PASSION

AN AWCA MAGAZINE



GEARING UP FOR THE **FOURTH INDUSTRIAL REVOLUTION**

EXCELLENCE BEYOND REPROACH **EXERCISING EXEMPLARY LEADERSHIP**

A TALE OF TENACITY **"I QUALIFIED AS A CA(SA) AT 52!"**

APC RESULTS **WHERE DID WE GO WRONG?**

The A to Z of **MENTAL WELLNESS**

AWCA
African Women Chartered Accountants
Identify. Nurture. Lead

Dr Vuyokazi Mahlati

Woman of Substance

2019



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*At the time of going to print, three of our sixteen bursary recipients hadn't responded.

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COMMITTED TO BUILDING

Historically, transformation of the Accounting profession has been rather slow. The first female Chartered Accountant (CA) qualified in 1917 and it took another 70 years for the profession to have its first black female CA, Ms Nonkululeko Gobodo, in 1987. When the AWCA was launched, 17 years ago, African, Indian and Coloured (AIC) female CA's were 407 out of a total CA population of 20 903 (2%). With concerted efforts from various stakeholders, transformation has gained momentum and AIC female numbers have increased to 6625 out of a population of 45 428 in June 2019 (15%).

The profession remains on a journey of rebuilding, notwithstanding some negative news reports that continue to taint its good name. We all have our work cut out for us in ensuring that we reset and adopt the fundamental principles that will ensure that we Build To Last. SAICA is seen as the bastion that ought to restore the profession to its former glory. The AWCA is confident of Mr Freeman Nomvalo's ability to lead SAICA and the profession through the current environment. His article titled, 'We Can All Lead Change' (on page 73) is an aptly crafted opinion piece that highlights how each of us can take leadership and own our part in bringing about the change we want to see in the profession and in the country. One such area is supporting aspiring CA candidates.

The results of the 2018 APC (page 30) and 2019 ITC exam have propelled caused us to unpack and take stock of the bouquet of issues that are causing the pass rate of Black candidates to slide backwards, threatening the strides made in growing the Black female representation in the CA statistics. This trend cannot be allowed to continue and it is upon all of us to ensure that we raise our hands in support of the next generation of leaders.

The AWCA was encouraged when President Cyril Ramaphosa appointed a cabinet with 50% of the ministers being women, and further announced that all provinces led by male premiers should comprise of at least 60% female provincial executives. This was a very bold and admirable move from the President, which we believe sets an appropriate tone that should be replicated in C-suite appointments in both the public and private sectors. These entities and companies should identify a leadership pipeline and provide growth opportunities to it through intentional sponsorship and transformative succession planning.

Much has been said about the tough economic climate faced by the country which has been marked by a 3.2% decline in GDP in the first quarter, and an increase in unemployment levels to 27.6% in the same period. At times like these, corporates are often triggered to find innovative ways to grow revenue which is usually coupled with budget cuts and the implementation of austerity measures. However, now is in fact the time to invest in education and skills development in order to reap the long-term benefits of an increase in the scarce skills because the beneficiaries of this investment will ultimately contribute to increased productivity either as employees or business owners.

On a lighter note, the AWCA community has once again assisted in identifying phenomenal women and acknowledging them through the Woman of Substance™ (WoS) and AWCA Recognition Awards. Our previous WoS and Recognition Award recipients continue to be recognised for their extraordinary leadership and contribution to society. Our 2018 WoS award winner, Dr Judy Dlamini was conferred an honorary doctorate by the University of Kwa-Zulu Natal (Westville) for her economic activism. While Ms Nonkululeko Dlamini, winner of the 2017 Public Sector CFO of the year award, was recognised as an outstanding Public Sector CFO by the CFO Magazine in May 2019. Our 2016 Audit Partner of Year winner, Ms Shirley Machaba, has recently been appointment as the first black female CA to be the CEO of one of the Big 4 audit firms. Her appointment as CEO is a true testament to how internally-nurtured talent can rise through the ranks to take the ultimate leadership position.

WE ALL HAVE OUR WORK CUT OUT FOR US IN ENSURING THAT WE RESET AND ADOPT THE FUNDAMENTAL PRINCIPLES THAT WILL ENSURE THAT WE BUILD TO LAST. SAICA IS SEEN AS THE BASTION THAT OUGHT TO RESTORE THE PROFESSION TO ITS FORMER GLORY.



Furthermore, the 2014 WoS winner, Dr Phumzile Mlambo-Ngcuka, was recently awarded the Cannes LionHeart Award in recognition of the extensive work she does in championing women's rights across the world.

There have been a few developments in the past year that we are proud to highlight:

- Through the financial support provided by our stakeholders and partners, the 2019 Bursary Fund has been able to support a record high of 17 deserving women who are academically strong but lack the financial resources to afford tuition fees, student accommodation, textbooks and a living allowance.
- The inaugural Mahube Entrepreneurs' Summit took place on the 14th of March. The Summit was attended by over 150 current and aspirant entrepreneurs.
- We held the second instalment of the annual AWCA Fundraising Golf Day where four-balls were taken up by 23 companies.
- We added University of Johannesburg to our stable of Student Chapters, which increases the AWCA student chapter footprint to 11 universities across the South African landscape.
- We launched our social media campaign called 'Flourish



Friday', that aims to celebrate the advances made by women.

- We launched our website which features a fresh new look, easy navigation and a streamlined process for membership sign-up.

All these achievements are realised through the time, passion and dedication poured in by the AWCA board and vibrant sub-committee structures through which dedicated women tirelessly give their time and receive no remuneration. As the spirit of Thuma Mina continues to sweep across the nation, we have seen an upsurge in the number of volunteers who have signed-up and have become active subcommittee members.

Sadly, we bid farewell to Ms Londeka Shezi, our 2019 recipient of the Entrepreneur of the Year award and an active subcommittee member. May her soul rest in peace, and may her story inspire others to pursue their passions, break boundaries and remember to give back.

Congratulations to Dr Vuyokazi Mahlati! You really are a Woman of Substance™. You wear many hats as a driver of women empowerment, a social entrepreneur, Chairperson of the Land Reform Panel amongst your many other roles. Your ability to wear these hats with authority and competence is admirable. To the extraordinary women who have been named the AWCA Recognition Award winners for 2019, may you continue to leave an indelible mark in your business and social networks.

Lastly, I extend a big 'Thank You' to the growing base of AWCA stakeholders and partners, the AWCA board, the subcommittee members, our membership base, and our office staff Ms Gugu Mthonti, Ms Sibongile Setshogo and Ms Zea Zama.

Zama Khanyile - AWCA President



ONWARDS AND UPWARDS

I met Dr Vuyo Mahlati through an acquaintance when I was conducting research on gender. Her humility in spite of great achievements, her involvement and passion for policy formulation that ensures equity across all social identities resonated with me. Dr Mahlati is as passionate about women's leadership roles in society, as she is about supporting her husband and being available to her two children and her community.

She recognises the important role her husband has played in supporting her dreams, which is exemplary for couples. A social entrepreneur with a passion for education and empowerment of the indigent, she turned her thesis into a viable social enterprise. She is a master at introducing other women to her powerful networks, mentorship of our youth, and an avid reader who is always ready to share her knowledge. Grace and firmness are two sides of the same coin when it comes to Vuyo! An authentic and graceful African leader — a Woman of Substance indeed! Congratulations Doc!

WHEN WE **EMBRACE GENDER** EQUALITY AND DIVERSITY, **WE EMBRACE WITH PURPOSE.**

#aprofessionofnationalvalue



Barriers are by their very nature, obstacles to growth and development. As an organisation that looks at every citizen of our nation as a potential leader, SAICA is proud to have supported **6113** women to achieve their CA(SA) qualifications and take their rightful place in business across South Africa and the world. Thanks to our future-focussed initiatives and our committed CAs(SA), today **37%** of new CAs(SA) and AGA(SA) members are women.

To learn more about how SAICA partners for purpose-driven growth, visit **www.saica.co.za** today.

CA(SA)
CHARTERED ACCOUNTANT
SOUTH AFRICA
leaders in business

2019 AWCA Board Members



Zama Khanyile CA(SA)

Zama is currently a Fund Manager at the NEF, heading up a unit called uMnotho Fund. The fund provides acquisition, new venture and expansion funding to black-owned businesses. She is an Ex officio director in two entities — an agri-business and a retail property development in the Eastern Cape, as well as a Board Member of the South African Institute of Chartered Accountants and the University of Cape Town's Audit Committee Member.

Zama's initial plan was to pursue a Marketing or Commercial Law degree. However, she changed her mind when the Accounting bug bit her. She completed her articles at KPMG and was offered to stay on as an Audit Manager. Once clear about what path she wanted to pursue, she enrolled for a training programme for deal-makers with the IDC Academy. Since then, she has spent 10 years in the Development Funding Institution space, and brokered deals across a number of sectors including, but not limited to, ICT, Textiles, Agro-Industries, Manufacturing, Construction, Tourism.

My favourite part about being a CA(SA)...
The robustness of the training contract really creates well-rounded leadership capabilities. The technical and soft skills training received during articles are useful in any environment. It gives you a passport into different roles across a wide range of sectors.

Career motto that I swear by...
Build a brand that people will buy into. This requires active networking and building of your social capital. Luck is what happens when preparation meets opportunity — continue to work on yourself and prepare yourself to take advantage of opportunities as they become available. Opportunity often comes dressed as a challenge. Failure is part of the journey, the quicker you learn the lesson, the quicker you can continue moving forward.

I am most grateful for...
God's grace, family, friends, my AWCA sisters and broader stakeholder networks.



Buhle Hanise CA(SA)

Buhle qualified as a Chartered Accountant in 2009, after serving her articles at KPMG. Later that year, she joined Nedbank Corporate Credit as a Credit Manager. In 2010, she joined Standard Bank Mic-Corporate Credit as a Senior Credit Manager. She joined IDC as an Account Manager in the Workout and Restructuring department in 2012. She was promoted to Senior Account Manager three years later. In 2017, she was further promoted to a Team Leader in the Business Rescue team, a position she holds to this day. She serves as the Non-Executive Director of various entities such as Outsurance Holdings Ltd and its Subsidiaries, Transaction Capital Ltd, SAFCOL and Biodx Biological Chemical Technologies (Pty) Ltd. Buhle is a member of the 30% Club South Africa's Steering Committee as well as an ad hoc member of the IDC's Credit Committee. She is also a member of SAICA and the Institute of Directors in Southern Africa.

My favourite part about being a CA is that...
I live my life with integrity and always strive to be an honest professional. As a highly regarded profession, it has also opened a lot of doors for me. I came from an audit background — auditing manufacturing and service industry — but transitioned into the financial services industry with ease. I am also able to serve as an advisor and supporter of entities when I sit on any Board.

Career motto that I swear by...
"Whenever you fall, always pick yourself up and start all over again. Failure is definitely not the end of the world."

I am most grateful for...
The opportunities AWCA has afforded me, such as studying towards the Emerging Markets course at Fordham University, New York as well as being an SA delegate at the annual UN Women's Conference, where the focus of the discussions was ways in which we could better the lives of women and girls in rural areas.



Lebogang Senne CA(SA)

Lebogang is a Technical Director at the Pan-African Federation of Accountants (PAFA). She holds an MBA degree from the Gordon Institute of Business Sciences. Lebogang is a member of the International Forum of Accounting Standard Setters (IFASS) and the South African Institute of Chartered Accountants' (SAICA) Initial Professional Development (IPD) Committee. Her career highlights include participating as a speaker and moderator on international platforms such as the Intergovernmental Working Group of Experts on International Standards of Accounting and Reporting (ISAR) of the United Nations Conference on Trade and Development. Her international exposure has left her with a strong interest in socio-economic challenges on the African continent and ways in which the Accounting profession can contribute to efforts of eradicating these. Lebogang has held various roles throughout her career — Senior Manager: Technical Accounting at KPMG, Advisory Accountant at FirstRand limited, Audit manager at SizweNtsalubaGobodo (now SNG Grant Thornton) and Analyst at ABSA Capital.

My favourite part about being a CA... Seeing the reaction on students' faces when I tell them that I am a CA. That moment when they realise that CAs walk among them, and look like them, is priceless.

Career motto that I swear by...
There will always be a small voice that asks "can I do this?" That should never be the reason to pass up an opportunity. What I don't know immediately, I will learn as I go.

I am most grateful for...
Besides the gift of life and the people I have been blessed to share it with, I am most grateful that after years of some really awful and, at times, painful career choices, I am finally using my knowledge and skills to do the things that I am truly passionate about.

2019 AWCA Board Members



Lulama Booi CA(SA)

Lulama is an experienced finance business leader with over 14 years' experience in the financial services industry. Armed with a wealth of experience in Treasury, Balance Sheet Management, Credit Analysis, Equity Research, Financial Risk Management and Corporate Finance, she is passionate about developing young people as well as supporting business growth and development. She serves as a Trustee on the MMI Masikhulise Enterprise and Supplier Development Trust, which aims to support the development of black-owned suppliers in the insurance industry, and a Non-Executive Director of the MMI Foundation NPC which has, as its key mandates, education and youth development.

After completing her articles at Standard Bank, Lulama spent a further four years there and later joined MMI Holdings Ltd (MMI) where she has continued to progress through her spirit of excellence and dedication.

She is currently the CEO of the Balance Sheet Management function at MMI Holdings Ltd (MMI) reporting to the Group Financial Director, and is accountable for the holistic business. She is also a seasoned credit professional, having honed her craft over nine years as an analyst. She continues to serve as an executive member of the MMI Executive Credit Committee as well as a non-executive member of the Aluwani Capital Partners' Credit Committee.

Lulama is also the Training Officer for the MMI SAICA Training Programme. She recently handed over the leadership of her AWCA Strategic Alliances portfolio to a strong successor. She is a Non-Executive Director of SilverBridge Holdings Ltd, a software services company listed on the JSE's Alt-X as well as Aluwani Capital Partners (Pty) Ltd.

My favourite part about being a CA... The platform affords me an opportunity to be a well-rounded business leader.

Career motto that I swear by... God is my source of courage as I pursue my career.

I am most grateful for... My handsome husband, rockstar kids, my amazing family who are my rock, my powerful God-fearing friends, and the great leaders who believed in me more than I did.



Gugulethu Mayisela CA(SA)

Gugulethu is currently enrolled in the Global Executive MBA programme at the IE Business School in Madrid, Spain. Her most recent role was that of Finance Manager Retail for Shell, where she led a finance team across four locations while also looking after over 65% of the South African profits. Also a Chartered Management Accountant and a member of the Institute of Directors, her current and previous board positions include — Non-executive director for Bituguard Southern Africa, a joint venture between Shell Downstream South Africa and Phoenix International Denmark; Chairperson of the Bituguard Southern Africa Audit Committee; Trustee of the Shell Downstream South Africa Retirement Fund; member of the Investment Committee of the Shell Downstream South Africa Retirement Fund; member of the SAICA Ethics Committee and a member of the Lejweleputswa Municipality Audit Committee.

Gugulethu has over 12 years' experience working in the FMCG and energy industries within multinational entities. She holds a BCom degree and Postagraduate Diploma from UCT. After completing her articles at South African Breweries, she worked as a Financial Planner where she developed a passion for business operations and leading business decision support. She has since served in numerous leadership roles including as a Tax Specialist at Chevron and a Finance Manager at Shell Downstream South Africa. She is passionate about gender activism and advocacy. She has produced The Vagina Monologues and was honoured with a Shell Excellence Award for her role in empowering women. She was also recognised by the Royal Dutch Shell CFO for leading change during a challenging transition.

My favourite part about being a CA...
The amount of fun I get to have doing cool things, with cool people in cool places.

Career motto that I swear by...
"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humour, and some style!" – Maya Angelou.

I am most grateful for...
My well-being, my family and my friends.



Thina Tembani CA(SA)

Thina is a qualified Chartered Accountant and is currently a Group Funding Specialist in the Treasury — Balance Sheet Management function at MMI Holdings Limited. She has previously held the roles of Finance Business Partner in the Africa Segment at Rand Merchant Bank (RMB) and Junior Associate VP at Barclays Investment Bank, where she supported the Fixed Income and Credit Derivatives desks in London, UK. She has spent over six years in the financial services industry with experience in Global Markets, Corporate and Investment Banking and Treasury.

Thina is passionate about youth development, female empowerment and leadership, as evidenced by her involvement in various roles, organisations and initiatives that are aligned with this. She has been co-opted to the Board of the AWCA, where she has been overseeing the Strategic Alliances portfolio since February 2019. She serves as an Executive Committee member at DreamGirls Academy, a social enterprise focused on education and skills development, and has also previously been a member of the Junior Committee at SAICA in the Border Region. Thina also performs the role of Technical Secretary for the Board Investment Committee at MMI Holdings Limited.

Thina holds a Bachelor of Business Science (B. Bus Sci) Honours degree, and Post Graduate Diploma in Accounting (PGDA), both from the University of Cape Town. She has also read for a Master of Philosophy in Development Finance (Cum Laude) at Stellenbosch University. In July 2019, she completed a summer study course in Emerging Markets and Country Risk Analysis at Fordham University in New York, USA.

My favourite part about being a CA... Is that you have endless opportunities because your skills are transferrable across industries. The rigorous education and training that we go through to earn our coveted title means that we accumulate a wealth of commercial acumen that is invaluable not only in business, but in the public sector as well. I love that the designation puts me ahead of the pack in commerce and industry, and that as CAs we are trusted to lead and drive business success.

Career motto that I swear by..."Success occurs when opportunity meets preparation." – Zig Ziglar

I am most grateful for... God, my church, a loving family and great friends.



Pumla Molope CA(SA)

Pumla is currently a Fund Manager at Visio Capital Management and previously held the roles of Head of Finance and Executive Associate to the CFO at Discovery Health, running with the strategic financial management of new projects. She has financial services experience in equity research and portfolio management; financial management and reporting as well as external audit. An experienced investment professional, Pumla lived and worked in Lagos, Nigeria during a four-month secondment to the KPMG Nigeria office, where she performed external audits and International Financial Reporting Standards (IFRS) advisory.

In 2015, she completed the Captains of Industry Management Programme at Henley Business School as well as a Board leadership course at Duke University (Corporate Education). She has also completed a post-graduate Emerging Markets and Country Risk Analysis summer study course at Fordham University in New York, USA.

My favourite part about being a CA…is that it is a very powerful designation, that still holds credibility. Before saying a single word in a room, it speaks volumes of our capabilities and potential. The conversation becomes easier and the doors are quicker to open — the rest is really up to you. In addition, being a Black female CA in South Africa is an opportunity to show young women that it is possible to qualify despite one's circumstances.

Career motto that I swear by…Once you have decided what you want, the Universe will conspire in your favour. Never compromise on hard work and integrity!

I am most grateful for…The love and support I receive from my family and friends, as well as good health.



Phetego Mabaso CA(SA)

Phetogo spent six years in the Financial Services division at KPMG, delivering external audit services mainly to (re)insurance entities. She also spent four months in the National Technical Accounting department. At the end of 2014, she joined Munich Reinsurance Company initially as a Senior Financial Controller and was promoted to a Regulatory Reporting Manager in 2016, overseeing all external financial and regulatory reporting. For five months in 2018, she acted as the Head of Financial & Regulatory Reporting. She is currently on international assignment as a Project Manager at Münchener Rückversicherungs-Gesellschaft (Munich Re) in Munich, Germany where she works in the IFRS 17 project for the company's Reinsurance segment.

My favourite part about being a CA…
Is that it gives me access to a broad range of opportunities, in my career and in business too. The skill-set that one obtains from pursuing the CA path is invaluable from a business and private sector perspective.

Career motto that I swear by…
"You are unrepeatable. There is a magic about you that is all your own." – D.M. Dell
My second motto is: "Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, 'Who am I to be brilliant, gorgeous, talented, fabulous?' Actually, who are you not to be? You are a child of God. Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us, it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others."

I am most grateful for… The opportunities that I have been given, which have not only allowed me to grow and develop in my own career, but have also enabled me to be a blessing unto others in various ways.



Nonkululeko Shezi CA(SA)

Nonkululeko is currently on sabbatical. She completed her articles at Deloitte then went on to become a Business Analyst at Tongaat Hulett Sugar, Plant CFO for L'oreal Manufacturing Midrand, Risk & Audit Manager – Africa at Unilever SA and CFO at Zungu-Elgin Engineering.

She sits on the Board of Zungu-Elgin Engineering and EBH Group Holdings. Some of her career highlights include being chosen to lead the Diversity & Inclusivity portfolio by the Unilever Leadership Team — this was a team critical in improving the D&I scores in the finance and wellbeing of the function. At Zungu-Elgin, she was part of the team that steered the company back into profitability after surviving business rescue.

My favourite part about being a CA…
You can literally do anything that you set your mind to. Our training enables us to be multi-skilled and the qualification is highly respected.

Career motto that I swear by…"To thine own self, be true!"

I am most grateful for…Knowing the Lord, "the fear of the Lord is the beginning of wisdom (Prov 9:10).

2019 AWCA Board Members



Nirakasha Yagan CA(SA)

Having qualified as Chartered Accountant at Moore Stephens CJL, Nirakasha joined Bidvest Tank Terminals, which forms part of the Bidvest Freight Division of Bidvest, as a Finance Manager. An opportunity arose within the division and Nirakasha was then appointed as Finance Director of Bidvest SACD. Some of her achievements include being appointed as Finance Director within the Bidvest Freight Division of Bidvest at 29, making me the youngest director within Bidvest Freight. Being named a finalist in SAICA's Top 35 under 35 in 2016.

My favourite part about being a CA...
Is the flexibility the designation offers. A Chartered Accountant can be flexible in many roles due to the rigorous training we undergo. Our training spans over many industries and expands our general knowledge. I am able to use my designation to influence and inspire others to achieve their dreams.

Career motto that I swear by... It's better to try and fail than fail to try at all!

I am most grateful for... My family and the love and closeness we share amongst us. They continuously pushing me to exceed expectations.



Nokukhanya Sithole CA(SA)

Nokukhanya is the Head of Finance at IndieFin (a division of Sanlam), a role she's held since January 2018. Prior to that, she was a Financial Manager at Sanlam Personal Finance. She has previously worked at CSG International, Shell and PKF South Africa where she held various positions in Finance, Group Reporting, Reporting & Business Planning, Audit and Advisory.

Also a member of SAICA, Nokukhanya is passionate about education and skills development. She also completed the Management Advancement Programme at Stellenbosch Business School.

My favourite part about being a CA...
The designation opens a door to an array of career opportunities. Once a qualified CA, success is almost guaranteed.

Career motto that I swear by...
"It's the will, not the skill."

I am most grateful for...
Family, friends and good health.



Lungile Tom CA(SA)

Lungile is currently a Senior Investment Officer at the Development Bank of Southern Africa, specifically focused in Project Finance. Her educational background includes Masters of Philosophy (MPhil) in Development Finance from the University of Cape Town Graduate School of Business. She is an experienced finance and investment professional, who spent a number of years in deal-making at the Industrial Development Corporation (IDC) in mostly the Metals, Transport and Machinery sectors. At the IDC she was involved in various start-up and expansionary projects in Metals, Transport and Machinery sectors and strategy formulation, as well as implementation in certain areas within the Metals, Transport and Machinery sectors. Following her tenure at the IDC, she moved on to become Financial Executive and Director at KDI Mining Solutions, where she also represented the company in the board of directors of the company's investee companies. Earlier in her career, Lungile also gained valuable experience in the Financial Services team while at Deloitte. Here, she was involved in external audit as well as financial services advisory at various blue chip companies. While at Deloitte, she also went on a three-month secondment to Bermuda where she mostly worked on a large NYSE-listed company.

My favourite part about being a CA...
The array of career opportunities that it has exposed me to.

Career motto that I swear by...
Run your own career race and always be true to yourself!

I am most grateful for...
Life, family and health.

Deloitte.



Our transformation journey continues

For more information
www.deloitte.com/za/transformation

Deloitte South Africa is committed to empowering South Africa's citizens and setting right the inequalities of the past through a sustainable transformation strategy that leaves no man – or woman – behind.

The South African firm forms part of the Deloitte Global Network. We are committed to creating an inclusive working environment that is free from any form of discrimination. Deloitte is continuously improving the diversity and inclusiveness of the workforce and the required change across all facets of society, government business and communities.

Our goal is to be 51% black-owned and 35% female-owned.

Ownership

June 2019

269 partners and directors

4 428 employees

2 551 of total workforce is black — *58%*

2 216 of total workforce is female — *55%*

Deloitte South Africa

Leading the profession with

111 *black South African partners and directors*

41% black-owned
32% female-owned

Empowering future generations

We are committed to the growth of the profession and proud of the fact that **1 137** of all African CA (SA)s have qualified through Deloitte since 2001. Currently **60%** of our annual CA trainee intake is black and **75%** of that is African.

Diversity and women in Deloitte

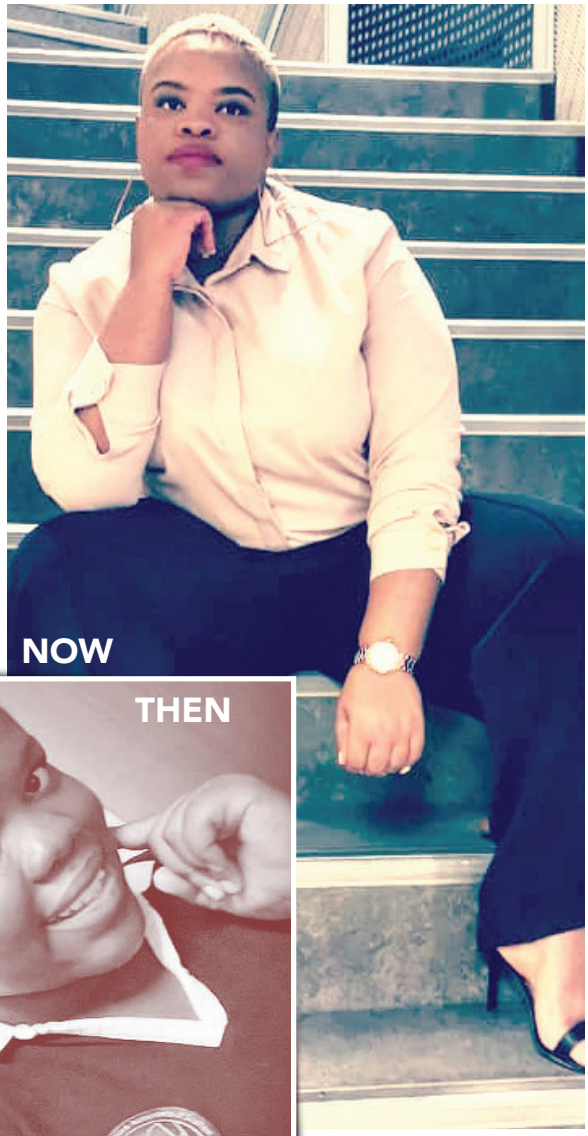
Current staff
- 4 428 total staff
- 2 551 SA black staff (58%)
- 111 SA black partners (41%)
- 32% black female partners

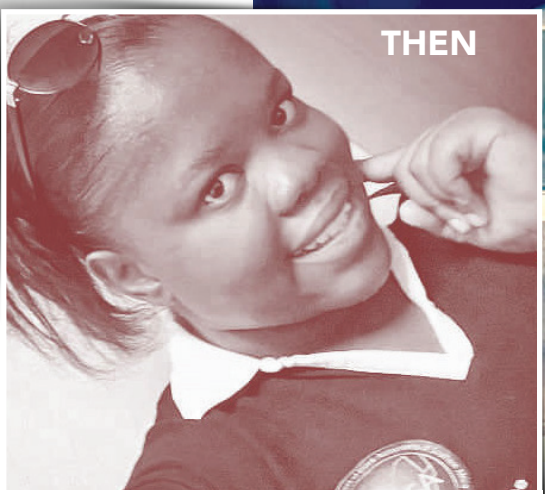
- Two Deloitte trainees became the first African black accountants in Top 10 of CA Qualifying Board exam (1996)
- The year 2019 is declared the official International womens Day IWD in Deloitte across the Globe
- Ruwayda Redfearn became the first black female regional leader in South Africa for KwaZulu-Natal
- Deloitte Africa is **ALL IN** with the Deloitte Global initiative of supporting women representation in all leadership roles
- Nazrien Kader and Justine Mazzocco, first black women appointed to the South African Executive
- Africa has fully-fledged Deloitte Women in Leadership initiatives that supports all women in leadership roles and support with additional flexibility after maternity
- Currently Deloitte Board consist of 60% black and 30% female
- **At least 51% black-owned (of which 25% is African black) and at least 35% female-owned**

Deloitte has thousands of dedicated professionals that collaborate to provide audit, consulting, financial advisory, risk management, business process solutions, tax and related services to clients.

Where Are They Now?

AWCA was founded on the shoulders of four remarkable women who refused to accept the career limitations placed on them. Big fans of the adage, "Lift As You Rise", they have paved the way for many women of colour to enter the world of Chartered Accountancy. We caught up with two previous AWCA bursary beneficiaries who held onto their tenacity to achieve what once felt like the impossible.





A second year articles trainee at KPMG, Reitumetse Motsoeneng epitomes the Oprah Winfrey quote, "It doesn't matter who you are or where you come from — the ability to triumph begins with you, always." Born in Qwaqwa, Free State and raised in Phumula, a township south-east of Ekurhuleni, she summited a few mountains before finally getting to where she is today.

Growing up in a township with very few role models, and having never heard of Chartered Accountancy, Motsoeneng took it upon herself to find out what the profession entailed, and is now well on her way to becoming one. She lost her mother during her matric year, in 2012, but still went ahead to passing with three distinctions and got accepted into the Bachelor of Accounting Sciences programme at Wits University. "I was young, very confused but hungry for a better life when I moved to Braamfontein to embark on my journey to become a CA. Things didn't go as planned when I failed my third year of study and no longer met the requirements for my previous bursary to continue funding me. At that point, the future looked bleak," Motsoeneng reflects.

However, understanding that her background was worse than repeating her third year, she continued studying with no funds. Luckily, for her, this happened at the height of the "Fees Must Fall" movement, so she was allowed to register without first paying a registration fee. "I supplemented what my retrenched father was able to give me with the little that I made from odd jobs. At some point, I juggled three jobs with being a fulltime student. That year, I passed my third year and went on to register for CTA with no funds," she shares.

> "I was young, very confused but hungry for a better life when I moved to Braamfontein to embark on my journey to become a CA."

Motsoeneng earned her degree that year and went to register for her CTA. Owing to her 'imperfect' academic record, she wasn't at all optimistic when a friend sent her the AWCA bursary application form. "Hearing that I'd been chosen to receive the funds was a big, but welcome shock. I no longer needed to work because the bursary would cover my basic student needs. That year, I passed my CTA," she enthuses.

Now in her traineeship, Motsoeneng believes that attracting and retaining good talent, sharing information about the profession, creating opportunities to study through availing funds and providing impactful mentorship to young people will grow the profession by a large margin. "I know this because I am a product of these opportunities, hence I have become a mentor myself. Someday, I'd like to venture into lecturing," she says.

Motsoeneng admits to being slightly obsessed with artificial intelligence and its impact on the future of the audit and finance fraternities. The ability to learn and un-learn, she believes, is what will be needed to weather the storms this change will bring. "I am almost certain that my future job hasn't been invented yet, but I believe it will be a cocktail of audit, artificial intelligence and knowledge sharing," she concludes.





Mahlatse Maserame was born and bred in Lekurung, a small village in Ga-Mphahlele, Limpopo. A first year CA Trainee at PPC Group Services (Pty) Ltd, she holds a Postgraduate Diploma in Applied Accounting Science (CTA) from the University of South Africa as well as a Bachelors Degree of Accountancy from the University of Limpopo.

Maserame's passion to pursue Chartered Accountancy started early in Grade 9 during a career exhibition hosted at her high school, Kgagatlou Secondary. Hearing the words, "Chartered Accountants are the centrepiece of the business and economic environment, and generally very influential people," sealed the deal for her. "I grew up in a village where influential leaders were scarce. I wanted to be counted amongst the successful few and go on to empower others," she shares.

Her first step to pursuing this dream was choosing to become courageous and focused. She worked hard in matric and was accepted for a Bachelor of Accountancy at the University of Limpopo. It was here that she was introduced to AWCA, when the organisation launched its Student Chapter at her university in April 2013. "Being a part of an organisation whose aim was to empower female and African Chartered Accountants made her feel like she had found a home that would help her realise her dreams," she explains. AWCA awarded Maserame with a bursary when she enrolled for her CTA with Unisa.

In 2015, she became part of the AWCA University of Limpopo executive committee, serving as a Community Engagement Director. In 2016, she became the Chairperson of the Student Chapter. "During my tenure as the Chairperson of the Student Chapter, I realised that leadership is not so much about knowledge but how you interact and uplift others to realise their full potential. I value good leadership, and have devoted my life to empowering and uplifting others," she shares. Maserame's relationship with AWCA didn't end when she left university — she currently serves on the School and Student Initiative sub-committee.

> "I grew up in a village where influential leaders were scarce. I wanted to be counted amongst the successful few and go on to empower others."

She is grateful for everyone who supported and mentored her along the way and expected nothing in return. Knowing that there were people rooting for her made it easy for her to believe that she could achieve anything she set her mind on. In the future, Maserame hopes to become an inspirational leader who will be recognised for uplifting others and being the voice of the marginalised. "My personal definition of success is based on the number of lives that I'm able to influence. Once I qualify as a Chartered Accountant, I'd like to become an Operations Management Analyst and to improve my leadership skills by engaging in more roles and organisations that will enhance my ability to lead, she says.

