THE NURSING STARS MAGAZINE

Celebrating Nursing Professionals in style

11th Issue May/Jun/Jul 2024



Cady Adams (RN)
"My goal is to help create a more positive narrative around the nursing profession"

Ndasi Noubissi Maxel (RN)
"My greatest vision of my career is to be at the centre of the development and implementation of global health policies"

Iremide Adekoya (Student)
"Nursing is not for the weak"

Lebo Khumalo (RN)
"Lengthy and unproductive meetings signal a lack of preparation"

Esther Kasali (RN)
"Once you've found who you are, don't try to be someone you're not"

Dr Mpho Chipu (PhD)
"The positive class environment allows open discussions and engagement without judgment and intimidation"

Izelle Loots (RN)
"We had to devise a plan to provide comfort to our patients during their most critical moments"

Dr Tshiamo Ramalepa (PhD)
"Research-active nurses such as myself are essential to the advancement of nursing and healthcare knowledge"

Abigail Mooki (RN)
"Management is all about planning and organizing efficient nursing care"

Sulayman Cham (RN)
"I maintain an open line of communication with my spouse, family, and colleagues"

Dineo Selebi (RN)
"These all confirm that I was born for this; to be an Agent of Social Change"

Akinnuoye Oluwafem (RN)
"The first thing I do on my off-duty days is to observe my quiet time"

Millianie Amacha (RN)
"I enjoy reading fashion magazines as I get the latest information about fashion trends in Vogue"

Isaac T. Matlala
"Praise the Lord, my soul!"

Sibongile Khumalo (RN)
"We honour and value our nurses who shine like stars in the Universe"

Navid Khan (RN)
"Leadership in nursing is about inspiring others, building trust, and leading by example"

Bernice Ngundi (RN)
"Diabetes is so versatile and in every step a diabetes nurse educator is needed"

Namhla Mfecane
"When more and more people started to book for my services, then I knew I took the right direction"

'Mary Seacole was the first female nurse into the beleaguered city'

Dr Augusta Dorning (PhD)
"The importance of nurses as Role Models"

Prof. Kholofelo Matlhaba

"Take care of yourself both mentally and physically, as the nursing profession can be emotionally and physically taxing"

Wheels, wheels, wheels

Cottage Cheese Mashed Potatoes

'Healthy Lifestyle Changes That Nurses Can Make'

'Celebrate Life Every Day'

Free Copy

MAY 12

INTERNATIONAL NURSES DAY

Thank you Nurses





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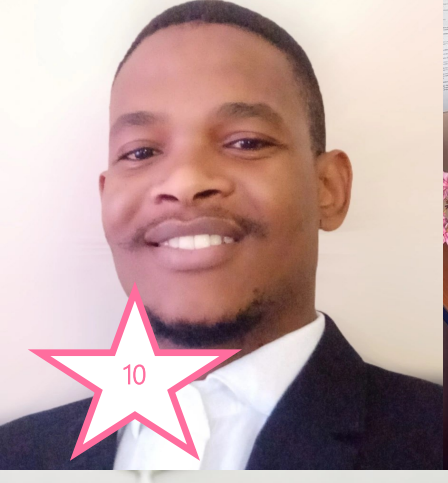


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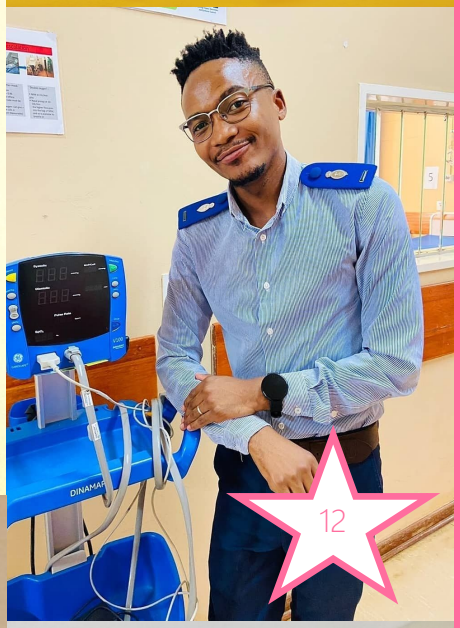
















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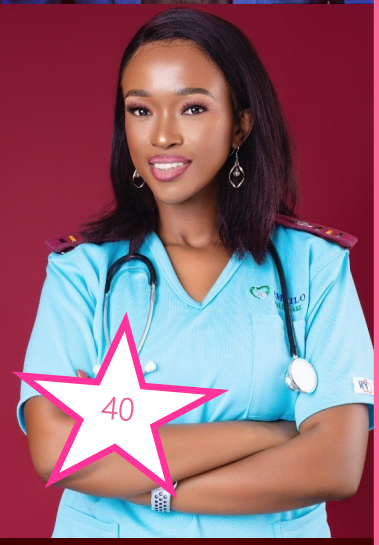
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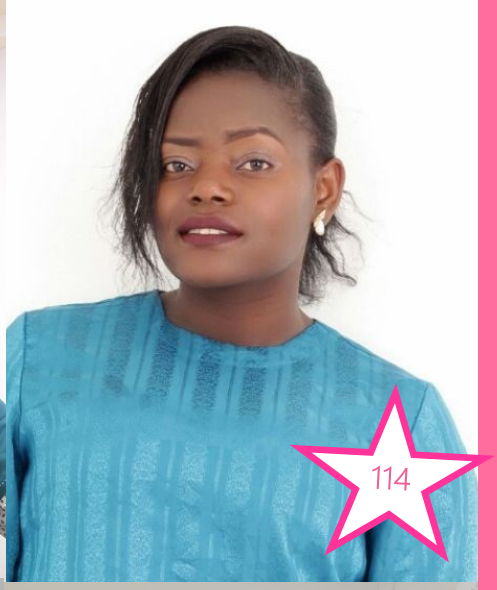
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The Nursing Stars Magazine is a product of



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Happy Nurses' Month to you All

Tshepang Mofokeng
Acting Editor In Chief

Time flies, hey? We are already on Issue 11... Happy Nurses' Month to you All. As The Nursing Stars Magazine team we celebrate you for all your outstanding service you provide to the masses out there. You are our Stars, continue to shine.

Believe you me the content of this Issue is jam packed with a lot of goodies. Once you start reading it you will never stop until you reach its last cover.

As a team we made it a point to enhance the content in order to enrich you while you are serving your patients from all walks of life.

Firstly, in celebration of the Nurses' Month we chose Pink as a theme for its brightness and beauty. Nursing is bright and beautiful. Nurses are bright and beautiful.

We hope that this colour theme will help you see how bright and beautiful you are to the world. Secondly, in honour of the Nurses' Month in 2024 we featured one of the Nursing Greats of our time; Professor Kholofelo Matlhaba.

As TNS Magazine team we feel so honoured to feature a person of her calibre. We trust that all the young and student nurses will learn much for Professor Matlhaba. She is indeed a legend in this field.

As usual, among the featured is Dineo Selebi, an Angel of Social Change. Her narration will give you goosebumps. Ms Selebi is one of the unknown heroes, she plays a role of an angel around her community. Her story will surely move you.

In this instance, a tribute is paid to another shero by the name of Mary Seacole who dedicated her life for the healing of others. She broke the boundaries by doing the extraordinary for the sake of the wounded soldiers.

Besides, there are numerous nursing experts who are featured in this Issue, these include experts such as Dr Ramalepa and Dr Chipu. Moreover, everyone of the featured presents some uniqueness to enhance you. Furthermore, we are honoured by Dr Augusta Dorning and Ms Lizelle Loots who are so passionate about sharing their expertise with us. And these all is for you.

We hope that you will enjoy this Issue and please never forget to encourage your colleagues to visit www.thenursingstarsmagazine.co.za to subscribe and download all the magazine copies for FREE. We will be so glad to hear from you. You may follow us on all our social media platforms or email me directly.

Love you lots!!!!

Tshepang Mofokeng

"Nursing is bright and beautiful. Nurses are bright and beautiful"

"Praise the Lord, my soul!"



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

Frequently, our prayers consist of requests for worldly luxuries, neglecting to express gratitude for the simple blessings we may be overlooking.

We often get caught up in material possessions and fail to recognise and appreciate the gift of life, the ability to wake up each day, and the senses of hearing, sight, and speech. It is important to remember to thank and praise God for the presence of our loved ones, as well as for the basic necessities of food, clothing, and shelter that we still possess.

These are the things we tend to take for granted, but they are the ones we should truly be thankful for, more so than the material wealth we desire or possess.

Today, our prayer is one of praise and worship to the Lord, as found in the book of Psalms. It is a poetic prayer and a song of gratitude for the immense love and mercy that the Lord continues to bestow upon us, despite our shortcomings in following His commandments consistently.

In this prayer, we simply request nothing more than to gently remind our souls of the sheer magnificence that resides within his flawless character.

Let us pray: Psalm 103:1-22
Praise the Lord, my soul! All my being, praise his holy name! Praise the Lord, my soul, and do not forget how kind He is.

Lord you forgive all our sins and heal all our diseases. You keep us from the grave and bless us with love and mercy. You fill our lives with good things, so that we stay young and strong like an eagle.

Oh Lord, You judge in favour of the oppressed and give them their rights. You revealed Your plans to Moses and let the people of Israel see Your mighty deeds.

Oh Lord, You are merciful and loving, slow to become angry and full of constant love. You do not keep on rebuking; You are not angry for ever.

You do not punish us as we deserve or repay us according to our sins and wrongs. As high as the sky is above the earth, so great is Your love for those who honour You.

As far as the east is from the west, so far You remove our sins from us. As a father is kind to his children, so are You Lord kind to those who honour You. You know what we are made of; You remember that we are dust.

As for us, our life is like grass. We grow and flourish like a wild flower; then the wind blows on it, and it is gone-no one sees it again.

But for those who honour You Lord, Your love lasts for ever, and Your goodness endures for all generations of those who are true to Your covenant and who faithfully obey Your commands.

Oh Lord, You placed Your throne in heaven; You are King over all. Praise the Lord, you strong and mighty angels, who obey his commands, who listen to what he says.

Praise the Lord, all you heavenly powers, you servants of His, who do His will!

Praise the Lord, all his creatures in all the places he rules. Praise the Lord, my soul!

Amen!

"You judge in favour of the oppressed and give them their rights"



Sibongile Khumalo (RN),
Johannesburg, South African

"We honour and value our nurses who shine like stars in the Universe"

Philippians 2:14-18 NIV

Greetings in the most wonderful name of our Lord and Savior Jesus Christ of Nazareth. Welcome to our 11th issue. This is a significant month for Nurses as we are Celebrating the International Nurses Day!

This global event is celebrated on the 12th of May every year, which is also the anniversary of our nursing Pioneer Florence Nightingale. The primary objective of this event is to acknowledge and appreciate the commitment and bravery of nurses around the world.

This fantastic event is coordinated by the International Council of Nurses (ICN) to ensure that the invaluable contribution of nurses to the health of people globally are recognized. Thus, the year 2024 is themed as follows: Our nurses. Our future.
The economic power of care. Despite being the backbone of healthcare, nursing often faces financial constraints and societal undervaluation.

International Nurses Day 2024 aims to reshape perceptions, demonstrating how strategic investment in nursing can bring considerable economic and societal benefits (#SANCnews January-February 2024).

A special message for nurses as we are celebrating the International Nurses Day 2024;

Our main text is in Philippians 2:14-18 NIV "Do everything without complaining or arguing, so that you may become blameless and pure children of God without fault in a crooked and depraved generation, in which you shine like stars in the universe. As you hold out the word of life, in order that I may boast on the day of Christ that I did not run or labor for nothing.

But even if I am being poured out like a drink offering on the sacrifice and service coming from your faith, I am glad and rejoice with all of you. So, you too should be glad and rejoice with me. This Epistle was written by Paul to the church in Philippi.

Paul had founded the church in Philippi (Acts 16:12-40), and throughout his life they held a special place in his heart.

Paul writes to them with affection, and the message in the epistle mostly has a note of joy. He talks about his life as a drink offering being poured out.

What they used to do in those days was that you could have burnt the offering of a lamb on the alter going on, and then they would take a drink offering and they would pour it on the lamb.

We learn in the Old Testament that as this smoke was rising, we are told that this was a pleasing and acceptable aroma in the nostrils of God. It created a scent as it rose from the fire.

The spiritual meaning of this is that Paul is saying to the Philippians, you are living your lives as an offering to God. We note that in Philippians 1:29 they were suffering for the gospel, suffering for Christ because they were willing to forsake the world and follow Christ.

So Paul is saying, because you are all burning up with the love of God, as I am poured out to you, adding my efforts and commitment to yours, by also sacrificing my life for the gospel, this is pleasing to God.

Nurses are sizzling and burning with commitment and passion for the welfare and care of the people, and therefore this is pleasing to God. God is seeing the sacrifice made by nurses despite the challenges they are faced with on a day-to-day basis.

Paul could have this level of commitment to the course of the gospel because to him, preaching the gospel was a calling. This noble Profession that we are in, was born out of this same conviction of a calling.

Florence Nightingale an English social reformer, statistician and founder of modern nursing, believed it to be her divine purpose. By the time she was 16 years old, it was clear to her that nursing was her calling. It is in having a sense of calling about our Profession, that we can commit to the level that Paul describes, "our lives become an offering."

Why do we need to honor and value our nurses?

Because our lives are like the drink offering poured out to serve the people of our land. May God Almighty continue to strengthen the nurses with power through His Spirit in their inner being (Ephesians 3:16).

If we ever feel worn out or spiritually empty, may God Almighty strengthen our inner being with the might of His Holy Spirit so that we can abound and walk in victory as we serve our nations as we continue to maintain in our power, the honor and the noble traditions of our Profession.

And, 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 with 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!

Sibongile Khumalo (Professional Nurse Clinician)

"If we ever feel worn out or spiritually empty, may God Almighty strengthen our inner being with the might of His Holy Spirit"



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A dedicated Volunteer
A detail-oriented medical writer
And a crafter of health narratives

What is your name?
Adekoya Iremide.
What is your birth month?
October.
What is your professional status?
Nursing student.
Why do you want to be a nurse-
Right from my high school days, I had this keen interest in taking care of people and rendering care to people. Recently the number of sick people in the country has doubled and the need for nurses in the country has increased.

Unfortunately that is not all that is needed, my country needs more than just nurses but nurses with essential and appropriate skills, knowledge and ideas that will help in treating the sick and propelling them to a state of wellness. I want to be a nurse so as to be able to provide compassionate care for the sick, make positive impact in people's lives and contribute to their well-being.
Who is your favorite class mate?
I don't have one for now, maybe later in the future.
How is it like to be a nurse student?
Being a student nurse is a lot, I would describe it as an ongoing stressful, beautiful and a transformative experience. I would say it's that bedrock that determines what type of nurse a person would become in future.
How would you describe yourself as a student?
I am a committed and a curious learner, continuously exploring avenues for personal and academic development.
What specialty are you focusing on?
I am considering Maternal and Child health for now.
What is a dominating culture in your schooling environment?
One dominating culture in my schooling environment is its rigorous academic standards that provides students with practical-oriented scientific, technological and liberal education skills, knowledge and values.
What is a dominating culture in your schooling environment?
One dominating culture in my schooling environment is its rigorous academic standards that provides students with practical-oriented scientific, technological and liberal education skills, knowledge and values.
Any element of naughtiness?
Not really.
What real-world lesson are you acquiring currently?
There is a limit to what money can do, focus on pursuing value and healthy relationships.
What contribution are you planning to make in the nursing industry?
Recently there have been an increase in the incidence of sick people with limited available medical practitioners with the essential and appropriate skills to care for them. This has crippled the health aspect of my country (Nigeria).

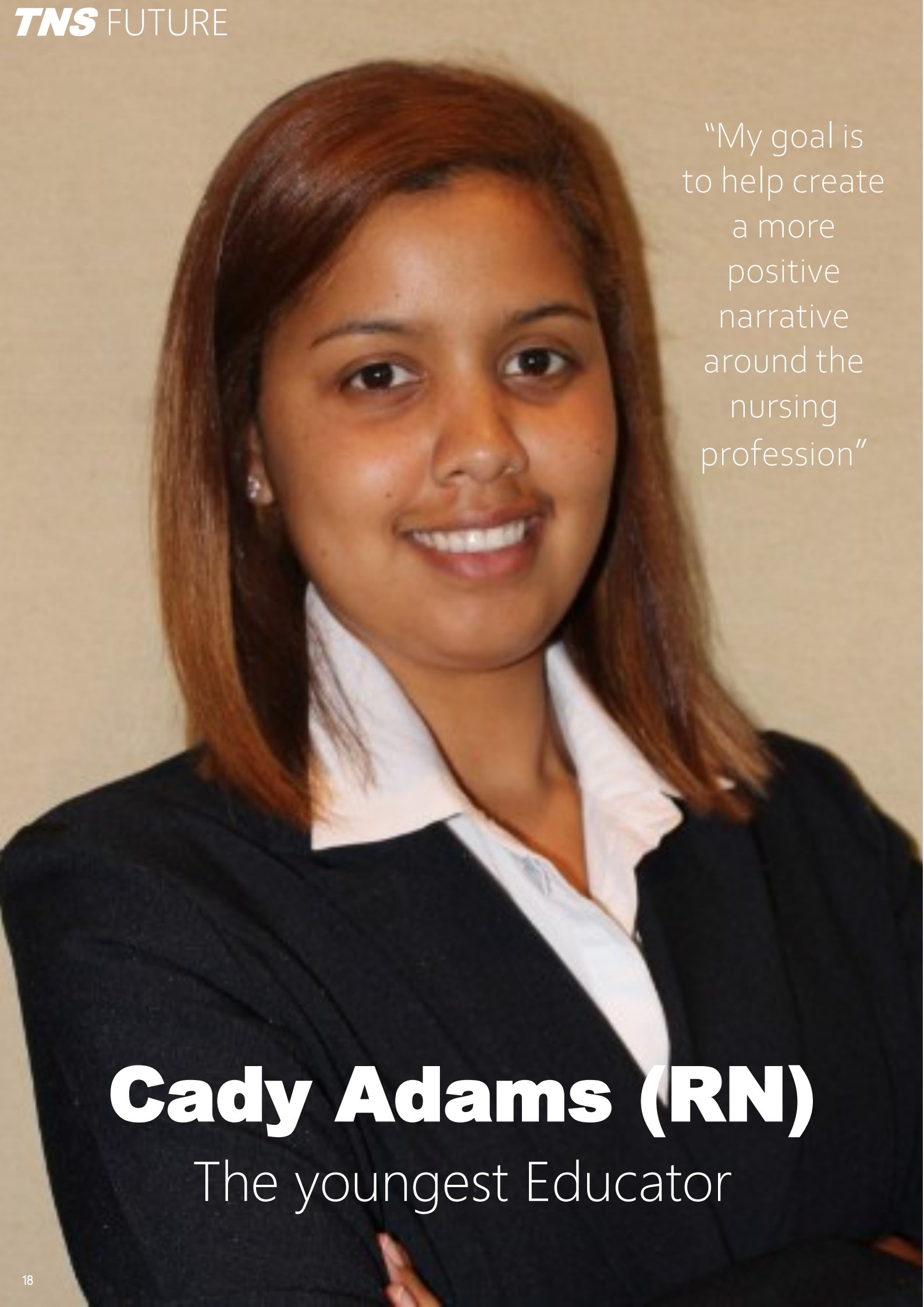
By aligning dedication to delivering compassionate patient care with dedication to continuous improvement and community engagement, in collaboration with fellow nursing team members and healthcare workers, my aim is to decrease the incidence, mortality, and morbidity rates wherever I find myself.
When searching deep into yourself, are you an employee or an employer? Why?
I see the potential to be both an employee and an employer. As an employee I do acknowledge the importance of collaboration, learning, and team contribution. Concurrently, in the role of an employer, I visualize assuming initiative, leadership, responsibilities, and fostering opportunities for others.
Will nursing be your corridor or your destiny? In what way?
Nursing can be more than just a corridor for me; it has the potential to become my destiny. With unwavering dedication to patient care, ongoing learning, and community involvement, I aspire to craft a purposeful and rewarding nursing career, leaving a lasting positive impact on the well-being of those I serve..

"I am a committed and a curious learner"

What advice would you give to the government regarding improving the nursing sector?
The government and its policies plays a major role in the success of the nursing sector. The government should implement supportive policies for nurse well-being and development, embrace technological advancements, allocate resources for community health initiatives, increase funding for research programs and projects foster and encourage diversity in the nursing workforce. This comprehensive approach will help to promote well-being, and enhance the overall quality of healthcare.
What advice would you give to the nursing aspirants?
Nursing is not for the weak, please don't venture into nursing because of the money. It has the tendency to affect your desire to provide detail oriented and quality care for the patient under your care.
How are you going to mentor the nursing aspirants?
In mentoring nursing aspirants, my approach would include sharing academic and practical

knowledge with them, helping them navigate the challenges of nursing profession, supporting professional growth, encouraging networking and promoting their well-being.


"Being a student nurse is a lot, I would describe it as an ongoing stressful, beautiful and a transformative experience"
Iremide Adekoya



"My goal is to help create a more positive narrative around the nursing profession"

Cady Adams (RN)

The youngest Educator

ame: Cady Tazmin Adams
Birth month: April
Favourite book: The Alchemist by Paul Coelho
Favourite Music: Jazz and Classical
Favourite space: Close to the seaside
Favourite time: Usually the evening, a time to reset and reflect.
Favourite drink: Sparling water, with a slice of lemon

How do you spend most of your spare time?
Most of my spare time I spend with my loved ones, intentionally engaged, away from our hectic schedule and responsibilities.

What makes you tick?
Travel, travel and more travel. I enjoy learning about different cultures and experiencing new things.

What spoils your mood?
Disrespectful and inconsiderate individuals.

Who is your favourite person in the world?
My favourite "people" – My mom and dad. They are my biggest fans and greatest support.

What made you choose nursing?
I have always had a keen interest in healthcare. This interest naturally led me to pursue nursing as a career, as it allowed me to work directly with people to improve their health and well-being. Through nursing, I can make a positive impact on communities and contribute towards bettering people's lives in the healthcare field.

Who is your inspiration?
My parents. Their dedication to improving our family's life instilled a work ethic in me that I am forever grateful for.

Share about your passion for nursing:
I have developed a strong passion for nursing over the years. Working in a clinical setting has taught me the importance of using scientific methods to restore health while also showing kindness, love, compassion and humanity towards patients. Today, I am grateful to be able to combine my clinical experience and educational skills to train healthcare workers and help improve healthcare for the community as a whole.

Apart from nursing, what is this gift you have, are you going to pursue it?
In recent years, I have developed an interest in gardening and interior decoration. If given the opportunity, I would love to upskill myself in these areas and possibly start a business offering these services.

Do you think nursing is your corridor or your destiny?
Definitely a corridor to my destiny. Nursing has provided me with a platform to explore various healthcare fields in my career. Although I am uncertain about what the future holds, I am confident that I will always apply the fundamental skills I have learned from my nursing career to wherever my life journey takes me.

If given a chance, who is this celebrity would you like to spend an hour with, and why?
Oprah Winfrey, she has achieved remarkable success in the media industry and serves as a role model to women worldwide. Her unscripted and personalized approach to engaging with her audiences has revolutionized the entertainment sector both on and off the screen. If given the chance, I would be thrilled to gain insights into how she has built and managed her empire.

Where do you see yourself in 5 and in 10-year time?
In the next 5-10 years, I aim to continue my studies to improve my skills and knowledge in the field of nursing. I would like to explore new interests within this field and related to it. My ultimate goal is to attain a master's and a PhD qualification. Through this, I hope to broaden my expertise in Public Health and use my knowledge to contribute towards improving the health status of communities.

How are you going to contribute to improving the nursing sector?
I plan to continue my current work in nursing education and management, using my platform to inspire my peers and students in a positive way. My goal is to help create a more positive narrative around the nursing profession and restore confidence in this noble field.

What do you think is the role of technology in nursing?
Technology is rapidly becoming the driving force behind many professions, including nursing. In recent years, there has been incredible advancements made in the nursing field through technology. I am currently part of a health modernisation effort at my workplace where technology is being leveraged to make our services more efficient and to facilitate effective communication. It has been truly remarkable to witness this transformation, which represents growth and development that will ultimately benefit patient care and create a more pleasant working environment for healthcare workers.

What fingerprint would you like to leave when retiring from nursing?
When I retire from my nursing career, I aspire to have positively influenced and shaped the perspectives of new nurses, as well as fostered an environment of transformative leadership and professional development. My goal is to leave a lasting impact by utilizing both physical and psychological interventions to enhance the quality of life for individuals and, in turn, positively impact their communities.

"I am grateful to be able to combine my clinical experience and educational skills to train healthcare workers"

Dr Mpho Chipu (PhD)

A Lecturer at University of Free State

A kind-hearted lecturer

Who is Dr Mpho Chipu?
I am originally from the rural area of Garamotsho in Gakibi, Limpopo, Polokwane Province. I am a single mother of two children: Mahlatse (21), who is currently studying Data Science at the University of Pretoria, and Reatlegile (17), a Grade 11 student at St. John's College. Dr. Chipu's educational journey began at Chris Hani Baragwanath Nursing College in 1992.

I then began my professional career at Charlotte Maxeke Johannesburg Academic Hospital in 1996. However, my passion for education led me to the University of the Free State in 2023, where I assumed the role of a Nursing Lecturer. In 2022, I achieved a significant milestone by obtaining my PhD in Critical Care Nursing from the University of Johannesburg.

My research focus lies in the area of Caring, and I have made valuable contributions to the field. I have developed a model to enhance self-care practices among professional nurses caring for critically ill patients. This groundbreaking model was successfully launched at Charlotte Maxeke Johannesburg Academic Hospital.

I have published national and international articles, further solidifying my impact on the nursing community. My commitment is to improve healthcare by empowering student nurses and nurses working in public and private hospitals.

What is your favourite sport?
I like hiking because I love connecting with nature and experiencing the natural terrain around me. Hiking rejuvenates me mentally by feeling surrounded by mountains and getting fresh air.

What is your best season in a year? Why?
Spring indicates renewal. Looking at the beautiful colourful flowers encourages me to go hiking and perform outdoor activities. Spring inspires me to embrace my achievements and to look forward to a bright future.

What kind of outfit do you prefer when on duty? Why?
I prefer formal clothes to reflect professionalism and sets an example for my nursing students. Dressing appropriately for me indicates respect and instils my confidence as a nursing lecturer.

What makes your day?
The impact I bring on my nursing students, my colleagues, and society. It can be through offering advice or receiving positive feedback from them.

Why did you choose to be a lecturer?
I am passionate about teaching and inspiring nursing students and preparing the youth for the profession I love.

When did you decide to be a lecturer?
I decided to become a lecturer in 2022 after completing my PhD. From then on, I realised that teaching was my calling, and I decided to pursue a career in teaching and publishing articles.

How did you reach this level in your nursing career?
Through hard work, perseverance, and dedication. I wanted to be a role model to my children and prove to them that education is a key to success. It was very hard to study while working, especially 7/19 shifts, and being a single parent, but I kept balancing my work with my studies because of the motivation I got to improve the lives of my family. I want to teach my children the value of perseverance and sacrifice.

What impartation are you there to offer?
The importance of Ubuntu principle in nursing to emphasise compassionate care and humanity. This is aligned with my research niche of caring. I have developed a model of self-care to assist the nurses in taking care of themselves and prioritising their mental health. By nurturing themselves then the nurses will better care for their patients.

What is this unique aspect about you?
I am loving and accepting myself as a single parent and as a nursing lecturer. I value family, and I value people in my community and society.

What sound of voice to use in class? Loud or low?
I use a loud voice in class because my students and I interact with one another all the time, and I want to let everyone in the class feel included in these interactions, so I project my voice to a level I believe even students sitting at the back would hear.

We have group discussions and presentations most of the time, so with this in mind, I need every student to hear what goes on in these activities.

What kind of ambiance does your presence bring into the lecture room?
I bring a cheerful atmosphere into the lecture room when I enter. I'm a facilitator in class and believe that the students are knowledgeable and should contribute to class discussions if they have anything to share, so the caring aura I believe I have allowed students to feel at ease during these discussions.


