

Women in Nuclear Global Conference

14-18 JULY 2025, LONDON

Sandra Pinnington

Fearless Female Workshop

Women in Nuclear

16th July 2025

Thank you to our Sponsor







fearless adjective

fear·less

'fir-ləs 

Synonyms of fearless >

: free from fear : **BRAVE**

What does being a Fearless
Female mean to you?



Michelle Obama

“Instead of letting your hardships and failures discourage or exhaust you, let them inspire you. Let them make you even hungrier to succeed.”



Arianna Huffington

*"Fearlessness is not the absence of fear.
It's the mastery of fear."*

Jacinda Ardern

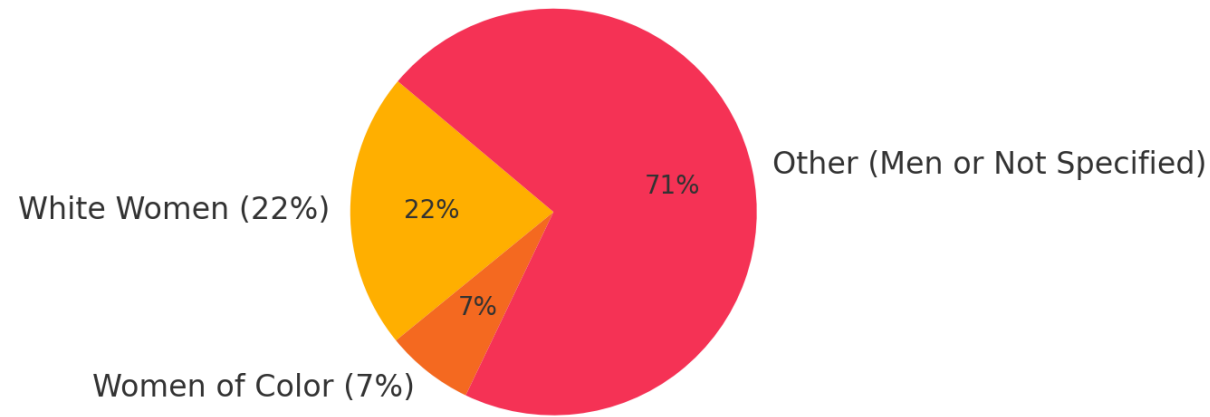
*“You can be powerful without changing
who you are.”*



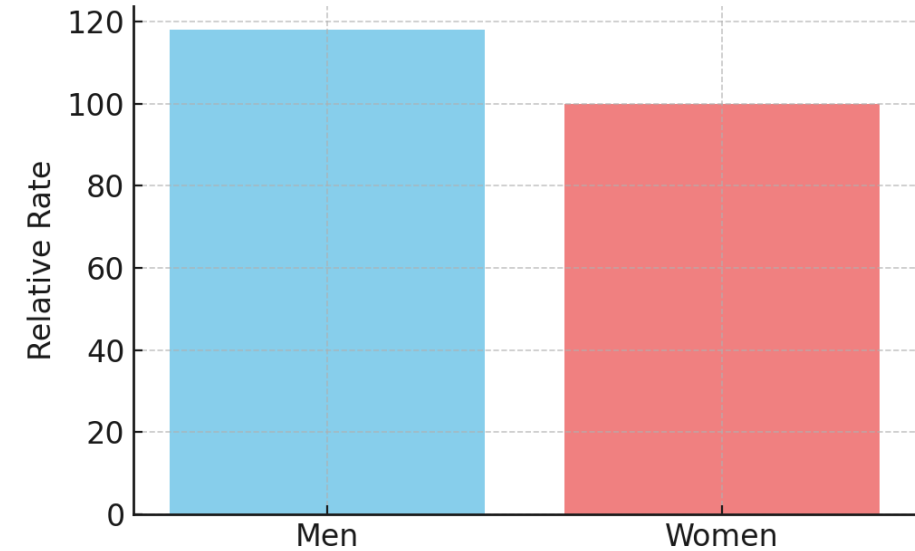
Why does it matter?

