



Rail Professional
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Take control and build your personal career development plan

Adeline Ginn, General Counsel at Angel Trains and Founder of Women in Rail

Career progression is a difficult topic to tackle for professionals across every industry. How to make the next step on the career ladder, have the difficult conversations that push you towards your goals and define success, are dilemmas that face all of us.

In male dominated industries, approaching these obstacles becomes even more difficult for young women. As an organisation that champions young talent, helping our members overcome adversity is a key part of what we do. This is why we work closely with our members to equip them with a host of practical skills to help them progress.

Recently, we have partnered with Emma Nicholls, founder of Your Red Dress, to deliver a series of mini-workshops aimed at empowering our male and female members to properly plan and develop their careers.

Emma is a highly skilled senior Organisational Development and Human Resources leader. She specialises in supporting women who work in male-dominated sectors to develop and flourish in their careers, as well as helping male-dominated organisations attract, develop and retain female talent.

Over four workshops, Emma covered a variety of strategies to help our members build confidence and develop a personal career development plan. The sessions were a huge hit. Throughout the series, Emma tackled serious issues that act as barriers to women in the workplace, such as the Imposter Phenomenon. The sessions were aimed at empowering Women in Rail members, enabling them to feel like they were not imposters or frauds in the work place, but talented and deserving individuals that earned the position they are in.

Women in Rail has long recognised the issues of confidence that affect females in the rail industry, which is something we have been trying to combat since our inception. Our mentoring programme aims to guide female talent on their journey through the industry. By connecting experienced professionals, we help our members build confidence and tackle issues pertinent to them as they look to take the next step in their careers.

As well as providing mentoring support, our organisation host regular events that connect, empower and educate men and women in rail. This year's annual conference will see delegates from across the country come together to listen to talkers from across the rail profession discuss the power of good leadership.

With our organisation growing in number and new branches opening domestically and internationally, we will continue to tirelessly work with partners such as Your Red Dress to tackle the fundamental issues that affect females across the industry so as to help “make a difference in the field of gender diversity.”

For more information on our mentoring scheme and events programme please visit womeninrail.org. If you would like more information on Your Red Dress visit www.yourreddress.co.uk