

Ambitious. Dynamic.

We asked ...

- 1** Tell us about your journey to where you are in the business today.
- 2** Looking back, where was the turning point in your career?
- 3** Which programmes, policies and/or people at MCSA supported your development?
- 4** Which woman, in your private or professional life, has been your biggest inspiration?
- 5** If you could give a young woman starting her career at MCSA one piece of advice, what would it be?

1 I joined MultiChoice in 2010 to set up and manage the group's first ever Learning Technologies portfolio. That year, we successfully implemented the group's first Learning Management System, Siyandiza, and the first online learning solution for the group.

2 I turned a corner when we succeeded in incorporating eLearning into the organisation's culture, and I proved myself as Learning Technologies Manager. My potential was noticed by the powers that be, and the opportunity to step up to the next level presented itself.

3 The Stepping Up To Management and Catalyst programmes not only give you the theory and insight to lead, but also great exposure to peers and top management. The Learning Technologies team has also been instrumental in my development. Never shying away from pioneering new ways of learning, the team has driven me to perform at my best at all times.

4 My mom is my pillar and biggest inspiration. She instilled in me the values of hard work, commitment and humility, and taught me to dream big! Also, my former

Nomsa Lewisa, Head of HR Technology

boss and current Head of Group Employee Development Vinolia Singh (or V, as she is known to us) has put so much hard work into grooming me. I will forever be grateful!

5 My advice: let your work speak for you. Grab every opportunity to shine, no matter how impossible the task at hand may seem. Only great challenges produce great rewards. And always dress for success – an extra effort with your work wardrobe will really boost your confidence.



1 After two and a half years as South African Editor for Fifa.com, I left to complete my masters in Digital Media at London Metropolitan University. I then did a stint at Vodacom before joining SuperSport.com in 2011 as the Product Owner for SuperSport Partners. Two years later, I made the move to DStv.com, also as a Product Owner. The decisions I've made in my career have been challenging, but that has kept me motivated.

2 The decision to do my masters was a turning point: I was very happy at Fifa.com but realised I wanted to grow and be involved in the product side, so I needed to upskill.

3 The Naspers Media Industry Programme (NMIP) was amazing and put the group's strategy into perspective for me. I also work with great people at DStv Online – Johan Huyser from SuperSport.com taught me more about web in two years than I learned in my entire career! Byron Linsell has given me the space to carve my own path with DStv.com, using the experience I gained at SuperSport.com. Graeme Cumming always really challenges me to come up with innovative solutions.

4 Many women have inspired me but I will mention two: my mother was one of the first black feminist theologians in South Africa. From

her, I learnt to be brave, fearless and to always believe in justice. Philanthropist Dr Precious Moloi-Motsepe is everything I hope to be as a woman – strong, composed, intelligent, humble, gracious and kind.

5 My advice: MultiChoice has so many great opportunities for growth. Actively seek them out, challenge yourself and take on things that scare you. Investigate other areas of the group – it will change the way you approach your work. Finally, remember: growing horizontally in a company is just as important as growing vertically.

Luana Jordaan, Product Owner, DStv Online



Inspiring.

MultiChoice women are all that – and so much more. To celebrate Women's Month, five of our colleagues share their success stories with us.

1 I began my career in the group as a Graduate Freelance Producer for Zee TV, followed by a stint in the on-air department at M-Net. I learned a lot, but didn't find my specialty until I was hired as KTV's PR and Marketing Executive. There's nothing as invigorating as working on a youth brand! A few years later, I became Brand Manager for M-Net Channels and had the privilege of marketing some of M-Net's biggest shows and developing brand campaigns for 10 channels within the portfolio. I then became M-Net's Corporate Marketing Manager. Today, I head up the DStv Media Sales marketing department, responsible for marketing DStv's commercial brands to the trade industry in SA and the rest of Africa with the goal of driving revenue.

2 My career milestones include marketing the first *Survivor SA*, *Prison Break*, *Desperate Housewives* and *Grey's Anatomy*, to name just a few big premieres. Then, there were various channel launches, including that of the very first HD channel.

3 I found the Media Management Programme very insightful, but there have also been many people within the

business that have contributed to my growth and development, and from whom I've learnt so much.

4 My mum is definitely my inspiration. She's very progressive in her thinking and has always been so inspiring. Then there are two of my closest friends, who I was lucky enough to meet through work early on in my career, and have been my support every step of the way.

5 My advice: in a time of instant gratification, where it's easy to fall into the trap of wanting it all now, take the time to develop the right skills – it will serve you better in the long run.