Key Insights: McKinsey 2024 Women in the Workplace Report

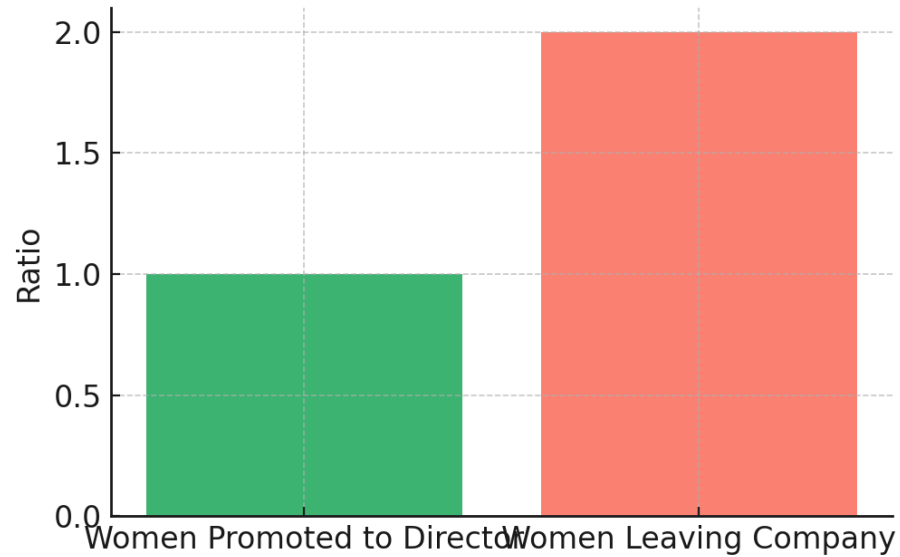
C-suite Composition



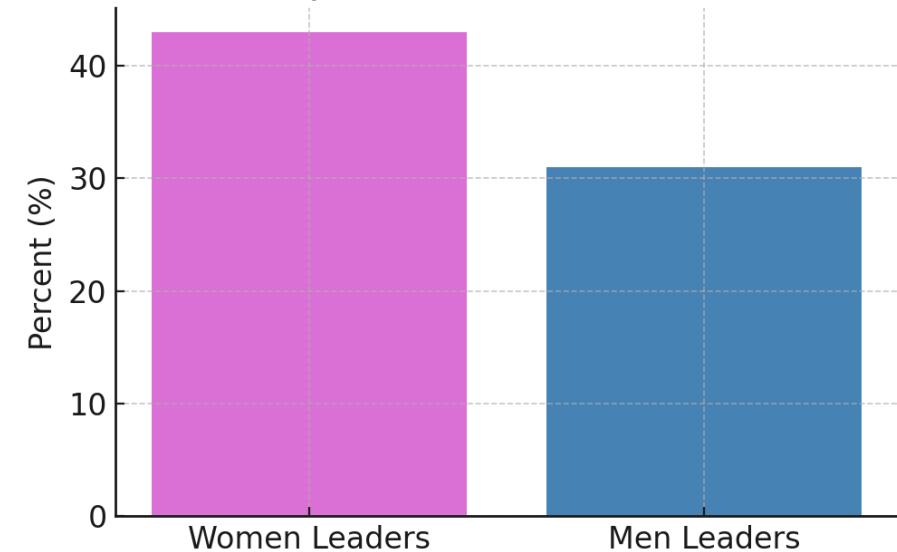
Likelihood of Promotion to Manager



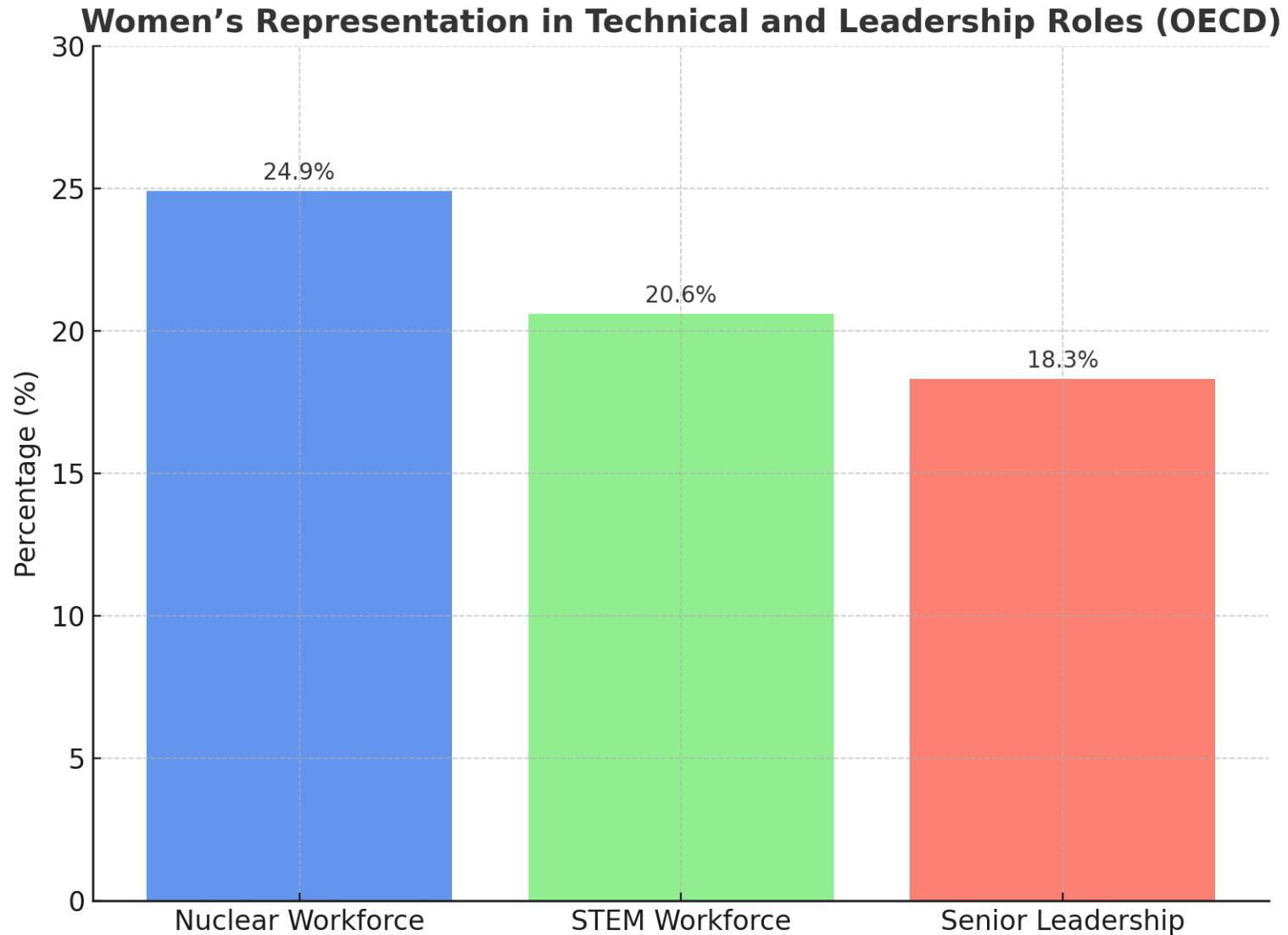
Promotion vs. Attrition at Director Level



Reported Burnout Levels



Women in Nuclear: OECD, 2024



We're capable. We're accomplished.

But many of us are still holding back.....

How many of these sound like you?

