

## Emily Haddow – Associate Director, Page Personnel



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### What are you most proud of in your career at PageGroup?

I have had many proud moments during my career at Page – Promotions, high flyers, successfully returning after 2 maternity leaves, turning round an under-performing office but when I look back, I consider 'surviving' the recession of 2008 to be my proudest time. I still remember it so vividly, I was working towards my manager promotion in a newly established Leicester office. We returned after the Christmas break and it was like someone had just turned the tap off! Every BD call was met with laughter or resulted in the client registering as a candidate and every CINT saw candidates getting emotional due to the desperation of their job search. It was one of the most challenging markets any of us had every faced. But, even now, I maintain it was our 'best' time, we adapted quickly, we pulled together as a team, we worked harder, we found new clients. We found positivity, we celebrated the small wins and as a result there was a fantastic camaraderie in the office... I learnt more in that period than in my whole recruitment career, and it was during this period I achieved my manager promotion too!

### People often wonder about the differences in how men and women lead. What are your thoughts on that?

I have reported to both men and women during my time at Page. I have also managed and developed both men and women to management roles. I personally don't think it is a case of *men and women* being different, I think it is more accurate to say *people* are different and demonstrate differing leadership styles. You develop a style to suit you, your personality and your attributes. The best leaders then further adapt this style to suit their people and the teams.

### If you had your time again, what would do differently?

To be honest, there is not a great deal I would change about my career path, not because I have always made the right decisions or because every road has led to a successful outcome but more because I don't believe in regrets. When faced with a cross-roads, you make the best decision at the time in the situation you are faced with, I am fairly pragmatic about things.

I can think of many challenging periods of my career but I certainly would not go back and change these as I believe it is during these times when you develop the most. It is definitely what has helped shape me into a better consultant, a better manager and a better leader.

### What are the main challenges you have faced in your career, and how have you overcome them? How might these differ for the generation of women behind you?

Juggling family and work life! I am ambitious, I do not work in a 9-5 industry and this is not always conducive to a family life. Before kids, I could stay late in the office, but now when I have to pick up the kids, I have no choice but to leave. Not to mention the stress of dealing with sickness or 'snow days' as a working mum! It means I have to have realistic expectations both inside and outside of work. There is no 'wasted' time, this might mean interview prepping a candidate on the Bluetooth while driving to nursery...

Most importantly, I stand by my choices and don't waste time on guilt. I am proud to be a working mum, my parents had successful careers and that inspired me.

The business is a significantly different place to what it was 5-10 years ago, all of the above are more commonplace and as such are accommodated by the business well. The business has shown me so much understanding and flexibility to deal with the above and still achieve my career goals. This is only set to continue for generations to come!

- 2007**
- 2009**
- 2012**
- 2013**
- 2015**
- 2016**
- 2017**
- 2018**

- Joined PPF Leicester as a Senior Consultant
- Got married and promoted to Manager
- Promoted to Senior Manager while pregnant!
- Maternity leave with my first daughter Eva
- Promoted to Associate Director
- Managing 25 staff over 4 locations while pregnant with my second daughter
- Maternity leave with my second daughter Isla
- Returned to the business