

TransUnion[®] 

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RISING STAR
AWARDS

20|10|2022

RECOGNISING PROFESSIONALS

The Maslow Hotel Sandton

BLACK
PRODUCTIONS

accenture


RAND REFINERY




GAUTRAIN
FOR PEOPLE ON THE MOVE


CHAMPION SOUTH AFRICA



When we're equal, we all win.

At a time when diversity, equity and inclusion are at the forefront of many organisations' imperatives, TransUnion is proud to have been and remain active in this important movement, in addition to striving for gender parity.

Creating a welcoming, supportive and fair environment for women is just good business – ethically and financially. Women bring their unique experiences, expertise and voices to the professional arena. Their participation in strategy, decision-making and management fosters new perspectives, deeper collaboration and greater accountability.

Research by McKinsey & Company indicates companies with at least a quarter of their board comprised of females earn 20% above their industry average. A Deloitte report suggests companies with an inclusive culture are six times more likely to be innovative and twice as likely to hit financial targets.

At TransUnion Africa, where diversity, equity and inclusion are ingrained in our culture, we believe businesses that prioritise these are better at innovating and solving real-world problems.

As of May 2022, our junior to middle management was 49% female and senior management was 41%. In TransUnion Africa, we have a 50% female Exco and 53% female workforce. In our South Africa Global Capability Centre (GCC), 70% of employees (and all but one of the leadership team) are women.

As a proud Top Employer¹ and Rising Star Awards Headline Sponsor, we wouldn't do business any other way.

¹TEI Top Employer, South Africa 2022 and Top Gender Empowered Company 2022 Award from the Standard Bank Top Women Awards

FULL CIRCLE

Welcome everyone, and thank you for joining us and supporting the 11th Anniversary TransUnion Rising Star Awards!

11 years seems like a great time to sit back and take stock of how far we have come with Rising Star.

It's absolutely incredible to think that we have been doing this, with the support of SA business and the HR community, for over a decade and I am blown away when I look at the support and loyalty we have gained from some of the country's greatest and brightest.



10 years ago, we recognised Terance Nkosi from Rand Refinery and today he is here with us not only as a sponsor and a judge, but providing the trophies and Rising Star bespoke coins for all the finalists. Ravi Nadasen, winner in 2013, joins us as a judge, alongside other winners Gontse Madumo, Giovanni Abrahams, Kate Moodley, Gugu Mthembu, Tamzin Gray and Zimkhita Buwa.

And Lee, CEO of TransUnion, thank you, your unwavering support at a very taxing time has allowed us to ensure this programme continues into the future. We also look forward to another incredible partnership with a Rising Star, Sabelo Myeni, and taking the GradStar App into the next phase with you.

The list goes on, and that's just the Stars! Judges - I would like to extend my thanks to all of you, who came together to grade the semi-finalist video interviews and then gave your precious time for a full day of in-person interviews, all with the commitment to give back to our future leaders. Many of you have loyally participated year after year, judging, sponsoring, entering your young people into the programme, supporting Rising Star initiatives; we are honoured to recognise you over the next few pages. A shout out also goes to Bedelia Theunissen for your tireless hours in grading the first batch of entries, and while sick in bed!

To the sponsors: TransUnion, Lee Naik a Rising Star alumni himself, thank you, we are honoured to be partnering with an organisation that leads by example, with a leader that truly walks the talk, and we cannot wait for the next 5 years. Rand Refinery – and Terance Nkosi, thank you. Accenture, Keshnie and team, we value your support and commitment to our vision and are so grateful to retain you on our masthead. Absa, Thokozile and team, I know you are all here this evening to support not only Rising Star but the finalist placement of one of your very own, and finally Gautrain Management Agency, Tshepo Kgobe, you have consistently supported our programmes and this year we are delighted to partner with you on our GradStar initiatives too. It is certain that without the support of leaders such as yourselves, these programmes and the good they do, would cease to be.

My team, a big shout out to you, who are also putting in the hours and demonstrating your commitment to our shared vision of recognising and inspiring talent: Yusuf, Tanya, Charmaine, Richard, Ibtishaam, Nina, Zaheera and Cheryl – thank you.

And onto what we have ahead of us this evening – the Stars of 2022. You are all winners tonight, you made it here to the Recognition Dinner, you are the very best and tonight we honour you. Sit back and enjoy the show - you deserve it. Remember we are all here because of you!

On that note, let's begin the evening, good luck to all and most of all enjoy yourselves!

With gratitude

Laura Barker, CEO, BlackBark Productions

WELCOME

Welcome to the 2022 TransUnion Rising Star Awards! This exciting event is about celebrating Africa's young trailblazers — lauding all they've achieved, and recognising the dedication and energy they've invested in becoming the business leaders of tomorrow.

These awards honour the ground-breaking work each and every finalist is doing, and how their creative thinking, innovative execution and talent are inspiring more people than they could have imagined. Whether or not they win their category, every finalist in this year's Awards has already made their mark in their business, industry or broader environment — and we salute them for that.

As a Top Employer, supporting rising talent is an integral part of TransUnion's core philosophy. It's increasingly important that we, as part of the business community, initiate conversations about what leaders and organisations must do to attract, develop and retain top talent.



We know successful organisations need inclusive leadership and cultures, and diverse teams add more value. They deliver greater insights and innovation to our clients and their customers. That's why at TransUnion, diversity, equity and inclusion (DE&I) isn't just a catch phrase or side project — it's part of who we intrinsically are.

The Rising Star Awards don't just align to our shared imperatives of growing talent and driving greater DE&I. They're a critical building block in exercising and accelerating our continent's talent potential. Almost 60% of Africa's population is under the age of 25 — offering an incredible source of exceptional and motivated talent for companies who embrace globalism and the significant opportunities made possible by a diverse workforce.

By partnering with Rising Star, we're looking to help build an entire generation of role models who are showing what's possible every day. We've committed to be lead sponsor of these Awards for five years because we believe meaningful success is only possible through invested relationships, and nurturing remarkable talent and mentoring the leaders of tomorrow become more impactful through long-term engagement.

I've seen the benefits and wonderful outcomes of the Rising Star Awards first hand as the winner of their Professional Services Category in 2015. That's why I and everyone at TransUnion applaud each unique finalist, and why I look forward to celebrating the winners now and watching their career trajectories soar in the future.

Lee Naik

CEO and Regional President, TransUnion Africa



EVENT AGENDA

Reception and networking

Introduction to MC, Celeste Ntuli

Starters served

Word of thanks by Laura Barker, CEO, BlackBark

Welcome by Lee Naik, CEO and Regional President, TransUnion Africa

Entertainment by Pedro Barbosa

Dinner

Presentation of TransUnion Rising Star Awards

Inspirational Leader

Industry category presentations:

Banking & Financial Services supported by TransUnion

Energy & Environment

Entrepreneur

ICT supported by Absa

Manufacturing & FMCG

Media & Advertising

Mining & Minerals supported by Rand Refinery

Professional Services supported by Accenture

Service: Public & Private

Tourism, Retail & Hospitality

Transport, Logistics & Security supported by Gautrain Management Agency

Special Awards

Dessert and dancing

MENU

STARTER

Roasted camembert, figs and mosbolletjie toast

MAIN

Grilled beef fillet, baby hasselbacks, green bean bundles and sauce bordelaise

VEGETARIAN MAIN

Aubergine rotolo, spinach and ricotta, tomato concasse, rocket and parmesan lashing

DESSERT

Crème brûlée, fresh berries and raspberry crème cheese mousse

Served with red and white wine at the table



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WE BUILD MORE THAN JUST CARS

BMW Group South Africa believes in building a better today for a stronger tomorrow. That's why we've been elevating our communities since 1973 through partnerships and initiatives. To date, we have proudly upgraded and supported 144 schools to give children a steppingstone as every step in education is a giant leap for their future. We have provided The Rhino Orphanage with vital support vehicles, and every baby rhino saved helps to preserve these magnificent animals for future generations to enjoy. In our fight against COVID-19, we've upgraded 9 hospitals and 4 clinics with more than 750 beds, a screening facility, PPE, support vehicles and an ambulance. This is our commitment towards our people, our environment and our country.

**BMW
GROUP**



ARTIST PROFILE

Pedro Barbosa

Born in Maputo, Pedro discovered his love for music at an early age but didn't know it would turn out to be his career until he was 20 years old. He completed a 3-year National Diploma course in Jazz, Performance and Sound Technology, after which he went to Los Angeles where he studied professional song writing and production at the well-known Musicians Institute.

After returning to South Africa he formed a rock band called 'Mrs. B', which recorded its first in 2006. The band went on to record another 3 albums and was signed by Sting/EMI for a 3-album deal, but the band split up in 2013. By then, Pedro was already performing solo cover shows and started The Barbosa Experience as he felt every time he stepped on stage it was a different experience. The 'I GOT NO MONEY' album with the Barbosa Experience, which was released in 2016, featured renowned Brazilian harmonica player Pablo Fagundes in one of the songs.

In 2017, Pedro moved on to recording songs with a more international flavour, joining forces with well-known South African producer Mark Beling, a South African Music Association (SAMA) award winner. Launched in 2017, and rich in heartfelt melodies and groove, the 10-track album represents some of Pedro's best work

Pedro is well known for his electrifying live performances, crowd engagement and creating a great party atmosphere. While Pedro and Mark work on licensing his work in Europe, Pedro continues to entertain audiences across the country with his wide vocal range and captivating stage presence.

Rising Star CRITERIA AND JUDGING PROCESS

Judging Criteria



- VISION AND ABILITY TO INNOVATE
- PASSION AND IMPACT
- RESPONSIBLE ENGAGEMENT
- AGILITY IN UNCERTAINTY,
ENCOMPASSING DIGITAL TRANSFORMATION
- SYSTEMS THINKING AND SENSE-MAKING

JANET DU PREEZ
MANAGING DIRECTOR,
ENGAGEMENT DYNAMICS

The quality of the winners of the TransUnion Rising Star Awards is directly related to how they are adjudicated, and this year they have been evaluated against a rigorous, highly demanding set of future-focused criteria.

The 10th Anniversary of the Rising Star Awards in 2021 was the perfect time for a criteria review, especially in light of the radically new demands that leaders are facing as the 21st Century gathers momentum. These measures, defined by a core group of seasoned practitioners, focus on critical competencies that will fuel a rapid trajectory for the winners of these prestigious awards. These five criteria cover more than 150 qualities, which demonstrate the extraordinary potential, contribution and achievement we have observed in so many Rising Stars over the last 10 years.

