

Welcome back to WUN Drive



Module five: Navigating Careers



Learning objectives

Navigate your career with confidence and purpose. Set ambitious goals, seize growth opportunities, create actionable plans, and navigate the unique challenges of balancing life and career.



- Explore career trends and the unique challenges women face, with practical strategies to overcome them.
- Define your career goals and discover tools to take charge of your growth.
- Build a strong network to support your career success.
- Develop self-advocacy skills to confidently navigate career opportunities.

Career trends

**Squiggly
Careers**

**Speed of
Change**

**Post-COVID
Shift**

**What
Companies
Want**

**Global
Workplace**

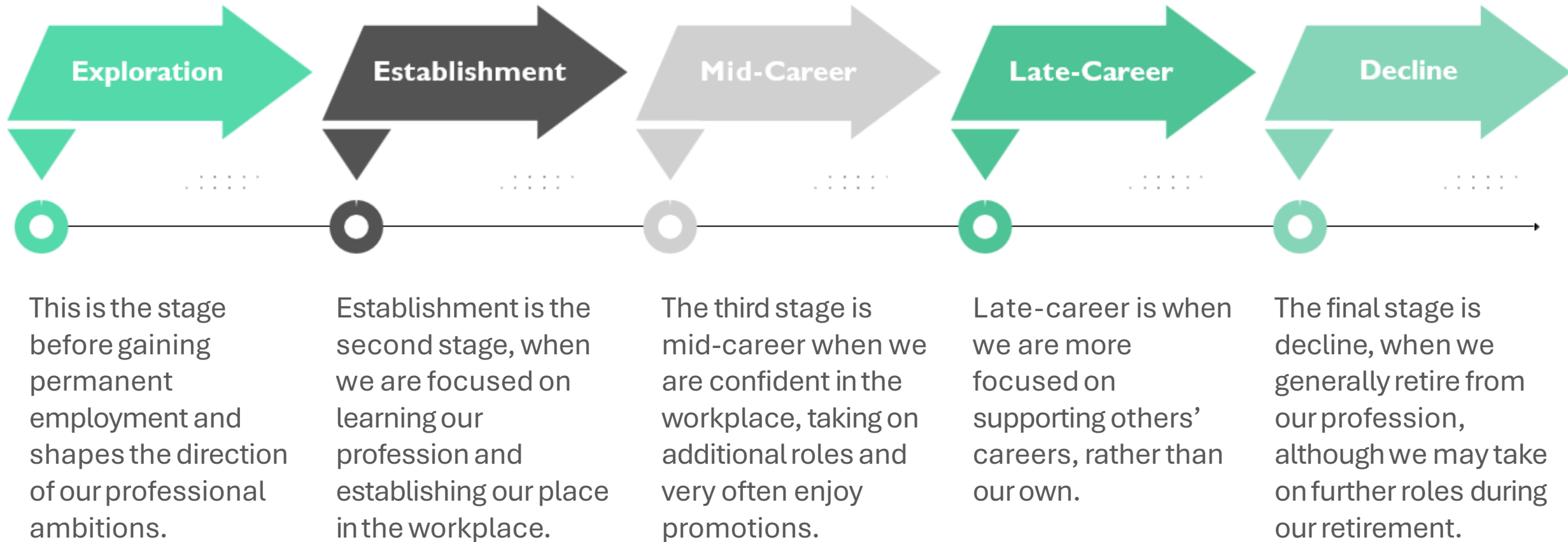
**Career
Trends**



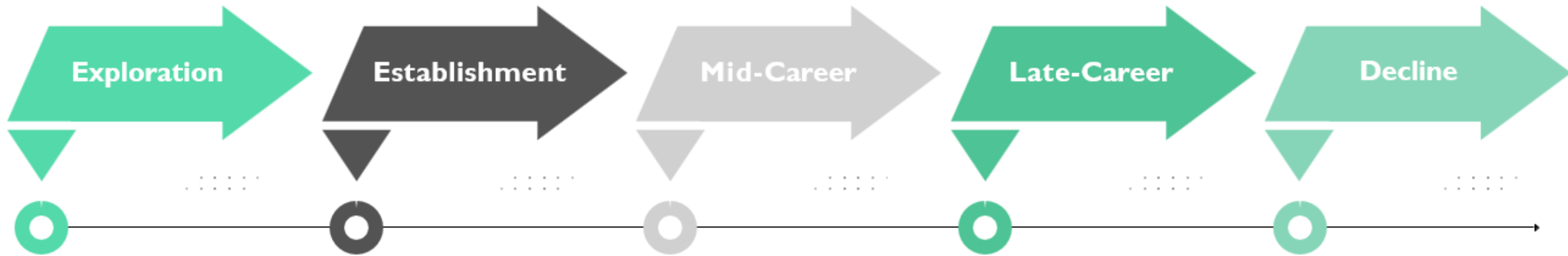
The Utility Sector

- **Workforce representation:** 30% of the sector's workforce (↑ from 26.5% in 2022).
- **Leadership roles:** 29.7% of leaders are women (↑ from 2022).
- **Recruitment challenge:** Only 21.1% of applications come from women vs. 62.2% from men.
- **Industry breakdown:**
 - Water: 35% women (↑ from 28.3% in 2022).
 - Gas: Female representation ↑ by 2.7%.
- **Gender pay gap (2021):**
 - Power: 19%
 - Gas networks: 17%
 - Water: 9%
 - Waste & recycling: 5%
- **Development & promotions:** Promotions for women ↑ from 28.5% (2022) to 32.1% (2023).
- **Retention challenge:** Women leaving the workforce ↑ from 28.2% (2022) to 29.6% (2023).