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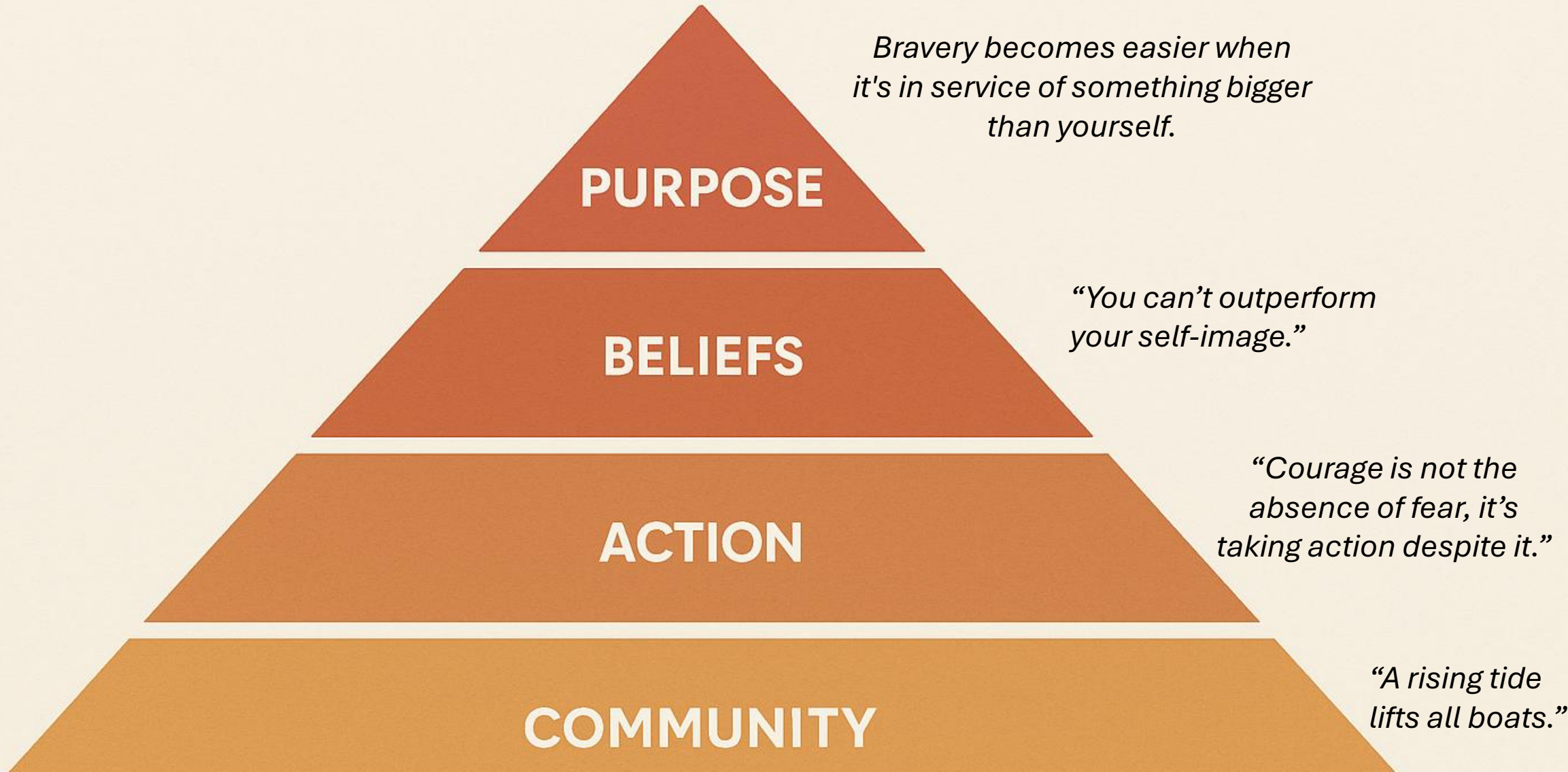
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You've been interrupted or had your idea taken over by someone else in the meeting.	

THE BRAVERY BLUEPRINT





Bravery Story: Claire D'Abreu-Hayling

Are You
Waiting for
Life to Start?



A photograph of Billy Joel performing on stage. He is bald with a grey beard, wearing a dark suit and tie, singing into a microphone while playing a piano. The background is dark, and the stage lighting is focused on him.