Maserame is gravely concerned with the recent events that have tarnished the audit profession's reputation. She believes that part of the problem is the pursuit of commercialism, which then creates the risk of compromising professional and ethical principles. "Part of the solution lies with regulators. We must insist on higher ethical and behavioural standards. Regulators must push for more transparency, and ensure that conflicting interests, independence and the dangers of unconscious bias are addressed. The audit profession needs a total review," she states. It's for the above reasons that she would like to lead by example and be a beacon of hope to those who look up to her. "I have made a commitment to myself to become an ethically compliant Chartered Accountant who will not bring the profession into disrepute," she says. P



As part of our commitment to develop and invest in young girls who aspire to be CA(SA)s we caught up with our sixteen beneficiaries.

MEET OUR 2019 AWCA BURSARY RECIPIENTS



Name: Nomsa Victoria Mahlangu
Hometown: Ga-Rankuwa
Current university: Wits University

How has AWCA assisted you on your journey to achieving your goals? AWCA was able to assist me with my most basic university necessities — accommodation, books and meals. This allowed me to, only, concern myself with doing my absolute best in the academic year ahead.
Why is mentorship important for young women? Young black women are faced with numerous challenges. These include having to adjust to university life when you come from a disadvantaged background, the complexity of the degree, as well as the depression and anxiety that come with an increase in workload and failure. A mentor is needed to guide and share their experiences, and to provide not only academic assistance but emotional support as well.
Where do you see yourself in five years? I see myself already qualified as a CA(SA) and working towards getting my MBA qualification. In addition to being an efficient manager at an audit firm, I aspire to own a property business and to create jobs in the future.
Where do you see the CA profession in 10 years? It will be dominated by black women. This is a vision that can be achieved through increased access to funding for young black women through initiatives like AWCA.
What is your personal definition of excellence? To me, excellence means delivering quality results in whatever career or academic path one has chosen.

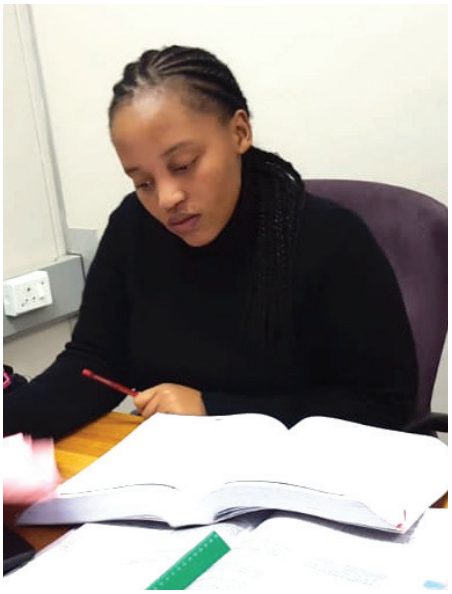


Name: Lethabo Maila Kgafela
Hometown: Sengatane Moletji (Polokwane)
Current University: University of South Africa (UNISA)

How has AWCA assisted you on your journey to achieving your goals? As a young woman raised by an unemployed single mother, studying without any financial assistance would have been near impossible. At the start of the 2019 academic year, I was getting endless regret responses from almost all funding institutions, which left me thinking that maybe registering for CTA was not a rational decision after all. AWCA came to my rescue, just as I was about to give up. I am grateful and honoured to belong to an organisation of such phenomenal and inspirational women.
Why is mentorship important for young women? High school shielded most of us in ways that a tertiary environment doesn't. Adapting to this new way of life can get stressful and confusing. Having a mentor gives you the assurance that someone else has walked the same path, which makes the journey less overwhelming. Mentorship also empowers one with the necessary soft skills like networking and acting professionally.
Where do you see yourself in five

Name: Orearabetse Moche
Hometown: The Orchards, Pretoria North
Current University: University Of Pretoria

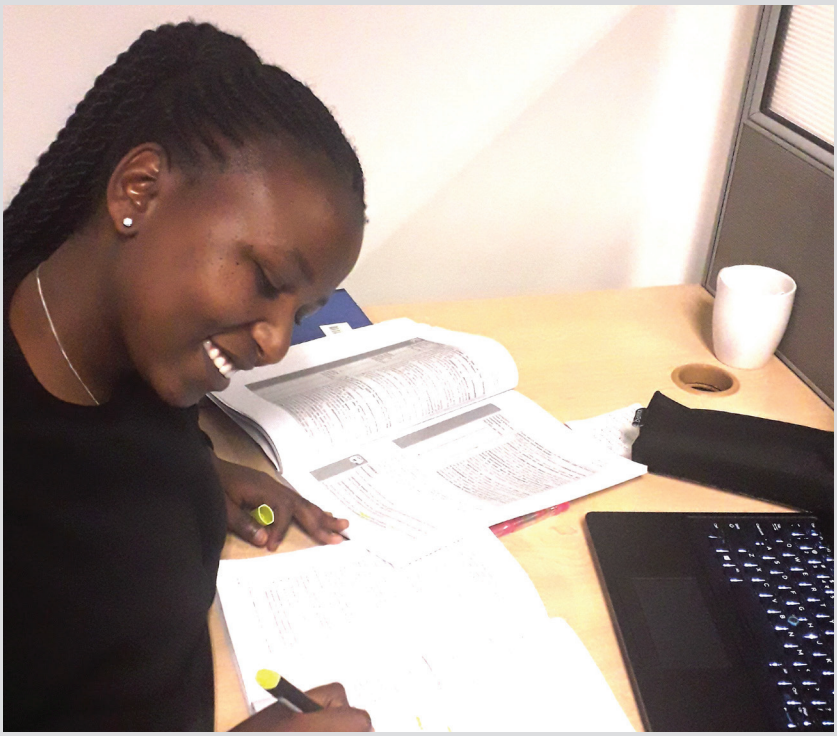
How has AWCA assisted you on your journey to achieving your goals? AWCA gave me a full bursary, during my CTA, that paid for my books, tuition and accommodation — many can attest that obtaining a bursary at postgraduate level is difficult.
Why is mentorship important for young women? Attaining success without mentorship is really hard. Our society has distorted success to mean getting a quick buck and living lavishly. Mentorship can help steer young women back to the traditional path of working hard in order to later enjoy the finer things in life.
Where do you see yourself in five years? Working as an audit manager and breaking through glass ceilings in Corporate SA. I see myself involved with SAICA's outreach programmes, mentoring young women and helping them secure funding through platforms such as AWCA.
Where do you see the CA profession in 10 years? With the Fourth Industrial Revolution on the horizon, I believe our profession will be able to adapt. The profession took some hard knocks on its ethical side, so the onus is on us upcoming CAs to uphold its values and strive for transparency and accountability.
What is your personal definition of excellence? Not reaching an end point but gaining small victories on this journey to a successful life. It means not giving up, no matter how bad the situation may be. Lastly, excellence is facing my fears nose to nose.



years? I hope to be a Chartered Accountant, working for a reputable company.
Where do you see the CA profession in 10 years? The most alarming thing about the CA profession is how it's likely to be impacted by the ever-changing IT environment. But considering how Accounting is constantly evolving, standards are being developed to match each change in the financial world. The profession dates back to the days of paper trail, therefore technology will never be able to provide logical and straightforward responses — hence Chartered Accountants will always be needed to fill in that gap. I doubt the profession will be outdated in ten years.
What is your personal definition of excellence? Excellence and success, to me, mean challenging myself to tackle goals that force me out of your comfort zone.

Name: Cherol Motsumi
Hometown: Hammanskraal, Temba
Current University: University of Pretoria

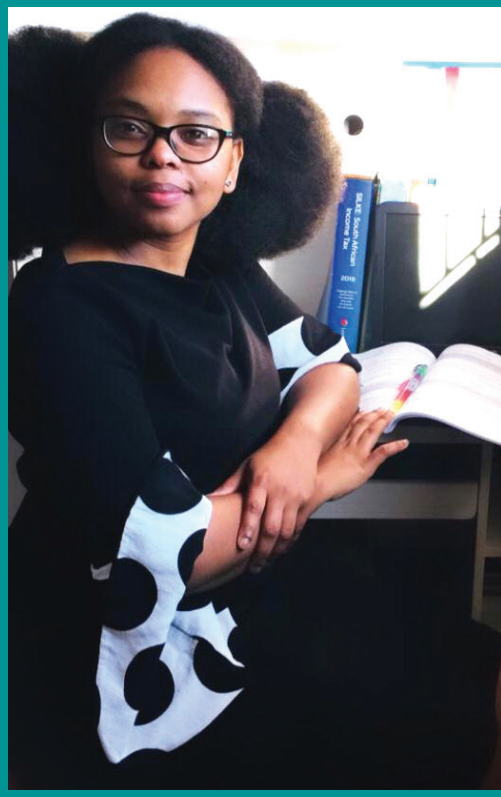
How has AWCA assisted you on your journey to achieving your goals? I'd just completed my degree last year, and was stressing about how I would fund my postgraduate studies when I heard about the AWCA bursary programme through a friend. I applied and received a positive response from them earlier this year. This bursary really filled a huge gap in my academic life. I will forever be grateful to have been a part of an initiative that supports young black girls' dreams of becoming CA(SA)s.
Why is mentorship important for young women? Having someone who offers guidance and whom you can also look up to can help take a huge load off one's shoulders. They can help motivate you to, still, reach your goals when you feel discouraged as well as share some of the lessons that got them to the top.
Where do you see yourself in five years? As a qualified CA, travelling the world, meeting new people, and probably married with my own family. I'd also like to launch a business idea that I have been brainstorming for years now.
Where do you see the CA profession in 10 years? The profession is now threatened by IT intelligence and other technologies that are growing rapidly. I fear that our profession may be redundant in the future.
What is your personal definition of excellence and success? Reaching my goals without giving up or being discouraged by failure.





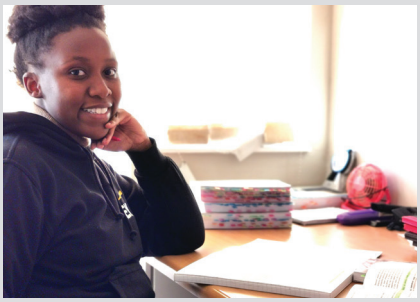
Name: Tebello Khanye
Hometown: Leondale, Germiston
Current University: University of Johannesburg

How has AWCA assisted you on your journey to achieving your goals? The bursary has brought me closer to achieving my dream of becoming a CA. It's also helped relieve me and my mother of any financial stress brought on by my studies. With AWCA, I know that I am in good hands.
Why is mentorship important for young women? It helps us forge ahead when times are tough. Also, knowing that there is someone out there rooting for you to succeed is a great feeling.
Where do you see yourself in five years? I would love to complete my CTA, followed by my articles and then opening my own tax firm.
Where do you see the CA profession in 10 years? Due to artificial intelligence, the CA profession will be totally different from what we know it to be. This means that textbook knowledge alone will no longer be sufficient, which is why it's important that our studies focus on helping us adapt to these imminent changes.
What is your personal definition of excellence? I know that eliminating fear and leaving my comfort zone will take me places I never thought possible.



Name: Sadiya Abubakar
Hometown: Ficksburg, Free State
Current University: University of the Free State

How has AWCA assisted you on your journey to achieving your goals? AWCA has helped me realise my dream of finishing CTA. I was at my lowest when I lost my father last year, and nearly gave up on my dream of completing my CTA. Thanks to AWCA, I have been blessed with a second chance which I am utilising to the best of my ability.
Why is mentorship important for young women? Having access to someone who has already attained what we are striving for allows us to visualise our future selves and makes



our goals that much more reachable.
Where do you see yourself in five years? I see myself being the second CA(SA) from my hometown and pursuing a career in finance, with the hopes of getting my CFA qualification. I'd also like to buy my mother a house to thank her for being such a great role model my entire life. I also dream of building the first Airbnb portfolio in my hometown.
Where do you see the CA profession in 10 years? I see more transformation taking place. I hope to meet more African CA(sSA) who are challenging the status quo and holding executive positions in JSE-listed companies. I see a complete clean-up of the auditing profession, and hopefully a restoration of public confidence in the profession.
What is your personal definition of excellence and success? Pure happiness. I believe that you can be the richest or the most successful person on earth, but if your mental health and spirituality are not in balance then you are as good as nothing.



Name: Mathapelo Letsoalo
Hometown: Diepkloof, Soweto
Current university: University of South Africa (Unisa)

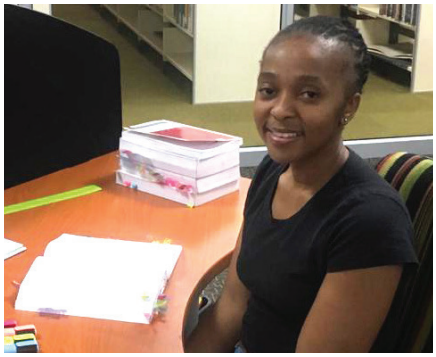
How has AWCA assisted you on your journey to your achieving goals? AWCA literally came to my rescue. Due to financial constraints, I took an involuntary gap year in 2018. AWCA believed in me so much that they granted me a bursary to continue on my journey. Thank you AWCA for bringing me closer to living the life I'd always imagined.

Why is mentorship important for young women? Mentorship plays a pivotal role in nurturing young women across many industries, most especially the CA field as it's predominantly male. Also, the more young women witness the success of African women who are thriving in the the CA profession, the more hopeful they will be that they, too, can do it.
Where do you see yourself in five years? As a qualified CA, adding value wherever I'll be employed and growing as an individual. I'd also like to start my own property investment

Name: Philisiwe Gumede
Hometown: Durban, KwaZulu-Natal
Current University: University of South Africa

How has AWCA assisted you on your journey to achieving your goals? AWCA offered me a bursary that covered my 2019 tuition fees and I will always be grateful for the opportunity.
Why is mentorship important to young women? I believe that the best investment anyone can make is investing in young women because they have the ability to change the world. I believe that women were created to lead. Therefore, mentorship programmes are important for all young women with ambitions of becoming future leaders, and those who also want to create opportunities for previously disadvantaged women. Mentorship instills confidence and creates room for positivity.
Where do you see yourself in five years? As a qualified CA (SA) and working for a big corporate entity — hopefully at an executive management level. I also look forward to starting my own businesses and becoming part of youth development programmes.
Where do you see the CA profession in 10 years? I see the CA profession getting the recognition it deserves locally and in other countries.
What is your personal definition of success? There is no secret to success. All that is needed is preparation, hard work and learning from failure.

company.
Where do you see the CA profession in 10 years? Considering that we are already in the Fourth Industrial Revolution, I see the profession evolving immensely — in fact, to the point where auditors will give "absolute" and not "reasonable" assurance.
What is your personal definition of success? There's a quote by Maya Angelou that best captures my definition of success: "Success is liking yourself, liking what you do and liking how you do it!"



Name: Duduzile Ngwane
Hometown: Dobsonville
Current University: University of the Free State

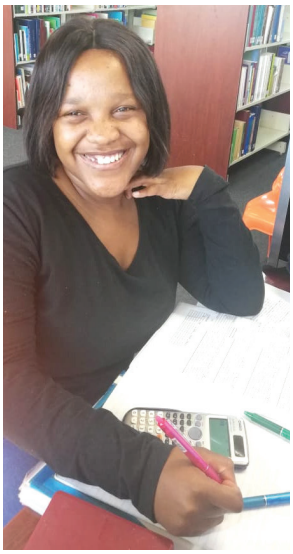
How has AWCA assisted you on your journey to achieving your goals? AWCA has given me a second chance at achieving my goals. At some point, I'd forgotten about the little girl in me who'd always wanted to become a CA. Failing my CTA in 2018 was exactly the wake-up call I needed — this helped refuel my passion. When I decided to return to my studies this year, AWCA took away my financial stress. Now, achieving academic excellence is my only priority. I also can't help but be inspired when I see all the phenomenal women helming AWCA. I'd like to thank the organisation for bringing me closer to living the life of my dreams.
Why is mentorship important for young women? As a young woman pursuing a career in such a competitive and male-dominated field, mentorship is important in guiding and teaching me that I don't have to change who I am in order to get a seat at the table.
Where do you see yourself in five years? With my CA(SA) qualification in hand and paying it forward through the after-school programme I attended during my matric year.
Where do you see the CA profession in 10 years? I see the CA profession having more women in senior positions, and this becoming the norm — not something to be questioned. I also hope that where ethics are concerned, the profession would have restored its respectable status.
What is your personal definition of excellence? Doing my utmost best at whatever is thrown in my direction, and having no regrets at the end of it all.

Name: Nonkululeko Pheshwa
Hometown: Vereeniging, Evaton West
Current University: University of Witwatersrand

How has AWCA assisted you on your journey to achieving your goals? AWCA came to my rescue at the beginning of the year when I was stressing about my dream of becoming a CA, possibly, coming to an end. I'm grateful to have been chosen as one of the bursary recipients. With my tuition, accommodation and meals sorted, the only thing on my mind is getting through CTA.
Why is mentorship important for young women? It keeps us motivated to reach our full potential and constantly reminds us of what matters the most. Success doesn't come easy, especially when you're a black female in a profession dominated by males.
Where do you see yourself in five years? I hope to have completed my Chartered Accountancy studies and working for one of the big four firms. I'd relish the opportunity to be exposed to various industries. Through whatever little I would have achieved, I want to change the mindsets of those young



women who think that their future will be determined by their current circumstances.
Where do you see the CA profession in 10 years? I believe that it won't be as intimidating for those many young women who want to enter the field, so there will definitely be more female CAs.
What is your personal definition of excellence? Having the confidence to go after what I want and putting my best foot forward.



Name: Refiloe Moloi
Hometown: Tembisa, Gauteng
Current University: North West University (Vaal Campus)

How has AWCA assisted you on your journey to achieving your goals? AWCA helped by taking care of all those basic human needs that most students from disadvantaged backgrounds grapple with. The financial assistance has helped pave my way to a brighter future, and lifted a huge weight off my mother's shoulders. She can now focus all her attention on my brother's needs.
Why is mentorship important for young women? It gives us the type of insights and guidance that we, otherwise, wouldn't have had access to. It also offers a safety and comfort net of sorts — knowing that someone else experienced a challenge similar to yours is comforting.
Where do you see yourself in five years? As a newly designated CA(SA) working in auditing, and continuing to upskill myself. I also hope to provide financial assistance to those family members who didn't have the opportunity to further their studies, as well as to start an NGO that helps take care of orphans.
Where do you see the CA profession in 10 years? Up to now, the CA profession has remained stable through the technological changes. I see more of this happening in the future.
What is your personal definition of excellence? Excellence is a result that reflects an extra mile taken.

Name: Sinazo Sibutha
Home Town: Lusikisiki
Current University: UNISA

How has AWCA assisted you on your journey to achieving your goals? I found AWCA just as I was about to give up on my dream of becoming a Chartered Accountant. After passing my undergraduate studies, I had no financial assistance to carry me further. I applied for the AWCA bursary, and by the grace of God my application was successful. AWCA has become my second parent and their presence in my CTA journey has been amazing. I would love to thank the organisation for believing in me.
Why is mentorship important for young women? We live in a society where most still do not believe that women are capable of leading successfully on their own. There is also too much competition amongst women such that they end up destroying, instead of building one another. I believe that mentorship assists young women realise their greatest potential and helps restore their confidence.
Where do you see yourself in five years? As a qualified CA(SA), contributing towards the growth of the African financial services sector and boasting a few awards of excellence under my belt. I'd also love to be part of an NPO that focuses on empowering and raising funds for matriculants and university students who lack the financial means to pay for their studies.
Where do you see the CA profession in 10 years? CAs won't only be limited to mathematical and accounting skills, but will be very instrumental in business optimisation strategies and technology developments.



What is your personal definition of success? When you discover your life purpose and actually take the right steps towards serving it, that is your encounter with success.



Name: Tshilidzi Mngomeni
Home Town: Venda, Limpopo
Current University: University of Johannesburg

How has AWCA assisted you on your journey to achieving your goals? AWCA has afforded me an opportunity to attempt my CTA for the second time. I am literally one step away from becoming a CA(SA).
Why is mentorship important for young women? Having a safe space where mentors and mentees connect, through their shared experiences, can encourage one to step out of their comfort zone.
Where do you see yourself in five years? Having completed my CA and IT qualifications. I believe that the integration of IT and Accounting will give me a competitive advantage. I also hope to be a financial manager at one of the Top 40 JSE-listed companies and be recognised as one of SAICA's Top 35 under 35 CA (SA) trailblazers.
Where do you see the CA profession in 10 years? Many of the functions that are supposed to be performed by CA(SA)s in the future will be replaced by IT systems that process complex and large volumes of data at a much faster rate than human beings. Therefore, CA(SA)s need to reinvent themselves in order to stay relevant. I believe that the SAICA 2025 project, which places great emphasis on critical thinking and lifelong learning rather than technical abilities, will be the distinguishing factor between future CA(SA)s and the current ones.
What is your personal definition of success? Nothing great ever came out of comfort zones. When trying new things, I embrace challenges and risk the possibility of failing.

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Committed to uplifting and developing **young African females** in the Chartered Accountancy profession.

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AWCA STUDENT CHAPTERS

As in previous years, the AWCA Student Chapters never tire of disseminating our organisation's core vision to universities and high schools around the country, as well as creating awareness on the importance of the Chartered Accountancy profession. These amazing young women who go to great lengths to propel their respective Student Chapters forward — all while juggling their studies — never cease to amaze us. We are certain that their drive and vigour will take them far in their careers. Below are some of the initiatives they have organised thus far...



UNIVERSITY OF KWAZULU-NATAL INYUVESI YAKWAZULU-NATALI UKZN PMB

The AWCA Student Chapter of the University of Kwa-Zulu Natal Pietermaritzburg campus is a remarkable platform for growth, support and fellowship among students who aspire to be successful CA(SA)s.

In the 2019 calendar year, the UKZN PMB Chapter hosted four events. The first was a team building initiative held on March 29, hosted by the former and current executive committee members. The aim, here, was to interact and facilitate a relationship, as well as build an ongoing support structure between the two committees. The event was, without a doubt, a major success. Our second event of the year was a student recruitment drive, which took place in the first week of April. During this week we managed to promote, as well as attract new AWCA Student Chapter members on campus. We're happy to report that we attracted a substantial number of interested students.

Then on May 3, we hosted our Meet & Greet opening function. Its purpose was to introduce the executive committee to the members, unpack the purpose of the Student Chapter and outline our plans for the year. This was a great initiative which also provided a platform for the executive committee and the Student Chapter members to get to know each other. On May 10, we hosted an Exam Motivation event, which aimed to arm members with inspirational tools in preparation for their upcoming exams. Our guest speakers were Sne Gwala, the UKZN PMB Accounting Development Officer and Mthokozisi Marawu, a third year Accounting student. The guest speakers shared reassuring words that left members confident that they too would make it far in their accounting studies. Our members, in turn, walked away feeling inspired and ready to conquer their exams.

Through AWCA, the Student Chapter has been able to offer support as well as become a source of hope to aspiring young women who are studying towards becoming CA(SA)s.

It goes without saying that the AWCA Student Chapter has grown tremendously over the years. Some of our future plans include:

- A stationery pack drive for matriculants
- Participation in the Santa Shoebox outreach programme for underprivileged children in Pietermaritzburg
- A fundraising event on campus
- A skills development workshop for members to enhance and develop professional skills.

The Student Chapter plays an important role in promoting the Chartered Accountancy profession. We look forward to an exciting year ahead!



RHODES UNIVERSITY

Over the years, the Rhodes University Student Chapter has continued to thrive. Our Chapter is guided by its goal of increasing awareness of the opportunities students have, and the resources available to help them achieve their dreams of becoming CA(SA) s. Our future vision includes expanding membership and collaborating with the newly-formed Association for Black Securities and Investment Professionals (ABSIP) society.

Between June 2018 and May 2019, our Chapter hosted several successful events. These included an AGM, a sanitary towel drive, exam preparation sessions for the student body of Rhodes University, exam hampers as well as a Meet & Greet. One of the highlights was collaborating with the Bapedi Ba Rhodes Society in hosting a Women's Day Brunch and a career exhibition at T.E.M. Mrwetyana, a local high school. At this year's Meet & Greet, the Chapter welcomed a new male member who also wanted to join in the fight for women empowerment.

Some of our most significant achievements include: Working with the Accounting department and forming relationships with the local high schools in Grahamstown. This year, our executive leadership (President: Thembelihle Shabangu, Vice president: Tebogo Molatlhegi, Secretary: Success Masondo and Media: Malebo Moloto) plans to strengthen the established relationships and grow new bonds with the community at large.

During Literacy Week (2 to 8 September 2019), we plan to partner with Nali Bali in distributing books to underprivileged local primary schools.



MONASH UNIVERSITY

In the second half of 2018, we hosted our first ever Women's Day Hike titled #Hike2Success, where we invited members from our sister Student Chapter — Wits University — to join in. We were also joined by AWCA board members, President Ms Zama Khanyile CA(SA) and Deputy President, Ms Buhle Hanise CA(SA). The hike took place at the Walter Sisulu Botanical Gardens and was themed around celebrating the late Mama Albertina Sisulu, one of South Africa's renowned female activists and stalwarts. The hike was an overall success as everyone had the opportunity to hone their networking skills while also getting in shape. At the end of 2018, we received the award for best Club and Society under our mother-group, 'Finance and Investment Society'.

We kickstarted 2019 with a riveting opening event, where we unpacked the topic 'The Discrimination and Sexual Harassment Women Face in the Workplace'. The event, aimed at encouraging women not to pity themselves in the face of discrimination and intimidation, was aptly themed #YouAreNotAVictim.

We were also part of the SRC club sign-ups where we recruited new members and marketed our Student Chapter.

As part of our first semester outreach intiative, our executives and members volunteered at Onthatile Children's Ministries Home.

In the second semester, we will be launching our mentorship programme at a local high school in Zandspruit. We'll also be engaging in a collaborative event with the Wits University and Unisa Chapters. To wrap up 2019, we will also be hosting a study session for our members and other students. As the only female group dedicated to ensuring that Accounting students have a voice, AWCA MSA has had a major impact on campus.

NORTH-WEST UNIVERSITY

So far, some of the activities that we've embarked on between June 2018 to May 2019 include:

- Sanitary towel drive
- School visit
- ABASA Trainee Breakfast
- Award ceremony

The sanitary towel drive, in partnership with the School of Accounting, has been our most significant event to date. Although we faced a financial crisis, the Student Chapter managed to raise 200 packets of sanitary towels which we donated to Maano and Mailakgang Secondary Schools in Mashutlhe Village, 60km from the Mafikeng campus. Finding out that some of the girl learners use nappies, or even miss school, when on their monthly period really broke our hearts as a Chapter. We also visited several schools in Taung Village — among them Thate Molatlhwa Secondary and Gabobidiwe Secondary — where we enlighted the learners on the CA profession, its importance and university entry requirements.

We are excited about the achievements of the Chapter thus far. We managed to empower our students through academic seminars and mentor-mentee sessions, where we offered counselling services to Accounting students who aren't coping.





STELLENBOSCH UNIVERSITY

To date, the Stellenbosch Chapter has had an exciting year. Last September, we held our annual Mentorship High Tea where our members got the chance to interact with the phenomenal speakers and guests in attendance. All attendees were treated to a beautiful garden setting at the Stellenbosch University Botanical Gardens and were refreshed with exquisite food platters. Our 2018 ended on a high note!

At the start of 2019, we quickly set up the new executive team for the year. There were three new members who were ready to join the team and start rolling out our plans. We also have one male executive member this year. We decided to include him because as the Stellenbosch Chapter, we believe that men of colour also need to be empowered and educated on the inequities women face in our profession and society.

In February, we hosted our opening function where we launched our plans for the year and recruited new members despite being faced with some difficulties in planning the opening function. We eventually overcame all hurdles and pulled off a great gathering. This year we had the pleasure of collaborating with some societies on campus — among them is the Black Management Forum (BMF). Our Student Chapter was invited to their Professional Skills Workshop hosted by BCG at the University of Cape Town. Another event we collaborated on was a Financial Skills Workshop conducted by the incredible, David Molotsi. Both these events were highly beneficial to our members. We all walked away armed with some skills that will help us going forward.

Our Chapter has been blessed with amazing sponsors. One to mention is MGI Bass Gordon, who made our Easter School Visit a success. They donated 300 Easter eggs and 300 sling bags that we took to Ikaya Primary School in Kayamandi. We planned an Easter Egg Hunt for the learners, in collaboration with the Treble Clef Foundation — we will be doing more community outreach programmes with them. Seeing the joy on their faces made us really proud of the work we had put in to make this initiative a success.

We are looking forward to seeing what the rest of the year has in store for us. We have faith that only good things await us, so we can continue making a positive impact to our members and surrounding communities.

UNIVERSITY OF SOUTH AFRICA

During the 2018 academic year, our Chapter suffered a difficult and tragic time due to the passing of the President, Ms Fezeka Sibanyoni. While grieving, we struggled to continue with many of our plans. However, the new President Ms Lydia Mosotho, took it upon herself to ensure that the Chapter continued to stand firmly on its feet.

On March 28, 2019 we relaunched our Chapter under the theme 'Self-Love' to introduce AWCA to the students and motivate them for the year ahead.We were honoured to receive an invitation to participate at the Faculty of Accounting Science's CAS Day on April 5. We used this opportunity to market the organisation, as well as recruit more members.

On April 25, we hosted a formal event where former AWCA President Ms Lesego Senne talked us through her journey to becoming a CA(SA), Mr Themba Masang touched on gender violence, while Dr Tladi spoke of the link between accounting and law. The 2019 executive team is determined and committed to taking the UNISA Student Chapter to the next level.



WITS UNIVERSITY



We love that the AWCA has created a platform for young Black women to network and develop interpersonal skills, so as to make them well-rounded graduates. Being a member of the larger movement and the Student Chapter is an opportunity to recognise and fill a gap in your personal development. Our aim is to create a safe and resourceful space for development. One of our biggest highlights was being awarded the Most Outstanding Society at the Wits University Leadership Awards in October last year. Between June 2018 and May 2019, our Student Chapter celebrated the following milestones:

- 'The Journey to the Boardroom Corporate Dinner' on September 15, 2018. Guest speakers included Ms Nonkululeko Gobodo, Ms Phuthanang Motsielwa, Ms Sindi Mabaso- Koyana and Ms Buhle Hanise, who are all CA(SA)s. The event, held at the Wits Origins Centre, was one of our most remarkable for the year.
- 'The Tutorials Session' served as an opportunity for members to receive academic support in any area that they were struggling with. Mamodike Makgoba CA(SA) was our guest speaker, and provided students with some of the hacks that she used to stay afloat during tough times as a student.
- The Home of Hope For Girls visit on September 22, 2018 was definitely another big highlight. We collected non-perishable foods, clothing and cosmetics for the girls at the home and spent the entire day in the care of the founder and our gracious host Mam Khanyi.
- Our 2019 leadership executive was chosen at our closing function and AGM, where portfolio reports and T-shirts were handed out. The closing function was held at Macquarie South Africa, and in attendance were AWCA President, Ms Zama Khanyile CA(SA), Ms Noluthando Zulu and Ms Mamodike Makgoba CA(SA).
- Ms Mmafatse Ndlebe CA(SA), graced our opening function on March 1, 2019, where our theme, 'Meeting Your Future Self', was introduced.
- 'Our Dream Team Talk', hosted on April 13, was aimed at assisting members in setting strategic goals and time management. The guest speaker was audit trainee, Novuyo Mohutsiwa. The session was interactive and members left hopeful.

For the remainder of 2019, school and home visits are in the pipeline as part of our community outreach portfolio. Other events include a corporate dinner, a campus careers talk highlighting the various paths one can take after graduating, collaborations with ABASA and BWSA as well as an outreach drive to aid those less fortunate than us in our immediate community.

UKZN WESTVILLE



We as the AWCA Westville Student Chapter have always carried the AWCA brand with pride and dignity. We continue to do so through strategies and initiatives that are aligned with the organisation's vision and mission statement.

In August 2018, we hosted a women empowerment event titled 'Construction of Self-Love' in collaboration with ABASA. The aim of the event was to equip members with the necessary skills to tackle their daily life problems, and striking a balance between work demands and family. We invited speakers from different professions to share their learnings.

We also hosted a sanitary towel drive during our school visit to Kwanyuswa High School, where we invited a SAICA member to accompany us to the school so as to share knowledge on the importance of the CA profession. We distributed sanitary towels because we believe that no girl child should ever miss school due to a lack of these necessities.

In February, we embarked on a recruitment drive to introduce ourselves to new university entrants and get them to join our sisterhood. This was followed by a Meet & Greet where we welcomed the new members and gave them in-depth insights on the Chapter. Through this initiative, we want to empower our sisters to strive for excellence. Our guest speaker, Bawinile, inspired each individual to remain resilient throughout this tough journey and spoke of the benefits of belonging to the AWCA.

Last semester, we adopted Imvaba High School to assist the learners with university applications and career guidance. As a recognised Student Chapter, we were also involved in activities such as the Clubs and Societies Festival, induction, UKZN Leadership Alumni Colloquium and Open Day — that were organised by the Student Governance and Leadership Development.

Below are some of the activities that we plan to carry out in the near future:

- Accounting revival in collaboration with ABASA
- Women's Month celebration
- Career Day
- Gala Dinner

We are honoured to be part of this well-established organisation and for all the opportunities that it affords us. For that, we would like to extend our gratitude to the AWCA.

