

# PERSONAL LEADERSHIP

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## 59: Climbing the ladder A conversation with Pertunia Sibanyoni -Part 1

### Episode Notes

Thank you for joining *Take Your Lead Podcast!*

Welcome! To a community of Leaders who are intentional and purposeful about their personal growth. We seek to empower you in taking charge of your personal growth, development and wellbeing. You are at the right place at the right time.

“Growth is your responsibility, it is so beautiful to intentionally take small gradual steps towards developing yourself.”

- Mzwandile Magagula

Join us today as we incredibly navigate through our growth with an incredible guest. She has a great mind who has done a lot of great work with a big heart in her personal space. She has broken down stereotypes against women and power.

### Who is Pertunia Sibanyoni?

An incredible lady born and raised in Witbank. She is currently the CEO of InspectaCar. She is responsible for building the brand. She is a graduate from UKZN majored in Bachelor of Science in Human Psychology and Physiology. She did leadership from GIBS. She is passionate about woman empowering and mentoring. She is also mentored by the great Tony Frost.

### How has your father's work impacted you?

He was a pioneering leader within business and transport associations. My mother was a domestic worker who sold soft goods and later moved into selling clothes locally and became great in the location.

He was a leader and showed it by example who taught me to respect anyone regardless of who they are.



If you want to do something, do it and believe in yourself. Move against all odds and always be the best of yourself.

### **Why is it important for leaders to lead by example not just by talk?**

Being a leader is not about you but those around you. You need to walk the talk. You need to leave a message behind because that is called integrity before profits.

Do the right thing not just for money but because of who you are. It will compromise your values. Embrace your own values and be considerate to those around you.

### **What would you say to someone who wants to be a better leader?**

“Your why will set you apart.”

The first thing is to know yourself and your value. What do you stand for personally? When you know the why, no matter how difficult it gets in the journey of leadership you even become comfortable within the hardships.

Do not let the society truly define who you must be. Walk your own mile and live up to your set of values because these are what you need in starting a career.

### **What are you currently learning in your personal space?**

The year 2020 was a devastating one both in the cooperate and personal space. I've learnt to be resilient in making quick decisions with limited information. The gut to do the right thing.

People around you go through mental breakdown, we ought to care and have empathy. As a leader make sure to check in and see how those around you are doing.

“How can I help? Goes a long way.”

### **How have your experienced agility recently?**

Taking a turn driving a car is easier than a bus. If you know your strategy and way of doing things, never be afraid of changing your approach for the better.



In the cooperate world after making a review learn from it and grow from it. Do not change who you are as a business but change your technical approach.

The competition outside is not friendly, as a leader I've learnt to be flexible and agile. It is within a leader's interest to become a global researcher not just local only.

### **What are practical steps to communicate empathy digitally?**

As a leader if you set boundaries, you need to respect them as well. If you say your team should engage with family late hours of the day not work. Then you need to respect that boundary as well.

There are virtual tools called "Khothana" which linked to MS teams. A digital program that schedules the week for you and helps you to manage your time every well. Examples, Focus time, take a break, learning time and etc.

We also have "UDemy", This virtually helps you to do something properly and effectively. The application sets time for you on how best you can manage a productive day.

### **What are some of the personal sacrifices you have made in the journey of success?**

The career path started in 2004 as the first black female area manager. Then got into the Shell graduate program and which was a great global exposure which I became in the top 19 and I was number 3 globally. I worked with Shell for 12 years.

A sacrifice was to leave Shell and resign, I started my own consulting business. I went on a holiday to Thailand with my parents not know it would be my last holiday with them. The best decision I've made.

Following your gut feel at the given time is very important. Ask yourself these questions:

How does it make me feel?

Why am I doing it?



## Practical Application

- Believe in yourself that anything is possible
- Woman are also born to be great leaders
- Your values are what other people value. Do not compromise that.
- Know who you are before anything else. Your success will be a clear path.
- Always be authentic and truthful to yourself.
- Leadership is standing tall and bold in decision making.
- Care more about the people around you, They need you.
- In business never be afraid to take bold decisions and try new approaches.
- Get yourself digital programs that helps with time management.
- Never hesitate to follow your gut and ask yourself:

How do you feel about it at the moment?

Why are you doing it?

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