

# socitm

Women in IT

## Launch programme

Wednesday, 23 September 2015



**The View, Canon UK Ltd**

6 St Andrew Street, London, EC4A 3AE



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# Welcome



Wednesday 23 September marks the launch of Socitm's 'Women in IT' initiative at The View – a collaborative work and conference space housed and kindly sponsored by our corporate partners Canon - designed to create a networking environment to provide support, share and learn from our collaborative experiences across sectors and apply these specifically to the public sector, celebrate success and achievement and discuss how we advance the prospects of women in IT and digital.

The initiative has been spearheaded by Socitm's current President Nadira Hussain – now Customer Services Transformation Manager at LB Tower Hamlets, having concluded her most recent role as One Oracle programme manager at oneSource, the shared service created by London boroughs of Newham and Havering. Central to the core agenda of her presidency, Nadira unveiled her vision shortly after assuming the role at the Socitm Spring Conference this year, stating that promoting women within the sector '... is vital to the future of our profession and will benefit everyone'. Nadira has also stated that it is most important to 'improve the visibility of women both within the Society and more widely; provide support and encouragement for women to progress their careers and promote them as role models to encourage young women into considering IT/ digital as a real career choice. For Nadira, 'Socitm is a great platform for creating a network through which the interests and visibility of women can be advanced in both public and private sectors.'

The purpose of the Women in IT launch is two-fold. In the first instance, it is to promote awareness and recognition of the work and successes of women already working within the sector and more widely. It is designed to showcase the incredible work and advice of our distinguished keynote speakers, made up of some of the most senior female IT and tech figures in the country – whose talks will be underpinned by emphasising the importance of promoting and securing women in the profession.

Secondly, the launch paves the way for a continuation and furthering of the discussion and movement that has been the focus of conversations and research to ensure that the sector is aware of the benefit and value that workforce diversification brings; a legacy that will be carried forward by our attendees.

**The issue of 'Women in IT' is of great significance; this event offers a great opportunity to network with sector leaders and receive insight from a pool of first class, inspirational speakers.**

# Biographies



**Nive Krish Bhagat,  
Capgemini**

Nivedita has over 22 years of experience across Management Consulting, Corporate Finance and IT Services. She is currently a Senior Vice President, Head of Markets for Application Services UK, at Capgemini. She holds overall responsibility for the Private, Public and Consumer Products and Retail Sectors and is a member of the UK board, responsible for the growth of all sectors across sales, business development and delivery.

Prior to Cap Gemini, Nivedita spent several years in Infosys Technologies growing and heading Enterprise Solutions in Europe. She has held other positions including Head of UK Development Centre across delivery and sales, which she set up and managed for several years. Nivedita has worked in Corporate Finance with KPMG and Consulting in PwC.

Nivedita has a personal passion for seeing more women in Science, Technology, Engineering and Maths (STEM) careers and apprenticeships in the UK. She is on the Leadership Council for NCUB (National Centre for Universities and Business) and is an active member of the Inspiring Women initiative founded by Mrs Miriam Clegg, a campaign aiming to see women in leadership going into state schools to talk to young women. Nivedita is also on BITC's Group for Regenerating the High Street together with major retailers across the UK.



**Dr Sue Black,  
Award winning computer scientist and  
academic**

Dr Sue Black, FBCS, FRSA is an award winning computer scientist, self-confessed radical thinker, passionate social entrepreneur and Senior Research Associate at University College London, England. With 20+ years' experience in academia Sue is also an accomplished academic manager and research centre director with more than 40 publications and a PhD in software engineering.

Dr Black also founded the BSCWomen, a Specialist Group of the British Computer Society in 2001 and was chair until 2008. BSCWomen aims to provide networking opportunities for all BCS professional women working in IT around the world. The group's main objective is to provide support for female IT professionals, as well as mentoring and encouraging girls/women to enter IT as a career.

For her tireless service, forwarding thinking and action, Dr Black has tallied a string of notable achievements. In 2009, Dr Black won the first John Ivinson Award from the British Computer Society at the Royal Society in London.

In 2011, Dr Black won the PepsiCo Women's Inspiration Award. In 2012, she was listed as one of DataNation's 10 Women in Tech Who Give Back. In 2015, Sue was identified as the 7th Most Influential Women in UK IT 2015, by Computer Weekly.

Sue Black was also one of the 30 women identified in the BCS Women in IT Campaign in 2014. Who were then featured in the e-book "Women in IT: Inspiring the next generation" produced by the BCS, The Chartered Institute for IT.

Dr Black has been instrumental in championing the saving of Bletchley Park from destruction due to lack of funding.



**Martin Ferguson**  
**Socitm**

Martin is Socitm's Director of Policy and Research. He brings a passion for public services re-design and digital transformation to the role. He is active in driving associated stakeholder engagement with central and local government and the third and private sectors, and programme manages the Local CIO Council. His current work includes managing Socitm-LCIOC input to the local government digital submission for the Government's 2015 Spending Review,

communicating with and engaging localities in health and social care integration, and establishing and promoting an open systems alliance. Previously, he has offered advice to the Public Administration Select Committee's inquiry culminating in the report *Government and IT - "a recipe for rip-offs"*, facilitated development of a local public services digital strategy for Scotland and authored of a number of influential policy briefings, including the widely-acclaimed *Planting the Flag: a strategy for ICT-enabled local public services reform*.