Natasha Velen, Head of Marketing, DStv Media Sales

1 I joined MultiChoice as an Industrial Psychology Intern in 2007, and became permanent in 2008 as an HR Practitioner. In 2009, I was promoted to HR Consultant/HR Business Partner. A year later, I became HR Manager and, another year after that, I took on the role of HR Director for M-Net.

2 Leaving my full-time job to take up the internship programme at MultiChoice was quite a bold move, as the internship was "no strings attached". I knew there was a chance I would be jobless after 12 months, but I didn't allow the fear of the unknown to get in the way.

3 I've had the opportunity to attend various training programmes to strengthen my skill level. The Management Advanced Programme, the NMIP, and strategic negotiations programmes, and various other HR initiatives have given me the solid grounding required in my role.

4 My mother is my biggest inspiration. She always says: "The only way to accomplish anything is to take action." She also taught me to always compete with myself. She believes that by constantly using other people as the yardstick to measure your success, you're not putting your energy and passion into what matters.

5 My advice: roll up your sleeves and put in more – don't just do what is expected. Stay focused. There will be many bumps along the way, but don't get distracted by them. Always make "me" time, as it's important to recharge.

Fhulufhelo Badugela
M-Net HR Director



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5 If you could give a young woman starting her career at MCSA one piece of advice, what would it be?

1 My journey started in 2006 in the IT Division. My portfolio has always been around managing relationships and driving the delivery of the right projects at the right time to ensure objectives are achieved. As Demand Manager, I've also earned the reputation of being very "demanding"!

2 My turning point was being empowered to share my ideas on the alignment and transformation of solutions for both business and ITD strategies.

3 Much of my success can be attributed to the professional and

personal support I enjoyed from my CIO Errol du Preez and his extended senior team. Growth and grooming is central to their professional ethic, and their drive to achieve excellence ignited my passion. The Women in Leadership conferences have been my favourite experiences – and I'm grateful for the support we receive from the Women in Leadership team.

4 My mother inspires me. Words aren't enough to explain the power and grace that she portrayed and imparted to me. She taught me the true meaning of power and success, and that being a woman is a balance of emotion and intellect.

5 Always live your truth. Remember that emotion, compassion and empathy cannot be separated from your intellectual capacity to make business decisions. Magic happens when emotional and intellectual intelligence combine.



Ayesha Khan
Demand Manager,
MultiChoice Support
Services

Wathint' abafazi, wathint' imbokodo

This Nguni phrase, loosely translated into English, means "You strike a woman, you strike a rock". An appropriate message as we recognise the strength of women within our business, and commemorate Women's Month.

To celebrate women's courage, strength, intellect, power and beauty, we lined up a number of initiatives around Women's Day. Most recently, women at MultiChoice were invited to attend an interactive motivational session with businesswoman Wendy Luhabe, Personal Branding specialist Donna Rachelson, M-Net's Koo Govender, and Bertie du Plessis, Naspers's Chief Learning Officer. This followed the Women in Leadership dialogue we co-hosted with M-Net at Constitution Hill in Joburg, where Minister of Social Development Bathabile Dlamini and M-Net CEO Patricia van Rooyen shared key insights about leadership. Here at MultiChoice, gender equality

and the empowerment of women are not buzzwords we engage with once a year. The Women Development strategy was launched in 2012, in line with our Group Leadership Development Strategy, as a specific initiative within MultiChoice's overall employee development plan.

The strategy aims to accelerate the growth of women in leadership positions, those with specialist skills, high performers and women with high potential. To see the full list of women-focused programmes, visit Sedibeng.



Thuli is passionate about transformation, learning and development

Meet Thuli Segalo

As Group Leadership and Women Development Manager, Thuli runs the Women Development Programmes. Passionate about transformation, learning and empowerment, Thuli's own academic achievements are impressive – she has a postgraduate diploma in finance, banking and investments, a bachelor degree in social sciences, a diploma in business analysis and project management, and a diploma in executive coaching. She is also a certified Skills Development Facilitator. And her professional experience is just as striking: Thuli has held senior roles at Investec, Absa Fund Managers, and LRMG Performance Agency.

Thuli is also well equipped to monitor the quality and relevance of the leadership development programmes – she completed the Management Advanced Programme with the Wits Business School in 2007, and found the content key to her own development. Now, she is enrolled for the Leading Women programme at Gordon Institute of Business Science.

We're thrilled to have such an inspiring woman ploughing her knowledge and experience back into our Women's Development Programmes!

