



Why Our Workplace Works For Women

News - 01/09/2023

At Ogier, we're committed to building a flexible workplace that allows all of our people to progress and thrive, regardless of gender. This means giving people the flexibility needed to successfully balance their work and home life.

Ivana Cardoza joined Ogier in the Cayman Islands as an operations assistant in 2020 before progressing to a fully trained legal secretary.

How has Ogier's flexible working policy and culture supported your career?

With Ogier's training, and support from mentors on the team, I was promoted to legal secretary in August of this year. The firm has a culture of continuous development and a forward-thinking vision focused on inclusion and equal opportunity, and I know I can look forward to future support.

I have two beautiful children and the ability to work from home, if needed, has been vital for supporting a healthy work/life balance.

How can women support each other to success as future leaders?

By mentoring and uplifting one another. Celebrate each other's achievements, and create networks for support and empowerment. Together, we can break down barriers and pave the way for more women to succeed. For example, when I started working with Ogier, I was highly motivated and looking to grow. Several female counterparts saw my eagerness and ambition and helped me progress to my new position.

How is the environment changing for women in the

| legal and financial services industry?

It's becoming more inclusive. There's a greater emphasis on gender equality and increased opportunities for women to thrive. More women are entering the field, holding leadership positions, and advocating for equal representation. At Ogier, women have a voice and one that matters and makes a difference.

About Ogier

Ogier is a professional services firm with the knowledge and expertise to handle the most demanding and complex transactions and provide expert, efficient and cost-effective services to all our clients. We regularly win awards for the quality of our client service, our work and our people.

Disclaimer

This client briefing has been prepared for clients and professional associates of Ogier. The information and expressions of opinion which it contains are not intended to be a comprehensive study or to provide legal advice and should not be treated as a substitute for specific advice concerning individual situations.

Regulatory information can be found under [Legal Notice](#)

Meet the Author



[Rachael Reynolds KC](#)

Global Senior Partner

[Cayman Islands](#)

E: rachael.reynolds@ogier.com

T: [+1 345 815 1865](tel:+13458151865)

Related Services

[Legal](#)