Career stages



Career stages – challenges

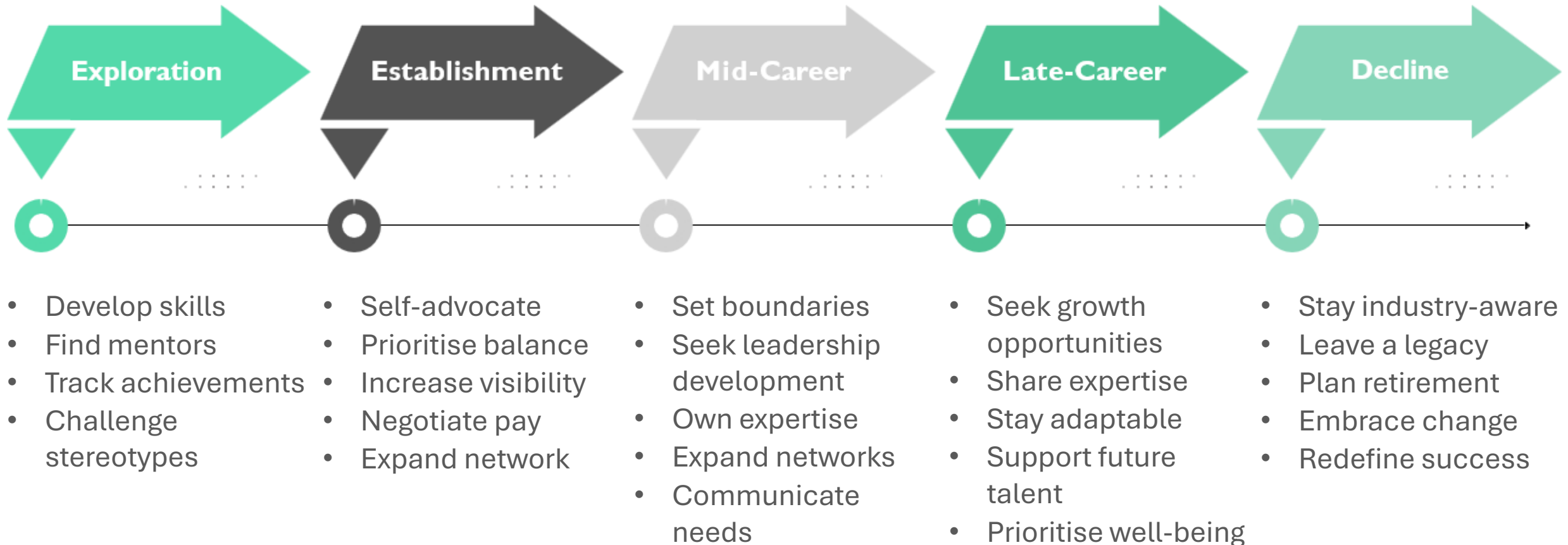


- Lack of confidence
 - Imposter syndrome
 - Limited mentors
 - Gender stereotypes
 - Knowledge & experience gaps
- Workplace biases
 - Balancing personal and professional demands
 - Lack of visibility
 - Pay disparity
 - Self-advocacy struggles
- Stepping into leadership
 - Burnout
 - Glass ceiling
 - Imposter syndrome
 - Networking gaps
 - Balancing caregiving responsibilities
 - Motherload
 - Peri-menopause
 - Parental leave
- Career stagnation
 - Feeling overlooked
 - Generational biases
 - Lack of mentoring opportunities
 - Health concerns
 - Menopause
- Staying relevant
 - Feeling undervalued
 - Limited transition support
 - Financial insecurity
 - Loss of identity

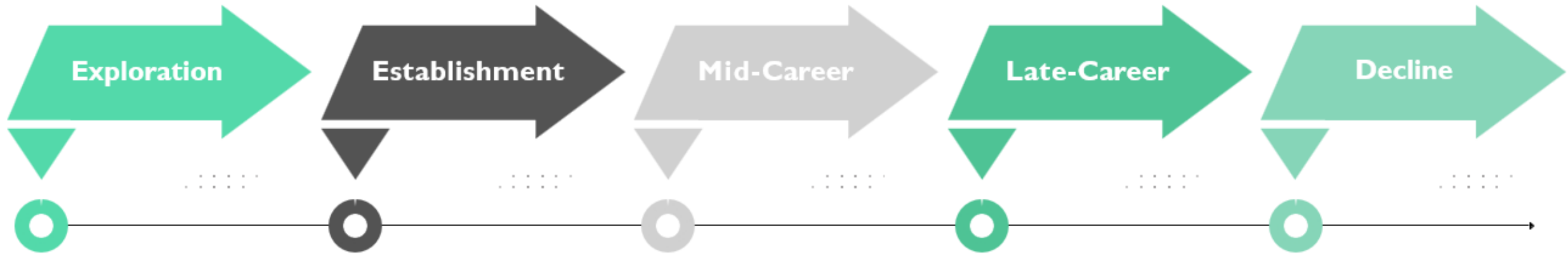
“The biological clock
and the career clock are
in total conflict with
each other.”

Indra Nooyi – former CEO, PepsiCo

Career stages – tips



Career stages – general tips



- Invest in continuous self-development.
- Join professional networks and women's groups.
- Practise assertive communication and self-advocacy.
- Mentor and support other women in the workplace.
- Celebrate achievements and use your journey to inspire others.
- Invest in your personal/leadership brand – being aware.

