THE NURSING STARS MAGAZINE

Celebrating Nursing Professionals in style

20th Issue Oct-Jan 2027



Isaac T. Matlala
"Know that the Lord is God"

Dr Hattingh
"When working I wear my full uniform with epaulettes, stockings and low heel court shoes"

Marthie Nel
"My research adds another piece to that bigger picture"

Casendra
"Nature has become a sacred place of healing for me"

Sr Molly
"Home should be a place of calm"

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Cuisine: Steakhouse Beef & Broccoli Loaded Sweet Potato

Your Network Is Your Net Worth

A Little Christmas Belongs to You, Too

The Imposter in the Boardroom

Your Body Doesn't Know It's Christmas

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11AM-6PM



"Happy Holiday Season!

Christmas season is just around the corner

Christmas season is just around the corner and as The Nursing Stars Magazine team we are already ushering you into it through this colourful content. This season comes with a variety of events; year-end parties, family gatherings, vacation trips, et cetera, thus it calls for serious financial responsibility.

We hope that you won't spend much on things you never planned for on time. And financial tips are galore in this edition. Besides, prepare your dancing shoes because TNS Unwind column is hear to guide you on various goodies you may spend on. Take it easy! Have some fun!. Just dance!

As 2026 is coming to a close we hope that you have achieved as planned and prayed. However, in case you did not win, 2027 is all yours. Get up and do it again. Never forget that your untapped dreams will never expire as long as you are still breathing.

Wow! This is our 20th edition! It is the Lord's doing! It is another jam-packed issue especially for you!. It is starry, elegant, colorful and informative. We always guarantee that each edition elevates you.

Our cover story is about one of the elegant nurses of our time, Itumeleng a.k.a Sr Rendz Ndalammbi. She is bright, beautiful, smart, modest, fashionable and a professional of good taste. Sr Rendz is a proud Mother of two and she is still thriving further in her career. She is a good example for the nursing aspirants.

As usual, we have featured various nurses of note. Amongst others are Bonolo who is still a student, Elizabeth sharing on the future of nursing, Dr Hattingh a lecture of note, Lea sharing on being a bedside nurse, Sr Mapaseka a brilliant manager, Sr Molly on her family setting, Sr Casendra on her 'Me Time', Ms AshwiniAwhale; the strict leader, Sr Rebecca the bright visionary, Sr Marthie on her passion for the youth and music, Sr Sisanda on her double barrel business, Sr Bolanle on how she manages pain, Damola on her glamorous looks and fashion, and Sr Siyanda giving us a glimpse on her Christmas plans.

This is another opportunity for you to grab this edition and read it through for your elevation. There is much to gain from this content including several articles that cover business, money, health, vacation, et cetera.

To all 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 and about you! Be elevated! Happy Holiday Season!

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.

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

Enjoy le good reads!
Love you lots!
Connie Mbele

"We hope that you won't spend much on things you never planned for on time"



Thank you Lord
for the strength to
serve your people

“O give thanks unto the LORD”

“We thank you that you are a God of all comfort”



Pastor Sibongile Khumalo (RN), Johannesburg, South African

“O give thanks unto the LORD; for He is good: for His mercy endureth for ever.”—Psalm 107:1, KJV. Our loving Heavenly Father, as we approach the close of another year, we pause to give You Praise and to thank you for your mercy endureth forever.

Through it all, trials and challenges of demanding shifts, moments of uncertainty, shortages of staff and overcrowding, lack of tools of trade, Lord you sustained us. Thank you Lord for the strength to serve your people. Thank you bracing us with the compassion to care, Lord, we are grateful. Almighty God,

You have seen what others may never see: our frustrations, the tired feet, the interrupted meals, the tears held back, and the weight of responsibility carried long after a shift has ended. You Lord have witnessed every gentle touch, every reassuring word, and every effort to preserve a patient’s dignity.

Thank You for the privilege of nursing. Thank you for opportunities to bring comfort, relieve suffering, support recovery, and accompany people through some of their most vulnerable moments.

We give thanks for patients who recovered, for progress made, and for families reunited. Lord, We also remember those whose lives ended while entrusted to our care. We thank you that you are a God of all comfort.

Comfort their loved ones, and tenderly strengthen the nurses who carry memories of their final moments. Our thanksgiving makes room for both joy and sorrow. We bring You the whole year: what we celebrate, what we grieve, and what we still struggle to understand. We bring You the whole year: what we celebrate, what we grieve, and what we still struggle to understand.

Comfort their loved ones, and tenderly strengthen the nurses who carry memories of their final moments. Our thanksgiving makes room for both joy and sorrow. We bring You the whole year: what we celebrate, what we grieve, and what we still struggle to understand. Lord, through it all, we thank You for Your abiding presence. Father, renew every weary nurse.

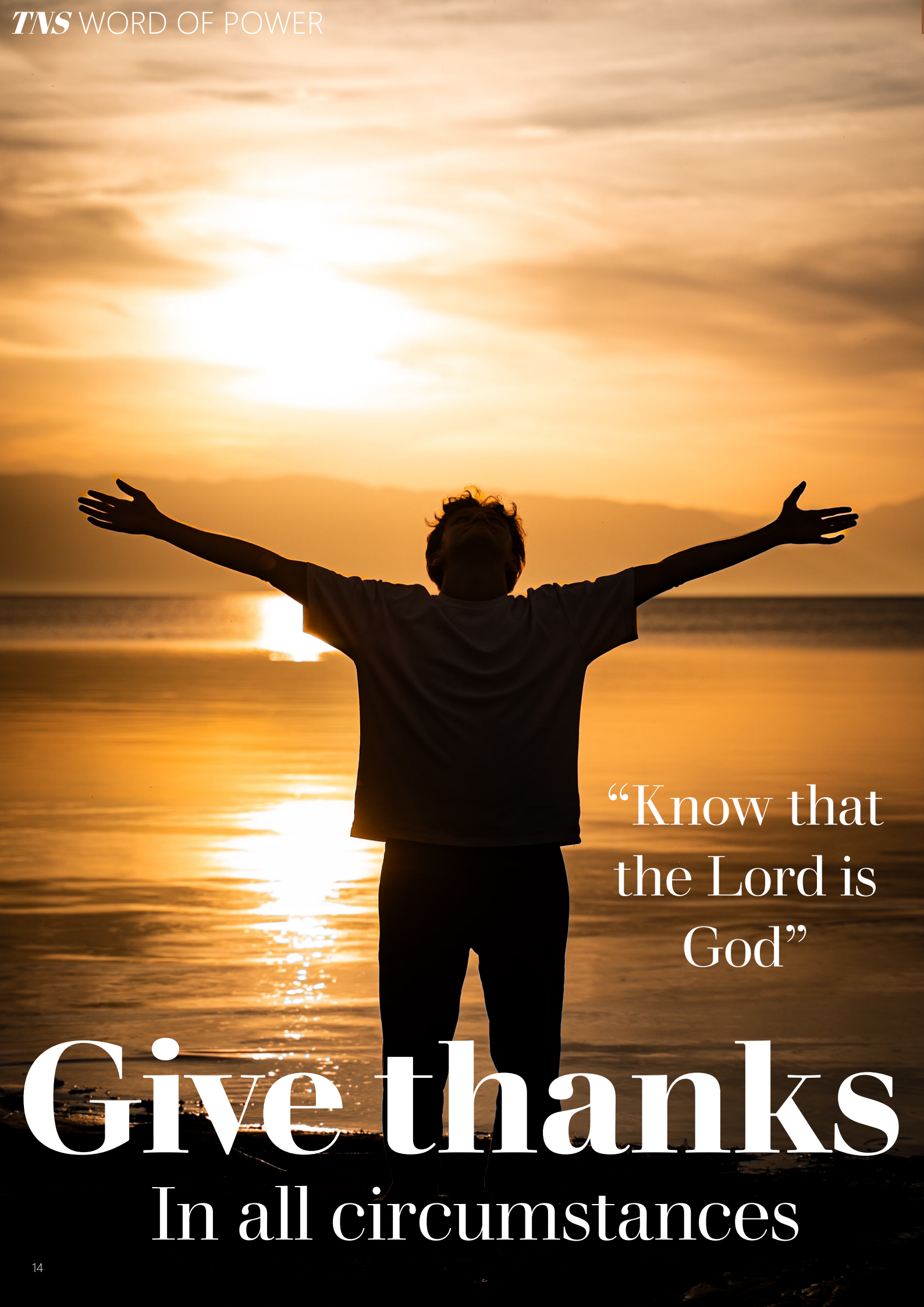
Where compassion has become strained, restore tenderness. Where disappointment has settled, rekindle hope. Grant us wisdom to recognise our limits, courage to seek support, and grace to receive care as willingly as we give it.

Help us to build workplaces where colleagues feel respected, supported, and heard. Teach us to encourage one another, to guide those still learning, and to uphold the dignity of every person entrusted to us.

Thank You for The Nursing Star magazine and for all who contribute to it. May its pages continue to inform, encourage, and strengthen the nursing community. Bless the work of those who create space for our voices, experiences, and concerns.

As we prepare to enter a new year, guide our decisions and deepen our commitment to compassionate, responsible care. May our knowledge grow, our judgement remain sound, and our hearts remain responsive to human need. May we never underestimate the comfort a caring presence can bring.

With grateful hearts, we place our families, our colleagues, our patients, and our profession into Your hands. Thank You for carrying us through this year. Help us to enter the next with renewed strength and steadfast hope. In Jesus’ name, Amen.



"Know that the Lord is God"

Give thanks

In all circumstances



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

Brethren, Honour and Glory be to God Almighty who sustained us throughout the year and throughout the existence of our lovely magazine, The Nursing Stars.

We have obviously faced the challenges, situations and various circumstances, good or bad, and the fact that we have reached this quarter of the year means His Grace has given us another chance to make things right, to rejoice, to learn, and to be grateful. We are therefore to present ourselves, kneeling down before His face with thanksgiving prayers, appreciative of the strength, love, care, support and guidance He manifested in our lives.

We look back and reflect on His mercy. We may have failed in some of our resolutions or plans, and we may be disappointed with ourselves in various ways. The greatest fact in everything is that God never failed us. Whatever happened is exactly what was supposed to happen by His will, and what remains is for us to learn and grow from those experiences. The Bible states from the book of 1 Thessalonians 5:16-18: "Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus."

Also, whatever we may have accomplished and are proud of ourselves, we must remember that it was not by our might, hard work or intelligence, but by His will that things should be that way. Therefore, let us stand up and give thanks to Him who is above all. He remains who He is no matter the seasons of our lives. James 1:17 states, "Every good and perfect gift is from above, coming down from the Father of lights, who does not change like shifting shadows." We are therefore never to forget to honour and worship His Might.

Let us all stand up wherever we are and give grateful praise to Him with Psalm 100:1-5: "Shout for joy to the Lord, all the earth. Worship the Lord with gladness; come before Him with joyful songs. Know that the Lord is God. It is He who made us, and we are His; we are His people, the sheep of His pasture. Enter His gates with thanksgiving and His courts with praise; give thanks to Him and praise His name. For the Lord is good and His love endures forever; His faithfulness continues through all generations."

May the Lord's mercy continue to shine upon our lives forever.

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

"Rejoice always, pray continually, give thanks in all circumstances"



The Best Dressed Nurses of the Season

Sr Casendra Malinga,
Johannesburg, Gauteng
Province
South Africa



Sr Refiloe Skhosana,
Randfontein, Gauteng
Province
South Africa



I'm Tawanda, a 20 year old nursing student, content creator and aspiring healthcare entrepreneur with a personality that is probably just as busy as my schedule. Outside nursing and school, I'm a lover of books, especially classic literature, poetry, romance and thrillers, and I'm always up for a good conversation, a little humour and discovering something new.

I'm naturally curious, ambitious and slightly dramatic in the best way, and I enjoy expressing myself through social media and creativity. I'm passionate about theatre nursing and the many possibilities within the nursing profession, but I'm also a young woman figuring life out one day, one book, one video and one slightly questionable decision at a time.

Bonolo Lebjane

An ambitious, resilient and curious Student

What is your name?
I am Tawanda Bonolo Lebjane
What is your birth month?
I was born on July the 20th.
What is your professional status?
I am a second-year nursing student in Gauteng. Alongside my studies and clinical training, I create nursing-related content on social media to educate, encourage and connect with fellow students and aspiring nurses.
Why do you want to be a nurse?
I chose nursing because it combines science with compassion. I want to be part of people's lives during some of their most vulnerable moments and provide care that restores both health and dignity. For me, nursing is more than a profession; it's an opportunity to make a meaningful difference every single day.
Who is your favorite classmate?
I don't really have one favorite classmate. I appreciate classmates who are supportive, hardworking and willing to help each other grow because nursing is a team profession, and we succeed best when we learn together.
How is it like to be a nursing student?
Being a nursing student is both challenging and rewarding. Every day pushes you to balance theory, practical skills and emotional resilience. It teaches discipline, patience and confidence, and every clinical placement reminds me why I chose this path.
How would you describe yourself as a student?
I would describe myself as ambitious, resilient and curious.

"I appreciate classmates who are supportive, hardworking and willing to help each other grow"

I enjoy learning beyond the classroom, asking questions and constantly looking for ways to improve myself. I believe growth comes from persistence, even when the journey becomes difficult.

What specialty are you focusing on?

At this stage of my nursing journey, I am particularly interested in theatre nursing. I'm drawn to the precision, and teamwork involved in surgical care. However, I also see my career evolving beyond one specialty. My long-term vision is to establish my own healthcare practice, potentially a dermatology clinic, wound-care clinic or maternity clinic, where I can provide specialized, patient-centred care while creating opportunities for other healthcare professionals.

What is a dominating culture in your schooling environment?

The dominant culture in my schooling environment is one of discipline and adaptability. Nursing requires you to adjust quickly to different academic and clinical situations while maintaining professionalism, accountability and a commitment to learning.

