



Corporate & Human Resources Cluster  
**HUMAN RESOURCES UNIT**  
Your Business Partner

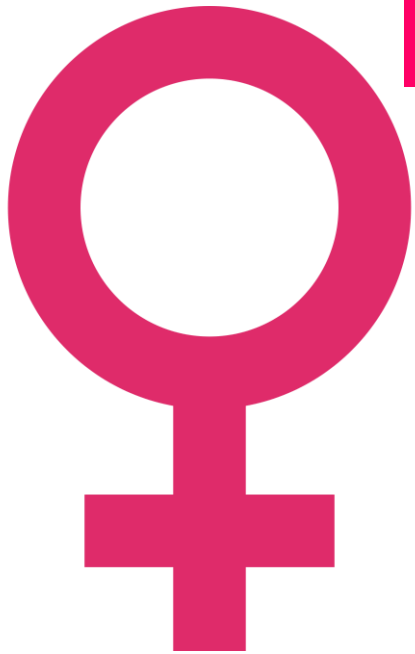


By 2030 eThekweni will be Africa's most caring and liveable City

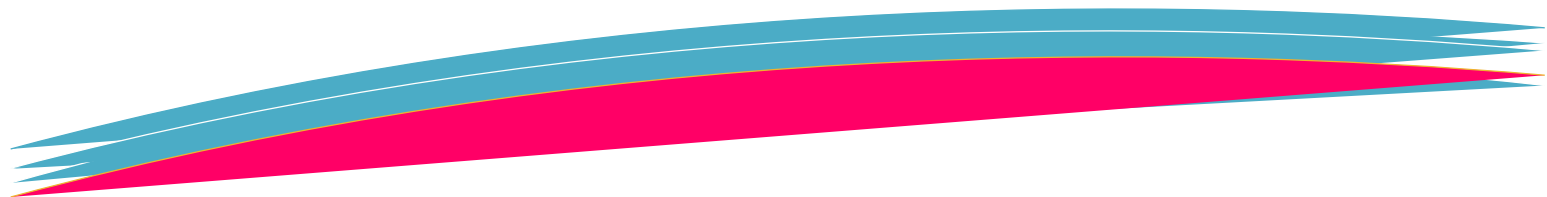


# **WOMEN** *in* **LEADERSHIP**

“To Inspire Positive Change”



## Highlights Day 2

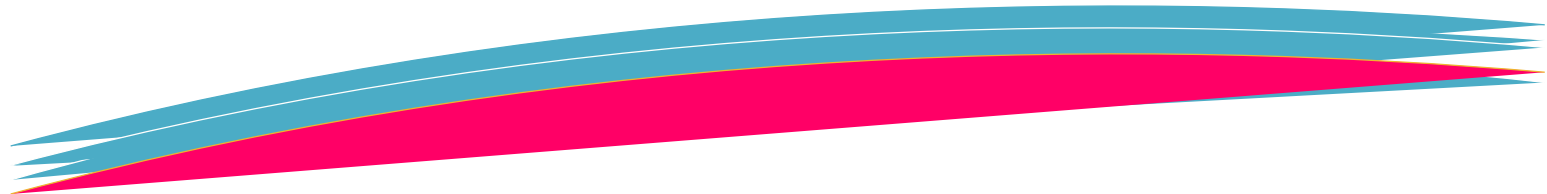


# Takeaways

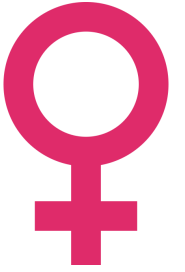


## Developing Win-Win Negotiating Skills

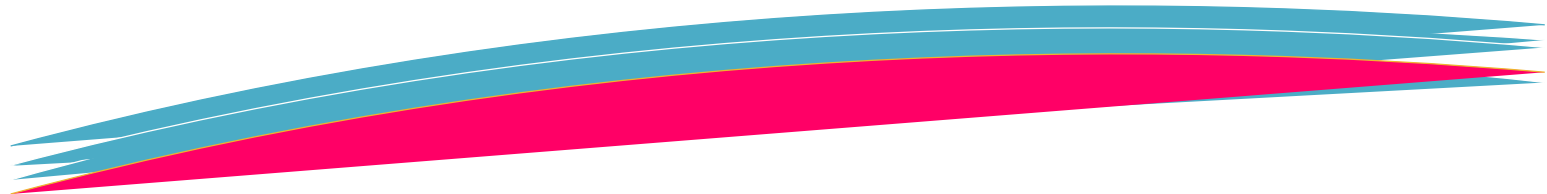
- Women play a pivotal role in transforming the economy
- Strong need to enhance the participation of women to assist in addressing the key challenges in South Africa
- Women are all born with gifts, bring those gifts when negotiating
- The key to being a good negotiator is to be prepared. Know your subject matter. Be confident, accurate and assertive

