



International
Women's Day

2022
8TH MARCH

**INTERNATIONAL
WOMEN'S DAY**

#BREAKTHEBIAS

|BDO

IDEAS | PEOPLE | TRUST

INTERNATIONAL WOMEN'S DAY

BREAK THE BIAS



A world free of bias, stereotypes, and discrimination.

A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.

BDO Northern Ireland supports International Women's Day.

The 8th March provides us with an opportunity to celebrate women's achievements in the workplace and we join with our colleagues from across the BDO Global network in marking this important day.

As an inclusive organisation, #TeamBDO celebrate the diversity of our workforce all year round and the impact each person makes to our organisation.

We are #BDOProud to provide a working culture in which women's careers can thrive and we celebrate their work and achievements that, in turn, inspire future leaders and other women to achieve their full potential.

To mark this year's International Women's Day, we asked #TeamBDO who inspired them in their career and what piece of advice they would have for young women today thinking about their future career.

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LAURA JACKSON
AUDIT PARTNER

My career journey has been inspired by many. Recently, I have been reflecting on the influence of the Late Mo Mowlam to a then, 18 year old girl starting her Accountancy degree at QUB. I have memorable imagery of an intuitive leader who had a flare for relationship building and invariably being herself.

Once said of herself, "I can't sing, I can't dance, I can't write, I can't spell but something I can do is get on with people." It was that getting on with people irrespective of their political views or differences that created a belief and a consensus in a better future for all. Isn't that what most leaders strive for? As a leader, I can only hope to be inspired by Mo, courageously and boldly being myself and getting on in a world where difference doesn't mean less.

Reflecting on who has inspired me, it has to be my lovely wee Mum, her work ethic and her belief in me. She worked in a stitching factory, starting at age 14, cycling to work in her ankle socks and continued to work throughout her life, always giving her best. She also had a great saying " up the women" ...I loved that. She inspired me to always do my best.

My advice would be don't be afraid to challenge when in a male dominated environment, and also always try and be supportive of other women, don't forget to give praise and feedback.



GERALDINE BROWNE
TAX DIRECTOR



MARINELA FRIEDERICHS
MANAGEMENT ACCOUNTANT

Inspiration for me comes in different forms. I cannot point towards a professional mentor or someone in particular, inspiration is so much more than that. For me it can be a word of advice, past experiences, surrounding myself with people who encourage, inspire, support and help me be the best version of myself.

My advice? It's so important to realise that things are often scarier in your head than they are in reality, so take a plunge, although, always be prepared to take advice.

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PAMELA GILLIES
ADVISORY DIRECTOR

My Dad inspired me. He was a self-employed Antiquarian Bookseller and he taught me from a very early age, that anything is possible and that you can be whoever you want to be with a good attitude, a solid education, a strong work ethic and motivating mentors. Originally a Bank Manager who collected antique books in his spare time, he took a leap of faith and followed his dream of building a career founded on his love of books. He inspired me to focus on one of my key strengths, being Maths, guiding me that if I chose a discipline that I enjoyed as well as being good at, that a happy and rewarding career would lie ahead for me. He was totally right!

My advice would be to believe in yourself and have the confidence in yourself that you can learn and develop to be the best version of yourself. Give yourself space and time to learn, try different avenues and experiences to get to know which is the best fit for the individual. Be flexible and embrace opportunities and experiences along the way. Sometimes, you have to take that leap of faith to find out what you are really capable of. Learn to accept comments and guidance from your mentors for your own self-growth and network, not only to win business but to explore what options are out there for you as an individual. Don't be afraid to reach out to people who already have careers that you are drawn to, to ask them for help and don't push so hard that you forget to have fun.

Over the last couple of years, my biggest inspirations have most definitely been the women surrounding me within the management team at BDO. The way in which each of my colleagues has responded and risen to the challenges thrown at us by the pandemic has been truly inspirational. Whether juggling a full work schedule, client care, home schooling, periods of illness and isolation and all the other daily demands on our time, I am immensely proud of our team and our ability to work together for each other and our clients.

For this reason, and more than ever now, I would encourage anyone starting out in their career to consider who they will be working with, probably even more so than the job itself. It really is your colleagues who can make all the difference.



CATHERINE ROY
AUDIT DIRECTOR

INTERNATIONAL WOMEN'S DAY

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ANNA TURBITT
AUDIT SENIOR MANAGER

There have been a number of key people in business who have contributed to the successful development of my career and continue to support me along the way.

For anyone starting on their career path, I would recommend proactively identifying one or two women in business from whom you feel you can learn. Such people can highlight the breadths of opportunities available to you and may provide you with a long term mentoring relationship.

A woman who has greatly inspired me in my career has been my Auntie Anne (Anne Totten). Anne worked for the Westpac Banking Corporation in Western Australia for over 30 years. She was a career banker, from her initial employment as teller, advancing to hold many Senior Roles within the Group before her retirement in 2015. During her career Anne held the positions of Branch Manager, Area Manager & Relationship Manager both in Commercial and Private banks. She also held a position which had a focus on Women in Business. During this time she was deeply involved with the Telstra Business Women of the Year awards and made a significant contribution on the judging panel for award recipients.

My Auntie Anne has always been on hand to offer guidance and advice to me, particularly around the challenges of balancing family life with my professional career. She has encouraged and reminded me that any difficulties I have faced, are lessons that are needed at that time, and are an important part of life's learning process. She has also kept me up to date with the growth of BDO in Perth, as BDO were an alliance partner of Westpac!



CATHERINE MAGUIRE
FORENSICS SENIOR MANAGER

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