



MARCH 6TH, 2024

CELEBRATING WOMEN WITHIN

FROM LOCAL TO GLOBAL
INSPIRE INCLUSION

MEET INSPIRING COLLEAGUES
**9 INSPIRING STORIES OF
RESILIENCE, LEADERSHIP,
AND SUCCESS**

INSPIRING INCLUSION

CELEBRATING INTERNATIONAL WOMEN'S DAY

In the mosaic of our global community at Nord Anglia, diversity is not just a buzzword; it is the essence of our strength, innovation, and resilience. As we approach International Women's Day, we embark on a journey to celebrate the voices, experiences, and achievements of the remarkable women across Nord Anglia Education.

Through this collection of articles penned by nine diverse female colleagues, we aim to amplify their voices, highlight their contributions, and inspire a culture of inclusion that reverberates beyond our walls.

Inclusion and belonging are not checkboxes on our organisational strategy; they are two of the cornerstones of our ethos, deeply ingrained in our vision and mission to nurture the next generation of global citizens. As we navigate a world marked by rapid change and complex challenges, fostering a more inclusive work culture is not just a moral imperative; it is a strategic necessity. It is about harnessing the power of diverse perspectives, experiences, and talents to drive innovation, creativity, and sustainable growth.

At Nord Anglia, our commitment to inclusion extends far beyond rhetoric. We aim for it to be woven into the fabric of our organisational DNA, reflected in our policies, practices, and everyday interactions.

We recognize that diversity is not just about gender, race, or ethnicity; it encompasses a spectrum of identities, backgrounds, and perspectives. It is about creating an environment where every individual feels seen and heard, valued and respected, and empowered to bring their authentic selves to work.

Through initiatives like our various Professional Development Programmes, EDIB Action teams, mentorship opportunities, and EDIB training, we are not only striving to level the playing field but also cultivating a pipeline of diverse talent poised to lead with empathy, resilience, and integrity. We understand that true inclusion is not achieved through passive acceptance but through intentional action, advocacy, and allyship.

As we celebrate International Women's Day, we are reminded of the progress we made and the road that lies ahead. It's a day to honour the trailblazers who shattered glass ceilings, the unsung heroes who paved the way, and the emerging leaders who carry the torch forward. It is a day to reflect on the barriers that still exist, the biases that persist, and the work that remains to be done.

Through this collection of articles, we invite you to journey alongside nine extraordinary women as they share their stories, insights, and aspirations. From Argentina to Hong-Kong, from schools to marketing to operations, these voices represent the kaleidoscope of experiences within our global family. They remind us that inclusion is not just a destination but a continuous journey of learning, unlearning, and evolving.

As we navigate the complexities of the modern world, let us recommit ourselves to the principles of equity, diversity, inclusion and belonging (EDIB). Let us strive to build better communities where every individual has the opportunity to thrive, regardless of their gender, background, or identity. Let us inspire inclusion, not just today but every day, as we shape a brighter, more inclusive future for generations to come.

DR. LESLIE WILLIAMS
SENIOR PROGRAMME LEAD FOR SOCIAL IMPACT & GIVING
EDIB PROGRAMME CHAIRPERSON



CONTENTS

- P4-5** From township to global education:
the inspiring journey of **Adelaide Tsogo Masenya**
- P6** Empowering education and Social Impact:
A journey of dedication and resilience by **Michelle Cuming**
- P7** A leadership journey of passion, empowerment,
and great shoes! by **Niki Meehan**
- P8** Embracing challenges, inspiring change:
the educational odyssey of **Raquel Thomson**
...from Lisbon to London and beyond.
- P9-10** Empowering education and leading change
by **Venkata Lalitha Deepthi Tata**
- P11** Breaking barriers: the rise of women leaders in
today's organisations by **Phoebe Martin-Connolly**
- P12** My journey through compliance by **Sanna Lidstrom**
- P13-14** The hill we climb by **Mary-Jane Newton**
- P15** Empowering diversity: **Mema Caset**'s journey in
marketing at Nord Anglia

FROM TOWNSHIP TO GLOBAL EDUCATION: THE INSPIRING JOURNEY OF ADELAIDE TSOGO MASENYA



My name is Adelaide Tsogo Masenya, formerly known as Adelaide Ngale. I am one of the Programme Officers for Global Campus and NAU.

