



WUN
womens utilities network

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Regional Networking Event

September 23rd 2026

5.15 – 8.00pm

**OCU, Stok Office, 43–59 Princes St,
Stockport SK1 1RX**

**NICE TO
MEET YOU**

www.thewun.co.uk/events

Secure your ticket now !

Connecting the future

WUN – Introduction to Early Careers at OCU

Celebrating talent, shaping the future



Housekeeping

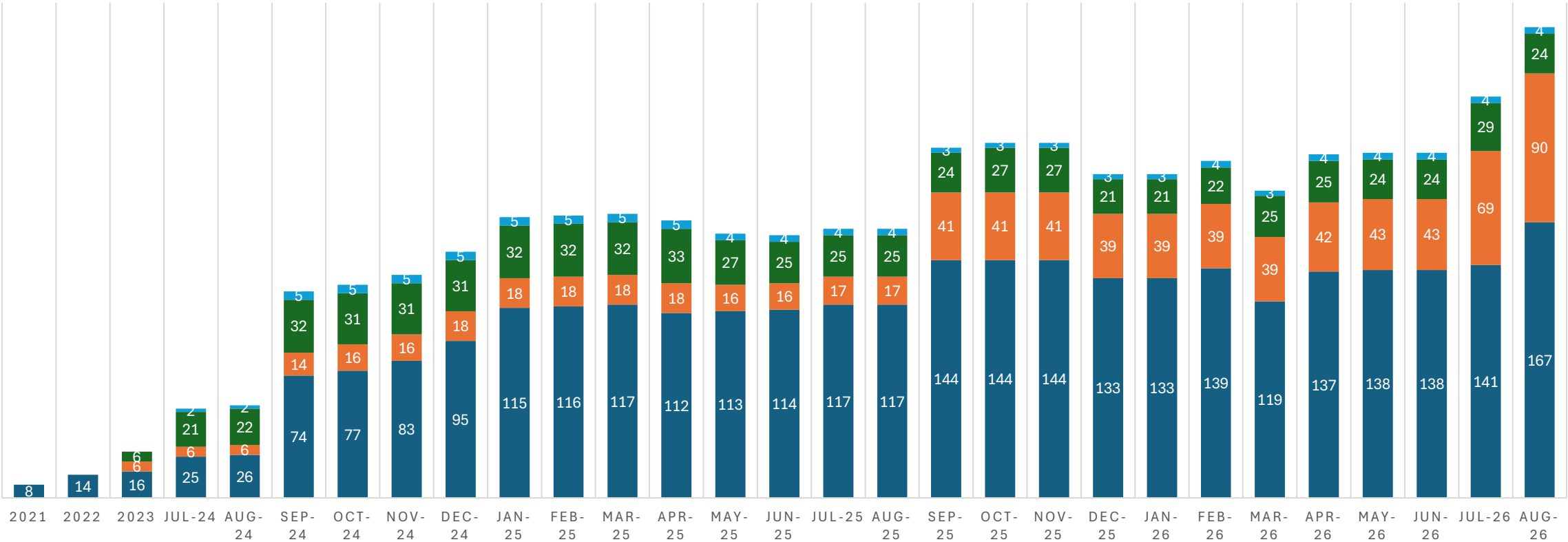




Early Careers

OCU GROUP EARLY CAREERS POPULATION 2021 TO 2026

■ Apprentices ■ Graduates ■ Trainees ■ Gap Year









UT2

The Hardcastle Suite

Refreshments

UPPER BLOCKS
1 & 2
SEATS 15 - 40
ROWS AA - PP





Women in Leadership Level 5

Empowering women to lead with purpose, combining strategic acumen with an authentic, influential leadership style



Inclusive leadership. Infinite potential.

instap

Our pioneering programme, written by women for women

Our Women inclusive leadership course has been designed to empower women with the inclusion of transfeminine and non-binary people with the essential skills and capabilities needed to thrive. The programme combines ignite digital eLearning modules, full day immersive masterclasses, and impact evidence to support the end point assessment portfolio.

This programme consists of 9 modules delivered over a 15-month timeframe. Regular one-to-one coaching sessions are scheduled every 5-6 weeks, during which additional learning activities embed knowledge and showcase skills and behaviours.

Who's it for?

The Women in Leadership programme is built around the Operations Manager Level 5 Apprenticeship.

