

SA'S TOP YOUNG TALENT RECOGNISED AT ANNUAL AWARDS

16 August 2013: South Africa's young and talented individuals from various business sectors were acknowledged and celebrated at the annual *2013 DHL Rising Star Awards*, held at Montecasino in Johannesburg last night.

Now in its second year, the *2013 DHL Rising Star Awards* – in partnership with the *Human Capital Institute Africa (HCI Africa)* – was established to recognise, celebrate and connect young, talented individuals, in an effort to raise awareness of South Africa's talent, as well as increase the sector talent pools.

The 2013 DHL Rising Stars for each business sector are:

- **Dineo Kwili** of Consolidated Power Projects for the *Energy & Chemicals* sector;
- **Ella Bella Constantinides** of Generation Earth for the *Entrepreneur* sector,
- **Setlogane Manchidi** of Investec for the *Financial Services* sector;
- **Ravi Nadasen** of Tsogo Sun for the *Hospitality and Tourism* sector,
- **Tamzin Burrill** of IBM South Africa for the *ICT* sector,
- **Siveshnie Moodley** of Röhlig-Grindrod (Pty) Ltd for the *Logistics and Supply Chain* sector,
- **Paul Jackson** of the Volcano Group for the *Media and Advertising* sector,
- **Sarel Emmerick** of ArcelorMittal South Africa for the *Mining & Industrials* sector,
- **Mmuso Selaledi** of KPMG for the *Professional Services* sector,
- **Priza Mantsena** of the South African Post Office (SAPO) for the *Public Services* sector,
- **Ashleigh Mc Currie** of Ellerine Holdings Limited for the *Retail/FMCG* sector.

Each of the 47 finalists, professionals under the age of 40 from a range of different professions, was exposed to a vigorous final judging process, managed by HCI Africa, which resulted in the identification of the *Rising Star* for each of the 11 business sectors.

Suzy Boucher, Managing Executive of the HCI Africa and advisory and judging partner for the *2013 DHL Rising Star Awards*, says that the awards follow a rigorous judging process to ensure that real talent is unearthed.

Candidates entering the process complete an online assessment and provide a written motivation of their talent. Every entry also requires the support of either their direct manager or the company's human resources department. All entries are then profiled to determine the top eight candidates per business sector, and these entries are assessed further by industry specialists to determine the four to five finalists who are interviewed by business sector judging panels made up of business leaders, industry specialists and talent management professionals.

Boucher says that the talent demonstrated this year, as well as the diversity, in terms of skills sets and roles, is encouraging as it confirms the existence of talent across the country's business sectors.

She adds that the judging panels were particularly encouraged by the greater participation across all business sectors. "The standard of the entries was commendable, and the talented young people who made it to the *2013 DHL Rising Star Awards* finals have all demonstrated the strength and depth of character that typifies talented individuals. What we saw very clearly in this year's *Rising Stars* was genuine social and global awareness, qualities that are critical to effective leadership in the 21st century.

According to Laura Barker, Managing Director for the *2013 DHL Rising Star Awards*, these talented individuals not only demonstrate technical abilities, achievement and success, but also contribute in an inspirational manner to the future of South Africa.

"Many talented individuals often go unnoticed as they either haven't been given the opportunity to showcase their skills or demonstrate their capabilities. The awards therefore aim to provide an opportunity for organisations to engage directly with their employees and provide them with a platform to present their abilities and strengths," says Barker.

Barker adds that the awards also support finalists by granting access to the viable network of Rising Stars. "The Rising Star Network, a closed network which all finalists, judges and mentors have access to, creates an intellectual platform for on-going support and education on current business models and management practices."

Speaking at the awards ceremony, Sumesh Rahavendra, Head of Marketing for DHL Express Sub-Saharan Africa, says that these *Rising Stars* will play a key role in shaping the future of our country, forming the role models, opinion leaders and inspiration for South Africa in years to come.

"Motivated, engaged and inspired people are crucial to the success of any business, and ultimately to take South Africa, and Africa, forward. It's therefore crucial that we continue to not only motivate our amazing people but that we also identify and nurture this talent," concludes Rahavendra.

The 2013 DHL Rising Stars:

Dineo Kwili, Environmental Officer at Consolidated Power Projects, was awarded the *Energy & Chemicals* 2013 DHL Rising Star Award. Kwili advises the company on sustainable solutions that

meet the needs of the client without compromising the well-being of the environment. She is also the director of Letha Ithuba, a non-profit organisation that tackles social issues facing rural areas.