I was born and raised in a small township called Alexandra, in Johannesburg, South Africa. I am the youngest among 3 siblings, born in one of the poorest townships in Gauteng but my background was never a stumbling block for my goals and career.

My late parents never afforded my university fees as my mother was the only employed parent and she was a cashier. Coming from a poverty-stricken background, I had dreams to study further and pursue my career, but finances would not allow. After completing high school, my 12th grade, I applied at the University of Johannesburg to study Human Resources Management. I qualified for a student loan and was able to complete my first qualification.

Upon completing my National Diploma with a Cum Laude, I then registered for a B-tech degree and was awarded a bursary to pursue my studies further. In addition, I further completed my Honours Degree in HR with the same bursary and worked in HR for a few years. During my tertiary studies, I was a very active student.

I tutored first year students (Business Management) and formed part of the UJ Representative Council Committee (SRC) where I used art and cultural events to build solidarity and trust amongst diverse students at the university.

In 2014, the company I worked for went into liquidation and that led to me losing my job. That same year, I established a Non-Profit Organisation and named it after my second name, Tsogo, which means resurrect. The full NPO name is Tsogo Ya Bokamoso, and the foundation focused on assisting students with subjects choices, university applications, bursary information and career choices. Tsogo Ya Bokamoso made a positive impact in my community and changed the lives of young people. I served secondary schools within my township and helped students with their academic journeys, career choices and university advice.

Whilst leading the NPO, my passion for education was developed. I enrolled for a Post Grad Certificate in Education (PGCE) at the University of Johannesburg and graduated again with a Cum Laude. This allowed me to become a secondary school teacher at Maryvale College while working in the NPO on a part time basis. In 2016, I was awarded the British High Commission's Chevening Scholarship where I was selected from over 10,000 applicants in my country alone. It was through Chevening that I came to the UK and I completed my Masters in Education and International Development at University College London (UCL).

Upon completing my Masters at UCL, I returned back to South Africa to my old teaching role. I taught basic economics, art and culture and life skills.

In 2019, I got married to my South African husband, whom I met in the UK during my Masters studies. I then returned to the UK in 2020 and worked in private healthcare (HCA), prior to becoming part of the NAE family. I'm part of a lovely and supportive team, and my proudest projects are certainly the Art Club, as well as Expert Talks. Art Club is one of the most popular projects on Global Campus; it is well loved by students and has great engagement. Through Expert Talks, students, teachers, and colleagues learn from various speakers and topics. I believe that my role as a PO impacts students positively through the projects we design. The goal of GC is to enhance global connectedness and it is through our projects that students get the opportunity to connect with each other on a global scale.

Some of the significant challenges I have encountered in my overall career include being a minority in terms of race, gender, and background. Being a young, black woman in any workspace can be daunting at times. However, the biggest challenge about pursuing a career in the UK is fitting in and trying to find my feet as part of a global landscape.

It has not been easy adjusting to an international work culture, language, and systems, particularly coming from South Africa and being employed within a diverse company such as NAE. I am constantly reminded that the UK is different from South Africa and that things are done differently as a result. One of the ways I deal with my career challenges is by working hard and believing in myself.

I always remind myself of how far I have come, and that I am great, and that my background certainly impacts but does not stifle who I am and what I am capable of. I am a hard-working individual, always willing to grow, to be corrected and I strive to learn from my mistakes. I always endeavour to go beyond what is required of me and my go-getter spirit and hard-work got me to where I am today.

In terms of leadership style, I believe in giving back, making a difference, and serving others. My passion also lies with young people, and my leadership skills thrive when I mentor, coach, and guide students from various backgrounds. This makes me a servant leader and one who leads by also getting their hands dirty and doing the work alongside others.