You will learn about:

- The importance of women's role representation, mentoring and sponsorship
- Breaking gender stereotypes and the gender gap
- Addressing women's challenges e.g., health and menopause
- Imposter syndrome, influential women and dispelling the myths
- Overcoming barriers to progression (maternal wall bias, parental leave etc)
- Challenging the norms and acknowledging your strengths

Course Overview



Course Format
9 Modules



Sessions
9 x 1-Day Masterclasses



Delivery
Online (option for In-Person Masterclasses)



Duration
15 Months + 5 Months End-Point Assessment



Coaching
10 x 121 Coaching Sessions



Qualification
Operations Manager Level 5 Apprenticeship



Women in Leadership Level 5

Month 1

Women Rising

- Ethics and value-based leadership
- Leadership and management tools and techniques
- Women role models and representation
- Reframing limiting beliefs

Month 2

Championing Growth

- People management i.e., recruitment, performance management
- Coaching and mentoring techniques
- Addressing women's challenges (e.g., Health, menopause)
- Importance of mentoring and sponsorship

Month 4

The Art of Empowered Dialogue

- Influencing and negotiation
- Conflict resolution and Mediation
- Communication techniques
- Adapting your behaviour
- Challenging conversations. Assertiveness and influencing

Month 6

Visionary Women

- Current and future needs of the sector in which you operate
- Analyse and prioritise activities
- Develop and implement operational plans
- Breaking gender stereotypes and the gender gap

Month 7

Breaking Barriers

- IT and software that supports the needs of the organisation
- Methods for researching, analysing and evaluating data
- Problem-solving and decision-making
- Imposter syndrome, influential women and dispelling the myths

← Months 1 – 6: COMPLETION OF LEVEL 2 ENGLISH & MATHS (IF REQUIRED) →

Month 8

Project Excellence

- Financial management techniques
- Project management tools and techniques
- Business continuity principles
- Challenging gender defined leadership and biases

Month 9

Advancing Together

- Relevant regulation and legislation and how leaders lead by example
- Organisational policies and procedures including social, environmental and economic factors
- Organisational enablement
- Overcoming barriers to progression (Maternal Wall bias, parental leave etc.)

Month 10

Catalyst for Change

- Improvement opportunities
- Methods to manage and prioritise stakeholder relationships
- Change management concepts
- Incremental vs Radical change
- Women as change masters challenging the norms and acknowledging their strengths

Month 11

Innovative Impact

- The strategic direction of the organisation
- Aligning DE&I with business goals
- Innovation Impact project presentations

The following coach sessions contain bitesize teaching sessions and are carried out every 6 weeks.

- Development needs and learning opportunities for the team
- Learning opportunities and professional development for self and others
- Resilience and working flexibly
- Taking accountability and ownership
- Communicating and presenting information
- Innovation Impact Project
- Career Advice & Guidance
- Presentation Skills
- EPA Preparation – Professional Discussion & Project

End Point Assessment



Presentation with Questions



Presentation with Questions

Early Careers



Early Careers



**LANCASHIRE
APPRENTICESHIP
AWARDS 2026
WINNER**



**HR
EXCELLENCE
AWARDS 2025
FINALIST**



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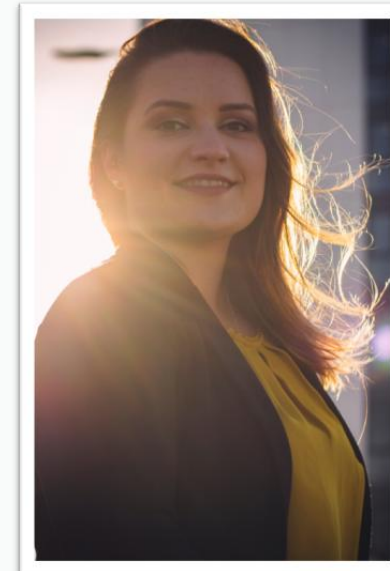
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WELCOME



