

UPCOMING EVENTS

WPN GAUTENG

Sustainability | ProTech
Wellness | Year end celebration
Dates to be advised.

WPN WESTERN CAPE

Wellness | Year end celebration
Dates to be advised.

WPN KZN

Year-end celebration
November 2023.



IN CONVERSATION WITH ASSET MAGAZINE

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WANT TO JOIN US?

Please email: info@wpn.co.za

FOCUS ON THE WPN WESTERN CAPE CHAPTER

My team and I have had a fruitful year to date in delivering on our mandate of providing diverse networking opportunities for our regional members, and I would like to take this opportunity of thanking all of our event sponsors for their generous support.

By supporting regional initiatives and events, it provides a company the opportunity to target its marketing efforts and make an impact on regional members, as well as gaining exposure to professional women active in the regional commercial property sector.

The WPN Western Cape Regional Committee is in the process of planning events for 2024 and would love to engage with companies willing to consider partnering and sponsoring regional events.

An initiative close to my and the regional team's heart is that of MENTORSHIP

and the pilot mentorship programme was launched at an event in early July with mentees being paired and introduced to their mentors.

The purpose of mentorship is to provide a system of semi-structured guidance where one (mentor) shares their knowledge, skills, and experience to assist others (mentees) to progress in their professional development. It is a relationship based on trust and commitment and aims to motivate the mentee to identify their strengths, clarify and achieve their professional goals and aspirations.

Please do reach out should you be looking to be mentored or are willing to extend your expertise and guidance to a mentee.

Best wishes

Bronwin

WPN Western Cape Regional Chair



In Celebration of Women's Month 2023



Happy
Women's Month

#genderequity

"Our world is a better place when all people are accepted for their talent, skills, and abilities regardless of gender." - UNKNOWN

Let's stand for gender equity, fostering inclusivity at home, work, and beyond. Together, we can create a brighter future and lift up the next generation of women.

#GenderEquity #InclusivityMatters #NationalWomensDay

WPN & SAPOA Gauteng Women's Day High Tea celebration 17 August with Attacq



THOUGHT LEADERSHIP BY #LEADINGWOMEN



Advancing Diversity and Inclusion in South Africa:
A Multipronged approach for Lasting Change

Lerato Semenya | Managing Director
Chromatic Consulting

Africa's journey toward a more inclusive society is a story of resilience, progress, and ongoing challenges. Our nation's history and the efforts to overcome its divisive legacy have paved the way for an evolving discourse on Diversity and Inclusion. As we reflect on the strides made, it is evident that mere conversations are not enough to drive meaningful change. To truly transform our

society, action must take precedence over rhetoric. Moreover, it is imperative to recognize that men play a vital role in this endeavour; contributing their unique perspectives to promote this all-encompassing environment we so richly desire. This is not a zero-sum game; when men and women actively engage in promoting diversity and inclusion, society as a whole benefits. We cannot be blind, however, to the fear that sweeping programs and statements geared towards women, create in the hearts and minds of men. We cannot simply ignore this, as no one can create room for the next person, at the risk of losing their own position.

As a country, we've made significant headway in addressing systemic inequalities and promoting Diversity and Inclusion across various sectors. We acknowledge that progress is not uniform, and there are still disparities in representation and access in

several domains, including the workplace, education, sport and leadership roles.

Action is crucial in dismantling entrenched biases and fostering a truly inclusive society. Conversations raise awareness and lay the groundwork, but tangible actions are needed to achieve lasting impact. This necessitates a collaborative effort involving government bodies, businesses, civil society, and individuals. Stakeholders must prioritize the implementation of concrete measures, such as diverse hiring practices, equitable educational opportunities, and inclusive leadership development programs. Engaging men in Diversity and Inclusion initiatives is pivotal as men make up a significant portion of the population and hold influential positions across various sectors. Their involvement can amplify the message of inclusion and challenge traditional norms. Men also have a crucial role to play in reshaping social narratives and dismantling harmful stereotypes. By championing diverse perspectives and behaviours, they can catalyse a broader cultural shift toward genuine inclusion.

A few illustrative points:

- **Expanded Perspective:** Men bring unique insights and experiences, enriching the dialogue around diversity. Their engagement can lead to a more comprehensive understanding of the challenges faced by marginalized groups.
- **Broader Advocacy:** Men can use their influence to advocate for change in spaces where they traditionally hold power (and women are not currently in). This creates acceleration.
- **Cultural Transformation:** By modelling inclusive behaviours, men can contribute to changing societal attitudes and norms. Their support can help dispel biases and create safe environments for all individuals.

Here are some key tools on how we might continue to tackle these challenges.

