

## UPCOMING EVENTS

### WPN GAUTENG

Year-end celebration. Date to be advised.

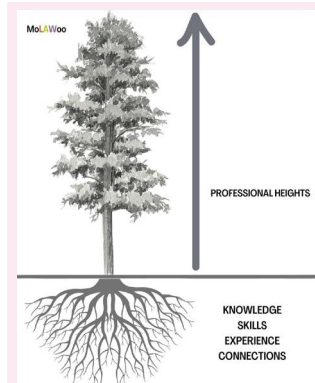
### WPN WESTERN CAPE

Year-end celebration. Date to be advised.

### WPN KZN

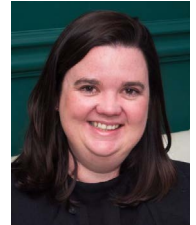
Year-end celebration with LDM on 1 Nov.

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



### LEADING LADY

**Congratulations, Jackie van Niekerk | COO | Attacq on your appointment as SAPOA President 2023/2024.**



*Excerpts from press release issued by SAPOA September 2023*

Van Niekerk joined Attacq as Chief Operating Officer and was appointed to the board in June 2018. She has over 14 years of experience in the property industry and prior to joining Attacq, she was the CEO of Pivotal Property Fund. At the end of 2016, she successfully concluded the merger between Pivotal Property Fund and Redefine Properties.

SAPOA, which celebrates 57 years since its launch in 1966, also named its elected board members - Chief Executive Officer Neil Gopal, Pareto CEO Malose Kekana, Redefine CEO Andrew König, Fortress Managing Director Steven Brown, Vukile Property Fund Managing Director Itumeleng Mothibeli, Equities Chief Financial Officer Leila Razack, SA Corporate Chief Operating Officer Nomzamo Radebe and Dipula Income Fund Financial Director Sudesh Moodley.

Van Niekerk takes the reigns from Malose Kekana, the outgoing president, who has highlighted initiatives that the association has carried out in the past year to support efforts to revitalise economic growth, promote investment in cities and municipal-run areas and continue to drive skills development in the property sector.

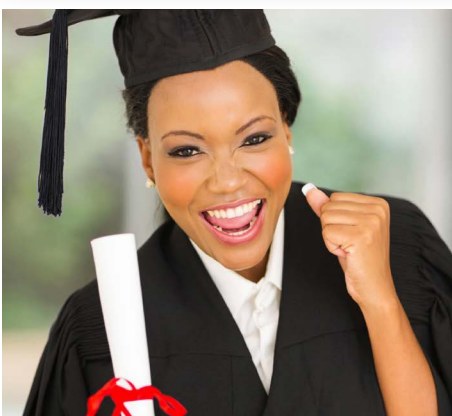
Van Niekerk says that despite the property industry facing tailwinds, the sector remains resilient and encouraged by South African's resilience and tenacity.

"SAPOA continues to ensure that the industry has the right voice and is at the right table, lobbying on behalf of the industry to improve policy, supported by excellent research".

"It is imperative that we help our businesses navigate the current landscape with the right messages. Education and training remain close to my heart. It remains a powerful means for building a better future for South Africa. Hence, we must invest in education and training."

### WPN Gauteng Networking event with Nedbank:

Exploring the Role of the Property and Business Sectors in Creating Positive Impact on the many facets that Inform the Built Environment.



## 2024 BURSARY OPPORTUNITIES

Application For Built Environment / Property Related Degrees Or Diplomas Now Open!

For further details and application forms visit [www.wpn.co.za/educational-trust](http://www.wpn.co.za/educational-trust)



**THOUGHT LEADERSHIP BY #LEADINGWOMEN**



**WPN at SAPOA Convention**

*The Power of Diversity and its Impact on Enhancing Stakeholder Value*

**Lerato Semenya** | Managing Director  
Chromatic Consulting

**Reflections after SAPOA from Chromatic Consulting and the WPN**

Businesses are realizing that Diversity and Inclusion (D&I) is a strategic imperative in today's increasingly diverse and interconnected world. Not only should one do what is morally correct, but also what is wise for business. I wanted to take a moment to reflect on some of the discussions we had at the SAPOA conference, including how we explored the Return on Investment (ROI) for Diversity and shared important ideas and steps that businesses can take to show their commitment to fostering a more inclusive and diverse workplace.

It became clear that diversity drives innovation - diverse teams bring a variety of perspectives, experiences, and ideas to the table. This diversity fosters innovation, producing fresher solutions and products that resonate with a broader audience.

Inclusive teams are also better poised to make better decisions. When individuals from diverse backgrounds collaborate, they consider a wider range of factors and potential outcomes, leading to more thoughtful and effective choices. Prioritizing diversity in the workplace has also been proven to be crucial to attracting the best talent - and these employees are more engaged and committed. High levels of engagement lead to higher productivity, lower turnover rates, and improved morale.

I wanted to offer more tangible actions that organisation can use to not only demonstrate felt leadership as it relates to D&I, but strengthen their core in implementing transformation plans that go beyond compliance.

**1. LEADERSHIP COMMITMENT:**

Demonstrate visible commitment from leadership. CEOs and executives should champion D&I initiatives and integrate them into the company's strategic plan.

**2. DIVERSE HIRING:**

Implement inclusive hiring practices that focus on attracting a diverse pool of candidates. Ensure diverse interview panels and address unconscious biases in the hiring process.

**3. INCLUSIVE WORKPLACE CULTURE:**

Culture eats strategy for breakfast. Foster an inclusive workplace culture where every employee feels respected, valued, and included. Establish Employee Resource Groups (ERGs) and mentorship programs.

**4. TRAINING AND EDUCATION:**

Invest in diversity and inclusion training for all employees. This helps create awareness, understanding, and empathy across the organization.

**5. REGULAR MEASUREMENT AND REPORTING:**

Set measurable D&I goals and track progress. Share these metrics with employees and stakeholders to promote transparency.

**6. SUPPLIER DIVERSITY:**

Extend diversity initiatives to supplier relationships, supporting diverse businesses and promoting economic inclusion.

**7. FEEDBACK MECHANISMS:**

Establish channels for employees to provide feedback on D&I efforts. Act on feedback to continuously improve inclusivity.

**8. COMMUNITY ENGAGEMENT:**

Engage with diverse communities through partnerships and outreach programs. Show your commitment to diversity extends beyond the workplace.

As we continue to navigate an evolving business landscape, embracing diversity and inclusion is not just a social responsibility; it's a competitive advantage. Companies that prioritize D&I are more likely to excel, innovate, and thrive in a diverse and global marketplace.

Let's all strive to create workplaces where everyone's authentic self is celebrated, where diversity is a source of strength, and where the ROI for diversity is a testament to our shared success. Chromatic Consulting is a 100% black female-owned consultancy that is built on a deep commitment to supporting its customers through their Diversity, Inclusion and Belonging journey. Reach out to us on [info@chromatic.africa](mailto:info@chromatic.africa) to assist you along your transformation journey

