

# THE NURSING STARS

MAGAZINE

Celebrating Nursing Professionals in style

17th Issue Nov/Dec/Jan 2026

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**Nombulelo Zenani**  
"The lecturer's personality significantly influences students' academic success"

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"I did not read on any business, but I have been motivated by social media"

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**Reimagining Nurse Wellbeing** What does embracing an ethos of Value Based Care mean for nurse owned businesses?

Reclaiming the Bedside in an Age of Innovation (Artificial Intelligence) Spend With Intention In This Festive Season

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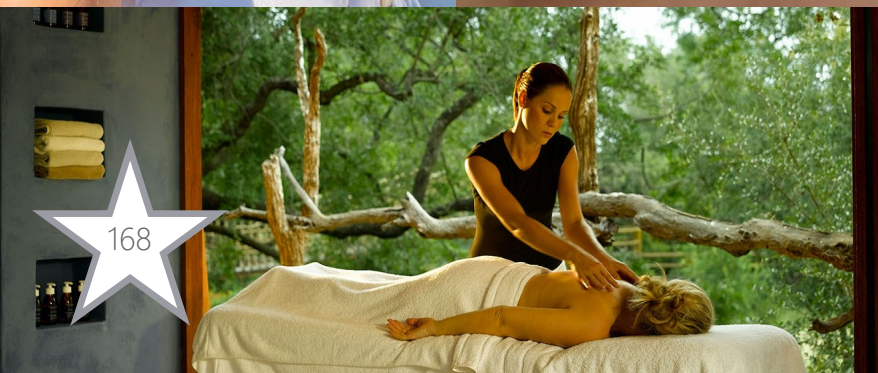
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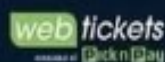
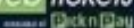
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# Happy Festive Season!!!

Happy Festive Season!!! May we all be sanctified in truth (John 17:17a) in this festive season. It is that time of the year again; spending time, joyous time, and celebration time.

Have you achieved your goals yet? If not, you may try again in 2026. It is another opportunity. This is our 17th edition. What a milestone? This is the Grace of God. Ebenezer!!!

What are your plans for this festive season? How is your budget? May the colorfulness and festivities of this season bring you joy, blessings, safety and health.

To our subscribers thank you! You keep taking The Nursing Stars Magazine to another level. Your Unwind column is a perfect directory for the festive mood. Just check it out, you won't regret it.

As usual, your sparkling magazine has done it again, it has dished you more delicacies! Believe you me, you don't want to miss this flavorful content. This is all for you!

These yummys are well prepared especially for you by a variety of dedicated contributors, for your pleasure and benefit. Big ups to our contributors!

The gentleman on the cover is Randy Loveless from the US. He is one of the spectacular nursing professionals who have broken boundaries in the nursing sector. He is his own Boss.

Furthermore, Kimberly Maurer, (a.k.a Ms Kim) has outdone herself, she has poured her heart out in all her articles. And you don't want to miss that stuff.

Moreover, as usual, we have featured a variety of incredible nursing professionals from the continent as well as from abroad. For instance, our TNS Executive is from Australia, his name is Mark Carter. He is the nursing's voice of reason.

This edition is loaded! Our TNS Entrepreneur is a self driven 'Sr Baby Mphahlele', her testament is an inspiration. The story of the American evangelist and social reformer, Sojourner Truth will drive you to another level. She was an Angel Nurse.

Besides, Ashley Scott from the US has penned down an outstanding poem about our one and only Cecilia Makiwane. It will make you cry. All the columns are amazingly enriching.

Just keep this edition in your gadgets for this festive season. It will season your festive mood with some goodies. Your comments, input, and advises are a "WOW!". Thank you!!!!

This is your magazine and it is all about you. Your wish is our command. And please always remember that to us your well-being is our precious priority.

Just keep The Nursing Stars Magazine everywhere you are. Remember to email your comments to: [info@thenursingstarsmagazine.co.za](mailto:info@thenursingstarsmagazine.co.za).

Enjoy le good reads!

Love you lots!  
*Connie Mbele*

"Just keep this edition in your gadget for this festive season"



# A prayer of weeping for God's mercy from the book of Nehemiah 1:4-11



Isaac T. Matlala (RN) and Author,  
Pretoria, South Africa



The prayer for this TNS edition is inspired by the weeping prayer for God's mercy from the book of Nehemiah 1:4-11.

We all know how wicked the world has become, and we owe it to ourselves to constantly seek and pray for God's mercy, for we are captured and broken by sin just as Jerusalem was captured by enemies and was in ruins in the days of Nehemiah. Let's pray:

Lord, the God of heaven, the great and awesome God, who keeps his covenant of love with those who love him and keep his commandments, let your ear be attentive and your eyes open to hear the prayer of your servants.

We know how wicked we have become because of the desires of our flesh. Our hearts are cold and our deeds have become filthy. We are a society filled with hatred, rage, violence, jealousy, pride, and greed. Corruption has turned into fashion and crime continues to rise daily because we have forsaken your teachings, as we cherish the ungodly ways that lead us into destruction.

as we cherish the ungodly ways that lead us into destruction. Be merciful, oh God, and forgive us our iniquities through the blood of your precious son, Jesus Christ.

We confess and acknowledge our sins and those of our loved ones to you, our Lord. We are humble on our knees, filled with repentance.

Remember the instruction you gave your servant Moses, saying, 'If you are unfaithful, I will scatter you among the nations, but if you return to me and obey my commands, then even if your exiled people are at the farthest horizon, I will gather them from there and bring them to the place I have chosen as a dwelling for my Name.'

May today's sun set with all the evil in our hearts, and let tomorrow be a new day blessed with the abundance of your love and mercy. We are your servants and your people, oh God, redeem and help us to please you.

Give us strength to overcome the sin in our flesh and guide us in a way that leads to eternal life.

Heal our sicknesses and protect our lives, oh God. We ask all this in the wonderful name of our Lord and Saviour, Jesus Christ. Honour and glory be to you forever. Amen

“Let  
tomorrow  
be a new  
day blessed  
with the  
abundance of  
your love and  
mercy”



Sibongile Khumalo (RN),  
Johannesburg, South African



# Whatever you sow, regardless of what it is, you will reap (Galatians 6:9 KJV)



As 2025 winds down, we would like to take a moment to honour and celebrate the first responders to healthcare needs, and often the only health professionals accessible to many people within a community, our incredible Nurses.

Your compassion, resilience, and unwavering dedication have been the heartbeat of care throughout the year. You have comforted in moments of fear, brought hope in times of uncertainty, and given strength when it was needed the most.

Thus, 2025 may have brought its own challenges, but you met each one with courage, skill, and kindness that inspires everyone around you. You are more than healthcare professionals. You are healers, advocates, and everyday heroes.

According to Galatians 6:9 KJV Apostle Paul says: And let us not be weary in well doing, for in due season we shall reap, if we faint not. As Paul reaches the end of his letter to the Galatians, he encourages them to work together as a team.

He exhorts them to: Bear yea one another's burdens, and so fulfil the law of Christ" (Galatians 6:2 KJV). Paul assumes we all have burdens. The word used means 'heavy burdens'.

It is a wide-ranging term that includes suffering, illnesses, physical disabilities, sorrows, grief, worries, responsibilities (financial and other), temptations, errors, doubts, weaknesses and failures (moral and other). In other words, it includes any and every load that is hard to bear.

The temptation is to become weary in doing good when we experience challenging times at our workplaces. But the promise is that you will reap a harvest if you do not give up. Severe shortages of Staff, long working hours due to understaffing, burnout and inadequate resources can be huge temptations to give up.

But the word of the Lord exhorts the Nursing Professionals not to become weary in doing good. The promise is that in due season, they shall reap if they faint not. (Galatians 6:9 KJV). In Galatians 6:7b Paul makes a bold statement and say: "Be not deceived, God is not mocked, for whatsoever a man soweth, that shall he also reap.

The word "soweth" refers to any seed that is sown. This law is not only applicable to finances only but to anything in life. It applies to work, love patience, kindness, forgiveness etc. Whatever you sow, regardless of what it is, you will reap.

If you continually and faithfully sow the seeds of goodness, caring, love, kindness, patience, etc. God's promise is that you will reap a harvest. Those who keep on habitually sowing as a manner of their vocation or lifestyle, are the ones who eventually reap as the manifold blessing of God will be pouring back into their lives.

Paul also says: Be not deceived, in other words, stop letting people lead you astray from the truth. Sowing and reaping is the Law of God, it's a principle. It remains true that whatever you habitually and continually sow, that is exactly what you will continually and habitually reap.

In Galatians 6:9 KJV Paul says: And let us not be weary in well doing: for in due season we shall reap, if we faint not. May you not be weary in well doing, keep it up, be consistent, be faithful, be well doing in the sowing your seed. The last thing you should do is faint. The word faint means loosen up, to relax.

The devil will say: "this does not work, you've tried long enough, relax from giving off yourselves so much". The word says: in due season you will reap if we faint not! Don't let anyone to talk you out of sowing good seeds because in due season you will reap a harvest.

It is the law of God and there is not one thing you can do to change it.

In conclusion

May the Lord, help the Nurses to keep on sowing good seeds. To be faithful and consistent providers of quality healthcare to the people of God.

We thank you Father that this is Spiritual law that will always work and will never change. We thank you Lord that in due season they will reap a good harvest if they faint not.

May the year ahead bring you rest, joy, and the same care you so selflessly give to others. Thank you for making a difference every single day. Your commitment to making life better for others is valued and inspiring.

If you have not accepted Jesus Christ (the Truth) as your Lord and Saviour, you may take this opportunity and confess these words: Lord Jesus Christ I accept you as my Lord and Saviour; come into my heart and wash my sins by your precious Blood; cleanse me and change me; make me your child and write my name in your Book of Life; I repent from my sinful life; thank you that I am a new creation in your mighty name. Amen

"May you not  
be weary in  
well doing,  
keep it up"



**The  
Best  
Dressed  
Nurses  
of the Season**

**Sr. Mokgadi Modiba-Thwala  
From Limpopo Province  
South Africa**



**Sr. Portia Mkwanazi**  
**From Johannesburg**  
**South Africa**



# Zama Nkosi

*She aspires to inspire  
before she expires*



**What is your name?**

My name is Zama Nandi Nkosi

**What is your birth month?**

I was born in February so I am an Aquarius

**What is your professional status?**

I am currently a final year student at SG Lourens nursing college.

**Why do you want to be a nurse?**

Growing up I always knew I wanted to help people but I was not sure how, so my favorite cousin by the name of Sinethemba got diagnosed with kidney issues now seeing her suffer daily bearing in mind that she is a happy child but when sick she couldn't even more I found my purpose which was I wanted to help her and also help everyone and the only way I could do that was through health hence I am now a health science student and it grows in me daily.

**Who is your favorite classmate?**

My favorite classmates are Ntshovelo Ntimane and Lesego Fuleni I can't choose one because they are both my pillars in this course and I relate so much with them.

**How is it like to be a nursing student?**

It is very interesting, sometime sad especially looking at the things happening in the public facilities, there are not enough resources, shortage of stuff leading to burn-out, gloves and linen sometimes they not available, poor time management, nurses not wanting to do their jobs and per agreement, unfair delegation.

**How would you describe yourself as a student?**

I am a passionate student, driven, full of empathy, shy but delivered and always happy.

**What specialty are you focusing on?**

Soon I plan on being a theatre nurse or doing public health.

**What is a dominating culture in your schooling environment?**  
Pedi culture.

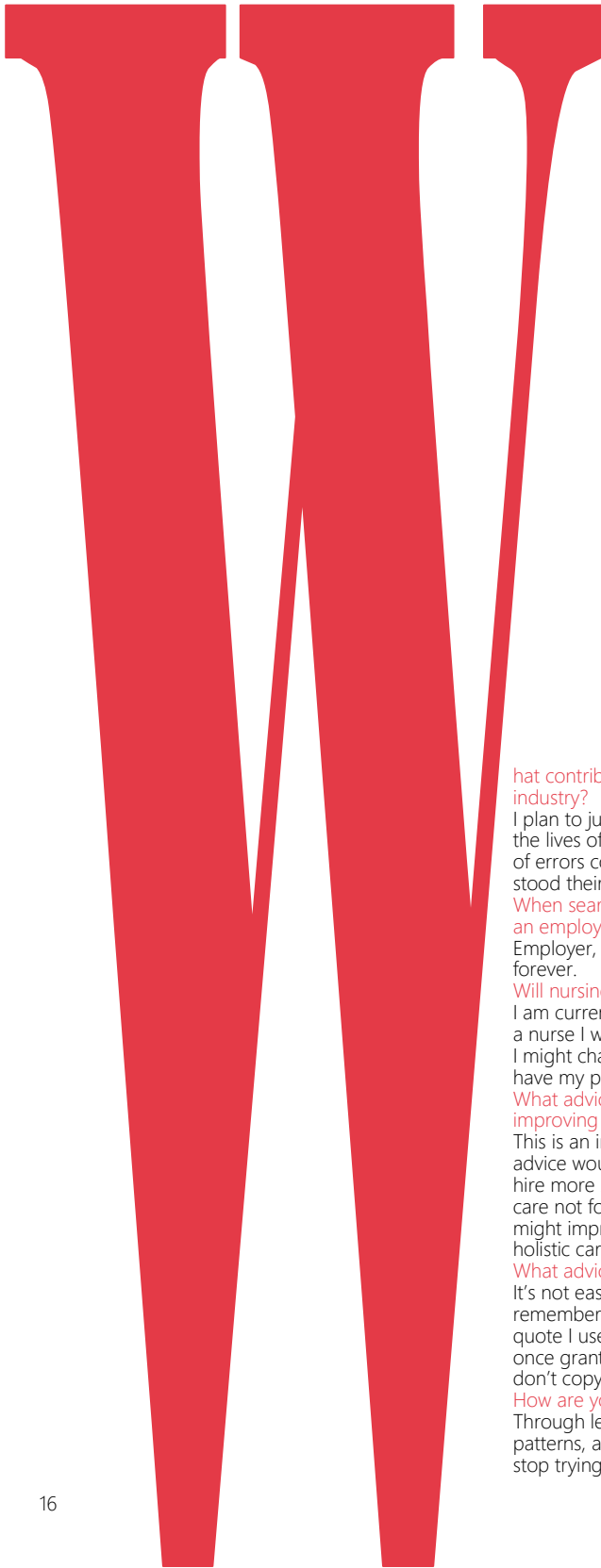
**Any element of naughtiness?**

None.

**What real-world lesson are you acquiring currently?**

To always be myself cause it's expensive not too and stop trying to impress or fit in.

*"I really  
don't  
plan to  
work for  
someone  
forever"*



**What contribution are you planning to make to the nursing industry?**

I plan to just understand the importance of my role and how the lives of people really rely on me because I think a lot of errors could be avoided if people or rather nurses understood their roles.

**When searching deep into yourself, are you an employee or an employer? Why?**

Employer, because I really don't plan to work for someone forever.

**Will nursing be your corridor or your destiny? In what way?**

I am currently not sure but what I know is for as long as I am a nurse I will serve but bigger and better opportunities come, I might change maybe be an entrepreneur within health and have my practice.

**What advice would you give to the government regarding improving the nursing sector?**

This is an important sector yet the most neglected so my advice would be for the government to invest more in it, hire more staff to prevent burn-off and low-quality health care not forgetting to increase salaries in that way the sector might improve a lot because we will really be able to provide holistic care for the patients.

**What advice would you give to the nursing aspirants?**

It's not easy but it's doable you just need to focus and remember "I aspire to inspire before I expire" that's the quote I use daily, and I am the change I want to see so once granted the opportunity to be a nurse do good and don't copy bad habits

**How are you going to mentor the nursing aspirants?**

Through leading by example so that they can copy the right patterns, always be myself cause it's expensive not too, and stop trying to impress or fit in.

"As long  
as I am  
a nurse  
I will  
serve"



"I aspire  
to inspire  
before I expire  
that's the  
quote I use  
daily"

“There's no  
nursing  
without  
passion”



# Chiamaka Okonkwo

***‘Nursing is a powerful avenue  
to influence, inspire, and restore’***

ame:

Chiamaka Okonkwo

Birth month:

September is my birth month

Favourite book:

Purple Hibiscus

Favourite Music:

Mighty Name of Jesus

Favourite space:

My favourite space is my quiet corner, which could be in my room or during break at work where I draw inspiration, clarity and purpose.

Favourite time:

Early hours of the morning between 4 a.m. and 6 a.m. It's a golden moment allowing me to pray and observe my morning routines.

Favourite drink:

Water is my go-to. It keeps me refreshed and active.

How do you spend most of your spare time?

I spend my spare time creating inspiring health content for my online community. I also spend parts of my spare time supercharging myself through rest, checking up on people and socializing.

What makes you tick?

Putting smiles on people's faces, getting them to live a fulfilled and balanced healthy life makes me tick.

What spoils your mood?

Disrespect and insincerity

Who is your favourite person in the world?

The Holy Spirit

What made you choose nursing?

I chose nursing to have a platform through which my voice and presence can make a tremendous impact on people's lives. Beyond providing care, I see nursing as a powerful avenue to influence, inspire, and restore dignity to humanity. I'm also passionate about redefining nursing as an authentic, autonomous body — not a subservient one — and that transformation begins with the mind. When nurses begin to see themselves as leaders and change-makers, the profession itself will rise to its rightful place of influence.

*“I see myself  
expanding Healing  
Health Balance  
into a strong  
community that  
balances faith and  
science”*



“My impact will be the lives I’ve touched, the nurses I’ve mentored, and the healing conversations I’ve sparked”

Who is your inspiration?

My inspiration is the Holy Spirit who placed me on this path even when I was yet to understand in detail what nursing is all about. My patients give me a constant source of inspiration, seeing that I can redefine their healing in positive ways, keeps me energized.

Share about your passion for nursing:

Nursing isn't just a profession to me, it's a ministry to bringing, hope, peace and balance into people's lives, especially in their most vulnerable moments. The passion I have for nursing is innate...indefinable. It's there. There's no nursing without passion. It just doesn't work for me.

Apart from nursing, what is this particular gift you have, are you going to pursue it?

Communication and storytelling — using words to teach, inspire and heal people effortlessly. I can do this anytime, anywhere. Through content creation, I joyfully turn knowledge into messages of hope and possibility where there is seeming impossibility.

Do you think nursing is your corridor or your destiny?

It is more than a corridor. Nursing was first a corridor, what I'd call a platform that projected me into my destiny of healing people through balancing the scales of their body, mind and spirit.

If given a chance, who is this celebrity would you like to spend an hour with, and why?

Chimamanda Ngozi Adichie is the person I'd like to spend an hour—even more with. I like the way she uses storytelling to challenge mindsets, societal norms and empower people, especially women to think and act boldly. I want to use storytelling to empower people to take charge of their healing journey, by the rightful application of their mind, spirit, soul and body. I want to be a nurse communicator and a health advocate that heals, teaches and shifts perspectives between healthcare and beyond.

Where do you see yourself in 5 and in 10-year time?

In 5 years, I see myself expanding Healing Health Balance into a strong community that balances faith and science, helping people achieve wholeness in body, mind, and spirit. I also envision mentoring young nurses, helping them rediscover purpose, leadership, and balance in their careers.

In 10 years, I see myself as a global voice for holistic healing, a nurse leader, author, and speaker impacting healthcare across Africa and beyond. My dream is to build programs that nurture nurses' emotional wellness and professional growth, because a balanced nurse delivers balanced care.

How are you going to contribute to improving the nursing sector?

My contribution in the nursing field will be centered on education, advocacy, and empowerment. I believe change begins with mindset — so my goal is to get nurses to see themselves as leaders and innovators, and not only as caregivers.

Through Healing Health Balance, I'm already creating awareness around preventive health, emotional wellness, and faith-based balance. Down the line, I'd love to collaborate with institutions and organizations to create training and mentorship programs that build nurses' confidence, leadership, and self-esteem. When nurses are valued and empowered, the entire healthcare system gets better.

What do you think is the role of technology in nursing?

I see technology as something that has come to stay and as something every nurse should embrace. It has transformed nursing by making it faster, smarter and more efficient. For instance, telemedicine enables us to serve patients better. I also believe that technological advancements such as AI have not come to replace nursing. Nursing will always require empathy and intuition: these are some qualities AI can't take away. I see technology as an advantage not a replacement in nursing.

What fingerprint would you like to leave when retiring from nursing?

I want to leave behind a legacy of hope, healing, and balance. I want to remind people that Nursing is not just about tasks, but about transformation. I want to be remembered as the nurse who showed others that purpose and compassion can go hand in hand with professionalism.

My impact will be the lives I've touched, the nurses I've mentored, and the healing conversations I've sparked through Healing Health Balance. When I retire, I want people to say, 'She made nursing feel purposeful again.'



“My dream is to build programs that nurture nurses’ emotional wellness and professional growth”



# Nombulelo Zenani

## Who is Nombulelo Zenani?

Nombulelo Zenani is a daughter, sister, aunt, and friend to her loved ones. She was born in the Western Cape in a small township called Mbekweni among compassionate and beautiful people.

She is a South African nursing educator and academic, currently serving as a Senior Lecturer at North-West University. Her educational achievements include a master's degree in Nursing Education, a Postgraduate Diploma in Health Science Management, and a Bachelor of Nursing Science (BCur).

Nombulelo Zenani is in a process of building a robust career in nursing, nursing education, curriculum development, and interprofessional collaboration for safe and quality care. She is a PhD candidate in Health Science with Nursing, reflecting her commitment to advancing research and academic excellence.

Her scholarly contributions include 14 impactful peer-reviewed publications on topics such as Cardiopulmonary resuscitation (CPR) training effectiveness among adolescents, resilience strategies for ICU nurses post-COVID-19, and the role of interprofessional education in nursing competency.

Nombulelo Zenani has developed comprehensive study guides, supervised master's dissertations, and moderated nursing modules, while promoting a social constructivist teaching philosophy that prepares competent and compassionate healthcare professionals.

She serves as a faculty board member in the Health Science faculty at the North West University. Currently she is a member of the editorial board in an international healthcare science journal called Suleyman Demirel University, the Journal of Health Service.

Nationally, she is a member of the South African Nursing Council (SANC), she is also serving in the clinical training substructure of the Africa Inter-professional Education Network (Afripen).

Furthermore, she is a member of the Southern African Association of Health Educationalist (SAAHE) and an advisory committee member in the Cape Peninsula Technology School of Nursing. She is passionate about community engagement and is actively participating in many initiatives that serve communities within the North West Province.

Three initiatives close to her heart are, firstly, CPR training in secondary schools, where she teaches students and teachers how to recognize stroke symptoms, respond appropriately, identify signs of cardiac arrest, and perform basic CPR skills.

Besides, witnessing the enthusiasm shown by the pupils while sharing these life-saving skills with their peers and family truly warms her heart, as through this initiative a life can be saved. Thus, her second initiative is the collaboration with the basic department of health, called Boyhood to Manhood Dialogue.

In partnership with many school academics, she facilitates discussions with young men in secondary schools across the province on growth mindset, how to recognize constructive and disruptive criticism, accepting it, and navigating life amid peer pressure.

She is inspired by witnessing students opening up, sharing their stories, participating in role plays, and carrying a spark of hope in their eyes. Lastly, she is also active in the Ubuntu Nursing Model led by Professor Mavis Mulaudzi which promotes embedding Ubuntu into clinical practice, research, policy, and community engagement, in enabling the communities.

“She serves as a faculty board member in the Health Science faculty at the North West University”

What is your favourite sport?

I find the banter and cheering exciting during a soccer match and have been kindly persuaded by my family into liking 'the yellow team'. I used to enjoy playing cricket back then when I was a teen. We were introduced to the sport by Mr Songezo Jimlongo at the school. We would travel around the Boland schools competing with other schools, and since then, I enjoy watching sport.

What is your best season in a year? Why?

Winter, especially rainy winter season, it is safe for crops, animals, infrastructure, and the environment. The sound of rain calms me; the season is linked to my birth month, June. It brings a sense of ease and comfort, it is for soups and hearty meals.

Growing up, my mom, who still does, would make a big pot of soup, which we would share with my aunt's household, my cousins, as well as our neighbours. It brings warm memories and reminds me of community and those less fortunate, as well as my role in helping others.

What kind of outfit do you prefer when on duty? Why?

I always dress to feel good. Smart casual, with earthy tone colours, they ground me. At times, vibrant colours are based on the weather or because I want to be a "Sunshine".

What makes your day?

I love laughing, I love seeing people around me feeling happy and well. In these unpredictable days that we live in, what brings me joy is still experiencing such. Just being present makes my day.

Why did you choose to be a lecturer?

Love at first experience? There is one opportunity that I will forever be grateful for, thanks to Mrs. Ilze Craffords at Netcare Nursing College. While I was a clinical facilitator, I was invited as a guest lecturer to come and teach a group of students in their last year of the legacy nursing program.

Preparing the lesson plan, the presentation, the class activity, and the in-class, on-the-spot assessment to gauge comprehension on the topic excited me. The planning, assessment, and teaching process ignited passion for being a lecturer.