Setting career goals

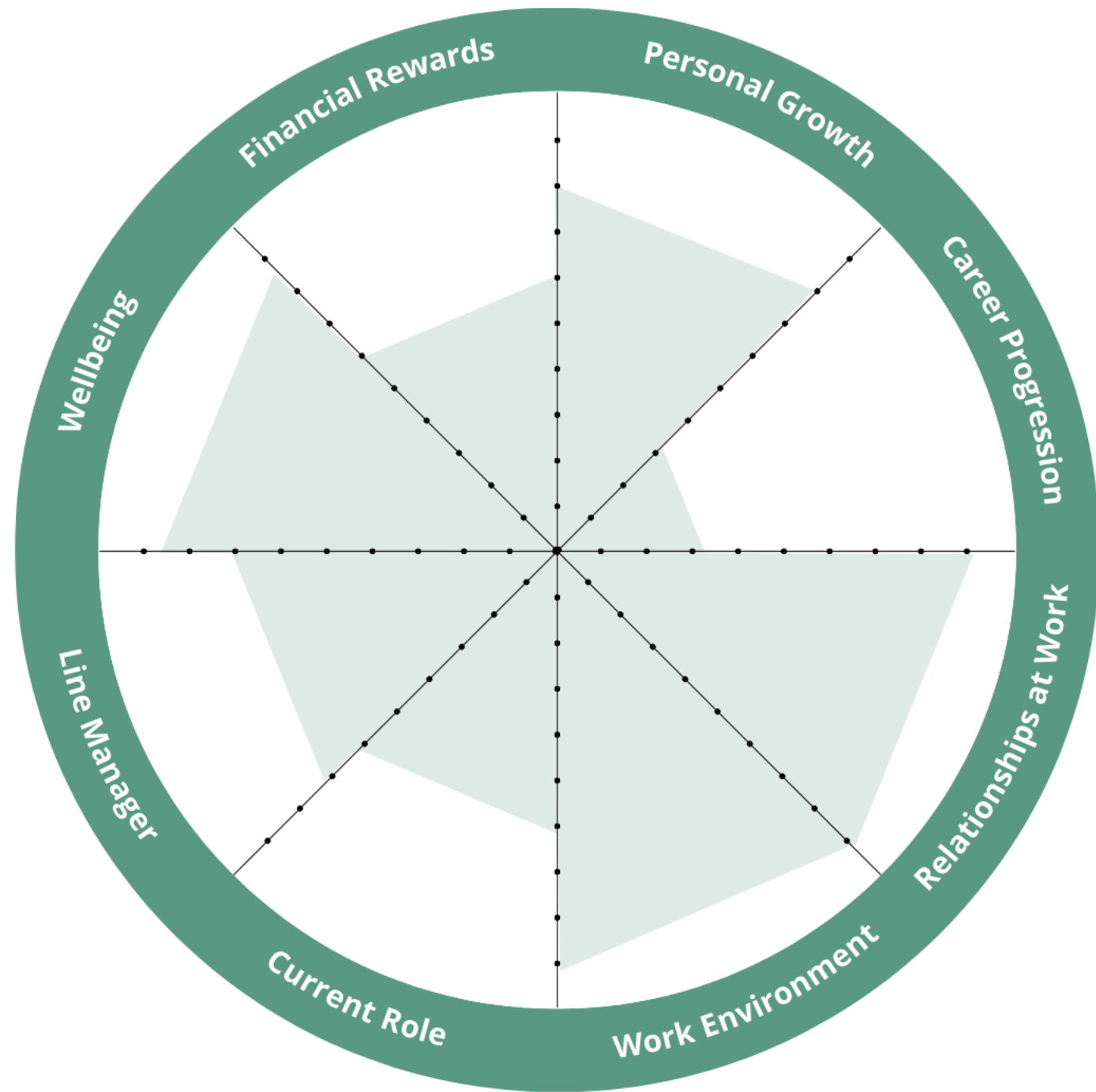




Why have a plan?

- **Person – What makes you, you?**
Tune into your unique values and what drives you to find a career goal that's realistic, exciting, and purposeful.
- **Performance – What are you known for?**
Leverage your strengths, skills, and network to shape your reputation and position yourself for success.
- **Place – Where do you fit in?**
Stay ahead by understanding emerging trends, building connections, and keeping yourself "career fit."
- **Possibilities – What could be next?**
Uncover new career moves and growth opportunities that align with your aspirations and resources.
- **Plan – What's your next step?**
Turn your career goal into micro-actions, tackle obstacles, and map your support network to accelerate your journey.