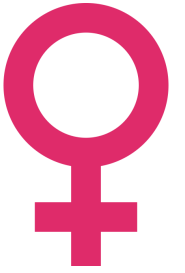


## Gender pay gap in South Africa



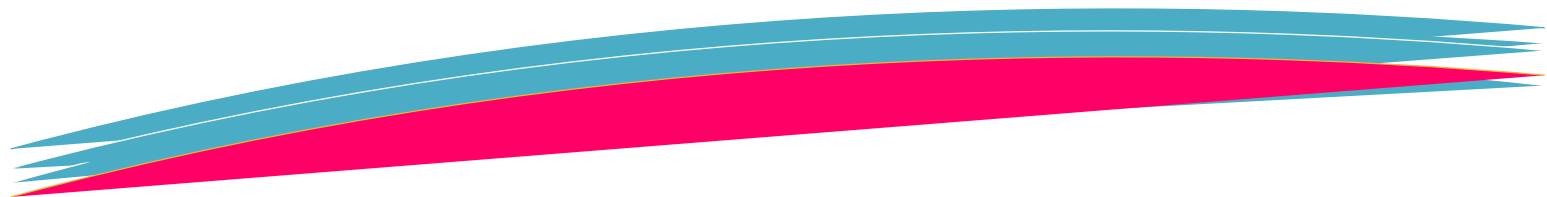
- Equal pay for equal work - not being implemented. Women are being paid less than Men.
- Know your Worth! Women are devaluing themselves, don't ask for raises and downplay achievements
- Make yourself indispensable. Reinvent yourself, agility is the new sustainability. Position yourself for success. Own your space and demand respect.
- Always be ready for an opportunity as they don't come around frequently



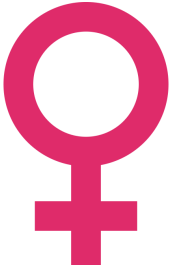


## Leadership Presence

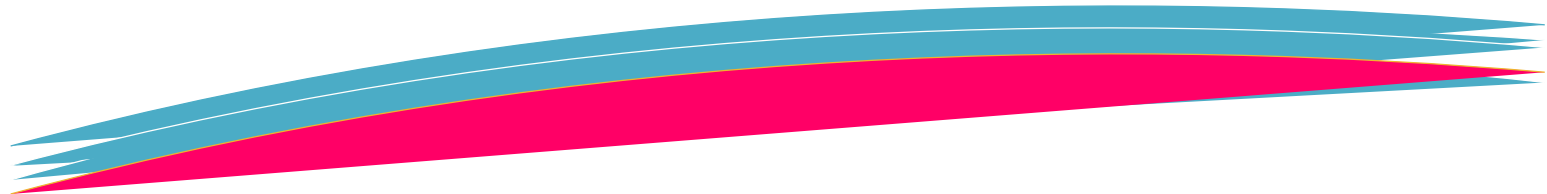
- Obtain skills and practice
- Brand yourself and be confident. If you're lacking in confidence, you're lacking in influence
- Bet on yourself, it's the safest risk
- Ability to adjust yourself and track your progress
- Upgrade your network and track your growth



# Opportunities and Solutions

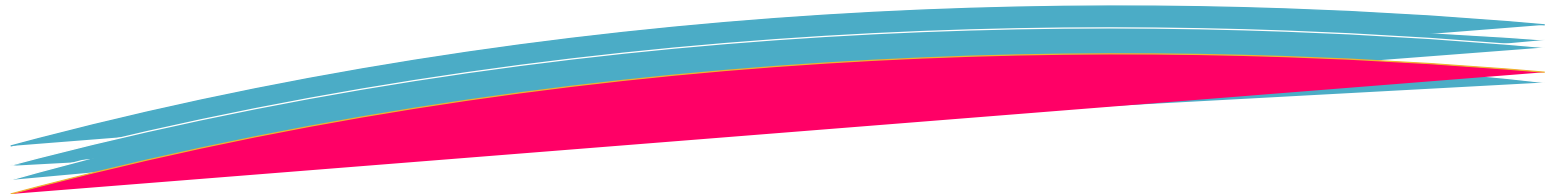
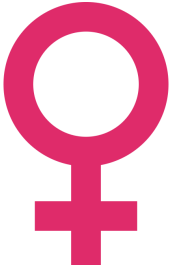


- Being emotional is not a weakness. Three brains: Cognitive, Emotional and Gut: Aligning all three leads to better decision making
- Importance of education and furthering academic career
- 4IR is seen as a scarce skill for women and there is also a shortage of female engineers
- Establish a forum where all women from different disciplines can discuss issues
- Men who are in management must be present for future engagements



## TED Talk

- Need to improve women representation in the political space
- Use networks and connections has leverage to advocate for women's rights and the importance of women votes
- Change the way we address fear and use it to excel





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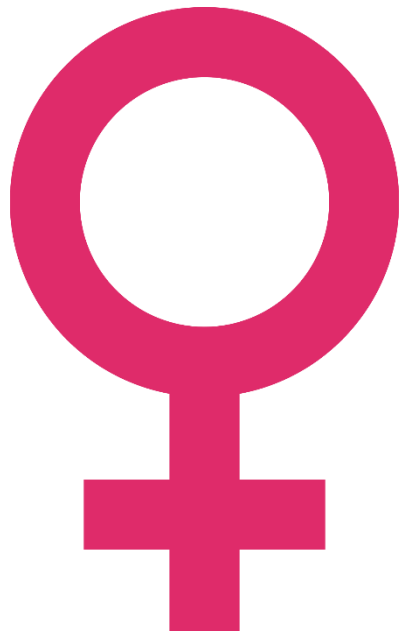
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Thank you for participating...

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