Absolutely core to the realisation of this potential is the capacity to imagine and create new possibilities. When considering the candidates' Vision and Ability to Innovate, we were impressed by those who envision a better future and translate that vision into new products,

services or ways of working to solve significant problems. We asked the judges to identify individuals who challenge existing perspectives, take initiative and demonstrate resourcefulness. Candidates needed to show clear awareness of the impact and opportunity in digital and technological transformation and to give evidence of intrapreneurial drive and courage.

Vision is translated into results through Passion and Impact. Our judges were looking for individuals who set clear goals and whose commitment, optimism and actions inspire, and catalyse the involvement of others. We expected them to manage their personal confidence, messaging and impact and to deliver on promises, achieve optimal performance and enable outcomes, despite obstacles.

Rising Stars are not only expected to deliver outstanding results but to do so through Responsible Engagement. This criterion focuses on the candidate's ability to build trust and credibility through integrity, transparency, humility and ethical responsibility. Over the years, this quality has become a hallmark of a Rising Star,

with most of our winners demonstrating a profoundly generous spirit, deep social concern and active societal involvement. This year we focused additional attention on the individual's ability to foster psychological safety and to empower involvement, growth and autonomy.

The candidates' Agility in Uncertainty, Encompassing Digital Transformation speaks of their resilience, perseverance and ability to navigate conflict; to adapt, to learn and to foster growth. We looked for the capacity to take decisive action informed by insight into risk and opportunity. We also took note of entrants who recognised the importance of diverse perspectives when navigating complexity, ambiguity and risk. This year's Rising Stars showed that they actively explore, embrace and apply emerging technologies, proactively defining, crafting or leading responses to digital transformation.

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**HOW MIGHT
YOUR INDUSTRY
EFFECTIVELY
SUPPORT THE SOUTH
AFRICAN SMALL
BUSINESS COMMUNITY
AND PROMOTE
INNOVATION,
ECONOMIC GROWTH
AND
JOB CREATION?**

Finally, this year's entrants needed to show the judges Systems Thinking and Sense-making abilities. We looked for whole person intelligence – spiritual, cultural, social, emotional, and intellectual insight and maturity. We took note of those who were able to step back to make sense of complex and changing circumstances, to see the big picture, and understand the interconnectedness of variables and the forces of cause and effect. These individuals inevitably share and integrate information to support good decision-making, consider a global context and anticipate future opportunities and threats. These perspectives translate into a tangible understanding of business systems and improved process and information flows. The Rising Stars' abilities

to listen perceptively, think beyond the obvious and develop awareness and intuition are inevitably rooted in their eagerness to embrace experiences that change perspectives and deepen insight.

Each year the judging process begins with an application in which candidates and their sponsors provide evidence of the assessment criteria. Entries are adjudicated and 10 semi-finalists identified in each judging category. These individuals provide a video response to specific questions focused on the five criteria and judges rate their answers to identify five finalists. In the final round of judging, adjudicators question the candidates based on the criteria, and each finalist delivers a 15-minute presentation in response to a case study.

In this year's case study, the finalists were asked to present an argument directed to their CEO or an industry body in response to the challenge question:

“How might your industry effectively support the South African Small Business community and promote innovation, economic growth and job creation?”

This case encouraged the Rising Stars to think meaningfully and innovatively about how to encourage entrepreneurial development in order to grow the economy. They were invited to demonstrate the integration of the Rising Star qualities through the solutions and approaches which they proposed to address the challenge. The five judging criteria were highlighted in the case and numerous questions were listed, which candidates could choose to address. They could also respond to questions of their own choosing.

Judges were encouraged to observe and explore each candidate's understanding and insight into the problem system and its social and economic impacts. We looked for evidence of personal interest and investment in the potential solutions, expressions of care and concern for the issues, and personal leadership capacity.

The 2022 Rising Stars demonstrated innovative and problem-solving thinking, coupled with real-world pragmatism, goal-directed activity, awareness of risk and the ability to develop contingency plans. We were especially interested in their proposed use of technology as an enabler and their intentions to collaborate, enrol and empower others, and work with existing social structures.

We were looking particularly for insight into the role of small business in the national economy and the relationship between SMEs and corporate business. We ideally also wanted to see awareness of the systemic impact of their proposal on the most vulnerable. In the end, judges were impressed by the ability of the Rising Stars to enroll them, make them care about the issues and believe in the feasibility of their proposal.

Level 1 Judges*

**ZIMKHITA BUWA**
CEO, QUINTICA SA AND FORMER RISING STAR

For almost 20 years, Zimkhita has been a trailblazer in the innovation and digital space, working her way up from SAP Business Intelligence Analyst at an African-based energy group to Chief Operating Officer at a well-known software development house, and later becoming Head of Intelligent Business Applications Core Practice at a global systems integrator and managed services provider for hybrid IT. Her numerous accolades include winning the Techwomen Emerging Leader, MTN Outstanding Women in ICT Awards and the ICT Rising Star Award in 2019.

**AVANTHI MAHARAJ**
MARKET HR CLUSTER HEAD, GOOGLE

Avanthi has over 19 years' HR generalist experience within tech, financial services and consulting industries, 10 of which have been spent supporting the Africa market. As an accomplished and seasoned Senior HR Partner with a passion to lead, inspire and develop others, her focus over the past two years has been geared towards helping Google build for Africa, and showcasing the rich talent across the continent.

**KESHNIE MARTIN**
HUMAN RESOURCES LEAD, ACCENTURE AFRICA

Before her current role, Keshnie spent 19 years driving the overall strategic Human Capital delivery to the Assurance Line of Service for PwC Africa and has experience across the entire value chain of Human Capital. She graduated from the University of the Witwatersrand with a Bachelor of Science Honours postgraduate degree. Keshnie values innovation, efficiency, creativity and teamwork. One of her passions is the coaching of individuals to deliver their best to reach their potential in enhancing business performance. She is passionate about her family and friends and enjoys going on adventures with them.

**HENNIE HEYMANS**
CEO, DHL EXPRESS SUB-SAHARAN AFRICA

Hennie joined DHL Express over twenty years ago as Managing Director for Central Africa and the Indian Ocean Islands (CENIO). He then became MD for DHL Express South Africa where he was instrumental in driving change and implementing new innovative processes and strategies for the ZA business division. Hennie is passionate about people and regards employee satisfaction and engagement as a key component to cultivating business commercial success.

**GUGU MKHIZE**
CEO, INSETA

Gugu holds a Master of Business Administration (MBA) degree from Regent Business School, Bachelor of Arts (Honours) and Bachelor of Arts degrees from the University of KwaZulu-Natal (UKZN), and various other qualifications in different streams. She has a wealth of experience in strategic leadership, corporate governance, policy development and has hit the ground running since taking on the role of CEO at Inseta.

Level 2 Judges*

ENERGY & ENVIRONMENT

Level 1 Judges*

**XOLANI MAWANDE**
CEO, SABPP

Xolani is a strong supporter of youth emancipation through quality education and challenges HR professionals to be professional and competent and to master digital HR and HR analytics and metrics in order to add greater financial value to their organisations. Xolani is registered with SABPP as a Master HRP and is a member of the Institute of Directors in South Africa. Xolani was the COO of SABPP for five years before becoming CEO, and prior to SABPP, worked in the financial and people development sectors for over 18 years, in both public and private organisations.

**ELAINE PALMER**
HR MANAGER, MATLA MINE, EXXARO

As an Industrial Psychologist, Elaine cultivates growth and learning for individuals to become their best selves. She is passionate about connecting people to their purpose and ultimately making an impact on their leadership and career. Relying on her extensive experience as an HR generalist, which spans across the entire people value chain with specialisation in leadership development, change management, HR management, business partnering, and organisational and culture development, she enhances the coaching and management processes to ensure a meaningful journey for clients.

**YERSHEN PILLAY**
CEO, CHIETA

Yershen had a successful early career where he focused on youth development serving as the Executive Chairperson of the NYDA from 2013 until 2016, and then on the board of the NYDA until 2019. He holds a Master's degree in Business Administration (MBA) from GIBS and is a certified director by the IODSA. Yershen currently serves part-time on the boards of ACSA and SAFCOL.

**NADIA STARR**
EXECUTIVE: NATIONAL QUALIFICATIONS FRAMEWORK, SAQA

Nadia has over 10 years' senior management experience and over 7 years' experience serving on boards. She is currently the Executive in charge of Operations at the South African Qualifications Authority (SAQA) and has previously worked as Senior Manager and Executive at a Sector Education and Training Authority. Nadia holds a Bachelor of Social Sciences (Honours) degree in Psychology and a Master's degree in Education, in addition to professional certificates and memberships.

* Level 1 Judges: Participated in semi-finalist video interview grading and finalist in-person interviews
Level 2 Judges: Participated in semi-finalist video interview grading

Level 2 Judge*

**DAISY LEPHEANA**
FOUNDER & CEO, AFFINITY HUMAN CAPITAL

With over 18 years' experience in the 'Humanizing Human Capital' and 'Drive Human Capital' value chains, Daisy's unique professional experience stems from years of providing excellent support and guidance for employees and business value. She has solid experience in defining blueprints and people principles, and enabling leadership to effectively integrate business strategy and values.

ENTREPRENEUR

Level 1 Judges*

**NERISHA CHARLTON**
MARS MULTISALES TALENT DIRECTOR EUROPE & AFRICA

Nerisha has over 20 years' HR experience and a real passion for talent development and inclusion and diversity, particularly in the area of female empowerment. This prompts her to speak to women from diverse backgrounds on their role in the world of work, driving personal agility and resilience. Nerisha is renowned for formulating workforce strategies by building collaborative relationships and creating agile, future-ready organisations to meet business goals.

**GONTSE MADUMO**
HEAD OF TALENT ACQUISITION, MONDELÉZ INTERNATIONAL AND FORMER RISING STAR

Gontse has over 10 years' experience in Human Resources. She has worked in various industries including insurance, retail, banking and recently FMCG, where she is glad to be able to wear sneakers to work. After winning the Rising Star Award in the Energy and Environment sector in 2019, she has had many opportunities to continue to prove her leadership prowess as well as network with like-minded individuals, which she takes as opportunities to grow and advance herself in her career and personally. Gontse believes in giving back and teaching what you learn.

**JULIA MODISE**
GROUP HUMAN RESOURCES DIRECTOR, BMW

Julia is a seasoned HR Professional with 23 years' experience and has held HR leadership roles at an executive level for 13 years. She gained experience working in South Africa and the USA, supporting operations in countries in Sub-Saharan Africa for Multinational and South African organisations. Her broad industry experience spans retail, manufacturing, listed property, media and entertainment, and consulting. Julia's experience is backed by a Post-Graduate Diploma in Leadership, a Bachelor of Science degree in Management, and a Diploma in Human Resources.

