

## Chairman's column

by Monica Green, National Chairman

As we embark on a new year and look ahead to what the future holds, many people will have said good riddance to 2020. A year that will be remembered for COVID-19, lockdowns, furlough and recession. It was a difficult year with great loss, anxiety and fear. But it was also a year of resilience and brilliance: the theme for our 2020 Student Awards presentation. Remember Captain Tom, clapping for the NHS, and the speedy COVID-19 vaccine breakthroughs?

My year as National Chairman is drawing to its end, and whilst it had its challenges, it also had numerous successes and moments of which I am immensely proud. Pivoting the organisation so that physical CPD, networking and social events could take place online, making our mentoring sessions a success on Zoom, seeing flexible working become more acceptable and respected, launching our Inclusion Champion roles, and crowning a highly commended runner up and the winner of the student awards – everyone adapted quickly, showed great resilience, and were brilliant.

These successes have only been achieved through teamwork and the support of the Executive Team, the Branch Chairmen and Vice-Chairmen, who continued to volunteer their time and remained committed to delivering value and support to their members despite their own personal challenges.

Whilst the future still looks uncertain and the economic recovery depends on the success of Brexit and the rollout of the vaccination programme, I am predicting a rebound in 2021 because, after the year that was 2020, I truly believe in the resilience and brilliance of caring and talented people.



Monica Green,  
National Chairman of Women in Property

## Congratulations Tamika, National Student Awards 2020 winner!



Cardiff University student Tamika Hull, studying Urban Planning and Development, took the top prize this year; the culmination of a programme that saw 60 universities nominate 124 students, with 13 regional finalists going through to the final. Tamika, who is currently on work placement with the Planning Inspectorate, describes

herself as being from the 'tipping point generation', which must look at the positives and take responsibility for the issues they have inherited. Congratulations too, to Florence Clarke, studying Real Estate at the University of West of England, who was awarded Highly Commended.

A big thank you to national sponsors, Bouygues UK and Savills, both of which have been great advocates of the National Student Awards, demonstrating their commitment to the next generation of built environment professionals and recognising the ongoing quest for diversity, inclusion and balance across the industry. The virtual Awards event, normally held at Claridge's, adopted the theme Resilience and Brilliance and this

year involved an informal ice-breaker quiz, an inspiring speech from Antarctic explorer Felicity Aston MBE and with all guests wearing 'Zoom black tie' in honour of the 13 student finalists.



# Twelve more of the best

Thank you to all those universities who nominated students for the 2020 National Student Awards. Winner Tamika Hull was joined by 12 other national finalists, who proved themselves to be both resilient and brilliant, academically and personally. They are:



**Kelly Bartholomew,**  
Construction Management,  
Southampton Solent  
"excellent candidate, well prepared, a role model"



**Emily Bates,**  
Town and Regional Planning,  
Liverpool  
"great attitude, opportunity makes her tick!"



**Emily Cardy,**  
Building Surveying,  
Nottingham Trent  
"confident, very professional, impressive and knowledgeable"



**Florence Clarke,**  
Real Estate, West of England  
"strong, capable, confident, professional and energetic"



**Fidelia Florentia,**  
Architecture, Huddersfield  
"instant impact, great confidence"



**Katie Howarth,**  
Quantity Surveying,  
Sheffield Hallam  
"clear ambition, she knows what she wants"



**Lois King,**  
Real Estate,  
Oxford Brookes  
"confident and engaging, will be an excellent professional"



**Freya Macleod,**  
Interior and Environmental Design, Dundee  
"mature, professional and engaging style, a quiet dynamism"



**Karolina Mytnik,**  
Construction Project Management,  
West of London  
"bright and charismatic, dynamic and engaging"



**Eleanor Naraidoo,**  
Civil Engineering, Bath  
"very articulate, a fantastic presentation - her passion was evident."



**Vivian Wall,**  
Architecture, Brighton  
"enthusiastic, dedicated and excellent"



**Rhiannon Walters,**  
Architecture, Edinburgh  
"engaging, utterly authentic, thoughtful, considerate and open minded"

## Meet your National Chairman-elect Rachel Bell, Stride Treglown



**Rachel Bell,**  
Stride Treglown

"I didn't make a new year's resolution this year. Instead, I took the advice of yoga expert, Kali Pearce, and thought about a single guiding word that would help me through 2021. Given the tumultuous year we've all had, it wasn't hard to alight on one that fits the bill: courage.