UNIVERSITY OF WESTERN CAPE





After much background talks and preparations, the UWC Chapter finally launched on April 16, 2019. The team invited various groups to attend and gain insight from the speakers, as well as learn more about the AWCA.

The evening's discussion focused on upskilling and providing knowledge on the difference between completing one's articles training at an Audit firm versus a Corporate.

The young women in attendance had the privilege of listening to Colleen Adams, a manager at the PWC Cape Town office, who shared her journey of articles training at one of the Big 4 audit firms. Nokukhanya Sithole, our Regional Western Cape Chairperson, also shared her climb up the Accounting ladder, from when she started at an audit firm. Insight related to non-audit articles training was the responsibility of all the board members in attendance, who either had experience in it or had knowledge of the process. Yonke Soga, our newest board member and a Sanlam trainee, was also part of the discussion.

Our portfolio team, Michellene Barnes and Yonke Soga, motivated members to work hard and reminded them that the AWCA board and broader community will always be present to support them. They were also encouraged to forge relations with, and learn from their Stellenbosch University sister Chapter.

The evening ended with a networking session between the attendees and board members present. We look forward to the UWC Student Chapter's initiatives making a positive impact, as well as growing our membership. P

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Female leaders in Africa face an especially difficult challenge. While women make up 45% of the African workforce, they account for only 21.9% of directorship positions and only 2.9% of chief executives are women. Education is key to increasing the influence and number of women in leadership positions, both in Africa and worldwide.

Duke Corporate Education (Duke CE) is committed to empowering female leaders in Africa, and across the world. Sharmla Chetty, Duke CE's Global Director of Europe and Africa, created the Duke CE Women Leading Africa "Board Leadership-Voices of the Future" initiative which contributes to the upskilling of women leaders on the continent.

DAY 1

INTRODUCTION TO DUKE CE AND SET THE AGENDA FOR THE 2 DAYS

MORNING

- CORPORATE GOVERNANCE
- ETHICAL LEADERSHIP
- RISK AND CRISIS MANAGEMENT
- STRATEGY THROUGH BOARDS
- AUDIT COMMITTEE SIMULATION
- BOARD SIMULATION

DAY 2

UNDERSTANDING HOW A HIGH PERFORMING BOARD OPERATES

MORNING

- RISK AND GOVERNANCE
- FINANCIAL STEWARDSHIP
- REGULATORY COMPLIANCE
- HIGH PERFORMANCE BOARDS
- INTEGRATED REPORTING
- AT COURT SIMULATION

Programme Dates: 17th and 18th Oct 2019
Cost: R20,000 (excl. VAT)

Contact: Gugu Mthonti
administrator@awca.co.za

IF AT FIRST YOU DON'T SUCCEED...

There is more than one way to skin a cat. Similarly, if one path to becoming a CA doesn't prove successful, get up and try other avenues. Plus, there will be plenty career streams awaiting you at the finish line!

WRITERS: MANDISA ZWANE and LANDELA MVIKO

We unpack a few ways that will lead to your article years – in the different available training programmes – being an eventual success.

BANKING

Take control of your rotations. If you have the liberty of choosing your own rotations, be sure to choose rotations that are aligned to your post articles career path aspirations. Speak to employees who work in the team you would eventually like to join, so as to get a sense of what their day-to-day activities entail. This will enable you to determine, early on, if the team's work meets your expectations.

If what you hear is music to your ears, organise the rotation with the ultimate Head of the team as they hold the power to make an offer for employment after your rotation. During your rotation in the team, keep the Head informed regarding your work and accomplishments as these could be motivation for a possible placement in the area.

Be memorable. You finally have the rotation you worked so hard to get, now it is time to stand out. Be the star of the team by producing quality work, assisting other team members with their deliverables and always look professional. One of the best ways to create a lasting memory in your rotation is by improving an inefficient process. This will make the team and Head see you as a valuable asset.

Take charge. Be proactive with your competencies! Attempt to sign off as many competencies as possible in each rotation. Do not fall into the trap of only signing off the standard competencies. If there is an opportunity to leverage off a related team where you can sign off more competencies, make it happen!

Network. Your ability to network will determine if you get your dream job or if you end up with a job you weren't too keen on after your articles. Create lasting relations with people at different levels — there is plenty of invaluable advice that you stand to gain. Attending work functions is a great opportunity to meet colleagues and build those lasting relationships.

Have fun — lots of it. Navigating articles and the SAICA exams can be a daunting task, but remembering to have a little fun amid all the craziness will keep you sane. After-work hangout sessions with your CA programme peers can be a great opportunity to unwind and learn from the challenges each person is navigating in their rotations.

> "Your ability to network will determine if you get your dream job or if you end up with a job you weren't too keen on after your articles. Create lasting relations with people at different levels — there is plenty of invaluable advice that you stand to gain.

AUDITING

Know your competencies. Familiarise yourself with the competencies you need to achieve to get signed off — this facilitates the process of aligning your work to your competencies. If you are able to sign-off all competencies before the end of articles, then dedicate the remainder of the time to developing other skills that will set your apart when you start looking for post-articles placement.

Network. CA articles afford trainees the invaluable opportunity of interacting with top executives in the audit profession. Utilise this opportunity and engage with them when the chance arises. Do not fall into the trap of avoiding executives at networking events — the relationships you make during your articles can give you a competitive edge.

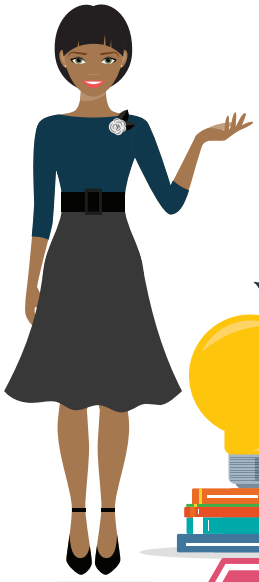
Be a team player. No successful audit can ever be completed by a single person. Strive to produce good quality work in each audit that you are allocated to, and also avail yourself to assist your team members when you have capacity. Don't let the fact that you're a first, or second year trainee limit the work you are exposed to — immerse yourself in all tasks. If your managers see what a team player you are, you are less likely to receive the tedious work in future audits.

Make friends. CA trainees in audit move between various teams and clients. This creates a great opportunity to meet new friends — the people you meet during articles could go on to become industry leaders in the future. As a first-year audit trainee, you rely on senior audit trainees for guidance and advice on how to tackle audits. Your transition to eventual placement in the firm will be easier if you make good relationships with the Senior Audit Trainees. Make lasting impressions with your audit clients as they could make you an offer after you qualify as a CA. The friendships you form with your fellow audit trainees will prove helpful, especially when preparing for your APC exam. The APC exam format requires preparation in groups.

COMMERCE AND INDUSTRY

Take control of your rotations and development. Not all training programmes have a set structure of rotations for you to follow, in each article year, to obtain your core competencies.

HAVE YOU SUCCESSFULLY COMPLETED CTA
(CERTIFICATE IN THE THEORY OF ACCOUNTING)?



YES

Have you passed your ITC exam?

NO

Have you passed the ITC exam?



NO

YES

Have you passed your APC exam?



Do you have a CIMA qualification?

YES

Have you completed a SAICA training contract?

YES

Have you passed the APC exam?

YES



Have you completed a SAICA training contract?

YES

Have you completed a SAICA training contract?

YES



Register as an AG(SA)



GOAL!

Register as a CA(SA)

At times, the absence of structure offers the best learning experiences and allows you to take charge of your own development. Just be careful not to get lost in this arrangement. In Commerce and Industry Training Programmes, the level of involvement and exposure is mostly driven by the size of the company and the work load of the teams. This will assist in your training — be sure to use this to your advantage and engage at a level that sees you immensely involved in driving solutions and producing quality work.

> “Always remember that you are an asset to the company, use the advantage of having the most recent knowledge of the Accounting Standards to demonstrate your value

Step up and add value, you are an asset! Always be prepared to be dealt a hand that may seem overwhelming. However, be mindful that these kinds of opportunities can offer you a truly practical experience of everything you studied in university. Bear in mind that handling the opportunity may require you to step out of your comfort zone. Be open to molding and adapting what you learned in university to the work environment and, most importantly, embrace the transition. Immerse yourself in the industry you are training in by learning its ins and outs. Always remember that you are an asset to the company, use the advantage of having the most recent knowledge of the various Standards to demonstrate your value. Most times, you may feel out of your depth to deliver, but remember that this is your time to learn and get the most out of the experience that surrounds you. Don’t be scared to get things wrong or ask questions.

Step out of your comfort zone. Another benefit to a “niche” training programme is that you are likely to have access to the company’s Senior Executives, with very little to no hierarchy or organisational structure between you. This amplifies your ability to grow at a rapid pace and affords you the opportunity to prove yourself at a senior level. With access to the Senior Executives not being an issue, you will be able to network with ease from day one. Make networking one of your biggest priorities.

Adapt and understand the culture. The culture dynamic of any organisation is an important factor in making the most out of your experience and understanding where you fit in, especially in smaller and close-knit companies. Steer clear of work politics — you are too junior and new to be in the middle of such. Make new connections and memorable experiences. Never take anyone in the organisation for granted.

CAREER PATHS

Four CAs share what their respective jobs entail



Nonji Mncwabe Motlhetlhi
Africa Regions SME Manager

“CA(SA) is a qualification and not a job” is the one sentence that has really shaped my career. The strong background that the qualification offers enabled me to find my passion. I work as a manager in the SME segment at Standard Bank Africa Regions.

My primary goal is to find the point where SME customers intrinsically trust the bank as an integral financial partner in their short and long-term business reality and aspirations, whilst ensuring that the bank remains the best value-adding partner. I provide the customers with expertise, support and tools for optimisation and growth. This infliction point must be found, which is challenging enough, but it also needs to be a profitable and sustainable endeavor for both the customer and the bank.

As riveting as spreadsheets, stock counts, quoting IFRS and balancing can be, I knew very early on that I would not find my passion in a typical auditing, accounting or finance role. There is nothing wrong with those jobs, but they were not in line with my passions. I needed a job with very little routine, one that threw new challenges my way almost daily. I needed to interface with people, solve business problems and be in an environment where I could test and apply ideas. Most notably, I needed to be able to quantify my contribution. I needed to be able to say, “I did that” and be able to see the positive (or negative) effect that it brought to someone’s life.

My current role offers me most of those things, and it’s a job I never thought I would find myself in — mainly because I didn’t know it existed. Working with SMEs has been incredibly enriching and working in African Regions, with an overview of 14 different countries has been an incredible gift.

People often say to me: “You don’t seem like a typical accountant”, and that makes me happy because in all I do, “typical” is not the word I strive for. I aim to be different, bold and revolutionary — and my qualification gives me the stage to live out those dreams!”



Mpho Segoe
Senior Lecturer

“By matric, I had already decided that I wanted to become a CA. I began my quest of finding out more about the profession and what it entailed. When I got to my first year, I realised that no amount of research could ever prepare me for the journey I had just embarked on. I was fortunate to become a CA in record time. After completing my CTA, I decided to do my first year of articles at a university as an academic trainee.

In my second year of articles, I completed my Master’s degree in Accounting Sciences, and wrote my second board exam. This was probably the hardest year of my life as I had to prepare for both qualifications, and I was expected to be a second-year trainee with no corporate experience. Seven years later with three degrees, and four letters behind my name, embarking on this journey has been the best thing that could have ever happened to me.

After qualifying as a CA, I worked in the US for a year — that was the best decision I could have ever made. When I returned to South Africa, I knew that I wanted a break from corporate because I needed to figure myself out. I had come to the realization that I wanted more from life than working a minimum twelve-hour day and constantly chasing deadlines.

Doing academic articles made me realise that I wanted to make a difference in people’s lives. While working in corporate, I desperately longed for that sense of making a difference in people’s lives. I decided to take a break so I could resolve my next move. Lecturing was the next logical step and it truly has been a rewarding career. I don’t know what the future holds, or how long I will stay in lecturing, but for now, I know for sure that I am living my purpose.

Every Chartered Accountant has their own story, and I have found peace in understanding my journey, losing control and figuring things out along the way."



Nyawa Dikwayo
Acting CFO

"My passion for numbers and accounting developed when I was in Grade 10 — my interest in the CA profession grew from there, even though I wasn't entirely certain what the profession entailed.

During my articles, I received exposure to clients in the public sector. I enjoyed working in the public sector because it gave me an opportunity to make a meaningful contribution to society. I knew then that I wanted a career in the public sector, one that would enable me to make a meaningful impact to my country. Even though I had qualified as a CA, I knew that a career in auditing was not my destiny. I decided to use the strong technical background the CA profession had offered me in an environment that was more aligned with my interests.

I now work as an acting CFO in the public sector. I am responsible for financial planning and reporting at the National Skills Fund (NSF) under the Department of Higher Education, Science and Innovation.

I joined the organisation in 2014 as a Deputy Director in Finance and haven't looked back since! Many people believe that Chartered Accountants are better served in the private sector, but this couldn't be further from the truth.

There is a lot of change that Chartered Accountants can drive in the public sector using their technical competence.

My current role requires me to provide sound advice on the budgeting of the organization, and I also ensure that there is quality in the organisation's financial reporting. My dream for women in corporate is for us to create platforms where we support each other irrespective of our career paths and titles. We can all learn from each other's respective journeys."



Reneilwe Mokoena
Senior Investment Analyst

"I am passionate about the African continent and doing my bit to improve the socio-economic conditions and general standard of living of all its people. Infrastructure is one sure way of achieving that on a large scale. As an investment professional working for a closed-ended fund, my job entails investing funds that have been pooled from different institutional investors, for example the Development Finance Institutions (DFIs) and Pension Funds, into feasible and profitable infrastructure projects on the African continent. The bulk of my focus and experience has been within the Transport, Energy and Telecommunications sectors.

Some of my daily tasks entail assessing the viability and feasibility of projects, structuring and negotiating transactions, performing due diligence procedures to be fully informed of the key risks involved in the transaction. These risks may be operational, financial or environmental.

Once transactions are concluded there is a fair amount of effort that goes into monitoring financial and operational performance and continually assessing and managing risks, all to ensure that the envisaged returns are being achieved. The results of what I do on a daily basis are tangible — you can see the impact it has on whole communities, whole countries and economies. That's what gets me out of bed each morning.

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REFLECTING ON APC 2018

Due to the lower than expected pass rate, the 2018 Assessment of Professional Competence (APC) results will be a point of contention for years to come. **Landela Mviko** went in search of answers.



The 2018 APC exam was deemed challenging by those who sat down for it, but little did the rest of us understand just how tough it was. And this was evident in the marked decline in the national average pass rate. The 68% national average pass rate was significantly lower than the previous year's pass rate of 80%. A closer analysis of the pass rate in terms of race categories showed that the Black candidates' performance had dropped to 48%.

The pass rate for African Black candidates was most concerning — especially given the declining pass rates of 69% and 81% in 2017 and 2016 respectively. These alarming results lead us to the question: 'What is happening around the composition of the exam, the preparations of the candidates and how can we as the AWCA intervene?

The APC is the last academic step to becoming a CA(SA). To be rated as competent, the APC requires candidates to demonstrate technical and professional capabilities. The ITC exam, on the other hand, focuses on technical competence alone.

In an effort to unpack this concerning debacle, stakeholders in the Accountancy profession were

THE SENIOR MARKERS NOTICED EVEN MORE OF A DECLINE IN THE QUALITY OF RESPONSES TO THE 2018 APC IN COMPARISON TO PREVIOUS YEARS.



approached for answers.

The SAICA Examiners Comments Report states that the feedback from various stakeholders, in the process, was generally positive. They felt that the case study being based on a hotel group was appropriate and that candidates would have ample time to prepare and research. The Professional Programmer Providers (PPP) were also pleased with the multi-disciplinary integration within tasks and the approach to assessing ethics. However, they did contend that the 2018 case study was one of the more challenging APC case studies.

Senior markers felt that the technical aspects of the tasks were well triggered in the pre-released information and that candidates did not apply this appropriately on the day of assessment. The senior markers also remarked on the decline in the quality of responses in comparison to the previous year's APC.

However, the question still stands — were candidates provided with the right level of support to be adequately prepared? From having attentive training officers that ensure that candidates receive the correct level of training and exposure as well as the board courses geared at equipping candidates with skills on how to approach the exam to the work environment and finally the candidates themselves — did they prepare sufficiently?

GOING FORWARD

We asked some of the 2018 APC candidates to weigh in on the challenges. Some believed that there was a disparity between the APC's level of complexity and the Board course exams. In their experience, the triggers in the Board course exams were more straightforward. The research performed was, therefore, adequate for the day of assessment and the questions ranged between easy, moderate and difficult. This, could have led to the candidates having a false sense of confidence.

Most felt that the pre-released information did not, sufficiently, prepare them for the exam as the triggers were not consistent with the information given on the day. Many candidates expressed that their training officers had given them enough preparation time. However, some felt that work deliverables were a distraction during their study leave.

There are still many unanswered questions regarding the 2018 APC exam. We have barely scratched the surface to unearth not only what happened, but how can we find a way forward to assist candidates in preparing adequately. To improve the APC results going forward, all stakeholders need to continue working towards finding solutions that won't only see standards being maintained, but candidates' confidence being restored too. P

PAST WISDOM

These candidates, who spoke on condition of anonymity, had this to share about preparing for APC:

Candidate 1

"Don't prepare for specific questions as it will only lead to disappointment and panic on the day. Know your pre-released information well. It is advisable to work in groups, but also go through all the research on your own.

Do not, blindly, rely on other people's summaries. On the day, ensure that you understand each task and address every aspect of the question. Partial responses will result in borderline competence ratings. When structuring your responses, don't forget to demonstrate your professional competence. Technical knowledge and professional competence are crucial for competent ratings."

Candidate 2

"Focus on the audience you are addressing and use the appropriate tone and language when responding to tasks. Time management, planning and communication are vital skills that you need to hone when preparing for APC. I would highly recommend that candidates opt for electronic writing (e-Writing) instead of manual writing. The former enables candidates to structure and edit their responses in a format that is easier to follow for the marker. E-Writing also saves time and time is crucial in APC."

Candidate 3

"Immerse yourself in the pre-released information — don't go into the exam with gaps in your understanding of the case study. Structure your responses in the same manner you would in practice, as this will demonstrate your professional competence. Use your research, case study, and information on the day to answer the tasks. Spewing technical information without applying will lead to a borderline competence rating. With that said, do not force the research in your file on every task. Apply your knowledge on publicly known current affairs as well. This will show the marker that you applied your mind when structing your responses."



OUT INTO THE WORLD YOU GO

The corporate world can be a minefield when one is still new to it. Life coach **Phetsile Dlamini-Ramabulana** shares tips to help us navigate it!

Personal development is a lifelong journey of learning about yourself and investing in your ability to deal with life experiences. Time and resources have ordinarily been focused on securing degrees and qualifications. The belief being that once these have been secured, one is well on the path to success. The reality is often different with graduates and recently qualified professionals struggling to navigate their way through corporate and to find fulfilment in their chosen career path.

In South Africa, we also hear about an increasing number of graduates struggling to secure their first job. This is a daunting and disheartening reality because it indicates the fact that getting a degree does not guarantee the prospect of a flourishing career. For those that have been successful in securing a job, theirs then is a battle that includes settling in, adjusting into the different work cultures and practises and thriving in that space.

What you learn in tertiary does not always incorporate any of the above-mentioned issues, save for those that are fortunate to get an internship or work placement opportunity during their studies.

WELCOME TO THE WORKPLACE

The workplace provides excellent opportunities for development within the career path. At the same time, the experience can be challenging because of the unfamiliar scenarios encountered which often require skill and acumen. Our socialisation and upbringing, particularly if the context we were raised in did not offer

broader exposure, prepares us more for a social and communal life. We are typically taught how to coexist within a group — be it family, extended family, the communities and establishments you form part of. We share norms, values, beliefs, and behaviours with the people we live with. Although this has a bearing on how we conduct ourselves in the workplace, it doesn't necessarily equip one to deal effectively with the experiences of corporate life. The one example that comes to mind is that the workplace and your career are phases of your life that require you to not only identify with the group fellow colleagues and the broader community of employees, but it also expects you to differentiate yourself and harness more of your own personal power. In cases where you are trying to get into a particular role, you need to articulate what sets you apart from the rest. This you can only achieve if you know enough about yourself — what I loosely refer to self- awareness.

...THE WORKPLACE AND YOUR CAREER ARE PHASES OF YOUR LIFE THAT REQUIRE YOU TO NOT ONLY IDENTIFY WITH THE GROUP FELLOW COLLEAGUES AND THE BROADER COMMUNITY OF EMPLOYEES, BUT IT ALSO EXPECTS YOU TO DIFFERENTIATE YOURSELF AND HARNESS MORE OF YOUR OWN PERSONAL POWER.

SELF-AWARENESS 101

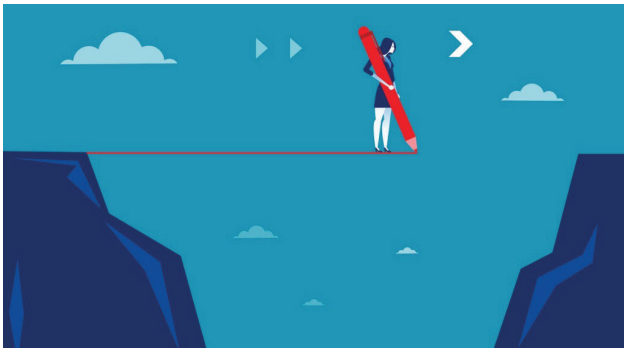
The psychological study of self-awareness can be first traced back to the early '70s when psychologists Shelley Duval and Robert Wicklund's developed the first theory of self-awareness. They proposed that, "When we focus our attention on ourselves, we evaluate and compare our current behaviour to our internal standards and values. We become self-conscious as objective evaluators of ourselves." Self-awareness is immensely important, particularly, for those graduates that are job-searching because it allows you to set yourself apart from the hundreds of candidates also gunning for the same job that you have your sights set on.

Self-awareness also allows you to understand other people, how they perceive you, your attitude and your responses to them in any moment. It also enables one to appreciate their own strengths and the areas they still need to develop further. Some benefits of self-awareness include:

- You get to build stronger and better relationships within teams.
- You are able to identify and change core beliefs behind your thoughts and emotions.
- You are able to shift your point of view to see yourself and others differently.

To establish and sustain an ongoing career path, it is almost imperative to learn the more subtle, but impactful skills required and necessary in the workplace. These include:

- The art of negotiation, be it for your first salary or for the pay package that accompanies a promotion you get.
- Being able to deal with an irate client who feels hard done by the processes and systems that are meant to facilitate them accessing a service from your company.
- Being able to listen to their concerns and acting in a manner that responds to their situations, but also upholds company policy and values.
- You will learn the value of networks and how the people you meet in your daily interactions can be a powerful source of information and opportunities.



GOING FORWARD

Your career will span over a long period of time, typically between 30 and 50 years. I advocate for career planning because it creates a vision of where you want to end up, and takes into account the different avenues you can explore. It is often daunting to be bold about what you want to achieve, particularly if you have no clue or any guarantees that your plans will materialise. But, how do you expect to get somewhere if you don't map out the route to your destination? This will serve as a declaration — that announcement you make to yourself, and possibly to others, about where your career will eventually lead you to.

In the course of your career, you will either be supervised by someone or your role will require you to supervise others. "Managing is providing a clear, concise focus on outcomes, deliverables and due dates to team and leading is providing inspiration and encouraging a team towards a vision which embodies new possibilities," says author Joanne Hunt in *Coach? Mentor? Leader? Manager?*.

The International Coaching Federation defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

- A coach will work with a coachee to develop their ability to manage a number of conflicting, yet demanding priorities in their lives.
- A coach can also be used to support someone transition through significant work or personal changes.
- It is also applicable to get a coach when one is uncertain about making decisions that will have a huge impact in their lives.

Mentoring is providing expert advice and guidance based on own experience which is relevant to the mentee. The mentor is relied upon to shed light and use their expertise and model what needs to be done by the mentee in similar situations.

- An experienced manager, for example, can offer to mentor a newly appointed manager in the same department. In this context, the mentor will be the person who the mentee will rely upon as support when they undertake new an unfamiliar task related to the role — in the same way that, for instance, an experienced plumber will mentor an apprentice who's recently qualified.

The world of work can often pose a number of challenges for all who are a part of it, but with the right kind of support and requisite skills, navigating it with favourable outcomes — coupled with a sense of fulfilment — is possible.



The doors of learning and accommodation shall be opened

Pioneering a tradition of excellence in driving empowerment

Having established the **Women Empowerment Fund** to advance the economic emancipation of black women, the National Empowerment Fund (NEF) continues to break new ground in the quest to steer inclusive growth.

Ever the pioneer, the NEF is now behind the drive to support the provision of student accommodation as one of the growing property opportunities in South Africa. South Africa has a student population of more 1.1 million in higher education institutions and only 20.1% can be accommodated. By 2030, to meet the enrolment targets set out in the Post School Education and Training policy as well as the National Development Plan of 1.6 million enrolments, an extra 570 208 beds would be needed where 50% of the student population can be accommodated.

That is why the NEF has entered this space to support black entrepreneurs who are committed to addressing this shortage. If you are one of these, come to the NEF.

The NEF has set the benchmark not only in providing innovative finance solutions to black entrepreneurs, but also in advancing non-financial interventions such as entrepreneurship training, incubation support, business planning, investor education and mentorship support as critical building blocks for economic transformation and growth.

Small wonder the NEF has approved close to R10 billion for 999 black entrepreneurs across the country, collectively having supported over 99 000 decent jobs. Come forward and be counted.

National Empowerment Fund
Growing Black Economic Participation

www.nefcorp.co.za
+27 861 843 633 / 0861 (THE NEF)
Follow us on twitter: @nefcorp

National Empowerment Fund
Growing Black Economic Participation

Maximising the gender dividend



Ms Philisiwe Mthethwa
CEO National Empowerment Fund)

The National Empowerment Fund (NEF) is proud to be associated with African Women Chartered Accountants (AWCA). AWCA has been instrumental in championing empowerment and inspiration for qualified and aspiring South African women chartered accountants (CAs). "The NEF has continued to collaborate with AWCA in initiatives committed to the education and training of African women CAs, especially from rural areas. The collaboration is anchored on the belief that with each black woman that qualifies as a Chartered Accountant, the collective esteem and stature of black people everywhere increases," says Ms Philisiwe Mthethwa.

Since operational inception in 2004 the NEF has approved funding of close to R10 billion for black businesses across the country, and these have supported over 99 600 jobs. The businesses are spread across various sectors of the economy. Mandated by legislation to grow black economic participation, the NEF's funding criteria include black ownership, operational involvement by black entrepreneurs, black women participation, commercial viability, community involvement, job creation, and the geographic location of the business.

As part of the plan to bring about real inclusive growth, the NEF has established the Women's Empowerment Fund (WEF) in order to accelerate the value and volume of businesses on its portfolio, which are owned and managed by black women entrepreneurs.

The funding requirements are as follows:

- Minimum of 51% black female ownership.
- Operational involvement at the managerial and board levels by black women.
- Commercial viability of the business case being presented.
- Compliance with all relevant laws and regulations.
- Ability of the business to repay NEF funding,
- Creation of sustainable jobs.
- Geographic location of the business is also important with the focus on rural or economically depressed areas encouraged.
- Possibility of co-funding with private or public sector institutions is encouraged in larger projects.
- For property transactions, at least 51% of the annual expenditure of the business to be allocated to majority black-owned businesses.

Placing black women at the forefront of the economy

JaLo Enterprise



The NEF has entered into a joint venture with JaLo Enterprise to conduct a Bankable Feasibility Study (BFS) into the establishment of a hollow fibre dialyser manufacturing factory in South Africa. A dialyser is a medical device that is used for the treatment of kidney disorder.

The market is dominated by international companies and the establishment of this factory is envisaged to replace imports and some of the products will also be marketed internationally. Kidney dialysis is one of the most expensive treatments and the cost has stagnated wider access by patients.

It is estimated that the project will create over 75 jobs at full capacity and more than 200 during construction.

Makwande Supply and Distribution (Pty) Ltd

Established in 2006, Makwande Supply and Distribution (Pty) Ltd is a black-woman-owned business offering transport and logistics services to the petroleum industry, specialising in the delivery of crude oil products. Makwande, although based in Johannesburg, has a presence throughout all the provinces. The company differentiates itself with a strong knowledge of the energy market. Among the company's main clients has been BPSA with whom they have a three year contract to distribute fuel from various depots to King Shaka International Airport and East London Airport. This logistics company owns a fleet of 22 high capacity trucks. Makwande applies best practices in their operations to ensure that the business operates in a safe and sustainable manner while developing and expanding its network across the logistics industry.

Makwande Supply and Distribution complies with road transport Health, Safety, Environment and Quality legislative requirements such as Hazardous Substance and related legislation.



Nare Leisure Investment (Pty) Ltd



Nare Leisure Investment (Pty) Ltd was established in 2018 with the purpose of establishing of a 4-star top-end Boutique Hotel in Kimberly, Northern Cape. The hotel is owned by a black woman and is currently under construction. She identified the opportunity through her involvement with the International Convention Solution (ICS), a related company that used to manage Mittah Seperepere Convention Centre for six years running. Through the years the convention centre has been unable to host big events such as Sports Awards, Metro FM Awards and more due to a lack of proper accommodation in the region. Furthermore, Kimberly as the capital city of Northern Cape hosts various local and provincial Government events and colloquiums extending over more than one day which result in accommodation required for out of town guests .

The new hotel will host events that are small for the ICS, which has a capacity of 2500.

FABULOUS **POWER TEAS** A TRUE YOU






















Our **Power Tea** initiative has continued to grow significantly and remains one of the most supported events. The initiative is a platform for mentorship and networking. It is at these events that members get to rub shoulders with industry experts and trailblazers who share their insights on leadership, personal growth topics and business lessons.

GAUTENG

This year's Power Tea was hosted by the PPC group at the Morrel's Boutique Hotel, in the North of Johannesburg. In an effort to stay true to the event's dress code, the attendees came draped in pastel colours and fascinators. And boy did they bring it on! Everyone looked absolutely stunning.

This year's theme was titled 'A True You', focusing on matters around personal branding, self-image and self-care. This year's theme sought to unlock what makes you "YOU" and how you can become the best version of yourself without compromising your authenticity.



Our awesome panelists, Founder and CEO of VBS Luxury Group Vika Shipalana and Social Entrepreneur and Inspirational Speaker Queen Mohale, opened up about their personal experiences.

The event was officially opened by AWCA Deputy President, Buhle Hanise, who thanked PPC for lending its support to the event. She further quoted an American poet Edward Estlin Cummings who once said, "It takes courage to grow up and become who you really are." She also encouraged the attendees to walk away from the event feeling challanged to empower others. Buhle went on to share eight key pieces of advice on how to stay true to yourself.

Amongst those, she mentioned the importance of taking responsibility for your own happiness, deliberately removing yourself from unsupportive and toxic people, being honest to yourself, being consistent and daring to dream.

Her sentiments were echoed by one of the attendees in the audience, who said that being true to yourself means opening yourself truly and fully to the world.

Vika added to this, saying: "Being very honest and in tune with yourself, especially when you're alone is important. It's important to take time off from the noise and the glam to reflect. You have to be honest with yourself and don't allow society to dictate how you should feel on the inside."

Being an avid runner, Queen spoke about how she's used her running as a metaphor for life. "Running requires commitment, consistency and cooperation," she explained. "It's about surrendering and trusting the process and doing everything it takes to stay true to this lifestyle that I've chosen. That to me is being authentic," she added.

On the subject of striking a balance between work and life, and still maintaining the core of who you are, Vika said she doesn't believe that real balance exists. "I'm okay with the fact that something always has to give. Sometimes that thing is my husband, sometimes my kids, and sometimes my work."

> "Being very honest and in tune with yourself, especially when you're alone is important. It's important to take time off from the noise and the glam to reflect. You have to be honest with yourself and don't allow society to dictate how you should feel on the inside."

As a luxury enthusiast, Vika explains that: "Luxury isn't necessarily material items. It's about living a beautiful life carved out by you, for you. It's meant to be the highest truest expression of you. It can't be about big brands; it's just living a beautiful life," said Vika on the subject of the impact of the image people usually want to portray of themselves.

One of the audience members shared a closing remark that summed up the event's takeaway lessons beautifully. She said, "Staying true to "You" means competing against yourself for greatness."

We look forward to hopping onto the journey of self-realisation and becoming our truest selves, even in environments that continue to challenge us to be different people.

WESTERN CAPE

To further unpack the 'Build to Last' theme, we this Power Tea invited three successful women to share their understanding of the theme and their views on the current landscape of the CA profession, especially in the wake of recent adverse events.

Viola Manuel, CEO of the Cape Chamber of Commerce & Industry and Executive Director of The Cape IT Initiative spoke about the importance of staying true to who you are on your quest to the top, and that it is completely okay to choose a non-conventional route.

Ropfiwa Sithubi, CA(SA) and AWCA Western Cape committee member, who recently switched to academia, focused on pursuing one's passion and allowing it to guide which opportunities one must explore.

Lusanda Ngxonono, CA(SA), who is currently the Regional Compliance Manager for Africa, Middle East and Pakistan for Chevron South Africa — spoke about the importance of knowing who you are, being patient with yourself while working hard and laying a good foundation for career progression. She touched on the importance of integrity, especially now given the state of the CA profession.

