From the humble beginnings of the Women Chartered Accountants Network (WeCan), the network has grown and developed over the last 3 years since our launch in 2016. From our first survey, gathering information on what would add value to our female ICAZ members, and brainstorming on how to achieve greater participation from female members within the accounting profession, we have developed powertalks every two months, a mentorship programme and profiling opportunities and activities to showcase successful champions within our profession.

WeCan provides a platform to support for ICAZ members and students aspiring to become chartered accountants. The network promotes the sharing of life experiences, as an example to others and to give others the confidence to persevere even through seemingly tough times. This quarterly bulletin sets out to reach a wider audience and to inspire others, in their different walks of life, in the spirit of achieving the objectives of the network.

In this exciting edition, we will profile movers and shakers in the network as well as your committee members to help you get to know them a little better. We will show case the launch of the Bulawayo WeCan chapter. Growing the number of chapters will ensure that we have an increased number of locations that our members have access to networking activities and functions.

I encourage all within the network, locally and across the globe to use this bulletin to market their products and services, as well as to share their history and stories to inspire others to continue developing themselves to achieve their goals and dreams.

Duduzile K Shinya
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WeCan Bulletin
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Full name
Duduzile Shinya
Chairlady
Current Occupation
Strategy and Financial Consultant
Deputy Chairperson WeCAN
Membership Development

Q1. What is the most interesting about you that people don’t know
I love cooking and sure can cook up a storm.

Q2. Which talent would you most like to have
I would love to be an orator

Q3. Which person living or dead do you admire most and why
My Mom, her strength, will power and wisdom is my foundation

Q4. What is your most treasured possession
My shoes

Q5. What is your biggest indulgence
The occasional bottle of Amarone shared with my husband.

Full name
Rufaro A Maunze
Deputy Chair
Current Occupation
Strategy & Financial Inclusion Consultant and Social Entrepreneur
Profiling Committee

Q1. What is the most interesting about you that people don’t know
I started school at the age of 4 such that when I started working my parents had to sign my first contract on my behalf

Q2. Which talent would you most like to have
The ability to pick up and speak multiple languages very easily

Q3. Which person living or dead do you admire most and why
It is impossible to separate the two so I will say people…my parents, they are truly phenomenal!

Q4. What is your most treasured possession
My bible

Q5. What is your biggest indulgence
I have a few that I like to think of as necessities…SPA treatments, shoes, travel
Full name  Gloria E Zvaravanhu
Subcommittee
Current Occupation
CEO ICAZ
WeCAN Chairlady

Q1. What is the most interesting about you that people don’t know
I dropped out of O Level Accounting Class!

Q2. Which talent would you most like to have
Playing the piano!

Q3. Which person living or dead do you admire most and why
My mother, what an unwavering spirit she is!

Q4. What is your most treasured possession
My skipping rope, goes everywhere with me!

Q5. What is your biggest indulgence
Shoes!
**Charity Makawa**

**Subcommittee**

**Current Occupation**

Head of Finance – Lancet Laboratories

WeCAN Profiling committee member

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**Q1. What is the most interesting about you that people don't know**
I cannot roll my tongue.

**Q2. Which talent would you most like to have**
Mind reading.

**Q3. Which person living or dead do you admire most and why**
Mothers; their immense ability and capacity to nurture, love, provide and trail blaze in their careers. It takes a lot balance their roles.

**Q4. What is your most treasured possession**
My loved ones.

**Q5. What is your biggest indulgence**
The finer things of life!

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**Charity Mtwazi**

**Subcommittee**

**Current Occupation**

Partner -Audit and Assurance service line at Deloitte and Touche Chartered Accountants (Zimbabwe)

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**Q1. What is the most interesting about you that people don't know**
So I never used to do makeup at all – until very recently like 3 years ago. Now- I can’t leave the house without makeup. (Not even to go and buy bread in the morning!!)

**Q2. Which talent would you most like to have**
Swimming like a professional (not just to cover distance)!

**Q3. Which person living or dead do you admire most and why**
My mother- what an inspirational lady- focused, grounded and determined. That’s where I get my resolve from.