Any element of naughtiness?

Of course! every nursing class has its light-hearted moments. Whether it's laughing between lectures or sharing jokes after a long clinical shift, my friends and I would dress up in funny outfits as comedic relief for us and our colleagues in class, those moments help us relieve stress while still respecting the professionalism that nursing requires.

What real-world lesson are you acquiring currently?

I'm learning that healthcare is about people before procedures. Technical skills are essential, but empathy, communication and respect often leave the greatest impact on patients and their families, that this profession is truly a calling and not for the faint of heart

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

I want to contribute to the nursing industry by changing the way people understand and perceive the profession. Through my social media platform, I showcase the many specialties, career paths and opportunities available within nursing, highlighting that it extends far beyond traditional bedside care.

I want to educate and inspire nursing students and aspiring nurses to explore possibilities they may not encounter in the classroom, while encouraging innovation, leadership and entrepreneurship within the profession. Ultimately, I hope to help raise a generation of nurses who understand that nursing is not simply a job, but a diverse profession where they can specialize, lead, create and make a lasting impact on healthcare.

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

When I look deeply into myself, I see myself as an employer. I value the experience and knowledge that come from working within established healthcare institutions, but I ultimately want to build something of my own.

My long-term dream is to establish a healthcare practice, whether that develops into a dermatology clinic, wound care clinic or maternity clinic, where I can provide quality, specialized care for individuals of the lower class while also creating employment opportunities for other healthcare professionals. I don't want my career to end with simply occupying a position; I want to eventually create positions for others.

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

I would say nursing is both my corridor and a significant part of my destiny. It is the foundation through which I want to gain the knowledge, experience and skills to build the future I envision for myself in healthcare. I don't see nursing as a limitation to one particular role; I see it as a profession that can open doors to specialization, leadership, entrepreneurship, education and innovation.

I want my nursing journey to lead me towards creating something of my own, such as a specialized healthcare practice, while also creating opportunities for others. So, for me, nursing is not simply about where I am going it is the foundation that will help me determine how far I can go.

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

I would encourage the South African government to invest more deliberately in nursing as one of the pillars of our healthcare system. South Africa continues to face challenges such as nursing shortages, vacant posts, limited specialist training opportunities and difficult working conditions.

We need to focus not only on producing more nurses, but also on retaining and developing the nurses we already have. Greater investment is needed in nursing colleges, student accommodation, clinical training facilities, postgraduate programmes and access to clinical placements and specialist training in areas such as midwifery, mental health and other fields where shortages exist. There should also be clearer pathways from graduation into employment, with nurses given opportunities to gain experience, specialize and continue developing professionally.

What advice would you give to nursing aspirants?

Don't be discouraged by how demanding nursing can seem. Stay committed, ask questions, embrace every learning opportunity and remember that every experienced nurse was once a beginner. Your compassion and willingness to learn are just as important as your knowledge.

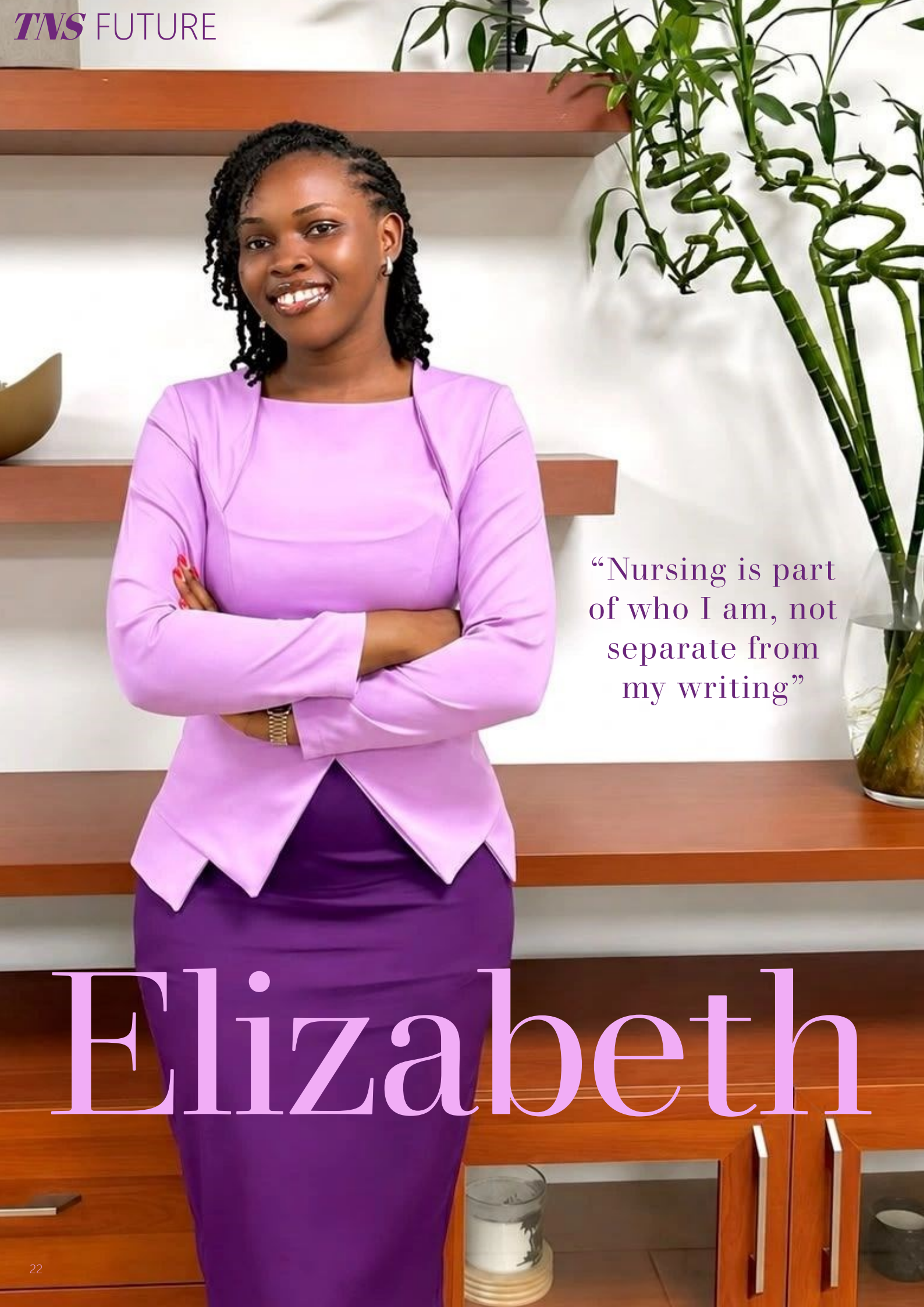
How are you going to mentor nursing aspirants?

I plan to mentor aspiring nurses by sharing honest experiences from my journey, creating educational content, encouraging confidence in clinical skills and reminding them that setbacks do not define their future. I want to be the kind of mentor who makes nursing feel achievable, especially for students who may doubt themselves.

"I would encourage the South African government to invest more deliberately in nursing"



"I want to gain the knowledge, experience and skills to build the future I envision for myself in healthcare"



"Nursing is part of who I am, not separate from my writing"

Elizabeth

Name: Mandah Elizabeth Chisom
Birth month: February 24
Favourite book: Living Beyond Your Feelings by Joyce Meyer
Favourite Music: "In the Name of Our God" by Tasha Cobbs
Favourite space: A safe, calm, serene environment.
Favourite time: Quiet moments of recharging, just being myself.
Favourite drink: A good, healthy smoothie.
How do you spend most of your spare time?
Observing what others tend to overlook, then writing it down.
What makes you tick?
The belief that life is meant to be positively inspired and can always be transformed for the better.
What spoils your mood?
Watching people stay stuck in ignorance or myth, especially around health, when the truth was there to be seen.
Who is your favourite person in the world?
God.
What made you choose nursing?
The chance to nurture and heal in a way that goes beyond treatment, to provide holistic care.
Who is your inspiration?
The belief that people can be nurtured. That's what drives me.
Share about your passion for nursing:
Nursing is part of who I am, not separate from my writing. Both are about giving voice to what people carry silently.
Apart from nursing, what is this particular gift you have, are you going to pursue it?
Writing and spoken word. I'm drawn to what people overlook. I'd also call myself a born psychologist; I love studying people, their behaviour, and how they respond to things, which connects back to nursing too. I sing as well. This isn't something I'm deciding to pursue, it's who I am.
Do you think nursing is your corridor or your destiny?
My destiny, but not a limiting one. It's the foundation that opens doors for me as someone with more than one gift, a tree that anchors many branches.
If given a chance, which celebrity would you like to spend an hour with, and why?
Joyce Meyer. The way she approaches healing feels in synergy with how I hope to heal others.
Where do you see yourself in 5 and 10 years?
In five years, I see myself as a practicing nurse midwife with a growing voice in the profession's decision making bodies, someone helping build structures where nurses are not only caregivers but are also cared for. In ten years, I see that work matured, standing among leaders shaping nursing policy, mentoring younger nurses, and using my writing to keep unheard health issues in public conversation.
How are you going to contribute to improving the nursing sector?
By pushing for fair, standardized compensation, annual leadership and upskilling programs for nurses, and safeguarding professional standards against unlicensed auxiliary training.
What do you think is the role of technology in nursing?
Electronic health and medical records have strengthened real time bedside documentation, improved patient safety, and eased nurses' workload.
What fingerprint would you like to leave when retiring from nursing?
That nurses are seen, heard, and valued. That the unheard found a voice through my writing. And that the students I mentored carry that vision forward.

Healing often begins ***the moment silence is broken***

Mandah Elizabeth Chisom is a Registered Nurse, Registered Midwife, and Public Health Nurse in the Department of Nursing, University of Port Harcourt, Rivers State, Nigeria. Her years of clinical practice and postings across public health, maternal care, and psychiatric settings have grounded her deeply in the realities of healthcare, and sharpened her eye for the things too often overlooked in patient care and in the health conversations we don't have.

She is also a content writer, blog writer, copywriter, and a voice of reality, writing at the intersection of medicine and vulnerability. Her work gives voice to what people rarely say out loud: the silent struggles within maternal health, the untold exhaustion behind leadership, and the human stories hiding beneath clinical charts.

Elizabeth writes and speaks with one conviction: that healing often begins the moment silence is broken.

"In ten years, I see that work matured, standing among leaders shaping nursing policy"

Dr. Hattingh

An empathetic and approachable lecturer

Who is Dr Hattingh?

I'm Maryna G.M. (Rynsie) (van Dyk) Hattingh (PhD), I grew up in a farming community in the north-western Free State as the eldest of four children. My childhood was filled with love, happiness, adventure, shaping the values that guide me to this day. At the age of 13, I began working during school holidays at Pep Stores to earn pocket money. From Grade 8 onward, I worked every Saturday and school holiday in a general store in Bothaville. These early experiences taught me responsibility, dedication, discipline, and the value of hard work.

I studied Nursing at the University of the Orange Free State (now the University of the Free State) and graduated cum laude in 1991. After graduation, I worked permanent night duty in the Casualty Department at Universitas Hospital, where I thrived in the fast-paced and unpredictable environment of emergency care. During this period, I also worked at the Fire Department on my days off, where I met my future husband. We married in 1993 and are the proud parents of two daughters.

In 1994, we moved to Welkom, where we lived for sixteen years before returning to Bloemfontein in 2010. In 1998, our family was involved in a serious motor vehicle accident that left my left hand permanently impaired and my forearm severely disfigured. Although medical professionals believed I would never be able to nurse or drive again, I was determined to prove otherwise. Through perseverance and resilience, I successfully returned to both.

Driven by a passion for lifelong learning, I specialized in Occupational Health Nursing and graduated cum laude with an Advanced Degree in Nursing from the University of the Free State in 2011. In 2012, I began lecturing part-time in Post- Basic Nursing Administration at the University of the Free State School of Nursing, a role I continued until the programme was phased out in 2021.

"I believe education should empower students to think critically"


“Students can maximize their learning opportunities and reach their full potential”



"The best day is a day with family and friends"

“It is important to wear my complete uniform”

In 2014, I joined the Clinical Skills and Simulation Unit in the School of Medicine, where I taught essential clinical skills to medical students. During this time, I completed a Master’s degree and later earned a PhD in Health Professions Education in 2023, fulfilling a dream I had nurtured since my undergraduate years.

Outside of academia, I enjoy good coffee, reading, exploring historical buildings, and spending time with family and friends. While I do not yet have grandchildren of my own, I happily spoil my sister’s grandchildren whenever I can.

What is your favourite sport?

I was always one of the nerds who enjoyed reading more than participating in sport, but I always enjoyed watching the comrades with my father. We would be up early in the morning to watch the beginning and then check in regularly until the first ten male and female winners go through the line and then the last half an hour of the race. Today I cannot watch the last half an hour anymore because I feel so sad for the people who just missed the cut-off. Since 2010 we haven’t had a television, so I do not watch any sport anymore.

What is your best season in the year? Why?

I love spring because that is the time everything begins to grow again. Everything feels new, it is not yet so warm as in summer and you don’t have to wear a lot of clothes as in winter. I don’t like winter because when it is cold I just want to sit under a blanket, read a book and drink coffee.

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

When working I wear my full uniform with epaulettes, stockings and low heel court shoes. It is important to wear my complete uniform with name tag because I like to be professional. Professionalism entails looking and acting the part and that means no long nails, excessive makeup, high heels or loose hair.

What makes your day?

The best day is a day with family and friends, good coffee (Kort coffee), and a good book to read. I love exploring old buildings and wondering what it looked like before. Imagine walking around in an old building with a ghost from the past that explains what it looked like before and how they use every room.

What drew you to a career in lecturing?

