



# NISSAN SOUTH AFRICA'S WOMEN LEADERS CHARTING THE PATH TOWARDS GENDER EQUALITY AND SUSTAINABILITY



**"KNOW YOUR ABILITY, INTELLIGENCE, DETERMINATION AND GO BEYOND GENDER BARRIERS."**

**VHUTSHILO DZIVHUHO**

Vhutshilo Dzivhuho began her career at Nissan South Africa (NSA) in 2017 as a graduate Quality Engineer. After several rotations within the organisation's Quality department, she was appointed Vehicle Quality Engineer in 2018.

In her role as a Vehicle Quality Engineer, she ensures that all vehicle quality check systems are effective and implemented in line with the trusted Nissan global standards. Her duties involve measuring, analysing, investigating, and testing dynamic functions of Nissan locally assembled vehicles' Quality Variation Characteristics Control (QVCC). Vhutshilo also

led the enhancement project of the organisation's vehicle test track. The determined engineer was one of the South African team members who was on the ground in support of launching the new Ghana production facility where the Navara is assembled.

A significant portion of Vhutshilo's career has been devoted to assisting women at Nissan to grow in their careers, make a significant difference, and create a lasting impact among her peers. She sees it as part of her duty as a woman engineer to build on the understanding that other women need to support each other in getting their voices heard.

Nancy Moodley was appointed as Senior Manager of Customer Experience (NCX), Digital and Customer Relationship Management (CRM) at NSA in 2019. With customer experience rapidly redefining the way we do business, Nancy's deployment was to establish this critical functional area that solely drives cross-functional innovation, digital and physical transformation in support of Nissan's key focus pillar which is the customer being the core of our business.

As part of her responsibilities, she and her team have been integral in driving an aggressive deployment of digital solutions, Martech and data intelligence in supporting the consistent drive in delivering a seamless customer experience.

A strategist with more than 16 years of experience at NSA, Nancy is also responsible for the positioning of the company in the Southern Africa market.

As part of Nissan's commitment to "eliminate inequality and empower women across the organisation", Nancy works to fulfil the requirements of her position while also generating opportunities for her team to develop the necessary skills to grow personally and professionally.

Nancy has a plethora of knowledge and experience to impart to the young women who are entering the automotive sector after more than ten years of ascending the male dominated workspace.

Nancy has contributed towards pulling out a seat for other women to sit at the table.

**"MAKE A DIFFERENCE. CONTINUE EXPLORING WAYS TO DRIVE INNOVATION."**

**NANCY MOODLEY**



Chantelle Nkosi has spent more than a decade between Nissan South Africa and Nissan Spain. She first joined Nissan South Africa as a contracted engineer in 2008, worked in vehicle quality and has since grown to senior management as General Manager: Plant Quality. In her time at Nissan, Chantelle has been instrumental in delivering the locally produced Nissan Navara, having started at the very beginning of the process, managing the team and delivery through the Covid-19 pandemic, leading to the coveted 'Car of The Year Award' in the 4 x 4 Double Cab segment accolade.

Through all these accomplishments, Chantelle notes that one of the proudest moments was related to her work as a manager of junior employees.

"For me, seeing some of the graduates that I trained moving into leadership roles and others highlighted that I am becoming a great mentor and Trainer. I truly believe as a team we are stronger together, as such I encourage my team to lean into each other's strengths as only that way, can we do our best work."

**"I ENCOURAGE YOUNG WOMEN I MENTOR TO LEAN INTO THE QUALITIES THAT MAKE THEM DIFFERENT."**

**CHANTELLE NKOSI**

Tessa Cooke began her career at Nissan in 2010 as a Marketing Graduate Trainee within the Light Commercial Vehicle Marketing department. Since then she has grown to become Brand and Customer Experience General Manager Africa. Tessa has held various positions across the Marketing Communications, Product Planning and Customer Experience portfolios at Nissan, being responsible for several projects.

