

Upcoming Events

17 OCTOBER 2024

**NETWORKING WITH EXCELERATE JHI IN
JOHANNESBURG: TALENT DEFINED**

20 NOVEMBER 2024

**YEAR-END CELEBRATION
WITH GROWTHPOINT IN CAPE TOWN**

28 NOVEMBER 2024

**YEAR-END CELEBRATION
WITH VUKILE PROPERTY FUND IN JOHANNESBURG**

2025 WPN EDUCATIONAL TRUST BURSARY OPPORTUNITIES

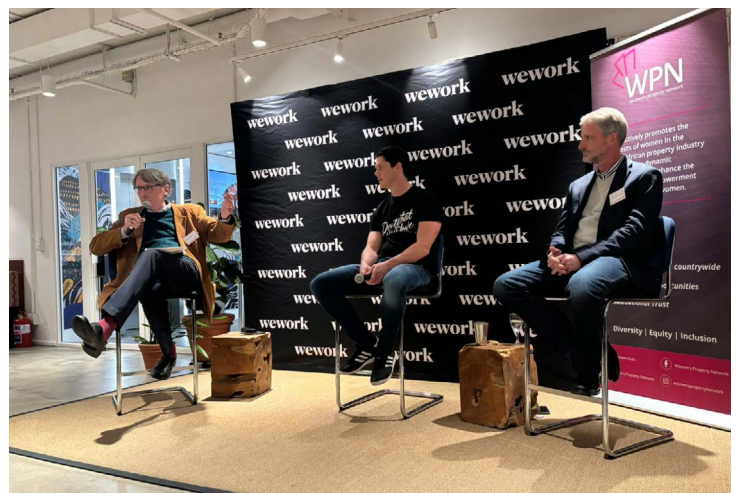
Details for registration of interest
will be provided in the October
newsletter.

EMPLOYERS

Graduating students looking for
employment opportunities for 2025 will
be provided in the October newsletter.

"Tell your story.
Shout it. Write it.
Whisper it if you have to.
But tell it.
Some won't understand it.
Some will outright reject it.
But many will
thank you for it.
And then the most
magical thing will happen.
One by one, voices will start
whispering, 'Me, too.'
And your tribe will gather.
And you will never
feel alone again."

L.R. Knost ❤️❤️



WPN Regional Event

An insightful evening with robust discussion around the latest trends shaping commercial real estate in Cape Town on Wednesday, 18 September 2024 at the WeWork offices in Strand Street. Panelists included Andrew Robinson, Managing Director, WeWork, Karen Miller, Co-Founder, Quoin Technologies and Tim Irvine, Regional Asset Manager, Growthpoint Properties. The discussion would not have been complete without the input and expertise of moderator, Prof Francois Viruly, Associate Professor, UCT and Director, Urban Real Estate Research Unit. Thank you to all our guests who joined us on the evening and to WeWork and Waterford Wines for the sponsorship of the venue and refreshments respectively for the evening.

A great number of membership fees for 2024 remain unpaid. This is of immense concern to the WPN Executive as annual membership fees are integral to the administrative functioning of the WPN. Whilst challenging economic conditions are acknowledged, we would urge all members who have to date not paid their membership fees to kindly settle their invoices.



Thought Leadership

HARNESSING THE POWER OF WOMEN'S LEADERSHIP

Zola Malinga

EXECUTIVE DIRECTOR | JADE CAPITAL PARTNERS

There are multiple leadership styles but only a few have been linked to gender - transformational leadership is one of them. Transformational leadership focuses on leading with purpose which is achieved through an inclusive approach, inspiring and motivating teams, promoting collaboration and has been shown to be highly effective in today's organisations. This type of leadership is critical in our South African context where we have one of the highest levels of income and wealth inequality in the world. Addressing inequality is a business imperative to ensure long term economic growth and as women in leadership roles we have all the attributes to champion this leadership style.

Numerous studies and research have highlighted the following attributes (amongst others) as "superpowers" inherent in women that contribute to our success as transformational leaders.

Collaborative leadership: women tend to lead through collaboration rather than top-down decision making which ensures alignment, fosters a sense of ownership and leverages diverse perspectives.

Interpersonal relationships: women generally build stronger personal relationships because we communicate effectively, show empathy, and are collaborative. This fosters trust, enhances employee satisfaction and allows leaders to have more influence.

Grit and resilience: women develop grit and perseverance as in our daily lives we are faced with the challenge of juggling many roles and responsibilities and have had to overcome societal barriers. This allows us to navigate challenges in today's ever changing business environments and lead through uncertainty and change.

Visionary leadership : women are recognized for driving change and championing causes that benefit both business and society often balancing profit with purpose. They give their teams a strong sense of purpose by creating a compelling vision for the future.

As women in the property sector – how are we using these super powers to make a difference, to impact positively and to leave a positive legacy ? Are we intentional about using our influence in the spaces that we occupy to act as change agents in the boardroom, on construction sites, in property developments and in bank credit or investment meetings ?

As transformational leaders, we must exert influence in the spaces that we occupy as social change agents through:

Visionary Leadership for social impact: we must drive initiatives that focus on social good by promoting sustainable real estate practices. We should challenge traditional schemes that do not incorporate inclusive, community-enhancing designs.

Innovation in social solutions: Let us foster environments where innovation is embraced and encouraged to find solutions for societal problems. This could be rethinking investment strategies and capital allocation to enhance wealth creation and property ownership for women.

Collaboration: we can play a key role as conduits between executive leadership and the communities within which we operate. Through collaboration of resources and CSI budgets, we can drive projects that have a greater and more sustainable impact.

Empathy Driven Leadership: we are in a unique position to reshape corporate culture by creating more inclusive workplaces focusing on a holistic approach to employee wellbeing. In positions of influence, do we challenge clients and service providers to ensure that they have diverse teams, respectful workplace cultures to address and prevent harassment of women and construction sites that accommodate women?

As leaders in the property sector, let's be intentional about supporting the sustainable development goals to improve poverty, inequality and access to quality education in the communities within which we operate.

Let us unleash our super powers as women to lead with purpose, conviction, passion, and selflessness.