



DealMakers®  
WOMEN 2024

Women of SA's  
M&A and Financial  
Markets Industry



## DealMakers WOMEN 2024

Women of SA's M&A and Financial Markets Industry

Marylou Greig

Editor

In the 25 years that **DealMakers** has been tracking the transactions and advisers of the South African mergers and acquisitions industry, we have seen notable progress in the advancement of women in the workplace, particularly in the last ten years. This has been driven by a combination of legislative measures, corporate initiatives, and advocacy efforts. But it has also had much to do with the great strides that women have made in showing up for themselves, knowing their worth, and claiming their seat at the table.

National Women's Day, celebrated on the 9th of August each year, and first celebrated in 1995, provides an opportunity to pay tribute to the generations of women whose struggles laid the foundations for the progress made in empowering women and achieving gender equality to date. It is another chance for women to get motivated, inspired and to unlock their own strength and determination to make a positive change.

As a country, we have much to be proud of, and the day offers an opportunity to salute the gains attained for women, and to recognise their achievements in politics, sport, in the economy, and in academia. These women serve as positive and powerful role models that inspire young girls and defy outdated stereotypes of women's capabilities.

Ongoing efforts are needed to address persistent challenges, such as the gender pay gap, representation in specific sectors, workplace culture, and work-life balance. By fostering a more inclusive and equitable

work environment, South Africa can harness the potential of its female workforce, and drive sustainable economic growth and development.

The profiles which decorate the pages of this 4th edition of the magazine offer women words of courage and inspiration. Each woman featured has a unique story to tell and important advice to impart. Women are strongly encouraged to learn from other women who have worked hard, overcome obstacles, and gone on to achieve their goals. What is clear is that the growing matrix of experience of the women in this industry is a powerful force, one that is succeeding in uplifting those women with less experience as they themselves rise and shatter the proverbial glass ceiling.

The feature will be released at the second **DealMakers** Women's Day networking event, which builds on last year's success and will, once again, include a panel discussion. This year's panel members are Lydia Shadrach-Razzino, a Partner at Baker McKenzie; Taskeen Ismail, Chief Financial Officer at Sanlam Investment Management; Mandy Ramsden, a Director at Questco Corporate Advisory; Sindi Mabaso-Koyana, Managing Partner at AIH Capital; and Lynette Finlay, Chief Executive Officer at Amabutho Investment Managers.

My grateful thanks go to all in the industry who continue to support and participate in this feature and, in particular, to my colleague Vanessa Aitken who has spent many days and nights ensuring that it grows and evolves each year. 🙌

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Jaynisha Chibabhai  
Corporate Financier



PSG CAPITAL

**Q** *What led you to pursue a career in corporate finance?*

**A** My journey into corporate finance stems from my academic and professional background, though it wasn't my initial plan. Growing up with parents in the medical field, I naturally gravitated towards the medical profession. However, recognising the profession's many challenges and demands, my parents encouraged me to explore other options. So, I decided to pursue a more versatile Bachelor of Commerce degree, majoring in finance and economics at the University of Witwatersrand. As my studies progressed, my interest in finance grew, leading me to complete an honours degree in business finance. I seized an opportunity to join the corporate finance division of a leading bank, specialising in JSE sponsor services for listed equity and debt clients. Since then, I've immersed myself in this specialised niche, gaining invaluable experience and becoming certified as a JSE equity and debt sponsor executive. I am currently a corporate financier at PSG Capital, where I draw ongoing inspiration from the team's wealth of knowledge and experience. There is a certain thrill to working in corporate finance, with each day presenting a fresh challenge and opportunity for growth, and that keeps me engaged in this dynamic and ever-evolving profession.

**Q** *If you could change one thing on your career path to date, what would it be and why?*

**A** I wouldn't change anything, to be honest. I have been fortunate to interact with, and learn from, exceptionally knowledgeable and inspirational individuals throughout my career. Each person, along with every experience, has imparted valuable lessons that have shaped

my professional journey and contributed to who I am today. I believe in embracing every opportunity, learning from every setback, and trusting that my path has prepared me for the future I am meant to create.

**Q** *When things go wrong, what advice would you give about moving on?*

**A** Firstly, always maintain a positive mindset. This is easier said than done, but it is important to remember that setbacks are temporary and a natural part of any career, with everyone experiencing them at some point or another. Approach setbacks as a learning opportunity and focus on finding solutions, rather than dwelling on what went wrong. Your ability to bounce back is what matters most. Secondly, don't forget to celebrate the small successes along the way. Recognising your achievements, and those of others, helps to rebuild your confidence and keeps you motivated and ready for whatever comes next. The journey is all about growing, learning, and making a meaningful impact.

As Maya Angelou wisely said: "Do your best until you know better. Then when you know better, do better."

