



WOMEN AS PROFESSIONALS & CARERS

About me



- Head of Business Development at Moore Insight, Chair of Social Ambition for Moore Global.
- Mum to two, ages 12 & 10
- Part-qualified AAT Accountant & Qualified Journalist (never liked mainstream so worked with communities).
- Husband diagnosed with complex PTSD.
- Father with early-onset Dementia.
- Football Manager / Coach for Sheffield Wednesday Girls U11's White Team (grassroots).
- Social Value Lead delivering across many locations.
- Led on many social initiatives across my community.



Women as Carers and Professionals – The Facts

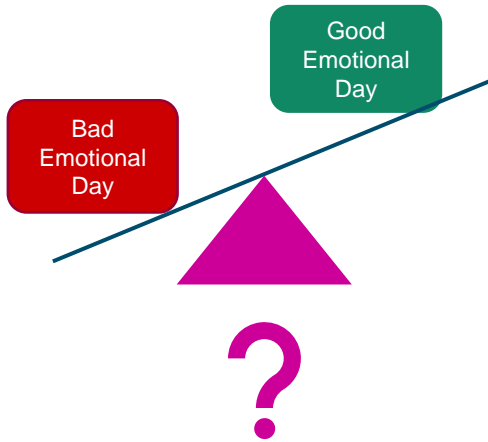


- Seldom do women have just one role
- Caring roles “Block” career advancement for 3 in 5 women
- Cultural expectations – more likely to have caring responsibilities
(holding them back from career advancement):
 - 50% - Black, Asian and other Ethnic Minority Women
 - 39% - White Women
- Sandwich Carers – Parents and Children



Source: www.theguardian.com/world/2022/mar/06/caring-roles-block-career-advancement-for-three-in-five-women (poll by Ipsos Mori of 5,444 people).

The Pressure is on...

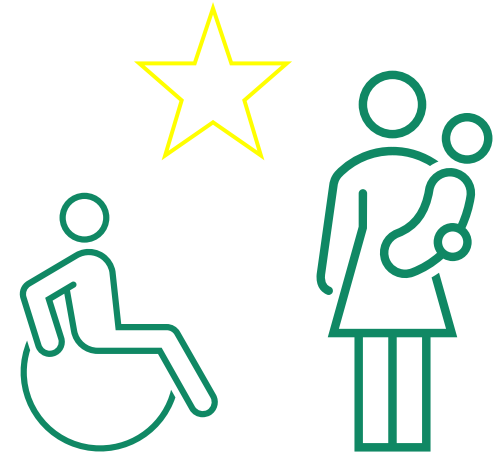


Think how incredible you are...



- You're not a superhuman, but close
- On many occasions, already run a marathon before work
- Brain is working on a whole new level, dealing with complexities of all kinds daily
- Skills: Constantly problem solving & negotiating
- Emotional Intelligence is Powerful
- Efficient in work – no time otherwise
- An important perspective – your voice is valuable

GIVE YOURSELF A BREAK!!



Simple, Key Takeaways

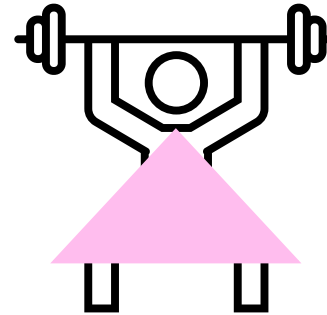


- **Speak to someone** if it feels too much – overload and emotional burnout is common (links at end)
- **You can't be everything** for everyone – accept it
- **Internal monologue** – take back control
- **Let the bad day be**, invite the good day back (organise what you can)
- **Accept the imperfect**
- **Speak up!** Even if your question feels stupid
- **Work culture** – be open and transparent, don't struggle alone. Built trust with those around you.
- Behind every successful woman...is?

7 Leadership Lessons Men can Learn from Women (strong in carers):

<https://hbr.org/2020/04/7-leadership-lessons-men-can-learn-from-women>

- Compassion
- Emotional Intelligence (don't command, empathize)
- Be humble. Be yourself.



Yes, it's supposed to be a skirt – why do they only have strong men images?

QUESTIONS & CONTACT

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Further Support for Carers:

Carers UK: <https://www.carersuk.org/>

Samaritans: <https://www.samaritans.org/>



MOORE Insight

Thank you – About Moore Insight



Moore Insight prides itself on ‘making systems work’ for clients across central and local government with collaboration and quality at our core, we have more than 30 years of delivering complex ERP (Enterprise Resource Planning - including Finance, HR, Payroll and Procurement) projects successfully to achieve the best overall outcomes for our clients.

For our clients across Central and Local Government, we focus on:

- Driving cost savings and efficiencies
- Working client-side to help source and implement solutions that 'fit' the organisations' size and complexity
- Helping clients select appropriate systems
- Supporting the configuration and design of the choice of systems
- Supporting the full migration from one system to another including legacy systems
- Providing integration and financial integrity support
- Data cleansing and ensuring there is only “one version of the truth”

Thank you – About Moore Insight



Primary Services:

- Requirements and Business Analysis
- Selection of new systems based on our many years of ERP market knowledge
- ERP Preparedness and Roadmap Planning
- Review and optimisation of current systems
- Integration and configuration of systems
- Data Migration
- Full implementation of core business systems to full ERP solutions
- Accounting and systems accounting support
- Project Management
- Programme Assurance

Our Clients

Our public sector clients include:

- Department for Transport (and its agencies)
- Department for Digital, Culture, Media and Sport
- Food Standards Agency
- DLUHC
- London Borough of Barking & Dagenham
- Sheffield City Council
- North West Leicestershire District Council
- Colchester Borough Council
- Cabinet Office
- Highways England

THE ERP LIFECYCLE: JOURNEY TO SUCCESS

