

Chairman's column

by Jo Williams

I have been an active member of our Association since 2007 and during my year as National Chairman I have been able to reflect on why Women in Property is so great and what we need to do to stay great.

Women in Property is, in essence, a company and as such we have purpose and a culture. Our company culture is set by four core values: clear strategy, solid values, our employees and effective communications. These four values together set out our culture, give purpose and enable healthy growth for everyone's benefit.

Our strategy and values are clearly set out on the website but how often are they remembered when we're struggling with the day job I wonder? Our employees are our members, all professional women looking to advance their careers and self-development in one way or another. Communications take a variety of forms through our local networks and events, newsletters, regional committees, the national steering group and the Advisory

Board. Over the years we have grown in both size and our membership offer and sometimes that communication takes time to filter through. As with all organisations, there's always room for improvement, so I am looking at this aspect.

I'd ask those reading this to think about why you're a member, or want to be. Do you really understand what Women in Property is and what it can do for you? That it isn't just about networking, there's the 'giving back', inspiring young women to enter the industry, sharing success and experience and aspiring to improve the industry culture. Remind yourself of our strategy and values, feedback to enable us to keep growing, and keep those strong local communications going. Women in Property belongs to the members, for the purpose of our members.



Jo Williams
Chairman of Women in Property

Meet your incoming National Chairman



Mandy St John Davey

2019 will see so many changes in the UK due to the impact and uncertainties of Brexit. It is well documented the country will suffer a skills shortage and so it is important now, more than ever, to ensure we inspire, support and nurture the talent of young people coming through the pipeline via our colleges and universities. It is equally important we retain

women in the industry and give them opportunities to flourish, in the hope that they too, will "leave their ladder down" for the next generation. After working in the corporate environment for utilities, large law firms and local government, 20 years ago I was challenged to change my own career path and found myself entering new territory, the property and construction industry. One of the biggest challenges has been - and sometimes still is - to be accepted by female professionals. Is this because, as an entrepreneur, you are not seen as a professional?

Believe me, the challenges are limitless; persistence, passion and drive are a must, but so are self-belief and vision. I discovered that other women in the industry, either starting out, or not having taken a traditional role, have found this too.

As an entrepreneur I run my own business, www.mandyst johndavey.com, and have built a property portfolio in the UK and overseas, yet there were many hurdles to overcome. When my career started all I had for support was my "screamer's cupboard", a place where I could go and be alone to vent. Thank goodness today we have fantastic mentors to keep us on track. As a professional mentor myself, I strive to inspire and support

other women to find their own voices within the industry. I believe mentoring is of great benefit and Women in Property has one of the best schemes, not least because it is cross-discipline.

I am really looking forward to rolling up my sleeves and promoting women in the industry wherever I can. Whether that's women on boards, women on panels, through our Student Awards, mentoring or by gearing up our schools outreach programmes.

I hope to encourage a 360 degree approach and hope all members get involved from the very top down, to the bottom up. This way everyone will succeed.

Investigating Proptech

The South East branch recently held a proptech event, when five companies - Datscha, District Technologies, Dalux, Placemake and Proda - showcased their approach. Michelle Kershaw, Chairman of the South East branch talked to event Chairman, Angelica Donati. Angelica is a real estate entrepreneur and proptech expert. She is CEO of Donati Immobiliare Group and is a proptech founder and investor. Angelica writes on the topic of proptech and innovation in real estate and construction for Forbes and Property Week.



Michelle Kershaw and Angelica Donati

1 What inspired you to look at proptech?

It was around the time of the Brexit vote. In the months following the referendum I became convinced that this was the right time to start working on something countercyclical. Proptech drew me because it was clear that there are a lot of inefficiencies to be fixed in the way we build and manage real estate and the built environment, and that fixing them was soon going to become of great importance.

2 Why do you think the industry should pay more attention to proptech?

Quite simply because if they don't, their future is at risk. The real estate sector is not impermeable to big tech companies looking to diversify into it. Amazon's purchase of a modular home builder, or Google's Sidewalk Labs' urban innovation program in Toronto are only the beginning. In construction, margins are so small and inefficiencies so great, that there are many simple ways that technology can help implement "quick wins" in the value chain. If sector incumbents don't embrace innovation, they will become obsolete.

