

Chairman's column

by Mandy St John Davey

One of the things that has struck me most since taking on the role of National Chairman, is the sheer breadth and depth of the work we do and its industry 'reach'.

I certainly didn't appreciate this and I suspect many of you don't either. I know how hard the branch committees work to ensure we have a regular and continual range of events, school roadshows and the Student Awards. I know many of you grasp opportunities that have arisen through your Women in Property membership and personal commitment and have since taken you in front of a wider industry audience. The role of National Chairman, not surprisingly, is all of this ...and then some!

In the past few months, I have judged on regional and national Awards panels, represented Women in Property at conferences, been invited to the IoD Awards by the Welsh Government, attended our own many and varied branch

events and, very soon, I will be speaking at the launch of our newest satellite, Lancashire and Cumbria.

Meanwhile, senior Women in Property colleagues have been working at the highest level to explain what we, as an organisation, have achieved and continue to, spreading the diversity message, whether in Government or Board Rooms – more on this below.

I have talked about my '360 approach' previously, an aspiration that all members should be involved, from top to bottom and bottom to top and I can see that this has already started to happen in branches. There really is something for everyone within this organisation. I am very proud to be a part of it.



Mandy St John Davey
Chairman of Women in Property

Making an impact

Women in Property uses our position to influence at Government level. We are regular contributors to the Government's All-Party Parliamentary Group on Women in Work, commenting on Women Returners in 2016, Making the Industrial Strategy work for Women in 2018, and last year provided a submission for How to Recruit Women for the 21st Century. This year the Group is looking at Inclusivity and Intersectionality.

We recently submitted evidence to the 7th Inquiry of the APPG for Excellence in the Built Environment on the recruitment and retention of women in construction and presented to the Commission at Westminster, one of just eight organisations invited to do so. National Chairman, Mandy St John Davey was recently appointed to the Welsh Government Board Expert Panel Supporting Entrepreneurial Women in Wales. Earlier this year, Lorna Hamilton, Ann Allen and Nicola Barclay, all committed members of Women in Property, took their message to Holyrood, when they presented to the Scottish Parliament's economy, energy and fair work committee. In recent years we contributed to the Lord Davies Report on Women on Boards and to the HS2 Growth Taskforce.

If you would like to get involved with initiatives at this level, we would love to hear from you at executivedirector@womeninproperty.org.uk.

Women of Influence

Four members of Women in Property were selected for The Planner's RTPi Women of Influence 2019. Former National Chairman Brenda Jones, of Stornoway Port Authority, Nicola Barclay and Nickola Miller, both of Homes for Scotland and Constanze Bell, Barrister with Kings Chambers all made the final list. 337 nominations were submitted for 192 different women and the judges were asked to consider influence and impact, particularly in the last two years, relevance and topicality, location, variety and the 'X-factor', for stand out.



Women in Property Lancashire and Cumbria arrives

Property and construction professionals in Lancashire and Cumbria will soon have their own satellite branch, which celebrates its arrival with a launch event on 9th July, when Pat Graham, Chief Executive of Copeland Borough Council and National Chairman, Mandy St John Davey will both be speaking. Established by Lucie Barnes of Baines Wilson LLP and her five-strong committee, the branch is planning a range of different events in Carlisle and Lancaster and across the wider region; with such a beautiful backdrop, you can expect some Networking before long.



Fourteen of the best

Next, the national Judging Panel, on 18th September when the finalists will be asked industry related questions to decide the winner, as well as personal views on topical issues. They then have the opportunity to attend a Mentoring training session, to introduce them to the benefits of Women in Property's cross-discipline mentoring scheme.

Fourteen talented young women have made it to the top in the regional Student Awards, against tough competition from their peers.

The judges - professionals from development, engineering, construction, architecture, surveying and law - were presented with coursework by the 134 nominees, after which they put questions to them, testing the students' knowledge of their discipline.

The Best of Best Awards Dinner is held on the same evening, in the glittering surroundings of Claridge's Ball Room, when the national winner 2019 will be announced. Thank you to our national sponsors Bouygues, Linden Homes and Savills whose continuing support makes these Awards possible. Good luck to our fourteen finalists! <https://www.womeninproperty.org.uk/events/2019/the-best-of-the-best-2019-student-awards-dinner/>