If you are not doing **what you love,**
you are **wasting your time.**

—— *Billy Joel* ——

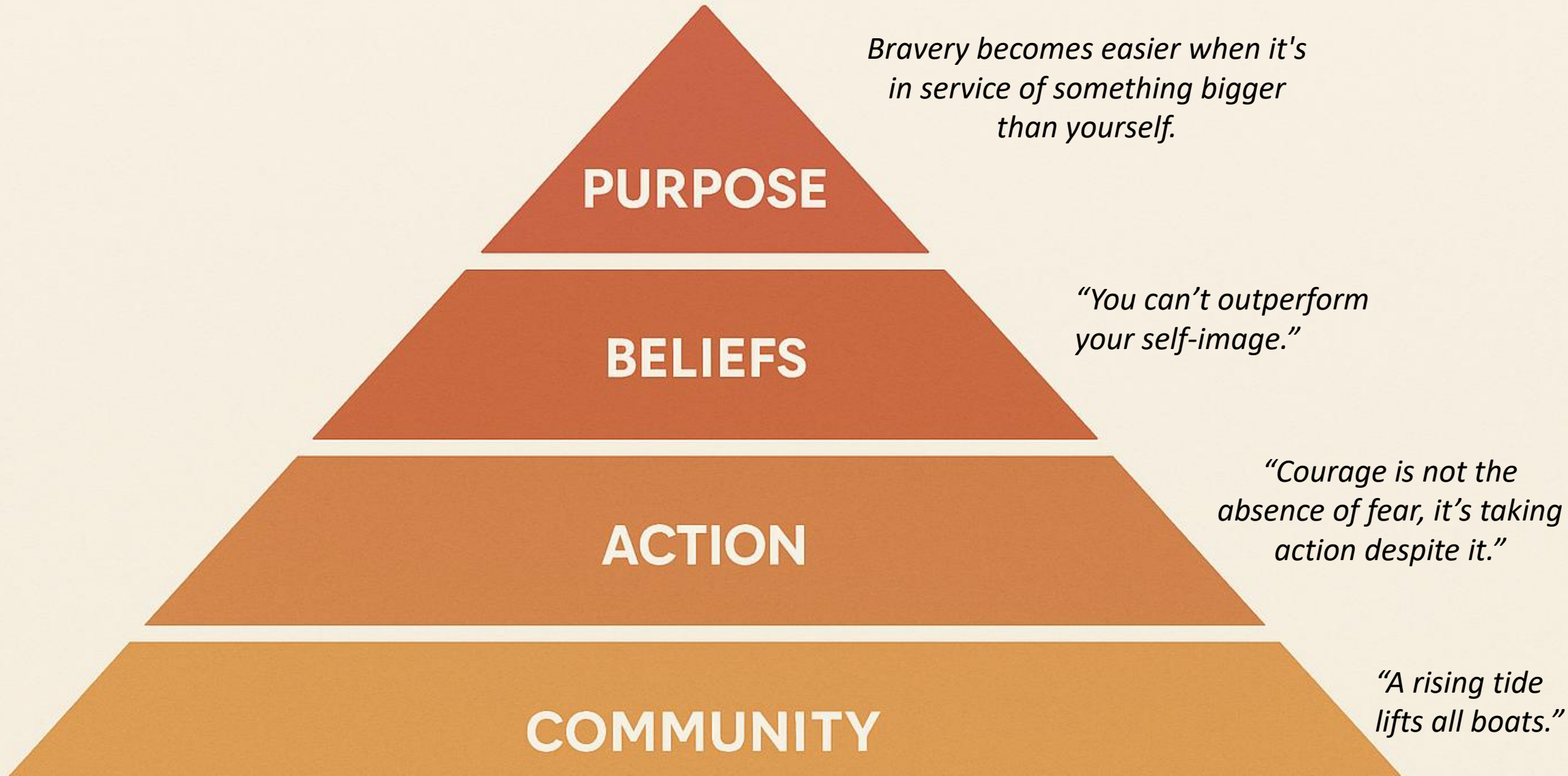
AZ QUOTES

What lights you up at work?

What are you most proud of moments?

And how does it make you feel?

THE BRAVERY BLUEPRINT



Who me??



People Pleasing



The Tiara Syndrome



No one is born with Self-Doubt.....





EXCUSES

A close-up photograph showing a person's hand holding a small, rectangular white piece of paper. The paper has the words "I can't" on the top line and "do it" on the bottom line, written in a bold, black, sans-serif font. A pair of blue-handled scissors is positioned to cut the paper diagonally from the top right corner. The background is a soft, out-of-focus light beige color.

I can't
do it

What's the biggest belief holding you back?