The speakers highlighted the benefits of having mentors throughout their respective careers and agreed that one mentor is not enough, as different mentors fulfill different aspects of one's life. The key takeaway here was to find people that you aspire to and admire. This discussion left attendees energised and ready to conquer the world!

We would like to extend our gratitude to PPCand BDO Cape Town for buying into AWCA's vision and strategy by agreeing to partner with us on this event.

A TALE OF TENACITY



Vusi Nkabini qualified as a CA(SA) at the age of 52, a 20-year journey that wasn't without its fair share of hurdles. After reading this powerful and moving story, one can only be inspired to persevere, because nothing should ever seem impossible.

Briefly tell us about your journey to becoming a CA, highlighting some of the hurdles you faced along the way.

Mine wasn't a smooth journey. After graduating with a Bachelor of Commerce in Accounting and a Higher Diploma in Accountancy (CTA) from Rhodes University within four years, my five attempts at the Board 1 examinations were unsuccessful, after which my CTA expired for purposes of writing the exam. I was young and naïve, so the thought of re-doing the CTA for non-degree purposes did not appeal to me at the time. It took 13 years for sanity to prevail and in 2007, I enrolled for CTA (for non-degree purposes) in order to write the Board exam again. The weekend before the exam, I contracted chicken pox at the age of 45, and was bedridden for two weeks — which was basically the duration of the exams. I had to reregister in 2008 and this time I had a supplementary exam in Management Accounting. On the day of the supp exam, the taxi I was travelling in broke down in the middle of nowhere. Having waited for almost an hour, I got another taxi that dropped me some distance from the venue. I had to run for about five minutes to get to the exam centre and eventually made it five minutes before the one hour cut-off for entry into the venue. I started sweating so much from the run that my sweat was all over the answer book, and the pen would not write. I only managed to complete the first question and decided to leave the exam as there was no chance of passing it after being an hour late and unable to get much on paper. At this stage I gave up. In 2011, my resolve got the better of me and I decided to try again. This time around, I got a supp exam in Financial Accounting, which came as a surprise because this subject had always been my forte throughout my studies. I passed the supp exam and part one of the Board exam in 2012. I then registered for APT and also passed on a supp. I wrote the PPE in November 2012, but unfortunately failed. I was determined to pass the PPE and qualify. Prior to rewriting the PPE, I was invited by SAICA to join the Thuthuka Programme for repeat candidates. This was a tremendous help in ensuring that I passed the PPE and qualified as a CA(SA) at the age of 52. During the preparation for the PPE, I felt I needed far more of a challenge to keep me motivated. I enrolled for four first year Bachelor of Law (LLB) modules. Fortunately, I wrote these in October, and had enough time to prepare for the PPE in November. I passed my four LLB modules with two distinctions and completed the degree in 2018 at age 56.

Any tips that you can share on how you managed to get through each stage of your journey?

Consistency, focus and strategic hard work are the key ingredients for success. Never spot for an exam, but go through all your study material more than once. I wish I'd listened to my lecturers early enough, and repeatedly rehearsed my questions under strict exam conditions. You cannot play a game without practising in strict compliance with its rules. Believe in yourself and your abilities, and do not internalise temporary setbacks. If you fall, rise up and move forward with even more determination.

What advice would you give to someone who thinks they no longer have the time to pursue their dream of becoming a CA, or who is ready to give up because they have been trying to qualify for so long?

Time is one of the most democratic commodities in life — we all have 24 hours in a day. What differentiates success from failure is how we utilise our daily allocation of time. The only place where success comes before work is in the dictionary. Work for success, before it works for you and free yourself from the trap of making excuses. If your attempts don't yield success, do an honest introspection on why things went wrong. Albert Einstein once said, "Insanity is doing the same thing, over and over again, but expecting different results." Thus, if your plan does not work, modify it.

How has qualifying as a CA evolved you and what have you done since qualifying? Do you feel the qualification has opened any doors for you?

The qualification has definitely opened new doors for me. Besides my salary increasing by more than 20%, my job specification has improved. At the time of qualifying, I was in Finance. I am now a Governance and Compliance Manager in the Office of the CEO at PRASA. I have been entrusted with compiling the monthly, quarterly and annual Corporate Reports on behalf of the divisional CEO. I also prepare and present changes in IFRS, Laws and Regulations and I am the custodian of laws applicable to the entire division, in addition to providing research and accounting opinions. The degree has earned me a lot of respect.

How do you ensure that your qualification remains relevant?

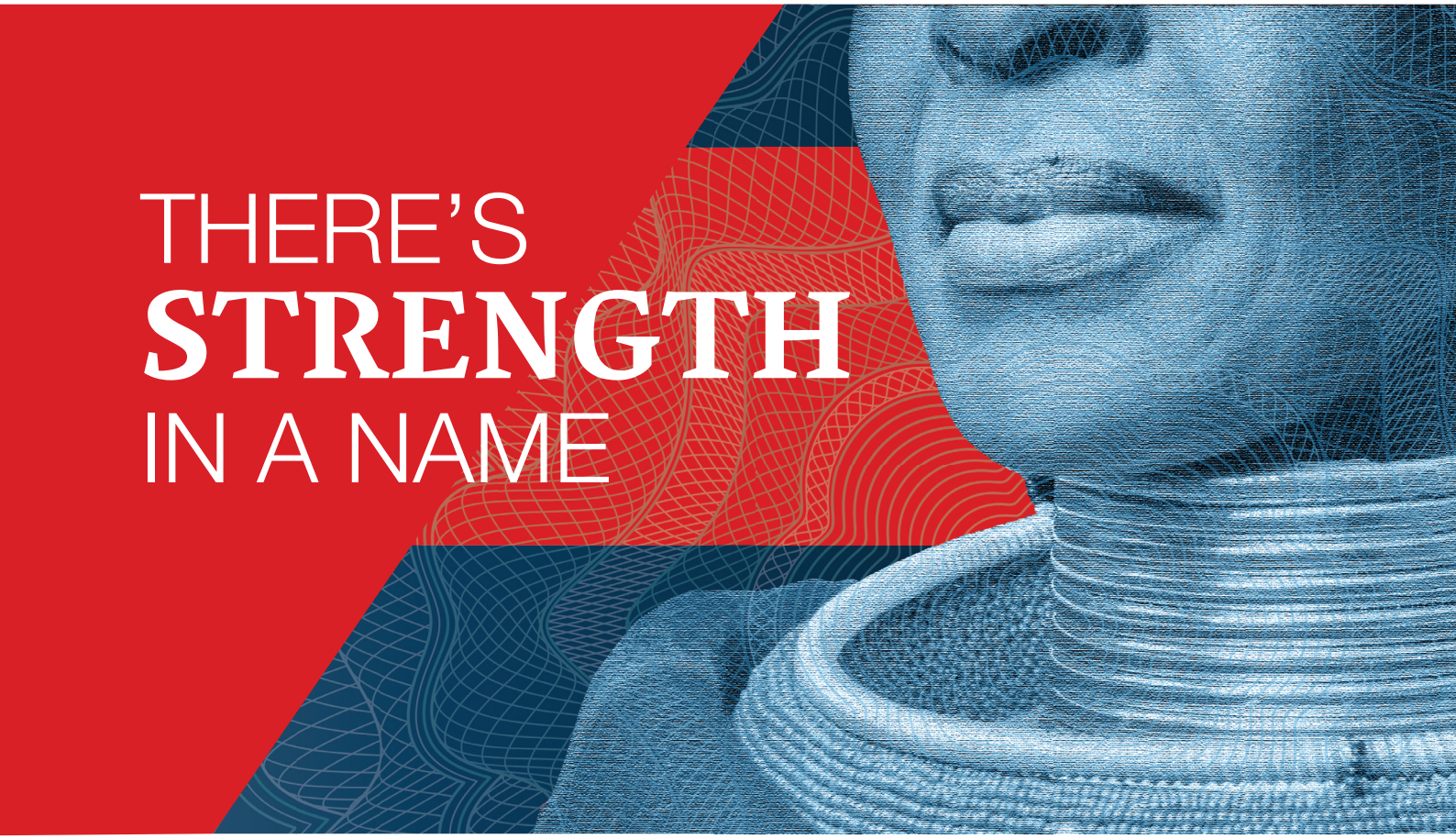
To ensure that my qualification remains relevant, I attend as many seminars and educational presentations as possible. It is of paramount importance for CAs to remain abreast of developments in the profession and the world at large. We are highly regarded and respected professionals and it would be an injustice to society if we allowed our knowledge to become outdated. Our Code of Professional Conduct requires us to always act in the public interest and that would be impossible to achieve if we don't make an effort to inform ourselves.

Where to from here?

I would like to tutor or lecture Financial Accounting and Commercial Law on a part-time basis, and later on a full-time arrangement.

momentum

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MMI Holdings is changing its name to **Momentum Metropolitan Holdings**

The strength in a name is rooted in its origin. That's why we are changing our name to Momentum Metropolitan Holdings, to leverage the power and heritage of our two retail brands.

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ALL HAIL THE FOURTH INDUSTRIAL REVOLUTION

With a new dawn fast approaching, Hailer Technologies founder **Malvin Maduna Nkomo,** unpacks why Chartered Accountants need to upskill themselves to become analytical innovators so they are better suited to tackle the profession's future demands.



Today, we carry in our pockets devices that have the type of computational power that is greater than the first spaceship that took man to the moon on Apollo 11 in 1969. In the past half a Century, since the first moon landing, there has been a series of technological advancements that have directly shifted the narrative of traditional businesses as we know it and redirected the course of action in various sectors of the economy — from agriculture to manufacturing, retail to healthcare, logistics to financial services to name a few.

The disruptions that have swept across these industries can be traced back to the 18th Century, where the use of technology in the agricultural and textiles industries yielded what today is termed the First Industrial Revolution — also known as The Knowledge Formulation era. This was an era where the steam engine invented by James Watt made the process of farming more productive and efficient. For the first time, the production of goods and services were now done by machines. This move was not welcomed by many people who felt that their jobs were being taken away by machines. These people were called the Luddites, who in their rage burnt down machinery in factories in protest, but their efforts were futile and the production moved on.

The Second Industrial Revolution (1870 -1914) was characterised by the emergence of mass production and electrification. In this era, knowledge evolved to create the electric motor. This was used in the assembly lines of manufacturing industries for mass production. There was significant growth in steel, oil, and electric power production. The telephone and the light bulb were invented and the internal combustion engine came into life as the knowledge evolved.

The Third Industrial Revolution (1980

- ongoing) saw the rise of the internet powered, by the digital revolution. In this era, knowledge distribution was the goal. The personal computer was born. The internet made possible the transmission of information from one end of the world to another in seconds. Advances from analogue and mechanical to digital technology gave way.

Today, we are at the cusp of a new era called the Fourth Industrial Revolution, where the internet is extended to participate beyond computers. Knowledge mutates and the industries are driven by artificial intelligent systems, which enable cyber-physical systems to interact with artificially cognitive systems and robots. Cyber systems include artificial intelligence (AI), machine learning, deep learning, quantum computing and internet of things (IoT). Physical systems include 3D printing and robots. In this era, machines (cyber-physical systems) and humans augment each other. Humans will do what they are good at which is awareness, perception and decision making and robots will do what they are good at which is precision and repetitiveness. Robots (mechanical) and bots (software) will significantly automate tasks that were initially being done by humans. This effect is already felt in the retail space where cashiers are being replaced by automated machines — McDonald's, for instance, has already implemented some automated cashier systems. This trend will grow significantly in the retail space and with the boom in e-commerce most shops will downsize and opt for online sales, thereby eliminating a large workforce. This will however create a new industry of on-demand mobility services.

The Fourth Industrial Revolution provides a springboard for blue-chip companies to emerge and claim centre stage in global economics. Technology start-ups like Google, Amazon, Apple, Facebook are fast absorbing the most productive work force.

A quick shift from manual means of doing work is substituted by knowledge workers in a digital framework. The line between technology and finance is blurring. The financial services fraternity will also be hard hit with the advances in the fourth industrial revolution. CAs audit all sectors of the economy — from manufacturing, retail, logistics to healthcare and everything in between. Of primary concern is the audit sector which is driven by CAs. The existing systems for audit have demonstrated time and again that they can be easily manipulated by humans with administrative rights as the database sits in a unique warehouse. The transaction entries can be wiped out, thereby leading to mass irregularities in audits. The Enron scandal remains a classical monument.

The use of blockchain technology in audits will eliminate the existing loopholes in the system. A blockchain is a distributed ledger system that is publicly available to everyone in the specific financial transaction. These ledgers are available in blocks within a large network of computers forming a chain such that there is no room to delete a single entry in the transaction without authorisation from the entire participants of the transaction.

> “Humans will do what they are good at which is awareness, perception and decision making and robots will do what they are good at which is precision and repetitiveness.”

Every time a transaction is carried out, it is immediately made available to everyone and locked down using cryptographic technologies. This eliminates the need to make reconciliations completely. A single transparent entry per transaction is available to everyone and cannot be erased without authorisation. It is therefore critical for CAs to augment their efficacy from being auditors only to analytic innovators that interact with the bots and robots to complete the financial services value chain.

CAs therefore need to complement their skillsets with data science capabilities so they are better suited and prepared to tackle the future demands of an analytical innovator. The use of machine and deep learning has made inroads into the financial services to improve fraud detection systems, and propel efficiencies to cope with the demand of the fast paced financial transactions. The use of machine learning algorithms to track potential money launderers has yielded good returns in tracking down such offenders. These transactions happen so fast that human analytics is futile.

It is important that CAs upskill in the domain of data science which encapsulate artificial intelligence, machine learning, deep learning, big data, and programming (Python and R, etc).

This does not mean that a CA needs to go back to school and acquire another degree in these disciplines. These skillsets can be acquired through self-paced online learning portals such as Coursera, Datacamp, Udacity, Khan Academy and Udemy. These course are available and accredited from world renowned universities like MIT, Stanford etc. at a minimal fee that is rather insignificant compared to a standard degree qualification in South Africa. Course material is available on-demand, in video format and lecture slides. Assessments are done by seasoned academic professors coupled with experienced industry professionals who are able to link the real world challenges and the academic component in a manner that is transparent to novices in the domain. A course in deep learning will open up a solid understanding into building sophisticated neural networks which are key in tracking down fraud.

Python and R programming will become analytical tools for the CA to understand and solve complex financial systems problems that are synonymous with the Fourth Industrial Revolution.

You may ask yourself whether this means that the profession will be obliterated in the future? The history of the past three industrial revolutions enables us to predict what could possibly be the fate of some of the disciplines. The three industrial revolutions were seen as a threat but in the long term they created more industries than initially bargained for. These industries did not exist at all. That meant the education system had to adapt with the changes in technologies and prepare the younger generation of that time for the then current and future workforce demands. The education system was meant to produce more skilled workers to work in the production lines in response to the growth of the industries. That era passed, and unfortunately the education system going into to the Fourth Revolution did not change in tandem with the changes in the industrial demand.

Overall, the Fourth Industrial Revolution will create more jobs than initially bargained for. The current onslaught in different sectors of the economy, caused by technology, will create new job sectors that don't exist currently. Those that are going to survive in the Fourth Industrial Revolution are preparing for that now through continuous learning and adaptability. P



AWCA, the gift that keeps on giving

Buhle Hanise, AWCA Deputy President, urges corporates to extend a helping hand to assist the organisation in carrying out its mission!

As the AWCA, we started out with a mandate to increase the number of African female Chartered Accountants in South Africa. With time, we realised the value that women, in general, bring to the table. A case in point being how the Thuma Mina brigade is mostly made up of Black female CA(SA)s. It's quite unfortunate that theirs is a mandate to clean up when they should have been in the forefront from the onset. We cannot still have the 'first black' narrative doing the rounds in 2019. Our invaluable skills are needed — that much is evident!

Our mission doesn't just stop at producing more Black female CA(SA)s, we want to nurture them into becoming astute leaders who will someday form part of South Africa's key decision-makers. In our sponsorship conversations, we still get asked questions around why the AWCA hasn't considered merging with other similar organisations for Black Accountants. Without taking away from the great work done by the other organisations — instead we have started collaborating with them — we believe that there will always be a place for us within the local Accounting realm. This we have done, because bridging the gender gap between qualified male and female CA(SA)s is another one of our mandates.

Having struggled to qualify as a CA(SA) after failing my first Board Exams, it was the immeasurable support from organisations such as the AWCA that motivated me to get up and try again. For many of our board members, our passion to make the AWCA a success stems from wanting to create a platform similar to the one AWCA afforded us when we were young adults! Back in 2002, South Africa only had 407 Black female CA(SA)s. By February 2019, the number had risen to 6321.

FOR MANY OF OUR BOARD MEMBERS, OUR PASSION TO MAKE THE AWCA A SUCCESS STEMS FROM WANTING TO CREATE A PLATFORM SIMILAR TO THE ONE AWCA AFFORDED US WHEN WE WERE YOUNG ADULTS!

Yes we've made some progress, but a closer look at South Africa's reality tells us that we are still far off. It's become apparent to us that we needed to diversify our offering because Black female CA(SA)s are getting stuck along their journey, with some even exiting the profession in pursuit of entrepreneurial opportunities.

Mentorship initiatives like 'Power Tea' and 'Entrepreneurs Forum' are designed to give our members access to female powerhouses from varying industries, for them to learn just how wide the scope of success is. We identified the need to develop our members, post qualification, into leadership roles.

This, gave birth to the Board Leadership programme with Duke University as well as the six-week Emerging Markets and Country Risk Analysis course at Fordham University. We remain committed to curating opportunities that support our members on their journey to accomplish fulfilling careers.

We want to remain relevant, even, to those senior members who may be preparing for retirement. We want to create a never-ending mentorship circle, where the stalwarts of the organisation are forever keen to reinvest in developing upcoming young members.

There once was a certain glory that came with being a CA(SA). With the governance issues our country is facing, this glory is slowly diminishing. However, we are determined to restore the profession's reputation. In light of these challenges and due to the country's current economic status, sponsorship remains a huge challenge . For its financial sustainability, the AWCA relies heavily on this support.

In these trying times, we understand that most companies have done away, or even decreased, their CSI budgets. During conversations with potential sponsors, we always highlight that where they can't lend a helping hand financially, we are happy to receive non-monetary sponsorship in the form of:

- Incorporating our students in the potential sponsor company's bursary scheme.
- Using the potential sponsor's facilities to host our events.
- Availing a prominent leader within their company to mentor our members or deliver a keynote address at one of our events. That willingness to support our initiative will go a long way in helping us achieve our mandate.
- Taking our student members on board to serve their articles, or helping out with marketing initiatives that will help us reach those people with the financial muscle to assist us in carrying out our missions.

We are eternally grateful for all your support in achieving our vision to "Accelerate the development of Black Female Chartered Accountants"…After all, umuntu ngumuntu ngabantu! P



Women investment partner of choice

AWCA Investment Holdings (AIH) is a Black female-owned-and-managed investment holdings company created in 2008 with a vision to unlock and create stakeholder value for the empowerment of previously disadvantaged women in South Africa.

AIH has since inception invested and built a sizeable diversified portfolio across strategic sectors of the South African economy such as Financial Services, Industrials, Technology and Services amongst others. It has a demonstrable and robust investment track record in a portfolio which includes Reef Tankers, Hollard, Atos, AWCA Human Capital, Macquarie Securities, Atlas and Cranbourne Panelbeaters.

This positions AIH as an ideal investment partner that supports the advancement of African women and represents a compelling value proposition for partners underpinned by the depth of financial, business skills and expertise.

Reef Tankers Driven by Passion · AWCA Human Capital · Power 98.7 Now We're Talking · Sasol · Macquarie · MTN · Hollard Insurance · Foskor · Atos · Atlas Panel Beaters

www.awcainvest.co.za

PPC, THE HOME OF EXCELLENCE

PPC's CA(SA) Trainee Programme has been lauded for its empowering and rigorous nature. Six trainees let us in on their journey so far!

Following PPC being granted the Training Office status by SAICA, in 2013, the company has done its utmost to provide an agile environment that exposes CA(SA) trainees to the different facets of the business, while nurturing them into future decision-makers. Due to South Africa's shortage of CA(SA)s, PPC wanted to play a role in contributing to the development of these professionals that will hopefully serve the company and country at large. "The purpose of the CA training programme is to provide practical training for prospective CA(SA)s. We want to produce competent and high-performing Accountants who make a positive contribution to the profession and society," says Mthunzi Motswiri, PPC's Group Financial Manager and Training Officer. The programme is reviewed annually to ensure that trainees meet all their competencies. Below is a round-up of what the trainees had to say about their time at PPC…



Ithabeleng Selebalo, 25

"I did my first year of articles in audit and knew that I wanted to train in TOPP (Training Outside Public Practice), where I'd have finance and management decision-making as my electives. My search for companies offering TOPP training brought up PPC and I wasted no time in applying. At the time, the construction industry was facing a rapid decline in growth, and I had a feeling that the environment would present me with an extraordinary learning opportunity. I was intrigued by how the industry would recover. I'd also heard about the Group CFO, Tryphosa Ramano, and thought it would be great to learn from her. I joined during PPC's financial year end, and remember being thrust into preparing group financials — I haven't stopped learning since. In May this year, I was handpicked to study a six-week Advanced Certificate in Emerging Markets and Country Risk Analysis at Fordham University, New York. I've learnt to trust myself and my abilities because we are often left to run with big tasks. Working at PPC has really changed my perspective on success. In the past, whenever I would see successful Black females in magazines, I honestly thought that they were different and special. Then I came to PPC, where I am constantly surrounded by authentic and driven women, who do not treat themselves like poster children for success. Witnessing them in action has made success that much more attainable."

Outside of work: I serve on the ABASA Leadership Programme committee, where we organise various initiatives to help prepare third year students for their post-qualification journey. I sing in project choirs, and watch a lot of soccer as well as tennis. I also love reading and curating playlists.



Mahlatse Maserame, 25

"I was instantly drawn to PPC because of its operational and manufacturing environment — this is where I would like to end up in the long run. I don't only want to be office-bound, but want to be exposed to construction sites as well. PPC has been in existence for more than a Century, and its expansion into Africa means that there is plenty learning ground for trainees. I'm currently working in Group Finance, but my rotations within the company have helped affirm my passion for the manufacturing environment and exposed me to the many different facets of the business, including broader African markets. By virtue of being surrounded by some of the most influential people, I am learning and growing daily. Realising that audit wasn't for me brought me closer to my purpose. I chose the Chartered Accountancy profession because it is influential and reputable. As a CA, one can integrate seamlessly into many aspects of a business and often becomes the centrepiece."

Outside of work: I'm part of the AWCA Student Chapters Initiatives subcommittee.



Vhutali Kone, 26

"Having started out in audit, I crossed over to Commerce and Industry because I wanted to steer my career in the financial management and decision-making direction. The PPC CA(SA) Trainee Programme is mostly made up of females — it's comforting to know that I work for a company that genuinely cares about Black women's empowerment. Seeing the number of Black female leaders in our midst is affirming — it has painted success as attainable for anyone who puts in the hard work! More so, I feel empowered by the magnitude of responsibilities that we are trusted with, where we sometimes have to make tough decisions on our feet. Each trainee has ownership of their progress and I love that we are treated like professionals with decades of experience. Because there is someone within PPC investing their time in me, through this programme, I am inspired to also pay it forward!"

Outside of work: I am the founder of an NGO called Vuwa Upenye, where we curate career awareness programmes for high school learners in rural areas. We help them identify and apply for opportunities online because some have no internet access.



Kgaugelo Lekalakala, 28

"I joined PPC in 2017. I was intrigued by TOPP because I hadn't met anyone who'd taken the unconventional route to becoming a CA(SA). I'd also been following Tryphosa Ramano's career for some time, and when I heard that she was the Group CFO, that sealed

the deal for me. The amount and kind of exposure each trainee receives is invaluable. If, say, there is a project in procurement, you are required to run with it from start to finish and answer to everything pertaining to the deliverables. There is no hierarchy where work is concerned, and I cannot imagine receiving this kind of training elsewhere. We have easy access to the executive teams, meaning we get to learn from the company's top leadership. Sometimes, the amount of responsibility bestowed upon us can get nerve-wracking and intimidating, but remembering the ultimate objective of this training keeps me afloat. I have learnt to be comfortable and own whatever task I have been entrusted with. I have a caricature of the woman I hope to be in the future, and training at PPC has given me the guts and confidence to pursue her fearlessly! In most companies, it is an anomaly to have a lot of Black females in impactful roles. The Black excellence at PPC is truly a thing of admiration."
Outside of work: I'm part of an NGO that develops young girls and helps them find their voices. I'm also a Sunday school teacher and a bit of a socialite.



Kyle Adonis, 31
"My journey with PPC began eight years ago. I started off as a Senior Account Clerk in their Hercules plant, and was then promoted to an Accountant in De Hoek. My interest in the Chartered Accountancy profession was inspired by my former manager deciding to do her CTA. I decided to also attempt it. This was in the same year that PPC launched its training programme, so that motivated me to work tirelessly at my studies. The spirit of camaraderie present at PPC makes the company special — we call it the Kambuku Spirit. It is this same spirit that brings you into the fold as a new employee. Even though the programme is structured, each individual is required to drive their own progress. The PPC Trainee Programme is like an open book — it gives you free rein within a guided environment."
Outside of work: I love spending time with my family. On a Saturday, you're likely to find me on a golf course.

A WINNING TEAM

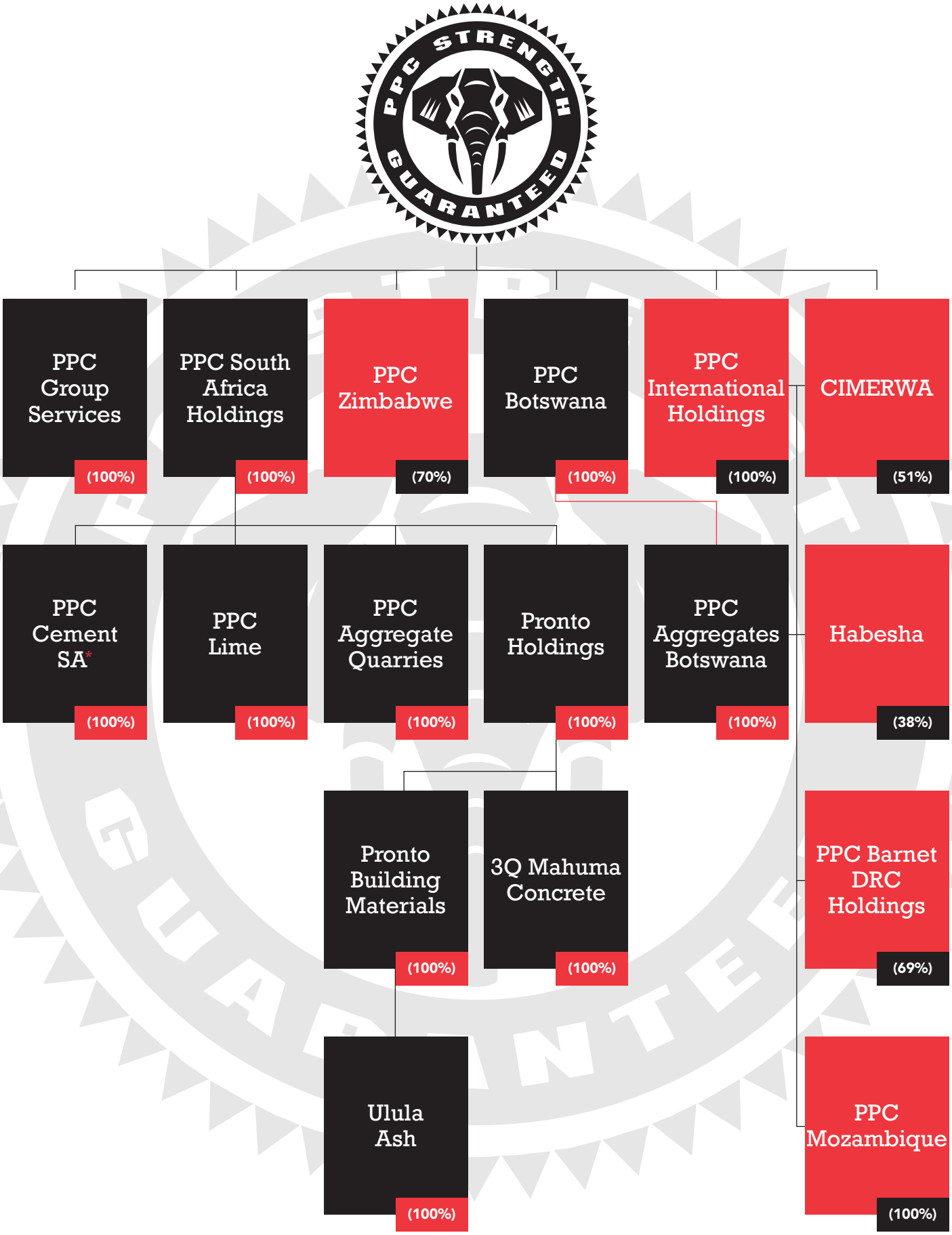


Group Tax Team: (L-R) Sebueng Mthembu, Mpho Moroka, Oratile Moripe and Phumla Mushonga

In a recent survey conducted by Peakon, the US-based HR platform that gauges and collates employee engagement feedback found that female-led companies and teams have more engaged and inspired employees. This finding couldn't be truer for PPC's Group Tax division, made up of four females — Sebueng Mthembu, Head of Tax; Phumla Mushonga, Indirect Tax Manager; Oratile Moripe, Indirect Tax Specialist and Mpho Moroka, Direct Tax Specialist — and one male, Madodonke Mpetshwa.

"The company's tax department was formally established five years ago, when myself and Phumla joined. Oratile and Mpho joined last September," explains Sebueng. The journey, she says, has had its fair share of ups and downs but has been predominantly rewarding. "Every year, we implement new ways of doing things. We've had some victories in the form of new incentives that we brought on for PPC. One of those victories includes getting tax refunds for the company as a result of cleaning up our tax compliance, especially in the early years," shares Sebueng. Phumla adds, "In my entire career, I think I have gained the most knowledge in the years that I have worked for PPC."

WHAT MAKES THE TAX TEAM TICK
Team work is key. Even though we have different areas of expertise, we pull together when faced with a challenge. We don't work in silos.
Support is the cornerstone of our team. We find ways of working around each other's personal challenges, while also ensuring that the person feels supported. Sebueng elaborates: "One of the most important lessons that my previous (male) boss taught me was that if one is unhappy on the home front, it usually filters through to their work life. He was very clear in how he navigated his life. For instance, he would leave at a certain time daily even when he wasn't fetching his children. He believed that if the family aspect wasn't nurtured, he wouldn't be able to bring his 'A' game to work." Both Mpho and Oratile agree that working with supportive colleagues makes coming to work an absolute pleasure.
We've cultivated our own 'team culture' within the bigger 'company culture'. In the same way that the team makes sacrifices when it's crunch time, we also remind each other to give just as much attention to our personal lives. Fortunately, Sebueng and Phumla are the team's nurturers.
Humour lightens the load. Laughter truly contributes to our team being close-knit. We laugh at ourselves and situations that surround us.



** Safika Cement Holdings was integrated into PPC Cement SA in August 2018.*

Fordham University 2019 Programme

Two of our members reflect on an intense six-week summer study programme that, amongst many other benefits, places participants miles ahead of their peers.











The AWCA has collaborated with Fordham University in New York, USA and the University of Pretoria for the past seven years in an experiential learning opportunity which culminates in the selected candidates obtaining an Advanced Certificate in Emerging Markets and Political Risk Analysis. This year, two AWCA members, Thina Tembani and Mmafatse Ndlebe, were afforded the opportunity to spend six weeks in New York to complete the first leg of this programme.

The 2019 programme comprised of eight postgraduate students from the University of Pretoria, as well as seven young professionals from the private and public sectors. With leadership being one of the key focuses of this programme, we were expected to mentor and lead each other.

This academic and cultural exchange programme helps candidates to broaden their world view through cultivating a deepened understanding of the differences between developed and emerging markets. It has been carefully curated to foster engagement of the participants with leaders in the private and public sectors, as well as the local community. Through these interactions, students are also able to develop their leadership skills.

Beyond interacting with Fordham faculty members, the candidates also had the opportunity to engage and network with business leaders and policymakers through several organised site visits in New York City and Washington D.C. respectively. These engagements included meetings with international institutions, investment houses and major banks such as the World Bank, Goldman Sachs, Council of Foreign Affairs, the Consulate of South Africa, IBM Watson, Fordham University 2019 Programme Bank of America and Merrill Lynch. At each of these visits, we were introduced to ambitious and inspiring leaders who have either impacted emerging markets in some way, or have a keen interest in the development of these markets and their people.

And of course we squeezed in some fun amidst all the hard work. On weekends, after completing an academic module, we were rewarded with the opportunity to visit various tourist attractions in New York City — among them the Statue of Liberty, Central Park and the Brooklyn Bridge. Weekend trips to Boston and Washington D.C. afforded us the opportunity to visit Harvard University, MIT University, the Capitol, The White House, Lincoln Memorial and various museums.

AWCA values its involvement in this program as it sees it as an opportunity to provide its members with an exciting opportunity to obtain a globally relevant qualification, that will certainly set them apart in their future endeavours! P









AWCA KZN
REGIONAL PERSPECTIVE

Having a national presence has always been a part of the AWCA's long term strategy.

