

SHARING

Her Story



DINEO SEKWELE

Group Human Resources Executive
TCRS

August is national Women's Month and with this in mind we are celebrating phenomenal women across the Transaction Capital group. This week we profile Dineo Sekwele from Transaction Capital Risk Services (TCRS).

Dineo has 23 years' experience in human resource management and holds a BA degree in Human Resource and Economics from Wits University as well as a Masters degree in Management and Innovation from Wits Business School. Her career includes roles in financial services, research and development and the insurance industry. She joined TCRS from Group Five where she was the HR Director within the Investment and Concessions cluster. Dineo is passionate about unleashing potential and developing people, as well as creating a positive environment where people are engaged, motivated and inspired.

Why is it important for women to have a seat at the table when it comes to leadership in corporate SA?

I am an advocate of gender equality and inclusivity in corporate SA. Female leaders continue to be a minority, and this is despite continuous calls and acknowledgements that recognise women as being equally competent and capable of leading at the same level as their male counterparts. The advancement of females in leadership roles goes to the core of creating aspirational confidence in the majority of our population; it allows people to recognise that they too could aspire and grow to participate at the highest levels of driving the economy and making a meaningful difference.

What are some of the ways men and women can partner together to achieve female empowerment?

I believe that men have a big role to play in partnering with women to enable females to get to equal leadership positions.

The partnership should involve programmes that support growth and development of women. Some of these initiatives could include mentorship programmes for women, learning and development programmes targeted at fast tracking women in their careers, and policies that are targeted at supporting and creating opportunities for women. Our actions should be deliberate, to achieve set targets that are measurable and to drive the change we want to see.

What is one thing you know now about work you wish you had known earlier in your career?

I wish I had a coach at an earlier stage of my career; to leverage from and increase my knowledge base and improve my understanding of the world of work. I believe there is always room for learning and improvement. It is important to continue to capacitate ourselves to increase our knowledge and understanding so we can contribute in making sound business decisions.

What advice would you give to the next generation of female leaders?

The decisions you take today will have an impact in your years to come. Pursue what you are passionate about and focus on what makes you happy. It takes a lot of hard work, dedication, discipline and commitment to get to the top. You need to get your hands dirty and get more involved in business and yes, be part of a mentorship programme as early as possible. Always remember, consistency is the only currency required to rise and achieve at the highest level of any goal you set your mind on!