

## UPCOMING EVENTS

Thank you to all our members and sponsors that have supported the various WPN events and initiatives during the year.

The respective regional committees are planning the 2024 calendar of events and we will be sure to share details with you.

**WPN GAUTENG  
YEAR END CELEBRATION  
WITH RLB, MOLIC  
CONSULTING AND PULA  
COST CONSULTING**  
4 December 2023

Keep an eye on your in box for details or email [info@wpn.co.za](mailto:info@wpn.co.za)



WPN KZN Year-end celebration with LDM on 1 November 2023

## Congratulations



### Amelia Beattie

**CEO, Liberty Two Degrees on your Top Woman in Property 2023 award in the Standard Bank Top Women Awards** which aim to acknowledge and applaud outstanding leadership, innovation, vision and commitment to advancing women's roles in the South African economy.



### Somaya Joshua

**Head: Commercial Property Finance: Pan Africa, ABSA** on winning the Woman in Real Estate Award in the 2023 Annual Africa Property Investment (API) Awards. These awards are an annual event that recognizes and celebrates peer-to-peer excellence in the African real estate industry, by showcasing successful and innovative projects and initiatives. The awards have become a critical benchmark for measuring success and aim to promote and encourage investment in the African property market. The API Awards honour leading developers, architects, engineers, investors, and other professionals who have contributed to the growth and development of the real estate industry in Africa and cover various categories, including developments, personnel, service and innovation.



## SECURING TOP TALENT

### Yongie Ntene

**Human Capital Business Partner  
Liberty Two Degrees**

[Click here to read more](#)

## DIVERSITY AND INCLUSION #LEADINGWOMEN

**Female Representation in the Property Sector  
Joanne Maroudas**

**Real Estate Investment Banking Transactor | RMB**

[Click here to read more](#)

**THOUGHT LEADERSHIP BY #LEADINGWOMEN**



**Janine Palm**  
*Social Executive  
Attacq*

I was initially quite reluctant to leave the comfort of the Management Consulting industry, in which I gained the vast majority of my Human Capital and Transformation related experience, to join Attacq as their new Social Executive in October 2021. I knew very little about the Property Sector but have always been fascinated by the rapid development of precincts across the country. Two years later, I can say without a shadow of doubt, that joining Attacq has been the best career decision I have ever made.

As the Social Executive, I am responsible for driving all "S" related initiatives in Attacq's ESG strategy and overseeing our Human Capital, Transformation and Office Management functions. My vision is to create a diverse office environment where all Attacq employees feel safe, respected, valued, fully engaged and equipped with all the necessary tools to perform their duties to their best ability, whilst creating a meaningful impact in our broader communities. This is done through the implementation of effective Human Capital practices and by embracing Transformation as an integral and strategic business imperative.

My journey with Attacq thus far has been challenging but extremely rewarding. Coming into the role with limited industry knowledge was certainly a big hurdle to overcome. I had to quickly familiarize myself with the various real estate

terminologies and very soon gained a newfound understanding and respect for the behind-the-scenes work and skill that goes into Property Development and Management.

A key highlight of my role is having our employee and community-related matters discussed on an executive level. This shows Attacq's commitment and priority to their greatest asset – our people. Human Capital and Transformation interventions are truly driven from the top, which makes the implementation therefore that much easier and more aligned to our strategic goals.

I've always been passionate about the empowerment of marginalized groups and have been privileged to be involved in various empowerment programmes over the course of my 20-year career. These programmes ranged from Learnerships to Mentorship programmes and to various socio-economic upliftment initiatives. I firmly believe that a greater difference can be made in our society if we combine our efforts and work together towards our common cause. I therefore ensure that I network with organisations and industry bodies on matters related to empowerment and development of our communities. Entering into the Property Sector, I was grateful to see organisations like SAPOA and WPN, making such meaningful contributions in transforming the industry.

Recently, I was honoured to be part of the WPN panel, discussing the importance of Diversity and its impact on enhancing stakeholder value, at the 2023 annual SAPOA conference. It was certainly

encouraging to see this topic being discussed at this prestigious platform and this highlighted how businesses are starting to realise the value of strategic D&I interventions.

**My top 5 takeaways from this panel discussion were as follows:**

1. It has been unequivocally proven that having a diverse workforce results in an array of benefits including improved employee and customer satisfaction, enhanced creativity and innovation, the ability to attract top talent, increased competitive advantage and very importantly – increased revenue
2. The importance of building a pipeline of female talent into profit center roles, through bursary programmes, recruitment targets and development programmes – whilst still celebrating the progress we are currently making on female representation in senior positions in non-profit center roles and recognizing the strategic value that these roles create within organisations.
3. How critical it is for D&I goals and business goals to be interdependent. This can be achieved by incorporating D&I into the organizations overall KPI's. This ensures that the full organisation works together to achieve the targets and becomes committed to fostering a diverse and inclusive workplace. As with all business goals and strategies, D&I needs to be lead from the Top.
4. There is no shortage of women in the workplace, equal representation is however lacking in senior leadership roles. Men can therefore use their position of influence to develop women into leadership roles through coaching, mentorship, the creation of opportunities and by providing a psychologically safe space for women's voices to be heard.
5. In order to break gendered role stereotypes, men should be encouraged to be the best Dads and Partners they can possibly be, contributing equally to family responsibilities. By doing this, a safe space is created for women to do the same without carrying the quilt of trying to juggle our various responsibilities.