- **Continuing Education and Awareness:** Workshops and seminars to highlight the importance of male involvement in D&I efforts. These sessions can provide insights into the challenges faced by marginalized groups and offer tools for active engagement.
- **Leadership Engagement:** Encouraging men in various sectors to champion inclusive practices. When influential figures prioritize diversity, it sends a powerful message throughout the workforce.
- **Peer-to-Peer Conversations:** Men can engage in open dialogue about the benefits of diversity and the role they can play. These conversations can help break down resistance and foster a sense of collective responsibility.

By involving everyone in these crucial discussions, we can unlock a wealth of perspectives and tap into a broader pool of resources to drive lasting transformation. Through collective efforts, we can continue this journey toward a more inclusive and equitable future where everyone sees and has the opportunity to thrive.

WPN KZN Women's Day
celebration 4 August 2024
with Currencies Direct,
Rodel, Garlicke & Bousfield,
Style Me & The Pencil Club



WPN & SAPOA Western
Cape Women's Day High Tea
celebration 22 August with
Old Mutual



THE POWER OF YES

How a simple word propels you forward, builds your confidence and pays it forward.



In life, you are often faced with decisions that have the potential to shape your future. These decisions are often intimidating, filled with uncertainty and self-doubt. You may hesitate, question your abilities and fearing the unknown. There is the power of YET to make you believe you can.

What if, you also embraced the Power of YES?

Saying "yes" is a transformative force in our lives. It propels you forward, opens doors to new opportunities, and instils a sense of confidence that propels you to reach greater heights. By saying "yes," you acknowledge your potential, embrace challenges, and step outside your comfort zone.

The Power of YES is closely intertwined with the 3 P's:

Prepare, Participate, and Be Present. Let's explore how saying "yes" aligns with these principles and how it inspires you to overcome obstacles, develop resilience, and pay it forward.

PREPARE:

When you say "yes", you are acknowledging your readiness to take on new

experiences. You prepare yourself mentally, emotionally, and intellectually for the challenges that lie ahead. You equip yourself with the knowledge, skills, and resources necessary to succeed. By saying "yes" to preparation, you become proactive in your growth and development.

Imagine you are presented with an opportunity to lead a project. The imposter syndrome voice might tell you that you are not experienced enough (you know you are not experienced enough yet), but the little voice still tries to convince you that you are not capable of handling such responsibility. By embracing the Power of YET and now also YES, you acknowledge that you may not have all the answers yet, but you have the capacity to learn and grow. You say "yes" to the opportunity, and you immerse yourself in preparation. You research, seek guidance, and acquire the skills necessary to excel in your new role.

PARTICIPATE:

Saying "yes" is an invitation to fully engage in life. It is an affirmation of your willingness to participate, to be actively involved in opportunities that come your way. By saying "yes," you become an active contributor rather than a passive observer. You seize the moment, embrace the challenge, and become an agent of change.

The Power of YES compels you to actively participate. You step forward, ready to take on responsibilities and make a meaningful impact. By participating wholeheartedly, you not only build confidence in yourself but also inspire others to do the same.

BE PRESENT:

The Power of YES encourages you to be present in the here and now. It reminds you to focus on the present moment. By saying "yes" to the present, you cultivate mindfulness, resilience, and a deep appreciation for the journey. By being present, you embrace the growth mindset, tap into your inner strength, adapt to changing circumstances, and navigate

through difficulties with grace and resilience.

The Power of YES not only propels you forward and builds your confidence but also calls you to pay it forward. When you say "yes" to opportunities, you create a ripple effect that extends beyond yourself. By demonstrating your courage and commitment, you become a catalyst for change and inspire those around us to step out of their comfort zones. By paying it forward, we create a supportive and empowering environment where everyone can flourish.

Imagine the impact of a community where everyone says "yes" to mentoring aspiring people and sharing their knowledge and experiences. By paying it forward, you create a network of support, guidance, and encouragement. You uplift and empower others, nurturing a generation of confident and capable people who will continue to pay it forward in their own way.

The Power of YES is a mindset that embraces the possibilities of life. It is an invitation to step into the unknown with courage and determination.

Dear friend, embrace the power of yes.

Say "yes" to opportunities that come your way, even if you don't feel ready (yet). Say "yes" to preparation, participation, and being present. Believe in your abilities and your capacity to learn and grow. Trust that by saying "yes," you are taking a step towards your fulfilled future.

The 'Power of YES' together with the 'Power of YET' - a force that propels you forward, builds your confidence, and creates a ripple effect of empowerment.

Say YES with all your heart - ignite your passion and unlock your true potential.

Amelia Beattie

Chief Executive | Liberty Two Degrees