

Sevyle
The *EDIT* VII



A NOTE FROM MAGGIE

THE FAMILY ISSUE

Who would have thought that when we planned this Edit the world would be going through huge transformation. From all of us at Semple, we hope that you are safe and well. Where you have had sadness, we think of you.

Our theme is Family which in today's environment is so important. We are all learning to connect with our different tribes in virtual ways and I would like to think that we are being more imaginative, collaborative and kind.

I'm therefore really pleased that each of our articles highlights what family means to the author. Nancy Armand describes the three types of family that she has, Anne discusses how she juggled being a working mother and Gillian celebrates her firm's achievements. In the Semple camp Dulcie, finally answers a question that everyone asks "where did you get your dress sense from?". My article quite simply shows you how my mind works when answering the question "what does family mean to you?".

As ever, it would be great to engage with you on social media. Connect, tag, follow us using the links on page 28. I would love to hear from you.



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The cover: Some of the FLiP team wearing their Semple dresses. Read the complete feature on page 10.

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CHOOSE YOUR FAMILY

NANCY ARMAND

Maggie had a virtual coffee with Nancy Armand, Head of Portfolio Management at HSBC Bank USA about family life. Here is Nancy's story...

Welcome Nancy and it's great to see you again. Please tell us about yourself.

Sure. My name is Nancy Armand and I hail from the Southside of Chicago, Illinois. My parents were both Haitian and they came to the US in the 1950s. I was raised traditionally by Haitian Americans, which was simply classically West Indian, but I didn't know that at the time. I grew up in the Midwest and my mother would say that her children have the characteristics of the displaced because we really couldn't be American enough, nor Haitian enough, since we didn't have the history. So, you always have to navigate between the two cultures.

I went to college at Washington University in St Louis, Missouri and subsequently joined the Management Development program at Southwestern Bell. Fortunately, I've been able to navigate through corporate America for a number of years and I want to knock on some wood as there were some challenging times. I have been at HSBC close to 14 years. I never thought that I would be in banking in the US much less focused on marketing to the internationally minded consumer. But, luckily, I got the opportunity to do so and it propelled me into getting a secondment to the UK from 2012 through the end of 2017.

While in the UK I met you and many others and I found myself in yet another cross-cultural situation. I picked up the British outlook and parlance while still maintaining my American transparency with a West Indian upbringing. It is quite a mélange, or mash up, once you get past two to three years of living abroad. Now that I am back home, every now and then I slip and say, for example, what's your flat like? And I catch myself since that's not what we say in the US. My love of fashion and of the UK hasn't ended and I have many UK friends who have since become family.

So what does family mean to you?

My father was one of four brothers and not all of them lived in Chicago but he had around ten first cousins who somehow became our uncles. To give you an example of the extended family in the West Indian culture where I grew up it really meant anybody who was blood related. Your first cousin is basically your brother.

My father had three siblings and none of them lived in Chicago however he had around eight first cousins who did and somehow all of them became our Aunts and Uncles. The extended family in the West Indian culture really means anybody who was blood related and can take on a closer familial title. For example, your first cousin is basically considered your brother or sister.

The other thing as part of the culture is that there is also the family you choose who are your friends. The person you call, because it is your

mum's best friend, means the world to you. I remember that one of my mother's best friends took me to get my driver's license at 16 and he had to live through my experience of failing the first time and sobbing. I was able to find love and support in the UK as well and I would say that I left a family of friends who are supportive and who care.

You've lived in the UK and US. Any differences in how you perceive those two cultures dealing with family?

I think the two cultures are very similar. I would say one noticeable difference to me is that broadly Americans are by nature warmer in their work environment to making a new family from their friends. In Europe, culturally, that didn't feel the same to me. It doesn't mean that you don't make friends at work, it's just that sometimes we Americans laugh a little louder and giggle – so you know we're here. So that's a bit of a pinch point but it definitely becomes the same once you get past that hump. The warmth is the same but initially the British may seem a little bit more remote, a little bit more distant. I now have a much better appreciation for the term 'mate'.