When I was busy with my undergraduate degree, I imagined having a PhD by thirty and work at the university, but life happens and I met my husband, got children and began working at other places. When we moved back to Bloemfontein and the UFS asked me to lecture the Post Basic Nursing Administration modules I questioned whether I would be able to do that, but I enjoyed it and it turns out that I am good at teaching others. I want others to be the best version of themselves. Helping them do that by parting knowledge gives me great pleasure and purpose.

When did you decide to be a lecturer?

I have always been passionate about learning and continuously developing myself, both personally and professionally. From my undergraduate years, I dreamed of pursuing a doctorate, and that goal motivated me to embrace every opportunity for growth and further study. Throughout my career, I remained committed to lifelong learning, perseverance, and excellence in practice.

Equally important has been my passion for teaching and mentoring students. One of the most rewarding aspect of my career is witnessing the moment when a concept finally makes sense to a student, the "aha" moment that builds confidence and inspires further learning. Helping students grow into competent, compassionate healthcare professionals gives me a deep sense of purpose and has been a driving force throughout my academic journey.

What is the unique aspect about you?

My resilience. Being told that I would never work as a nurse again after my accident could have defined my future. Instead, it strengthened my determination. That experience taught me that challenges do not have to limit us; they can become opportunities for growth, perseverance, and achievement.

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

When in class you must not shout or talk too loudly. What I have learned throughout the years working as a lecturer is to learn to project your voice so that you do not must shout but still be heard by all. Shouting just makes you tired, what is better is talk softer until the students, keep quiet because they want to hear.

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

I enjoy a class that participate, so I do not expect them to be quiet. My classes are relaxed although I still expect them to respect me and their fellow students.

How do you describe nursing in one word?

Caring.

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

I believe education should empower students to think critically, solve problems, and become the best version of themselves. My role as a lecturer is not only to share knowledge but also to create a safe, supportive environment where students feel respected, valued, and confident to learn.

I encourage collaboration, independent thinking, and the practical application of knowledge so that students leave the classroom prepared to make a meaningful impact in healthcare and their communities.

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

Yes, Sometimes.

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

I advise students not to rush into choosing a specialty. Nursing is diverse profession, and each field offers valuable learning opportunities. By working in different sectors, students gain a broader understanding of healthcare and discover what truly motivates them. My role is to help them reflect on their strengths and interests, and career aspirations so that they can make confident and informed decisions about their future. The best career choice is one that combines passion, ability, and a commitment to serving others.

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

I encourage students not to give up, even when they are facing challenges. Sometimes the best approach is to reduce their workload temporarily rather than abandoning their studies altogether. I remind them that setbacks are a normal part of the learning journey and that persistence is often the key to success. By listening to their concerns, offering support and guidance, and helping them identify practical solutions, I encourage them to keep moving forward and believe in their ability to achieve their goals.

"My role as a lecturer is not only to share knowledge"



"The best career choice is one that combines passion, ability, and a commitment to serving others"


“Take your studies seriously, work diligently, and never stop learning”

My aim is to help students build resilience, maintain perspective, and understand that progress, no matter how small, is still progress.

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

Empathetic, supportive, dedicated, mentor, friend.

How do you pep up distressed students?

I am an empathetic and approachable lecturer who believes that every student has the potential to succeed. When students are struggling, I invite them to talk in a safe and supportive environment where they can share their challenges openly. I reassure them that I believe in their abilities and work with them to overcome obstacles by providing guidance, encouragement, and additional explanations when needed. My goal is to help students regain confidence, develop resilience, and realise that they can achieve success.

What do you expect from incoming students?

I expect students to take ownership of their learning and actively engage in their studies. Just as I come to class prepared, I expect students to arrive ready to learn, participate in discussions, ask questions, take notes, and seek clarification when needed. Success requires commitment, responsibility, and a willingness to put in consistent effort. By taking responsibility for their education, students can maximize their learning opportunities and reach their full potential.

What should new students expect from you as a lecturer?

Students can expect me to be professional, well-prepared, approachable, and fair. I am committed to creating a supportive learning environment where every student is treated with respect and given the opportunity to succeed. They can rely on me to provide clear guidance, meaningful learning experiences, and assessments that are fair, transparent, and aligned with the course outcomes. I am dedicated to helping students develop both academically and professionally as future healthcare practitioners.

"Many have remained in contact with me long after completing their studies"

What is your tutoring philosophy?

I strive to create a safe, supportive, and engaging learning environment where students feel comfortable participating, collaborating, and expressing their views while respecting the opinions of others. By encouraging discussion and peer learning, I help students develop critical thinking, problem-solving, and independent learning skills that enable them to apply knowledge confidently in real-life situations.

I believe effective teaching should be intellectually stimulating, relevant, and responsive to diverse learning needs. My goal is to inspire students to become well-rounded, caring, and ethical nursing professionals through active learning and meaningful engagement.

I maintain an open-door policy and provide ongoing support through email, WhatsApp, and online learning resources to ensure students can access guidance whenever they need it. I also believe that curriculum content should be current, practical, and applicable to evolving healthcare environments.

As an educator and lifelong learner, I remain committed to research, professional development, and community engagement. Through service-learning opportunities, I encourage students to use their knowledge and skills to make a positive impact in their communities.

What interesting quality makes students come back to your class for more?

I believe students appreciate that I am fair, approachable, and genuinely care about their success and well-being. I take the time to listen, support, and guide them throughout their learning journey. Students know that I have high expectations, but they also know that I am invested in helping them achieve their goals and reach their full potential

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

Nursing students need tutors who are knowledgeable, approachable, supportive, and genuinely interested in their development. They value educators who are willing to invest time and effort in teaching, mentoring, and encouraging them. Good tutors create a positive learning environment where students feel respected, supported, and motivated to succeed

How does a lecturer's personality affect student success?

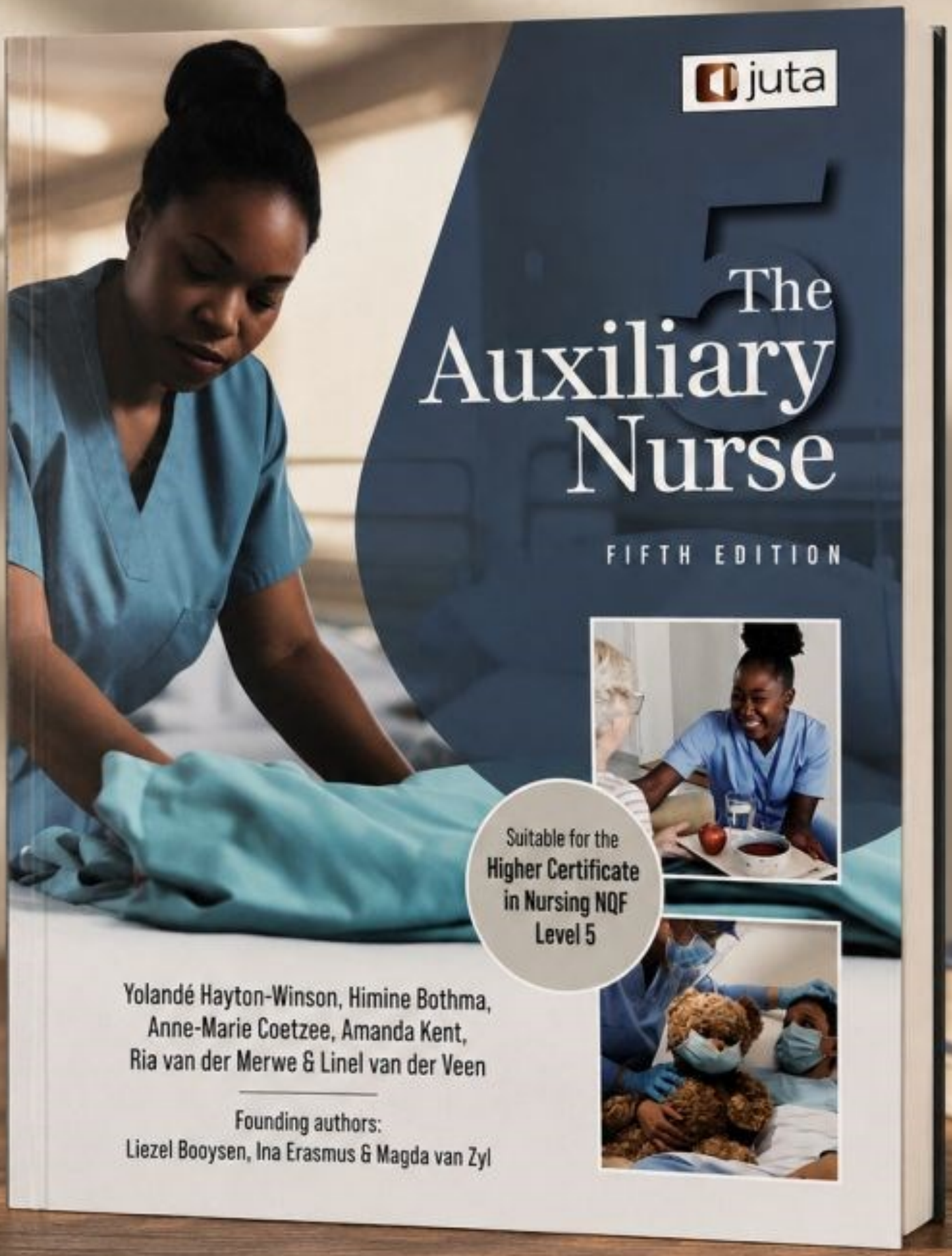
A lecturer's personality can have a significant impact on student success. Students are more likely to engage, participate, and seek help when their lecturer is approachable, supportive, and trustworthy. Building positive relationships with students creates a learning environment where they feel confident, valued, and motivated to achieve their best. Trust and mutual respect are essential for effective learning and academic growth.

How would your previous students describe you?

My previous students would likely describe me as approachable, supportive, and helpful. Many have remained in contact with me long after completing their studies, which I believe reflects the positive relationships we built during their academic journey. I value these connections and enjoy seeing my former students grow into successful healthcare professionals.

What is your advice to all nursing students?

Take your studies seriously, work diligently, and never stop learning. Most importantly, remember that nursing is about caring for people. Treat everyone with compassion, dignity, and respect. "Success is not defined by the obstacles we face, but by our determination to overcome them."


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The Auxiliary Nurse
FIFTH EDITION
Suitable for the Higher Certificate in Nursing NQF Level 5
Yolandé Hayton-Winson, Himine Bothma, Anne-Marie Coetzee, Amanda Kent, Ria van der Merwe & Linel van der Veen
Founding authors:
Liezel Booysen, Ina Erasmus & Magda van Zyl

"The genre is academic, specifically nursing education and practice for auxiliary nurses in South Africa"

The Auxiliary Nurse

5th Edition



Author: Dr Yolande Hayton-Winson
Doctor of Philosophy (PhD), University of Pretoria/Universiteit van Pretoria

What is the name of your book?
The book is titled "The Auxiliary Nurse, 5th edition."

When did you launch it?
It was launched in June 2026.

What kind of a writer are you?
I am an academic writer, focusing on nursing education, curriculum alignment and practice-based learning for South African nursing students.

Is this your first book?
Yes, this is my first book, co-authored with a team of colleagues who are all first-time authors.

How many books have you written so far?
So far I have written one book, "The Auxiliary Nurse, 5th edition", together with my co-authors.

What is the genre of your book?
The genre is academic, specifically nursing education and practice for auxiliary nurses in South Africa.

What propelled you to write this book?
The previous edition of The Auxiliary Nurse was published in 2015 by other authors, and since then nursing education and regulation have changed significantly. It was clear that auxiliary nursing students needed a current, curriculum-aligned resource, so I approached Juta to propose a completely new publication; Juta recommended that we instead take the existing book and revise it comprehensively into a new edition.

What is its gist?
The book is structured around the four subject areas of the Auxiliary Nurse curriculum (Regulation 169): biomedical sciences and pharmacology, community nursing, basic nursing science, and professional practice. It provides integrated theory, practical guidance and learning activities that reflect the scope of practice and competency requirements for auxiliary nurses in South Africa.

What is your target niche?
The primary target niche is auxiliary nursing students registered for the Higher Certificate in Nursing (R169), across both public and private nursing education institutions.

What is the core message that the readers should expect from your book?
The core message is that auxiliary nurses are vital members of the healthcare team and deserve a clear, structured pathway to safe, competent and compassionate practice. The book encourages students to build strong foundational knowledge, practise skills deliberately, and understand how their everyday care decisions impact patient outcomes and professional accountability.

What is the psychology of its content?
The content is intentionally supportive and confidence-building, recognising that many auxiliary nursing students are adult learners, often returning to formal study after years in practice or outside education. Chapters progress from simple to more complex concepts, use accessible language, visual illustrations and practice-based examples, and consistently link theory to real clinical scenarios to reduce anxiety and promote self-belief.

How will it enrich the readers?
It enriches readers by providing a single, integrated resource that clearly sets out the four curriculum areas, with explicit outcomes, explanations and selected step-by-step clinical skills. While the book demonstrates key clinical skills, it does not attempt to cover every procedure expected of auxiliary nurses, as that level of detail would require a dedicated skills manual. By structuring content in this way, the book helps students to organise their learning, prepare more effectively for assessments, and enter clinical practice feeling more confident, prepared and professional.

How will it enrich the nursing sector?
For the nursing sector, the book supports more consistent preparation of auxiliary nurses across institutions by aligning closely with Regulation 169 competencies and South African practice contexts. Better-prepared auxiliary nurses strengthen bedside care, improve teamwork and patient safety, and contribute to more efficient, compassionate service delivery at primary and acute care level.

What is your vision about your book?
My vision is that The Auxiliary Nurse will become the standard reference for auxiliary nursing education in South Africa, used not only by students but also by educators and clinical preceptors. I hope it will support the professionalisation of auxiliary nursing and inspire students to see further study and career progression as realistic and achievable.

