THE NURSING STARS MAGAZINE

Celebrating Nursing Professionals in style

12th Issue Aug/Sep/Oct 2024



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"I am true to myself, I celebrate others genuinely, and stay focused on my journey"

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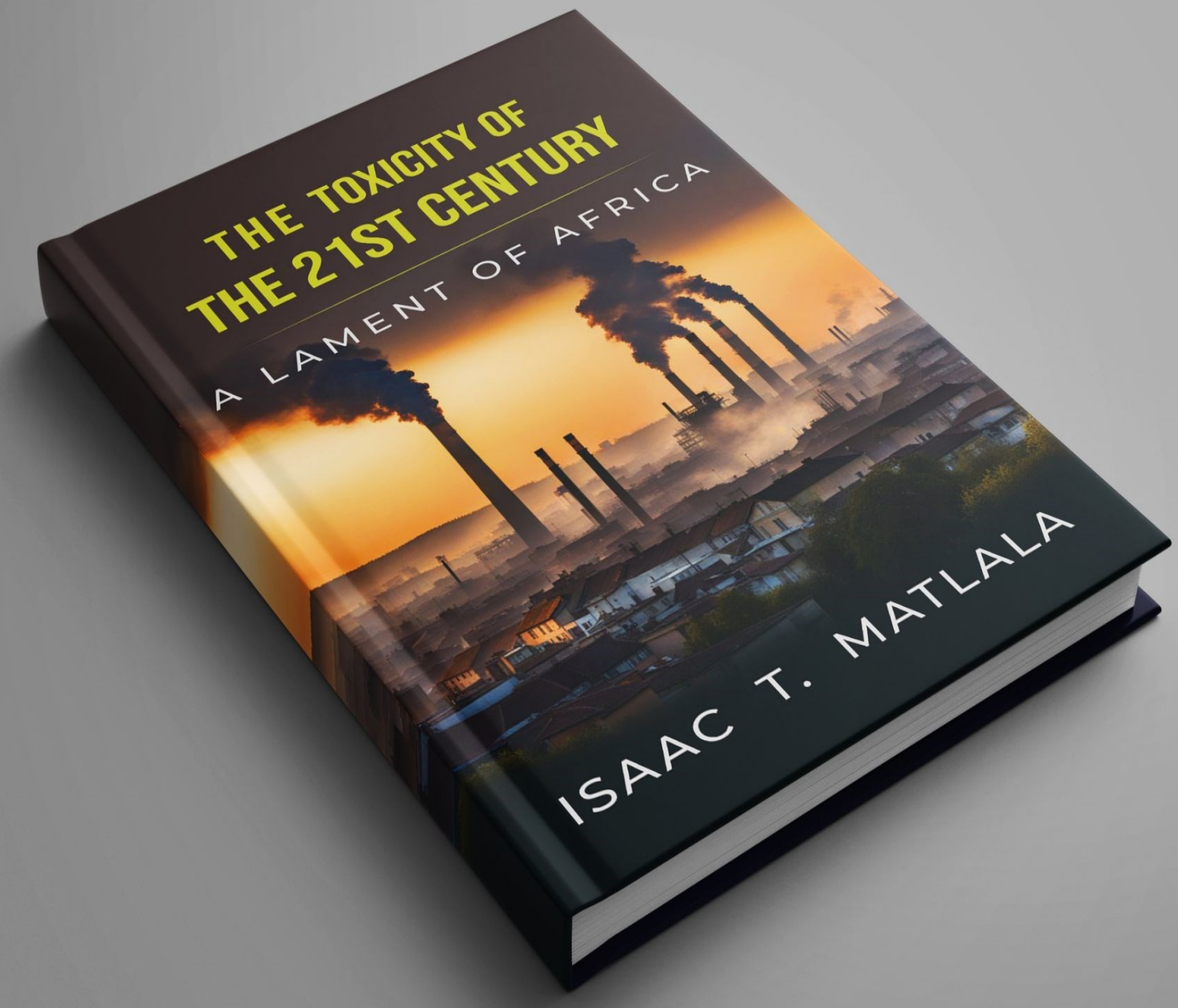


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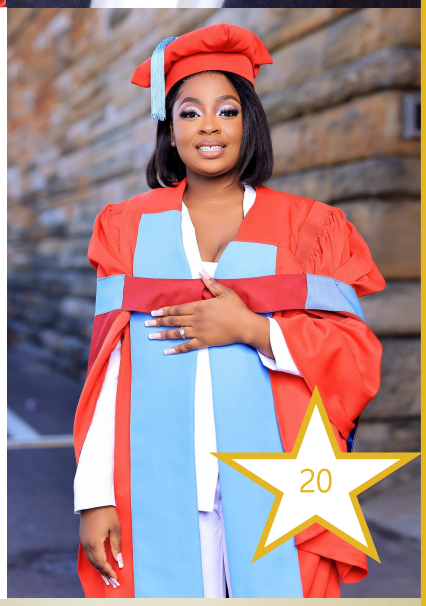
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Greetings to you all, the Nursing Community!

Connie Mbele

Greetings to you all, the Nursing Community!
My name is Constance 'Connie' Busisiwe Mbele, a young lady born and bred in Katlehong, Ekurhuleni. I therefore, introduce myself to you all as the newly appointed Editor of The Nursing Stars Magazine.

I am a creative writer, a logophile and an author in the making. Hence, I am so thrilled and grateful to have joined The Nursing Stars Magazine family. Indeed, what is impossible with man, is possible with God. I thank God and The Nursing Stars Magazine leadership for this golden opportunity.

Growing up I always adored Oprah Winfrey as we both share the same birth date. Moreover, I grew up admiring nurses around my community. I would be captured by their elegance, angelic white dress code, hairstyles and their fragrance. Hence, I am in my white attire and as for this this opportunity, it is a dream come. I congratulate Mmathapelo Mokoena for such an extravagant idea. She has indeed driven the elegance of Nursing to another level.

Thus, joining this family means determination to add more value to the growth of The Nursing Stars Magazine. Hence, I also make a solemn pledge that through this golden opportunity I will do my best. Having, shortly, navigated the art and the elegance of The Nursing Stars Magazine together with its international status, I am ready to explore more, while adding more value to it. I trust that our journey will be a smooth sailing. Therefore, in this 12th Issue of The Nursing Stars Magazine we say 'Ebenezer', thus far the Lord has helped us (1 Samuel 7:12). Three thrilling Legends I explored; Dr N. Melitafa, Ruby Cole, and "SeeSee" Rigney, their paths are incredible. Indeed, Nursing is a Calling!

Believe you me, the 12th Issue is jam packed with stunning content and amazing characters. We have been honored to present to you Jennifer Akpata who is the future of Nursing. Besides, we also present a feature article by one of the global nursing experts and a writer, Ali Fakher.

Thus, among the amazing Nursing Stars featured in this Issue are the youngest PhD holder, Dr Maurine Musie who is the Voice of Midwifery, the innovative Nursepreneur, Ms Londekile Ntsiba, Rezi Ghorbani from Iran who is the WOC Specialist, the nursing education enthusiast Dr Patricia Mudzi, and many more.

Furthermore, to us as The Nursing Stars Magazine Team, your well-being is our precious priority. There is, therefore, so much info put together, specially for you, in this Issue to guide you through. Your feedback, comments or constructive critics are vital to us, please email them through to Connie.Mbele@thenursingstarsmagazine.co.za.

Blessing!,
Connie Mbele

"Your well-being is our precious priority"

Thus far the **Lord has helped us** (1 Samuel 7:12)



Sibongile Khumalo (RN)
Johannesburg, South African

Our loving Father and our eternal God, in this 12th issue of TNS Magazine, like Samuel we'd like to say Ebenezer! 'Thus far the Lord has helped us'" (1 Samuel 7:12)

Lord, Thank you that you are the foundation upon which TNS Magazine was built.

You are beginning and the end. You are the King of kings and the Lord of lords You are Jehovah, the self existent one. You are sovereign, all powerful, and all knowing.

Even when we walked through the valley of the shadow of death, we feared no evil because you are always with us and you never abandoned us .

You care for us like a Shepherd cares for their sheep. Thank you for being our source of our protection and strength. You fought for us and led us through the hard times.

Thank you for victory O' God! Here we raise our Ebenezer! You caused a great thunder to occur and it confused the Philistines of TNS Magazine and God's people defeated their enemies (1 Samuel 7:10-11).

We are filled with a sense of awe as we reflect on how you Lord have helped us thus far. Thank you for leading us through valleys during trying and challenging times.

You have led us to high mountain tops and allowed us to experience times of great joy. O God, in this 12th issue, we rejoice and we glorify You and say, "Here we raise our Ebenezer, here by Thy great help we've come this far.

One thing we have desired of the Lord, that will we seek: That we may dwell in the house of the Lord all the days of our life, to behold the beauty of the Lord, and to inquire in His temple.

For in the time of trouble You shall hide us in Your pavilion; in the secret place of Your tabernacle You shall hide us; You shall set us high upon a rock.

And now our heads shall be lifted up above our enemies all around us; therefore we will offer sacrifices of joy in Your tabernacle; we will sing, yes, we will sing praises to the Lord", (Psalm 27:4-6).

It is good to praise you LORD and make music to your name, O Most High, proclaiming your love in the morning and your faithfulness at night, to the music of the ten-stringed lyre and the melody of the harp.

For you make us glad by your deeds, LORD; we sing for joy at what your hands have done. How great are your works, LORD, how profound your thoughts!

We thank you Lord that the good work that you have begun with TNS Magazine, you will bring it into completion in Jesus' Name. Amen and amen!

"Thank you for leading us through valleys during trying and challenging times"



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

"Ebenezer"
(Stone of help)

Ebenezer (Stone of help) 1Samuel 7:12 "Samuel then took a large stone and placed it between the towns of Mizpah and Jeshanah.

He named it Ebenezer (which means "the stone of help"), for he said, "Up to this point the LORD has helped us!"

Brethren, In these challenging moments of our existence, marked by the pervasive influences of incurable diseases, conflicts, political turmoil, economic difficulties, unemployment, moral decay, temptations, and profound sorrows, I wish to remind us that the Lord remains steadfastly, 'Ebenezer' as he was during the times of Samuel.

Regardless of the trials we face, which may at times lead us to question or doubt his presence, let the aforementioned biblical verse serve as a constant reminder that the Lord remains, "The Stone of Help -Ebenezer"

Consider a stone atop a mountain, unyielding and unshakable, regardless of the winds, rain, heat, or cold it encounters. Such a stone is a beacon of trust and reliability, providing shelter and protection. This is precisely the essence of God's character.

He is a dependable source of solace during moments of vulnerability and a formidable protector against the adversities presented by the devil in our world.. Like the bible says, "Trust in the Lord forever for the Lord God is an everlasting rock" Isaiah 26:4.

He is truly a rock that endures through the ages and continues to be a source of love, grace and mercy in all situations of our lives.

In Psalms 46:1-3 "God is our refuge and strength, an ever-present help in trouble. Therefore we will not fear, though the earth give way and the mountains fall into the heart of the sea, though its waters roar and foam and the mountains quake with their surging."

Brethren, may our trials and tribulations be cast unto Him who is Ebenezer, as we stop trying to figure out things for ourselves, for worrying is not for us but for Him who knew before the beginning of time, that which is now and that which is to come.

The challenges we are facing as nurses in our workspaces, and communities, and the difficulties we endure within the profession itself, are definitely not in vain.

Therefore, let us not be weary of our duties to serve God's people, for as one of my patients once said, "To be a nurse is to work with God." He is our Ebenezer-The stone of help, and in Him we lay our trust, hopes, dreams, frustrations and burdens.

Just as he took the Israelites out of slavery in Egypt, He will one day remove our profession out of a bin of disrespect, disregard, abuse and bullying and give it honour, dignity and recognition that it deserves.

And even though we may not live to witness such, let us be in peace knowing that we have worked with Him in servicing the health of His people. Praise, honour, and glory be unto Him who lives
forever.

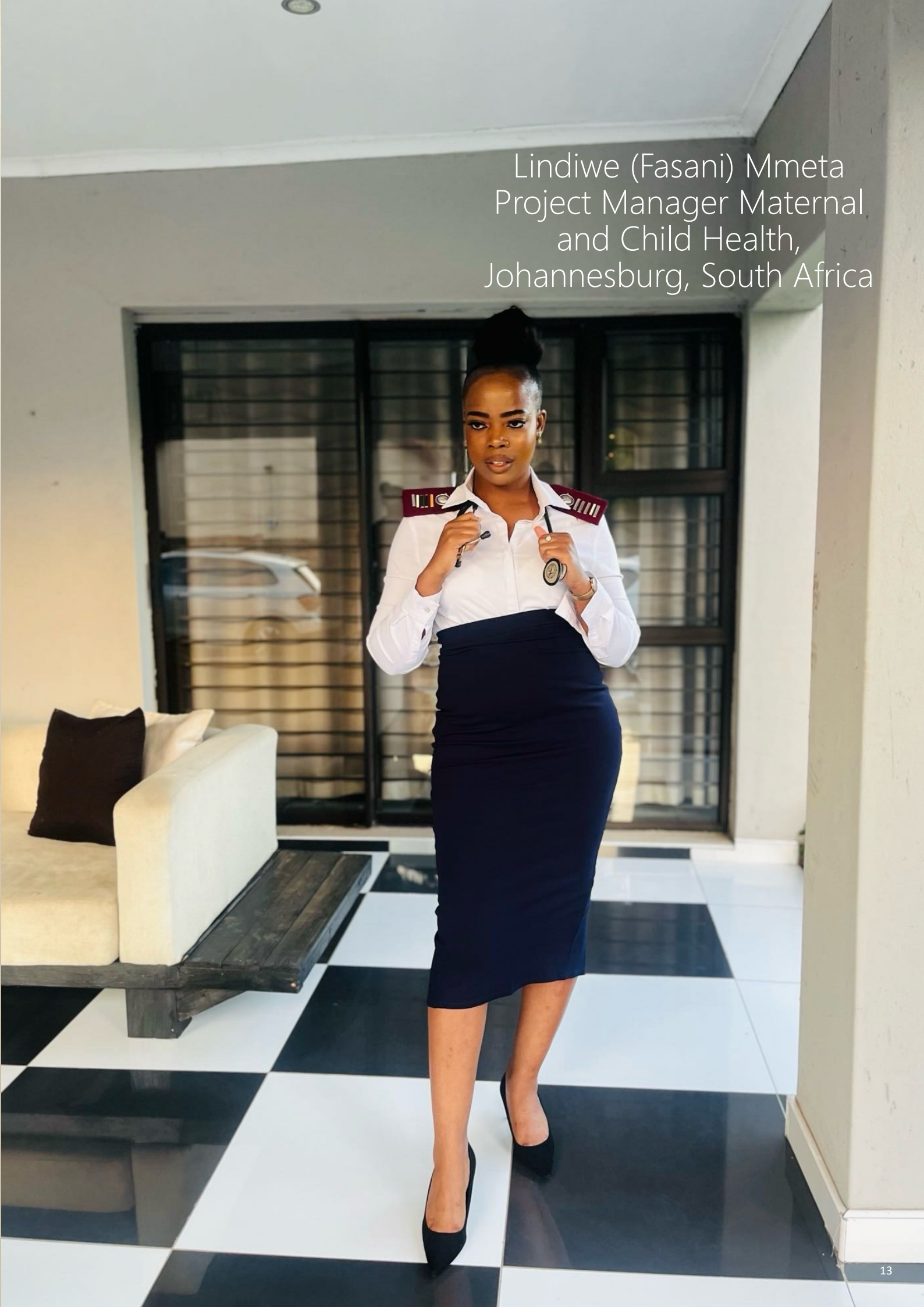
And, if you have not accepted Jesus Christ (the Truth) as your Lord and Saviour, you may take this opportunity and confess these words: Lord Jesus Christ I accept you as my Lord and Saviour; come into my heart and wash my sins with your precious Blood; cleanse me and change me; make me your child and 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!

Your Brother and Colleague, Isaac T. Matlala
Pretoria, South Africa

"Trust in the Lord forever for the Lord God is an everlasting rock"

Sifiso Vee Mkhatshwa
Occupational Health & Safety Coordinator,
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13 Years Experience in Nursing





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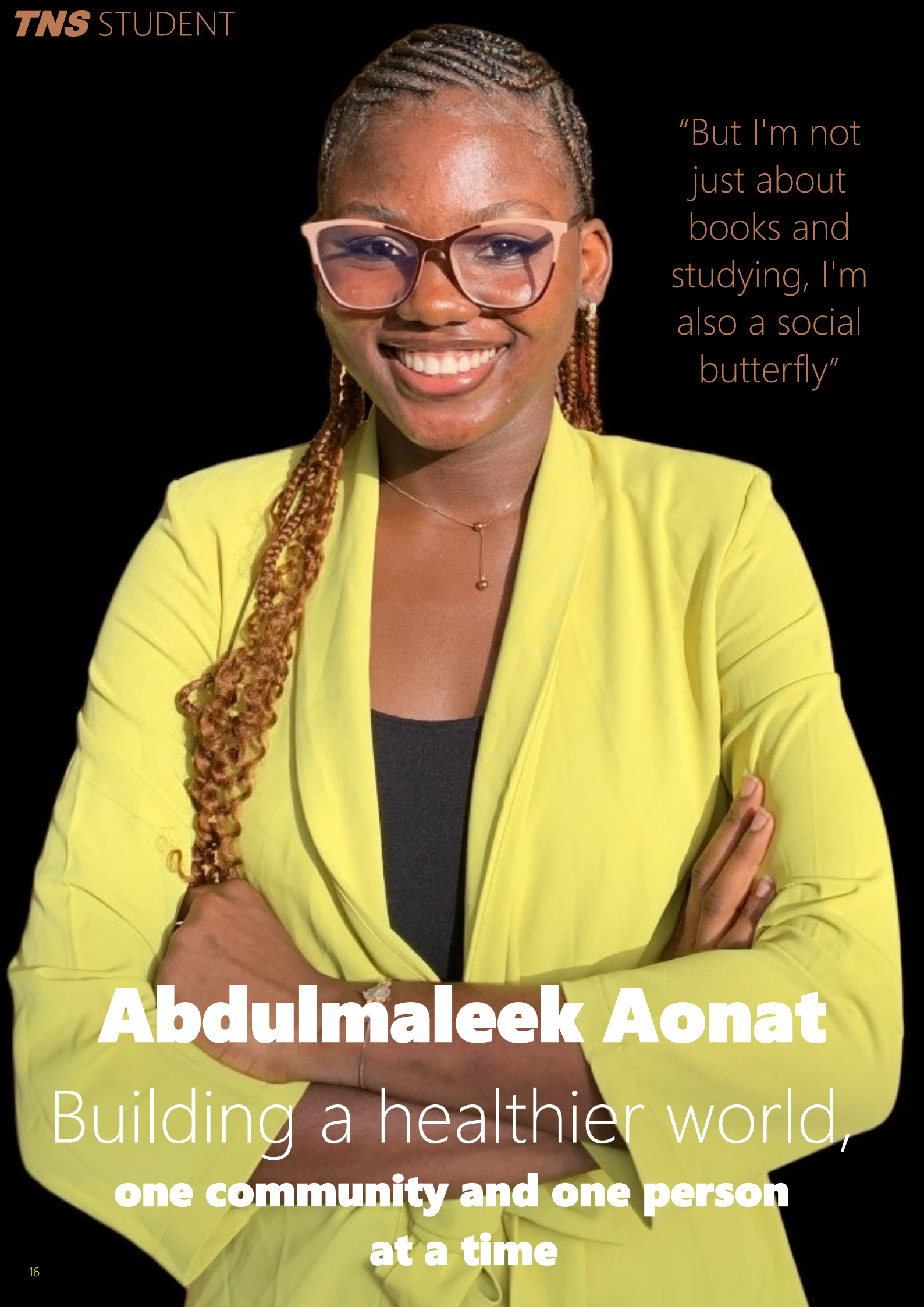






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"But I'm not just about books and studying, I'm also a social butterfly"

Abdulmaleek Aonat

Building a healthier world, one community and one person at a time

What is your name?
I am Abdulmaleek Aonat
What is your birth month?
November.
What is your professional status?
I am a Student Nurse
Why do you want to be a nurse?
From childhood, I've been drawn to caring for the sick, always moved to help those in need.

This innate desire to heal led me to pursue nursing. My passion was further fueled by a loved one's negative experience with healthcare, particularly nurses, making me realize the crucial role nurses play in patients' well-being.

As a nursing student, I'm driven to provide not just medical care, but also compassion and dignity to every patient.

Becoming a nurse isn't just a career choice for me; it is a commitment to be a beacon of hope and healing in the healthcare system.

I'm excited to embark on this journey and contribute to positive change in the lives of countless individuals.
Who is your favorite classmate?
Errrr, Orthello!
How is it like to be a nursing student?
Being a student nurse is like riding a roller coaster with a stethoscope, thrilling, occasionally terrifying, but ultimately fun! Sure, my social life might be on life support some days, and I've become best friends with my coffee mug.

But between the late-night study sessions and clinical rotations, I'm discovering the true beauty of nursing. From community outreaches to bedside care, every experience adds color to my journey.

Yes, it's stressful juggling textbooks, patients, and the occasional anatomy mix-up. But the grateful smiles, the camaraderie with fellow students, and the knowledge that I'm growing into a compassionate skilled nurse make it all worthwhile. Balancing it all isn't easy, but it's shaping me into a better healthcare professional and a human being. And hey, being able to diagnose friends' mystery ailments at parties is a pretty cool bonus!
How would you describe yourself as a student?
I am a beacon of compassion and innovation in the healthcare world. I see beyond textbooks and hospital rooms, constantly seeking knowledge to expand my understanding of healthcare beyond traditional settings. Besides, I'm not just about books and studying; I'm also a social butterfly, known for my outgoing personality and ability to connect with people from all walks of life. As an event host, I bring people together, creating spaces for shared experiences and meaningful connections.

I am the future of nursing, blending compassionate caregiving with innovative thinking as well as some social prowess.
What specialty are you focusing on?
It's definitely going to be Perioperative Nursing.
What is a dominating culture in your schooling environment?
As a student nurse at the University of Ilorin, I navigate not just the challenges of my demanding program, but also a campus culture known for its emphasis on modesty and decorum. Our university takes pride in its strict dress code and unwavering stance against indecency. This adds an interesting layer to my daily life as a nursing student.
Any element of naughtiness?
No!
What real-world lesson are you acquiring currently?
Actually, I'm not just focusing on traditional medical skills. Recognizing that healthcare is rapidly evolving, I am also acquiring digital competencies to stay ahead of the curve. I'm doing digital courses on ALX, learning how to incorporate technology into patient care effectively. From electronic health records to AI assisted diagnostics, I'm preparing myself for the future of nursing.
What contribution are you planning to make in the nursing industry?
As a nursing student with passion for innovation, I'm on a mission to revolutionize patient care. My journey through SDG studies and AI in clinical environments has opened my eyes to the vast potential for positive change in healthcare.

Every seminar and webinar I attend fuels my determination to extend quality care beyond hospital walls. I envisage a world where cutting-edge technology meets compassionate care, where sustainable practices enhance patient outcomes, and where nursing transcends traditional boundaries. This is the future I'm committed to create.

My goal isn't just to be a nurse, but to be a catalyst for transformation in healthcare. By bridging the gap between AI-driven efficiency and human-centered care, I aim to touch lives in ways that transcends far beyond traditional nursing.
When searching deep into yourself, are you an employee or an employer? Why?
Though the working world awaits, I'm currently gearing up to be an employee. Learning new skills, both in nursing and digital fields, highlights my focus on entering the workforce, not managing it. Furthermore, my goals target future employment in nursing, and there's no mention of business ownership, common for employers.

A typical nursing career path further supports this, with nurses starting as employees before venturing into potential leadership roles at a later stage. However, my diverse skillset and drive leave the door open for future entrepreneurial possibilities in healthcare.

"Our university takes pride in its strict dress code and unwavering stance against indecency"

Will nursing be your corridor or your destiny? In what way?
Nursing is my crucial corridor, but not my destination. It's the path that equips me with the skills and knowledge to reach my true passion: revolutionizing healthcare through technology and community impact. While providing excellent patient care is essential, I see beyond the hospital walls.

Imagine empowering teenagers with vital sexual health education or leveraging AI to personalize patient care, that's the future I'm actively building. Nursing is the foundation, the knowledge that allows me to walk this exciting corridor. But my destiny lies in the impact.

I can create on a larger scale, building a healthier world, one community and one person at a time!
What advice would you give to the government regarding improving the nursing sector?
To improve the nursing sector, consider investing in scholarships and loan forgiveness programs. Loan forgiveness allows nurses to have some or all their student debt erased after working as a nurse for a set number of years, typically in underserved areas or public service settings.

This, along with scholarships, would make nursing more financially accessible, while attracting new nurses. Additionally, supporting existing nurses with manageable workloads and opportunities for career advancement will help retain talent and create a more fulfilling profession.
What advice would you give to the nursing aspirants?
Nursing is a strong foundation! It opens doors to excellent patient care, while the skills you gain can be a launchpad for future innovation in areas like tech and community outreach. So, buckle up, future nurses, the healthcare adventure awaits!
How are you going to mentor the nursing aspirants?
Hey there, future nurses! I'm excited you're considering this amazing field. Just like you, I came to nursing with passion for healthcare. But guess what? It's just the beginning!