**RAVI NADASEN**
CEO: AFRICA, INSPIRED EDUCATION GROUP AND FORMER RISING STAR

Ravi holds a National Diploma in Hotel Management and a BTech Management degree, both from Durban University of Technology. He also completed an Advanced Business Programme and holds an MBA from the University of Stellenbosch. Before joining Inspired, Ravi worked as Chief Operating Officer at Tsogo Sun Hotels, Africa's leading hotel group. Ravi is responsible for all African operations reporting to the Group CEO in London.

**HANS ZACHAR**
VICE PRESIDENT SOLUTIONS AFRICA, TRANSUNION AFRICA

Previously, Hans led the Diversified Markets vertical where his efforts significantly increased TransUnion's commercial offerings and brought innovative ways of delivering through partnerships. He is a passionate business entrepreneur and product leader with a unique ability to convert growth strategies into progressive, organisational results. With more than 15 years of technology and data experience spanning all major industries, Hans' career has focused on developing technology-based solutions that address. In his current role, Hans is focused on developing innovative, data-based products and services across the continent.

**THOKOZILE LEWANIKA MPUPUNI**
GROUP HEAD OF LEADERSHIP, LEARNING & TALENT, ABSA

Thokozile's mission is to create sustainable socio-economic impact through leadership and talent development, strategic advisory, and developing high value partnerships with academic, public, private and not-for-profit institutions. In her current role as Group Head of Leadership, Learning and Talent at Absa, together with prior executive leadership roles at Discovery Ltd and Novartis, Thokozile's focus has been on delivering transformational shifts in human capital approaches, practices, mindsets and behaviours that deliver improved business performance and positive culture change.

**LEE NAIK**
CEO AND REGIONAL PRESIDENT, TRANSUNION AFRICA AND FORMER RISING STAR

Lee is recognised as one of South Africa's leading digital and technology transformation experts. Lee is responsible for a portfolio of businesses across 8 countries that help organisations make more informed decisions and help consumers manage their personal information better to lead a higher quality of life. Lee is a visionary and thought leader on real-world digital trends, challenges and solutions. He is a frequent speaker and commentator and was recognised as a global top 10 technology commentator in the inaugural LinkedIn Top Voices awards.

Level 2 Judges*

Level 1 Judge*

**DR JERRY GULE**
CEO, IPM

Jerry holds Doctor of Education and Master of Education degrees from Harvard University, and a second Master of Education degree from the University of Pittsburgh. He completed a BA and Diploma Ed. at the then University of Botswana and Swaziland. Jerry is a passionate businessperson with deep interests in leadership, coaching, disability and inclusion and creating high quality education opportunities for children from underserved communities. He is also the chairman of a non-profit organisation and charity, The Love Trust, which focuses on education for vulnerable children.

ICT Supported by Absa



KATE MOODLEY
FRANCHISE DIRECTOR, DISCOVERY HOLDINGS AND FORMER RISING STAR

Kate is an accomplished businesswoman with 18 years' experience in the South African private sector, and particular expertise in the legal and financial services industries. In 2010, Kate joined Discovery as a Franchise Director, where she runs her own business within the Discovery umbrella. She has been selected as one of FNA's 'Women Who are Making a Difference' and has published numerous articles in periodicals including Oprah, Personal Finance, CEO, MMagazine, Momentarily, Cosmopolitan, Woman & Home and Entrepreneur.



BRIDGET MURPHY
CHIEF PEOPLE OFFICER, NANDO'S SOUTH AFRICA

With more than 20 years' experience in HR Leadership, Bridget is a seasoned senior executive, with expertise gained in multinational retail, supply chain, logistics and production environments across South Africa and the continent. She possesses deep insights into all aspects of people management, staff development and organisational transformation, with pronounced expertise in change management. Her significant organisational development experience within complex, international operational environments has armed Bridget with above-average know-how in managing and maximising diversity to achieve organisational growth.



NOMFUNDO VILAKAZI
GROUP OD MANAGER, DIS-CHEM GROUP

Nomfundo has 11 years' HR experience and prior to Dis-Chem, she worked for SARS, PepsiCo and SACAA. Her main areas of focus are talent management, performance management, employee engagement and organisational design. She mentors young talent in her spare time and strives to develop future leaders that can be the change. Nomfundo is a Vaal University of Technology graduate and a netball player.



PONTSHO MANZI
FOUNDER & CEO, BOAM INVESTMENT GROUP

Pontsho spent 16 years in training and development, image management and fashion, and runs several businesses with a focus on training and development, property, image management consulting, fashion and art. Pontsho is passionate about youth and women development. She spends much of her time mentoring young women in business through her foundation Fabulous Girls and the Fabulous Woman Awards.

MANUFACTURING & FMCG



FAITH KWALI
HUMAN CAPITAL EXECUTIVE, SANLAM

Faith is a seasoned and astute human capital professional and an entrepreneur. As a human capital executive, she is responsible for the full value chain of people practices, processes and tools that enable the delivery of business strategic objectives. Her other areas of expertise include driving the adoption of agile human capital as a means to deliver value to the business. Faith is passionate about making a meaningful impact in career transitions, pipeline development, transformation and performance management.



OGOTLHE DOLLY SATHEKGE
HUMAN CAPITAL EXECUTIVE, AVIS SOUTHERN AFRICA

Ogotlhe has over 23 years' experience in leading and providing innovative human resource management solutions. She has previously worked for various private and public companies in HR senior management positions including Transnet, Barloworld, Absa, Premier Foods, Justice and International Relations Departments as well as Eskom. She joined Avis Budget after spending 10 years at Transnet Freight Rail and Transnet SOC, where she held a strategic Group Function role as General Manager.



NOKUTHULA SELAMOLELA
CEO, FOODBEV SETA

Nokuthula is a results-driven, passionate leader with over 20 years' working experience spanning financial management, telecommunications regulatory, and sectorial education and training. She has vast experience in both non-executive and executive roles and has been a pillar for the FoodBev SETA in the successful achievement of its mandate. Nokuthula holds a Master's in Commerce degree in Development Finance, BCompt (Hons) Certificate in Theory of Accounting and a BCompt Accounting degree.



MACIEK DE WAAL-DUBLA
HEAD OF BRAND, M&C SAATCHI ABEL | M&C SAATCHI GROUP SOUTH AFRICA

Hailing from Cape Town, Maciek studied at the University of Cape Town, completing a BA in Media Production with Honours in Media Theory and Practice. Maciek is a seasoned brand specialist with over a decade's experience working at some of South Africa's most reputable agencies. He is currently the Head of Brand at M&C Saatchi Abel, spearheading internal and external communications, brand needs, public relations, marketing and stakeholder communications for the agency and broader M&C Saatchi Group South Africa.



AKHRAM MOHAMED
VICE PRESIDENT, HUAWEI CONSUMER BUSINESS SOUTH AFRICA

After more than 15 years in the telecommunications sector, spanning roles in marketing, retail and customer experience, Akhram has mastered the art of driving conversions. He heads operations and strategy for Huawei Consumer Business South Africa as VP: Operations. He is passionate about enabling youth for the future of work and supporting the development and growth of our country through the responsible and meaningful use of technology for the benefit of society. He is the spokesperson for Huawei South Africa, has authored numerous articles and case studies, and has been featured as a thought leader in various mainstream media, expert panels and industry related publications.

MEDIA & ADVERTISING



THEMBA CHAKELA
CHIEF PEOPLE OFFICER, BLUESKY

Themba's ambition is to continuously improve the impact and value-add of the People portfolio. He actively implements and drives initiatives that amplify strategy, create an exceptional employee experience and embed an inclusive and diverse culture. He serves as a consultative strategic partner to the CEO and the broader executive leadership team. The people practices that flow from the function underpin delivery, supporting and aligning BlueSkyer, business and client ambitions.



HUGO LAMBRECHTS
DIRECTOR OF HR SERVICES, SOUTHERN SUN GROUP

A graduate of the University of Stellenbosch, Hugo has extensive experience working within the hospitality, tourism and gaming industries. As HR Director for Southern Sun Hotels, he headed the team responsible for developing and implementing some of their creative strategies in response to the challenges that existed in the 90's. He later established shared HR services for the broader Southern Sun Group, aligning HR strategy, policy and systems as the Group expanded. One of the founding directors and legal co-ordinator for the Psychological Assessment Initiative, Hugo also serves on other boards and interest groups.



MANTATI MAKUMBILA
TALENT EXECUTIVE, MASSMART

Mantati is an accomplished Human Capital Executive with over 19 years' broad-based experience in business strategy, human resource management and financial management. With her innate ability to navigate complex and demanding environments, she has been instrumental in driving transformational business strategies while championing change. A Pan African at heart and a global citizen, her scope spans SADC, East & West Africa, North America and Australia. She is a people enabler who is passionate about development, focusing on mentoring and empowering individuals to optimise their potential.



SIVAN PILLAY
CEO, TRACE MEDIA

Sivan has over 26 years' experience in the music and television industry. His career started in a music store in La Lucia, Durban and he was very quickly drafted into EMI Music South Africa before moving to the Endemol chapter. Sivan has worked with an array of international artists in South Africa including Roxette, Vanessa Mae, Simple Minds, Foo Fighters, Radiohead, Blur and Lynden David Hall, amongst others.



BEDELIA THEUNISSEN
GROUP TALENT EXECUTIVE, AECI

Bedelia holds a BA Social Science, Honours in both Psychology and Industrial Psychology, as well as a Master's degree in Industrial Psychology. She is an HR professional and Industrial Psychologist with over 22 years' experience in both generalist and specialist capacities. Bedelia has held various leadership roles in the financial services sector, including Absa, Nedbank and Standard Bank, and has held positions at PwC and IBM, and more recently MTN. She has gained credibility as a strategic business partner and has operated on board and executive levels.

MINING & MINERALS Supported by Rand Refinery



TSHIDI DABULA
FOUNDER & MANAGING DIRECTOR, DABS PROFESSIONAL SERVICES

Tshidi is an accomplished Human Resources Director with over 20 years' working experience in industries including retail, mining, energy, manufacturing and construction. She is an experienced member of various boards and board sub-committees, both private sector and NPO. She is highly driven, innovative, ethical, resilient executive and has been instrumental in various organisational strategy alignments. Tshidi is the founder and Managing Director of DABS Professional Services, providing services in professional business consulting, including HR and transformation consulting.



TAMZIN GRAY
EXECUTIVE, BUSINESS LEAD, EPSON AND FORMER RISING STAR

Tamzin spent many years at IBM, holding various positions within the local and global SI Channel, the last of which was Executive Country Channel Manager for South Africa. Tamzin has a Master's degree in Business Administration through Henley Business School. She also has a Business Industry Insights Certification from London Business School, is certified by the ICC as an International Business and Life Coach and is currently completing an International Legal Mediation Certification.