How will the potential clients access your book?
Potential clients will be able to access the book through Juta's distribution channels, including their online store, institutional bulk orders for nursing colleges and universities, and selected academic bookstores. Nursing education providers can also adopt it as a prescribed or recommended text for R169 programmes, ensuring students receive it via their institution's textbook arrangements.

Did you self-publish or go the traditional publishing route and why?
We went the traditional publishing route with Juta, a well-established academic publisher in South Africa. This ensures rigorous editorial and peer review processes, alignment with academic and regulatory standards, and reliable distribution to nursing colleges and universities nationwide.

What promise do you give to your followers?
I (we) promise to continue producing academically rigorous, practice-relevant resources that respect the realities of nursing students and the demands of patient care in South Africa. I (we) also commit to updating content as regulations, scope of practice and health-system needs evolve, so that readers can trust that the guidance they receive remains current and evidence-informed.

What important advice would you give to a first-time author?
For a first-time author, my advice is to start from the curriculum and the realities of practice: be clear about the competencies your book must support and the contexts in which your readers will work. Work closely with a reputable academic publisher, accept constructive peer review, and give yourself enough time for revision—good textbooks are built through multiple drafts and collaboration rather than in isolation.

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"She is the lead medical consultant for Unbound Houston and has helped create statewide continuing education"

Dr. Jessica Peck

Article by onlinenursing.baylor.edu

Jessica L. Peck, DNP, APRN, CPNP-PC, CNE, CNL, FAANP, is a clinical professor at Baylor University Louise Herrington School of Nursing. She is an expert in her field and brings world-class leadership to Baylor's DNP program.

A profound thought and advocacy leader, Dr. Peck states, "Nursing is the most innovative, resilient, caring, and tenacious profession that has ever existed. Nursing will always find a way to rise up and meet the challenges of tomorrow."

Dr. Peck holds active national credentials as a Pediatric Nurse Practitioner, Nurse Educator, and Clinical Nurse Leader. She is highly accomplished in the nursing field and has served in elected leadership positions for various professional organizations, including: American Association of Nurse Practitioners Texas Nurse Practitioners National Association of Pediatric Nurse Practitioners (NAPNAP).

As the current NAPNAP President, Dr. Peck has led an organization of 9,000 nurse practitioners during the global pandemic–the largest health crisis of the 21st century–while continuing to make child health equity a priority. She created the TeamPeds Talks podcast, which provides continuing education credit for nurses and uplifting stories for all.

In addition to providing innovative, visionary, and award-winning leadership, Dr. Peck also serves as a member of the NAPNAP's Health Policy Committee and acted as President of NAPNAP Partners for Vulnerable Youth.

Recognized and published as a national human trafficking expert, Dr. Peck has demonstrated continuous and exemplary contributions to the nursing profession. She served as founding chair of the Alliance for Children in Trafficking (ACT), a national campaign of NAPNAP Partners for Vulnerable Youth, to train healthcare professionals to respond to human tracking in their communities.

Through ACT, Dr. Peck has provided expert consultation to the United States Senate and the House of Representatives. In partnership with the Office of Trafficking in Persons, Dr. Peck is working to create a set of core competencies for healthcare professionals caring for trafficked individuals.

She is the lead medical consultant for Unbound Houston and has helped create statewide continuing education, successfully passing legislation (House Bill 2059) that requires all direct care providers in Texas to take continuing education on trafficking.

Dr. Peck also maintains an active membership with many reputable organizations, some of which include: American Association of Nurse Practitioners National League for Nursing Phi Kappa Phi Honor Society Sigma Theta Tau International Honor Society of Nurses

In 2020, Dr. Peck was honored as the recipient of the "Distinguished Alumni Award" by the Capstone College of Nursing (CCN). In 2019, Dr. Peck received the "Texas Nurse Practitioner of the Year" award while also being inducted as a fellow of the American Association of Nurse Practitioners and the American Academy of Nursing. Dr. Peck actively contributes to publications and associations.

She has presented at the state, regional, national, and international levels on pediatric healthcare, advanced practice nursing, and human trafficking. As a Pediatric Nurse Practitioner, Dr. Peck is continuously engaged in community events, speaking to groups, and teaching parenting classes.

She is interested in holistically educating and equipping families to promote positive physical, emotional, mental, social, and spiritual health. She is currently contracted with W Publishing to write a book entitled Behind Closed Doors: A Guide to Help Parents and Teens Navigate Through Life's Toughest Issues, scheduled for a national release on October 18, 2022.

Dr. Jessica Peck

She is an expert in her field and brings world-class leadership

"Nursing is the most innovative, resilient, caring, and tenacious profession that has ever existed"

Sr Molly

A Home Should be a Place of Calm

I have dedicated the past 18 years of my life to nursing, and every step of the journey has shaped me into the professional I am today. My story began at the University of the Free State, where I completed my BSoc.Sc Nursing degree in 2008. Soon after, I served my community at MUCPP Community Health Care Center, laying the foundation for a career built on compassion and service.

From 2009 to 2016, I worked at the Klerksdorp/Tshepong Hospital Complex. I started in the Maternity High Care Unit and later rotated into Internal Medicine Admissions. These experiences gave me the privilege of caring for patients across diverse clinical settings.

Within a year, I was entrusted with the role of Relief Operational Manager—an opportunity that strengthened my leadership skills and taught me the importance of guiding a team with empathy and accountability.

"I work with my daughter and I do mobile services as a start up"


“We give each other safe space to express ourselves”



“Being a mom and a wife is the glue that holds everything together ”

“After a hectic day my family gives me time to rest ”

In 2016, I joined the National Department of Health’s Mom Connect program as Help Desk Manager, supporting mothers and children through health coaching. Later, I transitioned into corporate nursing, focusing on HIV and chronic disease management. My path then led me into research with PHRU, where I coordinated studies on MDR-TB prevention in children under five, and later HIV PrEP studies. These roles deepened my passion for preventative care and patient education.

In 2025, I founded Phelo-Ntle, a health and beauty service provider. Through this venture, I combined my medical expertise with my belief that “each one of us deserves to be our own kind of beautiful.” Phelo-Ntle reflects my commitment to holistic care—nurturing both health and self-expression. Beyond my professional work, I have always remained active in my community.

I co-founded Soweto Community Services (SOCS), an NPO dedicated to welfare, education, and health. I regularly give health talks on lifestyle modification to prevent and manage chronic diseases, and I partner with PPC Church in Eldorado Park to deliver mental health talks to youth at their annual career expos.

My journey has been about more than nursing. It was about leadership, education, advocacy, and entrepreneurship. Above all, it has been about empowering people to live healthier, fuller lives. Nursing has given me the privilege to touch lives, and holistic care has allowed me to help people see their own beauty and

What strategy do you use to make your family love your nursing job?
I only share about positive highlights I experience at work while minimising focus on the negative stuff.

As a nurse what kind of support does your family give you?
After a hectic day my family gives me time to rest and unwind and if our little one needs some assistance with her school projects siblings or my husband takes over.
If I have training to attend, hubby is the designated driver. Everyone is on the lookout for developments in the industry.
They share and promote the business on their socials as well as to their contacts. All hands are on deck with the Aesthetics clinic.

What are the most precious moments with your family?
Taking long drives, cooking together as well as trying new recipes out. hearing about everything that happened at school from our youngest daughter.

What reception does your family give you after a long day’s work?
Being asked how my day was and being offered that hot cup of tea without any complaints if I ask for one. To me that offer is a win!

Who spoils you the most?
My daughters, each has her own way of spoiling me.

What is this first thing you do when coming from work?
I take a bath or shower. I am a bit of a germifobe and I don't like harsh smells.

Moments in which you miss your family the most while at work?
I don't have many of those. I work with my daughter and I do mobile services as a start up. I am not away from them as much.

What games do you play together as a family?
Card games, Bible Trivia, quizzes together and skipping/umgusha.

What nicknames have they given you and why?
Mr Monk.

Describe your motherhood in one word?
Exciting.

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

What is your unique family culture?
We give each other safe space to express ourselves in a loving and caring environment. The world has its many challenges. Home should be a place of calm.

What one word do you use to pep up/ energize one another?
It's a phrase not one word - "You won't fail" if we don't know how to do something we try till we get it right no matter how many tries. Giving up is never an option.

How do you balance your three roles?
Being a mom and a wife is the glue that holds everything together with it comes the caring, kindness and love to give to clients. The love I have for Jesus keeps me grounded as well. Spending time learning His word is good for my mental health and recharge showing His love in my actions.



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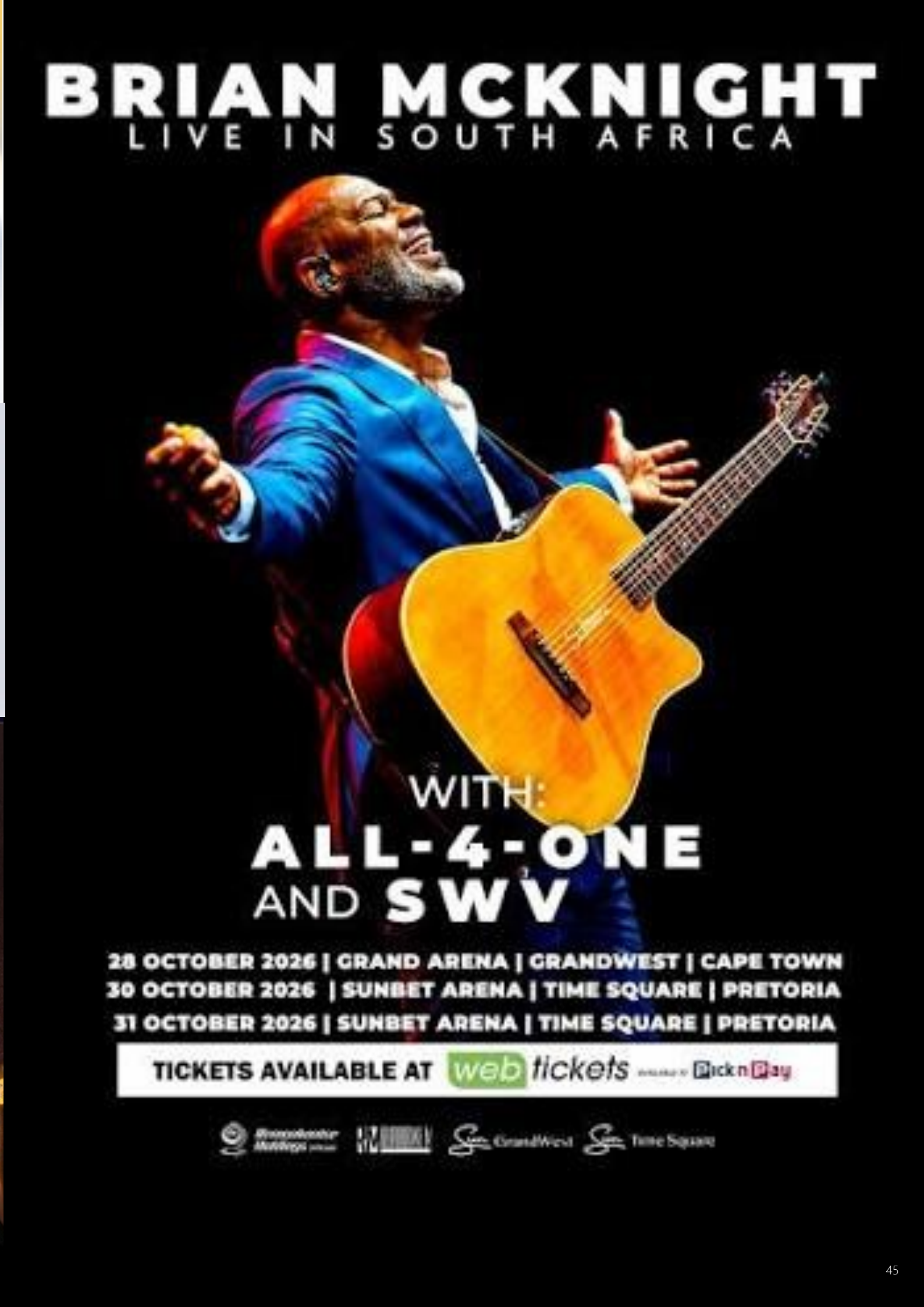

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5 Small Bathroom Storage Ideas to Maximize your Space

Article By www.www.ikea.com

Getting enough storage in a small bathroom is all about making smart use of every inch. Some shelves under the wash basin, a large mirror cabinet, a trolley or some new hooks and hangers are all quick fixes that easily can be made to help keep your things nice and tidy.

The Instant under-sink shelves

You might not have a wash stand with cabinets or drawers, but you can still use the space under your wash basin for storage. With two of these triangular shelves, you get a quick and easy solution that fits perfectly around the pipes.

A trolley that can take it

Why not add a trolley for extra storage – or perhaps two parked along a wall? This slim design in thick, sturdy plastic is easy to fit in almost anywhere and handles a good storage load just as well as a good soak.

Make your mirror do more

Most bathrooms need a bathroom mirror to be complete. Choosing a mirror cabinet instead is no giant leap, but it's a smart one. This way you also get closed storage that helps unclutter your small space, conveniently placed right over your wash basin.

Storage in storage on storage

A hanger with hooks makes smart use of the bathroom door for more storage. But that's only the beginning of it. You can put baskets and other hanging containers on each hook and customize your storage to suit you perfectly, perhaps with small storage inside.

Fill it, don't drill it

In a small bathroom, wall storage is key as it doesn't take up any floor space. So, a wall full of hooks can be a great idea, but a bunch of drill holes in your wall probably isn't. Using self-adhesive hooks is a warm recommendation.

