



#BreaktheBias Tuesday 8th March 2021

Timings	#breakthebias: Tuesday 8th March 2022 Microsoft Teams Live Event. See separate calendar invite for link to join.
09:30am	Ellie Burrows, route director, Anglia route, Network Rail - Welcome
09:35am	Dyan Crowther, CEO, Highspeed 1 - Keynote speaker
10:00am	Introduction to the panellists
10:05am	Question and answer panel: facilitated by Juwad Nasir, Chair, Diversity and Inclusion forum, Eastern region. Panel: <ul style="list-style-type: none"> ➤ Martin Beable, engineering director, Greater Anglia ➤ Dyan Crowther, CEO, HS1 Ltd ➤ David Davidson, operations director, Network Rail ➤ Susan Evans, Rail, Bridges and Structures Business Director, AECOM Europe and Deputy Chair, Women In Rail London Committee ➤ Tara Scott, infrastructure director, Network Rail ➤ Alexa Watt, project manager, Network Rail
11:15am	Break
11:30am	Interactive session on imposter syndrome led by Sylvia Baldock
12:25pm	Ellie Burrows, route director, Anglia route, Network Rail - Close of event



Eastern



Putting our passengers and freight customers first by enabling and empowering our people



Ellie Burrows, route director, Anglia, Network Rail

Ellie has 20 years experience working in the rail industry and has worked in a wide variety of roles, such as Train Services Director for Southeastern and returned to Network Rail in 2020 as Route Director, Anglia.

Ellie continues to be a key advocate for gender diversity across the industry, being part of Southeastern 'W.I.R.E (Women in Rail Empowerment)', a group to drive the development of a better-balanced organisation and a keen advocate for Women in Rail.

Ellie is the executive sponsor of the Anglia's diversity and inclusion strategy for CP6, whereby our plans focus on how we continue to create conditions that encourage a diverse and inclusive culture to thrive, reflecting our client base and the communities we serve.

Dyan Crowther, CEO, Highspeed

Prior to joining HS1, Dyan was the Chief Operating Officer at Govia Thameslink Railway.

Dyan has worked in several Senior Director roles at Network Rail including Route Managing Director of the West Coast Main Line and Director of Operations. She has over 30 years' experience in the rail industry.

Dyan has a Masters in Transport and Logistics from Salford University and is a member of the Chartered Institute for Marketing and Fellow of the Institute of Leadership and Management. She is also a qualified executive coach.

Dyan has extensive experience in the boardroom having sat on the board of an NHS Trust for 5 years, been a Trustee for the Railway Children registered charity, and been a member of the British Transport Police Authority and the Advisory Panel to Crossrail. Dyan is currently NED for East West Railway, a Trustee for Women in Rail and Chair of NSAR.

Originally from Wiltshire, Dyan has three children and enjoys cycling, running, extreme walking and travel. Dyan is an active mentor and coach and is passionate about helping people develop their leadership skills.



Susan Evans, Rail, Bridges and Structures Business Director, AECOM Europe and Deputy Chair, Women In Rail London Committee

Susan joined Aecom as Business Director, Rail, Bridges and Structures in September 2019. The Business comprises 1000 design engineers working across all regions in the UK and in the Republic of Ireland, Spain and Sweden; delivering projects for clients including Network Rail, National Highways, HS2, international transport bodies and contractors.

Previously Susan was the Managing Director for the Urban Business with Alstom Transport, leading the business delivering light rail and metro contracts in UK&I. She has a degree in Mechanical Engineering from Loughborough University and spent the first 15 years of her career in the Aerospace sector, working across a range of technical, project management, business development and business leadership roles.

She is currently a Non-Executive Director on the Board of the High Speed Rail Group.

Susan has been involved in creating and sponsoring diversity and inclusion networks for more than 15 years and has been Deputy Chair of the Women in Rail London Committee since its inception.



Juwad Nasir, Area Manager for Inner London Operations, Network Rail

Juwad (Jay) is currently the Route Operations Manager for Inner London Operations. He is a highly skilled and adaptable individual, with a variety of successful experience from front line operations as a signaller to senior leadership positions on the Anglia Route over the last 17 years. He is skilled at operational management, project delivery, professional development, strategic implementation and stakeholder management.

