

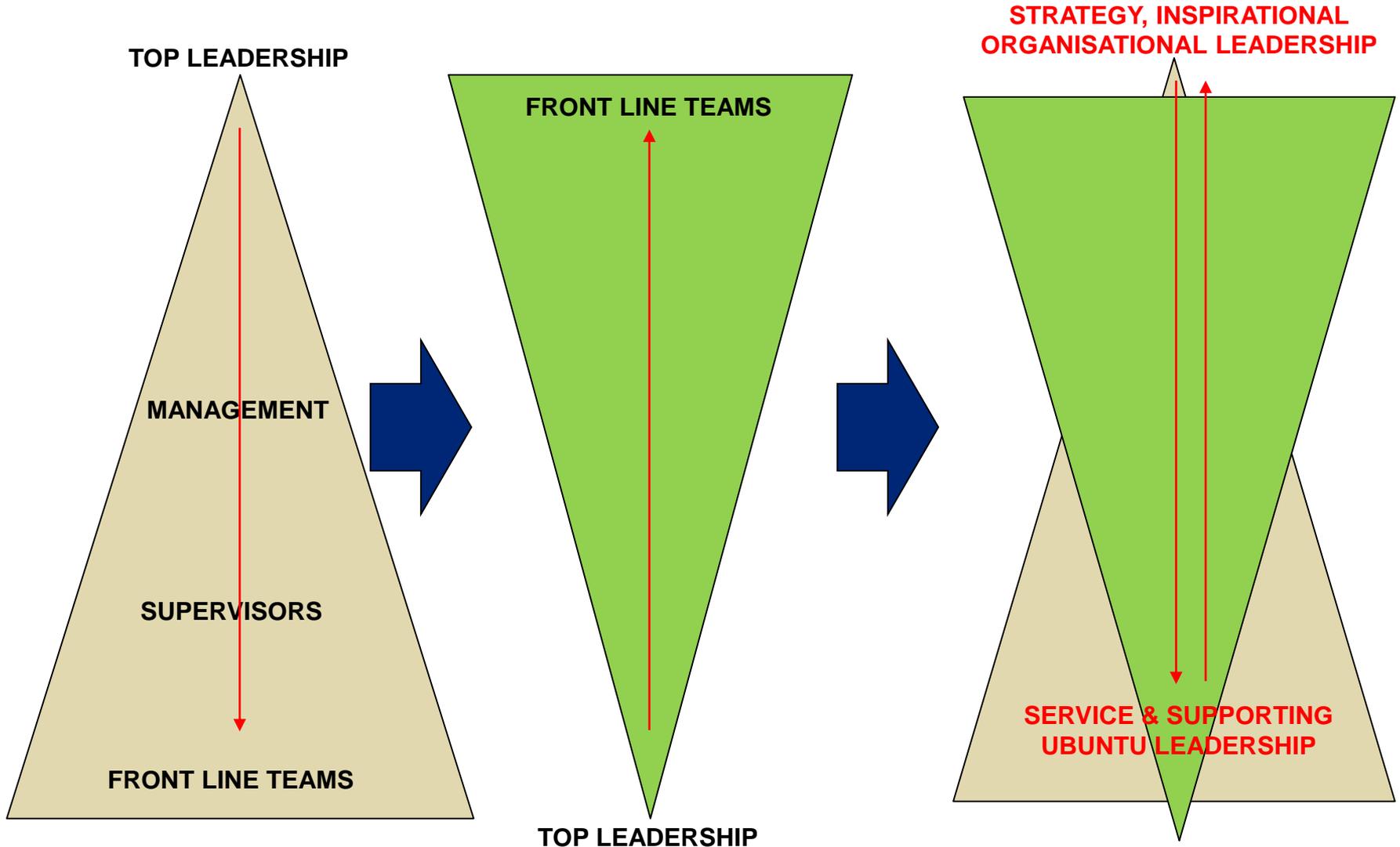
## **COMMEMORATE WOMEN'S MONTH**

### **SUSTAINABLE VALUE ADD : WHAT HAPPENS WHEN YOU ALLOW WOMEN TO LEAD FROM THE BACK**

**SPEAKER – Me. Tebogo Mdhluli, Senior HR Manager: Planning and Organisational Development**

17 August 2017

## THE POWER OF THE INVERTED TRIANGLE



## ROLE AND IMPACT OF WOMEN IN SOCIETY

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- What has been the Impact of women in society – PESTEL
- What does the SWOT tell us?
- Are we Pushing for/Leverage FEMINISM & MATRIACHY
  - 6 Modern Societies Where Women Rule
  - 10 Reasons Why Feminism is Good For Boys and Men
- FORBES Best performing companies / Worst performing companies?
  - Among the most lauded firms on the list, women make up more than half of the top tenth of earners and 44% of all the executives with profit-and-loss responsibilities.
  - 32% of the top companies NAFE highlights have at least five women on their boards. That's up from just 22% last year and only 8% in 2013. Women CEOs helm 12% of the 60 firms on the list
- TRENDS: World Organisation/Influence/Revolution & Evolution
- Generation XYZ - Millenials

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**IWD 2017 THEME: “BE BOLD FOR CHANGE”**

# ANGLO AMERICAN PLATINUM WOMAN...

She's smart without boasting about it.  
She's funny without over doing it.  
She's strong without forcing it.  
She's amazing without seeing it.  
She's a hard worker without realising it.  
She's resilient and keeps going.  
Out of all the women in the world -  
she's the one Anglo American Platinum  
is pleased to call its' WOMAN EMPLOYEE.