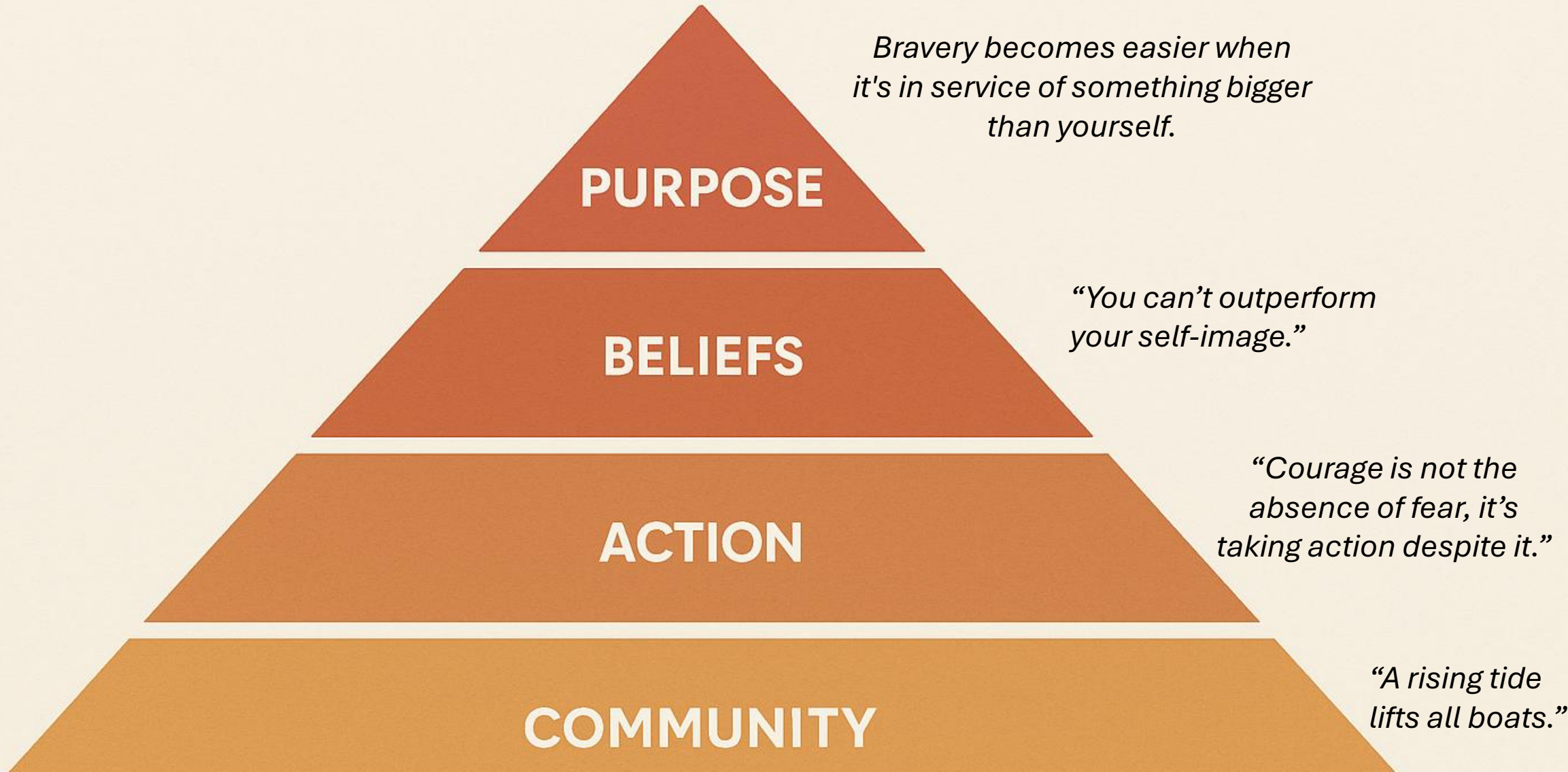
Belief Reframe

Common Limiting Belief	New Belief / Affirmation
<p>“I’m not ready yet.”</p> <p>“I need to be 100% qualified before I apply.”</p> <p>“What if I fail or look like I don’t know what I’m doing?”</p> <p>“If I speak up, I’ll sound too pushy / aggressive.”</p> <p>“I’m not a ‘natural’ leader.”</p> <p>“I don’t want to be seen as showing off.”</p> <p>“Others probably know more than I do.”</p> <p>“I’m not good at promoting myself.”</p> <p>“Imposter syndrome means I’m not meant to be here.”</p> <p>“If I just work hard, someone will notice.”</p>	

Write New Affirmation

- *I am a fearless leader.*
- *I speak with clarity, courage, and conviction.*
- *My voice matters and I use it.*
- *I own the room when I walk in.*
- *I deserve to be here.*
- *I radiate confidence from the inside out.*
- *I am enough, exactly as I am today.*
- *I show up before I feel ready.*
- *I am building a future where all women rise.*
- *My leadership opens doors for others.*
- *I lead boldly. I lift generously.*
- *I act boldly even when I feel fear.*
- *Bravery is a decision I make every day.*
- *I take imperfect action with power.*
- *I choose progress over perfection.*
- *I do hard things with a strong heart.*
- *I rise every time I fall.*
- *I honour the women who came before me by using my voice now.*
- *I am not here to play small, I am here to lead.*
- *I am part of a movement. I am never alone.*
- *I give myself permission*