Another area that I am intrigued about is how US corporate women dress. Whenever I visit, mainly the East Coast, I am struck by how well business women dress compared to British

Image: Nancy in her Semple dress with friend and client of Semple, Heather Melville.



women. I know this is a generalisation but is it a fair observation?

On the East Coast there is a difference in how American women dress. I have lived in Chicago, New York, St Louis and I would say that New York has its own signature. We take dressing in black to a whole new level! What I find interesting when you talk about the contrast is that in the UK at least the corporate women that I've met are a bit more traditional in what they put together. Now this is a generalization and it is based strictly on people watching! East Coast, their choices don't always work however. Let's not believe that when you roll that plaid with that stripe that it's always working but there is a sense of panache. What I've noticed over time is that as women get more power we are bolder in how we dress while maintaining our style. It may simply be the pony boots with the pant suit but it's a flash of a personality.

I always like a splash of colour and some of my friends would say that it is the Caribbean in me. I remember one day when I was working at

FASHIONABLY VIRTUAL

American Express I wore a yellow jacket I loved and some of us were having a style conversation. One friend said to me "not everyone wants to come in looking like a highlighter". I was commenting on her constant wardrobe of grey and black and navy. We all laughed.

If I drew an image about what family means to you, I would have two concentric circles. The inner circle would be your close and extended family and the second your close friends. But what about your broader network, the third circle. Who would be in that?

I would say that I have three extended families outside of my close friends. One is the Executive Leadership Council (ELC). The ELC plays the role of a trusted confidant when you are excelling in the workplace and need to navigate as a person of a different hue and/or gender. Having the ability to bounce something off of another person who has had a similar experience in a

"The family that you choose won't always be there so make yourself accessible. Don't be afraid to ask for help because your family is there and your family does want you to succeed. Never take that for granted."

safe and healthy way is invaluable and that's the "family support" that the ELC provides since it's a network of over 900 senior executives, C-suite and entrepreneurs globally. Getting the insight and honesty that you need when kicking the tyre on various situations from people who are honest and authentic can be a mirror that offers you a different family then let's say your girlfriends or people who are not even in your field.

I recently reconnected with my sorority from college, Alpha Kappa Alpha Sorority, Inc. and during this pandemic it's the sisterhood amongst us that's significant. Early on we had a member who messaged on our chat group that she thought her husband might have Covid-19 and that she needed some support. If you had seen how quickly members mobilized -within minutes of her message the responses were 'what do you need?' 'I've picked up your groceries'. 'I can drop-off a mask' It was overwhelming. I am also a member of The Links Incorporated which is another group of women dedicated to service and friendship. We are currently working on ways we can continue to serve remotely. When you spend your time, which is precious, with these families, you first have to care about them and you have to believe in them. It has to feel safe and trusted and then you realize how fortunate you are that you can have this kind of family around you locally and globally.

What's a final thought about family for our readers?

What I would say is to not take family for granted. And I say that because both my parents have passed and they have been gone a while. I think it's easy to get distracted and caught up in what we are doing. Don't take it for granted because the family that you choose won't always be there so make yourself accessible. Don't be afraid to ask for help because your family is there and your family does want you to succeed. Never take that for granted.

Due to the limitations of COVID-19, we have thought creatively about how to host our events and are pleased to say we now offer virtual events for business networks globally. These also include virtual consultations and measuring sessions.



7 CONNECTIONS

MAGGIE SEMPLE

When I was thinking about writing my article, I took a large blank sheet of plain paper and drew a mind map. I like this way of working as I can explore thoughts and record them for others to see. Take a look at mine and consider what would your family mind map look like?



Images: Maggie in her youth.



Storytelling

People who tell and listen to stories: play games. When I was a child my parents read stories and we played board games. We played the piano, sang and danced as my father played his saxophone. When I became a teacher, the art of storytelling was crucial in unlocking and harnessing young people's imaginations. Creativity is important and timeless.

Biological

I have a brother and a sister. I am the middle child and I think I am very good at negotiating because of it. With my mother and father we were a happy family unit. Nearly all of our relatives lived in Guyana, USA and Canada.

