THE NURSING STARS MAGAZINE
Celebrating Nursing Professionals in style
19th Issue Jun-Sep 2026



Isaac T. Matlala
"Consider a stone atop a mountain, unyielding and unshakable"

Connie
"My go-to outfit is something comfortable"

Ntombi Hlatshwayo
"My family understands when I work long shifts"

Mamotaung Maphaha
"I spend my lunch hour in a staff kitchen"

Patricia Temple
"Never stop learning and growing but don't just chase paper titles and bars"

Grace
"A big part of my role is holding the team together"

Paula
"My coaching approach is supportive, empowering, and growth-oriented"

Naledi
"I foster leadership and critical thinking skills"

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"I am committed to shaping the future of nursing"

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"Leadership is shown through everyday actions"

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A Clinical Professor Emerita at the NYU Rory Meyers College of Nursing'

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"I Every day teaches you something about humanity"

Caroline Chukwu
"Acetrca embodies a vision of self-discovery, purpose, and hope"

Leticia
"My off-duty days and vacation leave are very important to me"

Kimberly Maurer

"Leadership is not a position. It is a presence"

The Power of Hugging
'Benefits of a bright and beautiful headboard'
Perks of a Comfortable Office Chair
'Compiling a CV That Makes You Stand Out!
'The Wealthy Nurse: Shifting the Paradigm from Overtime to Ownership'
'The Nursepreneur's Clinical Blueprint'
How to Build an Immediate Connection with Your Patient as a Nurse

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"Indeed the nursing business has taken an extraordinary shape"

Do Not Forget to Mix Work with Pleasure

Mid-year is here.... In South Africa it is winter time; it is cold, a season for a soup, fluffy minky blankets, water bottles, furry coats and stuff. However, in all seasons God is still God. Praise the Lord!

So, to all of you who are going through some winter season, whether spiritually or physically do not forget to mix work with pleasure. Our *TNS* Unwind column has some info for you. Take it easy, have some fun!.

Each time scrolling through TikTok videos we see some of you launching your own businesses. Not only that! But elegance tops up everything. Indeed the nursing business has taken an extraordinary shape. Your branding at your receptions, waiting areas, help desks, and operational rooms is exquisite. Wow!!! Keep it up! The world is watching.

Furthermore, 2026,is still left with six months. And if you aspire to start your own business you still stand a chance. Go for it!. Turn 2026 into your best year ever.

Our 19th edition is a Wow! This is the Lord's doing! Another jam-packed edition especially for you!. It is brilliant, elegant, colorful and enriching. We always ensure that each edition takes you a step ahead.

Our super legendary Kimberly Maurer, (a.k.a Ms Kim) is our cover story. What a life's journey she has had. She is a mirror. Besides, a couple of myriad nurses form part of this edition, they are amazing.

We have beautiful Fifi as our TNS Student, Theodora from Nigeria as our TNS Future, Naledi as our TNS Lecturer, Patricia Temple as our TNS Legend, and many more. Samantha from the UK she is our TNS Leader and she is deeply invested in shaping the future of healthcare leadership.

To our featured nurses and subscribers, thank you for taking The Nursing Stars Magazine to greater heights. Your amazing support and followership are our anchor. This is all for you! Be enriched!

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

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

Moreover, thanks for your input, comments, and advises. Our special thanks to our Team and our dedicated contributors. Big ups to you guys!

Enjoy le good reads!

Love you lots!
Connie Mbele

"In all seasons God is still God. Praise the Lord!"

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





Sibongile Khumalo (RN),
Johannesburg, South African

Our loving Father and our eternal God, 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 the 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.

> It is good to praise you LORD and make music to your name, O Most High



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 through TNS Magazine, you will bring it into completion in Jesus' Name. Amen and amen!

"Consider a stone atop a mountain, unyielding and unshakable, regardless of the winds, rain, heat, or cold"



Ebenezer

Stone of Help





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

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!



The Best Dressed Nurse of the Season

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"I value many of my classmates because we support each other academically and emotionally"

Refiloe **Rafube**

She Learns *Something New Everyday*

What is your name?
My name is Refiloe Rafube based in Joburg, South Africa, and I was born on 25th November 2004 I'm a nursing student at Ann Latsky College doing level 3.

Why do you want to be a nurse?
I want to be a nurse because I have a genuine passion for caring for people. Nursing allows me to combine compassion, knowledge, and skill to make a real difference in someone's life, especially during their most vulnerable moments.

Who is your favourite class mate?
I value many of my classmates because we support each other academically and emotionally. I appreciate classmates who are hardworking, positive, and team-oriented.

How is it like to be a nursing student?
Being a nursing student is challenging but rewarding. It requires discipline, emotional strength, and dedication. Everyday I learn something new, both academically and from real patient experiences.

"Every day teaches you something about humanity, resilience, and yourself"

“I am hardworking, determined, and goal-driven”

How would you describe yourself as a student?
I am hardworking, determined, and goal-driven. I take my studies seriously, I participate actively, and I always strive to improve myself both academically and professionally.

What specialty are you focusing on?
At the moment, I am building a strong foundation in general nursing practice, but I am particularly interested in community health and maternal care because I enjoy working closely with families and communities.

What is a dominating culture in your schooling environment?
The dominating culture in my schooling environment is professionalism, respect, and teamwork. We are encouraged to support each other and uphold ethical standards.

Any element of naughtiness?
Of course, we are students, so there are moments of laughter and fun. However, we always know when to be serious and professional, especially in clinical settings.

What real-world lesson are you acquiring currently?
I am learning that empathy is just as important as clinical skills. Patients don’t only need treatment; they need understanding, patience, and reassurance.



"We always know when to be serious and professional"



“Always remember why you started”

“I believe in growth and empowerment”

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

I plan to contribute by promoting patient-centered care, educating communities about health prevention, and mentoring future nursing students. I want to be a nurse who inspires change and excellence.

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

I see myself as both. I am willing to learn and grow as an employee, but I also have leadership qualities that could allow me to become an employer or leader in the future. I believe in growth and empowerment.

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

Nursing is my destiny. It is more than a career for me; it is a ‘calling’. Through nursing, I can serve, lead, and impact lives in meaningful ways.

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

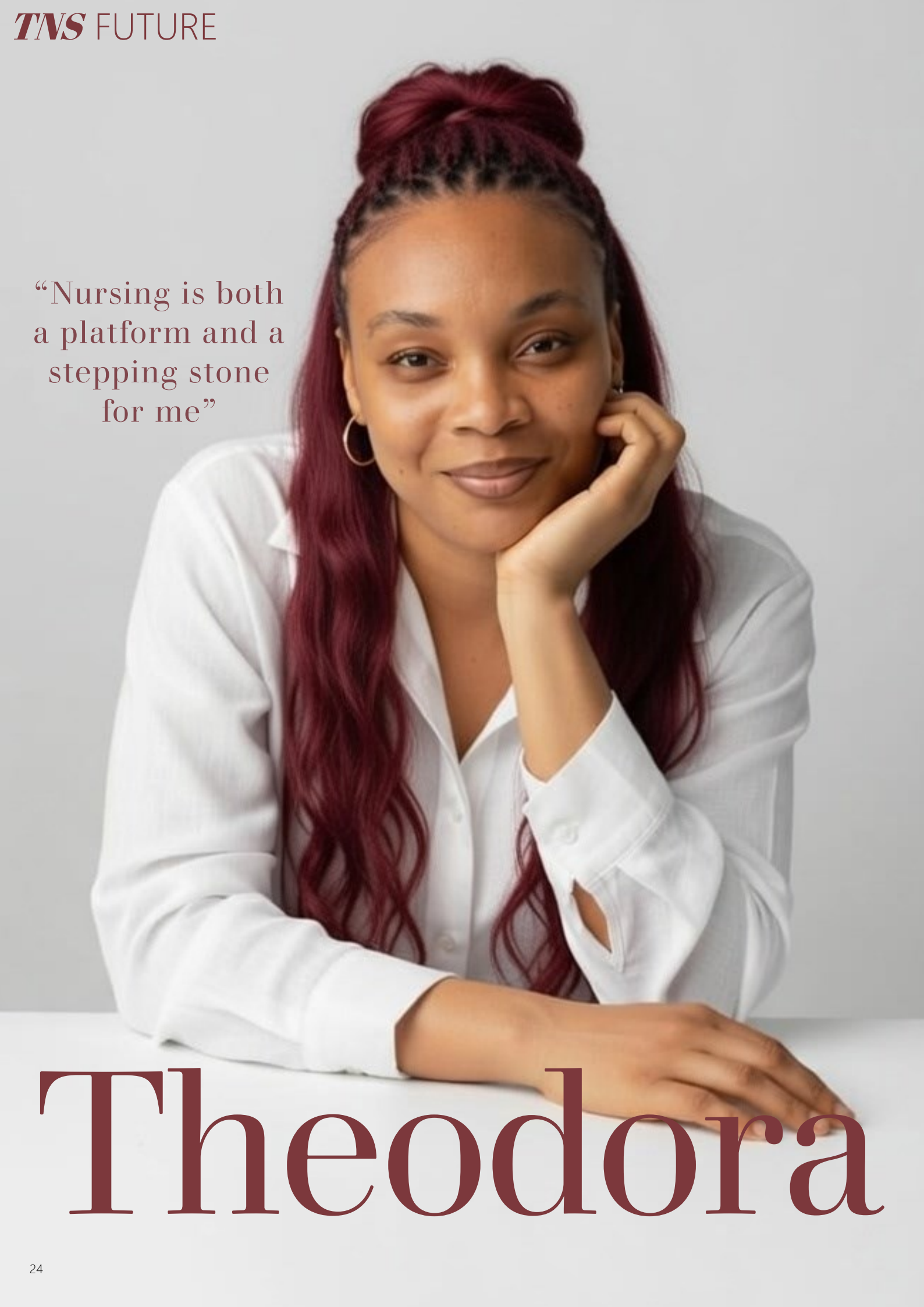
The government should invest more in nursing training, provide better working conditions, increase staffing, and ensure adequate resources in healthcare facilities. Supporting nurses improves the entire healthcare system.

What advice would you give to nursing aspirants?

Be prepared for hard work and emotional challenges, but never lose your passion. Stay disciplined and challenged but passionate, and always remember why you started.

How are you going to mentor the nursing aspirants?

I will mentor them by sharing knowledge, guiding them through clinical practice, encouraging confidence, and being a supportive role model who leads by example.



"Nursing is both a platform and a stepping stone for me"

Theodora

She is Inspired
By Resilient Women

Name: Theodora Innocent Sam, from Nigeria.
Birth month: July
Favourite book: Confessions of a Domestic Failure by Bunmi Laditan, which captures the real-life challenges of first-time motherhood with humour and heart. I enjoy books that make me reflect, laugh, and imagine myself learning from life experiences.
Favourite Music: I listen to a variety of music depending on my mood. From relaxing tunes to upbeat tracks, I enjoy anything that matches the moment and keeps me energized or reflective.
Favourite space: Anywhere with family, loved ones, or a peaceful environment that allows me to relax and recharge.
Favourite time: My favourite time is when I'm happy, exploring something new or challenging, or enjoying moments with family.
Favourite drink: I enjoy tea, yogurt, and natural fruit juices.
How do you spend most of your spare time?
I spend my spare time reading, doing research (especially about nursing and technology), experimenting with tech, enjoying vacations, spending time with family, watching movies, and resting.
What makes you tick?
I'm driven by growth, purpose, and the opportunity to make a meaningful impact in people's lives.
What spoils your mood?
Dishonesty, disrespect, poor communication, and unclear intentions can spoil my mood.
Who is your favourite person in the world?
My family
What made you choose nursing?
I chose nursing because I love caring for people and wanted a platform where I could make a meaningful difference. I realized nursing was the perfect way to combine compassion, service, and impact.
Who is your inspiration?
I am inspired by resilient women, past and present, who break barriers, challenge norms, and make lasting impacts in the world. Seeing what they achieve motivates me to strive for excellence and push beyond limits. Share about your passion for nursing: I am passionate about nursing because it allows me to bring comfort, joy, and hope to patients and their families. I love seeing smiles, providing reassurance, and making a positive impact, even in small moments of care.
Apart from nursing, what is this particular gift you have, are you going to pursue it?
I have a passion for writing, technology, and marketing. While I'm not formally pursuing these professionally yet, I continue to develop these skills in my spare time and plan to explore them further alongside my nursing career.
Do you think nursing is your corridor or your destiny?
Nursing is both a platform and a stepping stone for me. It opened my eyes to endless possibilities and opportunities to grow, contribute, and explore other paths while making an impact in healthcare.
If given a chance, who is this celebrity would you like to spend an hour with, and why?
I would love to spend an hour with Oprah Winfrey. Her resilience, wisdom, focus, and global impact inspire me. I would love to learn from her perspective on leadership, influence, and breaking barriers.
Where do you see yourself in 5 and in 10-year time?
In 5 years, I see myself making significant contributions in nursing, technology, and healthcare education, while continuing to grow personally and professionally. In 10 years, I hope to be a recognized leader and role model in multiple fields, inspiring others to break limits and reach their full potential.
How are you going to contribute in improving the nursing sector?
I aim to contribute through education, mentorship, innovation, and promoting professional growth, helping nurses develop skills and confidence to excel in patient care and leadership.
What do you think is the role of technology in nursing?
Technology enhances nursing practice by improving patient care, streamlining processes, enabling education, and fostering innovation. It's a vital tool for growth and efficiency in modern healthcare.
What fingerprint would you like to leave when retiring from nursing?
I want to leave a legacy of impact, inspiration, and resilience. I hope future nurses look at my journey and feel motivated to persist, break boundaries, and contribute meaningfully to healthcare, just as I have tried to do.

"I want to leave a legacy of impact, inspiration, and resilience"

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Naledi

A Co-Ordinator, Clinical Facilitator, Nursing Manager, Nursing Educator, Assessor, Moderator, Medical Billing and Coding, NIMART, RTCQI, IMCI, Sexual and Reproductive Health, BLS, and Public Health Specialist

Who is Naledi Lebesa?
Naledi Lebesa is a dedicated Nursing Lecturer with a decade of hands-on experience in the health sector. I am based in Eastern Cape, South Africa and am deeply passionate about shaping the next generation of healthcare professionals.

Grounded in my Christian faith, I bring compassion, integrity, and unwavering enthusiasm to both my teaching and my personal life. Outside the classroom, I prioritize my own well-being through a consistent gym routine, which fuels my high energy and commitment to excellence in nursing education.

What is your favourite sport?
I'm incredibly passionate about physical fitness and strength training. It teaches me a lot about setting goals, consistency, and maintaining a healthy routine.

What is your best season in the year? Why?
Winter is my favourite season of the year because it is a perfect time for cozy nights indoors and it provides relief from the heat, completely eliminates pesky bugs, and offers unique seasonal activities like peaceful nature walks for me as an active someone.

What kind of outfit do you prefer when on duty? Why?
Professionally, I prefer formal wear; Nurse's educator wear with distinguishing devices) because it helps me make strong first impressions, communicate credibility, and boosts my focus by creating a distinct mental boundary between work and my personal time.

"Winter is my favourite season of the year because it is a perfect time for cozy nights indoors"



"I'm incredibly passionate about physical fitness and strength training"



"I made that decision in 2018 when I developed love for facilitation"

What kind of outfit do you prefer when on duty? Why?
Professionally, I prefer formal wear; Nurse's educator wear with distinguishing devices) because it helps me make strong first impressions, communicate credibility, and boosts my focus by creating a distinct mental boundary between work and my personal time.

What makes your day?
Spending time with God; a quiet time, and as an overachiever, completing a task of my to-do list always make my day.

What drew you to a career of lecturing?
I chose to be a lecturer because I want to be impactful by transitioning my clinical expertise and to shape our future health-care professionals.

When did you decide to be a lecturer?
I made that decision in 2018 when I developed love for facilitation. I was still a PHC Nurse and I decided to register for my BA in nursing education and management qualification.

How did you reach this level in your nursing career?
I completed my 4-year comprehensive Diploma or Bachelor's degree in Nursing

"I chose to be a lecturer because I want to be impactful by transitioning my clinical expertise"

Gained a minimum of 5 years of appropriate, recognizable clinical experience after my SANC registration and community service. Completed my BA In nursing education and management, then registered with SANC as a moderator and assessor.

What impartation are you there to offer?

I strongly model and impart the core values of integrity, empathy, and respect in our profession, I introduce healthy coping mechanisms and also equip my students with fundamentals of teamwork.

What is the unique aspect about you?

The medical field is dynamic. A unique aspect about me is that I have healthcare expertise and serve as a role model. As I instruct our next generation of nurses how to balance everything in their professional lives.

What sound of voice do you use in class – loud or low?

A bit of both loud and low voice approaches works for me, depending on the crowd I'm teaching and the environment.

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

I bring a nonjudgmental and emotionally balanced ambience to the lecture room so that my students may be encouraged to participate freely in class activities.

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?

I foster leadership and critical thinking skills.

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

Yes, I'm always tempted.

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

I allow them to self-assess their passions by combining classroom theory with practical insights for exposure to all the specialties our profession has to offer.

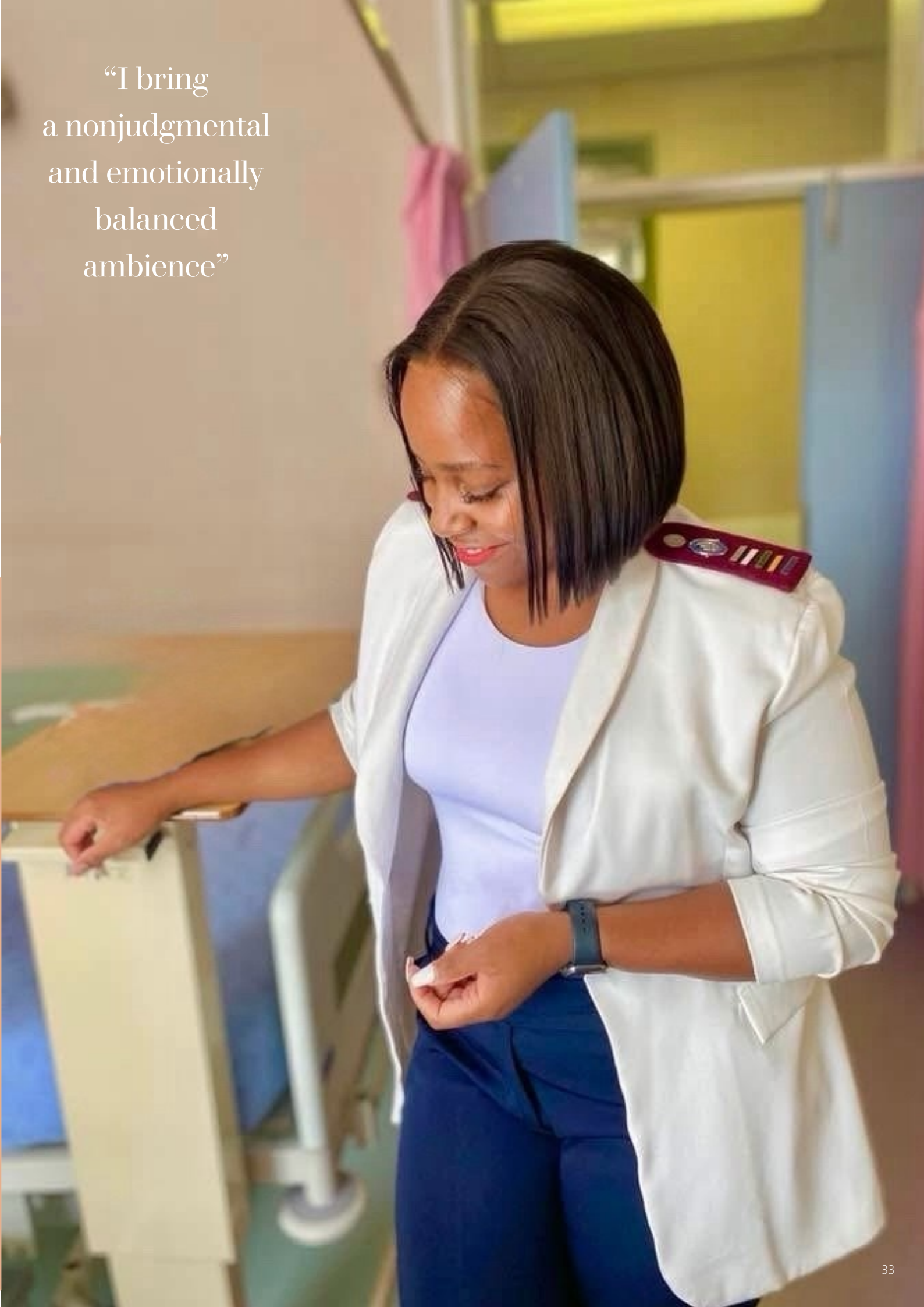
When faced with students who are about to give up, what do you do?

I find ways of identifying the root cause so that we deal with it and always remind them of their initial "why" they started with pursuing a career in nursing.

What five words would your colleagues and students use to describe you?

Caring, dedicated, knowledgeable, supportive, and inspiring.

"I foster leadership and critical thinking skills"


“I bring
a nonjudgmental
and emotionally
balanced
ambience”



"My attitude and personality will significantly shape my students' learning journeys"

How do you pep up distressed students?
I support them and offer a safe environment for them actively utilizing my listening skills so that I can enhance coping mechanisms for them.

What do you expect from incoming students?
Currently, I expect digital fluency with our available resources and a pragmatic mindset since these young ones are always goal oriented.

What should new students expect from you as a lecturer?
They should expect me to bridge the gap between theory and practical work, to be a lecturer who is knowledgeable, has empathy and who is reliant in terms of academic support.

What is your tutoring philosophy?
My tutoring philosophy is lifelong learning and professionalism with an approach of making my students understand that nursing doesn't end at graduation. I apply this with evidence-based practice and adaptability with the main goal being that of producing continuous professional self-betterment and quality care.

What is this interesting quality that makes your students to come back to your class?
An interesting quality about me is that, in as much as I can be flexible in the learning environment, I solely prioritize bridging the gap between theory work and practicals to make learning more enjoyable.

Under general, what characteristics do nursing students require their tutors to possess?
Good interpersonal skills and clinical practice.

How does a lecturer's personality affect students' success?
My attitude and personality will significantly shape my students' learning journeys.

How would your previous students describe you?
They would describe me as a very emphatic, approachable, supportive, competent and confident lecturer with great knowledge and experience.

What is your advice to all nursing students?
NTo all my students, always remember that your journey is demanding, but your impact is truly profound. You are stepping into a noble field where your compassion, resilience, and clinical knowledge will change lives. As our profession is dynamic, always apply your critical skills to cultivate a lifelong learning mindset and prioritize empathy with your clinical skills. That's how you'll succeed, all the best with your career!!

"My tutoring philosophy is lifelong learning and professionalism"



"The core message is that language barriers should never define a person's worth"

'Thriving Beyond Language Barriers'

'Simple Solutions for Effective Healthcare Communication for Multilingual Nurses'



A Book by Samantha Gounden from Oxford, England, United Kingdom
A RN, Educator, Author, Leadership Scholar, Clinical Communication Strategist, Reducing Workforce Risk, Incidents and Attrition Through System-Level Communication Insight

What is the name of your book?
My book is titled Thriving Beyond Language Barriers.

When did you launch it?
I launched the book in October 2025.

What kind of a writer are you?
I am an educational and inspirational writer with a strong passion for personal empowerment, nursing, and healthcare leadership.

Is this your first book?
Yes, this is my first book.

How many books have you written so far?
Just this one but I am currently working on a project focused on leadership.

What is the genre of your book?
The book falls under educational, self-development, healthcare communication, and multicultural empowerment literature.

What propelled you to write this book?
I was inspired to write this book after witnessing how language barriers affect confidence, healthcare delivery, relationships, and opportunities, especially internationally trained nurses, international students, and various other healthcare professionals. I wanted to create a resource that encourages people not just to survive language challenges, but to truly thrive beyond them.

What is its gist?
The book is a powerful resource for nurses striving to build confidence, master communication, and thrive in English-speaking healthcare environments. Through the SHINE Framework (Strengthen Cultural Competence, Hone Language Skills, Improve Professional Interactions, Navigate Communication Challenges, and Elevate Confidence and Clarity), it offers a roadmap that empowers nurses and other healthcare professionals to communicate effectively, advocate for themselves, and deliver excellent patient care with confidence.

What is your target niche?
My target audience includes nurses, healthcare professionals, international healthcare students, caregivers, and anyone navigating communication challenges in multicultural environments.

What is the core message that the readers should expect from your book?
The core message is that language barriers should never define a person's worth, intelligence, or potential. With confidence, support, adaptability, and persistence, people can excel beyond communication limitations.

What is the psychology of its content?
The book is rooted in emotional resilience, confidence-building, cultural adaptation, and self-belief. It addresses fear, anxiety, and isolation that often accompany language barriers while promoting growth, courage, and inclusion.

How will it enrich the readers?
The book will encourage readers to build confidence in communication, embrace cultural diversity, improve interpersonal relationships, and develop practical tools for succeeding in academic, professional, and social settings.

How will it enrich the nursing sector?
In nursing and healthcare, effective communication is essential for patient safety, empathy, teamwork, and quality care. This book highlights the importance of communication awareness, helping healthcare professionals better support diverse patient populations as well as helping educators support internationally trained staff who speak English as a second language.

What is your vision about your book?
My vision is for this book to become a source of empowerment and transformation for people around the world who struggle with language-related challenges. I want it to inspire confidence, inclusivity, and meaningful communication across cultures.

How will the potential clients access your book?
Readers will be able to access the book through Amazon. Link to Purchase on Amazon

Did you self-publish or go the traditional publishing route and why?
I chose self-publishing because it gave me creative freedom and faster publication.

What promise do you give to your followers?
I aim to continue creating authentic, impactful, and empowering content that uplifts people, promotes understanding, and encourages personal and professional growth.

What important advice would you give to a first-time author?
Believe in your story and start before you feel completely ready. Write with authenticity, stay consistent, accept constructive feedback, and remember that your voice can make a difference in someone's life. Progress matters more than perfection.

