



Q&A

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What did your path into this field look like – was it intentional or did you discover it along the way?

One of my earliest memories was wanting to become a lawyer. My mother famously quotes the story of my first day in Grade 1, when I proudly declared that I would become an attorney. My decision to specialise in competition law was initially influenced by my keen interest in the interplay between economics and the law. Competition law brought the theoretical principles I learnt at university to life, allowing me to delve deep into various industries, understand differing client segments, how they operate, what drives them, and the impact that firms' actions have within markets and on consumers at large.

What was your first major multijurisdictional transaction like, and what did you take away from it?

As an associate, I worked on Heineken's acquisition of a controlling interest in Namibia Breweries, and the flavoured alcoholic beverages, wine and spirits operations of Distell. The multibillion rand transaction represented a landmark deal in the African beverage industry. My team and I worked on competition assessments spanning over 20 jurisdictions. Through this transaction, I grew immensely in my understanding of competition law regimes across the continent, and built relationships with authorities. I learnt how to advocate effectively for clients, and developed critical skills needed for managing the complexities of multijurisdictional filings.

How have you built resilience in a high-pressure, male-dominated environment?

A positive mindset and fierce determination. Those who know me and work with me often comment that no matter how tough things get, they are continually amazed at my ability to keep going and to see the upside. I've always been wired to see beyond the crisis or situation and work toward the best possible outcome.

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That, coupled with a relentless drive to succeed, has helped me to remain resilient and thrive in this high-pressure profession.

Have your views on work-life balance changed over time?

I have learnt that it is up to you to define and create what balance looks like for you. It's not possible to always give 110% to everything; there's always some give and take. There are moments when certain aspects of your life need to take a backseat while others are prioritised, and that's okay. What matters is determining what is important to you and managing your time in a way that supports

those priorities, while also setting aside time for yourself to reset and recharge. A practical way to do this is to establish and maintain a routine that allows you to create structure within the chaos and promote intentional living.

What kind of leader are you, and how did you develop your leadership style?

My leadership style is that of a collaborator or supporter. I enjoy engaging and working in a team. I pride myself on being able to identify team members' talents and leverage diverse views and skills to achieve an optimal outcome.

What advice would you give to your younger self starting out in this field?

Stay curious, stay hungry, and never get too comfortable. Seek and embrace new challenges that push you to grow.

Always remember who you are, how you got here, and the immense potential you possess.

What keeps you motivated on tough days?

My faith and family. My faith keeps me grounded and reminds me of who I am and what's most important. My family – my parents, brother and husband – are my biggest cheerleaders, constantly motivating me to give my best and to be my best. 🙌

WEBBER WENTZEL

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