Values

Love, trust, fairness, respect, compassion and loyalty are values that I hold close. My parents instilled them in me and they have guided me through life. As I became a young adult I found that values are tested regularly in what are called moral dilemma's. Eg. Do I remain loyal to someone even if I now don't trust them?

Traits

Diversity, mindfulness, prosperity. I am a strong proponent of diversity in all of its forms believing that a harmonious community is one that does not fear difference. Being conscious of the present rather than dwell on the past or project into the future is an act of being mindful and for me it forms the basis of many conversations with close friends. Being prosperous has many connotations and is multi-faceted. It is not just about money.

Technology

Social media. Having a virtual persona that fits with the Semple brand is important. We are active on various platforms and increasingly provide virtual consultations and fittings, events and coffee hang-outs. I use my personal LinkedIn profile to post comments on the broader issues of humanity and society. My YouTube presence is selective and purposeful with clear messaging. My virtual persona and real life persona are the same.

Business

Work colleagues. At Semple I work with an amazing group of women who everyday turn my dreams of having a successful bespoke womenswear company into a reality. They are kind, sensitive, expert and generous. Our clients think highly of them and they are an integral part of the brand. They are flexible, solution focussed and bring their collective wisdom and experience to my business. Thank you Dulcie, Lisbet, Rebecca and Suman.

Friends and networks

We can't choose our family at birth but later on we can choose our friends. Good friends are those who: do not judge, you can't shock, share their own loves, hopes and fears, laugh and cry with you, know just when to offer support, you trust, are similar but have a bit of difference from you, belong to your tribe. Networks are also chosen and they provide a collective interest in an area that is dear to your heart. I learn from networks and meet others who are not part of my immediate circle. Semple has become a network of professional women who connect to each other globally via our website and the Semple Edit publication.



ON THE *FLiPSIDE*

GILLIAN BISHOP

In 2019 we were comissioned by neighbouring client Gillian Bishop and law firm Family Law in Partnership (FLiP) in Covent Garden to design and make 23 bespoke dresses for her team. We share FLiP's story and images of some of our bespoke creations.

Niche family law firm, Family Law in Partnership (FLiP), opened its doors for business on 1st September 1995. This year sees the firm celebrate 25 years of business. There were 8 members of the firm back in 1995 - 5 principals and 3 secretaries. Of the original 8, Gillian Bishop (principal) and Louise Vane (secretarial assistant) amongst others are still at the firm 25 years later. They had worked together for several years before then at their previous firm. FLiP was at the time one of three family law specialist firms in London but where they lead many others have followed.

Originally called The Family Law Consortium (TFLC for short) the firm was set up in anticipation of the, ultimately ill fated, Part 1 of the 1996 Family Law Act. The Act was intended to introduce no fault divorce and an encouragement to mediate to resolve family law related issues. To be ahead of the curve TFLC set out to be a "one stop shop" where mediation services and counselling would be readily available for clients alongside the legal services. The firm opened to a small fanfare in the form of a half page article in The Times (September 5th 1995) describing the firm and its *raison d'être*. It was soon commissioned by Jordans, the legal publishers, to write the handbook to accompany the new Act and in 1996 when the Family Law Bill was finally passed into law the then Lord Chancellor, Lord Mackay of Clashfern, chose the firm's offices in Henrietta

Street, Covent Garden (now swanky apartments) to hold his press conference. Joshua Rozenberg was there, as the BBC legal correspondent, to lead the questions.

Although Part 1 of the Act was repealed in 2001 by the Labour Government without ever having been implemented, the die was cast, and family law would never be the same again. The drive was on to make family law a better experience for clients and TFLC was leading the way. (As an aside, no fault divorce is only now back again in parliament, this time with cross party support, but delayed again because of COVID-19).

In 2003 the firm moved across the Piazza to Bedford Chambers, and changed its name to Family Law in Partnership (known as FLiP to its friends pretty much from day one). The new name of the firm intrigued people. Why the "in"? It is in fact the most important word in the name. It links what they do with how they do it. They provide family law services "in partnership" with their clients, other professionals and each other. By always having their clients as the focus of what they do, they do not lose sight of why they are doing it and the importance of how they do it.

