



How to Prioritise Progress Over Perfection

with Ravinder Shawe

Ravinder's Story

Ravinder is the Senior Legal Counsel for Siemens in Manchester. She has been practising law for 18 years, 11 of which have been with Siemens across several countries: in Canada, at their headquarters in Germany, and now here with Siemens GB&I for the past 6 years.

In addition to her day job, she is part of an extensive ED&I community at Siemens advocating for gender, race and allyship, as well as founding their new race equality network, EMPOWER UK.

She mentors apprentices, graduates, and students at Siemens and in the greater Manchester community.

On our Screens & In Real Life: The Importance of Role Models

- "I try to fill the gaps that I had in my childhood and early career in terms of not having someone to look up to or to turn to for guidance"
- We all need someone to look up to, and particularly for young girls who aren't looking to the political or corporate arenas for inspiration, film and television are an important resource of role models.
- "If you're a young girl, and you don't see someone that looks like you on TV or in movies, how do you really know what possibilities are open for you, what you can aspire to, or even if you'd be accepted?"

Why Representation Benefits Everyone

- Celebrating diverse stories in the media not only broadens the audience base, but it works to break the stereotypes that surround marginalised groups in our society.
- "Limits are created for young girls based on stereotypes and gender norming and sometimes it's in our own heads, so we need to celebrate these feminist film icons who break that mould and have become hugely important role models for young girls."
- "There's still a long way to go but it's really refreshing that the film industry and audiences are recognising that representation does matter everywhere."

Progress not Perfection: Harness a Growth Mindset

- Stop asking for feedback and start asking for advice!
 - We tend to focus on our past missteps and failures and always trying to figure out why it failed or why it didn't succeed.
 - Growth mindset is about thriving on the challenge and change, and not seeing failure as a bad thing but as a catalyst for growth
- "Instead of asking for feedback which focuses on past actions and errors, analysing and overanalysing, you have to think about 'what can I do better next time, or what can I try instead?'"

"It's okay to be fearless, and try something, fail at it, just pick yourself up and keep going!"