AWCA KZN fulfills that role through its various initiatives and is a key stakeholder liaison. Under the strong leadership of the Chairperson and Deputy Chairperson, Nonkululeko Shezi and Niraksha Sookraj respectively, the KZN regional office achieved the following during 2019:

SAICA Partnership: We funded bursary students and supported AWCA's initiatives in driving the transformation agenda.

Strategic Alliance: Assisting the Big 4 auditing firms with their transformation endeavours. One such example is Deloitte's recruitment drive where we talked about CA2025, which addresses the future of the CA profession under the 4th Industrial Revolution.

School Visits: The region was invited by the Emmanuel Bitela Foundation to participate in a Career Day at Princess Langazana Secondary School situated in the heart of rural Northern KZN.

Student Chapters: The Chapters continued supporting various initiatives aimed at assisting and mentoring students during their CA qualification journey. *Details around these activities can be found in the Student Chapter section of this magazine.*

Out To Lunch: Bidvest CEO designate Ms Mpumi Mandisa was the guest of honour. As we strive to build female leaders with integrity, the 'Out to Lunch' sessions provide a personal and intimate perspective of what it takes to reach the top of your game. They also give attendees a roadmap of how best to achieve the ever-elusive work-life balance.

The region has always aligned to the three-tier strategy (Identify, Nurture and Lead), and this year has been no different. In order to achieve this, we executed initiatives under each tier.

We would like to thank the committee for tirelessly working to 'Build To Last' AWCA in the KZN region.

Nonkululeko Shezi – Chairperson
Niraksha Sookraj – Deputy Chairperson
Zama Gumede
Hlengiwe Ndlela
Riasha Moodley

AWCA JOURNEY BY NUMBERS

AWCA
African Women Chartered Accountants
Identify.Nurture.Lead

2002

The year during which AWCA was founded by Sindi Mabaso-Koyana, Sindi Zilwa, Zodwa Manase and Tshidi Mokgabudi.

12

The number of dynamic young women who currently sit on the AWCA board, and are at the forefront of spearheading its vision.

117

the number of students AWCA bursary fund has sponsored to date, mostly postgraduate, from universities across the country.

Under the banner Build To Last — Excellence Beyond Reproach, this year, AWCA celebrates 17 years of contributing to the growth of black female CAs in South Africa. Next on the organisation's agenda? To secure a legacy of excellence for both the organisation and the profession.

17 years



2005

The first-ever Woman of Substance honouree was the late Minister Stella Sigcau.

5429

Our combined social media following across Facebook, Twitter, Instagram and YouTube. Help us grow our numbers by following us on:

Facebook: Awca SA
Twitter: AWCA_SA
Instagram: AWCA_SA
Youtube: African Women Chartered Accountants

6

THE TOTAL NUMBER OF PRESIDENTS AWCA HAS HAD SINCE 2002.

LINDIWE BAKORO (2001 - 2002)

BABALWA NGONYAMA (2002 - 2004)

SINDI MABASO-KOYANA (2004 - 2008)

TRYPHOSA RAMANO (2008 - 2013)

LESEGO SENNELO (2013 - 2018)

ZAMA KHANYILE 2018 - PRESENTLY

BUILDING TO LAST

An introspective look into how the AWCA is crafting strategies and forging partnerships that will catapult the organisation to a brighter future

By: Thina Tembani









The AWCA sees itself as well positioned to drive its mandate of identifying, nurturing and developing Black female Chartered Accountants CA(SA)s.

After experiencing a peaceful transition into a new government under the visionary leadership of President Cyril Ramaphosa, a renewed sense of hope surrounds us in the wake of our nation's new era. His unequivocal commitment to the empowerment of women means that we are at the coalface of an exciting and important national agenda.

LOOKING AHEAD

Having ridden the wave of uncertainty at the end of 2018, we believe that we are in an exciting season — an opportune time to raise the bar, reach even greater heights, be innovative, bold and unafraid to dream. We see our previous successes, significant as they were, as being only a drop in the ocean of what is truly possible.

Our partners and stakeholders are central to the realisation of our strategic objectives. We are fortunate to have formed strong alliances with both the public and private sectors, and with individuals who see themselves as aligned to the values and ethos of the organisation. Our ability to engage in meaningful dialogue on what it means to build win-win partnerships has seen us strengthen existing relationships, and forge new ones over the past year.

At the core of the vision of the AWCA is to contribute to the capacity building of our country through the education of young, Black female CA(SA)s. Education remains the bedrock that will ensure that our country can address its economic, social and political challenges tactfully, and weather the storms ahead.

Our Bursary Fund remains one of our flagship initiatives, having sponsored more than 117 deserving young students to assist them in attaining the requisite academic qualifications for the profession. We have been able to achieve this though strategic partnerships with various corporations who believe in the importance of education and addressing the challenges of diversity within the profession.

MISSIONS ACCOMPLISHED

As the AWCA, we pride ourselves on being able to operate in the agile environment that we find ourselves in, and being able to adapt to the ever-changing needs of both our members and partners. Increasing the pipeline of black female CA(SA)s is one way of addressing the structural challenges in both our profession and the economy as a whole.

It has become evident that equipping these women with the skills needed to become leaders in their various spheres is equally imperative. We have responded to the call from both members and partners to curate programmes and initiatives that respond to this need in collaboration with our stakeholders and partners. These include mentorship, leadership development and thought leadership initiatives. The Power Tea and Out-To-Lunch projects have continued to

exceed our expectations in this regard, with both members and speakers alike demonstrating an even deeper commitment to ethics and personal development. This, after our profession faced the hardest test of its existence.

Having seen many of our members transition from formal employment into running businesses, we have catered for the needs of entrepreneurs by connecting them to valuable resources, information and networks.

This culminated in the first AWCA Entrepreneurs Conference being launched in 2019! For us to continue being relevant and impactful, the diversification of our value proposition remains important to our organisation. The pool of talent that is being developed within this community means that we are growing our sphere of influence, becoming a valuable resource to tap into and serving our country where leadership is needed.

OUR ENGAGEMENTS

We remain an organisation that is open to crafting a future that is far bigger than the past. We are open to continuously engage in constructive dialogue with both our members and stakeholders on how we can work together on our common goals of active citizenry.

On May 23 this year, we hosted the Annual Stakeholder Cocktail evening at the SAICA offices in Illovo, the home of the AWCA. The purpose of the Stakeholder Cocktail Evening is to remain accountable and as well as provide feedback on our key initiatives and strategies to our stakeholders, who have entrusted us with the custodianship of the AWCA vision to "Accelerate the development of African female Chartered Accountants".

We take this responsibility very seriously and the event provides us with an opportunity to map out our progress and journey to our stakeholders who continued to walk with us on this amazing journey at this year's event. The keynote address was delivered by Mrs Babalwa Ngonyama CEO of Sinayo Securities, the Founding Chairperson and Past President of the AWCA. An exciting addition to the 2019 programme of the event was the powerful panel discussion hosted by our dynamic President, Ms Zama Khanyile, unpacking the theme: 'Creating with the Heart; Building with the Mind – The Path to a Sustainable Future'.

The discussion was explosive and insightful to say the least. With a panel that included some of the most powerful visionaries – AWCA stalwarts Sis' Zodwa Manase and Sis' Sindi Mabaso-Koyana, both founders of AWCA and the founding President Babalwa Ngonyama — the dialogue was powerful and engaging. This robust discussion brought to life the AWCA theme of 2019, which is 'Build to Last – Excellence Beyond Reproach.'

This, combined with the opening remarks from Mr Terence Nombembe and the presence of Mr Ignatius Sehoole — both pillars of the CA profession in South Africa — undoubtedly left attendees feeling stronger and better equipped to carry on the baton.

As always, a key feature of the evening was hearing the personal testimonies of two of AWCA's Bursary recipients who each demonstrated the impact that the Bursary fund has had on the development of aspirant Chartered Accountants.

SIGNING OUT

We would like to take this opportunity to congratulate the 2019 recipients of the AWCA Recognition Awards. In addition, we are extremely proud to be associated with the amazing women who are being honoured in 2019.

We hope that these accolades will serve as a symbol of just how much we admire you! We remain grateful for the trust that our stakeholders have bestowed upon us. We invite you all to continue supporting the organisation's vision. We are hopeful that, together, we can create more magic going forward. P













CHANGE *agent*

Social entrepreneur and gender activist **Dr Vuyokazi Mahlati** on advocacy being her lifelong purpose, and the importance of South Africans establishing a culture that brings out the best in its citizens.

In an age where humility is often mistaken as a weakness, Dr Vuyokazi Mahlati's aura is refreshing. The social entrepreneur — whose wool processing plant in rural Butterworth, Eastern Cape is Africa's first indigenous goats' cashmere processing plant — isn't the type to make her presence felt. Even though her long list of professional responsibilities and achievements could leave one green (or dizzy) with envy, she is oblivious to how powerful she is. Every career prospect she pursues, is motivated by a cause bigger than her, she says. "I love what I do in Butterworth. For the very first time in this country, we have commercialised cashmere.

Seeing people who, in their forties, had never worked a single day in their lives undergo training and learning how to make cashmere garments that are renowned the world over, makes me realise that we really aren't doing enough to bring out the best in people," she explains.

Dr Mahlati is a gender activist and the Global Director of International Women's Forum. She is also the President of the African Farmers Association of South Africa (AFASA), as well as the Chairperson of the Advisory Panel on Land Reform and Agriculture. In September last year, she was specifically handpicked by the President for the latter role. Dr Mahlati is also serving her second term as a member of South Africa's National Planning Commission. Her wisdom, especially when speaking on issues of gender activism and advocacy, flows effortlessly — almost as though she's reciting a Sociology textbook. In Dr Mahlati's case, righting societal wrongs is ingrained in her. "I'm an authentic person by nature. It feels very weird when I try to conform to things that make no sense to me," she shares.

> "I'm an authentic person by nature. It feels very weird when I try to conform to things that make no sense to me."

"When I was younger, I struggled with understanding the concept of this 'system' that everyone kept referring to. But once I understood that the system was a concoction of laws, legislations, policies, attitudes and instruments that are given to some and denied to others, that's when I realised that the little I could do was to focus on challenging the system head on." This, she says, is how she came to be passionate about including the economically marginalised into the mainstream economy.

As a young girl, did you always envision your life turning out the way it did?

Not quite. I envisioned myself as a writer. At age 14, I actually wrote a poetry book which never saw the light of day. I remember my mother discouraging me from pursuing that dream — she said there was no place for Black writers during those years and insisted that I look into other industries. I still haven't given up on that dream, by the way.

Briefly tell us what your upbringing was like?

I was born in Grahamstown and grew up on a farm in Alicedale, about a 100kms outside of Port Elizabeth where my mother was a teacher. I spent the bulk of my years at St John's College, a boarding school in Umtata.

Where does your love for agriculture stem from?

I'm the last born and only girl in a family of three boys. When I started school, my mother didn't place much attention into grooming me into a typical girl. My brothers, instead, influenced how I behaved and what games I played. When I got to higher primary, I had to choose between Home Economics and Agricultural Studies. I initially went with the former, but was dismal at sewing. No matter how hard I practised, I just couldn't get it right. I approached the principal and asked if I could join

CREDITS: Photographer: Sanele Ningi @ NingiPro Photographer's Assistant: Lucky Lekalakala Make-up: Nelisiwe Nhlapo

> "As a leader, it's important to have a strong sense of self-awareness so that as things change around you, you're able to remain steady enough to weather the storms and still guide others through the transition."

the boys in the Agricultural Studies class, and he happily obliged. Needless to say, I was the only girl in that class. That's where my passion started.

Interestingly enough, in my early twenties, I married a village boy from a farming community. My mother-in-law and a group of other women welcomed me into the family and their community, the entire experience made me appreciate the hardships women in farming communities endured at the time. Having gone to a commercial farming school, where my mother taught, and comparing that to the experience of a rural communal farm sensitised me to the prevalent injustices. That, in turn, made me passionate about activism, ensuring that we all get equal opportunities, addressing how patriarchy was stripping women off their rights to own land and the challenges of being a female commercial farmer.

You're often lauded for being an advocate of inclusive economic growth and development, what inspired you to take this direction?

I personally had to grapple with this issue of inclusivity when I chose to go into mainstream business. The business environment is generally hostile from a race, gender and background perspective. Once I understood how the system was set up, I channelled my energy into battling it out with this invisible 'force' that was against our progress. My life is divided into an inverted triangle. The one part points to family and community. The second part is dedicated to the advocacy, activism and scholarly work that I focus on. The last element is entrepreneurship. When I think of myself, I do so within these three dimensions. In terms of its wholeness, my life revolves around me making sense and balancing out all these elements.

How do you define leadership in today's business environment?

As a leader, it's important to have a strong sense of self-awareness so that as things change around you, you're able to remain steady enough to weather the storms and still guide others through the transition. I have served on various portfolios, and realised that when it comes to the boardroom, I bring my township, rural and academic experiences. When



people start being smart around me, I show them how smart I am. What I have done throughout my life is to appreciate and recognise the indigenous expertise that stems from how our people used to do things — pulling from that important thread will set you apart from the rest. My research and business innovation draws largely from indigenous knowledge.

What can be done to ensure that we produce leaders of your calibre from a very young age?
One of the things I'm grateful for, especially from my own family, is the love they showered me with. We need to show more love to our children — not just at a familial level, but community and societal as well. I grew up in an era where a child's school results were celebrated by their immediate family, relatives and larger community. There was power in this and the confidence it instilled in us was immeasurable. In the face of challenge, remembering that there was an entire village rooting for me spurred me on. I have learnt that leadership isn't about what you know, but is about one's character as well. And the building of that character starts within the home and community. We need to expose young people to different avenues and instill them with a strong sense of self-belief. You can have all the degrees but without self-belief, it will be almost impossible to lead others.

You hold a PhD from the University of Stellenbosch, as well as an MSc from the London School of Economics. What words of wisdom would you impart to someone juggling many roles and, as a result, thinks they are too busy to study?
That's a very tough one because, to this day, I'm still trying to figure out how I did it. Maintaining balance is easier said than done — life is not as simplistic as that. The trick, I have found, is in loving what you do. If you love what you do, then you will be energised and constantly remind yourself to forge ahead. Passion is about sacrifice, risk, gathering of knowledge, and most importantly, purpose.

> "If you find your passion and energy diminished, and unable to get up in the morning just because someone has eroded that which gives you the confidence and power to be passionate, leave them!"

What's been the best advice you have ever received?
When I got married, my mother said to me: 'If anybody ever takes away your passion, leave them! If you find your passion and energy diminished, and you're unable to get up in the morning because someone has eroded that which gives you the confidence and power to be passionate, leave them! They are not worth it!' This is the yardstick I use to gauge my personal and professional relationships. Once I feel that someone has tampered with the well from which I draw my energy and passion, then I know that they are not worth keeping around.

What do you know now that you didn't know when you were younger?
I wish I had believed in myself sooner. In my younger years, I placed more emphasis on pleasing others. I could've explored other avenues because I believed they were the right thing to do, but instead I listened to discouraging voices. I trust the power of my purpose now that I have given myself the license to believe in myself. I also believe in self-reflecting on my purpose often just to ascertain if the cause is still noble or if everything has become about me. I find that accolades can sometimes confuse people into believing that they are more important than what they initially set out to do.

And what important lesson did the above teach you?
I learnt to never lose myself in any environment that tries to get me to conform. Don't disappear by emulating what everyone else is doing — learn from it and grow! My work with inclusivity fits in perfectly here. Inclusivity is not assimilation — don't include me with the expectation that I'm going to mimic what you do. Instead, create space for my diversity.

How do you juggle all the professional and advocacy roles that you play?
They may be different roles but there is a common thread — I'm a change agent. I go through moments where I remind myself that I will drop dead if I continue operating like Superwoman. I've been urged to slow down but realised that I'd probably die from boredom because my brain has acclimatised to, and can handle, all the diverse roles. I must add, though, that prayer keeps me sane.

What parting shot would you like to share with those who have been inspired by your life story?
I believe that each one of us is here to pursue some or other purpose. Throughout my life, I've been helped by all kinds of people. In fact, thinking about it brings me to tears. I did my Masters at the London School of Economics and whenever things were tough, it was the guys who lived on the streets who often came to my rescue. When I resided in Elsies River, Cape Town — just after my parents had divorced and I wasn't in the best of shapes — the community would chip in and help. This taught me that each and every person has some value to add. In the spirit of nation building, we need to assist everyone to recognise their value but most importantly, improve their lives. I constantly put myself out there for service, in the hope that I will help bring out the best in others. I believe that the challenge for me and other women, especially with this Woman of Substance accolade, is for us to galvanise each other and build a world that does the utmost to bring out the best in people. P

SIDENOTE

On a Sunday morning…On those days when I don't go to church, you're likely to find me making breakfast for my family or hosting friends. I'm a very relaxed person, who enjoys quiet moments out in nature. I also love reading!

Outside of work…I'm a daughter to my mom, a mother and an easygoing partner to my husband of over 30 years.

My best role yet has been…Being a mother to my children. I have two of my own, aged 31 and 27. Through my mother, I have been involved in raising many other children. My mother has always snuck in children that needed help — I'm grateful for that experience.

THE JOURNEY TO **TRANSFORMATION** *IN THE FINANCIAL AND ACCOUNTING* **SERVICES SECTOR**



In a depressed economy with volatile markets, it is essential to reinvent, upskill and transform all South African sectors in order to remain both relevant and viable. While forward impetus must be maintained, the journey to transformation should be considered just that; a journey.

A key element in this transformation voyage is skills development. In the financial and accounting services sector, for example, strides have been taken to change the sectoral landscape, making way for a more balanced, transformed and educated workforce. Guiding this expedition, Skills Education Training Authorities (SETAs) develop and adapt the skills strategy in their sector, with the ultimate goal of upskilling the nation.

African Black people historically have always been underrepresented in the Financial and Accounting Services sector in proportion to the national population statistics, and this continues today. Current reasons range from the number of learners who do not pass Grade 12 Mathematics and therefore cannot gain entry into the sector, not enough representation in the ownership of firms, to the unequal racial distribution of employees.

"The chain is skewed in favour of the White and Indian/Asian race, who enjoy a greater share of the workforce in the sector, especially in more senior and better remunerated occupational groups such as managers and professionals,' says Ayanda Mafuleka, the CEO of Fasset, the Financial and Accounting Services Sector Education and Training Authority (Fasset). 'In an equal economy, the workplace employment profile should reflect the national population's demographics.'

The skewing and resulting impact, starts with the low pass rates at Grade 12. 'This is the most critical stage of the skills development pipeline in the sector, and for as long as there are fewer African Black learners successfully completing their NSC with passes in Mathematics, there is always going to be that disparity on the racial representation,' says Mafuleka.

Make the future count

UNEARTHING TALENT

'Socio-economic constraints are also preventing larger number of aspiring Accountants from studying full-time for four to six years via traditional academic routes.'

According to Ayanda Mafuleka, caution must be taken not to rush the process; it is a journey, not a race. "It is imperative to address transformation and the need for the transfer of skills in this sector, but it should not be hurried. It is a process that requires nurturing."

This sector has seen immense growth and transformation over the last few decades, and this momentum must be maintained. "There is clear evidence that the sector's profile has transformed," confirms Mafuleka. "Our strategy seeks to increase the participation of African Black people, especially women; and people with disabilities in the sector – and we are witnessing the shift in demographics as our objectives are achieved. These shifts, although gradual, are consistent and positive."

The employment opportunity platform in the Fasset sector is vast and includes: investment entities and trusts and company secretary services; stockbroking and financial markets; financial development organisations; accounting, bookkeeping, auditing and tax services; business and management consulting services; the South African Revenue Service; the national and provincial treasuries; and other activities auxiliary to financial intermediation, such as debt collection.

Not only has the number of people employed in the sector vastly increased, it has also achieved empowerment in top occupational categories; leadership and management. The collective efforts of legislation, business fraternity, professional institutes and employers enable transformation to take place sustainably. "The number of people currently working in our sector rounds off at 162 000. They contribute approximately one percent towards the employment opportunities and fulfil about six percent of the jobs in the Finance, Real Estate and Business Services sector,' confirms Mafuleka. Educational throughput is improving and more African Black people are graduating from tertiary institutions with qualifications of relevance to the Fasset sector. Partnerships with Universities of Technology, Technical Vocational Education and Training institutions, and professional bodies ensure success.

In facilitating the achievement of world-class finance and accounting skills, Fasset too heeds this call. "Yes, the future of South Africa is in our hands," concludes Mafuleka. "Your future is your own; what will you make of it, what legacy will you leave?"



For more information please download a copy of the Sector Skills Plan on:
www.fasset.org.za

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Facebook: fasset.org • Linkedin: financial-and-accounting-services-seta-fasset-

FASSET









...Tryphosa Ramano

Tryphosa Ramano, CFO of PPC Group Limited and a mighty force of nature, immediately takes command of the room the second she walks into her Out to Lunch (OTL) session.

Hosted at the PPC headquarters in Sandton, this particular OTL generated much excitement from our members. Tryphosa is also a past AWCA president, an era that went down as one of the greatest in our books. For that, we are grateful to have had the opportunity to go back to our roots and catch up with the guest of honour.

Her decision to go into the Chartered Accounting profession was inspired by, strangely enough, her medical doctor brother. Boasting positions ranging from auditing, investment management and corporate finance to being the CEO of SAA as well as WIPHOLD, she has earned an impressive track record within the finance industry. Her plethora of

AWCA GOES OUT TO LUNCH WITH...

...Siza Mzimela

During this Out to Lunch, we were fortunate to hear some tear-jerking testimonies from those who spend the bulk of their time with SA Express CEO Siza Mzimela.

Her colleagues described her as a passionate, people-focused leader with an unparalleled work ethic, who is tough and detailed in the boardroom, but still has a lot of heart for family and colleagues.

Born number 10th of 11 siblings, Siza has certainly managed to stand out from the crowd. She was raised by her eldest brother, whom she holds in very high regard. "He always encouraged me to dream in colour and believe that I could be anything I wished to be".

An Economics and Statistics student, she had never considered aviation as a career option.

However, she believes it was destiny that led her down this path. As former CEO of the national carrier SAA and regional airline SA Express, Siza has had the daunting task of sitting in the cockpits of these two leading airlines. It didn't stop there — she went on to establish, the now defunct, regional airline Fly Blue Crane. She is back at SA Express as CEO, and admits that this is a very tough industry, especially for black females. However, she has persevered amidst all the noise and ensured that all company objectives are met.

Siza highlights having progressive leadership as a catapult in her career. When asked if she would ever consider starting another airline, she brightens up with excitement, followed by a resolute: "Certainly! I appreciate the hardship of securing funding for such ventures. The scarcity of funding is a heartsore to anyone who is passionate about helping startups and creating new businesses for the betterment of the country's female entrepreneurs, and ultimately the sustainability of the economy," she says.

We wish Siza, and all the women she continues to empower, the best of luck in their respective roles.

achievements include additional non-executive directorship roles in various industries.

Despite the many hats that she wears in both the private and public sectors, Tryphosa cannot ignore her innate teaching spirit and passion for enriching young minds. This is evident in her active roles in AWCA, ABSIP, the PPC Women's Forum and other similar organisations. Her colleagues can attest to her natural mentorship abilities, a quality she is revered for.

Therefore, it is no wonder that this OTL quickly switched from being about Tryphosa, and her highs and lows, to becoming a mentorship session for the younger professionals in attendance.

Then, when guests 2017 Woman of Substance Dr Thandi Ndlovu and AWCA founding member Zodwa Manase formed an impromptu tag team with Tryphosa, the session erupted with the guests' excitement - a treat that was certainly welcome

These were some of the most pivotal lessons of the day:

- Have a voice and use it effectively in whichever space your find yourself in.
- Integrity plays a huge role in executing any task well.
- Hard work and persistence will help build your personal brand.
- Cultivate the confidence to get involved in subject matters of interest that aren't your expertise.
- Participate in organisations and circles outside your comfort zone.

Last but definitely not least, Tryphosa emphasised the importance of identifying areas of influence around us and leaving a good mark, begging the question: 'What are you doing to make a change?' She certainly left the room in a daze of intense self-reflection. We'd like thank Tryphosa and her gracious team for hosting us, and for being such an inspiration to the journeys of many.

...Fawzia Sulliman

Fawzia Sulliman, CEO of Mazi Macquarie Securities, ushered us into the New Year with a much-needed motivational Out To Lunch session. Though she is soft spoken, she packs a mighty punch with her wisdom. Fawzia took us through her journey — from being a young ambitious girl who always swam against the tide to heading up a JSE-listed investment firm in a highly competitive and male-dominated environment. Fawzia, as we learnt, draws a lot of her strength from her passion for adventure. This, she says, enables her to learn anew and lead others more effectively.

Her colleagues describe her as the ultimate "Triple C" — cool, calm and collected at all times — a very difficult trait to master in such a high-pressure position. Like the true leader that she is, Fawzia recognises the importance of empowering others and wishes to see more women at the helm in her own boardroom as well as the industry at large. When she is not talking strategy or crunching numbers, you're likely to find Fawzia running marathons, hiking, reading or indulging in cycling — her newly-acquired skill. We would like to extend our gratitude to Fawzia and her team for an inspirational lunch. P










Together We Stand

The AWCA Mahube Entrepreneurs' Summit was established with the clear aim of engaging the challenges that entrepreneurs face, as well as creating a platform that would help generate solutions. This year's event was no different!

WRITER: Charmel Flemming







The inaugural AWCA Mahube Entrepreneurs' Summit was held on 14 March 2019 at the IDC, Sandton. The event was planned on the back of other successful AWCA Mahube Roundtable discussions that had taken place, in partnership with Thebe Investment Corporation and Kaya FM, throughout 2018. The event was oversubscribed with attendees ready to share ideas and experiences, network and more importantly, gain some important insights from the thought leaders in the entrepreneurs' arena.

The talented and captivating Lynnette Ntuli was our MC for the day. The first panel titled, Women Making an Impact: Impactful Brands was an invigorating discussion between female entrepreneurs Dr Judy Dlamini, Dr Mothomang Diaho and Nomahlubi Simamane. These three remarkable women openly shared their stories, while imparting nuggets of wisdom throughout the discussion.

The next panel saw different players from the supplier development space come together for an informative session. On stage were Annie McWalter of SAICA Hope Factory, Stuart Townsend of Edgegrowth, Jean Chawapiwa of WEConnect and Penny Ndlela of Soul Traveller. Each panellist had a different outlook and experience with supplier development, which led to a few robust discussions.





AWCA members who are entrepreneurs, along with some sponsors and panellists were given the opportunity to exhibit their services and products. During the breaks, guests used this time to connect with the exhibitors. Buyani Zwane had the fortunate (or unfortunate) job of hosting the after-lunch session, but the anticipated energy and passion he brought gave us the boost we needed for the last part of the day.

Standard Bank Edge introduced us to the different stages of "Design Thinking". Following a few interesting icebreakers, we were divided into groups to workshop basic concepts of design thinking. The final panel titled, Industries of the Future, focused on the much talked-about Fourth Industrial Revolution and how entrepreneurs should be positioning their businesses to take advantage of the forthcoming changes. The vibrant panel was comprised of Thebe Ikalafeng, 2018 AWCA Entrepreneur of the Year Meta Maponya Mhlarhi, Charmaine Houvet and Mathebe Molise.

The journey of an entrepreneur is often lonely and, at the best of times, challenging. However, the summit did well in connecting all the likeminded ladies, and few gents, in attendance. The AWCA motto of "Develop as we lead" reverberated throughout the day's proceedings.

This event wouldn't have been possible without our sponsors — IDC, Thebe Investment Corporation, Kaya FM and Standard Bank Edge.

A special thank you to the sub-committee and the AWCA office for the time spent planning this very successful summit.























Alicia Ashburner, a friend of AWCA, reflects on her first-ever experience of the AWCA Mahube Entrepreneurs' Forum.

As a non-Chartered Accountant, the AWCA Mahube Entrepreneurs' Forum presented itself as a highly intimidating event to attend. However, the day exceeded all of my expectations as I felt AWCA's ethos of developing and nurturing future leaders reflected in all of the day's activities.

In fact, the forum was an opportunity to interact with women who were eager to share their experiences. In every direction there were powerful women seated, exchanging ideas, sharing their experiences and imparting invaluable wisdom to the next generation of women entrepreneurs.

As a young woman starting out in my professional career, this forum helped me push past my comfort zone. It provided pertinent information, most notably on how a new business can navigate the existing corporate opportunities in procurement value chains and related supplier development opportunities. In reality, this is one of the biggest hurdles young entrepreneurs face.

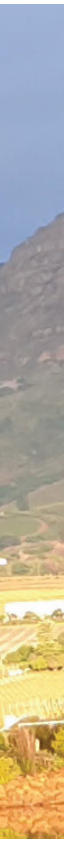
Of all the wisdom shared on the day, what resonated with me the most was the advice around developing the softer skills needed in entrepreneurship — the type that a business school module cannot teach you. Dr. Judy Dlamini, had me re-examining my personal branding. She asked each of us to interrogate whether there was a link between our personal brands and that of the business we run or of our employer.

Outside of being in absolute awe of the panellists, this forum taught me that it is indeed possible to have it all — and through the collective minds of like-minded women, sustainable economic development is achievable.

I'll end off with a quote from that day, which aptly summed up the afternoon: "You have to reflect on your own journey of humility. As an entrepreneur, you're forever in a learning state — stay human, adaptable, tenacious and true."

All The Way Up!

At just 32, S'onqoba Vuba's (neè Maseko) cv reads like that of someone with a career spanning three decades. **Palesa Hlabahlaba** caught up with this high-flyer who had plenty to share on her career journey and the future of the workforce.



Give us a brief round-up of yourself and how your Actuarial Science journey came about.
I was born in Mpumalanga, but my mom moved to the east of Johannesburg before I turned one. My parents met at the University of Fort Hare, where my mom was pursuing a medical degree. However, she left her studies before I was born as she had to flee from the police for her involvement in staging student protests. Both my names S'onqoba (short for Sizonqoba means we will conquer) and Nonkululeko (she that brings freedom) stem from my parents' involvement in politics. As a single parent, my mom raised my brother and I on commission earned as a sales representative for cosmetic brands. She always drove home the importance of education and a high standard of excellence. When she couldn't keep up with the costs of my schooling, I fortunately received a scholarship to complete my matric. Part of the scholarship involved taking assessments that would determine what career I would be best suited for. Although I initially wanted to be a psychologist, this dream quickly went out the window when the assessments revealed that I would not be able to separate work from my personal life. I went with Actuarial Science after a teacher assisted me with research. Fortunately, I secured further scholarships and completed my undergrad and honours degrees at the University of the Witwatersrand. It was a tough degree, but I am grateful that I chose to see it through.

Summary of Achievements

- Mail & Guardian 200 Young South African 2019
- Co-Founder and Managing Director: Perpetu8
- Board Chairman: FutureProof
- Board Chairman: South African Actuaries Development Programme (SAADP)
- Founding COO: Sifiso Education Group
- Head: Special Projects & Operations Sifiso Education Group
- Executive Assistant to Group CEO, Sizwe Nxasana
- Head: FNB Innovators Programme
- Curator of the Johannesburg Hub of the World Economic Forum Global Shapers & Global Shaper
- Duke Corporate Education Middle Management Development Programme

What, in your opinion, made you stand out during your years as a graduate trainee that eventually led to you becoming the executive assistant (EA) to the Group CEO, Sizwe Nxasana, and heading the Innovators Programme?
Working at a bank, I quickly realised that there were many other actuaries around and I had to find my unique



selling point. I volunteered to take on work that fell outside the scope of what actuaries do. This broadened my understanding of the bank's operations and allowed me to build relationships with people across the business. This, in turn, led to my Head of Innovations role. Curiosity, coupled with a dare that I had received from another EA, made me apply for the position. I also knew that it would be an opportunity to meet Mr Nxasana. As an actuary, I had been boxed in and wanted to be a good generalist and understand how strategy was generated and implemented. I was therefore clear in our conversation on why I wanted to be an EA, and what I wanted to get from it.

Having been involved in the World Economic Forum as a curator and global shaper, what would you say are the biggest challenges facing the youth today?
I think the biggest challenge is finding purpose, creating impact and making the world a better place. Part of the solution is understanding that we need people in all sectors to play a role in challenging the status quo — in making it more futuristic, purpose-driven, focused on hunger, climate change and education. Young people want to see less talking and more action! The other challenge is representation — the youth is not being heard. You have the older generation providing solutions for long-term problems when they might not be around for the repercussions in the future. The trick is striking a balance between making your voice heard and learning from those who have the experience.

What gave you the courage to leave corporate SA to focus on your company, Perpetu8?
My first calculated risk was leaving banking to start Sifiso Learning Group with my previous boss, Mr Nxasana — this meant losing out on money and other employee benefits. I had reached the CEO's office and had done this in less than six years — I now wanted to be involved in work where the private and public sectors were coming together to solve societal issues. The move helped me achieve this. After two and a half years, I went on to start Perpetu8. Being married, my priorities had also changed — I wanted to spend more time with family. The move made sense in that regard. It was scary, but I did it anyway.

You have recently been appointed to join the 30-member Presidential Commission on the Fourth Industrial Revolution by President Cyril Ramaphosa. How did this come about?
The opportunity was brought to my attention by an associate who mentioned that they had put my name up for consideration. I then proceeded to also self-nominate, and put forth additional information that would make for a strong nomination. The government had published a gazette calling for people that worked in the Fourth Industrial Revolution (4IR) space. They needed professionals who would advise the Presidency on a National Plan to address it. Perpetu8 and my work in corporate consulting on this topic really helped build my case.