This goes hand in hand with my 'Stand Tall' mantra, which is a call to rally my confidence when I feel out of my comfort zone. It's about embracing any challenge, large or small and supporting others to stand tall, because we can push through, and come out the other side.

This year I will be encouraging everyone I connect with to #StandTall and alight on that one guiding word that gives support and motivation.

I'm incredibly proud to take on the National Chairman role. I've been a member of this brilliant organisation since 2006 and from 2017-2018 was regional Chairman of the South West branch. I'll be bringing that enriching experience with me to the national position.

I also hope to build upon the great work Women in Property is doing to improve diversity and inclusion in this inspiring industry of ours, and by broadening our networks. Our best chance of weathering the Covid storm is by reaching out to partners - new and existing - and working together towards a more sustainable future, in the broadest sense. A sustainable community that thrives on equity, compassion and a little bit of courage can do amazing things. Why not say hello to me on Twitter: @Rachelj\_Bell #StandTall"

Rachel becomes National Chairman on 1st March.

# The NLA Diverse Leaders Pledge

NLA is a centre for excellence for the built environment focussed on London but with national and international reach. An independent, member-supported organisation, NLA brings together public, government, and cross-sector professionals, sharing knowledge, debate and discussion.

The Diverse Leaders Pledge, launched in 2020, enables businesses to commit to measurable goals over the coming years that NLA believe will catalyse change, enabling engagement, action and progress around diversity and inclusion within the workplace, fostering collaboration across the built environment industry as a whole. Women in Property recently signed up as co-sponsors of the pledge, joining 15 other organisations.

In the coming months we will join forces with NLA to bring its events and initiatives to Women in Property members. Find out more here <https://nla.london/diverse-leaders-pledge>

## Introducing Women in Property's Inclusion Champions



When Kamala Harris took the oath on 20th January, becoming the first female, the first black and the first South Asian vice president of the US, she embodied the #aspire #succeed #inspire of our own strapline. Famously saying "I'm here today because of the women who came before me", she will already undoubtedly have inspired a generation of young women and girls coming up behind her, a phenomenal role model, perhaps the ultimate inclusion champion.

Women in Property has always worked hard to support diversity in the industry – diversity of gender, ethnicity and sexual orientation. However, the emphasis must be on inclusion, because by being inclusive we will help achieve wider diversity. In November 2020, we held our first meeting of the newly formed Inclusion Champions, a role we believe is particularly important for the ongoing evolution of the organisation. All members were invited to put themselves forward to represent their branch, with an oversight of all the branch is doing with regard to diversity in their region, and then sharing knowledge and ideas at national quarterly meetings. The remit includes events, representation on panels, local groups and partnerships and schools outreach.

We are delighted that the following members have volunteered to become Inclusion Champions and we are aware of interest from others. If you would like to get involved, please contact Monica Green [monica@partners-group.co.uk](mailto:monica@partners-group.co.uk), or get in touch with your local branch.

Aurora Tallon, Central Scotland  
Lucy Close and Hannah Floyd, Midlands  
Pamela Sargent, Northern Scotland  
Chithra Marsh, North West  
Nicole Toolseram, South West

## Preparing for the boardroom

Lynette Lackey, [one5two.com](http://one5two.com), National Chairman 2010-11

**For some, the boardroom might not be on your radar, for others who are considering the path to Board Director or Non-Executive Director, Lynette Lackey has some sound advice. Lynette runs her own strategy, finance and growth business and is also NED for a number of different organisations. She recently participated in a Women in Property South East webinar, with speaker Joelle Warren, from Warren & Partners, when the online group discussed preparing for your first Board role.**

"There are increasing market opportunities for Board roles, given the current demand for diversity, including for younger members. There is also a trend towards shorter terms in office, resulting in roles becoming more readily available through succession.

Many Boards are reviewing their composition with a move to smaller, more agile boards with skills for the digital future and experience of risk and governance top of their list. Primary skill sets sought include:

- ◆ breadth and depth of experience – ability to see the wider commercial environment
- ◆ Direct Profit Experience ("DPE") with an understanding of the business model and key performance indicators
- ◆ An appreciation of the NOLAN principles in public life for any public service or charity roles

We discussed the interaction of executive versus non-executive directors, given most modern boards are Unitary, a single body of directors. Execs need to work openly with their Non-Exec colleagues who best act as supportive, critical friends.

