

Chair's column

by Jennifer Winyard, National Chair

It's been a whirlwind couple of months. As National Chair it has been fabulous to travel around some of the regions and meet the Scottish, North West, Yorkshire & North East and South East teams. I aim to visit all the branches throughout the year and see the fantastic work you are all doing.

My theme this year is "Unlocking potential, changing mindsets" which connects three of the key areas I'm focusing on: Outreach, Student Awards and Mentoring.

You might have seen my A-Z of Unlocking Potential posts on Linked In, Instagram and X. So far I've explored (self) Awareness, (be) Brave, Confidence, Dialogue and Engage. These all include a definition and a quote from an inspirational person, and I've followed up with some interesting thoughts behind the definitions, all accompanied by some useful hints and tips.

The aim is to shine a light on these transferable skills which are so important, not only in our working lives but our personal lives too. Technical skills are critical for us to carry out day to day work duties, but it is these transferable skills that set us apart and really help us reach our true potential.

When I was thinking about my Year as National Chair I wanted to focus on my legacy. Encouraging others, particularly young people, into the industry has always been important to me and we can all play our part in this. It is also critical that we support others throughout their careers, particularly through mid-career and into the latter stages. I urge you to empower others through mentoring and encouragement, to help them unlock their true potential.

The A-Z anecdotes are designed to dip in and out of whenever you need inspiration and encouragement, to re-focus on your own self-development, whatever stage of life and career you are at.

#UnlockingPotential
#ChangingMindsets



Jennifer Winyard
National Chair of Women in Property

Building Balance – breaking the barriers to a better workforce



The Women in Property Building Balance survey has revealed some shocking results, which will be discussed at a panel event in Bristol (and online) on 12th June. Find out what the key findings were, what the issues are and how they are impacting the industry, including what the industry needs to do to break the barriers to change, to reduce the number of talented people leaving the industry and create a diverse, inclusive and fair workforce. Book via [website](#) or app.

Join us at the Summit #PIPbyWiP



People
Innovation
Place
Summit

Hosted by
Women in Property

Suzannah Nichol MBE

Marie Macklin CBE

Karen Anderson



The countdown is on. In just six months, delegates from all over the country – members and non-members alike – will come together at Dynamic Earth in Edinburgh for the People-Innovation-Place Summit, Women in Property's national conference that is open to all. Hosted by the Central Scotland branch, the Summit is the first of its kind and is gearing up to be fantastic. The PIP team have got everything covered from content to site visits, networking to catering and marketing, all in close collaboration with the National team.

What can you expect? Engaging speakers, inspiring presentations, challenging discussion and ample networking opportunities. On Wednesday 13th November, there will be informal 'fringe' dinners and drinks, great for those who are travelling from afar to mingle, meet old friends and make new connections. On 14th the Summit explores the theme 'Rethinking Places', with a great line-up of speakers, panels and workshops, all CPD accredited. We have already secured some fabulous speakers, with more to come:

- **Karen Anderson**, President Elect of the Royal Incorporation of Architects in Scotland
- **Jennifer Winyard**, National Chair of Women in Property
- **Suzannah Nichol MBE**, Chief Executive of Build UK
- **Marie Macklin CBE**, Founder and Executive Chair of HALO Urban Regeneration Company

- **Will Whitehorn**, President of UKSpace, Chair of Seraphim Space Investment Trust Fund PLC
- **Daisy Narayanan MBE**, Head of Placemaking and Mobility at City of Edinburgh Council
- **Stephen O'Malley**, CEO and Founding Director, Civic Engineers
- **Tony Hordon**, Managing Director, Parabola Real Estate
- **Kristina Tamane BSc PG Cert MAPM**, Space Sector Lead at University of Edinburgh

Panels:

SPACE – we'll be joined by Will Whitehorn, alongside a panel of guests, to discuss the Space Industry, the opportunities this sector presents as it intersects with property and construction and the impact that this sector may have on place across the country

20 Minute Neighbourhoods

– Join Jennifer Winyard in conversation with Daisy Narayanan, Stephen O'Malley and Tony Horden as they discuss the neighbourhoods they have each worked on with examples from Edinburgh, Glasgow and beyond

Inspired by Outreach –

the opportunity to hear about the Women in Property schools outreach programme in Scotland delivered in partnership with McLaughlin & Harvey

With thanks to our headline sponsor:

**McLaughlin
& Harvey**

Workshops:

The workshops are in the planning but will range from confidence in business development, to assertiveness, and Biodiversity Net Gain, to the Planning system and housing delivery. Keep an eye on the website and our social platforms for more detail soon.

