

WPN Regional Events

20 NOVEMBER 2024

WPN WESTERN CAPE YEAR-END CELEBRATION AT THE NEW LONGKLOOF PRECINCT

Home to the upcoming Canopy by Hilton Cape Town Longkloof. A vibrant new space including retail, lively dining, and workspaces like Growthpoint's new Workagility. Thank you to Growthpoint Properties for your continued support of the WPN and the sponsorship of this event.



As the year draws to a close, we extend our heartfelt gratitude for your unwavering support throughout 2024. Your partnership has been instrumental to our success, and we are truly thankful for your trust and commitment. Wishing you a blessed and peaceful festive season filled with joy, love, and renewal. We look forward to an exciting and prosperous 2025 together.

Warm regards,
The WPN Team

28 NOVEMBER 2024

WPN GAUTENG YEAR-END CELEBRATION AT OLIVES & PLATES

A fitting tribute to the 2024 year celebrated on Thursday, 28 November 2024 at Olives and Plates Restaurant. Guests looked beautiful in black with a touch of glitz and sparkle according to the evening's theme. Guest speaker, Dr Rose Zungu, shared her journey as a property entrepreneur with humility and great insight and her presentation was thoroughly enjoyed by the guests in attendance. Special thanks to Imkitha Project Management and Morta Project Management for their sponsorship of the event.



2024 Review

[Click here to watch the WPN 2024 REVIEW](#)



2025 SPONSORSHIP OPPORTUNITIES

Without support from industry companies, delivery of regional events at no cost or a marginal fee becomes challenging. If you would like to explore additional exposure for your brand and to support the WPN, please let us know.

Additionally we are looking for a sponsor/s to support the UJ, UP and Wits Student Chapters for 2025. All events for these chapters will be hosted off campus and at a central venue. If you have a venue / auditorium style environment that could host 50 students after hours or on a Saturday morning, we would appreciate the opportunity of engaging with you.

Contact the National Co-ordinator at: info@wpn.co.za or [CLICK HERE](#) to review how you can support the WPN's regional networking events.



Thought Leadership

BUILDING GRIT AND STAYING EMPOWERED IN THE WORKPLACE

Mahlape Nyakane

FOUNDER AND CEO | THE SKILLS MINE

In today's competitive and often uncertain work environment, grit and staying empowered have become essential for success and resilience. For individuals, particularly women, fostering these traits can lead to sustainable career growth, fulfilment, and influence. But what does it mean to have grit? And how can women maintain empowerment amidst professional challenges? In this article, I delve into these qualities, their importance, and actionable ways to cultivate them for lasting impact.

"Talent may open doors, but grit keeps you in the room."

UNDERSTANDING GRIT: What It Is and Why It Matters

Grit is commonly defined as the passion and perseverance needed to achieve long-term goals. Psychologist Angela Duckworth, a leading researcher on the subject, describes grit as the combination of resilience and consistent effort over time, even when faced with setbacks. Unlike talent or intelligence, grit is about staying motivated and steadfast in facing challenges.

WHY GRIT MATTERS IN THE WORKPLACE

In the workplace, grit is a critical component of success. Gritty employees tend to:

- Stay committed to long-term projects, regardless of difficulties.
- Adapt and recover from setbacks, which is vital in dynamic industries.
- Work diligently toward mastery rather than relying solely on innate ability.
- Companies benefit from encouraging grit among their employees, as gritty team members often bring persistence and a solution-oriented mindset, helping the organisation reach its objectives more effectively.

HOW TO DEVELOP GRIT IN YOUR CAREER

- **SET MEANINGFUL GOALS:** Identify career objectives that genuinely resonate with you. Passion fuels perseverance, making it easier to stay committed.

- **EMBRACE CHALLENGES:** View obstacles as opportunities to learn and grow. Each setback is a chance to improve and refine your approach.
- **BUILD RESILIENCE:** Gritty people find ways to bounce back from failures. Learning from mistakes can strengthen your determination and gain new insights.
- **PRACTICE CONSISTENCY:** Grit isn't a short-term burst of energy but a steady, consistent effort toward improvement. Develop routines that help you steadily work toward your goals, even on challenging days.

STAYING EMPOWERED AS A WOMAN IN THE WORKPLACE

Women often face unique challenges in professional settings, from unconscious bias to a lack of representation in leadership roles and that all-too-familiar "glass ceiling." Staying empowered requires a proactive approach to navigating these barriers, using both inner resilience and external support systems to thrive.

