

# International Women's Day 2018



**Anne Le Guennec**  
CEO Enova

“Fostering gender equality is not only fair, but also makes business sense. A diverse team brings a variety of strengths due to different backgrounds, experiences and cultural characteristics. In a predominantly male profession, our open-minded culture attracts aspiring talents of both genders. By harnessing typical female qualities, such as resilience, emotional intelligence and agility, we are able to bring a more diverse perspective to our clients and improve performance while sustaining growth in parallel.

Even nowadays, female executives are still seen as an anomaly. When joining a meeting, I am often asked who is our CEO – and I can see how this might impact the confidence of some female leaders. Women need to be more present in high-level meetings and decision-making in general. Not to fulfil quotas, but to recognize and value their skills. We are proud to do our part towards more gender equality, making it the new ‘normal.’”

## Enova signs the UN Women's Empowerment Principles (WEPs)

The [Women's Empowerment Principles \(WEPs\)](#) offer seven steps to guide business on how to empower women in the workplace, marketplace and community. They are the result of a collaboration between [UN Women](#) and [UN Global Compact](#) and have been signed by nearly 2,000 companies so far.

### The Principles

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work - respect and support human rights and nondiscrimination
3. Ensure the health, safety and well-being of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy
7. Measure and publicly report on progress to achieve gender equality



## Happy International Women's Day! March 8, 2018



"For me, working in Enova means being a part of an ever-evolving organization that fosters knowledge, innovation and team spirit. Thanks to precision and reliability, all given tasks are completed with immaculate professionalism.

It fills me with great pride to be the Facility Manager of such a prestigious and award-winning attraction as Ski Dubai. Having to deliver and prove myself in a predominantly male profession is a continuous challenge, that I am thrilled to tackle. Me as woman in this leading role is a great example of Enova's fair and skill-based recruitment policy, that gives equal opportunity to both genders and serves as encouragement to young ladies who aspire to work in this male-dominated field."

**Sandra - Facility Manager for Ski Dubai, UAE**

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"In my role as Assistant Community Manager in the luxury community Waterfront City Dbayeh, I review Facilities Management procedures for maintenance and soft services for the on-site Operations team. I supervise fit-out works for the apartments and use a specific Community Management software to give home owners and residents access to an online web portal with transparent and user-friendly information.

At Enova, employees feel encouraged and appreciated for their work. There are numerous opportunities to deepen existing or learn new skills and grow both professionally and personally. I benefit a lot from it, so why not you? Come join the team!"



**Karen - Assistant Community Manager for Waterfront City Dbayeh, Lebanon**

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"I have joined Enova in 2017 as Senior Country Manager for Egypt and I am proud to be part of an intelligent, smart and empowered team that believes in change and diversity. Especially in the Middle East, working in the field of Energy and Facilities Management as a woman is very challenging, with women being a minority in a male-dominated workforce. I have worked hard over the past 20 years to change this concept and prove that women can do anything and face any type of challenge as long as they believe in themselves. Women are leaders everywhere you look: from the CEO who runs a company to the housewife that raises children and heads the household. Egypt was built by strong women and we will continue to break down walls and defy stereotypes."

**Heba - Senior Country Manager for Egypt**

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"On a day-to-day basis, I face challenges and critical situations in my role as Soft Services Inspector. Thanks to an open and well-structured work environment and a supportive, encouraging Leadership Team, I feel empowered to handle complex situations without fear.

It is very gratifying to be an Enovian and work for one of the many prestigious clients in the portfolio. It is captivating to work for a company that helps clients become more sustainable and efficient. I am proud to contribute to Enova being a leader in building sustainability services."

**Snehal - Soft Services Inspector for DIFC, UAE**