My husband and children motivate and push me to do greater in my career. When I look at my background, coming from humble beginnings and also being the only one in my family to have graduated and travelled the world, I believe myself to be very strong, committed and believe I could achieve anything I put my mind to. Having moved abroad and living in a different country has had a positive impact in my personal life and career at large. However, my confidence has at times been affected negatively as I navigate my career in a very different setting.

My dream is to establish and own schools in South Africa that would offer good, quality education and have international exchange programmes with students from poverty-stricken backgrounds. My long-term goal is to see Tsogo Ya Bokamoso become a leading and influential organisation, making a difference in the academic and career lives of young people and impacting Africa at large.

As a diverse organisation, I believe that Nord Anglia is on the right path in terms of promoting and achieving inclusion and diversity. It would, however, be great to see more women of colour in higher and influential positions. I would like to see more inclusive and diverse programmes within NAE, as well as equal opportunities being given to junior members of staff, including traveling opportunities.

It has been a year since I joined Nord Anglia, and within that year, I have grown massively as an individual and my skills have also been developed. I continue to learn and grow in my role as a PO and now that I'm on maternity leave expecting my second baby, I look forward to returning to work as I enjoy being part of the Nord Anglia family.

ADELAIDE TSOGO MASENYA

**PROGRAMME OFFICER FOR GLOBAL CAMPUS AND NORD ANGLIA UNIVERSITY
LONDON GROUP CENTRAL SUPPORT, UNITED KINGDOM**

EMPOWERING EDUCATION AND SOCIAL IMPACT: A JOURNEY OF DEDICATION AND RESILIENCE



As the Assistant Head of Secondary - Enrichment and Social Impact Regional Lead for China, my journey in education has been shaped by a deep-seated passion for supporting others and creating positive change. It all began back in 2003 when I completed my 4-year Degree in Physical Education at the University of Chichester. Inspired by the diverse experiences I had in my own schooling—ranging from teachers who understood and catered to individual needs to those who fell short—I embarked on a mission to make a difference in the lives of students.

For 15 years, I taught in two large comprehensive schools in the UK, an experience that left an indelible mark on my teaching career. Now, at The British School of Guangzhou in China, I have the privilege of supporting students in multifaceted ways. In my role as the Social Impact Lead, I spearhead initiatives that promote awareness of global goals and Child Rights Conventions (CRCs). One of our proudest achievements at BSG is our Community Partnership, where we've been actively involved in feeding, providing essential items, and supporting over 200 homeless individuals in Guangzhou every Saturday morning for the past three years.

Additionally, I personally engage with the local community by providing breakfast and a listening ear to six elderly men living on the streets during my cycle to school—a small gesture with a profound impact.

Balancing a career-driven mindset with family aspirations has been a challenge, particularly as a female professional. During the lockdown in China, I navigated the emotional roller-coaster of pursuing IVF, overcoming language barriers and cultural differences. Amidst this journey, I transitioned roles within the school several times to ensure I could support both the institution through the pandemic and myself through a deeply personal journey.

Throughout my career, I've found the leadership of students to be the most rewarding aspect of my role. Witnessing an increase in social impact opportunities for students across Nord Anglia fills me with immense pride, reinforcing my belief in leading by example and inspiring positive change.

My motivation as a teacher remains unwavering—I believe that the day I stop enjoying what I do and cease working hard will likely be past retirement age! As an Assistant Head and PE teacher, I am committed to serving as a role model for girls, demonstrating how sport can enhance their lives in myriad ways. Women face numerous barriers, and it's crucial to support them in breaking down these obstacles and realizing their full potential.

In conclusion, my journey in education has been one of dedication, resilience, and a relentless pursuit of empowering others. As I continue to navigate the complexities of teaching and leadership, I am driven by the belief that every effort made to uplift and support students contributes to a brighter, more inclusive future.