TERANCE NKOSI
EXECUTIVE HEAD:SHEQ AND TECHNICAL ASSURANCE, RAND REFINERY AND FORMER RISING STAR

Terance has held various positions at Rand Refinery ranging from plant metallurgist, Snr Process Engineer, Head: Smelter Operations and now Executive Head: SHEQ and Technical Assurance. He holds BEng (Chemical) and BEng(Hons) (Environmental) degrees from the University of Pretoria, IMDP and PG Dip (Human Sciences) from GSB University of Cape Town, and an MBA from GIBS. In 2012, he was the Mining & Minerals industry category award recipient in the inaugural class of the Rising Star Awards.



LANCE PETERSEN
VICE PRESIDENT: TALENT ACQUISITION, IMPERIAL

Lance is a seasoned talent acquisition professional with extensive experience in HCM consulting and strategy development with a distinct focus on talent attraction, in supporting both local and international business operations. Lance has built, designed and developed in-house talent acquisition models, inclusive of creating teams with the primary focus of ensuring congruency in both the people and business agenda through an effective Employee Value Proposition.

MINING & MINERALS Supported by Rand Refinery (continued)

Level 2 Judge*



MABORE SITHOLE FOUNDER & MANAGING DIRECTOR, FULL POTENTIAL CONSULTING

Full Potential Consulting offers hybrid learning (through its online learning platform called full potential campus) and executive coaching. Mabore is a seasoned HR executive who has worked at companies including Fraser Alexander, OTIS, Sasol and Anglo American Platinum. In line with her commitment to giving back, she also founded Pay It Forward Mentorship NPO, which aims to develop a new breed of future-fit leaders – one million by 2025 – by providing free mentorship circles across Africa.

PROFESSIONAL SERVICES Supported by Accenture

Level 1 Judges*



JANET DU PREEZ MD, ENGAGEMENT DYNAMICS

Janet helps leaders to navigate the uncharted demands of a rapidly changing and unpredictable world. Never in our modern history has this been more relevant. Janet is currently completing a Master’s degree focusing on collaborative stakeholder engagement to mitigate wicked problems. Janet also has knowledge and experience in health sciences, psychology and business.



TSHEPO KGOBE COO, GAUTRAIN MANAGEMENT AGENCY

Tshepo has more than 22 years’ extensive experience in managing complex projects and operations with diverse technical requirements in infrastructure, energy and mining, predominantly in the rail environment. Tshepo has been in the rail industry since the beginning of his career and although he went into consulting for a while, he ended up back in the rail sector: “You could say I have trains in my veins.” Tshepo’s international experience gives him the edge to perform on a global scale. He has worked on a series of large-scale multi-disciplinary projects.



GUGU MTHEMBU CHIEF MARKETING OFFICER, TELKOM AND FORMER RISING STAR

Gugu is an award-winning marketing professional experienced in building teams and brands. Passionate about results, Gugu has led marketing teams predominantly in the telecommunications sector after a fruitful career as an IT professional. Gugu has lent her leadership skills to organisations including ACFE, an NGO focused on making education more accessible to the less privileged, and has also served as a board director for eTopUp in Swaziland. She is passionate about creating and providing opportunities for developing talent and building iconic brands.



BRIGITTE CHETTY HUMAN RESOURCES DIRECTOR, ONEPLAN INSURANCE

As a seasoned HR professional, Brigitte drives talent and organisational performance through promoting operational effectiveness and elevating team performance and innovative leadership. She is responsible for executing a robust Human Capital and Leadership strategy. Her experience spans several industries including financial services, professional services, retail, telecommunications, and television and media.



ELSIE PULE GROUP EXECUTIVE HUMAN RESOURCES, ESKOM

Elsie spent most of her career at Eskom, during which she fulfilled various roles that spanned the entire HR value chain. She left in March 2010 to take up the role of Chief Officer Human Resources at the South African Revenue Services, and in 2012 returned to Eskom as the Senior General Manager. She acted as the Group Executive Human Resources from November 2014 until she was officially appointed as the Group Executive Human Resources in June 2016, the role she currently occupies.

SERVICE: PUBLIC & PRIVATE

Level 1 Judges*



TASMIN COLEMAN HRD, RCL FOODS

Tasmin is a seasoned HR Professional with 17 years’ extensive experience gained locally and internationally within Blue Chip organisations. Tasmin has been instrumental in transforming the talent acquisition and employer branding strategy at RCL FOODS, with her team winning the “Best Talent Acquisition Team in South Africa in 2018” awarded by LinkedIn. Tasmin has experience in various areas of HR including talent acquisition, employer branding, talent attraction, talent management, employee engagement, diversity and inclusion, leadership and talent development.



BAHLE GOBA-MATSHO CHANGE MANAGEMENT MANAGER, SANTAM

Bahle is an enthusiastic patron of BlackBark Productions, an organisation that facilitates recognition of young leadership talent in South Africa across all sectors. Before joining Santam, Bahle was the Group Lead: Organisational Effectiveness at Altron. She has also served in organisational governance structures of various organisations. She holds a Master’s degree in Business Administration from Hood College, USA and a Bachelor of Science degree from Indiana University of Pennsylvania, USA. She is a Prosci, HCMBOK and Change Cycle certified Change Management practitioner.



BONTLE LERUMO CEO, PSETA

Bontle matriculated in Mafikeng, holds a BCom degree from the University of North-West and a Post Graduate Diploma in Business Management from Milpark Business School. She is also currently an MBA candidate at the University of Johannesburg. She has more than 26 years’ working experience, nine of which were in the private sector and the rest in public service at senior management level. Prior to joining PSETA she worked for the Office of the Public Service Commission.



THEMBI MAZIBUKO CHIEF PEOPLE OFFICER, PICK N PAY

Thembi’s retail journey started in 2004 when she joined Pick n Pay’s Marketing department and was fortunate to shift and progress within the business fulfilling roles in other departments including Commercial Buying, Strategy and Implementation. She left the business for an exceptional opportunity with a competitor, which provided significant growth and exposure to trends, insights and networking opportunities, but her heart never truly left Pick n Pay and she was thrilled to have the opportunity to re-join the Pick n Pay family in October 2021.

SERVICE: PUBLIC & PRIVATE (continued)

Level 2 Judge*



MASENYANE MOLEFE GROUP EXECUTIVE HR, PPS

Prior to joining PPS, Masenyane spent five years as HR Director for Hyundai Automotive South Africa and before that as Head of HR at Regent Insurance. She holds an MSc in HR from the University of Salford (UK), a Master’s in Business Administration from GIBS, an Executive Development Programme certificate from UCT, a Senior Management Programme certificate from GIBS, and a Bachelor of Commerce degree from what was previously known as the University of Bophuthatswana.

TOURISM, RETAIL & HOSPITALITY

Level 1 Judges*



GIOVANNI LARIGAN ABRAHAMS OPERATIONS EXECUTIVE, IMPERIAL AND FORMER RISING STAR

Giovanni is a seasoned award-winning executive. He has thirteen years’ experience working with blue-chip companies and established brands in contract logistics. Giovanni’s contribution towards building leaders of the future includes volunteering as a mentor at the Allan Gray Orbis Foundation, serving as a National Member of Council to the Chartered Institute of Transport & Logistics South Africa under the Young Professional umbrella, as well as serving as a Member of Chamber: Freight Handling at the Transport Education Training Authority.



MERCY CHIGOMA GROUP HEAD TALENT ACQUISITION, MASSMART

Mercy is an innovative, high energy and insightful people and talent leader with a passion for building capable talent teams that help organisations win by designing and implementing transformational talent strategies. She has worked across multiple industries and countries with specific focus on Africa, the Middle East and Europe. Her demonstrated strengths and expertise lie in building strong processes and infrastructure that support organisations’ resourcing needs.



SHIRLEY MACHABA CEO, PWC SOUTH AFRICA AND REGIONAL SENIOR PARTNER – SOUTHERN AFRICA

Shirley has been a Partner in PwC Assurance Services practice for 17 years. She is a Chartered Accountant and qualified Chartered Director Southern Africa. She held several leadership roles within PwC before her current role, and has received several accolades, most recently being honoured by the South African Professional Services Awards as the “Accounting Industry Leader of the Year” and “Overall Professional of the Year” in 2020, and being nominated as a finalist for the “Role Model of the Year” by the Gender Mainstreaming Awards in September 2020.



DR JAMES RAMAKAU MANAGER TALENT & SOURCING, KUMBA IRON ORE

James has more than 17 years’ experience specialising in human resources, talent management, people effectiveness and industrial psychological services in a variety of industries including mining, manufacturing, and education. James holds a PhD in Industrial Psychology from UKZN, he is a registered Industrial Psychologist with the Health Professions Council of South Africa (HPCSA) and a Chartered HR Professional with the South African Board of People Practices (SABPP). He also serves on the HPCSA Board and is the current Chairman of the SABPP Board.

TRANSPORT, LOGISTICS & SECURITY Supported by Gautrain Management Agency

Level 1 Judges*



ANNETTE BREETZKE HEAD: HUMAN CAPITAL, MOMENTUM METROPOLITAN

Annette has over 30 years’ professional experience, 10 of which have been spent at Momentum Metropolitan where she has consistently been a key figure partnering with senior leadership in driving excellence in the diverse areas of business. Annette’s speciality lies in Tech Talent where she is working closely with the various CIOs in business to ensure the talent strategy for this highly sought-after talent is a priority. Annette is an avid learner and holds a BCom Law degree from the University of the Free State and a GIBS Management Development Program Certificate.



KGATILE NKALA EXECUTIVE MANAGER, TETA

Kgatile is a seasoned Human Resource Executive with over 20 years’ experience, and is also a motivational speaker, mentor and community builder. Kgatile is the Area Director of the Benoni Toastmasters International Club in South Africa, and President of Mi Speak Toastmasters Club based in Toronto, Canada. In her spare time she enjoys running marathons and being outdoors.



PALESA NTOAGAE DIRECTOR: HUMAN RESOURCES, JSE

Palesa holds a Bachelor of Commerce degree from Rhodes University and a Post Graduate Diploma in Management from GIBS. She spent 15 years at the Standard Bank Group where she held various positions and joined the JSE in January 2022. In her capacity as HR Director, she is responsible for HR operations, change management and organisational development, learning and development, and talent management. She is passionate about giving back to the community and serves as a director for various non-profit organisations.



RUSSELL COLEMAN HUMAN RESOURCES DIRECTOR & BOARD MEMBER, VOLKSWAGEN GROUP SOUTH AFRICA

Russell’s 26-year career path to becoming a seasoned business and HR professional was rather unconventional, and one that took vision and resilience. Before studying and becoming an HR executive, Russell worked as a packer for Checkers. He later worked in a factory as a Production Operator and as a Supplier Representative working with Automotive OEMs. These experiences came through difficult socio-economic circumstances and paved the way for Russell to become a seasoned business executive.