The Finalists

Midlands



Charlotte Ripley
Loughborough,
Architectural Engineering
& Design Management

South East continued,



Lily Dixon
Kingston,
Construction
Management

Highly commended

Midlands



Saylah Hussain
Birmingham City University,
Architecture



Rasha Shrourou
Wolverhampton,
Architecture



Lauren Webster
London South Bank,
Architectural Technology

Central Scotland



Alexandra Abadjieva
Edinburgh,
Architecture

Central Scotland



Jessica McGinniss
Heriot Watt,
Architecture



Sophie Bowyer
South Wales,
Project Management
Surveying



Sophie Coffey
Strathclyde,
Electronic and Electrical
Engineering

Northern Scotland



Jennifer Laffan
Robert Gordon,
Architecture

South West



Amy Menzel
Bristol,
Civil Engineering

Northern Scotland



Rebecca Weston
Dundee,
Town and Regional Planning

North West



Rosie Mead
Liverpool,
Town & Regional
Planning



Emily Hacking
Exeter,
Civil Engineering

South East



Samantha Green
Kent,
Architecture

South East



Emma Buxton
Oxford Brookes,
Real Estate Management

Yorkshire & North East



Eunice John
Leeds Beckett,
Architectural Technology

South West



Roberta Lambert
West of England,
Civil & Environmental
Engineering



Ruth Carlson
Surrey,
Civil Engineering



Weronika Pawlowska
Sheffield,
Civil Engineering

Yorkshire and North East



Sinead Burke
Leeds College of
Building Surveying,
Surveying

Regional stars

Well done to all those who took part in the Student Awards. Your hard work and commitment to the Awards process is much appreciated, as is the support of your University team.



Travel with a purpose - Malawi Women's Challenge

Rachel Bell, Stride Treglown

I had just taken my first malaria tablet when the realisation dawned on me... I would be joining five complete strangers to travel to Malawi to challenge ourselves to skill share with women in business, run STEM workshops with Rainbow Hope Secondary School and climb the 'island in the sky', central Africa's highest mountain, Mt Mulanje. Taking a deep breath and saying to myself #standtall, I thrived!

It was an experience of a lifetime working with Kate Webb from Orbis Expeditions, whom I originally met at the South West Summer Drinks reception last year. Kate's business is passionate about making tourism reach local communities in Malawi and finding sustainable ways to ensure travel is beneficial to developing countries. This adventure allowed

me to share my skills with others to support their business enterprises, which was inspiring and rewarding. Using simple exercises like making paper aeroplanes to teach about engineering was unforgettable - none of the pupils had seen or made one before.

Across our group we brought knowledge in business, finance, digital marketing, teaching and engineering/architecture. A fantastic bond was created across the week-long adventure and I left the 'Warm heart of Africa' with new enduring friendships.

If you want to find out more about the expeditions and hear about the experience, contact Rachel Bell, Women in Property South West RachelBell@stridetreglown.com



The open plan witch hunt

Peggie Rothe PhD,
Development Director & Head of Insights
and Research, Leesman

For as long as I can remember, there has been a witch hunt against open plan office environments. It seems that journalists trapped in poorly designed open plan offices act as what economist Edward Glaeser called "entrepreneurs of error". As they have been known to feed the public with headlines such as 'Does open-plan get the worst out of workers?', 'Open plan offices suck', '10 Rules for Surviving Your Open Plan Office' and my favourite 'Open plan offices were devised by Satan in the deepest caverns of hell'.

Now, it would be quite naïve to claim that the open plan solution is completely without challenges. In fact, I would never deny that an open plan office that is expected to support all activities from focused work to telephone conversations, mixed with poor acoustics and a limited variety of work zones, is an ineffective solution. But that does not mean the entire concept is flawed and that all open environments are bad.

In 2010 we launched the first independent assessment technique for occupier clients and their consultants to measure employee workplace experience. In the time since, we've measured how 3,750+ workplaces impact 525,000+ employees across 91

countries, arming CRE leaders with the insight they need to better tune workplaces to employee needs.

In 2018, 28 of the 971 workplaces we measured qualified for the coveted Leesman+ certification. These workplaces sport the highest employee satisfaction levels. Despite these workplaces being predominantly open, the employees have reported some of the best scores on individual focused work and noise levels that we've ever seen. These spaces also score well on informal work areas and breakout zones, and quiet rooms for working alone or in pairs, so it's all really about providing the right mix of spaces for different types of activities.

Only 2% of the employees in the Leesman+ spaces work in a private office. The fact that the remaining 98% report satisfaction levels that top the workplace charts suggests that the ire directed at open plan offices is misguided. Next time you encounter an unfriendly open-plan headline, just think - fake news.

You can read more about our research here - <https://www.leesmanindex.com/wp-content/uploads/2019/05/L085-LeesmanInsights-Book-2019-Edition2-SP.pdf>



Branch News



Devon & Cornwall members attended a joint event with Exeter Property Circle for International Women's Day when four women panellists talked about their individual paths to success. The Panel included Katy Toms from WSP and Helen Demuth from Bailey Partnership.