**Karen
Anderson**
WUN Executive
Director

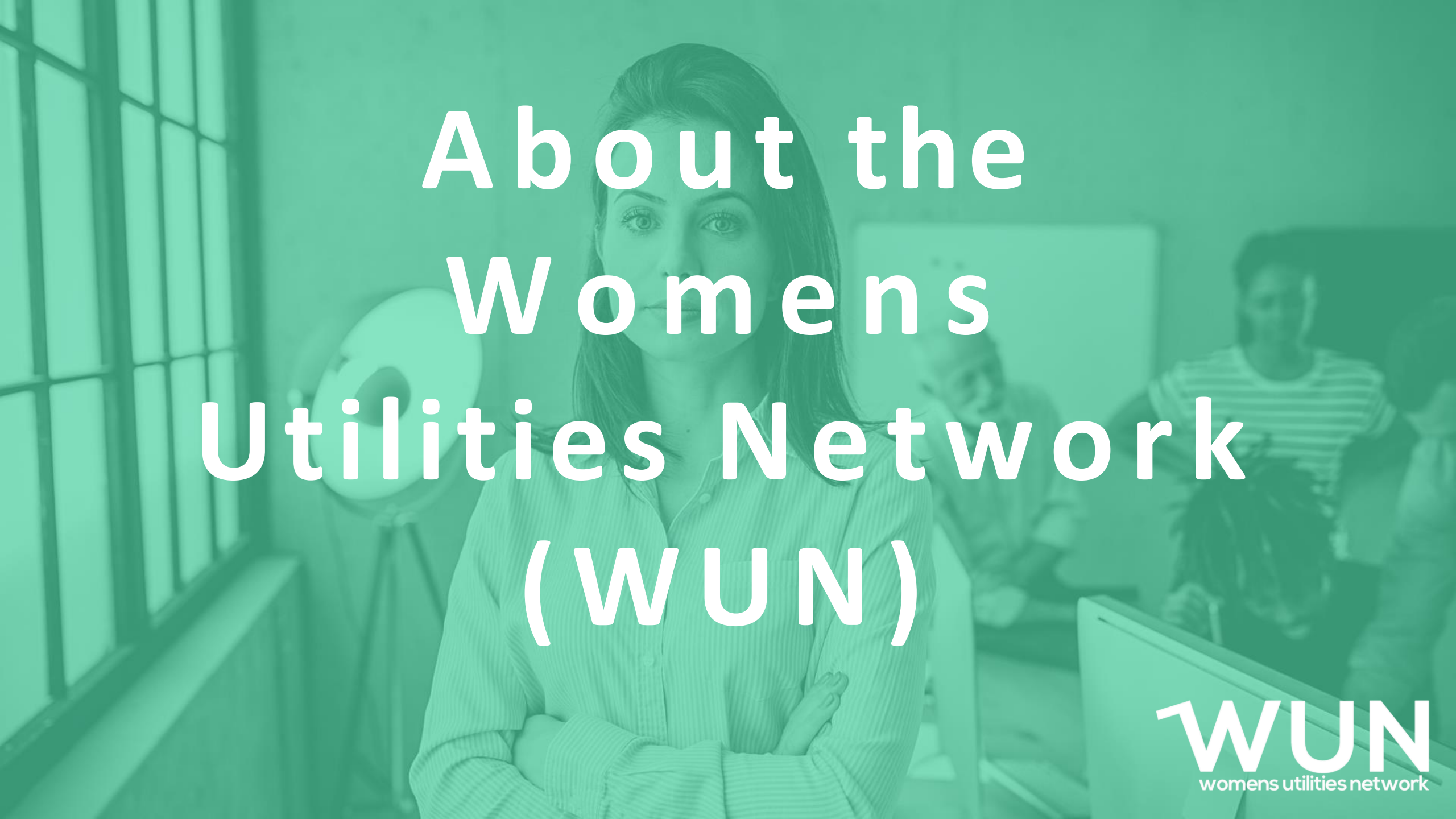


Julia Stichling
WUN Advocate
MD IWJS Ltd

Join today - free to join, free to attend events



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



About the Womens Utilities Network (WUN)

WUN
womens utilities network

The utilities sector is lacking in diversity with many women being generally under-represented, particularly in senior roles.

WUN was started in 2018 when a group of likeminded women, working in utilities, united around a common cause. The founders were not only passionate about the industry they worked in, but also passionate about the contribution women were making and could continue to make in the future. We now have over 12,500+ members and 80+ partners.