2022 MASTER JUDGE

Bedelia Theunissen, Group Talent Executive, AECI

JUDGES





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We foster an environment of collaboration, innovation, advancement and support. We provide training to help all associates grow, enhance their skills and propel their careers. We purposefully cultivate a diverse, inclusive workforce, and are dedicated to reaching gender parity.

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JODY LYNN BLAKE
HUMAN CAPITAL PROFESSIONAL, ABSA

Jody's role at Absa provides her the opportunity to lead the strategic vision for the Talent Acquisition function group-wide, creating and driving the implementation of the broad talent acquisition strategies required for leadership, mid-career and graduate hiring, along with cultivating a culture of excellence and employee ambassadorship with a key focus on, and ownership of, employer branding. One thing you can count on, is that she will not only break with tradition, but mess with stereotypes! She has continuously pushed herself to not only do more, but learn more. She earned an Honours degree in Psychology from Stellenbosch University and in between pushing herself maintained a successful modelling career, as well as earned a Master's degree in Psychology from UKZN.



TRIYA GOVENDER
HEAD OF MARKETING, FLOATPAYS

Triya has 16 years' marketing experience spanning the FMCG, Management Consulting, Retail and Fintech sectors. She has worked for leading global and local companies including BAT, Diageo, Kantar and The Shoprite Group. Triya holds a Bachelor of Arts degree from UCT, postgraduate degrees in Marketing Management and Futures Studies from UCT and The Stellenbosch Graduate School of Business, and she recently completed an Executive Education Programme in Behavioural Economics at the Yale School of Management. Her professional drive stems from the ability to innovate in emerging sectors, and sectors undergoing unprecedented change. She strives to bring her professional world closer to her personal values, which has led her to do work that makes a sustainable, positive impact on people's lives.



WILLIAM MAKWINJA
SENIOR INVESTMENT OFFICER, DBSA

William holds a Master's degree in International Economics and Finance from the University of Tilburg in the Netherlands. At DBSA, he is responsible for the structuring of projects across the energy, transport, ICT and water sectors. With his background in economics, statistics and finance, he is well equipped to advise clients on the financing of large infrastructure deals across the continent. William has conducted market assessments, project appraisals and financial analytics for infrastructure projects across Africa. He has also been involved in several instrumental regional infrastructure projects including the 340MW Cenpower Kpone Independent Power Project in Ghana (2014 PFA Africa Power Project of the Year), 300MW Maamba Collieries Power Project in Zambia (2015 PFA Africa Power Project of the Year), and the 370MW Angola Solar (2020 ECA/DFI-backed deal of the year by TXF Perfect 10).



JOHANNES PETRUS VAN ZITTERT
HEAD: ORGANISATIONAL EFFECTIVENESS AND TOTAL REWARD, MUKURU

JP is a task- and goal-driven individual who is enthusiastic about life and people. As an HPCSA-registered Industrial Psychologist and SARA-registered Reward Specialist, he has experience in numerous sectors working with various levels of management in the successful implementation of Human Capital interventions. JP is an avid adventurer, having completed the Comrades marathon and climbing Mount Kilimanjaro. His family would say that he is an over achiever and hard worker, and his friends would say that he is adaptable, trustworthy and caring. He prides himself on always being a leader and striving to empower others. Digital is his ethos and upliftment is his philosophy. His ultimate goal in life is to leave the workplace, community and society that he engages with in a better place than when he arrived.



SIBONGILE ZUNGU
SENIOR FINANCIAL CONTROLLER, IG GROUP

Sibongile is a seasoned finance professional and Chartered Accountant with vast experience across the Financial Services and FMCG industries, and currently occupies the role of Senior Financial Controller at IG Group overseeing all aspects of finance for the growing organisation. She is passionate about mentorship and the advancement of others and as such, also holds the part-time position of Post Graduate Lecturer at the IIE MSA (formerly Monash University), lecturing in accounting and finance to managers from various backgrounds, endeavouring to bridge the gap in silos within the accounting academic streams and encouraging analytical, forward-looking thinking.

ABOUT US

The Chemical Industries Education and Training Authority is a statutory body which is responsible for facilitating the education, training and skills development needs of the chemical and manufacturing industries. The Authority identifies skills gaps and looks at ways to fill these gaps through various training initiatives in partnership with higher education institutes, public entities, skills development providers, and private organisations.

These initiatives are vital for the success and sustainability of nine key industries, including: fast-moving consumer goods, speciality chemicals, explosives, petroleum, pharmaceuticals, fertilisers, surface coatings, base chemicals, and glass. CHIETA collects Skills Development Levies from the chemical industry, and distributes these funds back to member companies in the form of:

- Mandatory Grants, paid to members to fund their skills development programmes.
- Discretionary Grants, allocated towards initiatives which respond to the need for priority and pivotal skills.
- Strategic Projects, aligned to the goals of the CHIETA and the educational needs of the wider value chain.

To help provide well-structured educational opportunities, CHIETA works in close collaboration with the Quality Council for Trades and Occupations (QCTO) to design and develop occupational qualifications and trades, assessment tools quality assurance, accreditation, monitoring as well as certification of competent learners. This helps ensure that individuals are properly equipped and prepared for successful careers in the chemical and manufacturing industry.

CHIETA is a trusted partner in skills development and training, guided by its well-researched Sector Skills Plan. Through this plan, the Authority is empowered to provide information to the chemicals and manufacturing industry on the sector training needs.



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ENERGY & ENVIRONMENT



FALON DOORASAMY
ZTL MANAGER (KZN), SMARTMATT

Falon began her career at an international freight and logistics organisation as an operations administrator. In 2016, she graduated with a Bachelor's degree in Environmental Management from UNISA. Falon has also completed an extended graduate programme at the Wits Business School and has recently completed a Postgraduate Diploma in Business Administration at the University of KwaZulu-Natal. During her spare time, she enjoys reading and creative writing. In 2018, Falon was selected as the winner of the South African Bureau of Standards' national essay competition. She was also chosen to represent South Africa at COP15 in 2009 as an International Climate Change Champion and believes that this achievement had sparked her passion for the environmental field.



NEO MAPAPANYANE
CHIEF ENGINEER: PROTECTION SETTINGS, ESKOM

Neo is a registered Professional Engineer with 11 years' experience specialising in power system protection. Neo is a mentor and has been a member of the SAIEE Central Gauteng Centre committee since 2020. She led the Corporate and Social Investment portfolio at Eskom from 2020 to 2022 and is currently leading the Education and Training portfolio for 2022/23. Neo is also a member of CIGRE and is currently the CIGRE SA Women in Energy Chairperson. Outside of work, Neo is a member of the Learn And Give Education Foundation, which aims to improve the education system in previously disadvantaged communities through mentorship programmes and career guidance, which the Foundation hosts annually in Welkom.



PHATHU MASHELE
KEY ACCOUNT MANAGER, DUPONT

What was a job for an income turned into a purpose and passion for Phathu. Seeing young people struggle with access to clean and safe drinking water at schools and in communities changed his perspective on life, resulting in him dedicating his career to helping communities, schools and organisations resolve this challenge. He notes that schools are for educating the younger generation, which is not possible when they do not have access to water. Through the DuPont CSI corporate fund, he has launched four filtration plants for communities in South Africa and East Africa. Phathu is a trained Chemical Engineer from the University of Cape Town, and when not solving water challenges, he enjoys spending time with his wife and two sons. He also enjoys travelling and transferring knowledge to increase awareness on water-related risks.



MASOI MHLOPHE
ASSISTANT PROCESS ENGINEER, PROCONICS

Masoi is a highly competent ECSA-registered Candidate Engineer with a track record in designing and optimising oil refinery processes. He has strong technical skills as well as excellent interpersonal skills, enabling him to interact with a wide range of teams. His career objective is to one day be registered as a Professional Engineer and contribute to sustainability via his work. Masoi founded BraYn Tutoring to create an efficient world-class education system that leaves no one behind; one that engages and prepares all BraYniacs for tertiary education and removes the English-language barrier by providing mother-tongue mnemonics on Physical Sciences and Mathematics study notes. His greatest tutoring achievement came this year when eight BraYniacs were Top Achievers in the Free State province. In June 2022, he was recognised as one of the Top 200 Young South Africans in the category of Education and Environment.



SANGEETHA NAIDOO
SENIOR SPECIALIST CATEGORY: PROFESSIONAL SERVICES ICT, SASOL

Sangeetha's life journey is aptly described by Charles Dickens "It was the best of times, it was the worst of times". Growing up in the township of Chatsworth in KwaZulu-Natal, life gave her lemons, yet she quenched the thirst for greatness by making lemonade out of her predicaments. Sangeetha excelled scholastically, attaining the Head Prefect title at high school. Although financially constrained, she courageously kept her head up and persevered to secure a Sasol bursary out of 14,000 potential candidates, which enabled her to further her tertiary studies in Information Systems Technology. She excelled at university, being inducted into the Golden Key Honours Society, and completing her BCom Honours degree. Having held numerous positions in both supply chain and information technology, she rose to prominence at Sasol as a disruptor and purposeful leader.

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MBALENHLE BHENGU **DIRECTOR AND FOUNDER, MINDSWITCH**

Director and Founder, MindSwitch

Mbali is an Author and Serial Entrepreneur who is dedicated to enriching the lives of others. She has two successful companies, Zizwe Cleaning & Hygiene Services and MindSwitch, a creative brand consultancy. Mbali has coached and impacted more than 100 entrepreneurs in her engagements with higher education institutions, the private sector and others. Her core skills are leadership and organisational management training, SME growth development, and brand conceptualisation and strategy.



NOBANDLA GOBODO **CHIEF EXECUTIVE OFFICER AND FOUNDER, SANGE SA**

Through values instilled in her by her father, Nobandla has been a businesswoman from a young age. An entrepreneur at heart and passionate about people development, she is a speaker, certified facilitator, coach and mentor, trainer and assessor. Being in the development space, Nobandla understands the value of continuous learning and development. She was recently selected from 3,500 applicants as one of 200 women across Africa to join the Center for Global Enterprise's prestigious African Women Entrepreneurship Cooperative programme. She is the Founder and Director of Sange SA, a management consulting firm in the fields of HR, learning and development, and B-BBEE Advisory. She also founded Tau Ifikile, a company providing hygiene and cleaning services to early childhood education centres in Gauteng, and Scho' Youth Development Africa, a company focused on developing youth across Africa, with the aim of changing the current narrative of the African child.



