

TransUnion<sup>®</sup>



☆☆☆☆  
**RISEING STAR  
AWARDS**

Sponsored by

**news24**

— RECOGNISING —

*Professionals*

— MOST TALENTED YOUNG PROFESSIONALS UNDER 40 —

**09 / 10 / 2024**

NH SANDTON HOTEL

**BLACK  
PRODUCTIONS**

**Sage**

**GAUTRAIN**  
FOR PEOPLE ON THE MOVE

**news24**

  
**SOUTH AFRICAN AIRWAYS**  
A STAR ALLIANCE MEMBER

**Duke<sup>CE</sup>**







# Recognising Talent, Empowering Leaders

## TransUnion and the 2024 Rising Star Awards

At TransUnion, we're proud to be a certified Top Employer in Africa, known for creating inclusive environments where people thrive. Our 2024 Rising Star Awards sponsorship reflects our commitment to developing the next generation of leaders.

For four years running, we've been recognised and awarded for fostering workplace cultures where diversity flourishes, talent grows, and associates are supported in reaching their full potential.

Our thriving teams across South Africa, Kenya and the Global Capability Centre Africa are representative of how embracing different perspectives leads to success.

By sponsoring the Rising Star Awards, we recognise and honour individuals with the aspirations, vision and aptitude to step up and make a meaningful impact. We're excited to celebrate the emerging leaders shaping Africa's future and support them in their journeys.

**Together, we're helping build a brighter tomorrow.**





## Welcome to the 2024 Rising Star Awards!



**Lee Naik**  
CEO, TransUnion

*I am delighted to extend my heartfelt congratulations to you, a member of this exceptional group of rising stars. At TransUnion, we believe in the power of "Information for Good," and it's through individuals like you that this purpose truly comes to life. Your talent, passion, and dedication are the forces that will shape the future, not just for our company, but for the broader economy and society as a whole.*

*As CEO of TransUnion Africa, I've been privileged to witness how emerging leaders like you are already driving transformation.*

*This event, which celebrates the brightest and best among us, is a reminder that innovation, empathy, and collaboration are essential to navigating the complex challenges we face. The Rising Star Awards represent more than recognition - they symbolize the kind of leadership that will define the future of Africa and beyond.*

*In an ever-evolving world, leadership must be as diverse and dynamic as the challenges we face. We need leaders who can harness technology to make healthcare more accessible, revolutionize education for all, particularly for women and girls, and drive economic*

*growth that benefits everyone. We look to you - the future architects of sustainable policies and digital innovation - to create the foundations for a better tomorrow. Your ideas, fresh perspectives, and bold visions will not only inspire your peers but will lead the way toward a thriving, inclusive future for Africa. This is a moment to reflect on your journey, your achievements, and the potential you hold to change the world.*

*As we celebrate your incredible accomplishments today, I encourage you to continue pushing boundaries and thinking bigger. Africa needs visionaries like you - leaders who understand the importance of transparency, the rule of law, and sustainable growth. Your passion and creativity are what will elevate our continent's voice in global conversations and lead us into a brighter, more connected future.*

*I look forward to seeing the remarkable impact each of you will make in your respective fields, and I am honored that TransUnion is part of this celebration of excellence and promise.*

*Together, we will redefine the future.*

**Lee Naik**  
CEO and Regional President, TransUnion Africa  
"At TransUnion, we're guided by our purpose."





## Collective Responsibility

Good evening everyone, and welcome to the 13th Annual TransUnion Rising Star Awards. Welcome all, and I hope you all have a fantastic time celebrating our amazing future leaders, South Africa really does have talent and here it is tonight. A massive congratulations to ALL the finalists whether you emerge as the outright winner or not - to have made it this far is testament to your vision and abilities and we applaud you.

And a massive thank you to the judges, all who gave their time and expertise to contribute to the identification of our most promising young professionals, as well as our key supporters: TransUnion, Sage, Gautrain Management Agency, DukeCE and SAA - as well as everyone else in the room who has participated in making this evening the event that these young people deserve.

On that note, I have been thinking recently about what an incredible network we really have, 13 years of nominees, finalists, judges, mentors, supportive HR departments, it really is incredible. And I also know that due to the investment of all these people, and of course my awesome team, being a Rising Star actually means something. It holds credibility and legitimacy and stands as the pinnacle of recognising excellence. I am honoured to have worked with you all in the creation of this movement. This also led me to thinking though, can we not - or should we not - harness this collective power to do good. And from there the Rising Star Movement for Good came into being.

With our sister programme, GradStar, now in its 9th year, we have access into every tertiary institution in the country and the news is so sad - how is it that so many tertiary students are struggling? As a country, we are losing talented young people from the tertiary education system due to the lack of basic essentials. Its crazy to me that this is a thing. Students cannot study because they are hungry! What negative impact is this having on our future economy? And do we not, as the Rising Star Community, have a duty to Pay It Forward and smooth the way for those that follow?

So tonight, I am asking for your pledge, your pledge to donate to the campaign or sign up to be part of our launch promotion and contribute a meal a week for a needy student, a mere R50/week. I am extending the GradStar App to accommodate this gifting scheme and have participating eateries signed up at over 14 institutions as well as relationships with the SRCs to identify those that need - but we cannot make a difference without YOU. Please tonight, as we celebrate in style, click the QR code here and give us your pledge to support needy students. Lets make a difference together. This will launch in the New Year but please once more I ask you, pledge your support tonight to the Rising Star Movement for Good and help the next generation succeed.

With Gratitude,

**Laura**



**Laura Barker**  
CEO, BlackBark Productions

★ ★ ★ ★ ★  
**RISING STAR**  
MOVEMENT FOR GOOD

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ALVI'S DRIFT

You're making waves every day just by being you.  
We think that deserves a spontaneous toast.

# ELEVATE EVERY MOMENT



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# AGENDA

*Reception and networking in the ballroom*

*Starters served*

*Introduction by MC, Siv Ngesi*

*Word of thanks by Laura Barker, CEO, BlackBark Productions*

*Welcome by Lee Naik, CEO & Regional President, TransUnion Africa*

*Entertainment: Langa Mavuso*

*Dinner served*

*Presentation of TransUnion Rising Star Awards*

*Pay It Forward Award presented by Laura Barker*

*Inspirational Leader Award presented by Lee Naik*

*Dessert and Dancing*

# MENU

- **STARTERS**

*Fried Camembert & Waldorf*

Crumbed, fried camembert cheese, Waldorf salad, crisp garlic ciabatta, rocket, cranberry sauce.

- **MAIN COURSE**

*Beef Fillet Medallion*

Sautéed wild mushroom and truffle ragout, beef jus, potato fondant and carrot & bean leek roll.

- **VEGETARIAN**

*Tomato Risotto*

Napolitano sauce, grana padano, basil oil, dried tomato chips, micro herb salad.

- **DESSERT**

Strawberry baked cheesecake with berry compote.



# CRITERIA

*The quality of the winners of 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.*

**Vision & Ability to Innovate**

**Passion & Impact**

**Responsible Engagement**

**Agility in Uncertainty**

**Encompassing Digital Transformation**

**Systems Thinking & Sense - Making**

***The quality of the winners of the TransUnion Rising Star Awards is a direct reflection of the rigorous and future-focused adjudication process. This year, candidates were evaluated against a demanding set of criteria designed to identify competencies critical for success in the evolving landscape of the 21st century.***

In 2021, the awards' criteria were revised to reflect the changing demands placed on leaders today. Defined by a core group of seasoned experts, these measures emphasise five key criteria encompassing over 150 qualities. These criteria highlight the exceptional potential, contributions, and achievements we have seen in Rising Stars over the past 13 years.

Central to unlocking this potential is the ability to imagine and create new possibilities. In evaluating candidates' **Vision and Innovation**, the judges looked for individuals who could envision a better future and turn that vision into new products, services, or ways of working to address significant challenges. Judges sought candidates who questioned the status quo, took initiative, and demonstrated resourcefulness, with a clear awareness of

the opportunities presented by digital and technological transformation. Evidence of intrapreneurial drive and courage was also essential.

Vision alone, however, must translate into tangible outcomes, which is where **Passion and Impact** come into play. Judges sought individuals who set clear goals, inspired others through their commitment and optimism, and took action to involve others in achieving their objectives. Candidates were expected to manage their confidence and communication effectively, deliver on promises, and achieve optimal performance despite obstacles.

Another critical criterion was **Responsible Engagement**, which focused on the candidates' ability to build trust and



credibility through integrity, humility, and ethical responsibility. This quality has become a hallmark of a Rising Star, with many winners demonstrating a generous spirit, social concern, and active involvement in societal issues. This year, particular attention was given to fostering psychological safety, encouraging growth, and empowering others.

**Agility in Uncertainty**, particularly in the context of digital transformation, was another key area of focus. Judges looked for resilience, adaptability, and the ability to navigate conflict and foster growth. Candidates needed to show decisiveness informed by an understanding of risk and opportunity and demonstrate an openness to diverse perspectives when tackling complexity and ambiguity. Many Rising Stars embraced emerging technologies, proactively leading or defining responses to digital transformation.

Finally, **Systems Thinking and Sense-Making** were assessed through candidates' whole-person intelligence spiritual, cultural, social, emotional, and intellectual maturity. Judges sought individuals who could step back and make sense of complex and changing circumstances, see the big picture, and understand the interconnectedness of variables. Candidates needed to demonstrate strong decision-making, considering both global contexts and the potential opportunities and threats that might arise.

### **The Judging Process**

#### **Phase 1: Self-Assessment**

Each year, the judging process begins with an application where candidates and their sponsors provide evidence of the assessment criteria. They are adjudicated and ten semi-finalists are chosen in each category.

#### **Phase 2: Video Submissions**

The semi-finalists provide video responses to questions focused on the five criteria, and judges rate their answers to select five finalists.

#### **Phase 3: Final Judging**

During the final round, candidates present a 15-minute case study addressing a challenge. This year, finalists were asked to argue how their industry could effectively support the South African small business community, promote innovation, and drive economic growth and job creation. The case study encouraged the Rising Stars to think creatively and propose solutions that would foster entrepreneurial development.

Throughout this process, judges examined candidates' understanding of the broader social and economic impacts of their proposals. They looked for personal investment in the solutions, leadership capacity, and the ability to inspire others. The 2024 Rising Stars impressed with their innovative problem-solving, goal-oriented focus,

and ability to balance risk with practicality. Judges were particularly interested in their use of technology, collaboration, and empowerment, as well as their understanding of the role small businesses play in the national economy. Special attention was given to how these proposals could impact the most vulnerable populations.

Ultimately, the judges were captivated by the Rising Stars' ability to engage them, care about the issues, and believe in the feasibility of their proposals.

**"Stars don't compete, they shine where they stand and use their light to light the way for others"**

**Nolwazi Tshikala, Senior Director HR, DHL Express SA**



**Judging Week 2024**



## Banking & Financial Services Judges - Supported by TransUnion

### Grace Olukune

#### Engineering Group Manager, Eskom

Grace holds a BSc. degree in Electrical Engineering from Michigan State University, USA, and an MEng degree from Wits University, RSA. She started her career in 2004 in the automotive industry and later joined Eskom in 2007 as a Senior Engineer and has held several roles within the Engineering space. Grace has received multiple awards including the Rising Star winner in the Energy and Environment category in 2019.



**RISING STAR ALUMNI**

### Gugu Mkhize

#### CEO, INSETA

Gugu holds a Master of Business Administration (MBA) from Regent Business School as well as a Bachelor of Arts Honours and a Bachelor of Arts degree from the University of KwaZulu-Natal (UKZN). Gugu brings a wealth of experience in strategic leadership, corporate governance and policy development. Since stepping into her role as CEO at INSETA, she has hit the ground running, making significant strides in advancing the organisation's objectives.



### Tshepo Kgobe

#### CEO, Gautrain Management Agency

Tshepo is a multidisciplinary engineer with over 22 years' experience in infrastructure, energy and mining projects. His career began as a civil engineer in KZN and he has held senior positions at Metrorail and GMA, where he led the Integrated Fare Management Programme for Gauteng Province. With extensive international experience, Tshepo has the edge that allows him to perform on a global scale. Tshepo has thirteen years' experience on the boards of various companies contributing to BBBEE, transformation and supplier development initiatives.



