

How to build a sustainable, resilient, and inclusive future workforce

Issued by [Topco Media](#)

12 Oct 2021

Gender dynamics and the future of work

In order to turn the unique obstacles faced by women in business into opportunities, organisations need to develop practical and effective strategies with a deeper understanding of work-related issues affecting women in leadership.

“The world is changing at a rapid pace, and the way we work along with it. Catalysts like the COVID-19 pandemic have brought the status quo in terms of the modern-day workplace into sharp focus,” says Ralf Fletcher, Topco Media CEO. “Likewise, the fact that diverse and inclusive organisations are outperforming their competitors at every turn has inspired big shifts inside innovative businesses. Especially when it comes to offering a level playing field for female professionals who have so much to bring to the table.”

This is one of the topics that will be under discussion by our carefully selected panellists at this year’s [Standard Bank Top Women Virtual Summit](#) as organised by Topco Media.

The highly regarded professionals who will be addressing the more than 8,000 confirmed delegates at the upcoming virtual summit on 6 and 7 October 2021 have all made their mark in their industries, and will share their insights in this regard.

Here are a few of the important lessons regarding gender dynamics and the future of work that these formidable women and men have lived and learned in practice:

Technology underpins empowerment

“We believe that technology can be a game-changer for women and girls – in particular for women entrepreneurs,” says Ayanda Mvimbi, programme specialist at UN Women, who has been involved in a variety of initiatives to women’s economic empowerment and support women entrepreneurs through the years. This includes iLearn, a platform for women entrepreneurs to tell their stories in their own words – enabling them to share their experiences and inspire other women.

Alpheus Mangale, chief engineering officer at Standard Bank Group, who will also be speaking at the summit, agrees. “The use of technology, and how you leverage all the emerging tech is really at the heart of how organisations will win or lose in the market,” he stated in an interview with Reuters.

It all starts with basic education

Dr Modupe (Mo) Adefeso-Olateju is a recognised policy expert specialising in public-private partnerships in education and is the Managing Director of The Education Partnership (TEP) Centre - Nigeria’s pioneering education partnership organisation.

In a recent video interview with CNBC Africa, she stated that children should be taught from a young age that there are various kinds of literacy, of which financial literacy is one. This is one of the building blocks of future entrepreneurship, especially among girls.

“Giving that we live in unstable times, when technology is disrupting a lot of what we have known and understood as the path to our future, it is very important that children should develop various kinds of literacy from a young age,” she says.

Experience drives accelerated growth

Forward-thinking company Wipro recently hired former PayPal and Walmart executive Subha Tatavarti as their chief technology officer. According to their official press release at the time, Tatavarti's appointment is part of a long line of appointments that Wipro has made after the structural overhaul announced in November 2020 as part of Delaporte's vision to accelerate growth for the company.

These are just a few of the reasons why gender dynamics and the future of work should be top of mind for innovative enterprises of all shapes and sizes. Find out more by taking part in the Standard Bank Top Women Virtual Summit as organised by Topco Media. [Claim your virtual seat here.](#)

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