



Utility Week

Affinity Water



(expleo)



ENERGY & UTILITY SKILLS



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south east water





Levelling up in decision making - inclusion in action

22nd February 2024
Leeds



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Welcome

Levelling up in decision making –
inclusion in action

Kindly hosted by
Northern Gas Networks



<https://thewun.co.uk/>



Welcome

Louise Parry - WUN Director & Director of People & Organisational Development, Energy & Utility Skills.

Passionate about making a difference, as part of her role Louise leads on Diversity & Inclusion. Working across the industry, she has played a key role in establishing the Energy & Utilities Inclusion Commitment and sector wide inclusion measurement framework. Louise joined WUN as a director in 2021.

A Chartered Fellow of the CIPD, Louise is a senior people leader & executive coach with over 20 years of experience working within people, diversity and related roles. Louise is currently also a member of the Royal Academy of Engineering's Industry Leadership Group.

Louise is married with three daughters and spends her free time juggling their social lives and is a member of a local gym and running club.

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WUN Achievements

11 Events
in 2023 & 17
planned for
2024

6000+
supporters

4th SME
Associate
Onboard

55+ Partner
Organisations

13 Advocates

1500 Event
Registrations
in past year

40+ Podcasts
available on
website

163 Mentees
& 89 Mentors



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Psychological Safety -
What is it and how to get it.

Online Event
9th May 2024
1pm

WUN
women's utilities network
FOR
ALL



Dates for your diary

WUN Events 2024



The Balance of Power:
How will the Election impact Energy?

9:30am
7th March 2024
London

WUN
women's utilities network

7th March 2024 The Balance of Power- how will the election impact energy, London

8th March 2024 – #IAmRemarkable virtual workshop on IWD2024

11th April 2024 - Unconscious Bias: What is Reality? 6pm, London – Save the date- ticketing opening shortly

9th May 2024 – WUN For All – Psychological Safety – Virtual Event.

Free tickets available now – visit our Events page!

Further events coming soon including:

27th June 2024 - Women in Utilities Awards 24 in association with Utility Week

<https://thewun.co.uk/>



FIND OUT MORE

ENTRY DEADLINE: 14 MARCH 2024
CEREMONY: 27 JUNE 2024, GRAND CONNAUGHT ROOMS, LONDON

Join the free WUN Mentoring Programme



New WUN Mentoring now available – WUN offers mentoring to women at any stage of their career in the utilities sector.

We are hugely privileged to have over 75 fantastic experienced mentors within the WUN mentoring programme.

With growing numbers of Mentors and Mentees we are delighted with the community and support fostered within the mentoring programme.

If you are interested in becoming a Mentor or Mentee, please visit our website: <https://wun.onpld.com>

Closing tomorrow so please complete the WUN Survey 2024 - Unconscious Bias: What is the reality?

WUN, in a collaboration with The Marketing Pod have launched its 2024 opinion survey focused on unconscious bias.

We want to get under the skin of unconscious bias in the workplace and how it is affecting women's careers. We are looking to build a picture of the reality in Utilities today and particularly bringing to light real life examples where bias is positively or negatively impacting career development.

Our research will be published & shared across the sector bringing enhanced data & insight to employers and stakeholders with the aim of providing tangible improvements to the development of women's careers.

Please complete & encourage colleagues to do the same.

<https://thewun.co.uk/>





**Due to the growth of
the network & our
ambitious plans for
2024 & beyond we are
seeking a Programme
Development Manager**

We are recruiting

WUN
womens utilities network

The appointment of a new Programme Development Manager is seen as a key new role in developing the Network and its offer further, and to ensure that the organisation is properly set up to enable effective leadership, governance and management into the future.

Please share with colleagues

<https://thewun.co.uk/>



**Don't forget to join
the Network
to receive the next
WUN newsletter**

<https://thewun.co.uk/join-wun/>

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Today's Event



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Today's Chair – Sarah Hopkins - WUN Director & Pathways People Solutions Ltd.