"I wanted to be
a role model
to my children
and prove to them
that education is a
key to success"



"The positive class environment allows open discussions and engagement without judgment and intimidation"

How do you describe nursing in one word?
Caring
What do you do to ensure that your students become game-changers in the nursing sector?
I involve them by participating in all the school activities, research, community service, and Nurses' International Day.
Are you ever tempted to observe your students and then predict the worst or the best?
No, I believe that each student is unique. Some might be active in class; some might not be. I rely mostly on their assessment marks to support them academically.
How do you guide your students to choose the right path when they venture into the nursing field?
I encourage them to observe their passion when allocated in clinical practice and to specialise after completing their nursing degree.
When faced with students who are about to give up on their lessons what do you do?
I offer catch-up lessons and motivate them, but if that's not enough and they still struggle to improve, I refer them to student counsellors for professional assistance.
What five words would your colleagues and students use to describe you as a person, a lecturer, or a colleague?
Motivating
Inspiring
Caring
Friendly
Optimistic
How do you pep up distressed students?
I use an open-door policy that allows distressed students to consult anytime when they struggle to cope with their studies.
What do you expect from the incoming students?
I expect participation, involvement in class, self-introspection and come for support if they need it.

What should new students expect from you as a lecturer?
They should expect interactive classes whereby they fully participate and ask questions. The students should feel free to engage in topics that tend to make students feel uncomfortable such as sexual health and menstrual health.
Please share about your tutoring philosophy.
I believe in caring, participation and seeking help when in need.
What is this interesting quality about you that makes your students come to your class for more?
A positive class environment allows open discussions and engagement without judgment and intimidation.
Under general what characteristics do nursing students require their tutors to possess?
Open to discussion, transparent, interactive, supportive, non-judgemental.

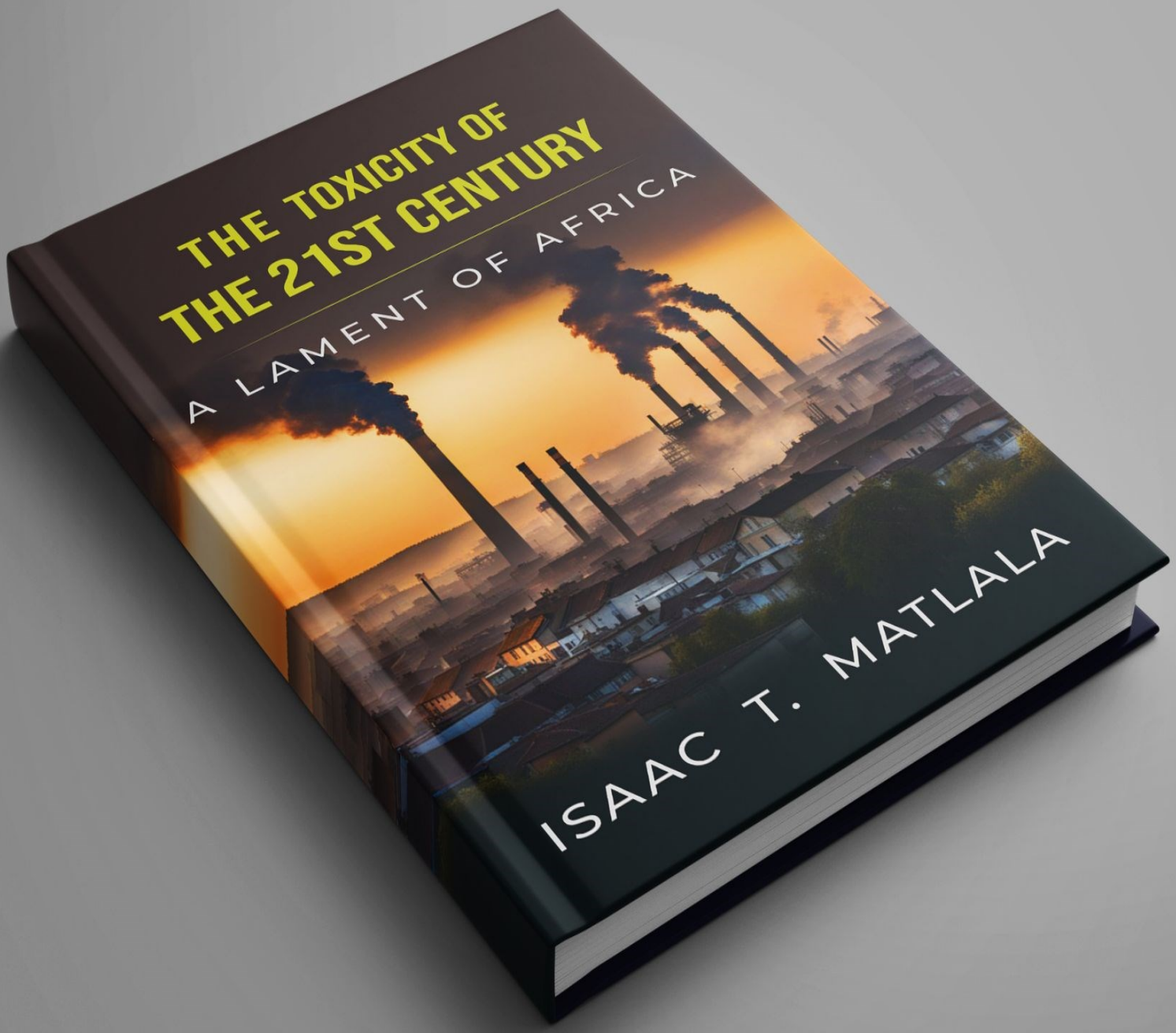
How does the lecturer's personality affect the students' success?
I strive for excellence and inspire them to be competent and excel in everything they do, whether in theory or clinical practice.
How would your previous students describe you?
A kind-hearted lecturer who is approachable but very assertive in terms of completing the allocated tasks.
What is your advice to all nursing students?
"Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world." is a quote by Desmond Tutu that inspires me to do the work that I do daily with enthusiasm. I believe this quote would be helpful to nursing students as they should know that they have a special role in saving lives and contributing a lot to society in an already overwhelming world.

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"Even though I grew up in a shack, I refused to live in a shack all my life"

Dineo Selebi (RN)

An Angel of Social Change

I am Dineo Selebi, a 49-year-old single mother and a registered nurse, with a Diploma in General Nursing Science and Midwifery, and a B Tech in Occupational Health Nursing, I am currently employed by the South African Health Department as a professional nurse working in a mobile clinic.

I grew up in a dusty shack of Bekkersdal and completed my high school level at Kgothalang High School. In the midst, I developed a self-slogan as; thus, 'my parent doesn't determine my life, I determine my life.

Thus, through applying that motto I focused on my studies determined to create a better life for myself. Even though I grew up in a shack, I refused to live in a shack all my life.

Initially, I worked at Mohlakeng Clinic where I initiated a support group for pre-teen to teenagers who were born with HIV; that's what triggered my passion for children and related social issues.

We would hold monthly meetings whereby kids would be afforded a platform to express themselves effortlessly while given special treatment. My aim was to ensure that they could get to understand their condition since some of them were orphans living with their grannies.

Moreover, they had no one to talk to regarding their status. Hence, every one of them would look forward to coming to the support group.

Thus, of late my social responsibility has expanded to a level whereby I engage with neglected kids and the elderly, whom I normally meet on the streets. For example, at some stage I met some young man, aged between 8 and 10 years, in November 2023.

He is lives in a shack with his 87-year-old (paternal) granny in a rural area of Randfontein. he doesn't know his date of birth, he has never been to school, and to top it all, he doesn't even have a birth certificate.

Apparently, the mother was a seasonal worker at a farm. When the boy was +- 3months old the mother left him with the granny, with no documents. And she never came back since. Besides the father passed on and granny doesn't know the name of the mother.

So, I approached some primary school to enrol this young man. Even though the school required official documents however, upon requesting the social worker to write a letter so the boy can be at school, I got assistance.

Besides, the case is still pending but the letter was submitted yesterday. Therefore, the young man is now attending school officially. Moreover, the first day I took him to school he was super happy to see himself being at school officially.

Furthermore, I met a 78-year-old man at Tambotie. Apparently he had come to collected his monthly grant. We were at the mall when I was called to come help since he was not feeling well.

Thus, I checked him and noticed that he was starving as he had not eaten for the day and that he lives alone in Mohlakeng.

We took him to my place so he could grab something to eat as he was feeling nausea. Upon applying first aid he felt better, he had a meal, and he took a nap.

Later while I was preparing supper the old man was sleeping on my couch. And when he woke up, I requested him to sleep over at my place and leave the following morning to continue with his errands; he agreed.

And then later we had supper and he recovered, and he then shared his history of who he is and how he grew up. In the morning, I took him to the Mall where he collected his grant thereafter I drove him to his place.

In another instance, I met two white kids aged 12 and 9, walking bare foot to school; a 9-year-old was wearing old clothes, and not a school uniform.

I therefore offered them a lift as I was taking my child to school. Upon enquiry, they indicated that walking to school bare foot was their daily thing.

I requested their parents' contacts and their residential address. Upon contacting the parents, they were not available. Thus, after work I drove to their place only to find the house they called home was on sale.

I therefore waited for the mother who came later in the evening and upon an interaction we both agreed that I collect the kids every morning since then. To my surprise when I asked about school uniform, I was told that the little one does not have any.

Apparently, her uniform was in a box that went missing when they moved. Moreover, both kids don't have school shoes.

Thus, eventually we managed to get these kids some school uniform and currently they dress properly when attending school.

Thus, in 2018 my daughter was accepted at one of the tertiary institutions and the payment for her tuition fees were initially guaranteed as she was awarded some funding.

Thus, mine was to fund her accommodation and meals. Hence, I had to work night and day to provide for my kids' needs.

In short, upon being failed by the funders I had to work abnormal overtime shifts to pay for the tuition fees. My church supported me and when my daughter completed her qualification I decided to buy multiple brass band instruments for the church as a token of gratitude.

And to my surprise those brass instruments are playing a huge role in the community as they attracted a number of homeless kids who were drug (Nyaope) addicts.

These kids came to church to exercise their talents by playing the instruments. Hence, they forgot about drugs. So whenever I come across someone who is struggling in life, I always remember that I am where I am because of God's mercy.

My belief is that by providing for those in need the Lord provides for our families. In other words, these all confirm that I was born for this; to be an Agent of Social Change."

" I initiated a support group for pre-teen to teenagers who were born with HIV"

Sulayman Cham (RN)

A Husband with strategies

My name is Sulayman Cham. A Gambian citizen, I was born on the 2th of February, 1996 and I am the fifth child in a family of six. I am Married. During my early years, I attended Latrikunda Primary School and later went on to St. Peter's Junior and Senior Secondary School.

After that, I pursued a Bachelor of Nursing degree at the University of Gambia. I've always had a passion for caring for others, which led me to choose a career in nursing.

It's such a rewarding profession where I can make a positive impact on people's lives. I'm grateful for the opportunity to help others and I'm excited to see where my nursing journey takes me! I am currently serving in the Ministry of Health of The Gambia as an Officer In-Charge in Jabang Health Center.

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

I share my experiences: Talk to my family about the meaningful moments and positive impact I have on patients' lives. I often share stories that highlight the difference I make as a nurse.

I educate them about nursing: I help my family understand the important role nurses play in healthcare. I explain the skills, knowledge, and dedication required for the job. This can help them appreciate the value of my profession.

Show empathy and compassion: Demonstrate my caring nature not only at work but also towards my family members. So, they can see my compassionate nature extends beyond my professional life.

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

As a nursing professional, my family provides me with various forms of support such as;

Emotional support: my family is always there to listen and provide encouragement during challenging times. They also offer me a shoulder to lean on and they become a source of comfort whenever I need it. Understanding and flexibility: Nursing can be demanding, with long shifts and unpredictable schedules. My family shows understanding and flexibility with their expectations, allowing me to balance my work and personal life effectively.

What are the most precious times you spend with your family?

The best moments with my family, are mostly during family gatherings. Calm moments where health educations can take place, as a nurse practitioner I utilize these moments to discuss with my family in depth about nursing profession.

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

After a long day at work, my family provides a warm and welcoming reception, especially my beautiful wife and nieces. I love moments with kids as well. My wife greets me with a smile, ask about my day, and genuinely listen to my experiences. My family genuinely offer a comforting environment where I can unwind, relax, and share any challenges or successes I encountered during my shift. Their support and understanding can make me feel appreciated and valued for the important work I do as a nurse.

Who spoils you the most?

My wife spoils me the most, with her warm beautiful welcoming smile on return from work, she is a nurse as well in her absence my adorable mom and beautiful nieces take suit....!

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

When I come home from work, the first thing I like to do is change into comfy clothes and unwind. It's important to take a moment to relax and decompress after a long day. I enjoy taking a hot shower to freshen up.

What are the moments in which you miss your family the most when at work?

There are moments when I miss my family the most while at work. It's natural to feel longing for their presence most especially my beautiful wife during certain times. For example, I may miss her during breaks when I see others spending time with their loved ones, or sometimes when I experience a particularly challenging or emotional situation and wish she was there to support me.

What games do you play together as a family?

I often play FIFA23 with my nephew or Ludo with my beautiful wife and she continuously win.

What nicknames have they given you and why?

I have been given quite a few nicknames, my Mom calls me Father P, I was named after her Dad.

"I maintain an open line of communication with my spouse, family, and colleagues"



TALLBLAQBEN

My friends at school and at work call me Saul and Hazard; my soccer nickname (I used to play soccer back in High School and University).

Describe your fatherhood in one word?

I am not a father yet, but I play "cool Uncle" to my nieces and nephew.

Describe your relationship as a family in one word?

Bond

What is your unique family culture?

Constant respect, support and appreciation for one and other.

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

"Chamdemba" (it's a family little, that's means blacksmith; you are strong for irons so you can't give up).

How do you balance your roles?

Balancing multiple roles can be challenging, but it's definitely doable. I use different strategies to achieve my goal, some of these are;

Prioritize: I identify my top priorities in each role and focus on those. This helps me allocate my time and energy effectively.

Communicate: I maintain an open line of communication with my spouse, family, and colleagues. To let them know about my schedule and any upcoming commitments.

Set boundaries: I establish unique boundaries between my personal and professional life. That way I am able to take time for yourself and my loved ones to chill and relax.

Delegate: I try to ask for help or delegate tasks when needed. By delegating I allow family and colleagues to provide me with support and assistance.



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6 Easy Ways To Remove Rust

"For more stubborn rust, try using white vinegar"

1. Scrub. A good place to begin is simply scrubbing the rusty surface with steel wool, sandpaper, a wire brush, or even a crumpled-up ball of tin foil. If the metal hasn't rusted too deeply, a little elbow grease will go a long way. But even if the rust is deep, it's a good idea to eliminate outer flakes of rust first, before using other methods.

2. White vinegar. For more stubborn rust, try using white vinegar. The acetic acid in this common household product is acidic enough to dissolve rust. You can soak smaller things like earrings, wipe it onto a surface with an old cloth, or just pour it directly over rust spots or bolts and screws that have rusted together. Be sure to rinse items thoroughly after the rust has dissolved, since vinegar left on the metal could damage the surface.

3. Baking soda is great for cleaning lots of household messes, but have you ever tried it on rust? Make a paste by mixing it with water, making sure it is thick enough to stick to the rusted surface. Let it sit for a while and then scrub it off with steel wool or a wire brush. You may have to repeat this process a few times.

4. Spuds to the rust rescue. Have an extra potato lying around? You can use a slice of it to scrub rusted surfaces, this works especially well for knife blades, pots, and pans. Sprinkle a little salt or baking soda onto the raw potato and then rub it over the rust spot, or just insert the knife into a potato and let it sit. The oxalic acid in the potato helps to dissolve the rust.

5. Lemon juice can also dissolve rust–sprinkle some coarse salt onto the rust, then add lemon juice. Don't let it sit too long, or it might cause damage. Wipe off the juice and rinse. Try mixing lemon juice with a little vinegar for an extra strong solution. Not only will you be rust-free, but whatever you are cleaning will smell like citrus!

6. Does cola really remove rust? If you've ever dropped a penny in a glass of Coke, you were probably impressed (or alarmed) that the penny came out clean. Cola and other soft drinks contain high levels of phosphoric acid (a common ingredient in store-bought rust removal products) and can be used for rusted nuts and bolts or even corroded battery terminals. However, it can be quite a challenge to clean up since it is so sticky, so you may want to try a different method first.

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Why Your Office's Reception Area Needs A Floral Touch

You never get a second chance to make a great first impression. This saying, while not absolute, is true in most cases. In business, first impressions really do matter. Studies say it takes a mere three seconds for someone to register a negative impression and make a decision. In another word, your business meeting could come to an end in a blink of an eye.

Why is this so? It is because upon meeting someone, humans are unconsciously trained to look for nonverbal cues, such as body language or tidiness, to be able to determine the quality of the person they are meeting. When an unfavourable judgment has been made, your prospective client or employee could walk away without making any engagement.

Communicating Your Company's Business Behaviour to Clients

Do you know why the office lobby holds the most impact out of all rooms in a workspace? Because that is the place where guests and prospective clients or employees will spend the most time in, alone. While the conference room is where you will be having all the important meetings in, the room will not be the focus once the clients step their foot in.

In turn, they will focus on you and the meeting itself. However, since typically an individual might find themselves waiting with their own thoughts to accompany them in the reception area for a span of a couple minutes to an hour, their primary focus will inadvertently fall to the room itself.



Increasing Employees' Happiness and Productivity

The reception area is not there just to entertain the visitors but also your current employees. Research says a person will feel happier and more energetic when they look at flowers in the morning. Additionally, science has proven that flowers have the ability to reduce negativity, depression, and anxiety while improving the cognitive function at the same time. In an office environment, these benefits can translate to a more innovative thinking and a better problem-solving capabilities. In the end, it is you—the company—who will profit from your employees' increased happiness level.

Providing a Sustainable Design with Low Budget

First impressions begin in the office reception. It is also where the employee's day begins. As a leader, it is your job to make sure this area to appear effortless yet meaningful, proud yet welcoming, and inspiring yet relatable.

A vase of floral arrangement may be the subtle difference you need to infuse a positive atmosphere to the business environment and make your employees excited to come to work every day.

You will get all of these benefits without pulling an exorbitant amount of money out of your pocket, so what are you waiting for? Choose the flowers that will convey your personality as a brand and bring your office into life!

foundersguide.com

The Business of Nursing

The importance of nurses as Role Models



Article by Dr Augusta Dorning

The Healthcare Executive, Speaker, Multi Award Winning Leader, Influencer, Serendipiter, Author, Academic, Executive Coach and Mentor who is passionate about people and bringing healthcare to every person in Africa!

Introduction

I love having conversations with nurses. Nurses rule the world of healthcare although sometimes I think in the business and complexity of healthcare, they themselves forget this. They also forget that they are role models. I know for a fact that every day there are thousands of citizens that look up to and see nurses as role models.

This admiration for the profession starts every morning when nurses travel to work. Nurses are identifiable by their beautiful crisp uniforms and their well-groomed appearances. You can spot a nurse from far, on the road, in the bus, in the taxi and in the shops! I know that each time I see a nurse I feel a warm glow of joy forming in my heart.

You are a role model because you chose a profession aspired to and admired by everyone

We are reminded of the value of a role model especially by this quote from the former first lady of the United States of America – Michelle Obama

> "Be the flame of fate, that torch of truth to guide our young people toward a better future for themselves and for this country."
>
> **MICHELLE OBAMA**

Often in the busyness of life it is easy to forget that you are a role model. In the business of healthcare, one spends so much time caring for others that you forget yourself. You forget that everyone is looking at you and looking up to you.

How does this impact on the business of nursing. Well in the following paragraphs we will explore exactly that and I know that you will take inspiration from this and celebrate yourself.

Being a role model in the business of nursing

I have explained above how just by showing up you inspire others. Your image as a nurse inspires confidence but it also inspires reflection on the value of care to those most vulnerable. In conversation I have always been inspired by people who tell me about how a nurse or nurses impacted their lives when either they themselves or a family member was ill and required care. I am always inspired when I hear that person mention the name and names of those nurses who had such an impact on their lives when they needed this impact most.

Just there and now I am sure you can see all those patients where you know you made a difference – the business of nursing is a noble profession and a profession that is the thread in the fabric of society which promotes the longevity of the fabric.

In patient care, the knowledge and empathy displayed by a nurse serves as a beacon of hope for any family, as well as the patient. Nurses are looked up to as the primary source of information in the business of nursing. Hope can rise or fall on the say so of a nurse.

In communities where doctors are not always available, nurses are the go-to sources of comfort and advice. In rural settings nurses are often the only sources of comfort and patient education. Nurses pay a critical role in educating patients, formally and informally.

A role model in nurse leadership – do you know that you are a Role Model?

When you give out advice and instructions you are a role model, it is as simple as that. In the context of healthcare, any person who has the authority to provide advice or issue an instruction is a critical component of the leadership structure.

The Enrolled Nursing Assistant provides as much comfort and guidance within the healthcare process as the Nursing Manager. Care Workers provide comfort to patients not only as care assistants but also as confidantes.

Every part of the care chain provides nurses with the opportunity to shine as role models. For every human being on earth the first person they see when being born is a nurse and the last person they see when dying is most often a nurse.

I want to emphasise that your practice as a role model is visible to all. You must show up as the best version of yourself – all the time – because everyone is watching you. Some of you will already be saying that this is exhausting and brings too much pressure to bear. To that I reply that you are already viewed as a role model – so bask in the glory of the Role!

To the aspiring and accomplished nurse leaders out there, the sky is the limit. You will already be aware of the extraordinary roles that nurses have played and are playing within the international community. May you lift others as you rise!

All aspiring nurse leaders are watching your success and are proud of your accomplishments. As an aspiring nurse leader don't forget to give the accomplished nurse leaders out there, positive feedback and don't forget to thank them for the inspiration and strength that they provide.

The LinkedIn platform is a great way to do this.

In your daily practice at work as a Role Model, don't forget to create an inclusive workplace culture. Hear everyone, listen to everyone – you will reap the rewards of doing this.

Step aside at least once every day to examine your practice as a Role Model. What have you done well and what can you do better. Take a deep hard look at how you are showing up and who you are inspiring.

In conclusion – what can we do better as Role Models?

In a religious context we know that it is required of us to be role models. If we don't already have a compass by which to measure our actions, we are urged to create one. This starts by being clear on your values and your purpose. Stand for SOMETHING so that you don't fall for NOTHING.

Recognise yourself as a leader, whether aspiring or accomplished. Look around yourself when you are in company again and stand back to see where you are shining as a role model, and where you can improve. Create a journal where you document your thoughts. This will become precious and memorable in the weeks and years to come!

Introduce the concept of role modelling into your team. Devote 5 minutes after your morning team prayer to this conversation. Ask one member of your team to speak about why being a role model in nursing is important. The awareness created will grow your team from strength to strength!

Thank you to all the amazing Role Models out there and especially the ones I have met and know! Keep shining. Enjoy this beautiful quote from Tony Dungy.

> "We are all role models to someone in this world, and we can all have an impact-for good."
>
> **Tony Dungy**

Follow me on LinkedIn for more exciting and engaging conversations on the business of nursing, healthcare, personal branding and all topics leadership.

Dr Augusta Dorning



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How to start a business as a makeup artist

www.makeupbykatli.co.za



Tips by Katlego

To thrive as a makeup artist, you must put in a lot of effort, just like any other business. Establishing yourself as a recognized makeup artist requires time and effort, but the payoff is substantial.

One thing you should keep in mind right away is that you won't be able to make good money until you have a solid customer base. As a result, think about starting the business part-time or on weekends. Once you've had a good response, you may devote your complete attention to it.

Step 1: Get your necessary Makeup products

You'll need affordable cosmetic materials to start your makeup artist business. Get all of the required cosmetic supplies, and make sure you buy genuine products from reputable brands because you will be working with people's skin. Make sure you have enough brushes, supplies, and, most importantly, a way to keep your products clean. Sharing cosmetic brushes is frowned upon unless they are thoroughly cleaned between uses, therefore you could be putting your clients skin health at risk if you don't clean your brushes.

Step 2: Practice, Practice & Practice:

You must practice many makeup styles according to trends, varied face shapes, skin tones, and other factors in order to become an accomplished makeup artist. Collaborate with coworkers, families, and friends to practice. The more you practice, the more comfortable you get with your technique. It may be tough to find a large number of people for practice, so keep an eye out for nearby weddings and other events where you may meet a large number of people at once. Also, don't forget to photograph the outcomes of your practice sessions. You can also create an Instagram page and host a contest where one winner receives free makeup, which you can then use to promote your business.

Step 3: Certification

Although certification is not required everywhere in the globe, it is required in many locations, particularly in several states in the United States. You should study diligently for your certification and ensure that your skills are up to par when the exam comes around. Again, these laws differ by state, so no matter where you live, double-check the rules!

Step 4: Licensing

Again, you may not need a license if you're going to work as a freelance makeup artist, but many states do, and if you're going to work with people's skin and obtain major contracts, you'll need one. Before proceeding, double-check with local authorities to see if there are any licensing requirements.

Step 5: Business Setup

You don't need a high-end set up to get started as a makeup artist. It can also be a home-based freelance business, but if you want a real setup with equipment installed, you'll need to invest more money and time. However, this is completely optional. A salon's physical setup will necessitate the acquisition of necessary permits and personnel, both of which will necessitate a significant financial expenditure. However, whether you plan to start your makeup artistry business with a physical location or as an on-demand service from home, you will need a well-thought-out business plan.

Step 6: Advertise

This is the moment to advertise actively after you are ready to offer yourself as a makeup artist. However, this does not automatically imply a large advertising budget. Choosing the correct medium gives you a lot of power. Look for ways to advertise oneself on social media. Take part in local beauty competitions. Prepare your print materials, and don't forget to deliver them to the appropriate locations. Discounts for referrals, for example. And, of course, make sure you have an eye-catching business card to hand out!

Conclusion

The methods outlined above are only suggestions for launching a makeup artist business. You may implement numerous innovations on your own, such as creating a website that showcases your greatest work, attracting online bookings, and expanding your market. So, if you're serious about becoming a sought-after makeup artist, don't wait-jump in.

You should also consider creating a website after you have a few more clients. It doesn't have to be extensive, and you can outsource the work for a low cost. A website could help customers better understand the services you provide and what people think of them! This is similar to advertising, however it requires less upkeep, attracts more customers, and can be updated.

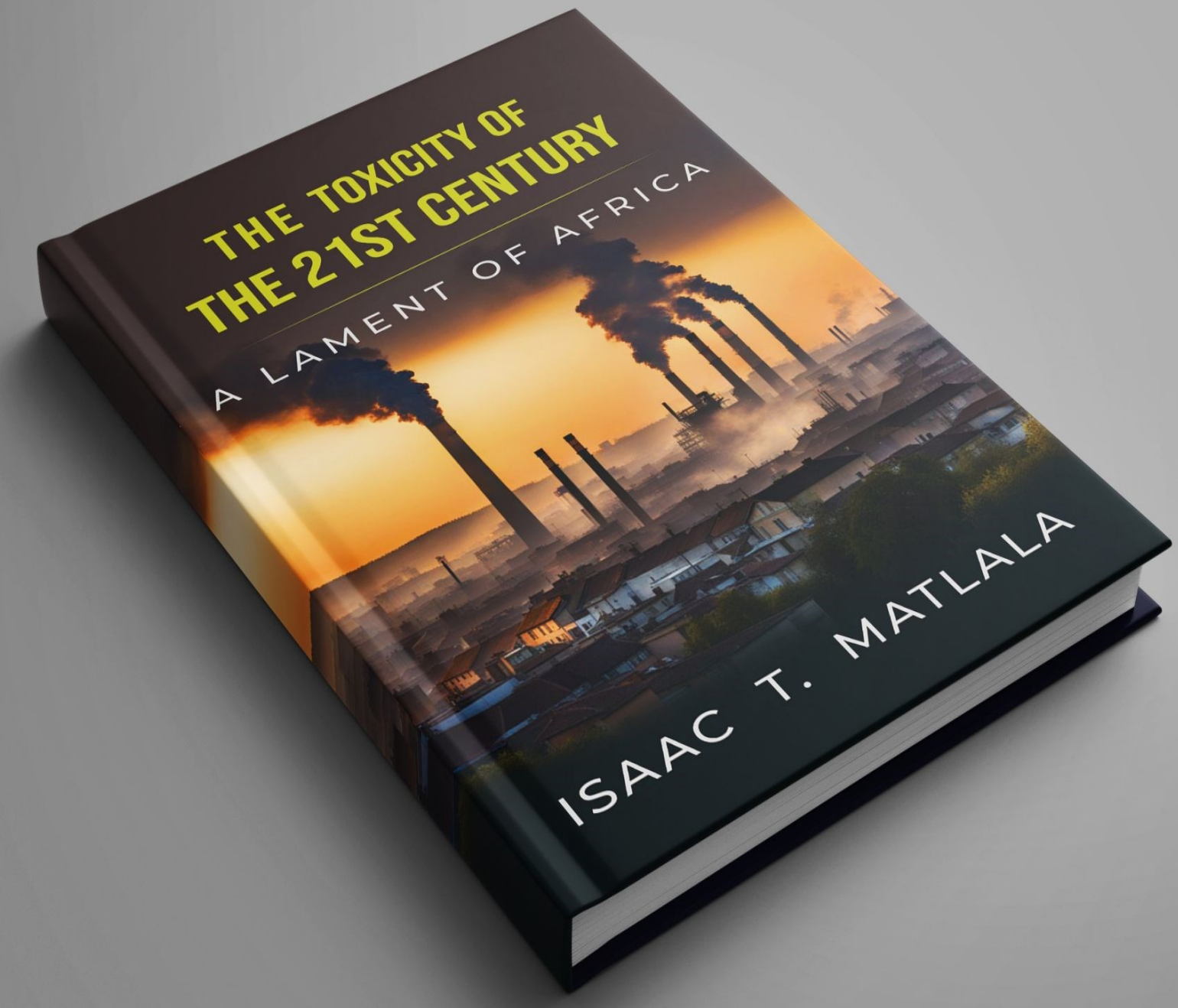
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"We had to devise a plan to provide comfort to our patients during their most critical moments"

Lizelle Loots

I am an advocate for Patients and Nursing.
I believe that change starts with you.

