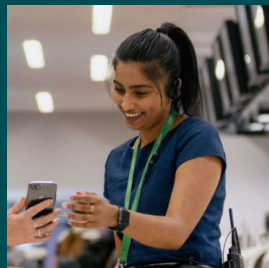




Inspiring forward



Sharing stories of leadership



To change the status quo, and contribute to a future where women in leadership is valued.

In the landscape of leadership, visibility serves as a beacon of inspiration and a catalyst for change.

Visibility provides role models and challenges the narrative that leadership is reserved for others.

By showcasing the diverse talents and skills of our women in leadership, we **inspire forward**, illuminating a path for future leaders.

Through visibility, we empower women to dream bigger, reach higher, and aspire to leadership roles with confidence and determination.

Moreover, visibility serves as a powerful tool for **diversity** and driving organisational change. When women are visible, it challenges notions of gender roles and capabilities, fostering a more inclusive and equitable work environment. It sends a message that talent and merit transcend gender, and that everyone deserves an equal opportunity to succeed.

Achieving visibility for women requires collective action. It necessitates taking down barriers, challenging unconscious biases, and creating environments that support and nurture everyone.

It requires **amplifying** the voices and achievements of women, both within organisations and in our industries.

In this portfolio, we shine a spotlight on remarkable women in the Christchurch City Holdings Limited (CCHL) whānau.

We connected with women from Christchurch International Airport, Citycare Property, Citycare Water, Connetics, EcoCentral, Enable Services, Lyttelton Port Company, and Orion NZ and revelled in their brave and authentic stories.

We share their stories to break down barriers and inspire others. By amplifying their voices and celebrating their achievements, we hope to contribute to a future where women in leadership is valued.

Nothing comes free and easy; you should work hard to get what you want. Do anything you want to do - Abbey



ABBEY CLAPP

Work hard, stay determined, and never let anyone limit your potential.

In the bustling world of LPC, Abbey stands out as a trailblazer. From starting as Maintenance and Repair Coordinator and being only the second fulltime female employed in the Container Terminal, to becoming the Head of Cargo Coordination, she's thrived in male-dominated roles.

"What I want women to know is it's okay to speak up and stand up for yourself," Abbey says. "And for leaders, it's okay to make mistakes, continuous learning is key."

Leadership to Abbey is *"advocating for your team. There should be zero tolerance for inappropriate behaviour in the workplace."*

Abbey received great support from her leaders in her career, and this is an important part of her role as a leader, to support her team.

In a world of operations, Abbey's resilience shines bright, inspiring others to break barriers and embrace their power.

Her journey serves as a beacon of hope, reminding women that they belong in any role they choose to pursue.

With each step forward, Abbey leaves a lasting impression, proving that strength knows no gender.

We are so lucky to be in New Zealand where really we can do anything! - Aleisha



ALEISHA RYAN

Enable has provided me with lots of development opportunities which I have been really fortunate to take part in.

As a student, Aleisha gained exposure to critical infrastructure services as an intern with Enable.

Intrigued by the experience, she tailored her university pathway, pursuing geography and geographical information systems. This meant she was a perfect fit for the Enable network delivery team.

“My role is primarily office based, rolling out the fibre network. I generate job instructions for our technical teams which means I sometimes get out in the field as well”.

Encouraged by supportive colleagues who have shared their experiences, Aleisha has enjoyed learning on the job and picking up new technical skills.

Aleisha’s star qualities are already shining through. She has recently been recognised for her contribution at Enable and nominated for a national ICT Graduate award.

Aleisha values working in a supportive environment, *“I enjoy the all female coffee morning where we can openly share our experiences of being a women in the infrastructure industry”.*

*Keep having fun and don't take life too seriously.
You will grow up, but for now just chill and enjoy life - Amber*



AMBER BYRNES

The people are the best part of my job. When it gets hard, there's always someone to help.

We work together to support each other.

As a Citycare Water apprentice, Amber plays a key part in protecting the health of our water. studying for her Level 4 qualification in Drinking Water.

Sometimes the role's not glamorous, *"it's muddy, dirty and cold, but you just get on with it"*. On the plus side, *"working with my team is great, the people are awesome"*. For Amber, being part of the team is important *"we all look after each other, it doesn't matter if you are male or female, you just get on with the job"*.

While Amber's role has her working out in the field, she's also growing her knowledge and skills on the job. Amber's skills and positive attitude led her to be a finalist in the recent Water New Zealand Trainee of the Year Award.

Amber recently completed her Level 3 Infrastructure Works, Pipeline Construction and Maintenance Specialisation qualification, and is now Amber would like to see more women in leadership roles. Given her mahi, Amber is one of Citycare Water's future leaders.