Panel:

Eileen Brown, Customer Experience Director, Northern Gas Networks

Denise Massey, Managing Director, Energy Innovation Centre.

Louise Hunter MBE, Director of Corporate Affairs, Northumbrian Water Group

Mac Alonge- CEO The Equal Group.

<https://thewun.co.uk/>

Today's Chair

Sarah Hopkins WUN Director & Pathways People Solutions Ltd.

I am an experienced senior HR professional and qualified coach, and was the People & Engagement Director at Wales & West Utilities until 2022.

Passionate about people development, organisational culture and colleague voice, I created my business - Pathways People Solutions, to support organisations to develop their people strategies and programmes.

Sarah joined WUN as a director in 2023.



Today's Panel :

Eileen Brown, Customer Experience Director, Northern Gas Networks.



I have over 20 years experience of working in the utilities sector and have led the customer strategy team for Northern Gas Networks for the last 14 years. During this time, I have been involved in transforming the service delivery of our organisation by really striving to go above and beyond what our customers are expecting.

Over the last 10 years I have worked to develop a holistic and sustainable approach to supporting our customers in vulnerable situations. This has involved engaging with key stakeholders to form strategic and delivery partnerships, as well as making sure that the needs of customers in vulnerable situations are considered during every action that NGN takes as a business.

In my spare time, I love climbing up mountains, especially for the views and a picnic, as well as volunteering regularly as editor of my local village newsletter.

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Today's Panel :

Denise Massey, Managing Director, Energy Innovation Centre.



Denise Massey is committed to driving social progress, improving the quality of people's lives and securing a safe, affordable and sustainable future for generations to come. Since its foundation in 2008 she has built the Energy Innovation Centre into a respected organisation that is now integral to innovation in the energy sector.

Through her ability to foster collaboration and partnership, Denise works with innovators, energy companies, regulators and governments, both nationally and internationally, to help meet the social, political, environmental and economic energy challenges we face.

Today's Panel :

Louise Hunter MBE, Director of Corporate Affairs, Northumbrian Water Group

Louise initially joined Northumbrian Water Group in 2006 to lead its sustainability strategy as Head of Responsibility and was appointed to her current role of Director of Corporate Affairs in July 2012.



Louise has responsibility for PR and Media, Marketing and Brand, Public Affairs, Internal Communications and Corporate Partnerships, including community and sustainability programmes. During the last eighteen years, Louise has driven Northumbrian Water's approach to sustainability, the success of which has been recognised by the achievement of the Queen's Award for Sustainability in 2009 and in 2014; and being named as the only water utility on the Ethisphere Global list of most ethical companies for 11 of the last 12 years. In 2013 Louise's work in responsible business practice was recognised by HRH The Prince of Wales with a 'Game Changer' award and in 2017 received an MBE in the Queen's Birthday Honours for services to Business and Corporate Responsibility.

Louise is an active member of the North East business community, with roles on the Board of the North East England Chamber of Commerce, CBI Council, a trustee of the Centre for Life and vice chair of Sunderland University Board of Governors. In 2008 she led the development of the Northumbrian Water sponsored Sunderland academy school, Castle View Enterprise Academy, and since then has continued to work as a governor in the school and a director of the trust to support the school to transform from one of the worst schools in Sunderland to become one of the highest performing schools in the region.

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Today's Panel :

Mac Alonge- CEO The Equal Group.

Mac Alonge is an impact focused leader with 15+ years' experience advising some of the world's leading organisations. As CEO of data driven equality, diversity and inclusion (EDI) consultancy, The Equal Group, Mac leads a multidisciplinary team delivering EDI transformation projects with organisations across public, private and voluntary sectors.

