



Women at the Wheel Round-up

Does knowledge = success?

As many of you might have noticed, we here at Women at the Wheel are big fans of LinkedIn. In a recent review of the trending articles, one that stood out was a Harvard Business Review that looked at the attributes of successful CEOs. Some of the data points they found struck us as really fascinating:

- Almost all CEOs had made significant mistakes during their career;
- Confidence doubles the chance of *getting* the job, but has no correlation to success once in it; and
- Educational pedigree had almost no correlation to success.

The article goes on to talk about the 4 behaviors that they saw across the CEO group (read [here](#)) – but we're more interested in your views. What do you think is an indicator/ behaviour of success?

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For readers who have been forwarded this – welcome! Our network aims to identify and celebrate the success of women in automotive by sharing and encouraging ways to further

develop careers and inspire new thinking through networking, coaching and discussion. Please [click here to opt in](#) to keep receiving this monthly newsletter.

## Learning from experience



**Interview with Debbie McIntosh**, the General Manager responsible for the accounting and controlling function of BMW UK and Ireland.

*How did you get your start in the automotive industry?*

I fell into it. I was working at KPMG in Audit when a former manager asked me to interview with BMW. Since then I've worked across the organisation, in both South Africa and the UK, in Corporate Finance, Corporate Planning, and Sales Channel Development, CRM - and now I'm back in Finance.

*What is your favourite part about working in the industry?*

I love the dynamism and the challenges it brings. Change is constant – just think about the development towards autonomous driving, electrification and Brexit... and in the meantime, we still need to sell cars!

*What do you think is the most significant barrier to female leadership in automotive?*

Women are capable and tenacious, but don't have enough self-belief.

*Did you have a mentor or sponsor?*

I don't have a singular person, I have a number of mentors and sponsors who are now based around the world. I believe you can develop and grow from the insights of different people and you can, and should, learn from everyone. I also believe in 360 degree feedback. As you get more senior you need to reflect, actively, on your day: has your day represented who you are?

*What advice would you give to develop those kinds of relationships?*

My advice would be to leverage your existing network. Find people you can relate to, people you believe are inspirational and motivational. And then have a coffee! Tell them what you want to do and sell yourself. This means you need to know

what you're good at and not good at – this is not a weakness, you can't know everything.

*Who are the industry's future leaders?*

Our future leaders will have different requirements and ways of working from our leaders today. Our next leaders will need to instill a culture where employees are adaptable, innovative, collaborative whilst remaining responsible and accountable. Within automotive we attract great talent but need to work harder on retaining it. I would challenge the industry to be sustainable and remain relevant.

*Why are you excited to be participating with Women at the Wheel?*

I'm most excited about everything I'm learning. There are brilliant, inspiring, and passionate people involved, with great ideas and new ways of doing things – which is contagious. It's a great opportunity to grow.

Interviewed by Alex Sirianni, Women at the Wheel Team



## Break-time



### **Stanford creates innovation lab to advance women in the workplace**

"This initiative enables Stanford researchers and students to better understand why women's advancement in the workplace has been interrupted and, working closely with companies and other organizations, to design solutions that will bring about meaningful change."

<https://humsci.stanford.edu/feature/stanford-creates-innovation-lab-advance-women-workplace-15-million-gift>

### **What's More Important: the CEO or the Idea?**

"...which of these is the more consistent predictor of success: a good idea or a good CEO to support the company?"

<https://www.entrepreneur.com/article/309810>



Technology Is Changing What a Premium Automotive Brand Looks Like

<https://hbr.org/2018/05/technology-is-changing-what-a-premium-automotive-brand-looks-like>

## Events



### **Women at the Wheel Webinars – Six Sigma**

At the beginning of the year, we asked you how you would most like to interact with Women at the Wheel and the types of events you'd like to see. A prominent answer was the desire for more webinars, to fit in with busy schedules and provide short, accessible snippets of learning throughout the year.

The first webinar will be held **12:30 – 13:00** on **20<sup>th</sup> July**, where **Dr. Ajith Parlikad** from the Institute for Manufacturing, University of Cambridge, will be joining us to discuss the theory behind Six Sigma and answer any of your questions on this topic.

For those who are not familiar with it, Six Sigma is a **philosophy of production and business** that focusses on eliminating defects through reduction of process variation. The focus is on delivering an error-free performance. First used by Bill Smith in 1986 in Motorola, it reduced Manufacturing costs by **\$1.4 billion from 1987 – 1994**, and has reportedly saved them **\$15 billion** over the last 13 years.

**Date:** Friday 20<sup>th</sup> July 2018

**Time:** 12.30-13.00

**Venue:** Online – join from the comfort of your desk!

**Cost:** All our events are free of charge

**Audience:** Future leaders of the auto industry – male and female! All are welcome.

Please [register](#) your interest today and to hear more details as they are available!

**Women & Diversity in Manufacturing Summit** taking place in Liverpool on **June 21<sup>st</sup>, 2018**

The Summit brings together role models, mentors, recruiters and board-level leaders from across the UK manufacturing

landscape - we unpack their stories, share their journeys and focus on the path forward. The interactive conference format sits delegates alongside speakers in a series of small group conversations, creating a relaxed environment for discussion and enabling everyone to lean in and be a part of the industry's most important conversation.

Learn more here! <https://www.women-manufacturing.uk/>

**Momentum's Task Orientated® Negotiation (TON) Course**, a fantastic training and development opportunity...

Women at the Wheel readers have been offered a special discount to attend from 17 – 20<sup>th</sup> July, 2018 in Windsor.

This course is for you if you want to be able to:

1. Maintain clear thinking whilst under pressure from others
2. Gain stakeholder buy-in to intelligent business decisions
3. Turn conflict into productive delivery conversations
4. Develop a culture of collaboration both with internal stakeholders and with clients

Task Orientation® shows that all business conversations have common underlying patterns. During the TON training you learn to read these patterns and develop the skills required to think clearly and act in the most intelligent way in all situations at work.

Quotes from past attendees:

“Attending the TON course was a revelation and gave me a whole new perspective on how to approach both every day and difficult situations, whether at work or at home; I wish I had experienced it earlier in my 30+year career” - Judith Packer, CEng MIMechE, Engineering Director and Project Manager, formerly at WSP – Engineering Consultancy

“Task Orientated® Negotiation has brought a new level of clarity to my thinking, decision-making and communication. Attending the course increased my personal impact and enabled me to make a bigger contribution to the business. My work is delivered in less time, to a higher standard and with less stress. Working with colleagues in a Task-Orientated way has allowed for a more collaborative culture too. If you're interested in becoming a high performer or developing a high performing team, this course is a must.” – Poonam Sakarsudha, Customer Experience Manager, Legal & General

Exclusive Women at the Wheel rate: £1250 (plus VAT)

To find out more or to reserve your place email Momentum's Business Manager Ami McQuarrie on [ami.mcquarrie@momentumgb.com](mailto:ami.mcquarrie@momentumgb.com)

*\*All bookings are your responsibility, there organisations are not in partnership with Women at the Wheel or Deloitte.*

We would love to hear from you. Please contact us via any of the paths below and please feel free to forward this email to any colleagues.



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