

WORK-LIFE BALANCE AT CYLAD



ANA MONTEMAYOR,
MANAGER, AUSTRALIA OFFICE

When **work-life balance** and **gender equity** remain important challenges, Ana's story as Manager at CYLAD is truly **inspiring**. In this interview, she shares her experience of **being promoted while on maternity leave**, as well as **valuable tips** on how she manages to **find balance** in the fast-paced world of consulting. Read on to discover Ana's journey and insights.

Hello Ana, can you introduce yourself in a few words?

Sure! I am Mexican, I have lived in 7 different countries, and I am now based in Australia. I studied Industrial Engineering in Mexico and Germany, and did my International Master's in Industrial Management in Spain, Italy and Scotland. I joined CYLAD in 2017 as an intern while completing my company-based master thesis in Business Modeling in the Electrical Field Service sector. After 2 years in the CYLAD Hamburg office, I moved to Adelaide in 2019 to develop the CYLAD Australia office.

You've been promoted Manager during your maternity leave, can you tell us a bit more about your experience?

Before getting pregnant, I already had the goal to become Manager at CYLAD. I was on maternity leave since a couple of months, when the CYLAD regular performance assessment was performed, which led the management team to promote me as Manager. Getting the news of my promotion made me feel even more valued by CYLAD. The fact that I was on maternity leave did not matter. My assessment was based solely on my work performance and my personal life was never part of the equation. Therefore, getting that confirmation and trust from the management team just reminded me how proud I am to be part of CYLAD, a company that cares about its employees and is committed to reward people and foster development.

The consulting world is often perceived as challenging to balance work and family life. In the light of your experience, what advice would you give to women who are navigating these concerns?

I believe it is very important to find the right work-life balance, especially when having a family. To me, finding this balance did not mean I had to leave consulting. I reviewed my options and aligned with CYLAD management team to work part-time at 80%. This made the difference I needed and CYLAD fully supported my choice. Moreover, I try to dedicate specific time slot for work and stick to them. When I am not working, I make a conscious effort to disconnect from work-related activities. Also, I use specific tools such as planner to help me manage my time and stay organized. Learning to delegate also can be good to mention. And lastly, I try to find the time to do some sports or meditation. It is key to releasing stress, taking care of yourself, and staying focused and energized.