A key highlight of her tenure at Nissan is the launch of the locally

produced, now award-winning, Nissan Navara. She provided strategic marketing value to ensure the successful launch of this new product – built in Africa for Africa. Tessa attributes her success to mentorship and says she firmly believes in its transformative potential. She continues to support and encourage other female employees who work in various departments at Nissan by taking part in frequent check-in sessions where they exchange resources and encourage one another's development.



**“USE YOUR VOICE AS A VEHICLE TO ADVOCATE FOR CHANGE.”**

**TESSA COOKE**



Vuyokazi Quphe is Nissan Africa RBU & Nissan South Africa (NSA) Corporate Communications head. In 2016, Vuyo joined NSA as the Internal Communications Manager before being promoted to NSA's Internal Communications Senior Manager.

From an early age, storytelling and the concept of driving unity and harmony through the written and spoken word fascinated Vuyo. This led her to a career spanning over 18 years as a journalist, media and strategic communications professional.

She has held a variety of positions, including Editor for Edgars' Off-Limits magazine, Assistant Editor for Seventeen, Launch Editor for True Love Babe, as well as being Soccer-Laduma's brand manager.

Vuyo's ambition has been to transform the mobility solutions provider into a business that adds value to the African market through sustained diversity and inclusion practices.

This goal is motivated by the notion that, “better

human experiences create more commercial value”. Ensuring women enjoy social and economic equality is a key component of increasing the human experience at Nissan.

Earlier this year, Vuyokazi, a member of the NSA Diversity, Equity and Inclusion (DEI) committee, facilitated a #BreakTheBias session for International Women's Day, which included musician activist, PJ Powers. The discussion focused on diversity, inclusion and shifting boundaries for women in the auto sector.

Through the support, coaching, mentoring of progressive and committed leaders, Nissan continues to nurture a culture that supports career development, positive and authentic experiences for not just herself, but fellow women team members, stakeholders and ultimately, valued customers.

“This inclusive culture and mindset is key to demonstrating that we see, respect, and value all our partners, stakeholders and valued customers.”

**“THROUGH EFFECTIVE ENGAGEMENT AND COMMUNICATION, WE CAN ALL CONTRIBUTE TO A MORE ROBUST AND COMPETITIVE AFRICAN MANUFACTURING AUTO SECTOR.”**

**VUYOKAZI QUPHE**

From a young age, Tebogo Mocumi had a passion for helping others. Inspired by her father who is an Attorney, young Tebogo followed her passion.

Having been admitted as an attorney, she holds a BProc, an LLB and has completed the Practical Legal Training programme. With nearly two decades as a Senior Legal Counsel across various sectors, Tebogo currently holds the position of Legal General Manager for Nissan's Africa Regional Business Unit. Her role involves legal risk oversight and mitigation of any corporate and commercial legal risks that may be encountered within the business. The Legal Counsel acknowledges that legal principles and legislative requirements are diverse throughout the 45 markets where Nissan has a presence. She's quick to note though that an agile mindset, along with a commitment to providing business-enabling solutions is her driving force.

With a track record of transforming business functions through 'out-the-box' operational

management principles, making legal matters understandable for everyone she works with, Tebogo acknowledges the importance of collaboration in a winning team.

She drives this through active coaching, mentoring and sponsoring young professionals and co-workers. This includes encouraging them to have an organisational-wide mindset, being committed and passionate, which helps in actively contributing to meetings that influence important business decisions.

Tebogo believes in the role that every individual in the workspace has in creating an inclusive environment.

Most importantly, the mother of two girls is conscious of being a positive role model to the future leaders.

“It's important that our children understand the importance of having an informed voice and actively contributing to a future where everyone's basic human rights are upheld,” she concludes.



**“AN INCLUSIVE WORK ENVIRONMENT IS IMPORTANT IN CREATING PLATFORMS WHERE INDIVIDUALS CONTRIBUTE.”**

**TEBOGO MOCUMI**