"I THINK THE BIGGEST CHALLENGE IS FINDING PURPOSE, CREATING IMPACT AND MAKING THE WORLD A BETTER PLACE. PART OF THE SOLUTION IS UNDERSTANDING THAT WE NEED PEOPLE IN ALL SECTORS TO PLAY A ROLE IN CHALLENGING THE STATUS QUO — MAKING IT MORE FUTURISTIC, PURPOSE-DRIVEN, FOCUS ON HUNGER, CLIMATE CHANGE AND EDUCATION."

What are you hoping to achieve through this role?
I am one of the youngest members in the commission and will be involved in two published workstreams — *The Future World of Work* as well as *Commercialisation and Industrialisation*. In the end, the commission must come up with a National Plan on how South Africa can respond to the 4IR and also lead this movement on the continent. It is a big and scary task, but I am also very excited. My main concern is getting the youth employed and building future-ready SMEs now.

What skills would you advise everyone to equip themselves with in preparation for the 4IR?
The first skill is to not be in denial. Learn and understand more about this revolution that will impact you and those around you. The 4IR is not coming, it is here! Because of where we are as a country we will still need to find a balance between hard and soft skills while being flexible enough to adapt quickly to change. The more automation we have, the more "thinking work" people will have to do. And this requires collaboration, creative thinking, analytical and critical thinking, problem solving and scenario analysis. You need to be tech savvy — the concept of "AQ" (Adaptability Quotient) will become as important as EQ (Emotional Quotient or Emotional Intelligence).

What are some of the personal challenges you have faced and lessons learned along the way?
It's important to share both sides of the story as it is easy for people to make assumptions about your life. Learning to say 'No' both professionally and personally has been a challenge. I've gotten better at it on a professional level, but still battle with it in my personal life. I've also had to make a conscious effort to build a functional relationship with my father in order to have a better relationship with my husband. Also, being a young black female in circles that are predominantly white and male, I've learned to find my voice and remember that I am there to add value. Moving up organisational ladders, when you are naturally introverted, is not easy. I have had to push myself out of my comfort zone and remember that I'm representing others who look like me, who aren't in the room. Reflecting on my own achievements helps remind and reassure me that I am indeed the right person for the job.

What's your take on sacrificing one's personal life to make way for a thriving career? Mr Nxasana once said that there is no such thing as 'balance'. I have redefined balance to mean that the things I am spending time on are in line with my priorities — and these change over time. If career is top priority, that's what I will spend more time on. People also have different priorities; therefore you can't ever compare yourself to the next person.

How do you define success?
Simply put, success to me means being a black Superwoman. This translates into using my superpowers to achieve my purpose. I believe that my purpose is to develop people, teams, companies, this country and this continent to be better and to achieve it's potential. I have done this in corporate, in education and now in SMEs through Perpetu8. P

President's Ambassador Awards Winners!



Dankie Mokwena WOS and Office of the President and Deputy President

Dankie has been a part of the AWCA for a few years, assisting on the President and Deputy President subcommittees. She is an exceptional individual and a quick learner who now understands the organisation's mandate and responsibilities. She also takes great pride in the work that AWCA does. She has been instrumental in ensuring that all AWCA initiatives from the President and Deputy President's office run smoothly. She works tirelessly to ensure deadlines are met — from simple things such as preparing a speech to the implementation of a specific event, especially the 2018 and 2019 WoS. She joined the WoS subcommittee in 2019 and has been instrumental in supporting the office with proposals and all submissions required. Dankie never makes excuses, but is instead always quick to implement any task at hand. She is intelligent, diligent and has definitely started showing potential that she will one day serve on the AWCA Board.



Michellene Barnes, AWCA Western Cape Board Member

Michellene initiated the conversation with BDO that resulted in them sponsoring the Power Tea event that we hosted on April 26. She is in charge of the region's Student Chapter portfolio and played a key role in getting UWC's Chapter launched. Michellene has also been supporting the Stellenbosch Chapter for the past two years. She has been an active and dedicated committee member for the past three years, and has also recruited someone to assist in her portfolio.



Zahira Adams, WoS and Strategic Alliances

Zahira joined the Strategic Alliances sub-committee in February 2019, and has added much value to the team in a short space of time. She is a strategic thinker who also executes tasks efficiently and delivers work of an exceptional standard. Her infectious energy has revitalised the Strategic Alliances sub-committee. Zahira has been a catalyst for ideation and innovative thinking within the portfolio. She has also been active in driving new, and resuscitating old relationships and partnerships with key stakeholders. By being an ambassador of the AWCA brand — as well as through demonstrating a deep passion for the profession and organisation — Zahira truly embodies the ethos of the Strategic Alliances portfolio.



Tumi Mokgoko, WoS and Professional Development

Tumi joined the AWCA's Professional Development sub-committee in 2017, assisting on the ITC and APC workshops. She has grown tremendously in the organisation and has become an ambassador for the organisation. Not only did she encourage the African female CA(SA)s within her network to join the AWCA, but she also urged them to join different subcommittees. Having recently joined the Woman of Substance committee, she has taken on all responsibilities assigned to her with vigour and has worked tirelessly to ensure that all planned milestones are achieved. She has also been instrumental in developing new stakeholder relationships and seeking out their support as both speakers and donors.

Celebrating gender diversity

Creating an inclusive environment – where all of our people can reach their full potential and be their best selves – is critical for us. We're proud to work in a firm where differences are valued, and diversity and inclusion are part of our culture.

We're proud to welcome our new leaders:



Shirley Machaba
Southern Africa CEO



Anastacia Tshesane
Transformation, Diversity and Inclusion Leader



Busi Mathe
South Africa Governing Board Chair

www.pwc.co.za

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EXCELLENCE PERSONIFIED

We celebrate the recipients of the **2019 AWCA Recognition Awards** — exceptional high-flyers who continue waving the female leadership flag high!



PRIVATE SECTOR CEO OF THE YEAR

PRISCILLAH MABELANE

CEO of BP South Africa and BP Southern Africa Vice President

What do you believe is the role of CA(SA)s in the current economic environment, and given the recent discussions around the state of the profession?
Sound financial reporting, which stakeholders and the public can rely on wholeheartedly, plays a key role in the current environment. The image surrounding the profession has been severely tarnished by the recent accounting scandals, in particular, the disappointments from those who are meant to uphold the highest level of integrity. It is therefore critical that we hold everyone involved accountable in a timely manner as we restore our integrity and ethical standards. I believe we all have a vital role to play, not only in economic growth, but also in nation building. To regain credibility, it is imperative that we learn from our mistakes, instil discipline, including having deep reflections on the fundamental principles of our Professional Code. This responsibility requires us to lead by example, not only in the corporate world but with our own families as well.

What do you believe is the biggest challenge facing leaders in your industry today?
There are three challenges facing our industry. Firstly, we operate in a dynamic and competitive global environment. To that end, South Africa's competitiveness and ability to adapt to global trends, such as the fast pace technological and digital evolution, is key for the sustainability of our economic growth. At the same time, we are required to compete with advanced economies while addressing the current economic challenges facing our country. Nevertheless, I see these as opportunities that require focused leadership and clear intent. Secondly, we need to continue to build robust capabilities and foster an innovative culture for the future. Finally, our industry plays an important role in the economic stimulation of the country. However, there has been a lack of appreciation of the criticality of the industry which has resulted in a lag in advancing appropriate policies and regulatory frameworks to create a conducive business environment. We are encouraged by the current Government's intent to engage with the industry and to provide clarity on policy direction. We remain committed to collaborate in developing an appropriate policy framework.

> “It is therefore critical that we hold everyone involved accountable in a timely manner as we restore our integrity and ethical standards.

Which leader (dead or alive) do you wish to have dinner with?
Steve Jobs — his visionary leadership and courage to push boundaries, ability to invest in his vision and those of others is inspirational.

Who has been your biggest cheerleader?
My father and children are my biggest cheerleaders. They, without a doubt, wholeheartedly believe in and motivate me to keep going. My father taught me everything I know about hard work. His strong work ethic has taught me that getting what you want in life means earning it — and that often comes with sacrifices. My children also keep me well-balanced and committed. It is easy to get consumed by work commitments, which can eventually take its toll on the relationships I have with my family. I must say, it really motivates me when my children reassure me that I should go on and encourage me to keep giving of myself to my work and team. They often remind me of my blessings and how I should pay them forward by ensuring that I leave a mark in every aspect of my life.

Have you found your secret treasure?
What was in the box? Yes, I believe I have. I found contentment.



PUBLIC SECTOR CFO OF THE YEAR

TSHOLOFELO MOLEFE
Telkom CFO

What do you believe is the role of CA(SA)s in the current economic environment, and given the recent discussions around the state of the profession?
We need to do more than just report and control finances. We need to balance between instilling governance and control within the organisation, while also partnering with the CEO to provide strategic direction and guidance to the company for long-term sustainability of the business.

> **Every event has a why and all adversity teaches us a lesson. Never regret your past, accept it as the teacher that it is**

What do you believe is the biggest challenge facing leaders in your industry today?
Understanding your risks and building resilience in a rapidly changing environment — be it macro, regulatory, technological and political — as well as growing and building to last in a highly competitive environment.

Which leader (dead or alive) do you wish to have dinner with?
Julian Mantle, The fictional character in Robin Sharma's The Monk Who Sold His Ferrari. He teaches how every leader can lead and live more effectively using eight rituals of visionary leadership. The most fundamental lessons being that, "Every event has a why and all adversity teaches us a lesson. Never regret your past, accept it as the teacher that it is". I believe I bear great testimony to this with the journey that I have travelled.

Who has been your biggest cheerleader?
Other than my family, including my son, daughter and helper, three names come to mind — Bongani Ncqwababa (my sponsor), Mpho Letlape (my mentor), Jonathan Yudelowitz (my leadership coach). These three have supported me throughout the prime of my career — in both good and bad times.

Have you found your secret treasure? What was in the box?
Yes. God's grace and favour.



PRIVATE SECTOR CFO OF THE YEAR

CHERYL JANE-KUJENGA
Adcorp Holdings CFO

What do you believe is the role of CA(SA) s in the current economic environment and given the recent discussions around the state of the profession?
The audit profession from which most CAs are borne, increased in prominence in the aftermath of the 1929 Wall Street Crash when the need to provide a "true and fair" opinion heightened. Over the years the world has changed — technological advances and modernisation have resulted in exponential increases in organisations and the world economy. Companies are not only larger, but also more complex. Yet the profession has remained largely unchanged in its business model and approach to training. There is a need to use the profession as a grooming ground for CAs who have a deep understanding of business, ethics, shareholder value creation as well as societal value construction. I do not believe that this can happen unless we start thinking outside the box regarding the skills, experiences and "competency-diversity" that we need to engender into the profession.

What do you believe is the biggest challenge facing leaders in your industry today?
We live in a world that is changing at a pace faster than mankind has ever known. There is increased global and local macro-economic uncertainty and increasing conflict between capitalism, nationalism and societal shared value — or what I refer to as "socialism lite". This means that leaders have to deal with multiple levels of concurrent complexity, and oftentimes without the traditional reference points provided by past experiences and practice because these are not always relevant.

Which leader (dead or alive) do you wish to have dinner with?
Richard Branson. He strikes me as a well-balanced, fun and shrewd businessman and father. He epitomes not taking oneself too seriously, and how you can make a real impact whilst making a profit.

> **There is increased global and local macro-economic uncertainty and increasing conflict between capitalism, nationalism and societal shared value — or what I refer to as "socialism lite". This means that leaders have to deal with multiple levels of concurrent complexity, and oftentimes without the traditional reference points provided by past experiences and practice because these are not always relevant.**

Who has been your biggest cheerleader?
My late mother — she urged me never to place limits on myself. She was always there for me in ways that I took for granted at the time, but that amaze me in retrospect. She encouraged me to wear more pink, get out of my shell and bring my entire self to every aspect of what I do.

Have you found your secret treasure? What was in the box?
Yes. A combination of living a life of integrity and understanding that we are fallible human beings doing our best to make things work.



OUTSTANDING BUSINESS LEADER OF THE YEAR

CHRISTINE RAMON

AngloGold Ashanti
CFO

What do you believe is the role of CA(SA)s in the current economic environment, and given the recent discussions around the state of the profession?
CA(SA)s should continue to hold their heads high and demonstrate ethical leadership. It is important for CAs to contribute to understanding and addressing the expectation gap between the profession and broader stakeholders. Accounting irregularities and corporate failures have put the spotlight on audit quality, independence, the reliance that capital markets place on audited financial statements and the high ethical expectations from those who carry the chartered accountant designation. Public trust in the profession needs to be restored and chartered accountants have a responsibility to actively contribute to this cause.

What do you believe is the biggest challenge facing leaders in your industry today?
The mining and metals industry is recovering from one of its most difficult periods in decades. Market volatility and a downturn in commodity prices have created a new normal where cost cuts, automation and operational efficiency are vitally important. In my view, the biggest challenge for the global mining industry is to navigate social, economic, environmental, geopolitical risk and generate long term value.

> **Accounting irregularities and corporate failures have put the spotlight on audit quality, independence, the reliance that capital markets place on audited financial statements and the high ethical expectations from those who carry the chartered accountant designation.**

Which leader (dead or alive) do wish to have dinner with?
The late President Mandela. He was a legacy and very wise, yet remained humble and true to his values.

Who has been your biggest cheerleader?
I am very fortunate that my husband, Maurizio Ramon, has been very supportive throughout my career. He has truly been my greatest fan.

Have you found your secret treasure? What was in the box? My secret treasure is my inner strength and judgement. I have learnt to trust my gut. Although a fact-based person, judgement is always required in decision-making.



EMERGING BUSINESS LEADER OF THE YEAR

BUSISIWE MATHE

Chairperson of the SA PwC Governing Board and member of the PwC Africa Governance Board

What do you believe is the role of CA(SA)s in the current economic environment, and given the recent discussions around the state of the profession?
Ethics and values are the cornerstone of the CA profession. Given this, I believe our role in this tough economic environment — and recent discussions on the state of the profession — is to remember the premises on which our profession was built. We need to actively get involved in discussions around the profession, help restore trust and make sure that any of our members that are found to be in contravention of ethical behaviour are dealt with. Our role has not changed, we have a duty to act in the best interest of the public. This is only possible if we have a high moral fibre ingrained in us.

What do you believe is the biggest challenge facing leaders in your industry today?
Navigating the changes introduced by the Fourth Industrial Revolution with integrity and to provide positive, impactful leadership as the business landscape takes on a new shape. This includes developing a sense of balanced responsibility and, in part, seeing society as an equal stakeholder.

Which leader (dead or alive) do you wish to have dinner with?

> **We need to actively get involved in discussions around the profession, help restore trust and make sure that any of our members that are found to be in contravention of ethical behaviour are dealt with. Our role has not changed, we have a duty to act in the best interest of the public.**

Mother Teresa. She epitomises "Authentic and Servant Leadership" — and these I believe are some of the qualities required in this tough environment we find ourselves in.

Who has been your biggest cheerleader?
Lebohang Mathe, my amazing husband. He is a great coach, father, critic and most importantly supporter.

Have you found your secret treasure? What was in the box?
I am currently reading a book called Finding Your Purpose by Pastor Dean Ivey and it is revealing the treasures that God has for me. I believe I am on the cusp of finding my secret treasure.



AUDIT PARTNER OF THE YEAR

ANASTACIA TSHESANE

Southern Africa Transformation, Diversity and Inclusion Lead in PwC's South Market Area Leadership Team

> I believe that at its core, our role has not changed. Our is to still act with integrity and remain committed to professional excellence in the public interest. We should be a part of building our economy and restoring trust in our financial markets by better communicating our purpose and responsibilities, while ensuring all stakeholders understand that our interests are aligned.

What do you believe is the role of CA(SA)s in the current economic environment, and given the recent discussions around the state of the profession?
I believe that at its core, our role has not changed. Our is to still act with integrity and remain committed to professional excellence in the public interest. We should be a part of building our economy and restoring trust in our financial markets by better communicating our purpose and responsibilities, while ensuring all stakeholders understand that our interests are aligned.

What do you believe is the biggest challenge facing leaders in your industry today?
Bridging the expectation gaps. Leading in an environment with so little institutional trust, and diverse views about what accountability looks like is challenging.

Which leader (dead or alive) do you wish to have dinner with?
Leonardo da Vinci. I would love to quiz him on how one can maintain childlike curiosity and remain relevantly innovative. The second person would Maya Angelou.

Who has been your biggest cheerleader?
It's a tie between my sister and son.

Have you found your secret treasure? What was in the box?
Yes. My faith.



TAX PARTNER OF THE YEAR

NAZRIEN KADER

Lead Partner for Tax Management Consulting at Deloitte Africa Tax & Legal and also leads the Financial Services Industry (FIST) Tax team

What do you believe is the role of CA(SA)s in the current economic environment, and given the recent discussions around the state of the profession?
We need to revert to the original mission and purpose for which the profession was created. I am a firm believer that the role of the CA(SA) has always been, and should continue being, maintaining trust in our profession by continued dedication to providing uncompromising quality and value in good faith in all we do. This should be done in an affordable, reliable, trustworthy and ethical manner.

What do you believe is the biggest challenge facing leaders in your industry today?
Restoring public trust in our profession, which to a degree has been eroded by the recent scandals and 'irregularities' where CA(SA)s have been implicated. Diversity is another critical challenge. We need to deliver on our commitment of making the CA profession more attractive for those in the profession, as well as aspirant students looking to enter it — with a specific focus on improving opportunities for women and minority groups.

Which leader (dead or alive) do you wish to have dinner with?
In my coming of age, I turn 50 this year, I find myself gravitating towards re-awakening my spiritual side to find purpose. It is for this reason that I wish I could have sat at the feet of the Great Leader and Prophet Muhammad Mustapha (Peace be Upon Him) who has been described by authors such as Michael Hart and Martin Lings as the most Influential Political Leader of all times. He led by moral and ethical principles, and today — over thirteen Centuries after his demise — his influence is still powerful and pervasive.

> Restoring public trust in our profession, which to a degree has been eroded by the recent scandals and 'irregularities' where CA(SA)s have been implicated. Diversity is another critical challenge. We need to deliver on our commitment of making the CA profession more attractive for those in the profession, as well as aspirant students looking to enter it — with a specific focus on improving opportunities for women and minority groups.

Who has been your biggest cheerleader?
The men in my life — firstly, my father and then my husband, Junaid. Their belief in me has really fuelled my passion for my career and the projects I have undertaken.

Have you found your secret treasure? What was in the box?
I think I have. It was a crumbled piece of paper, discoloured by age, that summarised life's lesson for me: "Be polite in your sadness, classy in your pain, and grateful amidst your tears: for sorrow – just like joy – is a gift from God…It will last only for a little while then depart carrying with it the details of its visit." – Arabic Quote, Anonymous



REST IN POWER

Success is a result of preparation and hard work. No-one bore testament to this adage better than Londeka Shezi, the late co-founder and Director of Agile Capital and our 2019 Entrepreneur of the Year recipient.

It is with deep sadness that we bid farewell to Ms Londeka Shezi, who passed away in early July this year. Driven, focused and generous, Londeka encompassed these great qualities which were always evident in her willingness to give back and firm belief in women empowerment.

Londeka was an active member of the AWCA, and served on the Marketing and PR subcommittee. She played an integral part in overhauling the entire Marketing and PR portfolio, where she often poured her creativity into the monthly newsletter and PR strategy.

Londeka participated in the Emerging Markets and Country Risk Analysis course at Fordham University, New York in 2016. During her time at Fordham, she made a great impression on everyone she interacted with and was selected to lead the AWCA delegation sent to represent the organisation. The course coordinator wasted no time in sharing news of her astounding performance on the programme. She was a formidable ambassador of both the AWCA and the country at large.

It gives us great pleasure to recognise Londeka as the winner of our 2019 Entrepreneur of the Year award for her significant contribution to the industry and profession.

Londeka holds a Bachelor of Commerce Honours degree from the University of the Witwatersrand. She completed her articles at PricewaterhouseCoopers in 2009, where she served within the Banking division and qualified as a CA(SA). Prior to co-founding Agile Capital, Londeka was a junior transactor in the Leverage and Acquisitions finance team at Standard Bank, where she gained invaluable experience in debt advisory. This was followed by a move into private equity as a dealmaker at Zungu Investments Company (ZICO), a diversified investment holding company in SA.

Together with her business partner, Londeka established Agile Capital at the tender age of 32. She represented Agile Capital on the Boards of Provantage, Innovation Group, Acquatico, Goldrush, Spilltech, BBE Group and Feedem. In her personal capacity, Londeka also served on various boards and board subcommittees which included RH Bophelo.

Her colleagues and business partners described her as a sharp-minded, diligent and enterprising individual.

Londeka always strived for excellence and upheld the highest of standards in all endeavours. Her gentle, kind spirit and welcoming smile will forever be imprinted in our hearts. Londeka was a champion of Black business and an unapologetic advocate of female empowerment. Her interests lied in the acquisition of literacy, furtherance of education and community upliftment. Londeka's work and legacy continue to live on in the Agile Foundation, a non-profit organisation whose mandate is to make a practical impact in impoverished communities.

Londeka achieved much in her brief lifetime yet remained grounded and truly embodied the spirit of "Ubuntu'. Although petite, she was a giant in ambition and deeds!

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Our love for movies doesn't blind us to the fact that movies are a tough business. We approached the IDC to assist us with funding for our movie **'Sew the Winter to My Skin'.** What's great about our partnership with the IDC is that they are as invested in our future as we are and have assisted us beyond this one movie. Because of the IDC's involvement, we have been able to create more movies and collaborations, setting us up to tell authentic South African stories. The show must go on!

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PAVING THE WAY



The **United Nation's 63rd Commission on the Status of Women** was once again a gathering of great minds, all with a common goal of empowering women.

The Commission on the Status of Women (CSW) was established in 1946 on June 21, as a functional commission of the Economic and Social Council (ECOSOC). Since then, the CSW has been instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

> LIMITED ACCESS TO EDUCATION, UNFAVOURABLE ECONOMIC STRUCTURES, TRADITIONS AND THE DISREGARD OF WOMEN'S UNPAID CARE WORK ARE KEY CHALLENGES THAT HINDER THE DEVELOPMENT OF WOMEN.

The 63rd CSW convened from 11 to 22 March 2019, at the UN Headquarters in New York, US. This year's theme was 'social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of all women and girls.' Nearly 2 000 Member State delegates and 86 ministers attended CSW 63, alongside 5 000 representatives from civil society organisations around the world. South Africa was also represented by its largest contingent to date of over one hundred delegates, including our Ministries of Small Business Development, Women and Social Development.

Coming from a country where gender-based violence and crime are prevalent, and where accessing public services and infrastructure remains top of mind. Limited access to education, unfavourable economic structures, traditions and the disregard of women's unpaid care work are key challenges that hinder the development of women.

The Southern African Gender Protocol Alliance highlights that economic empowerment for women is not just about spending power — it is about more opportunities and can result in keeping children in school, accessing health care and even having the option to leave unhealthy or violent relationships.

One of the events at CSW63 was a call to join the fight against the practice of child marriage. Speakers highlighted that the involvement of the youth is critical in putting an end to child marriages. Another eye-opening session titled 'Equality in Law for Women and Girls by 2030' focused on discriminatory laws against women and girls. Discriminatory laws affect over 2.5 billion women and girls around the world, and only six countries around the world give women and men equal legal rights in specific areas of economic empowerment.

SA participated in key discussions addressing gender and parity, women's economic empowerment through entrepreneurship, women and girls' safety in cities and responsive public services.

Phumzile Mlambo-Ngcuka, Executive Director of UN Women, closed the gathering with these words: "The annual gathering has never been bigger nor more significant for the women and girls of the world. The Commission's recommendations pave the way for governments to engage and invest differently; involving women in policy dialogue, and targeting initiatives that go to the heart of the largest barriers to the empowerment and voice of women and girls." P

These are some of the key resolutions that were reached:

- Investing in social protection, public services and sustainable infrastructure to support the productivity of women's work, including the informal economy.
- Ensure that progress in women's access to social protection, public services and sustainable infrastructure is not undermined by budget cuts, austerity measures and levels of protection previously achieved should not reversed.
- Recognise, reduce and redistribute unpaid care and domestic work by ensuring access to social protection for unpaid caregivers of all ages, including coverage for health care and pensions.
- Scale up investment in quality public care services that are affordable and gender-responsive.
- Guarantee the availability of safe and affordable drinking water and sanitation, including for menstrual hygiene, in homes, schools, refugee camps and other public places.
- Ensure that transport policies and planning are sustainable, accessible, affordable, safe and gender-responsive, taking into account the different needs of women and men, and adapted to be used by persons with disabilities and older persons.
- Promote the full and equal participation and leadership of women and women's organisations in policy dialogues and decision-making relating to social protection systems, public services and sustainable infrastructure.

We can all **lead change**



SAICA CEO **Freeman Nomvalo** reflects on how we should all be thinking of leadership in ways that impact change.

South Africa is facing a crisis of confidence, from inside the country and internationally. SAICA and the accountancy profession are no exception. When organisations, communities, or societies face intractable challenges, the cries for leadership can be deafening. Often these cries reflect the longing for individuals who possess special talents and attributes to inspire their organisations to higher performance levels. Even writings about leadership often emphasise this phenomenon.

The inclination to defer to higher authority negates our individual responsibilities to exercise leadership and drive progress in our country and organisations. South Africa has an abundance of talented and capable individuals occupying critical positions, yet it finds itself grappling with a stagnant economy, increasing unemployment, rising debt levels and several social ills. This tells us that occupying an authoritative position does not necessarily lend itself to the exercise of leadership. We can all contribute to progress if we think about leadership in ways that implicate us in the change project. For the next few months I will be reflecting on what I consider to be helpful ways to view leadership for it to be effective. In my reflections I will borrow extensively from the wisdom of the authors of Adaptive Leadership, Marty Linsky and Ronald Heifetz.

The following five ideas may be helpful:

- Firstly, leadership is a behaviour and not a person. It is better to think about what, instead of who – it looks like. Anybody can exercise leadership. Resolving the challenges facing the country is the responsibility of all its citizens, not just elected officials.
- Secondly, it is independent of a position. Anybody from any position in an organisation can exercise leadership. A great example is President Nelson Mandela; he was not president when he charted the way to the 1994 elections following the assassination of Chris Hani, then SACP secretary general. Another example of leadership that comes from the ground up is Wangari Maathai, who from a small village in Kenya brought the world's attention to environmental issues from an African perspective. Positions affect the nature of your activity and the risks you take in the leadership endeavour. The position is neither an asset nor a liability but brings with it advantages and disadvantages, which you need to be realistic about.

ANYBODY FROM ANY POSITION IN AN ORGANISATION CAN EXERCISE LEADERSHIP. A GREAT EXAMPLE IS PRESIDENT NELSON MANDELA; HE WAS NOT PRESIDENT WHEN HE CHARTED THE WAY TO THE 1994 ELECTIONS FOLLOWING THE ASSASSINATION OF CHRIS HANI, THEN SACP SECRETARY GENERAL.

- Thirdly, no one exercises leadership all the time – leadership is episodic. This is because the exercise of leadership is both difficult and dangerous. The exercise of leadership involves challenging the status quo, questioning deeply held beliefs and attitudes as well as challenging organisations, communities and families to face their demons. The people you are leading often see the sacrifices to be incurred much clearer than comprehending the benefits that may accrue downstream. This often leads to resistance and pushback. The challenge is to maximise those moments when we do exercise leadership in a manner that navigates these difficulties.
- Fourthly, opportunities to exercise leadership visit us daily. This is when there is a gap between our aspirations and reality – a leadership opportunity. This opportunity abounds in the Accountancy profession. There are tough realities that the profession needs to face up to. Amongst others the accountancy profession needs to evaluate whether its past responses to the economic crisis as a result of its members' conduct has been met with adequate and appropriate responses. If not, why? If it believes they have – why are we here? Why are there questions of trust being raised?
- Lastly, skills necessary to exercise leadership can be learned, if there is desire, passion and commitment to make a difference. Most importantly though is the need for us to understand that fixing the problems of our country, our profession and organisations is not the work of a few elected officials – it is a collective leadership project that requires us all to participate. As poet, June Jordan said in her poem in which she honours the women of South Africa who marched against the cruelty of the dompas system, "we are the ones we have been waiting for". P

Nomvalo is a Harvard alumnus, and was also South Africa's Accountant-General from 2004 to 2013 where one of his highlights was working with the British Commonwealth to assist in promoting internal audit and risk management in 18 Caribbean Countries from 2009 to 2011. In June 2013, he took up the role of chief executive at the State Information Technology Agency until March 2015. Since then he has worked as a business consultant and established an Adaptive Leadership Practice to help organisations drive sustainable value-adding change.

The Case for Corporate Gender Intelligence

Female representation in the corporate sector is still perceived as a contentious issue. But is it, really? **Colleen Larsen,** Business Engage Association NPC CEO and President of the 30% Club Southern Africa and East Africa unpacks this.

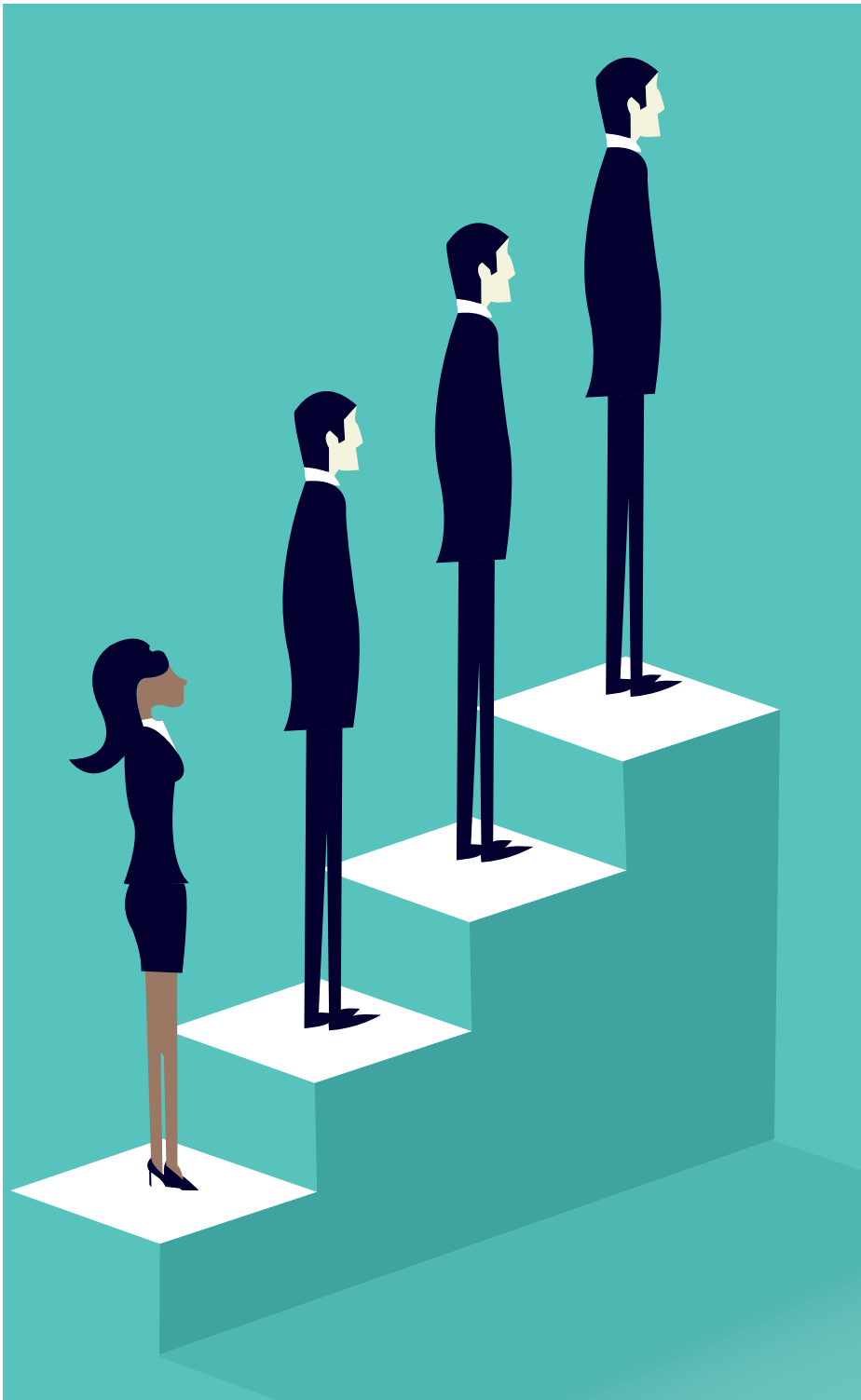
Colleen Larsen has been involved in the private sector's gender matters for the longest time, saying the key realisation she's come to is that most companies are open to change. "They profess an urge to implement diversity and inclusion, and to prompt policies geared towards gender equity," says Colleen. She notes that there is a genuine desire, by the more enlightened leaders, to be more gender-balanced in their upper echelons and senior management structures. Often, the problem is that they're clueless when it comes to applying best practices relating to gender mainstreaming.