A month after changing the name a group from the firm did a charity trek across Iceland in aid of the Hope Foundation. Everyone taking part,



Left: Nicole wears the Shauna dress in periwinkle Italian single crepe.
Right: Carla wears the Ophelia dress in cobalt blue Italian double crepe. Matilda wears the Uma dress in black french crepe with electric blue trim.
Below: Stephanie wears the Maggie dress in black Italian single crepe with magenta trim. Maisie wears the Dixie dress in purple french crepe.

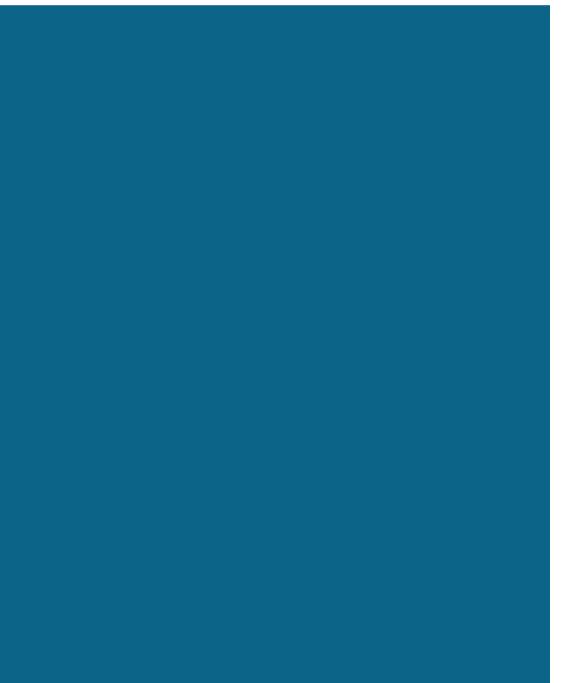


Although nearly half of the team opted for black fabric, each person made their design bespoke with their choice of sleeve design and lining colour. No two dresses were the same in the end!



The FLiP team enjoyed showing off their lining and comparing these with one another.





Below: Grace wears the Betty dress in black french crepe.



Sarah wears the Victoria dress in red Italian double crepe. Wendy wears the Gina dress in black french crepe. Anne wears the Ivy dress in teal french crepe.



“We provide family law services ‘in partnership’ with our clients, other professionals and each other. Including the ‘in’ in our name means we do not lose sight of why we are doing our work and the importance of how we do it.”



about 70, wore caps with the legend “Family Law in Partnership with Hope”. And that cap has fitted pretty much ever since.

Bedford Chambers turned out to be perfect for parties which were legendary and could command several hundred words on their own! But it was also the place where collaborative family law (a no - court approach) was first taught and practiced in the UK, thanks to the enthusiasm and farsightedness of James Pirrie who had joined the firm in 1998. There are now well over 1000 trained collaborative family lawyers in England and Wales.

In one week in 2005 - just before the firm’s 10th birthday - they had three cases decided in the Supreme Court (still the House of Lords in those days) and won them all. These brought the journalists and TV crews to their doors once more. In 2013 the TV crew was back filming for a news piece about mediation as the government launched the compulsory Mediation Information and Assessment scheme.

Another move of office in 2009 (to Neal Street) was followed by the introduction of the Parenting after Parting workshops which still run now in a revamped form for 2020 in conjunction with The Parent Practice. These workshops are open to everyone and not just clients of the firm.

As family law has developed over the years so have the services offered expanded to embrace arbitration with the first ever family law arbitration in England conducted by the firm. The firm boasts 4 arbitrators, more than any other niche practice. In 2016 the firm launched a new online service, Divorce Diaries - <https://divorcediaries.co.uk> - to provide support for all separating couples who are anxious to know whether there is light at the end of the tunnel. In 2017 a new training arm - FLiP Faculty - was launched to provide training for family lawyers in the psychological aspects of the job.

Over the years the practice has slowly expanded and although people have come and gone the

firm has one of the longest serving and loyal teams in family law. The firm is a “leading firm” in the main legal directories and is listed as the only Band 1 mediation practice in London. Awards have been won including, in 2011, the inaugural “Family Law Firm of the Year” award from Jordans Family Law and in this, its Silver Anniversary year, the firm won the Lexis Nexis award for Wellbeing as a result of the in-house supervision provided for its staff and the training provided through FLiP Faculty.