Nursing gives you the skills to provide incredible patient care, but it's also a launchpad for so much more. Think technology, like AI that personalizes healthcare, or community outreach programs, that's where the future is!

I may be new to this journey, but I'm already diving into courses on AI in healthcare and learning about the Sustainable Development Goals to improve community health. There's so much to explore! Here's the thing, you don't have to wait to start making a difference.

Volunteer at a clinic, shadow a nurse, or find a workshop related to your interests. Together, let's explore the incredible possibilities of nursing and build a healthier world, one step at a time!

Ayanda Mbanjwa (RN)

The multi-talented one

Name
My name is Ayanda Mbanjwa,
Birth month:
I was born on January 6, 1997, in Pietermaritzburg and moved to Daveyton when I was about five years old, whereby I have lived for most of my life. I recently graduated with an R171 Nursing Diploma through the Gauteng College of Nursing.

Favourite book
As an avid reader, I spend a lot of time reading books. One of my all-time favourites is "After the Rain" by Alexandra Elle. I love the book because it is soulful and healing, touching on themes of fear, loss, bravery, and love. It feels like a return to oneself, and it is very calming.

Favourite Music
I have diverse taste in music, depending on the mood of the day, I may start with gospel music, accompanied by a hot beverage like coffee or green tea.

Furthermore, soul music serves as a feel-good or mood booster, while pop music is my choice when I am happy or enthusiastic. Generally, I listen to anything that is pleasing to the ear at that moment.

Favourite space
I love nature and tranquil spaces such as coffee shops or any place filled with plants and bird sounds.

Favourite time
Morning time.

Favourite drink
Hot beverages.

How do you spend most of your spare time?
In my spare time, I enjoy watching series such as 'The Rookie' and 'The Mole' on Netflix. I also take care of my two beautiful plants and enjoy cooking for my family.

What makes you tick?
What motivates me is the opportunity to serve and learn continuously. I find joy in knowing that I am uniquely crafted and that no one can play my role better than I can, this is my superpower.

My imagination is vivid, and I derive great satisfaction from interacting with different people daily, learning about different personalities and perspectives. I love challenging myself and learning new things.

What spoils your mood?
What spoils my mood is when someone projects their beliefs onto me, especially concerning my personal life. I believe that people are different, and things work out differently for each person.

Who is your favourite person in the world?
One of my favourite people is my grandmother, who taught me what love truly is. She is not my grandmother by blood, but she loved me as if I were her own daughter.

She was one of the first people to believe in me and assured me that whatever I touch will turn to gold. Her words of affirmation have kept me strong to this day.

Why did you choose nursing?
Growing up, my mother had a chronic illness that required regular visits to clinics for checkups. She would return home with medications she could not explain, nor did she know when and how to consume them.

This situation sparked my interest in helping older individuals, like my mother, to understand health and medication. This interest was later rekindled in my early twenties when I experienced severe digestive problems that affected my health and life in general. This made me curious about learning how to manage gut health without relying on medication.

Who is your inspiration?
I draw inspiration from my grandmother because she grew up during times when women had no aspirations or goals of their own, apart from those of their husbands.

Despite a few opportunities available, particularly for black women, she forged her own path and succeeded. Her success made her even more humble and gentle towards others.

What is your passion for nursing?
My childhood interest and recent experiences combined stimulated my passion for nursing as a medium to promote health awareness and understanding of medical treatments and medication.

Apart from nursing, what is this particular gift you have? Are you going to pursue it?
I have a few other talents that I am already utilizing. I am very business-minded and good with money. My mother taught me to save the little I had, which eventually led to starting a small poultry business based in Limpopo that I plan to expand.

I also genuinely love teaching others, especially mathematics, which I greatly understood and excelled at in high school. This led me to start a YouTube channel, about four years ago, dedicated to making mathematics fun and exciting for those struggling with it.

Do you think nursing is your corridor or your destiny?
Nursing is my destiny; I cannot imagine myself doing anything else. It is an ongoing journey that is still expanding, given that I want to venture into education and, ultimately, research.

If given a chance, who is this celebrity you would like to spend an hour with, and why?
I do not necessarily have a favourite celebrity, but given a chance, I would like to meet Jay Shetty because his background as a monk and his ability to blend ancient wisdom with modern practicality resonates with me.

He has a composed and compassionate demeanour, and I believe we would have an enjoyable and easy conversation.

Where do you see yourself in 5 and in 10-year time?
I see myself as a tool that my employer can use to positively impact and bring change, regardless of the position I am placed in.

How are you going to contribute in improving the nursing sector?
I am a firm believer in being the change you want to see, and that is how I will contribute to improving the nursing sector. As someone who enjoys learning and staying updated within the health sector, I aspire to contribute to the nursing industry through research and, hopefully, writing my own articles, one day, to bring about change. I firmly believe that everyone must bloom where they are planted.

What do you think is the role of technology in nursing?
Recently, I have found technology intriguing and have been learning basic coding techniques. Technology is crucial in modern nursing as it enhances patient care and increases efficiency within healthcare systems.

For example, electronic health records allow for accurate and quick recording, storage, and retrieval of patient information. Telemedicine enables nurses to provide care to patients remotely, increasing accessibility to healthcare.

Wearable technology, such as fitness trackers and smartwatches, plays an increasingly important role by monitoring vital signs and other health metrics, offering continuous data that nurses can use to assess patients' health.

What fingerprint would you like to leave when retiring from nursing?
I envision myself leaving a fingerprint whereby nurses are continuously up skilling themselves, patients are treated with compassion and kindness, and nursing students are supported and exposed to greater opportunities.

I intend to be the person who brings this vision to life, and that would be the fingerprint I would like to leave when I put my tools down.

> "I see myself as a tool that my employer can use to positively impact and bring change"



"I draw inspiration from my grandmother because she grew up in times when women had no aspirations or goals of their own, apart from those of their husbands"

Dr Maurine Musie
The voice
of midwifery

Who is Dr Musie?
Dr. Maurine Musie (PhD) is a notable figure in the field of midwifery. She broke down the barriers by being recognised as the youngest PhD recipient in the Nursing Department, Republic of South Africa, and by the National Research Foundation (NRF). And in 2023 she was recognized and broadcast by media outlets such as the South African Broadcasting Corporation (SABC) television during the Women's Month.

Dr Musie is a 30-year-old Venda speaking lady born in a small village called Ngovhela in Venda, in the Limpopo Province. She was raised in Katlehong in the East Rand, attended Laerskool Germiston Primary, and later the Germiston High School. She is a mother to a beautiful daughter called "Murunuwa" who is indeed an angel in my life.

Dr Musie conducts women empowerment workshops, she gets invited by various institutions, such as colleges and universities, to motivate and inspire the next generation of female scientists "to persist in pursuit of their dreams".

What is your favourite sport?
I don't have a favourite sport, but like going to the gym most of the time for wellness.

What is your best season in a year? Why?
My best season in a year is winter, it provides a perfect excuse to cozy up indoors with blankets, hot beverages, and comfort food. It also allows one to take time for self-reflection.

What kind of outfit do you prefer when on duty? Why?
I prefer wearing scrubs to the office, as most of the time I find myself walking to the nearby hospital to visit the maternity ward and to observe the birthing moms while reminding myself of the passion and love I have for midwifery. If need be, I assist the midwives, where I can.

What makes your day?
Arriving at work, the first thing I do is play my favourite gospel songs and take some time for a short prayer before kickstarting my day. This is also a practice I adopted for my class sessions, before I start with tutoring, together with my students, we sing a song, open with a word of prayer and nominate one of the students to share a word of encouragement for the day.

Why did you choose to be a lecturer?
Actually, teaching chose me. My passion for teaching started in 2012 when I was still enrolled for undergraduate nursing studies, I would even volunteer to teach my peers.

I really loved explaining and sharing tips with my peers on how best to understand a specific concept, more especially in tough subjects such as anatomy and pharmacology.

The most impressive part was feedback from my peers. They would appreciate my methods and how I simplified concepts to make it easy for them to understand. As a result my passion for teaching took another level. Besides, Midwifery was one subject I enjoyed the most.

How did you reach this level in you nursing career?
I reached this level through resilience and determination.

What impartation are you there to offer?
As an Advanced Midwife Specialist and a Senior Midwifery lecturer in the Nursing Department, Faculty of Health Sciences at the University of Pretoria, I am teaching the third-year midwifery on low-risk and high-risk maternity care.

Thus, I am responsible for imparting knowledge and expertise in all aspects of midwifery care, including prenatal, intrapartum, and postpartum care, as well as newborn care and family planning.

These are shared evidence-based practices, clinical skills, and theoretical frameworks to help students develop a deep understanding of midwifery principles and best practices. I am also the clinical coordination programme manager and a guardian lecturer.

In research, I am a supervisor to master's and PhD students. Currently I have 8 students who graduated with their masters in the Nursing profession and I have published scientific papers in High impact factor, quartile 1 international journals, I wrote one book chapter. I am also part of the editorial reviewers for two international journals.

What is this unique aspect about you?
I believe in "Rising while lifting others". My goal in life is to inspire and motivate aspiring midwives and healthcare professionals, especially young women, who may see me as a role model and a mentor.

What tone of voice to apply in class?
A loud voice, warm and respectful tone.


"I reached this level through resilience and determination"

"My role is to find out about the needs of my students and provide them with relevant support"

What kind of ambience does your presence bring into the lecture room?
My presence in class encourages engagement and innovation. I facilitate interactive activities, case studies, quizzes, and discussions to engage students and encourage active participation.

My ability to adapt to different teaching styles and preferences allows for a diverse range of learning experiences that cater to the needs and interests of all students.

How do you describe nursing in one word?
Compassion.

What do you do to ensure that your students become game changers in the nursing sector?
My tutorials always prepare my students to be future game changers, as I foster 'Critical Thinking'. I use case studies to present real-life scenarios occurring in the maternity units and I encourage students to question the status quo, challenge assumptions, and seek creative solutions to complex problems. I also provide opportunities for hands-on learning, case studies, and simulations to develop their critical thinking abilities.

Are you ever tempted to observe your students and then predict the worst or the best?
No.

How do you guide your students to choose the right path when they venture into the nursing field?
One of the things I do is advocacy and empowerment talks on my social media pages; on Tiktok and Instagram, as the status quo of nursing has changed.

When I entered the nursing field, I always thought nurses only work within the hospital environment. However, I later realized that the landscape of nursing is very broad, hence, this could be realized through experience and professional development courses.

For instance, nurses can be entrepreneurs, lecturers, specialists in different field such as primary healthcare, occupational nurse et cetera. Furthermore, nurses can also be professors, Deans and even vice principals of universities, but this requires dedication and hard work.

When faced with students who are about to give up on their lessons what do you do?
I am a guardian lecturer for the third-year nursing students and my role is to find out about the needs of my students and provide them with relevant support.

When faced with discouraged students I offer them support and refer them to the appropriate level of care. For example if a student is distressed about the course, we have psychological support and peer mentor support services, which the student may utilize throughout.

What five words would your colleagues and students use to describe you as a person, a lecturer, or a colleague?
Resilient, inspirational, compassionate, visionary and dedicated.

How do you pep up distressed students?
As a lecturer, my students are aware that I have an open-door policy, where I am always available for them.

I have also created a safe and a supportive environment whereby students feel comfortable in expressing their feelings and concerns without fear of judgment or stigma.

My contact details are also provided to them in the study guide as well. Thus, students who are distressed get some moral support and resources to help them address the root cause of their distress.

This may include referring them to academic support services, counselling or mental health resources, time management workshops, or peer support groups.

What do you expect from the incoming students?
The calibre of students we are teaching now are the Gen Z; they were born in the era of technology and are digital natives. Thus, as a lecturer it's important to remain abreast with the latest technology and developments within the profession.

As a lecturer, I expect the students to actively participate in discussions, group activities, and hands-on projects that allow for active learning.

What should new students expect from you as a lecturer?
They should expect a well-rounded young lecturer who understands their generation, whose teaching philosophy is guided by the latest evidence-based practices in maternal and child healthcare and who is interested in incorporating the latest technology to promote the didactics of teaching and learning.

My teaching strategy is based on the constructivist pedagogy which suggests the use of problem-based learning and experiential learning to deepen students conceptual and psychomotor skills.

In using interactive tools for teaching, I often use Mentimeter and Google slides to flip the classroom and encourage students to participate in the knowledge production process.

What is your tutoring philosophy?
I believe teaching is an integral and crucial part of my academic career. I have been teaching for 5 years at the University of Pretoria, Nursing Department. I want to believe that I was born to be an educator and it is a God-given talent, I am so grateful for it.


SOUTH AFRICA
AWARDS
WOMAN OF STATURE
AWARDS
2024
SOUTH AFRICA
WOMAN IN EDUCATION AND TRAINING
FINALIST
AWARDED TO
Dr. Maurine Musie
13th APRIL 2024
DATE OF ISSUE
CHARLOTTE DU PLESSIS
CEO
WOMAN OF STATURE AWARDS

“Teaching chose me”





The love and passion for teaching began when I was doing my undergraduate bachelors' degree at the University of Pretoria. I was appointed as a student tutor for one of those modules; Anatomy, Philosophy and Midwifery, that all students were so afraid of.

Most of my colleagues would tell me that I am talented and am able to teach complex ideas through very simple formats, and that is where the seed of teaching was nurtured from.

I believe students are individuals with unique learning qualities, which makes them able to conceptualise and reason the information given to them through teaching.

And that is why as a young lecturer, I utilise innovative teaching strategies that are aligned with cognitive and psychomotor capabilities of the Y-generation student which are so dependent on technology for learning.

I believe that students learn best when they are in-charge and take ownership of their own learning process through problem-based learning.

I also believe that good teaching is inquiry-based approach. My teaching philosophy is also grounded on using multiple educational strategies to impart knowledge to students. I also utilize platforms with evidence-based sources to guide my teaching.

My unique contribution to the teaching and Learning fraternity is by using multiple hybrid teaching strategies. I enhance students learning by ensuring that they learn in such a way, that they integrate skills into practice.

I facilitate learning, by ensuring that students are responsible for their own learning process. As a well-rounded academic I also impart knowledge in educational conferences, by presenting research work.

To enhance my professional development, I attend courses that capacitate me with the required knowledge and skills for Teaching and Learning.

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

Interactive teaching: I incorporate a variety of interactive activities, discussions, and group exercises to actively involve students throughout the learning process, while fostering curiosity, critical thinking, and collaboration.

Under general, what type of traits nursing students require from their tutors?

Nursing students require their tutors to possess a deep understanding of the subject matter and to be knowledgeable about current evidence-based practices, clinical guidelines, and emerging trends in nursing.

They value tutors who can provide accurate information, answer questions confidently, and offer insights based on their expertise and experience.

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

A lecturer's personality serves as a role model for students, influencing their attitudes, behaviours, and professional development.

Lecturers who embody qualities such as integrity, professionalism, curiosity, and lifelong learning tend to inspire students to emulate these qualities and strive for excellence in their academic and professional endeavours.

How would your previous students describe you?

I had to ask my previous student by the name of Princess Mhlanga who is now my master's student. She verbalised that she would describe me as I quoted, "You are ambitious and a hardworking person. You are the voice of midwifery and have contributed to the growth of the field as a young midwife".

What is your advice to all nursing students?

I believe nursing to be a calling rather than just a career choice. Thus, Nursing is not just about medical procedures; it's about caring for people during their most vulnerable moments.

As nursing students, strong critical thinking and problem-solving skills are a prerequisite. What I can say to the students, having walked through the journey of being a student before, they should believe in themselves and not be afraid to dream big and envision greatness within the nursing profession. No matter what economical background you stem from, your dreams are valid.

"I believe that students learn best when they are in-charge and take ownership of their own learning process through problem-based learning"



Ruby Cole

100-year-old nurse who worked until AGE 85 without taking a single sick day reveals her secrets to a long and happy life



a

Ruby Cole has revealed what she feels allowed her to have a long and happy life

The Alabama native moved to Detroit in her youth and has lived there ever since

She credits her longevity to a life of servitude, eating well and 'looking good'

Article published on 12 October 2023 by www.dailymail.co.uk

centenarian nurse from Detroit has opened up about what she feels has been key to her longevity and happiness.
Ruby Cole, who turns 101 this month and insisted that she's 'loved her life,' shared her advice with Insider in the lead-up to her latest birthday.

Born in Birmingham, Alabama, in 1922, Ruby moved to the Motor City as a young woman, where she attended business and nursing schools.

She began working as a nurse at age 21 - and didn't retire until 64 years later, at age 85 - having never taken a sick day. Among her main, overarching tips Ruby urged that always maintaining a 'positive outlook' is a great way to stay 'happy.' The avowed optimist further credits her mindset to a life of service to others.

'You have to be kind, loving, and serviceable,' said Ruby, who specialized in paediatric nursing. 'It works both ways because you feel good when you're helping other people feel good.'

The approach has certainly bode well for Ruby's mental and physical health over the years - given how the retired nurse didn't take a single sick day in her more than six decades on the job, according to niece Paula Martin.

'Miss Ruby didn't want to let people down,' Paula said. 'One thing she imparted on us is that giving of yourself makes you happy... and happiness is the key to a life well lived.'

As for other matters of the utmost importance to longevity in Ruby's view, nutrition and exercise are paramount. She emphasized that she's eaten three square meals a day for as long as she can remember. 'Eating properly means that you can't miss a meal,' she elaborated.

As for exercise, rather than use 'fancy' machines at the gym, she's always opted for long walks around her neighbourhood that allow her to feel the 'fresh air on her face.'

On top of all that, she puts a premium on looking presentable, subscribing to the adage 'when you look good, you feel good.' Ruby has always leaned toward brightly coloured clothing - especially in red hues, having also donned the colour on her 100th birthday.

As for keeping her mind sharp, Ruby watches the news and sports - and as a keen Detroit Lions fan, recalls the last time her football team took home the championship in 1957.

She also loves Wheel of Fortune and, speaking about her aunt's trivia aptitude, Paula gushed, 'She hardly ever gets an answer wrong. She'd make a great contestant.'

Ruby isn't the only centenarian that people have asked for advice when it comes to living long and well. Ruby has always put a premium on looking presentable. She wore red - one of her favourite colours - to her 100th birthday party last year

www.dailymail.co.uk

“Ruby has always leaned toward brightly coloured clothing”

Ruth William (RN)

Family is **LOVE**



I am Ruth William, am a nurse by profession, a God-Girl, a Christian, a Kingdom Influencer, and a creative writer.

I am a Nigerian based in Port Harcourt, I was born on 4 July and am a precious daughter to my Mother and my Father.

What strategy do you use to make your family love your nursing job?
I didn't use any strategy, I come from a family that supports whatever career path you've decided to embark on, so that was it.
As a nursing professional what kind of support does your family give?
My family gives me moral, financial, physical support and more.
What are the most precious times you spend with your family?
We eat and rest together; you're more like a queen that day.
What reception does your family give you after a long day's work?
I'm barely around with them but Festive period when I visit is always precious.
Who spoils you the most?
My dad
What is this first thing you do when coming from work?
Have my shower and eat.
What are moments in which you miss your family the most while at work?
I miss them always; I don't think there's a specific time frame for that.
What games do you play together as a family?
Not games, but we discuss, and share jokes a lot.
What nicknames have they given you and why?
My mom nicknamed me "Nwi" which means my child. And she calls me that all the time. I've never asked why though.
Describe your daughterhood in one word
'Precious'
Describe your relationship as a family in one word?
'Love'
What is your unique family culture?
Prayers, fasting and thanksgiving.
What one word do you use to pep up/energize one another?
No particular word though, it comes like a joke and before you know it you're up and about doing that stuff you felt lazy about.
How do you balance your three roles?
As a nurse I serve committedly so, as a daughter I make my parents proud by acting the role accordingly, and as a Child of God I remain His ambassador everywhere I am.


"We eat and rest together; you're more like a queen that day"



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How To Mix and Match Different Furniture Pieces:

A Basic "How-To" Guide



> Mixing and matching often allows for greater cost-efficiency



Article published by www.eternitymodern.ca
on 20 September 2023

ave you ever found yourself captivated by a beautifully designed room, only to wonder how the experts achieved such a flawless mix of furniture? The secret lies in the art of mixing and matching different furniture pieces to create a harmonious, inviting space. But how can you achieve this look in your own home? This basic "how-to" guide will walk you through the process, providing tips, tricks, and guidelines for combining furniture like a

Understanding The Basics Decorating your space with different furniture pieces might seem intimidating at first, especially if you're not sure where to start. However, the basics of mixing and matching furniture are quite simple once you grasp some fundamental principles.

What is Mixing and Matching?

Mixing and matching involves combining different styles, colours, patterns, and textures of furniture to create an eclectic, yet cohesive look. This approach allows for more freedom and creativity in your interior design, but it also requires an understanding of some fundamental principles.

Why Mix and Match?

So, why should you consider mixing and matching furniture in the first place? There are several compelling reasons:

1. **Personalization:** Mixing different pieces allows you to inject your own personality into the room, making the space truly yours.
2. **Visual Interest:** The interplay between various styles and textures can make a room more visually appealing. It adds depth and layers to your interior design, preventing it from looking flat or monotonous.
3. **Flexibility:** A mix-and-match approach gives you the flexibility to update or change your décor easily. When you're not committed to a single style or theme, you can swap out pieces without disrupting the entire room's design.
4. **Cost-Effectiveness:** Mixing and matching often allows for greater cost-efficiency. You don't need to purchase complete sets, giving you the freedom to acquire pieces over time or incorporate existing furniture into your design.

Understanding the basics of mixing and matching furniture provides a strong foundation for diving into more complex aspects like colour theory, scale, and material choice, which we'll explore in the following sections.

5 Tips For Selecting Conference Room Furniture



"Choose comfortable and durable seating"



Article by ezop.com

SMART OFFICE SPACE PLANNING IS KEY TO CREATING A PRODUCTIVE (AND SAFE) MEETING SPACE.

One of the tips for selecting office furniture for your conference room is to consider table layout and configuration.

A conference room can serve many purposes, from a quiet space for conference calls to management meetings where major decisions are made. The conference room is where we traditionally go to connect, communicate, and collaborate. But in the era of COVID-19, we'll be using these meeting rooms differently and sparingly.

When office space planning, decisions that might seem small—like how tables are set up, the number of chairs, and even seating fabric—can have a big impact on productivity and employee safety. Here are some important tips for selecting conference room furniture, especially during the pandemic:

Start with research and planning

Consider conference table layout and configuration
Choose comfortable and durable seating
Customize your solutions
Add colour and artwork
Keep reading to learn more about choosing the best office furniture for your conference room below.

START WITH RESEARCH AND PLANNING

Before you start shopping, take some time to ask yourself or your team the following questions:
Who uses this space? Is it only employees? Or will it also host visitors such as clients and vendors?
How many people need to fit in the space comfortably?

Keep in mind that elbow-to-elbow seating arrangements do not comply with public health orders in response to COVID-19, so plan for a lower room capacity until the virus threat has passed.

What is the space used for? (For example, small check-ins, large staff meetings, or teleconferencing)
Will the layout remain static, or do you often rearrange tables, chairs, and other furniture? If you'll be moving items frequently, consider selecting conference room furniture that is lightweight or has casters.

Do you have additional needs, such as storage space, technology, or food and beverage amenities?
Reflecting on the various ways your organization uses the conference room will help you hone the office furniture you need.

Not sure what you need? Enlist the help of our design services experts to help you select conference room furniture. We are more than an office supplies and office furniture vendor. We can provide tailored recommendations for conference room furniture that will fit your company's specific needs and help you comply with public health orders for meeting spaces.

CONSIDER CONFERENCE TABLE LAYOUT AND CONFIGURATION

At a minimum, most conference rooms will have a table and chairs. Beyond that, the layout possibilities are endless! Some of the more standard table configurations include:

Standard boardroom table—rectangular, oval, or round
Variations on the boardroom table—U-shaped or V-shaped
Hollow rectangle—tables joined at each end with a space left in the middle
Classroom style—a series of smaller tables spaced, so attendees face the front

Under normal circumstances, you might want your conference room furniture to allow for collaboration where colleagues can pop in and out for a quick phone call or informal brainstorming session. In this case, selecting conference room furniture for this use could include multiple smaller tables or a long, rectangular standing desk with electrical outlets.

However, we're in a different time that calls for a different, more socially distant approach to collaboration. Instead of in-person gatherings, outfit your space with a large screen that's easily visible from the conference table and use it to invite teams to video conferences. Virtual meetings give you a sense of togetherness while allowing for the distance that will keep your colleagues safe.

If you must do in-person gatherings, determine the appropriate capacity reduction based on CDC recommendations of maintaining 6 feet apart. On average, the minimum size of a 4-6 person conference room is around 168 square feet – which allots to 28 square feet per person. For this example, a capacity reduction of 50% (or only 2-3 people at a time) would then be needed to safely gather in the space.

