

Delegate Welcome Pack

Empower Your Workforce

Recruit, retain and retrain women
in STEM in a changing world





Conference 2023



21 March
IET London

Empower Your Workforce

Recruit, retain and retrain women in STEM in a changing world

Thank you for joining us at the WISE conference 2023, where we will explore innovative ways of retaining and growing the number of talented STEM women in your business.

Before the day: please review the delegate pack and register for your Innovation and Development sessions. Please read the session descriptions in this pack before completing your choices in order of preference [here](#).

■ Where will the event take place?

The WISE Conference 2023 will take place at:
The IET, 2 Savoy Place, London WC2R 0BL
IET contact telephone: **020 7344 5473**



On arrival

Please make your way to the Riverside Room to register. Refreshments will be served on arrival.

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Getting to the IET

■ By London Underground

Covent Garden | Piccadilly line

Leave Covent Garden underground station and head south towards Covent Garden Piazza. Go through the Piazza and head down to The Strand via Southampton Street. When you get to The Strand, turn left then right into Savoy Street. Head down Savoy Street and turn right at the end, directly into Savoy Place. IET London: Savoy Place is the first venue on your right, on the corner of the street.

Embankment | Northern, Bakerloo, Circle and District lines

Leave Embankment underground station via Embankment exit to the right. Turn immediately left onto Victoria Embankment and follow the road along to the first left turn, before Waterloo Bridge, where you will find IET London: Savoy Place on the corner.

London Charing Cross | Northern and Bakerloo lines

Leave Charing Cross station via the main exit onto The Strand, turn right outside the station and head east until you reach Savoy Street on the right. Head down Savoy Street and turn right at the end, directly into Savoy Place. IET London: Savoy Place is the first venue on your right.

Temple | Circle and District lines

Leave Temple underground station, turn right and right again onto Victoria Embankment. Head west, pass underneath Waterloo Bridge and cross the road. You will find IET London: Savoy Place immediately on your right.

Westminster Station | Jubilee, Circle and District lines

Walk along the Embankment, past Embankment station and follow directions from there (see above).

Waterloo station | Jubilee and Northern Lines

Walk across Waterloo Bridge and down the steps to street level. Cross the street and follow the directions above from Temple station.

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Getting to the IET

■ By National Rail

Liverpool Street station

Travel seven stops on the Circle line to Embankment station, walk two minutes from the station to the venue through the Embankment Gardens.

Euston station

Travel five stops on the Northern line to Embankment station, walk two minutes from the station to the venue through the Embankment Gardens.

King's Cross station

Travel three stops on the Piccadilly line to Covent Garden and follow the instructions above from Covent Garden to IET London: Savoy Place. Alternatively, travel four stops on the Piccadilly line, changing at Leicester Square to the Northern line for two stops to Embankment station.

Victoria station

Travel three stops on the Circle and District lines to Embankment station.

Waterloo station

Travel one stop on the Northern or Bakerloo line to Embankment station, or walk across Waterloo Bridge to IET London: Savoy Place.

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Getting to the IET

■ By bus

The main bus service for the Victoria Embankment is the 388, although there are many other available bus routes on The Strand and over Waterloo Bridge that will take you to the venue.

■ By road transport

The postcode '**WC2R 0BL**' will direct you straight to IET London: Savoy Place.

There is limited parking outside IET London: Savoy Place, behind the Embankment Gardens on metered bays. Alternatively, there is an NCP car park two minutes' drive from the venue in Drury Lane, Covent Garden. See the City of Westminster website for further information.

Please note that IET London: Savoy Place is located within the congestion charge zone.

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Indicative agenda

Tuesday 21st March 2023

IET London, Savoy Place

09:00	Registration and refreshments, Riverside Room
09:30	Welcome, Kay Hussain, Kelvin Lecture Theatre
09:40	Jamila Bhajji, Atkins Global Returners experience, followed by Q&A
10:00	Nina Lawrence, Government Equalities Office: 'Recruiting from the returner talent pool' followed by Q&A
10:30	Panel discussion: How to engage and recruit returners
11:10	Break & networking, Riverside Room
11:40	Returners innovation sessions <ul style="list-style-type: none"> > Innovation Session 1: Developing an effective returners programme, Anouska Carling, STEM Returners and Debbie Kempton, BAE Systems (Lovelace Room) > Innovation Session 2: Developing inclusive recruitment, Vincent Hale, BASF (Flowers Room) > Innovation Session 3: How to access the returners apprenticeship levy, Sara Bresler, Corndel (Marconi Room) > Innovation Session 4: Retaining returners - how to create a family-friendly workplace, Jessica Heagren, That Works For Me (Haslett Room)
12:30	Lunch & exhibition stands, Riverside Room
13:30	Merritt Moore quantum physicist and ballet dancer: How transferable skills can help your career