Walking Tour

(this can be taken as an alternative to the workshops):

Architecture tour specialists, Cobble Tales, will deliver a walking tour taking in some of Edinburgh's iconic and historic buildings, which are likely to include the Scottish National Museum Extension by Benson & Forsyth, Richard Murphy's housing, and the Scottish Parliament building by Enric Miralles.

Find out more

Further details, as well as travel and accommodation tips can be found on the website, and tickets can be booked via the App and [Website](#). If you want to take your brain out of its comfort zone, enjoy socialising and relish a day or two in Edinburgh, this one is for you!

The 2024 National Student Awards

The regional Awards events are underway and we will soon find out which 14 students will go through to the national final. The Best of the Best Awards Dinner returns to the glitz and glamour of Claridge's on 19th September when, as well as hearing from our finalists, we will be awed and amazed by guest speaker Maddie Difazio-Wright, Vice Chair of the South West branch, who recently completed a 3,000 mile row across the Atlantic with two team mates (more about her adventures on page seven). The Best of the Best Dinner is a fabulous way to entertain clients or treat the team, while celebrating the inspirational talent coming into our industry so why not book a table? [Tickets](#) are available via our website and app, so now's the time to start inviting those guests! Our thanks to our national sponsors Amazon, Bouygues UK, Savills and tp bennett, for their ongoing commitment to the Student Awards.



The App is back and with new features!

We're pleased to tell you that the Women in Property App is now back in action, featuring several new and improved features.

The previous version of the App is no longer supported so you will need to update it for continued use, but all you have to do is:

1. Visit the Apple App Store for IOS, or Google Play for Android
2. Search for the Women in Property app
3. Click on Update to install the new features

New features include:

Member Search – easily filter database search results by Branch, plus member profiles now include contact information.

Event Listings – we've improved the formatting for ease of use, and you'll find external hyperlinks. We've also included detailed venue information and CPD Accreditation.

Notifications – stay informed with our new Notification function, keeping you up to date with the latest WiP news.

As an added incentive, anyone who visits the Notifications feature can enter a prize draw to win £100 of John Lewis vouchers. So, if you haven't already, we encourage you to give the App a try. It is really useful, particularly for booking events!



Optimism at MIPIM

This year we were delighted to partner with Crowe UK, who kindly sponsored the Women in Property breakfast at MIPIM. Caroline Fleet, Corporate Tax Partner and Head of Real Estate, reports optimism for real estate.

"I have been attending MIPIM for several years now, and this year with over 20,000 delegates, there is always a buzz from having so many people from the Real Estate industry together. For me, I felt like there was a strong international theme with so much more European and Middle Eastern representation.

This year, the Women in Property breakfast was a sell-out event. The venue couldn't have been better, with the sun shining it was a great opportunity to strengthen connections old and new, with a real sense of business purpose in

a relaxed environment. Everyone that I spoke with seemed to have long-term optimism for real estate, but many were adopting a wait-and-see approach to their activity as they watched the interest rates, hoping that they will drop soon and that new opportunities will open up.

I spent the rest of the week attending the various sessions and meeting with clients and connections, talking about a number of things, but mainly tax rules in the UK and how the tax system works for international investors and developers. Generally, we are seeing a number

of deals coming through, but their lifecycle is longer than before, as investors are spending more time double checking their due diligence before closing the deal. Those who had just closed deals were keen to optimise their investment, and we had great discussions on putting our latest report Space Exploration: Rethinking Real Estate into practice, and outlining the benefits of repurposing their existing space, and making it more sustainable. The money and intention is definitely there, and the market is becoming more buoyant, which is great to see."