Phase 1

### Percy Moleke

#### CEO, Gauteng City Region Academy (GCRA)

Percy holds a Master's Degree in Economics from Georgia State University in the USA, an honours degree in Economics from Wits and a BA Degree from Vista. Before her current role, Percy was the Programme Manager for the National Planning Commission Secretariat in the Presidency. In addition, she is also responsible for driving the coordination of SDGs domestication in South Africa.



Phase 1

### Mpho Raborife

#### Managing Editor, News24

At News24, South Africa's largest news site, Mpho manages a newsroom of over 100 journalists. A dynamic young leader, she oversees operational, commercial and editorial strategies and is a key member of the Employment Equity Forum. Mpho holds journalism degrees from Rhodes University and the University of the Witwatersrand. She was part of the Poynter Leadership Academy and completed a fellowship at the Reuters Institute at Oxford University focusing on GenZ employee retention.



**Judging Week 2024**

## Energy & Environment Judges

### Bedelia Theunissen

#### HR Executive, Mintek

Bedelia is an accomplished Industrial Psychologist and Human Resources professional with over 24 years' extensive experience. A dedicated lifelong learner, Bedelia holds a BA in Social Science, an Honours degrees in Psychology and Industrial Psychology, and a Master's degree in Industrial Psychology. In 2018, she was recognised as one of the Top 100 Most Influential Global HR Professionals. Bedelia continues to inspire and lead with a commitment to making a positive impact.



**MASTER JUDGE**



**RISING STAR ALUMNI**

### Chanique Dodo

#### Country HR Leader, Oracle

Chanique is an experienced Human Resources Leader with over a decade of experience. Chanique's expertise includes the entire HR generalist spectrum with a specialist focus on data analytics, global mobility, transformation and mergers and acquisitions. Prior to her current role, she served as the HR Manager at FieldCore - a GE Company. Chanique is an MCom Industrial and Organisational Psychology graduate and she is currently completing her MBA through Henley Business School.

### Portia Thokoane

#### HR Director: East & Southern Africa, Nestle

Portia is a transformative HR leader with over 20 years' experience across diverse industries and roles. She has held pivotal HR positions at Whirlpool SA and the SPAR Group and served as HR Director for Africa at Eaton Corporation. Her strategic prowess was further demonstrated as Group Chief Human Resources Officer at Dark Fibre Africa (DFA) where she led the HR agenda across multiple operating companies and supported the executive committee and boards.



### Mpho Mookapelo

#### CEO, EWSETA

Mpho is a Chartered Accountant with over 17 years' experience in finance, strategy development and skills development across both the private and public sectors. She worked at Ernst & Young in SA and the JUK before joining the public sector as CFO at the Energy & SETA in 2017. She has served as CEO for 5 years. Mpho also holds various governance roles including Audit & Risk Committee Chairperson, Ethics Committee Chairperson and University Council Member.

### Zain Mohamed

#### Senior Head of HR, BAT

Zain is a seasoned Human Resources Executive with over 20 years' experience in developing and implementing effective HR strategies across diverse industries. His expertise spans finance, telecommunications, consumer electronics, manufacturing and consulting, where he has successfully navigated the complexities of human resources management to help organisations achieve their strategic objectives. Zain is committed to driving excellence.



Phase 1

### Hope Khoza

#### HR Business Partner & HOD Performance, South African Airways (SAA)

Hope is an accomplished HR professional with over 20 years' experience. She is currently partnered with the SAA CEO's office, leading critical initiatives across the Commercial, Corporate and Operations divisions. Hope played a key role in developing Balanced Scorecards for SAA executives and successfully developed a succession plan aligned with transformation goals. She is actively involved in nonprofit work, driving impactful change.





## Entrepreneur Judges - Supported by Sage

### Andisa Liba

#### Chief People Officer, Floatpays

Andisa has over 15 years' experience driving human potential development across various industries. As a co-founder of Women's Tech Connection, she advances women in technology. Andisa's leadership has earned recognition from Cisco's Connected Black Professionals and Forty Under 40 awards. Additionally, she was a finalist in the South Africa Rising Star Awards. She served as CEO of the Pan African Chamber of Commerce, advocating for enterprise development and socio-economic growth across Africa.

RISING STAR ALUMNI



### Themba Chakela

#### Head - People, Culture & Change, E-motion Consulting

Themba's ambition is to continuously enhance the impact and value of the People portfolio. He actively drives initiatives that amplify strategy, foster an exceptional employee experience, and promote an inclusive and diverse culture. As a consultative strategic partner to the CEO and the broader executive leadership team, Themba ensures that people practices support and align with the ambitions of the employee, its business goals, and client objectives.



### Misiwe Xolo

#### Business Development Manager, Telkom

For over 15 years, Misiwe has excelled in sales, marketing and communications across public and private sectors. A proven leader with expertise in developing strategies for diverse markets, she holds multiple qualifications in marketing, communications and leadership management from the Gordon Institute of Business Science (GIBS) and is currently pursuing her MBA. Misiwe is actively involved in the GIBS Alumni community and Speakers Network and she is passionate about empowering young women and promoting collaboration for positive change.

RISING STAR ALUMNI



### Peter John Bishop

#### Vice President: Partners, Alliances and Accountants – Africa and Middle East, Sage

With over 20 years of experience, PJ is a results-driven expert in software reseller success, specialising in cloud software. He leads growth initiatives for Sage's reseller and accountants channel, focusing on developing and enabling Sage's network of business partners, accountants and strategic alliances. PJ is committed to building a customer-focused ecosystem that helps businesses accelerate their growth through Sage's SaaS cloud offerings.



Phase 2

### Gillian Cloete

#### Regional Director (Southern Africa), Golden Key

Gillian is a dedicated and dynamic director with a passion for operations planning, people leadership and client relationship management. Her expertise includes community engagement, corporate partnerships and continuous improvement. She is currently pursuing her PhD in Labour Relations. Motivated by challenges, Gillian harnesses proven leadership and commercial acumen to adeptly transform strategies into action and tangible outcomes, spearheading business, team and individual development as a partner in the journey to success.



Phase 1

### Dr Elmie Castleman

#### Manager: Information Management, Royal Bafokeng Holdings

Dr Castleman spearheads innovative knowledge management. As Global COO (Feb 2023 - Aug 2024), she revitalised GKIHS. A seasoned C-suite Executive and Board member, she speaks on public healthcare, education, and career partnerships. With 36 years in civil service, academia, and community development, she drives socio-economic transformation, empowering future generations to secure careers with personal integrity and professional excellence.



## ICT (Telecoms & Technology) Judges

### Giovanni Larigan Abrahams

#### Strategy Executive, Massmart

Giovanni is passionate about people and believes people are critical to the success of business. He is passionate about life, an avid reader, and highly values building and maintaining deep and meaningful relationships. He has built credibility in his brand through working in the engine room of businesses as a catalyst to value creation for both business and the customer through delivering financial targets effectively demonstrating how personal goals contribute towards the company goals at large.

RISING STAR ALUMNI



### Grant Meldrum

#### National Business Development Executive, BETSoftware

A results-oriented strategic executive with vast experience of driving commercial excellence and marketing ingenuity across several global Fortune 500 brands. Award-winning creator of iconic digital, social platforms, marketing programming that transformed the industry and led to double-digit growth. A highly creative thinker and consummate marketing professional with over 20 years' of experience in both global and local markets and brands.



### Mampai Motsau

#### Senior Associate: Business Transformation, Exxaro

Mampai is a seasoned Industrial Psychologist and Coach, with over 20 years' HR experience across various sectors. Her consulting work spans across 13 countries, focusing on Talent Management, Leadership Development, Organisational Design and Performance Management. She transitioned into Strategy & Business Transformation, where she led a 3-year leadership transformation journey. Adept at delivering large, complex change projects, she confidently drives objectives that improve organisational performance, efficacy, and people transformation.



### Mantati Makumbila

#### HR Director: People Experience COE, Tiger Brands

Mantati is a visionary Human Capital Executive with over 20 years' experience. She has a proven track record in implementing innovative strategies that enhance productivity and cultivate high-performance cultures across diverse global regions. Her expertise lies in system implementation and change management frameworks, with strong competencies in strategic development, financial stewardship and organisational effectiveness optimisation.



### Nomfundo Vilakazi

#### Group OD & TA Manager, Dis-Chem Pharmacies

Nomfundo has extensive experience in the People and Culture space across multiple industries. With great knowledge in areas such as organisational design, change management, talent management & acquisition, organisational culture, and HR digitisation. She mentors young talent in her spare time and strives to develop future leaders that can be the change.



Phase 1

### Xolani Mawande

#### CEO, South African Board of People Practices (SABPP)

Xolani is an experienced executive with a background in human resources and financial services. He is skilled in 4IR, People Development, HR Metrics, Analytics and Talent and Performance Management. With a Master of Commerce in Business/HR Management, he is passionate about youth empowerment through education. A registered Master HRP with SABPP, he previously served as SABPP COO for five years and worked in the financial and people development sectors for over 18 years.





## Industrial Manufacturing Judges

### Brian Chivere

#### Managing Director, DukeCE

Brian is driven by a passion for creating sustainable impact through strategic business development and relationship management. With a focus on CRM and innovation, Brian excels at forging strong partnerships that drive growth and align with long-term business goals. His expertise lies in developing high-impact strategies that foster organisational transformation while building and managing complex operations that deliver measurable success across industries. Brian's work is centred on delivering value and driving lasting business impact.



### Bridget Makhura

#### Vice President of People, Anheuser-Busch Inbev Africa

Bridget has been the Vice President for People at AB-InBev Africa since 2022. She spent ten years in various positions at SAB, including Managing Director of Eswatini Beverages, Regional Commercial Director, and Logistics Manager. She has a Master's Degree in Chemistry and an MBA from GIBS.

### Franck Wandji

#### Executive: Group Marketing - Africa, ArcelorMittal South Africa

Franck has over 16 years' international experience at Arcelor Mittal, where he oversees commercial strategy, business development, customer experience, branding and promotion, driving growth across 25+ core segments. Franck serves as a board member of the Manufacturing Circle and the SA International Steel Fabricators. He holds a MSc in Management from Excelsia Business School in France and a Global Executive Programme from Duke University. Franck won the Rising Star Award in 2018.



**RISING STAR ALUMNI**



Phase 1

### Virginia Tyobeka

#### Executive Head: HR, Anglo American Platinum

Virginia joined the Platinum executive team on 1 August 2021. She was previously with Anglo American Kumba Iron Ore where she held a similar position for 11 years. She spearheaded major transformation initiatives within the Iron Ore business changing traditional HR practices and fostering a culture of innovation and growth. Prior to Kumba, Virginia was the Executive Head of HR at AfriSam Pty Ltd, a leading supplier of construction materials and technical solutions in cement, aggregates and concrete readymix.

## Manufacturing - FMCG Judges

### Juliette Bourne

#### HR: Corporate Communications, Edward Snell & Co.

Juliette began her HR career at Old Mutual, progressing from junior HR consultant to Senior HR Manager. In 2012, she joined Pernod Ricard, leading HR practices across Sub-Saharan Africa. She later headed the HR Business Partner function at Allan Gray for the Retail Business Segment. Juliette joined Edward Snell & Co. in February 2023 as HR Manager and became Head of HR in March 2024. She holds a BTech and a PgD in Leadership Development from Stellenbosch Business School.



**RISING STAR ALUMNI**

### Devandre Derrin Lawrence

#### Head of Human Resources SA & Inverroche, Pernod Ricard SA

Devandr  is an award-winning senior HR professional with extensive experience in Human Capital. Known as a people influencer and strategic leader, he is a sought-after keynote speaker who champions equality, human rights, and the future of work. From his modest beginnings to a global presence, Devandr  stays true to his vision of creating environments where individuals can thrive and realize their full potential every day. His authenticity and commitment inspire those around him.