In September 2019 FLiP finally left Covent Garden - though not very far! Now in Melbourne House on Aldwych the firm has been busily preparing for its 25th Birthday. A rebrand to the website was launched at the end of February - www.flip.co.uk - and celebrations are planned for the autumn. As a thank you to its members, all the women in the firm were given the chance to own a Semple dress. A few pregnancies have got in the way but otherwise the dresses are being worn by a group of happy, elegant women as photographed here.

WITH THANKS TO THE FLiP TEAM

From left to right: Anne Whaley, Gillian Bishop, Gina Lee, Louise Vane, Nicole Hackett, Grace Lawrence, Stephanie Curtis, Maisie Taylor, Carla Ditz, Matilda Pigneguy, Wendy Hoare, Sarah Cloke.

Photography by Evie Perfect



A FASHIONABLE REFLECTION

DULCIE PRYSLOPSKI

Often at Semple, we have clients visiting the atelier wondering what Dulcie is wearing and we like to identify a theme for her looks each day. This has slowly become a regular occurrence for visitors and a habit which had Dulcie questioning why she does subconsciously dress in the way she chooses. Looking back over old photographs and memories with family, things have begun to fall into place.

It wasn't until I was looking over some old family photos did I realise my gravitational pull to doll style dresses and all things sparkly was in fact built in my DNA. It appears I have adopted various fashion traits from my mum and godmother growing up and have somehow ended up dressing daily as a blend of my two fashion heroes.

An instant observation is how from birth I was dressed head to toe in outfits fit for a prized china doll. Note my debut appearance in a floral romper and cardigan combo at just 3 days old (image 1) complete with a full head of hair - not a lot has changed really! I think this floral abundance has since become a signature look for me, all thanks to my godmother Auntie Karen and her sister Jacqui (image 4). From a young age, both rocked this amazing 80's flower power look, complete with signature crimped hair. My Auntie Karen has pretty much sustained this look into her fifties, forever wearing floral smock dresses with 80 denier tights and chunky black boots to all occasions I can recall. As a child I idolised her and even branded this style 'The Auntie Karen tights'. To this day, we turn up to events mirroring one another and even own very similar if not some of the same clothing items from our favourite brands.

No occasion was ever too understated for a power outfit according to my dear mum, Annie. As I asked my mum what occasion she was



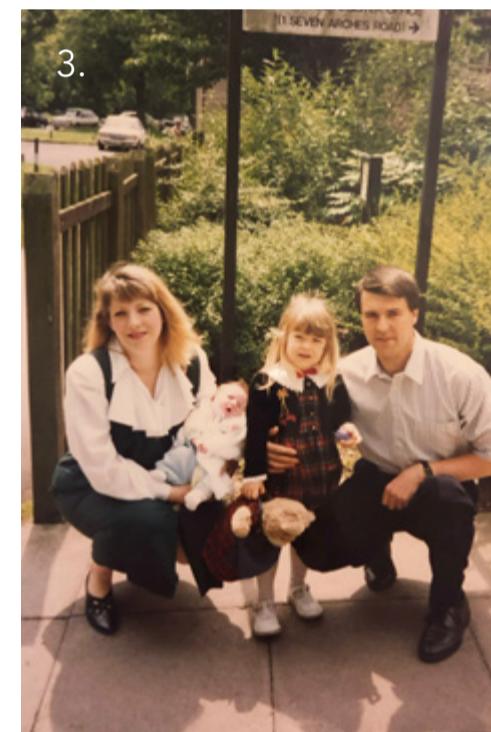
Image 1: Baby Dulcie wears a floral romper.

Image 2: Annie holds Dulcie before birth registration.

Image 3: Family portrait.

Image 4: Dulcie sits with Auntie Jax (left) and Auntie Karen (right).