PRETTY KUBYANE **CO-FOUNDER, CORONET BLOCKCHAIN**

Pretty's business experience dates back to her days in the village where, since the age of six, she worked in her father's car repair workshop and wood cutting business. Prior to co-founding Coronet Blockchain in 2019, Pretty worked within management consulting, specialising in access to new markets and business expansion. Her key highlights include scaling a new business from US\$500 to US\$2 million within 36 months, raising two funding tranches from a US multinational to build Coronet (a blockchain powered supply chain solution to disrupt Africa's supply chains), being featured on over 100 media platforms, and reaching over an audience of 5.5 million in just one year. Her company vision leading to 2030 covers the top three sectors, namely beauty, fashion and agriculture supply chains, and involves leveraging tech for social good across nine Sustainable Development Goals, ensuring an efficient, ethical and inclusive African supply chain.



DR SAMKE NGCOBO **CHIEF EXECUTIVE OFFICER AND FOUNDER, VOCAL MENTALITY**

Dr Samke is a medical professional who has a special interest in mental health psycho-education. She is a passionate mental health advocate who draws inspiration from her personal journey of living with mental illness since the age of 14. Informed by her professional experience of working in mental healthcare services and her own experience with mental illness, she founded Vocal Mentality. She seeks to empower, inspire and engage with organisations regarding mental health in order to combat the stigma related to living with mental illness, and to normalise seeking and utilising mental health support. She is the published author of a book titled 'Reflections of A Convoluted Mind: A journey with my mental illness'. By discussing the inner reality of living with mental illness, her book acts as an extension of her advocacy work for mental health.



VISHEN PILLAY **FOUNDER, VARAYA WELLNESS**

Along with starting his first company at the age of 20, Vishen's professional career began before graduating from university. In his second year of study, he was accepted into a mentorship programme by a professor of Psychology at UJ and it was during this time that he discovered his sheer fascination with people. He has 16 years' experience in Counselling Psychology, coupled with 13 years as an HR professional, and has held many roles including HRBP, Executive Recruiter and Global Mobility Professional. Vishen is currently the Director of Varaya Wellness, which he established in 2020 with his partner, Natasha. Believing in the power of perseverance, continuous development and utilising his diverse skill set to help people to 'Live, Work and Thrive' both personally and professionally, Vishen's mission is to empower people and organisations with the tools they need for optimal success by building trust, fostering care and ultimately, creating conscious shifts.



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PILA BOOI **PARTNER SALES MANAGER, NOKIA ENTERPRISE IN SUB-SAHARAN AFRICA**

Pila joined Nokia from Internet Solutions, a division of Dimension Data, where she started her telecommunications career after working in mining and consulting. In her 7 years at the company, she accelerated her career from being a key account manager to managing the Public Sector sales team and partner business. It is during these years that she became certified as a Professional Coach through the International Neuroleadership Coaching Programme, as she is passionate about people growth and development. Pila participated in the Nokia Women in Leadership programme, which focuses on nurturing and grooming key talent to foster leadership and professional growth. She holds a BCom (Marketing and Supply Chain Management) from the University of KwaZulu-Natal and a Postgraduate Diploma in Management from Wits Business School, and has completed the Management Development Programme at the IE Business School in Madrid.



JOSEPH LUMBAHE **MANAGER-LEAD INTEGRATION ENGINEER (COMPUTER VISION), AIZATRON**

Joseph has an array of expertise ranging from business to technical, with an initial background in Electrical & Computer Engineering, followed by a qualification in Computer Science & Information Systems. He built his career focusing on various domains (engineering, IT, consulting, AI, cloud computing, business analysis and project management), and has several years' experience in technology, product, software engineering and business systems analysis, along with building AI and data analytics tech products. His endless drive for knowledge expansion led him to a MSc in Financial Engineering and an MSc in Computer Science from the UK University of East London. He was appointed to the Scientific Committee of the Programming Olympiad of the IITPSA (Institute of Information Technology Professionals South Africa) professional body, formerly Computer Society South Africa. He is also a member of the IEEE and AAI professional bodies.



ITUMELENG DENNIS MAKGAKGE **HEAD OF IT LINE MANAGEMENT, BMW – ICT**

Itumeleng is a 31-year-old residing in Centurion, Gauteng. He is enthusiastic and puts maximum effort into his craft. He describes himself as a "behind the scenes" type of individual who is always there to assist. As an ambitious and competitive person, he strives for greatness at all costs. An adrenaline junkie, he is likely to be found exploring South Africa over weekends, as he appreciates long distance drives. On a more relaxing weekend, Itumeleng enjoys a classic round of golf with friends. His family means the world to him, and he has their best interests at heart at all times. He honestly cannot imagine life without them.



AMANDA MAZWI **PORTFOLIO MANAGER, GIESECKE & DEVRIENT CURRENCY TECHNOLOGY SOUTH AFRICA**

Amanda joined her current employer from BCX, where she held the role of Sales Manager: Mid-market Business Sector. Here she looked after the multi-million revenue stream of Information Communication Technology services and solutions across various industry portfolios, including financial services, legal, FMCG, healthcare, mining, manufacturing and information technology. With her team of seven capable Account Managers, she was responsible for revenue growth, retention, reduction of churn and escalations management. She also boasts experience in the marketing, media and communications industry, both as Account Manager as well as Marketer, honing her ability to successfully shape the product value chain and go-to-market strategies for the various employers who worked with Amanda. Her Master of Business Administration dissertation centred on the importance of training in a business sales environment in ensuring measurable success for high performing ICT sector-based organisations.



THEMBEKA NKWANA **HEAD: ASSET MANAGEMENT FINANCE, DARK FIBRE AFRICA**

Thembeke is a solution-oriented Chartered Accountant with experience in financial reporting, IFRS-compliant process reconstruction, and auditing companies in various industries in South Africa and the USA. Her strong ethics, extensive IFRS knowledge, strategic thinking, and ability to adapt and work effectively in a fast-paced environment, are cornerstones that have characterised her career. In her leisure time, Thembeke enjoys dancing, live music and watching basketball (go Sixers!).



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MANUFACTURING & FMCG



ANTHONY ANTONIADOU DEALER & ONLINE CHANNEL SPECIALIST, BMW

For the past 5 years, Anthony has been the Non-Technical Training & Retail HR Manager at BMW South Africa, where he is responsible for all sales, aftersales, systems and leadership development training for the BMW SA Retailer Network. In 2019, Anthony successfully led the training and change project team for the roll out of the BMW Online Sales Model, which was a first in the automotive sector in South Africa. Anthony ran a successful psychometric and business consulting practice where he focused on the development of bespoke assessment centres to assist organisations in recruiting top talent. He also owned a successful restaurant and worked within the medico-legal sector. Anthony is a devoted husband and passionate father, who, in his spare time, coaches junior soccer, runs marathons and is active in his community by holding a seat on the local community soccer club committee.



ABDUL AYOB PRODUCTION (PROD. CONCEPT) SPECIALIST, BMW

Abdul has held various specialist functions within BMW and has travelled extensively to other BMW Group sites within Europe, USA and China. These experiences have helped frame his perspective and world view, specifically referencing the manufacturing sector and its wide reach, both socially and economically. Abdul has a keen interest in the investment focus on the South African automotive segment as it resonates with his passion for motoring, coupled with a deep interest in sustainable development, renewable energy and the electrification of the local automotive segment and its value chain. This led him to complete his Master's degree in Development Practice to advance the understanding of sustainability and leadership within an African context. Abdul plans to apply these skills in his current role in Plant Strategy and Development and as a One Young World ambassador.



KIKI LEGODI HEAD OF BODY (OPERATIONS), BMW

Kiki has 10 years of Automotive manufacturing experience, having held two leadership roles at middle management level at BMW SA. Kiki has had international work experience visits to BMW Plant Spartanburg in the USA; Plant Dadong and Texi in China, and Plant Munich and Dingolfing in Germany. Her broad automotive experience spans process planning, product quality, quality planning, production and operations and management. She is passionate about innovation, technology and Industry 4.0. Her academic background includes undergraduate and postgraduate qualifications in Industrial Engineering, Industrial Systems Engineering and Engineering Technology Management. These qualifications were obtained from UJ, Tshwane University of Technology and UP. She is an MBA candidate at UJ for 2023. Her core skills are people management, complex problem solving, planning and evaluation and project management.



DENO SELAMOLELA TELEMATICS SPECIALIST, MERCEDES BENZ SOUTH AFRICA

Deno holds a Bachelor's degree in Mechatronics Engineering from Cape Peninsula University of Technology and is a Master's in Engineering Management candidate at UJ. She has over 6 years' industry experience in the automotive manufacturing industry, where she has held various roles in quality management and now in vehicle analysis and maturity. She has focused her Master's research on electric vehicle manufacturing and assessing the readiness of South African automotive manufacturers and their supply chain for the production of more Electric than Internal Combustion Engine vehicles. Deno is also a passionate Women in STEM promoter and has, through her involvement with WomEng, mentored over 10 women in the engineering field. She is a telematics specialist and currently holds the position of a project leader within the Analysis team, leading the electric and electronic release of the W206 C Class.



CRAIG SYDENHAM SALES DIRECTOR, COTY

Craig grew up in small town KwaZulu-Natal, graduating from the University of KZN with a Bachelor of Commerce degree, and later progressing on to an MBA. He spent ten years working across multiple industries in the FMCG space, with a focus on African markets. After moving to Kenya to deepen his understanding of East African markets, Craig returned to South Africa to spend a further seven years in the beauty and luxury fragrance industry. Craig has made many notable contributions to the companies he has worked for over the years. He has also been recognised by his peers and business bodies, winning the Chamber of Commerce "Exporter of the Year" Award. Craig is passionate about mentoring the next generation of leaders and assisting in creating talent that can develop our country.

MEDIA & ADVERTISING



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PALESA KOGELO GROUP ACCOUNT DIRECTOR, M&C SAATCHI ABEL

Palesa is an experienced Group Account Director who loves and believes in the power of simple creative ideas. Her experience spans FMCG, Financial Services and Multinational Fast and Casual Dining Chain brands within the marketing and advertising industry. Her people-centric leadership approach to life and work has led to building and maintaining successful internal and client relationships, resulting in the production of award-winning campaigns loved by many South Africans. A philanthropist at heart, she actively supports a children's feeding scheme, pad drives and youth recreational initiatives in her hometown of Ledig in the North West Province. Many hands lifted her up throughout her journey, hence she has made it her life's mission to give back any chance she gets.



RAY LANGA MANAGING DIRECTOR, LEVERGY MARKETING AGENCY

Ray is a marketing professional with over 13 years' experience in the industry. Since joining Levergy in 2019, he has helped to grow the business into one of Africa's best creative-led passion point communication agencies. His experience includes working with an array of local and global brands including Heineken, Johnnie Walker, Nedbank, Telkom and SuperSport. Ray's ambition is to continue leading from the front and ultimately show the youth that they too can achieve their dreams while growing the creative industry across the African continent.