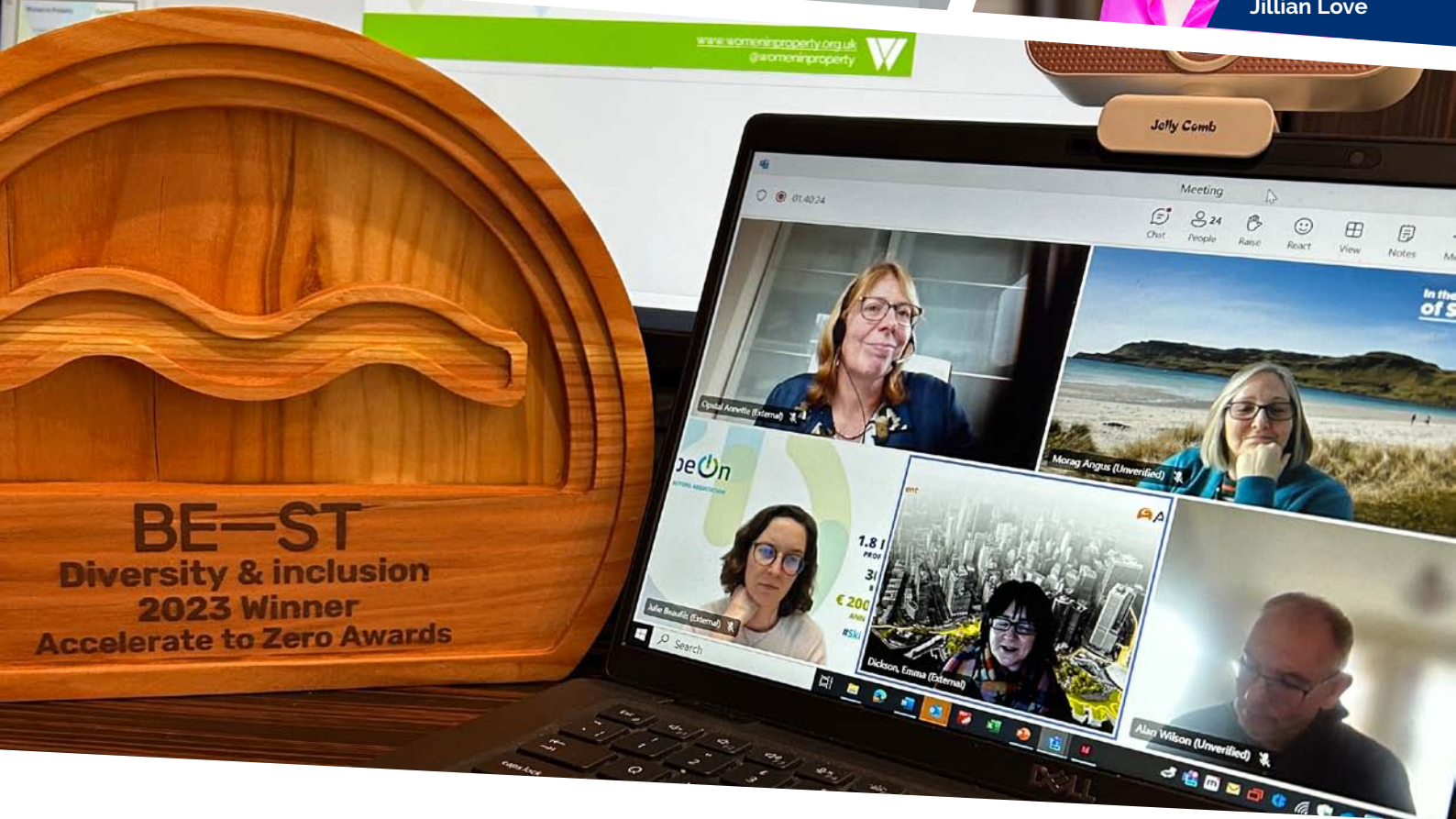


Caroline Fleet



Construction Leadership Forum International

Jillian Love



Jillian Love, Central Scotland Branch Chair, was invited by Sharon Miller of the Scottish Government's Construction Accord Team to present at the Construction Leadership Forum International's EDI meeting.

Panel members also included Jørgen Prosper Sørensen from TEKNIQ Arbejdsgiverne in Denmark, Annette Opstal from Techniek Nederland and Emma Dickson from Aecom. Presentations provided a snapshot of the actions being taken in Denmark, the Netherlands and the UK to attract and retain a more diverse workforce. The session allowed attendees to hear the various successful initiatives that have helped increase equality, diversity and inclusion in different countries and areas of the industry, along with highlighting the need to continue to drive change.

Jillian shared some of the key initiatives from Women in Property and her own personal experiences, commenting: "It was interesting to hear how the statistics differ between Scotland (and the UK), the Netherlands and Denmark, yet the challenges we face are extremely similar, including the need to increase female representation at senior levels, and embrace flexibility to encourage and retain talent.

"We also agreed further effort is needed to increase social mobility and representation of the global majority.

There were some interesting ideas from the Netherlands, particularly upon hearing that part-time working is the norm so doesn't hinder female progression. Another positive outcome was the realisation that everyone is keen to work together to make the biggest impact."

The Construction Leadership Forum (CLF) was established in 2019 as a collaborative initiative of the construction sector and the Scottish Government to drive positive change within the industry.



Outreach to Malawi

Women in Property Director, Rachel Bell, is a passionate supporter of Orbis Africa's Women's Partnership Challenge to Malawi, from where she recently returned, having led a group of eight amazing women, all of whom work in the property and construction industry.