**12,500+
Members**

**Regular
Events &
Content**

**Mentoring
Programme
& Network**

**80+
Partners**





A utilities sector where women join,
stay and thrive in workplaces with
inclusive leadership and cultures



Networking

Creating space for connection through in-person and virtual events that help members build relationships across the sector

Connecting

Linking people through our mentoring programme and sharing updates via our quarterly newsletter

Influencing

Using our thought leadership and network to shape conversations and ensure the WUN voice is heard across the sector

Sharing

Sharing insights via podcasts, interviews and the 2026 WUN Toolkit to support meaningful workplace change

Educating

Regular WUN4ALL sessions where experts and guest speakers share knowledge and skills with our community

Supporting

An inclusive, free-to-join network that supports over 12,350 members and 80 partners, celebrating achievements through our annual Women in Utility awards

Join the WUN community and be part of shaping a more inclusive utilities sector:
thewun.co.uk • Follow us on LinkedIn • Attend events • Become a partner



WUN Events – Coming Up

- **24th Sept 2026 – 11:00am** #IAmRemarkable Workshop (virtual session)
- **7th Oct 2026 – 12:30pm** #IAmRemarkable Workshop (virtual session)
- **13th Oct 2026 12:00pm** WUNForWELLBEING – Empower All – Menstrual and Female Hormonal Health (virtual session)
- **21st Oct 2026 12:00pm** WUNForWELLBEING – Empower All – Menopause Awareness for All (virtual session)
- **2nd Nov 2026 – 12:00pm** #IAmRemarkable Workshop (virtual session)

- **Save the Date – 2nd July 2027** – Womens in Utilities Awards

Further in person and virtual events will be announced shortly, including further regional events

Free Tickets available

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

Join the free WUN Mentoring Programme



“Being a mentor has been hugely rewarding. While the period of mentoring was short, this was because the mentee was focused and determined and just needed support to organise and validate her plans. The real value of the mentor scheme has been the long-term connection made, that broadens horizons and thinking for both parties as our career paths evolve”.



*Jane Reeves -
WUN Mentor*

WWW.THEWUN.CO.UK

WUN offers mentoring to women at any stage of their career in the utilities sectors.

We are hugely privileged to have over 230+ fantastic experienced mentors within the WUN mentoring Programme.

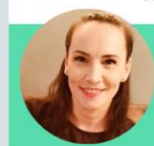
With growing numbers of Mentors and Mentees we are delighted with the community and support fostered within the mentoring programme

MENTORING TESTIMONIAL



“Jo was an amazing mentor, understood my long term goal, wasn’t afraid to challenge me and push me out of my comfort zone. Provided me with really good suggestions on how to achieve my goals and steps to take towards it. As a result I have managed to secure promotion at work.

Thank you for all your help”



Monika Snow - Mentee
Jo butlin - Mentor & WUN Board Member



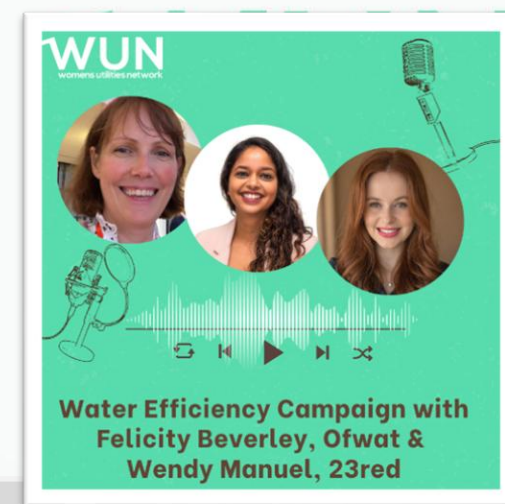
WWW.THEWUN.CO.UK

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



WUN Podcasts

Listen to our latest podcasts
More coming soon !



In this latest WUN video podcast we are focusing on Customer Behaviours and Customer Excellence, hosted by WUN Advocate Kerris Mackley, we are joined by expert panelists:

Bonnie Muzam – Head of Customer Success, Flogas.

Andrew McKinney CEO, IDenteq.

Louise Willumsen – Manager Transformation Team, BFY.

We explore what domestic customers now expect from their energy and water providers. The conversation also covers billing accuracy, smart meters, proactive digital communication, vulnerable customer support and the pressure on frontline teams to resolve issues right first time. We also ask a bigger question: are utilities genuinely customer centric, or still held back by legacy processes and fragmented channels?

Listen to the episode to hear practical perspectives on how utilities can make customer experiences clearer, simpler and more effortless.

In this episode, WUN Advocate Heidi Knapton catches up with Felicity Beverley (Ofwat) and Wendy Manuel (23red) to talk about water efficiency, in line with the new campaign 'Let's Save Water' launching across the water sector. With up to £75 million invested, they discuss building a coalition across regulators and water companies to engage customers on using less water, and how their almost all-female leadership team worked together to bring the campaign to life.