"I was inspired to write this book after witnessing how language barriers affect confidence"

WATER-BASED SERUM WITH:

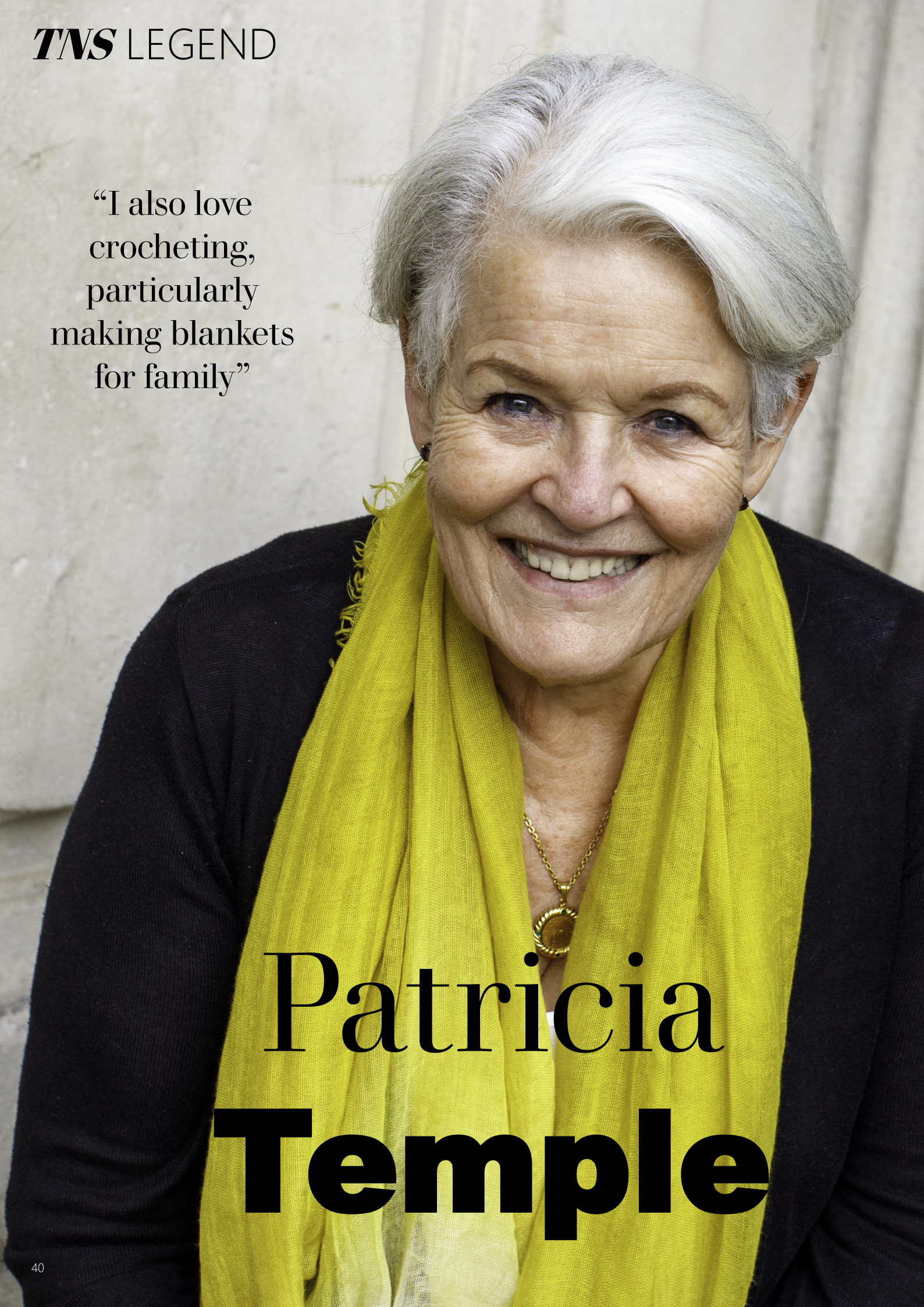
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PRO-VITAMIN B5

PEPTIDES



MAIA



"I also love crocheting, particularly making blankets for family"

Patricia Temple

Patricia Temple is an international registered nurse, mentor, and founder of Nursing Wisdom+ and the Finding Your Florence programme. With more than five decades of experience across the UK, southern Africa, and the Middle East, she supports nurses through coaching, mentoring, and wellbeing initiatives.

She continues to practise bedside nursing and is actively involved in work supporting nurse resilience and professional sustainability. She is proud of her Wise `Nurse Elder status and takes the responsibility of sharing wisdom with the next generation of nurses very seriously.

She is currently writing a retrospective reflection on her six decades of nursing and what formed us and shaped us and what we carried forward and how our experiences might inform the present and future generations of nurses.

For how long have you been in nursing?
I have been a nurse for more than five decades, working across continents, cultures, and many different roles, from bedside nursing to executive leadership, and back again. Nursing and me as a nurse has been a constant through every period of my life.

What inspired you to choose this career?
Nursing was not a career choice as such but something I always wanted to 'be' – from when I was very young. I can't say that I had any profound thoughts then about caring for others or making a difference or etc – it was just something at the very soul of my being. I knew – without a doubt that I wanted to be a NURSE – in CAPITALS. I have always been a proud and committed nurse and feel that is has been my privilege and an honour to be part of this profession

Was nursing a calling or a profession to you?
Because I have never wanted to be anything else, I guess that would make it a 'calling' – although strictly speaking, I did not look at it like that. It was simply something that I was 'drawn' to do.

Nursing has been my passion and my purpose all my life. Even in the toughest times, when I despaired, my Nursing Why carried me through. It has been my compass and my North Star - especially when working in very different multicultural healthcare environments where my personal and professional values were severely tested. And it was what I returned to when I suffered a personal existential crisis in 2015 and returned to bedside nursing to ground myself and heal.

What were your worst moments?
Some of my most difficult moments came when I witnessed suffering within the healthcare system — both professionally and personally. Supporting close family members through serious illness exposed me to care that at times lacked compassion, and that shook my faith deeply.

Later, working on the frontline during the pandemic and then developing Long COVID myself brought enormous physical and emotional challenges. Being forced to step away from the career I loved due to ill health was incredibly painful. Yet even in those moments, I learned profound lessons about resilience, humanity, and the importance of compassion for others and for ourselves.

"I learned profound lessons about resilience, humanity, and the importance of compassion for others and for ourselves"

She an international registered nurse, mentor, and founder of Nursing Wisdom+and the Finding Your Florence Programme

"Never stop learning and growing but don't just chase paper titles and bars"

I also had a profoundly life altering moment when I contracted Covid and had a very close brush with death, whilst on the frontline in the UK during the pandemic. This was followed by Long Covid and a difficult and extended battle with bureaucracy and a final sad end to that part of my nursing journey when I had to take ill health dismissal from the profession.

I did give evidence at the UK Covid Inquiry and am still a staunch advocate for all those nurses who have suffered and are still suffering Long Covid injury and being dismissed. We deserved and still deserve better. We cannot be declared disposable as I fear we have been.

What were your stimulating/aha moments?

One of my biggest "aha" moments came when I returned to bedside nursing after senior leadership roles. That experience reminded me of the deep connection at the heart of nursing and helped me rediscover my Nursing Why.

Another came when I realised that my experiences — both the joys and the hardships — could be used to support other nurses, which led to the creation of Nursing Wisdom+ and my programme Finding Your Florence – where I am currently working with my Compassion Renewal framework for compassion fatigued, disappointed, disillusioned and drained nurses who have lost their Nursing Why and need help to find it again.

I realise that I have always, since my encounter with my first Nurse Tutor/Educator at the beginning of my training loved coaching, mentoring, guiding and walking alongside nurses on their nursing journeys. I think my Covid experience, as discussed above, was also, possibly, an aha moment as well as a 'worst' moment because of the lessons that resulted.

If given another chance, would you go for the same career?

Absolutely, without hesitation. Nursing has given my life meaning, purpose, connection, and countless opportunities to grow. Despite its challenges – of which there have been many- I would choose it again every time.

What did you take with you from nursing?

I carry with me a deep understanding of humanity-—compassion, humility, resilience, and the importance of connection. My African roots have deeply shaped who I am—personally and professionally—grounding me in community, story, and the importance of human connection.

As in Ubuntu—a philosophy that I so believe in. From my parents and reinforced throughout my nursing career, I have learned 'This above all, to thine own self be true and it must follow, as the night the day, thou canst not then be false to any man'. In my personal and professional life, this has been my watchword.

As I have grown older, I have also come to understand my role as a 'tribal elder' within the nursing community, sharing wisdom, knowledge and experience holding space, and helping others find their way—at all levels and all experiences.

I think I bring true insight and a deep appreciation of what nursing was, is and always will be. Plus, and perhaps as important, I have tried to preserve the rich history and tradition of our time as I remember it—not only to inform the present but also to honour the past.

We have stood on the shoulders of giants and that must be acknowledged as must our responsibility to share this with the new generation – as our Nursing Legacy.

What is your advice to the incoming nursing?

All of the above plus Stay connected to your values and remember why you chose nursing. Take care of yourselves as well as your patients, because you cannot pour from an empty cup. Learn the skills you need to pre-emptively deal with the onset of compassion fatigue, moral injury, trauma, stress and burnout.

Give yourselves 'Permission to Pause'. Learn that self-care ISN'T Selfish and is a powerful concept in meeting the daily challenges inherent in modern day nursing. And practise it daily at home and at work.

Savour the community, the camaraderie, the collective, the connection and the collaboration — be an individual, yes, but maintain the spirit of the tribe and the belonging. Never stop learning and growing but don't just chase paper titles and bars.

Education and lifelong learning are powerful concepts to embrace - use them to your best advantage not just in pursuit of titles, and savour every moment. There is much that is good. Be curious, keep learning, seek support, and never lose sight of the privilege it is to do the work we do. Nursing is both an art and a science —honour both.

How do you describe your career journey in one word?

This is hard. I am torn between – Purposeful, Fulfilling, Rewarding and Incredible. It has been all those and more. I am proud that I chose nursing. It has served my life purpose well and for that I give thanks.

On Retirement

How is your retirement era?

I see this phase not as an ending but as a transition into a new chapter of contribution. While much of my work now focuses on coaching and mentoring nurses at all levels of experience, writing, and advocacy through Nursing Wisdom+ and Finding Your Florence, I am still privileged to do some bedside nursing as a registered nurse in a retirement village.

It is deeply fulfilling and a joy to remain in uniform, even briefly, and to stay connected to the heart of nursing practice.

What keeps you busy?

My work supporting nurses through mentoring, teaching, and programme development keeps me very engaged. I offer one-to-one coaching for nurses at all levels of their careers and have had the privilege of supporting a number of student nurses through their dissertation journeys to successful completion.



"One of my biggest "aha" moments came when I returned to bedside nursing after senior leadership roles"

Continuing to practise clinically keeps me grounded, and I am also involved with MACH Health and The Nurse Collective, working alongside Mark Carter and supporting important work focused on nurses' health and wellbeing, including initiatives connected to a wellbeing app for NHS nurses. This aligns closely with my own Compassion Renewal and Resilience Framework, which I hope to see supporting nurses more widely across the NHS and potentially through organisations such as the RCN.

How do you spend your hours in a day?

My days are a blend of writing, mentoring, coaching, programme development, reflective practice, and time spent nurturing relationships and personal wellbeing. On the days I am in uniform, I am reminded why I fell in love with nursing in the first place. I also make time to keep physically and emotionally well through walking, exercise, meditation, spending time with friends, and quiet moments of reflection. Family time and connection is hugely important to me and the world now being a village, I am grateful that I am able keep in touch with my children and their families on a daily basis – even though we are separated by continents and time zones.

Who do you spend most of your time with?

I spend time with family, friends, and fellow nurses — both in my personal life and through my mentoring and coaching work. Connection remains very important to me. I currently do not have a cat in my life so I often 'pet sit' for others as I have had a deep and constant connection with cats (and dogs) throughout my life. There is something very special about being ignored by a cat.

Which place in the world have you or will visit while on retirement?

Having lived and worked across several countries, I feel fortunate to have experienced many cultures. Saudi Arabia, the Gulf, Zimbabwe, South Africa, and the United Kingdom. I am about to travel to Australia and New Zealand to reconnect with family, which I am very much looking forward to. I have never been to the United States, so that remains an option for a future adventure. Eswatini holds a very special place in my heart as does Zimbabwe. And KZN, South Africa, where I spend many of my formative years, still speaks to me of special times.

What are your new hobbies currently?

I enjoy writing, reflective practice, mentoring, and continue to develop my programmes for nurses.. I also love crocheting, particularly making blankets for family— which I find both creative and comforting. I have recently also been teaching others to crochet—an interesting experience.

For more than forty years I have written poetry to commemorate family occasions such as weddings, birthdays, and significant life events, and I now have quite a collection of these pieces, each holding special memories.

Reading has been a passion of mine since an early age and I still love having an actual book to read. Something special about sitting with a book and being transported elsewhere – even if only temporarily. I have always believed in the importance of exercise and love exercising, particularly outdoors and I still walk regularly (Covid and Long Covid regretfully took jogging away from me).

Ntombi Hlatshwayo

She is all about
clear and straightforward insight

"The most precious moments are those quiet ones that we share together on weekends, after cooking and other chores are done"

I am Ntombi Hlatshwayo and I work as a dialysis nurse and spend most of my time supporting patients on hemodialysis and hemodiafiltration.

Over the years I've learned a lot from the bedside—especially around vascular access care and adjusting treatment settings to keep patients safe and I hope to share practical lessons from daily practice and learn from other nurses in the field.

My goal is to contribute clear and straightforward insight that can help colleagues in renal care to do their best in serving our patients.



"Nothing fancy, playing cards is the simplest game for all of us"



"The most precious moments are those that we share together on weekends"

"My Son spoils me the most"

What reception does your family give you after a long day's work?
They prepare a hot bathtub for me to freshen up and then make me a cup of tea as these help me to relax after a day's work.

Who spoils you the most?
My Son spoils me the most. However, at times when my sister notices that I had a rough day, she spoils me as well.

What is this first thing you do when coming from work?
My family always insists that I sit in the living room for 20-30 minoutes while they prepare the usual stuff for me. And that is a moment to vent.

Moments in which you miss your family the most while at work?
During breakfast time, as when Im at home we eat together.

What strategy do you use to make your family love your nursing job?
I share the parts of the day that are more human based, not just the clinical details: a patient who said thank you, a moment that made me laugh, something I learned. I keep the heavy stuff out of the house unless I need to talk it through. I also ensure that nursing doesn't take over everything. Protected family time, being present when I'm home, and handling my shift stress before I step in the door helps them see it as a job I respect, not one that consumes me.

As a nurse what kind of support does your family give you?
My family understands when I work long shifts and they take care of home chores Moreover they always prepare my lunch meals and my uniform for the next day.

What are the most precious moments with your family?
The most precious moments are those that we share together on weekends. When done with cooking and other home chores, we sit around, relax and chat. And those are moments that reset me more than anything.

What games do you play together as a family?
Nothing fancy, playing cards is the simplest game for all of us, what is importance is that we play together.

What nicknames have they given you and why?
Eyes ...Coz I have big eyes.

Describe your motherhood in one word?
Steady.

Describe your relationship as a family in one word?
Supportive.

What is your unique family culture?
We value showing up and supporting each other even in small ways. And if someone is going through a rough season, the rest must pick up the slack without being asked.

What one word do you use to pep up/ energize one another?
Wake-up-guys!!

How do you balance your three roles?
Being clear on what matters each day accepting that some days one role takes the priority, communication is the key for both work and home it helps preventing clutching the roles.


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Benefits of a bright and beautiful headboard



Article By www.liquidlaundromats.com

Article By TNS Magazine
Compiled from various online sources

A bright, beautiful headboard transforms your bed into a stunning visual anchor, immediately elevating your bedroom's style. Beyond aesthetics, it provides comfortable back support for reading, keeps pillows from slipping off the mattress, and protects your bedroom walls from scuffs and body oils.

The benefits of upgrading to a bright and beautiful headboard extend far beyond simple bedroom decor:

Instant Visual Makeover
The bed is the largest piece of furniture in the room. An eye-catching headboard acts as the room's focal point, making the space feel thoughtfully designed and luxurious.

Superior Comfort & Posture
It creates a cozy, cushioned buffer when you want to sit up and read, watch TV, or have breakfast in bed.

Wall Protection
It acts as a shield against scratches, scuffs, and natural body oils that frequently rub off onto bare walls.

Keeps Pillows in Place
It securely encloses the head of the bed, preventing pillows from sliding down the gap between the mattress and the wall in the middle of the night.

Enhanced Room Perception
Brightly colored or vertically oriented headboards can reflect light and create the illusion of height and openness, making smaller bedrooms feel much larger.



> The primary perks include significantly reduced back and neck pain

Perks of a Comfortable Office Chair



> These chairs effortlessly align your hips

Article By TNS Magazine
Compiled from various online sources

Comfortable, ergonomic office chair transforms your workday by providing tailored physical support. The primary perks include significantly reduced back and neck pain, improved posture alignment, increased daily productivity, and enhanced circulation. It keeps you focused and energized by preventing physical fatigue.

The specific perks and health benefits of a high-quality office chair include

Lower Back Pain Relief
Ergonomic chairs support the natural S-curve of the spine, using adjustable lumbar support to reduce pressure on spinal discs and alleviate lower back strain.

Improved Posture
By offering customized seat height, depth, and backrest angles, these chairs effortlessly align your hips, shoulders, and spine, preventing slouching and spinal deformities.

Increased Productivity
Discomfort is a massive distraction. When you aren't constantly shifting to relieve aches, your ability to concentrate for longer periods increases, directly boosting work efficiency.

Better Blood Circulation
Adjustable seating keeps your knees level with or slightly below your hips, preventing the restriction of blood flow to the legs and avoiding the "heavy legs" feeling at the end of the day.

Reduced Neck and Shoulder Strain
Features like adjustable armrests and neck rests prevent your shoulders from hunching and reduce the daily tension that leads to headaches.

Long-Term Joint Health
Proper, dynamic support protects you against musculoskeletal disorders and chronic conditions associated with years of sedentary work.



> “Your business should solve a problem you care about

FROM BEDSIDE TO BOARDROOM:

The Nursepreneur’s Clinical Blueprint

> In fact, your nursing license is secretly a business license in disguise



Article By Amanda N Mapepa
A Nursepreneur Evangelist

In our last discussion, we explored the heart of Nursepreneurship—finding your "North Star" and aligning your business with your values. But once you have the vision, a common question arises: "I'm a great nurse, but do I have what it takes to be a CEO?";

The answer is a resounding yes. In fact, your nursing license is secretly a business license in disguise. To move into this next quarter of your journey, let's look at how to translate your clinical excellence into entrepreneurial success.

The "Nursing Process" of Business Nurses are natural project managers. Every shift, you use a sophisticated framework to keep patients alive and well. That same framework—the Nursing Process—is the ultimate strategy for building a profitable company.

* **Assessment** (Market Research): Just as you assess a patient's vitals, you must assess the market. What are the "pain points" in healthcare? Who is your "patient" (your ideal customer)?
* **Diagnosis** (The Problem): Define exactly what problem your business solves. Are you diagnosing a lack of home-care coordination? A gap in wellness education?
* **Planning** (The Business Plan): This is your care plan. It outlines your goals, your budget, and the interventions (services) you will provide to achieve a healthy "bottom line".
* **Implementation** (The Launch): This is where you move from thinking to doing. You administer your service or product to the world.
* **Evaluation** (The Audit): Every quarter, look at your results. Is the business growing? Are customers satisfied? If not, you re-assess; and adjust the plan.

Reframing Profit: Sustainability is a Vital Sign

One of the biggest hurdles for nurses is the "guilt" of charging for their time. We are taught that nursing is a selfless calling. However, in the world of Nursepreneurship, profit is a vital sign. Think of it this way: If a hospital runs out of oxygen, it can't save lives. If your business runs out of money, you can't fulfil your mission.

Charging what you are worth allows you to invest in better tools, reach more people, and prevent your own burnout. You aren't "selling out" you are "scaling up" your impact.

Shifting from Tasks to Systems

At the bedside, your day is governed by a "to-do" list (medication passes, charting, wound care). As a CEO, you must shift from doing the tasks to building the systems.

A successful Nursepreneur "doesn't" just work in the business; they work on the business.

* Instead of just teaching a class: You create a digital course that runs while you sleep.
* Instead of just seeing one patient: You build a team or a platform that serves hundreds.

Your Business "Vitals" Dashboard

To keep your venture healthy, you must monitor these three metrics closely:

* **Cash Flow (Circulation):** Is money moving in and out effectively?
* **Marketing (Respiration):** Is your business "breathing"? Are you consistently reaching new people?
* **Customer Feedback** (Neurological Check): Is your business responding correctly to the needs of your community?

A Call to Action for the Second Quarter

The transition from Bedside to Boardroom doesn't happen overnight, and it doesn't require an MBA. It requires the same bravery you show every time you walk onto a high-stakes ward. You already have the critical thinking skills, the empathy, and the resilience. Now, it's time to apply them to your own vision.

Your Next Step: Look at your nursing workflow today. Pick one skill—like patient education or care coordination—and ask yourself "How could I turn this specific skill into a system that helps people outside of these hospital walls?". The boardroom is waiting for a nurse's perspective. Are you ready to take your seat?



The Wealthy Nurse:

Shifting the Paradigm from Overtime to Ownership



Article By Amanda N Mapepa
A Nursepreneur Evangelist

The Myth of the "Comfortable" Salary

For decades, the financial narrative of nursing has been written in "hours worked." We have been conditioned to believe that the only path to increased earnings is through more double shifts, back-to-back night duties, and sacrificing our holidays for a premium rate.

But as the "Nursepreneur Evangelist", I am here to tell you that labour is not the same as leverage. To achieve true financial independence, we must transition from a mindset of survival to a mindset of strategic wealth creation.

While nursing offers a stable income, stability is often a gilded cage. Inflation, the rising cost of living, and the physical toll of bedside care mean that a fixed salary—no matter how competitive—has a ceiling. When you trade your time for money, you are selling a finite resource. Wealth, however, is built when you decouple your income from your presence.

Nursepreneurship is the vehicle for this decoupling. Whether it is launching a home care agency, consulting for healthcare startups, or creating digital education assets, the goal is to build systems that work while you sleep. We must stop viewing ourselves solely as clinical practitioners and start seeing ourselves as high-value assets in the healthcare economy.

Building Your Financial Foundation

To move from the bedside to the boardroom, your "money matters" strategy should focus on three pillars:

1. **Skill Monetization:** What do you know that others need to learn? Your clinical expertise in specialized areas is a marketable product.
2. **Asset Acquisition:** Stop spending your extra shift pay on liabilities. Invest in the tools, certifications, or small business ventures that generate recurring revenue.
3. **The Entrepreneurial Buffer:** Financial freedom isn't just about having a million dollars; it's about having the "choice" to walk away from a toxic environment because your side venture covers your mortgage.

The Call to Action

We serve others daily, but we often neglect our own financial health. It is time to stop being "just a nurse" and start being the CEO of your career. Wealth gives you the power to advocate for your patients and your profession from a position of strength, not desperation. Let's change the pulse of our bank accounts together.

About the Author: Amanda N (Mpozori) Mapepa is a Registered Nurse and the visionary "Nursepreneur Evangelist" dedicated to nursing professional evolution. She is the author of *The Global Pulse: A Step-by-Step Guide to Becoming an International BLS Instructor* and the definitive *Step-by-Step Guide to Becoming a Nursepreneur* and many more. As a coach and facilitator, Amanda hosts transformative Nursepreneur Masterclasses, empowering healthcare professionals to transition from clinical bedside roles to successful business ownership.

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https://selar.com/m/amanda-mapepa1

> When you trade your time for money, you are selling a finite resource

HOW TO BUILD AN IMMEDIATE CONNECTION WITH YOUR PATIENT AS A NURSE



"Tell the patient your exact role"

Article By TNS Magazine
Compiled from various online sources

Building an immediate connection with a patient as a nurse relies on a few quick, highly effective steps: always knock and introduce yourself by name, sit at their eye level to project calm and empathy, and ask non-medical questions to treat them as a person first. These small gestures make a massive difference in patient trust, and you can easily master them by utilizing the practical tactics below.

Introduce First
Tell the patient your exact role, how long you will be caring for them, and ask them how they prefer to be addressed.

Sit Down
Pull up a chair or kneel so you aren't standing over them. Studies show patients perceive you as spending more time with them simply because you sit at their eye level.