THE BRAVERY BLUEPRINT



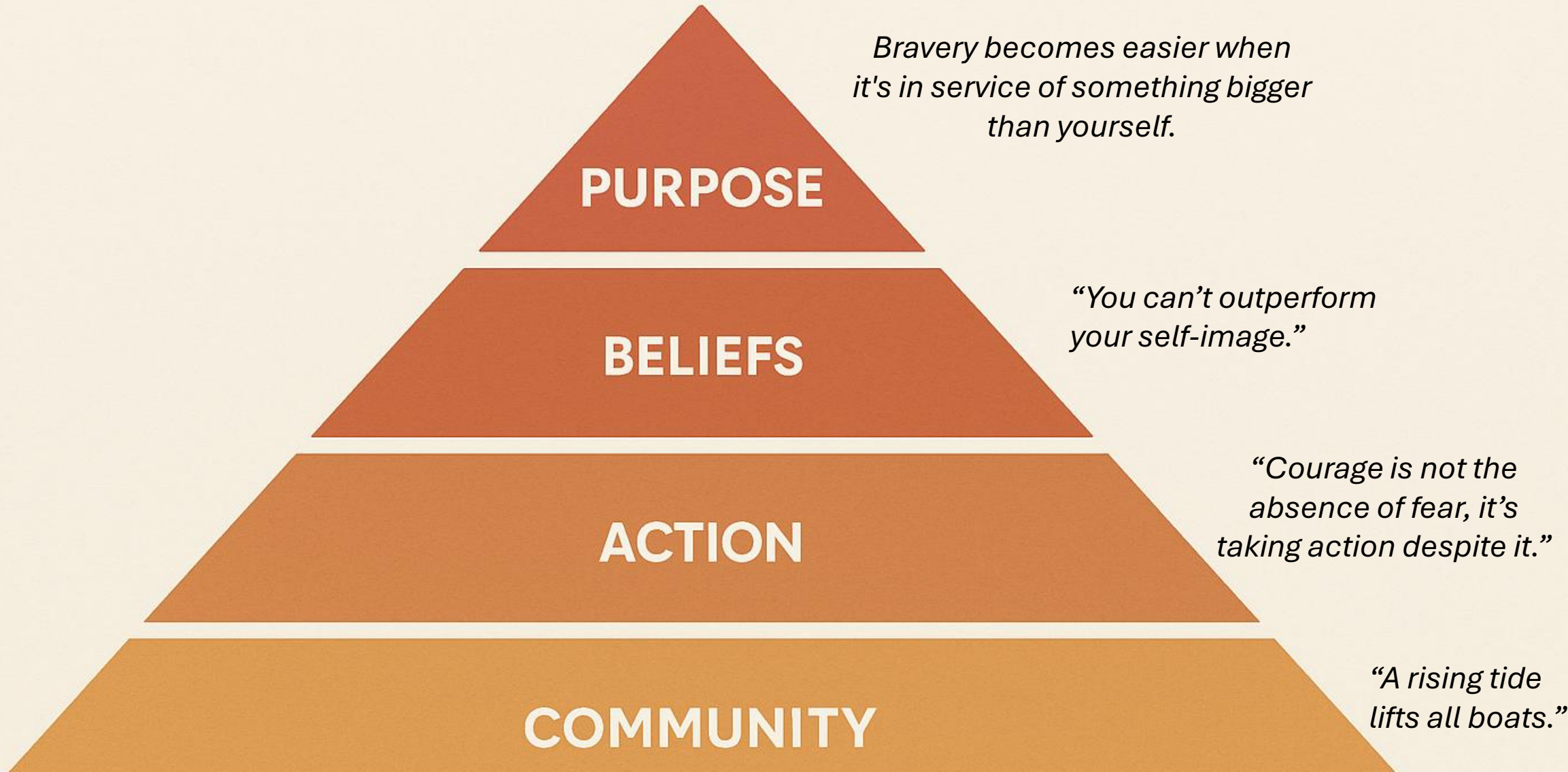








THE BRAVERY BLUEPRINT



Three Forms of Networking

HBR Article: How Leaders Create and Use Networks



Empower Your Journey

Join A Community Where Professional Women Thrive

A hybrid of membership and executive coaching designed for inspiring, ambitious women in the UK.