MICHELLE CUMMING
ASSISTANT HEAD OF SECONDARY ENRICHMENT
SOCIAL IMPACT REGIONAL LEAD
THE BRITISH SCHOOL OF SCHOOL GUANGZHOU

A LEADERSHIP JOURNEY OF PASSION, EMPOWERMENT, AND GREAT SHOES!



As a female leader and educator, my journey has been shaped by a tapestry of experiences, people, and a rather large collection of shoes (that hopefully reflect not only my style but also my confidence and creativity). My leadership growth is a testament to the support I've received, the challenges I've faced, and my passion for nurturing the potential of young people.

Growing up in a bustling household with socialist parents and four siblings provided the foundation for good leadership skills: communication, teamwork, empathy, resilience, and determination.

My mother, an inspirational teacher and quietly assertive role model, played a pivotal role in fostering my confidence and encouraged me to explore the world, even once I had my own family. She also had a great shoe collection!

Fuelled by a thirst for adventure and challenge, my career as an educator has taken me to diverse corners of the globe from Glasgow to Prague with many interesting stops (and shoes) along the way.

Teaching undergraduates in China and Vietnam reminded me that the freedoms and opportunities afforded to me were not universal.

While teaching in Eritrea during the aftermath of a prolonged civil war, I encountered the most inspirational women who showed incredible perseverance and resilience to overcome gender bias, stereotypes, and inequality, with courage and grace.

And back home in inner-city Glasgow it was humbling to work alongside long-serving teachers and leaders who tirelessly fought to improve the lives of disadvantaged young people.

Teaching and travelling across varied countries exposed me to diverse cultures, education systems, and perspectives, and provided me with invaluable mentorship and rich learning opportunities. Each experience became a stepping stone in my leadership journey and when my two daughters came along, my drive to be a positive female role model became even more important. The challenge of simultaneously being a good mum and a good leader was not always easy but the rewards of both kept me energised and motivated. For a few years, the shoes may have been flatter, but the strides remained bold and purposeful.

Joining Nord Anglia Education 15 years ago, my journey evolved from Head of Primary in Bratislava and Shanghai to the role of Principal in Jakarta, Rotterdam, and now Prague. My belief in the transformative power of education has deepened, further recognising the pivotal role educators play in shaping young lives.

As a leader, I acknowledge the responsibility to extend this influence, nurturing colleagues' growth and being a strong role model for both the adults and young people in our schools. Empowering the next generation of female leaders requires instilling confidence, encouraging them to follow their passions, and advocating tirelessly for equality and equity.

The path to leadership is diverse, shaped by continuous learning from others, and marked by the confidence to follow one's passions. It's a journey that demands boldness, confidence, and a commitment to service. As I continue to stride forward in my leadership role, I am reminded that every step is not just a personal statement but a collective effort to create a more equitable and empowered future. And yes, a varied wardrobe of fantastic shoes for every occasion remains an essential part of this empowering journey.

NIKI MEEHAN

PRINCIPAL

PRAGUE BRITISH INTERNATIONAL SCHOOL, CZECH REPUBLIC

EMBRACING CHALLENGES, INSPIRING CHANGE: THE EDUCATIONAL ODYSSEY OF RAQUEL THOMSON ...FROM LISBON TO LONDON AND BEYOND.



Raquel Thomson's journey through life has been filled with opportunities to develop a sense of resilience, passion, and an unwavering commitment to education. Born and raised in the vibrant city of Lisbon, Portugal, her upbringing was colored by the warmth of her family, the values instilled by her mother, and the challenges she faced as a young woman determined to carve her own path in the world.

Growing up, Raquel was surrounded by the love of her mother and her two younger sisters. In the absence of her father, who passed away when she was just two years old, her mother became her guiding light—a role model of perseverance, altruism, and relentless positivity. From her, Raquel learned the importance of giving back to the community, of embracing challenges with grace, and of never allowing circumstances to dictate her future.

Raised in a Catholic household, Raquel was taught the values of compassion, empathy, and service to others. These principles would later shape her approach to life and inform her decision to pursue a career in education -

a field where she could make a tangible difference in the lives of young people.