3 What do you believe are the main barriers to proptech?

There are several. First, real estate and construction are steeped in tradition, pushing back against change. Second, fragmented portfolios of physical assets are much harder to tech-enhance than, for example, the financial services industry. But the biggest barrier of all is data. Even when it is available, there is no standardisation and so a lot of it is "dead". The challenge then is not just to collect it but to find ways to use and share data that already exists.

4 Do you think there is more the industry and government can do to assist?

Going back to the point on data, the only way a standard can be set is if the major stakeholders (in government and industry) lay out the terms for a common language and achieve a broad buy-in. Education also plays an important role, as does regulation that incentivises the adoption of technology.

Recommended sources for information on proptech include:

Angelica Donati

<https://www.forbes.com/sites/angelicakrystledonati/#449ced0d2583>

PlaceTech <https://placetechnet.com/>

Propmodo <https://propmodo.com/>

James Dearsley

<http://www.jamesdearsley.co.uk/>

<https://unissu.com/?%20afmc%20=%20MKTRE>

Success Stories



Arleta Andreasik-Paton

who has won the UK Construction Week Role Model of the Year. Joining her on the Class of 2018 are fellow members Rachel Bell, Mairead Gallagher and Sophie Smith



Caroline Baker has

been appointed Head of Cushman & Wakefield's Manchester office, where she specialises in development strategies and advising local authorities across the North West



Confidence outside the comfort zone

Rachael Sherratt,
South West committee and Associate at JLL, Bristol

All too often we see the list of speakers at conferences and debates and there are very few, if any, women on the panel – we wanted to help change this status quo and give Women in Property members who may not feel comfortable speaking publicly, the training and confidence to do so.

to bring a Q&A session back on track if you are chairing a panel. We were then removed from our comfort zones and placed on panels in front of an audience – our fellow trainees – where we all had the opportunity to put our learning to the test.

training that would support a more equal workforce in our construction industry." Alan Jarvie, Director of Atkins said: "Atkins are very supportive of having a diverse and inclusive workforce and industry.



We organised an exclusive training session for members, tackling the challenges of public speaking. 30 of us, from a range of different construction industry disciplines, took part in the half day session which was run by Mentor Training at the Atkins offices in Bristol. We would like to thank Atkins, Gleeds and ISG for sponsoring the event.

Zoe Price of ISG said: "Training sessions designed to upskill and increase confidence in public speaking, including panel discussions, are vitally important. Our industry panels should reflect the diversity within the workforce and we are proud to champion Women in Property in doing this."

We should all have the confidence to challenge where there is not an acceptable and equal balance.

It is essential to provide training events like this to ensure we have well represented panel speakers and for the Women in Property members with the right skills and knowledge to be available for panels and events."

Julia Hayball from Mentor Training, guided us through the practical skills, simple points like the use of flashcards, body positioning and avoiding moving hands around too much to distract from what you are saying. Julia also gave some pointers on dealing with unexpected questions from an audience and how

Victoria Head, Associate Director of Gleeds said: "We want to support our female team members to feel empowered to make their views and opinions heard and this training was the perfect vehicle for this. We are supporting our teams to keep equality and diversity high on the agenda in every part of our business and this includes identifying

Future panels on the property and construction industries in the South-West should now have no shortage of confident female participants with real expertise, to both enhance the debate and provide representation of our society.

Congratulations to these members who are flying high...



Natalie Batchelor has moved to ISG as Framework Manager



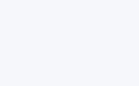
Monica Green, director at The Partners Group, is celebrating the business coming in the north's Top 50 PR agencies



Coralie McKeivor moved to CMS Bristol as Associate



Jo Bell has been promoted to Associate at Malcolm Hollis



Sara Ifan, South Wales branch Chairman, has been promoted to Associate at Powell Dobson Architects and also featured in the Wales Online 35 under 35 Business and Professional Women in Wales 2018.