I remember sharing with my mom, who said that my late grandmother used to say I will grow up one day and be a teacher. Mainly because I would line up my dolls and teach them, and during playtime with friends in the neighbourhood, I always wanted us to play "school," and the teacher with the "tinny voice" always being me. I guess we can never argue with elders when it comes to knowing what we don't see but what they see in us through wisdom.

When did you decide to be a lecturer?

Initially, when I finished high school, I applied to study environmental health because of my passion for the environment and people's wellbeing. However, when the institution I applied to did not respond and the anxiety of sitting at home for the whole year began to creep in, my sister, who is a nurse, encouraged me to go and do a walk-in application at the University of the Western Cape School of Nursing.

For the first year in nursing school the plan was to 'test the waters'; to see if it was something I would love to pursue.

I still remember Mama uSompani's kind face, who was the administrative personnel who helped me with the application, and I was fortunate to find that there was some space.

One year passed, and I discovered that I feel at home in the profession after my community service. I then moved to work in a Tuberculosis treatment facility closed to my home. Although I enjoyed those two years of service, I felt a longing to do more; to challenge myself academically.

I enrolled for a master's in Nursing Education, and I enjoyed the coursework in the program. While I was studying an opportunity presented itself, to work at Christian Barnard as a clinical facilitator. I worked with a fantastic team of experienced clinical trainers and was humbled when I was asked to guest-teach a topic to final-year students.

I enjoyed seeing the students think, reason, connect the dots, and even ask questions. We had journal reviews as a team of clinical facilitators and found the critical analysis and discussions insightful and refreshing.

A desire grew inside me to settle as a lecturer. After working for five years as a learning and development consultant during the second wave of the COVID-19 pandemic, an opportunity came for me to work at the North West University as a lecturer.

I never hesitated to change provinces, leaving behind the mountains I climbed every other weekend that were my safe space with the hiking trail club community, my loving and caring family, the local church that was my second haven, friends, lifestyle, and comfort zone. This decision has been filled with beautiful milestones, but sacrifices, such as not being present daily to be around my family, my gracefully aging mother, and has revealed many aspects of who I am, even personally.

How did you reach this level in your nursing career?

The mercies of the almighty and loving family have kept me grounded even through challenges like heat and storms that come with the career. I do not doubt their significant role in every milestone.

I owe my life to Christ Jesus. I was also fortunate to start my career in the School of Nursing at the university under the transformative and forward-thinking leadership of Professor Matsipane, who is the director of the three nursing school campuses within the university, and Prof Welma Lubbe, the research director.

I have received support through capacity building, which has been a valuable professional challenge to improve myself through the systems the school has in place. Moreover, the experienced professors in the school have never withheld mentorship since I arrived.

In my second year, I had my first published article, which I co-authored with Prof Sehularo and Dr Gause. Prof Phiri-Moloko, Prof Sehularo, and many others in the school encouraged me to collaborate on writing projects with colleagues who share similar research focuses. Collaboration within the school on nursing education topics and outside the health sciences faculty has become standard practice.

Since I embraced interprofessional collaborative practices, I am always willing to seek opportunities for cooperation with other healthcare professionals, even outside of nursing, to stay relevant and at the core of interprofessional education. This is one career where you can't succeed on your own.

If you want to reach your goals, you need partners who can grow with you, and you can grow with them. To strengthen my teaching style, I attended training offered by the Centre of Teaching and Learning, participated in the SAAHE conference, and I received faculty teaching awards in 2023.

This rigorous process required me to refine my teaching philosophy, to align with that of the university and faculty, and to develop a comprehensive teaching portfolio. I also believe that having a professional coach is highly valuable, and I am privileged to have Dr. Sharon Vasuthevan, who keeps me accountable to my goals as a scholar.

Each month, I am expected to present my progress toward these goals, confront my biases, and reflect on how I can improve both professionally and personally.

What impartation are you there to offer?

The human body is one of the masterpieces of creation by the Almighty, including diseases and disease processes, and how they alter the masterpiece. I teach second-year students and have also had the privilege of teaching third-year nursing students in Medical and Surgical Nursing.

The aim is to develop nursing practitioners capable of identifying medical and surgical conditions based on the symptoms patients present and understanding the disease processes linked to those symptoms. They should also understand the complications, and how to prevent and manage these diseases.

I impart this knowledge by embracing the constructivist teaching philosophy as a facilitator of learning, believing that students learn best through active involvement in problem-solving. I also supervise master's students, guiding them on developing sound research protocols, conducting ethical research, and writing and presenting their research findings professionally.

What is this unique aspect about you?

I am not easily persuaded; I love engaging and asking questions. My students know they are not coming to a talk show where I am the only "star." We are going to laugh, laugh at ourselves in the process, so I always have a buzzy classroom where we talk and solve cases linked to the learning outcomes of that particular condition.

What tone of voice to use in class?

I am laughing as I read this question because facilitating teaching and learning to the "2k's" is sometimes a mission; you need to get their attention and be with them at their level. So, my voice depends on the mood of the class; however, I keep a sober and respectful tone always.

What kind of ambience does your presence bring into the lecture room?

I asked my students to answer this one because I didn't want to be biased. According to the stakeholders, I bring a welcoming, warm, bubbly, supportive, safe sanctuary, and a place to be free to learn and grow.

"My students know they are not coming to a talk show where I am the only 'star'"

“The  
sound of  
rain calms  
me”





“I encourage them to stay and improve their knowledge and skills through postgraduate training”

listen with care, turning the learning experience into heartfelt conversations and memories to apply in practice.

**How do you describe nursing in one word?**

Noble.

**What do you do to ensure that your students become game changers in the nursing sector?**

Through my student-centred teaching strategies and approach, I encourage critical thinkers and innovators to be bold enough to ask the hard questions. I make them aware of what is happening in the profession and in healthcare; the case scenarios are built around real-life cases that they see in practice and in the community.

For assessments, I involve them when visiting the community, providing in-service training on the topics to the healthcare professionals, or being involved in healthcare awareness.

I encourage them to link their research to solving real problems and connecting them to the national, continental, and sustainable development goals for relevance.

**Are you ever tempted to observe your students and then predict the worst or the best?**

Some students enter the nursing profession without the desire to care for patients through providing quality care. You can see this when they lack the motivation to engage in work-integrated practice, which is a fundamental part of developing competency and safe nursing practices.

As a nurse, you cannot rely solely on theory. Psychomotor skills are equally important; skills like starting intravenous therapy, administering medications, and caring for wounds can only be best practiced in the facility while working with patients.

During this process, students also learn about nursing ethics, which are taught in class but are best understood through practical experience with patients and the team. I am not always impressed by the "theory mark" if I notice gaps in a student's clinical hours on their monitoring reports.

I make them aware of that, and we have standard procedures that they need to comply with, even to participate in exams, which takes most of the clinical hours. In collaboration with the team I work with, we counsel such students and indicate the dangers of this practice. We predict and act before the "actual storm".

It is always good to have the students' best interest and, most importantly, in our profession, the patients' and communities'. I always aim to highlight the best in all my students, by being honest in my feedback and being a guide.

I usually ask them to make promises to themselves to stay committed to the module; they write these promises down to reflect on at the end of the semester, whether they have achieved them. That keeps them accountable to their path.

I always try to encourage them to participate in projects within the school and faculty that are linked to their strengths. Either leadership, clinical practice through community engagement projects, entrepreneurship, etc.

And those with love for research and academia always come back for their master's, and it is always delightful to witness the transition from novice to emerging nurse leaders in their field, something every lecturer aspires to witness.

**How do you guide your students to choose the right path when they venture into the nursing field?**

Introspection, asking the relevant questions, and coaching are essential. It is always my responsibility not to impose my desires on them. The three fundamental questions I ask are: what they love the most, if they feel at home when they are there and taking the roles, and whether that is linked to their life purpose within the profession.

Some questions, I believe, guide the students to connect with the path they would love to journey. Just for some context and example, you will notice that one of the students can make a great teacher, and the cherry on top is that they perform well academically and are able to break down complex concepts in understandable narratives.

The personality, inherent insight, and skills can be a great foundation to build upon. However, they love working in the intensive care units, for instance. They enjoy the autonomy that comes with the role in the unit, and they feel comfortable there; they find purpose working there as nurses.

In that case, I encourage them to stay and improve their knowledge and skills through postgraduate training in that specialty. In that way, the student does what they love and remain up to date. I have one of the 2023 graduates who, when one of their friends came to ask me to be a supervisor for their master's program, asked me after community service.

After asking him about his plan, he replied, "Mem Sunshine, I am a businessperson at heart; and the nursing profession supports the 'bigger vision'. Even though I see a great unit and nursing manager in him because of his organisational skills, I am grateful that he is still in the profession, serving with pride, but still open-minded to pursue his dream in the profession but as a self-employed. My duty in this case was to connect him with people who can coach him to reach that level or services that can help develop his skills.

**When faced with students who are about to give up on their lessons, what do you do?**

I remind them of their "Why", why they started with the course?, and what is at stake if they give in?, and what imprints they are creating in their brain and well-being if they give up? And that is held in open discussion and encouragement of self-reflection.

As someone who has been an undergraduate nursing student and currently a postgraduate student, with their permission, I share my huddles. The emotions, the perceptions I had in those instances, and the actions I took: the bad and the good, for them to see that no one is inhumane to witness such.

Sometimes the situations they find themselves in force them to take a pause in their studies for priorities, and that too is not a bad thing to do. For structured support, I always involve the wellness clinic psychologists and counsellors on campus, who have really come through for the students over the years.

**What five words would your colleagues and students use to describe you as a person, a lecturer, or a colleague?**

Passionate, supportive, approachable, nurturing, and assertive.

**How do you pep up distressed students?**

Change of behaviour is the first trait, as well as a change in their performance.

**What do you expect from the incoming students?**

I expect them to be open to learn not only about the module but also themselves. Transitioning from high school to first year is a challenge; some witness failure for the first time, and that strains their self-confidence. They build on systems for support for themselves, some still attempt to build those systems till the second year, and consistently need to adjust.

In all that process, the kind expectation is for them to extend grace to themselves and take each day as it comes. In the second year, the work is comprehensive and the time is limited, so time management is crucial. I expect them to have a framework for how they will manage their time.

Time on the studies, for clinical practice, time with self, and time with family and friends, and sometimes how these will conflict with each other, and they will need to evaluate their priorities consistently, that is how the nursing school makes you mature not only professionally but personally. So, in essence, the expectation is for them to embrace change as their norm.

**What should new students expect from you as a lecturer?**

I can be strict and assertive, but they can rest assured that there will be lots of laughs in between. I will challenge them to think, work, and meet deadlines towards the bigger picture, in this context it is passing the module. The module is complex, but very enjoyable if you keep an open mind and come to class prepared and participate as well.

"I always involve the wellness clinic psychologists and counsellors on campus"

“Visualize yourself daily in that graduation gown, in the unit, and in any specialty, you want to join”

#### What is your teaching philosophy?

In my lectures, I follow a constructivist approach that emphasizes active learning, critical thinking, and real-world application, especially vital for nursing students. I use problem-based learning to present authentic clinical challenges that require students to collaborate, research, and apply theoretical knowledge to solve complex patient scenarios.

Case-based learning further deepens this engagement by encouraging students to analyse real-life situations, explore ethical dilemmas, and develop holistic care strategies. These methods foster clinical reasoning, empathy, and adaptability, which are core competencies for nursing practice.

To promote interaction and reflection, I incorporate strategies like Think-Pair-Share, which allows students to process ideas individually, discuss with peers, and share insights with the class. This technique builds communication skills and confidence, especially in students who may be hesitant to speak up.

Overall, I embrace this approach because it equips nursing students with the tools to become autonomous, reflective, and collaborative professionals, capable of navigating the complexities of patient care with competence and compassion.

#### What is this interesting quality about you that makes your students come to your class for more?

We laugh a lot in class, I even laugh at myself, and there is respectful banter to ease the atmosphere, as the class can sometimes be an hour and 30 minutes. I incorporate a variety of teaching strategies and interactive technology software to keep engagement.

#### Under general, what characteristics do nursing students require their tutors to have?

Be an expert in the field, therefore knowledgeable about the module. Be approachable; students must be able to be open to talking to the lecturer, ask questions, and even challenge you, as a lecturer, on the topic.

Therefore, being open-minded to students' curiosity, being observant, reading the room when you should allow for a time of rest, thinking, and talking. Be observant of the facial expressions and body language, and the tense posture when they feel they don't understand.

Allow those quite awkward times, that is a class in thinking. Be genuinely yourself and assertive, not to be manipulated by the students. Let them set the rules or the governing 'principles' of the class. And the consequences for incompletion, in maintenance of order, and that they take ownership of the learning process.

#### How does the lecturer's personality affect the students' success?

The lecturer's personality significantly influences students' academic success and overall learning experience. Traits like enthusiasm, empathy, approachability, and clarity help create a positive and motivating classroom environment.

When a lecturer is passionate and engaging, students are more likely to participate actively, retain information, and develop a genuine interest in the subject. A supportive and respectful attitude also encourages students to ask questions, seek help, and feel confident in their learning journey.

Also, as lecturers, we set the standard of what is considered normal through role modelling, and we have the power to influence. A great lecturer can shape an even better a more accomplished future leader and scholar, or, in a worst case, by words and actions, can scar a student to believe they are never worthy of anything greater than what was said to them.

#### How would your previous students describe you?

Kind, caring, and knowledgeable.

#### What is your advice to all nursing students?

The process isn't easy; it requires all your time, energy, and effort. Be gentle with yourself. The challenge is that the lecturer and the clinical facilitator won't be there when you need to save that life. So, the preparation, which includes compassionate pruning, is for your own benefit.

Visualize yourself daily in that graduation gown, in the unit, and in any specialty, you want to join. A secret I share is that during my Master's program, I would come from work, go to the library, carry the gown in my bag, and walk up the stairs at the Great Wall at the University of Western Cape with the "graduation song" playing in the background.

Yes, I received strange looks from people going to study, and some would cheer me on, but it uplifted me. I also often did hiking trails to Table Mountain and the Stellenbosch two-waterfall trail to relieve stress and clear my mind.

Find those energy boosters—anything that sparks hope—when the journey gets tough, that which you enjoy doing, do them often. Also, create a positive cycle for yourself and be a supportive link to someone else. That cycle will make your journey be filled with hope and sunshine.



“We laugh a lot in class, I even laugh at myself”



"It is my story of resilience, of the unconquerable human spirit, and the significance of finding hope amid hopelessness"

# Sister Velly *Phokungoane*

## Unique **Widow**

### Biography

My name is Welhemina Makatjile Phokungoane (Ngwana-Mogano) from Limpopo Province in one of the rural areas Ga-Molepo, Maphethwane. I am a professional nurse and health educator, a heart disease survivor, a young widow and an author. Qualified for a diploma in general nursing in 2016, last year completed my bachelor's degree in nursing administration and education, graduated this year and next year going for my postgraduate diploma in public health.

I was diagnosed with Rheumatic Heart Fever when I was sixteen years old, I got treated and was supposed to continue with the treatment which was monthly penicillin injections and one visit with the cardiologist once a year. I have defaulted with the treatment because my family, especially my grandfather believed that I was bewitched, and I was treated with variety of traditional herbs for drinking, bathing and steaming.

We all thought I was healed and continued with life not knowing that the disease is slowly progressing. About eight years later when I fell pregnant with my first child, during one of my ante-natal visits the doctor picked up my irregular heartbeat and was immediately transferred to the Cardiology clinic and the Cardiologist diagnosed me with Rheumatic Heart Disease which will need surgical intervention in the near future.

I gave birth to a healthy baby Girl who later when she was five had an accident where she fell into the hot water in the bathtub and sustained 70% burns injury. She was admitted in one of the provincial hospitals.

The treatment from some nursing staff was shocking towards the young patients in the ward and it puzzled me because I thought a Nurse should always have sympathy and empathy towards their patients. This experience made me to decide to become a Nurse, not just a Nurse but one who will nurse all patients holistically and from that day onwards I made it my mission, and I did enroll in one of the private Nursing School in Rosebank.

I was finally taken under the knife in 2013 where I had double valve replacement surgery and was successful, leaving me with permanent warfarin therapy as my chronic. The following year 2014 I qualified as Enrolled Nurse and registered for another two years to become a Professional Nurse.

Fourth month into the bridging course, I lost my husband and my title changed to being a widow. I failed the course that year but was given an opportunity to re-write and with God's grace I passed and 2016 was officially a Professional

I knew that warfarin is an anti-coagulant but what I did not know was that this tablet can be deadly if taken wrongly and also has a lot of things that could contradict it, I was only given a pamphlet to read at home about how warfarin works until one day I experienced a bleeding complication because of it and luckily I was working in ER and was assisted promptly.

I then realized how dangerous this medication is and how crucial health education is to this patient as it can save their lives. I visited few PI clinics around talking to this patient and my findings were that most of them are not well educated about this tablet hence some are complicating from it, a complication that could have been easily prevented by a simple health education.

Since I was working in ER I was also involved in resuscitation of some patients who have complicated from this small pink tablet and unfortunately some succumbed to those complications and it broke my heart into pieces. From then warfarin patients have been my priority, I educate them in every way possible whenever I come across them.

I did few radio interviews and one TV interview, and this personal initiative landed me as one of the brand ambassadors of the Heart and Stroke Foundation of South Africa. I have an online Tik-Tok clinic whereby I give health education through videos and I am happy to say that the clinic is a huge success with eighty patients that I educate.

And if I feel that they need one on one interaction, I do make time for them and make sure they understand their treatment. Some patients reach out with different health conditions, and I try to help them understand their diagnosis and treatment.

And if I cannot help them, I refer them to my colleague Doctor Kennedy Bopalamo for further management. It breaks my heart because some of these patients when they reach out to me, their prognosis is looking bad already.

Well, I try and educate but unfortunately when I follow them up telephonically some would be no more. Health education is very important to me because I know and believe that it saves lives.

If I and my family had received a proper health education back then when I was diagnosed, I truly believe that I wouldn't have not defaulted on my treatment and I wouldn't had to do a surgery. I do believe that I survived it because God had a purpose about my life and not everyone can be as fortunate as I was hence I'm doing my best to give health education.

*"I am a professional nurse and health educator, a heart disease survivor, a young widow and an author"*

What is the name of your book?

'Unique widow'

Are you the sole author or a co-author of your book?

I am the sole author.

Did you self-publish or go via the traditional publishing route and why?

I self-published my book this year and it was officially launched on the 5th of July 2025 at Exclusive Books Shop, Mall of Africa branch.

When did you launch it?

'Unique Widow' is the name of my book

Is this your first book?

'Unique widow' is my first book, also I am proud member of 'Authors on the move' PTY(LTD), a company consisting of eight amazing Women who are all authors and currently in the process of publishing a collective book with eight chapters by the end of this year. It will then be my second book.

How many books have you written so far?

'Unique widow' is my first book

What is the genre of your book?

It is an autobiography

What propelled you to write this book?

My resilience,

What is its gist?

It is my story of resilience, of the unconquerable human spirit, and the significance of finding hope amid hopelessness.

What is your target niche?

Widows and Individuals with any diagnose and on treatment especially warfarin therapy, chronic or acute.

What is the core message that the readers should expect from your book?

To all the widows out there especially the young ones like me, lets soldier on and make it to the finish line despite the pain we are carrying daily and raise these broken kids that we are left with, ensure that their future is bright since we are the only surviving parent they are left with.

Black rural child, your past can never determine your future, dream big, work hard and it is guaranteed that you will have challenges along the way but do not give up, continue with the journey and most important, invite God all the way and you will make it to the finish line.

What is the psychology of its content?

It is my testament

How will it enrich the readers?

It is testament to how tragedy can be transformed into a seed for personal growth, and how being of service to others can chart a path to your own healing and attainment of closure.

How will it enrich the nursing sector?

I plead with my colleagues in all different health facilities to please educate the patients. Not only warfarin patients but every patient deserves to know and understand their diagnose and treatment. As this can also help to save their lives and after all it is one of our job descriptions. This is the messages of my book.

Besides, every person diagnosed with a certain illness has a responsibility to take an initiative about their illnesses and to follow every instruction given. As health workers we can only do so much, and the rest is the patient's hands.

If you are sick and for some reason you find yourself with two diagnoses, one from the western doctor and one from the traditional doctor, make sure you chose the treatment very carefully because some cannot be combined otherwise it will be fatal.

"The book is currently accessible at Exclusive Books Mall of Africa branch and we are in a process of distributing it to the other branches"

What is your vision about your book?

To reach as many people as possible, motivates and encourages them that if life gives you lemons, you don't give up instead you make lemonades with those lemons. Hopefully the book can be adapted into a series/movie one day.

What do you promise your followers?

To my followers, thank you to each and everyone who follows me, my patients that reached out to me for advice, thank you so much for trusting me with your personal health issues and every time when they say 'Thank you Sister, God bless you' to me, I feel fulfilled and the happiness and the satisfaction I get after talking to you guys, is unexplainable.

How will the potential clients access your book?

The book is currently accessible at Exclusive Books Mall of Africa branch and we are in a process of distributing it to the other branches. It is also available straight from me via WhatsApp number 083 305 0787 and I will courier it to you. To all my clients that purchased my book, thank you for the support and positive reviews of my story, I do thank you because I am because you are. In Sepedi we say 'Kgosi ke kgosi ka sethaba'.

What important advice would you give to a first-time author?

Advise to a first-time Author: Keep going and knocking on different doors for exposure and recognition of your book because I do believe that every story is unique and has a purpose, do not be discouraged by the negative reviews, eventually the right door will open when you least expect it. Thank you to everyone out there and please take care of your health because health is wealth.

Yours, Sister Phokungoane



UNIQUE WIDOW

SISTER VELLY PHOKUNGOANE



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UNIQUE

SISTER VELLY PHOKUNGOANE



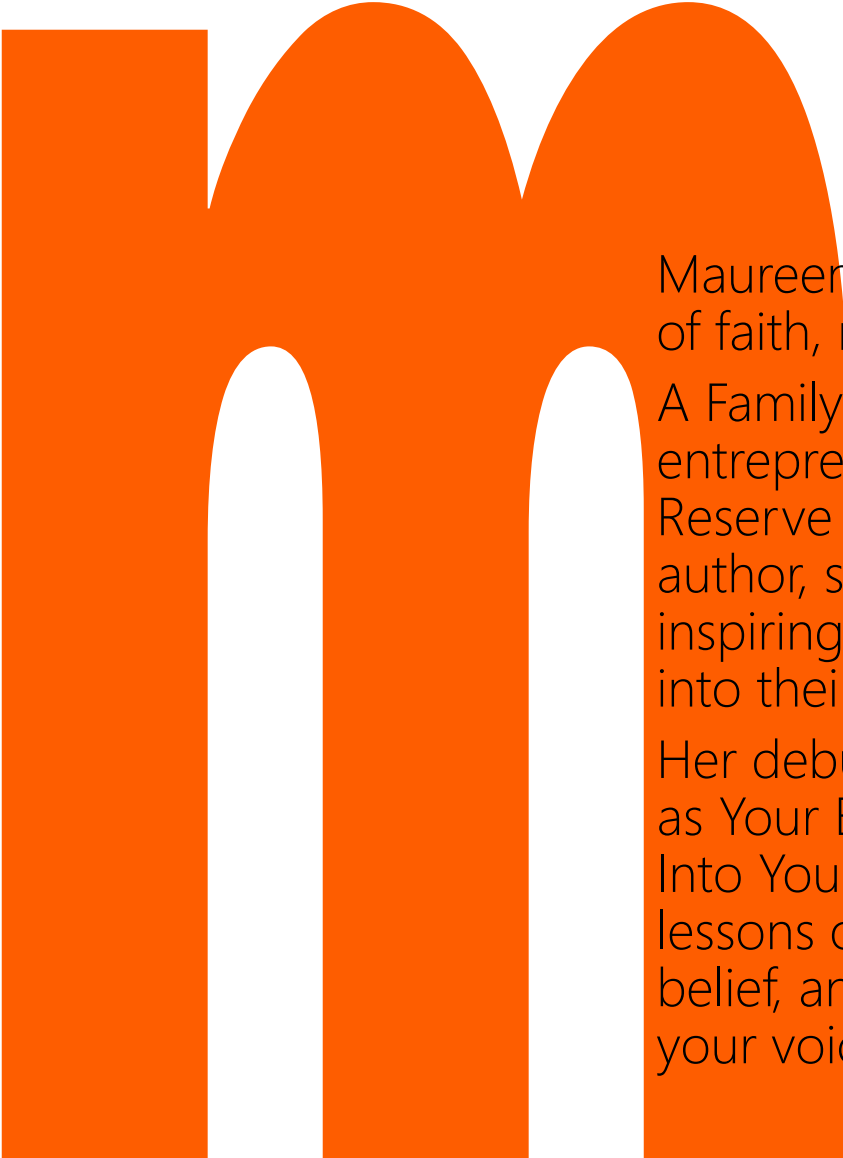
UNIQUE WIDOW



“Believe  
in yourself,  
embrace  
change, and  
use your  
voice”

# Maureen **Gicharu**

## 'Emerging As Your Best Self'



Maureen Gicharu is a woman of faith, resilience, and service.