Despite the great strides being achieved in corporate South Africa, there are more factors influencing the pace, slow or otherwise, of gender mainstreaming both locally and globally. According to Stats SA some of the factors to support the argument for the pace of gender mainstreaming are as follows:

- Less than 50% of positions that come with a great deal of influence comprise of women
- Women comprised 32% of Supreme Court of Appeal judges, 31% of advocates, 30% of ambassadors and 24% of heads of state-owned enterprises
- Of the Top 40 JSE-listed companies, only one company had a female CEO in 2014

The World Economic Forum's Global Gender Gap Report 2018 for Sub-Saharan Africa highlights that on the political front, countries like Rwanda, South Africa and Namibia have closed 54%, 40% and 38% respectively of their gender gaps, placing them in the global Index Top 20 (WEF-GGGR, 2018).

These encouraging statistics recognise the strides made in gender mainstreaming, particularly in the public sector. However, when it came to the private sector, several factors that a lot of gender researchers and experts hadn't considered emerged. Some of these were issues that women imposed on themselves. Delving deeper into some of these, Colleen found that many women in top management are often uncertain or even afraid



– and probably like their male corporate counterparts – about how to proceed in making gender balancing a more sustainable and profitable endeavour for all concerned.

Colleen is of the opinion that gender matters and balancing should not be an emotional issue because it is neither about women, nor is it about men. It is not about patriarchy in the business world, nor sexism, nor unconscious bias against women. Gender mainstreaming is a practical business issue. That is the first lesson that anyone who aspires to climb up the corporate ladder must internalise.

In order to maximise the business case debate, it would be helpful to look at Corporate Gender Intelligence, which

"If women cannot convince corporates that they are the right people to occupy board position, the right people for senior management, and the right people to support in their own business or even the right women-led business to do business with, then corporates will not go the extra mile to include them — it is that simple! It is a practical business decision, nothing more, and nothing less.

"Likewise, if businesses cannot see what should be obvious, they open themselves up to being left behind."

Colleen defines as follows:

"The aptitude of an organisation to acknowledge the business case for gender mainstreaming and the ability to acquire and apply the necessary knowledge, skills and processes to harness such qualities".

If women cannot convince corporates that they are the right people to occupy board position, the right people for senior management, and the right people to support in their own business or even the right women-led business to do business with, then corporates will not go the extra mile to include them — it is that simple! It is a practical business decision, nothing more, and nothing less.

Likewise, if businesses cannot see what should be obvious, they open themselves up to being left behind. Investec recently announced that they will be adopting a more flexible way of working. Whilst they don't claim that gender issues have motivated this decision, it most certainly will play a part and fall into the definition of Corporate Gender Intelligence.

However, the one issue that remains critical in this discussion is that companies still reference past experiences and use those as a yardstick for non-diversity compliance. They throw around statements like, "We tried this, five or ten years ago and it didn't work!" or "We did this and that, got no headway and so scrapped it." These statements, sadly, are usually uttered by the top decision-makers at management and board level. Colleen disagrees with these sentiments, arguing: "We know the past; we know you tried it and we're aware of your shortfall. However, that's not the issue now! The issue now is that the Fourth Industrial Age has brought about huge disruptions in the way we do everything."

TAKING THINGS SLOW

It is necessary for companies to have women on their boards because in many cases, they represent the end-users and customers of the companies' products. This can help improve understanding of customer needs, thus leading to more informed decision-making and even favourable bottom-line. Companies and management need to be cognisant of having enough women in key decision-making positions. Colleen also notes that most companies will look at their culture, policies and 'way of doing things' and decide to take things slowly where gender mainstreaming at top management level is concerned.

Seeing that we are at the crossroads of not just gender change, but a generational one as well Colleen suggests we ask ourselves the following questions: "What do we want to create as a society?

What's going to be the most effective way to take us forward? And, do we want to achieve this 'synergically' as a people?" With Millennials — and their radical ways of doing things — having come of age, we need to find solutions to gender mainstreaming, sooner rather than later. Taking a moment to reflect on her observation of her daughter and her boyfriend, Colleen says their interaction isn't informed by any gender biases, roles or expectations. "There's a form of unspoken understanding that drives their cooperation, creating a form of synergy in everything they do – a kind of 'Personal Gender Intelligence', if you like," she explains.

GOING FORWARD

The fact of the matter is that women need to understand what roles they want to play, must step into those unapologetically and be ready to face whatever challenges come their way. "Every woman must be brave enough to say, 'this is my journey and this is what I want from it'. Women must be equally prepared to embrace their unique roles because they do not necessarily possess less expertise than men do — they bring a different flavour to the table," says Colleen. She adds, "More importantly, the concept of branding yourself 'superwoman', 'supermother', superwife' and 'superwhatever' becomes irrelevant when you know that you can be the best at anything that you touch".

Gender mainstreaming and diversity are crucial to our wellbeing in the workplace, as they help challenge the conversations that we have. Women can't bring about gender change if they don't ask questions. And, they can't create new gender parity processes, if they don't challenge the status-quo. None of these changes can be achieved without men, either. In bringing about this much-needed change, there has to be cooperation, synergy, understanding and more importantly, 'Corporate Gender Intelligence' between the two genders, Colleen concludes. P



2019 GOLF DAY FUNDRAISER

AWCA returned to the greens to host the second annual Fundraising Golf Day in partnership with Motheo Construction Group. The Golf Day is the brainchild of our 2017 Woman of Substance recipient Dr Thandi Ndlovu, and its objective is to engage and build relationships with stakeholders, while raising funds and awareness for the organisation.

On the 10th of May 2019, golfers and non-golfers spanning a wide array of professions teed off for a long day of golfing pleasure at the Randpark Golf Course. All proceeds raised from the Golf Day are channeled towards the AWCA Bursary Fund, which has to date funded 117 aspirant Chartered Accountants. The increasing support from financial and non-financial sponsors is testament to AWCA's dedication and the organisation's industry-wide footprint. We'd like to thank our sponsors and all the participants who made the day a success.



































Unpacking THE PROFESSIONAL INFLUENCER

Oftentimes, one career is not enough to quench one's passions. Being an influencer is traditionally not perceived as a path professionals follow, but we spoke to two professionals — CA(SA) Khanya Modipa and Risk and Strategy Analyst Tawanda Tadzimirwa — who disprove this myth.

WRITERS: Palesa and Nthabiseng Hlabahlaba



KHANYA MODIPA, also known as @KingKhanya91 on Instagram, is a Chartered Accountant currently living and working in the USA. One of the highlights of her modelling career include being the face of Dark and Lovely's Fat Protein campaign. When Khanya's not blogging on her website www.memoirsofablazer.com, you're likely to find her editing vlogs for her YouTube channel, Khanya Modipa. The 27-year-old is also passionate about raising awareness on mental health.

How did the decision to become an influencer come about?

From a young age, I've always been acutely aware of how one's actions can influence others. At school, I was always sharing my ideas and experiences on different platforms hoping to gain a bigger audience. I never paid any mind to how I could migrate that kind of influence onto social media. I stumbled upon social media influencing after one of my modelling pictures got me a few thousand followers, in three days, on Facebook. That started a domino effect on my other platforms, and prompted me to start my blog.

When does one know that they are an influencer?

I think you know you're an influencer when people tell you how you've empowered them in some way. Most times, we are so concerned with numbers but I think brands now realise that a valuable influencer is someone people can relate to, and sometimes, that person doesn't have thousands of followers.

How does one make money from being an influencer?

Most influencers have a rate card that specifies how much they would want to get paid for a post per platform. Their rates are based on back-end insights provided by all social media platforms. Some influencers use affiliate links where they make a percentage based on the number of followers who have used their discount code. YouTube also pays its influencers based on the number of views their content has earned. It's a combination of all these factors that makes influencing sustainable. In America you are likely to be paid more because brands understand the importance of influencers, and how they shape public opinion on a brand. Back at home, I know several influencers who don't get paid fairly and feel that brands undermine the work that goes into the posts they create. My audience is split between South Africa, America and surprisingly the United Kingdom.

What are some of the pressures that come with being an influencer?

I think the pressure of being an influencer comes mainly from ourselves. We forget that this is only one aspect of our lives. Sometimes, this is a hard job to step away from because most of our work is rewarded by people's response through likes, comments and following. I always remind myself that I don't owe anyone or any platform my peace of mind. If, at any point, it becomes an unpleasant experience I step away for a month and re-evaluate what matters.

Does one need money to be an influencer?

If you are trying to go the luxury route but can't afford it, sustaining that brand is going to be very hard. When I'm walking in 5-inch snow in Washington DC, I make it a point to show people that I don't have a car. I'm constantly chasing after trains and busses, and I'm not always at Coachella or flying out to Europe. There are so many ways in which people are able to connect with influencers that don't revolve around having material possessions. People will never forget how you make them feel. So, if you focus on that, then you'll quickly realise how little you need to spend.

By its very nature, the Chartered Accountancy profession is very conservative. Has being an influencer hampered your profession in any way?

When I first started swimsuit modelling, it haunted me for a long time. However, getting my parents' support, particularly my father's, made me proud of what I do. I keep a very clear line on what I do online and at work. If someone recognises me from my creative work, I don't act awkwardly because there's nothing to be ashamed about. I have been at the receiving end of some really hurtful utterances, but I don't let it affect me for too long.



TAWANDA TADZIMIRWA is a Risk and Strategy Analyst by day and an influencer after hours. Known as @Tawanda_Nate on social media, he covered the December 2018 issue of Men's Health South Africa and says in the last year and half, his fitness journey made way for his influencer career to blossom. Tawanda is affiliated with brands such as USN, GQ, Lifting Africa, Versace and New Balance.

How did the decision to become an influencer come about?

I made a conscious decision to become an influencer in early 2018. I felt that I was not receiving genuine information from most social media fitness personalities that I was following. I also wanted to document my fitness journey and give my followers a blow-by-blow account of my body transformation.

Does being an influencer affect your profession in any way?

Not too many of my colleagues see my social media posts regularly. However, being on the cover of Men's Health brought my side hustle right up to everyone's local salon, grocery store and Instagram's explore pages. Our Managing Director had the cover blown up to a high quality A0 size poster and hung it in the middle of our office for weeks. However, I have received nothing but positive feedback because the magazine speaks to the everyday guy's ideal of healthy, yet attainable body goals.

Does South Africa have the right market for influencers to flourish?

While I think that South Africa has a steady enough market for influencers to thrive, it's still quite small. Popular influencers often have larger portions of the "pie", leaving a high number of influencers unable to make a living off this budding career option. In larger markets, like the US for instance, brands have a larger pool of quality influencers to choose from.

Has being an influencer changed your lifestyle in any way?

I'm lucky in that the image I portray online is who I actually am. So, there hasn't been any pressure to do certain things or not go to certain places. What are some of the cons that come with being an influencer? You start to give up your privacy to some level, which is a choice you make. And, depending on whether you care or not, you start being held to different standards when it comes to public opinions. By virtue of you having the reach and influence that you do, you're expected to know better.

What advice would you give to someone wanting to pursue this path?

If you have something that will help fill a gap in the market, then go for it. Partner with brands that resonate with you, and don't stray too far away from who you are. You're allowed to say no, and as a professional, the money is a nice-to-have not a need. Always give your followers the type of content that they wouldn't get anywhere else. P



BEFORE YOU TIE THE KNOT...

To avoid finding yourself in a financial rut at the end of your marriage, Attorney and Sister in Law founder, Tebello Motshwane, breaks down the various marriage legal systems and implications thereof.

From a very young age, many of us dream of our big day, where we sashay down the aisle in fairytale-like wedding gowns, happy emotions plastered all over our faces. Prior to the big day, we spend months — years even — curating Pinterest vision boards with ideas of flowers, dresses, shoes and venues.

However, very little to no attention is afforded to the legal details of the nuptials. What's even more concerning is that money is one of the leading causes of divorce in South African marriages, which isn't surprising given that 'money talk' is said to be the most awkward subject for couples to discuss. In fact, bringing up the legal side of marriage as a woman is still considered taboo or, even worse, that you are already planning for a divorce before your marriage journey takes off.

"The handling of finances is one of the major emotional battlegrounds of any marriage. Lack of finances is seldom the issue. The root problem seems to be an unrealistic and immature view of money," said David Augsburger in his book, The Meaning of Money in Marriage. In the same way that we prioritise pre-marital sessions with a priest, we really should be arranging to attend a similar session with a trusted money coach or financial advisor. Prevention, as they say, is better than cure.

In South African law, two marital property systems exist — marriage in community of property (ICOP) and marriage out of community of property (OCOP). These arrangements control how spouses may deal with their own property once married, and determine how the assets and liabilities of the spouses will be dealt with in the unfortunate event of death or divorce.

YOU'VE JUST GOTTEN ENGAGED, NOW WHAT?

- Take inventory of all your assets individually and collectively as a couple. Ensure your partner understands that this is a collaborative effort.
- Have the crucial conversation with your partner to find out what is best suited for you as a couple, taking into account your financial position, individual and couple financial goals. Try to talk about it early – soon after the engagement – and try to make your approach positive and reaffirming. By engaging your partner, you are showing a desire to communicate clearly, plan for your joint future together, and bring you both a little peace of mind.
- It is important to consult with a legal professional to ensure that the decision you make is best suited to the couple's unique needs and financial position.
- The marital agreement should be reviewed periodically, especially if your lifestyle changes or your salary has significantly increased.
- Ask yourself these when choosing this arrangement:
  1. Do you earn significantly more or less than your partner?
  2. Are you remarrying, and do you have children from a previous marriage?
  3. Do you own a business?
  4. Have your compared yours and your fiancé's debt levels?
  5. Do you plan to quit your job to raise your children?

Marriage systems vary from couple to couple, and there is no right or wrong one. The error is in failing to have the crucial financial discussion and taking the best decision for your marriage. When it comes to the future, nothing is ever guaranteed but having an appropriate marriage agreement in place before you exchange vows can give you and your fiancé the peace of mind you need to embark on your new life together.

WHAT'S MINE, IS YOURS

ICOP: This default agreement that will automatically apply to the marriage if an ante-nuptial contract (ANC) is not entered into before the date of the marriage. All assets and contractual liabilities belonging to the individual spouses before the marriage, and acquired by spouses after the date of marriage, belong to the joint estate of the spouses in equal undivided shares.

Here are some key facts to consider when opting for this arrangement:

- At the dissolution of the marriage, either by death or divorce, the joint estate comprising of all assets and liabilities will be divided equally unless agreed otherwise by the spouses at the time of divorce or as stipulated in the deceased spouse's Will.
- Any claim by a spouse's creditor or any insolvency of a spouse will affect the joint estate.
- Each spouse has equal rights to dispose of assets, contract debts and to manage the joint estate, however a spouse will require the consent of the other spouse when dealing with immovable property, disposing of furniture or other effects of the common household, receiving any money due to a spouse on their behalf, donating any asset of the joint estate, selling any listed securities etc. unless these transactions are performed in the ordinary course of business of the spouse.

WHAT'S YOURS, IS YOURS

OCOP: This agreement excludes the community of profit and loss, which is the default position of marriages in South Africa. An ante-nuptial contract (ANC) is an agreement entered between two parties prior to their marriage and dictates the financial future after marriage, how the partners transact with third parties and how their assets will be distributed in the event of death or divorce. Key facts to consider when choosing this option:

1. Each spouse retains their own estate and may deal with it as they please.
2. There are no restrictions on how they may dispose of, acquire assets or enter into contractual obligations and they do not require the consent of the other spouse.

> "THE HANDLING OF FINANCES IS ONE OF THE MAJOR EMOTIONAL BATTLEGROUNDS OF ANY MARRIAGE. LACK OF FINANCES IS SELDOM THE ISSUE. THE ROOT PROBLEM SEEMS TO BE AN UNREALISTIC AND IMMATURE VIEW OF MONEY,"

There are two types of marriages OCOP — without the accrual system and with the accrual system.

WITHOUT THE ACCRUAL SYSTEM

This is also known as "out-and-out". The accrual system is excluded in the ANC. All assets and liabilities belonging to an individual spouse before the date of marriage and acquired after the marriage, remains the property of the individual spouses. Spouses do not have a claim to a share in the other spouse's estate upon the dissolution of the marriage. Spouses can jointly acquire property or assets; however, they will do so as individual contracting parties.

WITH THE ACCRUAL SYSTEM

This marital property regime is essentially a combination of a marriage ICOP and a marriage OCOP without accrual.

A spouse whose estate has shown no, or a smaller, growth can share in the difference of the growth of the estate of the other spouse, whilst keeping their estates separate, thereby protecting each other from the insolvency of the other spouse. This regime is most beneficial to spouses who are both able to contribute to the marriage, and therefore share equally in the financial benefits generated during the existence of the marriage.

This system also benefits a spouse who does not contribute financially, but rather contributes to maintaining the household and the upbringing of the children. If the marriage is dissolved by death, the accrual will be calculated before any bequests in terms of the Will are made. A spouse may forfeit their right to their share of the accrual on divorce as part of a settlement agreement. P



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Money and Millennials

Sethu Tshabalala weighs in on why millennials have no excuse to retire penniless

A month ago, I walked into the Human Resources (HR) department at work and requested to increase my pension fund contribution. For a few seconds, it felt like HR thought I was crazy. However, for me this was a huge New Year's resolution achieved. Following an unemployment scare, I have spent the last year getting my financial ducks in a row. In 2018, I had received a job offer for a vacancy in London but due to the massive drama brought on by Brexit, my employer-to-be was unable to obtain my work visa for five months.

HARD LESSON LEARNT

The trauma of that alone is a story for another day. However, it was a significant life lesson that we live in uncertain times and the global economy has far reaching consequences — not only on the business economy in South Africa, but even in our daily lives. In the end, thankfully, I was able to find employment within a month of beginning my job search in South Africa — I will forever be indebted to God and SAICA for that. After finding employment, I was very deliberate about embarking on a journey to financial security. However, I realised that there are some boulders on the way of becoming a financially woke young professional.

A CLOSER LOOK INTO MY FINANCES

In 2018, a National Treasury study found that only 6% of South Africans will retire with enough funding for comfortable retirement. In a population of 57 million, that means only six out of every 100 South Africans can expect to have their money working for them, when they can no longer work. And this is why personal finance should matter to us.

We are also living in the nascent stages of the Fourth Industrial Revolution. The future of work, education and money are all changing at a faster rate than any other time in history. And yet, as a collective, we spend more time on Instagram than we do with financial advisors understanding how our salaries are structured, and what choices we can make to improve our long-term financial status.

I don't think our banking and education systems are adequately preparing young people for the future they will eventually face. For example, when I started my first job, the first financial product I was offered was a credit card four times the size of my monthly salary, and there was nothing said about retirement products.

Another big and pressing challenge is financial advice. I had no idea where to start seeking the kind of financial wisdom that would stand me in good stead. I realised that whilst becoming a Chartered Accountant meant that I understood corporate finance and other financial instruments, it didn't mean that I was an expert in managing my personal finances. And if this is my experience as a Chartered Accountant, how much more difficult must it be for non-financial graduates? If I were to advise the Minister of Basic and Higher Education, I would include mandatory courses for all students on managing credit cards, understanding short term and long-term debt, retirement planning, investment instruments and budgeting. P

THE ROAD TO COMFORTABLE RETIREMENT

In a nutshell, getting your finances in order begins with your monthly budget. I use an incredible app called 22-Seven to track all my daily transactions. Analysing your spending patterns on this app may be excruciating at first, but it definitely gets easier once you accept and change the bad money habits that are standing on your path to true financial freedom. Enlisting the help of a well-informed advisor, one that you also trust is crucial, but I would not advise you to start there. Do your own maths on the following:

- How much is your life costing you?
- Which expenses are fixed versus those that you can live without?
- How much wiggle room do you have to save and invest?
- What are your long-term financial goals?
- What needs to be in place today to make this happen?

My wish is for us millennials not to retire penniless. With all the capabilities of our smartphones, I strongly believe that we have no excuse to retire broke or impose any black tax duties on future generations.



The A to Z of Mental Wellness

Ever noticed how everything comes to a complete halt when your brain is fatigued, or when it seems like the entire world is camping on your shoulders? Sadly, this is not the type of fatigue that you can wish away by only having a good night's sleep. It's the type that requires a getaway, unplugging from the digital world or some alone time. How many times a day do you feel like you're losing your mind? Let's help you cope!

A – ASK FOR HELP



Studies have, time and time again, found that most of us would rather take on a lot than ask for help. Whether in a new, demanding job or navigating a new chapter like motherhood, don't fall into the trap of pretending to know it all. But in order to not feel awkward about asking for assistance, The Crisis Book authors Cary Cooper and Andrew Kinder say that one must first "build a reputation as someone who helps others, and they too will gladly look forward to assisting you." If anything, asking for help makes one regain control of their life, and makes you comes across as smarter too, according to a Harvard Business School study.

B – BATH TIME



Hands up if you don't enjoy the admin of washing a bathtub? Fret not because you're not alone! Experts often describe a bath as one of the few places where self-care and total relaxation begin! To reduce cortisone (stress hormone) levels in your body, add two cups of Epsom salts to your warm bath water, then soak yourself for about 20 minutes. If you're still not feeling clean enough afterwards, do a quick rinse in the shower afterwards.

C – CELEBRATE YOUR SUCCESSES (HOWEVER LITTLE!)

If you don't stop to pat yourself on the back often, you will constantly feel like an underachiever — or as though you haven't achieved anything. Keep track of your successes, celebrate them and repeat!



D – DIGITAL NOMAD

Be it a coffee shop, co-working space or a foreign county, the beauty of this Digital Age we live in is that it allows us to work from anywhere. Sometimes, it's not necessarily that you hate your job — you probably find your colleagues to be energy sappers and dislike being cooped up in an office for hours on end! Experience life through a different lens and consider working remotely more often!

E – 'ENOUGH' MINDSET

This is an important outlook to employ, especially where money is concerned! For instance, if you're able to meet all your financial commitments without ever having to constantly dip into your savings or credit card, then be grateful instead of falling into the trap of always whining about the things you don't have. In the words of Oprah Winfrey, "Be thankful for what you have; you'll end up having more. If you concentrate on what you don't have, you will never, ever have enough."

F – FOCUS ON THE POSITIVE

Because there truly is a light at the end of the tunnel!

G – GIVE YOURSELF A BREAK

No matter how demanding your Black Tax responsibilities or the to-do list that you've carried over once again, never feel bad about ignoring your stress temporarily! Part of practising the art of self-love includes pampering and being kind to ourselves. Research has repeatedly shown that people who don't practice enough self-compassion find it hard to bounce back after letting themselves down.

H – HALT (HUNGRY, ANGRY, LONELY, TIRED)

Before overthinking reasons behind your sudden irritability, consider implementing this strategy whenever you feel your mood and energy levels take a plunge. This strategy is often used in Alcoholics Anonymous sessions, but also works in helping most people to determine the root cause of a situation and tackling it accordingly.

I – IMPOSTER SYNDROME

Know that little voice in your head that makes you self-doubt and live in constant fear of being caught out? Well, you've probably also heard the widely used phrase, 'Fake it until you make it!' Beating Imposter Syndrome should be an ongoing process of constantly bargaining with this irrational voice by not comparing yourself to others and remembering that you're one of millions who battle with this fear-based condition daily!

J – JOG

Even if it's for 30 minutes a day. Runner's high — which isn't a myth by the way — will leave you feeling calm and euphoric

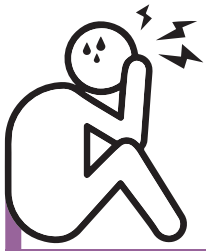


K – KEEP CALM

When faced with a crisis, panic usually sets in uninvited. Always remind yourself that without change, life wouldn't be as colourful and that this too shall pass!

LIFE LESSONS
These are there to guide and remind us not to commit the same mistakes repeatedly. When you finally learn a pivotal life lesson, the trick is to internalise it and move on. Actress Drew Barrymore once said in a Psychologies magazine interview, **"If you're going to go through hell...I suggest you come back having learned something."**

N – NOTES TO SELF...
Write yourself self-affirming love notes (alà news anchor Mary Jane in the hit BET series Being Mary Jane). These can range from reminders of why you wake up every morning to do what you do to daily motivations that help you forge ahead when the going gets tough! "Self-compassion and self-love allow us to maintain peace of mind and thereby retain our energy," says Emma Seppala, author of The Happiness Track.



OVERWHELMED?
Could it be because you're a people-pleaser, overthinker, perfectionist or a self-doubter? Instead of constantly feeling like you're playing catch-up, take control of your life by self-reflecting often!

P – PACE YOURSELF
Sometimes, rushing through meeting all your goals before turning a certain age can lead to you crashing and burning. And, you might miss out on the process of learning some key lessons along the way. In the words of author Chimamanda Ngozi Adichie, "A four year degree attained after seven years is still a degree. A graduation at the age of 50 is still a graduation. A Mercedes Benz bought at the age of 65 is still a Mercedes. Don't let people pressure you with their timelines of success."

M – MINDFULNESS
This is the practice of allowing our thoughts to "tune into what we're sensing in the present, rather than rehashing the past or imagining the future," according to greatergood.berkeley.edu. Mindfulness can best be achieved through meditation and moments of solitude amongst other things. "Meditation has been proven to help the brain function more efficiently — it actually changes its structure and it rewires it," says Dr Kristin Neff, a pioneer on the subject of self-compassion. In addition, being mindful often improves sleep patterns and helps bust those stress levels.



R – RAT RACE
Sadly, most of us are drawn into the rat race because we need to earn a living to survive. But fortunately, there is a way to escape the rat race every so often. It's called living life on your own terms, not according to what your career or family dictates. This is why some of the world's most unconventional people are the happiest? Think Julian Mantle in Robin Sharma's The Monk Who Sold His Ferrari – how he sold his material possessions following a heart attack and opted for a simple life that ultimately led him to his purpose.

T – TWEAK, TWEAK, THEN TWEAK SOME MORE!
If your grand plan isn't panning out as planned, don't be scared to start from scratch by tweaking it slightly or implementing your contingency plan. Contingency plans, in particular, will prevent you from going into panic mode when things don't work out and allow for better flexibility and preparation!

Q – QUESTION YOURSELF, OFTEN!
What are the non-negotiables in your life? Do you like the person you have become? What's holding you back from reaching your truest potential? Are some of your favourite people toxic? What makes you feel liberated? The point of this exercise is to help improve the quality of your life and cut back on the things that weigh heavily on your emotions. Malcolm Collins, author of The Pragmatist's Guide to Life: A Guide to Creating Your Own Answers to Life's Biggest Questions says it's important for everyone to constantly cross-question themselves because: "Challenging personal beliefs is neither easy nor fun or pleasant, but it is a necessary step toward becoming an actualised human being."

S – Settle the mind
When you arrive home in the evening, allow yourself an hour or two where you completely disconnect from the digital world until much later on in the evening. During this time, sit still, take deep breaths and allow wild thoughts to wander through your mind — if you have the luxury of quiet evenings that is. Award-winning American TV producer Shonda Rhimes swears by this technique, saying she only reverts to working once her children have gone to bed.

U – unplug
From feeling the pressure to constantly respond to WhatsApp texts in real time to wanting to be the apple of your boss' eye by responding to work emails after hours, the world has become an increasingly demanding place. Protect your sanity by going on a social media detox, doing more activities that make you forget to check your phone, silencing your phone notifications and committing to phone-free hours in your day.

V – VIBER
A leading, global messaging app Viber that boasts supportive online communities and groups amongst its many functions. Here, you can exchange ideas with likeminded people from around the world.

W – WELLNESS
Always keep this top of mind, especially when making decisions about what food to eat, how much alcohol to consume or the type of company to surround yourself with.

X
X-FACTOR
Always embrace the things that set you apart from the rest — therein lies your strength and peace of mind!

Y – YOGA
Yoga's been known to sharpen attention and concentration, as well as relieve stress and muscle tension. To ward off stress, Google and try these effective yoga poses at your desk: the hand-raised chair pose, the sit and stand chair pose, the seated twist, chair pigeon pose, cow face arms, wrist and finger stretch as well as the seated crescent moon pose.



Z – ZEAL
What is the point of living, if we aren't constantly motivated? Now, go on and live your best life! P

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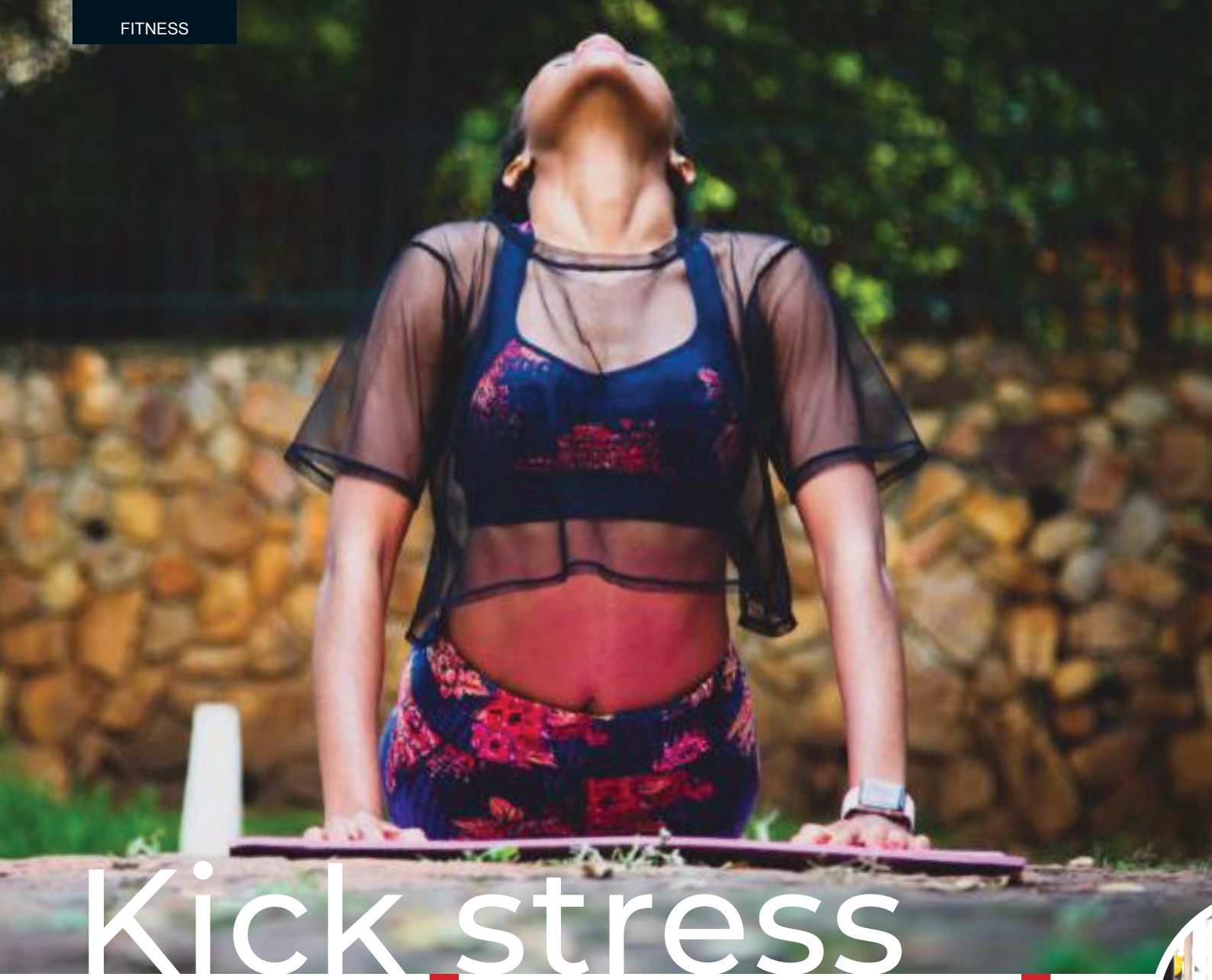


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Kick stress to the curb

There is nothing ordinary about leading a stressful life. **Kgabo Mashalane,** fitness devotee and owner of Live Fit by Kay, shares a few lifestyle hacks that will have you feeling positive and energised in no time.

In our increasingly digital world — one that's made it easy for us to be available around-the-clock — it's very easy to work ourselves into a slump.

We often feel overworked, overstretched and seldom express just how the work-life balance odds are stacked against us. Unfortunately, these are all common symptoms of operating in a world where our worth is measured by our productivity and subsequent success. Oftentimes, this is a habit that is difficult to break out of and our health is usually the first to take a knock.

The pressure to constantly have every facet of our lives intact and smash certain goals by a certain age can leave us feeling like we are hamsters on wheels — with very little to no downtime at all. The good news is that with patience, time and discipline, it is possible to free yourself from this debilitating cycle. Here are some easy steps to help you become excited about life again.

BREATHE

This may seem obvious — and involuntary — but many of us don't take long and deep enough breaths throughout the day. When we breathe deeply, the up-and-down movement of the diaphragm eliminates bodily toxins and strengthens our blood flow. This, in turn, creates more oxygen in the blood, resulting in increased energy levels. It also releases endorphins and reduces inflammation. All these contribute to making you feel more balanced and alert.

JOT THINGS DOWN

Journaling may seem like a long-forgotten teenagehood pastime, but penning your feelings can actually be a cathartic exercise. It helps you sort through your emotions and resolve

issues that may have seemed bigger and scarier before putting them on paper. It also helps you document your progress and will serve as a reference should you catch yourself going through the same emotions again.

SET GOALS

Working towards a goal, regardless of whether you realise it or not, helps give you a sense of purpose. Be sure to share your goals with a trusted friend or mentor who can hold you to account. Alternatively, write down your goals to help you keep up with them as well as to track your progress on your way to wellness and prosperity.