Some of the key current programmes Jay is the leading with his operational team is the creation of a new target operating model trial under 21st century ops, go live trial running of Crossrail through the core tunnel, introduction of new traffic management technology along with a huge cultural change in the way we deliver day to day operations.

Jay holds a BSc First Class Honours in Computer Networks and is currently near the completion of his Masters in Senior Leadership at University of Leeds. Recently taken on the role of the chair for Eastern region D&I forum with a passion of making a difference for all.

Tara Scott, infrastructure director, East Midlands Network Rail

Tara has worked for Network Rail for 15 years. Starting as a graduate she has worked in a variety of roles including in front line management, professional head of track, route infrastructure engineer and stepped into the infrastructure director role in late 2021.

As well as being well respected for the work she has done to improve rail performance across Network Rail, Tara is committed to improving diversity across the organisation and is an ambassador for many initiatives supporting this agenda. Most recently Tara has sponsored the East Midlands Women in Rail (WIR) network being created which sees the c.170 women on the route being given the opportunity for career development and support.

As a result of Tara's work we have seen an increase in the number of women joining the engineering teams across East Midlands. She continues to push for improvements in this space through mentoring and putting a clear focus on our talent and succession processes to ensure these are creating opportunities for all.



Alexa Watt, project manager, East Coast, Network Rail

Alexa is a Project Manager for the Business Improvement Team at Network Rail where she supports and develops innovative, safer and smarter ways of working for the asset management and maintenance teams across the East Coast.

Alexa started her career as a graduate for what was then EWS (DB Schenker) in 2004, ultimately becoming Area Operations Manager before transitioning over to join Network Rail in 2009. Since that time Alexa has worked in various roles and functions across the organisation including Infrastructure Project and Works Delivery where she focused predominately on signalling and level crossing modernisation projects.



David Davidson, director of operations, Anglia, Network Rail

David Davidson started working for Network Rail as a graduate in 2006. David qualified as a signaller as part of his graduate scheme. He has worked in a variety of operations roles across five different NR routes. He spent three years working for Network Rail Consulting North America delivering operational improvements for New York Subway, Long Island Railroad and GO Transit and MBTA, metro and commuter rail.

David is a Fellow member of IRO and chartered member of CILT. David is a tutor on the IRO degree programme.



OFFICIAL

Martin Beable, engineering director, Greater Anglia



Martin has led the Greater Anglia engineering team for the last three years. His time at Greater Anglia has been dominated by the planned replacement of every train in their fleet – a task that no TOC has ever undertaken on this scale. Prior to joining Greater Anglia, Martin held senior roles in the Arriva Trains franchise bidding team, London Overground concessionaire LOROL, and Chiltern Railways.

Sylvia Baldock, Maximising Personal and Team Potential and Impact

Empowering Greater Significance in Leaders, Teams and Individuals, Engagement & Collaboration Specialist, Personal Impact Thought Leader, TEDx Speaker & Presentation Skills Expert, Executive Coach/Mentor, Author and Podcast Host

Sylvia has been presenting and training since childhood when she was actively encouraged to speak at church from an early age. At the tender age of 13yrs she spoke regularly at a youth group for troubled young people created by herself and older brothers.

Sylvia is an active member of the Professional Speaking Association and regularly teaches groups and individuals to present with more power, presence and passion.

During the Covid pandemic, Sylvia launched the 'Becoming More Significant' online programme for groups and individuals which has been transformational for all participants. It is now accredited by the CPD Standards Office and gives 9 hours of CPD to delegates.

She is currently writing her book on 'Becoming More Significant' and launched the Becoming More Significant Podcast, interviewing exceptional guests and rising to the top 20 podcasts in the UK within 2 days.

Sylvia has extensive experience working with Business leaders, CEO groups, Senior Managers, Senior Women, Entrepreneurs, Charities and Social Enterprises, SMEs, CIMA, AAT and NHS supply teams.

Qualifications and Experience

Neuroscience Personal Development accredited
Professional Speaking Association Professional Member
TEDx Speaker
Contribution Compass Consultant and Trainer
Executive Coach (The Coaching Academy)
'Time to Think' Facilitator and Coach
Harmonizing Alignment Coach
NLP Diploma,
Association of Coaching member

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We would like to extend our thanks to all speakers and those who supported our event. Thank you for attending.

Eastern region, Network Rail & Women in Rail, London Committee