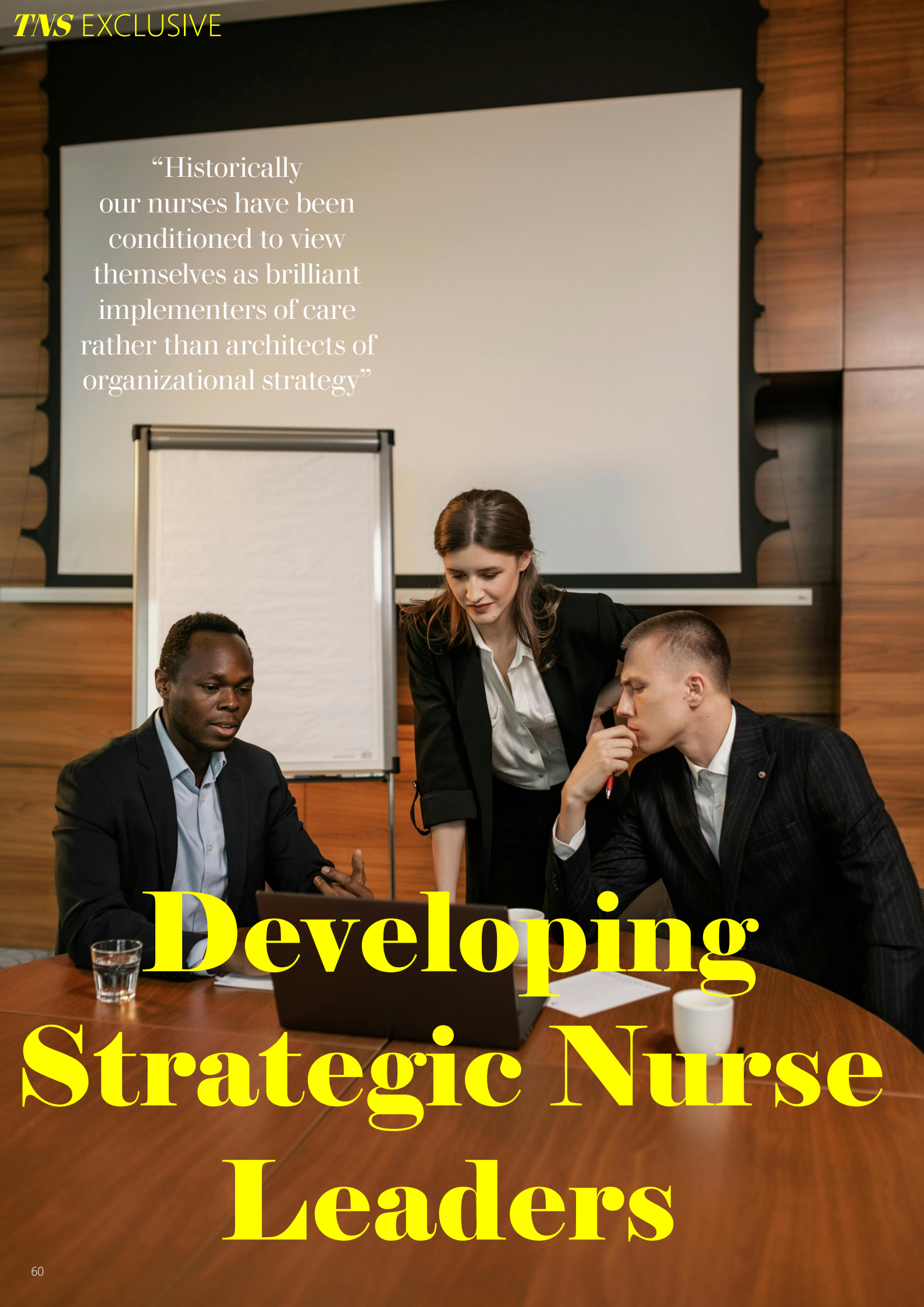
Focus 100% on Them
Put away distractions and make consistent eye contact. It shows dedication to their care.

Be Present in the Moment
Listen attentively without interrupting. Acknowledge how they are feeling—such as scared or frustrated—without judging them.

Ask About Their Life
Ask brief, non-medical questions to find common ground. Utilize the FORM framework: Family, Occupation, Recreation, and Motivation.

Follow Through
Be transparent about your schedule and follow through on your promises (e.g., "I will be back in 20 minutes with your medication").

"Be transparent about your schedule"



"Historically our nurses have been conditioned to view themselves as brilliant implementers of care rather than architects of organizational strategy"

Developing Strategic Nurse Leaders



Article By Yasteel Rajdev RN
KZN, South Africa

There is a distinct rhythmic hum inside an intensive care unit or emergency department at two o'clock in the morning that only a nurse truly understands. It is an environment of intense, rapid sensory data where clinical leadership is measured not in multi-million-rand asset allocations or structural corporate policy, but in seconds an intuitive titration of an inotrope, a sharp glance that coordinates a resuscitation team or the reassurance offered to a grieving family.

In these high-stakes moments our nurses act as the absolute operational pivots of healthcare delivery. Yet, when the sun rises and executive decisions are made regarding workforce distribution, capital expenditure and macro-level health strategy.

The transition from clinical maestro to board strategist remains a historically fractured pathway. The Nursing Stars Magazine has long served as a vital vanguard for the elevation of our profession and it is a profound privilege to write for this publication once again.

I extend my warmest gratitude to the editorial team for this second exclusive feature. While my previous piece, The Gen Z Shift: Revolutionizing How We Support Novice Nurses focused heavily on restructuring point-of-care clinical practice to sustain our newest workforce entrants.

We now lift our gaze to an urgent institutional mandate the deliberate and structured grooming of strategic nurse leaders who can confidently step away from the bedside and claim an authentic voice at the boardroom table.

The journey from clinical expertise to executive influence requires a radical transformation of identity and that is a process that cannot be achieved through passive corporate orientation or classroom instruction alone.

Historically our nurses have been conditioned to view themselves as brilliant implementers of care rather than architects of organizational strategy. Empirical research within local health systems highlights a pervasive institutional gap.

Many newly appointed nurse manager's report feeling isolated, functionally ill-prepared, raised level of anxiety and structurally unsupported as they attempt to navigate complex administrative systems (Mkhize and Nene 2024).

This transition is heavily burdened by what organizational theorists refer to as a lack of psychological safety and a distinct deficit in formal and structured guidance. When an outstanding clinician is promoted to management, they are frequently left to sink or swim, expected to intuitively master healthcare economics, complex labour dynamics and long-term capital budgets.

This mandate has captured high-level attention through a groundbreaking collaboration between academic researchers and the National Department of Health. The national launch of the Nurse Lead initiative, deeply integrated with the South African Nursing Leadership Competency Framework, represents a monumental paradigm shift designed to bridge theoretical corporate innovation with real-world clinical demands (North-West University 2026).

Rather than leaving leadership development to chance, this national initiative underscores that strategic capability must be intentionally cultivated. True mentorship at this level requires two symbiotic pillars of development which has been outlined by foundational public administration guidelines.

The psychological role which fosters emotional resilience and professional identity reconstruction that deliberately transfers high-level competencies in healthcare law and strategic resource allocation (Department of Public Service and Administration 2006).

When senior executives actively sponsor and groom emerging clinicians, they demystify the language of the boardroom and ultimately transforming an individual who interprets clinical symptoms into a strategist who synthesizes complex datasets to drive fiscal and operational policy.

The absolute necessity of a modern mentoring paradigm becomes even more critical when we connect the findings of our previous look at the novice nurse landscape with the demographic transformation sweeping through healthcare corridors.

Generation Z nurses, born from 1997 onwards are entering healthcare facilities with a unique professional ethos and distinct expectations regarding organizational culture. Global workforce data reveals a worrying trend, indicating that Gen Z clinicians experience exceptionally high first-year turnover rates due to professional burnout, rigid administrative hierarchies and a perceived lack of professional mobility (Smiley et al. 2025).

This emerging generation rejects traditional top-down bureaucratic control. They actively seek transparent, inclusive, psychologically safe and transformational environments where their voices are valued early in their careers (DeCarvalho 2025).

Mentorship can no longer be viewed as a one-directional narrative where seniority dictates wisdom. To retain this vital influx of young talent, progressive governance must champion innovative reverse mentorship models.

By pairing technologically fluent Gen Z nurses with senior corporate-level executives, organizations create a bidirectional pipeline where young clinicians gain early exposure to macro-level business strategy and corporate governance, while seasoned board members gain immediate insight into digital point-of-care innovations and evolving workforce values.

A nurse leader sitting at the executive table does not abandon the core ethos of patient care. Rather, they scale it. A clinical nurse at the bedside protects one patient at a time, but a mentored strategic nurse leader in the boardroom shapes the institutional architecture required to safeguard thousands of lives simultaneously.

As we look toward the future of healthcare delivery, we must commit to building deliberate, well-funded pathways of professional sponsorship that empower our workforce to lead from the very apex of organizational governance. Thank you once again to Nursing Stars Magazine for championing this essential dialogue.

The time has come to actively invest in our emerging talent, dismantle outdated institutional silos and purposefully groom the strategic voices that will shape the future of healthcare from the boardroom down.

"A nurse leader sitting at the executive table does not abandon the core ethos of patient care"


OLD MUTUAL
MUSIC
AT THE LAKE
DURBAN
BOTANIC
GARDENS
LIRA &
NOMFUNDO MOH
9 AUGUST 2026 · 14H00


EastCoastRadio
OLDMUTUAL

aroline Chukwu

She is a *Treasure*

"I started as a student nurse, grew through clinical and leadership roles, and later expanded into advocacy, mentorship, and entrepreneurship"

An Oncology Nurse,
Founder of Acetrea,
Executive Director, ACAN,
Cancer Advocacy and Public Health
Leader and SDG Advocate


“Acetrea embodies
a vision
of self-discovery,
purpose, and hope
in uncertain times”



"My key driving force was the desire to make a difference"

"I begin my day with prayer and reading of the Bible"

ho is Caroline Chukwu?
I am a registered nurse, entrepreneur, youth development, advocate, and founder committed to empowering people to discover purpose and maximize their potential.

How has your early life been?
My early life was shaped by learning, uncertainties, service, and a strong desire to make a positive impact on others.

Do you have a nickname?
Yes. Treasure...

Who is your first Love?
God remains my first love and the foundation of my life and purpose.

What games did you enjoy the most while growing up?
It is a local game called One-One, played by two partners with hands and feet.

What do you do first thing in the morning?
I begin my day with prayer and reading of the Bible.

What personal strengths would you like to motivate your admirers with?
God focused, empathy, leadership, goal orientated, and a commitment to excellence.

Who do you spend most of your time with?
I spend most of my time with family.

Who is your celebrity crush?
None. I admire people more for their character, leadership, and impact than celebrity status.

How would someone get your special attention?
Through sincerity, purpose, and genuine respect for others.

What is your favourite dish?
I enjoy traditional Nigerian made Eba and Okro soup with fresh fish.

What are your favourite moments?
Moments spent with family, seeing my patients and customers smile with satisfaction, and moments when lives are transformed through my initiatives.

What is your favourite car brand?
Lexus RX SUV

What is your favourite spot?
I enjoy volleyball

What career did you choose and why?
I chose nursing because it allows me to serve humanity, save lives, and make a lasting impact.

What ranks did you go through to be where you are now?
I started as a student nurse, grew through clinical and leadership roles, and later expanded into advocacy, mentorship, and entrepreneurship.

Do you think your career was the best choice and why?
Yes. Nursing has given me opportunities to touch lives beyond words, lead, teach, and serve communities.

If you could, what would you change in the world?
I would improve access to quality healthcare, education, and opportunities for young people.

What part of your life experience would you alter if you had a chance to?
I would have believed in myself earlier and embraced opportunities with greater confidence. While I value every experience, starting sooner could have accelerated my growth and impact.

If you were to write a book about yourself, what would you name it?
"BeMore" A journey of Purpose.

How do you handle adversity and doubt?
Through faith, continuous learning, strategic thinking, and perseverance.

What are some of the mistakes you wished you could have avoided in life?
Delaying some opportunities because of uncertainty and overthinking.

What is the name of your company and what is its specialty?
I currently lead Acetrea and Acetrea Cancer Advocacy Network (ACAN), two impact-driven initiatives focused on youth empowerment and cancer advocacy respectively, and Treasure Kuli-kuli, a food brand focused on providing nutritious snacks and customer satisfaction.

How did you come up with the name for your company?
Acetrea embodies a vision of self-discovery, purpose, and hope in uncertain times, while Treasure Kuli-Kuli reflects our commitment to creating value and making a positive impact in the marketplace.

What made you decide on this type of business?
I chose these ventures because they align with my passion for service, empowerment, and creating value. Through Acetrea, I help people discover purpose and grow, while through Treasure Kuli-Kuli, I create value in the marketplace with a product people trust and enjoy.

How did you know that you had the right idea?
I wasn't certain when I started, but I moved forward in faith. The impact and testimonies from people whose lives were transformed confirmed that it was the right idea

What was your key driving force to become an entrepreneur?
My key driving force was the desire to make a difference beyond my immediate sphere of influence. Entrepreneurship gave me the opportunity to create solutions, empower others, and turn ideas into impact.

What kind of values exist in your organization?
Leadership, purpose, excellence, growth, and meaningful relationships.

What is a typical day like at your business office?
My typical day is a blend of planning, meetings, mentorship, administration, and developing initiatives that create value and impact.

> "My most satisfying moment is seeing an idea grow into something that creates value"

here do you see your company in five years?
In five years, I see Acetrea and ACAN becoming recognized platforms for youth empowerment, and cancer advocacy, impacting lives across Nigeria and beyond. I also see Treasure Kuli-Kuli growing into a trusted and widely recognized brand.

How many hours do you work, on average, per day?
Typically, between 6 to 8 hours depending on ongoing projects and responsibilities.

How do you describe your typical day?
My day usually begins with family responsibilities before transitioning into clinical practice, advocacy work, sales deliveries, overseeing the initiatives. It is a demanding schedule, but a fulfilling one because each role allows me to contribute meaningfully to people and communities.

How has your business life affected your family life?
Balancing family, nursing, advocacy, and business can be challenging, but it has taught me to be intentional with my time. My family has been a source of support, and their encouragement has contributed significantly to my journey

What motivates you in your entrepreneurial journey?
I am motivated by the desire to make a meaningful difference. Whether through healthcare, advocacy, empowerment, or business, knowing that my work is improving lives keeps me focused and committed.

What are your principles?
Integrity, purpose, excellence, faith, and service. These principles guide my decisions, shape my leadership, and influence how I relate with people.

How do you define your success?
I define success as living a life of purpose and making a meaningful impact on others. For me, success is not just about personal achievements, but about the lives transformed, the hope restored, and the value created along the way.

Do you believe there is some sort of pattern or formula to become a successful entrepreneur?
There is no single formula for success, but vision, consistency, resilience, integrity, and value creation are qualities that every successful entrepreneur needs.

What is your favourite aspect of being an entrepreneur?
My favourite aspect of entrepreneurship is creating value and seeing lives positively transformed through the solutions I provide.

What has been your most satisfying moment in business?
My most satisfying moment is seeing an idea grow into something that creates value, transforms lives, and earns the trust of the people it serves

What service(s) or product(s) do you offer?
Through Acetrea, we offer mentorship, leadership development, and personal growth programs. Through ACAN, we provide cancer awareness, advocacy, and health education initiatives. Through Treasure Kuli-Kuli, we offer nutritious, high-quality kuli-kuli products.

Did you experience failures? If so, what did you learn from them?
Yes. Failure taught me resilience, adaptability, and the understanding that every setback is an opportunity to learn, grow, and do better.

Does technology work for your business and how?
Yes. Technology helps us communicate, market our products and initiatives, manage operations, and reach more people efficiently.

Who has been your greatest inspiration?
God, and family.

What business-related book has inspired you the most? (or, what is your favourite book?)
The Richest Man in Babylon by George S. Clason. It taught me valuable lessons about financial discipline, wise stewardship, and long-term wealth creation.

What is your greatest strength?
My greatest strength is Empathy, and resilience to inspire others.

What is your greatest weakness?
I sometimes give too much because of my passion for excellence and helping others. Sometimes it can be misunderstood, hence I am learning to balance compassion with healthy boundaries.

What piece of advice would you give to those who want to become entrepreneurs in your sector?
Start with purpose, stay consistent, keep learning, and focus on serving people with integrity.

If you had a chance to start your career over again, what would you do differently?
I would start mentorship, advocacy, and personal branding earlier. I've learned that your voice and visibility can open doors for impact beyond the hospital walls.

What would you say are the top three skills needed to be a successful nursing leader?
Empathy, critical thinking and vision. A great nursing leader must know how to care for people, lead teams, and inspire change.

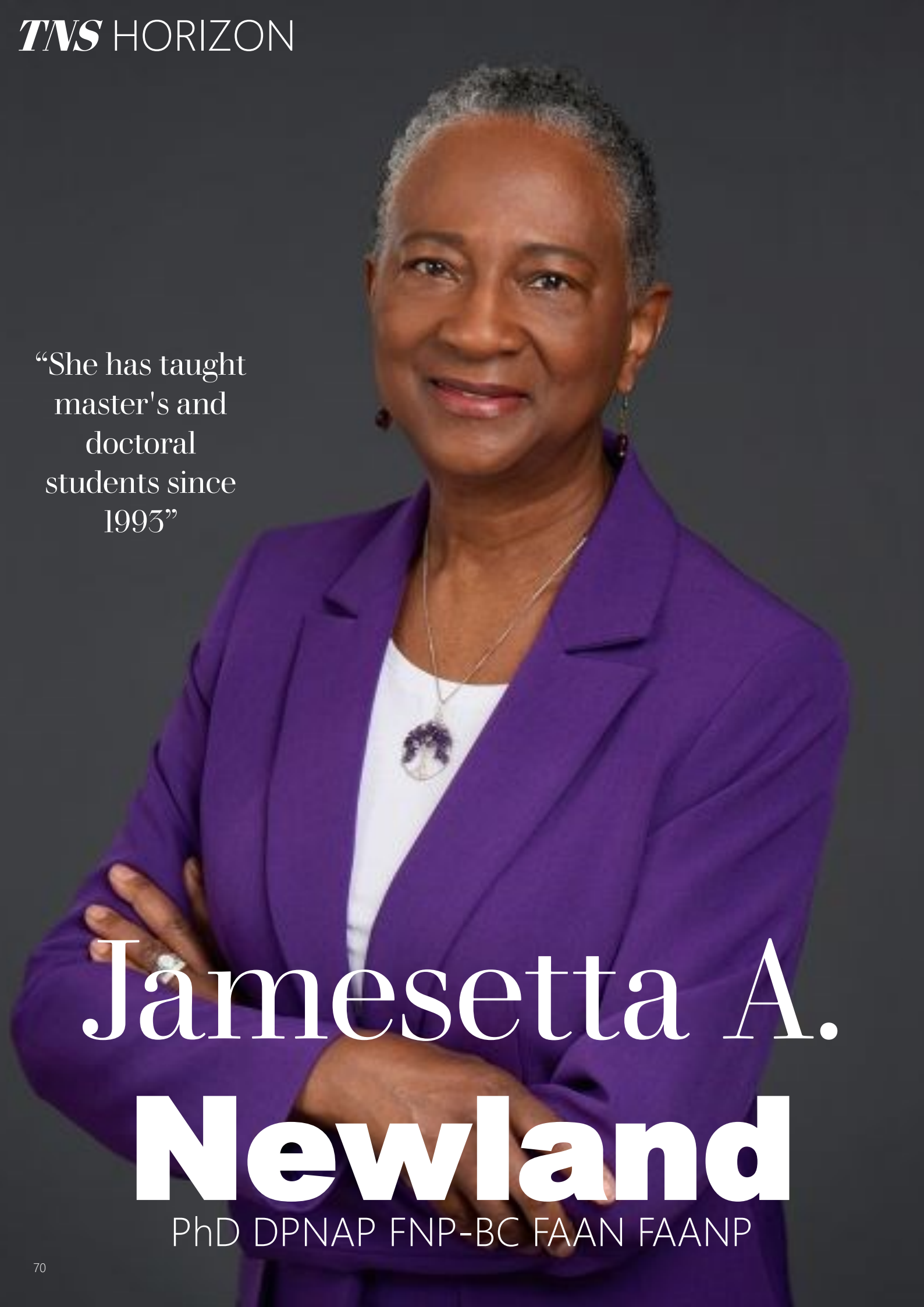
What entrepreneurial tactics have you discovered to keep you focused and productive in your day-to-day busy schedule?
I prioritize purpose over pressure. Plan, set clear goals, and stay connected to my "why" (purpose) helps me stay productive without losing balance.

What is your daily slogan?
Grace Fuels Me.

How do you describe your leadership in one word?
Transformational.

What is your advice to the young nurses?
Never let the world make you see yourself as "just a nurse." You have a voice, use it, because you were made for more.


“You have
a voice, use it,
because you were
made for more”



"She has taught master's and doctoral students since 1993"

Jamesetta A. Newland

PhD DPNAP FNP-BC FAAN FAANP

Prof. Jamesetta (Jamie) Newland A Clinical Professor Emerita at the NYU Rory Meyers College of Nursing and a highly recognized expert in Nurse Practitioner (NP) education and practice

Article by https://nursing.nyu.edu

Prof. Jamesetta (Jamie) Newland is Clinical Professor Emerita at NYU Rory Meyers College of Nursing. A strong proponent of faculty practice, she spent much of her clinical practice in nurse-managed health centers (NMHCs), holding positions as direct care nurse practitioner (NP), administrative director, and consultant to other academic nursing schools on NMHCs and faculty practice.

She has taught master's and doctoral students since 1993. Considered an expert in NP education and practice, her services have been sought internationally by schools of nursing in Botswana, China, Japan, and Lithuania, and she was instrumental in establishing the first advanced nursing practice master's programs in Japan and Lithuania.

She is a Certified Global Nurse Consultant with the International Council of Nurses (ICN) and the Commission on Graduates of Foreign Nursing Schools (CFGSN). Newland has numerous scholarly publications to her credit and has been the editor-in-chief of The Nurse Practitioner journal for many years.

She spends most of her time participating in professional organizations and remains committed to lifelong learning. She promotes building partnerships with patients to provide the best care. Social justice is central to her work, which she instils in the next generation of nurses through ongoing mentorship, developing future leaders who are driven to address inequity and disparities in health and all areas of the human experience.

“Newland has numerous scholarly publications to her credit”



"Use action verbs to describe daily operational duties"

Compiling a CV That Makes You Stand Out!



Article By Dr Augusta Dorning
A senior consultant to The World Bank Group (IFC Health and EPiHC), and the creator and author of the Ethical Principles in Healthcare Course which was released worldwide in April 2025

1. Introduction

Even with the advent of artificial intelligence, most people still find compiling a Curriculum Vitae or CV (as it is commonly known)—a daunting task. Writing you CV is a deeply personal exercise and should take time. This is a task that you should not leave to AI. In today's highly competitive career market, you need a CV that showcases you, as the unique individual that you are! In this article we will discuss the basics of a good CV.

2. A tailored, modern CV Format

The best way to set up your CV is to use the following format, in exactly this order.

Full Name: Use your official name clearly at the top.
Professional Email: Avoid unprofessional handles or outdated domains.
Phone Number: Include a reliable, active mobile contact number.
Location: State your current city and province (e.g., Durban, KwaZulu-Natal).
LinkedIn Profile: Add a clean, updated URL link to your digital profile. You can find this just to the right of your name on LinkedIn when you open your own profile.

South African Legal and Personal Context

- **SA Identity Number:** Include your ID number for mandatory background checks.
- **EE/AA Status:** State your Employment Equity status optionally for targeted roles.
- **Driver's License:** List your license code if relevant to the role.
- **Languages Spoken:** Detail your fluency levels in the 12 official languages.

Professional Summary

- **The Pitch:** Write a three-sentence introduction of your career profile. Say who you are and what is important to you professionally.
- **Core Value:** Match your top achievements directly to the advert. Recruiters look for this detail to ensure that you are serious about applying for the role.
- **Career Goals:** State briefly what value you bring to the employer. Remember to match this to the role requirements, but of course be truthful.

Work Experience (Reverse Chronological Order)

- **Job Title:** Display your exact title clearly in bold text.
- **Company Name:** List the company and its geographic location.
- **Employment Dates:** Show month and year for employment duration tracking.
- **Key Responsibilities:** Use action verbs to describe daily operational duties.
- **Key Achievements:** Highlight quantifiable metrics (e.g., reduced employee turnover by 10% as a result of improved working conditions, reduced consumable costs by implementing XYZ system)

Education and Qualifications

- **Highest Qualification:** List your degree, diploma, or certificate first.
- **Institution Name:** Name the school, college, or university attended.
- **Graduation Year:** Note the completion date or expected graduation year.
- **Matric Results:** Include high school details if you lack tertiary experience.

List any volunteer roles you have had for example, at your place of worship.

Skills and Certifications

- **Hard Skills:** List technical abilities, software knowledge, and equipment knowledge.
- **Soft Skills:** Highlight interpersonal traits like teamwork and problem-solving.
- **Short Courses:** Add recent professional development certificates (e.g., Udemy, Coursera).

References

- **Contact Details:** Provide names, titles, emails, and phone numbers.
- **Reference Selection:** Choose former managers over colleagues or friends.
- Communicate with your referees ahead of time to ensure that they are comfortable with you sharing their details publicly.

3. Some of the Biggest Mistakes Seen on CV's

The biggest mistakes seen on CV's are spelling and grammatical errors. In our age of AI and grammar and spell check functions built into our devices, most people still do not check their work once they have finished. What this does is reduce the value of your CV immediately. You show up to the recruiter as someone who is not passionate about attention to detail, which in healthcare is certainly a red flag! What also comes across is that you are someone who rushes to apply for a role and does not reflect on the value that you are potentially bringing to the role.

The fact that you are an exemplary candidate for a role is lost when you make unnecessary mistakes with the basics. The other common mistake on a CV is listing your job description. A job description is worthless without meaning apportioned to each task. What should happen is that you should describe how you add/added value to that task. For example: I was responsible for patient satisfaction and during my tenure as Unit Manager our patient satisfaction scores increased from an average rating of 3/5 to 4.5/5. Be specific, no one wants to read a job description.

4. Peer Review and CV Coaching

In your professional career and on your development path, make use of a professional coach to guide you. Fresh eyes provide fresh perspectives and enhance your hard work. If you are starting your CV for the first time, you should spend no less than 5 to 8 hours putting it together.

If you are reviewing your CV and updating it, no less than 3 hours, and this should be done every time you get a promotion or move to a new employer. In the next article, we will discuss preparing for an interview!

"If you are starting your CV for the first time, you should spend no less than 5 to 8 hours putting it together"



"I have never experienced bullying at work"

Mamotaung **Maphaha**

"Good morning I am Sr. Maphaha a registered Nurse here in Ward B and I am going to be your nurse for today, how are you feeling?"

What is your position?
What is your position?
I am a registered Nurse in a male surgical ward.

What is your work responsibility?
My responsibility includes but is not limited to providing holistic care to patients admitted for surgical interventions by providing pre op and post op care. As a surgical ward we also do wound care on daily basis using evidence-based techniques also applying basic life support as per patient's need (I am BLS Certified by the way.

What is this first thing you do when you arrive at your workstation?
The first thing I do when I arrive at my workstation is perform hand-wash and get a handover report from the outgoing shift.

What is this foremost tendency you practice as a team after the morning handover, just before you start with your daily duties?
As a team before the start of daily duties, we always assemble at duty station and do a 5-minutes talk session in the presence of our unit manager whereby we brainstorm about patients' conditions, our challenges in the ward and how best we can improve patient care.