CHOOSE COMFORTABLE AND DURABLE SEATING

No one wants to sit through a meeting, long or short, in an uncomfortable chair. Selecting comfortable and durable seating will help everyone stay focused and productive – not distracted and fidgety.

Consider adjustable ergonomic chairs for the most comfort. The people who might use the conference room are all kinds of shapes and sizes, so adjustable chairs are a way to make everyone feel comfortable.
Another tip for selecting conference room furniture in the age of COVID-19 is to consider the fabric.

Avoid difficult-to-disinfect soft fabrics in favour or easy-to-disinfect materials, such as vinyl or recycled plastic. These options will make it easier to follow surface material cleaning guidelines designed to keep your colleagues safe.

CUSTOMIZE YOUR SOLUTIONS

During this step of the office planning phase, it's time to think beyond tables and chairs. This tip for selecting conference room furniture invites you to customize your meeting space for your needs. For instance, do you need storage solutions for files or shared supplies? What about a whiteboard or a projector and screen? Would office furniture for a coffeemaker and supplies for an afternoon energy boost be helpful? How about a mini-fridge?

You may also consider customizing a large conference room or any open space in your office with room dividers to promote safe social distancing.
No matter what conference room solutions you have in mind, we have you covered. From furniture and accessories to technology solutions, order anything you need for your meeting space with just a few clicks.

ADD COLOR AND ARTWORK

Our final tip for selecting conference room furniture has to do with final touches, starting with colour. The colour of your conference room says a lot about your company's brand. When you're considering the office furniture, think about the best hues to accent your space. Blues can elicit calming and comforting vibes, while greens and yellows can add boosts of vitality and energy. Orange sits right in between with a balance of warm and lively. Or, go for a bold statement with shades of red. When picking your colour palette, be sure to account for lighting. Some colours will appear drastically different under fluorescent bulbs and natural sunlight.

To finalize your conference room, don't forget to add artwork for the office! Options with a bold accent or unusual design can spark creativity or go for an eco-friendly option that's easy on Mother Earth.



Leadership Lessons

1st Lesson

Being Assertive

Article by Dr Augusta Dorning

Healthcare leaders struggle to be assertive

n my coaching practice I always encounter aspiring healthcare leaders who battle with being assertive. I think about this often and so decided to make this the first lesson in our leadership series.

Being assertive means communicating with others in a direct and honest manner without intentionally hurting anyone's feelings. Direct communication can reduce conflict, build self-confidence and enhance personal and work relationships.

Assertiveness is a skill that anyone can learn. Most people battle with differentiating what they will fear to be perceived as aggressive behaviour but fortunately there are great guides to help you navigate this.

A case study in assertiveness

I am going to start our conversation with a case study which I have taken from a coaching conversation I had recently, with a strong nurse leader, who has become a hospital manager.

Here we go. We will call our nurse leader Mary.

Despite having 15 years of work experience during which time Mary rapidly rose through the nursing ranks after qualifying as a professional nurse, Mary battles with assertive-ness. Mary works in a state-of-the-art flagship hospital and has a great team.

Her team have followed her across many cities as her career has flourished. The owners and Board of the hospital are a strong group of professional individuals with equally strong egos.

Mary was headhunted for this hospital manager role and found it easy to set up all the policies and procedures required. She also structured the hospital operationally and it runs like a well-oiled machine attracting great doctors and equally impressive patient outcomes.

Mary relates really well with the hospital team and manages to re-engineer the systems to provide only the best patient outcomes.
The social media pages and the patient feed-back is exceptional.

> "Being assertive means communicating with others in a direct and honest manner without intentionally hurting anyone's feelings"

"The ability to read a room and become aware of the different ways with which the people in the room are engaging with the topic and each other is an art"

But – when Mary goes to present her Board report she has sleepless nights. She prepares her report well in advance but still finds herself doubting herself and what she has compiled for her Board.

In the Board meeting Mary only presents the information as contained in her report and finds herself responding only to questions. Mary doesn't make suggestions despite knowing that she has a great wealth of knowledge and experience to contribute.

After the meeting she beats herself up and admonishes herself for not speaking up and also for not correcting inaccuracies from Board members. In the Board meeting she feels as if she is engaged in a power struggle and out of respect for the Board must remain silent unless spoken to.

After the Board meeting Mary sits sadly in her office. She goes over her report and her notes and knows that she could have done better. She knows she could have shown her ability and displayed her knowledge. She just doesn't know how.

Identifying your assertiveness gap

The first sign of a gap in your assertiveness usually presents as personal discomfort. You feel as if you have let yourself down by not speaking up when you should and could have done so. Then you become anxious as you fear reprisal and perhaps even humiliation if you choose to speak up.

Every day in healthcare millions of aspiring healthcare leaders face this challenge. They feel intimidated and lack the confidence to showcase their skills and talents. Deep down inside they know they have skills and talents but they are scared to display them.

So how do you start?

The start of any journey starts with the first step. The best place to develop assertiveness is in a safe space. You should sit with yourself and ask yourself what your safe spaces are.

For many your safe space may be at home, or at an extra-mural activity that you enjoy. Start by saying one thing in a conversation you may not usually have contributed to.

If someone asks for opinions and contributions say one thing. Once you have broken the ice, contribute two things the next time. This way you will build your confidence.

After the event, sit back and take stock. How did you feel before you said what you did. No doubt you would have felt nervous. Then review how you felt after you said what you did.

No doubt you felt relieved and perhaps even empowered as what you said was acknowledged and well received. This is how you build your confidence!

After roughly a month, you should feel more confident and you will feel that you can exercise your new-found skill at work.

Start at the morning handover. If you sat to one side and did not contribute before, start by thanking your colleagues at the end of handover and saying that you are looking forward to working on that shift with them that day.

Say this every day. Make this part of your routine. No doubt you will get either public or private feedback from your colleagues who are pleasantly surprised by the new you!

After a month of closing off the morning handover, extend yourself to meetings with your team. Offer a thank you, a suggestion and/or a contribution to the knowledge that has been presented in the meeting.

The art of speaking assertively

In the diagram above, you can see three paths. They are:

PASSIVE
ASSERTIVE
AGGRESSIVE

When you offer up feedback, suggestions or information you have the personal choice to offer this up in either of the 3 ways noted above.

Offering feedback, suggestions or information passively takes away from the beauty of what you say. Passive presentations do not create confidence for your listener/s. Your tone and volume of voice can have a marked effect on how you message is perceived.

Speaking very softly is the first indicator of a lack of confidence. Speak so that those listening can hear and take in the information comfortably. You can practice at home or with a friend you trust to make sure that you aren't speaking too softly.

The second element of being passive is not making eye contact and also always apologising before you speak. You can identify this easily with people who always say "Sorry, but may I say or suggest……". When you apologise you reduce the impact of your content and it makes people wonder if you even believe what you yourself are saying!

Offering feedback, suggestions or information assertively is the magical formula. Your tone, volume and introduction is just right. Everyone can hear you clearly and you speak to the topic without reducing or aggrandising what you mean.

Your instinct tells you that you are doing your best. You have done the work to improve your confidence using the tools suggested earlier and you feel comfortable in your own skin.

You regularly seek feedback from peers and seniors as to the quality and presentation of your feedback, suggestions and information.

How often have you been in a forum where feedback, suggestions or information is required and you are offended by a person who loudly and with ego offers that? In healthcare this is unfortunately often a reality and this causes a negative dynamic in the team.

Egos create conflict and we all are sensitive enough to recognise this. You will have heard a lot about emotional intelligence – which is the enemy of EGO.

The ability to read a room and become aware of the different ways with which the people in the room are engaging with the topic and each other is an art. We can all become masters of that art in exactly the same way that we can become assertive.

Conclusion

Today's leadership lesson was about assertiveness. If this has been helpful and you can add value to someone else's leadership journey, share the article with them! If you notice someone in your team battling with assertiveness be the bigger person and share what works for you with them.

See you next time for another leadership lesson – the next one will be about "Going the extra mile with a Smile"

Compiled by Dr Augusta Dorning

The Managing Partner of Extraordinary Hospitals of Africa

Follow me on LinkedIn for weekly conversations on the art of leadership in healthcare!

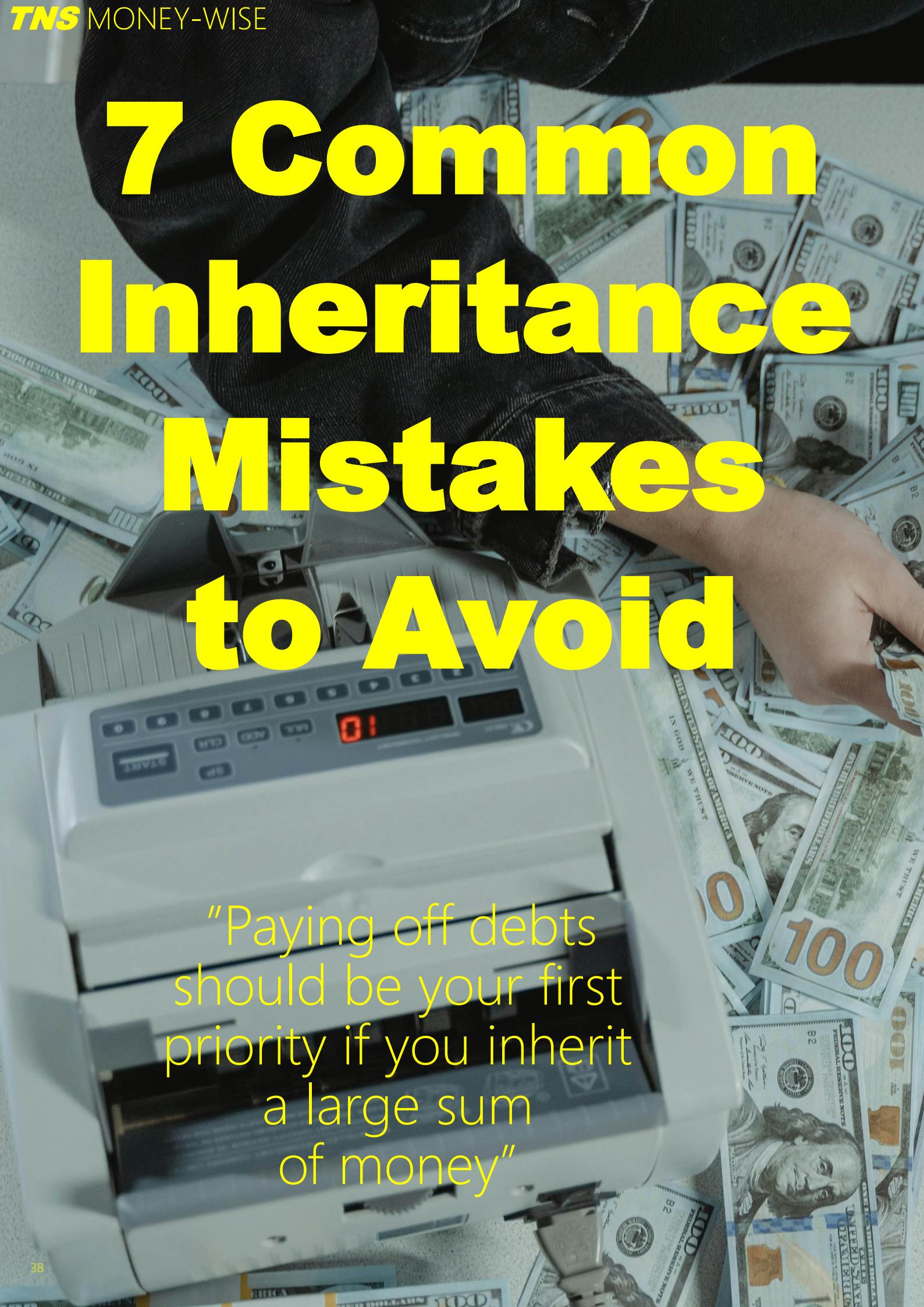


Article by Dr Augusta Dorning

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!

7 Common Inheritance Mistakes to Avoid

8th 2024



"Paying off debts should be your first priority if you inherit a large sum of money"



Article published by www.elderlawanswers.com on 18 2024

The period following the death of a loved one can be an emotional time. Dealing with death and receiving an inheritance brings mixed emotions.

The loss of a loved one is distressing, and while added funds can bring relief, it can be hard to think and plan objectively.

After receiving an inheritance, some people blow through it surprisingly quickly. Here are some mistakes people make when inheriting money and how to avoid them.

1. Not Factoring in Potential Inheritance Taxes

Depending on the size of the inheritance, you may get bumped into a higher tax bracket than you were previously. You could also be on the hook for capital gains taxes; if you've inherited property, you also may owe capital gains. Consider working with an attorney who specializes in estate planning in addition to talking with a financial advisor or an accountant before you spend any of your inheritance.

2. Failing to Make a Budget

If you don't have a budget and are not used to managing money, you may not be prepared to handle significant funds. This could lead to over-spending and a quickly disappearing inheritance.

If you already have a budget, factoring in your new funds will help you see how it will affect your saving and spending strategy.

3. Spending Too Much

When receiving a large sum of money, you may assume that it will easily last. All too often, people fritter away inheritances by making major purchases right away, such as cars, boats, or vacations. Even if such purchases don't seem all that significant at first, the costs can accrue quickly, especially if items you've purchased have additional costs, such as maintenance and insurance.

Stay grounded and take time to consider whether you truly need what you're buying. Also, think through how much more money you could have in the future if you invest the money instead of spending it now. If you know how much you will inherit before you receive it, you can create a budget in advance.

4. Not Paying Off Debts

Paying off debts should be your first priority if you inherit a large sum of money. Paying off your mortgage, credit cards, or student loans will give you more freedom to do other things. You will still need to balance the debts you decide to pay with the amount of money you'd like to invest for the future.

5. Losing Other Income Sources

For people relying on asset-based or income-based government benefits, such as Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI), receiving an inheritance could end up disqualifying them from these crucial public assistance programs.

The benefactor needs to plan for this before passing on the inheritance. Establishing and funding an appropriate trust will reduce the possibility of this happening.

6. Not Saving Enough

Suddenly coming into a large amount of money can lead you to think about all the things you can do with it now instead of how you can save and invest for your future. After paying off debts, create an emergency fund with enough money to live on for about six months. Once you have done these two things, start increasing your contributions to your retirement accounts.

7. Not Getting Expert Advice

An inheritance, especially a sizeable one, can help you achieve financial security and allow you to pursue a dream career or some other life goal. However, an inheritance can vanish surprisingly quickly if not managed well. Before doing anything with your inheritance, consult with a financial advisor, an accountant, and an estate planning attorney.



Article by Dr Nomntu Melitafa (PhD)

Nurse Leadership **and Patient Expectations:** Part 1



"The environment of the care setting can impact nurse-patient communication and the resulting care"

Introduction

The patient-centred leadership involves mastering leadership qualities, which every nurse can acquire. The goal is to provide patient-centred care and establish partnerships with patients and their families while also improving the efficiency and effectiveness of care to maintain high-quality standards.

1 Enhancing Patient-Centred Care and Communication

The nursing care practices that promote patient-centred communication will directly enhance patient-centred care, as patients and their caregivers will actively engage in the care process. To enhance patient-centred communication, I believe in person-centred care and communication variety as a guiding principle to understand patient-centred communication, its pathways, and what communication and care practices healthcare professionals must implement to achieve person-centred care.

The patient is a person prior becoming a patient, respect for the dignity of their personhood is crucial to be taken care at all times. The patient-centred communication in the healthcare is important from the patient admission process, ward orientation, unit routine, mealtimes, bath schedules, administration of medications, doctors and nurse's rounds, visiting times (family& friends), caring for his/her work reporting, medico legal hazards, patient safety, record keeping and sleeping times.

This information might enhance effective nurse-patient clinical interactions and communication. I believe bonding, patient anxiety of the new environment might be reduced.

2 Environment-Related Barriers

The environment of the care setting can impact nurse-patient communication and the resulting care. The good health care experiences start with a welcoming environment.

I trust that even though good medicine and the hands working to provide care and healing to the sick and wounded are essential, nurses must not "forget the important gestures, a warm smile, warm and clean hospital clothing, linen, cup of tea and full attention.

The environment-related barriers are obstacles within the care setting that inhibit nurse-patient interaction and communication and may include a noisy surrounding, difficulties in locating places, and navigating care services, lack of privacy, improper ventilation, heating, cooling, and lighting in specific healthcare units can affect nurse-patient communication.

These can prevent patients from genuinely expressing their healthcare needs to nurses, which can subsequently affect patient disclosure or make nursing diagnoses less accurate.

An unconducive care environment, including noisy surroundings and poor ward conditions, affected patients' psychological states, impeding nurse-patient relationships and communication.

Moreover, when care services are not well-coordinated, new patients and their caregivers find it hard to navigate the care system (e.g., locating offices for medical tests and consultations), which can constrain patient-centred care and communication.

Reducing the environment-related barriers will require making the care setting tidy/clean, less noisy, and coordinating care services in ways that make it easy for patients and caregivers to access.

Coordinating and integrating care services, making care services accessible, and promoting physical comfort are crucial in promoting patient-centred care.

Article by Dr Nomntu Melitafa (PhD)
Nelson Mandela University
Eastern Cape Province,
South Africa





"I have learnt that all my great ideas require dedication and lots of capital"

Londekile Ntsiba (RN)

The innovative **Nursepreneur**

Who is Londekile Ntsiba?
I am a Midwife and a child birth educator, I'm an empath, eternal optimist and an irritating free spirit.
How has your early life been?
I grew up in Soweto, raised by mom, grandma, aunts and uncles.
Do you have a nickname?
A lot; Loe, Londz, Londe but growing up it was Bhum-Bhum because I was chubby.
What is your first Love?
Being outdoor in nature and sunshine.
What games did you enjoy the most while growing up?
I was an "all saver" at bhathi, umgusha, namatshe because I was a liability for all teams, lol! I was better at making clothes for my dolls from the fabrics they gave me at home.
What do you do first thing in the morning?
I brush my teeth.
What personal strengths would you like to motivate your admirers with?
Resilience and optimism.
Who do you spend most of your time with?
My girlfriend, my family and besties. I used to spend most of my time at work or stressing about work, but not anymore.
Who is your celebrity crush?
The late Ricky Rick...
How would someone get your special attention?
Through any acts of kindness and mindfulness.
What is your favourite dish?
Lamb stew with polenta or quinoa.
What are your favourite moments?
The beach or poolside chilling.
What is your favourite car brand?
A BMW M4 Sport.
What is your favourite spot?
My Vetsak, cuddled up to a good book.
What career did you choose and why?
Nursing, Midwifery because it's working with women and babies and it's a delicate art, there is nothing as beautiful as witnessing a birth, observing a baby take their first breath and in the presence of the mother and her unyielding strength.
What ranks did you go through to be where you are now?
I believe being in the private sector and being ambitious have catapulted my career. I became a shift leader in the maternity ward and upon completing my BA Degree in Nursing Education and Administration I proceeded to apply for the position of clinical training specialist and I was appointed.

I loved teaching but my first love was Midwifery, and therefore when a position of unit manager became available I applied and I was appointed to serve in that role. After dedicating myself to my role as a maternity unit manager, I found myself increasingly drawn to the rapidly evolving landscape of nursing entrepreneurship and healthcare technology.

The field is ripe with innovation and offers countless opportunities for nurses to make meaningful contributions beyond traditional clinical settings.

Balancing the demands of managing a maternity unit, which requires constant attention and care akin to tending to a newborn, left me with little time or creative energy to pursue my entrepreneurial pursuits.

Recognizing the need to give my full attention to nurturing my entrepreneurial ideas and bringing them to fruition, I made the difficult decision to step away from my maternity unit manager position.

While it was not an easy choice to leave behind a role that I was so deeply passionate about and had invested so much of myself into, I knew that it was necessary in order to pursue my dreams and make a meaningful impact in the healthcare industry.

By focusing my energy on entrepreneurship, I am able to explore new avenues for innovation, I collaborate with like-minded individuals, and ultimately contribute to shaping the future of nursing and healthcare.

While my time in maternity nursing will always hold a special place in my heart, I am excited for the opportunities that lie ahead as I embark on this new chapter in my career."
Do you think your career was the best choice and why?
It was the best! I cannot think of being anything else.
If you could, what would you change in the world?
Make the world more peaceful, less greed and more equality and make us all care for the environment
What is this part of your life experience would you alter if you had a chance to?
Nothing, it all happened for me and not to me.
If you were to write a book about yourself, what would you name it?
"Delivering Joy: my purposeful journey" by Londekile Ntsiba
How do you handle adversity and doubt?
I call on all my loved ones and lean on them, and I have my box of tools and resources such as books, meditation, and walks to help me find clarity.
What are some of the mistakes you wish you could have avoided in life?
Lacking awareness and upsetting those close to me.
What is the name of your company and what is its specialty?
I have 2 start-ups, the first one is Welcome baby, we provide antenatal classes and postnatal support to expectant parents. I also write a bi-weekly column for Lifestyle online publication called Showbiz Scope for their parenting section. I am an expert advisor for a baby brand called Vital baby and I produce and present informative content on pregnancy and newborn care for their social media pages.

"There is nothing as beautiful as witnessing a birth, observing a baby take their first breath and in the presence of the mother and her unyielding strength"


"TNL Innovations seeks to create and innovate on medical products and devices by nurses for nurses"

The second Start-up is TNL Innovations, we've innovated a maternity product, simple yet effective, and it's going to be a revolutionary like the light bulb, we were fine with candles, then came the light bulb and life hasn't been the same since. I know midwives, world-wide, will love it. It's still in the early phase so I cannot say much about it just yet.

How did you come up with your company's business name?

For Welcome Baby, we used an online app that helps you create a name for your business, we input that we want a name that expectant parents can resonate with, one that'll make them feel excited and less nervous about the journey ahead and for TNL, it required our initials for Thobile and Londekile innovations.

What made you decide this type of business?

Maternity and obstetrics will never go out of business, for as long as mankind exists.

How did you know that you had the right idea?

For Welcome Baby it was when I did prenatal classes for a South African expat living in Europe and we spoke after she birthed and she said she is so grateful that she had antenatal classes, she felt empowered and her birth was exactly what she had envisioned for her journey into motherhood.

For TNL Innovations it was when we were the first runners up in the Investec Entrepreneur Start-up School program. I realised that dedicating more time to my innovation will yield amazing results.

What was your key driving force to become an entrepreneur?

Becoming a nurse entrepreneur stemmed from my experiences during the COVID-19 pandemic. As nurses, we found ourselves on the frontline, facing unprecedented challenges and uncertainties as the situation rapidly evolved.

In those early days, before clear guidelines, protocols, and research emerged, we had to rely on our resourcefulness and quick thinking as nursing leaders. It became apparent that our agility and ability to adapt were indispensable qualities.

The pandemic highlighted the need for innovative solutions and alternative approaches to healthcare delivery. As I witnessed the resilience and capabilities of nurses in navigating this crisis, I was inspired to harness our collective expertise and entrepreneurial spirit to make a difference beyond traditional healthcare settings.

Becoming a nurse entrepreneur also resonates with my familial heritage. I come from a lineage of entrepreneurs; my father, his father, and even my great-grandfather pursued entrepreneurial ventures.

My partner, family and friends have been supportive of this dream, they encouraged me to be led by my dreams and not fears of what may go wrong.

What kind of values exist in your organization?

Integrity, we say what we do and we do what we say.

What is a typical day like at your business office?

I go according to my to-do list, I do what is important first, followed by creative work, learning and then the admin. If I have scheduled clients, I prepare for the antenatal class lesson, by revising the content. If I have social media engagements coming up, I prepare for that too.

Where do you see your company in five years?

According to an article of Forbes magazine, in the early years of starting a business, profitability can seem like a distant goal. It often takes time for a business to break even, let alone make a profit.

According to a study made by the Small Business Administration, about 30% of new businesses fail during the first two years of being open, 50% during the first five years, and 66% during the first 10 years.

In five years, I envision our nurse entrepreneurship venture not only thriving financially but also serving as a catalyst for bridging the gap between seasoned nurses, often referred to as Baby Boomers or Generation X, and the emerging generation of nurses, commonly known as Millennials and Generation Z.

By fostering a culture of mentorship, mutual respect, and shared learning opportunities, our business aims to create a cohesive nursing community where knowledge and experience are passed down, innovative ideas are embraced, and collaborative solutions are developed to address the evolving needs of healthcare.

Through our efforts, we aspire to create a supportive ecosystem that empowers nurses of all generations to thrive professionally and contribute meaningfully to the advancement of healthcare delivery.

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

As a recovering workaholic, I am proud to say 9 hours per day and 3 hours over the weekends, on average it may be more if I have patients calling after hours for support.

How do you describe your typical day?

I start with a 30 minutes walk, and then a 10 minutes meditation. Have breakfast, shower and then get to working!

I therefore prepare for upcoming classes, prepare social media content, do some work for TNL Innovations, do some learning on Udemy short courses on business management and social media management.

Around 5 p.m. I settle down for the evening, prepare supper, go for a walk, shower have supper and do some light reading and in bed by 9 p.m.

How has your business life affected your family life?

It has allowed me more time to focus on my relationship with my partner and I have time to spend with family. I am able to support them with my actual presence. My brother is a digital marketing specialist and has been helping me, hence I get to spend more time with him too.

