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Message from the CEO: The ladies in leadership at the ASB

August is a time for us to celebrate women in the various aspects of our lives. At the ASB, this is a time to celebrate the women that influence our professional lives. Apart from having an all women team at the ASB; half our Board members are women. It is important that women in the work environment join together to nurture, support and develop one another. This is something we strive to achieve at the ASB within our team of ladies, but is also a guiding principle practiced by the ladies on our Board.

We are privileged to have incredible women on our Board, who not only have distinguished professional careers, but are also keen to impart their knowledge with us whenever opportunities arise. Over the next few weeks, we will profile:

- Ms Palesa Moalusi – the newly appointed Chairperson of the ASB Board.
- Mrs Ntina Themba – one of our longest serving Board members.
- Ms Willemina de Jager – a relatively new Board member and also the Chairperson of our Operations Committee.

Last year, we introduced the ASB team. From June 2023, we are happy to have Siyasanga Nondlazi as a member of the “A-Team”. We will also introduce her later in the month.

As a parting message, the theme for this year’s International Women’s Day in March was #embraceequity. This means that that we need to move beyond equality and provide more to those that started from a different point in their journey. While this is something we are conscious about at the ASB, we have a collective responsibility in our organisations, communities and the public sector to do what we can to build a more equitable society.

The ladies in leadership at the ASB – Introducing Willemina de Jager

The question in my life is, how do you get from a little farm girl to an executive in the public sector?

There is only one answer and that is passion. The passion for accounting and travelling ensured that I enjoyed every part of my life.

Starting on a farm in the Free State and attending school at Reitz Hoërskool for 12 years, my best subject at school was accounting. After school, I spent a year in George at the South

African Women's Army College. One day came across a sign "Chartered Accountant" while wandering in the streets. Went into the office and discovered what a CA(SA) is, and immediately knew this is what I want to be one day.

After studying at Pretoria University, articles followed at the then Deloitte Haskins and Sells and the opportunity to work in their offices in London for 20 months. This was my first trip overseas which started with a boat trip in the Greek Islands on my way to London.

That is where my second passion started, travelling. During a trip to Russia I heard about the Century Club, to which you can belong when you have visited 100 countries. The rest of my working career was **travelling** and working in-between. Priorities are important in your mindset. With such a passion you work double the hours before and after the trips, and then progressing your career also happens.

Be true to yourself in everything you do and in everything that happen to you. My work approach was to "work yourself out of the job", therefore ensuring what you start, complete it successfully and then you can move on. The amazing journey in my working career was that the next opportunity was on offer when it was time to move on. Travelling also enables you to be flexible and therefore my working career spanned from auditing, to lecturing, the private sector and finally the public sector for the last nearly 20 years. The public sector gives women wonderful opportunities and my best achievement was a financial director, and producing clean audit reports for a period of 10 years. That is what passion is about.

Zig Ziglar said: "If you aim at nothing, you will hit it every time". It is therefore important to set basic targets for your life. My targets in life were to visit 100 travel countries before I am 60 years old, to save 40% of my earnings, and ensure I spend most of my money (the other 60%) on my passion travel.

The best award to yourself, is to look back in life and realise it was possible to reach your life-set targets - leaving the rat race (official work) at 60, after visiting more than 100 travel countries and still having the energy to enjoy life. Now for every day added to my life, I can give back to society with the experience gained in finance and governance and still travel while the body and mind can cope because the savings target was also achieved. This is all thru the grace of GOD my ultimate LOVE.

My advice to women is, define and live your own passion and never someone else's.

Willemina joined in the ASB Board in 2021, and is the Chairperson of the Operations Committee.

Women in leadership at the ASB – Introducing Ms Palesa Moalusi

Palesa was appointed by the Minister of Finance to the ASB Board in 1 March 2018 and elected as the Deputy-Chair in 2020. Palesa was recently appointed as the Chairperson of the Board in May 2023.

Palesa is passionate, determined, goal – driven and enjoy solving problems, particularly in the areas of strategy, creating value, and fostering economic growth and development. Palesa continually aims to inspire others to achieve optimal results with mutually beneficial outcomes.

Palesa gained invaluable experience at various levels of management, and most important in the public sector. Among her professional achievements are turning a struggling underfunded entity into a growing well-funded public entity that ultimately generated over R2bn for local municipalities and over R110 million for National Treasury. Using behavioural science was key to tackling the challenges experienced by the sector and implementing systems that would increase transparency and integration among different spheres of government.

Palesa is a loving mother of two boys who have blessed her with the power and strength of motherhood. When she is not balancing cash flows and constructing spreadsheets she loves to bake, crochet and grow her organic vegetables. Palesa has always believed that we are the sum of many parts and each layer of ourselves adds to our Woman Magic. Never forget that your femininity is your ultimate super power.

The ladies in leadership at the ASB – Mrs Ntina Themba

Ntina is one of our longest serving Board members and joined us in 2018. She brought a wealth of managerial and public finance experience to the ASB as a member of both the Board and Operations Committee.

Ntina is the former Provincial Accountant General for Gauteng with over 15 years' experience in the public sector. This means that she has an expert knowledge of both accounting in the public sector, but also the challenges preparers, auditors and others face.

She has extensive experience in risk management, compliance, programme management, enforcing effective implementation of accounting standards for government institutions and business process reengineering. Her career achievements include implementation of internal controls to detect fraud and automation of back-office processes to improve operating efficiencies and reducing cost.

Although Ntina is a registered Professional Accountant, she also studied in other fields including, Health, Education, Internal Auditing and Financial Management.

Apart from being an ASB Board member, she is also a member of the Regulatory Committee for Meteorological Services (RCMS).

She is a firm believer that women should not strive to be equal to men but should set their own goals as that might short-change themselves by using men as yardstick. She also believes that women should fight for their place in all spheres of life as men will not willingly relinquish their hold on power; women should craft their own strategies and built institutions that will enhance their ascension to power.

Introducing our newest standard setter – Siyasanga Nondlazi

Ms Siyasanga Nondlazi is currently a Standard Setter at the ASB. She joined the ASB on 1 June 2023. Ms. Nondlazi is responsible for setting Standards of Generally Recognised Accounting Practice GRAP that specify how transactions and other events are to be recognised, measured, presented, and disclosed in public sector financial statements.

Siya is an experienced professional with a strong background in auditing which began in the private sector and later progressed to the public sector. She has spent almost a decade of her career in the public sector in various positions at the AGSA where she also gained exposure to accounting, regulatory compliance, performance information, and procurement.

During her tenure with AGSA, she worked on several strategic projects aimed at building efficiencies and innovation in audit processes while delivering high-quality audits. She actively participated in the Public Sector Audit Committee Forum working group, where she conducted extensive research and drafted guidance papers aimed at providing thought leadership on matters relating to the function, duties, and composition of public sector audit committees.

She spent the last three years of her career working as a Technical Specialist providing technical support and guidance on complex matters to audit business units.

Siya is a Registered Government Auditor (RGA) with the South African Institute of Government Auditors (SAIGA) and holds a Post graduate diploma in Accounting Science.

Her free time activities include hiking, going to the gym, and spending quality time with her loved ones.



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