**Q4. What is your most treasured possession**
My phone! Carries so many memories of friends and family.

**Q5. What is your biggest indulgence**
Shoes and jewellery!
Full name  Vimbai Chikwenhere (nee Kadenge)
Subcommittee  Current Occupation
Audit Manager – St Helena Island Audit Services
Membership Development Committee

Q1. What is the most interesting about you that people don’t know
A. I grew up as an Arts Performer

Q2. Which talent would you most like to have
A. Motor cycle racing

Q3. Which person living or dead do you admire most and why
My husband – he’s an atmosphere shifter, hilarious and a selfless being

Q4. What is your most treasured possession
A. My voice

Q5. What is your biggest indulgence
A. Cheese

Full name  Margret Chipunza
Subcommittee  Current Occupation
CFO – African Century Limited
Students Focus

Q1. What is the most interesting about you that people don’t know
My Dream career was to be an aeronautical engineer

Q2. Which talent would you most like to have
I would love to be an expert in landscaping

Q3. Which person living or dead do you admire most and why
Corrie Ten Boom. I admire her passion for spreading the gospel even in the most difficult of circumstances

Q4. What is your most treasured possession
My children

Q5. What is your biggest indulgence
Flowers and plants. I love gardening
**Full name** Gwendoline Tinotenda Muteiwa  
**Subcommittee** Current Occupation  
*Current Occupation: Group Chief Financial Officer (ABC Holdings)*

Q1. What is the most interesting about you that people don’t know?  
Growing up, I used to play a brass instrument called a horn in the Salvation Army brass band.

Q2. Which talent would you most like to have?  
I have a love/hate relationship with Technical Accounting. I think it’s a talent which I would like to be good.

Q3. Which person living or dead do you admire most and why?  
My late Dad. He was a legend and the coolest Dad ever! He had a mind which was at least 40 years ahead of his generation. He was a great mentor and I learnt to be very organised and detail oriented from him.

Q4. What is your most treasured possession?  
My name and reputation. A good name is better than riches.

Q5. What is your biggest indulgence?  
Snicker chocolate bars. I can eat quite a few in one sitting.

---

**Full name** Tatenda C Muronda (Mrs Mangoma)  
**Subcommittee** Current Occupation  
*Current Occupation: General Manager – Vivat Health Solutions  
Student Committee*

Q1. What is the most interesting about you that people don’t know?  
I am a self-taught yogi and I love to dance and music.

Q2. Which talent would you most like to have?  
To be able to do pottery and to have psychic powers.

Q3. Which person living or dead do you admire most and why?  
A. Jesus Christ, because of the person he was, as described in the bible. He was humble, well spoken, a great leader and he knew what he came to earth to do and he just did it.

Q4. What is your most treasured possession?  
My bed.

Q5. What is your biggest indulgence?  
Ice cream.
Evelyn C P Mbirimi
Subcommittee
Current Occupation
Fund Accountant

Q1. What is the most interesting about you that people don’t know
I am a huge fan of cooking shows and spend a lot of time recreating different dishes

Q2. Which talent would you most like to have
Photography

Q3. Which person living or dead do you admire most and why
My mother - her strength, determination, selflessness and love have truly amazed me since I was a child up until now as a mother myself!

Q4. What is your most treasured possession
My Kindle - has all my good reads in one place!

Q5. What is your biggest indulgence
Tea!!! All sorts of different types and flavours!

Lionora “Lee” Kamba
Subcommittee
Current Occupation
Director Finance, Supply Chain Management & IT

Q1. What is the most interesting about you that people don’t know
I love singing

Q2. Which talent would you most like to have
Painting

Q3. Which person living or dead do you admire most and why
My mother, she owns her life experiences with grace and turns them into opportunities

Q4. What is your most treasured possession
My family

Q5. What is your biggest indulgence
Not sure, between shoe shopping and malva pudding
**Full name** Evelyn Machaka Madziva  
**Subcommittee** 
**Current Occupation** Audit Executive

Q1. What is the most interesting about you that people don’t know  
A. In line with the photo, I have participated in all the major runs in Zimbabwe, including the full marathons. I have currently registered for the 2 Oceans Ultra Marathon to be held in Cape Town on the 20th of April 2019 (56KM).

Q2. Which talent would you most like to have  
A. To play the keyboard. I have taken a few lessons and am still to complete.