What motivates you in your entrepreneurial journey?

Legacy! I want to be known for the impact I've created and not the designer bags and cars I will one day own.

What are your principles?

Under promise and over deliver.

How do you define your success?

By the number of leaders I've helped grow and inspire and by the number of jobs my business would have created.

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

While there's no one-size-fits-all formula for entrepreneurial success, there are indeed common behaviours and attributes shared by many successful entrepreneurs.

Some of them are tenacity, persistence, innovation and creativity, vision and focus and mostly networking and relationship building.

What is your favourite aspect about being an entrepreneur?

The ability to create and freedom to explore different avenues and the magic of seeing things come to fruition.

What has been your most satisfying moment in business?

Meeting deadlines and being able to silence the negative self-talk every day.

What service or products do you offer?

Welcome Baby offers prenatal classes, postnatal support and breastfeeding support virtually. TNL Innovations seeks to create and innovate on medical products and devices by nurses for nurses.

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

Albeit my businesses are still in the growing phases, I have learnt that all my great ideas require dedication and lots of capital.

Does technology work for your business and how?

It works very well for my business because I have a clinical background and I am not an expert in business or marketing so the use of apps and AI tools provides me with much needed information and tools to grow the business and reach a wider audience.

Being able to use online platforms to conduct antenatal classes and consultations means that I save on travel time and costs and that I can reach clients from all over the world.

Who has been your greatest inspiration?

My late mother, grandmother, my aunt, my partner, family and friends and my mentors in the nursing fraternity.

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

Richard Branson's "Screw it Lets do it".

What is your greatest strength?

My optimism.

What is your greatest weakness?

My tearfulness, I'm often overcome by emotion even in formal settings, there will be moments that just move me and I wouldn't help it but tear up.

What piece of advice would you give to nurses who aspire to become entrepreneurs?

Screw it, let's do it! And I learnt about "to fail fast", at the Start-up School, that is to test one's assumptions and ideas as quickly and cheaply as possible before investing too much time, money or resources on them. By failing fast you can learn what works and what doesn't and iterate on your solution until you find the best fit for your customers, users or audience.

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

Nothing, I think it is all unfolding as it should.

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

Agility, influence and kindness

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

Routine is very important and multitasking is a scam, don't do it.

What is your daily slogan?

Tata Madiba's "It always seems impossible until its done"

How do you describe your leadership in one word?

Situational.

What is your advice to the young nurses?

My message to them is know that you are valued deeply for your dedication and compassion. We admire the way you think, innovate, and care for others. Stay steadfast on your path, for you hold the potential to revolutionize the trajectory of nursing.

Your commitment to excellence and your passion for helping others will shape the future of healthcare. Keep pushing boundaries, challenging norms, and making a difference. The world needs your unique contributions now more than ever.



"You never stop learning"

Florence "SeeSee" Rigney

Image by reddit.com

"I don't like to sit around, I've always got to have something to do,"



Article published by www.hellocare.com.au on 05 August 2021

riday, July 16, 2021 was the last day of work for Florence Rigney – also known as "SeeSee" – at MultiCare Tacoma General Hospital, in Washington, U.S., where she worked as a nurse for more than 70 years.

Rigney began nursing school in 1943 and started out in her career in the operating theatre. She worked at hospitals in Texas and Wyoming, just as penicillin was being introduced.

She took time out from her career to care for her two children, and did try retirement – 30 years ago at the age of 65 – but only lasted six months, according to news reports by KING-TV.

"I don't like to sit around – I've always got to have something to do," she explained.

Nursing was something Rigney "always wanted to do", and the best part for her was being able "to interact with patients and give them the help that I can".

Always willing to step up and assist, Rigney is still active – she walks 5km regularly.

"Some of her colleagues joked that they had to sprint to keep up with her," shared Laureen Driscoll, President of MultiCare Tacoma General and Allenmore hospitals.

"She's continued to be a dedicated nurse and an incredible resource to her colleagues and community."

"It's humbling to stop and think about the thousands and thousands of lives she's cared for," Driscoll told KING-TV.

Rigney has observed countless changes in nursing during her career.

The biggest difference she says is the reduced time patients spend in hospital, with most now only spending only a few days in the hospital's care before heading home.

MultiCare Tacoma General plans to recognise Rigney's contribution to the hospital by offering a scholarship in her name for nurses and employees interested in continued learning and development. The scholarship will be named the SeeSee Rigney Nursing Endowed Scholarship Fund.

Rigney told KING-TV she has maintained an open mind throughout her career, an attitude that has allowed her to "keep up" with the many changes that have occurred while she has been nursing.

"You never stop learning," she said. Her advice for younger nurses: "Don't ever think that you know it all."

Avoiding CV Mistakes:

A Guide for Nurses Seeking Employment

Common Pitfalls to Avoid

Article by Nigel Cameron-Davies
Director & Senior Consultant, Mednurse

Crafting an effective CV is crucial for nurses seeking employment.

A well-prepared CV not only showcases your skills and experiences but also makes a strong impression on potential employers.

However, many nurses make common mistakes when creating their CVs, which can hinder their chances of securing their desired positions.

This guide will highlight these mistakes and provide practical tips and examples to help nurses present themselves effectively to potential employers.



1. Incomplete Contact Information

One of the most basic yet frequently overlooked aspects of a CV is the contact information. Nurses often forget to include essential details such as their residential address, mobile number, and email address. Without these, employers and recruiters have no way of reaching out to you.

Tip: Always double-check that your contact information is complete and up-to-date. Your CV should have your full name, residential address, mobile number, and an email address.

2. Missing Employment Dates

Employment dates are critical in providing a timeline of your work history. Some nurses omit these dates or only include the years, which can lead to uncertainty and raise questions about gaps in employment.

Tip: Always include both the month and year for the start and end dates of each job. This clarity helps employers understand your career progression and any employment gaps.

Example:
Registered Nurse, Intensive Care Unit (ICU)
XYZ Hospital, Pretoria, Gauteng
January 2019 - Present





3. Incorrect Employment Order

Listing jobs in the wrong order is another common mistake. Your CV should start with your most recent position and work backward in chronological order. Some nurses mistakenly list their first job at the top, which can confuse employers about their most recent experience.

Tip: Use reverse chronological order, starting with your current or most recent job at the top.

Example:
Clinical Nurse Specialist, Cardiology
ABC Hospital, East London, Eastern Cape
March 2021 - Present

Registered Nurse, Emergency Department
DEF Hospital, Cape Town, Western Cape
June 2017 - February 2021

"Nurses often forget to include essential details such as their residential address"



4. Lack of Unit or Ward Details

Nurses often fail to provide specific details about the units or wards they worked in. It is essential to mention whether you were in the PICU, ICU, theatre, etc. This information gives employers a clear idea of your specialised skills and experiences.

Tip: Specify the type of unit or ward you worked in and provide additional details such as bed count and occupancy rates(%).

Example:
Staff Nurse, Paediatric Intensive Care Unit (PICU)
GHI Hospital, Johannesburg, Gauteng
September 2015 - December 2018
- 20-bed unit with an 85% occupancy rate

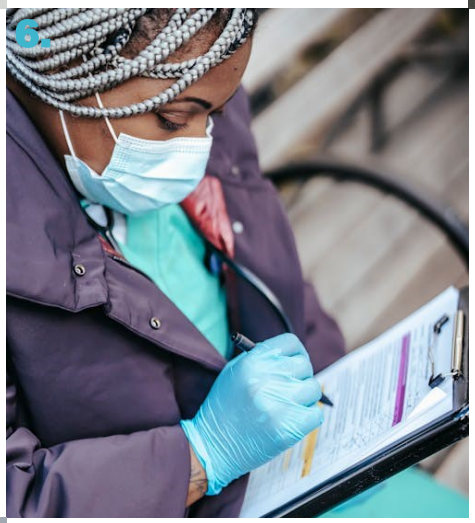


6. Lack of Detail About Daily Work

A common mistake is not providing enough detail about your daily responsibilities and achievements. Employers need to know what you did on a day-to-day basis to gauge your skills and experiences.

Tip: Describe your daily responsibilities and highlight any notable achievements or contributions in bullet format only (NO SENTENCES).

Example:
Managed patient care for up to 10 patients per shift
Administered medications and monitored patient vitals
Coordinated with interdisciplinary teams to develop patient care plans
Implemented a new patient triage system that reduced wait times by 20%



5. Omission of Equipment Competency

Another frequent oversight is not mentioning the medical equipment you are competent to use. This detail is crucial as it demonstrates your hands-on experience and technical skills.

Tip: List the medical equipment you are experienced with and competent to use in your CV.

Example:
Equipment Proficiency:

* Mechanical ventilators,
* Infusion, pumps
* ECMO machines



7. Exclusion of References

Some nurses either forget to include references or provide unsuitable ones. References from fellow colleagues is not acceptable, only those from management are of value.

Tip: Include references from supervisors or managers who can attest to your professional abilities and work ethic.

Example:
References:
Sophia Pitso, Nurse Manager
XYZ Hospital, Bloemfontein, Freestate
Email: sophia.pitso@xyzhospital.com
Phone: (041) 123-4567

Conclusion

Creating a gripping CV is essential for nurses seeking employment. By avoiding common mistakes and following practical tips, you can effectively showcase your skills and experiences to potential employers and recruiters. Remember to include complete contact information, detailed employment history, specific unit or ward details, equipment competency, daily responsibilities, and strong references. Construct your CV to the job, use clear and brief language, highlight your education and certifications, include professional development, emphasise soft skills, proofread your CV, and keep it up to date. By doing so, you will present yourself as a well-qualified and professional candidate, increasing your chances of securing your desired nursing position.

Final Note: Your CV is your personal marketing tool. Invest the time and effort to make it as strong as possible.
Good luck with your job search!



Jennifer **Akpata**

The future of **nursing**


"I am true
to myself,
I celebrate
others
genuinely
and stay
focused on
my journey"

Who is Jennifer Akpata?
Jennifer Akpata is a registered nurse and a midwife from Nigeria. She is a certified family planning provider who is passionate about providing solutions to women's sexual and reproductive health, and volunteering to make social impact. She is the third of 6 children and the first daughter. Above all, she loves God and serves in His house.

What is your birth month?
I was born in August the 31st.

Who is your lifetime friend?
Faith Ifeyinwa Nwachukwu.

Who is your lifetime neighbour?
I don't think I have a lifetime neighbour.

Who is your lifetime colleague?
Faith ifeyinwa Nwachukwu

What is your soul food?.
Any vegetable-based soup; like Oha, Afang and black soup.

What is your favourite garment?
Oh, I love to look good and like any comfortable and beautiful outfit like a gown, or 2-piece design.

What do you like the most between sunrise and sunset? Why?
Sunrise. I like sunrise because it symbolizes a new beginning and it provides a chance for one to achieve more than previously.

What is your best day in a week? And why?
It's Saturday and Sunday, because I currently work Monday to Friday, so on Saturday I get to unwind, have time to be with family and friends, and on Sunday I attend church, serve my God, bond with other believers and build my faith.

Who is this person whom you cannot finish a day without having spoken to?
The Holy Spirit, my Mom and my friend.

What are your values?
Being respectful, humble, loyal, and responsible.

What is your favourite spot?
I really don't have one, anywhere nice, comfortable and serves good food works for me.

Why did you choose nursing?
I chose nursing because I want to help others.

Who is or was your role model?
My late aunt of blessed memory who was also a nurse. She saw the potential in me to be a great nurse. She was also a huge support system to me before she passed on.


"I like sunrise because it symbolizes a new beginning and it provides a chance for one to achieve more than previously"



ow were your college days?
My college days were a preparatory phase, for my life and all that I do currently. I learnt leadership, got to understand what exactly I wanted to do as a nurse, although it was not the full picture but those clinical placements, school groups, and responsibilities as a leader in my school fellowship and my cycle of friends, were all instrumental in shaping me to whom I am becoming.

Do you recall any naughtiness?
I can't really recall any now. Actually I will call myself an obedient student because I never wanted to get into trouble and didn't cause trouble in school as I would get caught. I used to make a joke to my classmates that I don't have the grace for doing bad things, so I wouldn't even attempt.

I remember at some stage we were writing a test, me and my friend, we joined the class a little late and the lecturer scolded us for it. Although it was for the first time however that voice kept echoing in my mind for longer.

What was the prevalent college/university culture then?
Oh! We had this popular saying that "as a student you read like you don't pray, and pray as if you don't read at all". In my midwifery program, we had test every Friday, it was compulsory whether prepared or not. So keeping focus was the culture.

What kind of student were you?
An easy going, serious and a focused student who just wanted to clear all her papers, not get into trouble, and I wanted to make God, my parents, and my lovely aunt proud.

What remarkable lesson did you take with you from college/university?
To never compare myself with others because everyone has a different background, different purpose and different destinies. Hence, I am true to myself, I celebrate others genuinely and stay focused on my journey.

When was your first day as an employed nurse? And how did you feel?
Oh, I was excited when I got my first nursing job in 2018. I resumed work with so much enthusiasm.

How old were you when you became a nursing professional?
I became a professional nurse at age 21.

What is your current role in nursing?
I will say I wear many hats as a nurse. As an employee in a reputable healthcare organization, I work as the Infection Control nurse and I maintain quality improvement in healthcare. I serve as a founder and director for my health brand "Her Health Matters Group" which is focused on educating women about their sexual and reproductive health. I also serve as the project coordinator for an NGO.


“I wanted to make God, my parents, and my lovely aunt proud”

hat is your greatest skill as an RN?
Observation and listening skills.
What is the hardest thing about being a passionate community-serving RN?
Trying to balance work, making an impact in society and also not losing myself or my wellness in a process.
In your current position, what are you passionate about?
Women's health and learning.
How many ranks have you gone through in your nursing path?
I have progressed in my nursing path, from a student to a staff nurse, from working at the bedside to championing quality improvement in healthcare, through to social impact initiatives and infection prevention and control.
What highest rank have you achieved?
Healthcare quality improvement personnel.
How do you handle stressful issues?
First, by identifying stressors and finding solutions to mitigate them, setting realistic goals and working actively to achieve it instead of procrastinating which often is a trap that I can be tempted to fall into.

Secondly, through unwinding, I ensure to relax and have a good sleep, eating comfort food, and taking a warm bath makes me feel refreshed. Spending time with family and friends also works perfectly.
What are your professional values?
Honesty, team spirit, paying keen observation, being flexible and the willingness to learn.
What kind of leadership do you apply? Bossy or role model?
Role model leadership, I don't like bossy leaders, so I am not one either. I believe I don't have to make people afraid just so they will respect and follow my instructions, it's not a solid leadership style.
Do you think nursing management is universal? Why?
Yes, I believe nursing management principles are universal, but their application may vary depending on factors such as healthcare systems, available resources, cultural norms, and legal frameworks in different nations of the world.

These principles, however, serve as guides for the care we render to patients and how we carry out our roles as nurse managers and administrators.

For instance, in some cultures, women have to inform their husbands about the desire to use family planning methods, to space out pregnancy before using one as it is believed that she does not have the right over her body as a married woman. Therefore, consent from parties is important. While this process can be different from what is obtainable in another country.


"I wear
many hats
as a nurse"

What professional goals did you set for yourself or your team?
Excellent service delivery, team spirit and the importance of applying a phrase 'we over I', creativity and innovation for better solutions .
Are you achieving them?
I would say yes, we keep taking one step towards making it tangible and sustained.
Would you sometimes be tempted to be a parent to your team?
Yes, I do get tempted.
How do you describe your leadership in one word?
Wisdom.
What exceptional role do you play in the nursing sector?
Apart from working at the bedside, I have been able to work as an infection control nurse which I would describe as an incredible and critical role because hospital-acquired infection is a real issue that affects patient outcome.

Also, being part of the Quality team at my current workplace has opened my eyes to understanding the different aspects that sum up the ensuring that patients experience quality treatment at all times, how gaps in healthcare delivery can be closed and the vitality of improvement in our system, structure and process.

This is a unique role that I have been opportune to tackle and contribute my skills and nursing experience to. I have also been able to inspire other nurses to follow their dreams and find purpose in what they do.
What exceptional role do you play in your community?
Being a community project coordinator for a Non-profit enables me to sensitize and provide care to people in rural areas. Hence, I have been playing this role for almost 3 years now, and it's been a wonderful experience. Besides, I have also been privileged to be the founder of Her Health Matters Group which has an online community where I educate women and girls on sexual and reproductive health issues.
From your point of view what relationship is there between the communities and the nursing professionals?
I would like to speak from how I think Nigeria, as my country, perceives nursing. Previously, most people did not know so much about nursing as a profession, except that nurses give injections and wear white dresses and caps. Besides, some people still hold that belief that nurses are wicked based on their personal experience or stories they have heard. However, in recent times this mindset has changed and people are getting to know nursing as a dynamic profession, including its various specialties. Hence, technology has also helped in this regard.


“I don’t like bossy leaders, so I am not one either”

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

It could be through awareness on what nursing really is, and what it isn't. Hence, people's expectations could be managed.

Strengthening the relationship between nursing and the community is essential for promoting health equity, improving access to care, and enhancing overall health outcomes. Here are several strategies to amend and strengthen this relationship:

Cultural Competence and Sensitivity: Nurses should demonstrate cultural competence and sensitivity when working with diverse communities. This involves understanding cultural beliefs, values, and practices, and incorporating them into nursing practice to provide a culturally responsive care.

Partnerships and Collaboration: Nurses should seek opportunities to collaborate with community organizations, local agencies, faith-based groups, schools, and other stakeholders. Building strong partnerships can leverage resources, expertise, and support to address community health needs more effectively.

Accessible and Equitable Care: Nurses should advocate for accessible and equitable healthcare services within the community, particularly for underserved and marginalized populations. This may involve addressing barriers to care such as transportation, language, insurance, and financial constraints.

Health Promotion Campaigns and Initiatives: Nurses can lead or participate in health promotion campaigns and initiatives aimed at raising awareness about important health issues and encouraging healthy behaviours within the community. These campaigns can address topics such as vaccination, smoking cessation, physical activity, and mental health awareness.

Advocacy for Social Determinants of Health: Nurses should advocate for policies and initiatives that address the social determinants of health, such as housing, education, employment, and food security. Addressing these underlying social factors is critical for improving overall health outcomes and reducing health disparities within the community.

Community Empowerment and Capacity Building: Nurses should empower community members to take an active role in their health and well-being. This could involve providing resources, skills training, and support to help individuals and communities build resilience, self-efficacy, and capacity for health promotion.

"Nurses should seek opportunities to collaborate with community organizations, local agencies, faith-based groups, schools, and other stakeholders"



t can also be through volunteering for organisations who are championing one cause or the other.

By implementing these strategies, nurses can strengthen their relationship with the community, foster trust and collaboration, and work together towards achieving better health outcomes for all.

How can trust be established between the two groups?

I believe the 4-way approach will help build trust. That is when we continue to render care with Competence, Respect, Empathy and Understanding.

Demonstrating competence and proficiency in our role instils confidence in others and reinforces trust in our abilities by the community. Treating patients with respect, empathy, and dignity. Listening actively, validate their perspectives, and show empathy towards their experiences and feelings. Moreover, respectful communication builds trust by creating a sense of mutual understanding and appreciation.

Has nursing changed for the better?

Yes, nursing has changed greatly however, there is a lot of work that still needs to be done.

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

Yes, I absolutely believe its possible.

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

Bringing together multiple generations in nursing can be a valuable opportunity to leverage diverse perspectives, experiences, and skills for the benefit of both patients and the nursing profession as a whole. Various pieces of wisdom to apply in making the mixture of several generations in nursing work in one accord:

Embrace Diversity: Recognize and celebrate the diversity of experiences, backgrounds, and perspectives that each generation brings to the nursing profession. Embrace the unique strengths and contributions of nurses from different generations and create a culture that values diversity and inclusion.

Promote Mutual Respect: Foster a culture of mutual respect and appreciation among nurses of all generations. Encourage open dialogue, active listening, and empathy to bridge generational differences and foster understanding and collaboration.

Encourage Knowledge Sharing: Create opportunities for intergenerational knowledge sharing and mentorship. Encourage older nurses to share their wealth of experience and wisdom with younger colleagues, while also providing platforms for younger nurses to contribute fresh ideas and perspectives. As you already know the new generation of nurses is savvy and is exploring specialties that were not popular previously.



"Nursing has changed greatly however, there is a lot of work that still needs to be done"



oster Collaboration: Encourage collaboration and teamwork among nurses of different generations. Assign cross-generational teams to work on projects or initiatives, and leverage the unique strengths and perspectives of each generation to achieve common goals.

Recognize Generational Preferences: Acknowledge and respect generational preferences in communication styles, work preferences, and technology use. Be flexible and adaptable in accommodating different communication and work styles to promote harmony and efficiency within the nursing team. Older generations preferred bedside nursing but compared to the Gen Z nurses, their narrative is different.

How can the young nurses keep rekindling their passion?

Rekindling passion for nursing is essential for maintaining motivation, resilience, and a sense of fulfilment in your career. Here are some strategies for young nurses to keep their passion alive:

Reflect on Your Why: Reconnect with the reasons why you chose nursing as a profession in the first place. Reflect on the values, experiences, and aspirations that initially sparked your passion for nursing, and remind yourself of the meaningful impact you can have on the lives of others.

Seek Inspiration: Surround yourself with sources of inspiration and positivity. Engage with inspiring stories, testimonials, or role models in nursing who embody the passion and dedication you aspire to emulate. Attend nursing conferences, seminars, or workshops to gain new insights and perspectives.

Find Purpose in Your Work: Identify areas of your nursing practice that resonate deeply with your values and interests. Whether it's providing compassionate care to patients, advocating for vulnerable populations, or advancing nursing research and innovation, find purpose in your work that ignites your passion. As a nurse, I have a great interest in women's health and going out of the bedside setting to educate people about their health is my passion. I have followed this passionately; I have found purpose in what I do.

Embrace Lifelong Learning: Stay curious and committed to continuous learning and professional development. Explore new specialities, acquire new skills, or pursue advanced degrees or certifications that align with your interests and career goals. Engaging in lifelong learning can keep your passion for nursing alive and thriving.

Cultivate a Supportive Network: Surround yourself with a supportive network of colleagues, mentors, and peers who share your passion for nursing. Lean on each other for encouragement, advice, and collaboration, and celebrate successes and milestones together.



"Rekindling passion for nursing is essential for maintaining motivation, resilience, and a sense of fulfilment in your career"

ractice Self-Care: Prioritize self-care and well-being to prevent burnout and maintain a healthy work-life balance. Incorporate self-care activities into your daily routine, such as exercise, mindfulness meditation, hobbies, or spending time with loved ones. Taking care of yourself allows you to recharge and sustain your passion for nursing.

Celebrate Achievements and Milestones: Acknowledge and celebrate your achievements, no matter how small. Recognize the impact you make in the lives of patients and colleagues and take pride in your contributions to nursing excellence. Celebrating successes can reignite your passion and motivation.

Stay Engaged and Advocating: Get involved in nursing organisations, committees, or advocacy groups that align with your interests and values. Advocate for issues that matter to you, whether it's patient safety, healthcare equity, or professional development opportunities for nurses. Being actively engaged in nursing initiatives can fuel your passion and sense of purpose.

Keep a Positive Mindset: Cultivate a positive mindset and focus on gratitude, resilience, and optimism in your nursing practice. Recognize the challenges and setbacks as opportunities for growth and learning and maintain a hopeful outlook on the impact you can make as a nurse.

Reconnect with Patients: Take time to connect with patients on a personal level and hear their stories. Remind yourself of the profound impact you have on their lives through your compassion, empathy, and expertise. Reconnecting with patients can reignite your passion and remind you of the meaningful difference you make as a nurse.

By incorporating these strategies into your nursing practice, you can keep rekindling your passion for nursing and cultivate a fulfilling and rewarding career that continues to inspire and motivate you.

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

I consider myself to still be young in the profession (laughs), and am sure, still learning.


“Prioritize self-care and well-being to prevent burnout and maintain a healthy work-life balance”

I will say aside from doing courses such as BScN, Masters programs and PhD, recognizing and utilizing opposites to learn and showcase one's skill is key, taking healthcare leadership certification courses also is great. Moreover, taking a Cue from other great nurses and role models could be a superlative legacy.

What is your advice to the nursing leadership?

To nursing leaders all over the world, I would like to give you a brief advice;

Embrace change and innovation: Stay abreast of emerging trends, best practices, and technological advancements in healthcare. Embrace change and innovation and empower your team to adapt and thrive in an ever-evolving healthcare landscape.

Serve with the future of nursing at heart: make decisions and moves that future generations will thank and celebrate you for, and not decisions to enslave others.

Create platforms that empower and showcase the nursing profession: I believe the world still has a lot of chasing up to do in regards to what nursing is and the impact it makes daily.

What is your advice to the young nurses?

Dear Colleague, it's okay not to have had it all figured out, to feel not so competent in carrying out that procedure for the first time or just think about if you made the right career choice in the first place.

However, take a deep breath, everything will be fine. Remember why you started in the first place. Don't pressure yourself, rather take it one day at a time, remember that every expert was once a novice.

What is your advice to the nursing students?