Image 5: Dulcie with brother Will at the park.



heading to in image 2, she informed me that we were dressed for the short walk to the local council offices to mark my birth registration. Some might argue pearls should be saved for best occasions and one should await for their baby to grow into their dresses but it appears not to be the case here! It wasn't a one-off either as you can see in image 3 where once again we are dressed in our best as a family

of four to repeat the same momentous fashion catwalk to the local council. This continued to transpire to the most mundane trips like local play trips to the park (image 5) where my brother and I would be still be 'dressed in best'. School photos soon became make-believe Vogue castings and my mum would take it upon herself each year to see how many hair accessories we could squeeze into the frame.

Image 6: A young Auntie Karen.

Image 7: Auntie Karen holds Dulcie at her Christening.

Image 8: Godmother and goddaughter on the sofa.

Image 9: Auntie Karen and Dulcie wear matching jackets.

Image 10: Dulcie wears her school uniform with brother Will.

Image 11: A classic school portrait.



“To this day, Auntie Karen and I turn up to events mirroring one another”

Another fond memory was the annual trip to source new school uniform. My parents would drive far and beyond just to find something a little different to help me stand out from the crowd. Matching socks and hair accessories were also a necessity (image 10) with many being handmade if my mum couldn't find these. I also wore chocolate brown patent shoes instead of the mandatory black matte style suggested by the school - much to the headteacher's horror!



Images 12-17: a collection of floral outfits.

My earliest memory of composing an outfit together was when I had to pick something to wear with my dad, aged 3. We were due to collect and bring my mum and newborn baby brother home. You can see in image 12 that we settled on a subtle number - complete with ribboned pigtails my dad begrudgingly had to master styling that morning for the first time. My mum told me all the nurses were awing at the little doll figure that entered the hospital that day.



Today, I find myself alternating outfits on a monthly rota as it bugs me to wear the same thing twice in a short space of time. I have developed some form of outfit OCD. It hasn't gone unnoticed by my colleagues and friends either with many saying "I've never seen you wear the same outfit twice". Coordinating underwear to my clothes is also not casual protocol for most I've since discovered.

I think evidently, observing my mum's relationship with fashion growing up has definitely impacted my own journey. Today, both of us can easily pass a statement necklace and splash of lipstick as standard uniform for picking up groceries, something I understand is not normal practice but food for thought nevertheless as to why we don't all do this!

I AM ENOUGH

ANNE LAFORCE

We spoke to Anne Laforce, Business Manager of a specialist recruitment agency. Her role oversees the smooth running of the office on a day-to-day basis whilst providing support to consultants by liaising with candidates and clients. She has three children and has worked all her life as a working mum. We share with you Anne's reflection on her journey and how this compares with life for working parents today.

"When I first became a mother i suffered from serious 'half-ass' shame. I felt like I was so mediocre at everything. I felt so stretched and distracted (and exhausted). I said 'Yes' way too often in an effort to prove that I could do it all. I've worked so hard over the past decade to move from 'What people think' to 'I am enough'."

- BRENE BROWN

<< When asked to do this article this quote immediately sprung to mind. I think it sums up many of mothers who work full-time away from the home. I always worked harder than I should as I felt that the title of Mum or Mrs. reduced people's views of my ability.

I have been working pretty much my whole life. Ever since I was 14 (my first Saturday job), where I then had many temporary administration roles from aged 16 in the school holidays while at sixth form studying Business. When I was 18, I had a temporary 2-week placement at the Sunday Telegraph in London, working as secretary to the Marketing Manager. This role was offered to me permanently when I finished my 6th Form education. This led to a full-time role and wonderful new life in Fleet Street lay ahead for the next 10 years. I have worked most of my life: before children and after, so looking back approximately 15 years before children and around 25 years after and still going!

I have 3 children in total: James, 24, Hope 22 and Christian 19. I started out work as a working parent in 1995 full-time (Monday-Friday) commuting to London and over the many years varied the schedules when each of my other children were born. To this day, I still work full-time.