CHRISTOPHER LAZLEY EXECUTIVE CREATIVE DIRECTOR, RAZOR PR

Christopher is a Partner and Executive Creative Director at Razor Media, the country's fastest growing and increasingly most recognised PR business. His role is to develop creative solutions for an increasingly complex world, helping clients make their impact and voice felt and heard. Christopher is an experienced communications specialist and content partner, especially in financial services. His proven skills include content and creative strategies, professional writing and editing, and social media management. He has successfully worked across many industries with some big-name brands such as Sasol, Discovery, McKinsey, Standard Bank, Nedbank, KFC and American Express.



SHIKO MAMOTHEI DIRECTOR OF DIGITAL STRATEGY, NERDWARE

Shiko, as one of the directors of the business, works on multiple accounts as the digital strategy lead. Shiko thoroughly enjoys innovative and strategic thinking and has corporate and agency experience working on various clients across different fields, including banking and financial services, FMCG, beauty and pharmaceuticals. Shiko has vast experience in design, media insights and analytics which has ultimately shaped her into the dynamic asset she is. She describes herself as a keen learner, a realistic optimist and a problem-solver by nature. Shiko is passionate about people development through fostering the right kind of environment and prioritising meaning and purpose in the way her team works. Shiko has driven Nerdware's fastidious focus on empowerment and this is shown through 92% of the staff being previously disadvantaged.



NWABISA MATYUMZA DIRECTOR: MULTICHOICE TALENT FACTORY, MULTICHOICE

During her tenure at Multichoice Talent Factory (MTF), Nwabisa has strengthened MTF's strategic partnerships and broadened the organisation's impact and reach by securing and strengthening notable partnerships with industry-leading institutions including the New York Film Academy, SAE, Canon and Kenyatta University, as well as various local broadcasters, production houses and government ministries across the continent. Nwabisa was previously the Senior Manager: Content Strategy for Southern Africa at MultiChoice Africa, where she expertly led the content strategy of seven countries. Nwabisa's career in broadcasting spans 12 years, in which time she has become a notable content and broadcast strategist with both local and international experience. She commissioned and formulated the strategy for one of the country's fastest-growing channels, Moja Love. She is currently completing her MBA at Henley Business School, and holds a Post Graduate Diploma in Business Management from the same institution, as well as a Bachelor's degree in Media from UCT.

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MINING & MINERALS

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TSHEGOFATSO KHUNOU
BUSINESS IMPROVEMENT MANAGER, ANGLO AMERICAN

Tshegofatso studied to be a Metallurgist at the University of Johannesburg. Upon completing her qualification, she joined the Graduate Development Programme offered by the University of Cape Town and Anglo Platinum for two years, completing it in 2010. She was then appointed as Process Metallurgist at the Precious Metals Refinery, where she added significant value to the PGM process, and her innovative skills led her and her team to achieve first place in the Applaud Award under the Innovation category, for saving PMR R200-million on platinum recovery from residues. In 2017 she was appointed as Metallurgical Engineer at Base Metals Refinery responsible for Copper and Cobalt Production. She completed a Programme for Management Excellence with GIBS and her team achieved the best Business Improvement Project. In 2021 she was promoted to Business Improvement Manager, where she integrates production and services strategies to achieve business expectations in a cost-effective way.



KAMAL MISTRY
SPECIALIST: DIGITALIZATION, FRASER ALEXANDER

Kamal is responsible for leading Fraser Alexander's Digital function, which ensures the execution of strategic IT and Digital initiatives to drive business growth and create new value. This is achieved by converting traditional business systems and processes to innovative ones using the potential of modern technology and platforms, data management frameworks, capability enablement and change management. Through this agenda, Kamal is responsible for influencing the organisation at all levels, imparting digital knowledge and skills in a constructive, empowering and collaborative way, being the driving force behind the organisation's digital transformation and technology enablement. Kamal has held several positions in the mining industry, gaining significant exposure to local and international mining and exploration operations. Kamal holds a Master of Management degree in Digital Business from Wits Business School.



JENNY SCHNELL
METALLURGICAL TECHNICAL ENGINEER, ANGLO AMERICAN

Jenny is an enthusiastic, encouraging, caring and driven young female chemical engineer, currently working in a company whose vision is in complete alignment with her own career goal: to be in a "dirty" industry and improve it for all from the inside out. She has taken every opportunity to realise her career goal in the work that she does. Jenny is passionate about the development and mentoring of young women. She strives to make a difference in the work that she does – providing vision for meeting Anglo's high standards in many of the new infrastructure, projects, employee development and recruitment. Jenny graduated from UCT with First Class Honours in Chemical Engineering in 2015 and achieved first place in the Anglo Graduate Development Programme in April 2018. She was first appointed at Rustenburg Base Metals Refiners as a Process Metallurgist and has been a Metallurgical Technical Engineer since 2021.



REFILOE SELLO
MANAGER: DOMESTIC MARKETING, EXXARO

Refiloe has experience across different industries including mining, investments and financial risk management in soft commodities. She is a certified Financial Risk Manager with the Global Association of Risk Professionals (GARP). Refiloe holds an MBA from Wits Business School and is a Registered JSE Security Trader and Registered Person with The South African Institute of Financial Markets. She also holds a Postgraduate diploma in Business Administration and Bachelor of Commerce in Investments and Corporate Finance from Wits University.



SEPEHLA MAKETE THEMA
MANAGER OPERATIONS, SIBANYE STILLWATER

Sephela is a mining engineer with over ten years' operational experience, currently working for Sibanye Stillwater as Manager Operations at Bathopele mine. Sephela is a community builder, involved in forming a better South Africa and empowering the youth to achieve their full potential. He is a member of the Southern Africa Institute of Mining and Metallurgy and the Association of Mine Managers of South Africa. He also serves on the SAIMM Young Professional Committee and Wits University Mining Engineers Association. Sephela holds a Bachelor of Science degree in Mining Engineering from the University of the Witwatersrand and a Postgraduate diploma in Business Administration from the University of Pretoria. He has also obtained postgraduate certificates in Mining Law, 21st Century Mining and Entrepreneurship from the University of the Witwatersrand and Harvard Business School.

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MLUNGISI MAHLANGU
PARTNER, WEBBER WENTZEL

Mlungisi advises on corporate transactions and governance matters with a particular focus on the financial services and energy sectors (which he believes are key to unlocking a better future for all). He is a member of the Business Unit's Exco. Mlungisi has worked for leading law firms in the US and UK and began his career as a legal researcher at the Constitutional Court. Mlungisi is also a trustee of the FirstRand Foundation. He previously served as a director of Guild Cottage and as the Curator of the Tshwane Hub of Global Shapers. He has played a role in leading and/or founding a number of non-profit organisations over the past two decades, all of which have focused on providing other young people with access to the very opportunities he has been fortunate to have.



NAAZLENE PATEL
SENIOR CONSULTANT, DELOITTE

Naazlene has just over 10 years' experience within the National System of Innovation with a focus on innovation management, intellectual property, technology transfer, commercialisation, due diligence, project management, early-stage funding as well as small business development and mentoring. She has a science and business background and holds two Master's degrees, one in Biotechnology and an MBA where she graduated cum laude. She has worked on small businesses and start-ups in various sectors such as biotechnology, health, energy, ICT, agriculture, mining, waste, water and social sciences. She has won awards for her contribution to technology transfer and has been acknowledged for her role in advancing entrepreneurs and their businesses. In her spare time she enjoys travelling, reading and baking. She has a passion for small business development and her goal is to positively impact South Africa through innovation.



AMINA PATTERSON
HEAD OF OPERATIONS, ALPHACODE

For the past decade, Amina has developed solutions alongside some of South Africa's corporate giants, which are aimed at building and growing businesses at varying life-stages, operating in different industries to achieve shared value creation. At AlphaCode, Amina co-designed the flagship AlphaCode Incubate Programme, which nurtures entrepreneurial talent into confident and capable start-up founders, and evolves tech ideas into viable tech start-ups on their way to achieving the elusive product-market fit. As a 'Chief Problem Solver', Amina works with over 60 stakeholders, including corporate partners, start-ups, learning experts, industry experts, investors, and accelerators: to provide tech start-ups with best practice, context-relevant frameworks and mentorship to aid in their growth endeavours and to help corporates achieve their business imperatives through corporate venturing solutions.



BURTON PHILLIPS
PARTNER, WEBBER WENTZEL

Burton grew up and attended school in Randfontein, a small town in the West Rand of Gauteng. He completed his BComm Law & Economics degree (cum laude) at the North-West University in Potchefstroom, before completing his LLB. Burton served his articles with Deney Reitz (now Norton Rose Fulbright), and spent five years there before joining Bowmans as a senior associate in the competition practice. He then joined Webber Wentzel where he became a partner in 2019. In addition to specialising in all aspects of South African competition law matters, Burton advises on multijurisdictional transactions and works closely with practitioners and regulators across the continent. Burton has been happily married for eight years, loves tennis and soccer, and is a member of St Martin's Anglican Church where he serves on council and leads the worship team.



DAISY THOBAKGALE
TECHNOLOGY DELIVERY LEAD SPECIALIST, ACCENTURE SOUTH AFRICA

Daisy is a catalytic leader with a keen interest in technology and environmental sustainability. She is passionate about optimising business value and transforming how organisations tackle and deliver their strategic objectives, using Agile and systems-thinking as a bedrock approach to problem solving and continuous improvement. Daisy is a GradStar alum, an Environmental Science (cum laude) graduate and a SAFe Program Consultant. In her role as a Technology Delivery Specialist at Accenture South Africa, she serves globally distributed teams that deliver cutting edge technologies for clients in various industries, giving her the advantage of understanding multiple technologies well. She aspires to complete an MBA and to open her own technology and environmental consulting company, where she will offer opportunities to other young people who (like her) have studied in a different field but later realised their passion for technology.

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LEANNE EMERY

CHIEF MARKETING OFFICER & ACTING CHIEF OPERATING OFFICER, YOUTH EMPLOYMENT SERVICE

Youth Employment Service (YES) is a business-driven NPO that works with businesses to tackle youth unemployment in South Africa. Leanne is an impact-driven leader, who oversees YES's business operations, builds client-centric teams and drives the growth of the organisation. Leanne has been building successful brands for global and local businesses for more than 16 years and was previously the Group Marketing Director for the €2.5-billion global Inspired Education Group (fastest growing and second largest global school group in the world). Leanne wants to be a part of the solution in South Africa and cares deeply about youth empowerment. She considers herself fortunate to work in an organisation that provides her with the opportunity to build things from the ground up, and that feeds into her purpose. Leanne holds an MBA cum laude from GIBS.