Being bossy isn't a bad thing. You're a natural leader and it is one of the strengths that will help you succeed - Angela



ANGELA YANNAKIS

I thrive when I empower the people that work with me, giving them the confidence to shine and be acknowledged.

In her role as the Delivery Manager - Christchurch International Airport Ltd for Citycare Property, Angela oversees all aspects of the CIAL contract delivery, from facilities and grounds maintenance to capital projects.

Through her role, Angela has developed resilience and confidence, and learnt to back herself. Working with an empowering leader, within a company that is passionate about what they do, has been a rewarding experience.

For Angela, no two days are the same, *“facilities management is not for the faint hearted, it requires fast-thinking, trouble-shooting and good communication”*.

To encourage women into our industry and support them to have successful careers requires improved visibility, support and flexibility for maternity leave. *“The knowledge that you can return to work and still retain your career level is important. Having an agreed back-to-work plan is vital”*.

Angela's strengths are being able to talk to people and problem-solve. *“Be authentically yourself and play to your strengths, you are capable of more than you think”*.

Always be yourself, and don't worry about what other people think, you're awesome as you are - Emma



EMMA LLOYD

Our industry is facing a talent gap. Supporting and guiding young engineers means that I'm making an important contribution for the future.

Combining technical expertise and empathetic people leadership, Emma is in her element at Connetics. Emma's leadership is built on consistency, fairness and visibility. *"I try to foster an environment of trust, reliability and inclusivity so everyone can succeed".*

As an engineer, Emma is part of the substations team ensuring that electricity flows efficiently and safely from high-voltage sources to lower-voltage destinations. Emma appreciates the support she has received from her leaders. *"I have been given a lot of flexibility and trust. This enabled me to carve out the graduate lead role for myself".*

However, it's Emma's passion for people where she really shines, advocating for women in STEM, increased diversity, and career pathways for young engineers. *"As the Graduate Programme Lead, I am privileged to guide and mentor our future innovators and problem solvers."* Emma is committed to paving the way for other women to thrive in the engineering industry, *"encouraging women into technical and leadership roles is essential for the diverse and robust future workforce we need".*

Stay curious and keep asking questions. Be confident and ask for what you want, the doors will open - Evie



Orion

EVIE TROLOVE

Don't be afraid of not having all the answers, there are processes, systems and people to help with the uncertainty and complexity.

Evie combines innovation, creativity, and collaboration to realise opportunities in the future use of energy.

In her role as Head of Market and Customer Innovation at Orion, Evie thinks about energy from a customer perspective, *"how can we get our customers to think about and use energy differently"*.

Getting ahead of the curve in terms of future energy use is challenging, *"there's no blueprint for how to do things"*.

This is what keeps the role exciting, it's bringing together different perspectives to solve a problem or realise an opportunity.

"It's all about working out how the commercial and customer elements work alongside the technology and the Orion network".

These complex challenges can be daunting, so being curious and open to new ideas is critical. The courage to seek feedback and adapt is an important part of the process *"test small and adjust, don't be afraid to try something"*.

For Evie, gender doesn't define capability, but it can be hard as a woman to back yourself. Having someone you trust, to support and push you can help, and remember *"what you have to say is equally as important and probably equally as correct"*.

Be open to trying new things, you might not see the benefits at the time, but they will be there - Hsin-Yu



HSIN-YU LOW

It's the challenge that makes the role interesting, finding the best opportunity, usually a needle in a haystack, and pursuing it.

With a strategic focus on enhancing air connectivity, Hsin-Yu and her team are dedicated to attracting new airlines to our region.

As an Aeronautical Development Strategist with Christchurch Airport, Hsin-Yu seeks to identify optimal routes, frequencies, and seasonal operations to *"benefit both the airlines and airport as well as the greater South Island"*.

The dynamic nature of the role means that each day presents new opportunities and challenges. *"We have to align multiple interests and timing factors to make an airline service successful"*.

While aviation is traditionally male-dominated, Hsin-Yu's engineering background and international experience sees her forge connections across cultures and be innovative. *"My background outside the aviation industry, and keen interest in business, brings a different perspective resulting in a creative and more well-rounded approach"*.

Looking to the future, Hsin-Yu would like to see greater avenues for career advancement for women. Fostering an environment that prioritizes capability empowers women to thrive and contributes to our collective success.

Stay curious and always ask questions. Approach the world with an open mind and a sense of wonder - Ivy



IVY ARAUJO

It's the perfect blend of creativity, analytical thinking, and technical prowess that make my role deeply fulfilling.