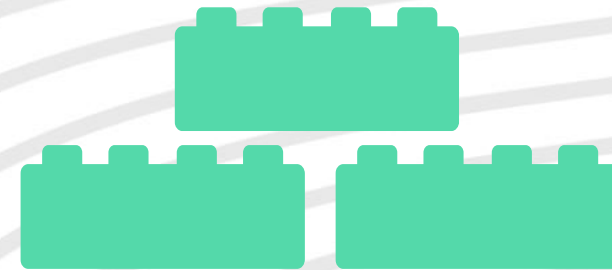
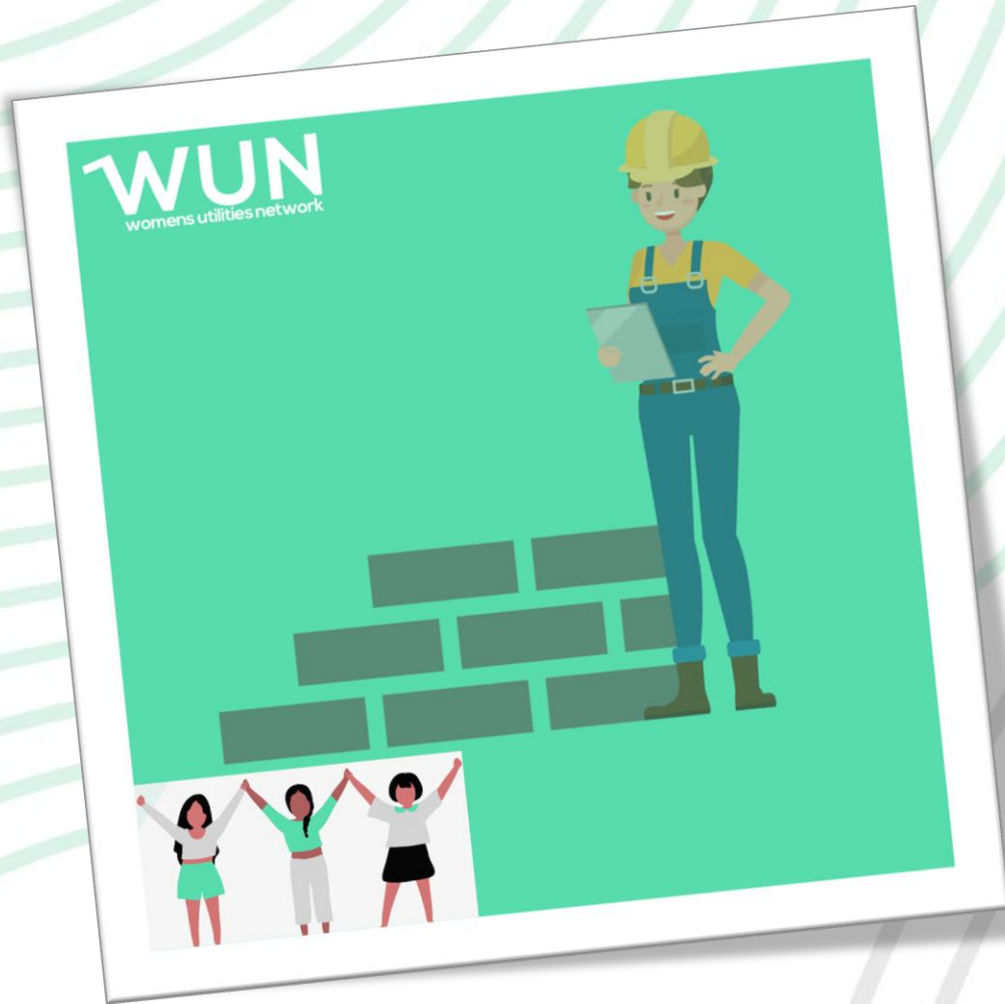
Career wheel



Reflect & share

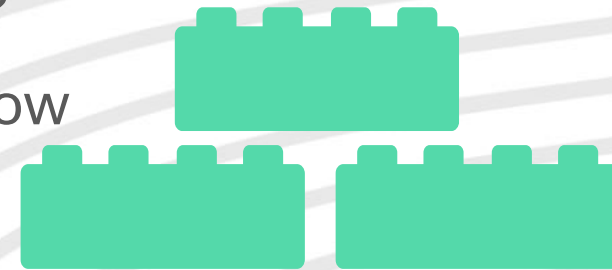
In pairs, use your pre-work (career wheel) to discuss:

- What's going well?
- Areas that need attention or you'd like to focus on?