Emma Richman, Director of Assets at Great Places, who collected the prestigious 'Woman of the Year' title at this year's Women in Housing awards



Lynsey Brydson has moved to Construction Scotland Innovation Centre as Project Manager, Strategic Programmes



Kal Gill-Faci is now Head of Corporate Engagement at Pledge, Manchester



Rachel Sherratt has joined JLL as Associate in the Project Management team



Louise Gill has moved to Clarke Bond as Associate Director



Lynette Lackey has joined Warehouse REIT plc as Non-Executive Director



Emma Watson was shortlisted by for the RICS MATRICS Young Surveyor of the Year

Branch News

Representing Women in Property nationally, National Chairman Jo Williams and Vice Chairman, Mandy St John Davey have been busy flying the flag for Women in Property, attending events including the FT Property Summit, London Build Expo and, after judging the Female Leadership Award, Mandy attended the Building Magazine Awards.



100 members and their guests attended the **Midlands** branch Annual Dinner, held at Bank Restaurant. Deborah Cadman, Chief Executive of the West Midlands Combined Authority, gave an inspiring talk celebrating the progression of women in the property and construction industry and a few tips gleaned from her own stellar career.



The recently launched **Northern Ireland** branch held a popular networking evening courtesy of Hobbs. The 35 guests enjoyed the advice of a personal stylist and hand and arm massages from Rituals, while Hobbs provided two £50 prize vouchers.



The **Northern Scotland** branch has partnered with Mearns & Gill, Aberdeen Association of Construction Professionals, Royal Institute of Chartered Surveyors, Institute of Civil Engineers and Aberdeen Society of Architects to run the inaugural Aberdeen Construction and Property Conference. Attended by over 200 delegates, this was the first of its kind in the North-east of Scotland. Key themes included infrastructure, addressing the skills gap, embracing innovation and health and safety. There were also 22 exhibitors, each bringing products, services, and new technology. Clearly the event is off to a good start, as 90% of delegates say they will attend again in 2019.



Christmas cocktails, parties and puddings

Members and guests have been making the most of the festive events organised across our branches



Thames Valley



South Wales



Midlands



North West



Yorkshire



South West

The **North West** branch held two tours of Greengate, Manchester, the second because the first sold out in 24 hours. Delegates were given a presentation on the Build to Rent sector with a particular focus on Manchester, followed by an in-depth review of Greengate, one of the UK's first PRS schemes with circa 500 apartments, owned by one institutional fund, and fully let and managed onsite by JLL.

Following the presentation, delegates were given a tour of the scheme; the shared residents' lounge, gym, gardens and finally an apartment on the 27th floor.



The **South East** branch organised a sell-out tour of Coal Drops Yard at Kings Cross, which was led by the developer, Argent LLP. With its canal side setting, Victorian architecture and beautiful new public squares as a backdrop, Coal Drops Yard brings something entirely different to London's shopping scene. It successfully integrates contemporary architecture with historic buildings, to create a new retail quarter packed to the rafters with quality brands and independent shops. The event was followed by drinks and networking in Tom Dixon's Studio, overlooking Kings Cross. Given the level of interest, the branch hopes to re-run this event in Spring 2019.



The **South Wales** branch and guests enjoyed a tutored beer tasting session at the Tiny Rebel Brewery, sponsored by Powell Dobson Architects, who also designed the award winning Welsh brewery's building. The talk gave a

brief history of the company as well as talking through the beer styles and flavour.



Hosted at Burges Salmon, over 50 local businesses came together to discuss what needs to be done within the industry to improve the construction workforce. A follow on from the acclaimed 2017 survey, 'Building: A Better Workforce' undertaken by Women in Property **South West** and gender pay gap specialists Gapsquare, the event was a collaborative forum to bring together ideas, questions and solutions.



The Majestic in Leeds has often been described as iconic and "one of the city's best-loved landmarks". Few have been granted access to the £40m high-class office redevelopment during this early stage, therefore the **Yorkshire** branch event was extra special and bookings sold out within days. The event was arranged by sponsors Sir Robert McAlpine, commencing with a short presentation at DLA Architecture. Mark Redfern (architect) explained how the building has changed over the years into the new landmark office that is being created on site now. The design has taken elements of the original Grade 2 listed building and modernised them to create a high quality design that compliments the heritage of the original structure. After the site visit, the event ended with networking drinks and hot finger food nearby.

