

WOMEN OF LEX AFRICA

IN CELEBRATION OF INTERNATIONAL WOMENS DAY, WE GET TO KNOW SOME OF LEX AFRICA'S LEADING WOMEN.



NELLIE TIYAGO-JINJIKA
PARTNER - SCANLEN & HOLDERNESS,
ZIMBABWE

Who are you? What makes or defines you as a woman?

I am the Nellie Tiyago and what defines me as a woman is the experiences that I have gone through, the lessons learnt, the people I have met along life's journey and most importantly my family whom I love fiercely.

Who inspired you to become a legal professional and why?

My mother actually made the application for me, she forced me into it. I guess mothers do know best because I love what I do.

What values should be instilled within the next generation to grow a successful businesswoman?

Integrity and from there everything else flows.

As a female legal professional, what has been the most significant barrier in your career?

Being overly polite and overly apologetic because that was the way I perceived women should be in order to be respected.

What is the best piece of leadership advice you've ever received?

Our late partner Roger Chadwick during the first week I started working at Scanlen and Holderness told me that it is impossible to know everything and when you are unsure it is better to tell your client that you will research rather than putting up an act, request time to look into the issue then thoroughly research and revert back without undue delay

How do you balance work and life responsibilities?

It is very difficult to achieve a work-life balance but what has assisted me the most is having a plan which allows a margin of flexibility as some days bring unpredictable challenges that will require my urgent attention.

I aim to do my very best at everything first time round and set goals for each day (a literal list with the top three things that I must do come what may to be completed on that same day). I have had to learn to say no to some things because the perpetual volunteer in me used to end up over committed. I have also learnt to accept help and say I need help. I am grateful for the steps that have been taken by our firm to make life for working mothers more bearable by allowing flexible working arrangements. And with COVID19 and having to home school two young children every day is a miracle.

What advice would you share with young women entering a male-dominated profession?

Always be prepared, be factual, respect yourself first and have mentors that hold you accountable.

International Women's Day is on March 8.

The women of LEX Africa #ChooseToChallenge #IWD2021