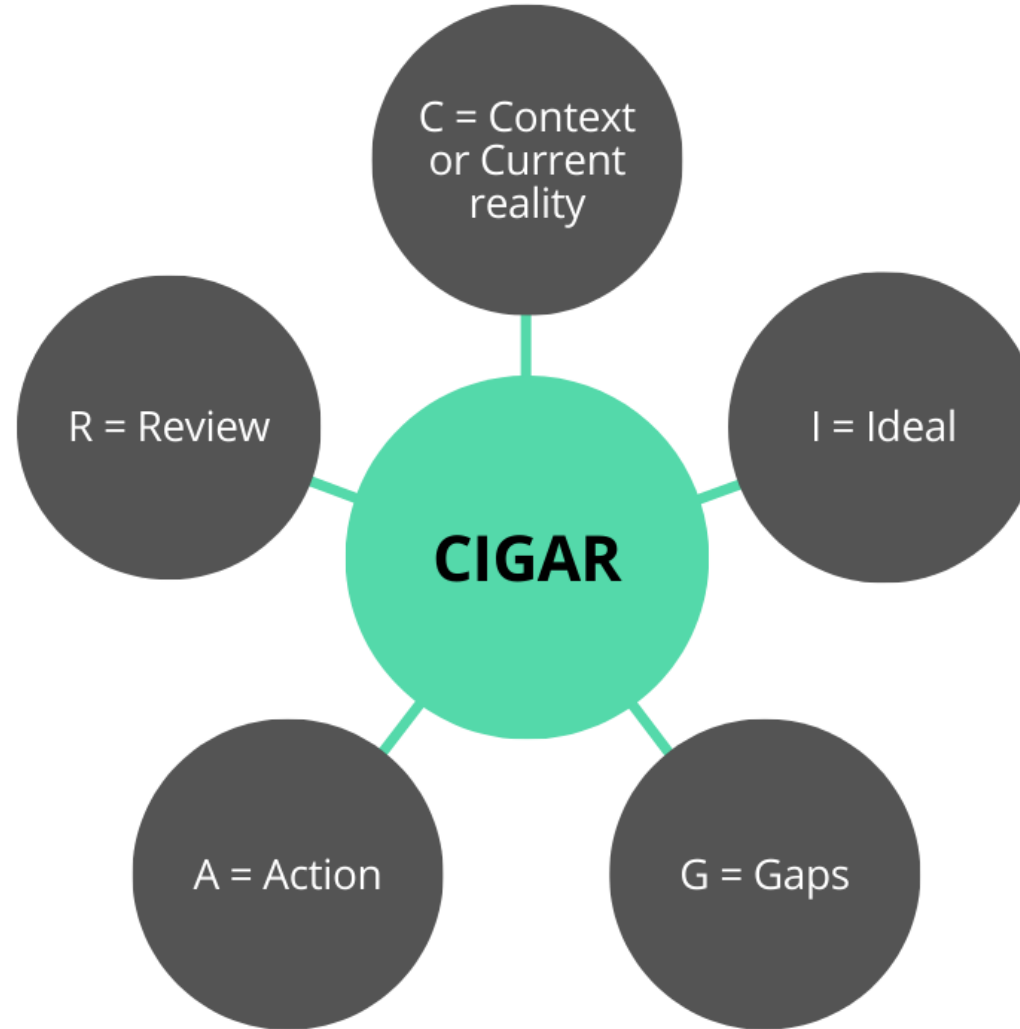
Extend Your Career Timeline

- Visualise your ideal career trajectory over the next 3, 5, and 10 years. Consider:
- **Year:** What's your target timeframe?
- **Future Role/Goal:** What roles, goals, or experiences do you envision?
- **Skills to Develop:** What skills will you need to achieve these?
- **Potential Challenges:** What obstacles might you face, and how can you address them?
- **Opportunity Map:** Identify 3 internal and 3 external opportunities that could support your career goals.





Having a career conversation



Example CIGAR questions

C – Where are you now? (reflect on your career wheel)

I – What's your ideal next career development?

G – What's your gap to achieving this?

