

# DealMakers<sup>®</sup>

## WOMEN 2022

Women of SA's M&A and  
Financial Markets Industry





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Marylou Greig  
Editor

Every year, in August, South Africa marks Women's Month – a tribute to the more than 20,000 women who marched to the Union Buildings on 9 August 1956, in protest against the extension of pass laws to women. This year marks the 66th anniversary of that day.

The month allows us to celebrate the achievements of women, but also to gauge how far we have come in transforming society – the transformation of unequal power relations between women and men – and to focus on addressing gender oppression, patriarchy, sexism, racism, ageism and structural oppression. The South African government has implemented different legislative mechanisms to address gender equality in the workplace, discrimination, and empowering women. While it cannot


be denied that there have been some changes in terms of recruiting women into high positions in the workplace, the process is slow. To address gender inequalities and unfair discrimination in the workplace, the focus should be on enforcing real change by way of proactive and aggressive strategies to enforce and speed up progress. If not, equality in the workplace will remain a 'mere wish' for the majority of South African women.

In 2022, South Africa had an overall gender gap index score of 0.78, ranking 20 out of 146 countries globally. The index quantifies the gaps between women and men in four key areas: health, education, economy, and politics. The country scored relatively low in economic participation and opportunity, scoring 0.42 points (Statista July 2022).

This is the second issue of *Women of SA's M&A and Financial Markets Industry* to be published by DealMakers. And once again, I am struck by the incredible talent in this industry. The stories of the women who grace these pages offer inspiration and words of courage, and are examples of how hard work, resolve and sheer determination have seen their aspirations become reality. The takeaway?

You are not alone; there are others who have walked a similar path. Believe in yourself, and accept support and advice – you can do this!

In fact, women featured prominently in the subjective awards at the DealMakers Annual event in February, and their experiences are shared in the first few pages of this feature.

Look out for our new features, the *Women of SA's Private Equity and Venture Capital Markets* and *Women of Africa's M&A and Financial markets Industry*. 

## CONTENTS

- 1 | Leading the Way - Nicky Newton-King
- 2 | The Audacity of Inspiration - Lydia Shadrach-Razzino
- 4 | Trailblazing beyond Awards - Raisibe Morathi
- 8 | ABSA
- 21 | AcaciaCap Advisors
- 22 | Baker McKenzie
- 26 | BofA Securities
- 27 | Bowmans
- 36 | Cliffe Dekker Hofmeyr
- 42 | CMS
- 44 | Deal Leaders International
- 46 | ENSafrica
- 50 | EY
- 56 | Fasken
- 58 | FTI Consulting
- 60 | Motsoeneng Bill Attorneys
- 62 | One Capital
- 64 | PKF
- 66 | Rand Merchant Bank
- 68 | Standard Bank
- 74 | Vani Chetty Competition Law
- 77 | Webber Wentzel

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**Tshegofatso Masilo**  
Associate: Corporate Commercial

**M&A** MOTSOENENG  
BILL ATTORNEYS  
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**Q** *Where did your journey begin and how did you end up where you are today?*

**A** My journey in the M&A industry began as an associate at one of the top law firms in South Africa where I was exposed to various M&A transactions. The exposure, learning how deals are structured and the work that goes into deals is what attracted me to this industry. I have always seen myself as a corporate attorney. My current role at MBA Inc has really set my path in the M&A industry. I have worked under knowledgeable colleagues and received substantial training. Passion is why I am in this industry.

**Q** *What, if any, hurdles did you have to face in an industry that has traditionally been male-dominated?*

**A** Male-dominated industries and occupations are particularly vulnerable to reinforcing harmful stereotypes and creating unfavourable environments that make it even more difficult for women to excel. Some of the challenges I have experienced are:

- Societal expectations and beliefs about women's leadership abilities.
- Lack of a voice

**Q** *What advice would you give to other women thinking of entering the M&A and Financial Markets industry?*

**A** To be consistent, hungry for knowledge and have a mentor.

**Q** *What are three words you would use to describe yourself?*

**A** I would describe myself as a driven, diligent and tenacious individual.

**Q** *What qualities would you say are essential for a woman to thrive in the M&A industry?*

**A** I think that in order to play in the M&A world, you have to have basic technical skills and certain industry knowledge to begin with.

- Resilience:

The ability to learn quickly. You do not always get to pick the projects that you will work on. Sometimes a project is in a sector that you have never dealt with, where you have little knowledge. In that case, you need to do your homework and learn new things quickly.

**Q** *What would you say to another woman who was thinking of changing fields because the industry is so male-dominated?*

**A** Focus on the positive. Find a group of women who can support you.

**Q** *Who is your female role model and why?*

**A** Role models do not necessarily have to be a particular individual. Inspiration comes from work experience, attitude, habits, etc.. I can not say that I am inspired by a particular person or individual. There are different people like my father taught me how to adjust myself in every situation because we won't get comfort all the time. I am inspired by

my mother as I have learned how to be patient. Sometimes inspirations come from my own life. It teaches me not to be perfect but to be responsible so that I can know what is wrong. I have learnt that success and failure are two sides of life. I get inspirations both from success and failure as both are equally necessary in life. You can take any example. Such as Oprah Winfrey, born into poverty, overcame adversity and made her life a success. All these people have inspired me.

**Q** *What is one goal you have set yourself for 2022 and are you on track to reach it?*

**A** To learn as much as possible and to connect with more people in the industry.

**Q** *What is your go-to power song?*

**A** My Power by Beyonce.

**Q** *What is your favourite quote?*

**A** "Strive not to be a success, but rather to be of value" by Albert Einstein.

**Q** *What is at the top of your bucket list?*

**A** To make a difference in someone's life.

**Q** *What book are you reading at the moment?*

**A** The Laws of Human Nature by Robert Greene.

**Q** *What is your favourite holiday destination?*

**A** Greece. 🇬🇷