Luckily, my role remained open after having my

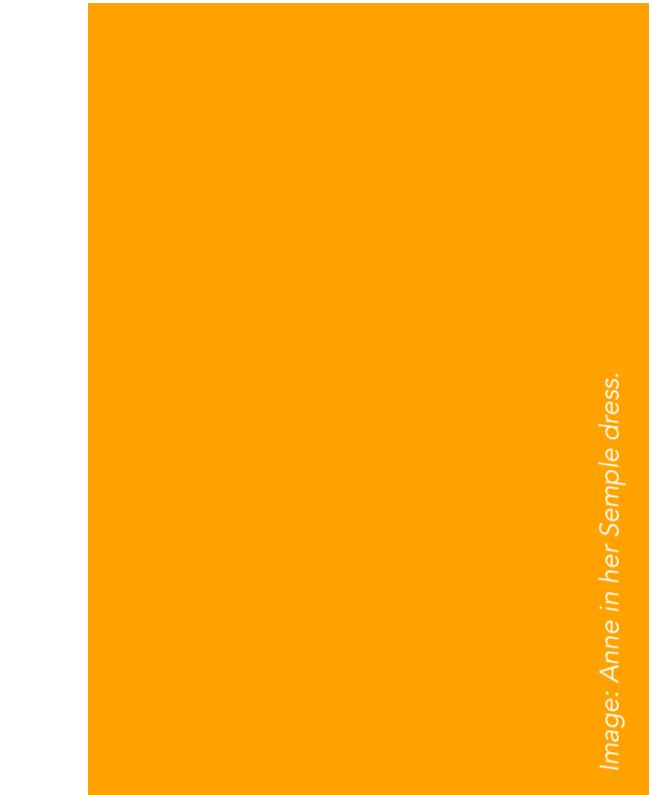


Image: Anne in her Semple dress.

first-born James in 1995. I intended to return to my profession as I loved my job and the people, I worked with who are still very dear friends today. I even paid a deposit for a nursery in Kensington, so certain I was going to return. My role was not available as 'flexible' and 'working from home', did not exist in my position, it was a full-time role in the office. I had never considered that I would not return, and it was such a shock to me and to my husband that I had made that decision to resign when my son was 6 months and not return but the logistics of commuting from Hertfordshire to put a baby in a nursery in Kensington every day and return home very late was a tad too much. Even though I knew it was not feasible for me to return to my previous role, I also knew I would not be happy at home full-time. I was wondering what I was going to do for employment, and my friend offered me my first contract, it was to be for only a few months, but it went on for nearly 2 years. When my children were young my roles were contract/consultancy roles, and I did not have maternity rights, but I was very fortunate as when I was ready to work again, another opportunity came my way.

I have been very fortunate, with childcare. With my first child, James, my mother helped one day a week, incorporating with an excellent private nursery 4 days a week. When Hope arrived I employed a wonderful Nanny to look after James and Hope at home, she would arrive at



6.45am as this was easier for me to commute to London, and I would be home around 6pm. When Christian was born I was 40 and decided to stay at home longer - 10 months and decided not to commute to London anymore. This did not last long as I was offered various roles, which included some local positions and contract/consultancy roles in London. I had a great childminder then, as James and Hope were at full-time school. When Christian was 4 he went to Nursery, and then started a new Finance role in a local primary school starting with a few hours in the morning, so was able to fit around their schooling. As Christian grew older I increased my hours in the school office, but afternoons I worked from home and had to attend certain meetings in London, where the Childminder helped or a friend would collect the children from school.

During my time, there was only 6 months maternity leave. As most of my friends were in the media industry, I was always up to date with office gossip and industry news. I always wanted to be abreast of anything going on, which

fortunately helped me stay employed in the industry. The best piece of advice I was given was always be cc'd on every email however trivial.

I now know today's maternity is a year, not 6 months which I had. The added benefit of 'Keep in touch Days' is very important. There is more 'job shares' and 'flexible working'. Also, there is paid Paternity, which was unheard of when we had our children, Fathers just booked holiday leave. The addition of various funding for nursery aged is all an improvement.

I do remember that I envied the mothers who chose to be at home and wonder why I did not have that yearning. So, more guilt piles up but it was my own choosing. I felt I was a better mother by going out in to the work place and loved my work.

Even though I still feel some guilt, I would still have chosen the path I did as I loved the interaction of colleagues who became dear friends. I was very fortunate with a husband who would have supported any decision I made. I was very lucky to be in an industry I loved for over 30 years working with great people and mentors who have remained friends spanning over the decades. Even after I changed direction after my third child, Christian was born I was fortunate again to work with amazing women who have remained friends. Now my children are grown up I am in full-time work in a great company within walking distance of home.