Kate Webb, founder of the Orbis Partnership Challenge Series, established the expeditions for women wanting to travel with a purpose, push themselves mentally and physically...and have an incredible adventure- 'travel, adventure, purpose'. Each team works with Malawian female businesswomen in collaborative skills-sharing workshops, takes on a physical challenge, like hiking Mulanje Mountain, goes on safari and spends times with students at Rainbow Hope Secondary School – which is a real highlight.

Part of this year's trip also included raising enough funds to send two girls that have a strong interest in STEM careers to secondary school. Secondary school in Malawi is fee paying meaning a huge number of those that pass their primary exams do not get a chance to go. Six out of seven girls in Malawi are not enrolled in secondary school, while three out of seven are married before the age of 18. The group aimed to raise £5,000, which will fund two girls for their entire secondary education (four years). If you'd like to help, please visit our [crowdfunding page](#).

There are spaces available for the September 2024 trip and Rachel hopes to return in the future and lead another expedition. If you'd like to know more, please contact Rachel.

Here's what two team members on the latest Challenge said about their experience:

"It has been an empowering adventure shared with an inspiring team of women from the construction sector and I am grateful that my company, Norwood sponsored this experience"

Sandra – Norwood, sales and marketing manager.

"Jam packed full of adventures and meeting inspirational people. I hope to carry forward and pass on what I have learnt now I am back in the UK"

Heidi – Loddors Solicitors LLP, partner and head of construction and engineering

Curiosity, pragmatism and a taste for adventure

Maddie Difazio-Wright is Vice Chair of the South West branch of Women in Property, skipper and one third of Vibe the Wave, the ocean rowing team who recently rowed 3,000 nautical miles across the Atlantic.

"The row demanded a set of skills that I didn't have before. I couldn't row, I'd never sailed, I'd never navigated at sea, or at night and I didn't know my two crew mates when I said 'yes!'"

None of that was going to get in the way of a great adventure so, armed with a curious mind, grit determination and a sense of pragmatism, Maddie, alongside Grace Gilbert and Grace 'G' Pybus, set about preparing for the world's toughest row.

"I exercised twice a day, mostly it was preparing your brain and body to get used to long stints of endurance, but to keep training interesting our coach mixed it up! Swimming, weights, running, spin classes and - my favourite - stretching! For me, the most critical element was mindset. The physical training was the easy bit to tick off - it's the mental resilience to not give up when it gets too hard to juggle everything, that makes the difference between success and failure."

They did succeed, reaching Antigua after 48 days and 13 hours on the ocean. Maddie learned a huge amount about herself.

"Like most of us, I had imposter syndrome and plenty of self-doubt beforehand about whether I would be a good skipper and was very nervous about whether our three personalities would gel under pressure. We put a lot of hard work into communicating effectively and we all recognised that our 'success' would be about working as a team, getting the best from each other and understanding our different super powers.

"So much of this applies to day-to-day life and work. Having a curious mind, learning new things, taking time for self-reflection, staying humble, just getting things done. I'd do it again in a heartbeat!"

Maddie will be guest speaker at the **Best of the Best Student Awards Dinner** at Claridge's on 19th September.



Branch News



Devon and Cornwall

"Mastering the art of confidence and presentation skills", a session run by Judy Salmon, Business Coach and Personal Development Consultant in Exeter, covered

silencing inner doubts, perfecting the structure of presentations (top tips on how to carry yourself, stand and pitch) and maintaining a confident mindset. Many women in the room really resonated with this session and requested another event working on imposter syndrome and networking.

The event also marked the handover of the Devon and Cornwall satellite lead from Kat Archer to Antonia D'Alessio. The members and committee wish to pass on their gratitude to Kat for her fantastic work and Antonia will continue to fly this flag.

Lancashire & Cumbria Fiona Dalgleish MRICS ran a successful webinar in March: 'Building your brand – Marketing & Branding Webinar for SMEs', the first of a series with the next following on 14th May. Meanwhile a summer cruise on Windermere is planned for 4th July.



Midlands The Midlands branch is thrilled to extend its member only benefit offering include coffee and co-working mornings at the stunning Medicine Bakery located on New Street in Birmingham City Centre. The first event took place

in February with excellent feedback from members, who enjoyed taking time to deviate from their normal routine and workspace, connecting with other members over a coffee and pastry. Look out for the May date!



North West The branch hosted an extraordinary International Women's Day event in partnership with Women in Social Housing (WISH) North West, described as 'a powerhouse of inspiration' thanks to the profound insights

shared by Gail Heath, CEO of The Pankhurst Trust, incorporating Manchester Women's Aid, for which they raised £665. The presence of numerous trailblazing, empowering and compassionate women made for an electrifying evening.