How is your relationship with your unit leader?
I have an excellent professional relationship with my unit manager

How is your relationship with your fellow colleagues?
and that also extends to my colleagues too and I believe it's due to the fact that I have strict personal principles I set for myself that I have to always maintain professionalism at work and understanding that the sole mutual interest I have with them is the patient nothing else beyond work.

How do you introduce yourself to your first time patient?
Effective Communication is pivotal in nursing whether it's verbal or nonverbal and introduction to a patient is an icebreaker for building a good rapport with the patient so every time I enter a patient's room I introduce myself by saying "Good morning I am Sr. Maphaha a registered Nurse here in Ward B and I am going to be your nurse for today, how are you feeling?"

How do you address a rowdy patient or their family?
When dealing with rowdy patients or relatives I always ensure that I remain calm, professional and polite, then enquire what the area of concern is and give clear explanations taking note of my tone. However, if it doesn't work, I escalate the matter to the shift leader.

Have you ever encountered disrespect, and how did you feel or react?
I have encountered disrespect and what I did was go straight into the bathroom, calmed myself down and called my kids, laughed a bit and came out feeling better. Understanding that it's not every bark that comes to me that needs my reaction. Very observant as to what I use my energy for.

In case you encounter any bullying tendencies at your workplace how do you react?
Unfortunately, I have never experienced bullying at work and if there is something I am grateful for is the conducive work environment I have knowing that after I knock off, I am tired physically but with an intact mental wellbeing.

“I spend my lunch hour in a staff kitchen by eating, then scroll through my phone”

How does it feel to work with a reputable and responsible doctor?
Working with a reputable and responsible doctor is the most motivating thing ever. When escalating abnormality of a patient is there to intervene timely, during ward rounds the plans are followed. Such a doctor motivates me to even read more to bring the best version of nursing. Interprofessional collaboration becomes so effortless and interesting.

How do you feel when you hear the footsteps of the Matron or assistant manager moving around your unit?
Whenever I hear the footsteps of the Matron, I quickly self-check my name tag and nurses watch if they are well placed as confirmation and continue with my work.

As a unit or team how do you contribute to avoiding unnecessary arguments?
Whenever there is an issue, we inform the shift leader who mediates and if it doesn't succeed it is escalated to the unit manager.

How effectively do you spend your lunchtime?
I spend my lunch hour in a staff kitchen by eating, then scroll through my phone either checking out social media or researching something about condition. If someone joins in then it becomes a social interaction with a colleague.

As a unit or team, what mechanism do you apply to prevent the causes of mental health issues in your work environment?
We celebrate special days such as valentines by dressing up in the attire that is proposed by the hospital management and having some fun and sometimes the hospital organizes some activities for leisure. Also, the mental health department usually does presentations about metal health awareness.

In case of any misunderstanding, how soon do you reconcile with your colleagues?
Issues are resolved as early as possible because our unit requires a lot of teamwork one way or the other, we always must communicate and sometimes get critical conditions that need teamwork.

Do you perhaps experience absenteeism in your unit? If yes, what could be the cause?
There is absenteeism and mostly related to personal issues such as being sick or family responsibilities.

Have you ever suffered burnout? If yes, what was the cause and how did you conquer it?
I have experienced burnout and it was due to being short-staffed it was honestly overwhelming we had to talk to our shift leader and had a meeting with our unit manager and fortunately a solution was found because we had a new nurse who joined and schedule amended and things got a whole lot better

Have you ever experienced losing a patient that you cared for? How did you deal with it?
Oh yes, I have and surprisingly I still remember his name and his face, may his soul continue to rest in peace. I honestly did not take it well because I remember we had to perform CPR and even though it was not successful I kept asking the team to continue with CPR until I realized that he was indeed gone. I couldn't even break the news to the family and fortunately my colleague took over.

In a nutshell, how does it feel to be a Bedside Nurse?
The satisfaction of playing a part in someone's recovery journey is what makes bedside nursing interesting.it is more like a perfect blend of hands-on experience and professional growth. Constant assessing, intervening, advocacy and evaluating builds confidence.

What is your philosophy when it comes to clientelling?
It is about putting clients’ needs first, effective communication, empathy and delivering best value.

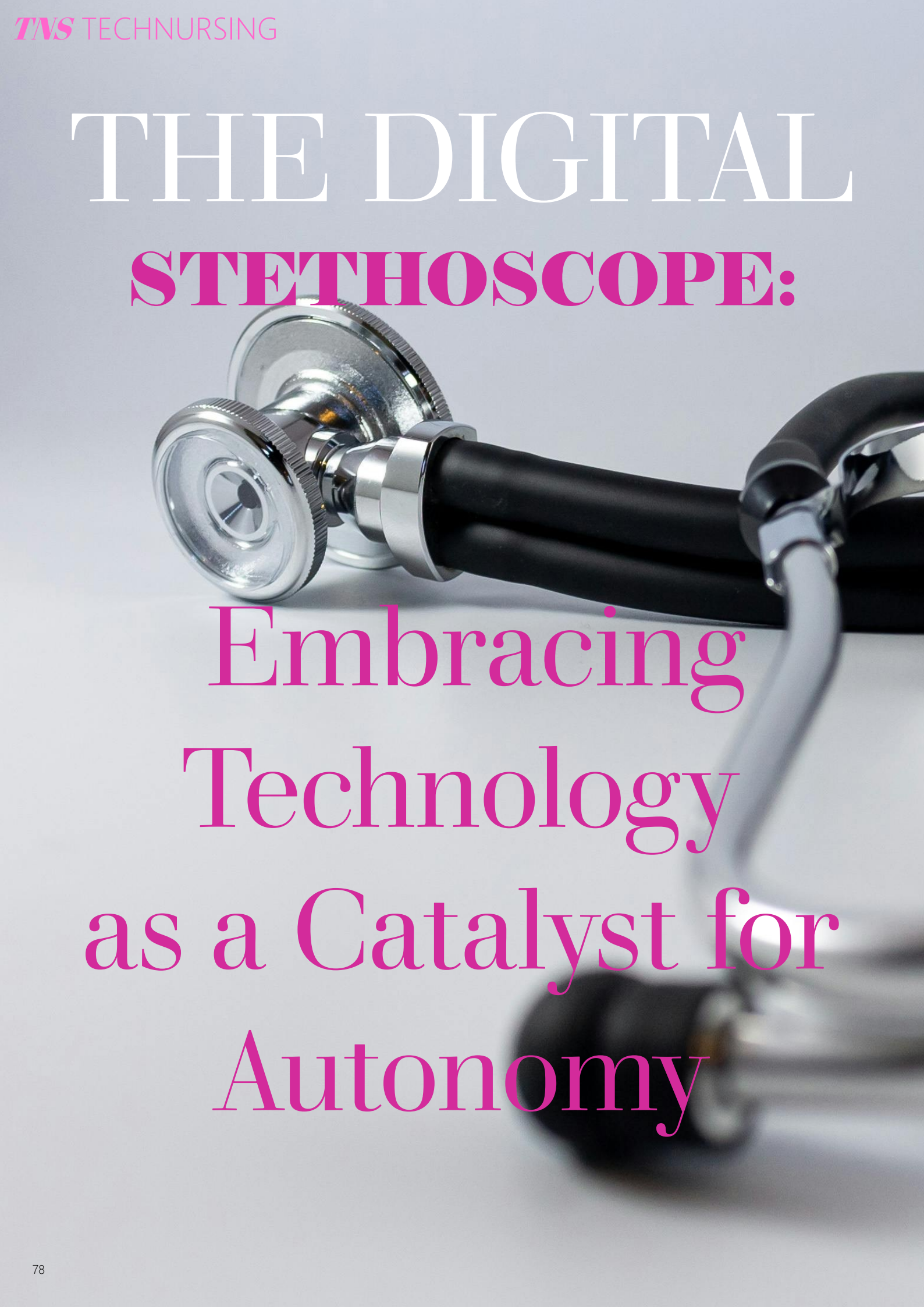
As a bedside Nurse, do you feel appreciated or unappreciated?
As a bedside nurse I think we are not appreciated enough. Spending 12 hours solely focused on carrying for other people somehow affects mental wellbeing and even physical wellbeing. There is a lot of expectation from everyone even for things that are beyond nurse's scope nurses are still get hold d accountable for.

What is your suggestion concerning the improvement of the nursing sector?
Suggestion: to focus on nurses’ wellbeing by reducing burnout, improving staffing ratios and boosting support systems.



"Issues are resolved as early as possible"

THE DIGITAL STETHOSCOPE:



Embracing Technology as a Catalyst for Autonomy



Article By Amanda N Mapepa
A Nursepreneur Evangelist

Beyond the Electronic Health Record (EHR)

Technology in nursing is often framed as a burden—another software update to learn, another Alaris pump to troubleshoot, or more time spent charting instead of talking to a patient. However, if we shift our perspective, we see that technology is the greatest tool for liberation the nursing profession has ever seen.

Innovation is not just about digitizing paperwork; it is about reclaiming our time. In the hands of a savvy nurse, technology is an equalizer. We are currently witnessing a revolution whereby Telehealth, Remote Patient Monitoring (RPM), and Artificial Intelligence (AI) are moving care out of the hospital and into the community. For the modern nurse, this means the "workplace"; is no longer restricted to four sterile walls.

Technology allows us to scale our impact. A single nurse educator can now reach thousands via a webinar; a nurse consultant can manage patient outcomes across borders through digital health platforms. This is the essence of being a Nursepreneur: using modern tools to solve old problems at scale.

AI and the Future of Nursing Intelligence

There is a common fear that Ai will replace the nurse. This is a fundamental misunderstanding of our value. AI can process data, but it cannot provide the "human touch"; the clinical intuition, or the empathetic advocacy that defines our practice.

Instead, we should use technology to automate the mundane. Let AI handle the scheduling, the basic triage queries, and the data entry. This frees the nurse to focus on high-level decision-making and business development. If technology handles the "what"; we can focus on the "how"; and the "why";

Leading the Digital Charge

As nurses, we are the primary users of almost all healthcare technology. Why, then, are we so rarely the ones designing it? I challenge every nurse reading this to stop being a passive consumer of tech and start being a Co-creator.

* Identify a flaw in your current workflow and propose a tech-based solution.
* Learn the basics of health informatics.
* Use digital platforms to build your personal brand and influence healthcare policy.

Technology is the wind in the sails of the Nursepreneur movement. It allows us to work smarter, reach further, and build businesses that were impossible twenty years ago. The future of nursing is digital, and the nurses who master these tools will be the ones who lead the industry into the next decade.

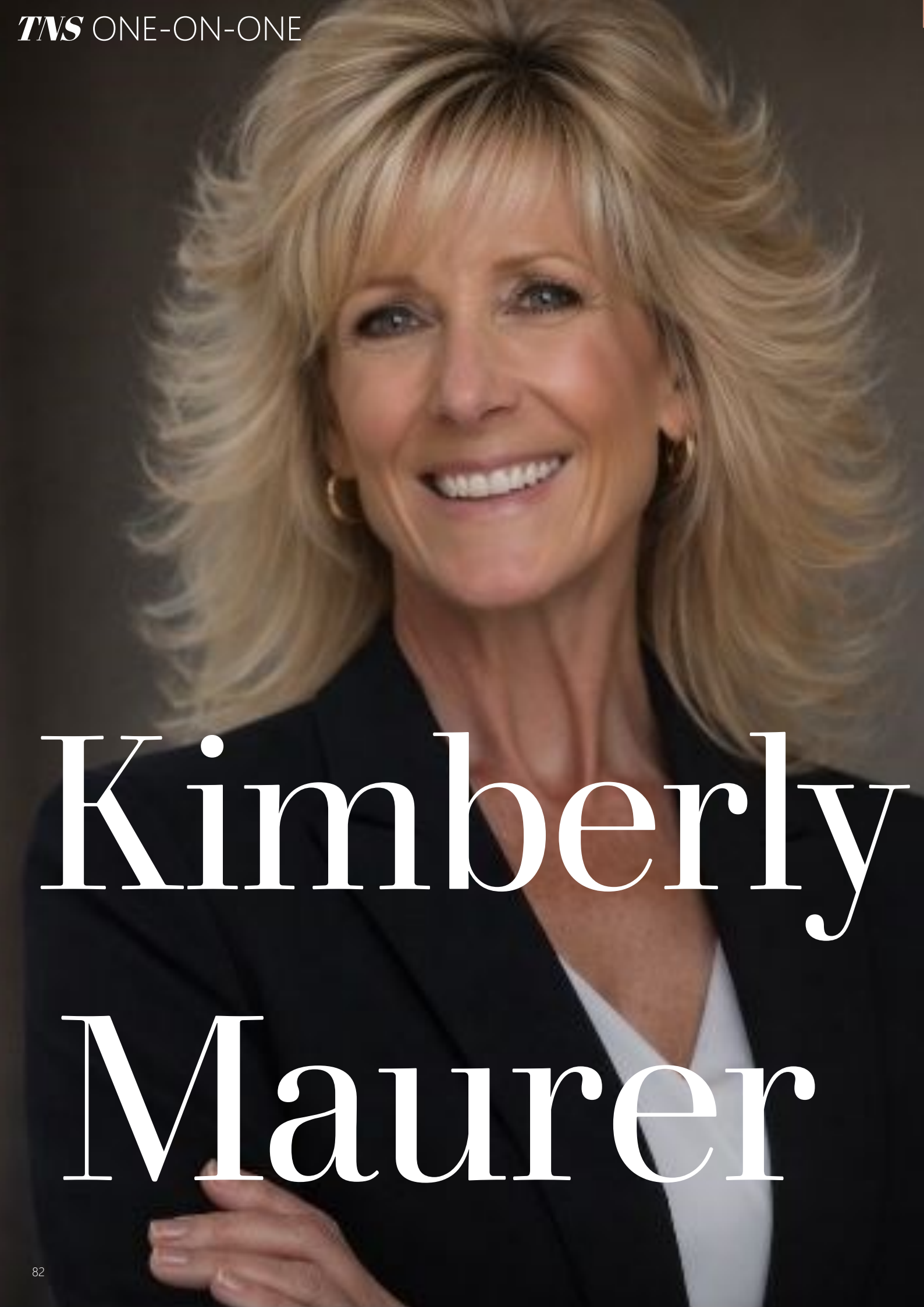
About the Author: Amanda N (Mpozori) Mapepa is a Registered Nurse and the visionary "Nursepreneur Evangelist"; dedicated to nursing professional volution. She is the author of *The Global Pulse: A Step-by-Step Guide to Becoming an International BLS Instructor* and the definitive *Step-by-Step Guide to Becoming a Nursepreneur* and many more. As a coach and facilitator, Amanda hosts transformative Nursepreneur Masterclasses, empowering healthcare professionals to transition from clinical bedside roles to successful business ownership.

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"Innovation is not just about digitizing paperwork; it is about reclaiming our time"


CELE
& DA BIG
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Kimberly Maurer



Kimberly Maurer, BS, LPN, is a nurse, author, mentor, and advocate redefining what leadership looks like in healthcare. With nearly four decades of experience, including more than twenty years in Women's and Children's services, her career has been shaped by witnessing the courage, complexity, and resilience of the human experience. Kimberly began her nursing journey at seventeen as a CNA and went on to support women and families through some of life's most defining moments.

But her most transformative chapter came in 2021, when the COVID-19 vaccine mandate abruptly ended her career. The loss was devastating, professionally and personally, but it sparked a profound rebirth. From that crucible emerged 'Unapologetically You Collective LLC', a coaching and leadership platform created for nurses and healthcare professionals who refuse to disappear inside a system that was never designed to protect their well-being. Kimberly mentors individuals and teams to reclaim their voice, lead with authenticity, and rise into their full power.

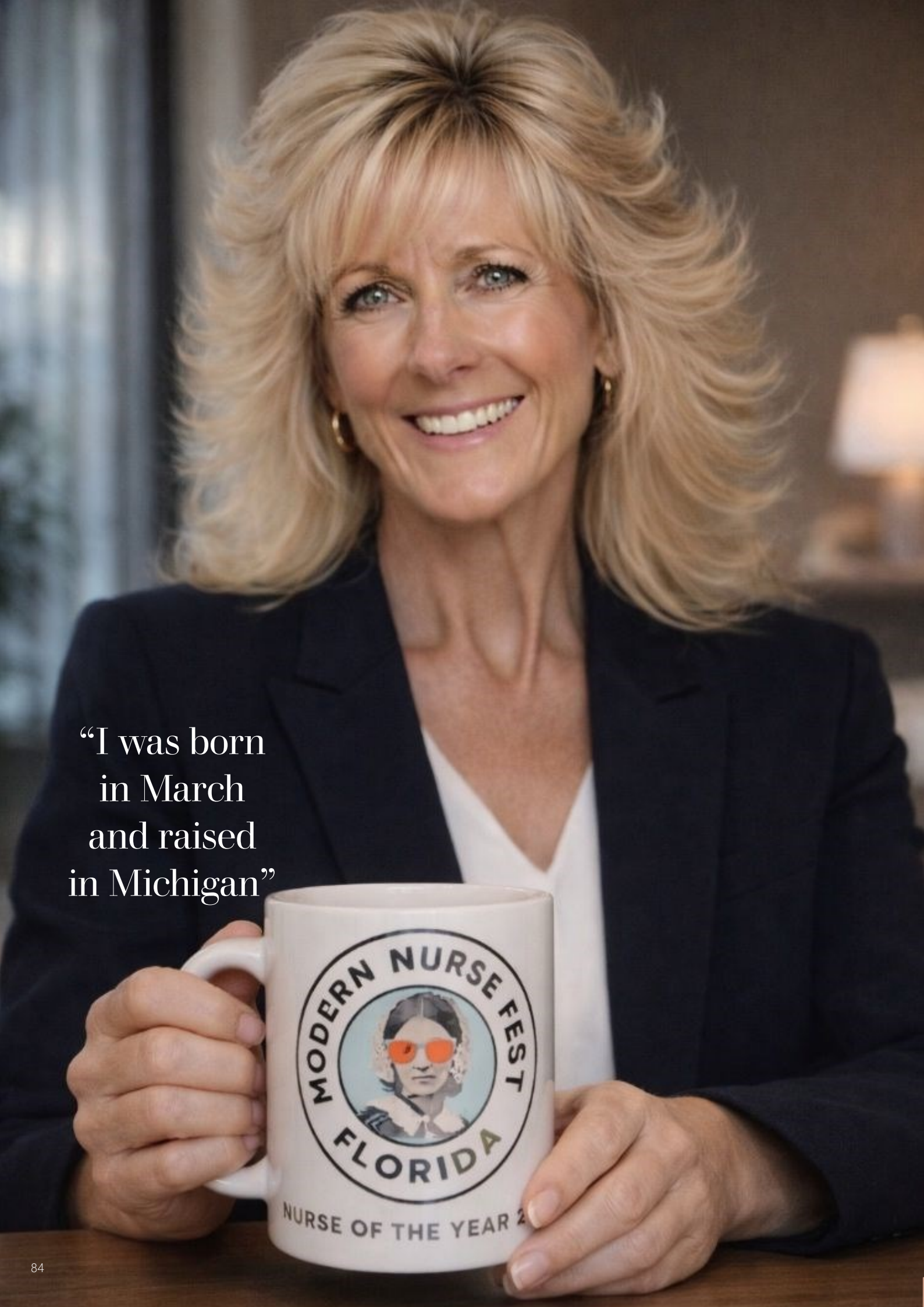
As a published healthcare writer, her work has been featured in the Journal of Emergency Nursing, The Nursing Stars Magazine, Thimble Health, Medicine Health, Medicine Forward, SSRN, and other national platforms. Her writing explores themes of psychological safety, burnout, reinvention, embodied leadership, and the human cost of silence in health care.

Kimberly is also the author of "The Healthcare Mafia: A Nurse's Testament", Co-authored with Ashley Scott, LPN, a groundbreaking narrative that blends lived experience with gripping storytelling to expose the emotional and systemic realities of nursing today.

A proud mother of three and grandmother of two, Kimberly believes deeply in the power of community. Her guiding philosophy is simple: leadership begins with self-awareness, but it is sustained through connection.

Through her work, she continues to champion a future where nurses reclaim their voice, rise together, and lead unapologetically.

"People often ask why I became a nurse"



“I was born in March and raised in Michigan”

Personal

Who is Kimberly Maurer?
Kimberly Maurer is a Nurse, Speaker, Author, Advocate and Leader.

What is your birth month?
I was born in March and raised in Michigan, in the US. Family has always been the centre of my life. My mother remains the person I cannot finish a day without speaking to. She keeps me grounded, reminds me who I am, and has been a constant source of strength throughout every chapter of my life.

Who is your lifetime friend?
My lifelong friend is Michele Manke. Some friendships survive decades because they are built on honesty, loyalty, and the ability to laugh at yourself. Those are the friendships that endure.

Who was your lifetime colleague?
Throughout my career I have been fortunate to work alongside extraordinary colleagues. Dawn Norris, Sally Roberts, and Cindy Starkweather each shaped my journey in different ways. They taught me lessons about leadership, resilience, and grace that still influence me today.

What is your soul food?
If you asked me about my favourite food, I would tell you lobster stuffed mushrooms.

What is your favourite garment?
If you asked me about my favourite garment, I would tell you a flowing white silk dress.

What do you like the most between sunrise and sunset? Why?
If you asked whether I prefer sunrise or sunset, I would tell you I love them both. One represents possibility. The other reflection. Both are beautiful in their own way.

What is your best day in the week? And why?
Like many people, Friday is my favourite day of the week. It feels like permission to set the suitcase down for a little while and remember there is more to life than carrying responsibilities.

Who is this person whom you cannot finish a day without having spoken to?
I can't go a day without speaking to my mom.

What are your values?
My values are simply trust, loyalty and integrity. My values are leading with intention, impact over image, and showing others what they are truly capable of when this profession says otherwise. Without those three things, everything else eventually falls apart.

What is your favourite spot?
When I am not working, you will usually find me near water. In Florida, I love downtown Fort Myers and The Lucky Screw. In Michigan, Grand Haven and the lakes will always feel like home. I am a water girl through and through. Water reminds me that movement is natural and change is constant.

Nursing background

Why did you choose nursing?
People often ask why I became a nurse. The answer has never changed. I have a deep love and respect for people. Nursing was never simply a career choice. It was a promise. A promise to show up for others during some of the most vulnerable moments of their lives.

Who was your role model?
My grandfather was my role model. He taught me the value of hard work, humility, and treating every person with dignity.

How were your college days?
College was not easy for me. It was tough. Brutal at times. I struggled with testing despite understanding the material. Looking back, that experience taught me something important. People are more than scores. People are more than titles. People are more than labels. That lesson eventually became one of my core beliefs: No badge weighs more than another. Every role carries dignity.

"If you asked me about my favourite food, I would tell you lobster stuffed mushrooms"

Do you recall any naughtiness?
Yes. I was no angel. I was the one who told my parents I was staying with Michelle and went elsewhere.

What kind of student were you?
I was a good student, but I struggled. I had a baby at home that I was raising by myself while living with my parents.

What remarkable lesson did you take with you from college/university?
Looking back, that experience taught me something important. People are more than scores. People are more than titles. People are more than labels. That lesson eventually became one of my core beliefs: No badge weighs more than another. Every role carries dignity.

When was your first day as an employed nurse? And how did you feel?
It was in July 1997. Home health and hospice. I walked into people's homes carrying a bag of supplies and an enormous amount of uncertainty. Nobody tells you that your first patients will be people at the end of their lives and that you will be the one sitting with them in the quiet. I was scared. I was also deeply aware that what I did in those rooms mattered in a way that nothing else in my life had yet. That feeling never left me.

What kind of leadership do you apply to?
Role model leadership. Every single time. I will never ask people to go somewhere I am not willing to go first. Leadership is not a position. It is a presence. It is the decision you make in the hallway, in the meeting, in the moment when it is easier to look away. I want the people I lead and mentor to feel safe enough to speak, safe enough to fail, and safe enough to still be fully human inside the work. That is the standard I hold myself to every day.

How old were you when you became a nursing professional?
I graduated in May 1997 at 25 years old. A single mother who needed to build something real for her son. Nursing was not a romantic decision. It was a determined one. And somewhere between survival and service I fell completely in love with it. She had been in work since she was 17. A teenager in a long-term care facility learning what it means to sit beside someone at the end of their life before she even had a name for what she was becoming.

What is your current role in nursing?
I am the Founder and CEO of Unapologetically You Collective, a published author, national speaker, and advocate for nurses and healthcare professionals who have lost their voice or their way. I work full time in pediatric-home care because the bedside is where I was shaped and the work still matters deeply to me.

What is your greatest skill as a nurse?
People often assume my greatest skill is clinical. IV therapy. Assessment. Procedures. Those matter. But my greatest skill is reading the room. Understanding what is happening underneath the words. Recognizing fear before it is spoken.

Understanding uncertainty before it becomes crisis. Patients rarely tell you everything directly. Families rarely tell you everything directly. The ability to recognize what another person is carrying has become one of the most valuable skills I possess.

Presence. The ability to walk into a room and make another human being feel that they are not alone in what they are carrying. I learned early that presence is not passive. It is a choice you make every single time you walk through a door. Some rooms ask everything about you. I learned to give it anyway.

What is the hardest thing about being a passionate community serving nurse?
Carrying what the system never prepares you to carry. The rooms that stay with you. The patients whose faces you still see.

"Nursing was not a romantic decision"




“I was a good
student, but
I struggled”



"Nobody tells you that your first patients will be people at the end of their lives"

The grief that does not get a time slot because the shift keeps moving and there are four more rooms and nobody asks what you left behind when you walked out. The hardest thing about nursing is that it asks you to be completely human in your most human moments and then expects you to keep going as if none of it touched you.

What are you most enthusiastic about in your current role?

Watching someone remember who they were before the system taught them to disappear. There is a moment in coaching when something shifts in a person and they reconnect with the version of themselves that existed before fear and exhaustion, and hierarchy betrayal convinced them to get smaller. That moment is why I do this work. I have seen it happen enough times to know it never gets less extraordinary.

