

2025 International Women's Day

Panellist members



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Suggestions on ways to creatively network

- Important to find the best approach that works for you, whether that is virtually through platforms, networking with colleagues during work, or volunteering to promote development and relationships.
- MS Teams is a great tool that we should remember to use more, introducing ourselves and meeting new colleagues easily.
- Sharing your networks with each other is also a hugely beneficial way to connect and grow, especially considering our current climate of the two companies coming together.

Ways to attract & develop more women to Manufacturing

- Demonstrating that we are a great place to work, where the same opportunities exist regardless of your gender.
- Recognising our colleagues - their hard work; opportunities for growth and development exist; collaboration is encouraged; as well as strong career pathways are available.
- Having female leaders will also promote engagement from women.
- Promoting successful stories.
- Offering flexible trainings.
- Introductory visits and tours of the business, to demonstrate what we can offer and what opportunities are available from a young age.
- Good leadership is key to building trust and safe environments for all to prosper regardless of gender. A positive judgement free environment can encourage employees to take on new challenges and approach new tasks.

In 2023,

women CEOs finally
outnumbered CEOs
named John

Find out more at **Gender Equality Index 2024**

Tips for self-advocacy in the workplace

- Start small of your daily accomplishments – write a list of everything (and we mean everything) you've done today, then practice reading them out. Self-promotion starts with small steps.
- Have courage to not shy away from challenges within the workplace.
- Share your achievements more in conversations and meetings - sharing your achievements with your line manager may help performance conversations.
- Find an influential mentor
- Training:
 - IP have previously run: [I am Remarkable](#)
 - [TED Talk – Embrace the near win](#)

Women are less likely to self-promote, but maybe they should?

Common challenges women may incur within the workplace

39
years
– average
timespan female
Europeans spend
providing unpaid
care work

- Embracing leadership differences will promote an innovative place to work.
- Demonstrate your strengths through alternative approaches.
- Balancing work and home life can be difficult, feel proud to share your personal life in your professional life and vice versa.
 - Your personal life may even help you develop new skills to apply at work (e.g. judging differing priorities) – embrace them.

Promoting male allyship

- Men can help amplify the voices of women in the workplace.
- Being active mentors to women in business, sharing their knowledge, voice and networks.
- Promotion of flexible workplaces and diversity of teams – improving results and cohesion.
- Advocate through action – doing over talking.
- Consider whether you have unconscious bias.
- Normalise care giving responsibilities in the workplace, it can affect us all not just women.

Moments that can shape a career

- Unlikely opportunities (e.g. secondments / job swaps) can open new doors.
- Stepping into roles that feel challenging can help you truly grow.

Different approaches, if we could do it all again

- Speak up more, amplifying my colleagues' voices too.
- Say 'no' to the things you do not like or make you feel uncomfortable.
- Be authentic and true to yourself – embracing your differences.
- Forgive yourself more – you've tried your best.
- Mistakes help you learn and grow.
- Listen to your intuition.

TED Talk:
Too Soon Old, Too
Late Smart: Advice
for my Younger Self

Advice for cross-functional moves

- Research the new area – identifying its role within the business, as well as the structure, business objectives, and who is who.
- Arrange calls with the new team and support functions.
- Find a mentor within the new function – helping you gain a deeper understanding as you progress.
- Do not be afraid to say, "I don't know" and to ask for help.

TED Talk: Turn your Imposter Syndrome into your superpower

Challenges that can help you be a better leader

- Within leadership, the people and their reactions are one of the biggest challenges. Building trust helps promote strong relationships with your team and provides support for all.
- Change - unlearning and rediscovering the new landscape will help you build better relationships. You cannot carbon copy your previous actions, as new workplaces, countries are not and never the same.
- Adaptability to new situations and knowing that you cannot control everything, will help you stay focused and calm.



Women in Business