South West The South West branch partnered with FBE, CIBSE, BCO, RIBA, Building Equality and BPAA to mark International Women's Day. Held at the Bristol Beacon, guests heard from a panel of inspirational women, discussing their successes and motivations, and perceptions of EDI in the industry. Chaired by Vice Chair, Maddie Difazio-Wright, speakers included Morwenna Hall of Related Agent, Priya



Aggarwal-Shah of PREACH Inclusion (formerly BAME in Property), Laura Aiken of Kintla and Olaide Oboh of Socius.

In addition, the branch has started its partnership with local homelessness charity inHope, for which they will be fundraising throughout the year.



Thames Valley

The Thames Valley Branch strode out on a Spring Netwalk through Port Meadow and the Oxford Canal. Netwalking has become very popular with WiP members as an opportunity to enjoy the company of new and old contacts, away from it all.



Yorkshire & North East

Bowman Riley hosted a breakfast roundtable discussion on repurposing heritage buildings, in their Leeds office. The topic of the debate, "Historic Buildings: Are They Worth Repurposing?"

is not merely a question of renovation or preservation; it's a multifaceted exploration of the challenges and opportunities inherent in the stewardship of our built heritage. Chaired by Helen Walker, Head of Heritage at Bowman Riley, the roundtable brought together a diverse array of property professionals and public sector representatives.

Satellite relaunches:

Thanks to our growth in membership, we are very pleased to be relaunching two satellite branches:



Northern Ireland

The Northern Ireland satellite held a Speed Networking and Afternoon Tea, on 10th May, kindly hosted by Eversheds Sutherland in Belfast, and attended by Emma Richman,

National Vice Chair. Nuala Maguire,

Chair of the Belfast group, said, "We are in the early stages of growing our Northern Ireland presence and encourage women in the industry who are keen to influence and bring about change, to get involved."

Cambridge Meanwhile, coming up on 15th May, the Cambridge satellite is hosting a launch party at 95 Regent Street – one of Cambridge's largest flexible workspaces. Kindly sponsored by Mantle and Coel, the event starts with a tour of the new offices, followed by drinks and canapes on the roof terrace.

Success Stories

Congratulation to the following Women in Property members, who continue to shine!



Charlotte Bayliss of the Midlands committee is an integral part of the Deloitte Legal team shortlisted for Law Firm of the year at the Midlands Property Awards, for their work on the Digbeth Loc development of the new MasterChef studios.



Rachel Bell, Director of Women in Property and Stride Treglown, has been shortlisted in the Archiboo Awards for her Stand Tall podcast, which she launched during her year as National Chair.



Antonia d'Alessio of Gilbert Stephens is now a Cilex Conveyancing Practitioner as well as a Chartered Legal Executive. She has also been shortlisted for the DASLS awards for Chartered Legal Executive of the year.



Hannah Deverell has joined strategic land promoter Richborough, as Disposals Director.



Jane Fillis has been promoted to Associate at Harrison Drury Solicitors.



Laura Gorman has been promoted to Partner at Penningtons Manches Cooper LLP



Monica Green's PR consultancy, Partners PR has signed up to the Good Business Charter, an accreditation that seeks to raise the bar in business practices for employees, tax, the environment, customers and suppliers.



Rachel Holmes has joined Harris Evolution as Business Development Manager



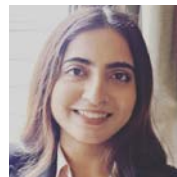
Coralie McKeivor has been promoted to Director at Freeths



Carol Nisbet has been appointed as new Aberdeen office Managing Partner at CMS.



Pamela Sargent has been promoted to Senior Associate at Ledingham Chalmers LLP



At the CIBSE Symposium 2024, **Shweta Salvankar** of North West branch sponsor Harley Haddow, was recognised with the award for the Most Significant Contribution to the Art and Science of Building Services Engineering, for her paper addressing the challenges and strategies in designing Net Zero Carbon Buildings.



Emma Winter has been promoted to Partner at Carter Jonas



Viridium Director, **Gemma Cornwall**, ran the London Marathon in aid of JDRF, the charity for Type 1 Diabetes. Gemma, who was diagnosed Type 1 Diabetic 31 years ago said,

"I am a very slow runner so I did it in just over 5hrs, having downloaded the Couch to 5k app on the day of the 2023 marathon. It's been a brilliant year! I also raised over £1,000 for JDRF, who collectively raised over £350k from the marathon alone."