

Johannesburg
March 15, 2018

Synthesis

& Leaders 2018
Daughters™

Mind the Gap



EgonZehnder

On March 15, 2018, Egon Zehnder South Africa hosted its second annual *Leaders & Daughters* event in Johannesburg. The event brought together an intimate group of high-powered women and men from South Africa and beyond, along with their daughters or mentees in hopes of spotlighting the motivations and challenges confronting the next generation of professional women.

“Coming out of a patriarchal society, girls are raised to tone down certain things (or parts of themselves), because perhaps the husband/in laws won’t accept that part. We chose to raise our daughter as gender neutral and someone who is able to hold her own in any given situation.”

Key Questions and Insights

Subtopic 1

Key Questions:

Why do females leave?

What are men doing that females are not doing to get to the top?

Key Insights:

“Male dominated industries (such as mining) often have males staying in positions too long, thereby not creating opportunities for women.”

“As women, you need to find your own network and stop competing as men. i.e. you don’t fight a crocodile in water.”

“Coming out of a patriarchal society, girls are raised to tone down certain things (or parts of themselves), because perhaps the husband/in laws won’t accept that part. We chose to raise our daughter as gender neutral and someone who is able to hold her own in any given situation.”

“We should rather look at why women should stay. What are the value propositions that the workplace has in terms of making women feel that they are supported.”

Subtopic 2

Key Questions

Are there support structures to enable women to stay (ecosystems in place/ networks/buddy systems)?

What in your view is the biggest obstacle preventing women from getting to the top?

Key Insights

“If you, as a woman, do not have an ecosystem (network in the workplace) you are only working to be irrelevant.”

“A lot of what Charmaine does is bringing other women along... it’s inspiring. When you encounter issues around inequality, it’s good to have a sounding board (like her) to take a step back and understand the full situation before deciding on a course of action.”

“It’s a question of values. Research indicates that women are worse at networking than men... If you are the only woman in the boardroom, you need to ask yourself why”

“We, as women, tend to self-sabotage. We put ourselves on the back foot when we try to be what we’re not and when we second guess our intentions“

“Find your own niche and work to your strengths”

“If a woman is assertive, she is perceived as aggressive, but if a man is assertive he is viewed as strong. Women need to work in a “buddy system” and learn to encourage and support one another”

Subtopic 3

Key Questions

What is the best advice you have been given (daughters/mentees)?

Key Insights

“As young women, we need to change our mindsets. Don’t go in as a victim.”

“ (thank you to EZ for the L&D event) There are lots of discussions on this topic but they’re all behind closed doors. By hosting events like this, it takes these discussions out into the open.”

“We need to challenge ourselves. If we see something amiss or a learning gap, we need to address it one-on-one, constructively and help where we can to build one another up.”

“Thinking about where we’ve all come from, some more humble beginnings than others, we shouldn’t have to fight to be seen. If we see inconsistency or inequality around us, we have a duty to challenge and report it.”

Event



above: Sebastian Musendo and Sindi Mabaso-Koyana **right:** Anesu Musendo, Sebastian Musendo

center: Leigh da Silva, Heloise Nel, Lyapa Nakazwe-Masiya, Tumi Chamayou **right:** Isabella Ramon, Nanji Sheni, Anesu Musendo, Lerato Seopela

below: Nanji Sheni, Anesu Musendo **right:** Katharina Pillay, Charmaine Houvet, Sindi Mabaso-Koyana

Event



above: Isabella Ramon, Christine Ramon, Heloise Nel, Lyapa Nakazwe-Masiya **right:** Lyapa Nakazwe-Masiya, Leigh da Silva, Tumi Chamayou

center: Anesu Musendo, Sindi Mabaso-Koyana, Isaac Shongwe, Lerato Seopela **right:** Isaac Shongwe, Lerato Seopela, Lyapa Nakazwe-Masiya

below: Katleho Moeketsi, Lyapa Nakazwe-Masiya, Heloise Nel, Pumza Seokane **right:** Katleho Moeketsi, Lyapa Nakazwe-Masiya, Sindi Mabaso-Koyana

Event

The Munro Boutique Hotel



Panelists



Christine Ramon
Chief Financial Officer
AngloGold Ashanti

Daughter
Isabella Ramon
Student



Sebastian Musendo
Managing Partner
AfriGlobal Supply Chain Solutions

Daughter
Anesu Musendo
Banking Professional
(Barclays)



Isaac Shongwe
Founder & Chairman
Letsema Holdings

Daughter
Lerato Seopela
Marketing Assistant
(Discovery)



Charmaine Houvet
Public Policy Director –
Africa
Cisco Systems

Mentee
Katharina Pillay
MD, South African
Communications Forum



Tumi Chamayou
General Manager:
Large Enterprise Sales
MTN



Sindi Mabaso-Koyana
Chairperson & Founder
Advanced Capital Group

Mentee
Katleho Moeketsi
Banking Professional



Pumza Seokane
Human Resources
Director, South Africa
AstraZeneca

Mentee
Sake Maji
Medical Representative
(AstraZeneca)

Hosts



Lyapa Nakazwe-Masiya
Consultant
Egon Zehnder



Heloise Nel
Principal
Egon Zehnder

Mentee
Nanji Sheni
Engineer (Mintek)



Leigh da Silva
Executive Assistant
Egon Zehnder

About Leaders & Daughters

In 2015, Egon Zehnder launched the *Leaders & Daughters* global event series. Our goal was to convene the world's most admired leaders and their daughters and mentees in hopes of uncovering the motivations, challenges, obstacles and opportunities ahead for the next generation of women leaders. In 2017, we hosted 40 panel and roundtable conversations around the world, bringing together over 3500 attendees to share experiences, perspectives, and—importantly—solutions.

In the Spring of 2018, beginning in Sao Paulo and ending in Jakarta, Egon Zehnder will host *Leaders & Daughters* events in nearly 40 cities across Africa, Asia, Australia, Europe, North America and South America. Through both intimate and large-scale events, we will use this year's theme—*Mind The Gap*—to look closely at why senior level women so rarely make it into the C-Suite, and share examples of where they've had success. Our objective is to push the global conversation further in hopes of better understanding how leaders and the generations below them think about this topic—and to come up with concrete actions that will have real impact on the female leaders emerging today.

In addition to the events, we have also launched a campaign, *To My Daughter*, in which leaders write letters to their daughters about their hopes and dreams for the future. To participate, please visit www.leadersanddaughters.com.

Visit *Leaders & Daughters* at www.egonzehnder.com Join the Leaders & Daughters LinkedIn group, follow #LeadersAndDaughters on Twitter and on Instagram at @egonzehnder

