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# Celebrating Women in Leadership at Pario

## Embracing Growth, Mentoring, and Empowerment

As we celebrate International Women's Day, it's an opportunity to reflect on the role of women in leadership, particularly within traditionally male industries like engineering and science.

At Pario Engineering & Environmental Sciences, four remarkable leaders: Sarah Murphy, Director Engineering, Atlantic Canada; Kathleen Hopkins, Manager Project Coordination; Diane Wunder, Operations and Client Relationships Manager, Western Canada; and Yvonne Quigley (Hird), National Vice President of Business Development, are showing how empathy, communication, and mentorship can help shape successful teams. Each of them has a leadership style that is as unique as it is impactful, and together, they represent a refreshing perspective on how women can lead, inspire, and create change.

To celebrate this Day, we sat down with each leader to learn a little more about how they embrace their roles.



## Breaking Through Glass Ceilings

*"I want other women to see that if they want it, they can achieve it."*

Throughout their careers, each of these women has encountered barriers they've had to overcome. Diane reflects on her early career, stating that she has never been affected by peer pressure or felt barriers. "My biggest mentor has always been my dad. He taught me not to differentiate based on gender or role," she shares. "The only true barrier is a person's own willingness to learn, 'Google it' if you must," she states jokingly.

This resilience to break through societal expectations is something Sarah and Yvonne both resonate with. Sarah views her role as a leader as a way to inspire the next generation of women. "I want other women to see that if they want it, they can achieve it," she states. "The mindset has shifted, and I feel a responsibility to continue pushing boundaries for the women who come after me." Yvonne sees the growing number of women rising through the ranks at Pario as a testament to how things are evolving. "The increased diversity allows me to be authentic, contributing to a more open, inclusive workplace," she says, expressing her excitement about the future of women in leadership.

*"I'm fortunate to work alongside amazing team members, and together we create an environment that values growth."*



## A Commitment to Growth and Collaboration

The support and opportunities provided by Pario have been crucial to these women's growth as leaders. Diane particularly appreciates the autonomy that Pario has granted her in running operations, allowing her to make thoughtful decisions while ensuring consistency across her team. "I've never felt that Pario has put a ceiling on my growth," she reflects. "I'm fortunate to work alongside amazing team members, and together we create an environment that values growth."

Kathleen agrees, pointing to the collaborative environment at Pario as a key factor in her success. "Pario's open culture, where ideas are welcomed, has allowed me to develop my leadership style," she says. Similarly, Yvonne values the freedom she's been given to make mistakes and grow. "The support from management has allowed me to refine my leadership approach."

## Balancing Career and Personal Life

One challenge that all four leaders have faced is the delicate balance between career and personal life. Sarah admits that motherhood can delay career growth, but it also teaches valuable leadership skills. "Having children naturally makes you a leader," she says. "You develop patience and resilience, which is essential for any great leader."

Yvonne shares a similar perspective, balancing her career with motherhood while pursuing personal interests like yoga instruction. "The support from Pario, especially in terms of flexibility, has allowed me to excel", she says, recognising the importance of finding fulfillment beyond work.





## Looking to the Future

As these women continue to lead and inspire, they are optimistic about the future of women in leadership at Pario and in the industry. Diane sees a shift toward more inclusivity, especially in the last few years. “There’s a changing of the guard,” she says, noting the increasing prevalence of women in leadership roles. “It all comes down to hiring the right person for the job, regardless of gender.”

Kathleen, Yvonne, Sarah, and Diane are each playing a key role in shaping the future of leadership at Pario. By embracing mentorship, collaboration, and empathy, they are not only making a positive impact within the organisation but also breaking down barriers for future generations of women leaders. They all have expressed gratitude to women leaders who came before them, something future leaders undoubtedly will express about them.



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