**Q** *What attributes do you think are essential for a good M&A executive?*

**A** Strategic thinking, adaptability, resilience, and self-belief.

**Q** *What is one thing that makes life easier that you really wouldn't want to do without?*

**A** The internet, of course.

**Q** *What do you do to unwind and get away from the stress of work?*

**A** Bollywood Dancing is my favourite way to unwind. The music and movements instantly lift my mood and help me find balance – it's more than just a hobby; it's my happy place!

I also enjoy indulging in a spa day – there is nothing like a good massage to melt the stress away.

**Q** *If you could have dinner with any woman in history, who would it be and what would be the first thing you asked her?*

**A** It would be impossible to choose just one. I would host a dinner party with five extraordinary women who are trailblazers in their respective fields: Indra Nooyi, Michelle Obama, Ellen DeGeneres, Serena Williams and Priyanka Chopra Jonas. These women embody resilience and empowerment, and share a common thread of breaking barriers. One question I would ask them all is, "What was the biggest challenge you faced in your career, and how did you overcome it?"

## FUN FACTS

**Favourite colour:** I love Black - it is elegant, versatile, and never goes out of style.

**Favourite restaurant:** I enjoy Asian cuisine, so if I had to choose a favourite restaurant, it would be Yu in Cape Town. But when the craving strikes, Nandos is my spicy sanctuary.

**Preferred holiday destination:** I absolutely love Bali. The temple visits, the breathtaking beaches, the delicious food, the friendly locals, and the most beautiful sunsets – it's paradise!

**Three words your colleagues would use to describe you:** I asked a few team members for this one. They said conscientious, innovative and dependable. 🙌

## Monica Griessel

Associate Director | Head of Sponsor Division



PSG CAPITAL

**Q** *What piece of advice would you give a young woman working on her first deal?*

**A** The corporate finance and sponsor world is dynamic. Every transaction is unique and offers a steep learning curve when just starting out. The advice I would give to a young woman working on her first deal is threefold, namely –

- Clearly identify the team's expectation of your role in the transaction. This upfront understanding will assist in aligning the team's vision and contribute to successful deal execution.
- Ask as many questions as you can (in the right forum) and understand the 'why' on workstreams performed.
- Use every opportunity to cultivate connections with colleagues, mentors and clients, as relationships often pave the way for opportunities and growth in the corporate world.

**Q** *What was the toughest deal you have worked on and why?*

**A** I have been involved in many transactions over the years, each presenting its own unique challenges from a regulatory and timing perspective. However, one of the more recent deals I have worked on was a transaction comprising two Category 1 transactions. The timing of the agreements being concluded for these transactions was absolutely critical, which then had a knock-on effect on the regulatory process. Ordinarily, the process of distributing a circular can take up to 60 days from the time a transaction is announced to the market, but due to the urgency of concluding the transaction and

holding a general meeting in time to ensure the deal did not fall through, we had to accomplish this in just two weeks.

This accelerated timeline required an incredible amount of coordination and teamwork between advisors, the client and regulators. Many hands were involved, each contributing their expertise to ensure everything was done meticulously and efficiently. It was a true testament to the power of collaboration and the dedication of our team. Despite the pressure and the tight deadlines, we managed to pull it off successfully, demonstrating our commitment and ability to handle even the most demanding situations.

At PSG Capital, we have a saying: "If it was easy, everyone would do it" – and it couldn't be more true.

**Q** *What is your favourite sector in which to do a deal, and why?*

**A** The sponsor team at PSG Capital looks after 36 equity and debt clients, and is sector agnostic. I have been lucky enough to engage with and assist companies in all types of industries, which has provided me with exposure to a wide variety of experts and knowledge in respective fields, like banking, property, retail and agriculture, to name only a few. As a result of being exposed to all sectors, I have not developed a preference over the years, but rather enjoy the diversity my role provides.

**Q** *What do you do to unwind and get away from the stress of work?*

**A** To unwind and get away from the stress of work, I turn to exercise. It's the best

part of my day and gives me the energy and confidence to tackle each day with motivation. It sets the tone for my day, and it is a non-negotiable, considering my love for good food! In the evenings and on weekends, I spend time with my family, and this helps me to unwind after a busy day.

**Q** *When things go wrong, what advice would you give about moving on?*

**A** My 5-year-old son comes home after his weekly class of jiu-jitsu and tells me what he learnt: "Mommy, you must get up and carry on". This is not only relevant in martial arts, and most sports, but similarly in the corporate finance and sponsor world. It is essential to remember that setbacks are a part of the journey, but it's how we respond that defines our progress and success. When things go wrong, remind yourself that every problem has a solution, and be proactive in identifying the next steps to keep the transaction moving forward. Don't let anyone around you dim your light, nor doubt your ability to get workstreams across the line.

## FUN FACTS

**Favourite restaurants:**

JAN Restaurant and Wolfgat

**Favourite colour:**

All shades of blue

**What genre of music would one find on your favourite playlist?**

A selection of good country songs

**Preferred holiday destination:**

Anywhere tropical / beach holiday! 🏖️