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As we mark International Women's Day, the 2026 theme, 'Give to Gain' highlights the strategic value of investing in women's leadership.

What this day means to you as a business leader?

For me, Women's Day is a moment of reflection and recognition. It is about acknowledging the resilience of women, those who came before us, who navigated barriers with courage and determination, and whose paths continue to inspire us today. It is also about responsibility: looking forward to the women who will come after us and being intentional about how we lift them up, create access, and remove obstacles. Above all, it is a celebration of women's achievements by recognising the success of women who, despite challenging circumstances, continue to lead, contribute, and thrive.

The role of female leadership in driving performance and sustainability

The role of women in driving organisational performance and sustainability is both strategic and structural. Women bring diversity of thought, perspective, and lived experience, and these differences strengthen decision making and support long term value creation.

There is a saying that if you want to go fast, go alone, if you want to go far, go together. Sustainable performance comes from bringing different voices into decision making, particularly at leadership level.

While progress has been made in recognising the contribution of women, real impact requires visibility and influence at every level of leadership, especially at the highest decision making tables. When women are present, heard, and able to shape outcomes across organisational structures, performance improves and sustainability becomes achievable, not aspirational.

How intentional sponsorship or opportunity has translated into organisational gain

Intentional sponsorship or opportunities given to a person, goes beyond support; it is belief in a person. When the organisation recognised my potential and sponsored me to further my studies, it did more than open a door. It affirmed that I was seen, valued, and trusted.

That opportunity contributed to my exponential growth, and I carry deep gratitude for it. It sharpened my confidence, expanded my capability, and strengthened my sense of responsibility. When someone invests in you so intentionally, you don't take it lightly, you strive to honour that investment through your work, your standards, and the way you show up.

From an organisational perspective, the gain is real and measurable. Sponsorship or oportunities turns potential into capability and capability into results. It builds stronger performance because people who feel valued bring more of themselves to the work: more energy, more ownership, more commitment, and more courage.

It also strengthens what every sustainable organisation needs: a strong pipeline of future leaders, higher retention, and consistently better quality output. But beyond metrics, it creates something even more powerful, loyalty rooted in purpose, and a partnership based on mutual commitment.

On Women's Day, I reflect on how sponsorship or opportunities can be transformational, especially for women. Sometimes all it takes is one intentional "yes" from an organisation to change the trajectory of a person's life. And when that happens, the organisation doesn't just gain a better performer, it gains a partner.

One piece of advice for women rising into leadership

Take pride in every task you do and give it your 100%, lead from where you are, recognition will ultimately follow.