

## Chairman's column

by Jo Williams

Encouraging a strong pipeline of women through business is good for retention and good for business. We know that a clear career path, training and mentoring are really important and that retention of women is dependent on properly rewarding them throughout their career.

An honest, trusting work environment will reap dividends for both parties, in terms of loyalty, staff retention and the bottom line. We also know that strong role models have a very positive impact on younger people, whatever their sector or walk of life. And this is where, for our industry, senior women come in. They are in a unique position not only to encourage young girls to start thinking about a built environment career but to offer guidance and direction to those who already have a few years under their belt.

So, senior women – you are needed! If you're not already doing so, I urge you to consider mentoring a younger woman, share the benefit of your experience, whether formally through a mentoring programme like ours, or informally.

Neither should be onerous, both can be as simple as a cup of coffee or a phone call from time to time. It's not a one-way process either - mentors benefit too. Many talk about the value of refreshing their own experiences and knowledge and also gaining an understanding of a younger viewpoint and skills.

Helping someone to grow in confidence and stature could well be the difference between them staying, or becoming a sad loss to the industry. Having met the inspirational young finalists at the Student Awards dinner recently, this is particularly relevant. If you'd like to more about Mentoring, visit <https://www.womeninproperty.org.uk/career-development/mentoring/>.



Jo Williams  
Chairman of Women in Property

## Congratulations Katie, winner of the 2018 National Student Awards

The 2018 Women in Property National Student Awards have been won by Real Estate student Katie McManus. Katie, who is currently on a year's work placement with Lambert Smith Hampton in Manchester, is studying Real Estate at Sheffield Hallam University. She competed against 13 other student finalists from across the UK, in the competition which seeks to find the property and construction industry's future stars.

Katie was described by the judges as "...engaging,

personable, with a great sense of humour, very down to earth, definitely someone we'd like on our team."

Katie said, "I've learnt so much throughout the process, about myself as well as exploring the issues surrounding gender in the property industry. I hope that throughout my career I see change and, in some way, contribute to it"

Thanks to our national sponsors, Bouygues UK, Linden Homes and Savills.



L to R  
Yvonne Lee, Savills, Jo Williams, Women in Property, Katie McManus, Carole Ditty, Bouygues, Hannah Pattinson, Linden Homes.

National Student Awards  
Sponsored by:



# The best of the best

This year 132 students were nominated by their lecturers, representing 58 Universities. Congratulations to winner Katie McManus and the 13 national finalists.



**South East**  
**Olivia Ashby**  
Real Estate  
Management  
Oxford Brookes



**South East**  
**Laura Barrett**  
Engineering  
Cambridge



**South East**  
**Shannon Cresswell**  
Project Management  
for Construction  
Brighton



**South Wales**  
**Ellis Cunliffe**  
Project Management  
Surveying,  
South Wales



**South West**  
**Robyn Dearden**  
Rural Land  
Management  
Royal Agricultural  
University



**Midlands**  
**Alice Fox**  
Architectural  
Engineering and  
Design Management,  
Loughborough



**Central Scotland**  
**Rebecca Hodállová**  
Architecture,  
Glasgow School  
of Art



**South West**  
**Sally Kerr**  
Civil & Environmental  
Engineering,  
Exeter



**North West**  
**Giorgiana-Armeana  
Paduran**  
Architecture,  
Manchester School  
of Architecture



**Central Scotland**  
**Chloe Sinclair**  
Civil Engineering,  
Heriot-Watt



**South East**  
**Claudia Spencer**  
Civil Engineering,  
Surrey



**Northern  
Scotland**  
**Stacey Wotherspoon**  
Town and Regional  
Planning,  
Dundee



**Yorkshire &  
North East**  
**Choon Yuan Wang**  
Architecture,  
Leeds Beckett

## Investing in new talent

**Emma Saunders,**  
Director of People  
Development, Savills

The real estate industry has diversified significantly over recent years, both in terms of the sectors it covers and the people it now attracts. It is therefore

vital that we make the pathway into property visible and accessible to all. Furthermore, for any business wanting to plan for its future success, it firstly needs to invest in its people and ensure that it has the right staff and the right progression routes in place to develop and retain talent.