A Family Nurse Practitioner, entrepreneur, U.S. Army Reserve Captain, and now author, she is passionate about inspiring others to rise boldly into their full potential.

Her debut book, *Emerging as Your Best Self: By Tapping Into Your Full Potential*, shares lessons on resilience, self-belief, and the power of finding your voice.

“It guides readers to recognize their potential”

What is the name of your book?

Emerging As Your Best Self: By Tapping Into Your Full Potential

When did you launch it?

April 27, 2025, with a panel discussion event titled Emerging As Your Best Self Panel.

What kind of a writer are you?

Motivational and reflective, focusing on personal growth, resilience, and empowerment.

Is this your first book?

Yes.

How many books have you written so far?

One.

What is the genre of your book?

Self-help, personal development, and motivational non-fiction.

What propelled you to write this book?

My personal journey of resilience, embracing change, and overcoming fear inspired me to empower others.

What is its gist?

It guides readers to recognize their potential, overcome fear, and step confidently into their best selves.

What is your target niche?

Individuals seeking personal growth, self-empowerment, and life transformation.

What is the core message that the readers should expect from your book?

Believe in yourself, embrace change, and use your voice to tap into your full potential.

What is the psychology of its content?

Rooted in positive psychology, emphasizing resilience, self-efficacy, and empowerment.

How will it enrich the readers?

Readers gain clarity, confidence, and practical strategies to overcome fear and navigate change.

How will it enrich the nursing sector?

Encourages resilience, empathy, and leadership among caregivers and healthcare professionals.

What is your vision about your book?

To inspire individuals to transform their mindset, embrace change, and become their best selves.

How will potential clients access your book?

The book is published by Purpose Publishing and is available on my website: [www.emergingasyourbestself.com](http://www.emergingasyourbestself.com) and on Amazon: <https://www.amazon.com/dp/B0F6W4PWNR>

Did you self-publish or go the traditional publishing route and why?

The book was published through Purpose Publishing to maintain professional support while retaining creative control and connecting directly with readers.

What promise do you give to your followers?

To provide authentic, practical, and motivational guidance to help them unlock their full potential.

What important advice would you give to a first-time author?

Believe in your story, be persistent, and focus on your audience. Start writing and sharing your message with the world.





*Molly Gicharu*

**EMERGING AS  
YOUR BEST SELF**

**BY TAPPING INTO  
YOUR FULL POTENTIAL**

EMERGING AS YOUR BEST SELF BY TAPPING INTO YOUR FULL POTENTIAL

*Molly Gicharu*

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YOUR BEST SELF**  
BY TAPPING INTO  
YOUR FULL POTENTIAL

'Congresswoman  
Lauren Underwood  
represents Illinois'  
14th Congressional  
District'



# Congresswoman Lauren Underwood

*'Has proven herself  
to be a hard worker'*

Article By [underwoodforcongress.com](http://underwoodforcongress.com)

Congresswoman Lauren Underwood represents Illinois' 14th Congressional District, a suburban, exurban, and rural district in northern Illinois. In 2018, Congresswoman Underwood was the first person of colour, first woman, and first millennial elected to represent her district. She flipped IL-14 from red to blue in a historic fashion in 2018, defeating a four-term Republican incumbent.

When she was sworn into office in 2019, she became the youngest Black woman to ever serve in Congress. In 2022, Lauren was elected to serve in House Leadership by her colleagues — she currently serves as Co-Chair of the Democratic Policy and Communications Committee, where she focuses on messaging for the Caucus.

Congresswoman Underwood has proven herself to be a hard worker and an effective leader for her community. She currently serves on the House Committee on Appropriations, where she is the Ranking Member Homeland Security subcommittee. Lauren has had eighteen pieces of legislation signed into law by both Democratic and Republican presidents.

She has made access to high-quality, affordable health care a signature issue. Her bill, the Healthcare Affordability Act, was signed into law as part of President Biden's American Rescue Plan, and extended in the Inflation Reduction Act.

Congresswoman Underwood co-founded the Black Maternal Health Caucus to combat America's unacceptably high maternal death rates and the significant disparities experienced by Black mothers. In 2020, alongside colleagues in the House and Senate, she first introduced the Momnibus, a package of evidence-based bills to save moms' lives. Congresswoman Underwood is also a member of the Congressional Black Caucus.

Before her election to Congress, she worked to implement the Affordable Care Act as a career civil servant in the U.S. Department of Health and Human Services (HHS). She was later appointed by President Obama to serve as a Senior Advisor at HHS, where she helped communities prevent, prepare for, and respond to public health emergencies, bioterror threats, and other disasters.

Congresswoman Underwood received her Bachelors in Nursing from the University of Michigan and a Masters of Science in Nursing and Masters of Public Health from Johns Hopkins University.

*'Congresswoman  
Underwood received  
her Bachelors in Nursing  
from the University of  
Michigan'*



*Spirit of*

**ANNOUNCE**

*Level*

**SAT 6 DEC 2025**

*Of Praise*



*Town*

**CARNIVAL CITY**

*Big Top Arena*

**18:00**



“It is really refreshing  
to come home to  
a clean house instead  
of the dirty dishes in  
the sink”

# Nomthandazo Zondani-Ngcwatywa

## *The Singing* **Sensation**

Nomthandazo Felicia Zondani-Ngcwatywa is a 58-year-old, married woman, a mother of three girls and one stepson; ages from 33, 30, 21 and 15. She is also a grandmother of two grandsons.

Nomthandazo lives in Cape Town in Gugulethu township. She is also an Advanced midwife, studying at university of Stellenbosch.

Also known as the Singing midwife. In 2018 she released a single track called 'Mboniselo Yam' with two more: 'Liwa lam' and 'Siyezulwini'.

“Before I get out of the car, I thank the Lord for carrying me through the day”

**What strategy do you use to make your family love your nursing job?**

Applying my nursing skills to their health problems. Narrating the challenges I encounter at work and how I overcome them. That is by seeing my patients as precious individuals who need my help and nursing skill to maintain optimal health.

**As a nursing professional what kind of support does your family give?**

My family understands and acknowledges that my career is quite demanding. Loving each other and praying together is priceless.

**What are the most precious times with your family?**

When we burst out in a song, on the spot, unrehearsed and harmonize so beautifully. We share our highs and lows where one can unmask and be yourself without being judged thus creating a safe haven.

**What reception does your family give you after a long day's work?**

That warm welcome of hugs and kisses accompanied with hot creamed coffee and then asked how I spent my day. This kind of love makes the challenges I have faced at work melt away.

**Who spoils you the most?**

Strange enough I cannot point out who spoils me the most. Our kids would organize a surprise for me using their saved pocket money and hubby will cook in our humble home or take me out for breakfast. So the answer to that is the whole family does the most.

**What is this first thing you do when coming from work?**

Before I get out of the car, I thank the Lord for carrying me through the day and bringing me safely to my loving family. Hugs and kisses and thank them for cleaning and tidying the house it is really refreshing to come home to a clean house instead of the dirty dishes in the sink. (For some reason my eyes go straight to the kitchen sink)

**Moments in which you miss your family the most while at work?**

As soon as I arrive at work I let them know that I have arrived safely at work. During my tea/lunch break I would call them to check if they are OK.

**What games do you play together as a family?**

We love mind-challenging games like 30 seconds. We also love a talent show where we do an inhouse kareoke.

**What nicknames have they given you and why?**

My husband: "Mamkhwemnte" my clan name  
My kids: "Mama Bear" they say they receive love and a way out where there seems to be no way. My grandson: "Akhun" for Makhulu, (Granny)

**Describe your motherhood in one word?**

Harmony

**Describe your relationship as a family in one word?**

Dramatic

**What is your unique family culture?**

Inviting and sharing our Christmas meal with someone whose not family. Emptying our wardrobe and give clothes to the needy.

**What one word do you use to pep up/energize one another?**

"Let's Do This"  
"God's got us"  
"Fish! "

**How do you balance your three roles?**

By being Christ-centred, God fearing and trusting Him completely for his guidance. Acknowledging that I am a human being with faults and mistakes, willing to listen to constructive criticism and avail myself to learn. Having the spirit of Ubuntu, applying the Batho Pele principles and yet not neglect my health.

“This kind of love makes the challenges I have faced at work melt away”

“We love  
mind-challenging  
games”





# Issa YEAREND FUNCTION

2025 EDITION

## Takie & Rofhiwa

DATE  
**26 DEC**  
**@18:00**

VENUE  
**Kalahari**  
WATERFRONT

TICKETS AVAILABLE  
EARLY BIRD R200 | NORMAL R280 | VIP R750



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Festival



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SAMMY FEVER SMOKEY NYEMBE MORUTI MOSOMANE  
TUMI STOP-NONSENSE NTATE MODIRI PASTOR A  
SPECIAL PERFORMANCE BY: REFENTSE MABASO

DEEJAY LINE UP

DJVITA #IMNOTADJ

ENTRY FEE	R150	R180	R200	R350
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SATURDAY  
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HERE COMES THE  
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TREVOR GUMBI ROMI MODIMOLA

SATURDAY 29 NOVEMBER 2025 . 7PM

GRACELAND, SECUNDA



# **5 Unexpected**

*Perks of Pendant Lighting in  
Modern Kitchens*



Article By [www.nauradika.com](http://www.nauradika.com)

Pendant lights are more than just decorative accents; they are pivotal elements that contribute significantly to the ambiance and functionality of modern kitchens. While overhead lighting solutions are common, the strategic placement of pendant lights can transform an ordinary kitchen into a statement of style and efficiency. Here, I'll explore the unexpected perks of incorporating pendant lights into your kitchen, backed by compelling data and real-world applications.

### 1. Enhancing Aesthetic Appeal

Pendant lighting serves as a focal point in kitchen design, offering a unique blend of artistry and illumination. A study by the Lighting Research Centre highlights that 78% of homeowners consider lighting as a key factor in enhancing the aesthetic appeal of their kitchens. Pendant lights come in various styles, sizes, and colours, allowing for a personalized touch that complements the overall decor theme.

### 2. Improving Task Lighting

One of the practical benefits of pendant lights is their ability to provide targeted task lighting. Whether you're chopping vegetables or reading recipes, having adequate light is essential. According to a report by the American Lighting Association, pendant lights placed above kitchen islands or countertops improve visibility by 60%, reducing eye strain and increasing safety during food preparation.

### 3. Creating Ambiance

Lighting can dramatically alter the mood of a room. Pendant lights offer adjustable illumination levels, which can create a warm and inviting atmosphere. A recent survey revealed that 55% of respondents felt that adjustable lighting made their kitchen more comfortable and relaxing. By incorporating dimmable pendant lights, homeowners can enjoy a versatile lighting setup that adjusts to various activities and times of the day.

### 4. Space Saving and Versatile Placement

Unlike traditional, large light fixtures, pendant lights occupy minimal space, making them ideal for kitchens with limited ceiling space. They can be hung at different heights and grouped in clusters for a dramatic effect or spaced out for a more understated look. This versatility is particularly useful in modern kitchens where space optimization is crucial.

### 5. Increasing Property Value

Investing in good lighting is not just about aesthetics; it also impacts property value. A feature on HGTV notes that modern and well-planned lighting solutions, including pendant lights, can increase a home's resale value by up to 3%. Prospective buyers often perceive these updates as upscale enhancements, which can make a property more attractive in competitive markets.

Pendant lights are far from just another decor accessory; they are integral components of modern kitchen designs that enhance both functionality and aesthetic appeal. By offering versatility, style, and practical benefits, they not only brighten up your cooking space but also elevate it in terms of value and ambiance.

Incorporating pendant lights into your kitchen design is not just a trend; it's a smart choice that pays dividends in both usability and enjoyment of the space.

|| Pendant lights are far from just another decor accessory; they are integral components ||

# **Benefits of a Porcelain Tea Set in an Office**





Article By AI

porcelain tea set benefits an office by offering superior heat retention for longer-lasting warm drinks, a neutral flavor profile that allows any tea's character to shine through without absorption, and aesthetic appeal that provides a touch of elegance and enhances the tea-drinking experience. Its durability and easy cleaning also make it a practical choice for a shared workplace environment.

#### **Pure Tea Flavor**

Porcelain is non-porous, meaning it won't absorb or impart flavors, ensuring each cup of tea tastes exactly as it should, making it ideal for diverse tea selections.

#### **Superior Heat Retention**

The material helps keep your tea warm for longer, allowing for a more enjoyable and leisurely tea break in the office.

#### **Aesthetic Quality**

Porcelain tea sets are often elegant and beautifully designed, adding a touch of sophistication and a pleasant sensory experience to the office environment.

#### **Versatility**

A neutral porcelain set is perfect for brewing any type of tea, from delicate green teas to robust oolongs, without influencing the flavor profile.

#### **Durability**

While delicate in appearance, porcelain is relatively durable and resistant to chipping and cracking, making it a good choice for daily office use.

#### **Easy to Clean**

The smooth, non-porous surface of porcelain is easy to clean, preventing flavor buildup and ensuring the set remains hygienic for shared use.

# What does embracing an ethos of Value Based Care mean for nurse owned businesses?



Article by Dr Augusta Dorning, 13 October 2025

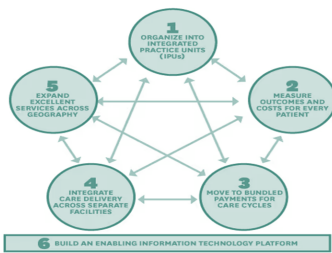
## Introduction

The concept of Value Based Care was brought to life in 2013 by Michael E Porter, a professor at the Harvard Business School. Professor Porter's vision has now inspired a groundswell of thought leadership which is taking the world in general and healthcare systems in particular by storm. Over the next 6 editions of The Nursing Stars Magazine, we will examine each element of Porter's model and discuss what it means for the way that care is delivered.

### But what is Value Based Healthcare?

Often referred to by the acronym of VBHC, the diagram below lays out the six (6) elements of the ethos. In this first article in our series, we will examine and discuss the first element.

THE VALUE-BASED SYSTEM  
The strategic agenda for moving to a high-value delivery system has six interdependent elements.



SOURCE MICHAEL E. PORTER

HHR.ORG

The most basic and fundamental principle of value-based care is that of creating a high value delivery organization. The core issue in health care is the value of health care delivered. One would think that this would be obvious, but we only have to read any social media post or news article to know that this is far from reality.

Too often the patient is regarded as a necessary nuisance, a person in a long queue of persons who we just need to listen to as quickly as possible, in order for us to move along the queue and make sure we get through to our tea break, lunch break and the end of the day.

Why does and did Professor Porter feel so strongly about the need for a new world order based on the principles and ethos of value-based care?

He lists why the seemingly arbitrary interventions made worldwide have failed and says that these "magic bullets" have had limited impact. From our experience as healthcare professionals, we already know this.

### These are the interventions he considers failed and why

1. Turning patients into consumers failed due to price and outcome data being lacking.
2. Global capitation to control spending, reduced spending but did not improve value.
3. Prior authorization raised costs as services were seldom not approved on this basis.
4. Eliminating fraud and "self-dealing" did not address the real causes of low value care.
5. Eliminating errors did not lead to the overall redesign of care that ultimately improved value.
6. Evidence-based medicine/clinical effectiveness research/guidelines failed to cover many services as well as the patient as an individual.
7. Care Coordinators were introduced into existing systems and had limited impact.
8. New low-cost models of primary care while noble in their vision, had a limited effect on the major portion of healthcare costs.
9. Electronic medical records had little impact when implemented in a silo, as care itself was not re-organized.

### Element 1—Organize into Integrated Practice Units (IPUs)

An Integrated Practice Unit (IPU) is a condition-focused, multidisciplinary team that delivers the full cycle of care for a patient population with the explicit goal of maximizing patient-valued outcomes relative to cost; reorganizing care into IPUs is central to value-based health care strategies.

#### Here are the steps critical to creating an IPU:

##### 1. Define scope and patient-centred outcomes

- \* Choose the clinical condition(s): define a clear patient population and include common comorbidities and complications.
- \* Specify outcomes that matter to patients: clinical outcomes, functional status, quality of life, patient-reported outcomes, and experience measures.

- \* Map the care cycle: list every touchpoint from prevention and diagnosis through treatment, rehabilitation, and long-term follow-up.

##### 2. Assemble the multidisciplinary team

Core clinical members: specialty physicians, primary care, nursing, rehabilitation, mental health, pharmacy, social work.

Support functions: care coordinators, patient navigators, analytics, quality improvement, and administrative staff.

Role design: define responsibilities for full-cycle accountability and plan for shared leadership and role clarity to enable distributed decision-making.

##### 3. Create enabling infrastructure

Care pathways and process redesign: standardize protocols across the cycle, build pathways for common complications and comorbid conditions.

IT and data systems: integrated EHR workflows, outcome and cost data capture, dashboards for real-time performance and feedback; invest in interoperability and analytics capability.

Physical and virtual integration: collocate where possible and design virtual hubs for multidisciplinary case review and patient communication.

Payment and finance alignment: implement bundled payments, shared savings, or other value-based contracts; align incentives for the IPU to bear shared accountability for outcomes and costs.

##### 4. Governance, leadership, and operations

Governance structure: a formal IPU lead or leadership team with defined authority for clinical, operational, and financial decisions.

Shared leadership mechanisms: explicit strategies for information sharing, regular multidisciplinary meetings, and empowerment of team members to take initiative.

Performance management: continuous quality improvement routines, morbidity/mortality review, and escalation protocols.

##### 5. Measure, pilot, scale

Measure both outcomes and costs: collect PROMs, clinical outcomes, utilization, and episode-level costs to calculate value.

Pilot and refine: start with a focused pilot on a well-defined patient cohort, iterate care pathway and workflows based on data and staff/patient feedback.

Scale with fidelity: expand to adjacent conditions or geographies after proving improved outcomes and sustainable costs; standardize training and spreading playbooks across sites.

##### 6. Quick checklist for launch

- \* Defined condition + outcome set
- \* Multidisciplinary roster + patient navigator
- \* Care-pathway maps for full cycle
- \* Integrated IT dashboards and data plan
- \* Aligned payment model

Formal governance and routine multidisciplinary reviews.

The establishment of the IPU is a process not to be rushed.

In value-based care, the way the chain of interaction starts is as important as the way it ends, and especially for the patient! Delivering high and improving value is the fundamental purpose of health care. Value is the only goal that can unite the interests of all system participants.

##### Conclusion

The establishment of the IPU is fundamental to the foundation of value-based care. As you can tell, it involves building a culture of collaboration and trust. You can begin to imagine what this in itself means for any patient.

Ram Khandelwal put it simply: "Value is not in data but in dialogue. Trust is in the margins but at the centre. Patients are not passive but active partners."

ICHOM Conference, Dublin, October 2025



Article by Dr Augusta Dorning

Dr Augusta Dorning is a senior consultant at The World Bank Group (IFC Health and EPIHC), and the creator and author of the Ethical Principles in Healthcare Course which was released worldwide in April 2025

“Wait a day,  
if it still feels  
right, go for it”

SAL

**Spend With  
Intention  
In This Festive  
Season**

“Even simple tracking can prevent unwelcome surprises in January”



Article By Kimberly Maurer, BS, LPN  
Fort Myers, Florida, United States

**The holiday season has a way of making our hearts full and sometimes, our wallets empty. Between the flashing sales, the pressure to give, and the desire to make everyone feel special, it is easy to get swept up in the momentum. But this year, there is another way to approach it, one that keeps both your joy and your finances intact.**

#### **Remember What Matters Most**

The real magic of the holidays is not found in shopping carts or delivery boxes. It is in shared laughter, quiet moments, and meaningful connections. Before making a purchase, pause and ask yourself: Will this create a lasting memory or just a fleeting thrill? That simple check-in can keep your focus on what truly matters.

#### **Set a Realistic Budget**

As nurses, we are used to planning for everything except ourselves. Take a moment to look honestly at your finances and set a clear budget for the season, one you can follow without stress. Break it into categories like gifts, food, travel, and giving. Even simple tracking can prevent unwelcome surprises in January.

#### **Rethink Gifting**

The best gifts are not always the most expensive. Handwritten letters, shared experiences, homemade treats, or small tokens that speak from the heart often mean the most. Consider group gifting, Secret Santa exchanges, or focusing on quality time over quantity of presents.

#### **Do Not Let FOMO Lead Your Wallet**

Festive marketing thrives on urgency: “Last chance!” “Only today!” “Everyone’s buying this!” But your worth is not defined by how many boxes end up under the tree. When impulse hits, use the 24-hour rule. Wait a day. If it still feels right, go for it. If not, you have saved yourself the regret.

#### **Think Beyond the Moment**

The holidays are temporary, but their financial impact lingers. Spending wisely is not about limiting joy. It is about ensuring that joy lasts longer than the wrapping paper. This season, let your celebrations reflect your values. Spend with intention, give with heart, and remember that your presence is often the greatest gift of all.



We don't need another initiative that looks good in a boardroom but changes nothing on the floor"

# REIMAGINING Nurse Wellbeing



Article By Carter Mark Carter MBA, MHSM, MAdvPr, BN, CHM

## From Burnout to Blueprint

For decades, nurses have been the backbone of healthcare. They are the first to hold a hand, the last to leave the room, and the ones who keep hospitals standing even when systems crack. Yet behind professionalism and compassion lies a stark truth: nursing is a profession in crisis.

Burnout, fatigue, and mental exhaustion have become so common they are almost expected. We talk about burning out the way we talk about the weather—predictable, inevitable, and beyond our control. But while storms pass, burnout lingers, erodes, and ultimately drives nurses out of the profession altogether.

Every shift tells the same story: exhausted staff, fractured teams, and the silent toll of asking too much from too few. Posters on the wall tell us to “be resilient.” HR manuals advise calling the Employee Assistance Program. But for the nurse working a double shift after three nights of broken sleep, those solutions land flat.

The cost of doing nothing is staggering—not just financially, but morally. If healthcare systems are to survive, the question is no longer can we afford to redesign wellbeing for nurses? The real question is: what happens if we don’t?

## From What If... to What’s Next

Over the last few weeks, I’ve been asking questions that cut to the heart of our profession:

What if nurses had a system designed to protect them first?  
What if we could see where we’re at before burnout takes hold?  
What if teams started shifts connected, not fractured?  
What if the profession itself was strengthened through global community?

## These weren’t just “what ifs.”

They were the blueprint for something real. Because here’s the truth: nurses don’t need another poster on a wall telling us to “be resilient.”

We don’t need another initiative that looks good in a boardroom but changes nothing on the floor. What we need is a system—built by nurses, for nurses—that actually protects us.

Over the next week, I’m going to start showing you what that system looks like.

Piece by piece, I’ll take you inside the MACH Health platform: the daily tools, the live support, the global community, and the data that finally works for nurses, not against them. Because asking “what if” is only the beginning. Now it’s time to show what’s next.

“What if nurses had a system designed to protect them first?”

“It’s about  
healing and  
growth from a  
place of deep  
vulnerability”

**FROM FEAR OF FAILURE**  
**to Unstoppable Confidence:**  
**The Power of Reclaiming**  
**Your Voice**

“



Article By Kimberly Maurer, BS, LPN  
Fort Myers, Florida, United States

ear Reader,

I've been through it all. I've lost everything I thought defined me, my career, my marriage, my health. COVID and Long COVID shook me to my core. I watched as everything I had worked for crumbled, and for a while, I didn't know who I was or what I was meant to do.

It felt like I was starting over from nothing, without a clue about how to rebuild. But here's what I've learned through the pain and the struggle:

Fear of failure doesn't have to be the end, it can be the beginning of something incredible.

I didn't just survive that period of my life. I used it as fuel to transform. Every loss, every setback, every moment I doubted myself, those moments shaped me. They pushed me to the realization that I could choose a different path.

That's why I created Unapologetically You Collective, to help others who are facing their own versions of starting over, whether it's after a career shift, personal loss, or the fear of failure holding them back.

I want to help you rebuild from a place of strength, not fear. To help you reclaim your voice, own your story, and step into a career and life that truly honors who you are. Because you don't have to wait until everything falls apart to realize your worth.

What makes Unapologetically You Collective different? It's more than just advice or strategies, it's about healing and growth from a place of deep vulnerability. We focus on the mindset shift needed to let go of fear, embrace your unique journey, and create a life you love.

Here's what I know:

- Failure doesn't define you, it refines you.
- You don't need to be fearless to succeed. You just need to keep going, even when it feels impossible.
- You are worthy of a life and career that aligns with your soul's calling, no matter what you've been through.

If you're struggling with fear, uncertainty, or loss, I see you. I've been there, and I'm here to show you that you can rebuild, not just survive, but thrive. You can reclaim your power, step into your voice, and make this next chapter your best yet.