A graduate of the Universities of Wales, Waterloo (Canada) and Birmingham, his local government career spans planning, housing, leisure and recreation, policy, IT and information services. Between 2003 and 2005 he was Assistant Director, e-government, at the Improvement and Development Agency (IDeA), leading strategic support for the national Localegov Programme. Prior to that he was Chief Information Officer at St. Albans District Council, where he pioneered user-led approaches to IT specification and implementation. In 2000, he was elected President of Socitm. He has led work on the British Council's e-governance programmes in Brazil and central Asia, advised on academic programmes at Henley School of Management and the Universities of Westminster, Kingston and Loughborough run a module and served as an associate lecturer on the University of Birmingham's Public Service MBA in the UK and Hong Kong, and in the Open University Business School.



## **Harry Gooding** **Mortimer Spinks**

Harry Gooding prides himself as a man that loves change.

Growing up working for a 'fairly traditional IT recruitment business, he now he sits on the leadership team of the most innovative technology recruitment business in the UK, Mortimer Spinks. Mortimer Spinks client list boasts some of the most prominent players in the European technology market, made up of tech start-ups, digital agencies, online

retailers and global ecommerce powerhouses; allowing them to keep their finger on the pulse when it comes to measuring changes in trends within the sector.

A notable achievement in Harry's career was the establishment of Mortimer Spink's groundbreaking Women in Technology Survey, which Harry has been running for the last four and a half years in conjunction with Computer Weekly. The survey, which has become one of the biggest of its kind, captures the thoughts and opinions of more than 4,000 people working in technology and their views on gender balance in our industry. One of the most crucial findings from this years report was that women make up just 14% of an average technology team.



**Jackie Hudson,  
LB Hammersmith & Fulham**

Jackie Hudson, currently the Transition Director within the Shared ICT Service of the Royal borough of Kensington and Chelsea, the London borough of Hammersmith and Fulham and Westminster City Council, has led on a number of London-based local government ICT strategy and procurement initiatives over the past twenty-five years.

During her years working in local government ICT, Jackie has spearheaded a number of ground-breaking ICT programmes.

Most notably, Jackie played an essential role in promoting and securing the shared services initiative, between RBKC, H&F and WCC where the programme has combined services across selected corporate services, Adults and Children's services and Libraries, in order to improve lives and make public funds go further.

More recently, Jackie has led on two major pan-London ICT procurements; the first for commodity services including service desk and service management, data centre and desktop services; the second for data networks, telephony and unified communications. Across London, take-up of the framework agreements has already been good.

In parallel, Jackie has worked on developing and promoting the virtual desktop and flexible working, delivering benefits through productivity as staff can now work from anywhere and dramatically increasing savings through property portfolio rationalisation.

Today, Jackie is leading on the transition of services from one external provider, HFBP, to a new set of suppliers, in the next generation of ICT service provision.



**Nadira Hussain**  
**LB Tower Hamlets**

Nadira has returned to LB Tower Hamlets after concluding a three year secondment opportunity working across London to implement Programme Athena (the initiative established to promote collaborative working and shared services) and then latterly implementing One Oracle at LB Havering as part of the pan-London partnership, and more recently at LB Newham as part of oneSource the shared service established between Havering and

Newham.

Nadira has more than 20 years' experience in local government in a number of operational and strategic roles. She is passionate about achieving the transformational change necessary to deliver customer-focussed, effective and accessible public services and is keen to promote the 'Women in IT' initiative. She has worked with Socitm to help achieve both these goals.



**Mary McKenna MBE,  
Technology entrepreneur & angel  
investor**

Mary McKenna, a London based technology entrepreneur & angel investor, has a rich and diverse history in devolving digital to local and regional services, as well as the wider public. In 2006 McKenna successfully co-founded the online learning company, Learning Pool, on the back of a long local government career exiting the company in May 2014 in order to get back into start-ups.

McKenna is very interested in helping start & grow indigenous UK & Irish tech companies. Having chaired Northern Ireland's Digital Circle between 2010 & 2015 she was able to implement change to try and build a greater digital industry and make Northern Ireland's digital presence more visible. McKenna is also an Entrepreneur in Residence at the NI Science Park in Belfast & has recently joined the Digital Catapult as part of the Catapult Advisory Network (CAN).

Her achievements and drive were deservedly rewarded in 2014 when she was listed on the New Year's Honours she was awarded an MBE for services to digital technology, innovation and learning.



**Chi Onwurah MP,  
Shadow Cabinet Office Minister**

Chi Onwurah, MP for Newcastle upon Tyne, is one of the most active advocates in parliament promoting both gender equality in the working environment and digital government.

Having studied engineering at Imperial College London, Onwurah went on to apply her skill and passion for technology in her career, taking part in a revolutionary project to help introduce a wireless mobile network

to Nigeria. In an interview with the New Statesmen, Onwurah recalled that “it made me figure out what kind of difference I could make in politics”.

