



Connecting and Empowering  
Women in Plumbing & Heating

## Letter from our Chair

Siân Smith, Noble Corporation

Happy Birthday to the CIPH Women's Network!

It's amazing to think of all that we have accomplished in our first year of building the "CWN", and yet we still have a long way to go to fulfill our mission. Among the 2017 highlights for me: (1) the opportunity to lead a volunteer Committee that is incredibly energized and enthusiastic to drive positive change in our industry, (2) we executed 2 Live events and 2 webinars that surpassed my wildest estimations for attendance, and (3) meeting so many new, wonderful and progressive women that love our industry as much as I do.



In case you didn't know, in June 2017 the CWN was recognized by the Honourable Maryam Monsef, Minister of Status of Women, for our role in supporting "Canada on the path of progress by advancing women throughout our economy and society"... so motivating! Further, Ms. Monsef encouraged us to "consider ways..to engage men in the conversation surrounding gender equality" – a message that we also heard from Alicia Woods, founder of Covergalls, when she spoke to us about her experiences in the Canadian Mining industry.

In response to that advice and to leverage a few ideas shared with us in the post-event surveys, I hope that you will join us for the next webinar on February 5<sup>th</sup>, as we attempt something new: a 'Book Club' discussion on the National Bestseller "Lean In" by Sheryl Sandberg. We have invited several male leaders from our industry to join a CWN panel and share their ideas on what is needed to create an engaging and balanced environment for both men and women in the Plumbing and Heating industry. **So don't forget to put this book on your holiday gift list, and then reward yourself with time to read it!**

In 2018, the CWN is eager to expand its outreach to all regions across Canada; we will need your support to make this happen! CWN will also be launching its Mentoring program in 2018 – the sub-committee is in forming stage now so stay tuned for news in the coming months. And based on its success so far, we will continue to employ the 30-minute webinar format to bring information and learning to everyone. Beyond that, all new ideas are welcome!

On behalf of the CWN Committee, thank you for making our First Year so successful! I look forward to meeting more amazing CIPH women in 2018 and working with you to enrich our impact on our Industry for the future!

Be safe, and Happy Holidays to you!

**Siân Smith**

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**Happy Birthday to Us!!**



The CIPH Women's Network was founded just over a year ago, in November 2016. Since then, we have grown to include 235 members from across Canada.

**March 1, 2017** - Dr. Claire Carver-Dias joined us for an inspiring presentation about how high-performing women develop their networks and create opportunities for career advancement and business success.

**May 24, 2017** - Committee Chair Siân Smith (Noble Corporation) led our first free webinar, "Exploring your Industry Association", introducing members to the many career development opportunities available through CIPH.

**September 28, 2017** - Alicia Woods (Covergalls) shared her story of determination, perseverance and "pushing boundaries" as she rose to success in the mining industry.

**November 21, 2017** - Donna Bragger (Wolseley Canada) was the presenter at our 2nd free webinar, with a look at look at individual, functional and structural elements in the workplace to remove barriers and accelerate career advancement.

## Upcoming Network Events

We have received some great ideas and feedback from members for webinar and meeting topics for 2018 and our next two events are based directly on suggestions from Network members.

**CIPH Women's Network Free Webinar** - February 5, 2018 at 1:30 pm ET. This webinar will be a "virtual book club" meeting. The book is "[Lean In: Women, Work and the Will to Lead](#)" by Sheryl Sandberg. Registration will open soon.

**CIPH Women's Network Lunch Meeting** - March 1, 2018. Location: GTA. Our speaker will be [Saadia Muzaffar](#). Details and a registration form to follow later this month, but please save the date!

## CIPH Training and Networking

There is a wealth of training and networking opportunities available to you no matter where you are located in Canada, through CIPH and the Regions. We've highlighted a few here, but please check (and bookmark!) the [CIPH Calendar of Events Page](#) as new programs and events are being added all the time.



[Hydronics Wholesaler Counter Sales Training Series](#) (webinars)  
You can register for 1, 2 or all 3 webinars in the series.

[Secret Tech Weapons for Plumbing & Heating Professionals](#)

January 31, 2018 - 9 am - 11 am / Presented by CIPH Ontario Region  
In just two hours, you'll get great ideas and learn how to use technology "tools" more efficiently .

[\*\*Workshop Details and Registration\*\*](#) - Fee for Workshop is only \$50

[\*\*Workshop Plus Ontario Region Business Meeting Details and Registration\*\*](#) - At the Business Meeting, the speaker will follow up the workshop with a presentation on apps.

### [\*\*The Leadership Edge Program - February 13-14, 2018 & April 17-18, 2018\*\*](#)

This customized Schulich Executive Education Centre/CIPH program has been designed to develop leaders in the plumbing and heating industry.

## Additional Reading



### Links We Love

[\*\*Saadia Muzaffar - Founder of TechGirls Canada, from Ms Chatelaine.\*\*](#)

[\*\*15 Powerful Women share the best career advice they have ever received.\*\*](#)

[\*\*CIPH Calendar of Events\*\*](#)

### Good Reads

We had few Network members indicate in surveys that they'd like to learn more about the plumbing & heating industry. We've noted some outstanding training programs above, but we encourage all of you to have a look at these three Canadian trade magazines that focus on our industry.

[\*\*HPAC Magazine\*\*](#)  
[\*\*Mechanical Business\*\*](#)  
[\*\*Plumbing & HVAC\*\*](#)

[\*\*Visit our website\*\*](#)