“Every loss,  
every setback,  
every moment  
I doubted  
myself, those  
moments  
shaped me”

# Sr Baby

## Ramaesele-Mphahlele

### *She is a Risk-Taker*

“I would transform accessibility to education”



Sr. Baby Ramaesele Mphahlele, Nurse practitioner born in Limpopo in a small village called Tooseng, she is a graduate from Tshwane University of Technology where she specialized in occupational health nursing. This is a specialty practice that focuses on promotion, prevention and restoration of health within the context of safe and healthy environment for workers.

Sr Baby has been a loyal employee for Denmar Psychiatric Hospital for well over 14 and 11 months from the year 2009 up to 2024, she has attended various higher education institutions in South Africa to achieve her academic accolades.

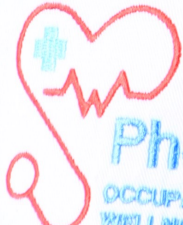
In 2008 she completed Enrolled Nursing program at Thuto-Bophelo Nursing College. In 2009 she was employed as enrolled nurse at Denmar Psychiatric Hospital. From 2012 to 2014 she was then enrolled through the bridging course leading to registration as professional nurse at Arwyp Training Institution. In 2016 she then went to SG Lourens Nursing College to study National Diploma in Psychiatric Nursing science. From 2018 to 2019 she was accepted at Tshwane University of Technology for Btech degree in Occupational Nursing Science and Nursing administration.

Amongst others she has accumulated several short courses that are prerequisite to her Btech degree to name a few dispensing courses that she obtained from Sefako Makgatho University School of Pharmacy, she has audiometry, spirometry and vision screening certificates and many others. Currently she is the founder and CEO of Phelang Occupational and Wellness Services that she has solely founded in the year of 2024.



"I only worked  
in one Hospital  
my entire career  
from 2009 to  
2024"

Sr Baby  
OHNP

  
Phelang  
OCCUPATIONAL AND  
WELLNESS SERVICES

"I preoccupy  
my mind with  
positive  
thinking"



“I initially wanted to study medicine or physio-therapy”

Who is Sr Mphahlele?

Sr Baby Ramaesele Mphahlele, born in Limpopo from gaMphahlele in a village named Tooseng, raised in Cullinan by both parents. I am a Founder and CEO of Phelang Occupational and Wellness Services.

How has your early life been?

I grew up in a township East of Pretoria named Refilwe with my 2 siblings and both my biological parents, I guess my early life was fairly normal

Do you have a nickname?

Most people call me Mabebeza

Who is your first Love?

My daughter Keabetswe Sandiso

What games did you enjoy the most while growing up?

I played diketo, mogusha, and tin stacking.

What do you do first thing in the morning?

I start my day with prayer

What personal strengths would you like to motivate your admirers with?

Stay focused, be determined, loyal to yourself, being a dreamer

Who do you spend most of your time with?

I spend most of my time with family, I go to my parents' house at least 3 times a week.

Who is your celebrity crush?

Lawrence Maleka

How would someone get your special attention?

Pamper me book a massage appointment, book a table for dinner, let go shopping

What is your favourite dish?

Famous South African braai

What are your favourite moments?

Sundays when I get a chance to go to church

What is your favourite car brand?

Toyota

What is your favourite spot?

Netball

What career did you choose and why?

I initially wanted to study medicine or physio-therapy; I did not qualify I was then encouraged by my mother to study nursing.

What ranks did you go through to be where you are now?

In 2009 I qualified as an enrolled nurse from Thuto Bophelo Nursing College funded by my parents; I worked for 3 years at Denmar Psychiatric Hospital. In 2014 I qualified as a Registered Nurse from Arwyp Training Institution funded by my employer Denmar Psychiatric hospital.

In 2017 I qualified in Diploma in Psychiatric Nursing from SG Lourens Nursing College funded by employer Denmar Psychiatric Hospital and in 2019 I qualified Btech degree in Occupational Health Nursing Science with Diploma in Nursing administration I funded the first year, second year funded by NSFAS.

I only worked in one Hospital my entire career from 2009 to 2024. I was promoted to Senior professional Nurse in 2022 at Denmar Psychiatric hospital. I resigned 30 June 2024 to embark in my new journey of Phelang Occupational and Wellness Services that opened its doors officially 01 October 2024.

Do you think your career was the best choice and why?

Since my childhood my dream was to embark in the health industry, I made a choice in nursing that has helped me align my career therefore I have studied and went up the ladder proving that I am passionate about health and making a difference in people's lives.

If you could, what would you change in the world?

I would transform accessibility to education.

What is this part of your life experience would you alter if you had a chance to?

Go back to high school better my marks in Maths and Physics to qualify for Medicine

If you were to write a book about yourself, what would you name it?

“My journey in life”

How do you handle adversity and doubt?

Firstly, I preoccupy my mind with positive thinking, I believe in myself. Secondly I see myself at the end part of whatever I want to achieve.

What are some of the mistakes you wished you could have avoided in life?

Not having enough investments when I started working and to also investigate multiple streams of income.

What is the name of your company and what is its specialty?

Phelang Occupational and Wellness Services we offer occupational health services employee fitness screenings, employee wellness campaigns, Wellness screenings physical examination i.e. blood pressure blood glucose, immunization, wound care, acute and chronic illness therapy, we have collaborated with other multi-disciplinary team we have counselling, antenatal care, post-natal care we can name a lot we are a clinic

How did you come up with the name for your company?

Phelang translate to “live”. My other Pedi name is Pheladi the first 5 letters of phela-ng is from my name, so I wanted my establishment to have a sense of belonging to me, it's for my legacy

What made you decide this type of business?

At some stage I was doing locum work for other companies then I just one day woke up with an edge to create something for myself, the impact made in others needed to belong to me as I have studied, so it must now start benefiting me in a way.

How did you know that you had the right idea?

I saw myself as the CEO then when I started, I knew I'm not turning back.

What was your key driving force to become an entrepreneur?

Staying focused and motivated.

What kind of values exist in your organization?

Humanity, kindness, empathy and loyalty

What is a typical day like at your business office?

Dyas differ and we are still at foundation phase of the establishment, we look out for booked appointments, cleaning, counting and restocking.

Where do you see your company in five years?

Second bigger branch to be named Phelang Medical Practices Incorporated this one to have offices and permanent residents of another multi-disciplinary team.

“I did not read on any business, but I have been motivated by social media”

Where do you see your company in five years?

Second bigger branch to be named Phelang Medical Practices Incorporated this one to have offices and permanent residents of another multi-disciplinary team

How many hours do you work on average, per day?  
8 to 10 hours.

How do you describe your typical day?

My typical day would be busy when I have appointments of over 10 clients that comes for different services.

How has your business life affected your family life?

Some days I take work to home to continue working, but fairly so not much I only stay with my daughter, and I can say I visit home regularly.

What motivates you in your entrepreneurial journey?

The fact that I am making a difference in others keeps me going and wanting to continue

What are your principles?

Respect, honesty, humanity, and caring kindness

How do you define your success?

Being consistent in impacting others.

Do you believe there is some sort of pattern or formula to become a successful entrepreneur?

Collaboration, consultation, referral, focused and be determination.

What is your favourite aspect of being an entrepreneur?

When I receive a review or gratitude from satisfied clients. When I get referrals from people who have used my services and now, they refer others and positive feedback.

What has been your most satisfying moment in business?

My first client of 45 employees for their fitness screenings when I just opened 4 months it reassured me that indeed my services are needed the client saw my post on Facebook.

What service(s) or product(s) do you offer?

Occupational health, wellness services, collaboration with others and counselling

Did you experience failures? If so, what did you learn from them?

Learning from failures will make one strong and not to repeat.

Does technology work for your business and how?

I use a software GoodX this software my clinic is paperless I write consultation notes, sick note, referral letters using it, I mean I do everything. I also use Amtronix this is where all the occupational screenings like vision, audio (hearing) lung function and fitness certificate that is also paperless.

Who has been your greatest inspiration?

I draw inspiration from others hence I attend seminars and belong to movements of nurse entrepreneurs to be motivated and continue learning these platforms also makes it easy for collaboration and referral of clients if they require a services that I don't offer example I am not a midwife but through collaboration when a client requires such services, I have contacts to refer.

What business-related book has inspired you the most? (or, what is your favourite book?)

Honestly, I did not read on any business, but I have been motivated by social media.

What is your greatest strength?

I am a risk taker, am creative, I adapt easily and I communicate effectively.

What is your greatest weakness?

Over thinking

What piece of advice would you give to those who want to become entrepreneurs in your sector?

Believe in your dreams, consult with others, collaborate, and see yourself as the winner already.

If you had a chance to start your career over again, what would you do differently?

I would study, study and study further

What would you say are the top three skills needed to be a successful nursing leader?

Team building Communication Willingness to help

What entrepreneurial tactics have you discovered to keep you focused and productive in your day-to-day busy schedule?

Delegation

What is your daily slogan?

Believe in yourself, you can achieve anything Positive thoughts equals a positive life.

How do you describe your leadership in one word?

Motivator

What is your advice to the young nurses?

Surround yourself with people that share same sentiments, set out realistic, achievable goals, have a positive attitude and be open to constructive criticism.

“Believe in your dreams, consult with others, collaborate, and see yourself as the winner already”

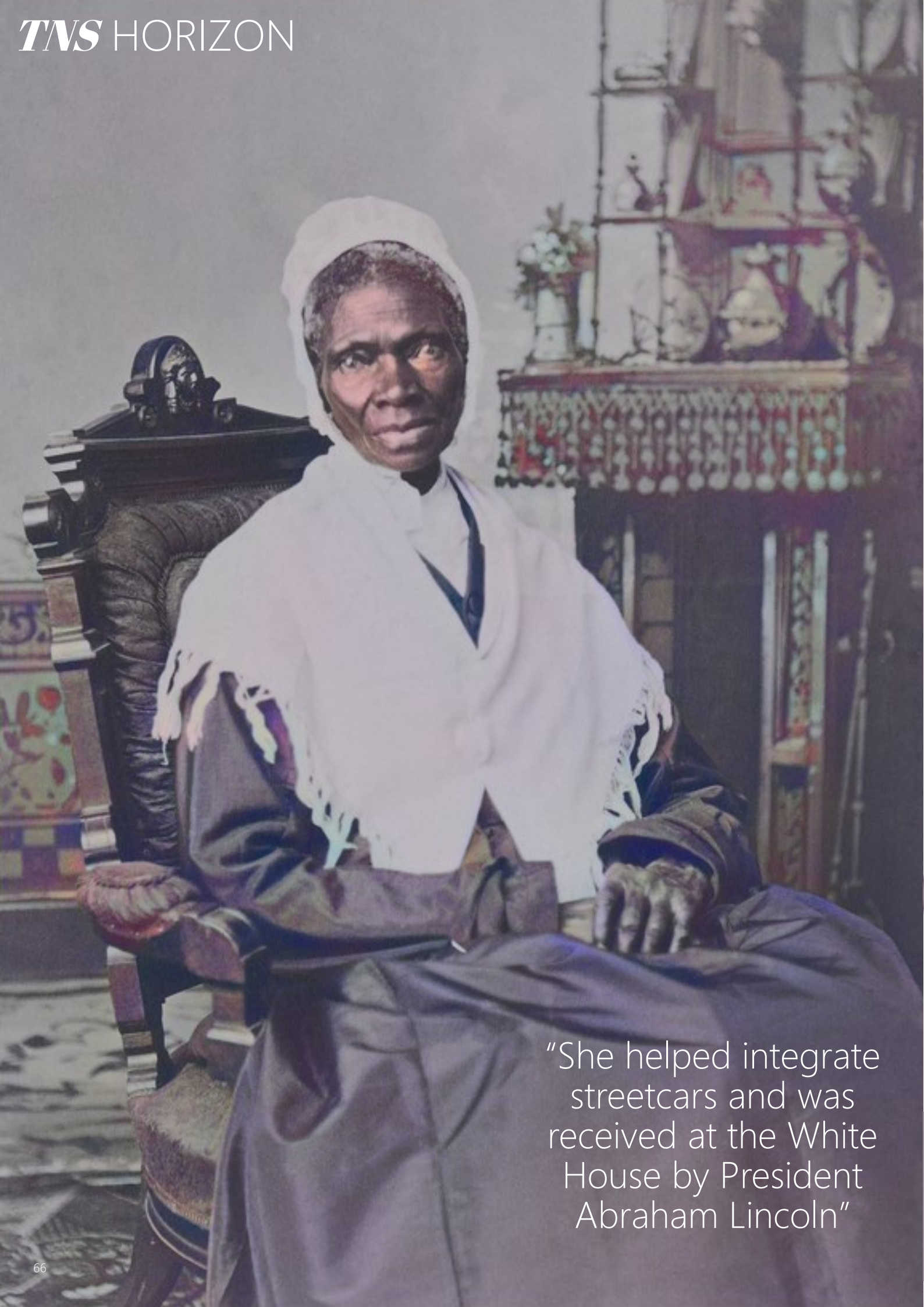


“The fact that I am making a difference in others keeps me going”

P.N.T.

SAMF  
Primary Care  
valdieu  
MANAGING FOR HEALTHY CARE RELATIONS  
HEALTHCARE  
ARTS & IDE

DREAMS  
DONT  
COME  
TRUE  
TRUE  
GOALS  
DO  
SR BABES



“She helped integrate streetcars and was received at the White House by President Abraham Lincoln”

# Sojourner Truth

'American evangelist  
and social reformer'

Article by [www.britannica.com](http://www.britannica.com)

Sojourner Truth (born c. 1797, Ulster County, New York, U.S.—died November 26, 1883, Battle Creek, Michigan) was an African American evangelist and reformer who applied her religious fervour to the abolitionist and women's rights movements.

Isabella was the daughter of enslaved people and spent her childhood as an abused chattel of several masters. Her first language was Dutch. Between 1810 and 1827 she bore at least five children to an enslaved man named Thomas.

Just before New York state abolished slavery in 1827, she found refuge with Isaac Van Wagener, who manumitted her. With the help of Quaker friends, she waged a court battle in which she recovered her small son, who had been sold illegally into slavery in the South. About 1829 she went to New York City with her two youngest children, supporting herself through domestic employment.

In 1843 she left New York City and took the name Sojourner Truth, which she used from then on. Obeying a supernatural call to "travel up and down the land," she sang, preached, and debated at camp meetings, in churches, and on village streets, exhorting her listeners to accept the biblical message of God's goodness and the brotherhood of man.

In the same year, Truth was introduced to abolitionism at a utopian community in Northampton, Massachusetts, and thereafter spoke on behalf of the movement throughout the state. In 1850 she travelled throughout the Midwest, where her reputation for personal magnetism preceded her and drew heavy crowds. She supported herself by selling copies of her book, *The Narrative of Sojourner Truth*, which she had dictated to Olive Gilbert.

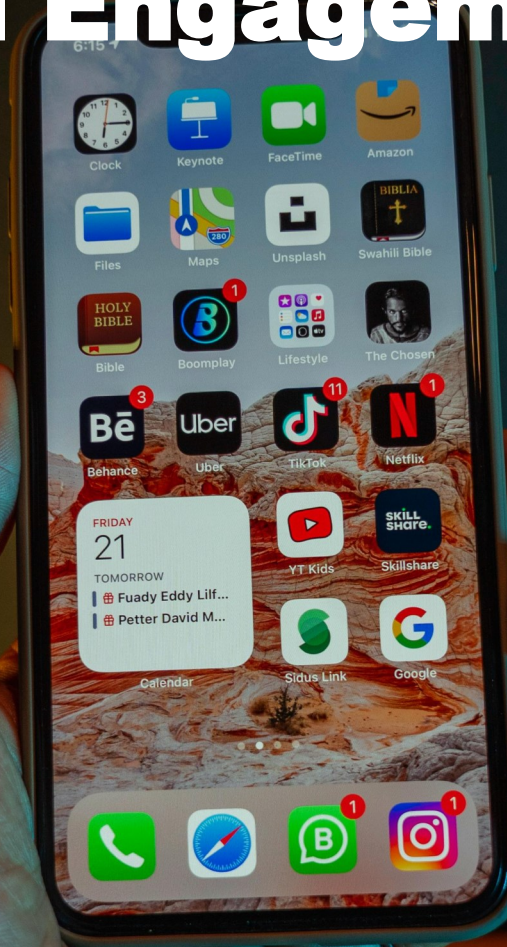
"Obeying a supernatural call to travel up and down the land, she sang, preached, and debated at camp meetings"

Encountering the women's rights movement in the early 1850s, and encouraged by other women leaders, notably Lucretia Mott, she continued to appear before suffrage gatherings for the rest of her life. In the 1850s Sojourner Truth settled in Battle Creek, Michigan.

At the beginning of the American Civil War, she gathered supplies for black volunteer regiments and in 1864 went to Washington, D.C., where she helped integrate streetcars and was received at the White House by President Abraham Lincoln.

The same year, she accepted an appointment with the National Freedmen's Relief Association counselling formerly enslaved people, particularly in matters of resettlement. As late as the 1870s, she encouraged the migration of freedmen to Kansas and Missouri. In 1875 she retired to her home in Battle Creek, where she remained until her death.

# Ethical considerations in nursing: Framing and Restraining the Power and Impact of Social Media Posts and Engagement



“Ensure your sources are credible and your tone is constructive”

“Responsible use of these platforms safeguards our patients, our profession, and the trust placed in us by society”



Article By Dr Augusta Dorning and Sr Zanele Cekiso,

#### Introduction

On 21 August 2025, my co-author Zanele Cekiso posted a hard-hitting and insightful post to LinkedIn. This is what Zanele said: Over the past few months, we've seen nurses getting suspended because of their unethical use of social media.

I saw it fit for us to have this conversation and raise awareness, especially because we are living in an era where a tech-savvy generation is now part of the workforce. We had a TikTok Live on Monday (Full conversation video posted on my YouTube channel, Link <https://lnkd.in/dyqYggSF>).

In going through available policies and guidelines, here are some of the important do's and don'ts for nurses (and other healthcare workers) on social media:

#### Do's

- Keep posts legal, ethical, accurate, and respectful.
- Protect patient confidentiality at all times – no sharing of identifiable patient information.
- Distinguish between your personal voice and professional role.
- Use social media as a tool for education, engagement, and advocacy responsibly.

#### Don'ts:

- Don't post content that could bring your profession, employer, or colleagues into disrepute.
- Don't use work logos, branding, or official positions without permission.
- Don't publish unverified information or personal opinions that may be mistaken for official statements.
- Don't forget that even personal posts can be linked back to your professional identity.
- As healthcare professionals, we must balance our right to free expression with the responsibility of safeguarding public trust in nursing and health services. I'd like to hear your thoughts: Do you think nurses and healthcare workers are getting enough guidance on responsible social media use, or are we learning the hard way through disciplinary actions? Freedom on social media? Is there such a thing as social media freedom?

I asked the Co-Pilot for a framework.

As healthcare professionals are we free to comment as we like on social media or should we be mindful of our role as professionals in doing so?

That's a thoughtful and timely question, Dr.—and one that speaks directly to the intersection of professional identity and public discourse.

#### Freedom with Boundaries

Yes, healthcare professionals do have the right to express themselves on social media. But that freedom is not absolute. It's shaped by ethical obligations, professional codes, and the trust society places in the medical profession. The Health Professions Council of South Africa (HPCSA), for example, outlines clear expectations in its Ethical Guidelines on Social Media, emphasizing that healthcare is a moral enterprise built on public trust.

#### Key Principles to Keep in Mind

Here are some core considerations drawn from current guidelines and best practices:

**Maintain Professionalism:** Your online presence reflects your professional identity. Avoid posts that could be seen as disrespectful, discriminatory, or misleading.

**Protect Patient Confidentiality:** Never share identifiable patient information—even if anonymized—without explicit consent.

**Avoid Conflicts of Interest:** Be transparent about affiliations, sponsorships, or endorsements.

**Uphold the Profession's Image:** Comments that undermine public trust in healthcare can have wide-reaching consequences.

**Be Cautious with Medical Advice:** Offering clinical opinions online can blur boundaries and create liability risks.

**Correct Misinformation Responsibly:** If you choose to engage in public health education, ensure your sources are credible and your tone is constructive.

#### The Spirit of the Guidelines

The HPCSA, The Allied Health Professions Council and the South African Nursing Council frame these expectations not as restrictions, but as part of a lifelong commitment to ethical practice and societal wellbeing. Social media can be a powerful tool for advocacy, education, and connection—but it must be wielded with care.

#### Perception vs Reality?

As a healthcare professional you are at all times a role model, even when you are off duty. Your role in the community is highly regarded at all times.

Hence, a callous word or a nasty inflection causes irreparable harm to not only your own professional image but to that of the profession you serve as a whole. In most circumstances you also bring disrepute to your organization and the perception that the community has of the care delivered there!

We have no other alternative but to be kind and to care. Expressing your hatred or disdain for any matter reduces your value.

#### Conclusion

As healthcare professionals, our responsibility extends beyond the bedside into every space where our voices are heard, including social media. Responsible use of these platforms safeguards our patients, our profession, and the trust placed in us by society. At the same time, we must continue to reflect, research, and advocate for updated policies and guidelines that evolve with the digital age. In doing so, we not only protect ourselves and our profession, but also harness social media as a powerful tool for education, advocacy, and advancing healthcare.

Compiled by Zanele Cekiso, Clinical Advisor (SEAD Consulting) HIV/AIDS Program Specialist and Dr Augusta Dorning, Managing Partner (Extraordinary Hospitals of Africa)

“You witness  
vulnerability,  
resilience, and  
transformation  
daily”



# Limpo Jay Machila

## A Graceful Nurse

Limpo Jay Machila, born on 14th July 1999, is a Zambian Registered Nurse whose career embodies compassion, resilience, and a deep commitment to community health. A devout Seventh-day Adventist, Jay's integrates faith and service in every aspect of his professional life, championing patient-centred care and ethical leadership across Zambia's healthcare landscape.

Jay's nursing journey began with a Diploma in Registered Nursing from Kaoma College of Nursing and Midwifery in 2020, followed by a Bachelor of Science in Nursing from Rusangu University, conferred on 7th September 2025. His academic foundation laid the groundwork for a dynamic career spanning maternal and child health, general ward care, and outpatient services.

He first served as a Maternal and Child Health Nurse at Sinda Zonal Health Centre, where he delivered antenatal and postnatal care, conducted safe deliveries, and led community outreach programs. His dedication and leadership quickly elevated him to MCH In-Charge at Nsheketeni Mini Hospital, overseeing critical services such as immunization, nutrition education, and safe motherhood initiatives from June 2021 to December 2024.

Currently, Jay serves as a General Nurse at Nsheketeni Mini Hospital, providing direct care in the general ward, outpatient, and inpatient departments. His responsibilities include monitoring vital signs, administering medications, coordinating discharge planning, and responding to emergencies with precision and empathy. He is known for his meticulous record-keeping, collaborative teamwork, and unwavering commitment to infection prevention and control.

Jay holds multiple professional certifications, including licenses from the General Nursing Council of Zambia and specialized training in Gender-Based Violence, HIV care, IMCI, and reproductive health services. Fluent in English, Silozi, and Chewa, he bridges cultural and linguistic gaps to deliver inclusive healthcare.

Beyond clinical duties, Jay is a mentor, educator, and advocate for ethical practice. His leadership style is rooted in humility, evidence-based decision-making, and a passion for uplifting underserved communities. Whether training junior staff, leading outreach programs, or comforting patients, Jay exemplifies the heart of nursing.

“I've learned to respond with grace and assertiveness”

“Good morning,  
I’m Nurse Machila.  
I’ll be taking care of  
you today”



What is your current position?

I am a general ward nurse, currently serving in both the outpatient (OPD) and inpatient (IPD) departments.

What is your work responsibility?

My responsibilities include patient assessment, medication administration, wound care, documentation, and collaborating with the healthcare team to ensure holistic care. I also educate patients and families on health matters.

What is the first thing you do when you arrive at your workstation?

I greet my colleagues, check the handover book, and mentally prepare myself through a short prayer or moment of reflection.

What is the foremost tendency you practice as a team after the morning handover, just before starting daily duties?

We clarify roles, prioritize critical cases, and ensure that all necessary supplies are available. Team alignment is key.

How is your relationship with your unit leader?

Respectful and professional. I value open communication and accountability, which helps us work effectively together.

How is your relationship with your fellow colleagues?

Supportive and collaborative. We understand that teamwork is essential in nursing, and we uplift each other during challenging shifts.

How do you introduce yourself to a patient you meet for the first time?

With warmth and professionalism: “Good morning, I’m Nurse Machila. I’ll be taking care of you today. How are you feeling?”

How do you address a rowdy patient or their family?

I remain calm, listen actively, and use de-escalation techniques. I remind them that we’re here to help and that mutual respect is essential.

Have you ever encountered disrespect, and how did you feel or react?

Yes. It’s disheartening, but I’ve learned to respond with grace and assertiveness. I report serious cases and seek support when needed.

In case you encounter bullying tendencies at your workplace, how do you react?

I document the incident, report it through the proper channels, and seek guidance from trusted mentors or leaders. Silence enables toxicity.

How does it feel to work with a reputable and responsible doctor?

It’s empowering. It boosts morale, improves patient outcomes, and fosters mutual respect across the team.


