

Women in Nuclear Global Conference

14-18 JULY 2025, LONDON

Emily Hutchinson

Occupational Psychologist, Apply Psychology

PhD in Inclusion & Diversity



IN ASSOCIATION WITH

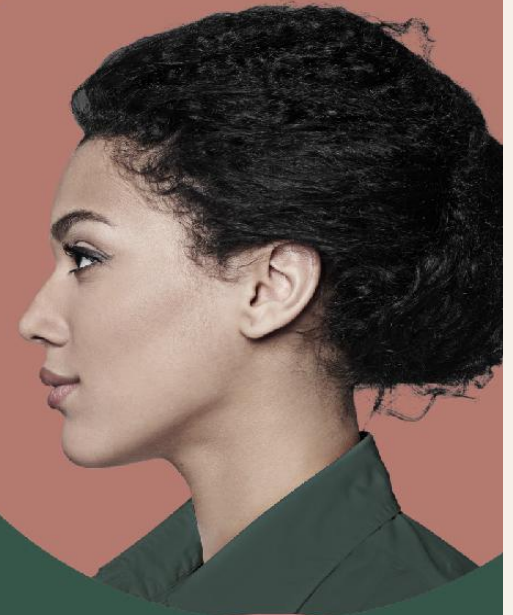


APPLY
PSYCHOLOGY

More bang for your buck

applying psychology
to make positive
change

Emily Hutchinson
with
Katie Wheeler (Assystem)
Jenny Irish (Mott MacDonald)



I was almost an engineer...

Why don't we have more women
at the top levels of our
organisations?

Have you heard...?