Q3. Which person living or dead do you admire most and why  
Quite difficult to iron out the one I admire “the most” as I have a few BUT at this point in time it will have to be my current mentor. The way she is sincere about the development of others is admirable. Not only that, she has achieved most of the goals she has set for herself to achieve knowing that she is her own competition in those goals. She also has a successful career story to admire.

Q4. What is your most treasured possession  
A. My determination – basically whenever I set my mind to do a thing, that’s all it takes.

Q5. What is your biggest indulgence  
A. Maputi

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**Full name** Ollett Nelia Kuwanda  
**Subcommittee** 
**Current Occupation** Consultant (Audit, Tax and Advisory) & Finance Director - Norbhat Investments (Private) Limited Students sub-committees

Q1. What is the most interesting about you that people don’t know  
I love traditional dancing. I do it when im alone.

Q2. Which talent would you most like to have  
To play the mbira so as to compliment my traditional dancing.

Q3. Which person living or dead do you admire most and why  
Oprah Winfrey. She dedicated her wealth and time to changing the lives of people in need especially the marginalised and vulnerable women and girls.

Q4. What is your most treasured possession  
My relationships with my family and friends. They truly make it possible for me to enjoy the “other possessions” I have

Q5. What is your biggest indulgence  
Frozen yoghurt and wine.
Full name  Josephine Mutsekwa
Subcommittee  
Current Occupation  Finance and Risk Executive  
(Simbisa Shared Services)  
Profiling Committee

Q1. What is the most interesting about you that people don’t know  
I have started writing books

Q2. Which talent would you most like to have  
Play the piano really well

Q3. Which person living or dead do you admire most and why  
My mother because she was a fighter right to the end of a life, she inspired me to believe that it is never too late, you can do anything and never give up

Q4. What is your most treasured possession  
My children

Q5. What is your biggest indulgence  
A really funny movie that gets me rolling on the ground and crying

Full name  Martha Memory Shoniwa
Subcommittee  
Current Occupation  CFO Beta Holdings  
Membership Development

Q1. What is the most interesting about you that people don’t know  
I am a little bit of an adrenalin junkie – “Anything that gets your blood racing is probably worth doing.” But then again, it’s never been about the thrills, I’m just someone who loves a challenge.

Q2. Which talent would you most like to have  
Fashion Designing.

Q3. Which person living or dead do you admire most and why  
Emilia Chisango – everything about this woman inspires me, when I grow up, I want to be like her.

Q4. What is your most treasured possession  
My family

Q5. What is your biggest indulgence  
Watching a good animation movie with my kids
**Full name** Valerie Christine Muyambo  
**Subcommittee**  
**Current Occupation** CFO at Cimas  
**Profiling**

Q1. What is the most interesting about you that people don’t know  
Giving birth to my son by myself at home taught me that I am capable of all manner of awesomeness! As such, I have become more daring and adventurous and I am not afraid to take on new challenges.

Q2. Which talent would you most like to have  
A. Pole dancing – I believe physical flexibility assists in how one tackles life’s challenges.

Q3. Which person living or dead do you admire most and why  
I cannot pick a single person but I admire every person that has taken time out of “propping themselves up” (be it time and/or material things) to take care of the needs of those that, for whatever reason, could not do it for themselves.

Q4. What is your most treasured possession  
Nothing but my most treasured gift is my son, Ryan 12

Q5. What is your biggest indulgence  
Shoes and handbags!

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**Full name** Tinashe Mudarikwa  
**Subcommittee**  
**Current Occupation** Manager : Ernst & Young Australia  
**Student Support and Development Committee**

Q1. What is the most interesting about you that people don’t know  
Ek praat ’n bietjie Afrikaans - I speak a little bit of Afrikaans

Q2. Which talent would you most like to have  
I would love to be able to sing

Q3. Which person living or dead do you admire most and why  
A. My grandmother – she instilled in me a love for learning and reading that I still have to this day. Fun fact, she was also my Grade 1 teacher!

Q4. What is your most treasured possession  
My family

Q5. What is your biggest indulgence  
Chocolate...
**Full name**  Barbara Gatsi  
**Subcommittee** Membership Development Committee  
**Current Occupation** Financial Controller at Econet Energy Group Limited

Q1. What is the most interesting about you that people don't know  
I am a HUGE HUGE Soccer Fanatic!

