

# women2women



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*Cheers to  
a New Year  
and another  
chance for us  
to get it right.*

- Oprah Winfrey



## Changing every aspect of our lives in 2015

**W**ith the new year in full swing, we would like to wish you all the best in 2015. May you tackle the New Year with all your might and enthusiasm.

With that said, we thought we would also share with you an article on the 20 changes that need to take place for women in 2015.

### Change needed

In an article by Angela Priestley ([www.linkedin.com/pulse/20141126023651-17179464-20-things-that-need-to-change-for-women-s-careers-in-2015](http://www.linkedin.com/pulse/20141126023651-17179464-20-things-that-need-to-change-for-women-s-careers-in-2015)), she mentions that progress on workplace gender equality has been painstakingly slow. Waiting around for women to educate themselves further, or another generation of men to enter the workforce, is simply not good enough.

"If women are going to have the same opportunities as men for satisfying and fulfilling careers,

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## Changing every aspect of our lives in 2015

then we're going to need change: big, uncomfortable, inconvenient change. We need the kind of change that does not simply occur with an overnight fix – nor even by throwing a huge amount of money at it. We need change that touches every aspect of business, society, politics and the community – from the assumptions we make about each other, to the roles we take on at home, our national system of care, and the way we've come to accept how we structure our work," says Priestley.

### The common denominators

"Recently, we polled 144 of you on what you want from your career in 2015. At the end of the survey, we asked you to share in one sen-

tence on what needs to change for the careers of women in 2015. You came up with a large variety of responses and, given it was an open-ended question, it's difficult to offer a data-based summary.

But a quick text analysis found the key phrases and words used most often included childcare, flexible work, gender, leadership, unconscious bias and acceptance," she says.

This is an overview of the 20 most prominent changes that these women said need to take place.

### 1 Childcare.

This came up over and over again and appeared to be the

biggest pain point for readers. The childcare system is not meeting the current needs of families. It needs to be more accessible, affordable and flexible. Child-care should move from being a 'women's issue' to a 'societal issue'. Meanwhile, the importance of addressing the care system should also extend to before and after school care.

### 2 Mainstream flexible work.

The ability to ask for flexible work, to pursue flexible careers and to successfully sustain a satisfying role flexibly, is vital for women- as it is for men too. Flexible work must move from being a 'nice to offer working mothers' to something that's actively encouraged in order to create happier and more holistic human beings.

### 3 Equal pay for equal work.

You would think by 2015 we would have this one figured out. But as data released yesterday from the Workplace Gender Equality Agency shows, the difference in base remuneration between men and women working full-time is now 19.9%. Equal pay for equal work is essential for improving the careers of women.

### 4 More female role models.

We know they exist, but we do not hear enough about them. They are not quoted enough in major newspapers,

nor are their stories celebrated enough within organisations. Visible role models are necessary for inspiring ambitions in others, particularly in ensuring young women realise the full potential for their careers.

We need to know more about just how certain female leaders have reached the position they are in, to learn how they have personally overcome the barriers that stand in the way of so many others.

### 5 Address the imbalance.

The juggling act-particularly the one that includes managing work, kids, home and other pressures-is hurting women. We need to better share the load between the genders, and to keep working at removing the social expectations that currently exist on men and women. If women are going to have a better chance at work, they need more help at home.

A true, greater share of the domestic work and a shift in ended stereotypes and assumptions regarding who takes on the caring responsibilities will result in better opportunities for women in paid work.

### 6 Bring men into the discussion.

As one reader put it: "Women need to stop talking to women

about discrimination or 'women's issues' and make the men the discussion'. We admit that on Women's Agenda we can be a little guilty of directing the discussion at women, but men must also be engaged in order to facilitate. Or as another reader said: "We need to stop preaching to the converted women and inspire, encourage and support men to be the instruments of change."

### 7 Less judgement, less guilt.

Women have been given more choices over their careers, now it's time to exercise it- without the added baggage of guilt and judgement. It's up to women to determine if and how they are going to pursue a career, which will ultimately give more men a choice too. It's up to all of us to watch our language and actions when responding to the choices of others.

### 8 End the boys club.

It's still there, although changes dramatically in size according to where you work and the industry you work in. The so-called 'boys club' mentality has seen women miss out on opportunities, new roles, promotions and pay for far too long and needs to be dismantled once and for all. Often, this means a significant overhaul of promotion and recruitment procedures.