BOITUMELO MANCOÉ

CIVIL ENGINEER, DEPARTMENT OF POLICE, ROADS AND TRANSPORT

Boitumelo, also known as Devotion, was born in Bloemfontein. She has spent the past eight years planning and managing the provincial road network and analysing and designing the geometric components of the road. Boitumelo believes that education is a continuous and never-ending process. She prides herself on having obtained a National Diploma in Civil engineering, a BTech degree in Civil engineering, the New Manager's program certificate, and Post Graduate Diploma in Business Administration. She is currently pursuing her Master's in Business Administration qualification at the University of the Free State. In 2012, she established a company that trades in various industries. As an active philanthropist, her main focus is helping those in need, leading her to establish the All Things Devotion foundation, which provides essentials such as food, shoes and clothing to the needy.



BONGANI MANDLA

DIRECTOR: ELECTROTECHNICAL SERVICES, GEORGE MUNICIPALITY

Bongani is a seasoned leader within the energy and power distribution space. He has demonstrated results in continuous improvement of processes and has a proven track record of building large and motivated engineering teams while creating a high-performance culture. He is a strong collaborative leader, who firmly believes in partnering with employees and peers. Bongani is very passionate about giving back and works tirelessly to ensure he contributes positively to the environment within his reach. Formerly, Bongani was a Senior Engineering Manager for Transnet Port Terminals, responsible for the Operations and Maintenance of the Export Terminal, Import Terminal, Port Rail Terminal as well as High Voltage. Bongani also worked in various areas within the Eskom Distribution division in the Western Cape.



TEBOGO MASHIFANA

HEAD OF DEPARTMENT AND SENIOR LECTURER, UNIVERSITY OF JOHANNESBURG

Tebogo completed both her Bachelor's and Master's degrees with cum laude. She holds a Doctoral degree in Civil Engineering, a Master of Business Administration degree, a Postgraduate Diploma in Higher Education, and a certificate in Artificial Intelligence for Industry. Tebogo is a registered Professional Engineering Technologist registered with the Engineering Council of South Africa and has published more than 40 peer-reviewed journal articles, conference papers and book chapters. She was featured as one of Mail & Guardian's 200 Young South Africans, Top 100 Young Independent in SADC, 50 Inspiring South Africans, Top 10 Southern African Women in Leadership Trailblazer, and is the recipient of the Vice Chancellor's Distinguished Award for Most Promising Young Teacher, and the Dean's Award for Top Achieving Staff. In 2021, she received the National Research Foundation award for Research Excellence for Early/Emerging researchers.



FARAI MUBAIWA

CHIEF PARTNERSHIPS OFFICER, YOUTH EMPLOYMENT SERVICE

Youth Employment Service (YES) is a business-driven NPO that works with businesses to tackle youth unemployment in South Africa. As CPO, Farai is responsible for leading strategic partnerships, including managing 31 Implementation Partners who provide quality work experience to over 5 000 YES Youth on behalf of corporates. Moreover, Farai leads YES's critical relationships with key partners in civil society, government, youth development agencies, industry bodies and other collaborative stakeholders who are aligned to YES's overall mission and vision. She holds an MSc in the Political Economy of Emerging Markets from King's College London. Prior to completing her Master's degree, she worked at Deloitte as an analyst for Strategy and Operations Consulting.

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JOSEPH MALAKALAKA GM: CENTRAL REGION, NANDO'S SOUTH AFRICA

Joseph has over 18 years' experience in operations and franchising in the retail industry and holds a Business Management Diploma from Wits Business School. He joined Nando's as a store manager in 2012 and was later promoted to Area Manager for Limpopo, overseeing 14 restaurants. In 2018, he was given the opportunity to become the GM of the Northern Region, comprising 45 stores across Pretoria, Limpopo and North West. He was then transferred to become the GM of the second biggest region in the country, which has 66 restaurants throughout Gauteng and Mpumalanga. His responsibilities include leading restaurant operations within his portfolio and overseeing growth in both market share and profitability, while ensuring compliance to Nando's Brand Standards by driving continued excellence. He leads a team of 14, including area managers, skills trainers, marketing, finance and HR personnel to support the region.



THATO MMADITLA HEAD OF HR, MR PRICE GROUP

Thato is an innovative and passionate Human Resource Leader and Business and Executive Coach. Thato has worked for a wide range of local and international private, public and non-profit organisations. She has a strong track record of managing relationships with key stakeholders such as a high-profile boards, and has proven credentials in driving cultural and behavioural change in start-up and geographically dispersed organisations with diverse cultures. She has a demonstrable record of providing out-of-the-box and high impact HR business support to high-profile organisations. Thato is a born leader, fuelled not only by personal ambition, but also by an overriding desire to enable organisations to thrive and make an environmental, social and economic impact. Her technical depth, qualifications, leadership qualities and vast experience position her to ask the right people the right questions, which enables her to make key business decisions.



LYNELLE NAICKER FINANCE MANAGER INTERNATIONAL SUPPLY CHAIN, PICK N PAY

To shape her professional career, Lynelle combined her passion for fostering talent and innovation with her vigour in supply chain and analytical tenacity in finance. She has gained six years of unparalleled exposure throughout the supply chain, from her start as a Junior Finance Manager at one of the biggest Distribution Centres in Pick n Pay to her current role, which she took on in 2019. Her career comprises building teams, fostering growth and collaboration, spearheading efforts to encourage innovation, and embracing technology. Her continuous drive to challenge the status quo and eliminate dead wood has formed the foundation of her role in Pick n Pay today. Being adroit in analysis, meta-cognition and motivating others, is fundamental to her growth, while thriving on curiosity effectuates problem-solving and produces tangible solutions for Pick n Pay.



ZUKISWA QUAGRAINE GENERAL MANAGER, IMPACT GROUP

Zukiswa has over ten years of hospitality and tourism experience, having managed four hotels within the Tsogo Sun group as a GM. Zukiswa is fanatical about youth and women development in the tourism and catering industry and she has worked closely with the Unisa School of Business Leadership and the Department of Tourism to encourage and empower women. She was part of the first group of women to take part in the Executive Development Program for Women in Tourism. She has addressed a number of conferences and spoken at various symposia. She was awarded two Lilizela awards by the Department of Tourism, and awarded the Investor in People and The Most Empowered Tourism business in 2013 and 2014. Her focus is on the empowerment of her colleagues, supporting her community and ensuring that she drives responsible and sustainable business practices across the industry.



MARVIN THEKISO SALES MANAGER, BUILDERS WAREHOUSE

Marvin was born in Mafikeng and holds a National Diploma in Operations Management and a BTech degree in Quality, which he completed at the University of Johannesburg and the Cape Peninsula University of Technology respectively. Marvin's work experience began as a teller for Standard Bank, moving on to become a Trainee Manager for the Shoprite Group. He has held the Sales Manager position for Builders Warehouse for over seven years. He has over 10 years of managerial experience. Marvin's character can be described as independent and objective, with a strong sense of personal values. He is tolerant, open-minded, and enjoys the present moment. Marvin can adapt himself to a wide variety of tasks. Seeking to unite all parties in controversy, he can readily see the validity of alternative points of view. He believes he provides quality leadership through successfully positioning and gaining others' acceptance of his ideas.

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NTOMB'ZENHLANZEKO CELE
OPERATIONS SHIFT MANAGER, TRANSNET PORT TERMINALS

Zeko loves interacting with people. She works well in teams and is able to communicate eloquently even in diverse groups of individuals. She enjoys time to herself where she reflects on ways to improve and grow as a person. Zeko finds joy in assisting young people to find their footing and guide them in their career choices. She believes that if one wants to succeed, then going the extra mile will get one there. She enjoys literature, especially on leadership, and has been in a leadership role for eight years. Zeko is a member of Christian Encounter Ministries and is responsible for youth empowerment programmes. A mother of two primary school boys, Zeko loves entertaining, competitive sports, as well as a day at the spa. Cele holds a Master of Management Sciences degree specialising in Business Administration from DUT.



CHRISMARI DU TOIT
REGIONAL MANAGER, IMPERIAL

Chrismari heads up the Inland region for the Pple Group, an Imperial company. She joined the company more than 6 years ago, and has a wealth of experience, a heart for people both within and beyond the work environment, and a passion for excellence in customer service. Training is her passion and she always strives to do more than what is expected of her. Starting off as the Training Manager then later moving into an operations position, she had the opportunity to prove herself and work towards her next goal. Chrismari is a lifelong follower of the mantra "She turned her 'can'ts' into 'cans' and her dream into plans", and strives to do this daily in both her work and family lives. She loves the outdoors, cooking for her family to destress, and spending time with her husband and two-year-old toddler.



GUGU LEPERE
TALENT ACQUISITION MANAGER, IMPERIAL

In her role, Gugu sources, uncovers and identifies critical and scarce talent needed to enable Imperial to meet its strategic objectives, not only in South Africa, but for Imperial operations across Africa. Gugu is passionate about people and ensuring opportunities are accessible to all, irrespective of background. Gugu has over 13 years' working experience, with 9 years in executive search and headhunting. She has worked in multiple industries including banking and financial services, manufacturing, and transport and logistics. She is a mom of two children aged 11 and 6 and enjoys spending her weekends watching them participating in extra mural activities, spending time with family and friends and being an active member of the church. She also enjoys reading, gardening and listening to music.



VERSHEN NAIDOO
NATIONAL RISK MANAGER, TAKEALOT

A strong and efficient risk professional with a decade's experience and demonstrated results in risk management and ESG governance, Vershen fell in love with the safety and security industry early in his career and has spent the last 11 years building his competencies around these fields. As a national risk manager for the Takealot Group, Vershen is now utilising his experience and knowledge acquired to deliver operational excellence and entrench a zero-loss culture. Achieving innovative security controls and mitigating business risk, together with digitalising ERM processes, solidifies his track record and ability to strategise a results-driven approach. Vershen believes this is possible with teamwork, by demonstrating a healthy attitude when interacting with fellow colleagues and having a strong passion for motivating people. Being a people's person, he is known for his ability to gain and maintain solid working relationships with internal and external stakeholders to influence a safer and stronger working environment.



LINDOKUHLE NGUBANE
STRATEGIC BUSINESS COORDINATOR: AFRICA, IMPERIAL

Lindokuhle is a young energetic individual who is always looking to unlock endless opportunities through every touch point in his chosen career path, leveraging relationships and adding value throughout the entire supply chain of processes, people and technologies. "How you do anything is how you do everything" is his mantra. Lindokuhle is grounded by core capabilities and aspirations including flexibility, agility, resilience and robustness towards the value chain on any given task, role or responsibility.

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