As a GIS Analyst for Citycare Water, Ivy uses geospatial technology to solve real-world operational problems, meaning the business can work smarter.

For Ivy *“engaging with people, understanding their challenges, and developing solutions that truly empower them”* is the best part of the role.

Being a woman in the technology sector means Ivy brings a unique perspective, *“gender does not determine proficiency or passion; it is essential to foster an inclusive environment where all can thrive”*.

Supporting diversity in the technology sector is key. *“Women bring a diverse set of skills and can create innovative solutions, we need to reject the science isn't for women mentality”*.

Establishing clear career pathways, targeted leadership programmes, and expanded parental leave provisions would help support women into technology leadership roles.

“We need to keep women in technology and attract more to this sector. Positively impacting people's lives through technology, brings a bright future for everyone”.

Be curious and passionate about the things you love. Believe in yourself, don't be limited by expectations - Jewels



JEWELS RADCLIFFE

Never let anyone dim your light. Together, we can break down barriers and pave the way for a more inclusive and equitable future.

In the heart of Eco Central, Jewels, the EcoShop and Resource Recovery Manager, orchestrates the dance of eco-consciousness with passion.

Managing the bustling EcoShop and overseeing resource recovery, she finds fulfillment in making a positive impact on both the environment and the community.

“What sets me apart isn't just my role; it's being a woman in a traditionally male-dominated field. I bring a unique perspective and skill set that adds value to our organisation.”

For Jewels, gender doesn't define capability, and passion knows no bounds. Jewel is a champion for her team and community.

Guided by empathy and driven by purpose, she empowers others on the journey toward sustainability and equality.

Advocating for gender equality, Jewels seeks policies that address the diverse needs of female employees. *“For me, it's about normalising conversations about topics like menopause,”* she says, *“emphasising inclusivity in the workforce”.*

*Be yourself, and don't let fear hold you back.
Use it as a tool to challenge yourself - Kirsten*



KIRSTEN McHAFFIE

**Despite being among the few females in the field,
I feel valued and supported by my colleagues.**

In the dynamic world of cargo handling at LPC, Kirsten emerges as a beacon of change. new challenges and opportunities.

Transitioning from a career in hairdressing to mastering heavy machinery, her journey embodies resilience and determination. From lashing and straddle driving to doing ship lines and timekeeping, she embraces the diversity of her work with enthusiasm.

"After 13 years in the salon, I decided to make a lifelong goal an actual achievement, so I obtained a truck license," Kirsten recounts. *"I've been travelling the country seeing a lot of it while learning and mastering the different aspects of civil infrastructure for seven years."* *"What I love most about my role is the sense of belonging,"* Kirsten shares. Reflecting on her journey, Kirsten sees the potential to attract more women to similar roles within the organisation. *"We need to create awareness and opportunities for women interested in fields like cargo handling,"* she notes, eager to pave the way for greater gender diversity.

Now, as a Cargo Handler, Kirsten thrives in a role where each day brings

*It doesn't matter if you don't know what you want to do.
Always take opportunities as they come to you - Laura*



LAURA CRANSTON

At the end of each day, I always feel like I have achieved something. At the end of each year, I can see the biodiversity changes.

As a Ecological Field Worker for Citycare Property, Laura plays a key role in enhancing Canterbury's biodiversity.

Working in remote bush areas, often in challenging conditions, requires having a great team around you. "You need to enjoy the outdoors and be able to trust your team to keep you all safe and get the job done".

While the mahi is physically hard, women are equally capable, and bring strategic thinking and adaptability to the role.

"We may not be as physically strong, but it means we think a bit more about what we're doing as there isn't always the brute force option".

Laura feels lucky to have worked with a number of strong women in conservation roles, however would like to see more women out in the field.

"Simple things, like embracing gender diversity, setting boundaries about what is appropriate banter, and better access to public toilets would help"

Embrace the journey. The twists and turns help you discover who you are, and who you are meant to be - Lisa



Orion

LISA HEMOPO

I'm always curious. I like to know why and how things work, and how they fit together. I have a good day when I can make things better.

In her role as a Technical Engineer - Civil, Lisa plays a key part in managing Orion's overhead power network.

No two days are the same. Some days its strategic asset management; on others, its working with contractors out in the field. Ultimately, it's about a strong power network for Orion's customers.

It's being part of a team where Lisa feels the most valued. Supporting her team and Orion is a core driver, *"making things better for the people on my team, that's what counts"*.

Being a reliable and competent professional means that Lisa is trusted and respected. She is where she is because of her skills and attributes.

