LINDSEY CASEY

Finding Confidence by Stepping Outside her Comfort Zone

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HEAD OF DELIVERY

Our Senior Recruitment Consultant Riana Butler sat down with Lindsey to discuss progression and her time as Project Manager, personal growth, and the advice she would give to her younger self.

'IF I'D HAVE HAD THE CONFIDENCE THEN THAT I DO NOW, I'D HAVE ADVANCED INTO SENIOR MANAGEMENT ROLES MUCH EARLIER IN MY CAREER'

Self-confessed cricket fanatic, Lindsey, admits she has 'always been a bit geeky' and was always interested in moving away from her hometown of Bury, attending college and getting into tech. Successfully, she did so, and Lindsey quickly broke into the tech market and has worked in IT her entire career, which now spans over 20 years.

With extensive experience in analysis, development and project management in several retail and digital environments, Lindsey explains that it is the fact that she has worked across so many aspects of IT that makes her a great Project Manager because it allows her to have 'real technical conversations with all of her teams'. Her confidence, however, was not a natural characteristic. It grew and developed with the choices and career paths that Lindsey took.

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FINDING CONFIDENCE

Lindsey admitted to often feeling reluctant to share her honest opinions or ideas within certain meetings or about certain topics, due to a lack of confidence when surrounded by really 'techy' males. This 'Imposter Syndrome' persisted for some time, but Lindsey soon found a role whereby her manager pushed her to step outside her comfort zone and challenge herself, which made her realise her potential.

Using other women around her as an inspiration, Lindsey gradually started to see the difference she was making and the results that she was delivering. This includes the pivotal moment in her career when she built up one team from 2 people to 120 staff to deliver two major programmes of work that enhanced the web platform for a major online retailer taking more than £2M per day revenue and delivering significant business benefit.

HOW SHE DID IT

Focusing on staying professional and adapting her mindset was key to Lindsey's growth. She began to stop letting things get to her and worrying what other people thought, and instead began believing in her own abilities and knowing her own value and worth. When a male colleague started to treat Lindsey more like his personal assistant, instead of retaliating, Lindsey took it in her stride, laughed it off, and continued working hard and delivering results. Focusing on what she brought to the table as a woman in IT, including her ability to motivate and adapt to different management styles, really helped her stamp her authority within her market.

FAVOURITE PM MOMENTS

Making things happen and working on brand new software development projects from start to finish is something Lindsey has always enjoyed, and as someone who isn't afraid to take accountability, she is great at motivating team members, delivering results, and solving issues.

TIPS FOR UPCOMING PROJECT MANAGERS

Lindsey emphasises how a good Project Manager should first and foremost, be accepting of accountability! They shouldn't be afraid of the responsibility of delivery, and should instead thrive on it.

Project Managers must be flexible and open to change, and should have the ability to motivate and drive performance. Women, in particular, should be confident and bold and acknowledge the unique traits that they bring to the role.

Finally Lindsey strongly encourages people to learn something new every day, attend meet ups to share knowledge and learn new ways of working and to read as much as possible.

LINDSEY'S THOUGHTS ON THE MANCHESTER TECH SCENE

Lindsey is really excited by the rapid development of the Manchester tech scene, emphasising the growing number of companies moving into the North-West.

'Manchester is a really good place for tech people to be right now' because there are countless chances to up-skill and progress in your specialism.

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