"you can still use the space under your wash basin for storage"



"Multiple drawers allow you to categorize items by frequency of use"

Benefits of an office desk with multiple



Article By TNS Magazine
Compiled through various online

An office desk with multiple drawers provides built-in storage that keeps your work surface clean, organized, and free of clutter

Enhanced Organization
Multiple drawers allow you to categorize items by frequency of use—such as keeping quick-access pens in top drawers and heavy reference folders in bottom ones.

Clutter-Free Workspace
Clearing paperwork, tech gadgets, and stationery off the desktop improves mental clarity and daily productivity.

Time-Saving Accessibility
Having supplies built right into your desk means you can reach essential items instantly without needing to get up or walk to a separate cabinet.

Improved Security
Many multi-drawer desks feature locking mechanisms on lower or designated drawers to keep confidential documents and personal valuables safe.

Mental Separation
For home offices, storing work materials away at the end of the day helps create a physical and psychological boundary between labor and relaxation.

"Clearing paperwork, tech gadgets, and stationery off the desktop improves mental clarity and daily productivity"

So you have a Business?

Then the Big Question is...Are you working IN your business or ON it and what would the perfect ratio of ON to IN be?

"You as the owner need to order the stock, pack it, account for it and administer it to your Patients"





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

As we near year end, many of us that own our own businesses are beginning to reflect on the year that was. Whether you have a new business, or whether you have been in business for a few years now, the question of how much you should work IN your business as opposed to ON it, always pops up.

The Life Cycle of a Business

Let us start with a new business. A new business is always the result of an idea and often a gap in the market. Whether the business involves products or services or both, these need to be packaged and marketed so that potential clients can benefit from them.

If the product is manufactured there is a production process and unless the production is automated this involves a lot of manual work. Let's take the example of a private clinic in a community. Unlike a corporate owned clinic, you as the owner need to order the stock, pack it, account for it and administer it to your patients.

You might have an enrolled nurse assisting you, but ultimately its your money and you need to be accountable. You might have an NPO overseeing what you do which helps, but ultimately you are the Chief Marketing Officer.

Each person you touch is a marketing opportunity for you so you certainly don't need a patient to leave feeling disrespected or hard done by. Because as we all know, the first thing that happens is that they tell the first person they meet about their bad experience.

Patients are also very discerning, so if your clinic is less than optimally hygienic and if it is untidy, rest assure—as soon as a better option comes up—that patient will be GONE! In the first years of your Clinic, you will be actively involved IN the business as well as working ON your business.

You will be working IN your business in the following ways:

1. Opening the doors every morning and closing the doors every night. (IN)
2. Checking on every aspect of maintenance and hygiene. (IN and ON)
3. Preparing for random inspections from authorities from policy and procedure files to legal documents. (IN and ON)
4. Protecting patient information contained in files, prescriptions and booking forms. (IN and ON)
5. Ordering, packing out, safeguarding, and dispensing stock. (IN)
6. Keeping the drug cupboard and the contents safe. (IN)
7. Employing and keeping staff happy. (IN and ON)
8. Reviewing your systems to make sure that your services are effective and efficient. (IN and ON)
9. Keeping financial records and reviewing them so that you know that the business is sustainable. (ON)
10. Marketing the business wherever possible at the lowest possible cost but with the best possible brand presence. (ON)

You can't afford to neglect any aspect on the list and it is a situation that is completely overwhelming but absolutely essential to your survival. You will go through many times where you will hanker back to working in either public or corporate healthcare where there was a head office which did a lot of the thinking for you.

I know a lot of nurse entrepreneurs who have been through this hamster wheel and many who sadly gave up and just went back to the safety of what they had known.

But then I also know a lot of nurse entrepreneurs who now live with great joy and go to "their office" where they are the CEO of their own life, with a spring in their step. They also make a lot of money and look back on their institutional days with one thought – "Why didn't I leave sooner!".

I know a lot of nurse entrepreneurs who have been through this hamster wheel and many who sadly gave up



Your Network Is Your Net Worth



> And if you are building your business in isolation, quietly, without community, you are working twice as hard for half the reach

Article By Amanda N Mapepa
A Nursepreneur Evangelist

We were trained to trust the chain of command—report to the charge nurse, who reports to the unit manager, who reports up the ladder. It is a system built on hierarchy.

But the Nursepreneur economy runs on a different structure entirely: the network. And if you are building your business in isolation, quietly, without community, you are working twice as hard for half the reach.

Nurses are among the most naturally collaborative professionals on earth—we hand off patients, we cover each other's breaks, we debrief after a hard shift.

Yet when it comes to business, many of us suddenly go quiet, treating our fellow nurses like competitors instead of collaborators. This scarcity mindset is the single biggest brake on our collective growth.

The Referral Economy
Every nurse in your circle is a potential referral source, a co-facilitator, or a client. The case manager you trained with might need your medi-co-legal report-writing service next year. The nurse educator in your WhatsApp group might co-host your next webinar. Community is not a soft, feel-good extra—it is infrastructure.

Three Ways to Build Your Nursepreneur Network

- **Show up before you need anything:** Comment, contribute, and celebrate other nurses' wins publicly. Visibility built in advance is trust you can draw on later.
- **Collaborate instead of competing:** Co-host a masterclass, guest-write for another nurse's newsletter, or refer a client whose need sits outside your niche. What you give away in reach comes back as reputation.
- **Protect the circle:** A strong network still needs boundaries—be generous with knowledge, but guard your pricing, your time, and your intellectual property. Community and commerce can coexist.

The Movement Is the Multiplier
One nurse with a great idea is a professional. Ten nurses executing aligned ideas together are a movement. When we pool our audiences, our expertise, and our credibility, we don't just grow individual practices—we shift what the whole profession believes is possible.

Your Next Step: Reach out to one nurse this week who is further along, and one who is just starting. Offer the second one something—an introduction, a template, five minutes of your time. Net-work, not net-take, is how this movement compounds.

Community is not a soft, feel-good extra—it is infrastructure.

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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> "Every nurse in your circle is a potential referral source"

"Good marketing, like good nursing, always leaves the other person free to say no"



STOP SELLING, START SERVING: MARKETING WITHOUT GUILT

“Many nurses equate marketing with manipulation”



Article By Amanda N Mapepa
A Nursepreneur Evangelist

Ask a room full of nurses to care for a dying patient’s family, and every hand goes up without hesitation. Ask that same room to post about their own services on social media, and watch the silence.

We were trained to serve quietly and let the work speak for itself. But in Nursepreneurship, silence doesn’t advocate for you—and the patients who need your service the most may never find you.

The Guilt Is Misplaced

Many nurses equate marketing with manipulation — as if telling people what you offer is somehow beneath the profession. But think about what marketing actually is at its core: informing someone in pain that a solution exists.

That is not manipulation. That is the exact same clinical instinct that makes you explain a diagnosis clearly so a patient can make an informed choice.

Reframing the Sales Conversation

• It is health education, not hype: A post explaining what a case manager does for a family navigating a chronic illness is a public service before it is a promotion.
• Silence is not neutral: If you don’t tell people your service exists, someone less qualified—or no one at all—fills that gap instead.
• Consent applies here too: Good marketing, like good nursing, always leaves the other person free to say no. There is nothing coercive about a clear, honest offer.

What Ethical Marketing Looks Like for a Nurse

Lead with the problem your ideal client is facing, not with your own credentials. Show the transformation- the family that finally understood their care plan, the facility that passed its audit—and let your qualifications support that story rather than open it.

Consistency beats intensity: one honest post a week, sustained for a year, will outperform a single viral moment you can’t repeat.

Your Next Step: This week, write one post that simply names a problem your ideal client has—no offer, no pitch, just the problem, described with the same precision you'd use in a handover. Watch how differently it lands compared to a hard sell.

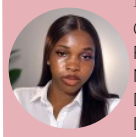
Marketing is informing someone in pain that a solution exists. That is not manipulation — that is advocacy.

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LEADERSHIP IS NOT A TITLE;

IT'S A WOUND YOU CARRY QUIETLY



Mandah Elizabeth Chisom

Compassionate Care Meets Clinical Excellence | RN, RM | HIPAA Certified | Aspiring Public Health Nurse | Content Writer | Copy Writer | Graphic Designer | Gospel Minister | Founder, Sommylisa's Luxe|Spoken Word Artist

A leader is not a boss. A boss commands. A leader shapes. A leader nurtures. A leader earns what a boss simply demands.

But here is what people rarely talk about: the ones who spend their lives nurturing others often struggle to say, "I am tired." The ones who hold everyone else together are the last ones anyone thinks to hold.

Some leaders are exhausted and still show up. Some are carrying more than their schedules reveal, still choosing to appear, still choosing to lead, because the people around them need to see steadiness, even when steadiness is the hardest thing to fake.

This is what no one sees. Not the vision. Not the title. The quiet cost of always being the strong one. Leadership is not the moment you're applauded. It is the moment no one is watching, and you show up anyway.

It is patience. Not the patience that waits for others to understand your vision, but the patience that stays even when they don't yet see it, offering it again and again until they do.

Leadership is firmness. It is the willingness to make a decision knowing it will shape someone else's life, for better or worse, and choosing to make it anyway, because someone has to.

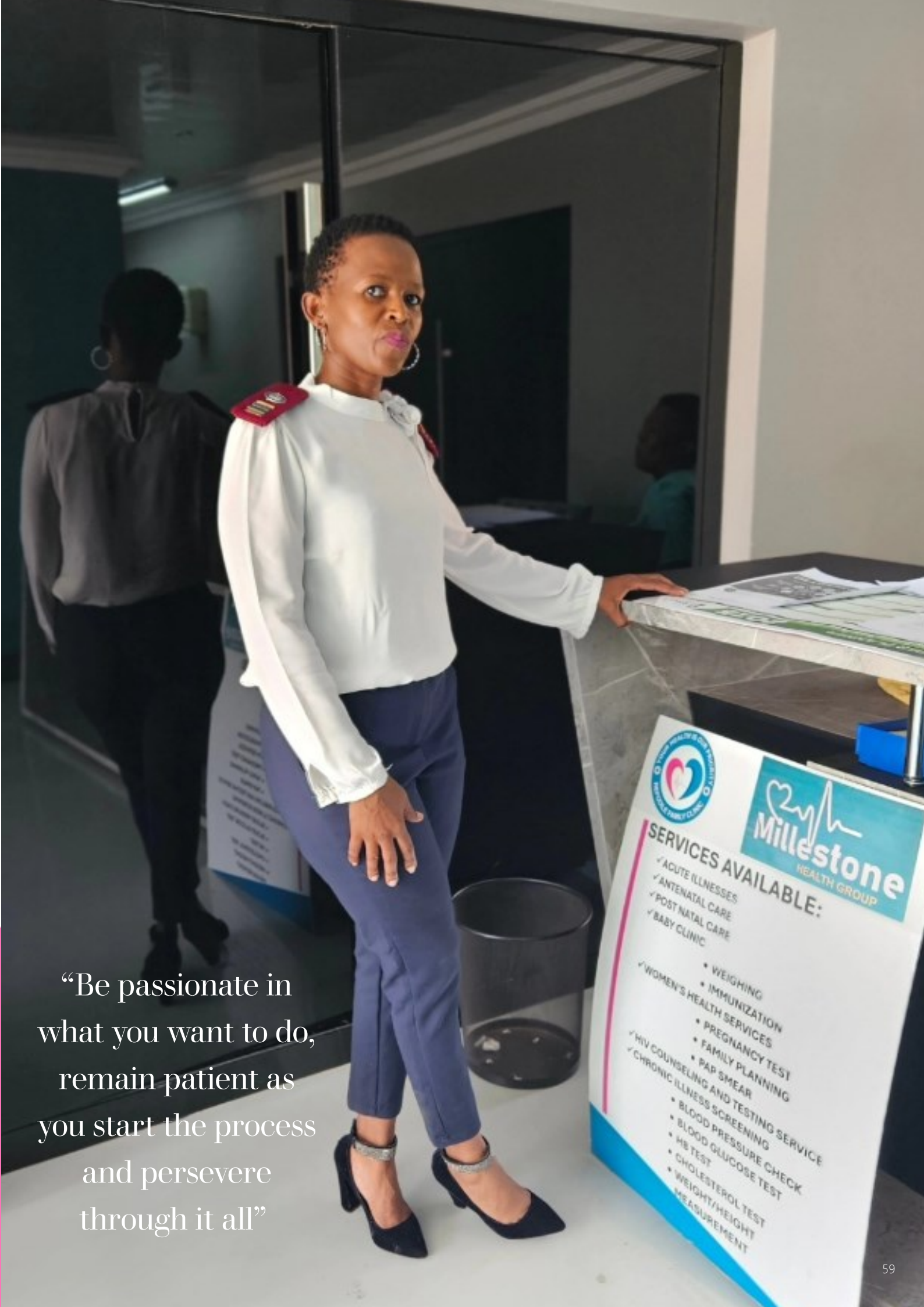
"Leadership is firmness"

Lesedi

A Nursepreneur of Note

Who is Sr Lesedi?

Sr Lesedi N.G Makgalatiba is a woman from the rural area of Sekhukhune in the Limpopo Province. She is a last born of four siblings and the only girl to her parents. She is now a Clinical Nurse Practitioner with her own business and is also in partnership with other companies.



"Be passionate in what you want to do, remain patient as you start the process and persevere through it all"


“My dad was my
1st love, just he
left me while
I was young”

How has your early life been?
My early life have been somewhat uneasy yet survivable, I lost my dad at age nine years and my mom was selling fruits to support the four of us. As we were in the rural area I grew up fetching wood and water from the river or neighbours with borehole. We also used to help at vegetation farm where our mealie meal came from.

Do you have a nickname?
My mom used to call me "Seetsana" meaning small light as Lesedi is light. And Lesedi is not in my ID yet it's the name I was given by my parents, but somehow left it out as they had this thing of giving a child three names, one for childhood, the English name, and name of a person you are named after.

Who is your first Love?
My dad was my 1st love, just he left me while I was young, when he passed away in an accident.

