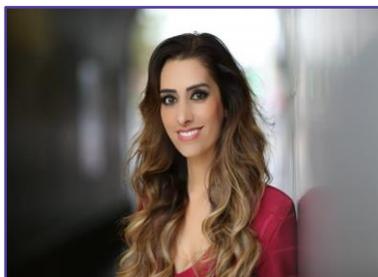


Ravi Shergill – Group Support Services HR Director



Understand there are no wrong paths. You will get just as much from your losses as you will from your victories.



How do you inspire women Ravi?

I've had the opportunity to mentor many women during my career, women from all departments, divisions, and walks of life. And while these mentoring experiences were intended to guide others, I ended up learning a lot myself, particularly about women professionals themselves, what inspires them, challenges them, and makes them tick.

Sharing Real-life Stories of being a Senior Female leader as well as a Mother:

Women want to be mentored by role models, people who represent who and what they want to be. They want to know the real life stories, how to manage a successful career, raise children and balance it all with seeming ease. In most cases, they are surprised to hear the truth: That it's not easy. And it takes work every day. I speak candidly and honestly, I hope it helps them understand they're not alone, that we all have these struggles but we can overcome them and be triumphant. No matter which path one takes, getting to the top is possible, it's all about striking a balance.

Striking a Work-life Balance: Work-life balance is almost always a top-of-mind concern, so I don't shy away from talking about it. I help to identify proper integration strategies, creative solutions that can support with time management and keep priorities in check and tended to. It's really about empowerment, showing them that they have control over their time and that they can (and should) do anything that life or work throws at them. I also encourage them to forget that clear-cut wall that most people think exists between work and personal time. It's important to look at the two parts of life as integrated not completely separate entities. By doing this, it affords you more time, more control, and more flexibility to be productive.

Creating Confidence: When it comes to inspiring women, my end goal is always to instill confidence. Ultimately, increased confidence helps women be their best, most successful selves at home, in the office, or wherever life takes them. It prepares them to live out the highest, fullest, truest expression of themselves.

How would you describe PageGroup's culture to a new starter?

PageGroup is a people business with a clear and tangible culture. PageGroup people are dedicated, hard-working and committed to the Brand. There is a very strong team ethos which is evident in everything that we do.

If you were to give your '12 year old self' three pieces of advice what would they be?

1. RELAX! Understand there are no wrong paths. You will get just as much from your losses as you will from your victories
2. Live in the moment and remember to reflect at the end of each day the things you are grateful for. It will change the perspective of your day and the way you live your life. If you concentrate and focus on what you don't have, you will never have enough. Be grateful
3. Don't just aspire to make a living, aspire to make a difference. Anything you want, you can have it. Work really hard to get it. When you get it, reach back and pull somebody else up

What do you feel to be the one characteristic all leaders should possess?

I think vision is so important that it can't be overstated. Leaders have to be able to inspire people to achieve goals that appear daunting and seemingly unachievable. At their best, leaders do this without authority but with authenticity.

2006	2011	2012	2014	2015
Achieved 1 st Regional HRD role	Had my daughter, Sarina	Qualified as an Executive Coach	Had my son, Ethan	Joined PageGroup