



Q&amp;A

Lydwin Herminie

Head | Global Markets | Seychelles

Absa Corporate and Investment Banking

## Personal reflections and integration

**The phrase, 'work-life balance' can feel mythical in transactional finance. How do you personally define and manage the integration of a demanding career with your personal life?**

I believe that in today's highly competitive world – where many of us aspire to excel professionally and provide a comfortable life for ourselves and our families – some degree of personal sacrifice is inevitable. For me, work-life balance is therefore less about achieving a perfect 50/50 split and more about consciously managing the integration of both aspects of my life.

I strive to be intentional and consistent in how I allocate my time and energy, prioritising what matters most in each moment. During the workday, for example, I focus on delivering high-quality outcomes, ensuring that critical tasks receive my full attention and are completed to the best of my ability.

At the same time, I recognise that work-life balance is rarely perfectly balanced every day. There will be periods when professional demands require more attention, just as there are times when personal commitments must take priority. For me, the key is maintaining my overall well-being and ensuring that my personal life supports my ability to perform at work, while my professional success enables me to enjoy and invest in the things that matter outside of work. It is this ongoing balance and flexibility, rather than a fixed formula, that allows me to sustain both a demanding career and a fulfilling personal life.

**When the deal closes and the adrenaline drops, how do you intentionally disconnect, recharge, and protect your mental wellbeing?**

When a deal closes, there is always a great sense of accomplishment and gratitude. I make it a point to celebrate the achievement by personally thanking everyone who contributed to the successful outcome. Recognising the effort, commitment and collaboration of colleagues and stakeholders is important to me, as appreciation helps strengthen relationships and acknowledges the collective work behind every success.

To recharge and maintain my mental wellbeing, I take time to reflect on the journey and the lessons learnt. I am also a deeply spiritual person, and my faith plays a central role in my life. I always take a moment to thank God for the wisdom, guidance and strength that have helped me navigate the challenges along the way. This sense of gratitude, combined with taking time to reset and appreciate the people around me, helps me disconnect, recharge, and prepare for the next opportunity with a clear and positive mindset.

**How has your definition of success changed from when you were an ambitious graduate to who you are today?**

My definition of success has evolved significantly from when I

was an ambitious graduate. Early in my career, success was often measured by qualifications and titles. Today, I see success through a much broader and more meaningful lens.

Success is about the positive impact I make throughout my journey, both personally and professionally. As a leader, I measure success by the growth, achievements and wellbeing of my team. Their accomplishments, both collective and individual, reflect the environment and opportunities we create together.

I also define success by how effectively I use the opportunities that come my way and, more importantly, by how those opportunities allow me to create value for others. Being able to positively influence, support and contribute to the development of people around me is one of the most rewarding measures of success.

Today, success is less about personal recognition and more about meaningful impact, shared achievements, and leaving things better than I found them.

**What is a daily ritual, habit or boundary you protect fiercely that keeps you grounded amidst the chaos of deal flows?**

One habit I protect fiercely is spending time each day reading the Bible, even if it's just one or two chapters. I find it both uplifting and grounding. It strengthens my faith, shapes my values, and influences how I interact with others – both in my community and in my professional life.

Prayer is another daily practice that I value deeply. It provides me with peace, perspective and guidance.

I also make time for regular exercise. Beyond the physical benefits, it helps me clear my mind, refocus my thoughts, and maintain balance. Together, these spiritual and physical disciplines keep me grounded, centered, and better equipped to navigate the demands of daily life.

**When your career in this industry is eventually complete, what is the lasting legacy you want to leave behind in the Seychelles financial sector?**

When my career in this industry is complete, I hope to be remembered as someone who helped shape the growth and evolution of the Seychelles financial sector through bold thinking and a genuine commitment to clients. I would like to have played a part in introducing solutions that met clients' needs and strengthened Absa's position as a trusted partner.

On a personal level, my greatest legacy would be the people I have influenced along the way, or colleagues whom I mentored and developed. If I can leave the industry knowing I helped others grow and inspired them to continue building on that foundation, I would consider that a meaningful success. 