### Ruby Motloheloa

#### HR Head of Talent Management & Development, Woolworths Holdings Ltd.

Ruby is a seasoned Organizational Development specialist and People Business Partner with extensive experience across industries. Before her current position, she has held various senior roles throughout her career. Beyond her professional success, Ruby is a devoted mother, wife and grandmother, known for nurturing relationships and fostering meaningful connections. Her personal and professional life reflects her commitment to growth, development, and impactful leadership.



### Nokuthula Selamolela

#### CEO, FoodBev SETA

Nokuthula is a distinguished leader with 20 years' experience in financial management, telecommunications regulation and education. She holds a Master of Commerce in Development Finance from UCT, a BCompt (Hons) and CTA from UKZN, a BCompt in Accounting from North-West University and executive leadership certificates from Harvard and Wits. Her accolades include a Top Business Women in Public Sector award from Standard Bank, a CEO's award from Swiftnet as a top CFO, and an African Leadership Person of the Year award.

### Samira Bayat

#### Senior Manager: Talent Acquisition, Deloitte

Samira brings over 18 years' experience in recruiting top talent within investment banking, legal and management consulting sectors. With a Bachelor of Social Science Hons from the University of KwaZulu-Natal and a Master's in Global Studies from the University of Freiburg, Samira is passionate about talent acquisition. She believes that recruiting and retaining exceptional talent is crucial for business growth.



Phase 2

### Mofota Sefali

#### Talent Attraction Lead: Executive Search & Early Careers, Old Mutual

Mofota has expertise in HR, DEI, Talent Acquisition and Employer Branding. Known for her innovative approach, she excels at generating and implementing fresh ideas. Mofota's passion lies in helping businesses align HR with strategy, believing that a healthy organisational culture is a game changer. With experience across Sub-Saharan Africa, she is committed to unlocking Africa's talent. Mofota is driven by her love for people, creating impactful solutions to attract and retain top talent.

Phase 1

### Candice Naicker

#### Group Head of Talent Acquisition, Employer Brand & Early Careers, Old Mutual

Candice is a trailblazer in Human Capital and Technology with nearly 20 years' of experience driving women in tech events, entrepreneurship and digital transformation. She has held key roles in Fintech, Banking and Consulting. Candice holds a Bachelor of Social Science and a Postgraduate in Industrial Psychology, with certifications from Harvard ManageMentor. Awarded "Most Influential Woman of the Year" in 2023, she is passionate about women's development, youth upliftment and social impact.



**Judging Week 2024**



## Media & Advertising Judges

### Laura Dunstan-Smith

#### Principal Leader and Capability Lead, BSG

Drawing on her extensive local and international strategy consulting experience, Laura focuses on developing the next generation of consultants. Laura holds a PhD in Sciences from the University of KwaZulu-Natal and has completed executive education courses with INSEAD and Kellogg. Before joining BSG, she spent a decade at Accenture in the Strategy Practice, where she honed her expertise in strategy consulting.



### 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. Engagement Dynamics offers consulting, coaching & change design services to support the courageous leaders who are building sustainable 21st century businesses. 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.



### Sasha Govender

#### Area Head of Talent, SSA, BAT

A seasoned human resources professional with 9 years of experience in the FMCG and Oil & Gas industries. She is a registered I/O Psychologist with master's degrees in organisational psychology from UKZN and People Management from UCT. She has a passion for people development, leveraging digital technologies to improve HR effectiveness, fostering a psychologically safe workplace, and advancing the DEIB agenda inside her organization. Her career is focused on supporting growth through mentorship, both personally and professionally.



### Nala Dagada

#### Radio Presenter - Breakfast Show Host, Radio 2000

Nala is a multi-award-winning radio and television broadcaster with 13 years in showbiz. She currently hosts "Weekend Mornings with Mlu and Nala" and previously co-hosted the award-winning "The Take Off" on Radio 2000. A certified John Maxwell Leadership and Speaking trainer, Nala runs Boss Moves Media, empowering women in media. She is a self-published children's book author, avid cyclist, and leads the MamaFluencers community, mental health with SADAG. Nala is completing her postgraduate degree in Psychology.



RISING STAR ALUMNI

Phase 1

### Elaine Brass

#### CEO, HWSETA

Elaine became a Chartered Accountant (CA(SA)) in 1999 after completing her articles at Deloitte where she continued as an Assurance Audit Manager for two years. In March 2003, she joined the Auditor-General of South Africa where her passion for the public sector flourished. In December 2007, Elaine transitioned to HWSETA serving as CFO for over a decade. In January 2019, she was appointed as Chief Executive Officer of HWSETA.

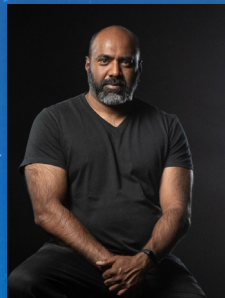


Phase 1

### Sivan Pillay

#### CEO, Zero Gravity TV & Media

Sivan is the Founder and CEO of 360 Degrees South and Zero Gravity TV & Media with over 30 years' experience in music and television. Across 16 years at Endemol, Sivan spearheaded the expansion of the creative, commercial and production departments. He also led as CEO and Executive Producer on over 130 major TV series deals in Africa over 8 years and was the CEO of Trace Studios in 2022 and 2023. Sivan is also an accomplished musician with two solo albums released under the pseudonym The Eskimo Writer.



## Mining & Minerals Judges

### Dries Zietsman

#### Chief Revenue Officer, TransUnion

Dries leads sales enablement, go-to-market strategies and client relationships across the continent. Since joining in 2018, he has risen to Sales VP, overseeing Financial Services, Insurance and Channel Distribution across various industries including banking, retail and fintech. With leadership experience at Alexander Forbes, British Airways and MasterCard, Dries specialises in P&L management, strategy and digital transformation. He holds an MBA from Bond University and has spearheaded high-profile digital projects driving commerce across Africa.



### Prof Glen Nwaila

#### Director of Wits Mining Institute, Wits University

Glen holds a PhD in Geosciences from the University of Wuerzburg and an MSc in Chemical Engineering from UCT. Glen recently transitioned from being the Director of the Wits Mining Institute to his current position. With over 19 years' experience in academia, the mining industry and professional advisory consulting services, Glen has worked for several mining companies and advisory firms. Glen is a former Rising Star awardee in the Mining and Minerals division.



RISING STAR ALUMNI

### Popi Elizabeth Njapha

#### Chief Engineer, NTCSA

With over 20 years' experience, Popi has established herself as a dynamic and results-driven professional. She has successfully delivered transmission projects connecting Independent Power Producers (IPPs) and created capacity for electrification programs. As Chief Engineer at Eskom, she focuses on long-term power grid expansion plans. Winning the 2017 Standard Bank Rising Star award deepened her passion for fostering curiosity and innovation in the next generation of scientists and engineers.



RISING STAR ALUMNI

Phase 2

### Zayd Shaikh

#### Head of Talent, BMW Group South Africa

With over 20 years' experience, Zayd is a seasoned HR professional with a passion for the development of people and partnering with businesses to elevate performance and achieve business goals. Zayd has worked in Retail, Professional Services, Financial Services and Manufacturing. He is the current Head of Talent at BMW Group South Africa. Happily married to Rabia for 27 years, he is the proud father of two young men. Zayd is a keen gym goer who is committed to fitness.



Phase 1

### Julia Modise

#### Group Human Resource Director, BMW

Julia is a seasoned HR professional with 26 years' experience including 16 years in executive HR leadership roles. She has worked in SA and the USA, supporting operations across SSA for multinational and South African organisations. Julia's diverse industry experience includes Retail, Manufacturing, Property, Media, and Consulting. Her expertise is supported by a Postgraduate Diploma in Leadership, a Bachelor of Science in Management and a Diploma in Human Resources.



Phase 1

### Terance Nkosi

#### Executive Head: SHEQ & Technical Assurance, Rand Refinery

Terance began his career as a metallurgist at Samancor before joining Rand Refinery where he progressed to Head of Smelter. He was appointed Executive Head of SHEQ and Technical Assurance in 2016. Terance holds a BEng (Chemical) and an MBA, and is pursuing a PhD at UJ. He has received various accolades including the Rising Star award in 2012 and co-chair of the World and Blending Sampling Conference 11 in 2023.



RISING STAR ALUMNI



## Professional Services Judges

### Tshiamo Molanda

**Head Youth and Mass Market Clients, Personal and Private Banking South Africa, Standard Bank**

Tshiamo has held key roles since joining Standard Bank in 2012. She held various positions including, Business Manager to the CEO, Head of Enterprise Solutions, Senior Manager of Digital Banking, and SAP Core Banking Integration Manager. Her leadership has driven the success of the MyMo account which won the 2024 Youth Banking Product of the Year Award. Tshiamo holds a Bachelor of Information Science from the UP.



### Justice Nkosi

**Vice President: HR, Sasol - Mining**

Justice brings over 24 years' experience in HR, with expertise across strategic and operational levels in diverse industries. Committed to developing young talent, he participates in community upliftment and graduate development programs. Justice is an active member of the Institute of People Management (IPM) and SACHRA and serves on university academic advisory committees and company boards, contributing to business leadership and HR development initiatives.



### Rufaro Daring Mapanda

**Head of Equity Trading, Absa**

Rufaro has 18 years' experience spanning equity, commodity, and private markets. He has successfully managed billion-rand risk portfolios and led strategic initiatives across five countries. Rufaro's achievements include being named a Rising Star South Africa in 2023 and a finalist in the Forty under 40 in 2023. He holds an MPhil in International Business (cum laude) and is a Chartered Banking Professional in South Africa.



**RISING STAR ALUMNI**



**RISING STAR ALUMNI**

### Lee Naik

**CEO, TransUnion Africa**

With over two decades of digital transformation experience, Lee is recognised as one of Africa's leading experts in technology and digital innovation. Passionate about leadership, entrepreneurship and Africa's growth, Lee frequently speaks on digital trends and solutions. He was named a LinkedIn Top Voice and shares insights in his newsletter, "Elewa - Africa Thinking." Lee holds a Bachelor of Computer Science and a PgDip in Futures Studies (cum laude).

Phase 1

### KG Bako

**Managing Executive: Talent Management & Transitions, Absa**

KG has worked at Absa for 10 years. With over two decades of human capital experience, primarily in banking, her expertise includes Leadership Coaching, Change Management and Business Transformation. She sits on several executive committees across industries influencing key strategic decisions. KG holds an MBA from Henley Business School and certifications from Harvard and UCT. She is a mother of three teenage daughters whom she considers her life coaches.



Phase 1

### Ayanda Mafuleka

**CEO, FASSET**

Ayanda is a Chartered Accountant (CA(SA)) with over 20 years' experience, mostly in the public sector. Prior to her current role, she worked with Transnet, the South African Post Office, National Treasury and Anglo American Platinum. Under her leadership, FASSET's performance has risen from 53% to over 90%, earning consecutive clean audits. Ayanda pioneered the Women Leadership Programme and Women Creating Wealth Entrepreneurship Programme, both aimed at empowering women in leadership and business sectors.

## Retail & Hospitality Judges

### Keshnie Martin

**Global HR, Omnia**

Keshnie holds a Bachelor of Science Honours degree from the University of the Witwatersrand and brings over 17 years' experience in strategic Human Capital delivery. Prior to her current role, she served at PwC Africa where she led the Human Capital function for the Assurance Line of Service, gaining expertise across the entire value chain. Keshnie is driven by a commitment to innovation, efficiency, creativity and teamwork. A dedicated coach and mentor, she is passionate about helping individuals unlock their potential to enhance business performance.



### Carla Da Silva

**General Manager: Sales Marketing Distribution and E-Commerce, South African Airways (SAA)**

Carla is an accomplished leader in the aviation industry with over 25 years' experience, an MBA, & a Postgraduate degree in Business Administration. As an internationally experienced commercial leader, she has a proven track record in general management, business development, and strategic marketing across diverse geographies. Carla oversees global sales and marketing, negotiates contracts and manages e-commerce platforms.