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

Over nearly three decades, I have worked across women's health, labour and delivery, hospice, home health, behavioural health, leadership, education, patient advocacy, and workforce development.

What highest rank have you achieved so far?

Being the CEO of my own company. Today, my work extends beyond traditional nursing. I continue serving in Pediatric Home Health while building Unapologetically You Collective, a coaching and mentoring platform focused on helping people reconnect with their voice, purpose, confidence, and potential.

How do you manage stress?

I write. I talk to my mother every single day and that relationship is one of the most grounding things in my life especially now as her health is declining and the distance between us feels heavier than it used to. I lean on my tribe. Dina. Ashley and Mark. The people who understand what it means to do this kind of work without losing yourself inside it. And I have learned through brain surgery and long COVID and rebuilding from the ground up that processing pain honestly is not weakness. It is the only way through it that actually works.

What are your professional values?

My professional values are compassion, discernment, empathy, and service.

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

My leadership style is rooted in role modelling, not authority. Leadership is not a title. Leadership is presence. You cannot lead from behind a closed door. You have to understand what people are experiencing. You have to be willing to walk beside them.

Do you think nursing management is universal? Why?

Most conflicts are not actually conflict. It is misunderstanding. Communication breakdowns remain one of the greatest challenges in healthcare and in life. Many problems begin when people stop listening.


“Like many people, Friday is my favourite day of the week”

“One of the most important lessons I have learned is that people rarely need someone to walk ahead of them”

Many solutions begin when they start again. One of the most important lessons I have learned is that people rarely need someone to walk ahead of them. They need someone willing to walk beside them. That realization changed everything.

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

Finding a Global Voice, What began as writing eventually became conversation. What began as conversation became community. What began as community became influence.

Through articles, podcasts, keynote presentations, interviews, and collaborative projects, I found myself speaking with nurses, leaders, advocates, educators, and healthcare professionals from around the world.

The conversations revealed something remarkable. No matter the country, title, specialty, or healthcare system, people were often asking the same questions: Do I belong here? Does my voice matter? Can healthcare become more human?

Those conversations led to opportunities I never anticipated. I became a published author and co-authored The Healthcare Mafia: A Nurse's Testament with Ashley Scott, helping give voice to experiences many healthcare professionals struggled to name.

I became a contributor to publications and platforms focused on leadership, advocacy, culture, and healthcare transformation. I joined podcasts, interviews, panel discussions, and international conversations exploring leadership accountability, psychological safety, workforce sustainability, belonging, and the future of healthcare.

I have been humbled to speak at conferences, participate in global discussions, and connect with professionals whose stories continue to shape my own understanding of leadership and humanity. Along the way, I discovered something unexpected. People were not only responding to my story.

They were responding to what the story helped them understand about their own. That realization changed everything. My work was never about telling people what to do. It was about helping them feel less alone while they figured it out. The platform grew.

The audience grew. The opportunities grew Today I am grateful to have nearly 10,000 followers and more than 7,800 professional connections who continue to engage in conversations about leadership, belonging, advocacy, resilience, and humanity.

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

I think many leaders feel that temptation because we genuinely care about the people we lead. However, I have learned that leadership is not about being a parent. It is about creating an environment where people can grow, think, contribute, and succeed on their own.

A good leader supports, guides, protects, and develops others, but also respects their autonomy. My role is not to make decisions for people. My role is to help them build the confidence and capability to make decisions for themselves. The most effective leadership creates independence, not dependence. When people feel trusted, valued, and empowered, they often exceed even their own expectations.


“The most effective leadership creates independence, not dependence”


“Trust is
earned,
not given”

How do you describe your leadership in one word?
Role-modelling.

Wisdom

What exceptional role do you play in the nursing sector?
I believe my exceptional role in nursing is helping people find their voice. Throughout my career, I have cared for patients, supported families, mentored colleagues, led teams, educated professionals, and advocated for change. Yet the work that matters most to me is helping nurses recognize their value beyond their job title.

Nursing is not only about clinical skills. It is about humanity, courage, communication, and leadership. I have dedicated much of my work to creating conversations around psychological safety, professional identity, belonging, and leadership accountability.

My goal is to help nurses understand that their voice matters and that they have the power to influence the future of our profession. If I have contributed anything meaningful to nursing, I hope it is this: helping people remember who they are and why they entered this profession in the first place

What exceptional role do you play in your community?
I see myself as a connector, mentor, and advocate. Communities thrive when people feel seen, heard, and valued. Whether I am supporting healthcare professionals, speaking with leaders, mentoring someone through a career transition, or simply listening to someone who feels lost, I try to create spaces where people feel safe to be themselves.

My community work extends beyond nursing because human needs are universal. People want connection. They want purpose. They want to know they matter. If there is one role I hope I play well, it is helping people recognize their own strength and potential, especially during seasons when they may have forgotten it themselves.

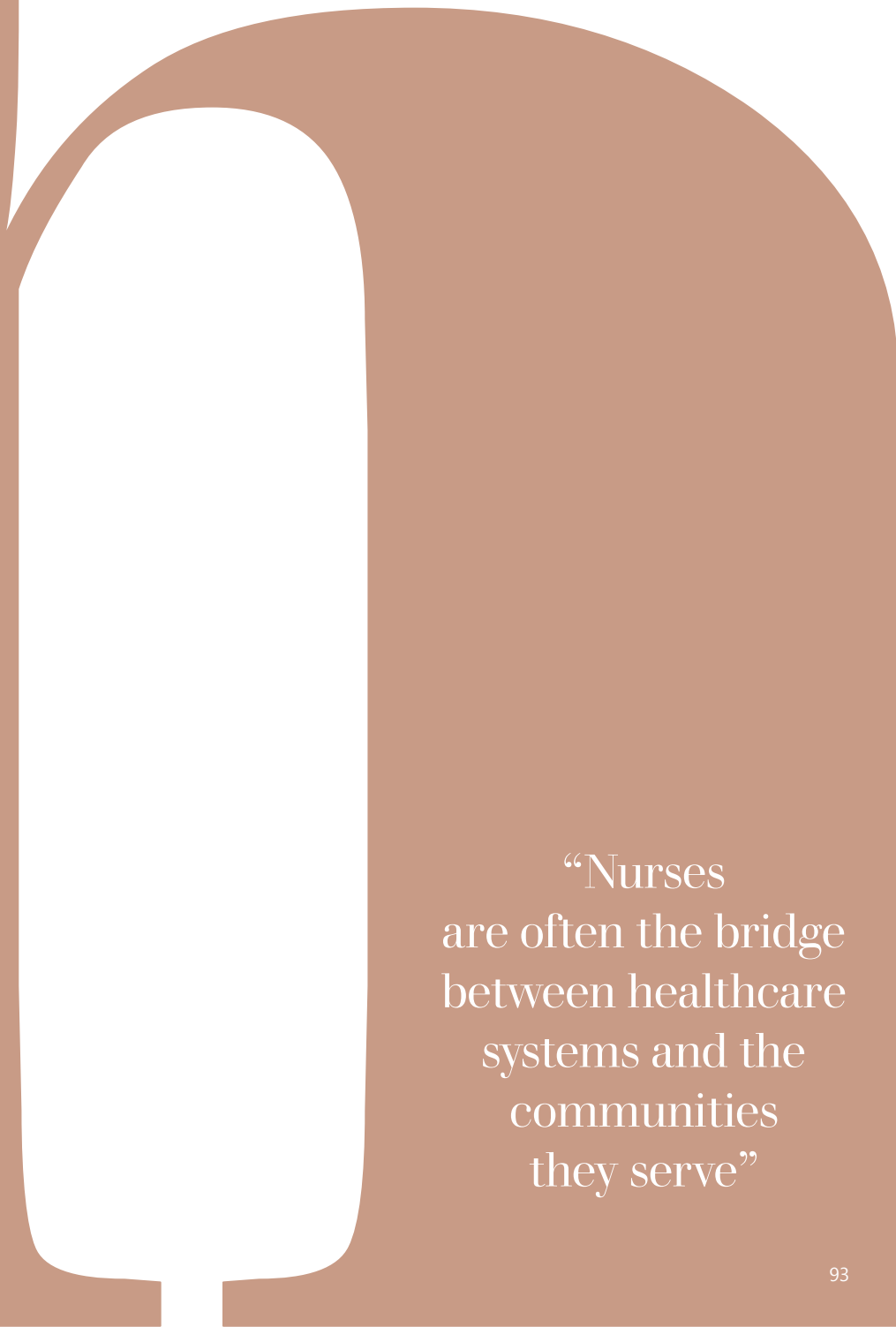
I believe my exceptional role is coaching, mentoring, and building community. Throughout my career I have worked to create connections between people, resources, and opportunities.

Whether I am supporting a patient, mentoring a nurse, advocating for healthcare professionals, or helping someone navigate a difficult life transition, my focus is helping people find clarity, confidence, and their footing when life becomes unfamiliar.

From your point of view, what relationship is there between communities and nursing professionals?
Nurses are often the bridge between healthcare systems and the communities they serve. We are trusted advocates, educators, listeners, and problem-solvers. The strongest communities are built when nurses move beyond treating illness and actively engage in improving communication, trust, education, and access to care. Growth is found in what we bring to the community, not just what we take from it.

If the relationship between the two is not in good condition, how can it be remedied?
The relationship can be strengthened through communication, transparency, and psychological safety. Communities need to feel heard, valued, and respected. Nurses need environments where they can advocate without fear. When people feel safe enough to speak honestly and leaders are willing to listen, trust begins to rebuild.

How can trust be established between the two groups?
Trust is earned, not given. It is built through presence, consistency, and follow-through. People pay attention to actions more than words. When nurses and healthcare organizations demonstrate reliability, compassion, and accountability, communities learn that they can trust the care being provided.



"Nurses are often the bridge between healthcare systems and the communities they serve"

“New nurses bring fresh ideas, technology skills, and new ways of thinking”

Has nursing changed for the better?
In many ways, yes. Technology, innovation, education, and expanded opportunities have improved healthcare significantly. However, there is still important work to do. Issues such as workplace bullying, lateral violence, burnout, and communication breakdown continue to affect the profession. I believe the future of nursing depends on bringing the human element back to healthcare and treating one another with greater kindness, respect, and empathy.

Do you see any possibility of nursing businesses being listed on the Stock Exchange?
Absolutely. Healthcare innovation continues to grow, and nurse-led businesses are creating solutions in education, coaching, consulting, technology, wellness, patient advocacy, and leadership development. Nurses bring a unique understanding of both people and systems, making them well-positioned to lead successful businesses.

What wisdom would you apply to make several generations in nursing work in one accord?
Stop competing and start collaborating. Every generation brings something valuable to the profession. Experienced nurses bring wisdom and perspective. New nurses bring fresh ideas, technology skills, and new ways of thinking. The goal should not be proving which generation is right but learning from one another. We are strong when we work together.

How can young nurses keep rekindling their passion?
Never forget your ‘why’. The reason you entered nursing may evolve over time, but it should never be forgotten. Find mentors. Build community. Celebrate small victories. Remember that the impact you make often extends far beyond what you can see. Passion grows when people feel connected to purpose.

What higher education should one acquire to reach your level of leadership?
Leadership is not created by degrees alone. Education is important, but experience, emotional intelligence, communication skills, humility, and the willingness to serve others are equally important.



“Every generation brings something valuable to the profession”



"Own who
you are
unapologetically"

“Trust is earned through presence, not position”

My Bachelor of Applied Science in Healthcare Administration helped me understand systems and leadership, but the greatest lessons came from working alongside people, listening to their stories, and learning through experience.

What is your advice to the nursing leadership?

My advice to nursing leaders is simple. Listen. Get into the trenches. Trust is earned through presence, not position.

What is your advice to the young nurses?

My advice to young nurses is equally simple. Find your people. Find the people who see something in you before you can see it yourself. The right environment does not create talent. It reveals it. Never spend your life shrinking yourself to fit a room that was never designed for your strengths.

What is your advice to the nursing students?

To nursing students, I say this: Keep your voice. Keep your spine. Own who you are unapologetically. This profession does not need smaller versions of you. It needs the fullest expression of who you already are.

How do you perceive the future of nursing?

As for the future of nursing, I believe artificial intelligence and technology will continue transforming healthcare. We can fight that reality or learn how to use it wisely.

My hope is that technology gives us something healthcare desperately needs. More time. More connection. More humanity.

Because despite every innovation, every policy, every system, and every advancement, healthcare has always been about people. And people will always need people.

If there is one thing I hope readers remember about me, it is not what I survived. It is what I chose to do with it.

The experiences are the chapters. Wisdom is a gift. And the work continues. One conversation. One person. One campfire at a time.


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We Keep Asking Nurses to Find their Voice:

They already have one



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

We keep asking nurses to find their voice.
They already have one.

Silence is not what happens when nurses say nothing.

It is what happens when nothing happens after they speak.

"Nurses are not voiceless. They have plenty to say, and they are using many strategies to say it. The real issue may be the failure of systems and leaders to respond."

Read that again.

The problem is not that nurses are silent.

The problem is that nothing happens after they speak.

This study challenges the story we keep telling, that nurses just need more courage, more confidence, more training to "use their voice." The research shows nurses are already speaking. They are naming risks. They are raising concerns. They are trying to protect patients and each other. What keeps breaking is not their voice. It is the response.



"When concerns are ignored, delayed, or buried under hierarchy, silence gets mislabeled as a personal failure"

When concerns are ignored, delayed, or buried under hierarchy, silence gets mislabeled as a personal failure. But the research makes something clear. When systems do not respond, silence becomes a system outcome, not a nurse's choice.

And still, nurses find ways.

When managers did not respond, nurses in the study created small support circles to grieve patients who died. They quietly coached patients on how to advocate for themselves when their own advocacy went unrecognized. They used silence not as surrender, but as space to practice care in ways that still mattered.

That is resilience and creativity.
That is love for patients that refuses to die, even in broken systems.

But resilience should never be used as a substitute for responsibility.

The study shifts the burden where it belongs.
Not on individual nurses to "be braver," but on organizations to be responsive.

Senior leaders have the power to set strategy.

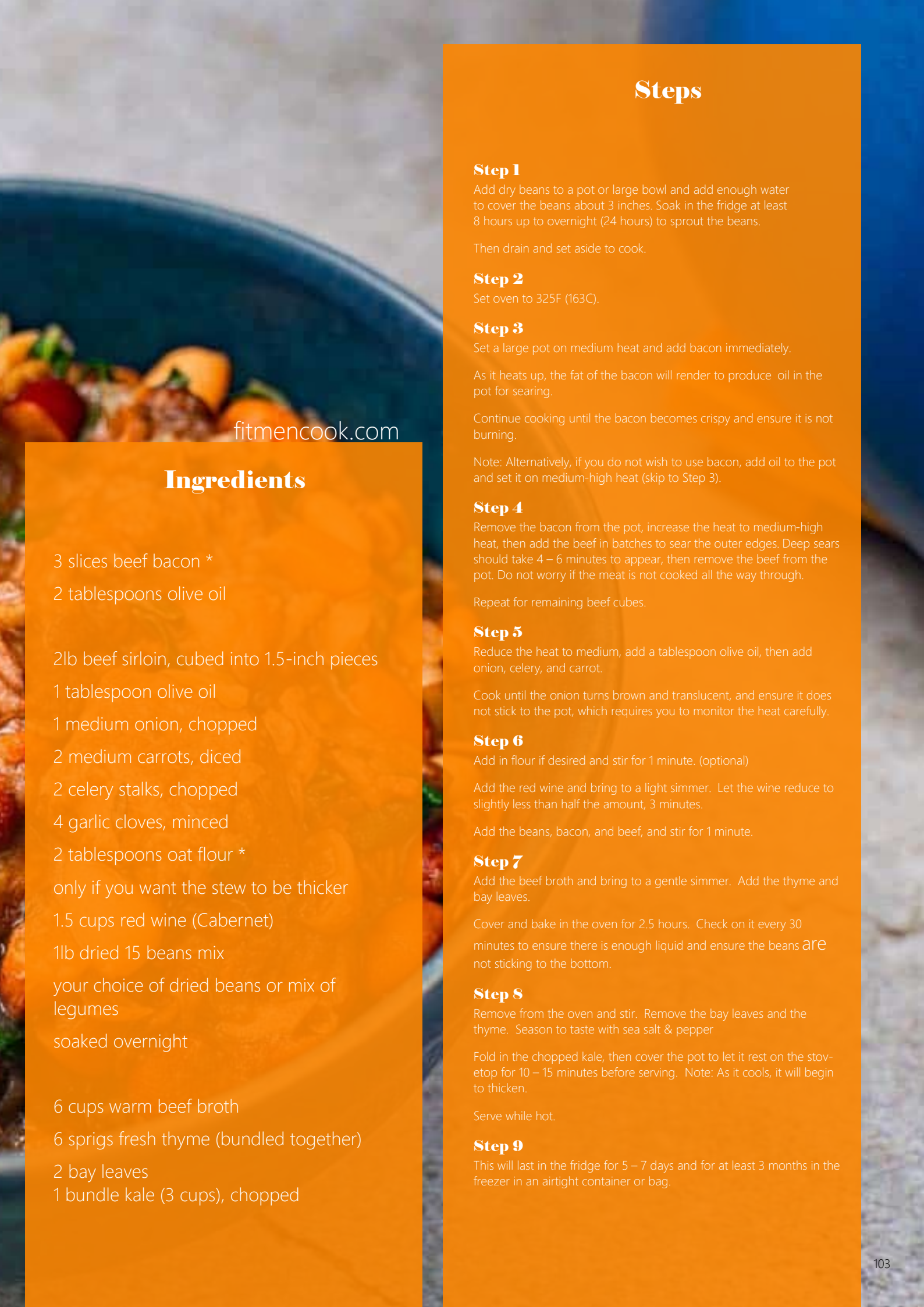
They have the power to change structure and to close the loop between voice and action.

If nurses keep speaking and nothing changes, the failure is not theirs.

Silence is not always oppression.
But ignored voice always is.

Lean Beef Bean Stew with Kale





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Ingredients

3 slices beef bacon *
2 tablespoons olive oil

2lb beef sirloin, cubed into 1.5-inch pieces
1 tablespoon olive oil
1 medium onion, chopped
2 medium carrots, diced
2 celery stalks, chopped
4 garlic cloves, minced
2 tablespoons oat flour *
only if you want the stew to be thicker
1.5 cups red wine (Cabernet)
1lb dried 15 beans mix
your choice of dried beans or mix of legumes
soaked overnight

6 cups warm beef broth
6 sprigs fresh thyme (bundled together)
2 bay leaves
1 bundle kale (3 cups), chopped

Steps

Step 1
Add dry beans to a pot or large bowl and add enough water to cover the beans about 3 inches. Soak in the fridge at least 8 hours up to overnight (24 hours) to sprout the beans.

Then drain and set aside to cook.

Step 2
Set oven to 325F (163C).

Step 3
Set a large pot on medium heat and add bacon immediately.

As it heats up, the fat of the bacon will render to produce oil in the pot for searing.

Continue cooking until the bacon becomes crispy and ensure it is not burning.

Note: Alternatively, if you do not wish to use bacon, add oil to the pot and set it on medium-high heat (skip to Step 3).

Step 4
Remove the bacon from the pot, increase the heat to medium-high heat, then add the beef in batches to sear the outer edges. Deep sears should take 4 – 6 minutes to appear, then remove the beef from the pot. Do not worry if the meat is not cooked all the way through.

Repeat for remaining beef cubes.

Step 5
Reduce the heat to medium, add a tablespoon olive oil, then add onion, celery, and carrot.

Cook until the onion turns brown and translucent, and ensure it does not stick to the pot, which requires you to monitor the heat carefully.

Step 6
Add in flour if desired and stir for 1 minute. (optional)

Add the red wine and bring to a light simmer. Let the wine reduce to slightly less than half the amount, 3 minutes.

Add the beans, bacon, and beef, and stir for 1 minute.

Step 7
Add the beef broth and bring to a gentle simmer. Add the thyme and bay leaves.

Cover and bake in the oven for 2.5 hours. Check on it every 30 minutes to ensure there is enough liquid and ensure the beans are not sticking to the bottom.

Step 8
Remove from the oven and stir. Remove the bay leaves and the thyme. Season to taste with sea salt & pepper

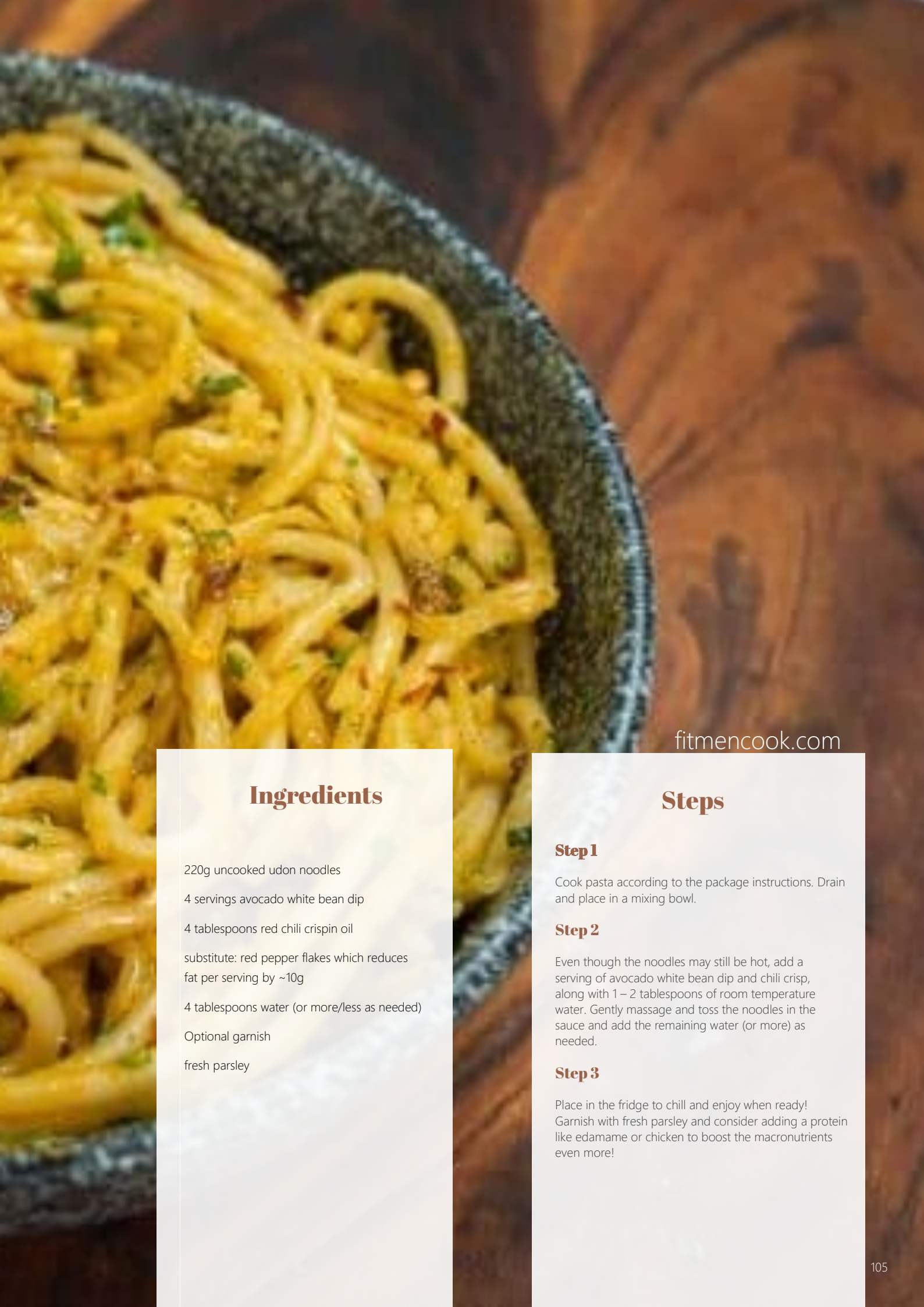
Fold in the chopped kale, then cover the pot to let it rest on the stovetop for 10 – 15 minutes before serving. Note: As it cools, it will begin to thicken.

Serve while hot.

Step 9
This will last in the fridge for 5 – 7 days and for at least 3 months in the freezer in an airtight container or bag.

3-Ingredient Cold Spicy Bean Noodles





fitmencook.com

Ingredients

220g uncooked udon noodles

4 servings avocado white bean dip

4 tablespoons red chili crispin oil

substitute: red pepper flakes which reduces fat per serving by ~10g

4 tablespoons water (or more/less as needed)

Optional garnish

fresh parsley

Steps

Step 1

Cook pasta according to the package instructions. Drain and place in a mixing bowl.