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## Changing every aspect of our lives in 2015

**9 Political action over rhetoric.** Some of you lamented the fact that for all the talk of providing more equal opportunities for women there's little action on the ground. Equality needs to be "championed" in politics, rather than being used as a vote winning mechanism. Indeed, it would help to have more than one woman in Cabinet, no matter how many others are 'knocking at the door'.

**10 Quotas and transparency.** A number of readers believe quotas are now necessary at the board level in order to see a greater representation of women. Transparency will also help: in hir-

ing practices, in determining promotions, and promoting equal pay.

**11 Adjust the KPIs.** The typical strengths and stereotypes regarding what makes an ideal leader are still heavily masculine, meaning female leaders are seen as 'exceptions' rather than the 'norm'. We need to better appreciate the strengths, skills and attributes of women when determining a leader's performance.

**12 Highlight the benefits of gender equality.** Improving the careers of women requires those in leadership to recognise how diversity,

equality and closing the pay gap can actually benefit productivity. It's not just the 'right thing to do' it's the 'smart thing to do'. Businesses need to acknowledge the power and opportunity in diverse thought and leadership.

**13 Make work better for 'all', not just women.** The things that need to change for women at work must benefit everyone, no matter what their life circumstances. Good work practices will be celebrated and better appreciated if their benefits can be utilised by all.

**14 Appreciate the value of part time employees.** Part time workers make a significant contribution to the economy and to employers everywhere. We need to better acknowledge this contribution, remove any stigma associated with those who work 'part time' and watch assumptions made about the ambitions and dedication of those who work differently.

**15 Admit and accept there is a problem.** There's conscious and unconscious bias still standing in the way of women. There's sexism and discrimination. Before we can hope to eliminate these, we need to accept there's a problem to know exactly what it is we're try-

ing to address. Admitting there's a problem also means appreciating the personal contribution we can make for change. Women need to support women. Women need to support men. Men need to support women and men need to support men. If we want to see change, we have to find a way to make change accessible for all.

**16 More training for women.** The call is not for 'more education' but rather more training in areas that can directly contribute to opportunities-- such as in personal branding, taking a risk, actively promoting your skills. Meanwhile, some readers noted we should encourage more women to pursue degrees that provide entry into male-dominated industries.

**17 Women need to step up.** Yep, there's still a call for more women to take responsibility for their own careers and ambitions. As one reader put it: "We need women to see the value in themselves and what they bring to the table".

**18 Acknowledge rural women.** There is untapped female talent and skills in rural communities, women who are underemployed outside of our major metropolitan areas due to a lack of opportunities, self-belief and outright discrimination. Some are starting excellent businesses that require better recognition.

**19 More community, more support.** This came from one reader, and we thought it was worthy of its own point. As she writes: "More creation of community, breaking down the idea of being totally self-sufficient, especially for single women".

**20 And the final thing that needs to change for women?** Give men wombs. That was one suggestion.... And wouldn't that make for an interesting 2015!

The above is based on just a tiny sample of Women's Agenda readers. What do you think? E-mail [admin@gwii.co.za](mailto:admin@gwii.co.za)

### Our next GWII event

Please note our next GWII event will be  
**12 February 2015** – more details to follow soon.



## Are you limiting yourself?

Here's a list of typical self-limiting beliefs. Are yours on this list or do you have some different ones?

- I'm not smart enough.
- I'm too old, too young, too fat, too out of shape, etc.
- I'm not outgoing enough.
- I lack relevant experience.
- I could never do that.
- I lack sufficient formal education.
- I have too many weaknesses.
- I don't have the confidence to do that.
- I don't have enough skills or talent.
- I don't have what it takes to succeed.
- I'm terrible at managing my time, money, etc.
- I don't know what I want to do with the rest of my life.
- I would fail for sure if I tried that.
- I'm really stupid when it comes to X.
- I make too many mistakes when I try something new.
- Taking risks always turns out bad for me.
- The way I have operated in the past works well enough.
- I'm comfortable doing what I'm doing now.
- Successful people are just lucky.
- I deserve better.
- I work very hard, isn't that enough?

- I'm a failure.
- I'm a slow learner.
- Other?

Luckily, there is a technique called **Focused Intention**

**Technique (FIT)** that can identify the underlying sabotaging subconscious beliefs and eliminate them to allow new positive beliefs and resources to take their place. FIT is powerful, easy and safe to learn and apply – most of the time with fast results.