IS THE WLA JUST WHAT YOU'RE LOOKING FOR?

I am a different person in terms of confidence and leadership skills. I push myself more, I have a voice, I am accountable and I am hitting my personal and professional goals. Without the WLA I would never have achieved the things I have in the last 12 months.

not know what has happened to me, but I feel like different person now professionally! I have such confidence and I ~~attack every~~ day with all the skills I have learned. I can't praise the WLA enough, it has changed my life.

The WLA helped me by uncovering my strengths and enabling me to see my value and potential. I am a braver, stronger person because of the membership.

The result was I grew in confidence. My confidence had taken a real knock in a previous life, and I felt like I needed a safe environment to build that confidence and self-belief. Being part of the WLA enabled that to happen.

My mentor Charlotte introduced me to the WLA and it has been transformational. My first experience was the conference for IWD, it was such a joy to be surrounded by such inspiring and inclusive women and a great way to mark IWD, which so often goes by without much fanfare. I came away feeling so positive and with my confidence boosted, overall it left me with an attitude of "I can do that"

As a result of being in the WLA for 2 years, I have started to see the benefits...these include the ability to sleep at night without waking up in the middle overthinking everything to feeling comfortable in my role and able to push the boundaries and most importantly finding the real me and being brave enough to live her life the way she wants to!

I found the experience life changing to be honest. The power of being around minded people, supporting and ~~pushing each~~ other to overcome challenges and reach some really big hairy goals cannot be underrated. For many years I thought you had to achieve everything individually to be the best, but that's so wrong, humans need humans, we are stronger together.

The result was – I gained confidence in my abilities and my feeling of my value and worth. I received a promotion within my company and then recently was approached about a role for a head of function at another company, which I was then offered and accepted.

If I were to ~~describe the impact~~ this made to me personally and professional from day one, it's quite simply been 'lifechanging'. Why? Firstly, Sandra is in a league of her own, genuine, passionate, inspiring, motivational & relatable, all the ingredients needed.

changed my way of thinking, developed my confidence and skill set, pushed me to make a change and inspired to me follow what I love doing. I am really looking forward to the next 2 weeks of the festival and all the things I will learn that I can put into practice in my new role 😊

behold along came you – with ~~your great programme~~ of events with the WLA – I don't mean to be dramatic, but they really were a life saver for me!

much more confident, determined person, and it is all down to you and the WLA. I have a clear plan, with stretching priorities and goals – don't get me wrong I have always had plans before – but this time it is different – the plans are for ME and not just the charity. I am really looking forward to the challenge of speaking at events more and even have a TED talk on my horizon – who would have thought that!

part of the WLA goes beyond your career or leadership, you gain a wealth of knowledge and insight ~~that you can take back to your team, business but also helps you manage your lifestyle and mindset.~~ The list of benefits are endless and you have to join to truly appreciate these benefits.

I have rediscovered myself through the WLA.

The WLA...

Established with three intentions:

1

Provide *Feminine*
Leadership Development
Training

*(tapping into your innate
wisdom)*

2

Create a community of
women who support and
inspire one another and
hold each other to
account.

3

Provide
opportunities to give
back, through
mentoring, charity
initiatives and
spotlights.

Member Achievements

- Improved confidence (showing up in a much bigger way)
- Promotions
- Pay rises
- Project Opportunities
- Awards
- Presence & Visibility – speaking on panels, at Conferences, etc
- Stronger leadership impact
- Collaborations



Join the WLA Today

- *Accountability Buddy every 90 days*
- *Leadership Development Courses*
- *Community of like-minded women*
- *Resources such as Book Clubs, frameworks and reading lists*
- *Live Trainings to keep your knowledge and skills up to date*
- *Guest Interviews to keep you inspired*
- *Jack Canfield's Success Principles Training so you know what it takes to be successful!*



*Join from July through to December for just **£497+vat**
AND RECEIVE A COMPLEMENTARY COACHING SESSION!*

Invoices and Payment Plans Available.



“

“Our deepest fear is not that we are inadequate.
Our deepest fear is that we are powerful beyond our measure.
It is our light, not our darkness
That most frightens us.

We ask ourselves:
Who am I to be brilliant, gorgeous, talented, fabulous?
Actually, who are you not to be.”

MARIANNE WILLIAMSON

