



FLEXIBLE WORKING

Ørsted sponsored three participants in its Leaders Plus programme as part of its commitment to diversity, inclusion and flexible working



"I openly discuss my ongoing challenges with work life balance, and my team and peers help me to make good sustainable choices and to be a role model as a parent. You do not need to have children to strive for flexible working and to be a role model, but for me having my baby son was the push to finally get the balance right."

Kirsty Townsend,
Head of Operations Support,
Offshore Division

THE LEADERS PLUS PROGRAMME – SUPPORTING PARENTS BACK TO WORK

The Leaders Plus initiative is an award-winning programme designed to support talented individuals to stay on the leadership pipeline and continue to develop their careers while enjoying a young family.

The one-year programme offers high quality training, mentoring, peer support and access to inspiring role models. It is a positive movement for change so that new parents can thrive in leadership roles.

In 2018, Ørsted sponsored three participants in the programme as part of its commitment to diversity, inclusion and flexible working. The nomination process for this year is currently under way and Ørsted hopes to secure up to three further places for the 2019 programme, starting in June. Ørsted is equally supportive of men and women attending the programme and participants may be expecting a child, on any form of parental or maternity leave or may have returned to work in the past two years.



KIRSTY

One of the women who has benefited from the Leaders Plus programme is Kirsty Townsend, Head of Operations Support within Ørsted's Offshore division, a role she was appointed to while on maternity leave. Through the programme, Kirsty explored her own biases and assumptions around being an ambitious working parent.

One area where she has set herself guidelines is around a more flexible way of working. For example, she typically works from home immediately before or after travel and manages her diary so that she can collect her child early from nursery three days a week.

"The Leaders Plus programme empowered me to apply for a more senior role. Although I didn't get that particular position, the interview and subsequent conversations were key enablers to other opportunities, such as finding a fantastic mentor. In turn, the programme has pushed me to support others in a mentoring capacity, and I now mentor four people outside of my department".

Kirsty Townsend,
Head of Operations Support,
Offshore Division



GABRIEL

"The Leaders Plus programme has given me the confidence to work full time and the assurance that I don't have to choose between pursuing a leadership career and being a good parent – I can do both. The programme also connected me with an inspiring mentor who lifts me up when I doubt myself and encourages me to seek development opportunities I might previously have not considered.

"I'm open about my home life when at work and do not shy away from talking about the challenges, and joys, of combining a fulfilling and exciting career with parenting two small children. I also talk to my kids about what I do, and my five-year-old proudly tells people that her mummy goes to work to make money and electricity!"

Gabriel Davies,
Senior Programme Asset Manager,
Hornsea Two



Gabriel Davies is Senior Programme Asset Manager for Ørsted's Hornsea Two project – the world's biggest offshore wind farm under construction – and is part of the project's Programme Leadership Team.

Under the Leaders Plus programme, Gabriel was promoted to a line management role two days after going on maternity leave with her second child, and was then made a senior manager shortly after returning to work.

Gabriel typically works at home two days a week so that she can drop off and collect her two children, and also finishes early on a Friday to pick up her daughter directly from school. Gabriel has been given great support from the Hornsea Two team to work flexibly and to talk openly about her home life while in the office.



POWERful Women

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