The **Midlands** branch was given an exclusive tour of HSBC's new Birmingham headquarters. With the same bronze lions that appear outside the Hong Kong office, the eleven storey building has real impact. The office space was well equipped for agile working, an exemplary in its fit-out and sustainable design. The tour ended with a visit to HSBC's roof top terraces, with panoramic views across the city.



Bob Keiller CBE, former CEO of Wood Group Plc and Chairman of Scottish Enterprise gave an inspirational seminar on pitching and presentation skills as part of Women in Property **Northern Scotland** Lunch & Learn Series.

A 6 mile hike "netwalking" in the Yorkshire Dales marked the start of many joint events planned between the **North West and Yorkshire** branches.



Monica Green from PR agency The Partners Group and a member of the Yorkshire committee organised the event and said: "Research shows that humans have an innate affinity with nature. Networking whilst walking in the great outdoors "netwalking" proved to be a fantastic way to connect with the natural world and promote positive physical and mental well-being." Thanks to Mark Reid from TeamWalking who guided the walk, which was attended by ladies from Buttress, Clegg Construction, Corstorphine and Wright, Kings Chambers, Pinstent Masons, Savills and The Helmsley Group.



The **South East** branch held an evening event with The Girls' Network, a charity empowering young girls from the least advantaged communities by connecting them with a mentor and a network of professional and inspiring women. The evening started with a panel discussion led by Tracey Hartley, after which the students toured the room exploring the possibilities of a career in the many disciplines that make up the built environment.



Former and current **South West** branch Chairmen respectively, Carly Willis and Ros Trotman, attended the Royal Garden Party as guests of Lord Lt Peaches Golding in acknowledgment of their work with Women in Property.



Thames Valley held a 'Training to be leaders' event at Knights plc, for 30 members, all interested in progressing their careers and unlocking hidden confidence in well-established skillsets. Kate Oldridge, formerly a corporate lawyer turned director of an SME in the manufacturing sector, gave insight into her research on sectors that continue to be male dominated.

Bristol charting equality

Bristol has launched the UK's first Women in Business Equality Charter. By signing the Charter, businesses pledge their commitment to improve gender equality by setting targets to achieve its seven goals, which they report on each year. These include promoting flexible or part time work at all levels and increasing the number of women in senior roles and on boards. It is hoped the Charter will be rolled out nationwide.



Former South West chairmen Carly Willis and Rachel Bell at the launch of the Equality Charter

Success stories

Congratulations to the following members who have moved onwards and upwards...



Amanda Armitage who has been appointed Business Development Director at CLS Risk Solutions.



Anna Chew who has moved to Crest Nicholson as Senior Planning Manager.



Hazel Eccles, previously Chairman of the Thames Valley branch, who has been promoted to Senior Associate at Field Seymour Parkes, Reading.



Caroline Fattorini, who has joined the Board of Bowman Riley, the first female shareholding director.



Julie Fawcett who has joined M&S property division as Head of Facilities Management.



Kal Gill-Faci who was recently appointed Associate Director for Northmill Associates and has been shortlisted for Volunteer of the Year in the Spirit of Manchester awards.



Lorna Hamilton who has joined the City of Glasgow College Board of Management.



Samantha Hook who has joined Druces as specialist Real Estate Finance Partner.



Sarah Maylor who has been promoted to Deputy MD of Curo.



Sally Morris Smith who has moved to DAC Beachcroft Manchester as Partner, Real Estate Group North.



Eva Mills of Hydrock who won Best Women Electrical and Mechanical Engineer, WICE Awards.



Carol Nisbet who was promoted to Partner at law firm CMS.



Zoe Price of ISG and **Rachel Bell** of Stride Treglown, who were finalists for the WICE Awards, Business Development.



Emma Richman who was shortlisted for Mentor of the Year at the Housing Heroes awards.



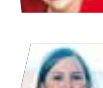
Sarah Beth Riley who has joined Lewisham Homes as Design and Technical Manager.



Sophie Smith, who was a speaker at the European Women in Construction and Engineering (WICE) Summit.



Mandy St John Davey who has been appointed to the Welsh Government Expert Panel supporting Entrepreneurial Women in Wales.



Ros Trotman who was a judge for the South West Constructing Excellence Built Environment Awards and spoke at the summit ahead of the Awards event.



Jennifer Winyard, who has recently joined the Barratt Homes & David Wilson Homes Yorkshire West based in Leeds as Strategic Land Manager.

For further information on the Association contact Fiona Alfred OBE, Executive Director on 0207 603 4746 or email executivedirector@womeninproperty.org.uk www.womeninproperty.org.uk This edition of Women in Property News was compiled by Sue Maguire (Milestone PR 07739 403952) and designed by symonjames (07929 057891)