

94^{of} 100
Kerry
Constance



Here to be Daring

Taking a leap of faith and believing in her own voice.

Even leaders with the natural confidence to mentor others sometimes need a gentle push to step into the spotlight themselves. For Kerry-Anne Constance, who heads up learning solutions and development at Absa, that moment of self-reflection came after years of working behind the scenes. “For nearly two and a half decades, whenever I was asked to step onto a stage and share what I knew, I declined,” she reflects. “I fell into a trap a lot of leaders fall into: believing I didn’t yet know enough, hadn’t been exposed to enough, hadn’t earned enough authority to speak.”

This changed recently when she was the keynote speaker at the Cornerstone and LRMG Africa Summit 2026. Addressing the topic “Engineering

Human Learning Ecosystems in the Age of GenAI”, Kerry-Anne reinforced her position as a recognised voice in the capability ecosystem, driving learning transformation in an ever-evolving world of work.

With over 20 years of experience spanning organisational transformation, digital innovation, and talent development, Kerry-Anne has built a reputation for turning corporate complexity into clear strategy. At Absa, her focus is on creating environments that build capability at scale, unlocking the confidence and performance of teams across the business.

Yet, what truly defines Kerry-Anne’s legacy is her deep-rooted commitment to elevating women in South African society. Recognising that many women struggle with the same self-doubt that once held her back, she actively mentors women to lead with authenticity, courage, and strategic presence. She is a firm believer in creating psychologically-safe spaces where professionals are encouraged to stretch their boundaries, experiment without fear to discover their true authority.

Her influence extends far beyond corporate boardrooms. To address the need for authentic community among women, Kerry-Anne founded The Ingwenya Mbokodo Circle – a dedicated peer mentorship platform for professional women built on candid conversation, strategic support, and collective advancement. Through this initiative and her mentorship of young women, she is helping pave the way for a generation of female leaders who refuse to wait for permission to speak.

In a society where elevating women’s voices is vital to progress, Kerry-Anne’s story serves as a powerful reminder: authority isn’t something granted by others – it’s claimed when you realise your voice and experience already carry immense weight. “If you’re waiting until you feel ‘100% ready’ to say what you know out loud – don’t. The conversation needs your voice now, not once you’ve cleared some invisible bar,” she concludes.

**Your
story
matters**