Dear Nurse,

you are a Hero...

Article by Lizelle Loots

We have closed a chapter, locked a door, and left behind an era with the COVID-19 pandemic. Although it is a period of history we would prefer to forget, it helped to shape nursing's future for upcoming generations.

The COVID-19 pandemic did not appear on its own when it did. As the number of COVID cases increased, so did the strain and toll on our nurses. This may seem like such a taboo subject, something we would rather avoid discussing on Nurses Day.

But if we look more closely at what the profession faced, something good came out of it, and this is something we might want to explore further. We wish so much that the perception of nursing would change, but one pandemic made it happen.

We came together, got more creative than ever, and moved mountains. However, what lessons did we learn from this period about our resilience and the lives of our patients who were the only things that kept us going?

Let me remind you of our accomplishments, Dear Nurse:

In an effort to lessen the burden of overflowing units, the rising number of patients, and the rapid rate at which our nurses fell ill, we trained operating room staff to work in the wards and intensive care units, leaving us with a depleted workforce.

Within a short time, we created procedures, put team nursing models into practice, and made sure that all staff members received COVID-19 precautionary training. This was the only way we could guarantee critically ill patients' survival as well as the long-term viability of overworked hospitals.

To make it work, we devised strategies, came up with inventive solutions, and went above and beyond. These were short-term interventions that developed into an ongoing narrative that would not end.

We worked up to eighteen or twenty-four hours a day to cover the units because we believed we could keep working like robots until the worst was over. We initially believed the pandemic would pass quickly, but we quickly realized this was the new normal we would have to adjust to.

Taking care of three ventilated patients at once became the new norm because we had no backup plan and, yes, we did it out of necessity. The inability of families of admitted patients to visit their loved ones caused anxiety, and we had to come up with creative and novel ways to support these families.

In order to allow the family to speak with them even though they were unable to respond, we had to speak with them over the phone while holding the handset up to the ventilated patient's ear.

We heard singing voices outside the hospital doors, where people were praying, singing, and hoping. Nurses also carefully gave family members phone updates on their daily progress.

We had to close this gap because they were desperate and no one else in the multidisciplinary teams wanted to, so we succeeded. Patients died, many of them alone without the support of their loved ones, and the nursing staff was too busy rushing from place to place to spend the necessary time with each patient.

In order to give the patient the impression that someone was holding them, we took gloves, filled them with water, and secured them to their hands. We had to devise a plan to provide comfort to our patients during their most critical moments because we loved them so much, and we carried it out.

Many of the patients were conscious and not under the influence of drugs; they witnessed our daily and nightly resuscitations and saw the covered bodies emerge from the unit, feet first. With a worried expression on their faces, they asked us, "Sister, what if I am next?"

They required comfort, love, support, and the highest calibre of scientific nursing care available. We did it because we had to. These nurses were portrayed as angels and superheroes.

Oftentimes to their own detriment, they were the ones who came through to save the day. They were adaptable and strong, and they knew how to carry on even in the most trying situations.

Even though it seems like this really trying period is long gone, it was only recently that we were desperately trying to free a patient from death's grasp while wearing N95 masks that cut into our faces. The angel wings and superhero capes bestowed upon us now merely serve as a distant remembrance of the people who navigated the global healthcare system during a catastrophic crisis.

We carried the weight of the COVID pandemic and demonstrated our strength to the world, but those nurses quickly returned to being forgotten, unsung heroes, once the dust settled from the pandemic.

The Oxford Dictionary describes a hero as a person who has achieved great things and is admired for their bravery. Have we not consistently earned these credentials? We commemorate Nurses Day on the 12th of May. We will rise once more to assume our role as heroes and the foundation of the healthcare system because we know who we are, and we must.

I salute you, Dear Nurse.

Izelle Loots: Director: Health Standards Development and Training at the Health Regulator of South Africa

"Sister, what if I am next?"


"I studied to work and earn money to survive but nursing matched my personality"

Namhla Mfecane (RN)

The Hard Worker

Who is Namhla Mfecane?
Namhla is a private nurse practitioner based in Gqeberha/Port Elizabeth in the Eastern Cape. She is a mother to her beautiful daughter, a daughter to her loving parents and a sister to her siblings. I am an aspiring entrepreneur in the health sector. Most importantly, I am a ground breaker. And I am a born -again Christian, a steward of the Kingdom of God.

How was your early life?
I was raised in a big family in a small village; Idutywa, I am the last born and the 10th child at home. Growing up we did not have it all as my mother was a stay-at-home mom and dad was a construction worker. We were motivated every day by our parents to change the situation by studying. I was raised in a loving and warm home of believers.

Do you have a nickname?
Yes, I have two; the one I like and the one I used to be teased about. Hlehle, which was derived from my name and due to my big forehead, I used to be called "big forehead" of which now it suits me well; I no longer take offense.

Who is your first Love?
My parents, but I later realized that it is what they believed in that I was in love with, which is God the Almighty.

What games did you enjoy the most while growing up?
We would make a plastic ball and play "black toti" that was my favourite childhood game besides "Dusha", "Nochwele" or making a kite with my brothers to fly it.

What do you do first thing in the morning?
I look at the time, if I don't have few minutes to sleep a little bit more then, I do my morning devotion and ask God for guidance in navigating my daily life.

What personal strengths would you like to motivate your admirers with?
Discipline and respect; be disciplined and have respect for yourself, your work, and co-workers. Perseverance and diligence: being able to persevere in bad times or when things are hard and work diligently in achieving your goals or dreams. Reliability or trustworthiness: being reliable or trustworthy leads to lasting business relations.

How do you spend most of your time?
Honestly, I spend most of my time working, then in between I spend time getting to know my daughter.

Who is your celebrity crush?
Maps Maponyane, Zolisa Xaluva, and Vuyo Dabula; I can't choose one, lol.

How would someone get your special attention?
A calm and a well-mannered person gets my attention. I am also attracted to kindness.

What is your favourite dish?
Ulusu (a Tripe) ad the Steamed Bread, any time of the day.

What are your favourite moments?
Spending time with my father back at home.

What is your favourite car brand?
Give me a BMW M8 any day....

What is your favourite spot?
Seating in my car or taking a walk along the beach.

What career did you choose and why?
Nursing: I needed to choose a course that guaranteed employment after schooling, and nursing was that kind of a course; there was a bursary as well. I then fell in love with everything about it.

What ranks did you go through to be where you are currently?
When I got to university, I enrolled in B.Sc. Biological sciences then later applied for Nursing and I graduated in 2012, I started my community service in 2013. I then studied with the University of Free State to do my Post Graduate Diploma in Occupational Health Nursing. Therefore, in 2018 I started to work for different occupational clinics in Port Elizabeth. Working in these companies motivated me to open a private clinic which I did and I resigned to work full time in my practice.

Do you think your career was the best choice and why?
Yes indeed. I studied to work and earn money to survive but nursing matched my personality and character so well that I do not see myself in another profession.

If you could, what would you change in the world?
Crime, an inflation rate and inhumanity.

What is this part of your life experience would you alter if you had a chance to?
The fact that I avoided some of the challenges that were coming my way because now I know every challenge prepares you for the future.

If you were to write a book about yourself, what would you name it?
Life after divorce: rebirthed.

How do you handle adversity and doubt?
For every decision I take, I enquire from the Lord, and by so doing I never doubt; His guidance becomes clear. If you procrastinate you make your ground unfavourable.

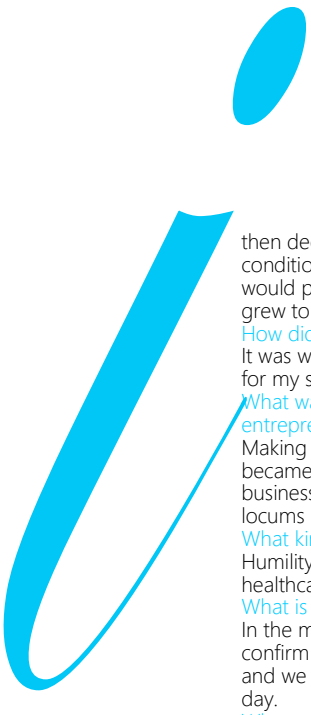
What are some of the mistakes you wish you could have avoided in life?
Entering bad business partnerships and trying to find partners to start the business with when I am the only one with the vision and passion; it delayed me.

What is the name of your company and what is its specialty?
Empilo Health Care: we provide primary healthcare, occupational health and IV vitamin therapy.

How did you come up with the name of your company?
At first, I envisioned a mobile clinic that would provide healthcare services to the locations bringing health and health related information hence the name "Empilo pronounced as Impilo" meaning health.

What made you decide this type of business?
I was working in a private company and what triggered me was the fact that most of the employees were literate, but they were clueless when it came to knowing their chronic conditions and medication they were taking.

"When more and more people started to book for my services, then I knew I took the right direction"



"Whatever business you are planning to embark on must be problem solving"

then decided to close that gap by doing chronic condition management and monitoring and they would pay me for my services. And then the business grew to what it is now.

How did you know that you had the right idea?

It was when more and more people started to book for my services, then I knew I took the right direction.

What was your key driving force to become an entrepreneur?

Making a difference in my clients' health status became my driving force, and witnessing the business acquiring furniture, paying its bills and locums motivated me to work hard in building it.

What kind of values exist in your organization?

Humility, trustworthiness and providing quality healthcare services.

What is a typical day like at your business office?

In the morning, we prepare for the day, check and confirm bookings, then we attend to our bookings, and we close it off with administrative work for the day.

Where do you see your company in five years?

I see it having different branches all over the eastern cape, providing quality health care services and creating sustainable employment.

How many hours do you work on average, per day?

I work 8-12 hours a day.

How do you describe your typical day?

My day starts with dropping off my child at school at 07:30 and then off to a coffee shop for a cup of tea. I arrive at my practice around 9 a.m. at the latest, catch up with some admin from the previous day and prepare my rooms for consultations. Consult with booked clients and walk in clients. Around lunch time I fetch my child from school then head back to the practice to do afternoon bookings and administrative work. And thereafter, I call it a day.

How has your business life affected your family life?

I had to be very intentional about spending time with my family. I try to work at home when everyone is asleep so that I don't miss out on family time by working from home. Before this, I could not master family time; I would spend most of my time doing work which led to failure to overseeing my child's school progress and getting to know her.

What motivates you in your entrepreneurial journey?

The fact that I am one of few entrepreneurs in my field and in my city motivates me to pave a way for the nursepreneur aspirants. Hence, they will have references and mentor something that was very difficult to find previously.

What are your principles?

Diligence, hard work and knowledge are key.

How do you define your success?

Success is the ability to achieve all that you have planned and more, it does not have to be visible or tangible; just seeing a thought you once conceived becoming a reality, is the greatest success.

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

A pattern yes, but there is no standard formular. What is working for me in my entrepreneurial journey might not work for the next person, but one can draw a pattern from businesspeople around them.

What is your favourite aspect of being an entrepreneur?

Making a difference in the financial status of someone else or being able to provide employment for someone. The ability to empower someone else through a salary from my business is my favourite aspect.

What has been your most satisfying moment in business?

Around month end when preparing salaries.

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

Primary health care services, Occupational Health Services, IV vitamin therapy and Facial treatments.

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

Failure usually comes from the decisions we make and bad partnerships. I have learned to think and plan properly whenever I am going to take some decisions but if they fail, I always tell myself that it was not meant to be. I sit and review my actions so that I do not make the same mistake.

Does technology work for your business and how?

Yes, it does 100%, it makes my work easy. We do almost all admin work through a computer. We also built our clientele on social networks, which requires us to use technology.

Who has been your greatest inspiration?

There are few women I know who are in business and are inspiring me to push further. But for now, I will say my achievements so far inspire me to do more.

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

The diary of a CEO by Steven Bartlett.

What is your greatest strength?

Hard work and humility with good client service.

What is your greatest weakness?

Procrastination.

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

You must have a plan in place, whatever business you are planning to embark on must be problem solving because in that way you will never be without clientele. And also making a lot of money must not be your priority.

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

I would choose to do my community service at a clinic instead of a hospital.

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

Be knowledgeable, ethical and professional, and be autocratic and full of compassion.

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

Time management is key, respect for business and clients, and planning your day ahead.

What is your daily slogan?

Clinic slogan- your health, our priority.
Personal slogan- Work hard today so you can play hard tomorrow.

How do you describe your leadership in one word?

Visionary.

What is your advice to young nurses?

To the young Nurses, Nursing is diverse. There is a lot you can do within the profession, but it requires one to be curious, willing to learn more about each department they happen to work in. Dare to be different and be problem solvers. Protecting the dignity of the profession and of our clients should be our priority.

"Success is the ability to achieve all that you have planned and more"



"What is working for me in my entrepreneurial journey might not work for the next person"



"Seacole, however, endeared herself to British soldiers and became famous for going to the battlefields to treat wounded men"

Mary Seacole

A pioneer in British nursing

Article by www.blackpast.org

Mary Jane Grant Seacole was an early nurse in the British Empire during the 19th Century. Born in Kingston, Jamaica as Mary Grant, she was the daughter of a Scottish officer and a black mother.

Mary's mother ran a hospital/boarding house in Kingston and she, after a brief period as a servant, returned to her family home and worked alongside her mother. It was during this period that Mary's skills as a nurse were first recognised and she spent a good deal of time travelling throughout the Caribbean providing care.

Mary Jane Grant married Edwin Seacole in 1836 but he died eight years later. In 1850, Mary Seacole resided briefly in Panama with her half brother, Edward, where they ran a hotel for travellers bound for Gold Rush California. Seacole's reputation as a nurse grew as she provided care for these mostly American travellers during several outbreaks of cholera.

In 1853, when Great Britain declared war on Russia, initiating the Crimean War, Seacole travelled to England to offer her services. The British government and the Crimean Fund initially rejected her offer of assistance. An old friend and distant relative, Thomas Day, however, provided Seacole with the necessary funds to travel to the Crimea and set up a hospital and boarding house for convalescing officers. In the 1850s Crimea was part of the Russian Empire.

After the break up of the Soviet Union, it became part of Ukraine and only in 2014 was it annexed to Russia again.

On arrival in Turkey, Seacole sought out Florence Nightingale and offered her services. Nightingale refused but Seacole continued on to the Crimea despite having no official support. When she arrived in the Crimea she constructed her hotel near the British lines surrounding Sevastopol out of driftwood and packing crates and opened its doors in March 1855. The "British Hotel" as it was called, soon thrived.

Nightingale continued her unfriendliness to Seacole's efforts. She later described the hotel as no better than a brothel because Seacole, without outside funds, sold alcohol to support her work.

Seacole, however, endeared herself to British soldiers and became famous for going to the battlefields to treat wounded men, often under fire. To identify herself as a non-combatant to Russian soldiers, she wore brightly coloured clothes and ribbons in her hair.

When Sevastopol fell to British forces, Mary Seacole was the first female nurse into the beleaguered city. There she treated both British and Russian troops. When the Crimean War ended in 1856, Seacole left the Crimea almost penniless. On her return to England, she was declared bankrupt and only the intervention of Queen Victoria's nephew, Prince Victor of Hohenlohe-Langenburg, saved her from destitution.

> "A number of cities and universities have hospital buildings named after her including Salford, Birmingham City, and Thames Valley Universities"

The Prince helped set up a charitable fund for Seacole that people from across Britain donated to, including, surprisingly, Florence Nightingale.

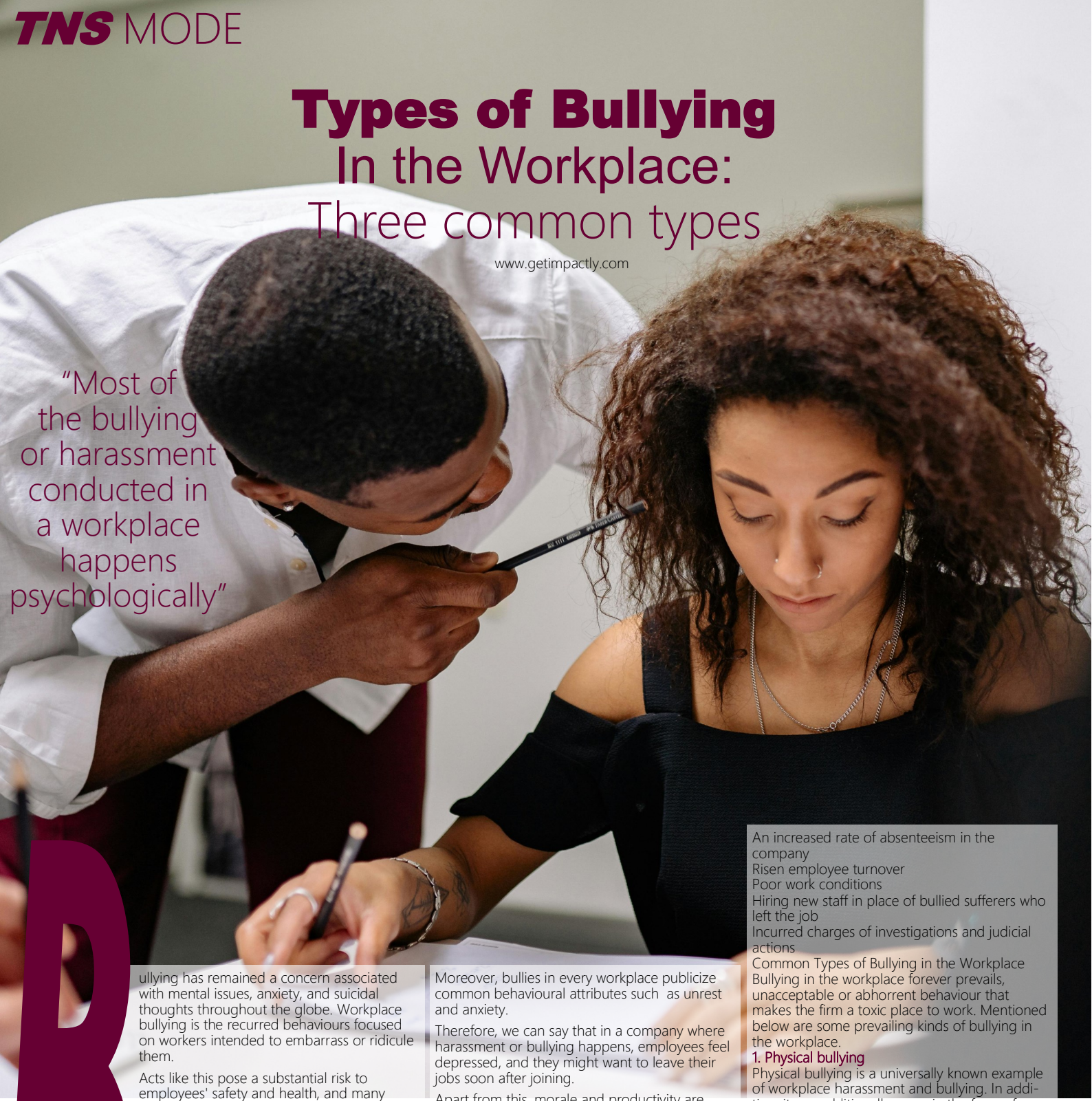
In 1857 Seacole attempted to raise funds to travel to India to assist with the wounded in the Indian Rebellion. Her business partner, Day, persuaded her otherwise. By 1860 Mary returned to Jamaica. Short of money once more, she received support from patrons including the Prince of Wales and the Duke of Edinburgh who provided her funds to purchase land and build a modest home in Kingston.

By 1870 Seacole had returned to London where she treated, amongst others, Alexandra, Princess of Wales for rheumatism. Mary Seacole died in Paddington, London on May 14, 1881. She was 76 years old. Despite her name being almost forgotten for over one hundred years, today Mary Seacole is recognized as a pioneer in British nursing.

A number of cities and universities have hospital buildings named after her including Salford, Birmingham City, and Thames Valley Universities. A much larger number of hospitals have Mary Seacole wards. In 1991 she was awarded the Jamaican Order of Merit and a few years later she was named as one of the 100 Greatest Black Britons.

Types of Bullying In the Workplace: Three common types

www.getimpactly.com



"Most of the bullying or harassment conducted in a workplace happens psychologically"

Bullying has remained a concern associated with mental issues, anxiety, and suicidal thoughts throughout the globe. Workplace bullying is the recurred behaviours focused on workers intended to embarrass or ridicule them.

Acts like this pose a substantial risk to employees' safety and health, and many people usually get confused between bullying and aggression. However, you must note that there is a thin-line distinction between aggression and bullying.

While aggression customarily incorporates a particular deed, bullying conduct includes recurred acts against the sufferers, and it is the prevailing pattern of inapt behaviour. Bullying or harassment in the workplace includes harming people in the office either by associates or high-level managers or misusing the power entrusted to them.

Also, humiliating, undermining, and terrifying an employee are acts of bullying that create a sense of vulnerability in the victim.

Traits and Characteristics of Workplace Bullying
In present times, bullying activities and harassment behold a significant surge. Also, such events in the workplace usually get recognized as hateful acts where the people who engage in a bullying attack never respect anyone's feelings.

In addition, a workplace bully never cares about the feelings of others, never considers them equal, and uses all means to downgrade other people.

Moreover, bullies in every workplace publicize common behavioural attributes such as unrest and anxiety.

Therefore, we can say that in a company where harassment or bullying happens, employees feel depressed, and they might want to leave their jobs soon after joining.

Apart from this, morale and productivity are low among workers. Besides physical issues, employees also undergo anxiety and stress.

Moreover, the creativity of the employees gets subdued due to low self-respect. It influences their capacity to cope with challenging circumstances. The health issues prompted by such harassment activities make employees feel vulnerable and, the employees experience the following:
Body aches and persistent neck pain
Headaches
Uneasiness
Depression
Financial issues due to absenteeism
Post-traumatic stress disorder
Phobias
Digestive issues
Lack of sleep
Lack of courage and self-confidence
Suicidal thoughts
In addition, workplace bullying instances often lead to the below-mentioned issues.
Lack of job content among employees
Low duty to work
An increased rate of absenteeism in the company
Risen employee turnover
Poor work conditions
Hiring new staff in place of bullied sufferers who left the job
Incurred charges of investigations and judicial actions

Common Types of Bullying in the Workplace
Bullying in the workplace forever prevails, unacceptable or abhorrent behaviour that makes the firm a toxic place to work. Mentioned below are some prevailing kinds of bullying in the workplace.

1. Physical bullying

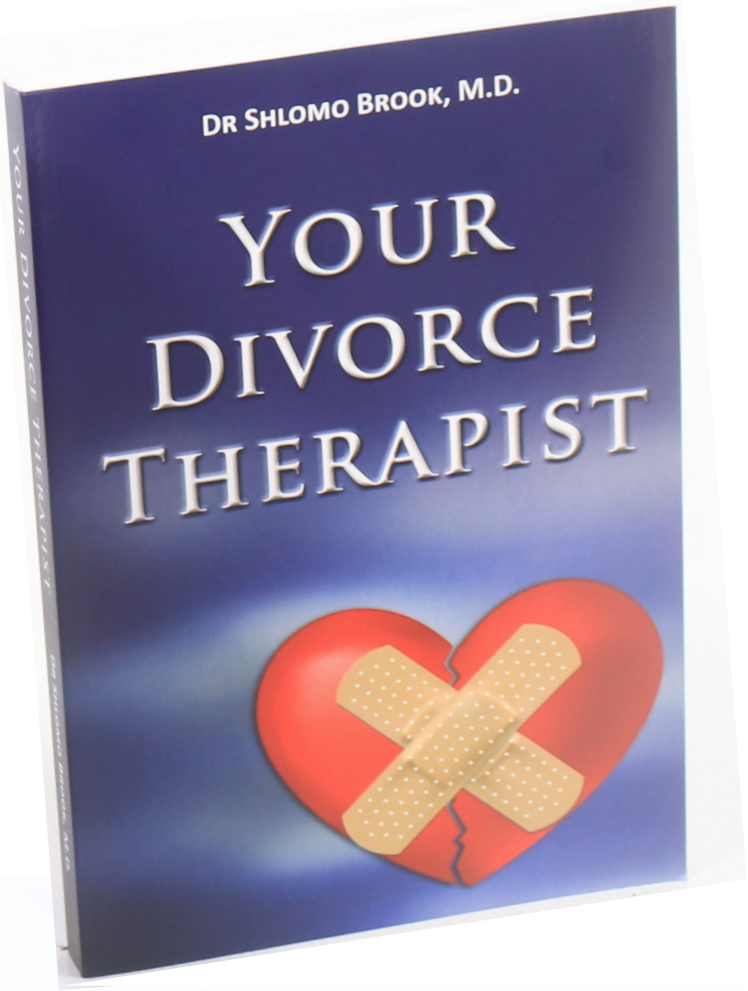
Physical bullying is a universally known example of workplace harassment and bullying. In addition, it can additionally come in the form of brutality, both bodily and to property, and can be intimidating behaviour. As physical bullying is extreme, many people usually term this behaviour as an assault.
An employee may get physically bullied, such as punching, pushing or slapping, or other kinds of bodily abuse. Apart from this, it can also include damage to property, such as tampering, scratching, breaking, or inflicting losses to a person's property.

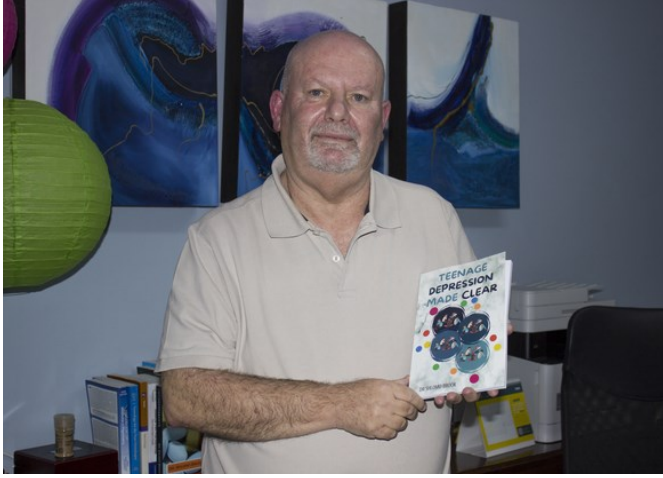
2. Cyberbullying

Some of the prevalent actions that bullies use to harass or demean other people online are:
Share disgracing content relating to the victim using group chat or email
Publishing false news or rumours about the victim on social media platforms
Directly posting harassing emails or messages to the victim

3. Psychological bullying

Most of the bullying or harassment conducted in a workplace happens psychologically. Also, in psychological bullying, a victim feels belittled or has to listen to hateful remarks that can affect a person mentally.