### Sivena Manikam

**HR Executive, RCL Foods**

Sivena is a 2023 Rising Star finalist and is driven by her mission to make a meaningful impact and drive positive change. With diverse experience across unionised and head office environments, she leads teams through transformation with innovative strategies aligned to organisational goals. Sivena also mentors young professionals, shaping future HR leaders. Outside of work, she enjoys culinary adventures, travel, and family time, embodying a commitment to making a difference in both her professional and personal life.



**RISING STAR ALUMNI**



### Shalin Ledwaba

**Head of Talent Acquisition, Bowmans**

Shalin is a dedicated leader in talent acquisition with over 17 years' experience. Shalin nurtures young talent, mentoring graduates to ensure their success. She actively participates in discussions on corporate trends and serves on the South African Graduate Employers Association board. Additionally, she is a judge for the 2024 Rising Star Awards, recognising emerging talent under 40. Balancing her professional life with motherhood, Shalin's journey inspires others to lead with purpose and integrity, making a lasting impact in their communities.

### Vishogen Moodley

**Manager: Procurement Supply Management, Rand Refinery**

Vishogen has 20 years' experience in the procurement and material management environment. It has exposed him to systems thinking, problem-solving techniques, safety, business process management and change management. Vishogen is a SAPICS member, a Certified Supply Chain Professional (CSCP) and a Certified Professional Inventory Management (CPIM). Both are international APICS accreditations.



Phase 1

### Basil Fortuin

**Head: Digital Strategy, News24**

Basil is an experienced executive with a strong background in digital strategy and marketing. He has held various roles at Media24 including Head of Digital Strategy and Digital Publisher. With expertise in sales, key account development and business leadership, Basil has led digital initiatives across the Sub-Saharan region. He holds an MBA from Stellenbosch Business School and a BTech in Marketing from Cape Peninsula University of Technology, complementing his extensive experience in the digital landscape.



## Services: Public & Private Judges

### Bahle Goba-Matsho

#### Organisational Effectiveness and Talent Lead, Sanlam Corporate

With extensive experience in Change Management, Organisational Effectiveness and Human Resources, Bahle has delivered solutions across various sectors. Bahle is an enthusiastic supporter of BlackBark Productions and proudly associates with the TransUnion Rising Star Awards, recognising their impact on the South African economy by fostering talent development and critical skills enhancement.



### Kapil Moothi

#### Professor, North-West University

Prof. Kapil Moothi holds a BSc Eng (2007), MSc Eng (2010), and PhD (2014) in Chemical Engineering from WITS, and a PGDipHE (with distinction) from UJ (2017). He was a chemical engineer at Sasol (2013-2015) and an Associate Professor at UJ (2017-2023), serving as HOD from 2018-2021. He began his role as Professor at NWU in January 2024. Recognized with national and international awards, Prof. Moothi has published extensively and is actively involved in mentoring and research supervision.

RISING STAR ALUMNI

### Ogotlhe Sathekge

#### Human Capital Executive, Talent, Leadership & Culture Strategist, JHB Property

Ogotlhe has over 18 years' experience in shaping and driving organisational, functional and human capital strategies. With more than a decade in senior executive management roles, she has successfully partnered with business leaders to implement innovative human capital solutions and optimise organisational effectiveness. Ogotlhe is dedicated to ensuring readiness across all levels of the organisation to meet future challenges and drive continuous improvement.



### Sabelo Myeni

#### CEO, Sisekelo Sustainability Institute

Sabelo is an award-winning business leader, entrepreneur, and turnaround strategist with an MBA and diverse qualifications in environmental science, business, management and leadership. He serves on various boards in education, professional services and ICT and speaks on emerging technologies, HR, leadership and entrepreneurship. As a business coach, Sabelo specialises in leadership development, turnaround strategies and employee engagement.

RISING STAR ALUMNI

Phase 1

### Sesi Nxesi

#### CEO, ETDP SETA

Sesi is a dynamic leader with strengths in strategy planning, corporate governance and stakeholder management. Prior to her current role, she was Director for Teacher Development at the Department of Education (1999-2004). Sesi began her career in education, teaching Mathematics and Physical Sciences, and later held specialist roles in teacher development at the Gauteng Department of Education. Sesi serves on boards including the Public Service Training Forum and the HRDC.



### Judging Week 2024

## Transport, Logistics & Security Judges - Supported by Gautrain Management Agency

### Amanda Daly

#### Senior Director: Career & Development MEA, NTT Data Inc.

Amanda is a seasoned business leader with over 30 years' experience across industries with the last 5 years in the ICT sector. Driven by people being their best selves, she has implemented impactful leadership and young talent tech programs to empower underprivileged youth in South Africa. Amanda is the recent recipient of the Standard Bank Top Women in Business 2023 for Skills Development award.



### Elsie Pule

#### Group Executive: HR, Eskom

Elsie is a distinguished HR professional with over 30 years' experience. She has held board memberships and led a groundbreaking Women Advancement Programme at Eskom, earning the organisation multiple awards for gender empowerment. Named a 2018 Standard Bank Top Female in the Public Sector and a member of the Energy Sector Gender Ministerial Advisory Council, she is also the 2024 President of the Knowledge Management and HRD Conference for the IAEA. She recently retired as Eskom's Group Executive HR after a notable career.

### Mashudu Ndou

#### Head of Community and Corporate Affairs, Sasol

Mashudu was recently named one of the 2024 Top 100 Influential Career Women in Africa. She holds qualifications in Leadership and Management, International Relations, and Public Relations. Known for her work uplifting previously disadvantaged youth and women, Mashudu is a member of The Mentorship Academy in collaboration with the United Nations. A 2017 Rising Star finalist and SABC MAD finalist, she is a recognised guest speaker and panellist at international conferences.



### Phumzile Hlatshwayo

#### Executive Head of Human Capital, Netstar

With experience across mining, manufacturing, telecoms, insurance, and technology, Phumzile has specialised in implementing Target Operating Models (TOM), managing Mergers and Acquisitions (M&A), and conducting HR due diligence. She is adept at workforce planning for new businesses, cost containment, and driving HR business acumen and culture. Additionally, Phumzile focuses on developing HR systems, process mapping and wellness initiatives.

RISING STAR ALUMNI

### Thasmantha Ramiah

#### GM: HR, KIA

Thasmantha has over 12 years' experience in Learning, Development and HR. Holding an Honours and Bachelor's Degree in Industrial Psychology, she is known for her dedication to nurturing human potential and advancing people development. Thasmantha excels in creating environments that foster continuous learning and growth. Her commitment to enhancing both individual and organisational development underscores her passion for driving continuous evolution in the HR field.



### Phase 1 Judges:

Participated in semi-final video submission judging only.

### Phase 2 Judges:

Participated in final in-person judging only.

All other judges participated in both rounds of assessment





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# RISING STAR

## MOVEMENT FOR GOOD

### **Rising Star Movement for Good**

Over the past 13 years, the Rising Star community has grown into a powerful network of exceptional talent and remarkable leaders. Through collaborations across industries, including with our sister program GradStar, we've seen incredible innovations and developments. However, as part of this thriving community, we believe it's our collective responsibility to do more - to ensure others can flourish. That's why we are proud to introduce the Rising Star Movement for Good, launching early 2025! Together, we can inspire, empower, and invest in Africa's future leaders.

### **Why We do it**

Many students face significant obstacles such as financial constraints and food insecurity, often preventing them from reaching their full potential. The Rising Star Movement for Good aims to address these challenges by providing targeted support, helping students overcome these barriers and build resilience. As part of this community, we have the responsibility to ensure that others thrive too. Your support can transform lives, empowering a new generation of leaders to drive positive change in their communities.

### **How It Works**

The Rising Star Movement for Good connects students and donors through the GradStar App. Students create profiles outlining their educational backgrounds and needs. From there, they can submit requests for financial aid or daily essentials – we also liaise with the SRCs to identify those students most in need. Donors can view and fulfill these requests, or just Pay It Forward to be used for the next needy student. The app also features a "Meal a Week Deal," where students redeem meals at on-campus cafes and coffee shops through a voucher blockchain system. With eateries already signed up from 14 institutions, including UCT, Wits, UKZN, NMU and Stellenbosch, the Movement is set to make a real impact. Every time a donation is redeemed, both students and donors receive notifications, fostering meaningful connections.

### **How Can You Get Involved**

As a valued member of the Rising Star community, you have the power to make a lasting impact. Register as a donor this evening and choose how you want to contribute – whether by participating in the Meal a Week programme, or donating directly to the Movement for Good and permitting us to Pay It Forward on your behalf. By pledging, you can ensure students receive consistent nourishment while supporting local businesses. You will be kept fully in the loop of where your pledge goes.

Join us in making a difference by becoming part of the Rising Star Movement for Good. Together, let's create a culture of support and compassion, paying it forward to build a brighter future for Africa's next generation of leaders.

**Register today**







# Proud Sponsor of the 2024 Rising Star Awards

## Supporting Africa's Future Leaders

As a certified Top Employer in Africa, we're proud of the values that drive both our organisation and our support of the Rising Star Awards:

- We are committed to driving innovation and growth by continuously investing in cutting-edge solutions and forward-thinking initiatives that shape the future of our industry. We prioritise work life integration by promoting wellness days and a hybrid-first workplace, supporting the balance of personal and professional excellence.
- Diversity, equity, inclusion, and belonging are pillars of our culture, creating an environment where people feel valued and empowered to deliver and be themselves.
- Our recognition through the Gender Mainstreaming Awards demonstrates our commitment to nurturing talent.

Together with the Rising Star Awards, we're helping build a brighter future by empowering those with the vision and drive to lead.

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☆☆☆☆  
**RISING STAR  
AWARDS**





**Christopher Naidoo**  
Executive: Special Projects, Sanlam Limited

Chris is a highly motivated and driven professional with extensive generalist experience across large listed financial services companies. He thrives in a collaborative environment and enjoys working with people, including building and scaling teams through talent acquisition, training and development. He has also had the opportunity to work on significant business transformation programmes, as well as drive a number of strategic group projects from cradle to grave. He is always full of energy, passionate about music and loves to exercise!

**Jordachelin Moodley**  
IT Service Manager, Old Mutual

Jordachelin, a visionary leader and tech enthusiast, thrives at the intersection of innovation, impact and service. He is a pioneering force in fintech, known for redefining boundaries and driving transformative change. An award-winning professional with a strong background in IT, Jordachelin has excelled in the Service Engineering segment at Old Mutual South Africa by leveraging his expertise in technology, banking and financial services. Beyond his corporate role, Jordachelin is a committed advocate for social change and digital empowerment. As the founder of 'Project Simunye' he leads a groundbreaking community development initiative focused on imparting digital and financial literacy to youth. His work has gained international recognition, forging global partnerships. Through the STEMI movement, he has mentored over 5,000 young minds, inspiring others to break barriers and embrace a future of innovation.



**Kira Koopman**  
Head: L&D Strategy & Digital, Momentum Corporate

Kira is passionate about creating user-centred learning experiences and instilling a digital-first learning culture into organisations. She is an experienced digital learning consultant with over a decade of experience in designing and implementing impactful online and blended learning solutions across a range of industries and organisations. Prior to joining Momentum Metropolitan Holdings, she worked at the Allan Gray Orbis Foundation as a curriculum and learning design specialist and Red and Yellow Creative School of Business as the Head of Online Delivery. She holds an Honours degree in Communication Science and an MBA from the University of Cape Town's Graduate School of Business.

**Nthabiseng Mamabolo-Nhlanhla**  
Head of Financial Operations, BankservAfrica

Nthabiseng is a seasoned financial leader and social justice advocate. As Head of Financial Operations at BankservAfrica, she's driven transformative projects and promoted financial inclusion. She's also the Executive Head of Young Leaders Connect under the International Women's Forum of South Africa and A Seat at the Table NPC, empowering youth and driving social change.