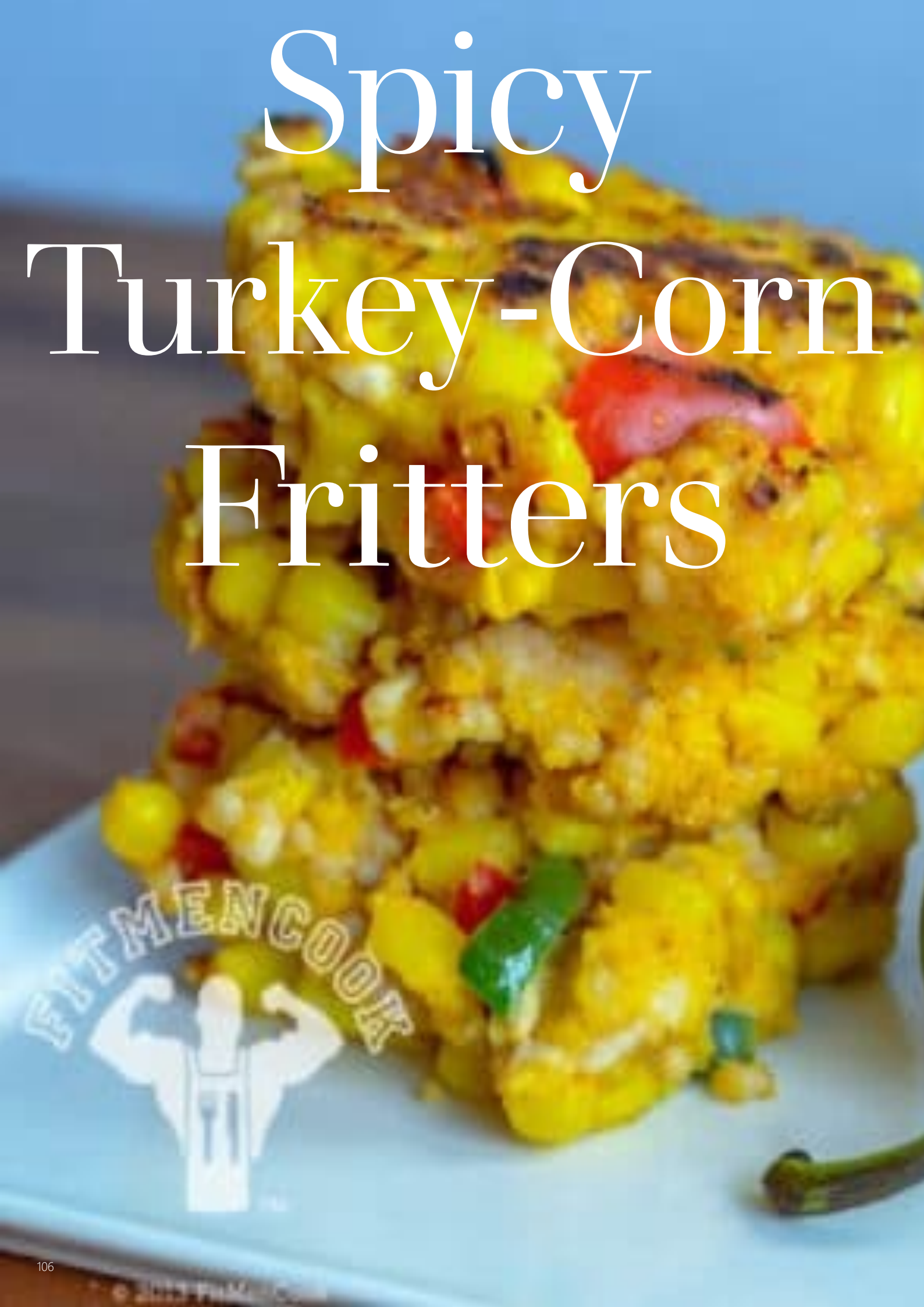
Step 2

Even though the noodles may still be hot, add a serving of avocado white bean dip and chili crisp, along with 1 – 2 tablespoons of room temperature water. Gently massage and toss the noodles in the sauce and add the remaining water (or more) as needed.

Step 3

Place in the fridge to chill and enjoy when ready! Garnish with fresh parsley and consider adding a protein like edamame or chicken to boost the macronutrients even more!

Spicy Turkey-Corn Fritters





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Ingredients

Ingredients for up to 4 servings:

8oz extra lean ground turkey

2 cups steamed corn (drained)

1/3 cup corn flour (masa harina OR simply blend raw oatmeal into flour)

1 Egg

1 Egg white

1oz goat cheese

1 Jalapeno

¼ cup bell pepper pieces

Seasonings: onions, garlic, cumin, sea salt, paprika and if you're brave –a hint of cinnamon to bring out the sweetness in the corn

Steps

Step 1

Set a skillet on medium-high heat and lightly spray with coconut oil. Toss in onion and granulated or freshly minced garlic. Cook in the skillet until the onions are nearly translucent.

Step 2

Season turkey and cook in skillet.

Step 3

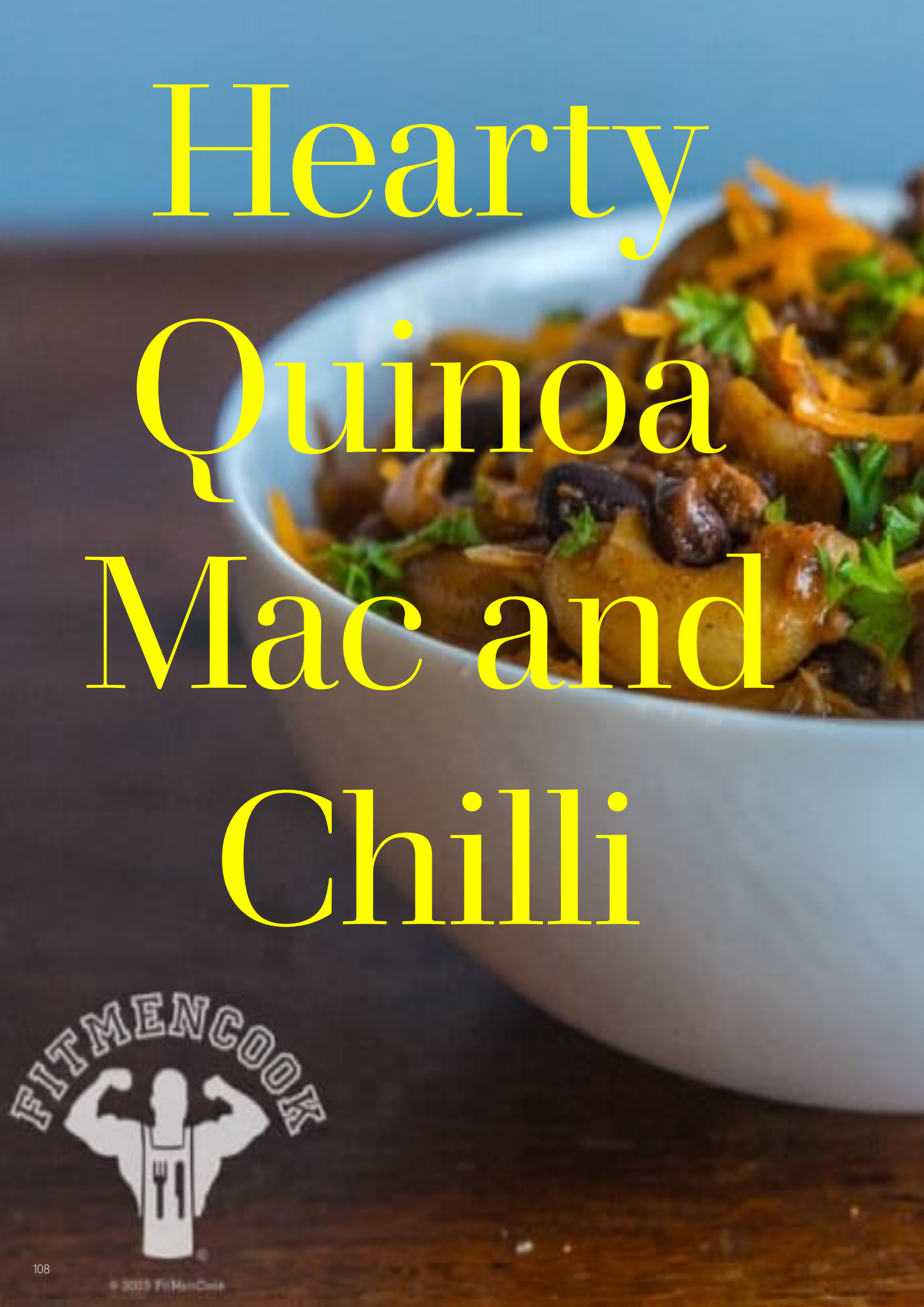
Once cooked add corn, corn flour, eggs, peppers, jalapeno and goat cheese. Mix well.

Step 4

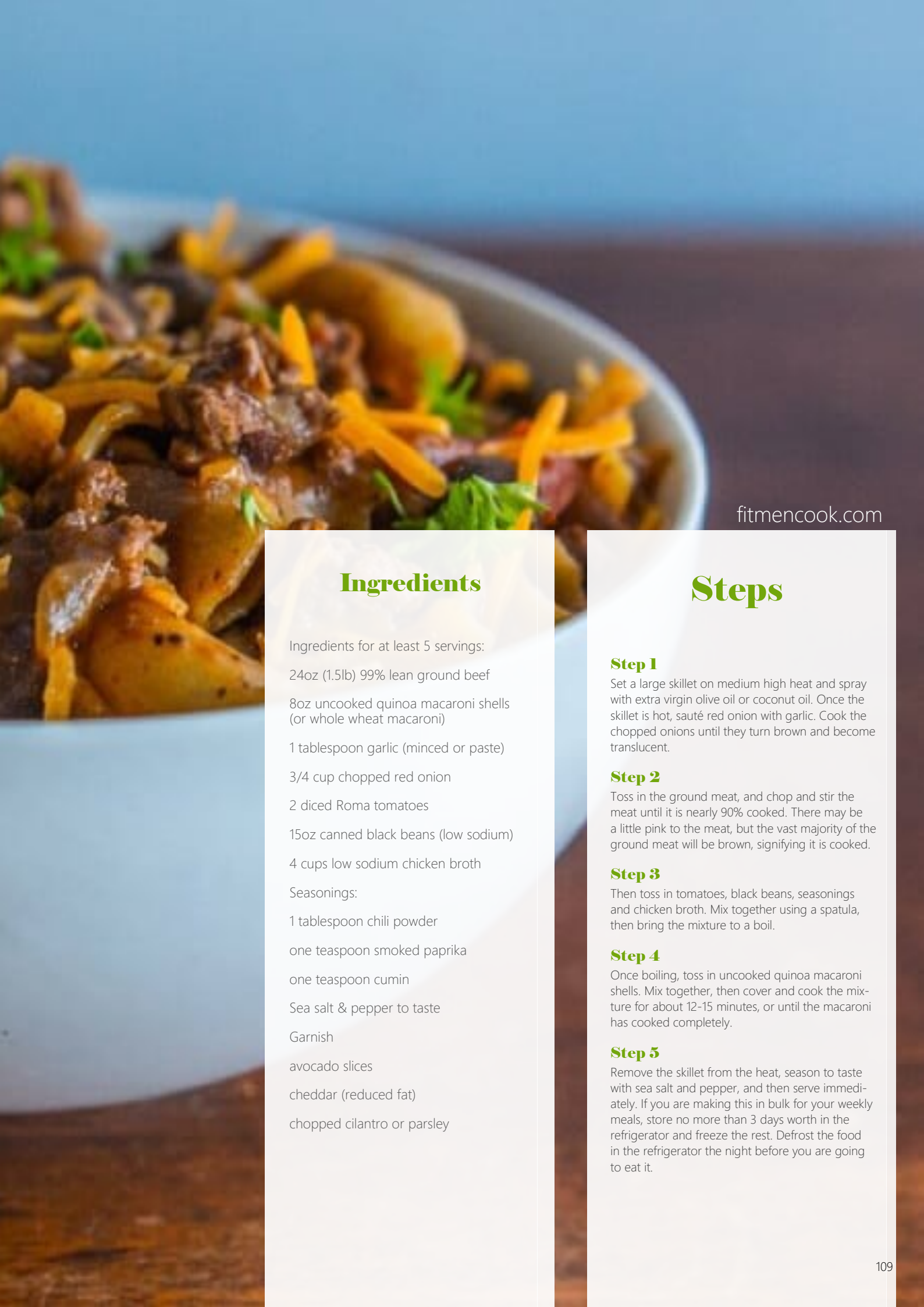
Form small patties and cook in skillet.

Step 5

Enjoy!



Hearty Quinoa Mac and Chilli



Ingredients

Ingredients for at least 5 servings:

24oz (1.5lb) 99% lean ground beef

8oz uncooked quinoa macaroni shells (or whole wheat macaroni)

1 tablespoon garlic (minced or paste)

3/4 cup chopped red onion

2 diced Roma tomatoes

15oz canned black beans (low sodium)

4 cups low sodium chicken broth

Seasonings:

1 tablespoon chili powder

one teaspoon smoked paprika

one teaspoon cumin

Sea salt & pepper to taste

Garnish

avocado slices

cheddar (reduced fat)

chopped cilantro or parsley

Steps

Step 1

Set a large skillet on medium high heat and spray with extra virgin olive oil or coconut oil. Once the skillet is hot, sauté red onion with garlic. Cook the chopped onions until they turn brown and become translucent.

Step 2

Toss in the ground meat, and chop and stir the meat until it is nearly 90% cooked. There may be a little pink to the meat, but the vast majority of the ground meat will be brown, signifying it is cooked.

Step 3

Then toss in tomatoes, black beans, seasonings and chicken broth. Mix together using a spatula, then bring the mixture to a boil.

Step 4

Once boiling, toss in uncooked quinoa macaroni shells. Mix together, then cover and cook the mixture for about 12-15 minutes, or until the macaroni has cooked completely.

Step 5

Remove the skillet from the heat, season to taste with sea salt and pepper, and then serve immediately. If you are making this in bulk for your weekly meals, store no more than 3 days worth in the refrigerator and freeze the rest. Defrost the food in the refrigerator the night before you are going to eat it.

Chicken & Waffle Bites



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Ingredients

Batter

For 40 crispy baked chicken bites:

3 bags of Quest Sea Salt Chips ®

6 tbsp Chopped pecans

1/4 cup shredded low fat coconut

1/2 tsp cayenne pepper

2 tsp zero calorie sweetener

Pinch of salt

1/2 cup sugar –free syrup

1 1/4 lbs chicken breast, cubed into 40 pieces

Steps

Step 1
Set oven to 405F.

Step 2
In a blender or mini food processor, add Quest Protein Chips, pecans, coconut, cayenne, zero calorie sweetener and salt. Pulse blend until you get crumbs.

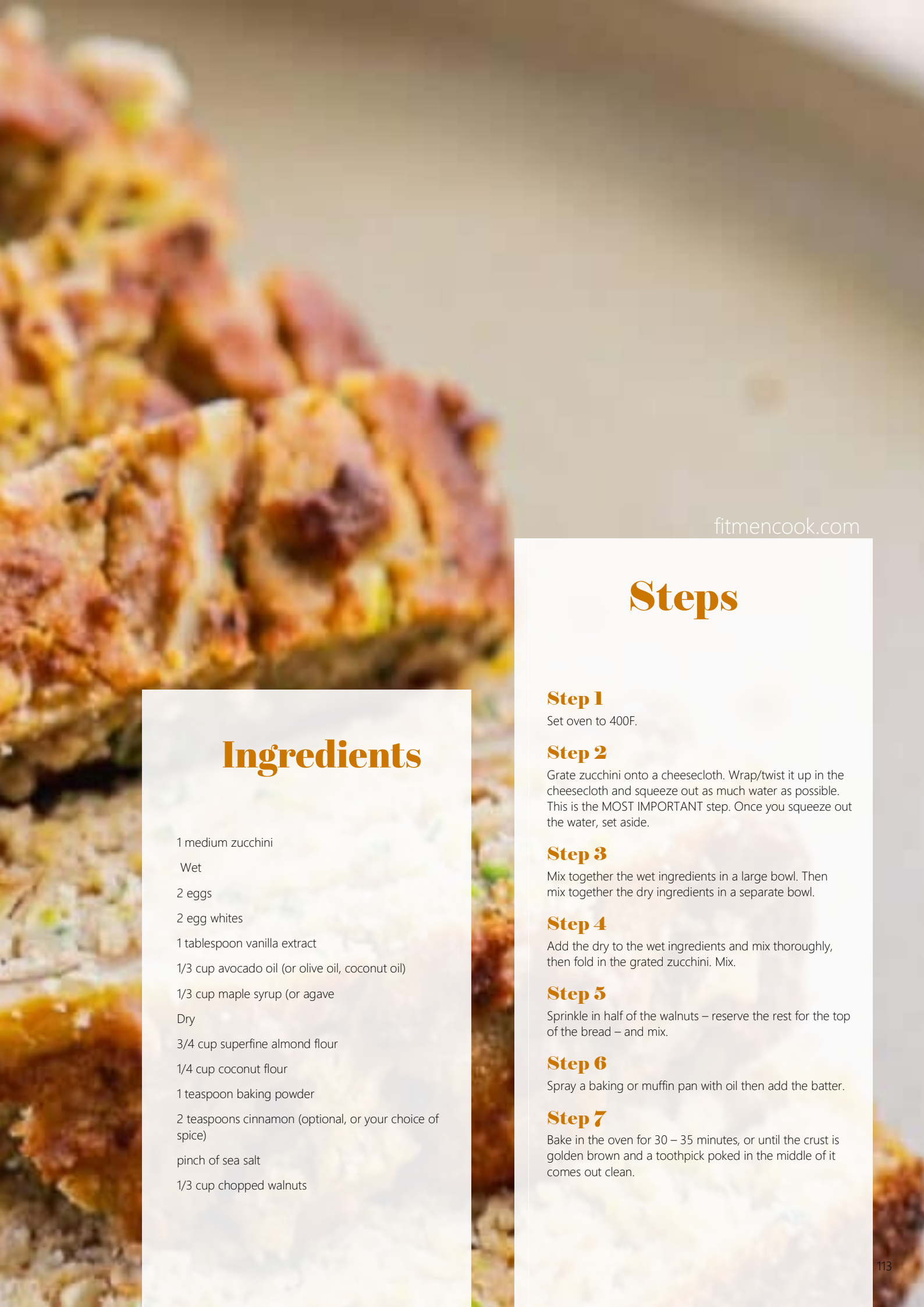
Step 3
Cut chicken into 40 small pieces.

Step 4
Dip chicken into sugar-free syrup, and then coat each piece lightly with the crumbs.

Step 5
Place the pieces on a baking rack or sheet. Bake for 15 minutes at 405F.



Gluten-free Walnut Zucchini Bread



Ingredients

1 medium zucchini

Wet

2 eggs

2 egg whites

1 tablespoon vanilla extract

1/3 cup avocado oil (or olive oil, coconut oil)

1/3 cup maple syrup (or agave

Dry

3/4 cup superfine almond flour

1/4 cup coconut flour

1 teaspoon baking powder

2 teaspoons cinnamon (optional, or your choice of spice)

pinch of sea salt

1/3 cup chopped walnuts

Steps

Step 1

Set oven to 400F.

Step 2

Grate zucchini onto a cheesecloth. Wrap/twist it up in the cheesecloth and squeeze out as much water as possible. This is the MOST IMPORTANT step. Once you squeeze out the water, set aside.

Step 3

Mix together the wet ingredients in a large bowl. Then mix together the dry ingredients in a separate bowl.

Step 4

Add the dry to the wet ingredients and mix thoroughly, then fold in the grated zucchini. Mix.

Step 5

Sprinkle in half of the walnuts – reserve the rest for the top of the bread – and mix.

Step 6

Spray a baking or muffin pan with oil then add the batter.

Step 7

Bake in the oven for 30 – 35 minutes, or until the crust is golden brown and a toothpick poked in the middle of it comes out clean.

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"Fresh air can help regulate blood pressure and heart rate"

GOODIES OF A MORNING BREEZE

Experiencing a morning breeze—whether by opening a window or stepping outside—offers several physical and mental health benefits:



Article By TNS Magazine
Compiled from various online sources

Improved Air Quality and Detoxification
Fresh morning air is typically cleaner and richer in oxygen than indoor or late-day air. Opening windows in the morning helps clear out indoor toxins and improves overall household air quality.

Enhanced Mental Clarity
Inhaling fresh morning air increases oxygen flow to the brain, which can reduce "brain fog," boost focus, and improve cognitive functions like memory and decision-making.

Mood Boosting and Stress Relief
Exposure to natural scents and fresh air can stimulate the release of serotonin, the "feel-good" hormone, helping to reduce anxiety, stress, and depression.

Cardiovascular and Immune Support:
Fresh air can help regulate blood pressure and heart rate. The increased oxygen intake also strengthens the immune system and improves lung function.

Better Sleep and Energy
Early exposure to natural light and cool air helps regulate your body's internal clock (circadian rhythm), leading to more consistent energy levels during the day and better sleep at night.

Optimal Exercise Conditions
For those who exercise early, the morning breeze provides a cooler, more comfortable temperature, often leading to longer and more enjoyable workouts compared to exercising in the midday heat.



"Inhaling fresh morning air increases oxygen flow to the brain"



"Sometimes this means enjoying a quiet morning"

Letticia

‘Me Time’

helps her
recharge emotionally
and physically

”My off-duty days and vacation leave are very important to me”

My name is Azwihangwisi Letticia Maluleke, am a dedicated and compassionate healthcare professional working in the nursing field.

My profession has shaped me into a caring, patient, and responsible person who values helping others and making a positive difference in people’s lives.

I take pride in my work and always strive to provide the best care while maintaining professionalism, empathy, and respect.

Over the years, my work in healthcare has taught me the importance of resilience, continuous learning, and maintaining a healthy balance between my professional responsibilities and my personal well-being.

How I spend my Me Time.... My off-duty days and vacation leave are very important to me because they give me an opportunity to rest, recharge, and focus on activities that bring me peace and happiness.



"My "Me Time"
is spending
quality time with
family and close
friends"



“I also enjoy spending time outdoors”

“During my free time, I enjoy relaxing and allowing my mind and body to recover from the demands of my profession”

During my free time, I enjoy relaxing and allowing my mind and body to recover from the demands of my profession. Sometimes this means enjoying a quiet morning, catching up on sleep, or spending time in a calm environment.

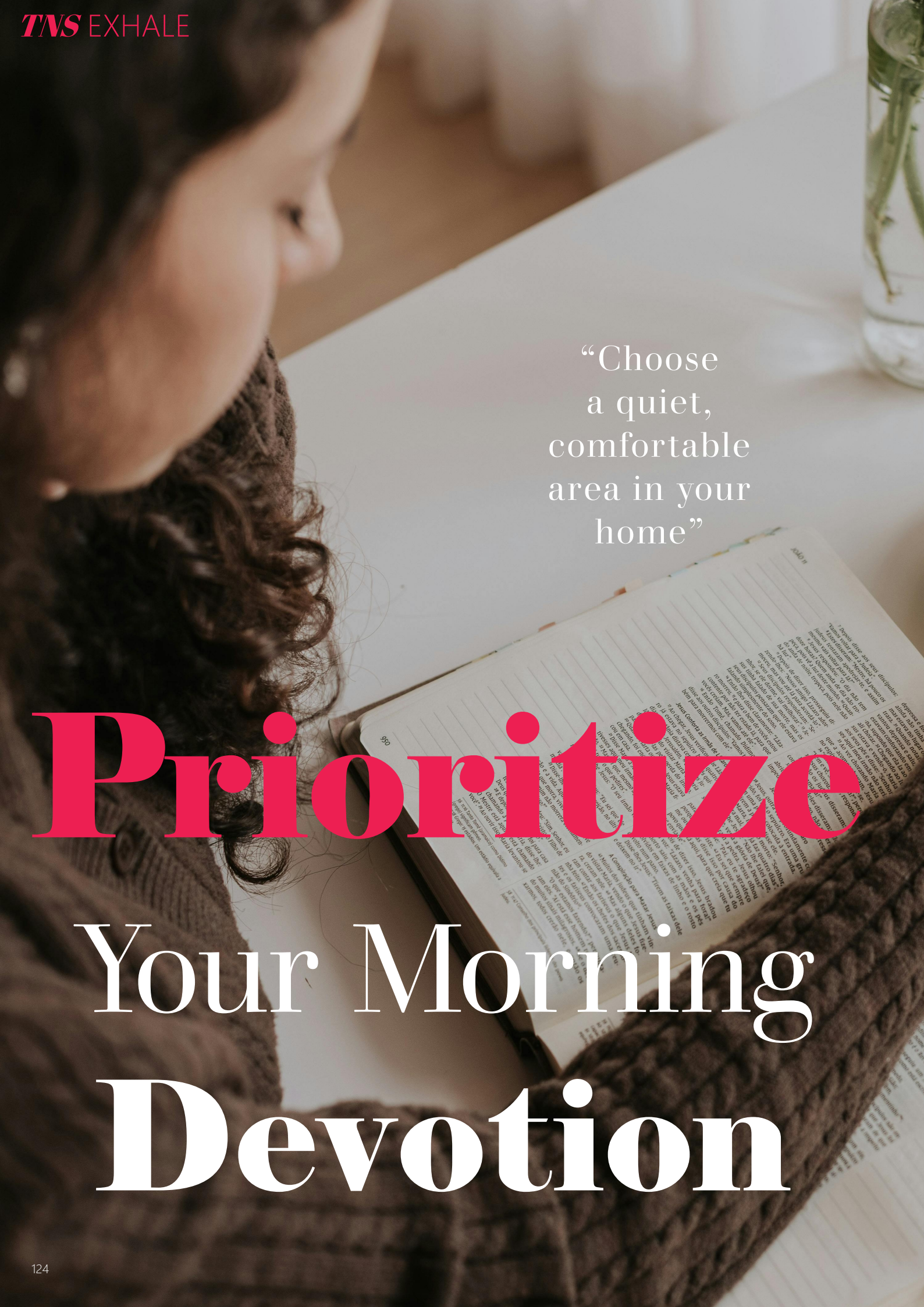
I also enjoy spending time outdoors. Going for walks, taking short drives, or visiting peaceful places helps me clear my mind and refresh my energy.

Another meaningful part of my “Me Time” is spending quality time with family and close friends. I value meaningful conversations, laughter, and strengthening the relationships with the people who support and inspire me.

In addition, I like to use some of my personal time for self-growth and reflection. I enjoy reading, thinking about my personal goals, and planning for the future.

For relaxation, I also enjoy simple pleasures such as watching movies, listening to music, cooking, and occasionally exploring new places. These activities help me maintain balance and keep a positive outlook on life.

Overall, my “Me Time” helps me recharge emotionally and physically so that I can return to my professional duties feeling refreshed, motivated, and ready to continue caring for others with dedication and compassion.



"Choose a quiet, comfortable area in your home"

Prioritize Your Morning Devotion



Prioritizing morning devotion sets a firm, peaceful foundation for your day. Taking time before the busyness starts helps you align your heart, renew your strength, and centre your focus.

Article By TNS Magazine
Compiled from various online sources

"Protect your morning peace"

Building a consistent routine is highly rewarding. Consider these practical ways to make your quiet time a daily priority:

Create a Dedicated Space
Choose a quiet, comfortable area in your home where you can focus without interruption.