Bios:

Felicity Beverley is Director of Engagement and Campaigns at Ofwat, where she leads public affairs, stakeholder engagement, internal engagement and national campaigns. She has extensive experience in communications and engagement across the utilities sector, with a strong focus on building trust, fostering collaboration and delivering meaningful change.

Wendy Manuel has extensive experience delivering behaviour change campaigns across the public and private sectors in a range of areas, including energy efficiency and climate change. Currently, Wendy is Delivery Body Lead on the Water Efficiency Campaign, Let's Save Water.

You can follow our podcast on Apple Podcasts, Spotify, Amazon Music and wherever else you get your podcasts – just search "WUN4ALL".

Or just click through from the website: <https://thewun.co.uk/news-blogs/>

WUN Development Programme



Changing the future of utilities: Introducing our unique WUN development programmes – designed by and for women in utilities

We know that utilities need more women in leadership and, with the fast-changing nature of the sector, this is more important than ever. Changes are being made but the pace isn't fast enough to make a real difference. We are here to help.

We are proud to have created a bespoke development framework to support women at different points in their utilities careers. Further information : <https://thewun.co.uk/wun-development-programmes/>

Our WUN programmes have been created by women in utilities to respond to the challenges and needs reported to us by our members and partner organisations.

Designed to address the unique challenges of utilities, our topics are specifically tailored to support and develop women in the sector.

We are also proud to offer a WUN Bursary Scheme for our WUN Drive and WUN Thrive programmes, helping to ensure development opportunities are accessible to women across the sector.

Bookings available through our website





How to build confidence, grow
your career and support others

Best practice toolkit
Members' edition

WUN Toolkit – Members Edition:

As a WUN member you are part of a powerful growing community of women and their allies across the sector. This guide will help you make the most of your WUN membership, wherever you are in your career journey.

Early WUN

Early WUN is a dedicated sub-network of WUN, designed to support women at the earliest stages of their utilities careers

Particularly for those who are:

- In the first 5 years of their utilities careers
- New to the sector, including career changes
- Entry level, apprenticeship, graduate or junior roles

Targeted, practical support during the critical first years of a professional journey

Build confidence, skills and networks.

July – Launched our new website page <https://thewun.co.uk/early-wun>

July/August – Introduced our Near Peer Mentor campaign

Mid September – WUN launches Instagram channel

Mid September – Virtual launch event for partners

Early November – Launch event for members

We welcome your ideas and feedback



WUN #SpeakUp

We've given **#SpeakUp** a permanent home on the Womens Utilities Network website.

#SpeakUp is about calling out the things too many people in our sector experience. Bias. Dismissive behavior. Being talked over. Having your credibility questioned. Feeling like you have to prove yourself twice over just to be heard.

It's not about blame or outrage. It's about visibility, shared experience and backing one another to speak up when something isn't right.

The new **#SpeakUp** page brings together what the campaign stands for, why it matters and how we can all play a part in changing everyday behaviours across utilities.

If you've ever hesitated before saying something, this campaign is for you.

If you've ever benefited from someone else speaking up, it's for you too.

[Take a look](#), share it and most importantly keep the conversation going.

Let's change the culture of utilities – one conversation, one voice and one brave moment at a time.



#StandWithMe Male Allyship Campaign

This campaign aims to accelerate gender inclusion by making male allyship visible, actionable and expected across the utilities sector. Through the principles of See It, Do It, Expect It, we encourage men to take an active role in creating inclusive workplaces and position allyship as an essential part of effective leadership and lasting cultural change.

See It

Make male allyship visible by turning it from "quiet support" into behaviour that is openly demonstrated, recognised and celebrated. By showcasing positive examples & role models, allyship becomes something that colleagues can see, understand & emulate.

Do It

Encourage men to move beyond good intentions and take consistent, practical actions every day. For example, by speaking up, challenging bias, advocating for equitable opportunities and actively supporting female colleagues in the workplace.

Expect It

Position allyship as a core leadership capability rather than an optional activity. Allyship should be embedded into performance expectations, leadership behaviours & organisational culture, ensuring accountability and long-term commitment to inclusion.



A woman with long dark hair, wearing a light-colored striped button-down shirt, stands with her arms crossed in an office setting. In the background, there is a large window with a grid pattern on the left and other people working at desks on the right. The entire image is overlaid with a semi-transparent teal filter.

Don't forget to join the
Network – its free &
you also receive our
quarterly newsletter!