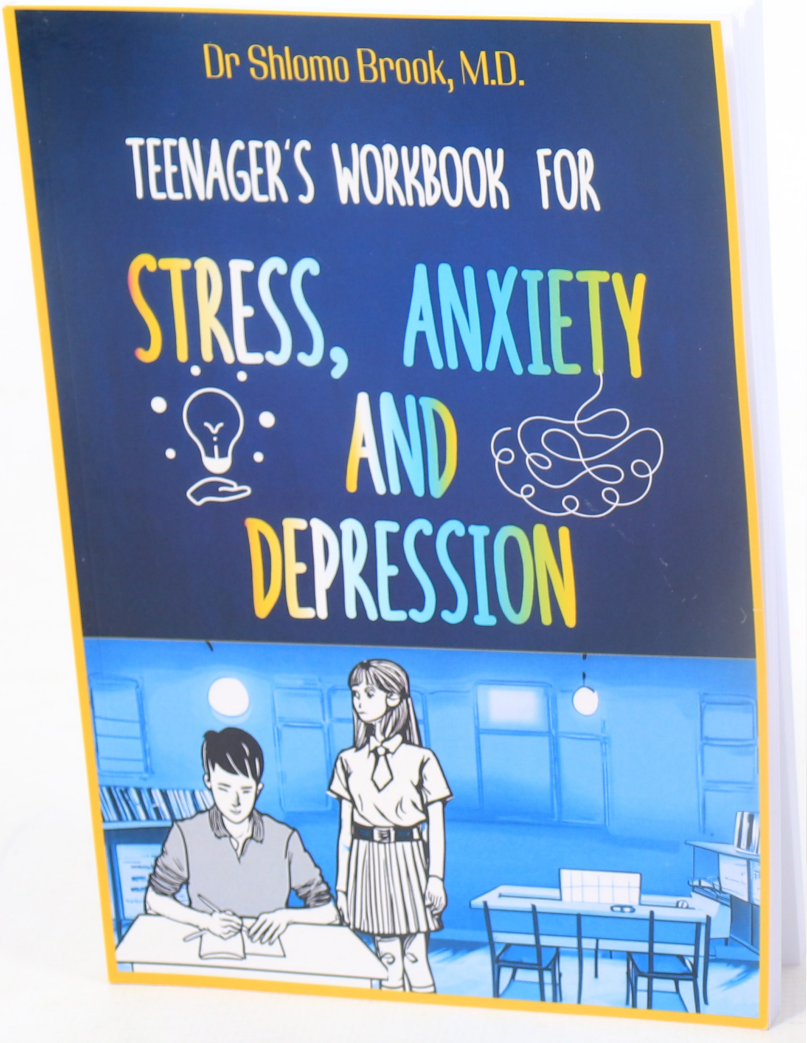


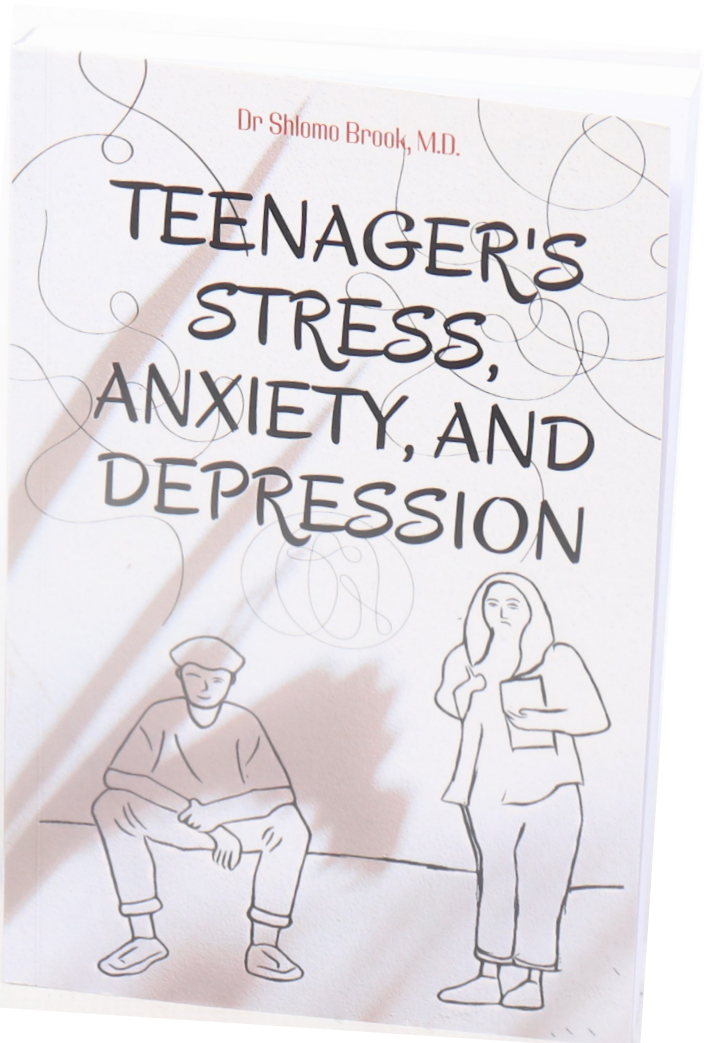


Specialist Psychiatrist Dr Shlomo Brook, M.D

The author of best selling books

His books are now available and can be ordered @ +2711 954 1959





Professor Kholofelo **Matlhaba**

The ever thriving nursing expert

"There is also a sense of relief that comes with knowing you can now start managing your finances independently"



Professor Kholofelo Matlhaba is an Associate Professor for Health Sciences Education at the Department of Health Studies, College of Human Science, School of Social Sciences, University of South Africa. She obtained PhD-Doctor of Philosophy in Health Sciences with Nursing Science from North- West University (Mafikeng Campus) South Africa, in April 2020.

Her research interests include enhancing clinical competence of new graduate nurses as well as teaching and assessment in Nursing Education. She is a supervisor for Masters and Doctoral degree students with Health Sciences Education, Nursing Education, General Nursing Science and Public Health Related topics.. She has published in both national and international accredited journals with 17 articles and 1 conference proceeding.

She presented research work at national and international conferences. She has supervised and co-supervised to completion 3 master's and 2 Doctoral students (2022/3), 1 PhD and 1 Master's awaiting results. She is an external examiner for national and international universities and an external moderator for military nursing college. She is Board member and Chapter Chairperson for Nursing Education Association.

She is a member of Sigma Theta Tau International Honor Society of Nursing and she participated STTI Mentorship 2021 Cohort – Mentee- final year student from University of Delaware, USA. She is a member of the UNISA Chance to Advance Community Engagement and UNISA Women's Forum and she received Certificate of Appreciation for Community Service in 2022 and Knowledge Mobilizer Award in 2023. She is also a member of the Southern African Association of Health Educationalist.

"My ever-changing work landscape has taught me the value of flexibility, adaptability, and the importance of building a strong network of connections"



Who is Professor Kholofelo Matlhaba?

Professor Kholofelo Matlhaba is a Limpopo province born Associate Professor of Health Sciences Education at the Department of Health Studies, College of Human Science, School of Social Sciences, University of South Africa (UNISA). She obtained PhD - Doctor of Philosophy in Health Sciences with Nursing Science from North-West University (Mafikeng Campus) South Africa, in April 2020.

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What is your birth month?

September

Who is your lifetime friend?

I do not have a lifetime friend and at this stage of life I do have colleagues rather than friends. At this stage of my life, I find myself surrounded by colleagues rather than close friends. While I do not have a special friend, I have come to appreciate the value of the relationships I have with my co-workers.

In the professional and academic spaces, I have forged strong bonds with individuals who share the same goals and aspirations as me. We work together, support each other's growth, and celebrate our achievements as a team.

Although our interactions may be primarily focused on either professional or work-related matters, I have found that these connections can be just as fulfilling as those with friends outside of the work and professional spaces. While I may not have a special friend, the friendship and companionship I experience with my colleagues make this stage of my life rich and rewarding.

Who is your lifetime neighbour?

As someone who frequently changes residences, I have never had the opportunity to have a lifelong neighbour. Moving to different places has become a part of my lifestyle, resulting in dynamic and ever-changing surroundings. While some may find comfort and stability in having the same neighbours throughout their lives, I have come to embrace the excitement and unpredictability that comes with meeting new people and experiencing different communities.



"Moving to different places has become a part of my lifestyle"

ach new place brings a fresh perspective and an opportunity to form new connections, making my journey through life even more diverse and enriching.

Who is your lifetime colleague?

As someone who frequently changes employments and positions, I have never had a lifetime colleague. It can be both exciting and challenging to embark on new professional adventures, constantly stretching and diversifying my skillset.

While I do not have the luxury of forming long-lasting relationships with colleagues, I have learned to adapt quickly and build connections efficiently. Each job change provides me with an opportunity to meet new people, learn from their perspectives, and share my own experiences.

My ever-changing work landscape has taught me the value of flexibility, adaptability, and the importance of building a strong network of connections which I am forever going back to for any academic or professional collaborations. Though I may not have a lifetime colleague, I embrace the dynamic nature of my continuously changing career path and appreciate the unique opportunities it presents.

What is your soul food?

It's Braai meat/Shisanyama

What is your favourite garment?

My favourite garments are shorts and sneakers. These combos provide comfort and relaxation for me. Sneakers provide the perfect balance of cushioning and support for my feet, allowing me to go about my day with ease.

Whether I am going to the office or running errands, my sneakers never let me down. As for shorts, they allow me to fully embrace my petite self and while showing off my legs. The hustle free and versatile nature of shorts makes them ideal for any casual outing. Together, sneakers and shorts create a winning combination that allows me to feel comfortable and fashion-forward at the same time.

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

I find it quite difficult to choose between sunrise and sunset because both hold their own unique charm and beauty. However, if I had to pick one, I would say I like sunsets the most. There is something truly fascinating and peaceful about watching the sky transform as the sun gradually dips below the horizon.

The mesmerizing blend of warm oranges, fiery reds, and soft purples evokes a sense of tranquillity and often leaves me in admiration of nature's splendour. For me sunsets represent the end of the day, serving as a reminder to reflect on the events that unfolded, appreciate the moments of happiness, and let go of any worries or negativity.

To me, sunsets symbolize a time for relaxation, introspection, and gratitude for the day's experiences whether good or bad, making them personally more appealing than sunrises.

What is your best day in a week? And why?

My best day in a week is Saturday. Saturdays are the perfect combination of relaxation and productivity. I get to sleep in and wake up naturally, without having to rush to for early virtual meetings or having to deal with the heavy early morning traffic driving to the office. This extra time in the morning allows me to indulge in a leisurely breakfast and catch up on my favourite TV shows or read a book. Saturdays also provide the opportunity to complete any pending tasks or chores that I couldn't accomplish during the week. Whether it's cleaning the house, doing laundry, running errands, or catching up with my family, I can do it all on a Saturday.

"Sneakers provide the perfect balance of cushioning and support for my feet"



his sense of accomplishment brings me immense satisfaction and allows me to enter the coming week with a clear and refreshed mind. Saturdays are the perfect balance between relaxation and productivity, making them my favourite day of the week.

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

My younger sister is the person whom I cannot finish a day without talking to, telephonically of course as she is in Limpopo. She truly understands me better than anyone else. Growing up, we have shared a bond like no other. We have experienced countless moments together, both joyous and challenging, which have strengthened our connection.

I find solace in confiding in her and provides unwavering support as it happens that we are neighbours at home, and she looks after my house when I am in Gauteng. Her empathetic nature enables her to understand my emotions even when I do not want or feel like expressing them. We have developed a unique language of our own and a deep understanding of each other's thoughts and feelings. She is my confidante, and I am grateful for her presence in my life.

What are your values?

As a person, my values are rooted in honesty, integrity, and compassion. I believe in being truthful and transparent in all aspects of life, as it serves as the foundation for building trust and strong relationships with others. Integrity is equally important to me, as I strive to act in alignment with my beliefs and values, even when faced with difficult choices or circumstances.

Compassion is a core value that guides my interactions with others. I strive to show empathy and understanding, and to be of service to those in need. These values shape my character and influence the decisions I make, allowing me to lead a fulfilling and purposeful life.

What is your favourite spot?

I don't have a favourite sport because I am not a sports person. While I understand the value of staying active and appreciating the benefits of sports, I find my personal interests lie elsewhere. Each person has their own unique likes and dislikes, and for me, sports simply do not fit into my list of preferred activities.

Why did you choose nursing?

I chose nursing as a career path because of my passion for providing care and making a positive impact on people's lives. Nursing had allowed me to combine my love for science with my desire to help others. I have always been drawn to the healthcare field, and the more I learned about nursing, the more it resonated with me.

The opportunity to work closely with patients during my practice days, listening to their stories, and providing compassionate care during their most vulnerable moments has always been a privilege I am forever grateful for.

Furthermore, I have always been fascinated by the constant learning and growth that comes with nursing as a profession, as the field with multiple specialist areas, including Nursing Education which is the area I chose to follow. Being able to make a difference in people's lives and contribute to their health and well-being motivated me to strive for excellence in my nursing practice.

Who was your role model?

I must say that I had lots of mentors who contributed to who I am as a nurse today. My nursing lecturers have always been my role models. They have had a significant impact on my journey as a nurse and have inspired me to become the best version of myself. They have not only imparted their knowledge and expertise but have also taught me important values such as compassion, empathy, and the importance of continuous learning.

"My younger sister is the person whom I cannot finish a day without talking to"



nd the clinical facilitators, seeing their unwavering commitment to providing me with the guidance and support has motivated me to strive for excellence as a nurse. During the early years of my career as a nurse lecturer, I was incredibly fortunate to have the opportunity to receive mentoring from leaders in nursing education and its associations.

This mentoring proved to be invaluable in shaping my growth and development as an educator in the field of nursing. These leaders generously shared their expertise, knowledge, and experiences with me, providing guidance and guidance that allowed me to navigate the challenges and complexities of the nursing education profession.

Through their mentorship, I was able to occupy leadership positions including board member, chairperson among others. Their mentorship also instilled in me a sense of purpose and dedication to advancing nursing education, as they challenged me to continuously strive for excellence as a member of the nursing education organisations. I am forever grateful for the mentorship I received, as it laid the foundation for my successful career as a nurse lecturer.

How were your college days?

During my nursing co days, I faced numerous challenges arising from financial constraints. I went through the private nursing education training route, and it was expensive as one had to pay for everything (not funded). As a passionate student dedicated to pursuing a career in the nursing profession, I was determined to overcome these obstacles.

However, these financial constraints often made it difficult for me to afford transportation fares, essential textbooks, some training equipment, and even daily necessities including personal care and lunch meals. That is the reason why I had to search for a job after qualifying as an Auxiliary Nurse.

Despite these challenges, I remained resilient and motivated, knowing that my education and future in nursing were worth all the hardships. These challenging college days not only strengthened my character but also solidified my commitment to becoming the person who can empathize with and provide support where I can especially to those nursing students in the private nursing education institutions facing similar hardships.

Do you recall any naughtiness?

I have always been a talkative and an active person even during my training days. I would say I was the entertainer rather than the naughty student. I used to proudly call myself a matron. It was a title that I felt embodied the caretaker and nurturing qualities that I desired to possess as a nurse.

Being a matron meant more than just studying and passing exams; it meant taking on the responsibility of caring for others, I embraced the role of a matron with enthusiasm. It was a term that carried a sense of professionalism and respect, reminding me of the impact I could have on someone's life.

What kind of student were you?

During my nursing training, I was a diligent and dedicated student. I approached my studies with great enthusiasm and a strong desire to excel in my chosen field. I consistently attended all my classes and clinical placements despite all the financial constraints which forced me to work and study at the same time.

I was highly organized and managed my time effectively, ensuring that I was always prepared for all the assessments (exams and assignments). Overall, I was a determined and motivated student who fully embraced the challenges and responsibilities of nursing training.

"I have always been a talkative and an active person even during my training days"



What remarkable lesson did you take with you from college/university?

During my nursing training, one remarkable lesson that I took with me was the importance of empathy in patient care. Throughout the various clinical placements, I learned that being able to understand and share the feelings of the patients significantly enhanced their overall experience and outcomes.

I witnessed how a simple act of empathy, such as holding a patient's hand or actively listening to their concerns, could alleviate their anxiety and foster a sense of trust in the nursing care process. This lesson taught me that nursing is not just about providing technical care but also about being emotionally present for the patients, cultivating a compassionate environment, and treating them as individuals rather than just medical cases.

Consequently, I now encourage nursing students to approach nursing practice with a deeper understanding of the importance of empathy and strive to prioritize the emotional wellbeing of the patients alongside their physical health.

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

On my first day of employment as a nurse, I found myself had to work at an old age home. As I walked through the front doors, a mix of excitement and nerves overwhelmed me. It was a feeling of excitement and relief that I was about to get my first salary as a nurse.

After months of hard work and dedication, the moment is both exhilarating and rewarding. The excitement stems from the idea that all the long hours, sleepless nights, and intense training have finally paid off. It is a realization that you are now embarking on a fulfilling career and that your efforts are acknowledged and valued.

There is also a sense of relief that comes with knowing you can now start managing your finances independently and fulfil your goals and responsibilities. This first salary marks the beginning of a new chapter, filled with endless possibilities and opportunities for growth and self-fulfilment.

How old were you when you became a nursing professional?

I was 23 years old when working as an Auxiliary Nurse and then at age 28 I became a Professional nurse.

What is your current role in nursing?

Currently, my role in nursing is as a professor. I am responsible for teaching student nurse educators at the 2nd and 3rd year of the Bachelor of Arts in Nursing Science qualification as well as a supervisor for Masters and Doctoral degree students. In this role, I can share my knowledge and expertise with the next generation of nurse lecturers and future researchers.

Additionally, I serve as a mentor to students, providing guidance and support as they navigate their educational and professional journeys in levels of training. I am also involved in research and scholarly activities, contributing to the advancement of nursing knowledge and practice and my research focus area is advocating for clinical competence of new graduate nurses.

Hence, I regard myself as a "From Auxiliary Nurse to a Scholar advocating for clinical competence of new graduate nurses". Overall, my current role in nursing allows me to make a positive impact on the future of the nursing profession through education, research and mentorship. Furthermore, I am also involved in several nursing professional associations nationally and internationally levels. By being a member of these associations, I strive to improve the nursing profession as a whole and contribute to advancing patient care.

"On my first day of employment as a nurse, I found myself had to work at an old age home"



ollaborating with professionals from different backgrounds and expertise allows me to stay updated on the latest research, best practices, and innovative teaching methods. Engaging in these associations also provides me with opportunities to network with fellow nurse educators/lecturers and practitioners, allowing for fruitful discussions and the exchange of ideas. By actively participating in these associations, I can make a meaningful impact on the field of nursing and ensure that our profession continues to evolve and progress.

What is your greatest skill as a RN?

As a Registered Nurse, I have always prided myself on my ability to provide effective supervision and ward management for nursing students under my care. I believe that a crucial aspect of being a successful nurse is not only providing excellent patient care but also nurturing and guiding the future generation of healthcare professionals allocated to my ward.

Throughout my career, I have consistently demonstrated my ability to effectively supervise nursing students by providing them with clear instructions and constructive feedback, allowing them to learn and grow in their skills and knowledge. Additionally, I excel in ward management, ensuring that the ward runs smoothly by coordinating patient care, delegating tasks, and maintaining a safe and positive working environment.

Overall, these skills have been instrumental in my success as a Registered Nurse and have enabled me to not only support and guide nursing students but also contribute to the efficient and effective operation of the ward.

What was the hardest thing about been a passionate community serving RN?

Being a passionate community-serving Registered Nurse can be an incredibly rewarding profession, but it also comes with its own set of challenges. Perhaps one of the most difficult aspects of this role is the emotional toll it takes on a nurse.

As they devote their time and energy to caring for others, they often witness pain, suffering, and loss daily. This constant exposure to the vulnerabilities and struggles of their patients can be extremely challenging to handle emotionally.

Additionally, the workload and high-pressure nature of the job can lead to burnout and fatigue. Despite these challenges, passionate community serving Registered Nurses continue to persevere, motivated by their deep sense of compassion and commitment to making a positive impact in the lives of those they serve.

In your current position, what are you passionate about?

I am passionate about tuition. As a Tuition coordinator in an ODeL (Open Distance eLearning) institution on the departmental and school levels, I am incredibly passionate about the matters related to tuition be it teaching and learning, student supervision or curriculum development.

Being part of an institution that values diversity, accessibility, and flexibility in education, I firmly believe that tuition plays a crucial role in ensuring that students have equal opportunities to access quality education. My passion lies in designing fair and transparent tuition structures that cater to the unique needs and circumstances of our diverse student body.

Furthermore, I am committed to providing comprehensive support to students in understanding and navigating the tuition system, eliminating any barriers that may hinder their educational journey and prevent them to achieve their academic goals in an ODeL institution.

"One of the most difficult aspects of this role is the emotional toll it takes on a nurse"



am also passionate about research related to health sciences education. As someone who is deeply interested in both health sciences and education, I find the intersection of these two fields to be incredibly fascinating.

Through research, I can explore innovative teaching methodologies, analyse the effectiveness of different teaching approaches, and contribute to the improvement of health sciences education. Overall, my passion for research related to health sciences education drives my desire to continuously explore and contribute to the advancements in this field.

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

From Auxiliary nurse, Enrolled nurse, Registered Nurse, Nurse Lecturer, Lecturer, Senior Lecturer to Associate Professor

What highest rank have you achieved?

Associate Professor in Health Sciences Education/ Nursing Education

How do you handle stressful issues?

As an academic, dealing with stressful situations can be challenging but also necessary for personal and academic growth. I believe that it is vital to recognize when stress is becoming overwhelming and affecting one's ability to function effectively. Developing self-awareness and identifying personal triggers allows me to seek for early intervention and to try preventing stress from escalating.

Additionally, I believe in seeking support from colleagues, mentors, provide valuable perspectives and advice on how to navigate stressful situations. Lastly, prioritizing and organizing tasks help me to create a sense of control and reduce the feeling of being overwhelmed. By implementing these strategies, I am so far effectively handling stressful situations and continue to excel in my academic endeavours.

What are your professional values?

As a Professor in Health Sciences Education, my professional values revolve around providing quality education and fostering an inclusive and nurturing learning environment. I believe in the importance of staying updated with the latest research and advancements in the field, thereby ensuring that I am delivering accurate and relevant information to my students.

Therefore, my ultimate goal is to prepare the next generation of nurse educators. This profession holds a significant role in shaping the future of healthcare. I aim to empower them to become exceptional educators themselves.

The ever-evolving healthcare landscape necessitates strong nurse educators who are not only knowledgeable in their field but also adept at effectively communicating and engaging with students. By fostering a supportive and collaborative learning environment, I strive to instil a passion for teaching and inspire my students to carry on the legacy of nursing education, ultimately contributing to the development and advancement of healthcare as a whole.

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

I believe in applying a leadership approach that combines both bossy and role model qualities. My primary goal is to guide and inspire students to achieve their full potential and excel in their academic endeavours. While I recognize the importance of providing clear direction and setting expectations, I also strive to lead by example and serve as a role model for my students.

I believe in fostering a collaborative and nurturing learning environment, where students feel supported and empowered to take ownership of their learning. By combining both bossy and role model leadership methods, I aim to create a dynamic and effective learning experience that encourages growth and success for my students.

"My ultimate goal is to prepare the next generation of nurse educators"



o you think nursing management is universal? Why?

Nursing management is not universal as it can vary across different healthcare systems and cultures. While certain principles and practices may be widely applicable, the specific approach to nursing management can differ based on factors such as healthcare policies, resource availability, and cultural norms.

For example, in some countries, nursing management may focus heavily on cost-effectiveness, while in others, patient-centred care and holistic approaches may take precedence. Additionally, the hierarchical structures and managerial styles within healthcare organizations can differ, further influencing the implementation of nursing management. Therefore, nursing management should consider the local context and adapt to the specific needs and characteristics of the healthcare system it operates in.

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

I have set several professional goals for myself. Firstly, I aim to stay abreast of the latest advancements and research in the field of health sciences education so that I can continuously provide my students with relevant and up-to-date information. This entails attending conferences, workshops, and seminars, as well as engaging in ongoing professional development activities.

Additionally, I strive to create an inclusive and supportive learning environment for my students, encouraging active participation through available platforms. Furthermore, I aspire to mentor and guide my students, helping them develop the necessary skills and knowledge to excel in their future careers in the health sciences.

Overall, my professional goals are centred on ensuring the success and growth of my students, while also furthering my own knowledge and expertise in the field of health sciences education.

Are you achieving them?

So far yes, I am achieving them. I have been fortunate to engage in impactful research and contribute to the advancement of knowledge in health sciences education. This not only satisfies my intellectual curiosity but also allows me to make a tangible difference in the field. Overall, I am grateful for the opportunities and accomplishments, and I look forward to continuing to achieve my professional goals in the future.

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

Not at all

How do you describe your leadership in one word?

Dynamic. As a leader, I believe in being adaptable and flexible to the ever-changing needs and challenges that arise. I strive to lead with an energetic and proactive approach, constantly seeking new ideas and strategies to drive positive change.

Whether it is navigating through obstacles or inspiring my team to reach their full potential, my leadership style is characterized by its energetic and transformative nature. By being dynamic, I am able to bring a sense of excitement and motivation to those around me, fostering an environment of growth and innovation.

What exceptional role do you play in the nursing sector?

I have a broader impact on the nursing sector. I am responsible for shaping the future healthcare professionals by imparting my knowledge and expertise in the field. Through lectures, interactive discussions, and hands-on training, I equip aspiring nurses and nurse lecturers with the necessary skills and competencies required to excel in their roles.

Furthermore, I actively engage in research and scholarly activities to contribute to the advancement of nursing science and healthcare education.



"My professional goals are centred on ensuring the success and growth of my students"

am also deeply committed to the capacity building of new graduate nurses through a collaborative Engaged Scholarship project. This endeavour aims to provide these aspiring healthcare professionals with the essential knowledge, skills, and competencies needed to excel in their careers.

Through a collaborative approach between the university and hospital, I have developed a training and development program which is provided in terms of workshops. I believe that by nurturing their critical thinking abilities, clinical reasoning, and effective communication skills, I empower these individuals to become confident and competent practitioners.

Moreover, I emphasize the importance of lifelong learning, encouraging them to continuously update their knowledge and keep abreast of the latest advancements in the field. Therefore, my role as both a nurse and a Professor in Health Sciences Education allows me to make a significant impact on the nursing sector, both in the present and the future.

What exceptional role do you play in your community?

As workshop developer and presenter for the university's Chance to Advance community engagement, I have had the privilege of being involved in a project that is dedicated to promoting the health and wellbeing of women and girls. This project has allowed me to utilize my expertise and knowledge as a nurse to address the unique challenges and barriers that women and girls may face when it comes to their physical and reproductive health.

Through this project, I have aimed to raise awareness on essential health issues, provide education through workshops, and empower women and girls to prioritize their wellbeing. This work has not only been rewarding for me where I have received 2 different awards for community involvement and knowledge mobilizing but has also had a tangible impact on the community based on their feedback after workshops.

By fostering a supportive and inclusive environment, I hope to continue making a difference in the lives of women and girls, promoting their overall health and empowering them to lead fulfilling and healthy lives.

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

From my point of view, the relationship between communities and nursing professionals is one of mutual respect and support. Nursing professionals play a crucial role in promoting the health and well-being of individuals within their communities. They provide essential services such as nursing care, health education, and preventive measures, thereby addressing the healthcare needs of the community.

In turn, the communities rely on nursing professionals for their expertise and guidance in maintaining a healthy lifestyle and managing their healthcare concerns. There is a symbiotic relationship between communities and nursing professionals, with both parties working together towards a common goal of promoting and maintaining good health within the community.

However, despite the efforts of nursing professionals, there will always be challenges that affect the relationship between them and the communities they serve. One such challenge is the lack of understanding and misconceptions about the role of nurses. Many individuals may not fully comprehend the extent of the responsibilities and skills that nurses possess, which can lead to under-appreciation and undervaluing their contributions.

"The communities rely on nursing professionals for their expertise and guidance in maintaining a healthy lifestyle"



dditionally, there may be cultural or language barriers that hinder effective communication between nurses and the communities they work with. These challenges can impact the trust and rapport between healthcare providers and the individuals they care for, making it crucial for nursing professionals to actively address and overcome them to ensure a strong and positive relationship with the communities they serve.

Additionally, a shortage of both human and material resources within healthcare systems often places nurses in situations where they are overworked and unable to provide the level of care they desire. This can lead to frustration and burnout, impacting the quality of their interactions with community members.

Lastly, a lack of effective communication and collaboration between nursing professionals and other healthcare professionals in the community can create misunderstandings and hinder the provision of holistic care. Overall, these causes contribute to challenges that affect the relationship between nursing professionals and the communities they serve.

