

RWE

POWER

LOOKS

GOOD ON YOU

#6 ISSUE

Owning
your power

Feel that fear.
Do it anyway.

DEBBY

Talent Acquisition Coordinator, Germany



POWER LOOKS GOOD ON YOU. Debby Blay, Talent Acquisition Coordinator, RWE Offshore, Germany.

I took a bold step, and I'm grateful.

Debby Blay discusses the journey to owning her power.

Debby's energy is like that first feeling of sunshine on a cold, spring day. Her smile spreads from her face, to all who meet her within a matter of seconds. She's ready to share her experiences.

What's your story?

My story... Let's start with coming to Germany. I moved from Ghana in 2015, without any family. Once in Munich, I studied for my master's in Psychology and Learning Sciences at LMU.

How did you get into the energy industry?

I found myself here through a stroke

of luck. I worked at a tech company and was affected by a lay off which got me back on the market.

I'd heard great things about RWE from friends, and the job stability was already a plus. I was still sceptical though. I thought, "Oh, this is a huge company, what if I don't see anybody like me there?". But I took that bold step. And I got the job.

What were your first impressions of RWE?

I was surprised. The transition was smoother than I expected, and RWE made me feel at home. It was more than physical differences, the people were very welcoming.



Surprised how?

When I first joined, we had a whole-team HR event the UK. I had this overwhelming anxiety – thinking, “Will I be the only person of colour there? Should I not go?”. But when I went, it was nothing like I expected. Yes, I was the only person of colour. But the welcome was really huge. It meant a lot.

What were the barriers you faced? How have you overcome them?

I’ve faced the challenge of difference. Of feeling alone because of my background. Everything from work expectations, to communication styles, and then navigating legal and bureaucratic systems.

And of course, language... Before I moved, I (almost) didn’t know any German. So, it was my number one priority. I did lots of courses so that I could integrate. No way have I overcome that barrier entirely, but I feel integrated compared to the early days. Community has also helped me. It’s useful to find people with shared experiences and hear how they’ve navigated differences.

What were the cultural differences you noticed at work?

One of the things I subtly struggle with is that in Ghana, you don’t speak about your wins. Here in Germany, you have to be loud about them! I still feel like people will say, “Who do you think you are?” or, “You’re being too proud”.

What’s helped you overcome that?

Leadership. Their way of supporting and guiding me. They always recognise my

achievements, even when I think they’re not paying attention.

This came up recently in my annual review. My bosses told me, “Be loud about your successes. We believe in you, so learn to share them”. They’re the ones encouraging me to own my power. And when I reflect on how far I’ve come, I do see that power looks good on me!

How do you push yourself?

I’ve always tried to continuously improve. It’s not only seeking feedback for feedback’s sake, but hearing it and working with it. Then it’s just getting out of that comfort zone.

What are your biggest strengths?

Being empathetic, bold, and likeable. Sometimes I feel like I’m self-made, and I do tell people that. I’ve been through many challenges, and the way I’ve overcome them gives me strength and empathy. Because I’ve been in that space before, I do relate a lot and I try to put myself in the shoes of others.

What does Diversity, Equity, Inclusion and Belonging (DEI&B) mean to you?

For me, it goes beyond common differences. It’s about welcoming a broad range of backgrounds, perspectives, and experiences. And creating an environment where everybody feels accepted and included. A psychological safe space. Where your thoughts are valued, you have equal opportunities, and you feel connected to the company. I definitely feel that.



“When I reflect on how far I’ve come, I do see that power looks good on me!”



“I’ve always tried to continuously improve. It’s not only seeking feedback for feedback’s sake, but hearing it and working with it. Then it’s just getting out of that comfort zone.”



What can we do to show more women that they can thrive here?

There are so many things we’re doing around DEI&B, we just need to talk about them more. RWE are employing people of colour and making them feel welcome; I want to project that to the outside world.

We also have lots of ongoing programs like mentorship, networking, and leadership training. Our leaders are actively promoting diversity and addressing biases, including advocating for part-time work.

How do you help others feel accepted?

I try to offer support – especially to new team members. I also recognise when somebody helps me. Those acts of kindness seem small, but they go a long way in making people feel like they belong.

What do you and your team look for when hiring talented people?

It’s not just about skills and experience, we also think holistically. We look for an adaptable mindset and willingness to contribute collaboratively.

We’re also putting in a lot of effort to ensure we’ve got diverse candidate pools. We use an inclusive language tool, and you don’t have to tick every box to apply.

“Feel that fear. Do it anyway. Because you’re doing a great job.”

How do you see the talent pool changing?

Good question! I hope I can nail it. I think we’re going to put an even greater emphasis on diverse skillsets and versatility. We want more people who show a proactive commitment to continuous learning. They’re the ones who can help us navigate future challenges.

Would you recommend RWE to other talented women? Why?

Definitely! First and foremost, it’s their commitment to diversity. You see how leadership has such a passion for it. That’s a real sign of the company you’re joining.

Secondly, RWE creates an environment for growth and development. There’s a strong network of talented women here who attend forums, events and discussions designed to connect and empower us. This sense of community has been invaluable.

Finally, leadership really promotes our successes. They see what I do – even though somehow, I don’t see it. They don’t leave you to your own fate, they guide you through.

What advice would you give your younger self at the start of your career here?

Feel that fear. Do it anyway. Because you’re doing a great job.

And finally, what advice would you give to women thinking of joining RWE?

Take a bold step. I took a bold step, and I’m grateful.

Debby might not be the first in the room to sing her praises, but she’s getting there. And she’s bringing others on the journey with her. She sees the power in people and encourages them to own it. We hope her story convinces you to take that bold step, just like hers.