## 4 practical steps to achieve the best you

### Step 1

Identify your self-limiting beliefs. This may not be easy because they are so much a part of you and because it feels risky to question any characteristic that helps you feel safe. Make a list of all your self-limiting beliefs and challenge each one.

### Step 2

Ask yourself how each statement is limiting you and why you believe it, what evidence there is and, most importantly, why you feel you **NEED** to believe the statement. After all, regardless of how you acquired any particular belief, it is **YOU** who are maintaining it.

### Step 3

Make a plan to step outside your comfort zone, recognizing that it may take loads of practice over an extended period of time to become passably competent at your new skill.

### Step 4

Work with a buddy who also wants to change a self-limiting belief. Support each other with regular updates and celebrations of success, even small progress steps. It may not be easy because they are so much a part of you and because it feels risky to question any characteristic that helps you feel safe, so it might feel safer to work closely with a coach to be able to identify those very well hidden blocks.

FIT is a wonderful tool to get started and to turbo charge your New Year to make 2015 the best year of your life.

Do something positive and uplifting which could have long term improvements on peoples' peace of mind and wellbeing. Invest in doing something that will really make a difference to your day, your month, your year and your life.

### Source

<http://www.lorettamohl.com/dont-new-years-resolutions-work/>

**N**ow, we are all guilty of breaking our New Year promises. We all start with a positive mindset – decide our goals, imagine ourselves completing them, and for the first week or so our old ways seem a mindless thing of the past. Then two weeks in, we start to flag. We give in to temptation, and what about that pack of biscuits which we swore we will never eat? We eat the entire pack. Unrealistic goals are the main reason many of us fail. Come on, are we really never going to eat chocolate ever again?

But I am not just talking about the mandatory ‘go to the gym’ promise, or the ‘only eat healthy foods’ promise. Some of us aim to ‘do one good deed a day’ or ‘travel the world’. Though these may be things which we lust after year upon year, it is sometimes the simple things which will improve our lives and make this coming year better than the last.

Here are 10 feel-good recommendations which can bring happiness, and they are so easy there are no excuses to fail in 2015.



### 1. Take the stairs.

Sounds simple, but I can guarantee many of you take the elevator. By choosing to take the stairs you can help shift those unwanted pounds you gained over the festive season, and help to tone up for a killer booty.

### 2. Shave your legs.

Might seem obvious, right? But in the cold winter months we ladies are often guilty of letting our beauty routine slip. I can guarantee keeping on-top of unwanted hair will automatically boost your self-esteem and make you feel better about yourself.

### 3. Block his Facebook.

We’ve all done it at least once, but you need to stop stalking your ex-boy-friends profile. Are you constantly browsing his page to see if he has been tagged in any recent photos, or to see if he has become friends with any more females? Just stop. Block his activity off your news feed and move on girl.

### 4. Treat yourself.

I realise Christmas will have already come and gone, and money can be very tight at this time of the year. But if you are feeling down, a spot of retail therapy can really help to lift your spirits. Adding a few key pieces to your wardrobe can refresh your style and you will want to show off your latest look to everyone you see.

# YOUR FEEL GOOD GUIDE

### 5. De-clutter your make-up bag.

Stop hoarding beauty products which you never use. That foundation which is 3 shades too dark for your skin? Bin it. That green glitter eye-liner you used for Halloween 5 years ago? Bin it. Clearing out old make-up is certainly therapeutic, and gives you the perfect excuse to buy some more.

### 6. Wear nice underwear.

Just because there may not be a man in your life, doesn’t mean you have to wear giant granny pants day in day out. Wearing your favourite red lace set can boost your confidence, and make you feel like a sultry goddess even when you are just going to the office.

### 7. Drink more water.

If I had a pound for every time someone has told me this, I would definitely have a small fortune. But it is so true. It can help fight off hunger, clear your skin and prevent soul destroying hangovers from ruining your day.

### 8. Sleep more.

I understand you have a busy life and this aim might seem impossible, but making more time for sleep helps your body to recover and you will feel a hell of a lot better afterwards. Plus Liv Tyler once declared her secret to staying skinny was sleeping for 12 hours every night – do we need any other excuse?

### 9. Think before you speak.

Most of us have landed ourselves in hot water one time or another. This is usually down to opening our mouths and saying harsh words in the heat of the moment. But next time think before you speak because what you say can actually matter.

