. We all know someone who is having real difficulty finding the funds to buy, particularly the first timers. There is also a fourth group, for whom renting is a lifestyle choice but they are likely to remain a small minority. Even as a BTR developer, we know that home ownership will be the aspiration for the majority.

However, the huge number of people who do rent are, quite rightly an increasingly vocal and demanding client group. My background is in asset management, so I spend my time ensuring that the design team are fully considering the end users of the building, their needs and wants.

So, a shout-out to the new generation of graduates – particularly appropriate at a time when WiP has just announced its regional Student Awards winners. Give serious consideration to property management. How rewarding to work in a sector that is showing tremendous growth. You will enjoy direct relationships with both the end user and the designers. And, because we are still the 'new kids on the block', you can differentiate yourself very quickly.

Success Stories

Congratulations to...



Louise Barth has set up her own business, Barth Consulting, specialising in preparing claims and providing advice on property related capital allowances.



Natalie Batchelor has moved to Bath University as Facilities & AHS Estate Manager.



Jo Bell, a former WiP National Student Awards finalist, has been promoted to Senior Chartered Building Surveyor at Malcolm Hollis.



Charlotte Bloomfield Midlands chairman, has been promoted to Senior Associate at Eversheds-Sutherland.



Natasha Cottell, former South West chairman, has joined ISG as Business Development Manager. Natasha was also shortlisted at the Constructing Excellence Generation 4 Change Awards.



Vicki Freestone has moved to Leeds Business Improvement District as Business Executive.



Gail Galbraith is now Group Marketing Manager at McTaggart Group.



Louise Gill has joined Curtins as an Associate.



Tracey Hartley has joined Foundation Real Estate as Asset Manager.



Helen James has moved to Gleeds as Senior Project Manager.



Meeta Kaur is one of the founding partners behind boutique planning law firm Town Legal, which launched in January and has been ranked 3rd in the top 20 UK planning law firms by Planning magazine.



Eleanor McMillan has been promoted to director at Savills in the Residential Capital Markets team.



Heather Powell has been appointed Head of Property at Kingston Smith.



Emma Richman has joined Great Places as Director of Assets and was recently a panel member at the Chartered Institute of Housing Conference discussing 'Partnering to deliver more homes'.



Erin Slater has joined Arcadis as a Project Manager.



Brandusa Tataru-Marinescu has been promoted to partner at Kingley Napley, heading up the construction team.



Lottie Tolman has been promoted to Partner at Cushman & Wakefield and is on annual secondment as Executive Analyst, working directly with the CEO.



Ros Trotman has been promoted to Associate at Thrings.



Carly Willis has joined Claremont as Senior Project Lead.



Jennifer Winyard of Linden Homes has passed her APC and become a Chartered Planning and Development Surveyor and member of the RICS.

Branch News

Central Scotland

Esh Border Construction, the contractor delivering the transformation of the historic City Observatory site on Edinburgh's Calton Hill invited the Central Scotland branch to an exclusive tour of the site to coincide with World Heritage Day. They saw significant progress made by the Livingston-based company on the £3million second phase of redevelopment work which commenced last year, ahead of a projected October completion date.



Meanwhile, WiP members have been busy. Well done Lynsey Brydson and Leona Cook, who completed the 23

mile Glasgow Kiltwalk, raising funds for the Kilbryde Hospice. Silvia Ciferri of Casa Colori is one of four designers chosen to showcase their work as part of the Ideal Homes roomset exhibition, providing inspiration on how to unlock the potential of your home.



North West The 2017 Annual Dinner proved once again to be the highlight of the North West WiP calendar, with

guests from all areas of the construction and property industry. In keeping with tradition, the event was hosted in the exclusive 5 star Radisson Blu Hotel located in one of Manchester's most celebrated buildings, the historic Free Trade Hall. National Chairman, Brenda Jones gave a motivating speech, followed by Rebecca Jeffery of the BBC's Apprentice, whose infectious enthusiasm captivated the guests. Best of all, £2,895 was raised in the raffle, for Katy Dawson who is battling triple negative cancer.

South East Sons & Co and Altum Capital enthusiastically shared the history and the vision of their development, Pink Mews



Dyers Building, which is being restored and redeveloped. Armed with hard hats the WiP ladies and guests explored the various floor levels and ongoing works in these six beautiful Victorian buildings, which will become 35 luxurious residential apartments.



South West Chairman Rachel Bell has been busy WiP profile raising in Bristol. She was part of the Business Leader round table discussion held recently and was also a speaker at the Constructing Excellence SW summit in Bristol, presenting on skills, diversity and image and reaching twitter stardom as a result.

Over 100 members and guests attended a seminar hosted with the FBE, when elite performance coach, Dave Alred, inspired the audience on 'Getting the most from your team'.



South Wales Commenting on an event exploring the Gender Pay Gap, member Toni Riddiford of Stride Treglown said this was "An extremely informative event that raised several interesting talking points about the new gender pay gap legislation and wider social and cultural issues around gender imbalance. Many thanks to the presenters, Fflur Jones and Owen John of Darwin Gray, who were both knowledgeable and passionate about the issues discussed."



Thames Valley Sara Fuge, LandSec Project Manager and Brendan Hattam the new General Manager for Westgate Shopping Centre Oxford, took guests through progress to date on this rapidly evolving development. With over 800,000sq ft of new shopping provision, roof top terraces and even some much needed new city centre residential accommodation, the four large blocks curving from Thames Street to Queen Street will have a profound impact

on the city, its existing retail and established heritage assets, when it opens in October this year.



Yorkshire & North East Bond Dickinson hosted a breakfast forum on HS2 for WiP Members and their guests, in their Leeds office. The Forum considered the impacts of HS2 on both property and land, in relation to compensation. Bond Dickinson asked the Forum to consider a number of discussion points including whether HS2 would happen and how it was connected to the Northern Powerhouse. These Forums are a special WiP members only benefit, although Members are able to bring along a guest.

Reps Charity Golf Day

Reps, the Real Estate Project company, together with WiP hosted their first Women's Charity Golf Day at the Chigwell Golf Club in Essex. The aim of the event was to promote diversity in the industry and to give women their own opportunity to play golf. The tournament saw 14 teams of four playing on the day, which was open to golfers of all abilities, but imperative was that each team had to include a minimum of one female participant. Companies who fielded teams included Reps, Overbury, Como, Mala, Modus, GDMP, ISG, Bigam Anderson Partnership, MiX Consultancy, AreaSq, Hardwicke Chambers, PTS, Mala and with Task Systems winning overall.