Q2. Which talent would you most like to have  
Dancing (hahaha)

Q3. Which person living or dead do you admire most and why  
My mother..... She is fun, determined and the most caring person in my life

Q4. What is your most treasured possession  
Friends and Family

Q5. What is your biggest indulgence  
Watching a good competitive game of football!

---

**Full name**  Miriro Chitereka  
**Subcommittee** Membership Development Committee  
**Current Occupation** Finance & Administration Manager – Delta Beverages (Pvt) Ltd (Chitungwiza Brewery)

Q1. What is the most interesting about you that people don't know  
I did two grades in one year when I started High School, i.e., Grade 8 and 9.

Q2. Which talent would you most like to have  
The ability to read music.

Q3. Which person living or dead do you admire most and why  
My late father – he was my hero, he was eloquent, he attended every single prize-giving day with beaming pride and he always told me I was beautiful, especially when I was in my Sunday best!!.

Q4. What is your most treasured possession  
My Bible.

Q5. What is your biggest indulgence  
Makeup!!!
On the 26th of October 2018, we launched the Bulawayo chapter of WeCan. On arrival all the guests were handed a pink cancer awareness ribbon. Guests were allowed time to network and get to know each other before the President Tapiwa Chizana opened the event.

He encouraged the women in Bulawayo to shine in their Spheres of influence. The keynote speaker was Ms. Nqobile Munzara – Group Company Secretary at Old Mutual Zimbabwe and founder of Culture Trust. Her presentation was captivating and inspiring. In her talk she contextualised the book Lean in by Cherly Sandeberg, challenging the ladies to Lean in whilst embracing the cultural dynamics that the ladies are embedded in. This humorous yet captivating talk left the ladies with much to take away and to implement.

The quaint crowd networked and had opportunities to brainstorm on how to best identify the most relevant activities of WeCan in the Bulawayo Chapter. Contributions were both insightful and light-hearted, with the general consensus that the Women in Bulawayo were up to the challenge to make a difference and to supporting each other in their roles. Thanks to Middys Cafe for the delicious breakfast and to the sponsors PPC and Edgars who helped to make the launch a success.
Launch pictures
<table>
<thead>
<tr>
<th>TOPIC(S)</th>
<th>SPEAKER(S)</th>
<th>Highlights</th>
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</table>
| Power of Networking for Business | Gary Thompson  
Gwen Muteiwa (CFO BancABC) | Members were taken through impactful networking for Business |
| Financial planning and wealth management in a turbulent environment | Feroza Shariff (Director Profin Group)  
Gabriel Chapara (Founder and MD Mantis Africa P/L)  
Charity Mtwazi (A& Partner Deloitte) | Members were taken through financial planning and wealth creation at a personal level and how to achieve financial freedom |
| Women and law as a female citizen | Rudo Mangundani (Scanlen and Holderness)  
Emilia Chisango (CFO Econet) | Members were taken through the various law provisions they should be aware of as female professionals and female citizens. |
| Making that impact. Looking the part and walking the talk. | Ruth Ncube (First Mutual Life Assurance)  
Esther Antonio (PWC partner) | Members were taken through personal branding for success. |
| Getting the deal, networking for business results in the market place | Anne-Mary Chidzero (Principal Partner of Alitheia IDF All Africa)  
Duduzile Shinya (ICAZ Junior Vice Present) | Members were taken through how to clinch deals in the workplace |
| Equality Vs Equity: Getting the package you deserve | Farai Mangwende (Group Marketing and Strategy Executive First Mutual Holdings)  
Manyara Chigunduru (Managing Partner Marianhill Chartered Accountants) | Members were taken through how to confidently demand their worth in the workplace. |
| Female students Powertalk | Tariro Mhuka (Partner AMG Global)  
Tatenda Muronda (GM VIVAT General Solutions) | Students were taking through general work/life balance and soft skills |
WINTER SCHOOL

REGISTRATION IN PROGRESS!
Deadline Extended to 30 May 2019
For more information on how to register visit www.icaz.org.zw
and go to How to Register.