At the age of 25, fueled by a desire to spread her wings and explore new opportunities, Raquel took the plunge and moved to London on her own. It was a leap of faith - a chance to embrace change and seek out new adventures in a foreign land. Little did she know then that this decision would shape the trajectory of her life in ways she could never have imagined.

In London, Raquel found love with a wonderful Scottish man and, together, they embarked on the journey of building a family. Blessed with two beautiful daughters, their home became a testament to love, laughter, and boundless possibility. But amidst the joys of motherhood, Raquel felt a yearning for something more - a calling to make a difference in the world, to leave a lasting impact on the lives of others not just her own.

It was this yearning that led Raquel to discover her passion for teaching - a profession that would become not just a career, but a calling. Her journey into education began with humble beginnings, as she volunteered with organizations such as the Children's Country Holidays Fund and lent a helping hand in local schools. Despite facing setbacks and rejection from teacher training programs, Raquel refused to be deterred, believing wholeheartedly in her ability to make a difference.

Finally, her perseverance paid off when she was accepted into the Graduate Teacher Programme. It was a moment of triumph—a validation of her belief in herself and her capabilities. From that moment on, she threw herself into the world of education with gusto, determined to inspire, empower, and uplift the next generation of learners.

RAQUEL THOMSON

**ACTING DEPUTY HEAD TEACHING & LEARNING
6F CLASS TEACHER,
NORD ANGLIA INTERNATIONAL SCHOOL HONG KONG**

DEEPTHI TATA: EMPOWERING EDUCATION AND LEADING CHANGE



Deepthi Tata, the Senior Secondary coordinator at Oakridge International School - Visakhapatnam, shares her transformative journey from the banking sector to education. In 2012, circumstances led Deepthi to leave her banking job, and a suggestion from a colleague shifted her career trajectory towards teaching Accountancy at Oakridge. Since then, her teaching career has blossomed, offering her a rewarding path filled with enriching experiences.

Deepthi's inspiration to pursue a career in education stemmed from the profound impact she observed herself making on young minds. Despite initially entering the field by chance, she discovered a passion for guiding and shaping students, realizing that teaching was more than just a profession—it was a calling. Reflecting on her career, Deepthi highlights pivotal milestones, including her transition to Oakridge, where she found her passion for education ignited. Over the years, her role as Senior Secondary coordinator has provided numerous opportunities for growth, collaboration, and witnessing the academic and personal growth of students.

Deepthi's contributions to Oakridge have been significant, earning her the Best Coordinator Award in 2021. This recognition underscores her dedication and the trust her colleagues have in her abilities. Her work has positively impacted the organization, fostering a collaborative environment and supporting student success. One of Deepthi's impactful initiatives involved aligning professional development sessions with the school improvement plan. By strategically integrating PD opportunities, she ensured that educator development directly supported the institution's broader vision and mission.

Throughout her career, Deepthi has encountered challenges, including the transition from banking to education and understanding the diverse needs of students across different age groups. However, she navigated these obstacles by embracing change, seeking mentorship, and maintaining a growth mindset.

Deepthi's leadership style emphasizes a holistic and people-centric approach, influenced by leaders like Paul Dupuis. She prioritizes transparent communication, fosters collaboration, and encourages continuous learning among her team. Ms. Shaila Bhamidipati, the Principal of Oakridge Visakhapatnam, has been a significant mentor, empowering Deepthi to recognize her potential and contribute meaningfully to the institution.

Deepthi's motivation to continue pushing forward in her career stems from her passion for education and the transformative impact it has on students. She envisions herself taking on more leadership responsibilities, further enhancing the learning environment, and fostering innovation among students.

Deepthi believes that diversity and inclusion are essential for the success of Nord Anglia Education. She emphasizes the importance of creating an inclusive workplace culture where every staff member feels valued and celebrated. Deepthi suggests investing in initiatives that support staff holistically and promote cultural awareness as ongoing commitments.