### 10. Have fun.

Don’t be afraid to let your hair down once in a while. Turning up for work one day slightly worse for wear is not the end of the world. So get your girls together and have a night on the town, or simply a night-in watching chick flicks and ordering a takeaway – nothing can beat some quality time with the favourite girls in your life.

Source: <http://www.itslavida.com/10-feel-good-new-years-resolutions/>

ICONIC WOMAN FOCUS continued...

*'The way you carry yourself'*

# Diana, Princess of Wales

**A**s Rene Wade, Founder of The Feminine Woman said, "a genuine and high quality woman holds herself and thinks of herself highly regardless of what life circumstances may be present, and despite what other people may think."

A classy woman does not judge herself regardless of what mistakes she might make and knows that aiming for perfection is really failure because it is just a way to beat yourself up inside. Moreover, because of these attributes, a classy woman can handle all social situations and conversation with confidence."

Most people assume a lady has to dress like she just walked out of the Victorian era, but in reality, a lady is nothing like that. A lady is someone who makes everyone around her feel loved and respected no matter where she is. She blends in when she has to, and stands out gracefully when the need arises.

A lady is the epitome of womanhood. She is grand and gorgeous, elegant and graceful. She grabs attention without secret glances, and demands respect without words. She is the kind of woman other women want to be and other men want to be with.



Let us look at another example of an iconic woman who carried herself gracefully.

## Diana, Princess of Wales

Diana, Princess of Wales, one of the most adored members of the British royal family was the first wife of Charles, Prince of Wales, who is the eldest child and heir apparent of



him play polo. The relationship developed as he invited her for a sailing weekend to Cowes aboard the royal yacht Britannia.

Lady Diana was well received by the Queen, the Duke of Edinburgh and Queen Elizabeth the Queen Mother. The couple subsequently courted in London. The prince proposed on 6 February 1981, and Lady Diana accepted.

Their engagement became official on 24 February 1981, after Lady Diana selected a large engagement ring consisting of 14 solitaire diamonds surrounding a 12-carat oval blue Ceylon sapphire set in 18-carat white gold, similar to her mother's engagement ring.

It was widely billed as a "fairy-tale wedding", watched by a global television audience of 750 million while 600,000 people lined the streets to catch a glimpse of Diana en route to the ceremony. After her marriage, she undertook a variety of public engagements.

As the Princess of Wales, Diana assisted the Prince of Wales on his official duties. She was also the patron, president and a member of numerous charities and organisations. She was well known for her fund-raising work for international charities and as an eminent celebrity of the late 20th century.

In 1999, TIME named Diana one of the 100 Most Important People of the 20th Century. In 2002, Diana was ranked 3rd on the BBC's poll of the 100 Greatest Britons, outranking The Queen and other British monarchs.

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Queen Elizabeth II.

## The royal engagement

The Prince of Wales had known Lady Diana since November 1977, but he first took a serious interest in her as a potential bride during the summer of 1980, when they were guests at a country weekend, where she watched

# Diana, Princess of Wales

## The people's princess

A symbol of modern monarchy, she was completely in touch with the outside world and yet, at the same time, carried herself with royal dignity, regardless of what was going on in her personal life. British Prime Minister Tony Blair described her as "the peoples' princess". She was a breath of fresh air.

Diana showed the way to win the peoples' hearts. She took on unpopular but important causes such as AIDS and the global abolition of landmines. But above all she knew how to relate to people, to make every single person she talked to feel special. Not because she HAD to, out of some Victorian sense of duty that has guided the royals for generations, but because she WANTED to, because she truly cared. She intrigued the world with her blend of intoxicating sophistication and her sincere touch and was considered a great style icon of her time, also for her chic and elegant fashion sense.

## A fashion statement

The grace and elegance with which Princess Diana carried herself is largely unmatched to this day. When it came to fashion, Princess Diana knew exactly what she was doing. From 'The Revenge Dress' to the 25ft wedding train she so elegantly dragged behind her on her big day, Diana's style moments were well thought out and planned down to a fault. Diana used each outfit to express her individuality and each look she chose spoke volumes.

The most interesting thing about Diana's style evolution is the obvious journey the royal went on. From the whirlwind days of her engagement



and marriage to her post-divorce confidence, her story can be tracked by her style choices. As Kate Middleton, the Duchess of Cambridge, now finds herself the centre of attention, she can be thankful for the fashion legacy that Diana left behind. She was taken from the world far too quickly, but her legacy lives on.