What games did you enjoy the most while growing up?
The games I enjoyed playing as a young girl was "diketo", "maskitlana", "wool/mgusha" and" "maround us"; but maskitlana was my number one as I loved story telling.

What do you do first thing in the morning?
First thing in the morning, I pray.

What personal strengths would you like to motivate your admirers with?
My personal strengths that I would like to motivate my admires with: patience, perseverance and passion. Be passionate in what you want to do, remain patient as you start the process and persevere through it all.

Who do you spend most of your time with?
I spend most of time with my kids when am not at work.

Who is your celebrity crush?
My celebrity crush is "Donald" our local singer

How would someone get your special attention?
To get my special attention, one has to be authentic and talkative.

What is your favourite dish?
My favourite dish has to be dumpling and lamb or beef stew.

What are your favourite moments?
My favourite moments is when am relaxed at home with my family watching a movie or cooking together or playing games. Also when am travelling

What is your favourite car brand?
My favourite car brand is Mercedes-Benz specifically GLC SUV

What is your favourite spot?
My favourite spot is any place with nature or game reserve.

What career did you choose and why?
I chose nursing as a career since I m passionate about helping people and it really satisfies me when I see someone getting better after I assisted.

What ranks did you go through to be where you are now?
After passing my matric I pursued my tertiary studies and completed my comprehensive nursing courses, and I did specialty in Primary health care.

Do you think your career was the best choice and why?
I think it is a best choice since it's been my dream from the age of eight, and it is fulfilling; it enables me to do what I love, which is to help people.

If you could, what would you change in the world?
I would change the systems that run the world, e.g. avoid having the rich and the poor being far apart on the bar. And restore the original life of humanity and (sharing)

What part of your life experience would you alter if you had a chance to?
I would like to alter the year when I was 16yrs old. A lot happened then.

If you were to write a book about yourself, what would you name it?
"She said she would and she did"

How do you handle adversity and doubt?
I handle adversity and doubt by drawing back to God through prayer and reading the Word.

"I handle adversity and doubt by drawing back to God"

What are some of the mistakes you wished you could have avoided in life?
Mistakes I wish I could have avoided are: not listening to my instincts when coming to relationships and money usage.

What is the name of your company and what is its specialty?
Leseding wellness clinic, we offer Primary health care services in total. That includes Baby clinic, Antenatal, Child and adult minor ailments.

How did you come up with the name for your company?
I used my name , though before i named it Refodile family clinic, cause I struggled to get Lesedi or Sunshine. As i tried again after a month I managed to get Leseding.

What made you decide on this type of business?
It has been my dream since I was at the nursing college, that someday I will have my own small clinic.

How did you know that you had the right idea?
I took a leap of faith, and as I saw my mentor doing it already and since it was my dream I ran with it.

What was your key driving force to become an entrepreneur?
The key driving force was to change my view or take on entrepreneurship and to get freedom to work independently. Also to break the fear that it's not doable.

What kind of values exist in your organization?
Values of my organization: Respect, Dedication, Honor and compassion.

What is a typical day like at your business office?
A typical day would include seeing patients coming in feeling sick and leave being positive and well informed about their wellbeing. Knowing what to do and not to do to improve their health.

Where do you see your company in five years?
In 5 years time I want to see myself having grown and expanded to a 2nd business.

“Plan your day and your week, allow adjustment as you go”

How many hours do you work, on average, per day?
On average I work eight hours per day.

How do you describe your typical day?
My typical day starts by helping prepare my kids for school then myself for work. Grab a cup of coffee before I start my day. Followed by checking my emails messages etc., I then attend and respond to the urgent ones before its get hectic.

How has your business life affected your family life?
We spend less time together than before as I work from Monday to Friday, at times Saturdays as well. No time to take leave since it's still a new business.

What motivates you in your entrepreneurial journey?
I’ m motivated by the satisfaction of doing what I love and feel good when I have an impact on other people's lives.

What are your principles?
My principles: Trust your instinct. Don't settle for what you know you. Don't live to satisfy other people. Know what you want to do, look for information about it, study and learn as much as you can if possible. Have role model or mentor that you look up to.

How do you define your success?
I define my success by looking at any form or kind of difference made. And of cause also making a difference in other people's lives.

Do you believe there is some sort of pattern or formula to become a successful entrepreneur?
No, I don't; everyone has a different approach and work pattern as long as it works for them.

What is your favourite aspect of being an entrepreneur?
Just having the freedom to make a change you want in your own way.

What has been your most satisfying moment in business?
The most satisfying moment is realising that you are not just doing it for you but for your future generations. Whether they would want to follow business or not they have a reference next to them.

What service(s) or product(s) do you offer?
I offer Primary health care services or package. Basically all that is offered by our public clinics in a top class manner.

Did you experience failures? If so, what did you learn from them?
I didn't do well first year and having to change a name also took a toll.

Does technology work for your business and how?
Technology works and helps, especially in terms of keeping records and avoiding paperwork and filing space.

Who has been your greatest inspiration?
My greatest inspiration is Sr Lebo Nthite, founder of NVHP and Leflora Clinic.

What business-related book has inspired you the most? (or, what is your favourite book?)
None

What is your greatest strength?
The Patience and Perseverance are my greatest strengths.

What is your greatest weakness?
Thinking that every one thinks like me. That people are good thus trusting easy.

What piece of advice would you give to those who want to become entrepreneurs in your sector?
Believe in your dream and yourself, and put effort in. No one understands your vision more than you.

If you had a chance to start your career over again, what would you do differently?
I I would start earlier as the idea came.

What would you say are the top three skills needed to be a successful nursing leader?
Dedication, Drive and Willingness

What entrepreneurial tactics have you discovered to keep you focused and productive in your day-to-day busy schedule?
Plan your day and your week, allow adjustment as you go.

What is your daily slogan?
"YOU GOT THIS GAL" , and "GOD HAS MY BACK"

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

What is your advice to the young nurses?
Follow your passion and go all in. The sooner you start following your dream the better.



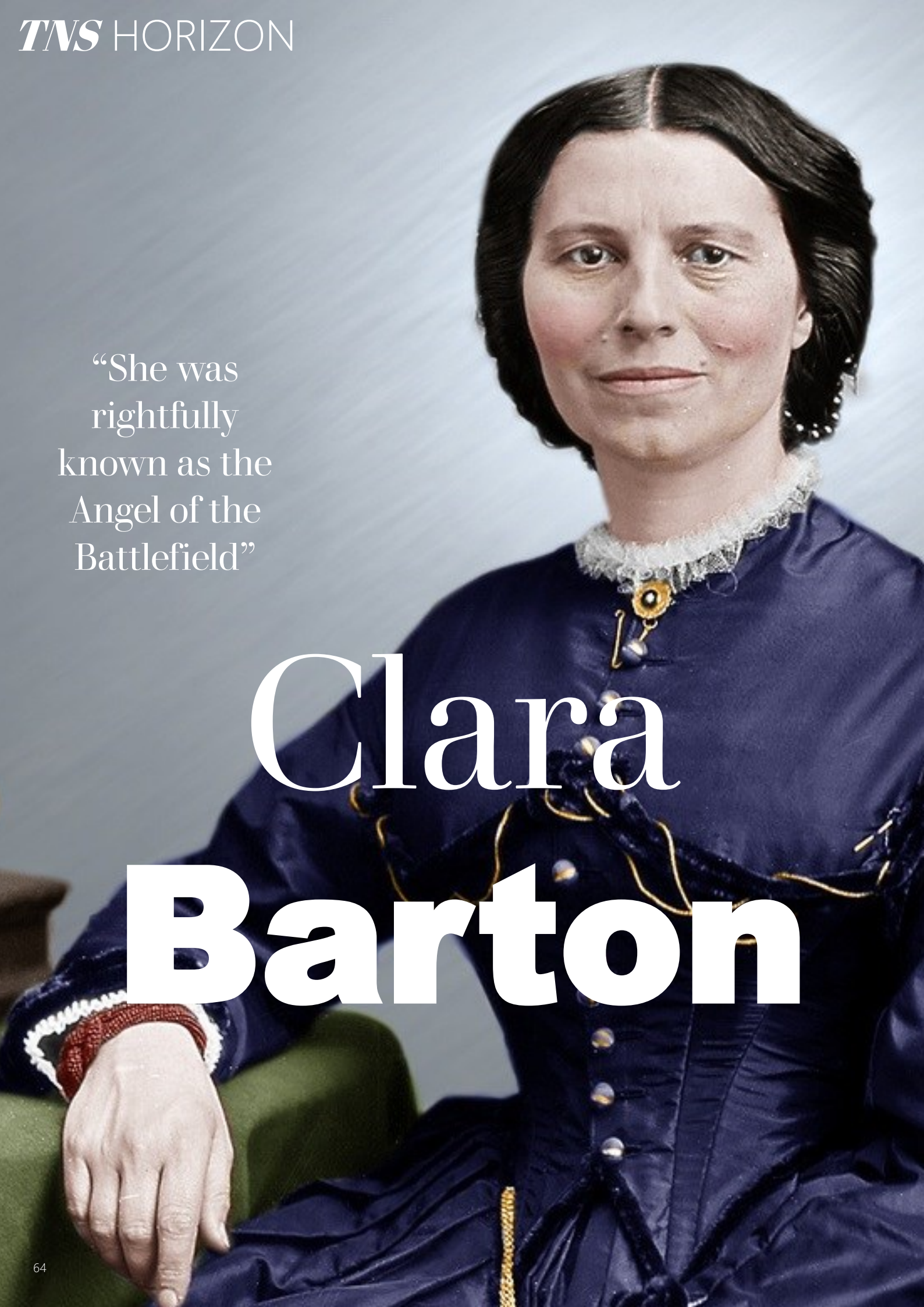
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"She was rightfully known as the Angel of the Battlefield"

Clara Barton



Founder

of American Red Cross

(1821 to 1912)

Clarissa Harlowe Barton was a teacher when her feet directed her to tread the more risky life of bringing supplies right in heart of battlefields during the American Civil War, wherein she was rightfully known as the Angel of the Battlefield. Clara's nursing journey and philanthropic life dawned amid the dark Baltimore riots, organizing relief program for the soldiers.

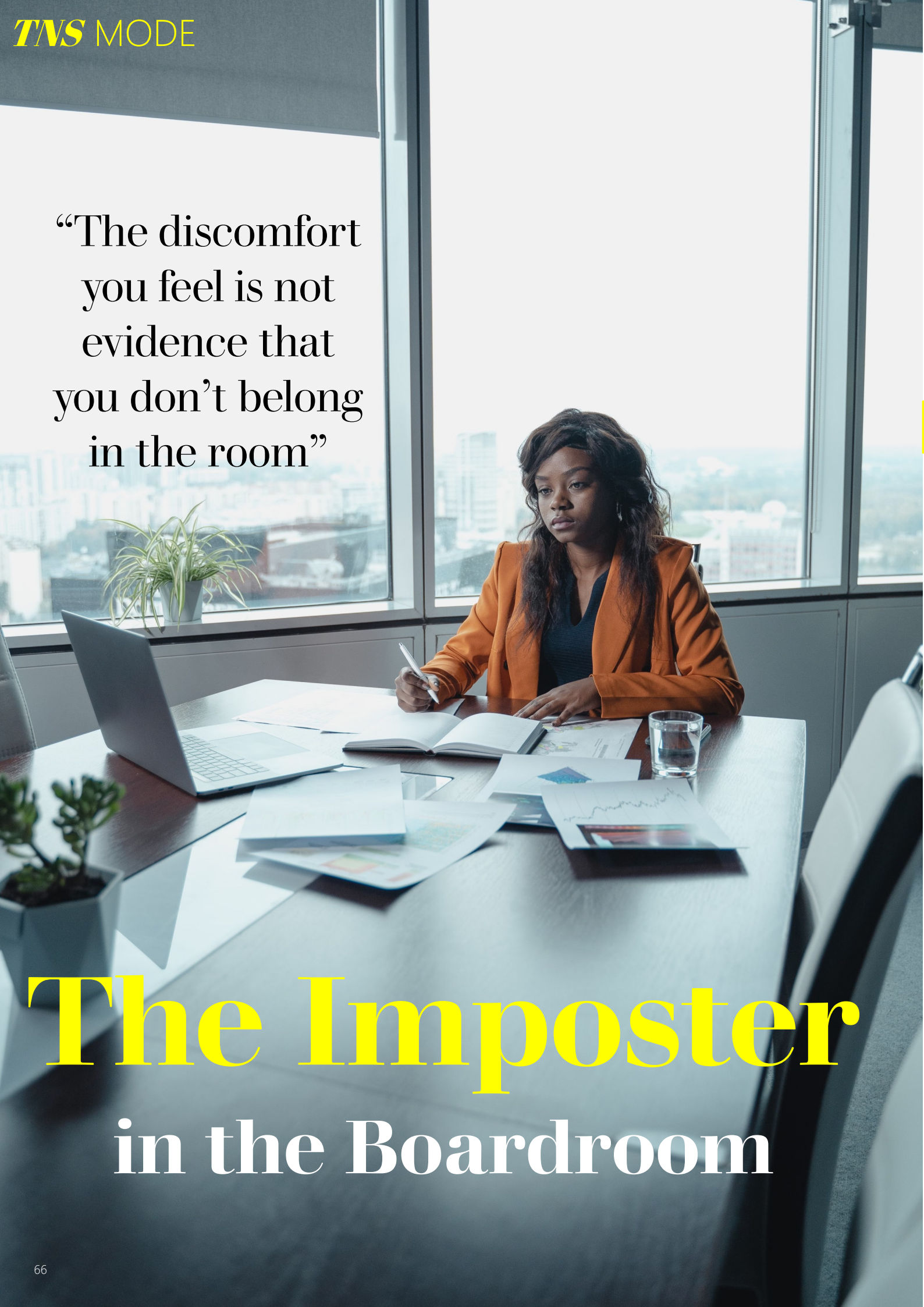
The need for medical supplies was huge and advertising for donations greatly helped. Not long after successful relief operation, Clara Barton travelled with army ambulances to distribute supplies, nurse victims, give them comfort, and even cook for them.