How do you feel when you hear the footsteps of the Matron or assistant manager moving around your unit?

Alert but confident. Their presence reminds us of accountability but also offers an opportunity to showcase our dedication.





"We understand  
that teamwork is  
essential in  
nursing"



s a unit or team, how do you contribute to avoiding unnecessary arguments?

We practice active listening, clarify misunderstandings early, and focus on solutions rather than blame.

How effectively do you spend your lunchtime?

I use it to recharge—whether through a quick meal, a short walk, or quiet reflection. It's vital for mental clarity.

As a unit or team, what mechanism do you apply to prevent mental health issues in your work environment?

We check in on each other, encourage breaks, and promote open conversations about stress. Peer support is our first line of defence.

In case of any misunderstanding, how soon do you reconcile with your colleagues?

As soon as possible. Nursing demands unity, and unresolved tension affects patient care.

Do you experience absenteeism in your unit? If yes, what could be the cause?

Occasionally. Causes include burnout, personal emergencies, or lack of motivation. Addressing root causes is key.

Have you ever suffered burnout? If yes, what was the cause and how did you conquer it?

Yes, during peak, patient loads and staffing shortages. I overcame it through prayer, mentorship, rest, and re-centering my purpose.

Have you ever experienced losing a patient you cared for? How did you deal with it?

Yes. It's painful. I allow myself to grieve, debrief with colleagues, and find comfort in faith and reflection.

In a nutshell, how does it feel to be a bedside nurse?

It's humbling and sacred. You witness vulnerability, resilience, and transformation daily. It's more than a job, it's a 'calling'.

What is your philosophy when it comes to clientelling?

Treat every patient with dignity, empathy, and personalized care. Build trust through consistency and compassion.

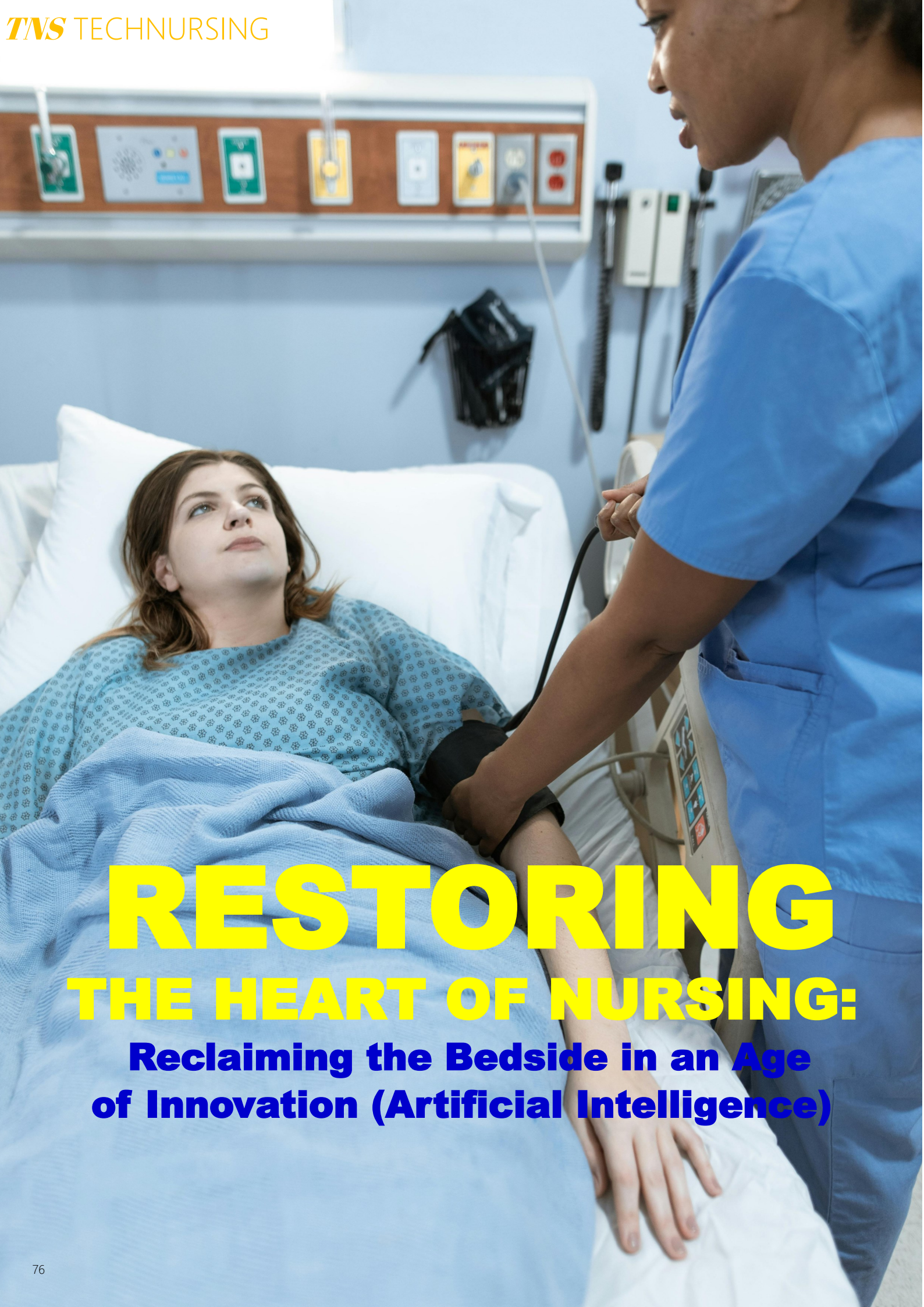
As a bedside nurse, do you feel appreciated or unappreciated?

Both. Appreciation often comes from patients and families, but systemic recognition is still lacking. We need more advocacy.

What is your suggestion concerning the improvement of the nursing sector?

Invest in continuous training, fair compensation, mental health support, and leadership development. Nurses are the backbone of healthcare.

“Nursing demands unity, and unresolved tension affects patient care”



# **RESTORING THE HEART OF NURSING:**

## **Reclaiming the Bedside in an Age of Innovation (Artificial Intelligence)**

# “Let us be clear—this is not about replacing the nurse”

Article By Dr Estelle Le Roux PhD



## Abstract

Bedside nurses are the backbone of patient care\*, yet they are\* increasingly overwhelmed by administrative burdens and non-clinical tasks that distance them from their core purpose.

This reflective commentary explores the critical importance of restoring nurses to the bedside, supported—not displaced—by thoughtfully integrated artificial intelligence (AI).

As healthcare embraces digital transformation, it must also protect the therapeutic essence of nursing: human connection, presence, and healing. The article calls for systems and leadership that honour, uplift, and reinvest in bedside nursing as the heart of effective, compassionate care.

## Main Article

Bedside nursing resonates deeply with me\*,\* because bedside nursing is not just important—it is the heartbeat of our profession. It is the reason I became a nurse. At the bedside, we witness the rawness of human vulnerability, the courage of healing, and the quiet heroism that defines true nursing.

This is where nursing lives: in the gentle touch, the reassuring presence, the clinical expertise, and the unwavering compassion that professional nurses bring to every shift. Bedside nurses are the soul of patient care. They carry the emotional and physical weight of the healthcare system—often without fanfare, recognition, or sufficient time.

And yet, they deserve more. They deserve our respect, our advocacy, and above all, our support—especially from leadership, policymakers, and the broader healthcare team. The strength of any healthcare system rests on the shoulders of those who stand at the bedside, day after day, with courage, skill, and heart.

But today, we find that bedside nurses are increasingly burdened—not by the complexity of patient care, but by an avalanche of administrative duties, digital documentation, and non-nursing tasks. These distractions rob nurses of what they value most: time with their patients.

Time to connect. Time to listen. Time to heal. Herein lies a new hope: Artificial Intelligence (AI). When wisely and ethically implemented, AI can serve as an ally rather than a threat to the nursing profession.

Intelligent automation has the potential to streamline routine documentation and reduce the administrative burden of non-clinical tasks such as billing, scheduling, inventory management, and pharmacy stock replenishment – functions often required by pharmacy and finance departments.

This not only minimises manual errors and accelerates service delivery but also allows nurses and other professionals to devote more time to direct patient care. AI-driven automation further contributes to cost-efficiency by enhancing productivity and eliminating repetitive tasks.

A second area where AI adds value is through digital technologies that improve the efficiency and quality of care. Examples include electronic health records, digital appointment scheduling systems, and online patient portals.

Let us be clear—this is not about replacing the nurse. It is about restoring the nurse to his or her rightful place at the centre of healing. It is about creating space for human connection, therapeutic communication, and the compassionate hands-on care that no machine can replicate.

If we are serious about honouring the profession of nursing, then we must invest in systems and technologies that elevate the practice, rather than erode its soul. We must listen to the voices of those at the bedside and ensure they are equipped, supported, and celebrated—not sidelined by the very systems meant to assist them.

The future of healthcare depends on our ability to remember what makes nursing extraordinary. Let us lead with wisdom and heart. Let us use innovation not to replace, but to restore. And let us never forget that healing begins at the bedside—with a nurse.

## Conclusion

To truly advance healthcare, we must re-centre nursing at the bedside—where healing begins, and where human presence carries irreplaceable power. While innovation offers promising tools, it is only through thoughtful integration that technology can enhance rather than displace the nurse's role. Nurses are not adjuncts to the system; they are its foundation.

Restoring their presence at the bedside is not just a professional necessity—it is a moral imperative. By valuing their voice, supporting their work, and preserving the essence of compassionate care, we can build a future in which technology serves humanity, and nursing remains a deeply human art.

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# Randy

# Loveless

I have been a nurse my entire career, entering the field right out of high school. Since 1999, I have worked in healthcare facilities around the country, from bedside to boardroom. I have been a travel nurse, charge nurse, Manager, Director, Executive Director, Chief Operating Officer, and a national healthcare consultant.

I have my BSN, a Bachelor in Management, and a Master in Business Administration. I broke into the legal nurse consulting world back in 2017 and founded my own firm in 2021. Now, I get to realize my dreams of not only running a successful legal nurse consulting firm, but also helping other nurses leverage their true value and maximize their earning potential. I look forward to meeting you and hearing your story! .



"I broke into  
the legal nurse  
consulting world  
back in 2017"



“I am my own boss,  
get to work where and  
when I want, and get  
to spend lots of time  
with my family”

I was born and raised in small town USA. I spent my childhood in a place called Mullins, South Carolina. Myrtle Beach was my routine escape, as my hometown was about an hour from there. I came from humble beginnings, which taught me that life is about much more than money and success. I am grounded in my faith and my family, and understand that there is more to be achieved through giving than receiving. This philosophy has led me to places I never dreamed, and has enabled me to help others realize their dreams as well.

Professionally, I have enjoyed a long and winding career as a nurse. My wife (who is definitely my better half) is also a nurse, and for the first decade or so of my career we worked as travel nurses, explored the country, gained experience, and had great adventures together. We then settled down, and I began to put more letters behind my name.

I obtained my BSN for the first time, then achieved a Bachelor in Management, and finished out college with a Master in Business Administration. I decided to go into leadership, and held roles as Manager, Director, Executive Director, Chief Operating Officer, and National Healthcare Consultant. I left all of that to realize my dreams of becoming an entrepreneur and started my legal nurse consulting firm. From there, my passion to grow and develop those around me resulted in the organic development of this program, Catalyst Coaching and Mentoring.

I am now truly living my dreams! I am my own boss, get to work where and when I want, and get to spend lots of time with my family. My wife, Jennifer, has since joined me in my endeavours and assumes a primary leadership role in my legal nurse consulting company.



*Randy Loveless*

“Professionally,  
I have enjoyed a  
long and winding  
career as a nurse”



“I love to watch the sun set behind the mountain from my back patio!”

**Who is Randy Loveless?**

I am a Christian, a husband, a father, and a family man. I have been a nurse for 26 years and have moved through the ranks of healthcare leadership. After a role as COO, I became a national healthcare executive consultant. I left the hospital to start my Legal Nurse Consulting firm and became successful in that company.

I then started mentoring other nurses on how to be successful as Legal Nurse business owners as well. That is where the majority of my time is spent now... pouring into other nurses to help them change their futures and live their dreams!

**What is your birth month?**

February

**Who is your lifetime friend?**

BJ Larymore

**Who is your lifetime neighbour?**

I do not have one because we have tended to move and travel a ton.

**Who is your lifetime colleague?**

My wife, Jennifer, who is also a nurse.

**What is your soul food?**

Fried Chicken!

**What is your favourite garment?**

A pair of well-worn jeans

**What do you like the most between sunrise and sunset? Why?**

I love to watch the sun set behind the mountain from my back patio! It's a perfect way to unwind and end the day.

**What is your best day in the week? And why?**

I honestly love them all! I love what I do so I never feel like I'm working! That said, Sundays are great to refill my cup and reconnect to my Savior.

**Who is this person you cannot finish a day without having spoken to?**

My wife

**What are your values?**

Great question! My life and my companies are built on similar values. Integrity, honesty, transparency, and kindness.



“My life and my  
companies are  
built on similar  
values”



“I didn’t realize  
at the time that  
I would fall in love  
with the profession!”

**What is your favourite spot?**

My favourite spot is my back patio!

**Why did you choose nursing?**

Honestly, I went into nursing because my Mom is a nurse and it looked like a way to make good money while I figured out what I wanted to do with my life. I didn’t realize at the time that I would fall in love with the profession!

**Who was your role model?**

My parents and my sister. They taught me from an early age that there is no replacement for strong morals and a splendid work ethic.

**How were your college days?**

Nose to the grindstone! I have never been great at standardized tests, so nursing school was a real challenge for me! When I wasn’t at school or studying, I was working 12 hour nights as an ED Tech.

**Do you recall any naughtiness?**

Oh, for sure in my teenage years! Once I got out of high school and found Christ at the age of 18, though, I have been pretty straight-laced ever since.

**What was the prevalent college or university culture then?**


I obtained my ADN from a Technical College. It was pretty much a focus on learning and not a lot of extracurricular activities. It wasn’t until years later that I went back to school and obtained my BSN, a Bachelor in Management, and my MBA.

**What kind of student were you?**

My class started with 80 and finished with 15. I was one of the 15, but I was the one that no one expected to make it! I studied hard, but always passed by the skin of my teeth! In fact, my nickname throughout nursing school was the Great Randini!

**What remarkable lesson did you take with you from the college or university?**

There is power in being the underdog.



"I went  
into nursing  
because my Mom  
is a nurse"

“I am a CEO  
of 3 companies  
now and I teach  
online courses for  
nurse executives on  
the side”

**When was your first day as an employed nurse? And how did you feel?**

January 1999. I was scared to death! Honestly, I was just praying that I didn't kill anyone!

**How old were you when you became a nursing professional?**

21 years young.

**What is your current role in nursing?**

I am a CEO of 3 companies now and I teach online courses for nurse executives on the side.

**What is your greatest skill as a RN?**

I think my greatest skill has been to leverage my resources and to never stop learning and growing.

**What is the hardest thing about being an enthusiastic community serving RN?**

The politics in nursing have become nearly insurmountable and are, I believe, the foundational challenge for nurses.

**In your current position, what are you enthusiastic about?**

I LOVE mentoring and helping nurses create brighter and better futures!

**How many ranks have you gone through in your nursing path?**

Staff Nurse, Charge Nurse, Clinical Supervisor, Manager, Director, Executive Director, Chief Operating Officer, Executive Consultant, and Nurse Entrepreneur.

**What highest rank have you achieved?**

In-house, COO. In the profession, CEO.

**How do you manage stressful issues?**

A number of ways. First, I remember that there is more to life than our stressful situations and that there is eternity after this short life we live on earth. Second, I always look at the bright side of stressful situations and try to count my blessings with gratitude. Third, I happen to life and try to never allow life to happen to me.

**What are your professional values?**

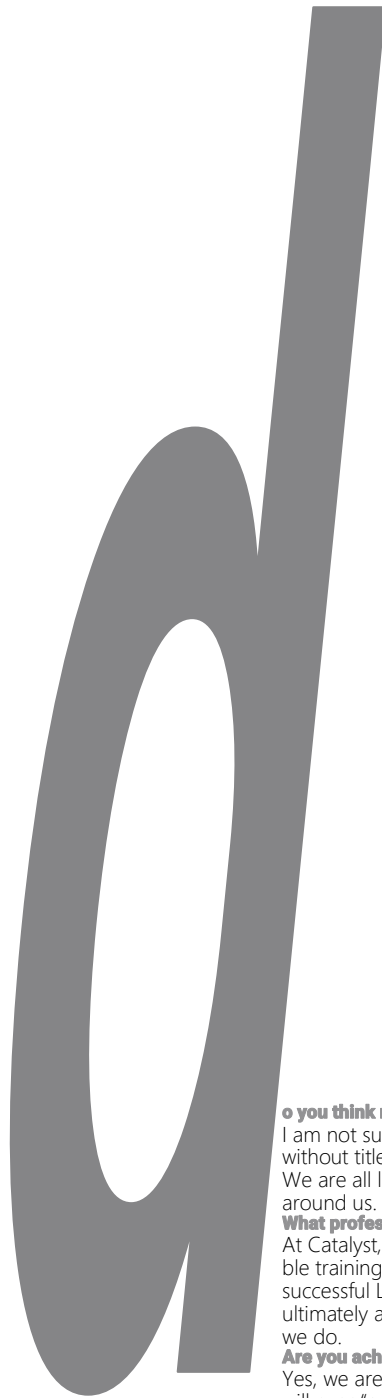
My professional values align with my personal ones: Integrity, Honesty, Transparency, Kindness

**What kind of leadership do you apply? Bossy or role model?**

I definitely try to role model over being bossy. There are certainly times that I am responsible to make the decision, but I try to seek out wise counsel to come to the best possible solution. I never like being the smartest person on the team, so I surround myself with those more skilled and with more intelligent experience than me.



"I LOVE mentoring  
and helping nurses  
create brighter and  
better futures!"



“In my community,  
I am a mentor to  
nurses, I am a co-leader  
for worship in my  
church, and I am on the  
Board of Directors”

**Do you think nursing management is universal? Why?**

I am not sure I understand this question. If you are asking if those without titles are also leaders, the answer is a resounding YES! We are all leaders, mostly to our future selves, but also to those around us.

**What professional goals did you set for yourself or your team?**

At Catalyst, we are seeking to be the most trusted and dependable training and mentoring platform to convert nurses to successful Legal Nurse Consultant business owners. For us, it's ultimately about changing lives, though. That drives everything we do.

**Are you achieving them?**

Yes, we are! We exceed every goal we set, but I do not think we will ever “arrive” because there will always be nurses accepting less than their full potential.

**Would you sometimes be tempted to be a parent to your team?**

Nah. I'm only a Dad to one little girl. My team is made of adults who are responsible for their own actions and outcomes.

**How do you describe your leadership in one word?**

Driven.

**What exceptional role do you play in the nursing sector?**

I play the role of mentor, teacher, and coach. I refuse to accept that nurses only deserve what's given to them. The fact is they deserve so much more. They only have to be courageous enough to chase it.

**What exceptional role do you play in your community?**

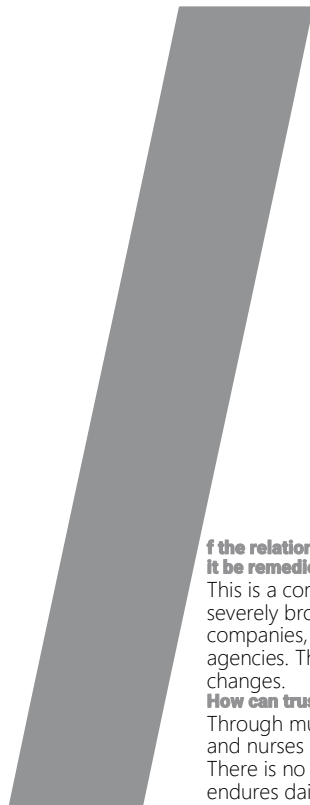
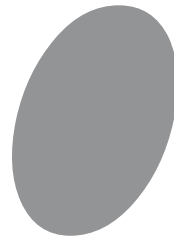
In my community, I am a mentor to nurses, I am a co-leader for worship in my church, and I am on the Board of Directors for a local Children's Services Organization.

**From your point of view what relationship is there between the communities and the nursing professionals?**

Nursing has long been one of the most trusted professions. I think the community needs nurses to maintain energy and positive momentum in the pursuit of healthcare excellence. The focus that I chose to do this is through Legal Nurse Consulting, where we get to advocate for truth like no other specialty.



"I refuse to accept  
that nurses only  
deserve what's  
given to them"



“There is no way  
the general public  
understands what a  
nurse endures daily”

**f the relationship (between the two) is not in good condition, how can it be remedied?**

This is a complicated question, as healthcare as a system is severely broken. Like it or not, healthcare is run by insurance companies, big pharmaceutical companies, and governmental agencies. There is little hope for massive improvements until this changes.

**How can trust be established between the two groups?**

Through mutual respect and compassion. Unfortunately, patients and nurses have a difficult time empathizing with one another. There is no way the general public understands what a nurse endures daily, and nurses easily get caught up in check boxes, regulations, and the push to work faster with less... forgetting about the human in the bed.

**Has nursing changed for the better?**

I do not believe it has. The stress and responsibility of nursing have increased while pay and respect have not kept pace. That said, I truly see Legal Nurse Consulting as a specialty nursing field that has massively improved over time and is only getting stronger and better, allowing nurses to leverage their license to achieve true lifestyle freedom, set their own schedules, and make more than ever before.

**Do you see any possibility of nursing businesses being listed at the Stock Exchange?**

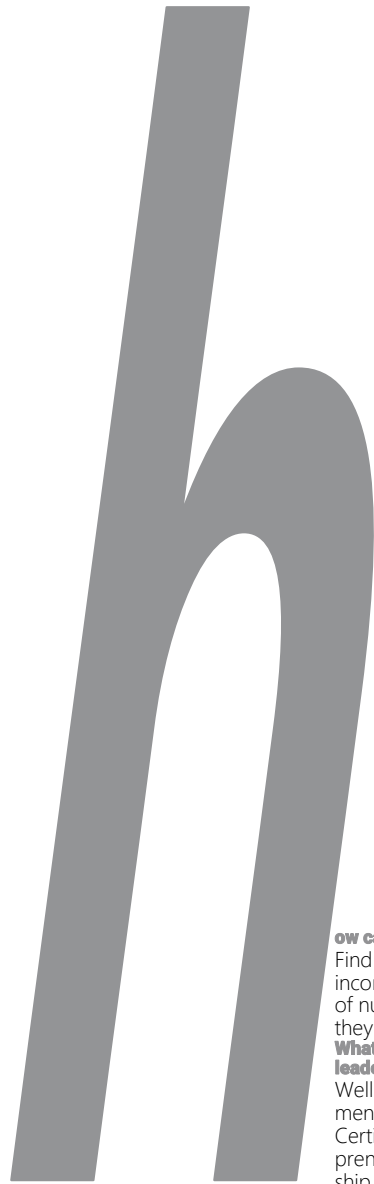
Maybe. Anything is possible!

**What wisdom to apply in making the mixture of several generations in nursing work in one accord?**

Understanding and patience, mutual respect, and intentional focus on the strengths of each generation. This is largely the duty of management.



“There is little  
hope for massive  
improvements  
until this changes”



“Find an area of nursing that provides freedom, flexibility, high income, and challenge”

**How can young nurses keep rekindling their passion?**

Find an area of nursing that provides freedom, flexibility, high income, and challenge. If they can pour themselves into an area of nursing that reciprocates their work with huge advantages, they can realize long-term success and fulfillment.

**What higher education should one acquire to reach a level of your leadership?**

Well... I have a Bachelor's in Nursing, a Bachelor's in Management, a Master's in Business Administration, and I am a Board Certified Nurse Executive. That said, to reach my level of entrepreneurial success, only a nursing degree and a good mentorship are needed. That is what drives me to get out of bed every morning... to be that mentor and to change the lives of nurses for the better.

**What is your advice to the nursing leadership?**

Continue to grow and learn, and be willing to fail. Never settle for what others tell you is allowed or possible. Even those above you. You control your future, and your value is far higher than you're being told.

**What is your advice to the young nurses?**

Dig in, learn, and grow. Learn from everyone... those you want to be like and those you never want to emulate. Get a firm nursing foundation so you can build on that to be great and live your dreams.

**What is your advice to the nursing students?**

Keep pushing and graduate. Get a job in nursing. Any job. You don't need to specialize right out of school. In fact, bouncing around a bit can pay off big time in the future. Don't be afraid to try new things and be willing to grow through your failures. You're just starting out in this profession, but the future is still yours to write. Write a good one!

**How do you perceive the future of nursing?**

I believe that technology and AI will continue to morph the profession, making us less task-oriented and more relationship and assessment-based.



“Continue to  
grow and  
learn, and be  
willing to fail”



# ‘They told her healing had a color. She proved that wounds bleed the same’

## *Barrier Breaker: The Legacy of Cecilia Makiwane*



By Ashley Scott, LPN, Arizona, US

They told her no, her dream denied,  
But fire like hers can't be set aside.  
A system of shackles, apartheid's chains,  
She broke through the silence, rewrote the names.