## Source

<http://www.biography.com/people/princess-diana-9273782#video-gallery>  
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<http://princessdianadeath.com/>

# Personal observations

Just as we were learning to be confident in our skin and not to judge a book by its cover, we are reminded almost daily that what we wear really does tell a story to people about who we are creatively, where we are financially and also what we do for a living.

You are literally a trend away from your ideal job. If that does not get your palms sweating then, congratulations, you are dressed for business. As much as we dislike putting people into categories based on their dress, we cannot deny that certain career paths require a specific type of dress if not an actual uniform.

So, now that you know your image plays an important role in your corporate journey – what does the way you dress say about you, your ambitions and the goals you have set for yourself in the field? And it does really matter?

No one wants to admit that they are stylistically challenged, unfortunately, not all of us wake up feeling inspired when we look into the recesses of our closet. Without thinking too hard we find ourselves reaching for the same black pants and white shirt combination that we think is safe and fool-proof and "professional".

Then, there are the corporate newcomers; it is rather difficult for young



ones coming straight from school to adjust to the corporate world, coming from different backgrounds, be it from rural areas or the urban areas. They want to be taken seriously but at the same time also want to retain the freshness that only youth can bring.

You are an individual, with a unique way of expressing yourself. With the right guidance you can dress in a way that shows you are hardworking, professional and more than anything else – you are YOU.

**Faith Kgaswe**  
**Willis South Africa (Pty) Ltd**

# A free gift of life



## Living with organ failure

Rijk Vermeulen, a nine-year-old boy, has been on dialysis for more than eight years waiting for a life-saving kidney transplant. A normal life with friends, school and a regular diet is all a child like Rijk asks for while on the transplant waiting list.

Rijk is allowed less than a glass of water per day to prevent his heart failing. A very strict diet ensures that his blood levels stay controlled to prevent fast escalating blood pressure and seizures. Liv-

ing on life support is a protracted, traumatic experience for children whose suffering can be greatly reduced by an organ transplant.

## Need to know

Did you know that registering to be an organ donor is a straightforward, simple process and will only take a few minutes of your time?

YOU can SAVE SEVEN LIVES when you become an organ donor. Simply register with Organ Donor Foundation at <http://www.odf.org.za/> or call 0800 22 66 11.

## FAQs

### Who can be an organ / tissue donor?

Any person, who is in good health, and is clear of defined chronic diseases that might adversely affect the recipient, will be considered as a possible donor.

### Which organs can be transplanted?

Your heart, liver and pancreas can save three lives and your kidneys and lungs can help up to four people. You can save seven lives.

### Which tissues can be transplanted?

You can help up to 50 people by donating your corneas, skin, bone and heart valves.

### Is there any cost involved in signing up as an organ / tissue donor?

No, it costs nothing to sign up as an organ donor it is a free gift of life.

## Sources

[https://www.facebook.com/organdonorfan/info?tab=page\\_info](https://www.facebook.com/organdonorfan/info?tab=page_info)  
<http://dailyfix.co.za/dailyfix-style/wellness/how-to-become-an-organ-donor/>  
<http://sarwt.org/14-articles/51-organ-donor-foundation>

A friendly reminder that the GAUTENG WOMEN IN INSURANCE (GWII) ANNUAL MEMBERSHIP FEE is R250 per person per annum. By charging a membership fee we will be in a position to hire larger venues, book professional speakers and do things that you, our members, have expressed an interest in. Should you have further queries regarding the fees, payment methods or anything in general please email [admin@gwii.co.za](mailto:admin@gwii.co.za).

## Thank you from the Johannesburg Care Foundation



The Johannesburg Care Foundation put the money that the GWII members contributed at the event on 20 November 2014 to good use.

An total amount of R21,400 (made up as follows:- GWII members – R14,400, Insure Group- R5000 and AC&E – R2,000), was donated and this money was used during December for the Dobsonville Chapter for 200 elderly and the other at Donovan McDonald Centre in Roodepoort for 240 elderly people. Llewellyn Ryan, member of the Management Board of RCA and as Chairman of Johannesburg Care Foundation, said that he is proud to be associated with GWII.

Thank you for those of you who contributed to this worthy cause.