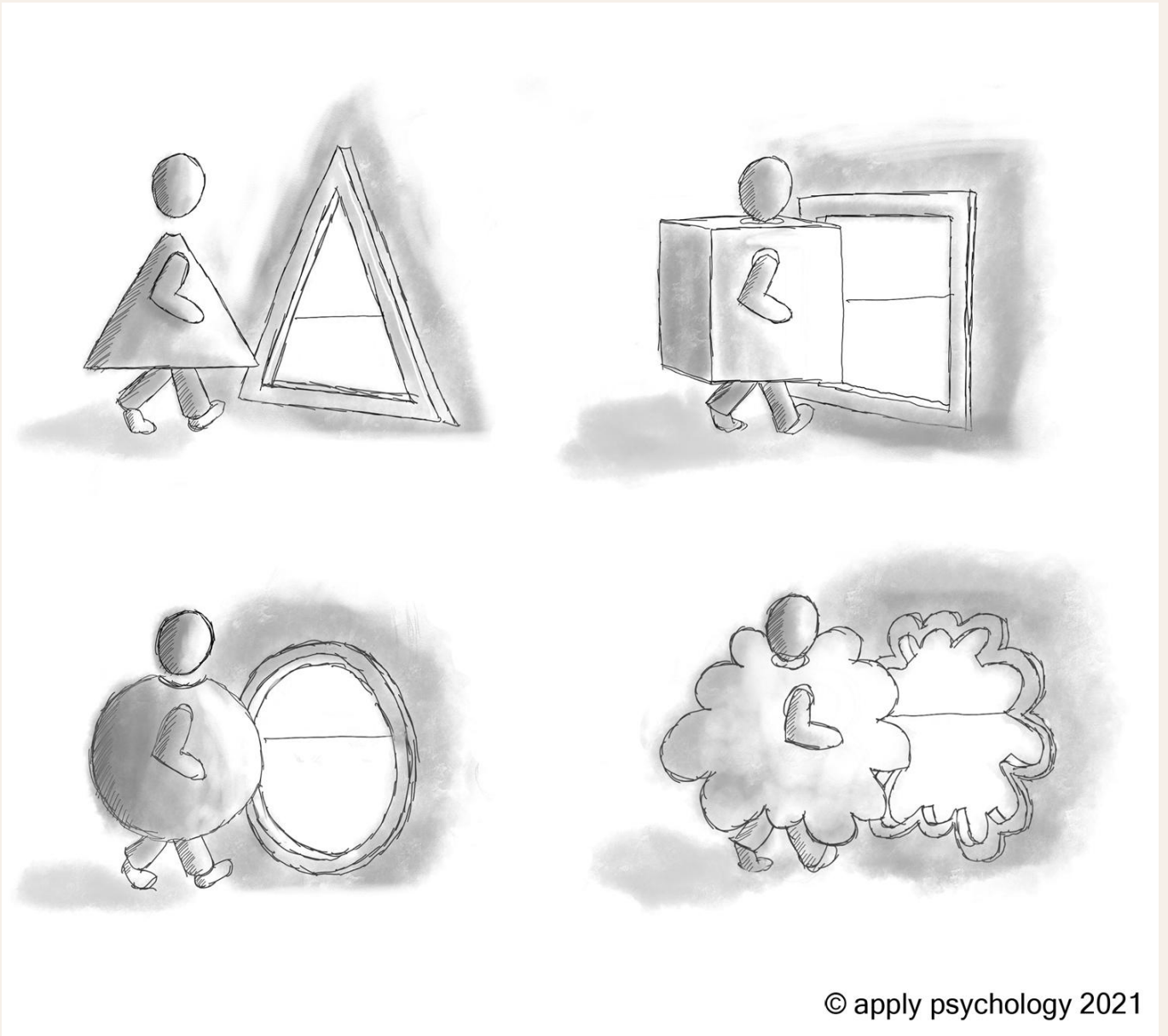
The suitable women aren't out there

Women are less interested in leadership positions

Women prioritise family over career

Women can't handle a high demand job

We need to switch the focus to the system...



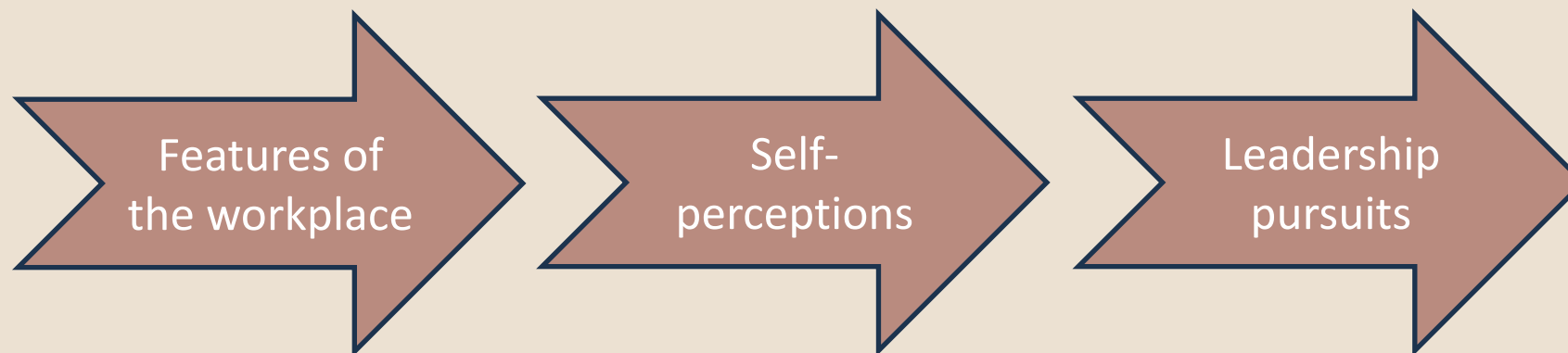
...and we need to apply rigour and science to people issues, to challenge and test assumptions and develop evidence-based interventions...