**Yolisa Munetsi**  
Client Solutions CFO, Santam



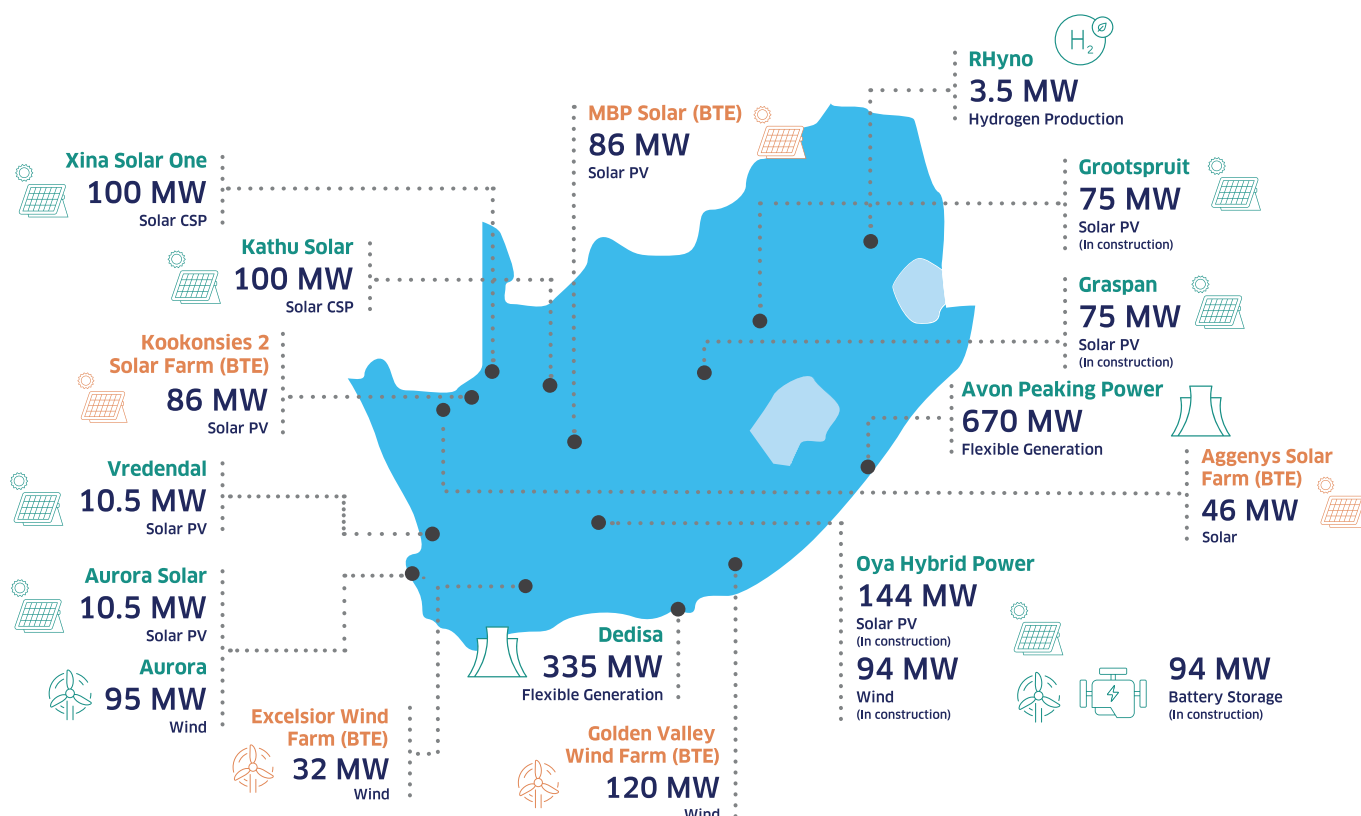
Yolisa is a qualified CA(SA) and Bachelor of Laws (cum laude) graduate. She has an avid passion for developing and empowering young talent in the workplace and for business transformation. She ran a successful SAICA-accredited Training Programme, going above and beyond the call of duty to provide exceptional mental, emotional and academic support to the trainees. She also introduced a young talent programme to develop, retain and lift the voices of emerging leaders. Yolisa is relentless about building future-fit finance capabilities in a digital context – she has created a digitalised business performance tracking tool to increase the visibility of the business's underlying performance. Additionally, she developed a value chain analysis plan to drive informed decision-making around cost optimization and continuous process improvement. She also introduced dashboard reporting to enhance data storytelling across her various roles.



# ENGIE South Africa

ENGIE was the first Independent Power Producer in South Africa, with operations beginning in 2015. At present, we have an installed capacity of 1.6 GW, with another 425 MW in construction and a pipeline of over 4 GW. We have implemented a Green Hydrogen solution\* in mobility – a global first, piloted in South Africa.

Our purpose is to accelerate the transition towards a carbon neutral economy through reduced energy consumption and more environmentally friendly solutions. This purpose brings together the company its employees its clients and its shareholders and reconciles economic performance with a positive impact on people and the planet. We leverage off our international expertise and partner with local entities to ensure we implement the best energy solutions for South Africa.



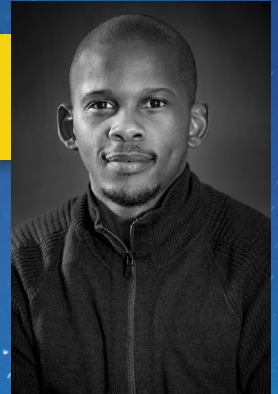




**Kerusha Naidu**  
Project Manager, Terra Firma

Kerusha found herself at twenty years old with only a Grade 9. As she journeyed back through the corridors of her academic and professional career, she fervently dreamed of embarking on a trek. Starting at the base camp of her Mount Everest, she completed her Matric by twenty-one; her Bachelor's degree in administration by twenty-five and was awarded top achiever; her Post-Graduate Diploma in Project Management by twenty-six, and is presently an MBA candidate at Liverpool John Moores University at twenty-eight. She thought about quitting but despite the high winds, low altitude, and mental and physical fatigue, (metaphorically) she climbed Mount Everest. Now, she uses that perseverance as a Project Manager, working in the Energy industry and contributing towards South Africa's energy security and eco-environment, she doesn't have to climb any mountains... but she does have to move them.

**Mandilakhe Qavane**  
Solutions Engineer (PV & Energy Storage),  
Sungrow South Africa



As a seasoned solar and wind engineer, Mandilakhe has spent the past 10 years advancing sustainable energy solutions. Specialising in the design, implementation, and optimisation of solar and wind systems, his expertise includes system integration, power quality management and energy efficiency. His project experience ranges from residential installations to large-scale commercial and utility projects, ensuring optimal performance and sustainability. He holds a Bachelor of Technology in Mechatronics Engineering from Cape Peninsula University of Technology, a BSc Honors in Energy Studies from the University of Johannesburg and is currently pursuing an MPhil in Energy Studies. His extensive background positions him as a leader in the renewable energy sector.



**Mzwandile Khumalo**  
Senior Legal Counsel, Engie Southern Africa

Mzwandile's experience spans the development life-cycle of major infrastructure and renewable energy assets. Prior to ENGIE, Mzwandile worked at the consulting giant; McKinsey & Company as a Senior Contracts Counsel in the Global Public and Social Sector Practice (AMEA; Center of Excellence). At McKinsey, he identified creative legal solutions to boost economic growth across several developing countries. Prior to McKinsey, he worked in private practice focusing broadly on infrastructure projects in the oil and gas, mining, transportation (sea, road and rail) and power sectors. Mzwandile graduated from Wits University with an LL.B degree (cum laude) in the top 10 percentile of his class. He is a recipient of the prestigious Allan Gray Fellowship and has co-authored two publications.

**Nomalungelo Mbokazi**  
Midstream Senior Performance Manager,  
BP Southern Africa

Nomalungelo leads the overall functional supply and demand balances and commercial performance of the Midstream business. With an educational background in Chemical Engineering, she boasts 10 years' energy industry experience focused on commercial optimisation of Refinery operations and the wider hydrocarbon supply chain. She has held both operational and analytical roles within bpSA, with exposure to operations, commercial optimisation, leadership, projects, and retailing, cultivating her ability to adapt to a wide variety of scenarios and teams. In the future, she would like to work on the optimisation of multi-energy systems and strategic future fit development. Throughout her career, Nomalungelo has demonstrated a robust work ethic, a remarkable talent for driving action, and the skill to deliver exceptional results even in difficult circumstances.



**Shanti Khosa**  
Business Analyst, Sasol



Shanti is a young highflyer who holds a BCom degree and a BCom (Hons) degree in Economics from Rhodes University. She further holds a Postgraduate Diploma in Management (in the field of Energy Leadership) from Wits Business School. She is currently reading towards her Masters in Management (in the field of Energy Leadership) with Wits Business School. She has experience in Finance as well as Business Analysis. She has also worked at a bank as a Credit graduate. As a young person herself, Shanti is passionate about helping young people discover their full potential in their academics and early careers by providing assistance with CV writing, interview preparations and university and job applications at no cost. Shanti believes in leadership that impacts the world through building others. She believes that everyone is a leader in their own right and that everyone has an opportunity to impact the world.





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## Entrepreneur Finalists

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**Faizel Newman**  
Founder & Director, Gold Shuttle

Faizel is the Founder of Gold Shuttle, a premier luxury transport company, and a graduate of Johannesburg Business School. With a passion for leadership and innovation, Faizel has built a reputation for delivering high-quality service in the luxury transport industry. His commitment to excellence has earned him numerous awards and widespread recognition within the sector. Under his leadership, Gold Shuttle has grown into a trusted brand, known for its reliability, customer satisfaction, and attention to detail. Faizel's success is not only defined by his business acumen but also by his dedication to community upliftment. He actively supports initiatives aimed at creating opportunities for underprivileged communities, believing that business success should go hand in hand with social responsibility. Faizel continues to drive innovation in his field, constantly seeking new ways to improve his services and contribute to the broader community.

**Jessica Jane Dewhurst**  
Founder & CEO, Justice Desk Africa

Jessica is a passionate advocate for human rights, serving as the Founder and CEO of Justice Desk Africa. A proud South African, she is dedicated to empowering everyday people, especially youth, to become defenders of justice across the continent. Under her leadership, Justice Desk Africa has impacted over 2 million lives, fighting against child marriages, corporal punishment, child abuse, and trafficking. Her relentless advocacy has gained global recognition from figures like the Duke and Duchess of Sussex, the South African Presidency, and the Obama Foundation. Jessica has also been honoured with The Queen's Young Leaders award from Her Majesty Queen Elizabeth II at Buckingham Palace. With qualifications from the University of Cape Town, the UN's ERI, and Cambridge University, Jessica continues to inspire and uplift communities globally. As Meghan Markle said of her work: "Your commitment to doing what is right gives all of us hope."



**Katleho Mokhosi**  
Co-Founder & Partner, Nhlapo Mokhosi Incorporated

Katleho is an LLB graduate from the University of the Witwatersrand and the Director and Partner at Nhlapo Mokhosi Inc. He leads the litigation and dispute resolution department, focusing on family law, labour law, property law, and constitutional matters. Katleho represents clients in various courts, including the High Court and Constitutional Court of South Africa. He provides practical experience to law students through internship programs at his firm. Additionally, Katleho is a board member of Meals on Wheels South Africa, actively engaging in fundraising for the organization. He is an admitted attorney of the High Court of South Africa under the Legal Practice Council.

**Sheldon Tatchell**  
Founder & CEO, Legends Barbershop

Sheldon, a visionary South African entrepreneur, began his journey in 2011 with a roadside barbershop equipped with just a clipper and chair. This humble start laid the foundation for Legends Barber, a franchise that revolutionised the South African hair industry. Under Sheldon's leadership, Legends Barber expanded across Africa, becoming a regional powerhouse known for quality hair services and sought-after products. Sheldon is passionate about developing aspiring barbers and has made a lasting impact through mentorship and training programs. As a member of the Franchising Association of South Africa Board, he is dedicated to maintaining industry standards and fostering a thriving franchising environment. Legends Barber, under his guidance, has earned numerous accolades including the prestigious "Best of Joburg" award. Sheldon's journey exemplifies the power of passion and dedication, making him a true legend in the African hair industry.