Real estate is a central part of our economy and, given the current war for talent across all industries, we need to ensure that the next wave of entrants into the market understand the wealth of career choices there are within the sector.

It is for all the reasons above that Savills continues to develop its commitment to attracting talent from all areas and progressing them through the business via a number of different initiatives including our award-winning graduate programme, an apprenticeship scheme and an Insight Programme to allow

young people to gain a valuable insight into the real estate world.

Savills graduate programme is a prime example of an initiative that has evolved over the last ten years with a current 50:50 male to female ratio and its varied recruitment programme that provides our graduates with a solid foundation that supports them throughout their career. The evidence of its success is underlined in the strong retention we have across the business with many continuing their careers to become directors and heads of departments over time.

Having a firm focus on identifying new talent and investing in it is essential and educating on the choices available to students from a young age is part of this process. This is why ensuring that real estate is an open door to everyone is crucial, with diversity at the top of the agenda.



# The Student Awards Gallery



## Champions and Story Tellers

**Sandi Rhys Jones OBE**



The atmosphere at the Best of the Best annual dinner celebrating the National Student Awards never fails to excite, with the anticipation of finding out who will be the national winner and the competition amongst the big names in the property world to offer placements to the 14 worthy regional finalists.

So I was all set to enjoy myself as usual, when the call came at lunchtime asking me to step in because the eagerly anticipated after dinner speaker, the Money Editor of the Financial Times, had completely lost her voice. Sticking to the golden rule of never trying to give someone else's speech, I opted to take the opportunity to talk about all the other good things that Women in Property does. After all, the very successful Student Awards programme addresses just one of the career stages for women in property.

It was good to share the success of The Ladies Bridge programme, the Women in Property school roadshow that

opens a world of opportunity in the built environment to male and female Year 8 students attending a technology school in Lambeth.

It was also good to refer to the mentoring programme, the cross-disciplinary scheme that not only helps women develop their careers and expand their horizons but also improves communication across the property sector and its clients. Not to mention the Unconscious Bias training programmes helping to change the thinking and behaviours at mid and senior level management, particularly to stem the leaky pipeline of women leaving the industry in mid-career.

I talked about how Women in Property is trying to make a difference in profile and policy making, by participating in the All Party Parliamentary Group on Women in Work, working with Chatham House to demonstrate the importance of the built environment in global gender empowerment. The industry needs articulate leaders – and Women in Property can help.

My advice to employers included: spot talent early (and then keep it), find champions and story tellers, take a hard look at the profile of the boardroom. My advice to individual women included: offer solutions, not problems, gather hard facts, keep a sense of humour and never underestimate the value of what you know.

## Inspiring children to think property

Mandy St John Davey, National Vice Chairman, has been taking part in the Cardiff Commitment Open Your Eyes Week 2018, a scheme launched by Cardiff Council to inspire young pupils and ignite their interest in a wide range of occupations.

This year she visited Windsor Clive Primary School in Cardiff to talk to 60+ Year Six children to tell them about the great jobs open to them in the property and construction sector.



"By showing videos of my own refurbishment projects it always gets children engaged and they love watching them. Starting off with simple residential projects that they can all relate to, with some before and after "wow factor" videos, it's easier to then go on and explain how team work is important within all projects. I show them some larger commercial projects and local landmarks that they, the children, would have visited and they are immediately able to identify the different roles required. I take along cards which display job roles and ask them at the end of the talk what they would like to be – never fails to create interest!

"It was fantastic being able to plant the seed with them that through hard work and determination they can achieve anything they set out to do."

# Being a Social Enterprise

Catherine Ramsden

"I am founding director of the architectural practice Useful Studio and also on the Board of the Useful Simple Trust, a multi-disciplinary group which includes my studio as well as engineers, sustainability specialists, designers and educationalists. The companies are collectively committed to being a force for good in the built environment through purposeful innovation that has a sustainable impact – to do more with less. With this background, we were particularly pleased to receive recent recognition as a Social Enterprise.



