

## Upcoming Events

### 14 AUGUST 2024

SAIBPP & WPN Speed Mentorship with Allan Gray

### WEDNESDAY 21 AUGUST 2024

SAPOA & WPN HIGH TEA

SANDTON SUN, JOHANNESBURG WITH LIBERTY TWO DEGREES

### THURSDAY, 22 AUGUST 2024

SAPOA & WPN HIGH TEA

OYSTER BOX, DURBAN WITH VUKILE PROPERTY FUND

### TUESDAY, 27 AUGUST 2024

SAPOA & WPN HIGH TEA

PRESIDENT HOTEL, CAPE TOWN WITH OLD MUTUAL PROPERTY

Invitations emailed to members. Booking essential.



## Women's Day 2024

As we lead up to 9 August 2024 a message to all our special members who inspire hope and strengthen every day:

**"Let's continue to stand tall, break barriers along the way and surpass our own expectations. Let us support and uplift one another, forging a path where every woman can thrive and shine. Together, we can create a future where equality and empowerment are not just aspirations but realities."**

Thuli Mpuntshe – WPN National Chair

## COMMUNITY Support

A beautiful morning at The Almond Tree Children's Village in Benoni on 17 July 2024. Thank you to our volunteer members from Motseng, Old Mutual, NCE Management Services and PIC who assisted the Gauteng regional team in sorting and packing donated items. We also wish to thank the individuals, Leaf Structures, Moteseng and Vukile for their generous donation of clothing and much needed items for the Children.

*Immense thanks and acknowledgement to SEFYA and DIPULA for their donations to the Village so that shelving could be purchased and erected for storage of items.*



**Laziness kills ambition**

**Anger kills wisdom**

**Fear kills dreams**

**Ego kills growth**

**Jealousy kills peace**

**Doubt kills confidence**

**Now read that  
right to left**



## Thought Leadership

### CREATING INCLUSIVE AND FEMALE FRIENDLY WORK PLACES

**Tandi Jacobs**

OPERATIONS MANAGER | INTERNAL DEVELOPERS AND  
GUEST SPEAKER AT THE RECENT RICS AND WPN AFRICA CONFERENCE

The modern workplace has evolved significantly from the traditional office setting. It's now a dynamic environment that requires careful consideration of various factors to foster productivity, well-being, and collaboration with specific considerations when it comes to women in the workplace.

An interesting observation is how our physical environment and office settings are designed with specific groups in mind. Certain design standards can unintentionally exclude or inconvenience others. It underscores the importance of considering diverse needs in design to create inclusive spaces that accommodates everyone comfortably.

When we talk to our clients, we advise them that if they want to create a culture of trust, if they want people to come to the workplace, they're going to have to do that in a way that attracts female talent. It's important to accommodate diverse cultures and create a workplace that is known for giving women an equal chance to advance.

**When designing a workplace interior, there are numerous aspects we can apply to assist women in feeling comfortable, productive, safe, and included. These could be features like dedicated rooms for pumping breast milk, parking spaces next to elevators and main entrances for overall women's safety. Transparent offices and meeting rooms to counter any potential harassment situations.**

Accommodating wellness rooms as a space for pumping, coping with period and menopause symptoms, and meditation are new features that a few of our global clients have requested in their new office spaces.

There is a noticeable rise in demand for temperature-controlled areas, as research shows women prefer an office temperature of around 24°C whereas men are more comfortable at around 21°C. Temperature control can also be helpful for women experiencing menopause symptoms like hot flushes.

For companies navigating hybrid working, and looking to incentivise staff to come into the office, rethinking design elements to cater better for women could entice more women to spend more time in the office and, in turn, increase the company's productivity and collaboration amongst its staff.

With most of the organisations that we work with preferring a hybrid work model, we see the need to redesign office spaces to factor in diversity, equity, accessibility, collaboration, and inclusion. This does not always mean an entire overhaul. We can consider some quick fixes which could include installing round tables to mitigate hierarchy issues, seat managers within the open plan spaces, and moving away from the male management "CORNER OFFICE" stereotype. Changing up some walls with softer coloured accent walls and introducing some biophilic elements to enhance one's mental well-being work wonders in freshening up an existing office space.

It's not a one-size-fits-all approach. A single solution cannot accommodate all the diverse needs, preferences, or circumstances of different individuals or situations. When we engage with our clients, we spend many hours listening to and understanding each one of our clients' unique needs and requirements within the workplace to ensure that we deliver a design that suits their operational drivers.

The key to designing a successful workplace interior is understanding what the users need and require to facilitate collaboration, enhance productivity, promote mental well-being, and entice our current and future female leaders to want to come into the office.