**Thato Garekoe**  
Founder & CEO, Rekisa eCommerce Solutions

Thato is the Founder of Rekisa eCommerce Solutions, an innovative platform that empowers SMEs to effortlessly create, manage, and market their online stores using user-friendly and affordable technology. With over 14 years' entrepreneurial experience, Thato has successfully exited ventures such as Tribe Activations and Blink Digital, an AI-powered website creation platform. Thato also leads the Midrand branch of Algorithmics International School of IT and Programming for Kids, where he fosters digital literacy among young learners. Additionally, he serves as the Learning Chair for the EO Accelerator Johannesburg Chapter, supporting entrepreneurs in their growth journeys. As a Licensed Partner of the NSBC, Thato is dedicated to promoting SME growth in South Africa. Currently pursuing an MBA at Henley Business School, Thato is committed to lifelong learning and leadership development, continuously enhancing his business acumen and strategic vision.





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**Ashe Maharaj**  
Director of Innovation, OpenTrade

Ashe's leadership and learning journey has driven growth and innovation, spanning collaborations with industry-leading thinkers and Fortune 100 companies worldwide. After spending six pivotal years in Australia studying biomedical and computer science, he developed a forward-thinking approach to technology's role in the future. Now back in Africa, his mission is to build systems that foster collaboration and accelerate progress across the continent. His contributions to AI have earned recognition from prestigious awards and councils, highlighting the real-world impact of his work. By equipping Africa's public and private sectors with tools to create inclusive, sustainable supply chains, he addresses two major global challenges: economic inclusion and climate change. At his core, he is driven by relentless innovation, always focused on the future.

**Bianca Biehler**  
Senior Digital Advisory Consultant, NTT DATA Inc.

Bianca is a dynamic Senior Digital Transformation and Strategy Consultant, passionate about helping individuals and organisations navigate the complexities of the digital world. With a rich background in design thinking, consulting and facilitation, she has successfully led end-to-end digital transformation and innovation projects across various industries. Bianca's expertise includes crafting comprehensive enterprise strategies, enhancing customer and employee experiences and promoting business agility through the Scaled Agile Framework (SAFe®). A natural leader and mentor, she has also helped develop graduate development programs, demonstrating her commitment to nurturing young talent. Her dedication to continuous learning and innovation positions her as a trusted advisor in the ever-evolving digital landscape.



**Kelebogile Moyo**  
Manager: Cloud Sales Operations, MTN SA



Kelebogile is a dynamic professional with extensive experience in the technology and telecommunications sectors. She is adept in leveraging her expertise in channel sales and management, strategy, sales and revenue operations. Her career includes roles at global tech giants like Cisco and Microsoft, as well as local leaders such as Altron and CMC Networks. Kelebogile is committed to lifelong learning, holding technical qualifications from Heriot-Watt University and the London School of Business. She is currently training as an NLP (Neuro-Linguistic Programming) practitioner and is also an active blogger with ambitions to transition into radio and broadcasting. Passionate about the holistic health and well-being of others, as well as using technology to tackle social challenges, she focuses on empowering both the youth and the elderly. This dedication underscores her belief in the power of digital innovation to drive meaningful change and create a positive impact in communities.

**Stefan Enslin**  
Delivery Manager: Extended Enterprise and Compliance Tools, BMW

Stefan is a driven and visionary individual who possesses a strong passion for turning his ideas into reality. His Cum Laude Bachelor's Degree in Industrial Engineering provided him with an excellent foundation to commence his professional career at the BMW manufacturing plant in Rosslyn. During his tenure there, Stefan demonstrated a keen aptitude for driving innovation within the organization, which has been the focus of his career progression at BMW South Africa. After five years, he transitioned to the role of Transition Manager at the BMW ZA IT-Hub. He was then promoted to IT Delivery Manager, where he is responsible for overseeing over 60 IT professionals. Stefan's keys to success can be attributed to his genuine care and compassion for people, his understanding of change management within a large organization, his strategic and futuristic strengths and his proven leadership qualities.



**Wesley Stephen**  
Delivery Manager: SPL Warehouse Management, BMW



Wesley leads a vibrant, diverse and high-performing team that delivers global digital solutions for the BMW Group. Wesley believes in developing leaders and guiding teams toward success. He also has a passion for developing and unlocking opportunities for the next generation in the workplace. In addition, Wesley has worked abroad internationally and has gained great insight and experience across different cultures, which shapes his vision to that of a global perspective. Wesley holds a Bachelor of Science in Mechanical Engineering from the University of KwaZulu Natal. In his personal time, Wesley enjoys spending time with his family and exploring the world through travel. His personal interest and passion has always been and continues to remain in Motorsport, particularly in Formula 1 Racing.



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### **Cynisha Maharaj**

*HR Business Partner, Element Six*

Cynisha thrives where she can think outside the box and devise innovative solutions to unique issues. She began her career as a Financial Administrator before transitioning into the HR field as an IR Consultant, gaining exposure to various industries. Cynisha is a powerhouse, resourceful in finding solutions in the least expected places. She is passionate about improving processes and supporting those in need. Despite facing numerous challenges in her personal and professional life, she has persevered and found the courage to keep moving forward. Cynisha excels at building networks and values 100% transparency. She enjoys interacting with diverse individuals and is committed to pushing boundaries and exceeding goals. As a go-getter, she aims to transform the face and perception of HR. In her free time, Cynisha enjoys hiking, reading and spending quality time with her loved ones.

### **Nomthandazo Mkhabela**

*Specialist: E/E Product and Process Planning, BMW*

Nomthandazo is a vibrant professional who is currently serving as an E/E Process Specialist at BMW South Africa. Her role allows her to thrive in a dynamic environment where she can fully utilise and deliver her extensive knowledge and expertise. One of her notable achievements includes being selected to participate in a significant event alongside the President of South Africa and the Vice Chancellor of Germany, where they handed over the BMW i3 as part of an initiative to combat gender-based violence. Beyond her professional endeavours, Nomthandazo is a devoted mother. She believes it is her responsibility to love, nurture, and advocate for continuous learning. She is committed to making a significant change in the world, aiming to benefit both our current society and future generations. Her vision is rooted in the belief that through collective effort, we can forge a better future.



### **Nosihle Dlamini**

*Senior Manager, Toyota South Africa*

Nosihle is a dynamic leader with a deep passion for manufacturing, technology, and maximising human potential. As the senior manager for new vehicle projects and innovation, she leverages her expertise in digital transformation and cutting-edge technology to drive progress in her department. Nosihle also serves as Vice Chair of the TWIMS Africa Alumni Advisory Board, where she actively contributes to the development of manufacturing executives across Africa. In addition, she is a mentor to aspiring women in manufacturing, offering them guidance to overcome challenges and carve their paths in the industry. With an MBA in manufacturing and an MCom in HR, Nosihle is a lifelong learner and a strong advocate for STEM and education. As a founding member of Circle of Hope, she is committed to uplifting communities in Kwamakhutha and rural Ezimbokodweni, demonstrating her dedication to social impact.



### **Nthabeleng Chaba**

*People and Culture/HR Business Partner,  
Scania South Africa*

Nthabeleng is a purpose-driven situational leader with a proven record of shaping organisational success and driving transformational change. Passionate about coaching and mentoring, she is dedicated to nurturing young talent and developing the next generation of leaders. Guided by Nelson Mandela's belief that "Everyone can rise above their circumstances and achieve success if they are dedicated to and passionate about what they do," her work focuses on elevating the Human Resources field. She empowers individuals to lead with confidence and understand their roles within a broader organisational context. Her focus on aligning people strategies with business objectives fosters environments where both individuals and organisations thrive.



### **Siyabonga Ngcobo**

*New Energy Vehicles and Digital Products Specialist,  
Volkswagen Group Africa*

Siyabonga CM(SA) is a dynamic Chartered Marketer with a profound impact on the mobility and technology sectors. With a distinguished career spanning leading roles at Volkswagen Group Africa, Multichoice, Moove and Uber, Siya is renowned for spearheading innovative initiatives, most recently in electric vehicles and digital products. His strategic acumen has been instrumental in scaling businesses and launching electric fleets. At Volkswagen, he drives the strategic development of new energy vehicles and digital solutions. Siya's expertise extends to board-level contributions with Ubuntu Football and SAIGA (South African Institute of Government Auditors), where he influences marketing strategies and organisational growth. His impressive credentials include accolades such as the World Economic Forum Global Shaper, Standard Bank Rising Star Awards finalist and serving as a PRISM Young Judge. Siya continues to push boundaries, blending deep consumer insight with transformative strategies to shape the future of mobility and technology.







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**Dr. Alma-Nalisha Cele**  
*Medical Affairs Manager, Johnson & Johnson*

Alma-Nalisha is an experienced doctor with a demonstrated history of working in the pharmaceutical & healthcare industry. She holds a Bachelor of Medicine, Bachelor of Surgery – MBBS focused in Medicine from the University of the Witwatersrand and a postgraduate diploma (cum laude) in medicine development at the University of Stellenbosch. She is also the Co-Founder of The Cheeky Natives a literary podcast primarily focused on the review, curatorship and archiving of black literature. In 2019, she was named one of the Mandela Washington Fellows to undertake a prestigious fellowship in the United States. She was also named one of the top 200 Young South Africans in 2019.

**Anele Sikakana**  
*Key Account Manager, British American Tobacco*

Anele leverages over 15 years' experience in the FMCG and retail sectors. She plays a pivotal role in driving the growth of two major grocery retailers in South Africa. Anele's expertise in key account management is complemented by her strong academic background. She recently completed her Master's degree in Marketing Management with distinction from the University of Johannesburg. Her research focused on "Millennials' value perception and its influence on the purchase intention of second-hand luxury goods", reflecting her deep understanding of evolving consumer behaviour. Anele's commitment to excellence in both her professional and academic pursuits has earned her recognition as a finalist for the TransUnion Rising Star Awards. Her passion for strategic innovation and sustainable business practices continues to drive her success in the competitive FMCG landscape.



**Khuthala Myende**  
*Order to Cash & Customer Logistics Lead, Mondelez*



Khuthala's role goes beyond traditional supply chain management, as she crafts and implements customer experience strategies that transform relationships with key clients. She has successfully aligned operations with customer needs, improving replenishment processes, technology integration, and customer satisfaction. A trailblazing supply chain leader with multi-country experience across Africa, she has delivered bespoke business and supply chain solutions for Fortune 500 companies in the FMCG and manufacturing sectors. Her tenacity and team development have earned her recognition as one of the Top 100 Influential Women in Supply Chain Africa 2023 and a finalist for the Africa Supply Chain Excellence Awards 2024. Additionally, as a nonprofit founder since 2016, she is committed to using creative avenues to support communities in need, believing it is her responsibility to positively impact lives and help shape a better future for upcoming generations.

**Lydia Sagonda**  
*Quality Systems Project Lead, Tiger Brands*

Lydia drives transformative change in the food manufacturing industry. Lydia is spearheading the largest capital expenditure project for Quality in the organisation's history - a digital Quality & Food Safety Management System (QFSMS) across all 40 sites in South Africa and Cameroon, impacting over 10,000 employees. Her work, which bridges the gap between technology and quality management, is set to enhance efficiency, data management, and decision-making, positioning the business for the 4th industrial revolution. A transformational and servant leader, Lydia is committed to the greatest good for the greatest number, with a long-term goal of achieving food safety for every African. Her dedication extends to her personal life, where she founded an initiative to educate young children on food safety. A finalist in the Africa & Middle East Gender Mainstreaming Awards, Lydia's work reflects her passion for innovation and community upliftment.



**Shivonne Mooniyen**  
*Regional Sourcing Manager, British American Tobacco*



Shivonne Mooniyen was born and raised in Durban, KwaZulu-Natal. She pursued her Undergraduate studies at the University of Cape Town and graduated in 2017 with a BSc in Chemical Engineering. Her passion for leadership and people has led her to hold various roles at BAT. A strong desire to foster psychological safety in the workplace has influenced her to pursue a degree in Psychology, which she is currently completing. Shivonne is dedicated to driving innovation in the workplace, to not only yield results in the private sector but to also develop community-based businesses. She is proud to have led a community-based recycling initiative, which helps communities monetize waste from the private sector. In her current role in procurement, Shivonne is determined to develop partnerships with black, female-owned businesses. She is excited to continue working on projects and initiatives which ensure our social and sustainability responsibilities are met.