Its starts with having a board diversity policy and targets set for female representation at a board level. This commitment then filters down throughout the organisation.

The panel conversation was insightful and left the audience with practical calls to action which they could implement when they returned to the office. This important conversation, however, needs to continue – there is still a lot more work that needs to be done in this area in order for us to experience a more rapid transformation in the industry.

I look forward to continuing the partnership with WPN on future workshops and training on Diversity and Inclusion in the workplace, going forward.



# Graduate Opportunities



**KGOMOTSO MKHWANAZI** is a BSc (Hons) Property Studies graduate from the University of Witwatersrand. She is looking for a graduate programme or a full-time work opportunity. As a property professional her goal is to make a positive impact by actively giving back to communities and contributing to sustainable development. She envisions being a part of projects that prioritise building for the future and aims to create real estate solutions that not only meet the needs of today but also pave the way for a more equitable and resilient future.

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**KHUMO MOSHE** is a Master of Architecture (Professional) student from the University of Witwatersrand. She is looking for a graduate programme or a full-time work opportunity as an Architect. She is a passionate advocate for sustainable, human-sensitive design that paves the way for better futures in property and spatial development. Driven by a dedication to creating spaces that resonate with environmental consciousness and human well-being, she aspires to contribute her expertise to an organisation that shares her values. She is eager to join a team that inspires innovation and creativity in crafting spaces that not only showcase architectural brilliance but also nurture a sustainable, inclusive future.

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**KIRIKA NAIDOO** is a BArch Hons student from the University of KwaZulu-Natal. A highly motivated and visionary young architect with a passion for innovative design, possessing a strong foundation in both traditional and cutting-edge architectural practices, seeking to apply her education to revolutionize sustainable and community-centered design solutions. With a keen eye for detail and a dedication to creating spaces that harmonize function and aesthetics, she aims to lead the future of architecture by integrating technology and environmental consciousness into her designs.

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**LIZEKA DADA** is an Advanced Diploma Geomatics student from Tshwane University of Technology. She is looking for a full-time work opportunity. She holds a National Diploma in Geomatics and has an understanding of her field as well as construction/project management in managing the project including understanding targets as stipulated in the business plan with its expenditure. She hopes to make a positive impact by actively giving back to communities and contributing to sustainable development. She envisions taking part in projects that prioritize building for the future and by creating real estate solutions that pave the way for a more equitable and resilient future.

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**LOLWETHU GUBU** is a B Architecture Honours student at the University of Cape Town (UCT). She is currently seeking a part-time position during the upcoming December holiday or January break. Drawing inspiration from her passion for architecture, she is dedicated to creating a positive societal impact by actively engaging in projects that embrace sustainable development practices. Her vision is centred on contributing to forward-thinking architectural initiatives, ones that prioritize the creation of innovative real estate solutions, fostering a more inclusive and resilient built environment for the future.

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**MARY AKINWALE** is a BSc Quantity Surveying student at the University of Pretoria. She is looking for a graduate programme or a full-time work opportunity. She aims to make a tangible impact and contribute towards the success of construction projects while continually expanding her knowledge and expertise in the construction field. She is a diligent and hardworking lady who envisions to be involved in projects that prioritize building for the future. Her attention to detail, strong communication skills and dedication to delivering results makes her a valuable asset."

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**TRIDA BANUTELO** is a Bachelor of Town and Regional Planning student from the University of Pretoria. Looking for a graduate programme or a full-time work opportunity. She holds a certificate for Student Candidate Planner from SACPLAN and was a WPN Student Chapter Committee member at UP. She has a keen interest in ESG concepts, she strives to make a positive impact by actively contributing to community development and promoting sustainable urban growth. Her vision involves projects that prioritize long-term planning, to enhance environmental and social aspects but also adhere to solid governance standards.

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**NOZIBUSISO NTSHANGASE** is a final year B.Tech/Advanced Diploma Quantity Surveying graduate from Nelson Mandela University. She currently seeks a graduate programme or a full-time work opportunity to fully level her career in the real estate sector as a quantity surveyor professional. Her aspirations are to contribute to sustainable development and improve quality of communities through solutions that prioritise a more equitable and resilient future. She is excited to join and learn from professionals already making a positive impact through projects that build for tomorrow.

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