On reflection I would not have taken on so much and said "no" more. I always took on too much. I felt I could not say no to any opportunity, I seemed to feel flattered that as I was a 'mother' and I did not deserve to be offered these opportunities. When at a loose end and was recommended for roles, I should have considered the impact and stress involved, but that was my personal overachieving part of my personality. Always feeling I had more to prove as I was a mother.

As we are all individuals everyone will be different in their decision on whether to be a 'working away from home mum'. When it comes to spending time with children, I value quality as much as quantity. I felt I was a better person as I had job satisfaction, but my choice is a reflection of my personality. I learnt too late that my decision does not make me answerable to others. My children are independent adults with great personalities and a strong work ethic, but this could be how they would have been anyway.

I think the cost of childcare, whichever avenue of care you choose, should be reduced, with maybe looking at the Nordic ways of reducing and capping childcare fees and the parental leave is more generous. The UK in comparison seems to be very expensive, especially if you live in London. These added benefits may enable more women who want to return to the workplace, and help raise the female profile.

My top tip is do what feels right for your family. Everyone will have an opinion regarding childcare, but we are all different and our choices have to reflect our lives, not the opinion of people not in your home or doing your job. Also be realistic, how will this promotion/change impact home and stress levels. If you are good at what you do - opportunities will present themselves again, you do not have to say Yes to everything.

Many of my friends locally had great networks with other mothers so they could help each other on quid quo basis. I think this is also a good tip.

Don't strive for perfection or being the Ideal Mother – it is ok to be 'good enough'. I am still struggling with this though!



*"Don't strive
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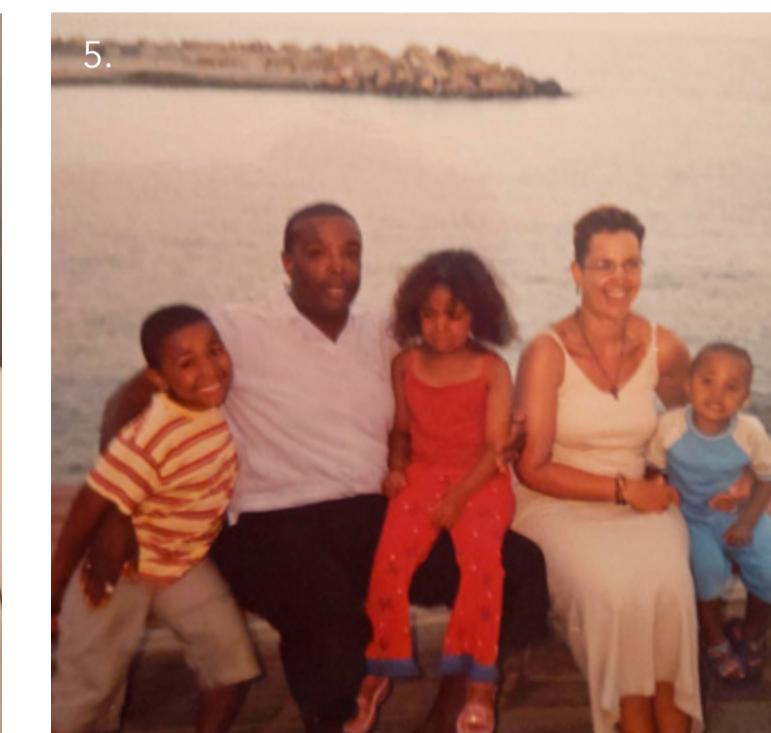


Image 1: Anne in the office – circa 1988, Daily Telegraph.

Image 2: Office – circa 1993, Anne's team at Associated Newspapers.

Image 3: Office – 1990, Anne's dearest friends to this day, having dressed her desk before her wedding.

Image 4: Anne with her husband.

Images 5 & 6: Anne with her family.

Image 7: Ambition Conference 2019 – charitable event for local businesses, the photo of when Anne won a ticket to the event.

STAY IN TOUCH

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