NB* Deposit of US$800 on registration
and balance by 30 June 2019.

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Account Name: ICAZ
Branch: Avondale
Account Number: 8740008670100
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Swift Code: SCBLZWXXXX

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THE PUZZLE THAT NEVER ENDS.

Life has a funny way of teaching you what you need to learn, one just needs to pay attention. In each relationship, be it a mentor mentee relationship, romantic, social or professional, long or short, there is something for you to grasp. This year, I have made some awesome new connections that have helped me manage my life better.

These people may or may not know, but they are the reason why I am still standing, happy, healthy and with a few successes to my name despite the challenging environment we live in. This year, I have made some awesome new connections that have helped me manage my life better.

That won’t work for me

I am the Group Financial Controller, Have you ever felt like a “yes man” … a passenger in this bus called life whilst someone else drives it for you, determining which direction you go? If you answered yes to this question, this little phrase will be life changing if you would just choose to use it.

Whether or not we like it, at times decisions at work are made that are at a tangent with our personal visions.

You ask yourself:.... can I tell my boss? What if he/she thinks I am rude? Fear takes over, you accept the status quo and tow the line, after all who wants to lose a job in this environment.

You tell yourself: I have enough problems as it is, I do not need to add unemployment to that list. Whilst this may keep your job for now, it tends to result in a lot of bitterness and resentment towards your colleagues and your job.

This individual casually told me to learn to say that won’t work for me. In her own words “this forces your boss or colleague to ask you, what will work for you? It becomes an opportunity for you to share your suggestions and perhaps you can come up with a mutually beneficial solution” I committed to trying this and the opportunity to do so came sooner than I would have liked. Was I scared…. YES, but I said it anyway. We ended up having a fruitful discussion about my ambitions and what I would like to achieve, and our relationship has improved significantly. Have I said it again…..YES, and I will not stop.

Time and chance happen to all

Simbisa Brands Limited with over 10 years local, regional and international experience in industry and commerce. Often in life others just seem to have it all figured out. They get married, have children, start a business or get that promotion at the “right time” whilst your life does not seem to be shaping up.

It is human nature to compare, we all do it, but sadly comparison is the death of all joy. There was an opportunity that I was eyeing and believed was made for me. I pursued and manoeuvred towards it and just as I was getting close enough, I was beaten to the finish line. I reflected and analysed trying to establish what went wrong which can be a very painful process. Just as I was about to slide down that slippery slope of regret and sadness, I heard this person’s voice “time and chance happen to all” This slowly helped me claw out of the hole of despondency. My thoughts refocused, this was not my time, my chance is coming, and I need to be ready when it does. Instead of spending my energy wallowing in what could have been, I decided to spend investing in myself and making sure that I am ready when that chance comes knocking at my door.

As you move towards your long-term vision, try to remember that there is a time and chance that will materialise. Do not focus on one or several reattempts, but on the fact that sooner or later something will materialise.

Beauty in the Maddens.

The last few months in Zimbabwe have been, put mildly, chaotic. A running parallel market rate for United States Dollars as a result of acute shortages of foreign currency, excessive increases in prices of goods and services, unavailability of certain products and services and the temporary closure of some operators we love and treasure.

2008 is the ghost that haunts Zimbabweans and any event that suggests that as a country we are headed towards those times is enough to cause a heart attack. Have I had to scale back on certain luxuries? Sadly yes. Am I happy about this? Of course not. Is this environment emotional draining? 100% percent. In the famous movie The Lord of the Rings:
The fellowship of the ring, Frodo and Gandalf had the following conversation: -

Gandalf words are invaluable. We all wish, and hope certain things had not happened, different and better decisions had been taken by the powers that be. Sadly, we have little or no control of the events that take place in our lifetime, we can only control how we react. This triggered the memory of a conversation between me and an acquaintance…. choose to see the beauty in the madness, find that opportunity in the chaos. As hard as this is, what other options do we have? After all, the clock doesn’t stop ticking because conditions are not conducive for you to succeed. Through these and other encounters, I have discovered that I am a puzzle that never ends. Every individual I meet leave’s a piece of themselves with me. This realisation has made me conscious of the people I choose to spend my time with. There are good and bad pieces and your company determines which pieces you are adding to your puzzle. More importantly, this has helped me self-introspect. I regularly ask myself the following questions: What type of pieces are you leaving with the men and women you interact with daily? Would you want to receive that piece? By doing this, I continuously focus in reducing bad habits. Do I get it right all the time? Certainly not, but every day I wake up and try to be better than I was yesterday.