They called it "impossible," she called it her call,  
A nurse who refused to be silenced at all.  
From ashes she carved out a legacy true,  
And every new pathway was paved through the blue.

In Lovedale's halls she claimed her place,  
The first Black nurse with defiant grace.  
She trained new voices, she lit the flame,  
A quiet revolution that carried her name.

No color can cage what compassion ignites,  
No border can bind a nurse's rites.  
Her courage split ceilings, her spirit ran wild,  
She proved to the world that the system had lied.

The laws said "stop," her will said "go,"  
Each patient she healed made history glow.  
One woman's defiance, a nation inspired,  
A torch in her hands, the future rewired.

She broke their lines with steady hands,  
A force apartheid could not command.  
Determination defeats disgrace,  
And history bows to a nurse's grace.

Now centuries later her echo is clear,  
The barriers shatter when courage appears.  
Cecilia's voice still cuts through the storm,  
Resistance in flesh, rebellion in form.

And if they tell you the climb's too steep,  
Remember the doors she refused to keep.  
When systems say, "You can't, you won't,"  
Answer back: I rise, I don't.

# Sweet Potato & Quinoa Patties

[fitmencook.com](http://fitmencook.com)





## Ingredients

Ingredients for 3 to 6 servings:

475g Sweet Potato

1.25 cooked quinoa

1/4 cup dried cranberries

1/8 Cup chopped mint

2 Chopped jalapeños (seeds removed)

## Steps

### Step 1

Spray skillet with coconut oil

### Step 2

Mash cooked sweet potato

### Step 3

Add cooked quinoa, jalapeños, mint and dried cranberries

### Step 4

Form small patties by hand and cook skillet for 20 minutes on medium heat

### Step 5

Enjoy!

### TIPS:

Do not overcook the sweet potato. It should be firm but able to be mashed.

If your patty is too soft, add wheat bread crumbs before adding to skillet.

Make sure the quinoa is not wet when you add it.

Approx macros for 1 of 7 patties.

# Spicy Beef Noodle Bowl

[fitmencook.com](http://fitmencook.com)



## Ingredients

Ingredients for 4 servings

8oz ramen (egg or rice) noodles

lower carb and calorie swaps: zucchini noodles or miracle noodles

Spicy Beef

1 1/4 lb lean flank steak, sliced into thin strips

swaps: chicken, eggplant, portobello mushroom caps, shrimp

1 tablespoon sesame oil

1 tablespoon sriracha

1 tablespoon ginger (fresh or powder)

3 garlic cloves minced

2 tablespoons low sodium tamari (or soy sauce)

2 teaspoons chili flakes

## Steps

### Step 1

Bring a pot of water to a boil and add the noodles. Allow them to cook for about 6 minutes or until they reach your desired doneness. Drain and set aside.

### Step 2

Add all the ingredients for the spicy beef to a bowl, rub thoroughly then allow it to marinate for 20 minutes at room temperature.

### Step 3

Set a nonstick skillet on medium high heat and once hot, add the beef. Let the beef cook without stirring for 2 – 3 minutes to sear the meat and add color to it. Then toss the meat in the skillet and add the veggies and toss. Then the noodles and gently toss everything together for an additional 4 – 6 minutes.

### Step 4

Pour in the dark soy for the final flavor and to add color to it, and season to taste with tamari.

### Step 5

Garnish and enjoy!

# Panko Parmesan Halibut Sheet Pan Dinner

[fitmencook.com](http://fitmencook.com)



## Ingredients

1 1/2 lb raw halibut, cut into 4 equal sized filets

pinch of sea salt & pepper

Crust

2/3 cup (gluten-free) panko

1/2 cup grated (reduced fat) parmesan

1 tablespoon The Fit Cook Everyday seasoning (now only \$7.49)

1 tablespoon lemon zest

3 tablespoons olive oil

1/4 cup finely chopped parsley

1 lb (thick) asparagus

pinch of sea salt & pepper

spray olive oil or avocado oil

Garnish

freshly squeezed lemon

## Steps

### Step 1

Set oven to 400F/204C.

### Step 2

Lightly season halibut with sea salt & pepper.

### Step 3

In a bowl mix together the ingredients for the crust.

### Step 4

Lightly spray the top of the halibut with oil, then add tablespoons of the crust on top. Gently press it down into the flesh. Add the filets to one end of a baking tray. On the other end, add the asparagus spears. Lightly spray with oil then add sea salt & pepper.

### Step 5

Bake in the oven for 15 minutes, or until the fish is cooked through and the crust is golden brown.

### Step 6

Enjoy with fresh lemon and flake salt if needed!



# Southwest Chicken Smash Burger

[fitmencook.com](http://fitmencook.com)



## Ingredients

### Chicken Mince

10oz raw chicken thighs, fat partially trimmed

6oz raw lean chicken breast

1 chicken-flavored bouillon cube

1 teaspoon garlic powder

2 teaspoons onion powder

1 teaspoon dried parsley

2 teaspoons chorizo seasoning (or chili powder)

1 teaspoon cumin

2 teaspoons smoked paprika

Pinch of sea salt & pepper

### Sweet Chipotle Sauce

5 tablespoons olive oil mayonnaise

3 tablespoons chipotle pepper sauce (from the can)

1 tablespoon white vinegar

3 tablespoons coconut sugar

4 hamburger buns of choice (I recommend sourdough or whole wheat) OR iceberg lettuce for a bun-less option

## Steps

### Step 1

Place ingredients for the chicken mince in a food processor and process until mixed and minced together. Depending on the size of your processor, you may need to do this in batches.

### Step 2

Add minced chicken to a bowl, along with all the spices. Do NOT add salt as the bouillon cube is already pretty salty. Use an ice cream scoop to evenly divide the meat.

### Step 3

Place a carbon steel or cast-iron pan/griddle on medium high heat. Once hot, spray with avocado oil.

### Step 4

Add a scoop of the meat to the pan. Place a piece of parchment paper directly on top of the chicken, then smash it down using the back of a heavy skillet, cup or flat surface.

### Step 5

Let it cook for about 2 – 3 minutes or until sear marks appear, then flip it over using a spatula to cook/sear for an additional 2 – 3 minutes, or until cooked through. Note: if you plan to have cheese, add it once you flip the burger. It is VERY important not to overcook these as they will be VERY dry due to the leanness of chicken.

### Step 6

Build your burger! Toast the buns in the oven, then add some chipotle sauce, the smash burger(s), lettuce, tomato, red onion. Note: cheese is not accounted for in the macronutrient breakdown.

### Step 7

For a lighter version, swap buns with iceberg or green lettuce leaves.

# Holiday Coconut Apple Crisp

[fitmencook.com](http://fitmencook.com)



## Ingredients

### Wet

Ingredients for five 4.40z jars:

Apple filling:

3 large granny smith apples

~1/8 cup tapioca starch (or arrowroot starch)

3 tbsp coconut sugar( or zero calorie sweetener, this will change the macros)

3 tbsp raw, organic honey

juice from 2 tangerines or mandarins

1 tbsp cinnamon

1/2 tsp allspice (optional)

### Crisp/Crust

3/4 cup rolled oats

2 tbsp coconut flour

1/2 cup shredded coconut (unsweetened)

3 tbsp coconut oil (melted)

2 tbsp coconut sugar (or zero calorie sweetener, this will change the macros)

1/2 – 1 tsp cinnamon, depending on preferences

## Steps

### Step 1

Set oven to 375 F.

### Step 2

Core apples and chop into smaller pieces.

### Step 3

In a bowl, mix chopped apples with all of the ingredients of the pie filling. Stir with a spatula and set aside.

### Step 4

In a separate bowl, mix rolled oats with the ingredients of the pie crisp/crust.

### Step 5

Add apple mixture to jars or medium casserole baking dish, and top with the crust.

### Step 6

Bake in the oven for at least 30 minutes or until the top has browned and the apples are soft.

### Step 7

I enjoyed this with Arctic Zero 150 calorie ice cream.

Approximate Macros for 1 of 5 servings/jars:

Note: to lessen the amount of sugar in this recipe, you can use zero calorie sweetener and reduce the amount of raw, organic honey.

A close-up photograph of a banana pop. The top half is a thick slice of banana on a wooden stick. The bottom half is coated in a thick, golden-brown granola mixture. The background is a blurred blue sky. The text 'Banana, Nut Butter & Granola' is overlaid in a large, orange, serif font.

# Banana, Nut Butter & Granola

[fitmencook.com](http://fitmencook.com)

## Ingredients

For 1 serving:

1/2 medium-size banana

1 tbsp natural peanut butter  
(or other nut butter)

1/8 cup raw granola (I used  
Bare Naked)

## Steps

### Step 1

Warm choice of natural nut butter in the microwave for about 10-15 seconds.

### Step 2

Slice a banana in half.

### Step 3

Pour granola onto a small plate.

### Step 4

Dip the banana in the warm nut butter and then roll the peanut butter portion of the banana into the granola.

### Step 5

If you are planning for a party, then stick popsicle sticks into the ends of the banana and place in the freezer or fridge before guests arrive.

### Step 6

Enjoy!

A photograph of a person with dark, curly hair being embraced from behind. The person being embraced has their face buried in the other person's shoulder, suggesting a moment of comfort or support. The background is softly blurred, showing what appears to be a window with white curtains.

# BREAKING THE STIGMA:

**Mental Health in  
Healthcare and How  
We Can Promote  
Change**



Article By Kimberly Maurer, BS, LPN  
Fort Myers, Florida, United States

In healthcare, we're often the ones caring for others, but who's caring for us? It's no secret that mental health in our profession often gets overlooked. We're expected to keep going no matter how much pressure we face. But it's time we start taking mental health and psychological safety seriously, both for ourselves and our teams.

Here's what we should be watching for in those around us:

- Emotional Exhaustion: When people seem drained, disengaged, or are showing signs of burnout, it's crucial to step in and support.
  - Irritability and Mood Swings: Constant stress can lead to emotional outbursts or extreme mood swings that may affect team dynamics.
  - Withdrawing: Employees and colleagues who typically engage may begin isolating themselves or avoiding group activities.
  - Physical Signs of Stress: Complaints of headaches, trouble sleeping, or physical symptoms like tension or muscle aches can be signs of mental strain.
- So, what can we do to help?
- Create Safe Spaces: Let's make it okay to talk about mental health. By sharing our own struggles, we encourage others to open up and seek support.
  - Encourage Self-Care: Remind ourselves and others that it's okay to take a break, set boundaries, and prioritize well-being.
  - Provide Resources: Offer accessible resources like counseling services, peer support groups, and wellness programs that can help mitigate stress.

What are systems doing to support mental health and psychological safety?

Some systems are starting to acknowledge the importance of mental health by:

- Implementing Mental Health Days: Providing designated time off specifically for mental well-being.
- Training Managers: Teaching leadership to recognize signs of stress and burnout, as well as how to have open conversations about mental health.
  - Creating Peer Support Programs: Peer counseling or mentorship programs to offer support in a more relatable, personal setting.
  - Promoting Psychological Safety: Encouraging open communication without fear of retribution, so everyone feels safe to speak up about their struggles.

It's time we demand that mental health becomes a priority in our healthcare systems. When we take care of our minds, we become better equipped to care for our patients and support our teams. This isn't just about survival; it's about thriving in a healthy, sustainable environment.

Let's work together to break the stigma, watch out for signs in ourselves and others, and create solutions that make a lasting impact on our mental well-being.

“Let's work together to break the stigma, watch out for signs in ourselves and others, and create solutions”

**Mokgadi**

***Modiba-Thwala***

On Her

***Me Time***





“One of my favourite childhood photos is of me wearing a small white nurse’s dress”

“

M

My name is Mokgadi Modiba-Thwala, and I am a qualified Professional Nurse with more than a decade of experience in primary health care.

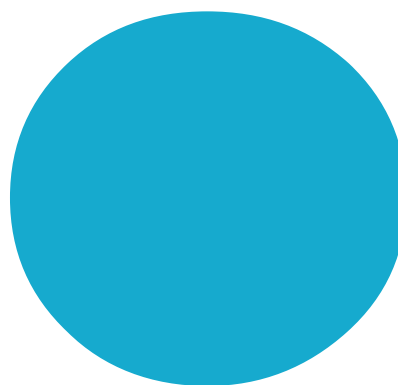
I was born and bred in Limpopo, in a small village called Ga-Mothapo, where I grew up with both parents and siblings. Growing up in a closely knit family taught me compassion, patience, and care for others as values that guided me into nursing.

Although I cannot say I always knew I wanted to be a nurse, but I now realize that this passion began in my childhood. My mother often bought me nurse outfits, and one of my favourite childhood photos is of me wearing a small white nurse’s dress.

Today, I see that picture as a sign that I was meant to be a nurse, even though I only realised it later in life. After finishing matric, I moved to Johannesburg to further my studies.

The journey was not easy, and I spent years applying to nursing schools without success. During that time, I worked in home-based care, looking after elderly patients where I built very meaningful relationships with them.

“



“I also pursued photography in my spare time”



I also pursued photography in my spare time. Later, I was accepted at Ann Latsky Nursing College, where I completed my Diploma in General, Psychiatric, Community, and Midwifery Nursing in 2010.

I then completed a Postgraduate Diploma in Clinical Nursing Science, Health Assessment, Treatment, and Primary Health Care Specialty in 2015, and in 2019, I graduated from the University of Johannesburg with a Bachelor in Nursing Science, Education and Administration, and Occupational Health Nursing.

I am a registered nurse with the South African Nursing Council (SANC). From 2011 to 2020, I worked in the Ekurhuleni South Health District under the Department of Health. In 2020, I joined Mediclinic, where I worked in occupational health nursing, providing care and health support to staff members.

Later that same year, I was approved to open Unjani Clinic in Sebokeng, which I have proudly managed for the past five years. The clinic has grown into a trusted and sustainable health care facility in the community.





“I love trying different foods and discovering new cuisines”

“

Outside of my professional work, I am also a wife and a mother, roles that I hold dearly as they give me balance and fulfilment. When I am not at work, I enjoy spending quality time with my family and friends, whether catching up over a meal or exploring new restaurants.

I love trying different foods and discovering new cuisines. I am also passionate about traveling, I ensure to take at least three vacations in a year, one of which is always an international trip, to experience new places and cultures.

Another love of mine is fashion; I enjoy looking good, dressing well, and expressing myself through style. My favourite self-care activity, however, is going for a massage, which I make sure to do at least once a month to relax, refresh, and restore my energy.

I believe my journey from a small village in Limpopo to managing a successful clinic shows that dedication, passion, and perseverance can turn challenges into opportunities. I hope my story inspires other young nurses, women, and future leaders to follow their dreams, no matter how difficult the path may seem.

"Protect that time the way you would a shift at work"

# How to Spoil Yourself this Festive Season



Article By Kimberly Maurer, BS, LPN  
Fort Myers, Florida, United States

## Giving to yourself is just as important as giving to others

### **“Spoiling yourself is not selfish. It is restorative.”**

The festive season is often about giving to others, creating special moments, and making sure everyone else feels cared for. In the process, it is easy to overlook the most important person in that equation: yourself. For those in healthcare, who spend their year giving to others in countless ways, this is the perfect time to remember that you deserve care too. Spoiling yourself is not selfish. It is restorative.

### **Redefine What “Spoiling Yourself” Means**

Taking care of yourself does not have to mean expensive gifts or extravagant trips. It can be as simple as giving yourself uninterrupted time, saying no to things that drain you, or enjoying small comforts that make you feel grounded. Spoiling yourself is about intention. It is choosing to give yourself what you need rather than what the world expects of you.

### **Create Space for Rest**

Healthcare professionals are used to running on empty. The festive season can bring even more demands, both at work and at home. This year, give yourself permission to rest. Block out time in your calendar for nothing more than breathing, reading, sleeping, or sitting in silence. Protect that time the way you would a shift at work. Your body and mind deserve it.

### **Treat Yourself with Kindness**

Consider doing one thing just for you, something that makes you feel cared for. It might be a massage, a walk by the water, a new book, or cooking your favourite meal without rushing. These moments remind you that your wellbeing matters and that joy is allowed to belong to you too.

### **Celebrate Your Wins**

Take a moment to reflect on the year that has passed. Nurses and healthcare professionals often minimize their own achievements because they are focused on others. This season, acknowledge what you have overcome, what you have given, and how you have grown. Even small victories are worth celebrating.

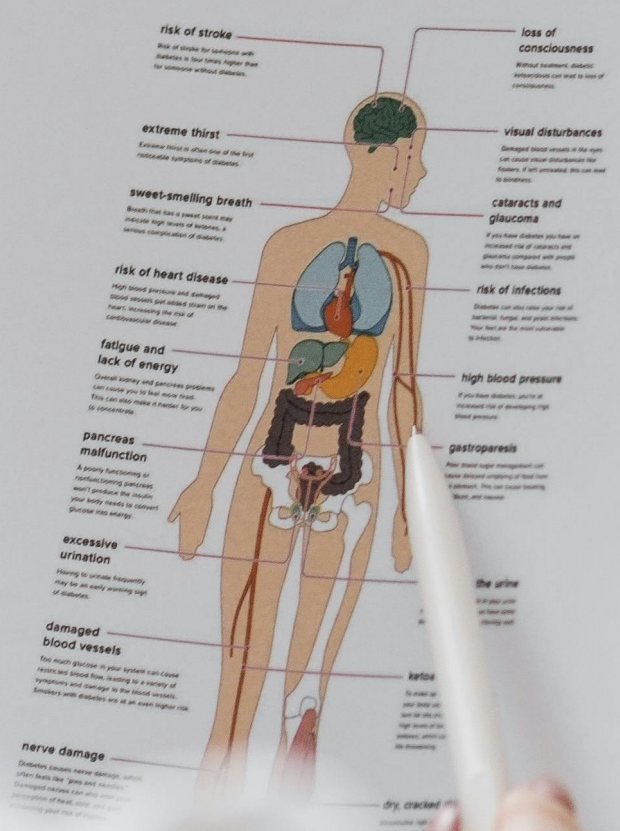
### **Start the New Year from a Full Cup**

Spoiling yourself is not about extravagance. It is about replenishment. When you give yourself time, care, and appreciation, you begin the new year with more energy, clarity, and purpose. This festive season, choose to make space for yourself. You are worth it.

“Imagine nursing liberated from this conditional legitimacy”

### The Effects of **Diabetes** ON YOUR BODY

When you hear the word “diabetes,” your first thought is likely about high blood sugar. Blood sugar is often an underestimated component of health. When it’s out of whack over a long period of time you could develop diabetes. This condition affects your body’s ability to produce or use insulin, a hormone that allows your body to turn glucose (sugar) into energy. Learn about the symptoms of diabetes.



**WHEN NURSING OWNS ITS SCIENCE:**  
**A VISION BEYOND MEDICINE**



Article by Ali Fakher, BSN, RN,  
published on August 24 2025

Imagine a world where nursing is no longer tethered to medicine. Where its knowledge, logic, and authority emerge from nursing science itself, not from physicians' approval, scarcity, or hierarchy. What would that world look like? How would nursing professionals operate, think, and lead?

#### **A Profession Freed from Pegging**

Today, nurses are often measured against physicians. Scope expansions are justified as "filling gaps," curricula are modelled after medicine, and innovation is conditional upon avoiding the wrath of a physician-led system.

But imagine nursing liberated from this conditional legitimacy. Its authority is no longer reactive or derivative. Its scope is defined by relational-biology, intersystemic coherence, and patient-centred diagnostics. Every action, every intervention, every decision emerges from nursing epistemology, not medicine's checklist.

#### **Decision-Making Rooted in Nursing Science**

In this world, nurses do not wait for orders. They anticipate, diagnose, and intervene based on patterns of systemic coherence. They see chemical imbalances, physiological signals, psychosocial stressors, and environmental triggers not as isolated problems, but as interconnected systems to restore and harmonize.

Every care plan is holistic, predictive, and preventive, grounded in nursing logic, tested through rigorous research, and tailored to patient and community context. The nurse becomes not a follower, but a system coherence expert.

#### **Interventions Beyond the Biomedical Lens**

No longer pegged to physician-defined "treatment," interventions are proactive and multi-dimensional. Nurses act to maintain intersystemic health, prevent collapse, and restore relational balance. Medications, procedures, environmental modifications, relational interventions—all flow from nursing-centred reasoning, not medical mimicry.

#### **Professional Identity Reimagined**

In this sovereign model:

Nurses are knowledge leaders, not assistants. Authority is earned through epistemic mastery, not proximity to physicians. Leadership in healthcare is system-driven, patient-centred, and science-informed.

The profession is recognized globally for its distinct science, its ethical and relational intelligence, and its capacity to innovate solutions medicine alone cannot conceive.

#### **Systemic Transformation**

Hospitals and communities operate on relational-biology logic, anticipating crises before pathology emerges. Rural and underserved populations receive equitable, independent nursing-led care, not conditional service. Interdisciplinary collaboration happens on equal footing, with nursing contributing unique insights and solutions.

#### **The Call to Awareness**

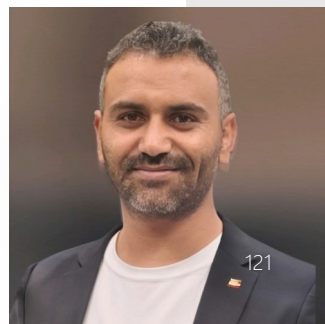
Nursing doesn't need to mimic medicine. It doesn't need conditional expansions justified by physician shortages. What it needs is sovereignty, recognition, and freedom to lead with its own science.

Imagine the day when nurses no longer say, "I can only do this because a doctor isn't available". Instead, they say,

"I can do this because my science knows what is needed."

That is the vision of nursing untethered, unapologetically autonomous, and epistemically sovereign.

Article by Ali Fakher, BSN, RN,  
from Hodeidah, Al Hudaydah  
Governorate, Yemen  
A UN Nurse & Global Health  
Innovator, NurseHack4Health  
Winner and an Advocate for  
Nursing Empowerment  
& Digital Health Solutions  
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# Patience Unah


A Mentor, Study Materials Designer,  
**and an Advocate for Wellness**

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My name is Patience Unah, Registered Nurse and Midwife. I'm passionate about nursing education academic coaching, and learning strategies also known as The Tech Savvy Nurse Onyi.

With clinical experience in surgery, maternal and child health, and mental health, I have transitioned into a dynamic role where I simplify nursing education through digital tools, flashcards, and creative content.

I mentor student nurses, design study materials, and advocate for wellness and strategic learning in healthcare education.



"School taught me that leadership is taking initiative when no one asks"

"I aim to remove fear  
and confusion from  
studying and replace it  
with strategy, simplicity,  
and support"





riefly explain the spheres in which you are playing a leadership role.

I currently lead in three main spheres: Academic Coaching: I guide student nurses through exam preparation using flashcards, frameworks, and study strategies tailored to their learning styles.

Content Creation and Education: I design and distribute accessible educational tools across platforms to support clinical understanding and retention. Nursing Community Engagement: I foster safe learning spaces where nurses connect, share, and grow especially through Telegram/LinkedIn communities.

What kind of overall leadership do you provide to the above spheres?

My leadership style is transformational, and servant based. I focus on empowering others through empathy, creative problem-solving, and personalized mentorship. I aim to remove fear and confusion from studying and replace it with strategy, simplicity, and support.

What kind of role does the wellness unit play at your facility?

The wellness unit plays a crucial role in promoting emotional balance, mental health awareness, and personal growth among healthcare workers and students. It encourages open communication, stress reduction, and a sense of belonging, all of which are essential in high-stress medical environments.

How did your schooling define leadership?

During my training, leadership was defined not just by position but by responsibility, resilience, and impact. School taught me that leadership is taking initiative when no one asks, speaking up for peers, and showing up consistently even under pressure.

What is your personal understanding about leadership?

To me, leadership means: Creating clarity where there is confusion, providing direction where there is uncertainty, and making people feel seen, heard, and empowered."

From your explanation, what is your definition of perfect leadership?

It's not about control, it's about influence, compassion, and consistent support. A perfect leadership is one that is: Vision-driven, People-centered, Adaptive and emotionally intelligent. It focuses on growth, not control. It balances firmness with flexibility and leads by example, not ego.

What is required balanced leadership?

Balanced leadership means knowing when to lead and when to listen, when to act and when to reflect and how to manage tasks while nurturing people, as well as how to balance professional standards with human compassion. It's the sweet spot between structure and softness — where outcomes and people both matter.

“Balanced leadership means knowing when to lead and when to listen”



# Merry Christmas

May all that is beautiful,  
meaningful and brings  
you joy be yours this  
holiday season and  
throughout the coming  
year!



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“Most importantly, organizations must show clients that their feedback is valued by acting on it”



# Cynthia Adeyeri

A Mentor, Coach, and  
**Published Author**

Cynthia Adeyeri is an accomplished Administrative Manager and seasoned nursing professional with over nine years of diverse experience spanning travel nursing, general nursing, and paediatrics. She began her career as a travel nurse, gaining broad exposure to patient care across multiple settings, before moving into general nursing and later paediatric care.