Ella Bella Constantinides was awarded the *Entrepreneur* 2013 DHL Rising Star Award. Constantinides is a passionate environmentalist and founder of Generation Earth, a South African-based youth-driven environmental group initiating change from grassroots levels by the youth for the benefit of future generations and industries. She is also the educational officer of the Miss Earth South Africa leadership programme.

Setlogane Manchidi, Investec's Head of Corporate Social Investments (CSI) in South Africa, was awarded the *Financial Services* 2013 DHL Rising Star Award. Manchidi's accolades include being added as an Archbishop Desmond Tutu fellow after completing the Desmond Tutu Leadership Programme. He is also known for his passion and desire to see meaningful change in people's lives and hopes to further grow in the CSI space, thereby allowing a greater positive influence in directing financial resources towards creating opportunities that harness the great talent pool that this country has to offer.

Ravi Nadasen, Director of Operations for the Gauteng East Region at Tsogo Sun, was awarded the *Hospitality and Tourism* 2013 DHL Rising Star Award. Nadasen began his career with Southern Sun in 1996 and has held various roles within the company and around the country during these 17 years. He believes that one of the responsibilities of a leader is to attract, retain and nurture the abundance of talent that the country has and his aim is to improve the quality of leadership and grow talent by developing leaders at all levels.

Tamzin Burrill of IBM South Africa was awarded the *ICT* 2013 DHL Rising Star Award. Burrill is the Corporate Social Investments (CSI) Manager for the System Integrator and independent software vendors (ISV) team and is tasked with the responsibility of developing the local CSI strategy and to build a new team as part of IBM's 2015 Africa Growth Strategy. She has also been recognised by IBM's Hundred Percent Club, a prize for individuals who met their annual quotas, for five consecutive years, received two competitive win back awards and is the project leader for the Global Enablement Teams' South African Business Partner Project.

Siveshnie Moodley, Import Manager at Röhlig-Grindrod (Pty) Ltd was awarded the *Logistics and Supply Chain* 2013 DHL Rising Star Award. Moodley began her professional career 15 years ago as a filling clerk and over the years has occupied various job functions including Seafreight Manager at Sturrock Shipping. Moodley credits her path of success to experience, along with academic achievement.

Paul Jackson, Managing Director and Founding Partner of the Volcano Group, was awarded the *Media and Advertising* 2013 DHL Rising Star Award. Jackson is an inspiring leader and sees Volcano group as a major employer of young talent, and launch pad for tomorrow's advertising leaders. His vision for South Africa is a free, open-opportunity society which provides necessary job opportunities for the restless, educated youth deserving of a life of contribution and achievement.

Sarel Emmerick of ArcelorMittal South Africa was awarded the *Mining & Industrials* 2013 DHL Rising Star Award. A senior SAP (software to manage business operations and customer relations) consultant and Information Management Project Manager, Emmerick has over 18 years of experience in Engineering and Information Management spheres. Emmerick attributes his success to his ability to mobilise, energise and motivate teams towards mutual goals. He says that South Africa has a lot of potential talent and with the sharpened focus and more strategic view on talent management in recent times, opportunities for these talents become available.

Mmuso Selaledi of KPMG was awarded the *Professional Services* 2013 DHL Rising Star Award. Selaledi qualified as a chartered accountant in 2010 after completing his articles at KPMG and subsequently learnt the ropes on a variety of audit and assurance engagements for public and private sector clients. He is currently a Senior Manager at KPMG, as well as Chairperson of Advancement of Black Accountants of Southern Africa (ABASA) Free State. Selaledi believes that hard work and belief are all the ingredients you need to succeed in life.

Priza Mantsena of the South African Post Office (SAPO) was awarded the *Public Services* 2013 DHL Rising Star Award. Mantsena currently heads the Payments and Interbank Department at Postbank, a division of the SAPO, and leads a dynamic, young, talented and skilled team. Extremely devoted and committed, Mantsena is a Platinum Performance Star at SAPO and influences national policy as a South African Reserve Bank Standing Committee Member. She is also a Doctor of Law student and is committed to building a sustainable bank of empower talented youth through skills development.

Ashleigh Mc Currie of Ellerine Holdings Limited was awarded the *Retail/FMCG* 2013 DHL Rising Star Award. Mc Currie is the Merchandise Executive for Wetherlys and coordinates buying and planning functions to deliver lifestyle solutions to Wetherlys stores nationwide. She is passionate about the future of South Africa and strives to push the country's local standards towards international ideals and wishes to translate world retail trends into concepts that work for the local market.