In conclusion, Deepthi Tata's journey exemplifies resilience, passion, and dedication to education. Her contributions to Oakridge International School - Visakhapatnam have been invaluable, reflecting her commitment to empowering students and fostering a culture of excellence within the institution. As she continues to inspire and lead change, Deepthi's impact on education remains profound and enduring.

VENKATA LALITHA DEEPTHI TATA
PROGRAMME COORDINATOR (CBSE- SR SECONDARY)
OAKRIDGE INTERNATIONAL SCHOOL VISAKHAPATNAM, INDIA

BREAKING BARRIERS: THE RISE OF WOMEN LEADERS IN TODAY'S ORGANISATIONS



For a global company such as Nord, collaboration and harnessing talent across our people is fundamental to our success – and inclusion is at the heart of that. Having joined in 2019 from financial advisory in the City of London, it strikes me that there has been a marked and welcome change in Nord's approach to inclusivity.

In my experience, one of the best illustrations of inclusion within Nord Anglia is the daily collaboration on projects involving team members from a vast array of backgrounds and perspectives. As in any complex business, contributions from many areas are critical to the success of our shared endeavours – be it from acquisitions to our Nord family to delivering our renowned superb educational outcomes. But behind each area within Nord are individuals with their own thoughts, feelings, motivations, and outlooks. And it is Nord Anglia's culture of supporting and encouraging individuals to strive their utmost in our shared purpose that I think is really striking and adds a huge amount of value.

For instance, recently welcoming the Avenues Schools into our Nord Anglia Education family required extraordinary efforts from colleagues across the world in multiple time zones with varied areas of expertise, backgrounds and perspectives. By working cohesively, and always valuing each other's insights, we were able to tackle challenges more creatively and reach an innovative and successful result.

Upon reflection, I think there are three key components that are fundamental to fostering an inclusive environment:

(i) Unifying culture – having a clear shared purpose and vision that enables everyone in an organisation to direct their energies positively is really important. For Nord Anglia, developing future global leaders through providing excellence in premium education is a shared goal that aligns and drives us all.

(ii) Leadership – it is an absolute requirement for us to empower everyone to make their best contributions, no matter their disposition. Be they extroverted, introverted, confident or reserved, it is the leaders' job to harness the best insights from all.

(iii) Individual responsibility – this has two key aspects. First, it is down to each and every one of us across all levels to promote a culture of inclusiveness in the workplace, to support and uplift each other, and give others the confidence to share their own ideas and perspectives. Second, it is incumbent on us all as individuals to have the confidence and courage to speak up and contribute – and indeed sometimes challenge – as we all have the 'obligation to dissent'.

In my experience cultivating informal mentors and mentees from a wide array of backgrounds and expertise has been invaluable in achieving my personal goals. I think that if mentorship could be formalised at Nord Anglia further, this could help unlock many more benefits to inclusivity.

One of the potential pitfalls of widespread current thinking around diversity and inclusion is that the focus is often on outward immutable characteristics and group representation. In my view, the principle of inclusion should be centred around creating a sense of belonging by bringing together varied perspectives that drive the best outcomes for all.

These are a few of my thoughts on how we can continue to foster an inclusive environment – particularly as we celebrate International Women's Day – I would be delighted to hear yours.

PHOEBE MARTIN-CONNOLLY

**CORPORATE DEVELOPMENT SENIOR MANAGER, GROUP CENTRAL SUPPORT,
LONDON, UNITED KINGDOM**

SANNA LINDSTROM: MY JOUREY THROUGH COMPLIANCE



In the intricate tapestry of my professional journey, some threads stand out more vibrantly than others. Allow me to share my story - a journey from legal practice to the world of compliance, woven with diverse experiences, profound insights, and invaluable lessons.

Born and raised in Finland, I ventured to the United States completing secondary school there before eventually settling in the United Kingdom for university. This international upbringing laid the foundation for a career journey marked by adaptability and a global perspective.