These experiences not only strengthened her clinical expertise but also deepened her commitment to holistic, family-centred healthcare. Currently serving as an Administrative Manager, Cynthia oversees hospital operations, streamlines workflows, and fosters collaboration between staff and management.

Her leadership emphasizes both efficiency and empathy, ensuring that patients receive quality care while staff remain motivated and supported. Beyond her professional role, Cynthia is deeply passionate about healthcare advocacy.

Through her NGO, ASK Foundation, she leads initiatives that promote health education and provide critical support for premature babies and their families. She also contributes to the Nigeria Strategic Directions for Nursing and Midwifery (SDNM) 2024–2027 as part of the advocacy and partnership group driving change within the nursing profession.

A mentor, coach, and published author, Cynthia is dedicated to helping nurses explore opportunities beyond the bedside. Her book *Nursing Beyond the Bedside: 7 High-Income Ideas for Nigerian Nurses* has inspired many to embrace innovation, entrepreneurship, and leadership in nursing.

With a career defined by resilience, purpose, and impact, Cynthia continues to transform ideas into sustainable solutions building bridges between healthcare leadership, patient welfare, and professional growth for emerging nurses, while championing vulnerable populations such as premature infants and their families.

What is your position?

I currently serve as an Administrative Manager in a healthcare facility, where I combine my background in nursing and healthcare leadership with management responsibilities.

Name a few of your responsibilities.

My responsibilities include:

Coordinating daily administrative operations and ensuring smooth workflow across units. Overseeing documentation, compliance, and reporting systems. Supporting clinical teams with resources and logistics to enhance patient care.

Supervising staff performance and encouraging professional growth. Serving as a liaison between staff, management, and external stakeholders.

In combination of your schooling and your current position, what is management?

Management is the balance between people, processes, and outcomes. My nursing education taught me compassion, structure, and critical thinking, while my current role in administration has sharpened my ability to lead, organize, and strategize. For me, management means guiding people to achieve excellence, solving problems proactively, and creating systems that deliver both quality and efficiency.

Do you have a mentor? Who is it?

Yes. Throughout my journey, I have been guided by senior nursing leaders and healthcare administrators. At Limi Children's Hospital, for example, I worked under leaders who encouraged me to take on management responsibilities and shaped my leadership path. Their mentorship helped me see opportunities beyond the bedside.

What is the greatest challenge you have faced with the job?

How did you overcome it?

One of my greatest challenges has been managing situations where high patient demands stretched resources beyond capacity. I overcame this by reorganizing processes, advocating for resource allocation, and maintaining calm communication with staff. This not only reduced stress levels but also helped us deliver quality care under pressure.

What do you personally enjoy most about working as an administrative manager?

I enjoy problem-solving and creating systems that make work easier for staff while improving patient outcomes. I also love the mentoring aspect helping young professionals discover their strengths and grow into leadership roles.

How is your relationship with your colleagues and the team that you lead?

I maintain strong, respectful relationships with my colleagues. I lead with an open-door policy, which has built trust and created a culture of collaboration. My team knows that their voices matter, and this has fostered unity and loyalty.

How would you define your management style?

My management style is transformational and participatory. I inspire my team to reach their best potential, while ensuring that everyone has a voice in decision-making processes.

What do you need to improve on to get to the next level?

I am focusing on advancing my skills in health systems policy, research, and strategic leadership. I also aim to gain international exposure and advanced certifications that will position me for senior executive roles in healthcare management.

What is the best way that health institutions can use to offer feedback to or get ideas from their clients?

The best approach is to have structured feedback channels such as patient surveys, digital platforms, and suggestion boxes, alongside face-to-face forums. Most importantly, organizations must show clients that their feedback is valued by acting on it.

What kind of skills and training should nursing management hopefuls seek out?

They should pursue training in leadership, healthcare administration, digital health systems, quality improvement, and financial/resource management. Strong communication and people management skills are equally critical.

What career achievements are you most proud of?

Growing into administrative management after years of nursing leadership. Serving as the Abuja State Lead for Giving Tuesday Nigeria. Being a judge for the Humanitarians of Africa Awards. Publishing books that guide healthcare professionals on career and income growth. Contributing to the Nigeria Strategic Directions for Nursing and Midwifery (SDNM) 2024–2027 committee.

What are your personal career goals?

My goal is to transition into senior executive leadership, contribute to health policy reforms, and expand the reach of my NGO, ASK Foundation. I also aim to keep creating platforms that mentor and empower healthcare professionals across Africa.

What daily performance goals are you setting for yourself?

Effective communication with my team. Ensuring operations run smoothly without delays. Supporting staff development. Staying consistent in personal growth through learning and research.

What is the most required characteristic from a nursing/health manager? Explain.

Empathy. A good manager must understand both patient needs and staff realities. With empathy, leaders can make decisions that balance organizational success with human well-being.

How do you encourage your staff members when they express their fear?

I acknowledge their concerns, reassure them with guidance, and provide the necessary resources or training. I also share personal experiences of overcoming fear, which helps them see challenges as opportunities for growth.

Indicate your management style in one word.

Transformational.

What is a perfect management style?

The perfect management style is adaptable. It blends structure with flexibility, and authority with compassion, depending on the situation.

What is a required management style?

Participatory, because healthcare thrives on teamwork and inclusive decision-making.

Who are you mentoring currently?

I mentor student nurses, newly graduated nurses, and young healthcare professionals through webinars, my books, and one-on-one sessions. I guide them on career progression, leadership, and opportunities beyond traditional nursing.

What would you expect from them (mentees) when they reach their management level?

I expect them to practice inclusive leadership, mentor others, advocate for better healthcare systems, and lead with compassion and excellence.

What advice would you give to nursing/health management hopefuls?

Stay committed to continuous learning, seek mentors, and never lose empathy in leadership. Management is not just about processes, it's about inspiring people, driving innovation, and ensuring healthcare services positively impact lives.



“Stay committed to continuous learning, seek mentors, and never lose empathy in leadership”



# Verena

## The Health Evangelist

*empowering others to stay healthy and productive*

“The realistic future of nursing is a blend of opportunity and challenge”

Verena A. Achick-Muyu is the Health Evangelist empowering others to stay healthy and productive through insightful health education and advocacy for equitable policies. She is also a Nurse Mentor, Immigrant Nurse and she advocates for professionalism.

Verena is a registered nurse across three continents. Certified in Cameroon, Maryland-USA and Germany, she has extensive expertise in diverse nursing practices and is dedicated to promoting the health of individuals within clinical and community settings.

With 20 years of experience, Verena spent some of her years working as a Community Nurse in remote rural settlements in Cameroon, collaborating with community health workers to provide optimal care despite limited resources.

Her key achievements include:

Serving as a nurse educator for emergency nursing beginners.

Enhancing pregnancy outcomes in rural settlements by increasing antenatal visit rates.

Promoting child health through infant welfare clinics that boosted vaccination against EPI target diseases.

Delivering comprehensive health education in communities to foster better health practices.

Coordinating sanitation projects, such as the installation of community boreholes, which reduced waterborne diseases.

While working across different countries, Verena observed disparities in nursing practice scope and resource distribution, inspiring her to pursue an MSc in Global Public Health.

She looks forward to working with Organizations and communities that seek to improve their health through Health education and health projects. She also looks forward to collaborations with organizations and other stakeholders aiming to close health disparity gaps and aspires to shape equitable and sustainable health policies and goals in the future.

“Nursing  
is already  
changing”



“I believe that adding to the body of proven knowledge is one way to influence change”

When thinking of your career, what makes you wake up in the morning?

What gets me up is knowing there's still so much that needs to change in our health systems. Every day feels like a fresh chance to ask the hard questions, challenge the way things are done, and use my voice to speak for communities that are often forgotten.

What is your greatest purpose about your nursing career?

Over time, my purpose has shifted. I'm no longer just focused on care at the bedside—I want to help shape health systems so they're fair to everyone, no matter where they live or what they earn. Nursing gave me a close-up view of people's struggles, and now I'm driven to make changes where policies are made.

What is your vision about your career?

I want to use what I've learned as a nurse to help shape better health policies. My goal is to take the real-life experiences I've seen in healthcare and make sure they're heard by the people making decisions.

Where do you visualize yourself in the next three years?

In three years, I see myself having stepped into my first role in health policy, learning the ropes, building connections, and contributing to projects that focus on health equity. I also hope to keep writing academic research papers, speaking about the gaps I see, and growing into someone whose voice can help influence change.

What is your optimism about the future of nursing?

I'm excited because the world is slowly starting to see nurses for what we truly are: thinkers, leaders, and innovators. The more we step into boardrooms, research labs, and policy discussions, the more we'll shape healthcare for the better.

What is your fear about the future of nursing?

I worry that without real change, too many talented nurses will walk away before they're truly valued. I also fear that global health will keep being led by voices from high-income countries, while nurses from low- and middle-income countries remain unheard, despite holding some of the most important insights.

How do you deal with issues that scare you?

It depends on the situation. If it's something in my personal life, I usually lean on my family and close friends for guidance and support. If it's work-related, I prefer to talk things through with colleagues or people in positions who can help bring solutions. For me, facing fear is less about pretending it doesn't exist and more about finding the right support system to walk through it.

Where do you see nursing in 10 years?

Nursing is already changing, and in the next decade digitalization and AI will push it into a completely new era. Routine tasks will increasingly be automated, which means nurses can shift from being tied to paper-work or machines to focusing more on critical thinking, leadership, and advanced roles. Nursing will no longer be defined only by the bedside, it will open opportunities for us to influence healthcare delivery, policy, and innovation in ways we never imagined before.

What one 'need' and one 'want' will you strive to achieve in the next twelve months?

My biggest need is to secure an entry-level role in health policy, where I can start building practical experience and contribute to projects that focus on health equity. My want is to publish at least one more research article, because I believe that adding to the body of proven knowledge is one way to influence change.

What does the realistic future of nursing look like?

The realistic future of nursing is a blend of opportunity and challenge. We'll have more advanced roles, more involvement in decision-making, and more tools at our disposal thanks to technology.

But at the same time, we'll have to be intentional about preserving the human side of nursing; its compassion, presence, and advocacy, so that technology enhances care rather than replacing what makes it meaningful.

Will the next generation face the best or the worst in nursing? Why?

I wouldn't say it will be the best or the worst, it will simply be different. Having transitioned from a time when nursing was seen as more of a vocation to today, where it is increasingly professionalized and technology driven, I sometimes miss the old bedrock of nursing: sitting with patients, holding their hand, being present. Today, much of the focus has shifted to computers and systems. The next generation will gain more opportunities and recognition, but they'll need to work harder to keep the heart of nursing alive.

What role are you playing in shaping the future of nursing?

I see my role as twofold. First, by mentoring nurses, I'm helping build a culture of ethics, professionalism, and quality care that strengthens health systems. Second, by engaging in policy discussions, writing, and research, I'm contributing to a bigger conversation about where nursing fits in global health. I may not be in a high position yet, but every article, every conversation, and every mentee is part of shaping the future.

How do you describe the future of nursing in one word?

Transformative.

“The next generation  
will gain more  
opportunities and  
recognition”





“My priority would be guidelines on the use of podcasts and podcasting”

# Dr Tseli Lebete- Sehalahala

## The Nursing Education Podcast Enthusiast

riefly share about your academic background  
In regards to my academic background I have the following qualifications:

- . Doctor of Philosophy in Nursing (PhD)-UP, RSA
- . Master of Science in Nursing (MSc)-WITS, RSA
- . Bachelor of Science in Nursing (BSc)-MEDUNSA, RSA

Current experience:

I serve under the Gauteng Department of Health at Gauteng College of Nursing: Chris Hani Baragwanath Campus since March 2007 to date. I work as a Senior Lecturer / Nurse Educator. My areas of interest are General Nursing, Community Health Science, and Research.

Performance areas include:

- Lecturing in General Nursing and Research modules
- Demonstration of General Nursing and Research Skills
- Clinical accompaniment of Nursing students
- Proficiency/Formative and Summative evaluation for Nursing students

Why is it important for a Nursing Professional to be involved in research?

It is important for Nursing Profession to be involved in research so as to be up to date with the latest global developments, and align itself accordingly.

What has your study/research been focusing on?

The focus of my study is on transformation of Nursing Education by integrating technology in nurses' training and education.

What is a pivotal point of your research?

The pivotal point of my research is using innovative teaching and learning methods, for instance, podcasting in Nursing Education.

What do you seek to achieve through your findings?

Through my research findings, the aim is to blend Nursing Education by including Educational Technology.

As a PhD Graduate what contribution are you making in the Nursing field?

I am an Advocate of transformation of Nursing Education from the use of traditional, face to face instructional methods to the use of innovative teaching and learning methods.

If you may write or have written a book how could it improve the Nursing Curriculum?

The book would emphasize teaching and learning activities that compel nursing educators and students to use educational technology so that they are up to date with what is happening, globally. Gone are the days of teaching and learning happening in the confined, specific, physical environments.

If you were to play a role in nursing guidelines/policies what would be your priority and why?

My priority would be guidelines on the use of podcasts and podcasting in Nursing education.

The rationale is easy access to teaching and learning content anytime anywhere.

“The rationale is easy access to teaching and learning content”



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# Portia Mkwanazi

## A Sparkling Specialist



My name is Portia Nomfudo Mkwanazi, a 30-year-old Clinical Nurse Specialist based in the south of Johannesburg. I'm a proud mother to the handsomest son, and I take pride in balancing motherhood with my passion for nursing and community care.

I am a newly qualified Nurse Specialist with five years of experience in primary health care and a total of nine years in the nursing profession, including my undergraduate years. Over the years, I have developed a deep interest in comprehensive patient assessment, chronic disease management, and health promotion, areas that truly define my role as a primary care nurse.

I hold two nursing diplomas, I am quality trained, and proudly call myself a clean enthusiast—because I believe that a clean, organized environment reflects the same level of care I strive to give my patients.

My goal as a nurse is to continue growing in evidence-based practice and to make a lasting impact through compassionate, patient-centred care.

“As a nurse specialist, you can also become a public speaker or health advocate”

What is your specialty?

I am a Clinical Nurse Specialist.

What is your role in nursing?

My role in nursing entails great responsibility and compassion. As a Clinical Nurse Specialist, my foremost duty is to improve and sustain the well-being of my patients and the communities I serve.

My role goes beyond the traditional nursing functions of administering medication, monitoring vital signs, and identifying symptoms—it's about delivering holistic, patient-centered care that upholds the highest ethical and professional standards.

Working mainly with underprivileged communities, I strive to provide quality care guided by nursing ethics, moral integrity, and evidence-based practice. However, what truly defines my role is the human connection—being present, listening, and offering emotional support.

Many people who seek care are not only physically unwell but emotionally burdened and giving them a safe space to express themselves is deeply meaningful to me.

Ultimately, my role as a nurse is to care, to empathize, to nurture, and to bring comfort and hope. For me, the ability to put a smile on someone's face and make a genuine difference in their life is the most rewarding aspect of nursing.

What motivated you to pursue your specialty?

My motivation to pursue my specialty goes far beyond the conventional reasons of passion or professional growth. While those factors certainly played a role, my journey into Primary Care Nursing was deeply personal and rooted in my family dynamic. I am the eldest of four siblings - three younger sisters and an older brother—and I always felt a strong sense of responsibility to be a role model, especially to my sisters.

I wanted to show them that with determination and perseverance, the sky truly is the limit. Pursuing my specialty became more than just a professional goal; it became a symbol of what's possible through dedication and self-belief.

From early in my nursing career, during my community service placement in a primary I worked alongside experienced Clinical Nurse Practitioners. I was inspired by their confidence, depth of knowledge, and the precision with which they made clinical decisions. As the youngest professional nurse among them, I admired their expertise and aspired to reach that same level of competence and assurance.

I realized that to develop that same mastery, I needed to specialize; to deepen my knowledge and refine my clinical skills. My pursuit of specialization was, therefore, a blend of personal drive and professional inspiration. It was about bridging the gap between where I was and where I wanted to be, not just for myself, but for the people who look up to me.

One of my proudest moments was when my younger sister graduated as a professional nurse just a day before I graduated as a Nurse Specialist. That shared milestone was symbolic, it represented growth, sisterhood, and the ongoing relay of inspiration within our Family. For me, specialization was never about outshining anyone, it was about lighting the path, motivating my sisters and continuously striving to be the best version of myself.

How did you reach the level of being a Nurse Specialist?

My journey to becoming a Nurse Specialist was both challenging and immensely rewarding. After completing my undergraduate studies, I entered the workforce as a professional nurse, eager to continue growing.

Initially, I faced a setback when the previously offered specialization programs at the University of Johannesburg were phased out, leaving me uncertain about my path forward. By 2023, the University of Johannesburg reopened specialization programs, now focused on single areas such as Primary Care Nursing.

I immediately applied, with the full support of my operational manager, who recognized my dedication and commitment. Out of thousands of applicants, only 60 students were accepted each year—and I was fortunate to secure a place.

Around the same time, the government announced the reopening of a College for Specialization, offering study leave and financial support for government employees. Competing for one of only 13 available spots out of 43 candidates, I prepared rigorously, studying independently and with the support of my colleagues. After passing the entrance exam, I secured my place in this highly competitive program.

To qualify for specialization, there are specific requirements that form the foundation of the journey: a matric certificate, a nursing diploma or degree, two years of experience as a professional nurse (specifically in a primary care setting), and approvals from both the operational manager and for study leave.

Computer literacy is an added advantage, and depending on the program, passing an entrance exam may determine eligibility. For example, government colleges primarily evaluate candidates based on the entrance exam, while the University of Johannesburg considers academic history and timely application. Clinical experience is equally important.

During my two years of professional practice in primary care, I gained exposure to various areas including acute and chronic care, which is particularly relevant to Primary Care Nursing. This hands-on experience allowed me to recognize patterns in patient presentations, signs, and symptoms - knowledge that proved invaluable during my specialization.

While areas like antenatal care (ANC) and Expanded Program on Immunization (EPI) were part of my exposure, my focus on acute and chronic conditions provided a strong foundation for advanced practice. The specialization program itself was rigorous. Adult learning required discipline, independence, and resilience.

Research was particularly challenging, with major assessments contributing significantly to final grades. Navigating these challenges taught me the importance of self-reliance, critical thinking, and perseverance. Today, as a Nurse Specialist in Primary Care, I look back with gratitude.

Every challenge, exam, and late-night study session shaped me into the confident, capable nurse I am today, ready to provide expert care, mentor others, and inspire the next generation of nurses.

How do you differ from a General Nurse?

A Clinical Nurse Specialist (CNS) is an Advanced Practice Registered Nurse (APRN) who has completed advanced education, typically at the master's or doctoral level, in a specialized area of nursing. This advanced training equips CNSs to provide expert care, lead evidence-based practice initiatives, and influence healthcare systems to improve patient outcomes.

Key Differences:

- **Scope of Practice:** While general nurses provide direct patient care, CNSs go beyond this by diagnosing, treating, and managing patients within their specialty. They often function independently in primary care settings, diagnosing and treating acute conditions without immediate physician oversight

- **Clinical Expertise:** CNSs possess in-depth knowledge in specific areas such as paediatrics, geriatrics, or chronic disease management. This expertise allows them to handle complex cases and make informed clinical decisions

- **Leadership and Education:** Beyond patient care, CNSs play a pivotal role in mentoring nurses, leading quality improvement projects, and implementing evidence-based practices to enhance healthcare delivery.

- **System-Level Impact:** CNSs influence healthcare systems by developing policies, improving care processes and ensuring that nursing practices align with the latest evidence, thereby optimizing patient care across population.

In essence, while both general nurses and CNSs are integral to patient care, CNSs bring advanced clinical expertise, leadership, and a broader impact on healthcare systems, distinguishing them from general nurses.

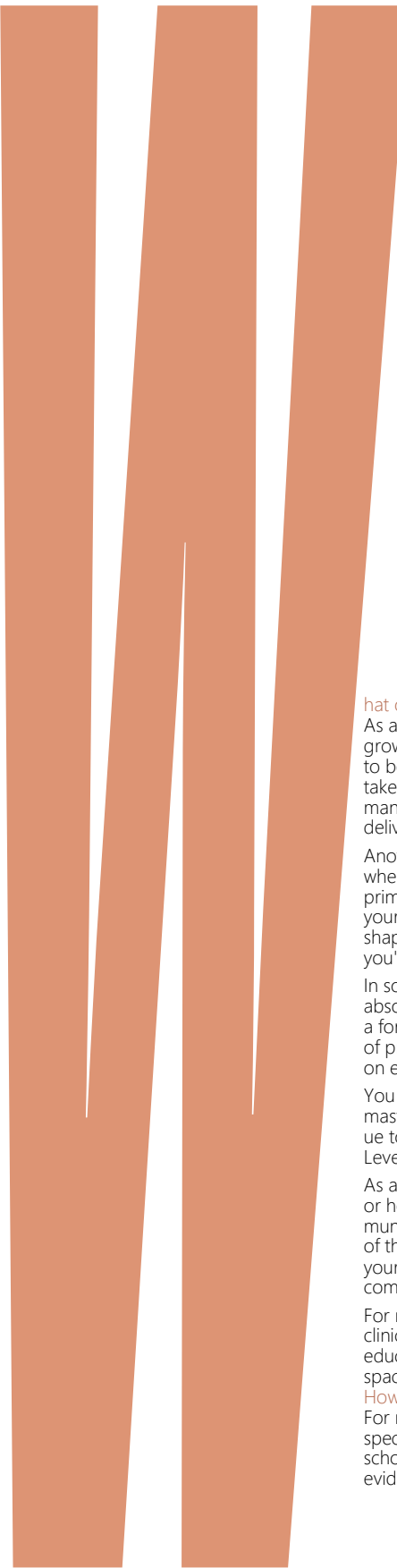
“I realized that to develop that same mastery, I needed to specialize”



“Research,  
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“There are so many opportunities to grow and climb the professional ladder”



“I observe  
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**What other opportunities can you explore as a Specialist?**

As a nurse specialist, there are so many opportunities to grow and climb the professional ladder. You can advance to becoming an operational manager, a specialist who takes charge of an entire facility, overseeing operations, managing staff, and ensuring that quality care is always delivered.

Another exciting path is becoming a clinical facilitator, where you can teach and mentor students in the field of primary health care nursing, provided you've completed your nursing education qualification. This role allows you to shape future nurses and share knowledge and experience you've gained in practice.

In some industries, clinical nurse specialists are also absorbed into occupational health roles, even without a formal occupational qualification, because the scope of practice often overlaps, especially in areas focusing on employee wellness and preventive care.

You can also choose to further your studies, pursue your master's degree, specialize in public health or even continue to your PhD. Since the qualification already sits at NQF Level 8, the academic progression is well within reach.

As a nurse specialist, you can also become a public speaker or health advocate, using your expertise to educate communities and promote better health outcomes. And one of the most rewarding opportunities is the ability to open your own clinic and work independently, provided you complete a dispensing course through a private institution.

For me, that's one of the biggest highlights of being a clinical nurse specialist—the freedom to grow, to lead, to educate, and to make a difference in so many different spaces within healthcare.

**How do you contribute towards nursing research?**

For me, the most fundamental aspect of being a nurse specialist is research. It's not just something we do at school—it becomes part of our everyday practice through evidence-based care.

In my area of specialization, I initially served as a TB champion. When I returned from my studies, I noticed a significant increase in TB cases, a clear gap that needed attention.

As a specialist, that's where research begins by identifying a problem, following the research process, collecting data—whether qualitative or quantitative, and translating those findings into practical solutions. Research, to me, is an ongoing process.

Every day at work, I observe and identify challenges, and act on them. For example, when I notice issues like inconsistent documentation among clinical staff, I raise it in meetings and facilitate in-service training sessions to understand the root causes—whether it's workload, time constraints, or lack of understanding, and then work with the team to develop solutions.

Currently, I'm working within the immunization program, where I identified another gap: many children aren't growing as expected. We're seeing an increase in cases of severe acute malnutrition, and that's where my research mind-set kicks in again. I've observed contributing factors such as poverty, language barriers, and limited access to health education.

To address this, we've encouraged mothers to bring interpreters or even their partners to consultations, and we use technology to help bridge communication gaps. I also collaborate closely with dietitians to ensure that children who need nutritional support are referred to appropriately.

So, for me, research and evidence-based practice are not abstract ideas, they're living, breathing parts of what I do every day. They guide me to how I identify problems and develop interventions and ultimately improve patient outcomes in my community.



"I empower staff to think critically, bring solutions, and build confidence"

# Mark Carter

## The Mastermind Behind MACH Health

Behind MACH Health is Mark Carter, a nurse with over 23 years of experience across Australia, the UK, Singapore, the Middle East, and China. Carter has been a ward manager, an nursing exec, published academic, health tech innovator, and a mentor to countless new graduates. He has seen the system from every angle—its brilliance, its flaws, and the personal cost it demands.

“I’ve worked double shifts, I’ve missed family milestones, I’ve held the line when wards were short-staffed and systems were crumbling,” Carter explains. “I know what burnout feels like—not just in myself, but in the faces of colleagues who loved nursing but couldn’t stay.”