Unsatisfactory salaries have a significant impact on the relationship between nursing professionals and the communities they serve. Nursing is a demanding and essential profession that requires a high level of education, skill, and dedication. However, many nurses find themselves struggling financially due to low wages. This not only leaves them feeling undervalued and underappreciated, but also affects nurses' ability to provide quality care to the communities they serve.

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

To solve the issue of unsatisfactory salaries affecting the relationship between nursing professionals and communities, a multi-faceted approach should be adopted. Firstly, governments and healthcare institutions need to allocate more funds towards increasing the salaries of nurses to ensure they are fairly compensated for their demanding and essential work.

Additionally, establishing regular review processes that consider factors such as experience, education, and the cost of living can help ensure that nursing professionals receive consistent salary adjustments. Public awareness campaigns can also be employed to educate communities about the vital role nurses play in healthcare and the importance of fair compensation.

Finally, fostering open lines of communication between nursing professionals, communities, and healthcare administrators can provide a platform to advocate for salary improvements and address any concerns or discrepancies. By implementing these strategies, it is possible to promote and enhance the collaborative relationship between nursing professionals and communities, ultimately benefiting the overall quality of healthcare.

How can trust be established between the two groups?

Trust can be established between communities and nursing professionals through effective communication and transparency. Nurses must communicate openly with community members, providing clear explanations of their roles, responsibilities, and the care they provide. This includes addressing any concerns or questions the community may have, and actively listening to their feedback.

Transparency is also crucial in building trust, as nurses should be open and honest about the nursing care processes, procedures, and the outcomes related to care.

"Unsatisfactory salaries have a significant impact on the relationship between nursing professionals and the communities they serve"





urthermore, delivering quality healthcare services consistently and with empathy is vital in building trust. Communities can also establish mechanisms for feedback and accountability, allowing community members to voice concerns or provide feedback to nursing professionals. Through these measures, trust can be cultivated, ensuring a strong and collaborative relationship between nursing professionals and the communities they serve.

Has nursing changed for the better?

Over the years, nursing has undoubtedly changed for the better. The advancements in nursing technology, increased knowledge about diseases, and improvements in healthcare systems have all contributed to this positive transformation in nursing practice. Nurses today have access to sophisticated tools and equipment that aid in accurate diagnosis and treatment.

They also have a better understanding of various illnesses and their management, allowing them to provide more efficient and effective care to patients. Furthermore, the recognition of the importance of evidence-based practice has led to continuous learning and professional development for nurses, ensuring that they stay updated with the latest research and best practices.

All these changes have not only elevated the level of care provided by nurses but have also led to better patient outcomes and improved experiences for both patients and healthcare professionals.

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

There is a strong possibility of nursing businesses being listed at the Stock Exchange due to the growing demand for healthcare services worldwide. With advancements in medical technology and an aging population, the need for nursing care is expected to increase significantly in the coming years.

This presents a lucrative opportunity for nursing businesses to expand their operations and attract investment from the stock market. Additionally, healthcare has become an attractive sector for investors due to its resilience during economic downturns, making nursing businesses an appealing option for those looking for stable returns. As a result, it would not be surprising to see nursing businesses being listed at the Stock Exchange in the near future.

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

To successfully mix several generations in nursing work and ensure they work in one accord; it is important to apply various wisdoms. Firstly, respect and understanding must be fostered amongst the different generations. Each generation brings with them their own unique experiences, skills, and perspectives.

By recognizing and valuing these differences, it can help create a harmonious and cohesive work environment. Additionally, effective communication is essential. Clear and concise communication between all generations can help prevent misunderstandings or conflicts from arising. Moreover, a collaborative approach should be encouraged.

Creating opportunities for all generations to share their knowledge and ideas can lead to greater innovation and problem-solving. Lastly, promoting a culture of continuous learning and professional development is crucial. Encouraging nurses from all generations to engage in ongoing education and training helps ensure they are up to date with the latest techniques and technologies in healthcare. By embracing these wisdoms, the mixture of several generations in nursing work can thrive and contribute to the overall success of the profession.

How can the young nurses keep rekindling their passion?

To keep rekindling their passion, young nurses can engage in various activities that will reignite their love for their profession. Firstly, they can actively seek out learning opportunities and constantly update their knowledge and skills. This can be done by attending educational conferences and workshops, taking additional courses, or pursuing advanced degrees.

Additionally, connecting with other passionate nurses and forming a network of support can greatly enhance their enthusiasm. Engaging in mentorship programs or joining professional nursing organizations can provide valuable guidance and encouragement. Furthermore, taking care of their own physical and mental well-being is crucial. Engaging in self-care activities and pursuing hobbies outside of work can help to prevent burnout and maintain a positive mind-set. Finally, finding fulfilment in making a difference in patients' lives and focusing on the positive impact they have as nurses can continuously fuel their passion for the profession.

"It would not be surprising to see nursing businesses being listed at the Stock Exchange in the near future"



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

To reach a level of professorship, one should acquire higher education in the form of a doctoral degree. A doctoral degree is the highest level of education one can obtain and it signifies expertise in a specific field of study. Pursuing a Ph.D. program is essential as it allows individuals to conduct in-depth research, contribute to the knowledge base of their field, and gain practical experience through teaching and mentoring.

Additionally, obtaining a doctorate degree often requires publishing research papers, presenting at conferences, and engaging in scholarly activities, which further strengthen one's credibility and expertise. Thus, higher education in the form of a doctoral degree is vital for aspiring individuals who aim to achieve professorship.

What is your advice to the nursing leadership?

My advice to nursing leadership is to prioritize effective communication, collaboration, and continuous learning. As leaders, it is crucial to create an environment where clear and open communication is encouraged among the nursing staff.

This includes actively listening to their concerns, ideas, and feedback and providing timely and constructive communication to ensure that everyone is on the same page. Additionally, fostering a culture of collaboration is essential for nursing leadership.

Encouraging teamwork and interdisciplinary collaboration can lead to improved patient outcomes and a more positive work environment. Lastly, nursing leaders should emphasize the importance of continuous learning and professional development. Investing in ongoing education and training opportunities for staff not only enhances their skills and knowledge but also reinforces their commitment to delivering high-quality patient care.

What is your advice to the young nurses?

My advice to young nurses would be to never stop learning and seeking knowledge. The field of nursing is constantly evolving, and it is important to stay updated on the latest research, technologies, and best practices. Take advantage of continuing education opportunities, attend workshops and conferences, and seek out mentors who can guide you in your career.

Additionally, be open to feedback and constructive criticism. It is through acknowledging and addressing areas for improvement that we grow and become better nurses. Always strive for excellence and aim to provide the highest level of care to your patients. Remember, nursing is not just a job, but a noble profession where compassion, empathy, and professionalism should always be at the forefront.

What is your advice to the nursing students?

My advice to young students would be to stay dedicated and focused on your studies. Nursing is a demanding profession that requires both knowledge and practical skills. Make sure to attend all your classes and clinical placements and take advantage of any opportunities for hands-on experience during clinical learning.

Take the time to study and review your course materials regularly, as consistency is key in this field. It is also important to develop good communication and collaboration skills, as nursing is a team-oriented profession. Don't be afraid to ask questions or seek help when needed, as your fellow lecturers, classmates and supervisors at clinical arear are there to support you. Finally, take care of yourself both mentally and physically, as the nursing profession can be emotionally and physically taxing. Practice self-care and find healthy ways to manage stress that comes with being a nursing student.

How do you perceive the future of nursing?

The future of nursing appears to be promising and evolving. With the advancement of technology and the increasing recognition of the importance of healthcare, the demand for qualified nurses who are technological competent, or savvy is expected to rise.

The role of nurses is no longer limited to bedside care, but rather encompasses a wider scope of practice. Nurses are being seen as vital members of healthcare teams, collaborating with doctors and other healthcare professionals in terms of private practices to provide comprehensive patient care.

Additionally, as the healthcare landscape continues to shift towards preventative and community-based care, nurses are likely to play a key role in managing chronic conditions and promoting wellness on a higher level. Overall, the future of nursing seems to include greater opportunities for professional growth, increased autonomy, and a more patient-centred approach to healthcare.

"Nursing leaders should emphasize the importance of continuous learning and professional development"





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enursingstarsmagazine.co.za

Cottage Cheese Mashed Potatoes

fitmencook.com



Ingredients

- Ingredients
- 3 cups of peeled and chopped Yukon potatoes
- 1/2 – 1 1/2 cups cup of blended cottage cheese
- 1 1/2 cups almond milk
- 4 tablespoons of butter or olive oil (optional)
- 1/3 cup fresh chives (optional)
- Salt and pepper to taste

THE FIT COOK KEVIN CURRY

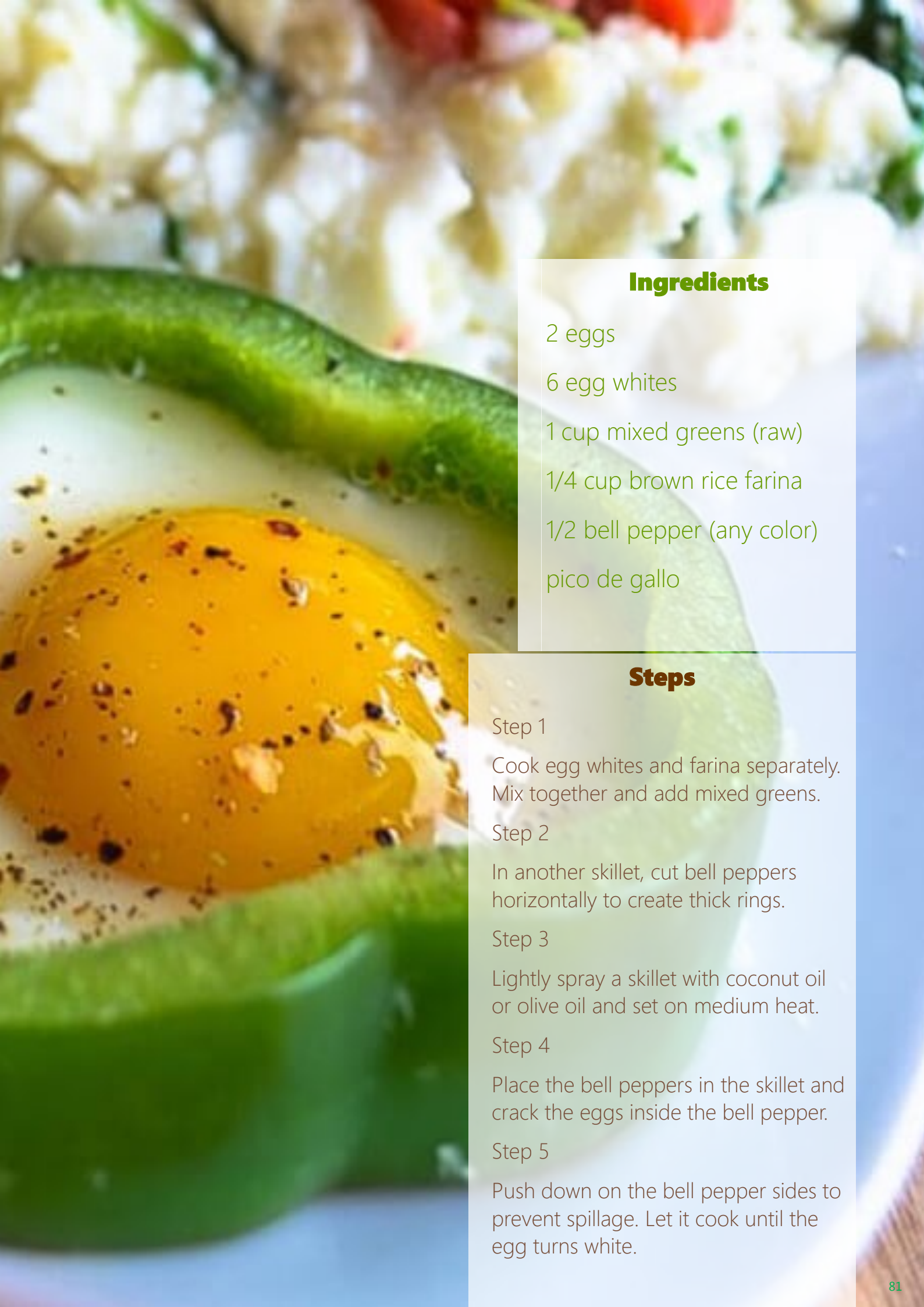


Steps

1. 1. Peel and chop the potatoes. Boil the potatoes until they are fork-tender, then drain them.
2. In a blender or food processor, blend cottage cheese with almond milk (or other plant-based milk) until smooth and creamy.
3. Mash the drained potatoes with a potato masher or a fork.
4. Combine everything into a mixing bowl the mashed potatoes and blended cottage cheese in a mixing bowl.
5. Mix until everything is well incorporated and the mashed potatoes reach your desired level of creaminess. Fold in the chives.
6. Add butter or olive oil (if using) and season with salt and pepper to taste.
7. Garnish with fresh chives or parsley for an extra touch of flavor and aesthetic appeal (optional).

Trust me – cottage cheese delivers!


Bell Pepper Eggs with Brown Rice Farina
fitmencook.com
FITMENCOOK



Ingredients

2 eggs

6 egg whites

1 cup mixed greens (raw)

1/4 cup brown rice farina

1/2 bell pepper (any color)

pico de gallo

Steps

Step 1

Cook egg whites and farina separately. Mix together and add mixed greens.

Step 2

In another skillet, cut bell peppers horizontally to create thick rings.

Step 3

Lightly spray a skillet with coconut oil or olive oil and set on medium heat.

Step 4

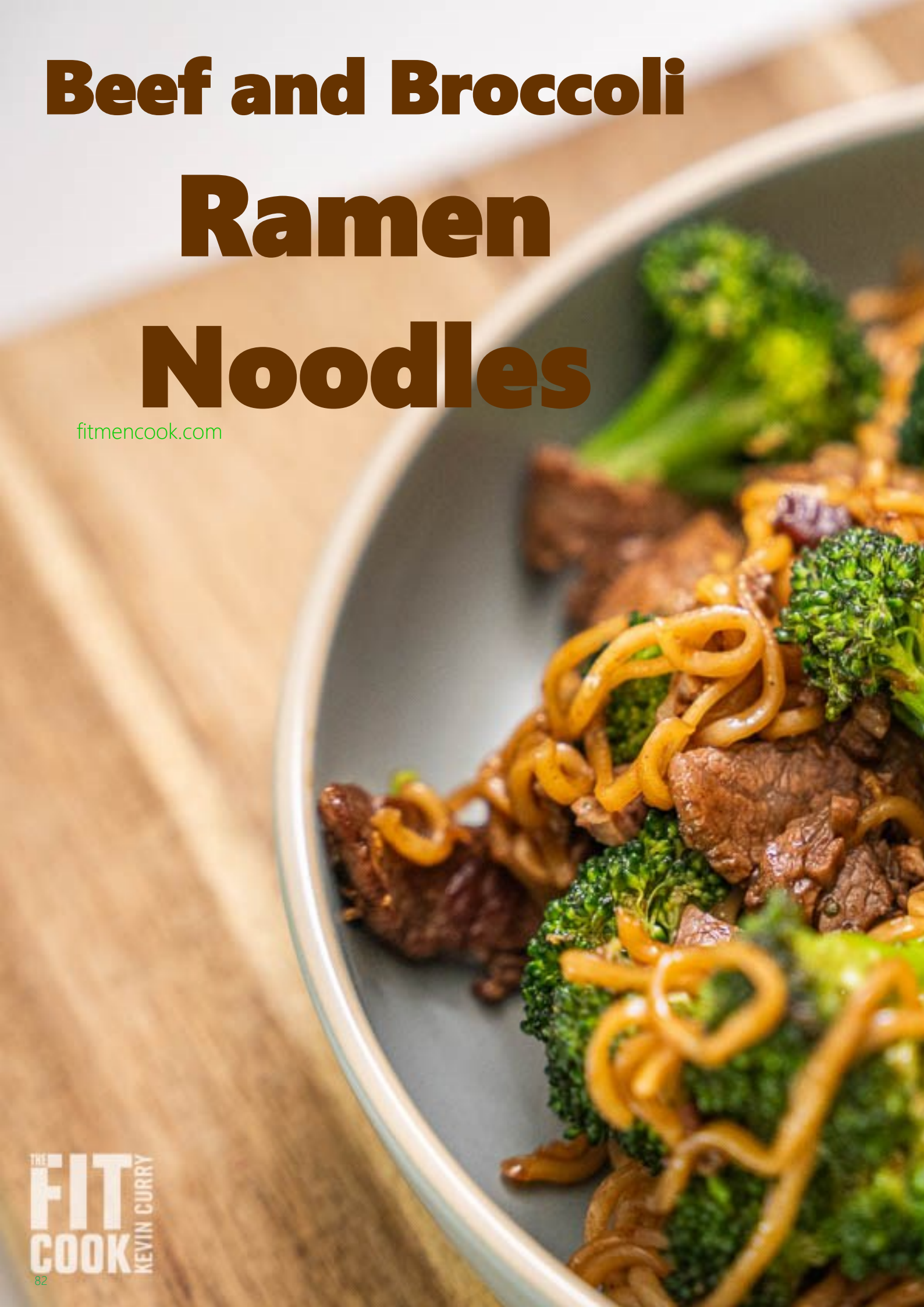
Place the bell peppers in the skillet and crack the eggs inside the bell pepper.

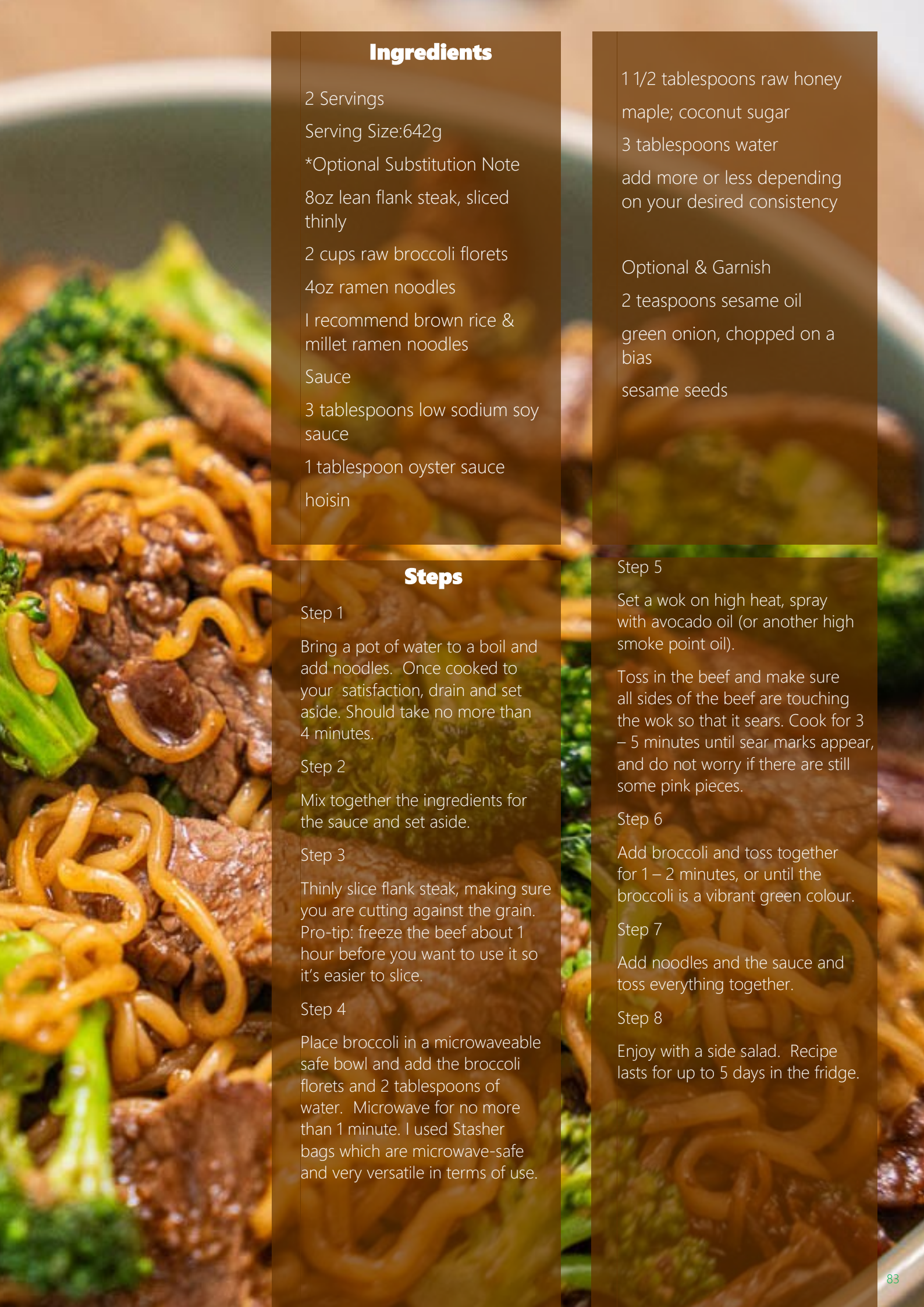
Step 5

Push down on the bell pepper sides to prevent spillage. Let it cook until the egg turns white.

Beef and Broccoli Ramen Noodles

fitmencook.com





Ingredients

2 Servings

Serving Size:642g

*Optional Substitution Note

8oz lean flank steak, sliced thinly

2 cups raw broccoli florets

4oz ramen noodles

I recommend brown rice & millet ramen noodles

Sauce

3 tablespoons low sodium soy sauce

1 tablespoon oyster sauce

hoisin

1 1/2 tablespoons raw honey

maple; coconut sugar

3 tablespoons water

add more or less depending on your desired consistency

Optional & Garnish

2 teaspoons sesame oil

green onion, chopped on a bias

sesame seeds

Steps

Step 1

Bring a pot of water to a boil and add noodles. Once cooked to your satisfaction, drain and set aside. Should take no more than 4 minutes.

Step 2

Mix together the ingredients for the sauce and set aside.

Step 3

Thinly slice flank steak, making sure you are cutting against the grain. Pro-tip: freeze the beef about 1 hour before you want to use it so it's easier to slice.

Step 4

Place broccoli in a microwaveable safe bowl and add the broccoli florets and 2 tablespoons of water. Microwave for no more than 1 minute. I used Stasher bags which are microwave-safe and very versatile in terms of use.

Step 5

Set a wok on high heat, spray with avocado oil (or another high smoke point oil).

Toss in the beef and make sure all sides of the beef are touching the wok so that it sears. Cook for 3 – 5 minutes until sear marks appear, and do not worry if there are still some pink pieces.

Step 6

Add broccoli and toss together for 1 – 2 minutes, or until the broccoli is a vibrant green colour.

Step 7

Add noodles and the sauce and toss everything together.

Step 8

Enjoy with a side salad. Recipe lasts for up to 5 days in the fridge.



Air-Fried Spicy Parmesan Chicken Tenders

fitmencook.com



Ingredients

- 1 1/4 lb raw chicken breast, cut into long tenders
- Marinade
- 1 teaspoon avocado oil
- 2 teaspoons smoked paprika
- 1 teaspoon dried rosemary
- 1/2 teaspoon cayenne (optional)
- pinch of black pepper

Coating

1 1/4 cups gluten-free panko OR chickpea crumbs

1 1/4 cups parmesan cheese, grated or shredded

1 1/4 cups super fine almond flour

2 eggs, lightly beaten

avocado oil spray

Steps

Step 1

In a sealable plastic bag or large bowl, add the chicken and the marinade. Mix and rub it all over the chicken. Marinate at least 20 minutes covered in the fridge, but better if left overnight.

Step 2

Set the air-fryer (or oven) to 420F.

Step 3

In 3 separate bowls, add chickpea crumbs AND parmesan, in another bowl whisk together the eggs, and in the last bowl add the almond flour.

Step 4

Dip the tenders in the almond flour, then the eggs, then the parmesan-crumb mix. Place it in the air-fryer basket or a baking sheet lined with parchment. Repeat for remaining tenders.

Step 5

Lightly spray the tenders with avocado oil, then air-fry for 8-10 minutes, or bake for 10 – 12 minutes, or until the outside is golden brown and the inside is cooked through (white).

Step 6

Enjoy with a large arugula salad or your choice of salad!

Easy Chicken Stir-fry

fitmencook.com



Ingredients

Chicken & Marinade

2lb chicken thighs, fat frimmed and sliced into 2-inch strips

1 tablespoon low sodium tamari

soy sauce, liquid aminos

1 tablespoon arrowroot

1.5 tablespoons fresh cracked (white) pepper

Sauce

1/3 low sodium chicken broth

water

3 tablespoons low sodium soy sauce

4 tablespoons coconut sugar

Stevia in the raw (1g or 2g)

3 tablespoons Shaoxing wine

Sherry wine; mirin; dry white wine

1 tablespoon rice vinegar

white vinegar

1 tablespoon fresh ginger, minced

--

3 tablespoons avocado oil, divided

Veggies

1 red bell pepper, chopped into squares

1 green bell pepper, chopped into squares

1 small white onion, sliced and moon-shaped

Batter

1/3 cup arrowroot

corn starch

---

4 green onion stalks, green part only and chopped into 1-inch pieces

Garnish

toasted sesame seeds

fresh lime

Steps

Step 1

Remove the chicken from the packaging and pat dry with a paper towel. Then, slice the chicken into strips.

Pro-Tip: to make it easier to cut, partially freeze the chicken (place in the freezer for 2 hours-ish) so that it cuts like a block of cheese.

Step 2

Add the tamari, arrowroot, and pepper to the chicken.

Massage it thoroughly ensuring every piece of chicken is covered, then set aside.

Note: while I'm no stranger to using my hands to season meat, arrowroot can be very sticky when wet and can easily stick to your hands instead of the chicken. So, I like to use tongs when mixing protein with arrowroot.

Step 3

Make the sauce. Add the ingredients for the Sauce to a bowl and whisk together. Season to taste with lime, Tamari, or lemon juice. Set aside.

Step 4

Once the chicken has marinated, add the pieces to a bowl with the remaining arrowroot. LIGHTLY coat, shake off any excess, and then place in a container until ready to cook. This is easier to do using tongs. Repeat until every piece is lightly dusted.

Step 5

Set a nonstick wok or large skillet on medium-high heat.

Once hot, add 1 tablespoon of avocado oil and a portion of the chicken. Spread the chicken out in the wok or in a large skillet, and let it sear for 2 – 3 minutes. Then agitate and mix in the wok using a spatula or spoon, then flip to the other side and cook until the chicken is cooked through, about 8 – 10 minutes. Set aside. Repeat.

Add up to 2 more remaining tablespoons of oil as needed to cook the rest of the chicken.

Step 6

Add the vegetables – minus green onion – to the wok and similarly let the veggies sear against the hot surface of the wok (without agitating/mixing) for 2 – 3 minutes. Then using a spatula or wooden utensils, toss the veggies in the wok until the onions turn slightly brown, about 6 – 8 minutes.

Step 7

Reduce the heat to medium and add the chicken and green onions. Toss everything together. Pour in the sauce and stir and fold the ingredients IMMEDIATELY upon pouring. Continue stirring and folding until the sauce thickens and coats the veggies and chicken.

Remove from the heat.

Step 8

Garnish and enjoy with your choice of grains, such as Jasmine rice. Great for a weeknight meal or prep for the week!



Protein Nice Cream – Banana, PB & Chocolate

fitmencook.com



Ingredients

5 scoops (~165g) chocolate isolate whey protein powder
6 frozen bananas
1/2 cup natural peanut butter, no salt added
1/2 cup dark chocolate or cacao powder
1 1/2 cups almond milk, chocolate flavour is recommended
1/3 cup unsweetened cacao nibs
1/2 cup crushed walnuts (OPTIONAL)

Steps

Step 1

Add the first 5 ingredients to a high-powered food processor and process until smooth. It should be VERY thick and chunky. If you need a bit more liquid, simply add tablespoons of almond milk to assist.