## HAPPY WOMEN'S MONTH!



PLATINUM

## **CASE STUDY: “Leave the crown in the garage”: What I’ve learned from a decade of being PepsiCo’s CEO.**

### **1) Everyone needs a vision**

As it is written in the Book of Proverbs, “Where there is no vision, the people perish.” The same can be said of any institution.

### **2) Think hard about time**

A while back, The New Yorker published a great cartoon. The caption read: “Yes, the planet got destroyed. But for a beautiful moment in time, we created a lot of value for shareholders.” It not only made me laugh, it made me think about how important it is to balance short-term and long-term interests.

### **3) Ensure that culture change sticks**

### **4) Listen carefully**

There are always people with ideas for how we can do things differently – ideas we may not want to hear.

### **5) Be a student for life**

I’ve tried to be a lifelong student. That’s especially important given the age we’re living in. Data analytics, automation, and other new trends and technologies are transforming our industry and our world.

### **6) People are everything**

The success of an enterprise usually comes down to one thing: the team.

**7) “Leave the crown in the garage”-** None of us is just an employee. We’re also mothers and fathers, wives and husbands, daughters and sons, trying to balance multiple roles.



## **Ms. Indra Nooyi**

PepsiCo CEO and Chairman since 2008 – is the only Indian-origin

Woman in Fortune's 51 Most Powerful Women

**“BE BOLD FOR CHANGE”**

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How are you being  
bold for change?