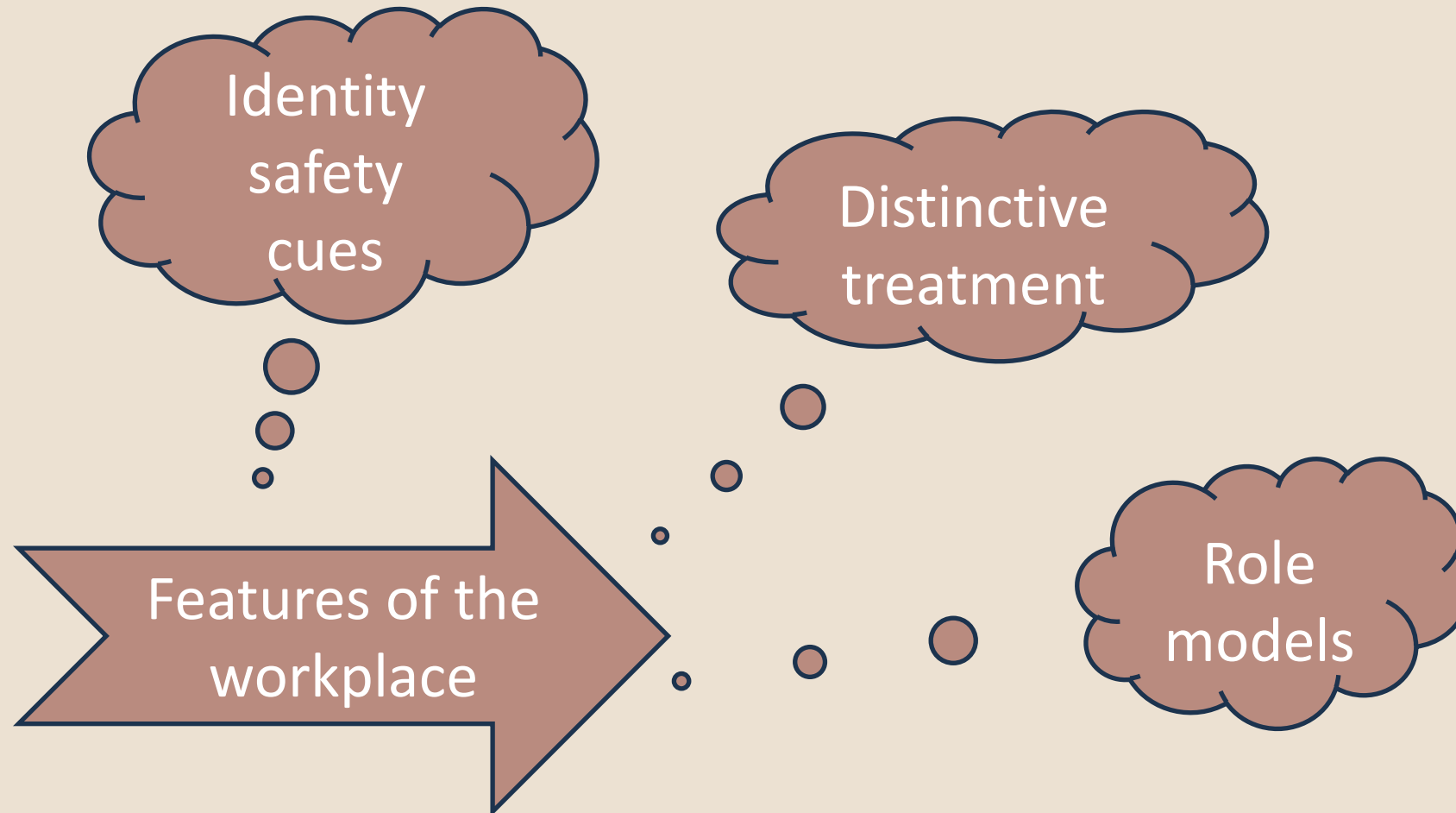
UNIVERSITY
OF EXETER

Promoting diversity in STEM leadership: how both 'fitting in' and 'standing out' impact progression of women

- How do self-perceptions of fitting in and standing out impact women's leadership pursuits?
- Which key features of the workplace create those feelings?
- Can interventions that address these features impact women's choices?