Step 2

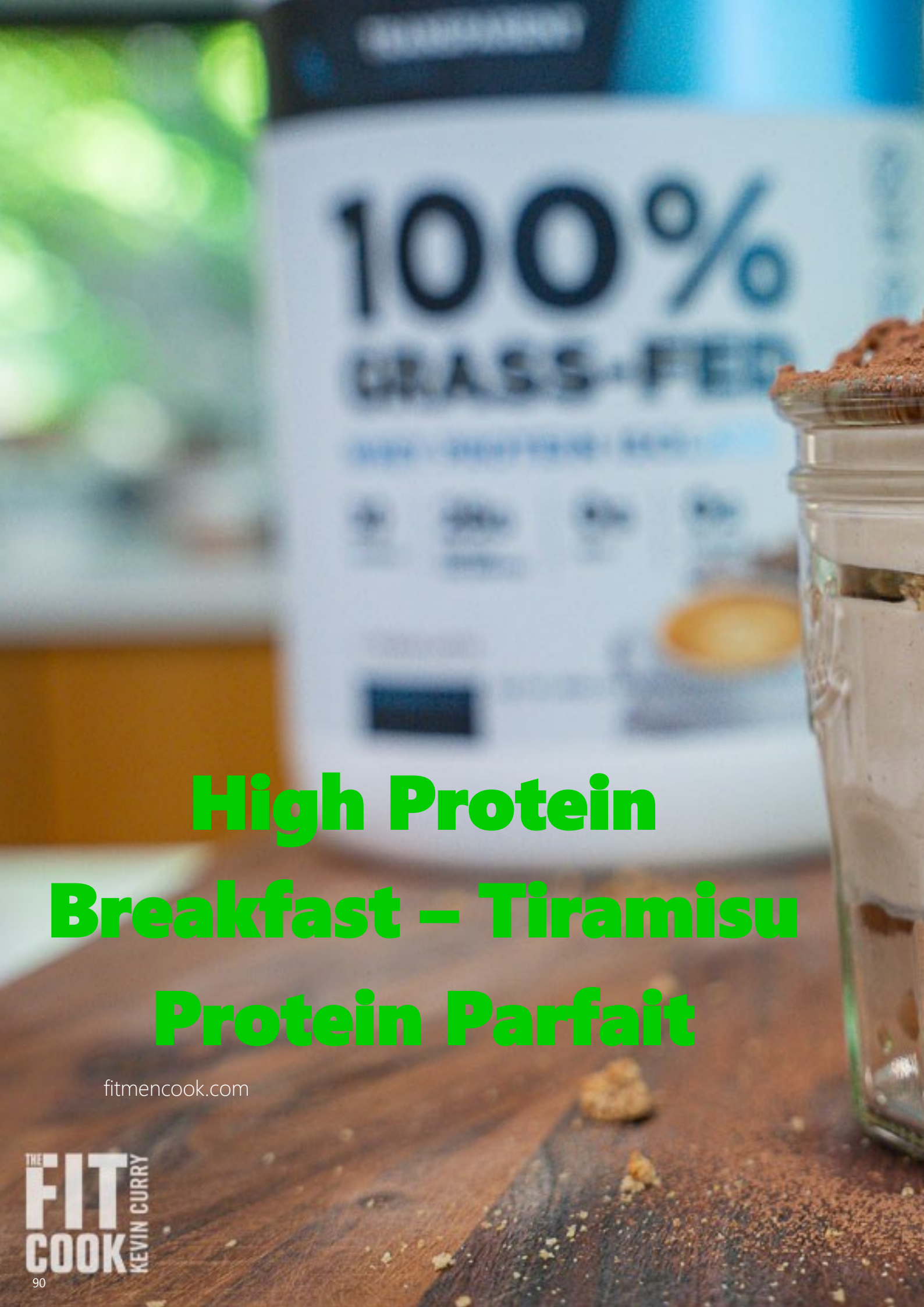
Once it is well mixed, fold in the cacao nibs (and optional crushed walnuts) using a spatula.

Step 3

Add the nice cream to a container – I am using disposable pint cups I found on Amazon – then freeze for at least 2 hours.

Step 4

And just like regular ice cream, once you are ready to eat, bring it out the fridge and let it thaw for 5 – 10 minutes, then scoop out and enjoy! It is FINE as-is but feel free to add your favourite toppings like reduced-calorie chocolate syrup or cream, or my favourite – flake salt!



High Protein Breakfast – Tiramisu Protein Parfait

fitmencook.com



Ingredients

Transparent Labs Grass-Fed Whey Protein Isolate, Mocha flavour
7oz 2% Greek yogurt
3 tablespoons unsweetened almond milk (or water)
1/3 cup coffee (for dipping)
4 low-sugar biscuits or crackers
1 heaping tablespoon cacao powder, for dusting garnish

Steps

Step 1

In a mixing bowl, whip together whey protein powder, yogurt and almond milk (or water) until smooth.

Step 2

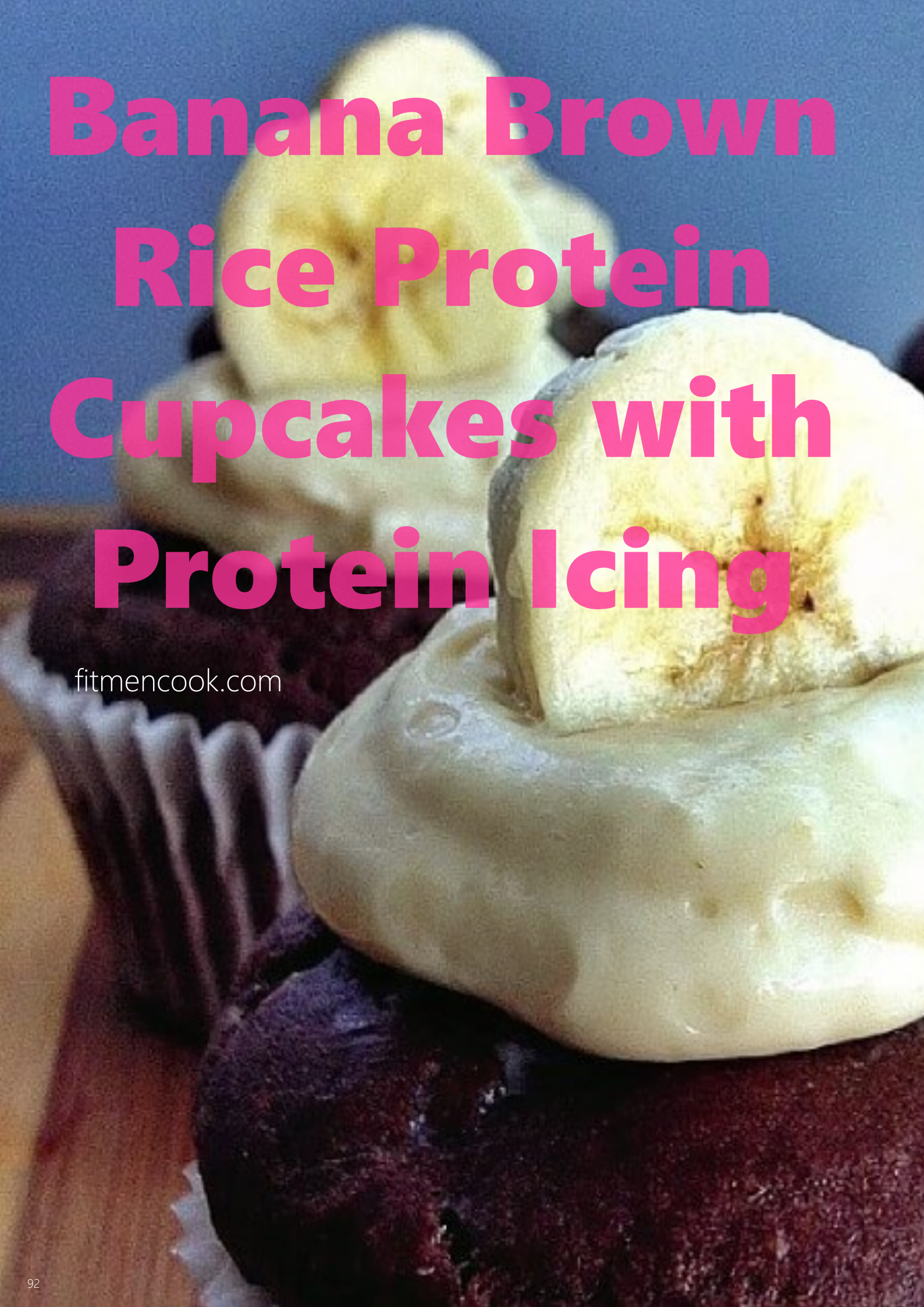
Add coffee to a small bowl and dip 3 of the crackers or biscuits in the coffee for about 10 – 15 seconds, only enough time to flavour them, NOT make the soggy or overly soft.

Step 3

Build the parfait in a jar or bowl. Add 2 biscuits to the bottom, then top with half of the protein yogurt, then add 1 more biscuit, and top with remaining yogurt mix.

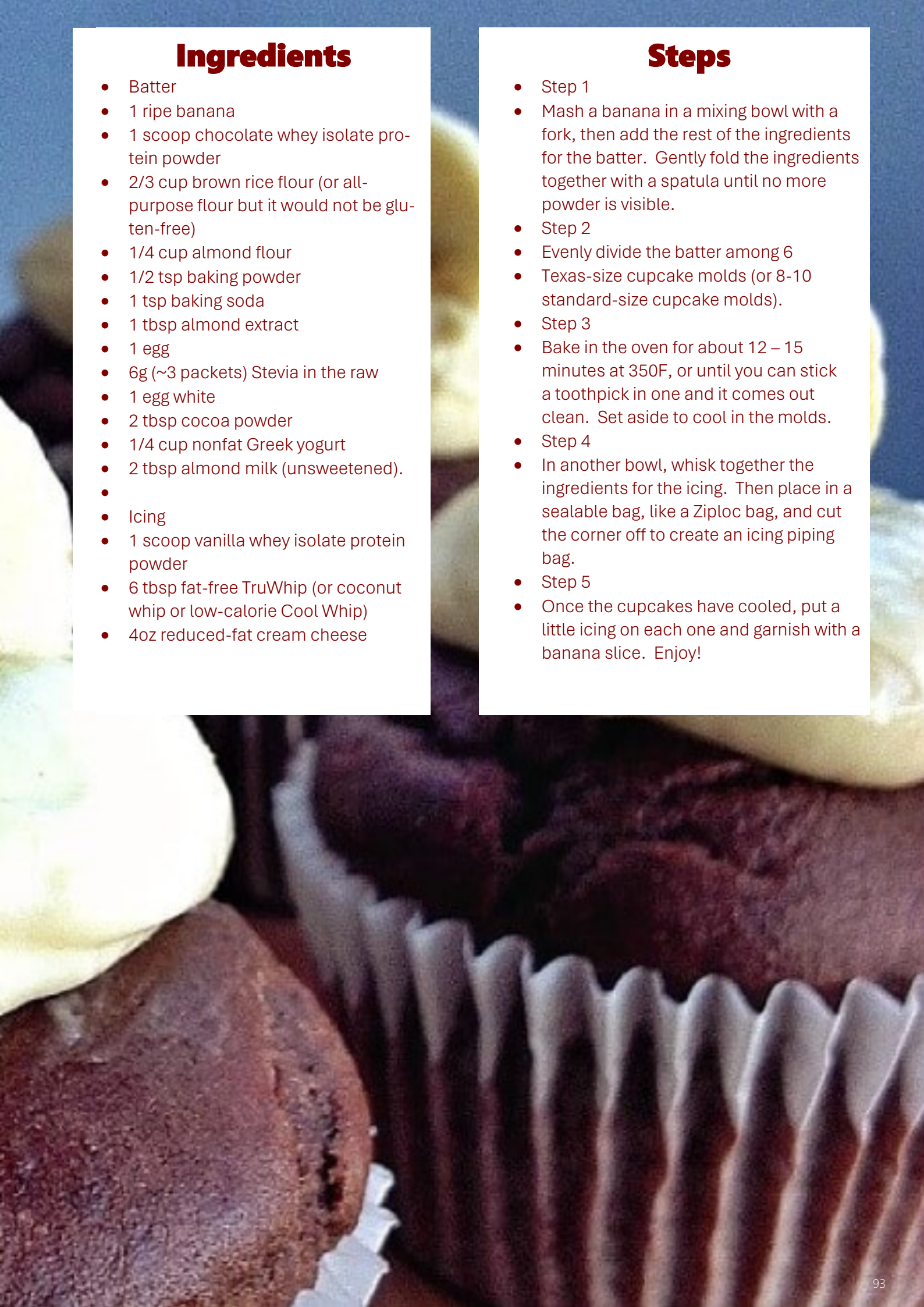
Step 4

Crush the final biscuit and sprinkle on top, along with cacao powder. Enjoy immediately!



Banana Brown Rice Protein Cupcakes with Protein Icing

fitmencook.com



Ingredients

- Batter
- 1 ripe banana
- 1 scoop chocolate whey isolate protein powder
- 2/3 cup brown rice flour (or all-purpose flour but it would not be gluten-free)
- 1/4 cup almond flour
- 1/2 tsp baking powder
- 1 tsp baking soda
- 1 tbsp almond extract
- 1 egg
- 6g (~3 packets) Stevia in the raw
- 1 egg white
- 2 tbsp cocoa powder
- 1/4 cup nonfat Greek yogurt
- 2 tbsp almond milk (unsweetened).
-
- Icing
- 1 scoop vanilla whey isolate protein powder
- 6 tbsp fat-free TruWhip (or coconut whip or low-calorie Cool Whip)
- 4oz reduced-fat cream cheese

Steps

- Step 1
- Mash a banana in a mixing bowl with a fork, then add the rest of the ingredients for the batter. Gently fold the ingredients together with a spatula until no more powder is visible.
- Step 2
- Evenly divide the batter among 6
- Texas-size cupcake molds (or 8-10 standard-size cupcake molds).
- Step 3
- Bake in the oven for about 12 – 15 minutes at 350F, or until you can stick a toothpick in one and it comes out clean. Set aside to cool in the molds.
- Step 4
- In another bowl, whisk together the ingredients for the icing. Then place in a sealable bag, like a Ziploc bag, and cut the corner off to create an icing piping bag.
- Step 5
- Once the cupcakes have cooled, put a little icing on each one and garnish with a banana slice. Enjoy!



7 Healthy Lifestyle Changes That Nurses Can Make

"Just take it a step at a time"



Article By www.travelnursing.com

attaglino recommends nurses looking to improve their health start with the following steps:

1. Bring your own meals and snacks to work.
"Personally I like to keep nuts in my car to eat on my way home so I don't walk in the door ravenous at the end of the day," Battaglino said.

2. Stay well hydrated, especially during long shifts.
Proper hydration can improve your physical and mental stamina at work. And, in the summer heat, extra care is needed to avoid dehydration.

3. Take the stairs for an extra cardiovascular boost.
Consider wearing a pedometer to track your steps each day. (RELATED: The 4-Mile Shift: Why Nurses Walk So Much.)

4. Get enough sleep.
"Don't take too many shifts in a row. Think through what schedule will really work for you and your family," she recommended.

5. Fit in workouts on your days off work.
"Working out relieves stress, keeps you strong, works to prevent heart disease and osteoporosis, improves sleep, increases your energy and can increase confidence," Battaglino noted.

TravelNursing.com blogger Aaron Moore, MSN, RN-BC, points out that jogging is a very portable activity for travel nurses, and many gyms have affiliates all across the country. Travel nurse housing will often have a gym on site, as well.

6. Eat more seafood. "I recommend eating two to three servings of seafood a week. Many of us have relied on supplements for our nutrients, but it is so much better to gain our nutrients from our food," Battaglino stated. "A diet high in seafood is good for your brain, as well as your heart."

7. Find someone to keep you accountable.
"I work out with a group of moms on the week-ends," Battaglino continued. "Creating plans with a friend, or group of friends, makes you show up because there are only so many excuses you can use.

At the end of a stressful week it is great to have a little therapy session, and by the time we are done with our run our problems are solved," she laughed.

www.travelnursing.com

"Then toward the sunset I therefore go to the football field to play and to interact with my neighbours"



Deebest photography

Akinnuoye Oluwafem (RN)

My name is Akinnuoye Oluwafemwas, I born on the 2nd of December 2001, I'm from Idanre Local Government, in Ondo state, Nigeria. I completed my primary and secondary levels in the same state, between 2005 and 2017.

Furthermore, I did my university education with the Osun State University, Osun State, in Nigeria between 2017 to 2022.

I became a registered nurse in the year 2022 and registered midwife in the year 2023. I'm currently working as a Clinical Nurse in one of the state specialist hospitals in Ondo State Nigeria.

My career goals are to be able to expand practical knowledge while providing quality healthcare and discharging duties effectively, to devote to accessibility of healthcare by the public, and to expand nursing knowledge in education, practice and research as it evolves.

My core skills entail health promotion and prevention, ward management and teamwork, critical thinking, problem solving, effective communication skills, leadership and creativity, time management and adaptability, including my leadership and administrative skills I acquired throughout my tertiary education.

Even though I love my job however I value my 'Me Time' alike. Thus, off-duty days are of importance as they allow one a chance to recuperate.

Thus, the first thing I do on my off-duty days is to observe my quiet time whereby I make plans for my day. I therefore, take a shower for longer just to listen to the sound of water for relaxation. And thereafter I clean up my house to ensure that all is in order including my laundry.

Thereafter, I take ample time to prepare myself a special meal for enjoyment and as a reward. Besides, among other errands is a frequent trip to the supermarket to get some groceries to restock my kitchen.

Having done it all I lay on my couch and go through all my social media apps, especially Twitter and YouTube. Then toward the sunset I therefore go to the football field to play and to interact with my neighbours.

Other than that, I watch current football matches. Thus, when I get back home, I therefore make calls to all my loved ones to check on them and then prepare my supper.

Furthermore, when the nighttime comes, I slide into bed, as early as possible, so I may rest for more hours. Hence, sticking to my 'Me Time' pattern serves as an escape and as my relaxation mechanism.

"The first thing I do on my off-duty days is to observe my quiet time"



"It means bringing yourself fully into each day"

Celebrate Life Every Day

"Celebrating life means being thankful for what you have and optimistic about what is to come"

www.smarterandharder.com

Celebrating life daily can take many forms. Sometimes it's something easily recognizable as celebrating, such as throwing a party or dancing with loved ones.

Sometimes it's something sillier than that, like making up a new holiday complete with its own rules, thematic colours, and unique rituals.

Other times, celebrating can be subtler, like telling someone how much you appreciate them or sitting out on your porch to enjoy a summer storm.

For me, celebrating often involves colourful lights, fun music, and moderately priced Irish whiskey.

But it certainly doesn't have to, for me or anyone else. There's no right way to celebrate life.

The means are as diverse as the celebrants and can continually evolve. What's most important is the attitude you bring to it.

Celebrating life means being thankful for what you have and optimistic about what is to come; it means respecting traditions and novelty alike.

It means bringing yourself fully into each day, ready to absorb all it has to offer you. Here's why.

Boundless Opportunities to Be Happy

Think back to a memory that brings you joy. Maybe it's a family trip, a special birthday, a visit to somewhere new, or a cherished holiday.

Each of these was a celebration, and celebrating the things around us makes us feel happier! Typically when we celebrate a specific person or event, it is a reminder to be grateful we have that positive force in our lives. Gratitude centres our attention on what is good in our lives, amplifying its potency.

The great news is that we don't need to wait for a particular date on the calendar to be thankful for the beautiful things in our lives. Instead, a habit of regularly celebrating gives you endless opportunities to be appreciative of all that goodness.

Peaceful Appreciation

We spend a lot of our lives pursuing things: a better job, a bigger house, new stuff to fill it with, etc. Expressing thankfulness for what you have by celebrating helps you to wake up excited for each new day.

Celebrating your blessings makes them burn all the brighter and can even bring new ones your way. When you make a habit of leaning into the good in life this way, it shifts your attention away from the negative and can make you feel far more peaceful. Consciously and actively enjoying where you are and what you have empowers you to quit running on that endless treadmill.

Inspiring Others to Feel Joy

Choosing optimism is inspirational to others. Making a habit of choosing a more fun and enjoyable path through your life has the power to change your life and the lives of others around you, too. Joy is simply contagious.

Try to hang out near someone who is having a great time, being silly, dancing the night away, or enjoying a special occasion without feeling that joy yourself. You may succeed for a while, but no one can resist it forever.

"Consciously and actively enjoying where you are and what you have empowers you to quit running on that endless treadmill"

Oluwaseun Esther Kasali



"You must always be true to yourself"

AYANFE VISUALS

Once you've found who you are, **don't try to be someone you're not**

ame: My name is Kasali Oluwaseun Esther from Ogun, Nigeria
Birth month: April
Favorite color: Blue
Hobbies: Reading, teaching, and exploring new cities and cultures.
Your Core Values: Integrity, honesty and accountability
What personality trait do you possess: Extrovert
How do you spend your day off: Spending time alone through reading and meditation
What are you passionate about? Social Impact
Your favorite saying: Once there is a will there is a way
Do you consider yourself good at networking: To a large extent, I am an extrovert and I find it easy to raise and sustain interactions with people.
Role Model in Nursing: Dr Damilare Akingbade
Did you choose Nursing: Yes, I did. Before my admission into Nursing school, I had been offered admission to study Biology Education at a university the year before. I deferred the admission to wait and get my dream course.
Have you ever regretted the decision?: No, I have not but rather I am happy I chose Nursing. And I am never going to regret choosing Nursing.
What gives you that confidence that Nursing is the path for you? Firstly, Nursing is beyond a career to me, it is my assignment and I am getting fulfillment doing this assignment. Whatever brings fulfillment cannot bring regrets I believe. Another reason is that there is a wide variety of specialties in Nursing ranging from Clinical to Academic et cetera which gives room for exploration. I cannot get bored or tired I believe.
Speaking of specialty, which fields of Nursing interest you? Mental Health Nursing, Nursing Education, or Geriatric Nursing.
Seeing Mental Health Nursing ranking top, what is your inspiration behind this? The inspiration behind Mental Health Nursing is the assignment to help bind the broken-hearted (Isaiah 61:1). Also before I pursued nursing as a career, I had a first-hand experience with a schizophrenic fellow who was having crises, and that left in me a burden for mentally sick people.
What is your take on mental health? As a certified mental health fellow, I advocate that your mental health is equally as important as your physical health so pay attention to your mind.
What is your worst experience in Nursing? My most devastating and sad moment in nursing was when I watched a patient who had just delivered live twin babies pass on. It was a painful and sad experience. Watching a patient die or taking their last breath is a scene I hate to see.
Your memorable experience in Nursing? It happened when I was in Nursing school on the day of my matriculation when my name was called as the recipient of the award for the Best Student in Anatomy. The shock and happiness on my face are something I can recall vividly.
In a few sentences, what pulled you through your Nursing school journey? First of all, I would say God; God started with me and was with me all through the journey. This is evident by the help and the favours I received throughout the journey. He alone gave me the understanding, wisdom, and the knowledge that made me excel. Secondly, He gave me a family. I had senior colleagues and friends who were great support and like-minded. We supported each other, prayed for each other, stood by each other, cried with each other, and celebrated each other and that is why I refer to them as my family. Lastly, I will say the big picture of the future kept me dreaming and desiring to excel. My focus on this big picture was a good driving force for me to choose excellence over every other option out there.
How do you spend your Me Time? When not at work, I like to stay indoor rest and enjoy my time alone. I engage in some relaxing activities like sleeping, meditating and watching movies. I also take the time to do some research, read books and add up new knowledge.
What inspiration would you provide to nursing students who are struggling to keep up with the demands of nursing school? Know God: Nursing is a course that will naturally pull you towards God but you need the intentionality to get along. I tell my juniors back in school that you pray like you did not read and you read like you did not pray. Know your Priorities: Nursing school will bring up to your face more than you can chew but you need to know which one to chew first. Set your priorities right, set goals, and redefine your passions.

Keep friends of like minds: A proverb says "He who walks with a wise will be wise but a companion of fools will be destroyed" Be selective of your friends. Pick friends that will spur you into greatness. You cannot expect to ace your exam by walking in with a student who is just moderately content with their grades; naturally, the mediocre mentality will rub off on you.

Establish a sanctuary: A sanctuary serves as a place of solace, rejuvenation, and self-renewal. It could involve a pastime like going to the beach, sleeping, or even just listening to music. This is because there are moments when you need your mind to be as clear and light as possible. You cannot afford to become lost in the process of realizing your ambition.

Finally, you must always be true to yourself. But you have to know yourself before you can be yourself.
To what extent do you know yourself? Your power? Your flaws? Once you've found who you are, don't try to be someone you're not. Just be yourself.
Are you considering any other career paths aside from Nursing? Yes, Public speaking and Politics.
Where do you see yourself in the next five years? Actively doing God's will.
What would be your final words to our readers? Given the nature and peculiarities of our work, I would love to suggest that we make sure that, whether we see patients at the beginning or end of their lives, our interactions with them should leave a lasting impression of empathy, understanding, and compassion.

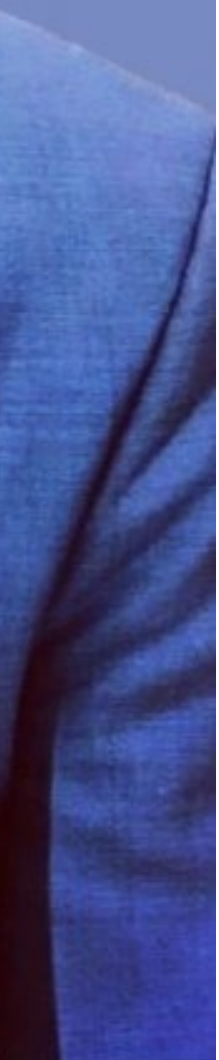
"He who walks with a wise will be wise but a companion of fools will be destroyed"



"Leadership in nursing is about inspiring others, building trust, and leading by example"

Navid Khan (RN)

A balanced leadership approach in nursing involves striking a harmonious blend



"A balanced leader cultivates resilience, effectively manages conflicts, and promotes a culture of continuous improvement and innovation"

Briefly explain the spheres in which you are playing a leadership role.
I am from Pakistan, am working as an emergency room nurse and team leader in a united nation support mission in Somalia, as a team leader and ER nurse we always present on front and engage other departments about new events. We always provide our services to others departments when they are needed regarding patients, hospital management communication, EMS, or logistics.

What kind of an overall leadership do you provide to the above spheres?
Team leader, emergency room nurse, facilitator, roster management, collaboration with sterilization and OT department

What kind of role does the wellness unit play at your facility?
Mental health, Health education and medical checkups.

How did your schooling define leadership?
In nursing school, leadership was emphasized as a multifaceted skill encompassing effective communication, collaboration, and decision-making within interdisciplinary teams. We were taught that leadership in nursing involves advocating for patients, providing guidance and support to colleagues, and promoting a culture of safety and excellence in care delivery.

Additionally, the importance of lifelong learning and staying abreast of evidence-based practices to lead by example was underscored throughout our education. Leadership wasn't just about holding a position of authority, but rather about inspiring others, fostering a positive work environment, and continuously striving for professional growth and development.

What is your personal understanding about leadership?
My personal understanding of leadership in nursing extends beyond simply managing tasks or directing others. It involves embodying integrity, empathy, and accountability while fostering a collaborative and supportive environment.

Effective leadership means empowering team members to reach their full potential, advocating for both patients and staff, and continuously striving for excellence in patient care. It also entails being adaptable and innovative in problem-solving and promoting a culture of lifelong learning and professional development. In short, leadership in nursing is about inspiring others, building trust, and leading by example to ensure the delivery of high-quality, patient-centred care.