CELEBRATE MILESTONES

In addition to setting goals, it's important to pat yourself on the back. Never shy away from acknowledging how far you've come — even if you don't think you've made too much headway. A win is a win, regardless of how "small" it feels. Create a timeline of your progress to remind you of how far you've come and how long you still have to go.

ONLINE MOTIVATION

Sign up with a motivational newsletter like MindBodyGreen or an accountability app like StickK or Pact which offer extra words of encouragement and coax you into being responsible when you least expect it!

MAKE EXERCISE YOUR GO-TO STRESS BUSTER

After weeks of dodging the gym, flaking on running dates with friends, or eating yet another slice of cake for dinner, you decide it's time to make some major lifestyle changes. You start with eliminating certain food items from your diet, dusting off old gym gear and setting the morning alarm for a few hours earlier. You're on track until a work deadline forces you off the healthy- living bandwagon [sigh].

Before you know it, you find yourself back at square one. The secret to making exercise a lifestyle choice doesn't involve divine intervention, it requires you to internalise all the health benefits that await on the other side. It is common knowledge that exercise is a helpful way to clear the mind and improve your mood.

But when you're already lacking motivation, finding the will to be active can seem like an insurmountable obstacle. If joining the gym seems intimidating, then aim to do one outdoor activity during the week — this could include taking a walk over the weekend, running in the morning or hiking. P



HERE ARE A FEW WAYS TO TURN EXERCISE INTO LESS OF A CHORE:

- **Find a time of day where you can fit in an activity.** Creating schedules is the first step to making a successful lifestyle overhaul. Set aside a convenient time for exercise or decide when to do your weekly meal-prep. Start with 20 minutes of cardio a day and slowly ease yourself into a diet. Small steps are key to effective and lasting change.
- **Exercise in a large group.** Working out with friends or colleagues can prove tricky since everyone has varying obligations. Start with small activities so as to make it easier to synchronise everyone's schedules. Bailing out on workouts will be harder because you'll be letting both yourself and others down!
- **Invest in new workout gear.** There's no better pick-me-up than a shopping for new workout gear to kickstart your new lifestyle journey. Go for items that will make you feel great and get you in the mood to exercise.
- **Concentrate on your health, not the scale.** Many people have vouched that they only started seeing results and gains once they stopped obsessing about numbers, and focused on being healthy instead. When you start thinking of exercise as a way to maintain your health and fitness, it will feel less like a prison sentence, and come more naturally. #WeightGoals should never be your only motivation for getting fit.
- **Nutrition matters the most.** Remember that food is an important part of making these lifestyle changes. Look up different eating plans, take note of foods that will aid your fitness goals, and always prioritise meal prepping.

Did You Know?

Research has revealed that an inflexible approach to health and wellness is seldom successful. "You don't need extremes to be healthier. If you need to reduce something, it's best to make changes that fit in with your lifestyle and that you can maintain in the long term," advises Dr Juliet McGrattan, authour of Sorted: The Active Woman's Guide To Health.



ARE YOUR SAVINGS IN ORDER?

Want to live comfortably in retirement? **Lindelwe Mbugua** shares why it's best to master your saving habits now in order to form part of the 8% of retirees that live comfortably in their latter years.

In an era where self-care and mental health are top of mind — excuse the pun — we are constantly encouraged to nurture our minds, bodies and spirits. Very rarely do we extend this sentiment to our finances.

Instant gratification and convenience have become synonymous with success, which is a far cry from the reality that true financial freedom requires — intention, patience and sacrifice.

The uncomfortable truth is that 92% of South African retirees do not have adequate savings. A person's retirement savings are deemed adequate if they can replace at least 75% of their final income, something only 8% of retirees achieve.

This is due to a myriad of reasons, the main ones being that people start saving too late, save too little or fail to reinvest their retirement savings at retrenchment or job change. In this trying economic landscape, responsible financial decisions are crucial.

Now, I am not one to sit on a high horse because I too have fallen prey to my fair share of online sales and impromptu night outings. But I'm learning that the secret to mastering money is ensuring that you are the master, and this starts with discipline. This is the scary part where you pull out your bank statements, come face to face with your spending behaviour, and make drastic adjustments where necessary. If you have been slacking with your retirement contributions, now is the best time to increase them. If you haven't amassed any savings — start now, it's never too late.

Living in a hyper-connected digital era means investing and saving have never been easier. At the click of a button you can arrange for a monthly debit order to be transferred into a savings vehicle of your choice such as unit trusts or fixed deposits. There are a host of platforms and investment products to choose from, but ultimately, they all depend on your goals and time horizons.

Having backgrounds in accounting, we are all familiar with the risk/return frontier. Therefore, when choosing an investment manager, it is essential that their overarching investment philosophy resonates with your personal ethos. Some examples of these philosophies are:

- **Value investing.** It involves seeking stocks that an investor believes are currently under-priced by the market and whose prices the investor expects will eventually rise significantly.
- **Fundamentals.** This is the type of investing which relies on identifying companies with strong earnings prospects.

"Now, I am not one to sit on a high horse because I too have fallen prey to my fair share of online sales and impromptu night outings. But I'm learning that the secret to mastering money is ensuring that you are the master, and this starts with discipline."

- **Growth investing.** Investors buy shares of companies whose products or services hold the potential to generate strong earnings growth and higher stock prices in the future.
- **Socially-responsible investing.** It focuses on investing in companies whose practices align with an investor's values as they pertain to the company's impact on society and the environment.

Once you have honed in on your manager of choice, you can narrow down your investment options to those that fall in line with your risk appetite and investment horizon. For example, if you are relatively young, you can afford to take on higher risk because you have the benefit of time on your side to weather out market volatility. This could translate into investing in funds with higher equity allocations. Alternatively, if you are nearing retirement or are just conservative by nature, you may be inclined to invest in near-cash products like bonds.

The intention behind paying yourself first is rooted in the acknowledgment that you need to invest in your future self. Make a conscious decision to show up for yourself in your finances — the sacrifice is always worth what you will sow at the end of your career. P

FIVE PRACTICAL WAYS TO IMPROVE YOUR MONEY-HANDLING SKILLS

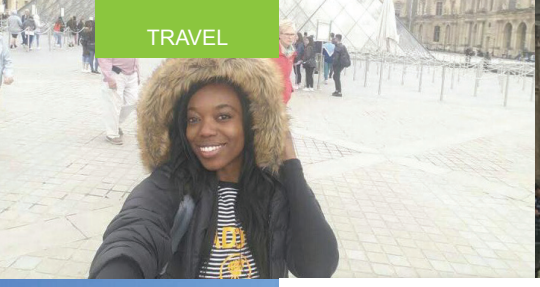
Apply the 50-30-20 rules. This refers to splitting your take home income into 50% needs, 30% wants and 20% savings. Needs refers to expenses necessary for survival such as you bond, car installment, medical aid, insurance. Wants are all those non-essential expenses such as eating out, travel, shopping sprees etc. This category requires the most scrutiny and discipline because often times a want can feel like a need.

Budget and track your spending. The best way to get a better handle on your finances is to keep tabs on your spending. Make use of mobile tracking apps that will help you trace and categorise your expenses in real time. You'll be surprised at how much those hazelnut lattes tally up to at the end of the month.

Automate your savings. Setting up a monthly debit order to a unit trust or savings account is easier than you think.

Reap tax benefits. Make your money work for you by taking advantage of the many tax breaks available when you save — from tax free savings accounts to the tax refund benefits possible when you contribute towards a retirement annuity.

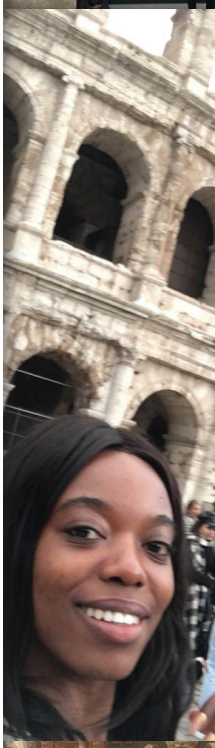
Manage debt responsibly. If you've found yourself in too deep with credit, make a change today. Opt for a debt-consolidation plan and commit to a sustainable repayment plan. Your past money mistakes need not define your future.

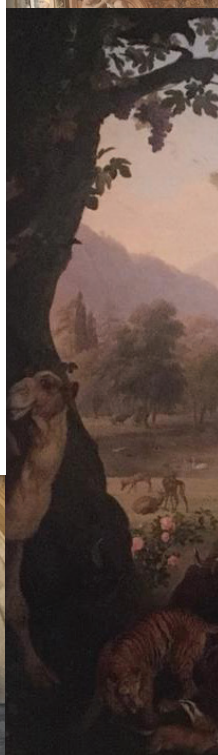




EUROPE, YOU WONDER!

Khuthadzo 'Magic' Mbedzi reflects on her first solo seven-city adventure — an experience that was initially a 'thank you' to herself for all the years of hard work, that gave her a new lease on life instead!

After qualifying as a Chartered Accountant in January 2018, I was seconded to the Ernst & Young London office for three months. It was while in London that I decided to go on a tour of Europe. London was my first-ever international trip and it was a big deal in my books, and here's why: Being a girl from Limpopo who'd come to Johannesburg to study, for years I only concerned myself with doing well in my studies. My fellow Witsies will vouch for me when I say that the Accounting course is a back-breaker. I promised myself that I'd live to the fullest once my studies were out the way, but between all the bills and the limited time during my articles, let's just say the 'living' fell by the wayside. When I qualified, I declared 2018 as my "Year of YES".

It was at 5 am when I stood outside my apartment in a very cold London, awaiting an Uber to come pick me up to start what would go down as one of the best experiences of my life. A group of us youngins from different parts of the world were to become friends and family for the next 14 days as we wandered through Munich, Berlin, Amsterdam, Venice, Rome, Paris and Lauterbrunnen. Most people from the group were travelling with friends and family. This, was my first-ever solo trip at the age of 26. To my surprise, I wasn't the only adventurous person out there. Meeting others who were also travelling solo was comforting.

THE CITY OF LOVE AND LIGHT

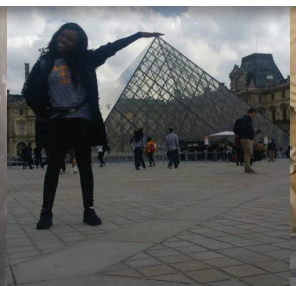
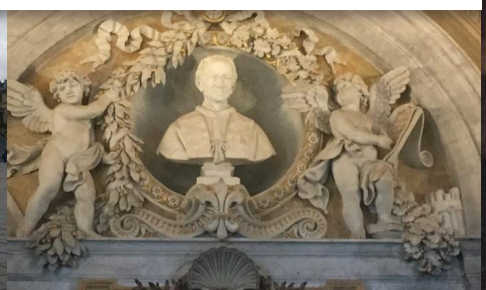
My YES experience started in, none other than, Paris. I literally had to pinch myself as we drove past the Eiffel Tower, and later retreated for a picnic lunch under the Paris sky, just a stone's throw away from this majestic landmark. From all the movies and the Instagram proposal videos, I'd always fantasised about Paris and had to see it for myself to truly believe all the hype. It was everything I'd imagined it would be and more — however, the only thing missing was a fine man on his knee with a ring [chuckles].

Paris is a romantic city, with the most striking views and architecture. I am still blown away by the symmetrically perfect streets and how, from the Arc De Triomphe monument, the Eiffel tower looks like a 324 metre stairway to heaven. My other favourite architectural attraction was the Pyramid by the entrance of the Louvre Museum. The beautifully curated garden surrounding the Pyramid and the people from different corners of the world made this a priceless moment.

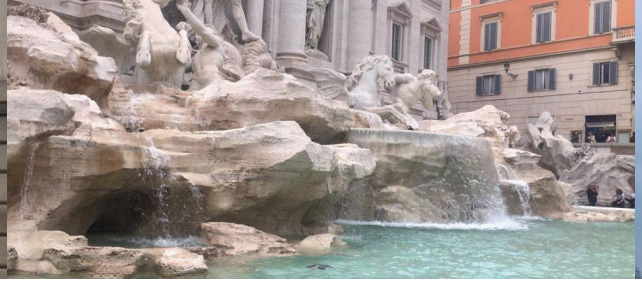
NEXT STOP...ITALY

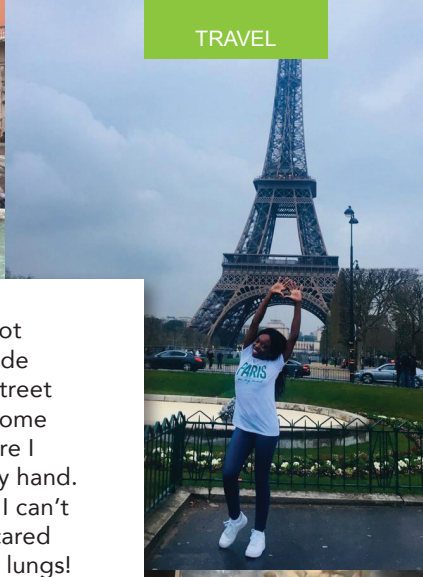
Like thousands of other visitors do daily,

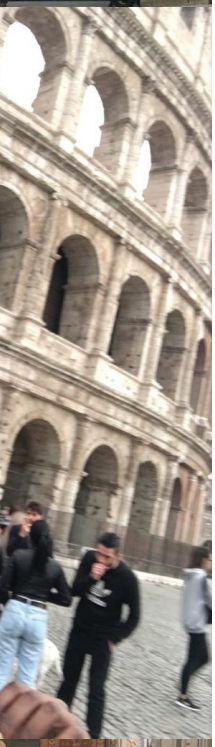




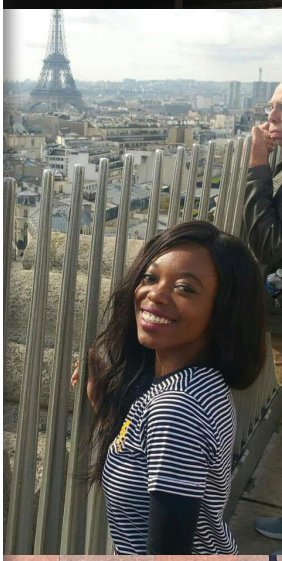


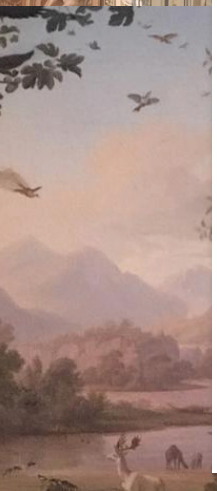














"MY FELLOW WITSIES WILL VOUCH FOR ME WHEN I SAY THAT THE ACCOUNTING COURSE IS A BACK-BREAKER [CHUCKLES]. I PROMISED MYSELF THAT I'D LIVE TO THE FULLEST ONCE MY STUDIES WERE OUT THE WAY, BUT BETWEEN ALL THE BILLS AND THE LIMITED TIME DURING MY ARTICLES, LET'S JUST SAY THE 'LIVING' FELL ON THE WAYSIDE."

I was scared to toss a coin into the Rome Trevi Fountain — could I be scared of love or the disappointment of throwing and not getting it? Oh well, I'll never know because I reserved my coins for the €2 toilet breaks — yep, a whole R32 just to use a public toilet! Whether you're a Christian or not, St. Peter's Basilica catholic, in the Vatican City is intriguing. The ambiance, prayer routines, music, candles and the uniform all screamed 'order' and nudged most visitors to partake in the ritual.

I am not a museum or art fan. However, that was challenged the day I walked into the Musei Vaticani (Museum of the the Vatican). Surrounded by the works of Raphael and Michelangelo, I found myself lost in the beautiful and colourful creations of the renaissance era. So, I retract my earlier statement... Perhaps I am yet to grow an appreciation of contemporary art, but I now know for sure that I appreciate renaissance art for its historic and creative significance. I walked out of the Vatican feeling connected to an olden way of living.
Venice, or Very-Nice as I call it, had me gushing from the moment I set foot on it. Here, I enjoyed a gondola ride and the walking tour of the city. Street vendors tricked me into holding some form of corn in my hand and before I knew it, I had birds jumping on my hand. Between the vendors and myself, I can't quite remember who was more scared when I screamed at the top of my lungs! One thing's for sure, the Italians aren't just good at making pasta, pizza and wine, they are a friendly bunch who truly welcome and want to spread hope and faith all around.

This trip truly opened my eyes, and left me excited and hopeful. Spending time with other young people from different continents also showed me that irrespective of where we come from, we are all searching for answers, belonging, adventure and love. We understand that there is happiness out there, which we'll probably come closer to touching when we travel. Whether you find this happiness through experiencing the smell of air in a different city, a smile from a stranger, sharing a hostel with six strangers, jumping off a plane in the Swiss Alps, taking a selfie by the 'I Love Amsterdam' sign or seeing that mistakes can become beautiful attractions like the Leaning Tower of Pisa, there are so many life lessons laced around every encounter.

At the end of our trip, we'd all grown and built friendships that will hopefully last a lifetime. Nothing expands the human mind quite like discomfort. We all parted ways eager to return home and live some more. Personally it was the start of a journey of saying YES (more often) to myself, to my dreams, to the unknown, being content with my decisions and never procrastinating to live to the fullest. Now, I make the most of my days — sipping my coffee without rushing, and closing my eyes to take in the taste, mostly of the sugar. I know that life can be sweet because I've seen some of life's sweet spots and people. Memories of my 14-day trip to seven European cities helped me rise above any obstacles, and that is something no-one can ever take away from me. P







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THE WORLD My Oyster

Reigning Miss World South Africa **Thulisa Keyi** is proof that there is more to Chartered Accountants than just number crunching.

By Landela Mviko

Chartered accountants are often labelled as conservative overachievers whose only concern is delivering financial reports. However, this stereotype couldn't be further from the truth, especially in an age where CAs are pursuing other exciting and unconventional opportunities outside of the profession.

There's no denying that the face of Chartered Accountancy is evolving with time. Chartered accountants are no longer confined to employment in just the finance sector — we are CEOs, entrepreneurs, social media influencers and even beauty queens. Reigning Miss World South Africa and aspiring chartered accountant Thulisa Keyi, is a classic example of this new free-spirited approach to navigating a career in Chartered Accountancy. She is currently completing her SAICA training contract at an audit firm.

A simple and driven young woman from Mdantsane in East London, Keyi is passionate about access to quality education for everyone. Her experience in corporate South Africa has also awakened her passion for women and youth empowerment, saying she believes that women should be afforded equal opportunities in society.

What childhood memory inspired you to choose the Chartered Accountancy path?
My greatest influence was my late father, who had also graduated with a BCom Accounting degree. He used to take me to his office when I was about seven, and that was my first-ever exposure to the corporate environment. My passion for the accounting profession was planted during those days. However, it was through my high school accounting teacher that I later learnt about Chartered Accountancy and decided to pursue it.

How do you manage your duties as Miss World South Africa and the pressure of being a CA trainee?
It all boils down to time management, planning and communication. I plan my weeks ahead, structure my days accordingly to accommodate my schedule and I'm proactive in informing my managers about the structure of my weeks, how I plan to work around my other commitments and still deliver my work.

> "Chartered accountants are no longer confined to employment in just the finance sector — we are CEOs, entrepreneurs, social media influencers and even beauty queens."

What challenges have you had to overcome on your journey to becoming a CA?
Along the way, I have learnt that failure is part of the journey to success. In fact, I no longer fear failure. What I do fear, however, is not living up to my full potential and not fulfilling my purpose.

What is the most valuable lesson you learnt while competing at the Miss World pageant in China?
Spending a month with 120 amazing young women from all around the world made me realise that we are more alike than different. We may have spoken different languages and hailed from different cultural backgrounds, but we were connected by our common purpose to give back and make the world a better place.

Our profession is underpinned by high ethical standards to ensure that CAs do not bring the profession into disrepute. How do you balance that with being in the limelight?
Being in the limelight comes with a lot of responsibility. From the onset, I knew that I had to understand my brand and how I would stay true to it. This means I have to be careful of what I say or do in public, what I post on social media, who I am seen with and definitely have to manage people's perceptions. This also extends to who I am as a young professional. I have to make sure that the work I do as Miss World SA is aligned with who I am and who I am expected to be as an aspiring CA.

How have some of the skills that you have acquired as a CA trainee facilitated your reign as Miss World South Africa?
The skills you learn as a CA trainee equip you to thrive in any environment, and this was true in my case as well. I was constantly faced with an overwhelmingly busy schedule, and had to make use of my planning skills. I've also had to speak at events, meet and interact with people from different backgrounds, and used the communication and networking skills gained through my training.

What advice would you give other CA(SA) trainees who want to pursue interests outside of the profession?
The CA qualification empowers you with skills to thrive in any environment — these are not meant to restrict who you want to be. True fulfilment comes through passion, and if your passion is derived from unconventional interests, then be bold and pursue them with a clear plan of how these will coexist with your CA profession. The most important thing is to serve with passion and to live purpose-driven lives, regardless of whether those around us understand or not. P

BOOKS



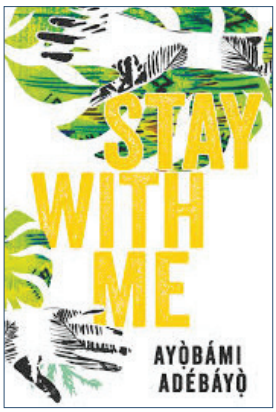
BECOMING

by Michelle Obama
(Penguin Viking)

A beautifully written and inspiring memoir by the former first lady of the United States of America. Michelle Obama takes us on a candid, heartfelt, witty and very personal journey through her childhood and later becoming the woman who fell for the man who would one day become the 44th President of the United States of America. This book gives a different perspective and view away from Michelle being the former First Lady. Through reading this book, you will walk away with a new-found respect and perspective of her as a mother, woman and wife. Traversing topics like love, loss and family, this is one book that lived up to the hype created around it and that many other women will resonate with for generations to come.

– Puleng Pitso

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STAY WITH ME

by Ayobami Adebayo
(Canon Gate)

Set in 80s Nigeria, this is Ayobami's debut novel and has already been shortlisted for the Baileys Women's Prize for Fiction. Yejide, the protagonist, has been married to Akin for years and has been fervently trying to fall pregnant, but to no avail. She has tried everything from mystical teas to breastfeeding a goat while surrounded by bearded men in robes — a very creepy sight indeed. The writer takes us on a gripping journey, peppered with familiar, funny, heartbreaking and sometimes scream-worthy details that could have taken place in any corner of Africa. The pressures put on women to be pure and the presumption of intrinsic weakness and brokenness in not being able to bear a child, as dictated by the in-laws, is enraging to read. A book filled with a myriad of emotions. It's definitely a must-read — Ayobami is an excellent storyteller with a simple writing style that makes one look forward to more of her work!

– Busiswa Nxazonke

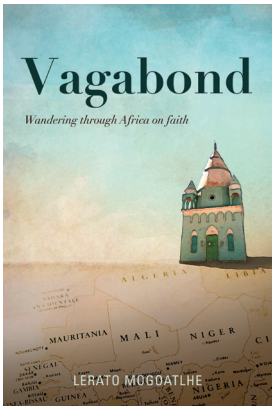


SLAY IN YOUR LANE: THE BLACK GIRL BIBLE

by Elizabeth Uviebinené and Yomi Adegoke
(Harper Collins UK)

This body of work came as a result of best friends Elizabeth and Yomi struggling to find inspirational books by women who firstly, looked like them and secondly, were shattering glass ceilings despite the many odds that were not in their favour. Great as Sheryl Sandberg's *Lean In: Women, Work, and the Will to Lead* is, it just didn't address some of the unique struggles that black women face. Covering everything from education and dating to representation, the workplace and money, this brutally honest book unpacks how being a black female affects each of these areas. It also celebrates the great strides black women have made and continue to make. This book, although based on the experiences of women in Britain, is relatable to all women globally. It was also reassuring to see just how similar black women's experiences are globally. *Slay In Your Lane: The Black Girl Bible* is that book that you will keep referencing!

– Thulaganyo Sechoaro

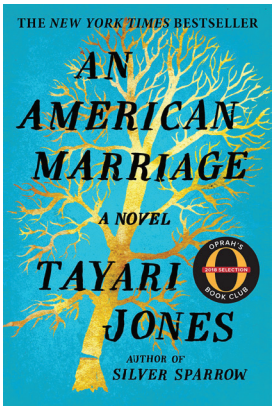


VAGABOND: WANDERING THROUGH AFRICA ON FAITH

by Lerato Mogoatlhe (Blackbird Books) R257

Lerato is the type of traveller who wants to experience whatever country she visits through the locals' eyes, and not behind the comfort of an air-conditioned tour bus and accompanying guide. A big fan of our continent, in this essay-style book she shares her free-spirited travel adventures through the 21 African countries she visited from 2008. Some of the jaw-dropping experiences she details include feeding hyenas through her mouth in Harar, Eastern Ethiopia, sleeping at the customs office at the border between Mali and Ivory Coast and being mistrusted for travelling solo. The author admits to being drawn to untainted countries. Expect to marvel at all the beautiful experiences our continent has to offer — which the author captures so vividly — and to be schooled on Africa's rich history. Lastly, you will want to dust off your own passport, cash in your savings and hit the road.

– Mandisa Zwane

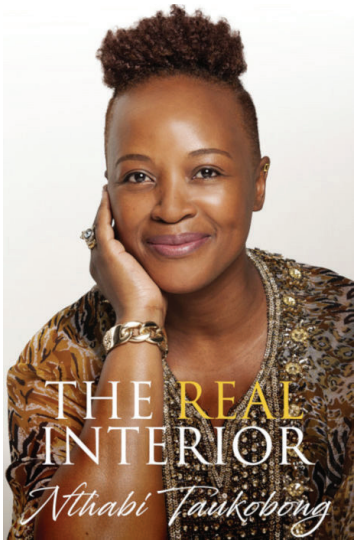


AN AMERICAN MARRIAGE

by Tayari Jones (Algonquin Books) R206)

In this impressive body of work, Tayari Jones interrogates the far-reaching social consequences of the skewed justice system as well as modern gender roles. With both Oprah Winfrey and Barack Obama citing it as their favourite, *An American Marriage* has grown Tayari's profile tremendously within literary circles — so much so that Oprah is pulling some strings to have it made into a film. The book tells the story of Roy Othaniel Hamilton, a hardworking young black man who is set for the top after graduating from college. His life takes a turn for the worst when, just over a year into his marriage to Celestial Gloriana, he is wrongfully convicted of rape.Celestial remains loyal through it all, visiting her husband in prison until a third factor, in the form of the couple's good friend, Andre, enters the picture and disrupts their delicate marriage.

– Khaya Hatile

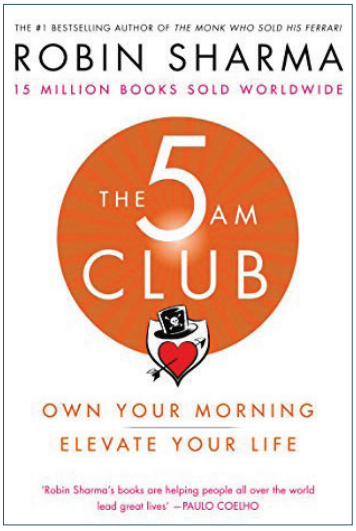


THE REAL INTERIOR

by Nthabi Taukobong
(Tracey McDonald Publishers)

As one of the first black women to dare make an entry into the interior design space, Nthabi Taukobong was automatically thrust into spotlight from the onset — after all, it was unheard of for a young Soweto girl to take this less travelled career path. This bold choice later saw her light the way for other aspiring interior designers from previously disadvantaged backgrounds. Nthabi has since worked on projects across the continent, from Mauritius, Rwanda, DRC to Nigeria and Ethiopia, all of which have honed her skills and offered countless learning opportunities. The Real Interior is a collection of Nthabi's experiences as she celebrates 21 years in an industry she describes as romanticised. Through sharing her story and giving readers a glimpse of the behind-the-scenes world of the interior design industry, she says she was reminded why she opted for this career path in the first place. This, in turn, helped her reconnect with the profession. While writing a congratulatory letter, commending herself on the 21 years of hard work in an industry that was once reserved only for the white and elite, it hit her that the letter would, in fact, resonate with every other South African creative. The letter went on to become an entire book.

– Puleng Pitso



THE 5AM CLUB: OWN YOUR MORNING. ELEVATE YOUR LIFE.

by Robin Sharma
(HarperCollins Publishers)

Twenty years ago, Robin Sharma introduced The 5am Concept to the world as an antithesis to the overwhelming demands of modern day society's tight schedules and deadlines. Written in the same style and tone as he did *The Monk Who Sold His Ferrari,* this book's practical and sometimes peculiar lessons are embedded within the fictional story. The renowned Canadian author and productivity coach drives home lessons such as, "All change is hard at first, messy in middle and gorgeous at the end", "Don't live as if you have ten thousand years left" and "The great ones spend a lot of time alone". This is one book that won't leave you with buyer's remorse. If anything, you will wish you'd read it earlier! ***– Khaya Hatile***



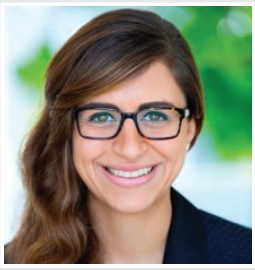
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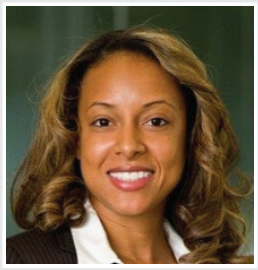
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Adele Rossouw
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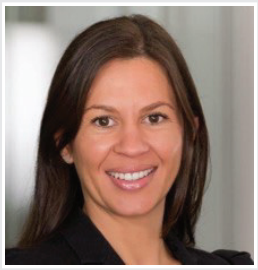
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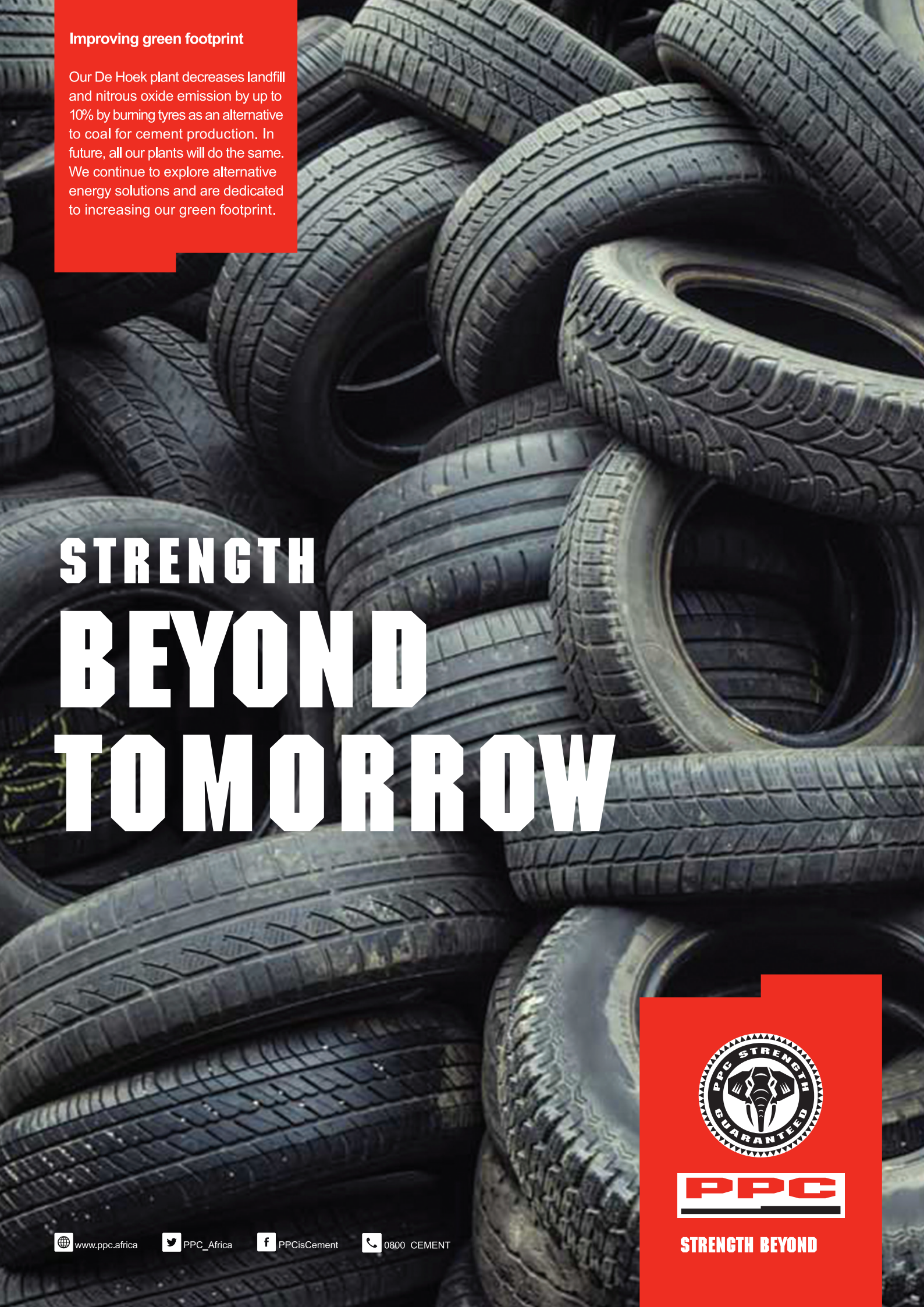
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