She also helped locate missing men and notify families of their status; an activity that ushered the Red Cross tracing services to the humanitarian scene. The job for Clara Barton in the American Civil War unfolded as a long start for an even longer humanitarian service, this time serving not just to warzone victims but also to the disaster victims as the American Red Cross advances to becoming a reality.

Soon after the establishment of the organization, relief efforts will have to be brought outside the soil of the United States, seeing no differences of colours and races at all. This also led to the expansion of International Red Cross relief efforts, covering victims of natural disasters, called the American Amendment.

They were just adamant of carrying nurse kits with them all the time to be of any help whenever required. Barton served the American Red Cross until 1904, and established National First Aid Association of America, wherein she was honorary president for 5 years. And in the 12th of April, 1912, Clarissa Harlowe Barton died.

“She also helped locate missing men and notify families of their status”



"The discomfort you feel is not evidence that you don't belong in the room"

The Imposter in the Boardroom

"You do not need a permission slip from anyone to call yourself a CEO"



Article By Amanda N Mapepa
A Nursepreneur Evangelist

There is a particular kind of fear that visits a nurse the first time she prices her own service. It is not the fear of a code blue—that fear, she has been trained for.

It is quieter and more corrosive: "Who am I to charge for this? Who am I to call myself a CEO?"

I have sat with brilliant clinicians — nurses who can run a crashing patient back to stable in minutes—who freeze completely when asked to send an invoice.

This is not a confidence problem. It is a training gap. Nobody taught us how to value what we already know how to do.

Why the Uniform Felt Safer

A uniform comes with a script: a scope of practice, a shift schedule, a manager who tells you what "good" looks like. Business ownership hands you a blank page instead, and blank pages are where imposter syndrome thrives. The discomfort you feel is not evidence that you don't belong in the room—it is evidence that you are doing something your training never modelled for you.

"Business ownership hands you a blank page instead"

Three Shifts That Quiet the Imposter

- **Separate the skill from the setting:** The clinical judgement that kept a patient alive at 3am is the same judgement that will keep your business decisions sound. The setting changed. The competence didn't.
- **Collect your evidence:** Keep a running file of thank-you messages, outcomes, and results. On the days doubt is loud, you need proof louder than your feelings.
- **Borrow confidence until you grow your own:** Speak, price, and show up the way the nurse you admire two years ahead of you already does. Confidence is often a habit rehearsed before it is a feeling earned.

The Boardroom Was Always Yours

You do not need a permission slip from anyone to call yourself a CEO. You need a client, a service, and the willingness to be paid what your expertise is worth. The title is not the finish line—it is simply the accurate description of what you are already doing.

Your Next Step: Write down one sentence that starts with "I am qualified to charge for this because..." and finish it with your real, clinical, lived experience. Read it before your next client call.

The discomfort you feel is not evidence you don't belong in the room—it is evidence you are doing something new.

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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"We communicate orders and reports clearly and hold each other down when needed"

Lea Wangui

What is your position at work?
My name is Leah Wanjiku Wangui from Nairobi, Nairobi County, Kenya. I work as
a Nicu Nurse
What is your work responsibility?
My duties include caring for the critically
ill neonates and supporting the families emotionally.
What is this first thing you do when you arrive at your workstation?
Dump and dusting; we tidy up.
What is this foremost tendency you practice as a team after the morning handover, just before you start with your daily duties?
We pray for our babies to graduate from NICU.
How is your relationship with your unit leader?
Ruth is amazing, we maintain a professional and cordial work relationship, I can approach her with any work-related challenge.
How is your relationship with your fellow colleagues?
We maintain a good collaborative relationship, our main goal at 3rd Park Hospital is to 'happily' improve lives.
How do you introduce yourself to a patient that you meet for the first time?
"Hello, my name is Wanjiku, I will be taking care of your baby together with my team, of course with a big smile."
How do you address a rowdy patient or the family?
I don't take their anger personally, caregiver fatigue causes breakdowns, I strive to be empathetic and understand why they are angry and offer solutions where possible.
Have you ever encountered disrespect, and how did you feel or react?
Oh yes, sometime back some doctor addressed me and my colleague, through a very harsh tone, "I am not going to teach you peadiatrics", just because we were confirming about a procedure, I felt bad, but I still maintained respect for him and went to read through.
In case you encounter any bullying tendencies at your workplace how do you react?
I have been blessed to not experience bullying at work, so far so good.
How does it feel to work with a reputable and responsible doctor?
Just to mention a few, Dr. Jandu and Dr. Hooker are my 911 when faced with a neonatal issue, they make nursing fun and bearable, their trust and confidence in my work motivates me.
How do you feel when you hear the footsteps of the Matron or assistant manager moving around your unit?
Usually, when the matron is around, I want to make sure everything is well organized. She is very strict.
As a unit or team how do you contribute to avoiding unnecessary arguments?
We communicate orders and reports clearly and hold each other down when needed.
How effectively do you spend your lunchtime?
I use my lunch break to create my NICU posters, and write my book...little secret right there...
As a unit or team, what mechanism do you apply to prevent the causes of mental health issues in your work environment?
We have breakout moments, usually we catch up on life over tea, and the hospital provides staff with a counsellor for mental health support.
In case of any misunderstanding, how soon do you reconcile with your colleagues?
I reconcile ASAP so that we can move past tension, I see the good in every person regardless of the problem.

"Usually, when the matron is around, I want to make sure everything is well organized"

“Nurses would appreciate more support in terms of funding”

Do you perhaps experience absenteeism in your unit?
If yes, what could be the cause? Yes, we do, mostly staff calling in sick and our house girls bailing on them.

Have you ever suffered burnout?
If yes, what was the cause and how did you conquer it? I suffered burnout when I did a 72hours straight shift, after that I just slept and took a holiday to Malindi for a week.

Have you ever experienced losing a patient that you cared for? How did you deal with it?
I once lost a baby I had cared for, close to 3 months, I felt like a part of me was plucked, but I was comforted by the belief that we had given the baby a peaceful transition. RIP.

In a nutshell, how does it feel to be a bed-side Nurse?
Bedside-nursing is fulfilling; the stories I get to hear from families and the bonds we form are worth every minute of fatigue.

What is your philosophy when it comes to clientelling?
My philosophy on clientelling is treat every client like a long-term return customer, I keep in touch, do follow up on all my NICU babies till they are 6 weeks at least.

As a bedside Nurse, do you feel appreciated or unappreciated?
I feel appreciated in my current capacity as a NICU nurse

What is your suggestion concerning the improvement of the nursing sector?
Nurses would appreciate more support in terms of funding further education and capacity buildings like sponsoring them for AHA ACLS and PALS, and of course specialization nursing being trained.



“Bedside-
nursing
is fulfilling”



"These innovations are transforming the way care is delivered"

THE FUTURE OF NURSING:

WHY EVERY NURSING STUDENT MUST EMBRACE DIGITAL HEALTH AND ARTIFICIAL INTELLIGENCE

“The nurse of tomorrow will not only care for patients at the bedside”



Article By By Bright Nzubechukwu Okonkwo, RN

Healthcare is changing rapidly, and nursing is evolving alongside it. Today, technology is no longer an optional addition to healthcare. it is becoming an essential part of how nurses learn, communicate, make clinical decisions, and deliver patient-centred care.

As a registered nurse, I believe the next generation of nurses must prepare not only to provide compassionate care but also to confidently use digital technologies that improve health outcomes.

The Digital Transformation of Nursing

Across the world, hospitals and healthcare facilities are adopting electronic health records, telehealth services, artificial intelligence (AI), wearable health devices, and mobile health applications. These innovations are transforming the way care is delivered.

For nurses, this means developing new competencies beyond traditional clinical skills. Digital literacy, data management, virtual communication, and technology adoption are becoming essential components of modern nursing practice.

Artificial Intelligence Is a Partner, Not a Replacement

One of the biggest misconceptions about AI is that it will replace nurses. In reality, AI is designed to support healthcare professionals not replace them.

AI can help nurses by:

Identifying patients at risk of deterioration.
Reducing documentation time.
Supporting clinical decision-making with evidence-based insights.
Improving workflow efficiency.
Enhancing patient education through digital tools.

However, empathy, critical thinking, ethical judgment, and human connection remain uniquely human qualities that technology cannot replace.

Why Nursing Students Should Start Now

The future belongs to nurses who are willing to learn continuously.

Every nursing student should begin exploring:

Digital health fundamentals.
Artificial intelligence in healthcare.
Health informatics.
Telemedicine.
Data privacy and cybersecurity.
Healthcare innovation and entrepreneurship.

Learning these skills early provides a competitive advantage and opens doors to careers in clinical practice, research, digital health startups, education, policy, and global health organizations.

Building the Nurse of Tomorrow

The nurse of tomorrow will not only care for patients at the bedside but will also contribute to designing innovative healthcare solutions, implementing digital systems, and leading healthcare transformation.

This requires curiosity, adaptability, leadership, and a commitment to lifelong learning.

As nursing educators and institutions prepare students for professional practice, integrating digital health education into nursing curricula should become a priority rather than an afterthought.

A Call to Action

The future of nursing is already here. Technology will continue to reshape healthcare, but its success depends on nurses who are prepared to lead the change.

To every nursing student and practicing nurse: embrace technology, remain curious, continue learning, and never stop developing your skills. The combination of compassionate care and technological competence will define the nursing profession for decades to come.

The future is not about nurses versus technology, it is about nurses empowered by technology to deliver safer, smarter, and more equitable healthcare for everyone.

Author Bio: **Bright Nzubechukwu Okonkwo, RN** is the Founder & CEO of **NurseTech Africa** and a Health Innovation Advocate passionate about advancing digital health, nursing leadership, and technology-driven healthcare across Africa. Through education, innovation, and collaboration, he works to prepare nurses and nursing students for the future of healthcare.


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Sr Rendz

She is a professional nurse, a passionate community healthcare practitioner, a mother of two beautiful children, a midwife at heart, and a lifelong learner.




“I enjoy sunrise
the most because
it symbolizes
hope”

"I learned discipline, teamwork, resilience, and developed lifelong friendships"

Personal

Who is Itumeleng (Sr Rendz) Ndalammbi?
I am a professional nurse, a passionate community healthcare practitioner, a mother of two beautiful children, a midwife at heart, and a lifelong learner. I am currently pursuing a Postgraduate Diploma in Health Service Management while serving my community through primary healthcare. I believe in compassionate care, leadership by example, and continuous personal and professional growth.

What is your birth month?
March

Who is your lifetime friend?
My lifetime friend is someone who has consistently supported me through life's challenges and celebrated my successes and her name is Mpho Maeteletja.

Who is your lifetime neighbour?
Thato is my lifetime neighbour.

Who was your lifetime colleague?
One of the colleagues who has greatly influenced my nursing journey is Sr Tebogo Baloyi.

What is your soul food?
My soul food is a peaceful family meal shared with my children.

What is your favourite garment?
I love elegant dresses and stylish outfits. Outside nursing, I enjoy fashion and expressing myself through my clothing.

What do you like the most between sunrise and sunset? Why?
I enjoy sunrise the most because it symbolizes hope, new beginnings, fresh opportunities, and God's grace for another day to serve others.

What is your best day in a week? And why?
Friday is my favourite day because it marks the completion of another productive week while giving me time to reflect, recharge, and spend quality time with my family.

Who is this person whom you cannot finish a day without having spoken to?
My kids, mom and bestie. They are my source of strength and motivation.

What are your values?
Compassion, integrity, respect, accountability, excellence and empathy.

What is your favourite spot?
It has to be my bedroom because it's where I get to relax and reflect on my day without any distractions.


“My lifetime friend
is someone who
has consistently
supported me”

Nursing background

Why did you choose nursing?
I didn't choose nursing but I believe it chose me. It has given me an opportunity to make a meaningful difference in people's lives during their most vulnerable moments.

Who was your role model?
It has to be Sr Baloyi, I looked up to her during my community service years and promised myself that I will definitely walk in her shoes. She demonstrated compassion, resilience and excellence in patient care and that stood out for me.

How were your college days?
They were challenging but rewarding. I learned discipline, teamwork, resilience, and developed lifelong friendships while preparing for a demanding profession.

Do you recall any naughtiness?
Like many students, we occasionally laughed a little too much during lectures or enjoyed harmless fun with classmates, but we always respected our profession.

What was the prevalent college/university culture then?
The culture emphasized discipline, professionalism, respect, punctuality, teamwork, and accountability.

What kind of student were you?
I've always been one the top students. A hard worker and I was dedicated to my work.

What remarkable lesson did you take with you from college/university?
You never stop learning. For one to thrive in our profession they need to constantly grow through academics because our profession keeps evolving.

When was your first day as an employed nurse? And how did you feel?
I was anxious and uncertain. I wasn't sure if I'd be able to carry the responsibility that came with the new role.

"I've always been one the top students"




“For one to thrive
in our profession
they need to
constantly grow”

“I have progressed from student nurse to Professional Nurse”

How old were you when you became a nursing professional?
I was 22.
What is your current role in nursing?
I am a Professional Nurse working in Primary Health Care, a TB champion and currently working towards obtaining my postgraduate diploma in health service management.
What is your greatest skill as a RN?
Building trusting relationships with patients while delivering compassionate, evidence-based care.
What is the hardest thing about being a passionate community serving RN?
Watching preventable illnesses continue to affect communities because of delayed healthcare seeking, resource limitations, and social challenges beyond healthcare.
In your current position, what are you passionate about?
Tuberculosis prevention and management, disease prevention, health education, and improving access to quality primary healthcare services.
How many ranks have you gone through in your nursing path?
I have progressed from student nurse to Professional Nurse and have had the opportunity to serve as Acting Operational Manager.
What highest rank have you achieved?
I’m currently a general nurse with community, psychiatry and midwifery nursing science perusing a diploma in Health services management.