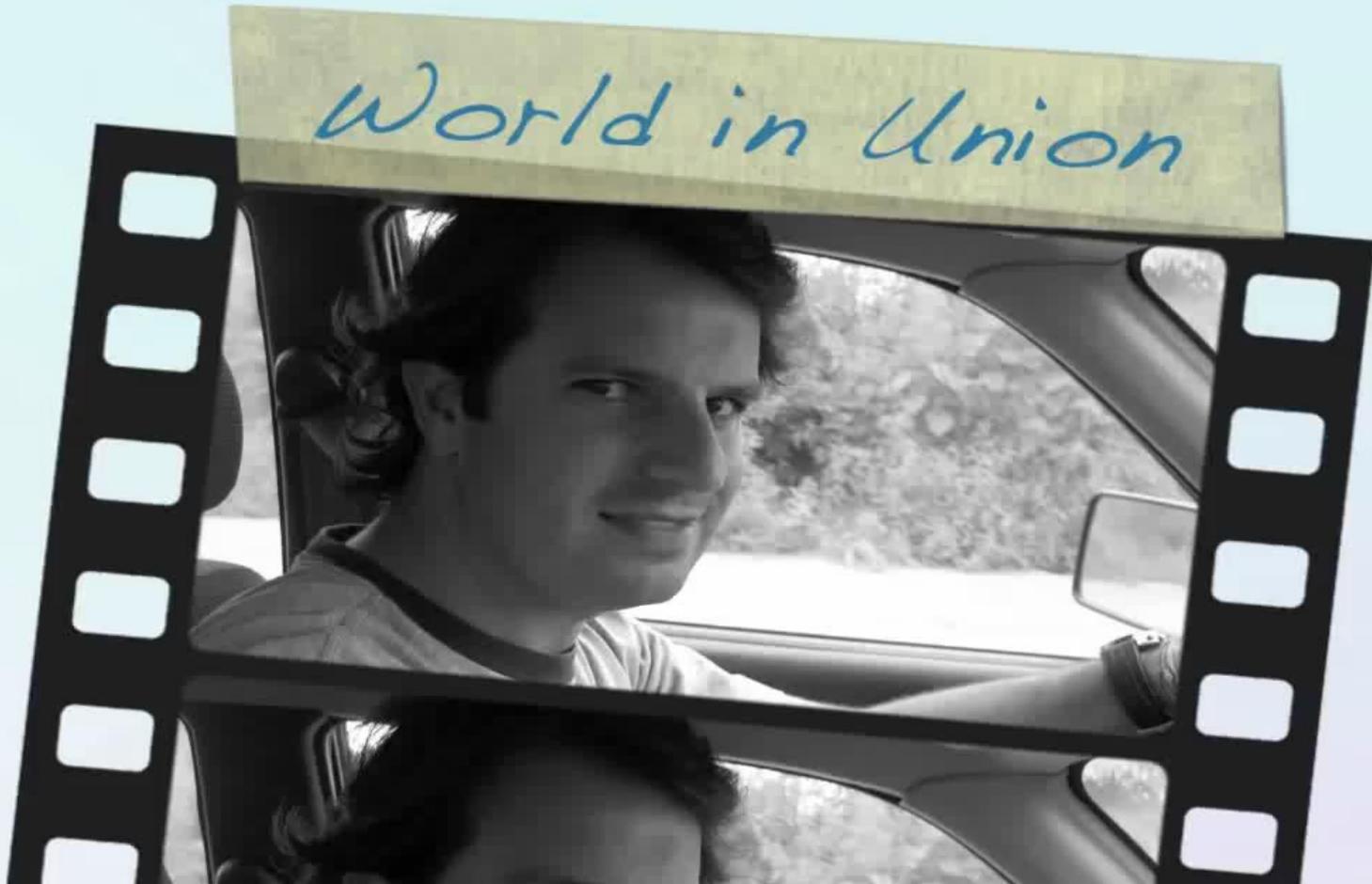
## CASE STUDY

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- What are the common denominator in all these instances - Basic Levers to pull?
- Is this unique or best practise/best in class?
- What has been the impact of communities/society in this evolution?
- Why/What & HOW will this Evolution stick – THE SUSTAINABILITY QUESTION?



## Women - world in Union



There's a dream  
I feel so rare, so real  
All the world in union  
The world as one  
Gathering together

One mind, one heart  
Every creed, every colour  
Once joined, never apart  
A new age has begun

Searching for the best in me  
I will find what I can be  
If I win, lose or draw  
It's a victory for all  
It's the world in union

The world as one  
As we climb to reach our destiny  
A new age has begun  
We face high mountains  
Must cross rough seas

We must take our place in history  
And live with dignity  
It's the world in union  
The world as one

As we climb to reach our destiny  
A new age has begun  
Build a world  
A world in union  
A new age has begun

**THANK  
YOU**

**HAPPY WOMEN'S MONTH**