Have a goal as an individual, as a nurse, and pay attention to the burning interest, that passion inside of you. Be your authentic self, study hard, take advantage of every opportunity to learn and above all trust God.

How do you perceive the future of nursing?

There will be more dynamic processes, whereby nurse leaders will take the centre stage in decision-making and birthing innovative solutions, and more non-bedside speciality becoming known.


"Serve with the future of nursing at heart"



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Carrot-Ginger Miso Chicken Salad

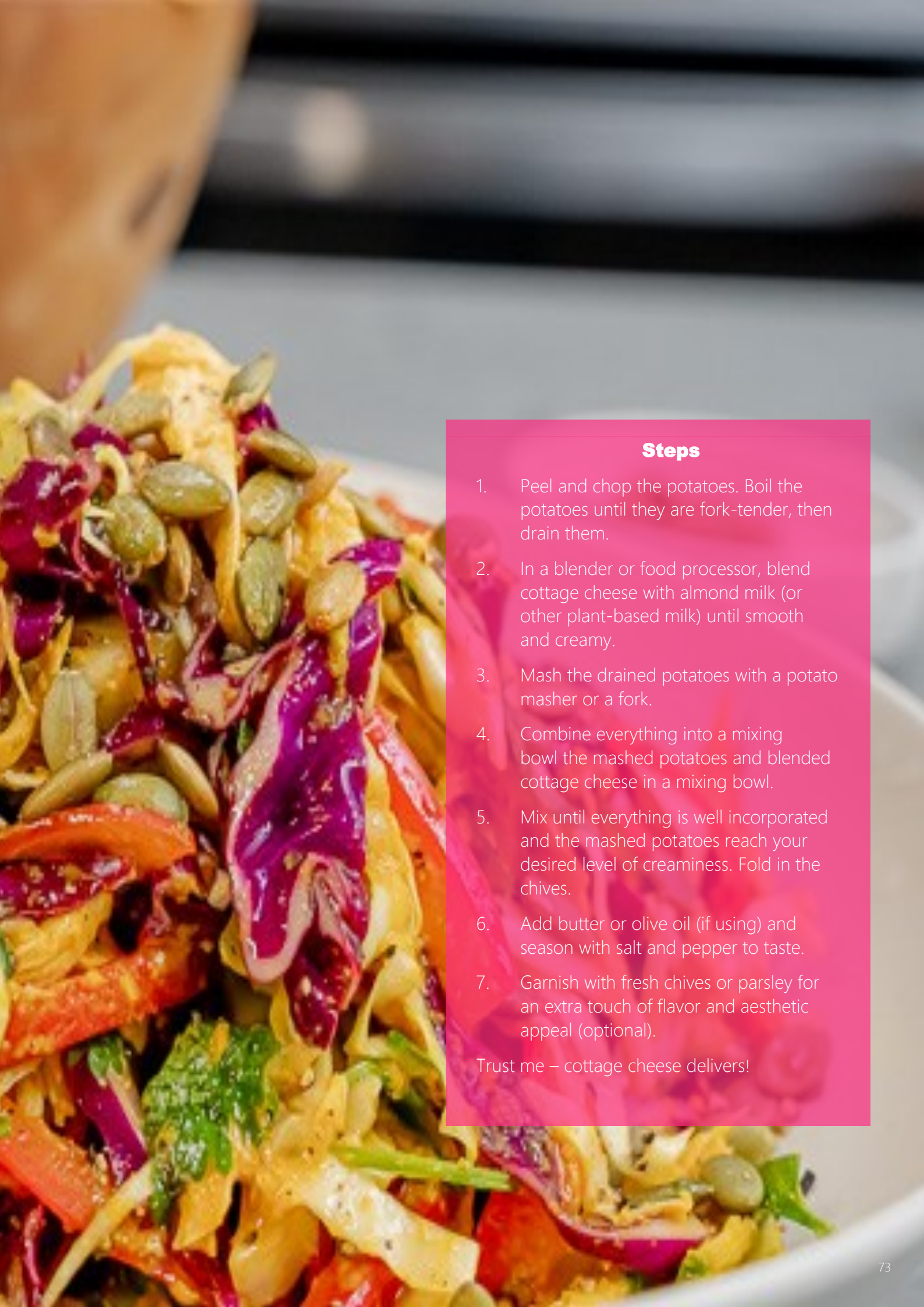
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Ingredients

- Dressing
- 2 medium (161g) raw carrots, chopped
- 1.5 tablespoons raw ginger
- 1 garlic clove
- 1 tablespoon rice vinegar
- 1 tablespoon white miso paste
- juice from 1/2 lime
- 1 tablespoon low sodium tamari
- low sodium soy sauce

2 teaspoons agave (or honey)
1 tablespoon cracked pepper
1 tablespoon sesame oil
2 tablespoons avocado oil
1 tablespoon olive oil mayonnaise *
2 teaspoons ground turmeric *
2 tablespoons water for consistency *



Steps

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!

Umami Avocado Egg Salad

fitmencook.com





Ingredients

Base Sauce

- 4 tbsp reduced fat olive oil mayonnaise
- 1 large avocado, diced into chunks
- 1 tbsp Worcestershire sauce
    - 1 tbsp low sodium Tamari
- soy sauce
- 2 tsp sesame oil
-

Salad

- 5 hardboiled eggs, diced
- 2oz can anchovies
- 2 tbsp chives, diced
- 1 tbsp fresh cracked (white) pepper

Steps

Mix together the ingredients for the sauce.

Then, add the remaining ingredients and gently fold them together.

Season to taste with either mineral salt or tamari and pepper.



Mixed Seafood Poke Tower with Light Spicy Mayo Sauce

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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 f or 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.

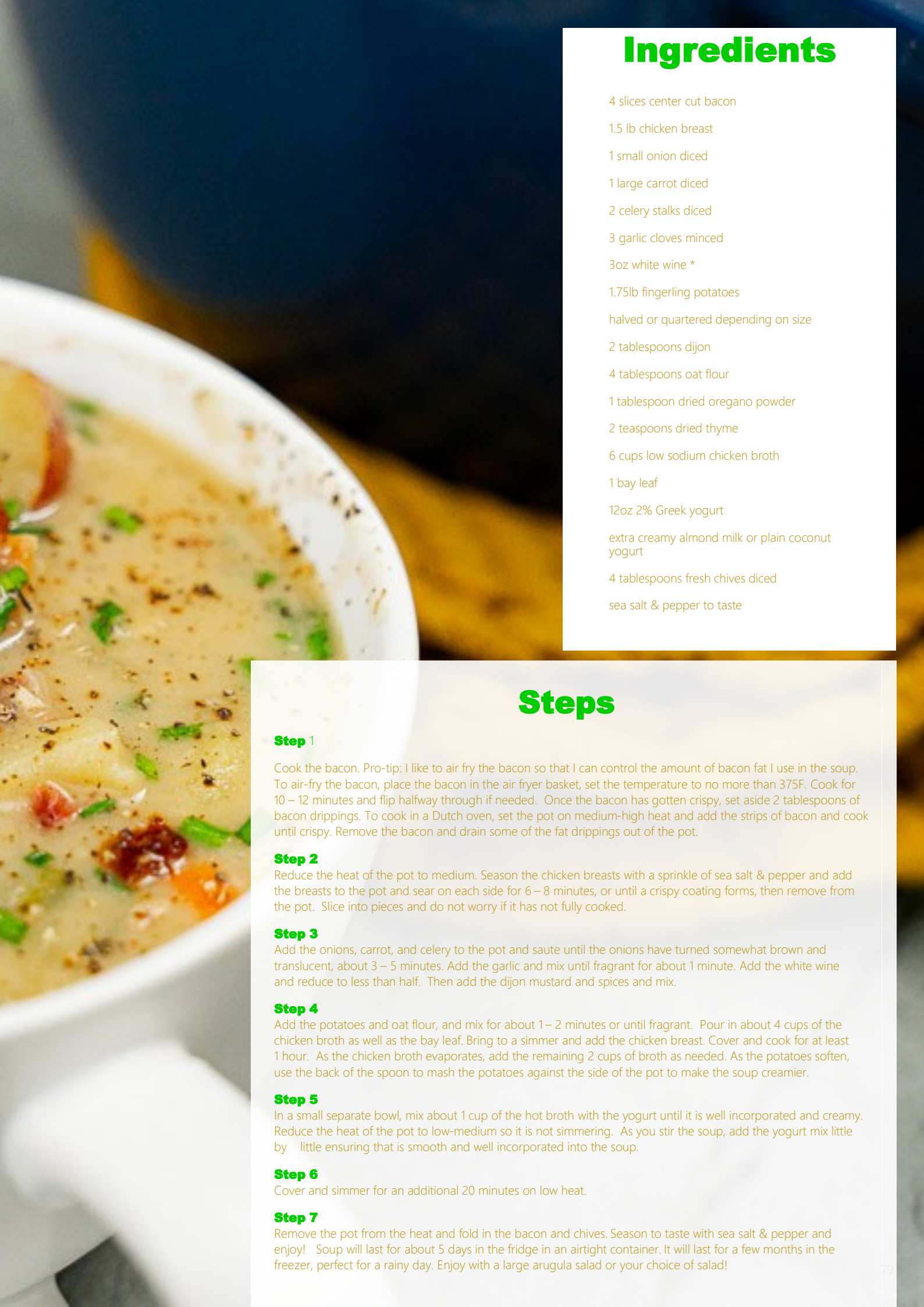
Step 8

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

Lighter Baked Potato Soup with Grilled Chicken

fitmencook.com





Ingredients

4 slices center cut bacon

1.5 lb chicken breast

1 small onion diced

1 large carrot diced

2 celery stalks diced

3 garlic cloves minced

3oz white wine *

1.75lb fingerling potatoes

halved or quartered depending on size

2 tablespoons dijon

4 tablespoons oat flour

1 tablespoon dried oregano powder

2 teaspoons dried thyme

6 cups low sodium chicken broth

1 bay leaf

12oz 2% Greek yogurt

extra creamy almond milk or plain coconut yogurt

4 tablespoons fresh chives diced

sea salt & pepper to taste

Steps

Step 1

Cook the bacon. Pro-tip: I like to air fry the bacon so that I can control the amount of bacon fat I use in the soup. To air-fry the bacon, place the bacon in the air fryer basket, set the temperature to no more than 375F. Cook for 10 – 12 minutes and flip halfway through if needed. Once the bacon has gotten crispy, set aside 2 tablespoons of bacon drippings. To cook in a Dutch oven, set the pot on medium-high heat and add the strips of bacon and cook until crispy. Remove the bacon and drain some of the fat drippings out of the pot.

Step 2

Reduce the heat of the pot to medium. Season the chicken breasts with a sprinkle of sea salt & pepper and add the breasts to the pot and sear on each side for 6 – 8 minutes, or until a crispy coating forms, then remove from the pot. Slice into pieces and do not worry if it has not fully cooked.

Step 3

Add the onions, carrot, and celery to the pot and saute until the onions have turned somewhat brown and translucent, about 3 – 5 minutes. Add the garlic and mix until fragrant for about 1 minute. Add the white wine and reduce to less than half. Then add the dijon mustard and spices and mix.

Step 4

Add the potatoes and oat flour, and mix for about 1 – 2 minutes or until fragrant. Pour in about 4 cups of the chicken broth as well as the bay leaf. Bring to a simmer and add the chicken breast. Cover and cook for at least 1 hour. As the chicken broth evaporates, add the remaining 2 cups of broth as needed. As the potatoes soften, use the back of the spoon to mash the potatoes against the side of the pot to make the soup creamier.

Step 5

In a small separate bowl, mix about 1 cup of the hot broth with the yogurt until it is well incorporated and creamy. Reduce the heat of the pot to low-medium so it is not simmering. As you stir the soup, add the yogurt mix little by little ensuring that is smooth and well incorporated into the soup.

Step 6

Cover and simmer for an additional 20 minutes on low heat.

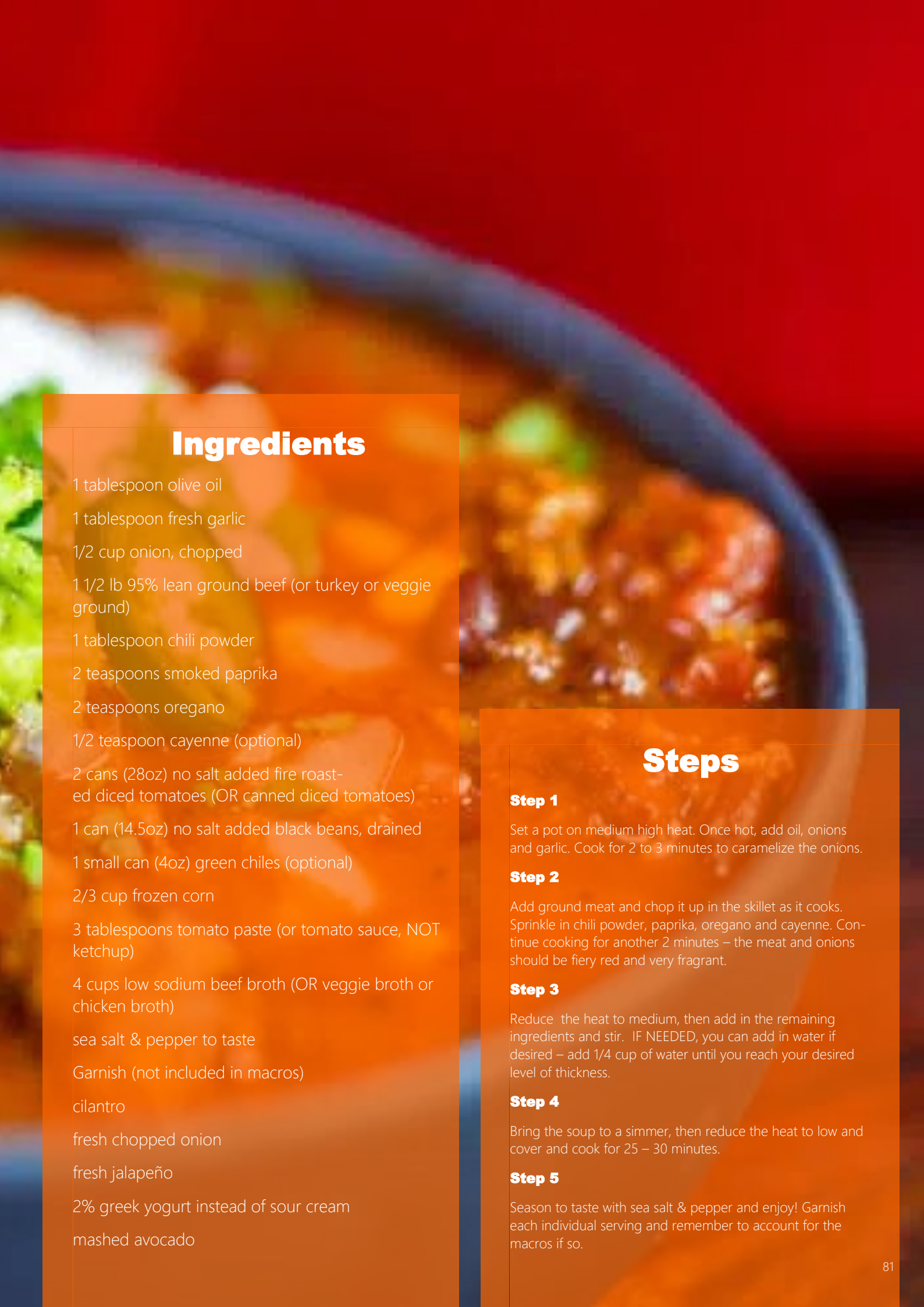
Step 7

Remove the pot from the heat and fold in the bacon and chives. Season to taste with sea salt & pepper and enjoy! Soup will last for about 5 days in the fridge in an airtight container. It will last for a few months in the freezer, perfect for a rainy day. Enjoy with a large arugula salad or your choice of salad!

Easy One-Pot Taco Tuesday Soup

fitmencook.com





Ingredients

1 tablespoon olive oil

1 tablespoon fresh garlic

1/2 cup onion, chopped

1 1/2 lb 95% lean ground beef (or turkey or veggie ground)

1 tablespoon chili powder

2 teaspoons smoked paprika

2 teaspoons oregano

1/2 teaspoon cayenne (optional)

2 cans (28oz) no salt added fire roasted diced tomatoes (OR canned diced tomatoes)

1 can (14.5oz) no salt added black beans, drained

1 small can (4oz) green chiles (optional)

2/3 cup frozen corn

3 tablespoons tomato paste (or tomato sauce, NOT ketchup)

4 cups low sodium beef broth (OR veggie broth or chicken broth)

sea salt & pepper to taste

Garnish (not included in macros)

cilantro

fresh chopped onion

fresh jalapeño

2% greek yogurt instead of sour cream

mashed avocado

Steps

Step 1

Set a pot on medium high heat. Once hot, add oil, onions and garlic. Cook for 2 to 3 minutes to caramelize the onions.

Step 2

Add ground meat and chop it up in the skillet as it cooks. Sprinkle in chili powder, paprika, oregano and cayenne. Continue cooking for another 2 minutes – the meat and onions should be fiery red and very fragrant.

Step 3

Reduce the heat to medium, then add in the remaining ingredients and stir. IF NEEDED, you can add in water if desired – add 1/4 cup of water until you reach your desired level of thickness.

Step 4

Bring the soup to a simmer, then reduce the heat to low and cover and cook for 25 – 30 minutes.

Step 5

Season to taste with sea salt & pepper and enjoy! Garnish each individual serving and remember to account for the macros if so.



Banana & Strawberry Chocolate Protein Waffle Cone

fitmencook.com



Ingredients

1 cup non-fat Greek yogurt

1 1/2 scoops grass-fed whey isolate protein

1/2 medium-sized banana

2 waffle cones

3 – 4 strawberries

Steps

Step 1

Mash the banana in a bowl, then add the remaining ingredients minus the waffle cones, and mix well together.

Step 2

Set aside in the freezer for about 20 minutes to harden just a little.

Step 3

Stuff inside 2 waffle cones and garnish with chopped strawberries.



Chun-Li Lightning Kick Sweet Red Pre Workout Smoothie

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Ingredients

1/2 red beet
1 small red apple
1 celery stick
3 large strawberries
1/4 banana
green tea*
1/3 cup raspberries*
1 tsp ginger*

Steps

Step 1

Add ingredients listed above to a blender.

Step 2

Simply pulse blend for about 1 minute to ensure you remove any chunks, then blend until smooth.

Step 3

Instead of ordering a salad with your meal, try this. Or, simply drink as a snack.

8 Benefits of Dog Walking



"Having a dog can break uncomfortable social barriers between people, and encourage you to meet others in your neighbourhood or community"



Article by www.welovepets.care published on 14 March 2022

We all know that exercise is good for us, and every little bit of physical activity helps us improve our individual health and wellbeing. But did you know that getting out for a dog walk can offer added benefits? Check out all of the ways dog walking is good for you and your canine companion below:

1. Lowers blood pressure and decreases stress

Studies show that walking just 15 minutes a day can help lower your blood pressure, which often results in decreased stress levels. Getting outdoors for fresh air and vitamin D boosts our moods, helping us feel calmer, less stressed, and happier overall.

2. Aids cardiovascular fitness and obesity prevention

Walking at a brisk pace can count for your daily dose of cardio! And it's an essential aerobic activity for both you and your pup. We're familiar with the human benefits of a daily walk, but it's equally important for dogs as it aids obesity prevention. Canine obesity often leads to other illnesses such as osteoarthritis, cardiovascular disease, liver disease, and insulin resistance. Walking can prevent these complications down the line!

3. Builds stronger muscles, bones, and joints

Our muscles, bones and joints are strengthened by our physical activity, getting out for a dog walk can actually make you feel a little stronger and stand a little taller! Walking for 15-30 minutes a day is an effective way to prevent osteoporosis (the loss of bone density). Much like us, as our dogs age they tend to suffer from joint pain, but regular walks can improve joint health and keep your furry friend active well into their old age.

4. Has a positive impact on mental health

It's well documented that animals can have a positive impact on our mental health, as they tend to provide non-judgmental companionship and unconditional love. Not only does a dog walk offer an opportunity to practice mindfulness and take advantage of the benefits of being outdoors, but it can strengthen the bond between you and your pooch. And, you might not realise it, but a walk is excellent for your dog's mental health too! Walking in new and unexplored areas gives them a constructive task to process different sights, smells and sounds. It's great for mental stimulation and development.

5. Forms healthy habits and promotes accountability

There have been studies conducted which found that on average, dog owners were more likely to walk for recreation, as compared to non-owners. Your dog can actually influence you into forming lifelong, healthy habits! Plus, getting out for a daily walk will ensure that you're active on a regular basis. It's also been noted that dog walking can influence the development of healthy 'co-disciplines,' like getting up early for a dog walk each morning. Your dog depends on you for a walk, so you're held accountable for getting those steps in!

6. Prevents bad behaviours

Taking your dog for a walk enhances their emotional health – when they spend one on one time with you, it builds a shared emotional connection that can help deter annoying and/or attention-seeking behaviours, such as whining and barking. And, getting your dog out of the house each day will prevent boredom, which often leads to chewing and destructive behaviours.

7. Boosts social skills for both parties

According to one survey, people that walk dogs are perceived as more friendly and approachable, as well as more likely to acknowledge and greet others in the street. Having a dog can break uncomfortable social barriers between people, and encourage you to meet others in your neighbourhood or community. And that's just for people! Going for a dog walk exposes your dog to other people, objects, and animals, so they have the opportunity to learn suitable social behaviours. Regular walks, starting from an early age, encourage dogs to develop appropriate social manners and etiquette.

8. Provides an opportunity for training

Walking is particularly beneficial for dogs as it aids their digestive and urinary health. In short, it helps them use the loo! Daily walks are a good excuse to practice using the bathroom outdoors, especially for puppies. Walks also give you the chance to practice training techniques like working on commands and recall. Training is another great way for your dog to engage in mental stimulation.


"I enjoy sleeping, editing videos, reading books, and studying my bible"
Ocent Studio

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Omolade Dada

A Christian and a nursing student at Chrisland University. A Christian/Nursing Content Creator and a YouTuber. A Founder of Salvation Army Foundation. A lover of God and His people. A sexual purity advocate and a happily single young lady. A writer of a piece on identity titled, "My life as a Christian Teenager; Unraveling Identity". This piece is mainly for teenagers and any other person with the aim for Christ to be seen, known and glorified. Furthermore, she is prioritizing her 'Me Time'.

"Me time" is essential for maintaining mental and emotional health, reducing stress, and increasing productivity.

By prioritizing self-care and making time for oneself, individuals can return to their daily responsibilities with renewed energy and a clearer mind.

Personally, most of the time, I do have a schedule or a to-do list and it sometimes runs through for a day or for a week. I believe taking care of myself is essential for my overall well-being and productivity.

In my free time, I enjoy sleeping, editing videos, reading books, and studying my bible, meditating, listening to songs and sermons, watching fashion shows, and catching up with family and friends for my personal growth and development.

I dedicate time to learning or reading school or lecture slides, reading books on growth and self-development, as well as taking courses on how to improve my content creation skills et cetera.

Talking about 'me time' without adding physical well-being is so incomplete. I do activities like breathing exercises, drinking water early in the morning, and taking a walk as it helps me to maintain my physical health and mental clarity.

As a content creator and a social media person, social connectivity is part of my 'Me Time'. Spending time with my online family, building networks with friends, and colleagues helps me with some sense of belonging.

By prioritizing my 'Me Time' I'm able to recharge and approach my study life, spiritual life, social media life and personal life with renewed energy and focus.

"By prioritizing my 'Me Time,' I'm able to recharge"

"Close your eyes and take slow, deep breaths, concentrating on the sensation of air moving in and out of your lungs"



7 breathing techniques

to help you de-stress



The breath is a powerful tool that can support your mental and physical health. We explore how to breathe properly with 7 stress-busting breathing techniques.

Clinically reviewed by Dr. Chris Mosunic, PhD, RD, CDCES, MBA

1. Diaphragmatic breathing
Also known as belly breathing, this technique involves taking slow, deep breaths through the nose, expanding the diaphragm rather than the chest. To practice, sit comfortably and place one hand on your chest and the other on your abdomen. Take a deep breath through your nose, allowing your diaphragm to expand. Exhale slowly through the mouth. Repeat several times.
Need to catch your breath? Check out this Guided Breathing exercise with Anna Acton.

2. Breath focus
A simple, effective technique that focuses solely on your breath, eliminating other thoughts. Close your eyes and take slow, deep breaths, concentrating on the sensation of air moving in and out of your lungs. You can practice breath focus by doing a simple breathing meditation like Pause to Breathe.

3. Lion's breath
This technique is especially good for releasing tension in the face and chest. Inhale deeply through the nose, open your mouth wide, and stick out your tongue as you exhale, making a 'ha' sound.
Try our Breathing Room meditation whenever you need to release tension and ease stress.

4. 4-7-8 breathing
Inhale through the nose for 4 seconds, hold the breath for 7 seconds, and exhale through the mouth for 8 seconds. It's designed to bring a sense of calm.
Try Breathe into Relaxation the next time you're feeling stressed and need to get centered.