"This means that we can help organisations comply with their own social purpose as well as comply with the Public Services (Social Value) Act 2012 which places an obligation on public bodies to consider how the services they commission can improve the economic, social and environmental well-being of their area. Anyone wanting more information on being a Social Enterprise should visit [www.socialenterprise.org.uk](http://www.socialenterprise.org.uk)."

## Welcome Northern Ireland!

Women in Property is delighted to now have a Satellite in Northern Ireland. The launch, on 4th October, was celebrated with a drinks reception hosted by CBRE at its Belfast office. Guests were welcomed by Managing Director, Brian Lavery and introduced to Women in Property by National Chairman Jo Williams, while the career-shaping benefits of the Women in Property cross-discipline Mentoring programme were explained by Sandi Rhys Jones. The Events Committee is keen to hear from anyone interested in joining them. Please email [eleanor.forrest@dixonscontractors.com](mailto:eleanor.forrest@dixonscontractors.com)



## Branch News

### Have you Linked In?

Women in Property now has a new national Linked In Company page and Showcase pages for the branches in geographical areas, which can be found by visiting <https://www.linkedin.com/company/association-of-women-in-property/>. We will be taking down the old groups which Linked In is gradually phasing out, so please do take a look and follow. We'd hate to lose you!

### A year in Cambridge



It is a year since Women in Property expanded into Cambridge. "Just three months after our first committee meeting, we hosted a launch event attracting nearly 50 guests, proving that Cambridge is a place buzzing with professionals keen to network," said Katy Klingopulos, Chairman of the Cambridge Events Committee.

"Since September 2017, we have hosted nine events, all with a fantastic turnout. We visited Cambridge Assessment's new landmark building, The Triangle, previewed a Fine Art auction, have had social media and emotional intelligence seminars, been coffee and champagne tasting, enjoyed a shopping evening at Hobbs

and put ourselves through a Rowing Boot Camp.

More importantly however, it has enabled female property professionals from all disciplines the chance to come together, socialise and build their networks."

**South West** The Taunton based **Somerset satellite** was launched in September, with a tour of the stunning Heatherton Park studio space, HOST, introduced by architect Claire Fear and sponsored by Willmott Dixon. Guests heard about plans for the latest South West group over prosecco and canapes.



### Property Personality Rachel Bell

triumphed in the Insider South West Property Awards when the judges unanimously awarded her Property Personality of the Year, in recognition of her achievements during her tenure as Chairman of the South West branch. Rachel debated on panel discussions, aired her views in media interviews and hosted numerous events, which significantly raised awareness to issues including diversity, flexible working and career progression, and increased the visibility and influence of Women in Property. Congratulations!



## Success Stories Congratulations to...



**Ann Allen**, who has been appointed Chairman of Architecture And Design Scotland Board



**Ferky Azib** who has joined Stewart Title Ltd as Claims Counsel



**Sarah Blunn**, who has joined Wedlake Bell as Partner.



**Hilary Ennos**, a Northern Scotland Student Awards finalist in 2010, who has been promoted to Associate at Shepherd Epstein Hunter.



**Lorna Hamilton** of Laing O'Rourke, who has been appointed to the RICS Scotland Board.



**Nikola Miller** who has been promoted to Head of Planning at Homes for Scotland.



**Kelly Peck**, who has been promoted to Partner at

Greenwoods GRM, Cambridge where she specialises in Landlord & Tenant issues.



**Sandi Rhys Jones** who has been appointed Non-Executive Director with EnviroBuild



**Sarah Beth Riley**, a 2011 National Student Awards finalist, who has been promoted to Associate at Ash Sakula Architects. Sarah Beth has also been invited onto the Building Magazine Graduate Panel, launched in September.



**Mandy St John Davey** who has been appointed National Vice Chairman of Women in Property. Mandy takes up office on 1 March 2019.



**Cathy Stewart** of Cathy Stewart Associates who graduated from Henley Executive Business School, University of Reading with a MSc in Coaching and Behavioural Change.