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Indicative agenda

Tuesday 21st March 2023
IET London, Savoy Place

14:00	Panel discussion: The importance of recognising transferable skills
14:50	Q&A
15:00	Break & networking, Riverside Room
15:30	Developing women in the workplace sessions <ul style="list-style-type: none"> > Development Session 5: Behaviour-led reskilling, Ben Sutcliffe, Network Rail and Lynn Chamberlain-Clark, Great British Railway's (Flowers Room) > Development Session 6: Are you an imposter? Ishreen Bradley, Belonging Pioneers (Marconi Room) > Development Session 7: How to talk confidently about your achievements in a factual way – translating this into a cut through CV to enable your transferable skills to shine, Dagmar Alber & Ursula Tavender, Pfizer, (Haslett Room) > Development Session 8: How you can inspire the next generation of girls into STEM, Katherine Watson, WISE (Lovelace Room)
16:20	Roundup & take-aways, WISE Young Professionals Board
16:30	Drinks reception in the Riverside Room, sponsored by AWE
17:00	AWE drinks reception sponsor will talk about innovation in D&I and the successes and challenges of their immersive experience, Riverside Room
17:30	Finish

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Recruit the best returners into your workforce

We will hear first-hand from Jamila Bhaiji, a women returner, who will describe how her organisation's scheme helped her move into a senior leadership role. She will explain how the programme was developed, and the ways in which it has helped replenish her organisation's talent pool with experienced and skilled women workers.



Jamila Bhaiji

ATKINS

Member of the SNC-Lavalin Group

■ 'How to recruit from the returner talent pool'

Nina Lawrence from the **Government Equalities Office** (GEO) will provide the robust economic argument for supporting women returners. She will review programmes and schemes already delivered in this space, highlighting the diversity of returner pools they have supported.

The presentation will then cover practical advice for organisations looking to strengthen their support for returners and provide a signpost to available resources.

Finally, Nina will share an update on exciting opportunities for both organisations and individual returners to get involved in a new STEM returners pilot funded by the GEO.



Nina Lawrence



Government
Equalities Office

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Panel Discussion:

■ How to engage and recruit returners

This panel discussion will explore the importance of retaining and supporting women returners into the STEM industry. It will also discuss what makes a good returners programme.

Panel:



Trudy Norris-Grey

WISE Board
(session chair)



Nina Lawrence


Government
Equalities Office



Lily Kitchen


NetworkRail



Jilly Calder

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Jamila Bhaiji

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Returners Innovation Session:

■ Innovation Session 1: Developing an effective returners programme, Anouska Carling, STEM Returners & Debbie Kempton, BAE Systems

Anouska Carling from **STEM returners** will outline the organisation's recent research describing the barriers that individuals face when returning to work after a career break. She will give an overview of the opportunities a returners programme can offer individuals.

Debbie Kempton from **BAE Systems** will then describe their returners programme, the challenges faced, and how and why their scheme is so successful.

She will describe the best approach to take when recruiting returners to fill a variety of roles across a business and offer tangible take aways for business leaders to use when implementing a returners programme.

There will be an opportunity to ask questions following the presentation.



Anouska Carling



Debbie Kempton

BAE SYSTEMS

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■ Innovation Session 2: Developing inclusive recruitment, Vincent Hale, BASF

The world's largest chemical company, **BASF**, shares a practical example of how to sharpen recruitment processes, putting diversity and inclusion in focus.

Join us for a thought-provoking reflection on some of the challenges, compromises and considerations needed to deliver successful, sustainable culture change.



Vincent Hale



■ Innovation Session 3: Using the apprenticeship levy to fund coaching-led returners programmes, Sara Bresler, Corndel

Drawing on personal experience, our speakers will share insights on how to navigate and access government funding available through the apprenticeship levy. We will hear how the levy can be used to deliver on strategic EDI objectives.

The speakers will challenge the status quo on what 'apprenticeship' really means and demonstrate the art of the possible in using the apprenticeship levy to fund returners programmes and provide the support needed to individuals returning to the workplace.



Sara Bresler



Corndel.

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■ Innovation Session 4: Retaining returners - how to create a family-friendly workplace, Jessica Heagren, That Works for Me

Returning to work after taking a break to start a family or care for a loved one is often fraught with both financial and emotional concerns. Childcare expenses, medical or nursing-care costs combined with a lack of flexible working options can deter women carers from returning to work. This in turn deprives organisations of valuable and experienced employees. This session will explore measures and initiatives you can take to retain the people you have invested in.

**Jessica Heagren****THAT
WORKS
FOR me.**

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Keynote Speaker:

■ Be inspired by Merritt Moore

Keynote speaker Merritt Moore is an inspirational, female quantum physicist and world class professional ballet dancer who has combined her physics and ballet expertise to create dances with industrial robots, as featured in TIME, Financial Times, BBC and Vogue.