5. Box breathing
Also known as square breathing, this technique involves inhaling, holding the breath, exhaling, and pausing for an equal number of counts (usually four). It's incredibly effective for calming the nervous system.

6. Ocean breath
Inhale deeply through the nose, filling your lungs. Exhale through the nose while constricting the back of your throat, making an ocean-like sound. This technique can be calming and grounding. You can explore using this technique with Calm's Breathe Bubble.

7. Alternate nostril breathing
This involves breathing in through one nostril while closing the other with a finger and then exhaling through the other nostril. It can help create a sense of calm and focus.

"Try Breathe into Relaxation the next time you're feeling stressed"

https://www.calm.com/blog/how-to-breathe



If You're Not at the Table,

You Will End Up on the Menu: Nurses in Health Policy-Making

Article by Ali Fakher, BSN, RN,

In the dynamic world of healthcare, the phrase "If you're not at the table, you will end up on the menu" resonates deeply, especially for nurses.

Despite being the backbone of the healthcare system, many nurses find themselves sidelined in health policy-making. To change this, we must understand the root causes from a systems thinking perspective.

1. Hierarchical Structures in Healthcare

Root Cause: Traditional healthcare organizations operate within a hierarchical framework where decision-making power is concentrated at the top, often excluding nurses.

Impact: Nurses, who are crucial in patient care, often lack the authority to influence policies that directly affect their work environment and patient outcomes.

Solution: Advocate for flatter organizational structures that value the input of all healthcare professionals. Encourage leadership development programs for nurses to equip them with the skills needed for policy advocacy.

2. Educational Gaps

Root Cause: Nursing education predominantly focuses on clinical skills, with insufficient emphasis on policy-making and leadership.

Impact: Many nurses feel unprepared and lack the confidence to engage in policy discussions or assume leadership roles in this arena.

Solution: Integrate health policy and leadership training into nursing curricula. Foster partnerships between nursing schools and policy institutions to provide real-world policy-making experiences.

3. Lack of Representation

Root Cause: Historically, nurses have been underrepresented in policy-making bodies and advisory boards.

Impact: Policies often reflect the perspectives of other healthcare professionals, potentially overlooking the practical insights that nurses can offer.

Solution: Ensure that nurses have seats at decision-making tables. Advocate for the inclusion of more nurses in local, state, and national healthcare advisory boards.

4. Cultural and Gender Biases

Root Cause: Nursing, traditionally seen as a female-dominated profession, faces gender biases that affect its perceived value in policy-making.

Impact: These biases can lead to under-valuation of nurses' contributions and marginalization in policy discussions.

Solution: Challenge and change cultural stereotypes by highlighting the critical role of nurses in healthcare. Promote gender equity and diversity in leadership positions.

5. Limited Time and Resources

Root Cause: Nurses often work long hours with demanding schedules, leaving little time for policy engagement.

Impact: The demanding nature of nursing work can hinder active participation in policy-making processes.

Solution: Institutions should create opportunities for nurses to contribute to policy discussions during work hours. Provide resources and support for nurses to engage in policy advocacy.

6. Insufficient Advocacy Infrastructure

Root Cause: There is often a lack of structured support for nurses to engage in policy advocacy.

Impact: Without organized advocacy efforts, individual nurses may struggle to make their voices heard.

Solution: Establish and strengthen nursing associations and advocacy groups. Encourage collaborative efforts to amplify the collective voice of nurses in policy-making.

Conclusion

To ensure that nurses are not just on the menu but are key players at the policy-making table, we must address these systemic issues.

By advocating for inclusive structures, enhancing education, increasing representation, challenging biases, managing workloads, and building robust advocacy networks, we can empower nurses to shape the future of healthcare.

Let's transform the landscape where every nurse feels confident and capable of influencing health policies that impact their profession and the lives of their patients. Together, we can ensure that nurses have a powerful and respected voice in health policy-making.

"Historically, nurses have been underrepresented in policy-making bodies and advisory boards"

"Without organized advocacy efforts, individual nurses may struggle to make their voices heard"

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"I am so privileged to have had a couple of mentors throughout my career"

Leadership is simply taking care of those you lead



Rona Letlhogile (RN)

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

I am a Unit Manager for Internal Medicine at Sir Ketumile Masire Teaching Hospital (SKMTH), Botswana's first Quaternary level teaching hospital. I oversee Female Medical Ward, Male Medical Ward, and subspecialty Outpatient Clinics. Part of my job is to lead a team of Registered Nurses, Medical officers, Healthcare Auxiliaries and coordinate multidisciplinary teams in daily care and management of patients.

Some of my responsibilities are to coordinate and ensure internal and external training plans are implemented so that we have a competent workforce. I, together with my team leads, forward daily, weekly, and monthly unit reports to the senior management. I also ensure prudent and sustainable utilization of resources within the department.

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

Leadership to me, simply means taking care of those you lead, with respect, compassion, and patience. Ensuring and cultivating psychological safety within the team, making sure the team is well resourced to carry out patient care plans and most importantly inspiring and mentoring your teams to perform at their optimal level by supporting their personal and professional growth.

I am so privileged to have had a couple of mentors throughout my career, Sir Isaac Newton once said, "If I have seen further, it is by standing on the shoulders of giants".

In my case the giants that have enabled me to see further are: Dr Lillian Aaca Okui. Oh! what a phenomenal woman; she cultivated an environment where we could freely express our talents, make mistakes and she would guide us with such patience and compassion. It's been so inspiring that my colleagues and I would spend sleepless nights churning on reports just so we don't disappoint her by missing deadlines. To this date we are still in touch, as a matter of fact we are working together on a research project that she has co-opted me as a co-Principal Investigator.

Thus, Dr Othusitse Fane is my second mentor and my current supervisor, Dr Fane is not only an inspiration to me as a mentee but he's truly an inspiration to all in the nursing fraternity in Botswana and across border; one of the first nurses to lead a big hospital such as ours as Acting Commissioning Manager and went onto pursuing a PhD in strategic Management.



“As a leader I had to think creatively, I engaged my team and told them that to achieve our target we needed to do things differently”

look at what he has achieved for himself and the profession and that makes me push myself further, he has been actively supporting me during my MBA journey and he constantly reminds me that I should enroll for my PhD. Moreover, his leadership skills, mentoring and empowering have made a huge impact in my career.

What kind of role does wellness play at your facility?

Back in the day, when I worked as a Research Coordinator for one of the biggest Research Studies ever carried out in the sub Saharan Africa, the Botswana Combination Prevention Project (BCPP), we worked as roving teams throughout 30 communities across Botswana and we had very tight targets for each community, I remember we were at a Village called Mmadinare, struggling to meet targets because our research participants worked during the day at the nearest mining town-Selibe Phikwe.

As a leader I had to think creatively, I engaged my team and told them that to achieve our target we needed to do things differently; it couldn't be business as usual. Instead of reporting from 730-430, we agreed as a team that we would start reporting at 12 noon and knock off around 9 p.m. when our research participants were home.

And guess what? We managed to achieve and exceeded our target and I rewarded my team with a day off to travel back to their families as we were breaking for a holiday that week. It was truly fulfilling to the team, and it boosted their morale.

To lead a team of talented and smart medical officers and nurses, who diligently take care of our patients, have been fulfilling, particularly when the happy families come to thank the team for what they believe was exceptional care, these are moments that make me proud to be a Nurse; to know that we as a team have made a difference in someone's life.

I have a very cordial relationship with my colleagues, we learn from one another during our interactions, same applies to my team. We have a culture of psychological safety where everyone is encouraged to share their ideas and views without fear or favour, outside work we hang out and go on team building activities such as dinners or parties just to let our hair down and distress from our hectic clinical work. I consider myself very lucky to be part of this team.

How did your schooling define leadership?

Leadership is the ability of an individual or a group of people to influence and guide followers or members of an organization, society or team. Leadership is influencing other people to follow while taking risks.

What is your personal understanding about leadership?

Leadership ought to be democratic. Hence, mine is mostly democratic in the sense that I prefer to listen to my team's ideas, thoughts, and suggestions and in most cases I apply them.

As the team on the ground, I DO NOT like macro-management, as I think it's a waste of time and talent. However, different situations call for different styles of leadership. A high-stake scenario, like in a resuscitation room, requires one to apply an autocratic leadership style, perhaps.

I would love to, in line with the organization's policy training, support my team members more, so that they may develop professionally in their various areas of interest through cutting edge courses, regionally and internationally. This area hasn't been optimal as we are a relatively new organization that's still taking shape, but I remain optimistic.

Our approach as an institution is to harness the power of technology and administer electronic customer satisfaction surveys across the hospital whereby customers can scan the QR code and respond to the survey, this has worked so well so far.

Over and above that my hospital SKMTH, through our PR & Comms Department, has recently carried out a Brand Perception Audit through a survey that our clients, stakeholders, and the rest of the public responded to. Hence, through that exercise the public and stakeholders provided candid insights and feedback that's invaluable to the organization.

There is a wide array of leadership courses and fellowships out there, some are even free online courses. However, over and above that I encourage aspiring leaders to read and learn in different areas, particularly on the soft-human skills which have been key to my leadership journey and growth. As the 33rd US President so eloquently put it, "Not all readers are leaders, but all leaders are readers''.

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

Leadership ought to be inclusive with a touch of sacrifices. Surprisingly, the proudest and life changing moments of my career are when I do voluntary work. For instance, I have volunteered for an NGO known as Botswana Welfare Association (BOFWA) whereby I assisted with HIV testing and counselling, campaigns, Sexual Reproductive Health (SRH) screening etc., I went on to Volunteer at Botswana Baylor Teen Club, supporting children living with chronic illnesses such as Cancer and HIV/AIDS.

I have also sat in different Boards; Men for Health and Gender Justice as a Board Secretary. Thus, most recently I have been appointed by the Botswana Red Cross Society (BRCS) as a member of the National Executive Committee with health expertise. These are instances where I feel like I'm giving back to the community, which is especially important to me as a beneficiary of my country's free education.

I want to, one-day, work for global organizations such as WHO, but I am aware that it would take hard work, persistence, determination and a lot of personal and professional development, that is why I enrolled for my MBA which is due for completion in August 2024, I also have ambitions to enroll for PhD whilst I'm still 40.

You know what they say about 40? "Life begins at 40!"

What is a required balanced leadership?

To me there no right or wrong answer in this regard, leadership is a delicate balance of being an encourager, a coach, a motivator and sometimes a disciplinarian, it all depends on the situation at hand.

There's no magic formula to succeed in nursing as a leader, hard work, investing in yourself professionally, continuous learning and having a teachable and coachable spirit will take one far.

For instance, my daily performance goals align with the department and the hospital strategic goals, such as ensuring customer satisfaction, implementing continuous quality improvement programs, ensuring daily patient safety audits, training via internal CMEs, responsible resource allocation including safe staffing ratios and meaningful engagement with my team via staff briefings. Compassion tops it all, for your colleagues, the teams you lead and the patients that you serve, and that's what drives my leadership journey.

Again, it depends on the situation, high stake situations need one to be swift in decision making and in more laid-back situations one may afford to be inclusive.

Besides, I am very keen to see young nurses grow both at a personal and professional level. Hence I mentor a couple of them but I would like to zone on a young nurse, her name is Boikago Topo, she had just started working and is very pumped up about her nursing career.

Thus, my job as a mentor is to give her career options and guidance. I have provided her with resources to help her make informed decisions. Most importantly I have given her access to my network of experienced and highly skilled colleagues. I like her energy; she reminds me of my younger self when I started with my nursing career, I believe she is going places provided she stays focused.

Therefore, I expect my mentees to treat their teams the way they would want to be treated; with respect. I would also want them to exude exceptional work ethics and be exemplary.

In conclusion, I would like to encourage all my colleagues across the globe to keep at it. Let's do it for our patients, let's do it for humanity, no matter the circumstances. I am proud of you all!

"There's no magic formula to succeed in nursing as a leader, hard work, investing in yourself professionally, continuous learning and having a teachable and coachable spirit will take one far"



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

Tumelo Nthinya (RN)

The exploring manager

What is your current position?
I have been appointed as the Operational Manager at Winnie Madikizela Mandela Clinic in Rouxville, Xhariep District in the South of Free State.

Name a few of your responsibilities.
My responsibility is to ensure smooth operation of the facility, to enforce health policies aimed at providing holistic and quality nursing care to the patients, management of physical and human resources at my disposal, quality data management and to ensure professional and ethical practices in providing services within the facility.

In combination of your schooling and your current position, what is management?
Management is the process of planning, organising, and leading people in an organisation to achieve a particular set goal.

Do you have a mentor? Who is it?
Yes, I have two mentors who always assist me including throughout interviews' processes. They even gave me a template of a day-to-day running of the facility and ideas on how to make it easy for me as a newly appointed manager; they are Mr Bassie Motsoeneng and Mme Mathapelo Mosea. Besides, there are many others who contributed positively towards my new role.

What is the greatest challenge you have faced on your job? How did you overcome it?
My challenge with my new role is simply that I have never been a manager before, this is my first managerial position. Other challenges include shortage of personnel, transport issues and drug availability, amongst others.

Numerous engagements with local and district management have been implemented, I often ask for support from other clinics within the subdistrict to assist with staffing, and lastly for district hospitals to assist our facility with transport to enable us to attend meetings and trainings.

What do you personally enjoy the most about working as an operational manager?
Working as an operational manager helps me a lot as I sometimes serve as an acting assistant manager. This prepares me physically and psychologically while I get some exposure to meet with different people and explore their management styles. And I also get a chance to accumulate not only skills but eagerness to be developed towards being an executive manager.

How is your relationship with your colleagues and your team?
We have a good working relationship with my team, it is a respectful and a supportive one at all times. We have clear lines of communication and I also ensure, by all means, to involve my team in every decision-making.

How would you define your management style?
It is a mixture of a bureaucratic management style and a participative one.

What do you need to improve on to get to the next level?
I believe I spent most of the time doing patient care and the clinical duties, now I need to move more towards monitoring and evaluation, report writing and policy making. Hence, I need to improve my computer skills and M&E on data analysis.

What is the best method that health institutions can use to offer feedback to or get ideas from their clients?
Most of our people are relying on technological devices on a daily basis, it would be easier to employ these devices to convey messages across and to get feedback from the clients, and to those older clients traditional paper-based means can be used.

What kind of skills or training should the nursing management hopefuls acquire?
Both clinical and business skills are essential to all management prospectives. Thus, vast clinical experience, on programs which are practiced in our facilities, is vital.

What career achievements are you most proud of?
I have managed to complete three clinical and other various qualifications that made my career to prosper, I have, in 11 years, been exposed to the public, private and NGOs and have made it to the management position in my 11th year within the profession.

What are your personal career goals?
I'm pursuing to become the MEC of health and welfare one day.

What daily performance goals are you setting for yourself?
To learn a new skill every day.

What is the most required characteristic from a nursing manager?
Being detailed and time conscious, a good listening skill and being considerate to others.

"We have clear lines of communication and I also ensure, by all means, to involve my team in every decision-making"

Indicate your management style in one word
Problem-solving.

What is a perfect management style?
One that yields productivity, one that can solve problems with ease and one that informs the spirit of ubuntu.

What is a required management style?
A required management style is a participative one, that encourages the entire team to have a say and ability to solve work-related problems on their own, at a grassroots level.

Who are you mentoring currently?
I'm mentoring my junior staff; professional and enrolled nurses, as well as the community health care workers.

What would you expect from them (mentees) when they reach their management level?
To be type of managers who don't look down on their subordinates, who lend a helping hand to them, and who develop and empower others.

What advice would you give to the nursing management hopefuls?
My advice is that they, too, can make it to the management level, it requires someone who doesn't wait for handouts to become, it requires go-getters who can spend for their own development, who can sacrifice their time to learn new skills and those who work closely with their mentors.

Cynthia Chifamba (RN)

The future of nursing is transformative



What is your greatest purpose of your nursing career?

Advocacy and empowerment; as nurses we always advocate for patient's rights, dignity, equal access to quality healthcare and providing health education to the communities on various topics and support.

What is your vision about your career?

To deliver compassionate, patient-centred care that empowers individuals and families to achieve optimal health and well-being. To be a trusted and skilled healthcare professional, dedicated to continuous learning and growth, and committed to making a positive impact in the lives of others .

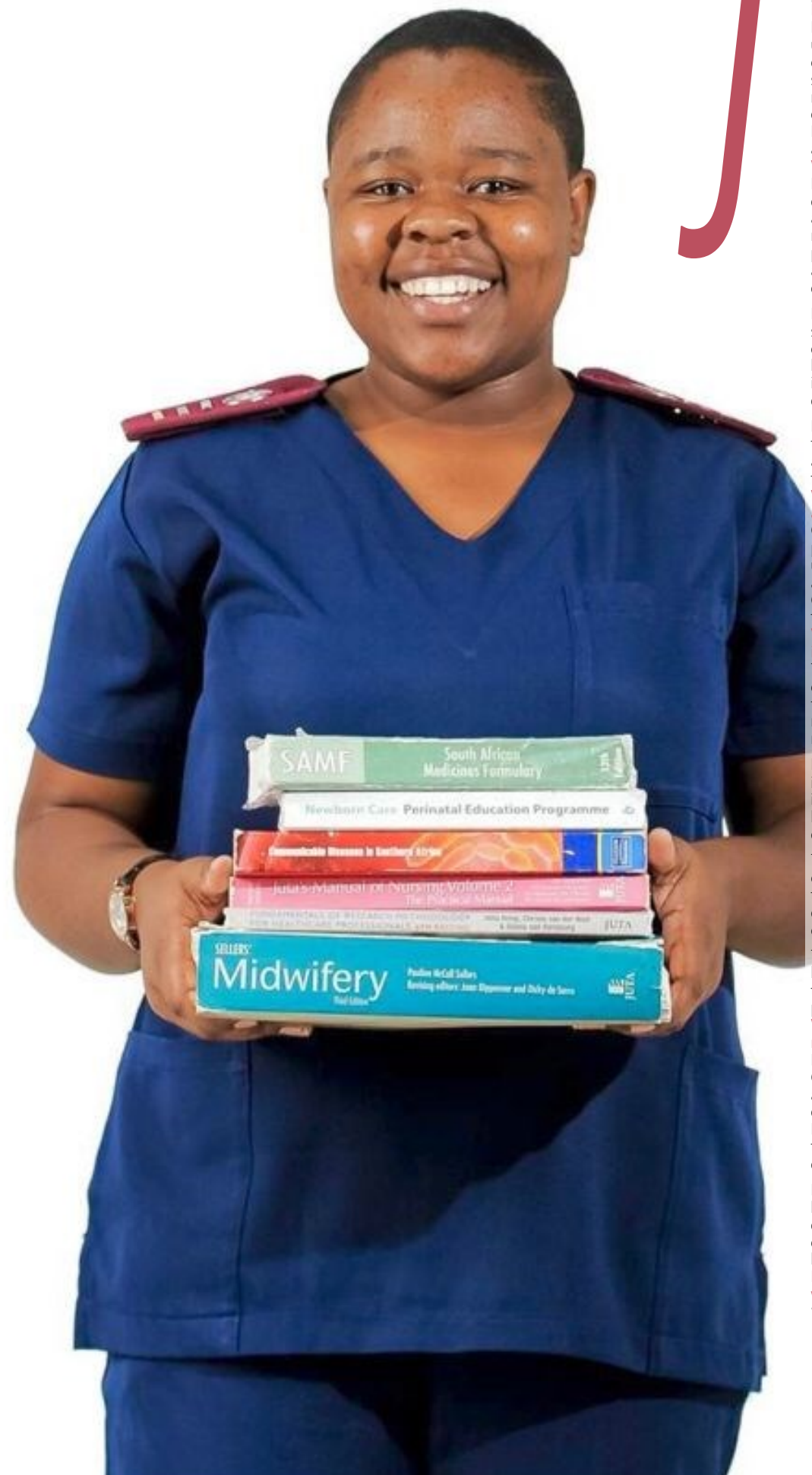
Where do you visualize yourself in the next three years?

I see myself making a significant impact in the nursing field, driving innovation and inspiring others. Mentoring others, sharing my experience and skills with junior professionals, inspiring and guiding them to excel in their own careers.

Pursuing advanced education, I want to do a Diploma in Occupational Health and Safety so that I may develop and implement effective safety protocols and programs that reduce risks and improve overall health and well-being of the employees.

What is your optimism about the future of nursing?

The future of nursing is bright, with opportunities for growth, innovation and making a meaningful difference in patients' lives. Nurses will take on more leadership positions, driving healthcare policy and decision-making. Moreover, nurses will work closely with other healthcare professionals to deliver a comprehensive care [interdisciplinary collaboration].



uthermore, the advanced technology will enhance patient care and make nursing more efficient.

How do you deal with issues that scare you?

I always embrace the unknown by accepting that uncertainty is a natural part of life. Hence, I focus on what I can control and adapt to changing circumstances. I seek support from my colleagues and my mother, sharing my concerns and fears as I have discovered that talking helps me gain perspective. I always try to educate myself on issues that scare me, as knowledge can empower one while reducing fear.

Where do you see yourself in 10 years?

In 10 years, I see myself as a respected nurse leader, educator, and an advocate driving positive change and improving healthcare outcomes for all. I also see myself as a senior Occupational Health and Safety professional, leading a team of experts to develop and implement comprehensive safety programs for diverse organizations.

Having completed advanced degrees or certificates, such as a Masters' in Occupational Health and Safety or a Certified Safety Professional designation, I will build strong network of professionals across various industries, collaborating on projects and initiatives to drive positive change in workplace safety.

Besides, being established as a respected authority in the field I will present at conferences, and publish articles or research papers on innovative approaches to occupational health and safety programs.

What one 'need' and one 'want' will you strive to achieve in the next twelve months?

ONE WANT: continuing in my education and professional development opportunities to stay updated on the latest evidence–based practices and guidelines in the overall nursing practice.

ONE NEED: I need to develop my leadership skills to take on more responsibilities and to mentor others.

Will the next generation face the best or the worst in nursing? Why?

The next generation of nurses will likely face a mixture of both opportunities and challenges. THE BEST: a focus on mental health, the growing recognition of mental health importance will lead to increased resources and support for nurses' mental well-being.

Diverse career paths, expanding roles and specialties in nursing will offer more career choices and flexibility. Increased emphasis on teamwork will lead to better patient outcomes and a more supportive work environment.

THE WORST: the ongoing nursing shortage will continue to increase workload, burnout while negatively affecting patient care. Besides, increased emphasis on patient satisfaction and value-based care may lead to added pressure and stress.

TO OVERCOME THIS, NURSES MUST: embrace lifelong learning and professional development. Prioritize self-care and well-being, and advocate for policies and resources that support nursing practice.

What role are you playing in shaping the future of nursing?

I am working in Community Nursing providing Community Based Care Services in delivering personalized care to diverse populations, promoting health equity and addressing social determinants of health. I educate and support patients enabling them to take charge of their health while making informed decisions.

I attend a multidisciplinary team meeting whereby I work closely with other healthcare professionals to develop comprehensive care plans. I stay updated on evidence-based practices, incorporating new knowledge into my care and improving patient care.

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

"Transformative"



"My work adds new insights and evidence to inform practice, policy, and further research"

Dr Patricia Mudzi

Research isn't some dusty tome in the library

My name is Dr Patricia Yeukai Mudzi. My journey in nursing began with a Diploma in General Nursing. Since then, I have pursued and achieved numerous academic milestones.

In 2017, I graduated cum laude with a Bachelor's Degree in Nursing Science from the University of South Africa, followed by a Postgraduate Diploma in Public Health in 2018, also cum laude, from the same institution.

My academic journey continued with a Master's in Nursing Science, again cum laude, from the University of Pretoria in 2021, culminating in a Doctor of Philosophy from the University of the Witwatersrand in 2024.

In addition to my degrees, I hold Assessor and Moderator certificates (2019), a Certificate in Project Management (2020), and an Advanced Certificate in Monitoring and Evaluation (2021).

I have contributed to the academic community with four published manuscripts in accredited, peer-reviewed national and international journals. I have two additional manuscripts under review and two in progress. I am a reviewer for some national and international journals and have presented my research at conferences.

My dedication to excellence has been recognised with several awards, including a Senate Award for Academic Excellence (2018) and an Academic Honorary Award from the University of Pretoria (2021).

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

Imagine you're fresh out of nursing college or university, eager to make a difference. You have all this knowledge, but something tugs at you.

Maybe a specific situation with a patient left you wondering if there could be a better way of managing it. Research ignites that curiosity that drives us to go beyond the textbook and into the real nitty-gritty of patient care.

It's about using evidence to personalise patient treatment and nursing education, not just follow a one-size-fits-all approach. Research isn't some dusty tome in the library; it's the key to unlocking the best possible care for your patients supported by best teaching practices, a way to translate that textbook knowledge into real-world action.

But here's the coolest part: research isn't a one-way street. By getting involved, you become a changemaker. You can identify daily challenges and use research to bridge the gap between theory and practice. Remember that nagging feeling from nursing college or university.

I still experience it now and then, and it continues to ignite my curiosity and drive to find novel ways of improving nursing education and training, nursing students and patients. This persistent sense of inquiry fuels my dedication to research, particularly in the realm of nursing education and practice.