If you are looking towards the Board, be clear why you want the role and what you will bring to it. It might seem obvious but ensure your CV sells the required skills and check your LinkedIn profile is consistent. And, of course, build on your network, telling contacts of your desired roles. The same rules apply to a Board interview as any other – always seek feedback afterwards.

**Non-Exec colleagues act as supportive, critical friends**

In my experience, members of Women in Property will be in a prime position to take these new opportunities with the diversity of

skills across our membership and the opportunities to work together collaboratively across sectors and committees. You just need the confidence to go for it!"



# Branch News

Whether Christmas cocktails or festive wreaths, all branches got into the spirit of things with their virtual celebrations.



There was food for thought in a compelling webinar on Pensions and Planning for Women, from Roz Barnes, brought to you by the **Lancashire & Cumbria**



satellite. Did you know that, if you want to take one foreign holiday per year and eat out a few

times a month, when you retire, you'll need an average pension pot of £267,000? Or that taking a five-year career break to raise children can mean a 35% smaller pension pot? And that, over 20 years, women receive an average of £29k less state pension than a man?

The **Midlands** branch hosted a topical webinar kindly sponsored and presented by Pinsent Masons and Kings Chambers on 'Planning in 2020 - more reform and Covid-19'. A panel of legal experts shared information on the proposed reforms outlined in the Planning White Paper, and how Covid-19 is changing the way the planning system operates.

Interior design firm LOFT identified a requirement for 'off-grid', sustainable and economical living spaces, leading to the innovative use of shipping containers and the creation of 'Live Off Grid'. The **North West** branch invited Alice Fulton Russell and Ben Hall from LOFT and architects Lizzie Garlick and Michael Swiszcowski from Chapman



Taylor to discuss the use of containers for living, on a webinar held in November.

The **South East** branch invited Emma Cariaga, Joint Head of British Land's Canada Water Development to give a comprehensive and very visual presentation on this 53-acre site, one of the largest



mixed-use regeneration schemes in London. Emma explained how the hugely

complex and prestigious development would be phased, including the creation of a new community hub, housing and commercial space, with a focus on sustainability and green space.

The **South Wales** October Coffee Club was an opportunity to meet the committee and hear from members involved in the Women in Property Mentoring programme. They explained the scheme, which is based on role model mentoring, a confidential one-on-one, non-judgmental relationship. The programme is a members only benefit – after attending a training session you will be matched with a suitable mentor/mentee. To find out more visit the Women in Property website [www.womeninproperty.org.uk](http://www.womeninproperty.org.uk)

## Happy Sad Memories

by Sandi Rhys Jones OBE



**Brandusa Tataru-Marinescu,**  
Partner, Kingsley Napley

Writing about the loss of a friend is always hard, whatever the circumstances, but writing about someone cut off in their prime is very hard indeed. As Brandusa herself said with a wry laugh, when telling me that she had been diagnosed with a terminal illness, "The doctors told me I was the fittest woman of 41 they had seen in years!" The ability to combine professionalism and honesty with empathy and humour was what made Brandusa such a wonderful mentor and a great supporter of Women in Property for many years, from her time at Taylor Wessing through to Kingsley Napley where she quickly became partner. She and her husband Horia had demanding careers and a young family but Brandusa always found time to mentor others, at one point being a critical friend to four individuals as well as leading her firm's very active diversity and inclusion programme. Serene, generous and smiling – she will be missed.

## Success stories

Congratulations to our members who move onwards and upwards.

Please do let us know if you have a move or promotion to celebrate by emailing: [executivedirector@womeninproperty.org.uk](mailto:executivedirector@womeninproperty.org.uk)



**Liz Brown** has been promoted to Senior Project Manager at RPS Group



**Eleanor Ogilvie** has been promoted to Senior Land and Partnerships Manager at MCI Developments



Belated congratulations to **Jane Findlay**, of Fira Landscape Architects, who is President of the Landscape Institute



**Joanne Wicks QS**, from Wilberforce Chambers, appeared in the Top Ten property cases 2020, in both the Estates Gazette and Property Week listings.



**Nicola Gourlay**, a member of the Women in Property Scottish Board, has moved to Glencairn Properties



**Fionnuala Woods** has moved to Moorcrofts LLP as Commercial Property Solicitor



**Freddie Jackson** has been promoted to Legal Director, Cripps Pemberton Greenish