

REBECCA HOW – Associate Director, Talent Management MEA, PageGroup



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How did your PageGroup journey begin?

Within a few months of completing my training contract and qualifying as a lawyer, in November 2009, I got the opportunity to join PageGroup as a recruiter in the Legal division of the London/Victoria House office. I left briefly in 2014 but kept in touch with my mentor Nick Kirk. During this year, I found myself leaning towards the world of Learning and Development. Within a year of leaving, I joined PageGroup again, this time with an exciting role in Talent Development.

You've been with PageGroup for close to a decade now; what about the company has appealed to you?

It's the people. The culture. I have found that the most successful people in PageGroup are those that have truly embodied our five values (passion, determination, team spirit, making a difference and enjoying the work). I also like that here, people take their jobs seriously, not themselves.

What are some of the career development opportunities you've made use of within PageGroup?

Women@Page is a great PageGroup global gender diversity initiative launched in 2012. When the mentorship program for women was launched under this initiative, I was one of the first women to be selected as a mentee. Nick Kirk was highly supportive and I am grateful for his mentoring, which was particularly helpful as I transitioned into my first management role. I also took advantage of PageGroup's international transfer opportunities. This year, I moved from the UK to the MEA region because I believed in the tremendous value my role in HR, training and development can bring to the business. (Besides, I love the Dubai sun!)

Why do you think initiatives like Women@Page work to bring more gender diversity across all levels of the organization?

I'm a big believer in "see it to be it". Efforts have to constantly and consistently be made to profile the women in organizations, and their achievements. If companies want to hit their gender diversity goals, they should be willing to support women through their career and personal challenges. Role modelling too is very important.

What continues to be a challenge you face professionally?

I am continuously working on bettering my priority management and time management skills. I don't think we can be perfect at them; these skills are a constant work in progress.

What's your take on work-life balance?

Yes! Laura Vanderkam said, "You don't build the life you want by saving time. You build the life you want, and then time saves itself." If we can prioritise more truthfully and effectively, it leads to the life we want.

A women who inspires you...

Claire Lomas. She was a name to reckon with in equestrian sports, who was left completely paralysed from chest down after a freak accident. Rather than losing hope, she redesigned her life in the most extraordinary manner. Since her accident, Claire got married, had two kids, ran completed the London Marathon, was awarded the MBE and continues to pursue greater challenges. What I admire about Claire is her growth mind-set, tenacity and her positive outlook in life.