By constantly seeking better methods and strategies, I aim to enhance the learning experience for nursing students and ensure they are well-prepared to meet the challenges of modern healthcare. Research empowers a nursing professional to find solutions, to become a voice for your patients, advocating for better practices based on your firsthand experience.

It's about taking that fire you had during your education and fuelling it with the power of evidence. Research isn't just about patient care, however, it is also about your growth. It hones your critical thinking skills, pushes you to ask tough questions, and helps you become a leader in the field.

It's the chance to take that passion for caring and turn it into something that impacts your patients and the entire healthcare system. So next time you have a question, don't just settle for "because that's how we've always done it."

Research is a powerful tool waiting to be used to bridge the gap between what you learned and what you can create. It can make all the difference in your world and the world of the patients.

What has your research been focusing on?

Delving into nursing education, my research centred on the journey of postgraduate students, a path fraught with challenges that can stall progress worldwide in higher education institutions.

Understanding these obstacles was crucial; it highlighted the need for continuous supervisory support, a nurturing researcher community, balanced work-life dynamics, and guidance in research writing skills.

As I immersed myself in this area, I empathised deeply with my peers navigating similar challenges, prompting me to wonder why some students seemed to glide through their studies. In contrast, others struggled, spurring me to investigate further.

This curiosity spurred further investigation and resulted in two significant publications: a quantitative study and a comprehensive scoping review. These studies illuminate key factors influencing postgraduate student progression, revealing that issues once perceived as regional challenges in Africa are, in fact, global concerns.

My research also extends to evaluating nursing colleges' readiness for seamless integration into higher education. This exploration has already yielded an insightful article documenting the significant barriers and essential adaptations needed for these institutions to thrive within the broader educational landscape.

Building on this foundation, I have submitted two quantitative studies for peer review, with ongoing work on a qualitative study and a multifaceted approach using a logic model.

My research journey blends empirical inquiry with a passion for enhancing educational environments. Through this work, I aim to propel students and institutions toward tremendous success within the dynamic realm of higher education.

What is a pivotal point of your research?

The most significant "aha moment" in my research came when I realised the scope of the problem. Initially, I thought slow progress in postgraduate nursing programmes was specific to the African region.

But through the comprehensive scoping review, I discovered it's a global concern! This shifted my perspective entirely, highlighting the need for broader research and the universality of students' challenges. It ignited my passion to find solutions that could impact students worldwide.

Another pivotal point emerged as I immersed myself deeper in my research focus area. There seemed to be a gap between student progress and college readiness.

By understanding the barriers students face, lack of support, work-life imbalance, and research writing difficulties, I began to see the importance of exploring how well-equipped nursing colleges are to support these programmes.

This connection became a cornerstone of my research. It suggests that true success in postgraduate nursing education hinges on improving student support and nursing colleges' capabilities. Optimising both aspects creates a win-win situation for everyone involved.

What do you seek to achieve through your findings?

My research aims to translate insights into action, driving both postgraduate nursing students and nursing education institutions towards success in higher education. I believe achieving this requires a two-pronged approach, addressing the needs of the postgraduate students and the readiness of nursing education institutions, particularly the nursing colleges themselves.

The first pillar of my research delves into the critical factors impacting student progress. By pinpointing these factors, such as supervisory support, research writing skills, and work-life balance, I aim to act as a catalyst for change. This can empower institutions to develop targeted policies and implement effective teaching and learning strategies.

Imagine well-equipped nursing colleges fostering positive research environments, offering guidance in crucial areas like research writing, and supporting students in managing work-life demands. This translates directly to student success, equipping them with the tools and insights needed to progress smoothly through their postgraduate journeys.

The second pillar focuses on nursing colleges' readiness and capacity for change. Through a novel organisational framework, I assess colleges' current state and identify areas where they can thrive in the higher education landscape.

This research advocates for evidence-based approaches prioritising staff involvement and recognising their crucial role in the transition. It highlights the importance of securing essential resources like infrastructure, technology, and staff development programmes.

Technology is key in exploring innovative tools like Learning Management Systems and blended learning approaches. Collaboration is also emphasised, encouraging partnerships and benchmarking against successful integration models.

Recognising staff needs during this transition is crucial. My research proposes strategies to ensure a smooth process, including clarifying roles and fostering a positive work environment.

Ultimately, an intervention strategy equips nursing college managers to enhance their institutions' capacity. The goal is to create a lasting impact, laying the groundwork for future research exploring long-term evaluations, tailored solutions for diverse colleges, and the evolving role of nurses in higher education.

By achieving these goals, my research strives to create a win-win situation. My research bridges the gap between research and practical application, aiming to enhance educational environments and ensure that both students and institutions can thrive in an evolving educational landscape.

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

As a PhD graduate, I serve as a role model for current nursing students and my professional peers. By demonstrating a commitment to lifelong learning, professional development, and high standards of practice, I inspire others to pursue excellence in their careers.

My journey shows the value of advanced education and the possibilities it opens up in terms of career advancement and contribution to the field. Through my research, I contribute to the growing body of knowledge in nursing.

My work adds new insights and evidence to inform practice, policy, and further research. This involves publishing articles in peer-reviewed journals, presenting at conferences, and collaborating with other researchers to advance the field.

By doing so, I help to ensure that nursing practice is based on the most current and robust evidence available. Innovation is key in nursing, and as a PhD graduate, I introduce and advocate for novel practices that improve patient care and outcomes.

My academic background in project management and monitoring and evaluation equips me with the skills to lead and manage change initiatives in the workplace. This includes implementing new policies, transitioning to new systems, and ensuring that staff are adequately trained and supported during these changes.

I work to capacitate nurses to become entrepreneurs, enabling them to seek funding for their projects and initiatives. This involves providing training and mentorship in areas such as business planning, grant writing, and project management.

By doing so, I help nurses to innovate and create new services or products that can enhance patient care and expand the scope of nursing practice. Mentorship is a crucial aspect of my role.

I provide guidance and support to my peers, helping them to navigate their careers, pursue advanced education, and develop their professional skills. This involves one-on-one mentoring, leading professional development workshops, and creating peer learning and collaboration opportunities.

Ongoing research is vital for advancing nursing practice and education. I am committed to continuously conducting research that addresses current challenges in the field, explores new opportunities, and tests the effectiveness of different interventions.

My research adds to the academic discourse and has practical implications for improving nursing practice and patient care. I actively promote and enhance evidence-based practice in nursing education and clinical settings.

This involves teaching and mentoring nurses to critically appraise research, integrate evidence into their practice, and contribute to a culture of continuous improvement.

By doing so, I ensure that the best available evidence informs patient care and that nursing practice is effective and efficient. Overall, my contributions as a PhD graduate in nursing are comprehensive and aimed at fostering growth, innovation, and excellence within the profession.


“Through my research, I contribute to the growing body of knowledge in nursing”

"Research empowers a nursing professional to find solutions, to become a voice for your patients, advocating for better practices based on your firsthand experience"

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

If I were to write a book, it would be focused on establishing evidence-based practice (EBP) in nursing education, particularly within the South African context.

The book will focus on establishing evidence-based practice (EBP) in nursing education, specifically tailored to the South African context, and it will contribute to enhancing the nursing curriculum. It will serve as a comprehensive guide for nurse educators, equipping them with essential knowledge, skills, and attitudes to effectively integrate EBP into teaching practices and curricula.

Addressing recent changes mandated by the Council for Higher Education and the South African Nursing Council, the book will navigate educators through these requirements, ensuring alignment of curricula with new educational qualifications.

By emphasising the fundamental principles of EBP and its transformative impact on patient care outcomes, healthcare costs, and nurse satisfaction, the book will underscore the critical importance of EBP in contemporary nursing practice. It will also tackle common barriers to EBP implementation, offering practical strategies and tools for educators to foster a culture of EBP within their institutions.

A significant feature of the book will be the proposal for EBP training workshops designed specifically for nurse educators. These workshops will be structured to identify and address existing gaps in EBP knowledge among educators in both public and private institutions.

The intensive training sessions will equip educators with the skills to confidently integrate EBP into their teaching methodologies.

Promoting evidence-based teaching strategies and emphasising the evaluation of student learning outcomes based on current evidence will ensure that nursing students are well-prepared to apply EBP principles in clinical practice.

Ultimately, the book will bridge the gap between theory and practice in nursing education, empowering educators to play a pivotal role in preparing the next generation of nurses who can deliver high-quality, evidence-based care in South Africa and beyond.

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

If entrusted with shaping nursing guidelines and policies, my central mission would be to cultivate a dynamic environment within nursing education institutions, one where change isn't just managed but embraced with confidence and commitment across all fronts.

Imagine a culture where every nurse, educator, and student feels empowered to navigate transformations seamlessly, whether it's integrating into higher education or adopting cutting-edge healthcare practices. This vision begins with inclusive engagement, where frontline voices and community insights shape the very fabric of our policies.

We foster a unified, skilled workforce ready to tackle any challenge by ensuring equal access to professional growth opportunities and resources. In this vibrant setting, emotional support is as vital as professional development. Addressing fears and uncertainties through open dialogue and supportive measures ensures that every team member feels valued and capable.

Empowerment takes centre stage as decision-making authority is shared and roles are clearly defined. This clarity boosts morale and ignites a collective drive to innovate and excel.

My top priority would not be dictating new guidelines but instead sparking a transformation in how nursing education institutions handle change. The key lies in empowering educators, the backbone of these institutions.

New policies often land with a thud, leaving educators feeling overwhelmed and questioning their ability to implement them effectively (change efficacy). This lack of confidence can lead to resistance and, ultimately, hinder the quality of education students receive.

To counter this, I would focus on building a culture of change readiness. This means providing educators with the tools they need to thrive in a constantly evolving landscape.

I envision personalised training programmes, not one-size-fits-all workshops. Educators would have access to online resources and mentorship opportunities, building the exact skillset required to champion these changes.

Change can be daunting, so I would also address the emotional aspects. Open forums and stress-management resources would help educators navigate anxieties and uncertainties.

Furthermore, I wouldn't just inform educators; I would empower them. Imagine them feeling like passengers on a change train, with little control over the direction. I would transform them into pilots, giving them a voice in developing and implementing new policies.

This fosters a sense of ownership and fuels their commitment to making positive changes stick. But change readiness goes beyond individual educators. Unequal access to resources creates an uneven playing field.

I would advocate for fair funding and infrastructure distribution, ensuring all institutions have the tools they need to excel. Think of it as building a smooth road for successful implementation. Finally, change shouldn't be a blind leap.

I would track progress, identify areas needing support, and make adjustments along the way. This builds trust in the process and ensures everyone is on the right track to success.

By focusing on these areas, I wouldn't just be changing policies but mindset. Imagine empowered educators filled with confidence, effectively navigating change, and implementing new ideas.

This translates into better-prepared nurses and, ultimately, exceptional patient care. That's the kind of transformation I would champion in the world of nursing education.

"This vision begins with inclusive engagement, where frontline voices and community insights shape the very fabric of our policies"

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- Complete dispensing course
- Nimart or basic HIV management certified
- SANC additional qualification: Clinical Nursing Science, Health Assessment, Treatment & Care
- Be a South African B-BBEE citizen (African, Coloured or Indian)





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"This allows me to provide a higher level of specialized care and support to my patients"

Rezi Ghorbani (RN)



A Specialist in **Wound, Ostomy, and Continence**

My name is Reza Ghorbani. I am from Karaj, Alborz Province, Iran and I am a Nurse Specialist serving as a Wound Care Course Trainer.

What is your specialty?

My specialty is Wound, Ostomy, and Continence (WOC) nursing.

What is your role in Nursing?

My role involves providing specialized care and support to patients with acute and chronic wounds, ostomies, and continence issues.

What motivated you to pursue your specialty?

I was motivated to pursue this specialty because I have always been passionate about helping patients with complex and often long-term conditions to improve their quality of life.

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

To be a WOC Nurse Specialist, I completed some advanced education and training, including a graduate Degree in Nursing, certification in wound, ostomy, and continence care from EWMA, and I acquired some clinical experience as well.

How do you differ from a General Nurse?

As a WOC Nurse Specialist, I differ from a General Nurse by having a more focused skill set and knowledge base in managing wounds, ostomies, and continence issues. This allows me to provide a higher level of specialized care and support to my patients.

What other opportunities can you explore as a Specialist?

Some other opportunities I can explore as a WOC Specialist include teaching and mentoring other nurses, participating in research and quality improvement initiatives, as well as providing consultation services to healthcare organizations.

How do you contribute towards nursing research?

I contribute to nursing research by staying current with the latest evidence-based practices and incorporating them into my patient care. I also collaborate with interdisciplinary teams to develop and implement research studies to improve patient outcomes in the WOC specialty.

Dr Nomntu Melitafa

The Nursing Maestro

Dr Nomntu Melitafa is a Lecturer-Department of Nursing Science (UFH), PhD candidate (SMU-2022), Post Grad International Diploma Medical Education, Leadership & Research SAFRI fellow (2020-2021).

Masters of Curatives in Nursing Education (UFH-2017), Advanced Diploma Nursing Education (NWU 2007), BA Nursing (NWU-2001) Administration and Community Nursing Sciences, Dip Paediatric Nursing (1992), Dip Midwifery (1989) Dip General Nursing (1985-1988) (Ciskei Nursing College).

Trained on Problem Based Learning-approach (University of Maastricht-Netherlands-2018). Lecturer for B. Cur 2 -Medical & Surgical Nursing-Paediatrics 2006-2010, Lecturer of Post Basic Paediatric Diploma Lilitha College of Nursing (2011-2012).

Moderator for Paediatric Diploma Lilitha College of Nursing (2006-2022). Lecturer B Cur 2- General Nursing Sciences (NBG 2), Community Nursing 2 and Clinical Facilitation 2013-2016. B Cur 1-Coordinator-2017-2019, Lecturer for B A. Nursing 1- NBG 1, Community Nursing 1 and Ethical Legal Practice in Nursing 2017-2022.

Extensive experience nurse clinician for 16 years' in Paediatric Department-public hospital (1989-2004). Previously in-service facilitator, examiner for Paediatric Primary Health Care Course, breastfeeding coordinator jointly with Maternity Department towards Baby-friendly Initiative for East London regional hospitals. Previous member of: Patients' rights commission, Paediatric Society, delegate of quality improvement project, unit manager's forum.

Participated in activities such as; Multidisciplinary team of Child Abuse, annual organizer of Child Abuse Awareness Campaigns, seminars, liaising with RAPCAN in Cape Town. Trained on Management of Psychologically Traumatized Children (UCT-Psychology Department). 2004-Facilitator of South African Adolescent Health Promotion Project (University of Pennsylvania) NGO-educating school children on adolescent and health issues in East London region.

Trained on various Paediatric HIV/AIDS courses: The HIV experiences were of utility for review B Cur curriculum, Community Engagement and Facilitator of PGD-UFH Paediatric HIV. In 2007 trained on Integrated Management of Childhood Illnesses (IMCI) and 2012 further trained as IMCI Facilitator.

Collaboratively with South African Universities, Colleges and hospitals developed new SANC Paediatric PGD Curriculum 2017. Developed curriculum on Primary Health Care Nurse Competency skills for Community Service candidates in partnership with Department of Health (DOH) a National project.

Simulation Laboratory Manager UFH, motivated for nursing skills equipment and High Fidelity Simulation Equipment for training of Post and Undergraduate University students, managing budgets for Clinical Grant Training (CTG), Department of Nursing Sciences and Sponsors.

Project Leader for Standardised Patients (recruiting, induction & facilitating financial claims) 2020-2022. Curriculum Developer for new Post Grad Diploma in Paediatric Nursing for Nelson Mandela University (2022-2023). In 2023 August, awarded Certificate of Appreciation-Breast feeding Cecilia Makiwane Hospital. Member of Child Problem Identification Programme (CPIP).

Research publications & presentations: Needs assessment in the development of a Problem-based learning for Paediatric Nurse Specialist programme at University of Fort Hare (article).

Poster presentations: Conference of Nurse Educators Association (NEA) 2018, SAMRC Symposium 2019. SAAHE June 2021 virtual conference -What topics should an In-service-training course for registered nurses caring for children in the Eastern Cape include?

Research supervision and mentoring: B Cur (Honors) students 2008, Masters student's supervision 2017-2023. Qualitative Data Analyst School Health Program- 2017.

Participation in UFH committees: Student Mentoring programme 2016, Award winner of Vice Chancellor Excellency Award for Community Engagement-2018.

Community Engagement Committee Faculty Chairperson- 2019. Faculty of Health Sciences-Infrastructure Committee deputy chairperson and member of UFH-Legal Human Resource Faculty of Health representative.


"My pleasant personality serves as a sweet aroma everywhere I am including at my workplace"

How many staff members are you responsible for?
I used to be responsible for 3-4 full time professionals 4 on contract professionals and 10 project personnel. I worked at the University for 17 years excluding the previous 16 years as a nurse clinician.

What virtues do you endorse among your staff members?
I always believe in quality standards in every task; work that is well-done and complete. Though I believe in hard work mixed with fun but I am strict when it comes to work ethics. Thus, I ensure that my team enjoys some autonomy and that it performs its duties with excellence even in my absentia. Besides, I prefer walkabouts management as it enables me to mingle with my subordinates and to identify gaps, flaws, loopholes and areas that require empowerment in servicing.

What causes your day to be hectic?
I always apply planning and organization, these are my strong traits. However, I am flexible, in case of an abrupt emergency, I adapt to change. But I always keep referring back to the planned tasks. My nursing practice highly influenced me in planning and organizing.

In a ward or clinic setting, an emergency always occur unexpectedly. This is when an urgent attention is required to save lives, and then normal duties resume thereafter.

In case work is incomplete, I create my own timeframe for completion to avoid backlogs. Thus, time management is another factor I always measure between tasks. My habit is to journal tasks for the day according to priorities: my to-do list. I fast forward partial complete tasks considering deadlines.

When do you knock off?
Work is continuous, what is vital is distributing it in chunks with timeframe, bearing in mind family time mixed with some relaxation, community projects, church activities, research time, my own research tasks and supervision meetings, as well as some social time. I normally create time to strike some balance in between.

How often do you take your workload home with you?
Often, being a lecturer and a researcher I strategize through various approaches, utilizing creative, critical and analytic thinking skills. Furthermore, I have to use high meta-cognitive thinking skills for Post Graduate students to produce reflective practitioners.

In such instances, I juggle in between family time, house chores and time to spent on work. If I have a backlog, I create time to finish up even if it means to sleep late or wake up early.

How do you ensure that your meetings with your team bring forth effective results?
As a democratic leader, I normally provide my subordinates (every category) with liberty to craft the agenda items and therefore add mine, even if it maybe a 30 minutes meeting. By so doing, I am developing tomorrow leaders and even in my absentia work always gets done.

Our meetings bring change, develop personnel and provide quality improvement in our daily service. Secondly, my agenda items are based on the organizational goals, institutional policies, prevailing problems (conflict resolutions) and unforeseen precedents.

I believe in a harmonious work environment. Where there is efficiency and proactiveness, even if a crisis may strike we don't panic with timelines.

How do you deal with misunderstandings between your team members?
My philosophy is preventive method. Understanding the diversity of personalities, strengths and weaknesses of others in a workplace is very crucial. I always motivate personnel by allocating them tasks according to their passion, the aim is to achieve good results.

Dealing with weaknesses, I try to understand if there is lack of skills, fear of challenges or if it is a dislike. At times weak points can be changed to strong points when patient pursuit is applied, it always works for me.

In most cases I promote avoidance of potential conflicts within a workplace. In dealing with conflicts I normally keep my cool, have a one-on-one with everyone involved to get the source and views from both sides, before jumping into conclusions.

The best method is to be neutral, listen with understanding and to paraphrase the statements fairly. I also ask for permission to list points of agreements and disagreements on the issue.

Then through their permission I become the mediator or invite some colleague to support and witness the conversation. This strategy has worked, most of the time, especially when dealing with University students (youth).

Above all I believe in respect for others, good approach and allowing both parties to ventilate as much as possible. Thus, when correcting an issue, humbleness and wisdom are an important factor. Conflicts normally waste prestigious time; I usually schedule weekly basis short meetings to iron out problems.

Furthermore, I gather all issues and select burning items for monthly agenda meetings. Thus, that makes my work lighter and prevents spending time in lengthy meetings. Applying different performance appraisal methods is also important in boosting the morale.

This may include different approaches, like throwing a fun party during lunch time or surprise staff with small tokens for birthdays or words of encouragement.

Reflecting on each other's personalities, to detect a need for improvement and understanding our strengths and weaknesses for better quality advancement, is our departmental routine.

My students normally state that, I am kind but strict. I would laugh, as I cannot compromise the quality standards, work is the priority. My philosophy is, "Play hard, Work hard and Pray hard".

What emotional intelligence strategies do you usually apply if need be?
I usually adopt a SELF–MANAGEMENT strategy in my daily activities, as it resonates with my passion and personality. Moreover, in my interaction with my team I always count my words. Besides, in and after meetings I am open for constructive criticism and suggestions that seek to bring improvement.

And that is how I am able to detect any element of mishap and then correct immediately. Moreover, I adapt easily to change or new strategies but I am convinced by facts. Thus, mine is to ensure that whatever that is to be changed does not bend or dent organizational principles or objectives.

What is your coaching approach?
My coaching approach is democratic. I encourage staff to share their different ideas, and to demonstrate their skills in managing work through creativity.

I believe in a democratic executive leadership. Personally, I cannot be perfect in everything. Besides, I don't have to crack my skull, whereas there are other staff members who are gifted and talented in various areas. Thus, subordinates' creativity and innovation are important in improving performance in the workplace.

This strategy helps in developing future leaders right from nursing students' level. Furthermore, this builds trust among the team members and promotes team engagement even in my absence.

When given a chance to take a lead, colleagues, become accountable and may produce quality results. Mentoring programmes are the best key to groom the future nursing leaders.

As an experienced Paediatric Nurse SpecialistI, I coach my team through guidance, advice, directing and assisting them in the nursing field. Besides, I used to be a mentoring manager for nursing students through the journey of lecturing.

What tone of voice do you apply when you are feeling vexed?
Even though I apply a loud tone in class and when presenting, and being an outspoken and expressive person, but I tone down when I'm angry, while emphasizing the issue of concern. I always guard against uttering words I will regret.

In fact, I normally use the orientation sessions to firmly express the do's and don'ts as well as my expectations from the new staff, so they may not get a surprise along the way. For instance, I am observant and dislike failure, laziness, disrespect and rudeness.

So I am always proactive in addressing signals of possible failure around my staff. Yes, I'm not a perfectionist but I like progress and minding time management.

As an executive around my subordinates and students I always maintain a healthy, peaceful, and productive work environment, and that is for staff mental well-being. Besides, I aways lead by example; I do not bully and I do ask for forgiveness where needed.

How do you handle your deadlines?
I usually work ahead of time, as I am a panicking person, deadlines keep me on my toes. Throughout my daily schedule I spend 30 mins to an hour doing a chunk of work a day or two days prior its due date; I evade possible flaws and mental block.

"If I have a backlog, I create time to finish up even if it means to sleep late or wake up early"

One other important aspect I like to do, is consulting an experienced person on a certain phenomenon at hand to edit my work prior submission. I normally arrange a period of 4-5 days for scrutiny.

In a case of confidential document, I conduct self-editing, self-evaluation (curriculum development), may be 3 runs for spelling, possible errors, meaningful document and relevancy to the topic at hand.

Who do you run to when you are faced with work-related pressures?

Firstly, I pray to Father God, present my case and offload to Him, this soothes my soul, and thereafter, great ideas flow down effortlessly with greater wisdom. This has been my anchor throughout all my successes in life. Secondly, as I have mentioned I consult an expert in a relevant field.

What is this exclusive personality do you, subconsciously, influence your subordinates with?

I am a respectful person, I leant that by respecting others, young and old, in return you earn the same. Besides, I am an expressive person hence I apply an effective communication towards all. Furthermore, I walk with honour around and towards all the hierarchical positions, from the lowest to the highest.

Moreover, I have a gift of counsel and if need be, I use it to support my team psychologically. For instance, a person might be suffering from resolved trauma and decide to be untouchable. In such cases I crack a shell by getting closer to them and softly ask a question, "How can I help you".

Additionally, my pleasant personality serves as a sweet aroma everywhere I am including at my workplace. I laugh and sing a lot, I crack jokes, and a smile is my everyday seed that I sow towards all. And that remain my shield even in trying times.

Hence, others always proclaim that I am a problem-free and a happy person. Therefore, a conducive and a peaceful work environment and evasion of work-related stresses is my ultimate daily-goal. My team ought to enjoy every minute they spend at work.

As a studyholic, a studious and a bookworm I lead by example and then encourage people to study as it keeps the brain functioning analytically in every aspect of life. I am modelling the concept; I also share my biography to motivate others in a way.

What qualities are you imparting towards your team?

We are learning from and through each other's experiences, passions, behaviors, expertise, information sharing platforms, wisdom, encouragement, performance, compliments and complaints, and that will work towards quality improvement and diversity in performance. All these combined bring forth unique qualities in each of us.



"How can I help you"

Accessorizing well, makes one look trendy

Who is Demilade Grace?