Prior to founding award winning consultancy, The Equal Group, Mac spent 10 years as a regulatory consultant, focused on energy and utilities, working for organisations such as KPMG, National Grid and the UK government. Over the years Mac has built a track record of providing sound strategic advice and delivering high-quality outputs in politically, commercially and socially significant environments for organisations such as Macmillan Cancer Support, Wellcome Trust, National Trust, Greater London Authority, Thames Water and Ofgem

<https://thewun.co.uk/>



Q&A

<https://thewun.co.uk/>



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Thank you to all our speakers & WUN partners who made this event possible & particular thanks to our kind hosts Northern Gas Networks.



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#WUN Don't forget to follow us for the latest news and updates



Women's Utilities Network
@TheWUN1

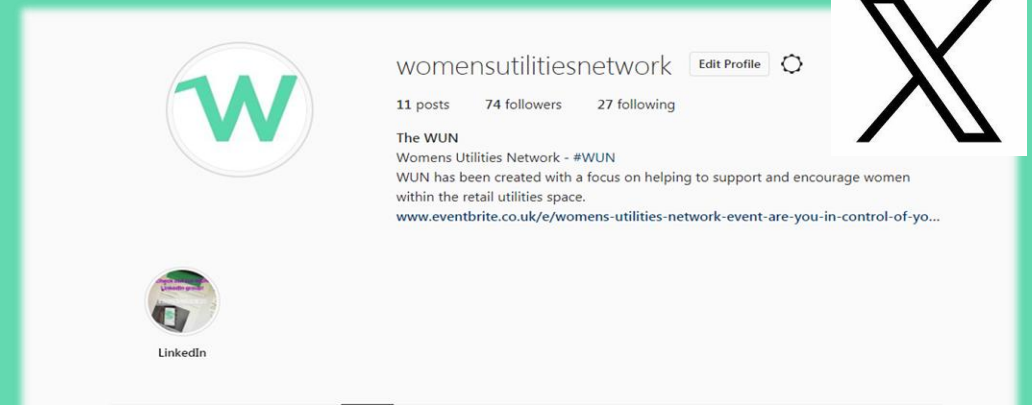
WUN helps women connect so we can work together to support one another, share learnings, build confidence and create a better future for women in #utilities!

📍 England 🌐 womensutilitiesnetwork.com 📅 Joined October 2018

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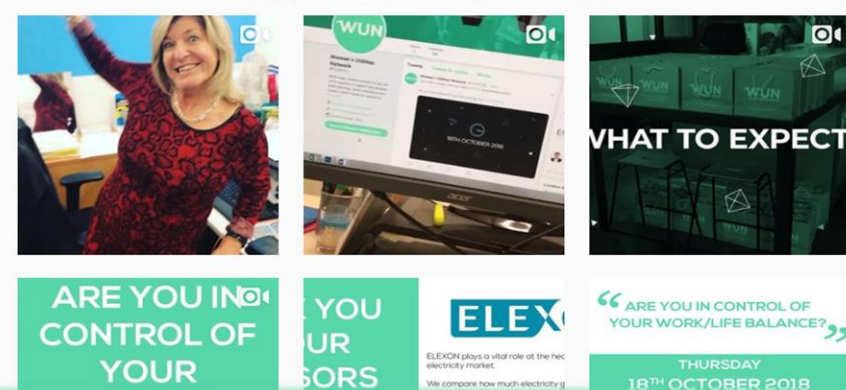
womensutilitiesnetwork [Edit Profile](#) ⚙️

11 posts 74 followers 27 following

The WUN
Womens Utilities Network - #WUN
WUN has been created with a focus on helping to support and encourage women within the retail utilities space.
www.eventbrite.co.uk/e/womens-utilities-network-event-are-you-in-control-of-yo...

[LinkedIn](#)

POSTS IGTV SAVED TAGGED



ARE YOU IN CONTROL OF YOUR...
YOU...
SORS

ELEXON
ELEXON plays a vital role at the heart of the electricity market.
We compare how much electricity g...

“ARE YOU IN CONTROL OF YOUR WORK/LIFE BALANCE?”
THURSDAY
18TH OCTOBER 2018

<https://thewun.co.uk>