For Lisa, success is not gender based, it's up to the individual. *"Have a positive attitude, a willingness to learn, and support those around you - that's what will make you successful"*.

Leadership for Lisa is just getting on with it, and doing the best you can, while always being authentic, *"there's no good changing who you are, just be yourself, you have so much to offer"*.

Be your authentic self, and take your time to figure out who you are and what you want to do - Natasha



NATASHA SMITH

I enjoy problem-solving and implementing immediate, tangible solutions, so that our people can thrive.

Natasha is on a mission to revolutionise the way work happens. As the Operational Excellence Lead at Connetics, Natasha seeks out and implements opportunities for improvement. *“By looking at every aspect of the business, we set our people up to do their best work”.*

With a background in strategic and operational consulting and a passion for coaching, Natasha thrives on supporting others and creating a culture where everyone can shine. With a commitment to values-driven work, Natasha leads by example to bring out the best in others.

Building relationships and fostering trust are

key components of her role, *“supporting without judgement means that we can co-design change in the business, and this benefits everyone”.*

Despite not being an expert in the energy industry, Natasha brings a wealth of operational and management experience to the table, *“I get to look at all parts of the business, removing the road blocks, and allowing people to do what they love to do”.*

Natasha values the flexibility she has in the role, and hopes that organisations continue to work on inclusivity through supporting working parents, particularly those in frontline roles.

Listen to advice and suggestions but always do what you believe is right, the decisions will be easier - Shweeta



SHWEETA SHAYAL

Every day I get to grow and learn, working within a great team. Together we make a difference to our airport visitors.

An airport never sleeps, and keeping things running smoothly is Shweeta in her role as the Duty Manager for Airport Services. *“Sometimes we get ourselves so surrounded by men in the workforce that women often get misheard and misinterpreted. Our voice is valid and important”.*

Being a young female nightshift manager can be challenging. Sometimes doubt Shweeta’s capability.

But with her knowledge, and the support of her team, they overcome the situation with a positive attitude. *“Scenarios like this make me strive for more, to be better, and to develop as an effective female leader”.*

For Shweeta, having opportunities to make decisions is key to growing women leaders.

Having more women leaders in the workplace creates a supportive network for inclusivity. *“I’ve always had male managers, and at times have found it hard to talk about personal things. Diversity in leadership makes great teams”.*

Just be yourself, the smallest action you take could make the biggest difference in someone else's life - Sonya



**ECO
CENTRAL**

SONYA BROWNE

I'm always up for a challenge and am keen to prove doubters wrong.

Starting on the sorting line taught Sonya the value of hard work and determination. *"I wanted more from my role and pushed myself to learn and grow."*

With significant experience in waste management, Sonya is at a point in her career where, as site operations manager, she can walk into any site and quickly assess what needs to be done. She's flexible and knowledgeable enough to run any station.

As a Team Leader at EcoCentral, Sonya is used to working in a male-dominated environment, but it hasn't been easy. *"I've learned to manage difficult situations with assertiveness and*

empathy, creating a team environment where everyone feels valued and respected".

Throughout her career, Sonya has had allies supporting her resilience and growth, helping her become the effective leader she now is.

Sonya's passion for machinery is contagious, and she's also highly skilled which can surprise people when they see her behind the wheel. *"When I see young children, especially girls, watching me on the loader, I give a special wave. It's important that we promote diversity and empower future leaders".*

*Always be yourself and be proud of who you are.
Don't restrict yourself to what others think you should be - Yuyin*



Orion

YUYIN KUEH

Leadership is not being the person who knows everything. It's working with great people and helping them achieve their best.

As Orion gets ready for the future, Yuyin and her team are playing a key role in growing capability in power systems, modelling, and analysis so Orion can manage its network more effectively.

As the Orion Power Systems Lead, Yuyin applies her technical engineering skills to lead investigations and applied research to inform practical solutions for planning and managing Orion's power network. "Working in an exploratory space, looking at things that haven't been explored before is exciting".

Yuyin appreciates the balance of being a technical leader and people leader. Transitioning from a hands-on approach to a

more strategic outlook has been a gradual process for Yuyin, but is one she is actively embracing as her team evolves and matures. "I enjoy working with my team, who are enthusiastic about problem solving in an ever-changing environment. Seeing them thrive and grow is important to me".

One of the keys to Yuyin's success is being authentic and growing the confidence to know where her contributions are valuable. "There is so much strength in diversity, everybody brings a different perspective, and in problem solving, that is priceless".

Thank you to all the brave women leaders within the CCHL whānau that shared their stories.

These stories will inspire others as they have inspired us.