Demilade Grace Aoko is a knowledgeable and enthusiastic mental health nurse and drug abuse advocate. She's passionate about the promotion of mental wellness, and the creation of awareness of the rising use of substances amongst youths.

She has a good experience in substance abuse rehabilitation, acute mental health care, intensive psychiatric care, provision of emotional support to clients to foster resilience, as well as telemedicine.

She's a trained counsellor (volunteer) who has worked with notable NGOs, and private clients to provide emotional support to survivors of sexual and gender-based violence (SGBV).

Demilade is an optimist, who has worked with individuals from diverse backgrounds. She is also a creative thinker and a strong adherent to ethical codes through which she positively contribute to the health care system using a patient centred approach.

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

Not really, but I am currently branching into nursing informatics and content creating which I will talk about when I'm ready to share my journey.

What makes you so photogenic?

I will say genes, mainly. As a black woman in a world filled with a lot of beauty standard, I will say one's mindset and the photographer make one to be photogenic.

What inspires your stylish looks?

The need to feel confident in what I am wearing, mostly I just throw on what I feel comfortable in.

What is your goal for your trendy looks?

I am not one to follow trends really, however, accessorizing well, makes one look trendy.

What is your secret about your elegance?

There's no secret really. It's just me being me.

How often do you exercise or go to the gym?

I have never been to the gym, but I take walks (about 30 minutes daily). Talking about this I need to improve fitness habits ha! ha! ha! ...

"Talking about this I need to improve fitness habits ha! ha! ha! ..."


"I would love to model for business using African prints"
Demilade Grace (RN)

What do you hope to accomplish with your elegant photographs?
Keep memories.
Would you model any kind of clothing at all?
Yeah, I'm available for bookings. I would love to model for business using African prints. I'm currently in the United Kingdom.
What is your go-to outfit?
A pair of baggy jeans, plain tee, crop jacket, depending on the weather, and sunshades. And then I accessorize appropriately.
Do you like shopping for new clothes?
Of course, I love me some retail therapy.
Do you read fashion magazines? Why?
Yeah, sometimes. They help you find your style, look at trends, or decide what to purchase.
What is your most valuable piece of jewellery?
The necklace my mum gave me. It's not very expensive but its dear to my heart.
Have you ever made your own clothes?
No, I haven't, that would be such a cool thing to do.
What's your favourite piece of clothing?
I love a nice pair of jeans.
What are some of the strangest fashions you have seen?
Fur hats, carrot jeans and corsets. If you see me wearing any of these, please don't judge.
What colours do you think look good on you?
I think Gold and Orange. I am in my bright colour era.
What kind of clothes are in fashion currently?
Floral and African prints, denim, corset, and boots.
Do you ever go out without makeup? How does it feel like?
Yes, I go out mostly without makeup. It feels very comfortable, and I worry less about creases and touching up my face with powder.
Is nursing your corridor or your destiny? Why?
Nursing is something I have always wanted from high school, I have always loved the idea of caring for someone, and to help an individual in their most vulnerable state.
Where do you see yourself in ten years from now?
Doing something else, that is not bed side nursing.
If you were to connect your trendy looks and nursing to create your wealth, what would you do?
I would probably create trendy merch clothes for nurses.

"I would probably create trendy merch clothes for nurses"

"I am in my bright colour era"



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Customized
pearl blends

12-hour hydration



Details

Now a healthy, summer glow can be a year-long desire.

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CLAIMS:

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- Soft Blurred Skin
- Weightless Comfortable Wear



USAGE:

- Dispense a small amount of Tinted Moisturizer Bronzer onto the back of your hand and apply to desired areas, beginning with cheek-bones, using fingers or a brush.
- A little goes a long way, so apply small amounts at a time, blending into skin before product sets for a lasting hydrated glow.

- For best results, apply on hydrated and primed skin. Always apply crème formulas before powder.
- For a more sculpted look, use our Crème Cheek Color Brush to blend on targeted areas one at a time.
- Apply additional product to build coverage as desired.
  Pro-tip/Professional Technique:

Mix with Tinted Moisturizer to adjust shades or add a bronzed glow. Mix with Tinted Moisturizer Light Revealer to create an illuminated bronzed look. Mix with Tinted Moisturizer Blush to create multiple color combinations. Layer under Tinted Moisturizer Blush to create a 3D Blush effect.


Lacker

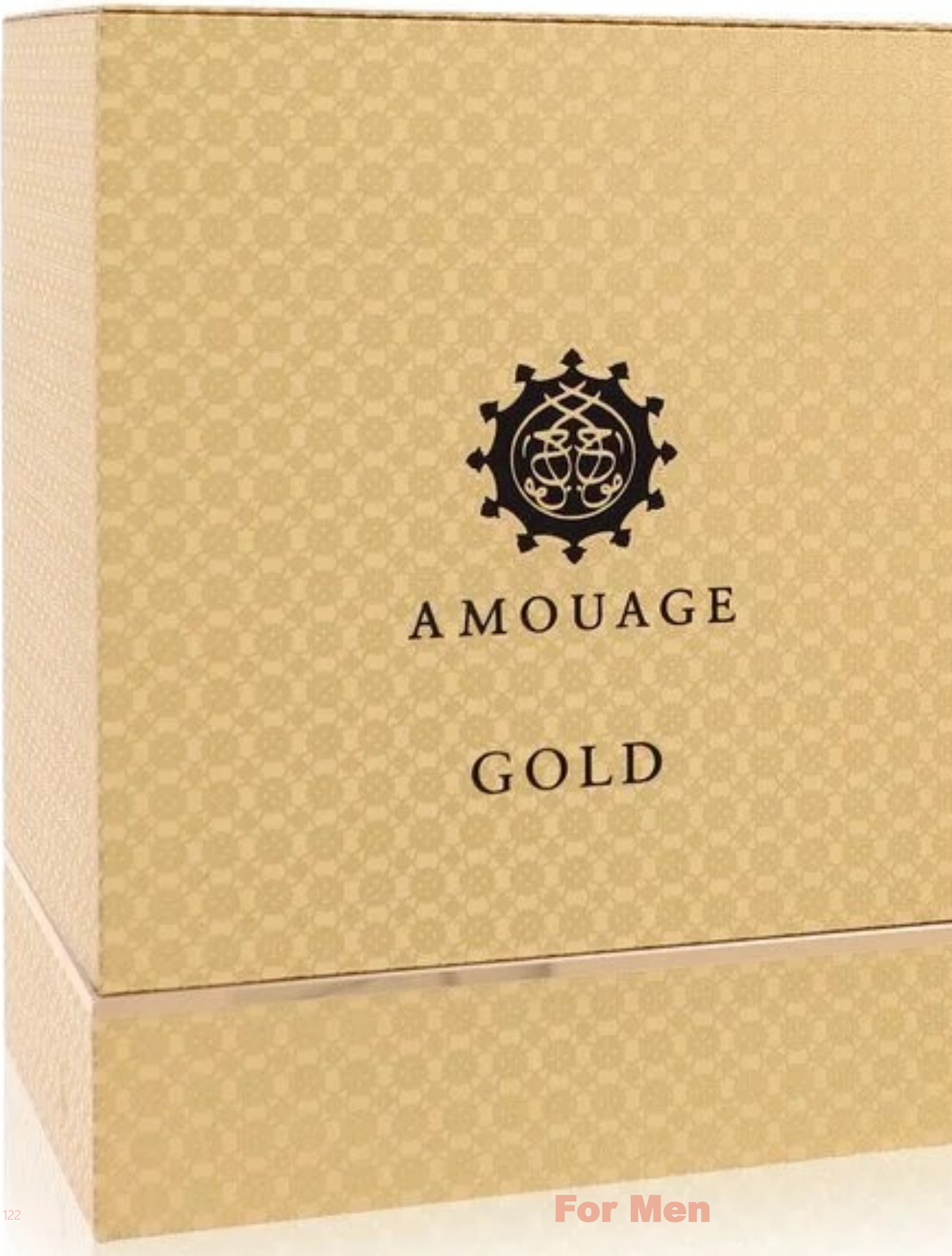


Details

A hydrating matte lipstick with a dreamy, airy feel and vivid, clean pigment – for lips that feel as good as they look.

Plump, nourish and smooth with a blend of peptides, Vitamins C, E and Hydro Suede Technology: a volumizing, moisture-locking system that delivers matte pigment without drying or feathering.

Housed in sleek, refillable packaging with a magnetic mirrored cap for on-the-go application. No silicones, no parabens, no PEGs, no talc, and no phthalates. Never tested on animals.



For Men



DETAILS AND CARE

WHAT IS AMOUAGE GOLD PERFUME?

Amouage Gold Perfume was created in 1983. This women's fragrance carries top notes of lily of the valley, rose, and intense, creating a soft amber musk.

WHAT DOES IT SMELL LIKE?

Enjoy a night of luxury and indulgence as the scent of amber wafts in the air.

FRAGRANCE FAMILY
Amber

SCENT TYPE:
Amber, white floral, and musk undertones.

SCENT NOTES (INGREDIENTS):
Alcohol Denat, Parfum, Citronellol, Geraniol, Hexyl Cinnamal, Benzyl Alcohol, Hydroxycitronellal, Coumarin, Benzyl Salicylate, Linalool, Alpha-Isomethyl Ionone, Cinnamyl Alcohol, Limonene, Farnesol, Benzyl Benzoate, Eugenol, Citral, Isoeugenol, Cinnamal.

FAQS

WHERE DO YOU APPLY AMOUAGE GOLD PERFUME?

Apply Amouage Gold Perfume directly to the skin at the base of your neck or wrists.

WHAT SEASON IS IT BEST FOR?

The amber notes of Amouage Gold Perfume give nods to wintertime, but this fragrance can be worn all year long.

IS IT WORTH IT?

Reviews say positive things like, "This is a white silk dress. This is finger curls, a pearl necklace, and a pair of gloves. Gold woman is feminine, classy, elegant, and, yes, definitely outdated. To the modern nose, it does smell overly aldehydic and is reminiscent of old hand creams and soap bars. It starts off very clean and floral."

IS AMOUAGE GOLD PERFUME TRENDING OR OUTDATED?

The 1983 Amouage Gold Perfume is still trending with its luxurious notes.

HOW LONG DOES AMOUAGE GOLD PERFUME LAST?

Most perfumes will last several hours. However, if you spray a fragrance directly on clothing, it will typically last longer.

WHY DOES IT SMELL SO GOOD?

The rich amber notes of this perfume make it a go-to scent for those who enjoy class and sophistication.

WHAT MAKES AMOUAGE GOLD PERFUME SO SPECIAL?

The luxurious aroma of Amouage Gold Perfume, with its amber notes, makes this fragrance an experience meant for those with class.

WHAT KIND OF PERFUME IS AMOUAGE GOLD PERFUME?

Amouage Gold Perfume is a fragrance made for nights out and deluxe nights in.



For women



DETAILS AND CARE

WHAT IS AMOUAGE DIA PERFUME?
Amouage Dia is a dramatic, fragrant floral perfume introduced in 2002 by Amouage.

WHAT DOES IT SMELL LIKE?
Imagine yourself at a wedding, with the scent of floral arrangements around you as you catch a dazzling bouquet from the bride.

FRAGRANCE FAMILY
Floral

SCENT TYPE:
Floral and fruity with a warm musk base

SCENT NOTES (INGREDIENTS):
Alcohol Denat, Parfum, Hydroxycitronellal, Citronellol, Hexyl Cinnamal, Geraniol, Benzophenone-3, Alpha Isomethyl Ionone, Benzyl Alcohol, Linalool, Benzyl Salicylate, Coumarin, Limonene, Cinnamyl Alcohol, Amyl Cinnamal, Eugenol, Citral, CI 15510, CI 45350, CI 17200.

FAQS

WHERE DO YOU APPLY AMOUAGE DIA PERFUME?
This fragrance comes in a spray. Spritz it on your wrist and neck at your pulse points for the best results.

WHAT SEASON IS IT BEST FOR?
Amouage Dia is an aldehydic perfume. Most aldehydic and floral fragrances are ideal for spring and summer wear.

IS IT WORTH IT?
Most Amouage fragrances have high reviews. Dia for women has a five-star review on the website, with the reviewer stating, "I love this perfume. First discovered it in Oman and bought it there. Have not been able to afford it back in Australia until I found this site."

IS AMOUAGE DIA PERFUME TRENDING OR OUTDATED?
Amouage Dia perfume is still popular and sold by the manufacturer.

HOW LONG DOES AMOUAGE DIA PERFUME LAST?
Floral fragrances last on the skin for about two to three hours. You can increase longevity by spraying the perfume on your clothing.

WHY DOES IT SMELL SO GOOD?
The vibrant floral notes and fruity heart give off a sense of sophistication that appeals to feminine women.

WHAT MAKES AMOUAGE DIA PERFUME SO SPECIAL?
In Arabic, Dia means light or to shine. The fragrance exudes sunlight and the bright florals that thrive in warm spring weather.

WHAT KIND OF PERFUME IS AMOUAGE DIA PERFUME?
Amouage Dia perfume has the perfect blend of fruity and floral to wear out in the daytime. The vanilla base, smoky Guaiacwood and white musk also complement an evening out.

www.perfume.com


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UNMISTAKABLY WILD

A new sculpted exterior with a tapered roof optimises aerodynamic performance without sacrificing space. The front view has been refreshed but remains reminiscent of its Grand Cherokee lineage. A full suite of available premium LED lighting completes the picture.

EXTERIOR

The front silhouette design was inspired by past full-size Jeep® luxury vehicles, while also incorporating forward-thinking design cues.



INTERIOR

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PERFORMANCE

Performance, efficiency and fun–get more of it every day with the 3.6L Pentastar® V6 engine featuring Electronic Stop/Start Technology.

TECHNOLOGY

The all-new available Uconnect® 5 10.1-inch touchscreen gives you complete personalisation with up to five user profiles, a customisable home screen and simultaneous dual-phone connectivity to give your passengers access.

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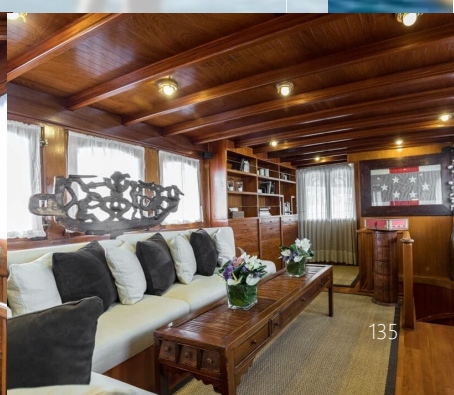
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Why Is Kissing Important?

16 Health Benefits of Kissing

Medical Author: Dr. Jasmine Shaikh, MD
Published by www.medicinenet.com

Kissing someone with your lips is more than just a fun way of of showing affection. Kissing can relieve stress and anxiety, encouraging emotional bonding, lower blood pressure, and increase sex drive.

Here are 16 health benefits of kissing.

Stress relief: Kissing releases chemicals in your brain such as serotonin and dopamine, which are known to reduce stress levels and make you feel good.

Anxiety reduction: Lowered stress can also help reduce anxiety and promote an overall sense of wellness.

Improved self-esteem: In addition to making you feel happier, kissing can reduce cortisol levels in your brain, which may help you feel better about yourself.

Emotional bonding: Lip kissing induces the release of the hormone oxytocin, which has been linked to causing feelings of affection and attachment with other people. It can help nurture healthy long-term relationships.

Lowered blood pressure: Kissing can increase your heart rate, which can in turn dilate your blood vessels and improve blood flow. This causes a decrease in your blood pressure.

Relief from headache: Dilation of your blood vessels can help offer relief from stress-related headache.

Relief from cramps: Increased blood flow and lowered stress may offer relief from period cramps and other menstrual cycle symptoms.



Reduced blood cholesterol: According to a 2009 study published in the Western Journal of Communication, regular kissing may be associated with lowered blood cholesterol levels.

Increased immunity: The exchange of saliva with your partner exposes you to new germs that could help strengthen your immune system.

Reduced allergic response: Because stress can aggravate allergic reactions, kissing may help reduce allergic reactions by reducing stress.

Calorie burn: Depending on how ardently you kiss, lip kissing may even burn calories.

Healthier mouth: Lip kissing stimulates the secretion of saliva, which helps combat microbes that cause infections in the mouth.

Face workout: Lip kissing requires the use of 24 facial muscles and can act as a good face workout, helping tighten your facial muscles.

Glowing skin: Lip kissing improves blood flow to your skin. Increased blood flow not only makes you blush but also can stimulate the production of collagen and elastin, which are skin-nourishing proteins.

Compatibility assessment: Kissing can help you determine physical compatibility with a potential partner.

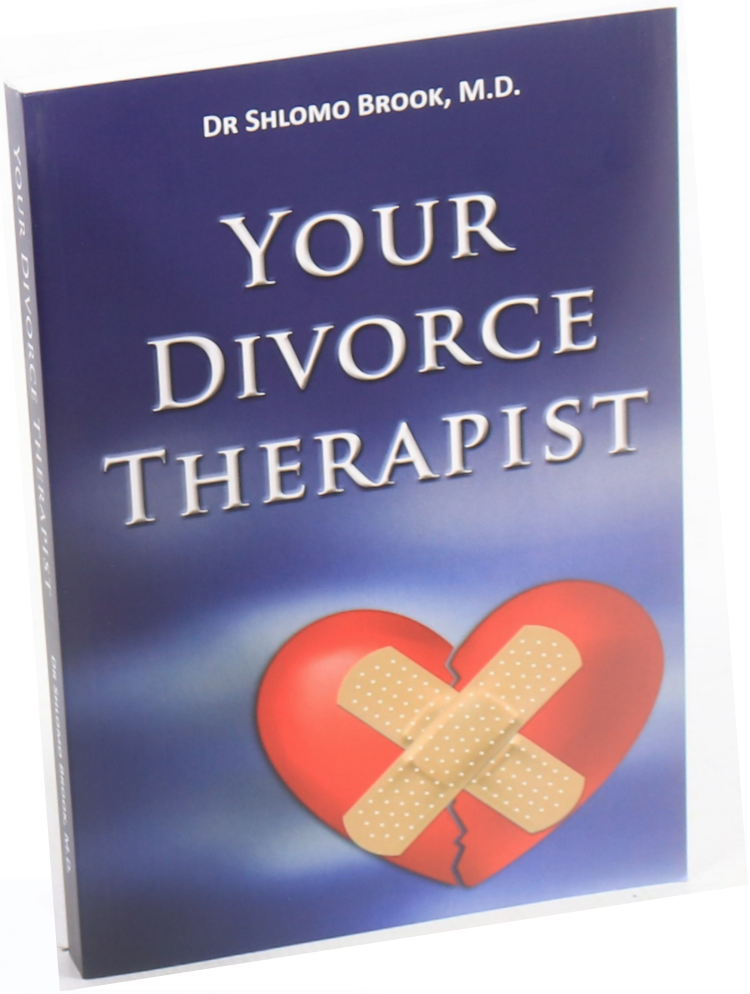
Increased sex drive: Lip kissing is an important part of foreplay, which can increase arousal and make sex a more rewarding experience.

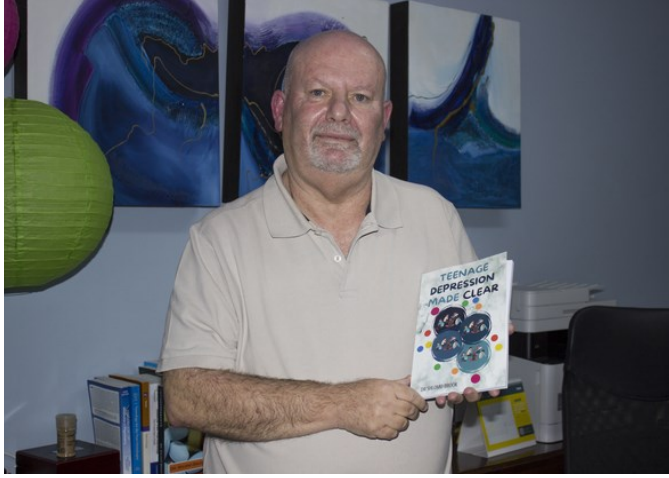
“Kissing can increase your heart rate”



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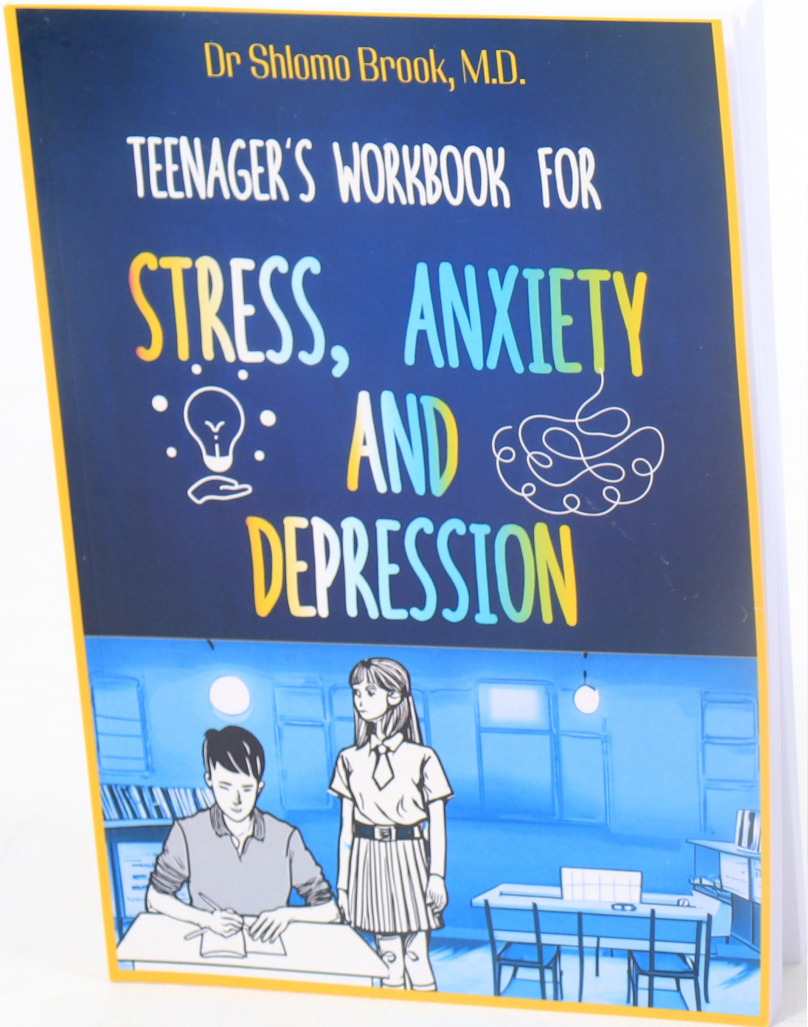


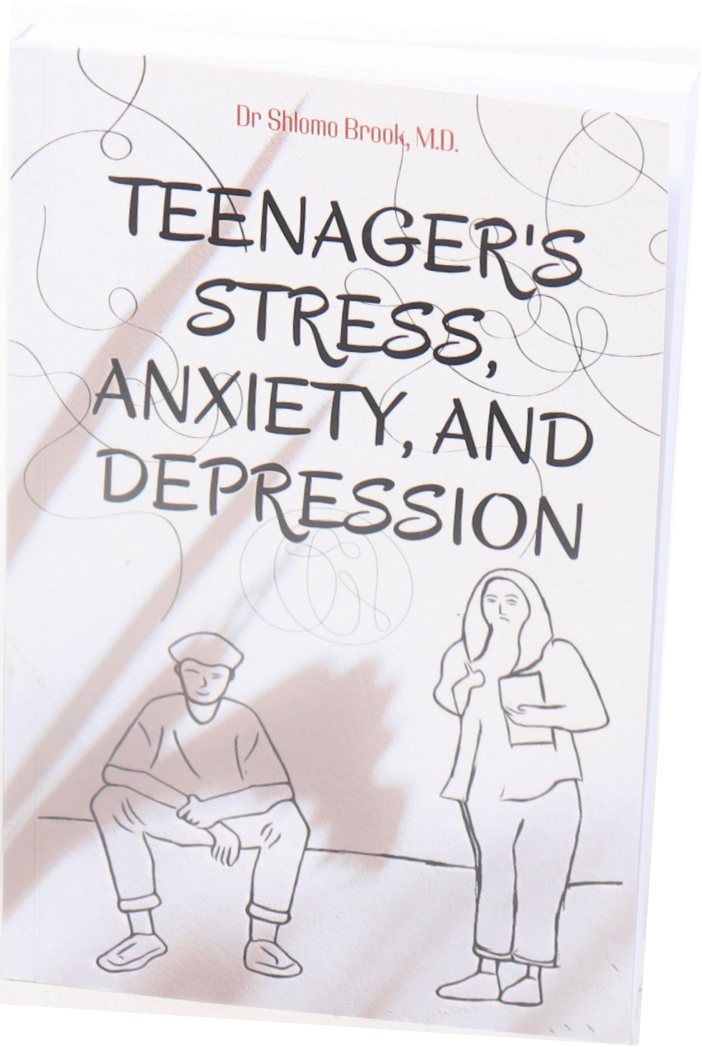


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