



# Flexibility and inspiration: Why our workplace works for women

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At Ogier we believe strongly in building a flexible workplace that benefits the future and progression of all our employees, regardless of gender. This means giving them the flexibility to better balance their work and home life and providing the mentoring and role models that inspire all our people to thrive in their careers.

**Dionne Gaye-Heywood - Lead Executive Legal Secretary**

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

Ogier's flexible working policy and culture has allowed me to maintain a healthier work-life balance. I'm able to spend more quality time with my daughter and I save money on commuting expenses thus lowering my carbon footprint and, without the constant in-office interruptions, I am more productive.

**How can women support each other to succeed as future leaders?**

What immediately comes to mind is leading by example – it's one of the best ways of influencing others. We can do this by giving women access to mentors who deliver an insightful understanding of equality and equity of genders. It goes without saying that women need to be encouraged to reach their full leadership potential while being authentic, courageous and confident.

**How is the environment changing for women in the legal and financial services industry?**

The industry is finally making progress on gender balance in the work place. This is evidenced by seeing more women in leadership roles and having a higher representation of women on executive committees and boards.

## **Joanne Huckle - Investment Funds partner**

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

As an example, I was pregnant with my twin boys, at the time of the Zika virus outbreak in Cayman. Immediately, I was offered a temporary transfer to our Jersey office. Ogier supported me every step of the way, enabling a seamless transition overseas whilst continuing to work as part the Cayman team. I remained on Ogier's partnership program throughout and was made up to partner in Cayman, two weeks after returning from maternity leave.

### **How can women support each other to succeed as future leaders?**

Everyone needs a career champion to push them forward and support their ambitions. If women can proactively champion and support each other, we can together help attract and retain more women.

### **How is the environment changing for women in the legal and financial services industry?**

It is inspiring that the number of women in the industry is higher than ever before and more of those women are in senior roles. There is more support, mentorship and encouragement of women in the industry, and that is not just from women helping women; in fact many of my greatest career supporters and mentors have been men.

## **Dania Strachan - Business Review Unit Manager**

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

Flexible working and a culture of collaboration are the main reasons I applied to work at Ogier. As a mother who works outside the home, I feel I am able to make valuable contributions at work as well as meet my personal obligations. Ogier provides its employees with the tools and environment to produce quality work so that personal obligations don't have to impact career progression.

### **How can women support each other to succeed as future leaders?**

By sharing knowledge, giving advice and telling others about your own personal experiences. Mentoring younger women who are earlier in their career is a great way to help advance others. You've walked the road they are on and can offer valuable insight.

### **How is the environment changing for women in the legal and financial services industry?**

The culture of companies in the finance and legal sector is changing positively for women and certainly has changed since I started my career over 15 years ago. There are more women in senior leadership in companies and law firms. There have been improvements in family benefits regarding maternity leave above the statutory minimum and paternity leave, which was not previously available. I hope that more companies and the jurisdiction as a whole will continue the trend of improving family benefits with what is available internationally. Ogier emphasises wellbeing and a healthy work life balance which is important for the fast pace and often stressful finance sector.

## 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.

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