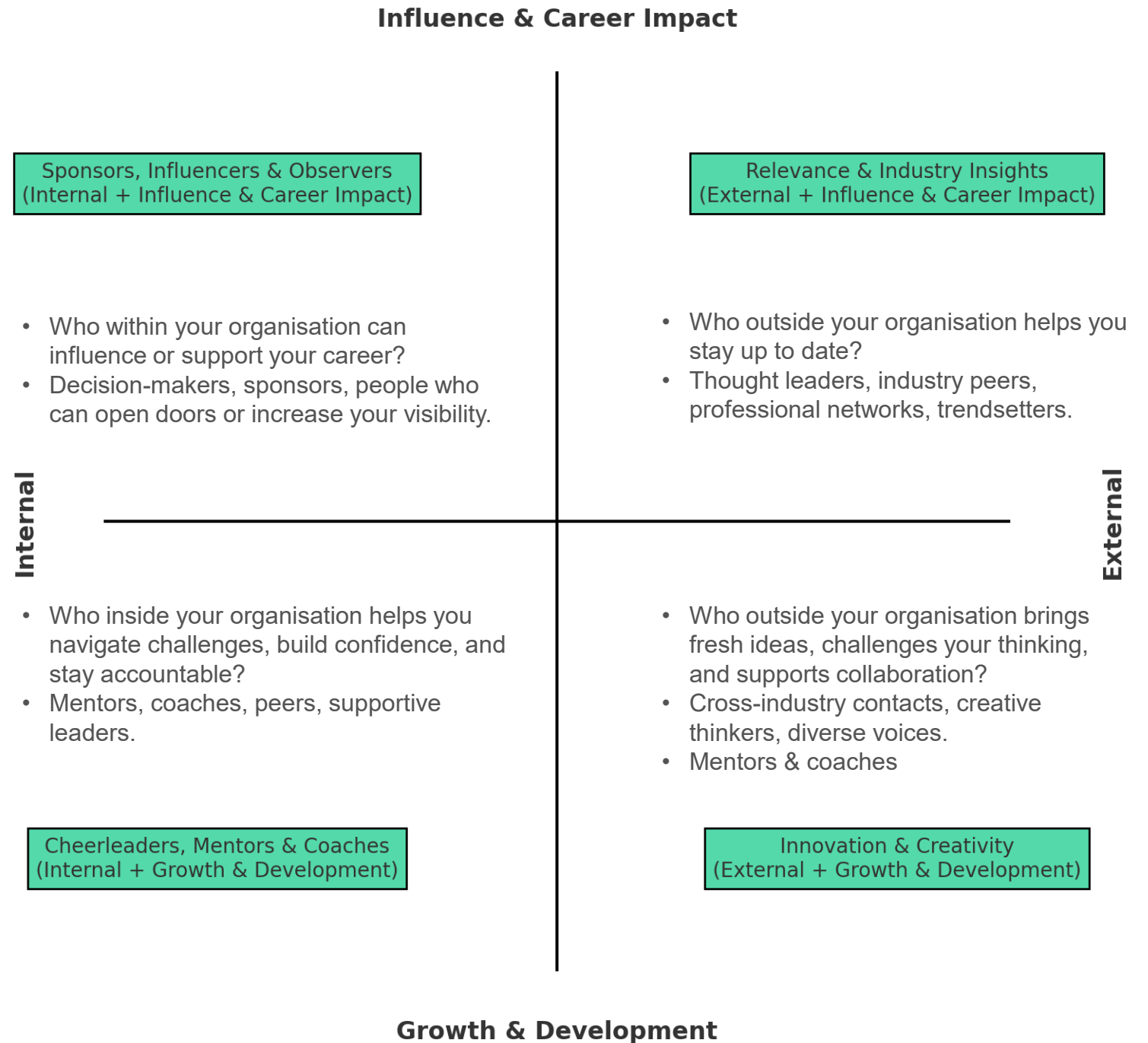
A – What actions can you take? Which are you committed to?

R – How would you like to review your progress?

Networking for success



Network mapping



A stylized illustration of a winding road through a landscape. The road is grey with white dashed lines and curves through green hills. There are several trees, including some tall, thin ones on the left and a single rounded tree on the right. A road sign with a white top and orange bottom is visible on the left. A large green circle is overlaid on the left side of the image, containing the text 'Summary & action planning' in white.

Summary & action planning

Summary

- Know Your Strengths and Values
- Build Your Personal Brand
- Stay Relevant
- Prioritise 'YOU LTD'
- Career Growth Isn't Just About Jobs
- Stay Tech-Savvy
- Review and Refresh Annually
- Leverage Your Network
- Hire a Coach
- Find the Right Mentors



Reflection

- How do your future career goals align with your values and aspirations?
- What challenges might you face, and how will you overcome them?
- What actions can you take in the next 6–12 months to move toward your future career goals?
- What one tip are you going to take forward for career success?



Action planning

- Write down two or three actionable steps that you will put into practice before our next session based on our work today
- Review your programme objectives and decide if there are any tweaks you want to make
- Share with the group



Close & next steps



And finally...

- Next up is our final module of Drive – Commercial Savviness.
- Your feedback is important to us. Please complete our Drive survey to help us shape future modules and programmes.
- Any final questions?

WUN Drive Feedback Module 5



WUN DEVELOPMENT FRAMEWORK

WUN Arrive

A skills development programme designed specifically for women who are new into their careers in the utilities sector.

WUN Drive

A skills development programme designed specifically for women in utilities entering their initial management role.

WUN Thrive

A leadership programme designed for women in utilities looking for senior leadership progression.

WUN Strive

A programme designed to help understand how to amplify positive behaviours and values to create more inclusive workplaces.

WUN MBA

A university backed MBA programme focussed on environmental sustainability dedicated to women in utilities.