Start Before Your Phone
Protect your morning peace by reading Scripture or praying before checking emails or social media.

Use Devotional Tools
Follow a structured plan or find verses on platforms like Bible Study Tools to guide your reading.

Surrender Your Agenda
Lay your worries, schedule, and to-do lists at God's feet, asking Him to take the lead for the day.

Keep It Sustainable
Consistency matters more than length. Even a few focused minutes of prayer or gratitude set the right tone.



"The problem was never the job"

Got a calmer one. Better hours. Better boss. Set boundaries from day one.



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

Got a calmer one. Better hours. Better boss. Set boundaries from day one.

First week was bliss.

You thought this is it. I am finally going to feel normal.

Second week the anxiety crept back.

Third week you were lying awake at 2am. Heart pounding. Dreading Monday. Even though Monday at the new job was fine.

By month two you were exhausted again. Only now it wasn't from being overworked, it was from something you could not explain.

Same tightness in the chest. Same inability to be present on weekends. Same feeling of running on empty even though you were doing half the work you used to.

You changed everything external. Nothing internal had shifted.

That is when it becomes clear. The problem was never the job.

When you spend years in chronic stress your body adapts. It builds patterns. And those patterns do not automatically reset when you change your environment.

You can leave the toxic job.

Your nervous system will still be running the same programs it developed in the war zone. It does not know the war is over.

The exhaustion followed because it was never about the job.

It was burnout. Deep, high functioning burn-out that no job change could fix.

And burnout does not care how calm your new Monday is.

If you have changed everything external and the exhaustion followed you anyway, this is worth paying attention to.

"When you spend years in chronic stress your body adapts"


“Leadership is shown through everyday actions”

Samantha

She is deeply invested in shaping the future of healthcare leadership

Samantha is a Nurse Educator, Coach, Author, and Healthcare Leader with a passion for professional development, communication, and inclusive healthcare education. She began her nursing journey in South Africa, training at the University of Johannesburg, where she built a strong clinical foundation across a broad range of disciplines.

In her early career, she gained diverse experience working across multiple areas of healthcare, including medical insurance, which deepened her understanding of the wider health system beyond the bedside. In 2018,Samantha relocated to the United Kingdom, where she has gone on to build an advanced and impactful career in healthcare education and leadership.

Her leadership style is grounded in empathy, collaboration, and empowerment. She focuses on creating environments where individuals feel supported, valued, and able to develop with confidence. As both a thought leader and contributor within healthcare education, she is actively involved in projects relating to staff wellbeing, learning environments, team performance, and student support.

Drawing on both lived experience and academic insight, Samantha is passionate about supporting internationally educated nurses in overcoming language barriers and building confidence within English-speaking health care environments. Her book, Thriving Beyond Language Barriers, brings these elements together by offering practical strategies to improve communication, self-advocacy, and professional confidence in practice.

"A leader should not only focus on outcomes and performance, but also on the wellbeing"

As a scholar within the Healthcare Leadership Academy, Samantha is deeply invested in shaping the future of healthcare leadership through innovation, inclusion, and meaningful collaboration.

Driven by a belief that every nurse has the potential to lead, she channels her energy into education, mentorship, and advocacy-championing growth, self-belief, and excellence not just within teams, but across the global nursing community.

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

I currently have leadership roles across clinical education, coaching, innovation, and professional development within healthcare. As a Nurse Educator within the NHS, I support nursing students, internationally educated nurses, and multidisciplinary teams to develop confidence, effective communication, and safe clinical practice.

I am particularly passionate about creating psychologically safe spaces where students and staff feel supported to learn, grow, and succeed. I am also recognized as a thought leader and contributor within healthcare education, particularly in relation to communication, inclusion, and supporting internationally educated nurses in English-speaking healthcare environments.

This is reflected in my book, 'Thriving Beyond Language Barriers', which focuses on helping nurses overcome communication barriers and build confidence in practice.

In addition, I am a scholar within the Healthcare Leadership Academy, which has provided opportunities to collaborate with leaders globally across different healthcare systems, strengthen my leadership skills, and contribute to change on a broader scale.

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

My leadership style is collaborative, supportive, and improvement focused. I aim to create psychologically safe environments where people feel heard, valued, and confident to learn.

I believe leadership is not about hierarchy; it is about influence, consistency, and empowering others to reach their potential. I often lead through coaching, encouragement, and practical problem-solving.

I enjoy bringing people together, identifying gaps in systems, and developing creative but realistic solutions that improve experiences for both staff and students. At the same time, I believe effective leadership requires accountability and courage. Sometimes leaders need to challenge outdated thinking, advocate for change, and push conversations forward even when it feels uncomfortable.

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

Please clarify what you are referring to when you say "wellness unit".

How did your schooling define leadership?

My educational journey played a significant role in shaping my understanding and development of leadership. Through my nursing education and continued professional development, leadership was defined as the ability to influence, support, and inspire others while maintaining professionalism, integrity, and accountability.

Completing a Postgraduate Certificate in Teaching and Learning in Higher Education strengthened my understanding of inclusive leadership, communication, and the importance of creating supportive learning environments.

"I enjoy bringing people together, identifying gaps in systems, and developing creative but realistic solutions"

It highlighted the responsibility leaders have in developing others, helping individuals build confidence, and encouraging growth within teams. In addition, completing various leadership programmes and achieving an Agile Project Management qualification helped me recognize the importance of adaptability, collaboration, and innovation within modern healthcare leadership.

These experiences taught me that leadership requires emotional intelligence, resilience, and the ability to respond effectively to change while keeping people at the centre of decision-making. My studies also reinforced that leadership exists at every level, not only within senior roles.

Small daily actions such as supporting a colleague, advocating for a student, improving a process, or initiating change are all meaningful examples of leadership in practice. Overall, my education shaped my belief that effective leadership is continuous, reflective, and focused on empowering others while striving to improve systems, experiences, and outcomes.



"I aim to create psychologically safe environments where people feel heard, valued, and confident to learn"


“A strong leader understands that people perform best when they feel psychologically safe”

"I aim to create psychologically safe environments where people feel heard, valued, and confident to learn"

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

Personally, I do not believe there is a single "perfect" leadership style or approach. Leadership is highly dependent on the people, environment, challenges, and goals involved. What works effectively in one situation may not work in another, particularly within complex environments such as healthcare where leaders are supporting diverse teams, patients, students, and organizational priorities simultaneously.

I believe the idea of "perfect leadership" can sometimes create unrealistic expectations. Leaders are human, and leadership involves continuous learning, reflection, and adaptation. Effective leaders will make mistakes, face challenges, and encounter situations where they need to adjust their approach. In my opinion, leadership is not about being flawless; it is about being self-aware, accountable, and willing to grow.

What is your personal understanding about leadership?

I see leadership as the ability to positively influence people, create meaningful change, and bring out the best in others. Leadership is about responsibility, service, and the impact you have on the people and environments around you.

To me, leadership is shown through everyday actions, behaviors, and decisions. It is about how you support people during challenges, how you encourage growth, and how you create environments where individuals feel valued, respected, and empowered to contribute.

A strong leader understands that people perform best when they feel psychologically safe, supported, and listened to. Leadership should be visible, approachable, and authentic. Leaders should be willing to listen, reflect, and adapt, rather than believing they always need to have all the answers.

In healthcare especially, leadership requires humility, emotional intelligence, and the ability to work collaboratively with people from different backgrounds and experiences. Ultimately, my understanding of leadership is centered around growth, compassion, influence, and continuous improvement. A leader should not only focus on outcomes and performance, but also on the wellbeing, confidence, and development of the people they lead.

What is required balanced leadership?

In healthcare particularly, leaders are constantly balancing the needs of patients, students, staff, and organizations, often within fast-paced and high-pressure environments. Because of this, I believe balanced leadership cannot rely on one fixed leadership style alone.

My understanding of balanced leadership aligns closely with the six pillars of leadership identified by the Healthcare Leadership Academy: the leader as a negotiator, philosopher, manager, innovator, follower, and communicator. Together, these pillars reflect the complexity and adaptability required within modern healthcare leadership.

Overall, I believe balanced leadership is about knowing when to support, when to challenge, when to listen, and when to act. It is about adapting leadership approaches while remaining grounded in integrity, compassion, and continuous improvement.


"Management
is really about
influence, creating an
environment where
people feel safe enough
to do their best work"

Grace

A Big Part of Her Role is Holding Her Team Together Emotionally and Professionally

Grace (Favour) Awofolajin is a Registered Nurse, Wellness and Personal Brand Strategist for Nurses, Burnout Recovery Coach, Creator of CALM Method Helping Nurses Heal, Build LinkedIn Visibility and Monetize Their Expertise, she hails from Borgu, Niger State, Nigeria

What is your position?
I currently serve as Head of Unit in the Accident and Emergency Department at a private hospital, where I oversee emergency nursing operations alongside a team of 17 nurses and nursing aides.

Beyond the clinical work, I also function as a Wellness, Burnout Recovery, and Personal Brand Strategist for nurses helping them move past survival mode and into work that actually feels meaningful.

I also volunteer as Chief Human Resources Officer at NancyBest Legacy Nigeria Limited, which keeps my people-development skills sharp in a different kind of setting.

What are your responsibilities?
Day to day, I coordinate all activities within the A&E Unit managing workflow, and making sure patients receive quality care even when things get chaotic. A big part of my role is holding the team together emotionally and professionally; emergency environments can wear people down quickly, so I stay intentional about communication and morale.

Outside the hospital, I mentor nurses and other professionals who are trying to find their footing, be it building confidence, figuring out their next career step, or simply learning how to show up and be seen in their field.

In combination with your schooling and your current position, what is management?
My nursing training gave me the clinical foundation: critical thinking, patient assessment, working under pressure. But what I have learned from actually leading people is something no classroom fully prepared me for: that people do not just need direction, they need to feel like someone in the room gives a damn about them.

> "A big part of my role is holding the team together emotionally and professionally"

“Burnout has also been very real for me personally”

In emergency care especially, you cannot afford to be the kind of leader who only shows up when things go wrong. You have to build trust before the crisis. So for me, management is really about influence, creating an environment where people feel safe enough to do their best work, even on the hardest days.

What is the greatest challenge you have faced on the job? How did you overcome it?

Honestly, one of the hardest things has been learning to show up for myself the same way I show up for others. For years, I had the experience and the knowledge, but I stayed in the background. I was on social media, watching other people build platforms, and quietly wondering whether I had anything worth saying.

That kind of self-doubt is quieter than burnout but just as draining. What shifted things for me was getting serious about personal branding not as a vanity exercise, but as a professional responsibility. I started learning, stayed consistent, and gradually stopped waiting to feel ready.

Burnout has also been very real for me personally. After I had my child, I developed hypertension largely driven by stress and years of neglecting my own health. That experience changed the way I think about leadership. You cannot pour from an empty cup, and I had been running on empty for too long. Making intentional changes around food, exercise, and managing stress helped me recover, and it deepened my conviction that wellness is not optional for healthcare workers.

What do you personally enjoy most about working as an assistant manager?

What I enjoy most is being able to support growth in people. I genuinely enjoy encouraging nurses to see possibilities beyond their current limitations. Some people only need someone to believe in them, guide them, or help them recognize their potential. Be it in the hospital setting, volunteering spaces, or through my coaching and wellness platforms, I find fulfilment in helping people gain confidence, clarity, and direction.

How is your relationship with your colleagues and the team that you lead?

I try to build relationships on mutual respect not authority. Emergency nursing is intense, and people cannot perform at their best when they feel like they are being managed rather than supported.

I keep communication open. If someone is struggling, whether with a patient situation or something personal, I want them to feel like they can come to me without it being held against them. That said, I also hold the team to high standards. Those two things are not in conflict; if anything, people are more accountable when they trust the person asking them to be.

How would you define your management style?

Transformational, but grounded. I am not interested in managing people into compliance but I want to see them grow. One thing I have done deliberately is encourage junior nurses to pursue further education and professional development rather than staying comfortable where they are. Growth can feel risky, but stagnation has its own costs. I try to create the kind of environment where people feel safe enough to reach for more.

What do you need to improve upon to get to the next level?

I am being very intentional right now about understanding how technology fits into the future of healthcare leadership. I recently started a course on AI productivity and business automation, because I think the leaders who will have the most impact in the next decade are the ones who can combine human intelligence with digital tools, not replace one with the other, but use them together thoughtfully. I am also continuing to develop as a communicator and coach. The more people I want to reach, the clearer and more precise my message needs to be.

What career achievements are you most proud of?

In the past year, I have worked closely with about 15 individuals, nurses and professionals across different fields helping them get clear on their personal brand and how they show up online. Watching someone go from hiding to showing up confidently is not a small thing.

That work matters to me deeply. I am also proud of the platforms I am building around wellness, burnout recovery, and leadership development. These are conversations that the healthcare community desperately needs, and I feel a responsibility to keep having them.

But honestly, what I am proudest of is the integration, the fact that my clinical work, my wellness journey, and my advocacy are not three separate things. They inform each other, and that coherence is something I am working hard to build.



"I am not interested in managing people into compliance but I want to see them grow"



"Emotional intelligence, self-awareness, and the ability to communicate well are what will make people actually want to follow you"

What are your personal career goals?
I want to be a credible, consistent voice for healthcare professionals who are burning out in silence and do not know there is another way to live and lead. That means continuing to build my platform, speaking to larger audiences, and developing programmes that create real, lasting change not just inspiration. I want nurses specifically to see that their expertise does not have to stay within four walls, and that there is a version of this career that is sustainable and fulfilling.

Who are you mentoring currently?
Right now I work with nurses, wellness professionals, and individuals who feel stuck either in their careers or in how they present themselves to the world. Some of them are trying to start an online presence and have no idea where to begin. Others know what they want to say but cannot find the confidence to say it.

What I try to do is help people get out of their own way to stop waiting until they feel perfectly ready and start showing up as they are, with what they already know.

What advice would you give to nursing management hopefuls?
Clinical competence will get you into the room. But emotional intelligence, self-awareness, and the ability to communicate well are what will make people actually want to follow you. Also, and I cannot say this strongly enough "look after yourself".

The culture of self-sacrifice in nursing is real, and it costs people their health, their relationships, and eventually their passion for the work. Sustainable leadership starts with a sustainable you. And use your voice. Your experience is not just yours to keep. Someone out there needs exactly what you have been through.

"I want to be a credible, consistent voice for healthcare professionals"

Asemahle

And Her *Vision*

My name is Asemahle Mbi, a proud graduate of Bachelor of Nursing Science (NQF Level 8) from the University of KwaZulu-Natal. Nursing has shaped me into a compassionate, resilient, and purpose-driven healthcare professional who is passionate about improving patient outcomes and advancing healthcare practice.

My interests lie in clinical excellence, evidence- based practice, patient-centred care, research, and health-healthcare innovation. I aspire to become a Clinical Nurse Specialist, contributing to specialized patient care, mentorship, and quality improvement within healthcare systems. In the future, I aim to pursue a PhD in Nursing, focusing on research, leadership, and technology-driven solutions that can transform nursing practice and healthcare delivery globally.

"My vision is to become a highly skilled Clinical Nurse Specialist"


“I aim to pursue
a PhD in Nursing
and contribute to
research”


“Nurses
will need
to balance
compassion
with innovation”

When thinking of your career, what makes you wake up in the morning?
What motivates me each morning is the opportunity to make a meaningful difference in people's lives. Nursing allows me to serve with compassion, advocating for patients, and contribute to healing, dignity, and hope. Knowing that my work can positively impact individuals, families, and communities; that keeps me ever inspired.

What is your greatest purpose in your nursing career?
My greatest purpose is to provide quality, evidence-based, and compassionate care while continuously growing into a nurse who can influence healthcare beyond bedside care. I want to contribute to improving patient outcomes, strengthening healthcare systems, and mentoring future nurses.

What is your vision about your career?
My vision is to become a highly skilled Clinical Nurse Specialist, known for clinical excellence, leadership, and innovation.

Long-term, I aim to pursue a PhD in Nursing and contribute to research, education, and policy development that advances nursing practice.

Where do you visualize yourself in the next three years?
In the next three years, I see myself growing professionally in clinical practice, gaining specialized experience, enhancing my leadership abilities, and working toward becoming a Clinical Nurse Specialist while building a strong foundation in research and advanced nursing knowledge.

What is your optimism about the future of nursing?
I am optimistic that nursing will become more advanced, technology-driven, and globally influential. With innovations such as digital healthcare, evidence-based practice, telemedicine, and stronger interdisciplinary collaboration, nurses will continue to play a central role in improving healthcare outcomes.

What is your fear about the future of nursing?
My concern is that challenges such as burnout, staff shortages, and unequal access to healthcare may continue to affect the profession.

"I am optimistic that nursing will become more advanced, technology-driven, and globally influential"

However, I believe these challenges can be addressed through stronger leadership, education, innovation, and investment in healthcare systems.

How do you deal with issues that scare you?

I deal with challenges by staying informed, remaining calm, and focusing on solutions. I believe fear can be transformed into growth through learning, resilience, faith, preparation, and seeking guidance from experienced mentors.

Where do you see nursing in 10 years?

In 10 years, I see nursing becoming more specialized, research-driven, digitally integrated, and leadership-focused. Nurses will play an even stronger role in healthcare innovation, policymaking, education, and advanced patient-centred care.

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

My need is to strengthen my clinical expertise and continue learning through practice and professional development. My want is to begin positioning myself toward specialization and research opportunities that align with my long-term vision of advanced nursing leadership.

What does the realistic future of nursing look like?

The realistic future of nursing involves adaptability, technology integration, lifelong learning, and stronger healthcare leadership. Nurses will need to balance compassion with innovation while responding to evolving patient needs and healthcare challenges.

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

I believe the next generation will experience both challenges and opportunities. While issues like workload and workforce shortages may remain, they will also benefit from technological advancements, improved education, global collaboration, and stronger recognition of nursing as a critical pillar of healthcare.

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

I am committed to shaping the future of nursing by continuously learning, delivering compassionate care, embracing evidence-based practice, and preparing myself to contribute to specialization, research, and innovation. I believe every a nurse has a responsibility to leave the profession better than it was.

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

Transformative.

"I deal with challenges by staying informed, remaining calm, and focusing on solutions"



"I believe every a nurse has a responsibility to leave the profession better than it was"



"Research conducted by nurses is important in improving nursing practice and the overall healthcare system"

Marcia Roberts

From Being Dragged

To a Nursing College To Being a Cluster Manager and a Researcher

Briefly share about your academic background

I am a professional nurse who has worked in both in a hospital and clinic setting since completing my first nursing qualification. Nursing was never my first career choice, mainly because of how society portrays nurses, often painting them with the same brush and assuming that nurses are heartless, clueless and do not care about their patients or communities. Growing up, I also thought nurses were scary and not approachable.

I was practically dragged to the nursing college by my mother to apply at Chris Hani Baragwanath Nursing College. Trust me when I say she had her wooden spoon and slipper in her hands while she watched me fill in the forms and place the application form with the supporting documents into an envelope, ready to travel from home in Zone 14, Sebokeng, to the college in Soweto the next morning using transport that she had organized.

Studying at Chris Hani Baragwanath Nursing College was the best thing that could have happened to me in my professional life. This is where I met, was taught, and mentored by great nursing professionals who completely changed my perception of nursing.

They showed us how important and special nursing is, and that we should be the exact opposite of the negative and fearful image that society often has of nurses. It made sense to me that as a nurse, you need to "Nurse your patients exactly how you would like yourself and your family to be nursed" during times when we are at our lowest and most vulnerable.

My academic background is as follows: I have a Diploma in nursing science and midwifery obtained at Chris Hani Baragwanath Nursing college-2012. Obtained a Postgraduate Diploma in HIV and AIDS management with the Stellenbosch University-2021 and a Postgraduate Diploma in Public Health with the university of Pretoria–2025. I have completed the following short courses: NIMART-Nurse Initiated Management of Anti-Retroviral Therapy. APC-Adult Primary Care. EPI- Expanded Program on Immunization. IMCI- Integrated Management of Childhood Illnesses. ACC- Advanced Clinical Care and a Dispensing Certificate.

"Many people don't realize that research starts with the first question that we ask the clients during a consultation"

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

Research conducted by nurses is important in improving nursing practice and the overall healthcare system. Nurses are at the frontline of patient care and remain the backbone of healthcare services. They are often the first healthcare professionals to interact with patients in the primary healthcare facilities, hospitals, and in the communities.

Because nurses spend the most time with patients during treatment and recovery, they are in a unique position to identify patient needs, healthcare challenges, and areas where the quality of care can be improved and prioritized. Many people don't realize that research starts with the first question that we ask the clients during a consultation and will continue to as far as one may need to understand the health of their clients/ patients and communities, implementing prevention strategies while improving overall health.

When nurses participate in research, they help develop data-driven and knowledge-supported practices that improve the safety, quality, and the reliability of healthcare services overall. Nursing research helps healthcare professionals better understand diseases, patient behaviors, community contribution and perceptions, treatment outcomes, and healthcare delivery systems.

This leads to improved patient care, better patient recovery and improved quality of care. Furthermore, when nurses are involved in research, they enhance patient safety and reduce medical hazards. They are at a better place to develop effective and meaningful healthcare policies and programmes since they are the main implementers.

Policies and programs that can help with promoting health education and prevention of diseases. All these will enable nurse to identify challenges that are caused by both patient related factors and nurse related factors.

What has your study/research been focusing on?

I have mainly been involved in professional workplace research through my professional interactions using program evaluations activities, data evaluation and interpretation, operational research, investigating failures in implemented strategies. Some of the major focuses have been looking at the barriers that prevent patients/clients from starting ART, reasons why patients/ clients interrupt their treatment.

Other, staff, resources and system related factors that contribute to poor health outcomes. And using data to understand why one health facility may perform better than another facility in the same area rendering the same services.

As a postgraduate diploma in HIV/TB management and postgraduate diploma in public health graduate, I am interested and focusing on looking at stigma associated with HIV/AIDS and tuberculosis (TB) in healthcare settings that often discourages individuals from getting tested, leading to late diagnoses, higher mortality rates, and poorer treatment outcomes.

What is a pivotal point of your research?

In the professional workplace, we have been focused on identifying and strengthening systems that improve patient outcomes through patient-centered approaches and achieving staff willingness and buy-in. This includes identifying gaps in the system that contribute to different challenges and the need for the development and implementation of SOPs in primary healthcare facilities and hospitals, improving quality of care processes, and applying updated HIV/AIDS and TB guidelines.

A key focus is also improving patient retention on treatment by ensuring care is patient-centered, consistent, and treats patients holistically. In the workplace experience I realized that stigma surrounding HIV/AIDS and TB in healthcare settings remains a major barrier to early testing, leading to delayed diagnosis and poorer patient outcomes.

My postgraduate diploma in Public Health research protocol focused on the idea that integrating routine testing with proper counselling could help reduce stigma, encourage earlier detection, and improve overall patient care.

This highlights the need for clear, targeted public health interventions to address stigma within healthcare services. This was an academic submission, and the formal research study process has not yet commenced, and it has not yet been published.

What do you seek to achieve through your findings

- Explore- perceptions of healthcare workers and patients regarding routine HIV and TB testing in everyday healthcare interactions.
- Identify- barriers and facilitators to implementing routine HIV and TB screening across public healthcare entry points.
- Determine- the impact of routine testing on stigma reduction and timely diagnosis and treatment outcomes.
- Ultimately improve early diagnosis of HIV and TB while simultaneously improving the safe same day ART initiations and anti-TB treatment start especially because our TB results turn-around time has significantly improved over the years.



"Integrating routine testing with proper counselling could help reduce stigma"



"When patients are well informed, they are more likely to take part in their own care and treatment"

"My contribution to the nursing field extends beyond bedside nursing"

As a Postgraduate diploma graduate what contribution are you making in the Nursing field?

As a nurse who has worked in both hospital and clinic settings, my contribution to the nursing field extends beyond bedside nursing into public health strengthening, program implementation, mentorship, and healthcare systems improvement. My contributions include:

- Supporting HIV and TB care programs.
- Contributing to prevention of Mother-to-Child Transmission (PMTCT) of HIV and TB.
- Promoting patient-centered care within primary healthcare settings
- Supporting healthcare teams through coaching, mentoring, and clinical guidance
- Using data and programme indicators to improve healthcare performance
- Participating in quality improvement initiatives and operational healthcare support
- Assisting with implementation of national guidelines and best practices
- Supporting multidisciplinary collaboration within healthcare systems
- Helping improve retention in care and linkage to treatment for vulnerable populations
- Contributing to community health through health promotion and education that I do on my social media platforms like TikTok which are loved by and followed by many people especially youth and young adults. I share health information mainly on HIV prevention, testing and treatment on my social media platforms where the community in and around South Africa interact with me and with one another.

I try not to keep it too formal and engage them in the latest trends and videos that other content creators generally make as general jokes and trends. I take them and turn them into fun health education and health
promotion videos.

If you were to write a book, how could it improve the Nursing Curriculum?

If I were to write a book, it would improve the nursing curriculum by helping nurses understand how important their role is in saving lives, promoting health, and achieving good patient outcomes. It would strengthen nursing education by showing the importance of research in practice, helping nurses identify current practices, gaps, and challenges in healthcare, and develop better solutions that improve care and restore dignity in the nursing profession.

It would also support nurses to grow professionally by encouraging continuous learning and development. By using research and reflection, nurses can improve their skills and knowledge, which contributes to their professional development. Moreover, the book would encourage nurses to educate patients, clients, and communities about their health.

This is important because when patients are well informed, they are more likely to take part in their own care and treatment, leading to better health outcomes. Overall, it would promote a stronger, more practical, research-based, and patient-centered nursing curriculum while also improving professional development.

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

If I were to play a role in nursing guidelines and policies, my priority would be to strengthen the integration of research into everyday nursing practice and promoting patient-centered care as a standard across all healthcare settings.

For nurses to be able to investigate simple things why we are seeing the same patients and clients about the same issues all the time, and instead of just pushing the queue and continuing treatment, we treat the cause and not just the symptoms.

