

38^{of} 100**Hloni
Mphahlele**

Here to be Dignifying

Creating pathways for others to thrive:
Leadership is most meaningful when it makes the journey easier for those who follow.

For more than 21 years, Hloni Mphahlele has worked across South Africa's financial services industry, building a career that spans healthcare, pension funds and multinational consulting. Today, as Group Head of Transformation at Alexforbes, she is using that experience to tackle one of the country's most enduring challenges: ensuring that economic opportunity is accessible to more people.

For Hloni, transformation has never been about compliance for compliance's sake. It is about people. "Transformation is most powerful when it moves beyond compliance and becomes a catalyst for dignity, opportunity and shared prosperity," she says.

That philosophy has shaped her approach to leadership throughout her career. Whether supporting entrepreneurs, expanding access to skills and education, creating inclusive workplace cultures or advancing opportunities for women, youth and persons with disabilities, Hloni is driven by the belief that meaningful transformation must ultimately change lives.

Her own commitment to continuous learning has been an important part of that journey. She holds an MBA from Henley Business School, alongside qualifications spanning business administration, practice management, communications, wealth management and B-BBEE management. But some of her most valuable lessons, she says, have come from people, the graduates finding their first opportunities, entrepreneurs building sustainable businesses and employees discovering the confidence to bring their authentic selves to work.

Within Alexforbes, Hloni previously served as chairperson of the Diversity and Inclusion Forum and continues to provide strategic leadership as its executive sponsor. Her influence extends into the broader industry through platforms including the ASISA Transformation, Skills Development and Education Board, the FIA Transformation Executive Committee, and Engineers Without Borders South Africa.

Across these spaces, she advocates for inclusive growth, skills development and meaningful economic participation. But she is clear that leadership should never be confused with occupying influential positions.

Hloni doesn't believe her impact is measured by the rooms she has entered, but by the pathways she has helped create for others. That conviction is particularly personal when it comes to women. Hloni recognises that while progress has been made, many women continue to encounter barriers

to visibility, sponsorship and leadership. She is passionate about creating spaces where women can have courageous conversations, access mentorship and sponsorship, and see leadership not as an exception, but as something within their reach.

Her vision of transformation is therefore both practical and deeply human. Representation matters, but representation without inclusion is insufficient. The real measure is whether people have the support, opportunity and confidence to succeed once they enter the room.

Beyond her professional life, Hloni is a proud mother of two adult children and a church elder at Sandton Seventh-day Adventist Church. Her faith remains the foundation of her leadership and service, grounding her in the belief that leadership is ultimately stewardship; a responsibility to use whatever influence one has in service of others.

Her ambition is not simply to achieve more. It is to make it possible for more people to thrive. Because for Hloni Mphahlele, the greatest measure of impact is not how far one travels alone, but how many others are able to move forward because you helped clear the path.

**Your
story
matters**