My journey into compliance began while working as a solicitor at a small firm in Kent. It was here that I first encountered compliance through my role as a Practice Manager. Little did I know that this initial exposure would set the stage for a series of career shifts.

Leaving behind the legal world, I embarked on a new chapter by joining the Insolvency Service as a contractor in the directors' disqualification investigation team. Tasked with delving into the behaviour of company directors in failed companies across various sectors, I gained first-hand insight into the intricacies of corporate compliance.

However, it was my tenure of approximately eight years with child rights International Non-Governmental Organizations (INGOs) that truly shaped my professional identity. In roles focused in risk and compliance, I found myself at the forefront of global initiatives, from attending a UN conference on terrorism financing in New York to collaborating on compliance issues with sector partners. Amidst the various challenges, I discovered a community of dedicated individuals united by a shared mission to create positive change - a journey that not only enriched my professional life but also fostered enduring friendships.

Reflecting on my experiences, I draw inspiration from both the highs and lows of my journey. From navigating encounters with aggressive clients to enduring the indignity of being shouted at in an open-plan office, I emerged with a commitment to break the cycle of toxic behaviors. As a manager, I strive to embody the support and empathy that I myself received from colleagues, recognizing the profound impact of compassionate leadership.

Through it all, I offer sage advice garnered from my journey. To my younger self, I impart the wisdom of resilience, urging a perspective that transcends setbacks and embraces the strength of empathy. I advocate for the power of collaboration, emphasizing that no individual is ever boxed in by their past experiences.

Indeed, my story is a testament to the fluidity of career paths and the enduring value of resilience, empathy, and collaboration. As I continue to chart my course through the ever-evolving landscape of compliance, I hope my journey stands as inspiration for aspiring professionals regardless of background.

In the symphony of my professional journey, I have composed a melody of resilience, empathy, and unwavering determination—an ode to the transformative power of embracing change and forging meaningful connections along the way.

SANNA LINDSTROM
GLOBAL COMPLIANCE MANAGER
RISK MANAGEMENT, GROUP CENTRAL SUPPORT,
LONDON, UNITED KINGDOM

MARY-JANE NEWTON: THE HILL WE CLIMB



*And yet the dawn is ours
before we knew it.
Somehow we do it.
When the day comes,
we step out of the shade,
afire and unafraid.
The new dawn blooms as we free it.
For there is always light,
if only we're brave enough to see it.
If only we're brave enough to be it.*

"The Hill We Climb" from Amanda Gorman.



I grew up in a matriarchal household. This is me with my mother in India and then aged 5, in the small flat I shared with my grandmother and mother in Germany. My grandmother was an immigrant and single mother of three. She was a cleaner. My uncle (in the picture) used to correct me, "no, she is a room carer!". My mother started out as a factory worker and later became a nurse. Growing up, I understood early that it is important to take pride in what you do, and that success isn't a given. You have to work hard at it.

I got a scholarship to attend King's College London. I was the first in my family to go to university. I landed a job in teaching and then became an assistant editor at the

Oxford University Press. I count myself lucky to have found my passion so early in my life. All I wanted to do was help young people achieve more than they ever thought possible. I wanted them to feel empowered. The advice I'd give to young women is to listen carefully to your heart. What excites you, makes you curious? Where do you want to leave your mark? Then apply yourself. Be brave and step out of the shade. And when things get hard, be all the more determined.

I've since worked in start-up and large corporate environments across privately held, listed, and not-for-profit organizations. I've held roles spanning product and business development, strategy, and digital transformation. I've lived in India, Asia, the US, and Europe. I've witnessed the staggering growth of the international schools market and seen the industry develop to become more inclusive and increasingly digital.

I have vivid memories of a specific Nord Anglia school in Hong Kong, where I lived for over a decade. I used to pass it on my way to work in a lively part of town, called Kwun Tong. There was a coming and going of students in crisp uniforms, laughing and chatting, waving to their friends, parents, and carers. Sometimes I was able to observe events and festivities through the open gates, against the backdrop of the high rises and harbour. The students were special. There was so much opportunity. I believe that what we do shapes generations. It's a great honour, but also a big responsibility.