STRATEGIES FOR STAYING EMPOWERED

- **SELF-ADVOCACY:** Assertive communication is a powerful tool. Advocate for your needs, set boundaries, and communicate your career aspirations to ensure your goals are acknowledged.
- **SEEK MENTORSHIP AND BUILD NETWORKS:** Building a supportive network of mentors, peers, and allies can offer guidance and open doors. Networking helps with career growth and fosters a sense of community and shared experience.
- **CELEBRATE SMALL WINS:** Empowerment comes from recognising your big and small achievements. Celebrating wins—such as completing a challenging project or receiving positive feedback—reinforces your sense of accomplishment.
- **CONTINUOUS SKILL DEVELOPMENT:** Staying relevant and skilled in your field builds confidence and credibility. Take advantage of training opportunities, online courses, and certifications to stay on top of industry trends.
- **CHALLENGE THE STATUS QUO:** Don't shy away from speaking up or challenging outdated practices that inhibit progress or fairness in the workplace. By advocating for inclusion and equality, you contribute to a culture where everyone can thrive.

"Empowerment begins the moment you decide to be your own advocate."

THE INTERSECTION OF GRIT AND EMPOWERMENT: WHY THEY WORK TOGETHER

Grit and empowerment often go hand in hand, especially for women navigating complex workplace environments. Grit provides the stamina needed to stay on course, while empowerment gives you the confidence and support to assert yourself, seek opportunities, and make your mark. Together, these qualities foster a holistic approach to career success and resilience.

Creating a Workplace Culture That Values Grit and Empowers Women Organizations can play a significant role in cultivating grit and empowerment.

Here are some ways companies can foster a supportive environment:

- **ENCOURAGE RESILIENCE TRAINING:**
Offer workshops focused on mental resilience and perseverance skills, which benefit employees at all levels.
- **IMPLEMENT MENTORSHIP PROGRAMS:**
Providing mentors, particularly for women, can increase empowerment and encourage long-term career growth.
- **CELEBRATE GRITTY ACHIEVEMENTS:**
Recognize and reward employees who demonstrate resilience and dedication. This not only boosts morale but also sets an example for the value of grit.
- **FOSTER INCLUSIVE LEADERSHIP:**
Empower women by promoting leaders who model grit and resilience and who advocate for inclusivity and equal opportunities in decision-making roles.



WPN MEMBERSHIP

Women Supporting Women in Property

Thank you for supporting the WPN during 2024.

Membership runs on an annual basis i.e. January to December each year and is therefore renewable on 1 January 2025. Membership is automatically renewed, unless notification of cancellation is received from the member.

2025 Annual membership invoices will be issued before end January 2025 and members have a 60 day period in which to make payment. Should payment not be effected within this period, membership may be cancelled with full liability for the annual fee for the subject year.

Members are encouraged to notify the WPN in writing (info@wpn.co.za) by 31 January 2025 should they not wish to renew their membership. If no cancellation is received by this date, members are liable for full payment of annual membership fees.

BY BECOMING A WPN MEMBER, BENEFITS INCLUDE:

- * **Access to professionals** in every discipline within South Africa's commercial property industry.
- * **Business and career development opportunities.**
- * **Invitations to top-quality networking events.**
- * **Access to job opportunities.**
- * Up-to-date, credible property **news and resources.**
- * Affiliation with a **well-respected organisation.**
- * A way to meet **industry peers**, form new friendships and have fun.
- * **Regional Mentorship Initiatives:** Benefit from one-on-one guidance and mentorship programmes (mentor/mentee opportunities).
- * **Personal Branding and Visibility:** Opportunities to showcase your profile through interaction with equally motivated professionals
- * **Volunteer Opportunities:** An opportunity to give back, as part of the annual regional CSI initiatives.
- * **Access to Local and International Networking Platforms** such as SAPOA, RICS, GBCSA, SAIBPP, PSCC and SACSC. Through a partnership secured with an international body such as RICS, connect with property professionals globally, opening doors for international collaborations and opportunities.

2025 MEMBERSHIP STRUCTURE

CORPORATE MEMBERSHIP

SILVER MEMBERSHIP

3 or more members from a company is considered corporate membership and a consolidated invoice will be issued.

5 to 10 members from a company (**10% discount**)

GOLD MEMBERSHIP (12,5% discount)

11 to 20 members from a company

PLATINUM MEMBERSHIP (15% discount)

21+ members from a company:

Corporate membership invoices to be paid within 60 days of invoice.

Corporate membership is person specific and changes are allowed to be made during the course of the year provided proof is supplied indicating that a member has resigned. Name changes are not permitted during the year if the person has not resigned.

Additional members can be added at any time during the course of the year.

Each individual from a corporate is required to complete online registration of their information.

INDIVIDUAL MEMBERSHIP

Membership belongs to the individual and not the company and the member is therefore liable for the annual fees, payable within 60 days of receipt of invoice.

YOUNG PROFESSIONAL MEMBERSHIP

(under 30 in the 2025 year & recently graduated)

Considered as individual membership and not applicable if a corporate member.

50% discount on 2025 fees.

STUDENT MEMBERSHIP

Free membership is applicable to full time registered students who are NOT employed.

Updates to member information, changes etc. To be made in writing to info@wpn.co.za

We look forward to 2025 together with you our valued members, and thank you for your support.

THE WPN TEAM

[CLICK HERE TO JOIN TODAY](#)