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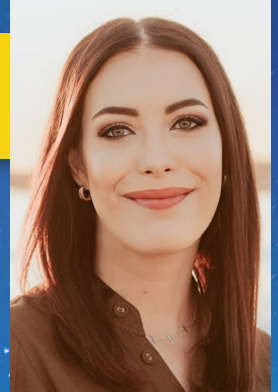


**Amy Leibbrandt**  
Managing Director, FAME Media

Amy, boasts 18 years in the media industry, marked by resilience and innovation. As Managing Director of FAME Media since 2022, she has driven transformative strategies, earning accolades such as the Specialist and Overall South African Media Agency of the Year 2022 and the FortyUnder40 Award in 2023. Amy is known for her collaborative work environment, mentoring young professionals, and delivering exceptional results. Beyond work, Amy co-founded the Gabriel Road Association to enhance her community with initiatives like clean-ups and a thriving community garden. A dedicated single mother, she balances her career with parenting and her passion for aerial dancing, representing her country at the World Champs in 2022. A survivor of gender-based violence, Amy advocates for survivors and supports organisations like Rape Crisis.

**Helene Botha**  
Creative Director, Superside

Helene has 14 years' experience in Design and Advertising. Passionate about creative leadership and mentorship, she engages in initiatives that democratise mentorship to uplift the next generation of creative leaders. Leading a team of 60+ creatives, she fosters strong relationships across continents, embracing remote leadership in the digital era. She believes emotional intelligence; empathy and authenticity are the foundation of effective human-centric leadership. Helene delivers innovative design solutions for global brands like Coca-Cola, GroupM, Prosus and Shopify. By integrating emerging technologies like AI into workflows, she ensures her team stays ahead in the dynamic design landscape. Helene's achievements include winning the Sappi ThinkAhead Gold Portfolio, various Loeries, Pendorings, African Cristal Festival and Young Gun awards, as well as being a finalist for the SABS Design Achievers awards.



**Liat Madinane**  
Chief Integration Officer, Sauce Advertising



Liat is a results-driven Marketing Executive who excels in aligning marketing strategies with business objectives, fostering cross-functional collaboration, and driving revenue growth through innovative service offerings. Previously, as Chief Creative Officer at Sika Creative Agency, she founded and scaled the agency, leading her team to win industry accolades, including the Prism Silver Award for Best Upcoming Creative Agency in 2022. Liat's expertise spans leadership, brand development, and client relationship management, enhanced by her participation in prestigious programs like the Road to Leadership Programme at the Gordon Institute of Business Science and the Women in Leadership Programme at Richfield AAA School of Advertising. Liat strives to be an expert in strategic marketing and advertising, business, and leadership—driven by respect, hard work, and a proven track record of success.

**Revathi Pillay**  
Youth Ambassador and Radio Presenter, SouthSide FM

Revathi is a dynamic youth ambassador and radio presenter dedicated to empowering young voices. She has already made significant strides in advocating for youth rights and mental health awareness. Revathi creates a platform for young people to share their stories and discuss pressing issues. Revathi's passion for community service and communication has earned her numerous accolades, including the RJ of the Year Award. In addition to her radio work, Revathi has led several successful community initiatives. Her dedication to creating positive change has also seen her collaborate with various non-profit organisations and even Ministers of Government, ensuring the youth benefit and are heard through her show. Revathi's mission is to inspire and uplift the next generation, proving that age is no barrier to making a difference. Her tireless efforts and unwavering commitment to youth empowerment make her a true role model for young people everywhere.



**Tumelo Selikane**  
Managing Director, Nielsen Sports South Africa



Tumelo directs a team at the helm of pioneering cross-platform media valuation, fan insights, and digital media analysis. He is a highly accomplished commercial and brand leader with extensive marketing and strategic experience in driving revenue growth and market share. Tumelo's influence extends to shaping the African sports media industry and beyond. Tumelo has launched a mobile e-commerce app named Steera, to digitise the township economy, all whilst re-imagining and simplifying the complex transport and payment challenges of small business owners and consumers in informal markets. Beyond the boardroom and business deals, he is an avid mountain biker and enjoys road running when he's not spending time with his wife and daughter. These moments of peace help him recharge and inspire him to bring more innovative solutions into the world.





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**Didintle Bantobetse**  
Mine Overseer, Impala Platinum

Didintle "Didi" is known for her expertise in safe production, operational excellence and leadership. She is deeply committed to promoting health and safety, particularly for women in the mining sector. As part of her organisation's Gender Equity Forum, she advocates for proactive measures to create a safer, more inclusive work environment. In her role, Didi is actively involved in industry initiatives focused on advancing safety practices and fostering diversity. She is a strong proponent of continuous improvement and innovation, using her expertise to drive positive change. Didi holds a BTech in Mining Engineering from the University of Johannesburg and is an MBA candidate at the Gordon Institute for Business Science (GIBS). Her dedication to professional development and her participation in the Rising Star competition reflects her commitment to shaping the future of the mining sector.

**Dr. Katekani Shingange**  
Scientist, Mintek

Dr Shingange, hailing from Gavaza village in Limpopo, is known for her warm and approachable personality. Her expertise in surface science, particularly in optoelectronic materials for gas sensing technologies, has earned her widespread recognition, with over 20 peer-reviewed publications and an impressive h-index of 13. Dr. Shingange's achievements include prestigious honours such as the South African Women in Science Award, the CSIR Best Doctoral Award, and being named one of Mail & Guardian's 200 Young South Africans. Beyond her scientific acumen, she is deeply committed to mentoring the next generation of scientists and passionately advocates for women in STEM as the chairperson of Women in Physics in South Africa (WiPISA). Her dedication to empowering others, coupled with her collaborative spirit and genuine kindness, makes her a respected and influential figure in both her professional and personal circles.



**Mamosegare Hlologelo Precious Zimba**  
Lead: Business Optimisation, Exxaro



Precious is an astute continuous improvement professional with over a decade of experience in the mining industry where she plays a key role in the optimisation activities of various Business Units across Exxaro. She is currently leading a team of industrial engineers, technology enthusiasts and data scientists trusted with the responsibility to drive optimisation and digital transformation at the mine. She holds a BEng industrial degree and a Master's degree in Innovation and Technology Management, both earned from the University of Pretoria. Currently pursuing her Doctor of Philosophy in Digital Transformation at the Johannesburg Business School, she hopes to continue to make meaningful contributions towards digital transformation in the mining industry. On a personal note, she is happily married and blessed with two lovely children; a daughter and a son. She is an avid Formula 1 fan and takes great pleasure in attending live cricket matches.

**Nkateko Mnisi**  
Solution Architect - Engineering, Exxaro

Nkateko is a trailblazer in the mining industry. She is responsible for driving digital transformation and solving complex mining challenges through the implementation of fit-for-purpose technology solutions. Her current portfolio includes mining, mineral resources management, and engineering solutions. She is passionate about leveraging strong partnerships with technology suppliers to ensure Exxaro remains at the forefront of innovation. Known for her quiet determination and humorous nature, Nkateko is deeply committed to helping others succeed. She believes in the power of mentorship and encourages her colleagues to push beyond their limits, reminding them that it's never too late to start improving. Her journey is a testament to the impact of dedication and vision in a traditionally male-dominated field, making her a powerful role model for aspiring professionals in the industry.



**Nqobile Zinhle Mothibi**  
Financial Manager, Glencore



Zinhle is a trailblazer in the financial landscape of the mining industry, boasting a decade of expertise in cost management, financial strategy, and capital accounting. She leads with a sharp focus on sustainability, driving profitability in a fast-paced environment. Zinhle's impact is evident in her track record and includes enhancing operational efficiency at Glencore and developing robust financial governance frameworks at De Beers. She holds a Bachelor of Commerce in Financial Sciences from the University of Pretoria and an Honours degree in Management Accounting from the University of South Africa. She has also completed leadership training at the Wits Business School, where she was recognized as a top performer. Zinhle occupies a seat on the Council of the Collieries Administration and Financial Managers Association of South Africa, where she works as a catalyst for industry growth, inspiring teams and steering mining operations towards a future of sustainable success.



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Duke CE Africa also provides formal, accredited management and leadership development programmes with the relevant quality councils. Our unique curriculum design approach extends beyond content knowledge to deepen contextual application focused on enhancing the learner experience.

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Duke CE has prioritised women's leadership development as an integral pillar of addressing gender equity. Duke CE has taken a research-based approach to developing a point of view that supports women to create awareness, deepen self-insights and women to create awareness, deepen self-insights and drive a collective call to action around perceptions in the workplace.

The programmes are designed to develop the leadership skills of female middle, senior and executive managers and support their career development. The unique designs incorporate academic learning modules with thought leaders and practitioners, dialogue with experts, group coaching and individual mentoring.

Duke CE Africa's vision for leadership development is to build force multipliers for good, creating a movement for collective awareness and action that drives change and challenges leadership paradigms across the African continent.



## Program Offerings

### WOMEN EMPOWERED: Rise, Lead and Transform

The **Duke CE Women Empowered Programme** supports leaders as they transition roles to influence and challenge the status quo. It creates a community of practice with like minded leaders to build a network and creates space to dialogue on the key challenges and opportunities to establish our future as women.

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**Dhahini Naidu**

*Senior Associate, DLA Piper Advisory Services*

Dhahini's impact cannot be overstated. Her strategic vision and innovative approach have transformed her practice, driving both individual and collective success. Dhahini's commitment to excellence showcases her unparalleled legal skills and leadership potential. Her proactive stance on legal trends and her ability to foresee and prepare for potential challenges have positioned her as a leader in the industry. Moreover, her dedication to mentoring junior attorneys and fostering a collaborative and inclusive culture has significantly strengthened her team. Dhahini is not only a remarkable attorney but also a compassionate leader who inspires trust and respect. Her contributions to her team and the broader legal community are profound and measurable. Her leadership potential, legal expertise, innovative initiatives, client relationship skills, and community contributions distinguish her through her visionary approach and dedication to excellence.

**Jayson George**

*Senior Associate, Bowmans*

Jayson is a distinguished lawyer known for unwavering dedication and professionalism and is rapidly progressing in the ranks at his current firm. With a commitment to delivering exceptional legal services, Jayson has earned multiple nominations for prestigious awards, including the African Legal Awards, reflecting a deep dedication to his work and clients. Beyond the profession and being from the Cape Flats, Jayson is a passionate advocate for societal change, driven by a strong sense of altruism and a desire to make a positive impact. Jayson balances a rigorous work ethic with a love for karate and a strong devotion to the church and his young family. This combination of hard work, discipline, and personal values fuels his career marked by both professional excellence and meaningful contributions to the community.



**Julia Choate**

*Salaried Partner, Bowmans*



Julia has extensive experience in tax dispute resolution and has been involved in litigating and settling several large disputes. Julia has a particular interest in the application of Constitutional and administrative law principles within fiscal policy and the broader tax system and has completed her PhD in this field. Julia also specializes in indirect tax and international trade, and the implementation of multilateral trade instruments. She believes that African intercontinental trade has a bright and exciting future under the AfCFTA. Julia is passionate about promoting the entry and success of young female lawyers into the profession and believes strongly in "paying forward" the guidance and support she has received from her mentors. She believes in embracing innovation in all its forms, and ensuring that she and her team are resourced to adapt and succeed in a rapidly changing world.

**Nosipho Dinwa**

*Training and Development Manager, Cape Town  
International Convention Centre (CTICC)*

With extensive experience in learning and development, Nosipho has held key positions including Global Learning & Development Manager at Webhelp/Egencia TMC, where she contributed to driving strategic growth and development initiatives. Her expertise spans designing comprehensive training programs and managing leadership initiatives across multiple countries. Passionate about women's development, Nosipho volunteers as Vice President for Young Professionals at FEDHASA and Director of Education, Training and Mentoring for the African Association of Women in Tourism and Hospitality (AAWTH). Under AAWTH, she spearheaded a groundbreaking mentorship program, connecting emerging female professionals with industry leaders. Nosipho actively shares development resources for women in corporate environments, through her LinkedIn platform, furthering her commitment to empowering women in the hospitality sector and beyond.