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

Connect with Us



info@thewun.co.uk



@TheWUN1



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



@WUN4ALL



[https://www.linkedin.com
/company/womens-
utilities-network](https://www.linkedin.com/company/womens-utilities-network)



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Network



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Thank you to our hosts at OCU

Your feedback is vital:

Join today - free to join, free to attend events



WUN / OCU: Regional Event
Feedback



Connecting the future

Women's Utilities Network

Emma McGuire – Sustainability Graduate





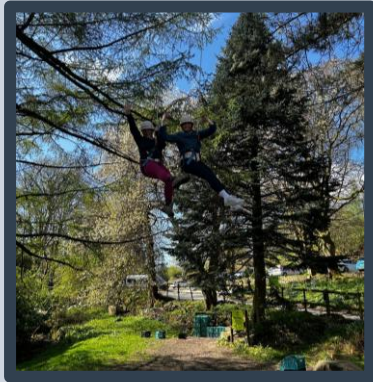
June 2024: Graduated from The University of Manchester with a BSc Environmental Science



Sept 2024 – Sept 2025: Worked in The University of Manchester's Environmental Sustainability team



Sept 2025 – now: OCU group, Environment and Sustainability Graduate



Graduate Away Day



OCU E&S Team



Careers Events



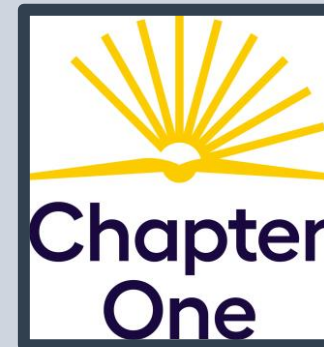
Yorkshire Three Peaks



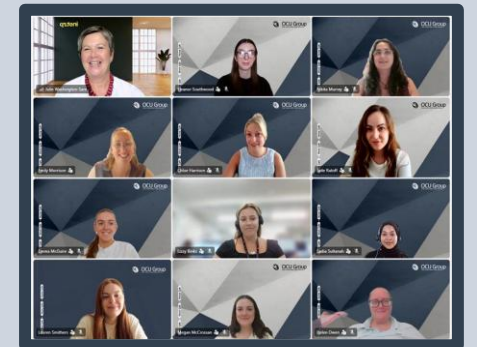
Enginuity Challenge



G4C Awards Evening



ChapterOne Weekly Volunteering



**Women in Leadership
Level 5 Apprenticeship**



OCU Group

Lucy Miller

Group Chief People Officer



From carrots to Utilities and
Energy Transition; A people
career in hard industries!





STRATEGIC

- People plan that matches growth, deals and integration
- One culture across businesses that used to be separate companies
- Fair pay and grading while the group scales
- Leadership bench so the next deals don't break us
- Employer brand for site and engineering talent, not just head office
- Board partner on culture, safety and workforce capacity

TACTICAL

- Hiring at volume and integrating acquired teams
- Training, apprenticeships and manager capability
- Policies and employee relations across sites and countries
- HR operations and systems that keep up with M&A
- Retention and performance for office, field and contractor teams
- Making sure managers can run people, not just jobs



Surveying

MSc Building Surveying.
Various project works and
working towards
chartership.



Huntapac

Largest carrot grower in
UK. Private, Family owned
SME

From farm to fork.
Full Ops and People



Tesco

Relocated to Milton Keynes.
Exposure to full cycle.



OCU

Joined 2023. Limited
knowledge on industry.
Business grown from ~650
to ~2600 and five
countries.



A career with movement and purpose.

Skills

Operations, engineering, commercial, people, digital. You can keep adding, not start over.

Development

Training, tickets, leadership programmes. The sector is short of capable people and will invest.

Opportunity

Growth creates roles that did not exist three years ago. AI is going to reframe this for the future.

Security

Water, power, energy transition and digital are not fashion industries.

The work stays.

Lattice moves

Between water, power, energy, digital; and between site, project, commercial and people roles.

Purpose

Lights on. Water flowing. Grid ready for what comes next. The work matters to people who never see it.

You need capability, graft, and people who will teach you the rest.

WUN

Mentoring, programmes and a network that already exists.

Do not build your career only inside one employer.

The opportunity

Sector wide demand UK and globally which isn't going away.

Harness it.

Take the initiative

If you can run operations and develop people, this sector has somewhere for you to go.

Take your career in your own hands.