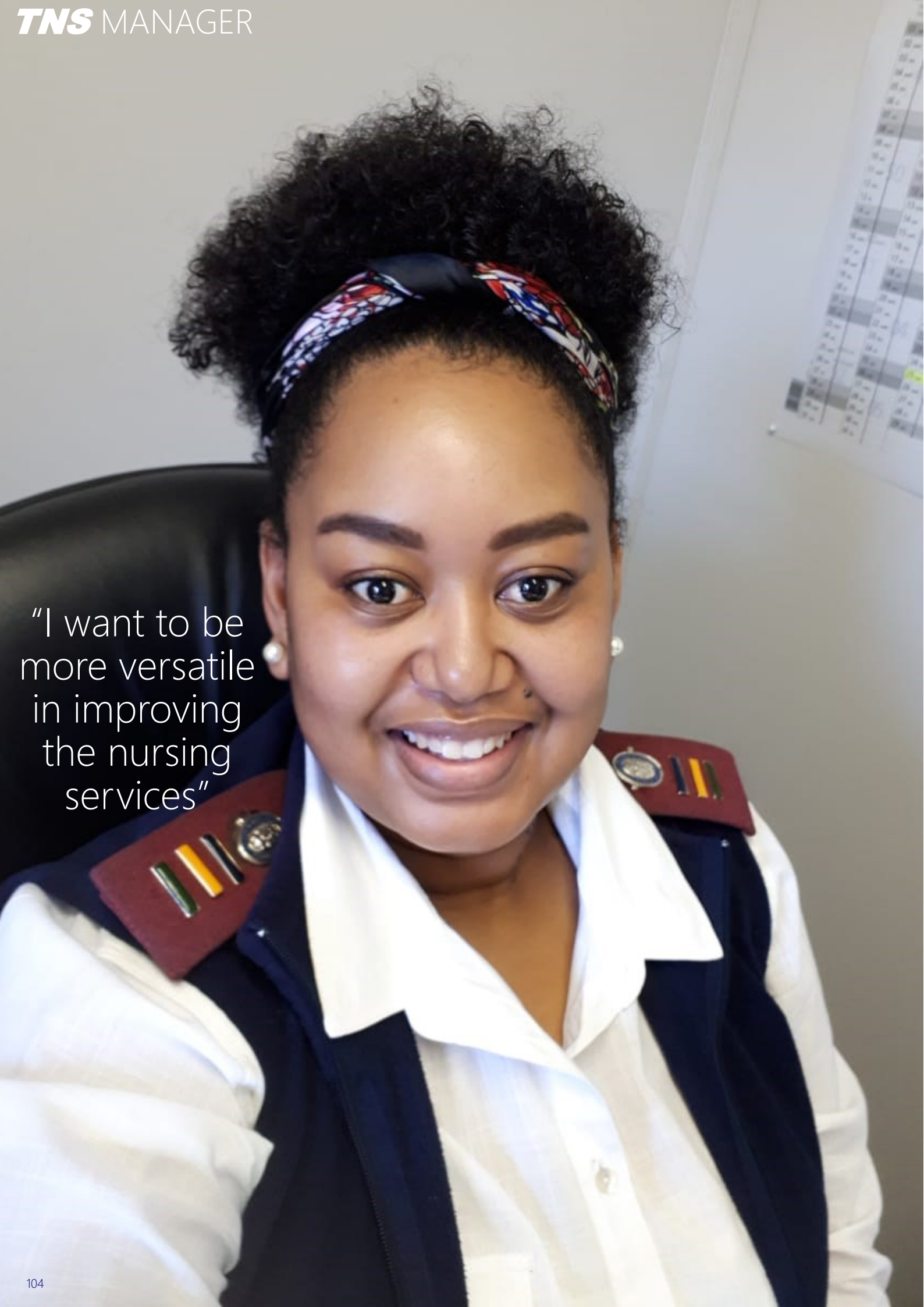
From your explanation, what is your definition of a perfect leadership?
In my view, perfect leadership in nursing embodies a combination of qualities including integrity, empathy, resilience, and adaptability. A perfect leader in nursing fosters open communication, promotes collaboration, and empowers team members to contribute their best efforts. They lead by example, demonstrate compassion towards patients and colleagues alike, and advocate for the highest standards of care. A perfect leader is also committed to ongoing learning and growth, embraces diversity and inclusivity, and effectively navigates challenges with grace and professionalism.

What is a required balanced leadership?
A balanced leadership approach in nursing involves striking a harmonious blend between various leadership styles and qualities to effectively meet the diverse needs of patients, staff, and the healthcare organization. It requires a leader to be adaptable, knowing when to be authoritative and decisive, and when to be collaborative and inclusive.

A balanced leader fosters a supportive and empowering environment while also maintaining accountability and ensuring adherence to standards and protocols. They prioritize both the individual growth and well-being of team members and the collective achievement of organizational goals.

Additionally, a balanced leader cultivates resilience, effectively manages conflicts, and promotes a culture of continuous improvement and innovation. In short, balanced leadership in nursing involves maintaining equilibrium between various leadership approaches to effectively navigate the complexities of healthcare delivery while fostering a culture of excellence and inclusivity.




"I want to be more versatile in improving the nursing services"

Abigail Mooki (RN)

The coaching manager

What is your position?
My current position is Clinical Nurse Practitioner, and I am second in command.
Name a few of your responsibilities.
Consulting patients, involvement in data management, mentoring subordinates and doing campaigns.
In combination of your schooling and your current position, what is management?
Management is all about planning and organizing efficient nursing care, delegating tasks and providing the necessary support to the team, and being innovative in improving patients' experience of care. It is a continuous in-service training to provide quality nursing care.
Do you have a mentor? Who is it?
I am blessed to have two mentors: Max Bekestana, my former manager and Reginald Loots. They have been my guidance system since I was a student, and they continue to provide me with valuable insight and guidance throughout my career.
What is the greatest challenge you have faced on the job? How did you overcome it?
It definitely has to be Covid-19 pandemic era; I suffered strenuous working hours, and I was busy studying towards my Postgraduate Diploma in HIV Management. However, I had a great support system and I had to learn strict time management and discipline.
What do you personally enjoy the most about working as an assistant manager?
I enjoy providing guidance to junior staff members and in-service training especially on HIV/Aids.
How is your relationship with your colleagues and a team that you lead?
I would say I have a good relationship with my team. We thrive on mutual respect and learning from each other because no man is an island.
How would you define your management style?
My management style is a mixture of democratic and coaching.
What do you need to improve on to get to the next level?
I think I need to do more short courses on various areas and not only the nursing related courses per se, I want to be more versatile in improving the nursing service.
What is the best way that health institutions can use to offer feedback to or get ideas from their clients?
Currently in Department of Health we make use of complaints and suggestions forms for clients to write their experiences, which I think is sufficient for now.
What kind of skills and training should the nursing management hopefuls seek out?
They will need to specialize in some nursing area which they enjoy the most and become experts in that field. Besides, it is of more importance to engage in new studies. Moreover, attending nursing conferences and seminars is another element of empowerment in nursing. Furthermore, I would say they will need to build their character.
What career achievements are you most proud of?
Venturing into a sphere of research...
What are your personal career goals?
My personal goals are so diverse, and change as I grow. For now, it is to become a specialist in the Primary Health Care field, and I want to venture into the entrepreneurial side of nursing.
What daily performance goals are you setting for yourself?
My daily goals are to be better than the day before. And I strive daily to read articles about new research especially in the area of HIV/AIDS.
What is the most required characteristic from a nursing manager? Explain.
For me the most required characteristic is to manage by example.
Indicate your management style in one word.
Transformational
What is a perfect management style (opinion)?
I don't think there is a perfect management style. I would rather say that it should be situational, because different situations require different management styles thereof.
What is a required management style?
A Transformational one; we need to leave a place better than we found it.
Who are you mentoring currently? (specifics)
Currently I don't have any mentees besides fellow colleagues who would ask for advice mostly patient related and not necessarily career guidance.

"Management is all about planning and organizing efficient nursing care, delegating tasks and providing the necessary support to the team, and being innovative in improving patients' experience of care"

What would you expect from them (mentees) when they reach their management level?
If I ever had the opportunity to have mentees. I would urge them to bring some change in our government sector and improve our services.
What advice would you give to nursing management hopefuls?
Be humble, teachable and always try to move with current times. What worked 20 years ago might not work today.

Noubissi Maxel

Ndasi

MMS,BNS,SRN,HND

A versatile visionary

He is the eldest child of the Ndasi's family, which consists of five children. Born in 1998 in a small county, he began his primary education at the age of 2, he spent 6yrs at a Catholic school in Tombel. After completing six years there, he successfully passed his first school and common entrance exams. He then attended G.B. High School in Tombel, where he obtained his G.C.E. Ordinary Level and Advanced Level qualifications.

In 2015, he gained admission to the Faculty of Science at the University of Yaounde 1, where he pursued a degree in Chemistry for two years. In 2017, he successfully passed the state registered nurse board exam and was admitted as a candidate for training at Maflekumen School of Health Sciences in Tiko. After three years of training, he obtained the Principal Nurse and HND Nursing certificates from Maflekumen School of Health Sciences and Maflekumen Higher Institute of Biomedical Sciences.

Continuing his educational journey, he joined the prestigious Saint Louis University Institute of Health and Biomedical Sciences in Douala, affiliated with the University of Buea, where he obtained his BSN (Bachelor of Science in Nursing). In the same year, he became the CEO and President of the Energetic and Emergent Health Vision 2035 Foundation. He also held a prominent position as a decision-maker with the Cameroon Nurses Association Tiko branch. Additionally, he became a campus validator with NCC Education, an educational board of exams in the UK.

Furthermore, he has acquired numerous online certificates from reputable organizations such as WHO, KAYA Media, CDC, and UNICEF. Currently, he is serving as the National Communication and Relations Officer at the Council of Nurses, Midwives and medico-sanitary technicians and Cameroon's Ambassador for THEIR WORLD and NURSES INCHARGE, likewise, lecturer across some top Nursing Schools in Cameroon. These achievements reflect his dedication to the nursing profession and his commitment to continuous learning and professional development.

What is your greatest purpose for your nursing career?
My greatest purpose is to reinstituting the optimal levels of both the structural and functional integrity of nursing globally through continuous advocacy, been proactive and assertiveness.

What is your vision about your career?
My greatest vision of my career is to be at the center of the development and implementation of global health policies.

Where do you visualize yourself in the next three years?
In the next three years, I see myself engaging with top global healthcare leaders to regain our autonomy and professional independence.

What is your optimism about the future of nursing?
As long as global Nurse leaders invest in collective efforts, I remain positive and brave for as long as there is life, there is hopes.

How do you deal with issues that scare you?
I hope for the best and prepare for the worst.

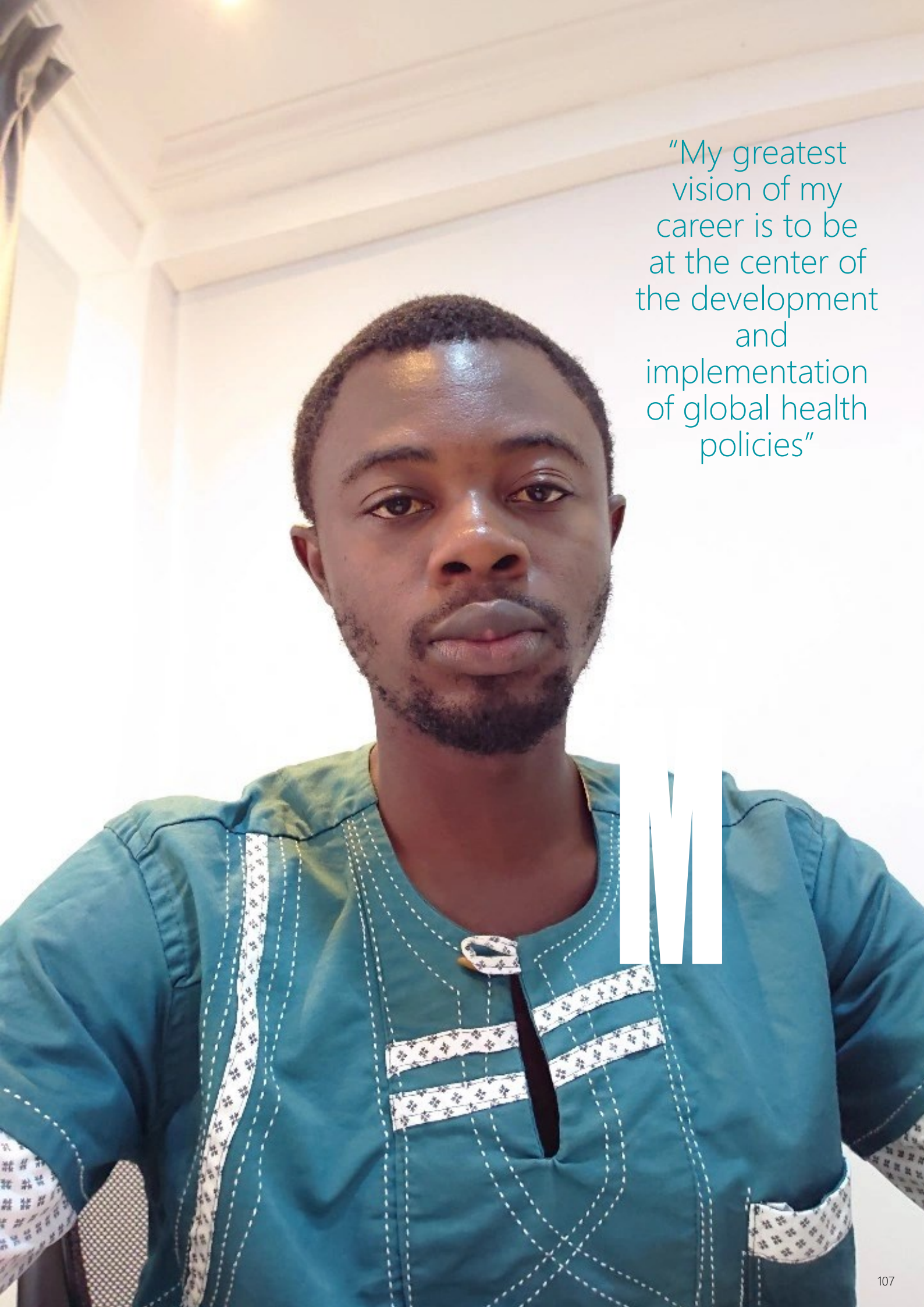
Where do you see nursing in 10 years?
I see nursing leaders actively engaging into politics and the nursing profession emerging as the best among other professions.

What one 'need' and one 'want' will you strive to achieve in the next twelve months?
My need per now is having assess to more policy making resources and positions ,and as want, I want to be faced with more policy related challenges.

Will the next generation face the best or the worst in nursing? Why?
They will face the best, because we believe our advocacy for the nursing profession would had yield fruits by then.

What role are you playing in shaping the future of nursing?
Developing policies and advocating for better reforms.

How do you describe the future of nursing in one word?
Light.



"My greatest vision of my career is to be at the center of the development and implementation of global health policies"

M



"I was named in the Mail and Guardian 200 Most Influential Young South African in 2020, and Avance Media 100 Young South Africans in 2021"

Dr Tshiamo Ramalepa (PhD)

A Multi-Award wining Researcher

I am Dr Tshiamo Ramalep, I studied BTech and Mtech Nursing Science at Tshwane University of Technology (TUT) and graduated in 2012 and 2017 respectively.

I then completed a Postgraduate Diploma in Public Health at the University of South Africa (UNISA) in 2018. I further completed my Nursing Education diploma at the University of Pretoria. In 2020, I completed my PhD at TUT becoming the youngest nursing PhD holder at the same institution.

In 2021 I became the first postdoctoral fellow in the TUT Nursing Department, focusing on nurturing my research skills and teaching. I am a second-year Master of Public (MPH) Candidate at UNISA, graduating in 2024.

In terms of work, I was a part-time lecturer at TUT from 2015 to 2020 teaching various nursing subjects such as Nursing Research, Psycho-social Sciences, Midwifery and Nursing Dynamics. After a year of my postdoctoral fellowship in 2021, I was appointed as a lecturer by Sefako Makgatho Health Sciences University full-time.

I am currently teaching Nursing Research to fourth-year nursing students, and Sociology and Social Pathology to first and second-year Occupational Therapy students, respectively. I am a committee member of the Nursing Department Research Committee and the School of Healthcare Sciences Research Committee.

I have also been recently appointed as the undergraduate research coordinator at the Nursing Department. I have published 7 research articles in accredited peer-reviewed journals. Two more articles were accepted for publication and 7 are currently under review in peer-reviewed journals.

I have presented at 7 national and international conferences, including the recently in February 2024, held in Bangkok, Thailand. I have had the opportunity to be a Keynote Speaker in various research and graduation gatherings.

I currently supervise 6 master's students and 2 PhD students. I have been involved in various research projects as a researcher, such as the current project: Lapalala Wilderness School Community Profiling and Health Needs Analysis, the efficacy of Pro-biotic Mageu in treating oral thrush, Community assessment and profiling in Soshanguve and a family planning study for students at a university in Gauteng.

In terms of awards, I was named in the Mail and Guardian 200 Most Influential Young South African in 2020, and Avance Media 100 Young South Africans in 2021. Lastly, in 2023 I was awarded a two-year mentorship programme that selected 22 academics in South Africa to improve South African writers, funded by the British Academy in collaboration with various British and South African Universities.

Why is it important for a Nursing Professional to be involved in research?

Nursing professionals should be involved in research for several reasons. The basis for evidence-based practice in nursing is research.

Nurses can enhance patient outcomes by making sure their clinical decisions and actions are grounded in the best available evidence by keeping up to date with the newest research findings.

Such as in my case when I am publishing about adolescents' sexual and reproductive health support. The findings could influence community health nursing or public health nursing practices. Research in nursing increases nursing knowledge by producing new information, theories, and practices, nursing research advances the nursing profession.

Research-active nurses such as myself are essential to the advancement of nursing and healthcare knowledge, which advances patient care throughout time.

Research in nursing enhances quality because it reveals areas for improvement and gaps in the way that healthcare is currently provided. By conducting research studies that target particular problems or difficulties in healthcare settings, nursing professionals can support quality improvement programmes and eventually improve the standard and safety of patient care.

This can be extended to the improvement of policies and the development of new guidelines and strategies as I highlighted when discussing the impact of my research later. By pushing nurses to investigate new concepts, tools, and methods of patient care, research promotes innovation in nursing practice.

Nursing professionals can create novel answers to healthcare issues through research, which will enhance patient outcomes and experiences. Professional development of nurses can also be achieved by refining their analytical, critical thinking, and research skills, nurses who are involved in research have an advantage in their career advancement.

This is evidenced by my career progression since being involved in research as a nurse. By working on research projects, nurses can advance their knowledge, stay up to date on breakthroughs and trends in nursing science, and give back to the academic community.

Research empowers nurses by providing nursing professionals with a voice in determining healthcare policies, procedures, and standards, research involvement empowers them. Engaging in research gives nurses the chance to advocate for evidence-based practices, have an impact on decision-making processes, and help improve healthcare systems.

Lastly, nursing professionals must engage in research to maintain the highest standards of patient care, encourage lifelong learning and growth, and spur innovation and advancement in both the nursing field and the larger healthcare sector.

What has your study/research been focusing on?

My research studies are focused on adolescents' sexual and reproductive health, adolescents support and sexual and reproductive health role modelling. This broad focus encompasses teenage pregnancies, the sexual behaviour of adolescents, educational attainment, school health, learner pregnancy policies, school health policies and family planning.

I have published seven research articles all focusing on the abovementioned areas of adolescent support and sexual and reproductive health. I completed my PhD in 2020 which focused on the development of implementation guidelines for the learner pregnancy policy.

There were various populations in the study which included the main stake-holders such as school learners, parents, community nurses and school managers. The guidelines proposed by the research introduced the best practices for safe and successful schools for learner pregnancy prevention and management.

In recent times I have branched to role modelling after realising that there are no studies, programmes or strategies in South Africa that focus on adolescents' sexual and reproductive health role models. Moreover, a few studies are focusing on role modelling as a tool to improve the health of adolescents.

Adolescents as role aspirants, need to be guided and allowed to make informed decisions regarding their health. Since they are easily impressionable at this age, it is important for potential role models to play their role.

This includes parents, siblings, relatives, community members and people from the media. This is the focus of my Master of Public Health, and a scoping review has already been accepted for publication. The scoping review highlights the lack of studies, programmes and strategies addressing sexual and reproductive health role modelling, globally.

My line of research resonates with my community engagement efforts because I have been running a prominent soccer academy which caters for adolescents. There a various community projects that I have established and run in line with my research focus areas. I have used various research approaches and designs that I have used in my studies, which include qualitative research, quantitative research, mixed methods approach, multi-method approach and scoping reviews.

What is a pivotal point of your research?

My research addresses the gaps in adolescents' sexual and reproductive health and support. Through interrogating various adolescents' sexual and reproductive health issues, I aim to divulge more on the support or lack of support from various sectors, various stakeholders and the general policy environment.

The adolescents' sexual and reproductive health issues in question are assessed from a global lens and narrowed down to Africa, and then South Africa. This provides an opportunity for comparison of international standards, which in most instances will highlight the gaps or areas where South Africa is doing well.

Support and the lack thereof have been identified through formal research agreements with relevant stakeholders such as adolescents, parents, teachers, community nurses, school managers, policymakers and academics.

The new focus area of adolescents' sexual and reproductive health role modelling emanated from the gaps identified through the learner pregnancy policy study, which prompted recommendations for further research.

What do you seek to achieve through your findings?

I am seeking to influence the improvement of policies focusing on adolescents' sexual and reproductive health. I am also aiming to influence the development of new strategies, guidelines and programmes that will incorporate community health nurses/ Public health nurses are central figures in the delivery of sexual and reproductive health services and education in schools and the community.

My research findings have shown that community health nurses/Public health nurses are not visiting schools to provide such services, and they are not engaging with teachers and parents to improve the sexual and reproductive health of school learners. It is important to consider the role of the school environment because adolescents spend most of their time at school.

This was supported by some of the stake-holders that I have engaged with such as learners, adolescents, parents, teachers and nurses. Through the findings of my studies, I also seek to influence the establishment of community-based programmes which focus on the sexual and reproductive health of adolescents, which are culturally sensitive and context-specific.

Such programmes should be owned by members of the community, but facilitated by community healthcare nurses. My research recommends a nurse-parent-teacher referral system to monitor the sexual and reproductive health of adolescents, prevent and manage pregnancies, and ensure that learners complete their secondary education. Recently I have also thought of exploring role modelling within the nursing profession.

As a PhD Graduate what contribution are you making in the Nursing field?

The contribution has been immense in my immediate environment because since I graduated as the youngest PhD holder in my institution at the time, I received various inquiries from other nurses who wanted to achieve the same feat. I could say that I have taken various mentorship roles and I have also become a role model to other nurses as well.

On the general side of things, the PhD allowed me to become an independent nurse researcher who is able to conduct research studies within my well-identified niche area and publish articles in order to influence evidence-based practice. I am also able to impart knowledge to both undergraduate and postgraduate students through my lecturing position at Sefako Makgatho Health Sciences University.

I am currently teaching Research to Nursing Students and Sociology and Social Pathology to Occupational Therapy students. The research that I am conducting will benefit community healthcare nursing practices and improve the sexual and reproductive health of adolescents.



"My research recommends a nurse-parent-teacher referral system to monitor the sexual and reproductive health of adolescents, prevent and manage pregnancies, and ensure that learners complete their secondary education"

"Research in nursing enhances quality because it reveals areas for improvement and gaps in the way that healthcare is currently provided"

In terms of postgraduate work, I am currently supervising master's and PhD nursing students, and I present at various research workshops organized by the nursing department to support postgraduate nursing students.

As a PhD graduate, I have also introduced innovative ideas to identify and close the gaps within my research niche area. These innovative efforts will contribute to the betterment of community health nurses' or public health nurses' practices as they promote the lives of adolescents in the community.

If you may write or have written a book how could it improve the Nursing Curriculum?

Let me provide a brief background about how my book could improve the nursing curriculum. my recent interest has been in role modelling within the nursing profession. I am currently supervising an undergraduate study seeking to explore the perspectives of nursing students regarding role models in nursing.

This topic was influenced by the research study I was conducting about adolescents' sexual and reproductive health role models. In this context, role aspirants are student and junior nurses, and role models are professional and senior nurses.

This was inspired by the current image of nursing portrayed in the media and the perspectives of people in the community about nurses. To improve the image of nursing, we have to delve into role modelling as a tool to improve future nurses and conscientize current nurses.

Based on the background above, the nursing curriculum can be improved by introducing role modelling as an important concept in modules such as Ethos and Professional Practice and general nursing. Nurse's development, values, and professional identity are greatly influenced by their role models, those senior nurses that they see in practice.

This is the reason they're so crucial. Student nurses and junior nurses are inspired and motivated to pursue excellence in their practice by role models. Through examining the admirable traits and accomplishments of role models, nurses are motivated to hold themselves to high standards and strive for ongoing development of their clinical expertise, knowledge, and professionalism.

Imagine if such role models display negative traits or attributes, it will mean that student nurses and junior nurses will adopt the same behaviour. I think this could also be the reason for the current image of nursing because when I engage with undergraduate students I always ask them about how they are going to be different from those that they regard as negative in practice.

This transcends to patient care because even some patients and family members complain about the same things, as we have observed in the media. The findings of my study about adolescents' sexual and reproductive health role modelling highlighted the importance of mentoring and guidance between role aspirants and role models. The same applies to the relationship between student/junior nurses and senior nurses in practice.

Less experienced nurses can benefit from the direction and mentoring of role models as they negotiate the complexity of the healthcare system and hone their clinical judgment, critical thinking, and decision-making abilities. Using mentorship partnerships, experienced nurses can impart their knowledge and skills to more junior nurses, thus promoting their professional development.

We also have to consider values and ethics; this resonates well with the conversation I have with my sociology and research students. You find nurses who graduate without grasping the message of being objective when you are in practice.

Bracketing your preferences, personal values, and cultural and religious beliefs, and being a good human being to patients and fellow professionals. By acting as examples of kind, moral, and patient-centred care, nursing role models uphold the values and ethics of the nursing profession.

This also extends to avoiding discrimination based on sexual orientation, culture, gender, race, ethnicity, etc. In essence, nursing role models advocate for patients and teach student nurses to be good advocates, who preserve professional standards and protect patients.

Nursing role models can also influence nurses' conceptions of what it means to be a nurse and the essential principles and qualities connected to the field, role models help to shape the professional identities of nurses. Lastly, as I reflected earlier on that many nurses were inspired by my journey, and I became a mentor to some so that they can shape their career development.

Nurses who aspire to become researchers, and leaders in their field, need to start early to acquire the necessary qualifications and skills. However, they need regular guidance and insights provided by nursing role models. Just like some of us who were recruited and introduced to academia, junior nurses need guidance regarding employment options and professional development, they also need strategies to help them achieve their goals, they need nursing role models.

If you were to play a role in nursing guidelines/ policies what would be your priority and why?

As much as was immersed in nursing role models in my previous discussion point, my priority in guidelines/policies would be on the functions of community health nurses or public health nurses in promoting the sexual and reproductive health of school learners through the lens of youth-friendly services.

This priority acknowledges the roles nurses play at the primary healthcare level, including in clinics and healthcare centres. However, the main target of the community health nurse should be where these school learners aggregate, which is the school environment.

Literature has shown that school health services in South Africa are basically non-existent, in areas where they do exist, they tend to ignore the sexual and reproductive health of school learners. So, my policy priority does not in any way improve or supplement school health services, it advocates for a separate and different approach to address school learners' sexual and reproductive health.

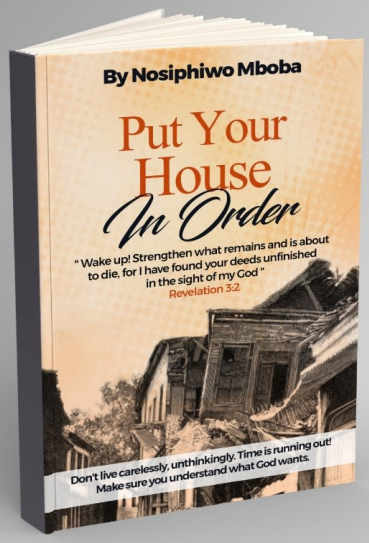
This policy priority will be in line with the scope of practice of community health nurses and public health nurses, who will become the central figures in delivering school-based sexual and reproductive health services. This policy will require the community health nurse or public health nurse to travel between the school and the clinic and to engage with various stakeholders such as learners, parents, teachers, school managers and community members.

In essence, my research recommends a nurse-parent-teacher referral system to monitor the sexual and reproductive health of adolescents, prevent and manage pregnancies, and ensure that learners complete their secondary education.