This would include ensuring that guidelines are based on current evidence, regularly updated, and responsive to the real challenges faced in clinical practice. I would also prioritize policies that support continuous professional development for nurses, so that they understand their critical role in preserving life, promoting health, and achieving quality patient outcomes.

Strengthening research capacity among nurses would help identify gaps in care and develop practical solutions that improve service delivery and restore dignity in the nursing profession. We need to nurse with a purpose.

Another key priority in my book would be promoting patient education and involvement in their own care, because an informed patient is more likely to participate actively in treatment and achieve better health outcomes. Overall, my focus would be on policies that improve quality of care, strengthen nursing practice, and enhance both professional development and patient outcomes.



"When you are a specialist in a specific field you tend to understand the field better"

Wisani Vuma

He is a *Bookworm*

"Having a specialty qualification can open more doors"

My name is Wisani Remember Vuma; a Senior professional Nurse. I was born in a small village called Tiyani Magoro, a village full of possibilities.

I started school at the age of 6 at Goza Primary School, I then moved to Tiyani Secondary School where I matriculated in 2010. Thus, after failing to find space at the university, I then decided to repeat my matric in 2011. However, in 2012 again I couldn't find space.

In 2013 my journey of nursing began to take some shape, wherein I did my diploma in general nursing psychiatric, community and midwifery with the Limpopo College of Nursing and I completed in 2016.

In 2017 I did my community service. And between 2018 and 2024 I worked at a clinic as a professional nurse. In 2023 I graduated in bachelor of art in nursing education and administration.

And in 2024 I graduated post graduate diploma in public health. Currently I am working as a Senior professional nurse.

What is your specialty?
I specialize in nursing education, nursing administration and in public health.

What is your role in nursing?
I work as senior professional nurse and my role is to assist in a day to day clinic management, I supervise and support my subordinates. I also support clinic programs such as mother and child, chronic disease management and Art.

What motivated you to pursue your specialty?
During my undergraduate diploma I learned that as a nurse your role is to manage and educate. Therefore I enrolled for nursing education and management to sharpen my skills so that I can be able to impart knowledge to others using the correct skills. Besides. Public Health is also one of the courses that helps you to understand the community you are serving. I strongly believe in data and that the data or statistics that we prepare monthly should help us understand the community we are serving so that we can plan accordingly.

How did you reach the level of being a nurse specialist?
After completing my undergraduate course I enrolled with the University of South Africa for a Degree in Bachelor of Arts in Nursing education and administration and after that I enrolled for post graduate diploma in public health. I am currently doing another post graduate diploma with the University of Johannesburg

How do you differ from a general nurse?
A difference between a general nurse and a nursing specialist is the skills and knowledge. When you are a specialist in a specific field you tend to understand the field better.

What other opportunities can you explore as a specialist?
Having a specialty qualification can open more door, for example in the cooperate world.

How do you contribute towards nursing research?
As healthcare workers we all contribute towards research because the stats that we compile everyday form part of the research. Next year I want to enroll for a masters in public health so that I can conduct a study that will help or assist in finding solution in some of the health problem.

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"My coaching approach is supportive, empowering, and growth-oriented"

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"My Understanding people' emotions helps create a healthier and more supportive work environment"

An Award-Winning Executive, Founder of CuddleCare Clinic and a

Maternal Health Advocate

“I strive to remain calm, respectful, and professional”

Paula Banda is a dedicated health care professional and leader with passion for maternal, women’s, and child healthcare. Her business is located in Joburg, South Africa.

Her work is centered around creating compassionate, patient-focused healthcare environment that promote healing, dignity, and holistic wellness.

Through her leadership role at CuddleCare Mother and Baby Clinic, she strives to build a supportive culture for both patients and healthcare professionals by emphasizing empathy, teamwork, professionalism, and continuous growth.

She strongly believes that effective leadership in healthcare is not only about operational excellence, but also about inspiring people, nurturing resilience, and leading with compassion.


“I rely on
trusted mentors,
senior colleagues,
supportive team
members,
and close family
for guidance”


“I aim to lead by example and create an atmosphere of positivity and excellence“

How many staff members are you responsible for?
I oversee a multidisciplinary team consisting of administrative personnel, nurses, healthcare assistants, and support staff including a gynecologist and a pediatrician who work collaboratively to ensure quality patient care and smooth clinic operations.

What virtues do you endorse among your staff members?
I encourage professionalism, empathy, accountability, integrity, teamwork, punctuality, respect, effective communication, and a patient-centered approach to care.

What causes your day to be hectic?
Managing patient care, administrative responsibilities, staff coordination, urgent clinical matters, and ensuring that every patient receives quality attention can make the day quite demanding.

When do you knock off?
My working hours vary depending on the clinic's workload and operational needs. In healthcare, responsibilities often extend beyond standard office hours when patient care requires additional attention.

How often do you take your workload home with you?
Quite often. Healthcare leadership requires continuous planning, problem-solving, and follow-up even after official working hours, especially when ensuring that patients and staff are adequately supported.

How do you ensure that your meetings with your team bring forth effective results?
I encourage open communication, clear objectives, active participation, accountability, and practical action plans. I also ensure that meetings remain solution-oriented and focused on improving patient care and workplace efficiency.

How do you deal with disputes between your team members?
I address misunderstandings promptly through calm, respectful, and private discussions. I encourage both parties to communicate openly, listen actively, and work toward mutual understanding and resolution.

What emotional intelligence strategies do you usually apply if need be?
I practice empathy, emotional self-awareness, active listening, patience, conflict management, and emotional regulation. Understanding people's emotions helps create a healthier and more supportive work environment.

What is your coaching approach?
My coaching approach is supportive, empowering, and growth-oriented. I focus on mentorship, constructive feedback, skills development, and encouraging confidence in my team members.

What tone of voice do you use when you are feeling vexed?
I strive to remain calm, respectful, and professional even during stressful moments. Maintaining composure helps preserve trust and effective communication within the team.

"My working hours vary depending on the clinic's workload"

How do you handle your deadlines?
I prioritize tasks, plan ahead, delegate where necessary, and maintain good organizational systems to ensure deadlines are met efficiently without compromising quality.

Who do you run to when you are faced with work-related pressures?
I rely on trusted mentors, senior colleagues, supportive team members, and close family for guidance, encouragement, and perspective during challenging situations.

What is this exclusive personality do you, subconsciously, influence your subordinates with?
I believe I influence my team through compassion, resilience, professionalism, and a strong commitment to patient care. I aim to lead by example and create an atmosphere of positivity and excellence.

What anticipated impartation do you make towards your staff members?
I hope to impart confidence, professionalism, empathy, resilience, leadership skills, and passion for delivering quality healthcare services with compassion and integrity.



"My elegance comes from the calm confidence I carry within myself"

Her Elegance Comes

FROM HER CALM CONFIDENCE

onnie

My Name is Tabatsane Constance Modise, born and bred in North West Province at Matlosana, Jouberton location. I am a qualified professional nurse with 7-years of experience in the profession, a proud product of S G LOURENS NURSING COLLEGE.

I am admitted to a PGDip in health services management at the University of Johannesburg. I am known for being an advocate for those who cannot speak up for themselves, I am a revolutionary activist .

I am a revolutionary activist, a confident professional nurse who is principled, and I endorse a culture of ethics and integrity. I am resilient. Beside my professional duties, I am an advocate for social justice. As such, I currently serve an Ethics Ambassador.

I also have a footprint within organized labour. I previously served as a Shop Steward. I had served as Deputy Chairperson of our Local Shop Steward Council. I was subsequently also elected as Deputy Secretary of COSATU Midrand Local Gender Structure.

Although I have relinquished these responsibilities, I often get a request or two for assistance where there's industrial injustices, and I gladly assist at my personal capacity.

"My go-to outfit is something comfortable yet stylish"

Are you into fashion, modelling, ad industry, makeup art or photography?
I am into fashion and make up.
What makes you so photogenic?
My beautiful smile
What inspires your stylish looks?
My mood for each day. When I feel good I want to look good and I believe that my outfit speaks before I do.
What are your goals for your trendy looks?
My goal is to balance my trendy looks with my personal authenticity, I strive to develop a signature style, look classy and modern.
What is your secret about your elegance?
True elegance lies in simplicity but quality over quantity.
How often do you exercise or go to the gym?
I exercise twice a week, to go for a swim is what I prefer most though.
What do you hope to accomplish with your elegant photographs?
Well with regards to my uniform...I hope to showcase dedication, professionalism, and humanity behind the daily care provided to patients.
Would you model any kind of clothing at all?
I wouldn't mind.
What is your go-to outfit?
A formal shirt, trousers and most definitely a pair of heels.
Do you like shopping for new clothes?
That is my favourite exercise.
Do you read fashion magazines? Why?
Yes I do, for inspiration and to stay updated on trends.





"I love feminine and African inspired looks"

"I always feel naturally beautiful and comfortable"

What is your most valuable piece of jewellery?
Earrings
Have you ever made your own clothes?
No, I haven't
What's your favourite piece of clothing?
Shorts
What are some of the strangest fashions you have seen?
One legged pant...
What colours do you think look good on you?
Warm tones; olive, peach, gold, rust.
What kind of clothes are in fashion now?
Wide-leg denim, cropped trench coats, versatile knitwear, and preppy staples like sweater vests.
Do you ever go out without makeup? What does it feel like?
Yes, I do, well I feel more natural and light.

Is nursing your corridor or your destiny? Why?
For me honestly, it is both. It's passion meeting professional flexibility and growth. It is meaning and resilience.
Where do you see yourself in ten years from now?
I see my self being an owner of multiple private clinics in honour of my grandmother whom I used to take care of when I was still in high school, she passed on.
If you were to connect your trendy looks and nursing to create your wealth, what would you do?
I would launch a premium functional quality, sustainable and stylish uniform line for nurses. I would build a brand and not just sell products.

ONCOLOGY NURSING SOCIETY OF NIGERIA

SAVE THE DATES!

2026 ONCOLOGY NURSING CONFERENCE



Exciting News!

EARLY BIRD REGISTRATION EXTENDED!

MORE TIME TO REGISTER AND SAVE!

VENUE:
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REGISTRATION PERIODS

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MAY 1 – MAY 31, 2026
Take advantage of our early bird rates and secure your spot today!

REGULAR REGISTRATION
JUNE 1 – JUNE 30, 2026
Standard registration period. Don't miss out!

LATE REGISTRATION
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Join oncology nursing professionals from across Nigeria and beyond for an inspiring, impactful and transformative experience.

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Remember to submit your abstract

We look forward to welcoming you!

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ACAN

Acetrea Cancer Advocacy Network

Empowering Lives. Inspiring Hope

SPONSOR
3 ACAN NURSES
to the
ONCOLOGY NURSING SOCIETY OF NIGERIA 2026 CONFERENCE



ACAN is seeking sponsorship support for three dedicated members to attend the Oncology Nursing Society Of Nigeria 2026 Conference in Abuja.

WHY YOUR SUPPORT MATTERS

- **Strengthens oncology nursing** education and professional development.
- **Builds leadership and advocacy** capacity for cancer care.
- **Enhances cancer awareness** and community impact.
- **Improves patient care** and outcomes across Nigeria.

GOAL: To sponsor 3 ACAN nurses for registration, transportation, and accommedation.

ONCOLOGY NURSING SOCIETY OF NIGERIA 2026 CONFERENCE

THEME

Cancer Care In Action

Uniting Voices, Shaping The Future Together

AUG 12th – 14th, 2026

Abuja, Nigeria

REGISTRATION PERIODS

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MY WAY
SUNNY VANILLA
THE NEW EAU DE PARFUM



MY WAY

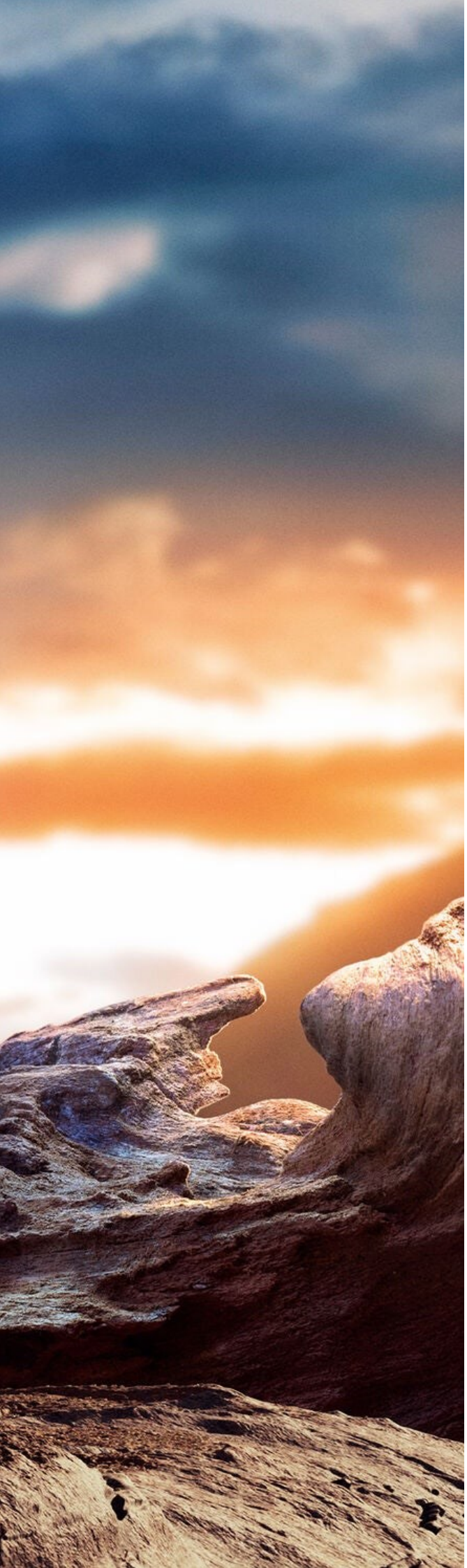
Indulge Experience MY WAY SUNNY VANILLA. A new delicious floral fruity take on the classic My Way Eau de Parfum, evoking all the sun-drenched joy of the tropics.

This uplifting, radiant scent opens with a bright Pineapple accord. Creating a solar sensuality is the Tuberose Heart, blended with a radiant Jasmine Grandiflorum Superinfusion.

Finally, an enveloping sensation unfolds with a Vanilla Infusion, mingling with the allure of a Creamy Musk accord.

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EAU DE PARFUM
Dior



Dior
EAU SAUVAGE

The powerful freshness of Sauvage exudes new sensual and mysterious facets, amply renewing itself with the signature of an ingenious composition. Calabrian bergamot, as juicy and spirited as ever, invites new spicy notes to add fullness and sensuality, as the woody ambery trail of Ambroxan® is wrapped in the smoky accents of Papua New Guinean vanilla absolute for greater virility.

François Demachy, Dior Perfumer-Creator, drew inspiration from the desert in the magical hour of twilight. Mixed with the coolness of the night, the burning desert air exudes profound fragrances. In the hour when the wolves come out and the sky is set ablaze, a new magic unfolds.

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SERVICES

The lodge is serviced daily by the lovely Pola to keep the house in impeccable condition. To complement your stay, there is free wifi available, a heated pool (in winter season), the lodge is fully airconditioned and all rooms have a coffee/tea station, so you can enjoy that first cup in peace and in the privacy of you own space.

Relax and unwind in the comfort of your own lodge. Dee's African Spa treatments are based on ancient traditional massage methods like the Xigiya massage and tribal head massage, and are highly influenced by African culture.

The Africology range of products, which is used for massages and skincare, is made from natural and indigenous ingredients that are bound to leave skin feeling radiant and the body fully cared for. Mobile Spa bookings can be made with our Concierge Services.

Shuttle services bookable from Skukuza Airport, Kruger Mpumalanga International Airport and OR Tambo International Airport. Please request a quote from the lodge as rates vary according to pick up location and number of people collected.

https://lamulalodge.com



"Relax and unwind in the comfort of your own lodge"





STAYING AT *Little Kulala* IN NAMIBIA









Located south of Sesriem, within sight of the dunes at Sossusvlei, and situated on Kulala Wilderness Reserve, Little Kulala is a first class eco-luxury lodge.

OVERVIEW

Like the majority of Namibia's desert lodges, Little Kulala is a wood, thatch and stone build, and consists of a main lodge – lounge, partially thatched deck, swimming pool, dining area, wine cellar, library, bar and reception – and 11 chalets, known as kulalas. However, unlike many of its competitors, it has chosen to concentrate a chunk of its resources on contemporary design, and its modern, chic look is an inspiring contrast to the desert itself.

FOOD & SERVICE

The food and wine is fabulous, the table, room and bar service is generally very good, and the guiding is truly excellent.

ROOMS

Contained by conical shaped thatch roofs, circular decking and trees incorporated into the building's features, Little Kulala's interiors utilize mirrors, concrete, curves, great panels of glass, white cushions and a mix of design-conscious furniture and modern lighting to create an effortless sense of space and light.

The sleeping accommodation of Little Kulala is equally fine. Built on wooden platforms, and thatched, each chalet is comprised of a private veranda, a separate bathroom, twin/double beds, a star gazing rooftop and glass paneled view of the desert. Like the main lodge, the design of the rooms has been carefully thought through: chic wooden floors, glass sheets, long material rugs, low comfortable seating, and restrained wooden sculptures.

www.wildernessdestinations.com

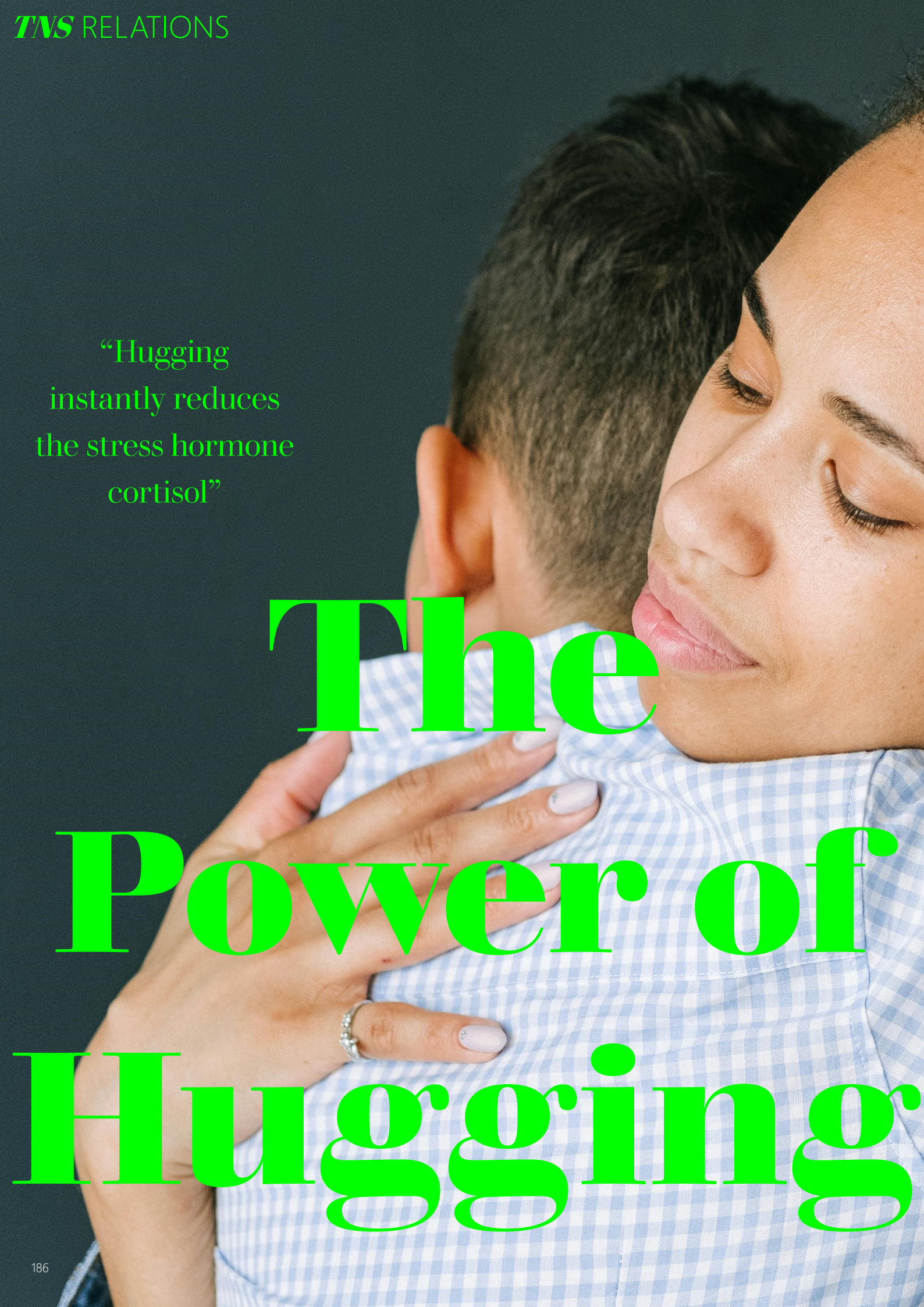


"Like the main lodge, the design of the rooms has been carefully thought through"



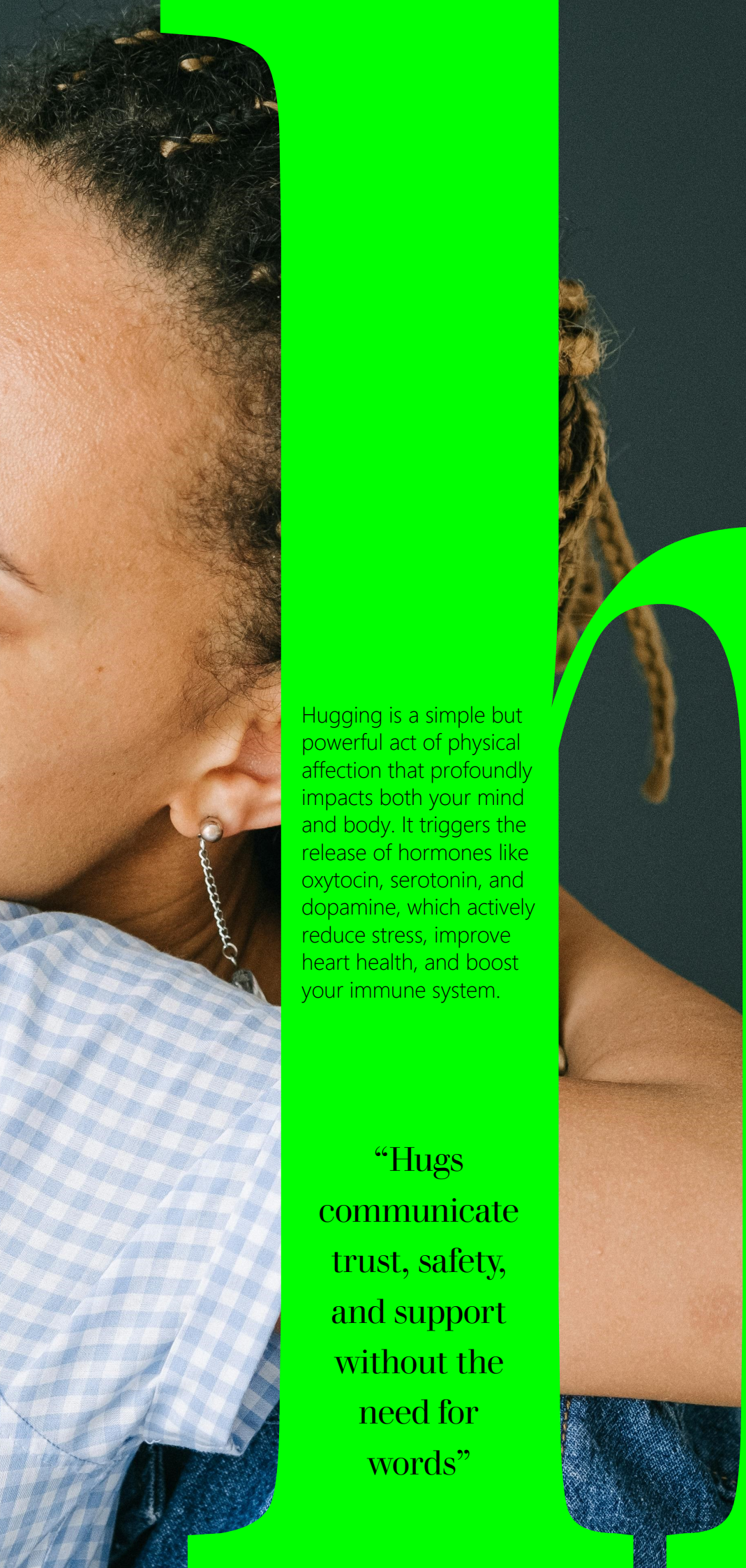






"Hugging instantly reduces the stress hormone cortisol"

The Power of Hugging



Hugging is a simple but powerful act of physical affection that profoundly impacts both your mind and body. It triggers the release of hormones like oxytocin, serotonin, and dopamine, which actively reduce stress, improve heart health, and boost your immune system.

"Hugs communicate trust, safety, and support without the need for words"

Article By TNS Magazine
Compiled from various online sources

A simple hug offers a wide range of science-backed benefits:

Lowers Stress
Hugging instantly reduces the stress hormone cortisol. Less stress translates to a calmer nervous system and better, more restful sleep.

Improves Heart Health
Affectionate touch helps lower both your blood pressure and heart rate.

Boosts Immunity
By lowering stress levels and stimulating the thymus gland (which regulates white blood cell production), regular hugging can help protect you from illnesses like the common cold.

Enhances Mood
The release of "feel-good" neurochemicals like dopamine and serotonin can elevate your mood, reduce symptoms of anxiety, and help ward off feelings of loneliness.

Relieves Pain
The release of endorphins can naturally soothe aches and decrease the perception of physical pain.

Fosters Social Connection
Hugs communicate trust, safety, and support without the need for words, strengthening your personal relationships.

‘Happy Birthday’



To All
The Nursing Stars
Who
Celebrate
Their Birthday
between
June, July, August
and September





"You're kind, beautiful, and super generous with your love. I wish that you get double folds of the love you give to your patients"


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