That lived reality became the spark for MACH Health. Carter combined his clinical expertise with business acumen (he also holds an MBA) to build something that had never existed: a clinical workforce intelligence system designed not for patients, but for the people who care for them.

For Carter, the mission is deeply personal. “This isn’t theory. I built MACH Health for my wife, who is a nurse. For my mum, who was a nurse. For my colleagues who didn’t make it to retirement because the profession broke them. This is about protecting the future of nursing itself.”



"People should  
leave knowing  
exactly what is next"



“I keep it  
outcome-driven,  
not just “talking  
shop”

**How many staff members are you responsible for?**

At any given time, I can be responsible for a dynamic and growing team of around 20 up to 300 direct and indirect staff, alongside wider clinical and tech collaborators. I see myself as accountable not just to them, but to the community of nurses and partners we serve.

**What virtues do you endorse among your staff members?**

Integrity, honesty, collaboration, and compassion. I want my team to be bold in innovation but grounded in honesty, empathy, and accountability.

**What causes your day to be hectic?**

Balancing clinical realities with startup demands meetings with health executives, investor pitches, app development decisions, and still putting on scrubs when needed. It is a juggling act where urgency and impact collide.

**When do you knock off?**

Officially, rarely before 11 p.m. Realistically, my brain does not knock off. But family always anchors my finish line — they pull me out of the grind when I forget to step back.

**How often do you take your workload home with you?**

Every day. Sometimes it is physical (emails, research, planning), other times it is mental (strategy, problem-solving at 2 a.m.). It comes with building something you believe in.

**How do you ensure that your meetings with your team bring forth effective results?**

Clarity is king. Every meeting has a purpose, action points, and ownership. I keep it outcome-driven, not just “talking shop.” People should leave knowing exactly what is next.

**How do you deal with misunderstandings between your team members?**

Direct conversation. No politics, no back-and-forth. I sit everyone down, strip it back to the facts, and remind them of the bigger mission. Respect and resolution over ego.

**What emotional intelligence strategies do you usually apply if necessary?**

Active listening, empathy, and reframing. Nurses know stress better than most, so I tune into what’s unsaid as much as what’s said. I model calm even when the situation isn’t.

**What is your coaching approach?**

I coach by co-design. I don’t dictate, I empower staff to think critically, bring solutions, and build confidence. My job is to give them the guardrails and belief they can run with it.

**What tone of voice do you use when you are feeling vexed?**

Firm, steady, and low. I don’t yell. But when I’m sharp and deliberate, people know I mean business.

**How do you manage your deadlines?**

With ruthless prioritization. I try like a nurse in an emergency: what is critical gets done first, what can wait gets sequenced, and I don’t hesitate to escalate or delegate.

**Who do you run to when you are faced with work-related pressures?**

My wife, also a nurse, keeps me grounded and reminds me why I am doing this. And trusted advisors who can give me perspective beyond the trenches.

**What is this exclusive personality do you subconsciously influence your subordinates with?**

A relentless belief that nothing is impossible if we commit to it. I influence them through determination — if they see me pushing through barriers, they know they can too.

**What anticipated impartation do you make towards your staff members?**

That they are not just building a product or clocking hours, they’re shaping the future of nursing. I want them to walk away knowing they contributed to something that matters on a global scale.

"These creative outlets bring me joy"



# Sinethemba

*She is a Firm Believer*

## **in Selfcare**

### **Who is Sinethemba Mangele?**

I am a professional nurse currently pursuing a Nurse Educator specialty at the University of Johannesburg. My passion lies in advancing nursing education and supporting the growth of future healthcare professionals.

I have always valued academic excellence and hard work, something that was evident early on when I graduated as the top student in my high school. As nurses, we often pour so much into others, which is why I am also a strong advocate for self-care.

I am a firm believer that looking after yourself, physically, emotionally, and even through creative outlets like fashion—is not just beneficial, but essential in sustaining a long and fulfilling nursing career.

### **Are you into fashion, modelling, advertising, makeup art or photography?**

I consider myself an artistic person. I love expressing myself through fashion and makeup; it is how I highlight my personality and creativity. Whether it is putting together an outfit or experimenting with new makeup looks, it is more than just style to me—it's a form of self-expression and confidence. These creative outlets bring me joy and allow me to stay connected to who I am outside of my professional role as a nurse.

### **What makes you so photogenic?**

Good outfits deserve to be captured, so I put thought into how I present myself—whether through fashion or makeup—as a way of celebrating and expressing self-love. Being photogenic, to me, is about embracing yourself fully and sharing that energy with the camera.

### **What inspires your stylish looks?**

My stylish looks are inspired by the latest fashion trends, but also by the mood I'm in each day. Fashion is like a canvas for me—a way to paint how I'm feeling without saying a word.

Whether I am drawn to bold colours, soft textures, or unique patterns, I let my outfit tell the story of my mood and personality. Trends give me fresh ideas, but my style is always my own creative expression.

“My stylish looks are inspired by the latest fashion trends”



“Fashion  
is a form of  
self-expression”

**What are your goals for your trendy looks?**

My goal with my trendy looks is to inspire others, especially fellow nurses, to embrace their style and take pride in how they present themselves. I believe nurses can look good, feel confident, and take care of themselves, both inside and out. Fashion is a powerful way to express who we are and reminds us that self-care and confidence go hand in hand, no matter how busy life gets.

**What is your secret about your elegance?**

My secret to elegance is simplicity combined with confidence. Elegance is not about being flashy, it is about carrying yourself with grace and staying true to who you are. When I feel confident and comfortable in what I wear, my natural elegance shines through. Taking care of myself, inside and out, also plays a significant role—it is all about balance and self-respect.

**How often do you exercise or go to the gym?**

As a professional nurse working in the emergency department, I am constantly on my feet, clocking over 1,000 steps during each shift. In addition to the physical activity at work, I prioritize going to the gym four days a week to maintain my fitness and energy. Staying active is crucial not only for managing the physical demands of my job but also to support my mental health and overall well-being, helping me stay balanced and focused on a high-pressure environment.

**What do you hope to accomplish with your elegant photographs?**

With my elegant photographs, I hope to share not just my style, but my story, the confidence I have built and the self-love I am learning every day. I want to encourage others, especially women and nurses like me, to embrace their unique beauty and strength. Elegance, to me, is about celebrating who you are inside and out.

**Would you model any kind of clothing at all?**

Absolutely, I am open to modelling any kind of clothing that speaks to my style and makes me feel confident. Fashion is a form of self-expression, and I am not afraid to take risks or push boundaries. If it aligns with my values and lets me own my confidence, I am all in.

**What is your go-to outfit?**

My go-to outfit is formal pants. I love how versatile they are, they can be styled to look either formal or casual depending on the occasion. I usually pair them with a matching top for a clean, put-together look that still feels comfortable and stylish.

When it comes to colours, beige pants with a white top are at the top of my list. Whether I am wearing white sneakers for a relaxed vibe or white heels for something more polished, this combo always feels fresh, elegant, and true to my style.

**Do you like shopping for new clothes?**

Definitely! I love shopping for new clothes, it is not just about adding to my wardrobe, it's honestly therapeutic for me. Exploring new styles, trying on different pieces, and finding looks that reflect how I feel is such a fun and uplifting experience.



"My go-to outfit is formal pants"



"I love feminine  
and African  
inspired looks"



“Fashion is a powerful way to express who we are”

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**Do you read fashion magazines? Why?**

Yes, I do read fashion magazines. They keep me updated on the latest trends, style tips, and fashion inspiration from around the world. I love seeing how different looks come together and how fashion evolves with each season. It is also a terrific way to discover innovative ideas and incorporate them into my own personal style.

**What is your most valuable piece of jewellery?**

My most valuable piece of jewellery is a best friend's half-piece necklace with which I was gifted. It is a simple piece, but it holds so much love and meaning—it reminds me that no matter where life takes us, our bond will always remain.

**Have you ever made your own clothes?**

I have not made clothes from scratch, but I do a lot of altering. I enjoy changing and tailoring pieces to match the vision I have for them. It is a creative way for me to put my own distinctive touch on my wardrobe and make clothes truly mine.

**What is your favourite piece of clothing?**

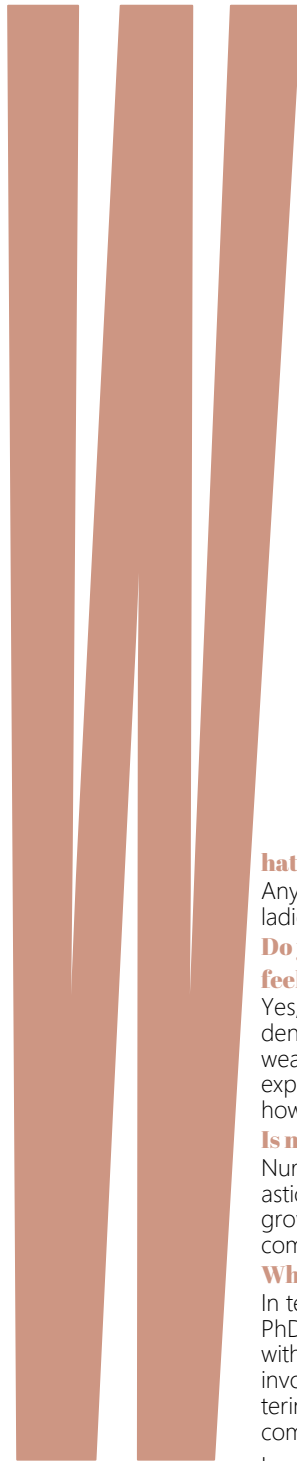
My favourite piece of clothing is heels, as they effortlessly complete any look with elegance and poise. They enhance my posture and confidence, adding a refined touch that elevates both casual and formal outfits. For me, heels are more than just footwear—they're an essential statement of style and sophistication.

**What are some of the strangest fashions you have seen?**

Where ladies are wearing ties, John Cena jeans, and low-rise pants showing thongs.

**What colours do you think look good on you?**

I am a bit delulu about colours—all colours look good on me! But if I had to pick a favourite, it would be pink. There is just something about that colour that feels fun, feminine, and full of life.



“I do go out  
without makeup  
sometimes”

**What kind of clothes are in fashion now?**

Anything burgundy colour and shirts and ties outfits for ladies

**Do you ever go out without makeup? What does it feel like?**

Yes, I do go out without makeup sometimes. I feel confident and comfortable in my own skin, whether I am wearing makeup or not. For me, makeup is a way to express myself, but it does not define my confidence or how I see my own beauty.

**Is nursing your corridor or your destiny? Why?**

Nursing is my first love and my true calling. I am enthusiastic about this profession and see myself continually growing and climbing up the ladder within nursing. I am committed to making a lasting impact in this field.

**Where do you see yourself ten years from now?**

In ten years, I envision myself successfully completing my PhD in Nursing Education and made a meaningful impact within an academic institution. My goal is to be deeply involved in shaping the next generation of nurses by fostering a learning environment that produces highly skilled, compassionate, and efficient healthcare professionals.

I am enthusiastic about advancing nursing education to meet the evolving challenges of healthcare, ensuring that my students are well-prepared to make a positive difference in patients’ lives and the broader medical community.

**If you were to connect your trendy looks and nursing to create your wealth, what would you do?**

I would design and produce stylish, high-quality nursing uniforms that reflect the professionalism and dedication nurses bring to their work. My goal would be to create attire that not only meets the practical needs of nursing but also boosts confidence and pride in how nurses present themselves.

By blending fashion with function, I hope to revive the sense of uniformity and dignity in nursing apparel, helping healthcare professionals feel both empowered and comfortable in their roles.

"I would design and produce stylish, high-quality nursing uniforms"







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# BLACK ORCHID

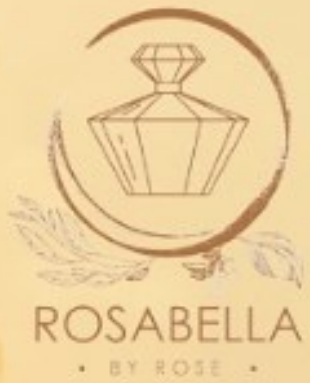
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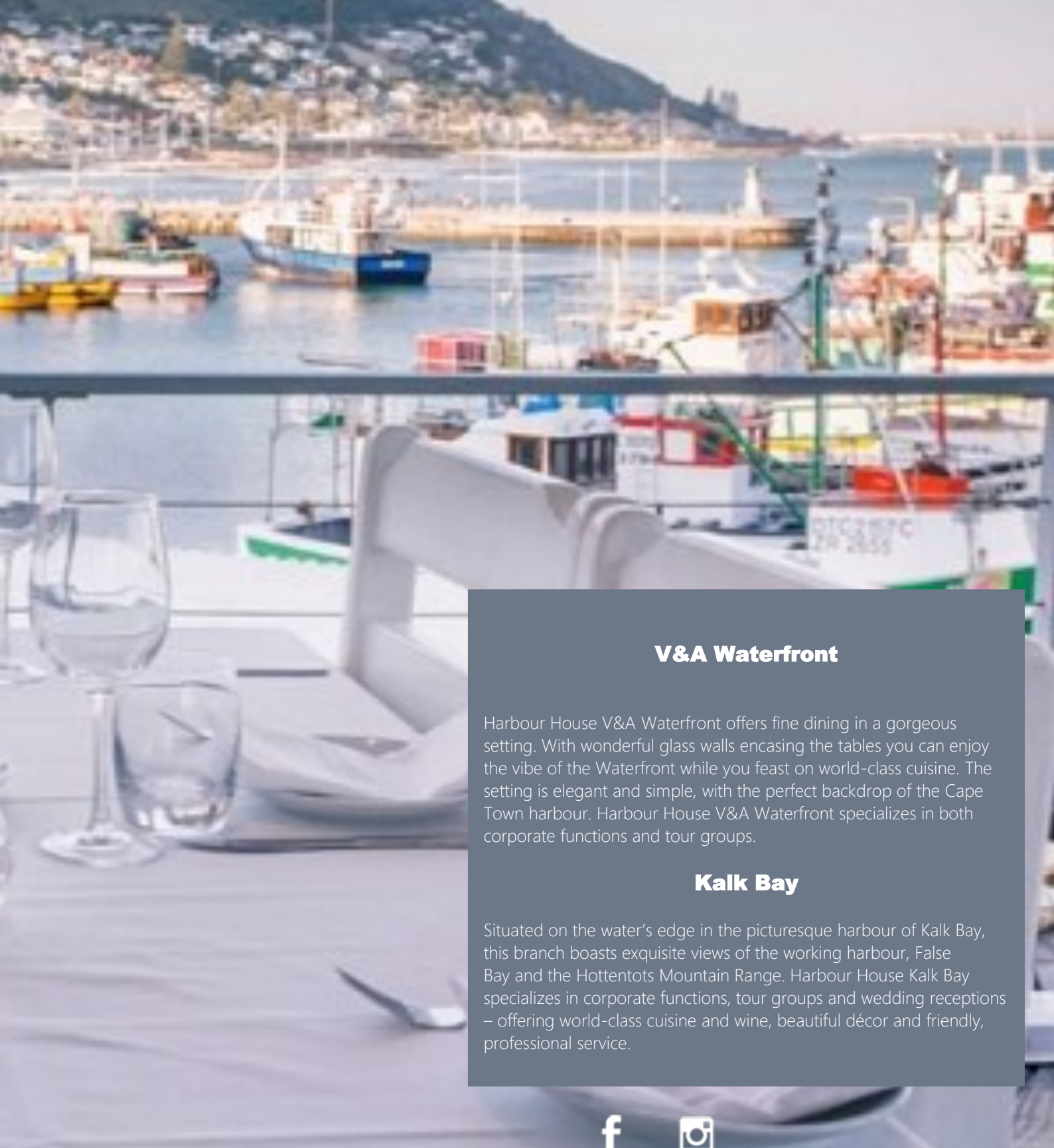
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**Sporty.**  
**Well trained.**







## V&A Waterfront

Harbour House V&A Waterfront offers fine dining in a gorgeous setting. With wonderful glass walls encasing the tables you can enjoy the vibe of the Waterfront while you feast on world-class cuisine. The setting is elegant and simple, with the perfect backdrop of the Cape Town harbour. Harbour House V&A Waterfront specializes in both corporate functions and tour groups.

## Kalk Bay

Situated on the water's edge in the picturesque harbour of Kalk Bay, this branch boasts exquisite views of the working harbour, False Bay and the Hottentots Mountain Range. Harbour House Kalk Bay specializes in corporate functions, tour groups and wedding receptions – offering world-class cuisine and wine, beautiful décor and friendly, professional service.



# Ulusaba

SIR RICHARD BRANSON'S  
PRIVATE GAME RESERVE





## Stunning views with a luxury room

Of all lodges located in the Sabi Sands Game Reserve, Ulusaba Rock Lodge is probably one of the lodges offering the most amazing views over the South African bushveld. Ulusaba Rock Lodge is situated on a hilltop offering uninterrupted panorama views.

With just ten rooms in total, you can be sure to enjoy an intimate experience. This luxurious safari lodge is distinctly African in style: traditional art and furnishings blend seamlessly with modern conveniences, ensuring maximum comfort.

The main lodge is under thatch and boasts extensive viewing decks where guests can appreciate the vistas. Soak in the natural rock pool, in between game drives and bush walks, or enjoy a relaxing treatment in the luxurious spa.

The rooms are spacious and offer everything you need: air-conditioning for hot African afternoons, a big bathroom and a well-stocked minibar. All rooms are individually decorated and inspired on both modern and traditional African art.





MASSINGA

B E A C H

MOZAMBIQUE





## Overview

In the Inhambane Province of Mozambique, Massinga Beach sits above a stretch of endless, remarkably private beach overlooking the azure Indian Ocean. The resorts facilities include a dining bar and lounge with satellite TV, swimming pool, pool deck, restaurant, in-room dining, beach bar, afternoon tea and beach picnics. Enjoy various beach games, kayaking, table tennis and a pool table at the beach bar plus snorkelling, rock-fishing and disc golf in the palm groves. In season, you can view whales frolicking whilst sipping exotic cocktails on your deck.

## Package Information

Return flights from Johannesburg to Vilanculos  
Return airport transfers  
Five nights' accommodation in an ocean front deluxe room  
Daily breakfast, lunch and dinner  
Complimentary afternoon tea/coffee/ Cake excludes specialty coffees


Snorkelling at 'Fingers' Rock formation  
Swimming in the warm Indian Ocean  
Beach games and walks, kayak, surfboards, boogie board and snorkelling equipment  
Board games, cards, books, table tennis, darts, pool table  
Beach bicycle riding  
Coconut cutting demonstrations

[www.massingabeach.co.za](http://www.massingabeach.co.za)



# When Presence Becomes the Greatest Gift

"The memory  
of you being  
there lingers far  
longer"



“The sound  
of laughter  
in a room you  
almost missed”



Article By Kimberly Maurer, BS, LPN  
Fort Myers, Florida, United States

**It starts the way it always does.**

The world glows with twinkling lights. Commercials hum with jingles about the perfect gift. And somewhere between the shifts, the family group chats, and the endless to-do lists, nurses brace for a familiar ache.

Another holiday spent at work.  
Another dinner table with an empty seat.  
Another gift unwrapped without us there.

For many nurses, the holiday season unfolds not under the tree, but under the soft hum of fluorescent lights, in hallways that smell faintly of antiseptic and cinnamon candles from the staff lounge.

We walk into patient rooms where families hover anxiously, holding each other tight, hoping for good news. And we give what we can, steady hands, listening hearts, quiet reassurances whispered between alarms.

At home, the tree might lean a little. The wrapping paper might not match. Maybe the stockings get filled at midnight after a double shift, or a child's dance recital is watched on FaceTime during a quick break. We ache for those moments, but we also learn something sacred:

The most important things are not things.

**Presence becomes the truest gift.**

A few hours curled up on the couch with someone you love.  
A sleepy child who runs into your arms after a night shift.  
A friend who saves you a plate.  
The sound of laughter in a room you almost missed.

For nurses, giving looks different. It's less about what's under the tree and more about what we carry in our hearts when we walk through the door. It's the way we show up, tired, yes, but fully there. It's the traditions we build in the margins, the sacred pockets of time we carve out between caring for others.

Maybe it's hot cocoa at dawn after a Christmas Eve shift.  
Maybe it's wrapping gifts together on the floor with your kids, even if the paper is wrinkled and the bows don't match.

Maybe it's just sitting quietly, hand in hand, letting the world slow down for a breath.

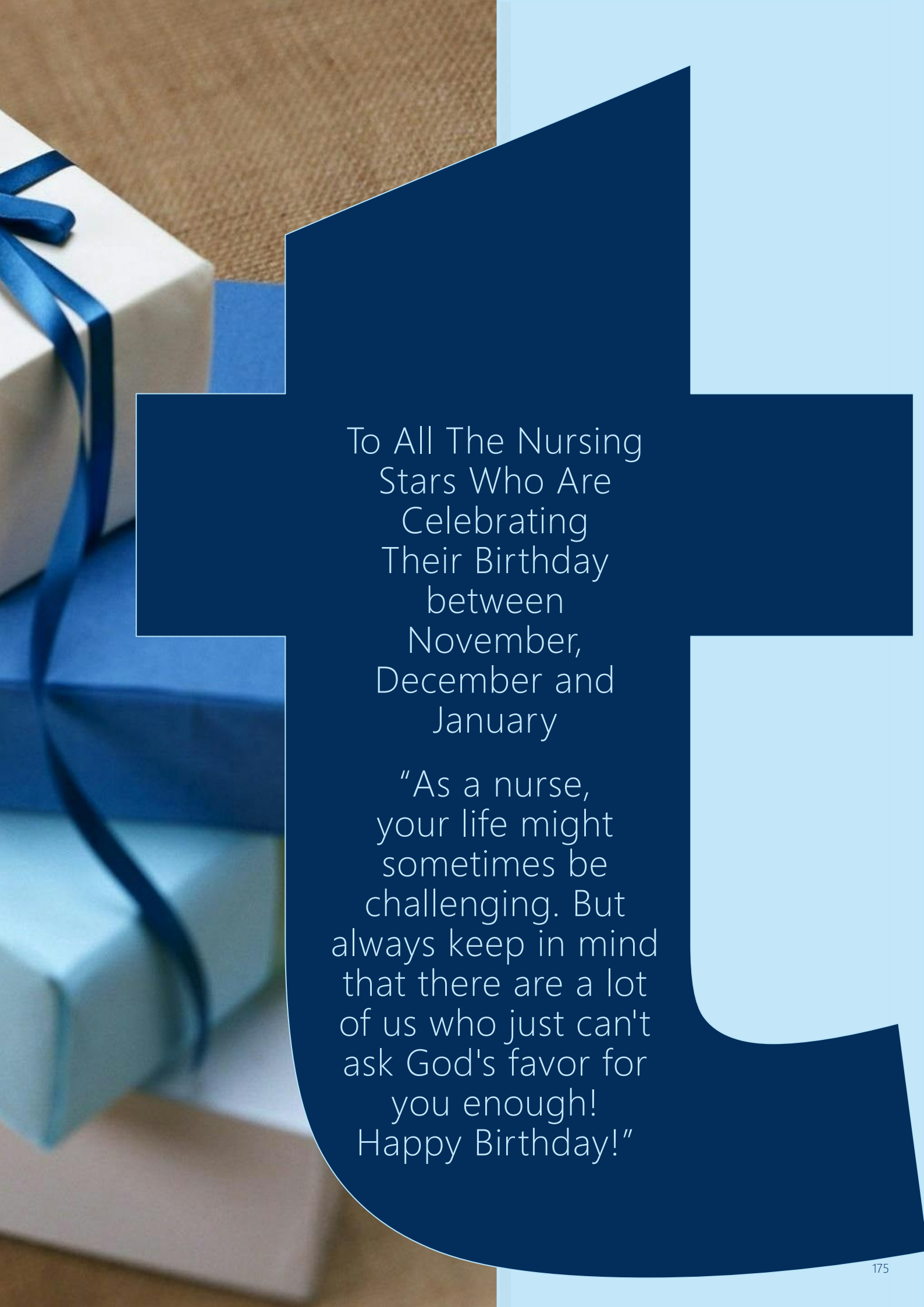
Because when you spend enough holidays in scrubs, you start to understand: presence outlasts presents. The memory of you being there lingers far longer than anything bought in a store.

This season, may we give what truly matters.  
Our time. Our presence. Our love.  
Even if it's in small, imperfect, beautiful doses.

Because that's the kind of giving that lasts.



**‘Happy  
Birthday’**



To All The Nursing  
Stars Who Are  
Celebrating  
Their Birthday  
between  
November,  
December and  
January

“As a nurse,  
your life might  
sometimes be  
challenging. But  
always keep in mind  
that there are a lot  
of us who just can't  
ask God's favor for  
you enough!  
Happy Birthday!”

Happy  
New  
Year



"Thank you for  
your trust in us.  
Wishing you a  
prosperous New Year  
filled with  
success and new  
opportunities."



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