**Paul Ssali**

*Technology Consultant, Accenture*



Paul is a versatile professional engineer with over eight years' experience in strategic consulting, banking, and sustainable development. Registered with the Engineering Council of South Africa, he excels in engineering design, asset management, mining operations and construction. As a consultant in Accenture's Industry X division, Paul drives innovation and helps organisations tackle complex challenges through strategic insights and design thinking leadership. Beyond his professional role, Paul serves on the board of Engineers Without Borders, contributing to sustainable solutions for African communities. He also advises various organisations, blending technical expertise with a passion for social impact. Paul's work is defined by a commitment to creating solutions that address immediate needs while inspiring lasting change.



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**Karen Battaliou-Armstrong,**  
Cluster Director of Sales & Distribution, Marriott  
International - Melrose Cluster

Karen began her career as an in-service trainee at Protea Hotels in 2007 and earned the prestigious Protea Hotels Graduate of the Year award in 2011. Early in her career, Karen swiftly advanced from Revenue Administrator to Business Optimisation Manager at the Protea Hotel Fire & Ice! Johannesburg Melrose Arch. Over the past seventeen years, Karen has held various roles within the organisation, including fourteen years in Operations and three years as General Manager at Protea Hotel by Marriott Clarens, where she received the MARSH Risk Audit Award. Karen played an instrumental role in opening the Johannesburg Marriott Hotel and Marriott Executive Apartments Melrose Arch in 2020, initially as Director of Rooms and then as Hotel Manager. Embracing new opportunities, Karen transitioned to the commercial side of the business and took on the role of Cluster Director of Sales & Distribution in March 2023.

**Maxcene Aspeling**  
Senior Manager: Financial Services, Massmart

Maxcene is a dynamic leader with a strong foundation in business management and organisational dynamics. She has a proven track record in driving transformative change, fostering innovation and promoting ethical leadership. Known for overseeing complex projects and leading diverse teams, Maxcene ensures alignment with organisational goals through accountability, communication and continuous improvement. Passionate about mentoring emerging leaders, she inspires teams to achieve outstanding results. A staunch advocate for lifelong learning, Maxcene continuously seeks to enhance her skills, making her a respected woman in leadership in her field and a driving force in shaping organisational success.



**Nobesuthu Msimanga**  
Account Executive, Marriott International

Nobesuthu has over 13 years' experience in hospitality. For the past 9 years, she has specialized in managing accounts across various sectors. Passionate about academia, she pursued further studies in Organisational Change. Nobesuthu believes in maintaining a balanced life and is an avid hiker, finding inspiration in nature to enhance her thinking capacity. She enjoys mentoring young professionals and students, guiding them as they enter the academic and professional world, driven by the belief that knowledge empowers better decisions.



**Nolwazi Mbhele**  
Risk Manager, Spar

Nolwazi is a versatile and dynamic leader, excelling in her field. She is a finalist for the 2024 TransUnion Rising Star Awards and the Food Global 2024 Apple Awards. These achievements are a testament to her dedication to excellence, innovation and responsible development. Within her expertise, she has demonstrated strong capabilities in developing and implementing comprehensive risk management strategies that ensure compliance with industry standards and regulations, whilst also enhancing operational efficiencies. She is currently pursuing an MBA, underscoring her dedication to advancing organisational success and driving continuous improvement within her field. Nolwazi's professional approach is characterised by innovation and adaptability, which she believes are cornerstones for making meaningful contributions to the advancement of Risk, SHEQ and food safety in the industry.



**Suhail Ahmed**  
Business Planning Lead: Africa, Diageo

With both a Master's Degree in Chemical Engineering (UKZN) & Certification in Planning & Inventory Management (APICS), Suhail has embraced a career path spanning 7+ years within Supply Chain. He has worked in various roles within Diageo, which include Production, R&D, Procurement & Planning. After joining the Africa Planning & Logistics Team, he then took on regional Business Planning roles which included Inventory Management, Regional S&OP/IBP and Digital Transformation, where he delivered Cash & Culture targets, streamlined processes and pioneered the development of a Digital Reporting Control Tower within the region. Suhail currently manages a team of Demand Planners and partners with them to deliver Diageo's ambition for the region. Apart from his professional life, he loves to travel, experience different countries and cultures, and of course the food! He is always keen on taking on something new and believes you cannot grow unless you are challenged!





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**Fabio Companie**

*Head: Construction Management, City of Cape Town*

Fabio is a dynamic leader in project management with over 15 years' expertise across the public and private sectors. He plays a pivotal role in guiding large-scale urban infrastructure projects that shape the future of cities. Currently a PhD candidate at the University of Cape Town, Fabio holds prestigious certifications including Professional Construction Project Manager (Pr CPM) and Chartered Building Surveyor (CBS) highlighting his technical expertise and leadership. Renowned for delivering award-winning projects, Fabio's strategic insights have earned him multiple local and international accolades. Beyond project execution, he is a dedicated educator and mentor, guest lecturing at UCT and mentoring professionals in infrastructure delivery and construction risk management. His research focuses on sustainable urban development providing transformative solutions that foster innovation and elevate the construction management field. Fabio embodies the future of sustainable project leadership with a commitment to excellence and education.

**Kyle Reddy**

*(Enterprise) Asset Manager, Netcare*



Kyle is a dynamic force in engineering and asset management, known for his sharp mind and unwavering commitment to excellence. A true leader, he excels in merging engineering precision with business acumen, driving innovation through digitisation and spearheading safety and performance initiatives. Kyle oversees assets worth billions, ensuring operational efficiency and sustainability across diverse sectors. His credentials—Pr. Eng., MBA, and director certification reflect his dedication to continuous learning and professional excellence. As a finalist in the prestigious TransUnion Rising Star Awards, Kyle's innovative approach and leadership motivate teams to deliver exceptional results, positioning him as an invaluable asset in any complex and dynamic environment.



**Thandiwe Sithole**

*Associate Professor, University of Johannesburg*

Thandiwe holds a PhD in Chemical Engineering from the University of Johannesburg. She also holds an MBA from the University of Suffolk, UK, and a Postgraduate Diploma in Higher Education. Her groundbreaking research on the circular economy has garnered her several prestigious awards including the 2023 NRF Research Excellence Award and the UJ Vice-Chancellor's Distinguished Most Promising Researcher of the Year Award. Prof. Sithole has supervised 14 postgraduate students and is currently supervising 21. She is a member of the Universitas 21 network and serves on multiple academic and research panels. With over 58 published journal articles, her work has had a significant impact on both South Africa and the global academic community. Prof. Sithole is a registered engineer with the Engineering Council of South Africa.

**Tyrin Naidoo**

*Group Head: Strategic Portfolio and Programme Management Office, City of Johannesburg*



Tyrin is a dynamic leader with a robust academic foundation including an MBA from Henley Business School, graduating with distinction. Tyrin exemplifies resilience and innovation, particularly during the COVID-19 pandemic, where he played a pivotal role as the primary strategic intergovernmental interface. He is driving the transformation of Johannesburg's infrastructure, focusing on reducing the city's significant service delivery backlog and ensuring long-term socio-economic growth. He also spearheads multi-sectoral programs, aiming to create sustainable, economically vibrant communities. Recognised among Africa's top 100 Brightest Young Minds in 2022, Tyrin is passionate about using his expertise to make a lasting impact. His leadership is characterised by a deep commitment to public service, anchored in a desire to transform the lives of citizens in COJ, now and into the future.



**Wayde Groep**

*Knowledge & Communication Manager,  
Youth & After School Program Office (Year Beyond)*

Wayde leads the capacity building and communications teams within the YearBeyond (YeBo) Youth in Service programme, driving strategic efforts to empower young people. His work has significantly contributed to the programme's success in fostering youth leadership and innovation. A TEDx speaker and storyteller deeply committed to amplifying youth voices, Wayde is a champion for young people, children, and after-school programmes. He is also a skilled curriculum designer and facilitator with a strong background in community development. His unwavering dedication to supporting young people and advancing their personal and professional development reflects his core values of responsiveness, innovation and impact.



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### Bongwiwe Myeki

Environmental, Health and Safety Specialist: Real Estate Management - Coastal Region, FNB

Bongwiwe is an extroverted, charismatic team player with a passion for working with people and a collaborative spirit that lights up any room. As an experienced Environmental, Health and Safety (EHS) professional, Bongwiwe specialises in developing and implementing safety programs that ensure compliance with industry regulations, promote workplace safety and minimise hazards. Her expertise includes risk assessment, incident investigation; regulatory compliance and emergency preparedness planning. She holds a National Diploma, a National Business Management Certificate from Northwest Business School, and a NEBOSH qualification. Additionally, she is a Certified Machinery Safety Expert accredited by Pilz in the UK. Bongwiwe's career began in a Graduate Program at Transport Terminals and she has since gained experience across various industries in South Africa.

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### Jared Gray

Executive Manager: Business Planning, Gautrain Management Agency

Jared manages the strategic planning and investments for a multi-million Rand commercial portfolio at GMA, which includes advisory services, property development, station retail investments and licensing. With over 12 years' experience in Professional Services, Jared has gained substantial knowledge and expertise in leading major projects across the Transport & Logistics environment. Prior to joining GMA, Jared led the strategy practice of a local professional services firm which specialises in strategic formulation, transaction advisory, turnarounds and technology consulting. He is an Economist by trade and holds a Master's in Business Administration (MBA) and a Master's in Digital Business (MMDB). Jared is also a fellow of the Fourth Class of the Young African Leadership Initiative (YALI), an NPO with the mandate of developing the next generation of values-based, young African leaders focused on catalysing social change.



### Jason Mann

Project Manager, DHL Express



Jason is an experienced leader who drives and delivers results in a respectful and sustainable manner. Having significant experience with complex and integrated projects in a variety of industries has moulded a rockstar problem solver and execution expert who has a strategic approach - making a significant impact and contributing to long-term value. His core value proposition is the enhancing of business capability and profitability through digitalisation, automation and optimisation of processes and systems as well as driving (people) productivity and efficiency. Sought after within the business, Jason is leading an increasing number of cross-functional and transformational projects. Personal life is his main motivation. Recently married and with arguably the cutest dog in the world, his family and friends give him great joy. Extra-curricular skills and hobbies create balance and provide social and learning opportunities and energy.

### Marilyn Apata

NPA Manager, DHL Express

Marilyn is a seasoned leader and business coach renowned for her ability to lead high-performing, multicultural teams across diverse sectors. With a focus on customer-centric strategies, she has skillfully leveraged digitisation and innovation to drive operational excellence and deliver integrated business value across North America, Europe and Africa. Marilyn excels in building global partnerships and leading transformative projects, consistently contributing to business growth and customer satisfaction. Her commitment to sustainability and social responsibility is highlighted by her efforts to uplift local communities and foster hope throughout Africa. Recently honoured with the Paul Harris Fellow Award as President of the Randburg Rotary Club, Marilyn has been recognized for her achievements in continuous improvement and project delivery. She combines her professional success with a deep passion for making a positive impact in both business and community spheres.



### Shaun Anderson

Employee Relations Manager, Fidelity Services Group



Shaun grew up in Johannesburg and earned his LLB and several postgraduate qualifications from the University of Johannesburg (UJ) and the University of the Witwatersrand (WITS). He is set to complete his Master's degree this year. Before joining Fidelity in 2017, he practiced law and now leads the Employment Law division. Shaun has implemented key changes that have positively impacted both the business and its employees. He is also a Counselor and Committee member of multiple Bargaining Councils, advocating for compliance and workers' rights. Outside of work, Shaun enjoys cycling, motorbiking, spending time outdoors, reading and cooking. Passionate about Employment Law, public speaking and developing innovative business solutions, he is also dedicated to community upliftment, striving to make a positive impact on the lives of South Africans.



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