I am so proud to be part of Nord Anglia. It's a stellar organization with exceptional people, all united in their mission to advance teaching and learning, and to help young people be confident, resilient, and creative. I am here to shape and elevate Nord Anglia's digital portfolio of education products. New technologies are advancing teaching and learning at an unprecedented speed and we're determined to harness their power in a way that is safe and responsible. I believe that digital solutions won't replace what we do. They will enhance it. And it will be all the more important to celebrate what it means to be human: our empathy and connection to others, the ability to think deeply and creatively, to show determination in the face of challenge.

Let's celebrate our humanity and diversity, and spend time today to think of our fellow women and their journeys. Think of the hills they've climbed and those still ahead of them. Let us walk with them and wish them well.

There is always light.

Let's be brave enough to see it.

Let's be brave enough to be it.

MARY JANE NEWTON

GROUP HEAD OF DIGITAL EDUCATION PRODUCTS

DIGITAL NORD ANGLIA

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EMPOWERING DIVERSITY: MEMA CASET'S JOURNEY IN MARKETING AT NORD ANGLIA



I'm truly honoured to have been invited to share my story alongside so many other remarkable women at NAE this International Women's Day.

My name is Mema Caset and I work in Nord Anglia's brand function here in London, where I've been part of our central Marketing, Admissions and Communications (MAC) team for nearly five years. Originally from Argentina, my career in marketing started over 12 years ago back home. In 2017, I embarked on a new chapter in the United Kingdom, where I encountered first-hand the challenges of finding my feet in a new culture. It was a profound experience, and it underscored to me the importance of inclusivity and empathy.

At Nord Anglia, fostering a diverse and inclusive culture isn't just a moral imperative; it's also sound business practice because you see everything from lots of different perspectives. Working alongside a myriad of people from different backgrounds to my own - and with people working in different jobs - has enriched my professional and personal growth without any doubt. Many of these people, particularly inspiring women, have been instrumental in empowering and motivating me.

Among the initiatives at Nord Anglia that I am most proud of is spearheading the brand roll-out of our new positioning and visual identity across our global family of schools. This initiative, while demanding and challenging, allowed me to forge meaningful connections with our schools and support them in articulating their essence in a compelling way so more families choose a Nord Anglia education for their children. A recent example of our global brand in action is INSIGHTS where I've helped create our visual identity.

The trust and support extended to me by the MAC senior leadership team throughout the brand roll-out project was invaluable in my professional development too. I'm passionate about pushing beyond my comfort zone so I can find ways to unlock my own potential as well as that of the people I work with. As a leader (and borrowing the words from a senior leader at NAE - coincidentally a very inspiring woman - who expressed it so beautifully), my aim is to empower those I work with to come together and do their best work. It's something I care deeply about, because I know the difference it's made to me throughout my career.

Our vision of shaping a generation of creative and resilient global citizens that will change the world for the better matters to me. I'm driven by the conviction that what I do at work is helping create a more equitable and inclusive world.

And gender equality is a cause close to my heart, it's why I do my best to educate myself on the challenges faced by us women (in the workplace and beyond), strive to champion and support women, and set a positive example for my son. I'm certain we all have a role to play in building a future where International Women's Day is no longer necessary, because equality is the norm. Here's to making that vision into reality!

MEMA CASET
SENIOR BRAND MARKETING MANAGER
MARKETING, ADMISSIONS & COMMUNICATIONS
LONDON GROUP CENTRAL SUPPORT, UNITED KINGDOM

CELEBRATING
WOMEN
WITHIN



To you,
the women in Nord Anglia Education,
a beacon of light,
your presence inspires, a constant delight.
With grace and strength, you lead the way,
motivating me to seize the day.
A role model, a source of inspiration,
your actions speak volumes,
without reservation.
In your footsteps, I find my drive,
forever grateful for
the motivation you provide.