She was awarded Forbes 30 under 30 and was one of the 12 selected candidates to undergo rigorous astronaut selection on the BBC Two show 'Astronauts: Do you have what it takes?' during the pandemic.

Speaking at the WISE conference, Merritt will talk about the challenges and synergy of pursuing two exceptional careers and the benefits of bringing one's full self to work. She will explain how very different skill sets can be complimentary, as well as how recognising transferable skills can lead to diverse, innovative and happy employees.



Merritt Moore
Quantum physicist
and professional
ballerina

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Panel Discussion:

■ The importance of recognising transferable skills

The afternoon panel session will explore the benefit of recognising transferable skills – both for employers looking to widen their recruitment net and employees when considering their own attributes. The four-person panel will discuss the focus on transferable skills as outlined in our WISE Exploring Pathways into Tech Careers research report and look at how they are important for gender balance in STEM.

Panel:



Stephen Fox
WISE Board
(panel chair)



Merritt Moore
Quantum physicist
and professional
ballerina



Julie Denis
acas
working for everyone



Lydia Fairman
NetworkRail



Jacqui Kendall
Rail Delivery Group
National Rail

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Developing women in the workplace sessions:

■ Development Session 5: Behaviour-led reskilling, Network Rail and Great British Railway's

If reskilling is allowed to become behaviour-centric, rather than overly focusing on transferable technical skills, it can help us realise a truly diverse workforce and offer real benefits to a business and culture.

In this session, Network Rail and the Great British Railways Transition Team help show how reskilling the workforce can also be a catalyst for real cultural change.



Ben Sutcliffe



Lynn Chamberlain-Clark



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■ Development Session 6: Are you an imposter?

Imposter Syndrome is a very specific self-esteem issue - the belief that you are not worthy of success: a deep belief that you are not as good as others seem to think you are, and that you will be exposed at any time.

40-60% of high performers are dealing with Imposter Syndrome – men and women!

Imposter Syndrome affects your career in these ways and more:

- > You are not progressing, evolving or improving
- > You do not have the visibility you need for promotion
- > You are just coasting along... not fulfilling on your potential...and you feel it!

By embracing your imposter, you will:

- > Have the courage to speak up and be heard
- > See opportunities and take them with confidence
- > Show your value and not be embarrassed just to say 'this is what I do well, this is the value that I bring'.

There are very specific actions you can take to transform your imposter syndrome so that you are free to be your authentic self. It begins with really understanding your particular kind of imposter syndrome.

In this workshop, you will identify your particular imposter syndrome type and learn new strategies for moving beyond your imposter syndrome, to achieve your career goals with freedom and ease.



Ishreen Bradley

Belonging Pioneers™

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■ Development Session 7: How to talk confidently about your achievements in a factual way – translating this into a cut through CV to enable your transferable skills to shine, Dagmar Alber & Ursula Tavender, Pfizer

WISE invites you to join pharmaceutical giant **Pfizer**, who will discuss how their test/ learn/adapt approach has helped them address the Gender Pay Gap within their business.

Sharing tips and tricks on how to approach job descriptions, how to embrace metrics, how to talk about achievements based on facts.

This will be followed by a discussion and workshop on 'How to structure your CV to enable your transferable skills to shine'.

This will be of particular interest to those starting their career in STEM and those looking to make an exciting career change.

Pfizer will explain why moving away from a traditional chronological CV and focusing on transferable skills, capabilities, metrics, achievements and stakeholder engagement will help applicants to be more successful in securing job interviews for high calibre roles.



Dagmar Alber



Ursula Tavender



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■ Development Session 8: How you can inspire the next generation of girls into STEM

My Skills My Life is our research-based outreach resource that encourages girls to discover more about themselves and shows them how their skills and strengths could lead them to exciting jobs and careers in Science, Technology, Engineering and Maths (STEM) by using role models from within the STEM industry.

In this session we will look at how unconscious bias can impact on young people, discuss the importance of role models and showcase how you can use My Skills My Life within your outreach work to inspire the next generation of STEM professionals.



Katherine Watson

Head of P&S
(Projects), WISE

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■ Drinks reception and immersive experience engagement session, Andrea Macfarlane, AWE

AWE will showcase its 'Immersive experience' in the IET's exhibition space throughout the day. Tafadzwa Makoni from PA Consulting will conclude by hosting an engagement session with the experience creators, Andrea Macfarlane & Lesley Hoile, AWE, who will discuss the project's successes and challenges and provide advice around futureproofing Equity, Diversity and Inclusion work by being resourceful and openminded to change and innovation in ED&I.



**Mara Tafadzwa
Makoni**



**Andrea
Macfarlane**



**Lesley
Hoile**



**Hayleigh
Ward**



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Additional presenters



Beth Clarke

altran



Kirsty Carotti



Kathryn Malcolm

AstraZeneca



Muneebah Quyyam

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