"Literature has shown that school health services in South Africa are basically non-existent, in areas where they do exist, they tend to ignore the sexual and reproductive health of school learners"

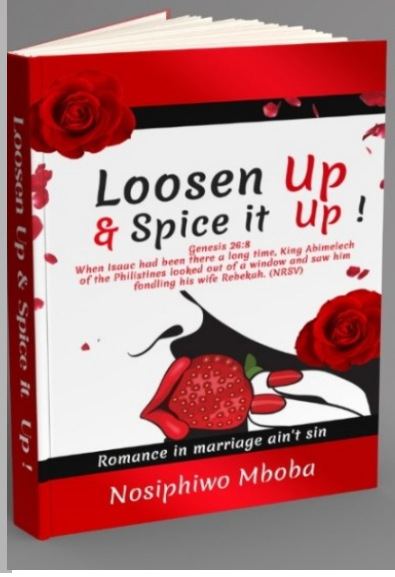
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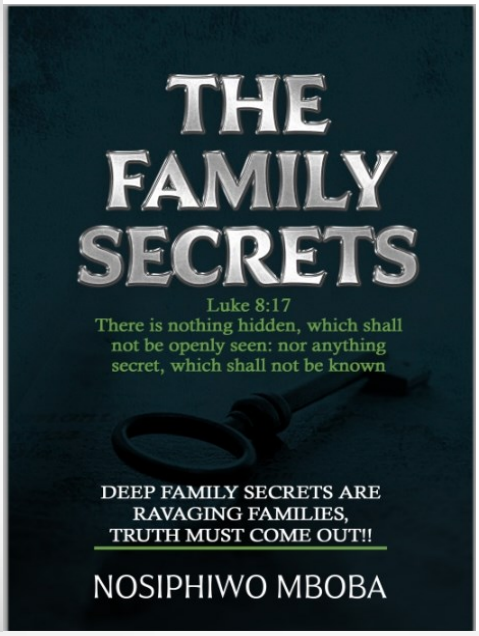


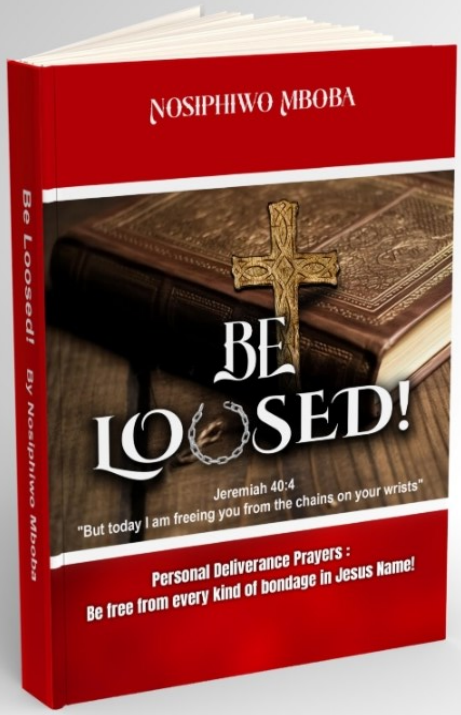
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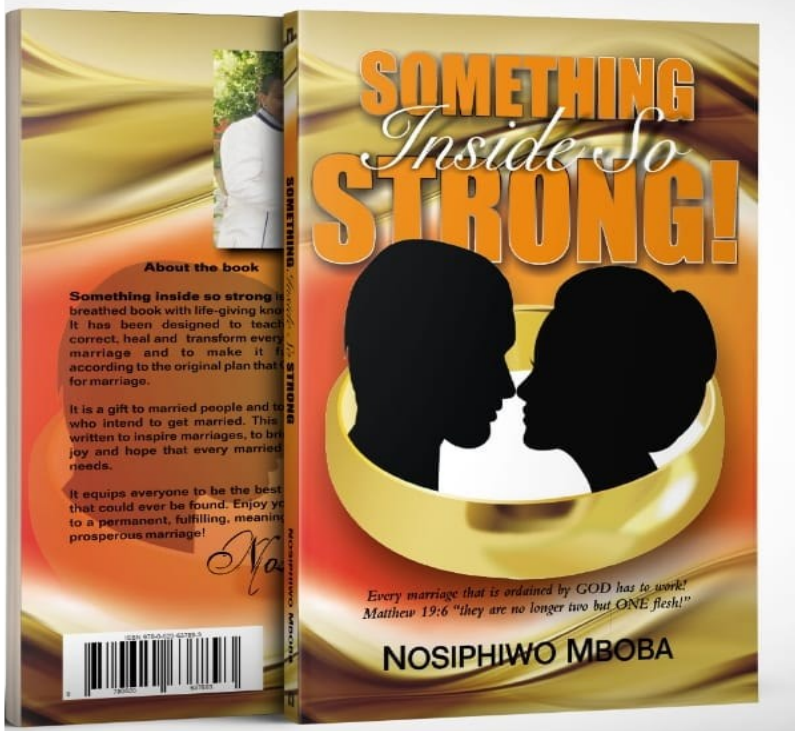












Bernice Ngundi (RN)

A Diabetes Specialist

My name is Bernice Mumo Ngundi. In the home setup I prefer to be called Mumo. Mumo is the name my mum gave me because she says I was born at a time when they had such a good beans harvest. Mumo is a local dialect for grace. I am in my late twenties, the only daughter of a retired teacher dad and a business lady mum.

I am a sister to 4 siblings, a daughter in-law/in love to 3 lovely ladies and an aunt to 3 nephews and 2 nieces. I am a lover of life. I love laughing; anything funny gets me in tears. If am not working, then you will find me writing short stories, reading fictional books or sleeping; I love my bed cold. I have picked hobbies in weightlifting, hiking and swimming. I am yet to see how this turns out. But honestly am enjoying the new hobbies. I enjoy being indoors when not meeting my patients.

What is your specialty?

I am a Kenyan registered nurse. Having specialized in diabetes, I can confidently say I am a DIABETES NURSE EDUCATOR. Everyone calls us DNE.

What is your role in Nursing?

I provide diabetes multidisciplinary management education for people with diabetes. I assist people with diabetes, their families and carers to gain the knowledge, skills, motivation and confidence to manage their condition. At times I participate in capacity building for nutritionist, nurses, doctors and healthcare workers in general in aiding them to get structured diabetes education for their patients. It's a whole lot of things I promise. Most of the times I enjoy working with patients' associations in supporting them in their diabetes journey, creating awareness about diabetes, prevention of complications and good glycemic control.

What motivated you to pursue your specialty?

I would honestly say it's the knowledge gap that moved me to have the interest in diabetes. I realized that most people think that diabetes is a punishment. Especially type 1 diabetes. This got me interested in pursuing a path which will impact people and society with the right knowledge and information to tackle diabetes. It's also very enjoyable seeing people move out of my consultation room laughing after entering crying for the diagnosis of diabetes.

How did you reach the level of being a Nurse Specialist?

My lovely country does not recognize diabetes nurse educators.... can we have a moment of silence for this sad news? So I have learnt on the job. I got employed by a private company to run a patient support program for patients on certain brand on insulin.

While there, I got certification (online) from International Diabetes Federation (IDF); the ministry of health short courses from the virtual academy.

I then got employed by a pharmaceutical company where I underwent an intensive training on diabetes care. I am currently looking for a school offering a higher diploma or even masters in endocrinology nursing or even diabetes nursing.

How do you differ from a General Nurse?

The good book says "my people perish due to lack of knowledge", and I say diabetes complications come due to lack of appropriate diabetes knowledge. A nurse is a nurse. But the knowledge, interest, passion and skills differentiates me from the general nurse.

What other opportunities can you explore as a Specialist?

Diabetes is so versatile and in every step a diabetes nurse educator is needed. From awareness, prevention, diagnosis and diabetes management. This includes avenues like: Capacity building. Ensuring the specialization is recognized. Developing curriculum for nurse educators, being a nurse practitioner and opening clinics and private consultations, one can also get to journaling as a way of providing diabetes awareness, marketing for diabetes medication and non-pharmaceutical products like glucometers, CGMS and pumps.

How do you contribute towards nursing research?

I am always giving insights on the continuous development of nursing care for diabetes patients. This comes by actively participating in curriculum development, guidelines review and education to healthcare providers.

"Diabetes is so versatile and in every step a diabetes nurse educator is needed"

"The good book says my people perish due to lack of knowledge, and I say diabetes complications come due to lack of appropriate diabetes knowledge"




"I believe that people must be properly disciplined in carrying out their work"

Lebo Khumalo (RN)

A Chief Executive Officer with exceptional traits



Ms Khumalo is a qualified PHC practitioner who brings core strengths and knowledge in the hospital and health care industry, Project Management, Public Speaking, Healthcare Information Technology, Acute care, and Wound care.

She is currently a Chief Executive Officer of Bertha Gxowa Hospital, a member of the Board of Trustees at GEMS since August 2021. Previously, she was the Acting Chief Executive Officer at Heidelberg Hospital, served as a PHC Clinical Practitioner / Operational Manager at Pholosong Hospital with her role mainly focusing on community outreach programmes, and she has also worked as a Research Nurse at Wits RHI

Ms Khumalo has further served at Ekurhuleni Aids Council from 2013 to 2018 and then at Gauteng AIDS Council from 2018 to 2020. She was also the Regional Secretary at Denosa, and she is the founding member of COSATU Young Workers Forum.

She holds a post basic Diploma in Clinical Nursing Science and a Diploma in General Nursing both from Ann Latsky Nursing College, an Advanced Certificate in Project Management from the University of Kwa-Zulu Natal and the Advance Certificate in Healthcare Management from the Foundation for Professional Development.

Moreover, she has recently acquired a Postgraduate Diploma in Health Systems Management-Executive Leadership from the University of Pretoria.

"When misunderstandings arise, we facilitate a safe space for open discussion and work together to find solutions"

How many staff members are you responsible for?
I am responsible for 900 staff members.
What virtues do you endorse among your staff members?
At Bertha Gxowa Hospital (BGH) we endorse discipline and self-worth amongst our staff. I believe that people must be properly disciplined in carrying out their work. We also, on a continuous basis, foster or endorse a culture of love and respect. This creates trust among our staff and increases their positive engagements, which then creates a safe environment for continued peer to peer review and support.
What causes your day to be hectic?
The is a saying that goes like "Failure to plan is planning to fail". "Impromptu meetings make my day to be very hectic and can disrupt my schedule". However, if I have planned my day (meetings, hospital departments/units tour), my day becomes more organized and coordinated.
When do you knock off?
I don't necessarily have a specific time to knock off. My focus is on tackling critical tasks requiring immediate attention. These are the ones that cannot be delayed without impacting important deadlines or goals. All other, less critical work is scheduled and completed throughout the workweek. This ensures everything gets done while prioritizing the most important issues first.
How often do you take your workload home with you?
I prioritize effective time management throughout the workday. This includes utilizing my most focused and energetic time in the mornings to tackle critical tasks. I also believe in managing my workload efficiently, in that way I minimize the need to take work home. However, there will be occasional instances where critical or urgent tasks arise outside of work hours. In those situations, I address them to ensure deadlines are met or emergencies are handled.
How do you ensure that your meetings with your team bring forth effective results?
I value well-prepared and efficient meetings that respect everyone's time. Lengthy and unproductive meetings signal a lack of preparation and can be avoided through clear agendas and focused discussions. We review previous meeting discussions, check the progress of implementations, and use trackers to monitor action plans, like a to-do list.
How do you deal with misunderstandings between your team members?
Often times, in a fast-paced work environment, such as the healthcare sector, conflict is unfortunately unavoidable. So, when misunderstandings arise, we facilitate a safe space for open discussion and work together to find solutions. As a proactive measure, we encourage open communication and active listening to understand different perspectives.
What emotional intelligence strategies do you usually apply if need be?
I emphasize self-awareness, self-management, and relationship management. It's important for individuals to be aware of themselves, their actions, and roles, manage their emotions, and foster positive relationships with colleagues and patients.
What is your coaching approach?
I involve everyone and ensure they understand their roles based on their expertise. Learning by doing is encouraged, and I ensure individuals are well-equipped. Training opportunities are provided as needed.
What tone of voice do you use when you are feeling vexed?
I strive to maintain a calm and composed tone, even when addressing challenging situations. This fosters a more productive and respectful work environment for everyone.
How do you handle your deadlines?
As a CEO, I believe a key trait is deadline orientation. I excel in demanding situations and consistently deliver on time. I achieve this through strong time management practices which allow me to adapt and handle unexpected challenges effectively.
Who do you run to when you are faced with work-related pressures?
When facing work-related pressure, I leverage a strong work support system. This includes seeking guidance and perspective from within the organization, such as our Employee Wellness Manager, my Personal Assistant and Nursing Manager, who are all known for their exceptional listening skills and solution-oriented approach.
What is this exclusive personality do you, subconsciously, influence your subordinates with?
My leadership style fosters a culture whereby everyone strives for excellence. I believe in creating a sense of value and belonging by engaging with staff on a personal level, regardless of their position. Additionally, I demonstrate a commitment to teamwork by actively participating alongside my team, whether it's tackling administrative tasks or even assisting with basic duties. This approach subconsciously motivates them to give their best and exemplifies the importance of collaboration.
What anticipated impartation do you make towards your staff members?
Bertha Gxowa Hospital cultivates a work environment where kindness, courtesy, and respect are most important. This extends to treating patients with dignity, honoring their privacy, and respecting their cultural beliefs, even if they differ from our own. As a healthcare institution, we are firmly committed to the principles of Batho Pele. This means prioritizing excellent service delivery, transparency, and open communication with all patients and their families.


“Lengthy and unproductive meetings signal a lack of preparation”



"I was learning fashion designing at some point, I have a couple of dresses I made myself"

Millianie Amacha (RN)

ho is Millie?

Millie is an easy going, fun, intelligent, goal getter, very compassionate about her job, I've reached some milestones in my profession and still aiming to achieve more, I'm a Registered Nurse in few countries but I currently practice in the United Kingdom.

If you were to connect your trendy looks and nursing to create your wealth, what would you do?

Makeup and Photography are my passions, I'm not very keen on art.

Are you into fashion, modelling, advertising, makeup art or photography?

I'm more of an entertainment person, so I love fashion. To know me is to know I love looking good, I'm looking forward to modelling and advertising as well, I'm welcome to work with brands,

What makes you so photogenic?

I am a beautiful lady.

What inspires your stylish looks?

Looking good is good business and the 'first' impression matters a lot!

What is your goal for your trendy looks?

To remain fashionable, smart and captivating.... Never to be caught unfresh.

What is your secret about your elegance?

I guess I got that from my mom.

How often do you exercise or go to the gym?

I'm very intentional about good health, I exercise very often but lol I'm not a gym rat.

What do you hope to accomplish with your elegant photographs?

I love pictures a lot and yes, I did mention I'm welcome to working with brands (advertisement), so yes, I display my pictures a lot because I know people are watching and just one day it will get to the right place.

"I love fashion"

W

ould you model any kind of clothing at all?
I would model clothes but not very revealing ones.
What is your go-to outfit?
I love smart, trendy, and fashionable outfit.
Do you like shopping for new clothes?
Yes, I love shopping but not extravagantly!
Do you read fashion magazines? Why?
I enjoy reading fashion magazines as I get the latest information about fashion trends in Vogue.
What is your most valuable piece of jewellery?
My wristwatch
Have you ever made your own clothes?
Yes, I have, because I love fashion, I was learning fashion designing at some point, I have a couple of dresses I made myself.
What's your favourite piece of clothing?
Traditional wears
What are some of the strangest fashions you have seen?
Extreme colour blockings
What colours do you think look good on you?
Bright colours and Black look good on me.
What kind of clothes are in fashion now?
Lots of trendy clothes are in vogue now.
Do you ever go out without makeup? What does it feel like?
Yes, I do...on days I want to feel bare and especially when I go to work.
Is nursing your corridor or your destiny? Why?
I would say Nursing is both my corridor and destiny.
Where do you see yourself in ten years from now?
To achieve all I have in stock currently, by the Grace of God. I would still be a nurse; a Hot, Smart, Intelligent, Wealthy, and a Trendy Nurse!!!!

"I enjoy reading fashion magazines as I get the latest information about fashion trends"



"Nursing is both my corridor and destiny"

For Men



Anti-Fatigue Quenching Gel

Fights dryness, tightness and roughness. Fights dullness and loss of firmness for 24 hours. Hydration, Vitamin C and Guarana.

Combining sea water, rich in minerals with refreshing and anti-oil active ingredients, L'Oréal Paris Men Expert Hydra Energetic No Shine Quenching Gel provides all day hydration without shine. Delivering an icy burst feeling on application, it instantly makes your skin feel fresher and more awake, and helps soothe the sensation of razor burn.



Product details

100% crafted for men with beards and facial hair. Rich in natural essential oils, discover Barber Club Short Beard & Face Moisturizer by L'Oréal Paris for the daily care of your short beard and facial hair, and your skin underneath.

Made without any ingredients derived from animals. What does it do? For your short beard: Soothes itchiness and softens facial hair for long-lasting comfort.

For your face: Lightweight care moisturizes your skin all day long without leaving your skin or beard feeling greasy.

www.loreal-paris.co.za

D&G

DOLCE & GABBANA



For Men

Light Blue Eau Intense Pour Homme by Dolce&Gabbana is a Woody Aquatic fragrance for men. Light Blue Eau Intense Pour Homme was launched in 2017.

Top notes are Grapefruit and Mandarin Orange; middle notes are Sea water and Juniper; base notes are Musk and Amberwood.

www.lucmarsperfumes.co.za


NN VINTAGE



- nnvintage.co.za
- info@nnvintage.co.za



www.buy.jaguar.co.za

JAGUAR

F-TYPE 75



F-TYPE has captivated sports car drivers for more than a decade, just as the E-type did five decades before it.

The ZP Edition is the ultimate celebration of that lineage, joining an illustrious roster of heritage-inspired collector's editions including the 2015 Project 7 and 2020 Heritage 60 Edition.

https://media.jaguar.com

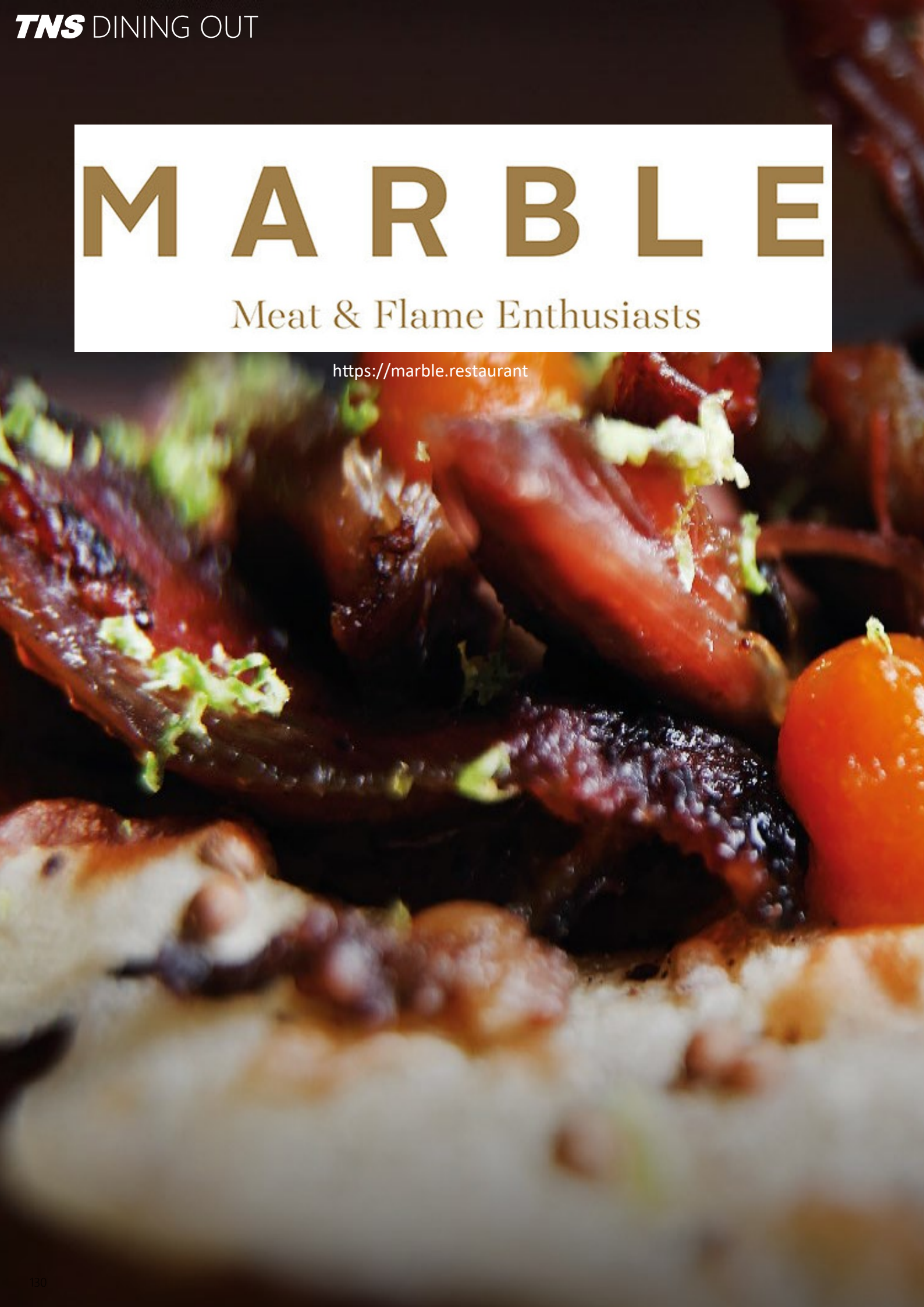
Two F-TYPE ZP Edition colour-ways are available, recalling the first race-winning 'Project ZP' E-types campaigned shortly after the model's launch in 1961:

Oulton Blue Gloss paint with Mars Red and Ebony duotone leather interior, or Crystal Grey Gloss paint with Navy Blue and Ebony duotone leather interior. Both feature Porcelain White Gloss hand-painted racing-style roundels on the doors and Porcelain White Gloss grille surrounds.

MARBLE

Meat & Flame Enthusiasts

https://marble.restaurant





MARBLE RESTAURANT

"Marble is a celebration of quintessential South African fare. It embodies South Africans' love of cooking with fire, a quality that makes our food culture different from the rest of the world" David Higgs.

Situated in Keyes Art Mile, the growing art and food hub of Rosebank, Marble Restaurant boasts a grand wood-fired grill imported from Grill Works in Michigan as the focal point of the restaurant. The concept combines the open-fire trend, seen internationally, with an added pinch of true South African flair.

We have long been fascinated by what makes South African cuisine unique, and we believe it's down to being meat and flame enthusiasts. It is the timeworn ritual of cooking on wood fires and gathering with friends, the shared experience in the preparation. However, it is not just meat which we celebrate in this way, we boast an array of fresh ingredients all cooked on our perfectly prepared coals including fish, poultry, vegetables and breads.

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Madikwe
FUTURES COMPANY







Madikwe Game Reserve is made up of 4- and 5-star luxury lodges and comfortable camps. Access is only allowed once accommodation in the reserve is booked meaning no day visitors are allowed.

This makes the reserve a unique safari destination without the traffic and crowds.

There are various lodges and camps in the reserve that are best suited to the type of experience you wish to enjoy during your stay.

These include: Family Safari Lodges, Conferencing, Romantic Getaways, Safari and Spa treatments, and Exclusive Eco Experiences.



South Luangwa
NATIONAL PARK

www.southluangwa.com





Situated in 24 hectares (nearly 60 acres) of private Luangwa River frontage, just upstream from sister camp Kapani Lodge in the South Luangwa National Park, is the new generation of Zambian bush camps: Chinzombo. Designed by award winning architects Silvio Rech and Lesley Carstens and nestled under the shade of ancient trees on a wildlife rich ridge, Chinzombo brings levels of comfort, style and elegance previously unseen to the Luangwa Valley.

Here, modern architectural forms were combined with organic geometry, regional materials, and indigenous Zambian building methods. “Minimalism for the bush, the least environmentally obtrusive structure, yet fitted with all the requisite luxury for a first-class camp,” explain architects Rech and Carstens. Ground-breaking and truly original design make for a unique safari experience, and we didn’t even get to the excellent guiding – also award-winning – and abundance of wildlife yet. .





Family time.....

The Mental Health Benefits of Spending Quality Time with Friends and Family



www.rtor.org

You'll Reduce Your Stress

Stress impacts everyone in different ways. Eliminating stress completely from your life is next to impossible. However, too much stress can cause a variety of physical and mental health issues, including:

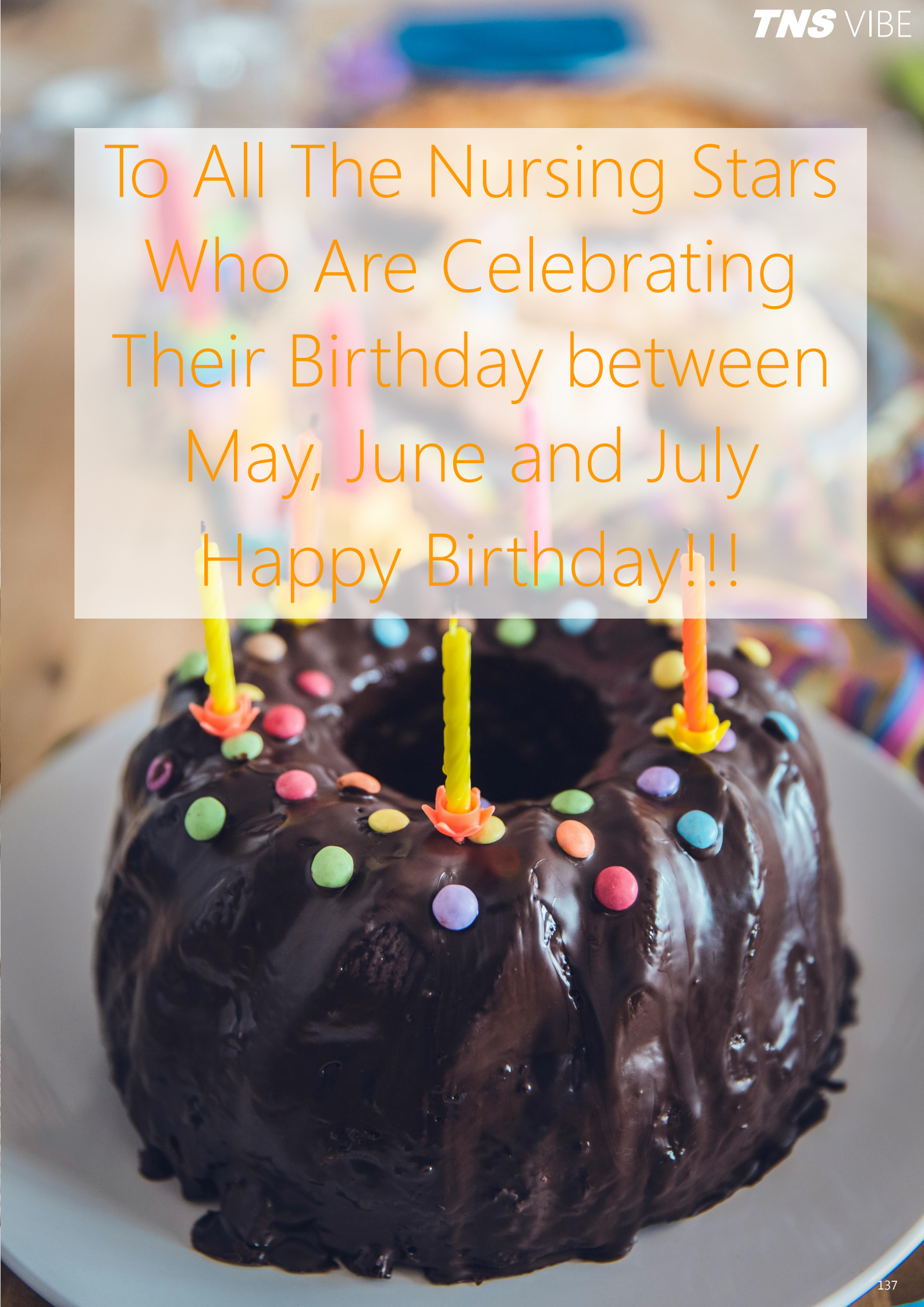
Heart disease
Depression
Anxiety
Gastrointestinal issues
Headaches

When you spend time with people you love, you can openly discuss your emotions and anything that might be causing stress in your life. Your friends and family can't necessarily take the stressors away.

However, allowing yourself to be vulnerable and feeling comfortable enough to talk with people can help reduce your stress levels and make them easier to manage.

Additionally, the emotional support you'll get from those people helps to improve your psychological wellness.

Studies have shown that people who spend more time with family members and friends have a greater sense of purpose and find life more meaningful. What's a better stress reducer than that?



To All The Nursing Stars Who Are Celebrating Their Birthday between May, June and July

Happy Birthday!!!



OUR
OUR

Internatio

The econ

NURSES.
FUTURE.

nal Council of Nurses

omic power of care



ISSUE 10
NOW AVAILABLE

NEW THINGS, BEAUTIFUL THINGS
IMPROVED LIFE

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