This mantra has played out in her political career, setting her technological-focused agenda early after being promoted to Shadow Minister in the Cabinet Office for digital government; lamenting that as technology becomes increasingly a part of the world, with an even more digital-literate population, there's much more demand for tech jobs than there are skills, and that we also need more tech-literate MPs.

Onwurah has also fiercely campaigned for increasing the visibility of women in the technology industry, and workplace more broadly. Addressing the Women Shift Digital Conference as keynote speaker in November 2013, Onwurah stated that the figures for females in ICT were worryingly low - quoting that less than 20% of ICT all IT managers in the UK were female - a figure that has hardly shifted in 30 years.

At the same conference, Onwurah asserted that digital skills are a ‘great catalyst to women’s empowerment’, linking this form of progression to the form and structure of society in the future.



**Christine Peacock,  
LB Hackney**

Christine Peacock is a Local Government ICT figure head, having been involved in London based council ICT initiatives and roles since the late 1970's. For the past nine years, been in the role of Assistant Director for Corporate ICT at Hackney District Council.

Previous to this role, Peacock worked for twenty-five years as the Head of ICT Strategy and Policy at Camden District Council. Before working at Camden Council, Peacock worked as a Systems Programmer at the London Borough of Southwark.

Christine Peacock is also a key member of Socitm's Research Steering Group, a body designed to provide a regular focus for member input concerning the directions of, and priorities for, research services and projects.



**Caroline Price**  
**Canon**

Caroline Price is HR Director at Canon UK and Ireland. She began her career at Canon in January 1997 as a management trainer, before taking on people management responsibilities. Since then, she's worked on a number of HR initiatives aimed at increasing employee engagement levels and driving greater diversity – from implementation of Canon's 360 feedback programme to establishing the company's pay strategy.

In 2006, Caroline took on a European HR role at Canon, where she helped to establish EMEA-wide reward and talent development programmes. She also helped to oversee several major change management projects. Caroline's experience working at both a UK and European level has enabled her to establish a great understanding of Canon's business drivers locally and globally, as well as allowing her to meet and work with Canon business leads around the world.

In 2007, Caroline returned to the UK office as HR Director at Canon UK and Ireland and since then, one of her standout achievements is the successful acquisition of Océ UK, which involved the transfer and integration of more than 800 employees.

Caroline studied Business and Finance at the University of Glamorgan and then completed a Masters in HR Management at Middlesex University. She was initially attracted to Canon because of its Kyosei philosophy and the company's openness to change and development and firmly believes that Canon's main differentiator is its people and is confident that the opportunities to progress are a key factor in the extremely high levels of staff retention at Canon.

Outside of work, she enjoys spending time with her husband, son and daughter and taking part in outdoor activities such as cycle events.



**Vanessa Valley,  
WeAreTheCity**

Vanessa Valley is a recognised expert in person-to-person business networking, on-line branding and a sought after motivational speaker. She is regarded as one of the most well networked women in and out of the City and is passionate with sharing her know-how and experiences with others.

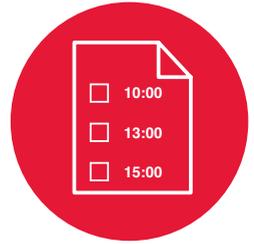
In 2008, Vanessa started the networking site: [www.wearethecity.com](http://www.wearethecity.com) as a vehicle to help other City Women connect and grow

professionally and personally. WeAreTheCity and its associated job board. Careers City experience over 3 million hits per month and an average of 70,000 unique visitors.

Vanessa has multiple awards and accolades, such as Women in Banking and Finance 2011 Women's Champion Award, Financial News Top 100 Rising Star across Europe, Africa and EMEA, Financial News Top Women in Finance. The International Alliance for Women's Top 100 Women who are making a notable difference and most recently, Brummels Top 30 Inspirational Women in the City.

Vanessa is also the founder and chair of the citywide diversity forum, The Networks of Networks (TNON). The TNON includes the Diversity heads and heads of women networks from 40 FTSE firms. She is also a Non Executive for Prostate Cancer UK and NYMT as well as being a Peary Queen of the City of London, which represents a fundamental aspect of London's heritage.

# Programme



<b>Time</b>	<b>Session</b>	<b>Speaker</b>
8:45	Refreshments & registration	
9:30	Welcome and introductions:	Nadira Hussain & Zena Cooke
9:50	Where are the Gaps?	Harry Gooding
10:05	Socitm's approach to 'making a difference	Martin Ferguson
10:20	A Central Government View	Chi Onwurah MP
10:40	Refreshment break	
11:10	Working with schools to encourage early interest in tech	Nive Krish Bhagat
11:25	Developing Female Talent, an inclusive approach	Caroline Price
<b>Celebrating Success</b>		
11:40	We are the City 'The Power of Profile	Vanessa Valley
11:55	Entrepreneurial leadership in the public sector	Mary McKenna
12:10	Personal resilience	Chris Peacock & Jackie Hudson
12:30	TBC	Dr. Sue Black
12:50	Lunch	

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