Janice is an entrepreneur at heart, driven by a passion to empower and promote the growth and self-sustenance of businesses in Africa through innovative socio-economic solutions. She started off her career at PWC Zimbabwe as an audit clerk and also worked in the Washington DC and New York PWC offices. After qualifying as a Chartered Accountant in 2006, she moved to South Africa and joined the PWC Johannesburg office where she moved to transaction advisory services, where she specialised in financial due diligences and post deal advisory services. She is now a specialist in private equity investment, working at Musa Group, where she has been responsible for the oversight and analysis of numerous transactions. Her role also involves value creation within the portfolio companies, where innovative business solutions result in self-sustaining businesses which provide returns to the shareholders while positively impacting communities. Janice recently completed a Master of Business Administration degree with Gordon Institute of Business Science.

She was nominated as a South African Institute of Chartered Accountants Top 35 under 35 finalist in 2017 and is a WeCAN South African Chapter committee member. She is a wife to Alfred and a proud mum to three children.

Prisca is a Chartered Accountant who trained with BDO Zimbabwe Chartered Accountants. She is a holder of Master of Science in Strategic Management from Chinhoyi University of Technology and Bachelor of Accounting Honours from the University of Zimbabwe.

She has more than 10 years’ professional experience in running business operations right from Finance, Administration, Human Resources, Logistics, Procurement and Transport & Facilities Management.

Currently she is a Senior Finance and Operations Manager for OPHID and prior to joining OPHID she was the Head of Accounts at UZ-UCSF Research Programme. She brings in a wealth of experience in Corporate Governance and Ethics.
All the meetings required me to be fully prepared in order to obtain the maximum benefit, and so I did just that. Every one of them brought insight and a new way of thinking. One specific session in particular resulted in me taking a path I had given up on, and am glad to say I am currently on it right now, and that is the path to further my education. I had decided earlier on during that year that for where I want to go, I had to take a Masters in Business Administration. I wanted to do so only with one of the top 10 business schools in the world. When I set out to take this path I hadn’t realised just how challenging it would be for me to be enrolled. Gloria, my mentor, then effortlessly spurred me on to take the challenge head on and not to shy back. Not only did she do this, she went on to link me up with one of her colleagues within her network Simba Mhungu, who had been accepted into the very same school I wanted to go to, London Business School. The meeting I had with this contact from my mentor proved to be very fruitful. I had direction and advice on how to tackle the entrance test and application process and was thus gallant once more to pursue this next stage. A few months after, both my Gloria and Simba were congratulating me on a quest conquered! I am now pursuing my Executive MBA with London Business School as one of the 22% of the women and 13% of the African nationals to have been accepted in my class.

My relationship with my mentor introduced a new chapter in my career. The regular reading in preparation for my sessions rekindled the habit in me which is now proving handy even as I continue with my studies. I learnt power lessons from networking, how to effectively motivate others, and tips on board sittings, to mention just a few.

I would like to encourage other Chartered Accountants to enrol into the mentorship program offered by ICAZ. You don’t know the potential in you it might mine out. Thank you Gloria Zvaravanhu, thank you WeCAN, thank you ICAZ!
APPLY TO BE A MENTEE!
Every great achiever is inspired by a great Mentor.

- Are you a qualified female CA, or are you in your final year towards qualification? (mandatory)
- Are you a young executive?
- Do you see yourself at executive level in the near future?
- Are you struggling to find yourself in all the madness around you?
- Are you looking for professional growth?
- Are you struggling to cope with work, social and family pressures?
- Do you want to talk to someone who has been in your shoes and have them show you the ropes?

If you answered yes to any of these questions, apply for the WeCAN Mentorship Programme Today!!!

For more Information Contact ICAZ secretariat on:
The Institute of Chartered Accountants of Zimbabwe
Integrity House, No. 2 Bath Road, Cnr Sam Nujoma Street, P. O Box Cy1079, Causeway, Harare, Zimbabwe
Tel: 263 242 252672
Email: wecanmp@icaz.org.zw

Forms are available for download on the ICAZ website, WeCAN page OR you can request a copy from the ICAZ secretariat.

