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Best Practice

What works: best practice highlighted by the survey

Some of the initiatives respondents said have worked in supporting women in the legal profession



Access to and mainstreaming of flexible working, for women and men and at all grades



Networking opportunities at a local, city or regional level or through national networks

Mentoring and sponsorship including from senior staff, peers and reverse mentoring

Engaging men in the equality debate, to raise awareness of the issues, and to encourage shared parental leave and flexible working to enable men to participate more in family life



Promotion and celebration / increased visibility of leading women in law: in the judiciary, in executive office, in firms and organisations



Role modelling family friendly working practices, including through speaking at informal and formal events

The Law Society of England and Wales:
Women in Leadership in Law Toolkit

Flexible Working

Create an environment where women can excel professionally while balancing their responsibilities at home

Pre-COVID

- Implementation of a flexible working policy
- 'Return to work' flexibility

During COVID

- Suitable working environments & maintaining culture
- Regular staff surveys – flexible working hours

"Managing to fit more into the day especially more exercise, eating dinner as a family, time for a walk in the morning"

"I have enjoyed being with and having meals with my children every day - something which never happened during the working week."

Mentoring

- ‘Mentor of the Year’ – The Women in Law Awards 2020
- Actively mentor junior female solicitors within the firm sharing the insights of my experience.
- Work allocation – unconscious bias.
- Dedicating time to help up-and-coming female entrepreneurs and leaders.



Women's Networks - Women in Business

- To bring female founders and investors together.
- Started with just 25 people, but it grew fast with members ranging from young entrepreneurs with scale up businesses to more experienced women who are angel investors or NEDs.
- Providing female entrepreneurs and professionals with:
 1. Support
 2. Inspiration
 3. Access to mentors
 4. Access to inspirational speakers.
 5. Connections to help growth
- It was particularly important for us to seek out female entrepreneurs and women from the investment community. We wanted to bring investors together with female founders to share their experiences.

Women in Business Events

- Breakfast seminars
- Book clubs
- Drinks receptions
- Annual dinners

- Speakers include:

Judy Naake – Founder, St.Tropez Tanning

Emma Codd – Global Inclusion Leader, Deloitte

Dianne Thompson – Former CEO, Camelot

Sam Smith – Group CEO, FinnCap

Polly McCaster – Founder and CEO, The Fold



Women in Business Support

Introducing Nicola Murphy Group CEO The River Group

CEO River Group Content Limited inc. River Sounds
 CEO Maven Communications
 CEO Fish Agency
 Managing Partner Lightning Properties
 Partner Beauty & Vitality Skincare
 Trustee and Director of The Katie Piper Foundation
 Global Board Director of FIPP
 DBA Brand Marketing
 MBA Strategic Marketing

Married mum of six young adults from 20-29, court
 with three dogs and six cats, lover of yoga & G&T



Supporting Women in Business
 ElevatHer
 Empowering women one connection at a time

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 10% off of dottie's espresso martini

Supporting Women in Business
 Free Delivery on Thomson & Scott Delicious
 Prosecco and Noughty Alcohol-Free Wine!

Supporting Women in Business
 A further 10% discount on Montana No.1 everyday
 CBD oil

Supporting Women in Business -
 10% off of all Well&Truly products

Supporting Women in Business
 20% discount on HANX

Supporting Women in Business
 Mikala's Kitchen