



# Reflections and insights

## My journey, the industry and you

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**My journey so far...**

## Reflections on the industry

How can we make changes to prevent women leaving the industry and moving into other work spheres that are perceived as being more family or lifestyle friendly?

How do we improve mentoring and visibility?

# ...Retention is key



## 5 years

The vast majority of women leave the industry within 5 years of joining, due to:

- Inflexibility of working practices making it difficult to balance home and work
- Lack of role models and senior women leaders to support and mentor



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**2030 Gender  
Parity**



**Women's Leadership Network**

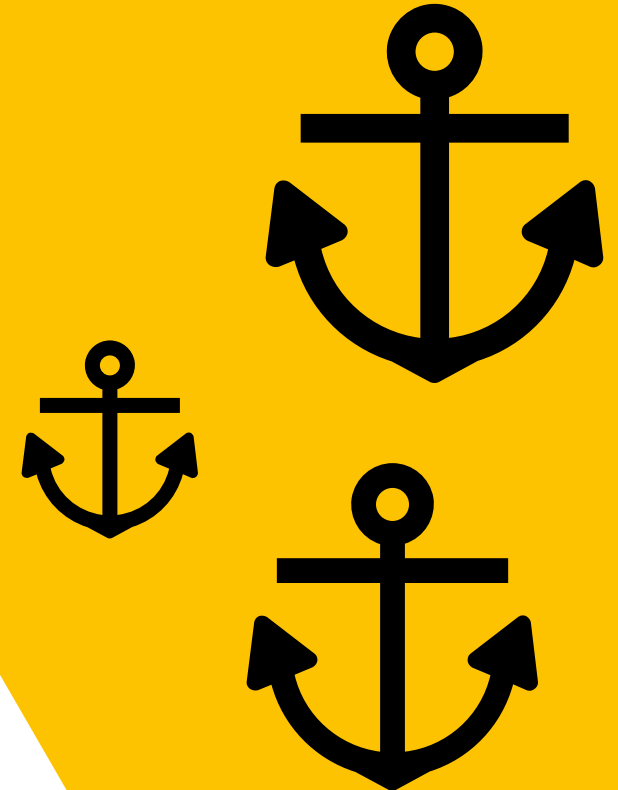


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## **Edgar Schein's Career Anchors**

- 1. Technical / Functional Competence**
- 2. General Managerial Competence**
- 3. Autonomy/ Independence**
- 4. Security / Stability**
- 5. Entrepreneurial Creativity**
- 6. Service/ Dedication to a Cause**
- 7. Pure Challenge**
- 8. Lifestyle**





## Career Stages

- Idealistic Environment
- Pragmatic Endurance
- Reinventive Contribution



# What next?

- Learn from each other
- Journey together
- Be a collective force for change!

What opportunities are there for you to bring positive, lasting change in your situation?