Promoting diversity in STEM leadership: how both 'fitting in' and 'standing out' impact progression of women



How you can get involved in my PhD research

- ☐ Connect with me on linked in to see updates.
- ☐ Support with more funding – this would be welcome and allow us to do more research, and to go to more conferences around the globe to learn from the leading researchers.
- ☐ Support with access to employees for data collection and research.



Creating Positive
Change Together
Unconference



Creating Positive
Change Together



Creating Positive
Change Together
Women in Business



Creating Positive
Change Together
Men Leading
Differently



Creating Positive
Change Together
Culturally Diverse
Women

Small group
coaching

Focused on
individual
goals

Diverse within
the group

On-line

Psychological
safety

Positive
psychology





Sponsored by WIN UK



Jenny
Irish

Mott
MacDonald



Lise
Theron

Frazer Nash



Leilia
Broadley

EDF



Cristina
Buzoianu

D2
Global



Katie
Wheeler

Assystem



Graciela
Pieruz

AtkinsRéalis



Creating Positive Change Together

*'Thoroughly
enjoyed it'*

*'Highly recommended
with a whole host of
innovative tools and
coaching techniques'*

*'I now sit at the table
and think I belong there
rather than I've got
lucky'*

*'CPCT is a fantastic
approach to coaching'*

*'We have seen our manager
develop as a leader, a true
example to other managers
and employees across the
organisation'*

*'I've witnessed, first hand, how this helps brilliant women unleash
their potential. Highly recommended'*

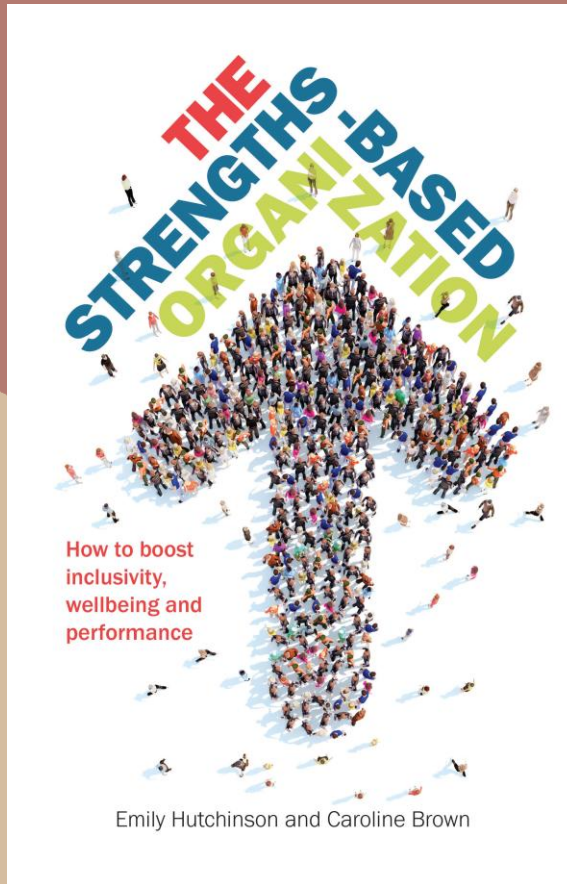
*'A very inspiring and more
importantly, supportive, group of
women that have helped me to
grow and make significant changes,
both professionally and personally
over the last 12 months '*

*'There are not many courses or
training that makes you go deep
into things and really questioning
the grounded reasons...it helps
you to understand yourself better'*

How you can get involved in a CPCT coaching group

- ❑ Get in touch if you are interested in a place on one of our Autumn 2025 groups:
 - ❖ Women in business
 - ❖ Culturally diverse women
 - ❖ Men leading differently

- ❑ Sponsor an entire group – this can enable people to get access who would not otherwise get the opportunity.



Applying psychology
to make positive
change (and get more
bang for your buck)

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