To register to be a mentee, please send the completed registration form to wecanmp@icaz.org.zw

REGISTER TO BE A MENTOR!
WE RISE BY LIFTING OTHERS
Lend your expertise to help shape the future of another woman through the WeCAN Mentorship Program.

Are You?
- Passionate about women development?
- A high flying executive or Senior Manager?
- A senior-level leader in business (MD, CEO, CFO, COO, etc)?
- An entrepreneur who owns and runs a successful and recognisable business
- Passionate about coaching, guiding and supporting emerging leaders?
- Are you willing to volunteer to serve as a mentor in this program for 12 months?

As a mentor you will be required to:
- Provide guidance to your mentee(s) as required
- Provide written status updates to WeCAN on Mentee’s progress
- Attend mentorship workshops/seminars/conferences as necessary.

For more information Contact ICAZ secretariat on:
The Institute of Chartered Accountants of Zimbabwe
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* SUCCESSFUL PEOPLE NEVER REACH THEIR GOALS ALONE.

Oprah Winfrey
Recently, the WeCAN Profiling Committee caught up with Ms. Tandiwe Masunda who was recently awarded with the internationally recognised CFA designation.

**Can you start by explaining what the CFA designation is all about…**
The Chartered Financial Analyst “CFA” program provides the knowledge and skills required for the investment profession and covers ethical and professional standards, securities analysis and valuation, international financial statement analysis quantitative methods, economics, corporate finance, portfolio management and performance measurement.

**What is the process involved if one wants to be a CFA…**
To earn the CFA designation, candidates must meet a number of requirements that include:
- Passing three separate levels of exams;
- Having a minimum of four years work experience in the investment industry;
- Signing a commitment to abide by the CFA Institute Code of Ethics and Standards of Professional Conduct;
- Applying to a CFA Institute Society to become a member.
This process takes anything from three years for a candidate to complete. Exams are challenging with the average pass rate at 44%. So how big is the Zimbabwe CFA Society Membership… Currently there is no CFA society in Zimbabwe, so Charter holders can choose to be a member of other existing Societies e.g. USA, SA.

There are however plans in progress to have a Zimbabwe Society and hopefully by end of 2019 we will have a local Society. In the interim, the current affairs of members and candidates are being run by a local body, the Investment Professionals Association in Zimbabwe “IPAZ”. IPAZ has approximately 60 charter holders, 10 charter pending and 250 students on record. This is a significant improvement from earlier years when students were a handful. I am proud to be one of the 2 females currently in Zimbabwe who hold both the CA and CFA designation. Going forward we hope the Zimbabwean market including, employers and policy makers will start recognizing the CFA designation more and more.

**What was your biggest learning during this journey…**
If you set your heart and mind to do something you can do it!! You only need to conceive it. I received quite a bit of discouragement with some even predicting that I would not make it past the CFA Level 2 examination. This only made me more determined to succeed. Funny enough I experienced similar feedback when I started my CA journey with several friends telling me that I was crazy and headed for disaster given I had no previous accounting experience. To be fair, both designations are no walk in the park! The road wasn’t easy, and I had to dig deep within to keep going. Key thing is to always keep your eye on the prize.

**Is there any other advice you would give to a person starting out in your chosen career or who is contemplating studying CFA…**
I am passionate about corporate finance and currently living my dream. My advice is one has to be clear on why they want to do the CFA program, what they seek to achieve and their career goals. Personally, given my passion for investment banking, being a CA and a Charter holder has given me a strong accounting and investment banking background which I need and use. I often have a lot of CA’s asking me if they should do CFA. My answer is always, if investment banking is your thing then do it. If not, then one should look for a more relevant qualification such as an MBA depending on their career path. You need to be clear about the end goal so you don’t invest in a qualification that will not add value to your ultimate ambition.

**Finally, but and most importantly, who is Tandi the person behind the qualifications…**
(chuckles) People describe me as a softspoken person with a big heart. I am a reserved person but have a fun side too so always like to describe myself as an extroverted introvert.