“I’m currently a general nurse with community, psychiatry and midwifery nursing science”

How do you handle stressful issues?
I always call for a second opinion. And I'm currently attending therapy which has helped me develop coping mechanisms mostly with stressful situations.
What are your professional values?
Professionalism, ethical practice, patient advocacy, teamwork, accountability, lifelong learning, and respect for human dignity.
What kind of leadership do you apply? Bossy or role model?
I believe in leading by example. People are more inspired by what they see than by what they are told.
Do you think nursing management is universal? Why?
Yes. Although healthcare systems differ across countries, the core principles of planning, organising, leading, coordinating, and controlling remain universal in achieving quality patient care.
What professional goals did you set for yourself or your team?
To improve patient outcomes, strengthen TB programme performance, develop leadership skills, mentor junior nurses, and contribute to quality improvement.
Are you achieving them?
Yes. Every day presents an opportunity to learn, improve, and move closer to my goals. My postgraduate studies are also preparing me for future leadership roles.
Would you sometimes be tempted to be a parent to your team?
Yes, because nursing is a caring profession. Supporting, mentoring, and guiding colleagues helps build stronger teams while maintaining professional boundaries.

"Every day presents an opportunity to learn"




“People are more inspired by what they see”

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

Wisdom

What exceptional role do you play in the nursing sector?
I serve as a patient advocate, healthcare educator, TB programme champion, and emerging nurse leader committed to improving community health.
What exceptional role do you play in your community?
I educate people about disease prevention, encourage healthy lifestyles, promote early healthcare seeking, and provide compassionate care regardless of circumstances.
From your point of view what relationship is there between the communities and the nursing professionals?
It is a partnership. Nurses cannot improve community health without the trust, cooperation, and participation of the communities they serve.
If the relationship (between the two) is not in good condition, how can it be remedied?
Through open communication, respectful engagement, transparency, community outreach, and consistently delivering quality, compassionate care
How can trust be established between the two groups?
By listening to patients, treating everyone with dignity, maintaining confidentiality, providing quality care, and involving communities in health promotion activities.
Has nursing changed for the better?
Yes. Nursing has become increasingly evidence-based, technologically advanced, and focused on patient-centred care. However, challenges such as staff shortages and burnout still need attention.



"Challenges such as staff shortages and burnout still need attention"



“Nurses
cannot improve
community health
without the trust”

“Remember why you chose nursing”

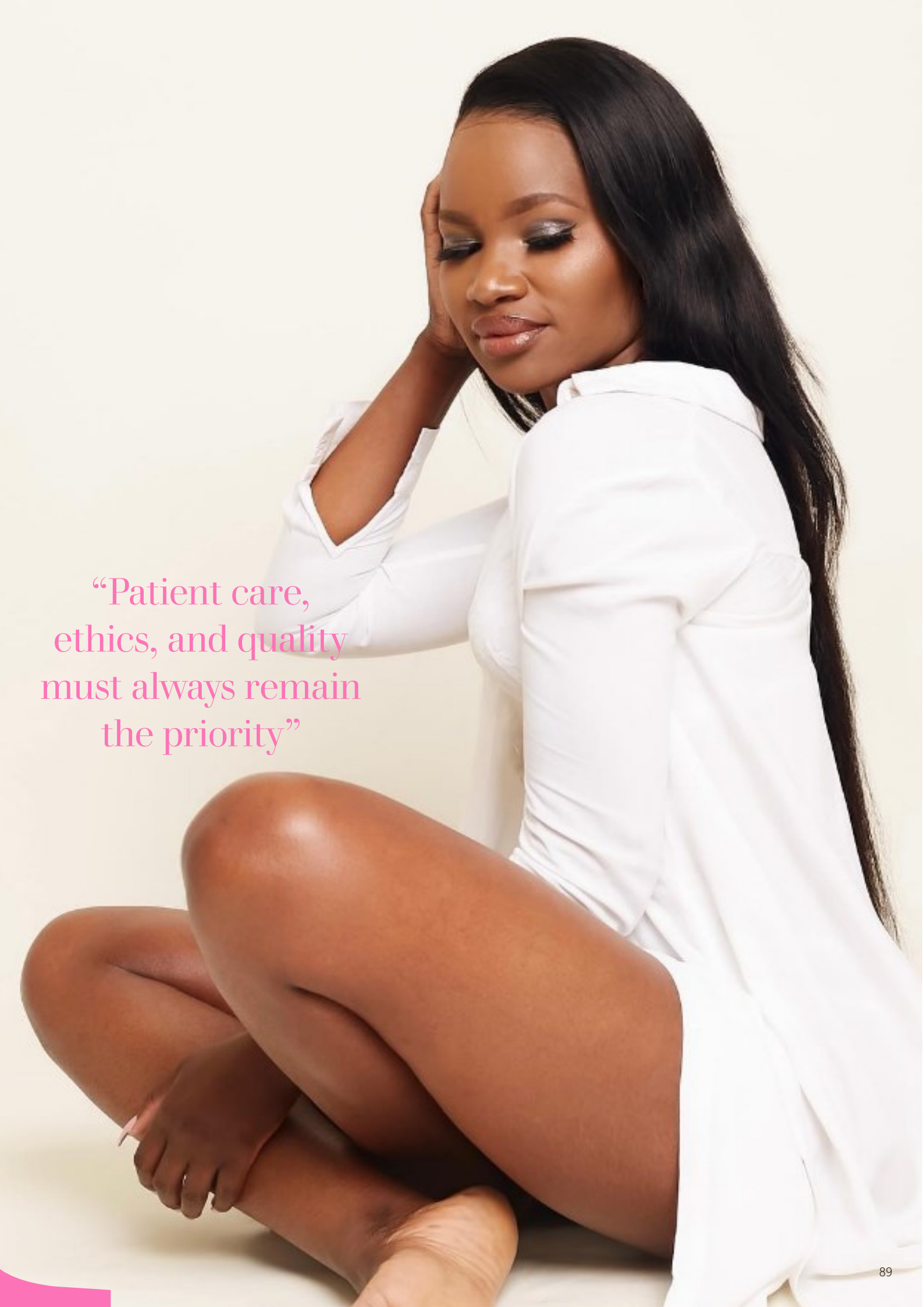
Do you see any possibility of nursing businesses being listed at the Stock Exchange?
As healthcare entrepreneurship continues to grow, it is possible for large nursing-led healthcare organisations to expand significantly. However, patient care, ethics, and quality must always remain the priority.

What wisdom to apply in making the mixture of several generations in nursing work in one accord?
Encourage mutual respect, mentorship, open communication, and continuous learning. Every generation brings valuable experience and fresh ideas.

How can the young nurses keep rekindling their passion?
Remember why you chose nursing, continue learning, find mentors, celebrate small victories, and never lose sight of the lives you touch every day.

What higher education should one acquire to reach a level of your leadership?
Continuous education is essential. Qualifications in nursing management, leadership, public health, specialist nursing, and postgraduate studies strengthen leadership capacity.

What is your advice to the nursing leadership?
Lead with integrity, empathy, fairness, and transparency.


“Patient care,
ethics, and quality
must always remain
the priority”

“The future of nursing is bright”

Invest in your staff, listen to frontline workers, and create environments where nurses can thrive and provide excellent patient care.

What is your advice to the young nurses?

Protect your compassion, never stop learning, uphold ethical practice, and remember that every patient deserves dignity, respect, and quality care.

What is your advice to the nursing students?

Study diligently, embrace every clinical learning opportunity, ask questions, seek mentors, and remember that nursing is both a science and an art of caring.

How do you perceive the future of nursing?

The future of nursing is bright. Nurses will continue to lead healthcare innovation, influence policy, utilise technology, and play an even greater role in strengthening health systems.

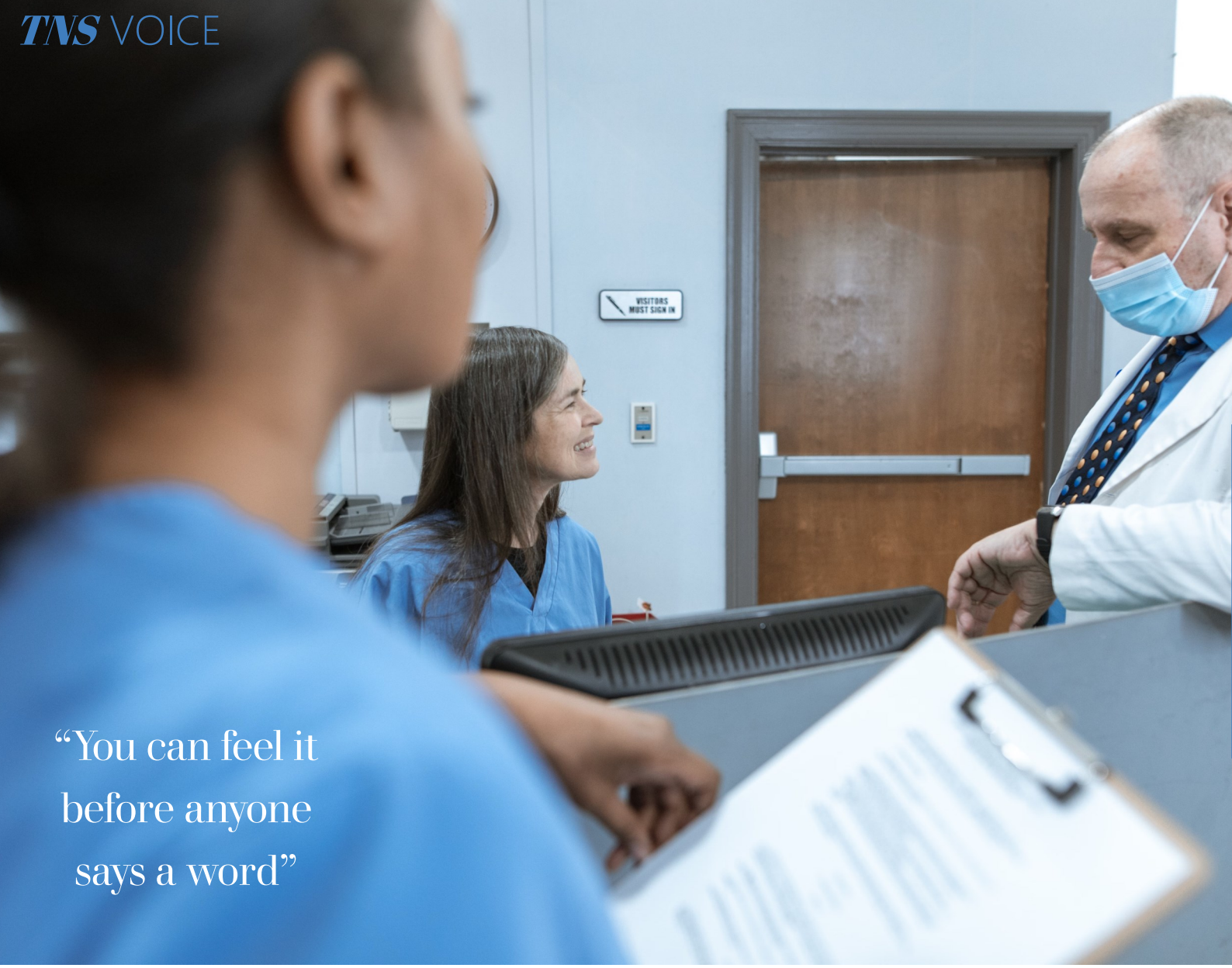
I believe the next generation of nurses will not only provide care but also shape the future of healthcare through leadership, research, entrepreneurship, and advocacy.




“Remember that every patient deserves dignity, respect, and quality care.”


Merry
Christmas
and
Happy New Year





"You can feel it before anyone says a word"

The nurses' station sounds different when you're the person everyone was just talking about

“A conversation stops halfway through a sentence”



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

The nurses' station sounds different when you're the person everyone was just talking about. You can feel it before anyone says a word.

A conversation stops halfway through a sentence. Someone looks at the computer, another person suddenly remembers something that needs to be done down the hall.

Yesterday, you belonged here. Today, you're trying to figure out what changed.

Except you already know.

Last week, you raised a concern. You followed the chain of command exactly the way orientation taught you. You documented what happened, spoke to the right people and believed the words printed in the policy about safety, transparency and speaking up.

The concern mattered enough that you couldn't ignore it.

So you said something.

Now you're standing at the nurses' station holding your coffee, wondering why the people who normally make room for you haven't moved their chairs.

Nobody has threatened you.
You weren't written up.

No one has said you've done anything wrong.

That's what makes it so difficult to explain.

The invitation to a meeting never came.
A question you would normally be asked went to somebody else.

Your manager's door closes more often.

A coworker quietly tells you to “be careful.”

The concern itself seems to have disappeared somewhere between the meeting where everyone thanked you for bringing it forward and whatever happened next.

Soon the questions aren't about what you reported.

They're about you.

Was your tone appropriate? Could you have handled it differently? Are you having trouble getting along with the team?

The room is learning something while all of this is happening.

People remember.

They remember who was believed and who suddenly stopped getting invited into conversations.

They always remember the investigation that disappeared into a black hole and the person who eventually left.
Six months later, another nurse sees something and feels that same knot in her stomach.

Her eyes move toward the manager's office.

Then toward the empty chair where you used to sit.

She finishes her charting, picks up her coffee and goes back to her patient. Leadership will never count that moment because there was no report to count.

No incident, complaint or email.
Only silence.

Healthcare keeps asking why people don't speak up.

Obviously the better question has been sitting at the nurses' station all along.

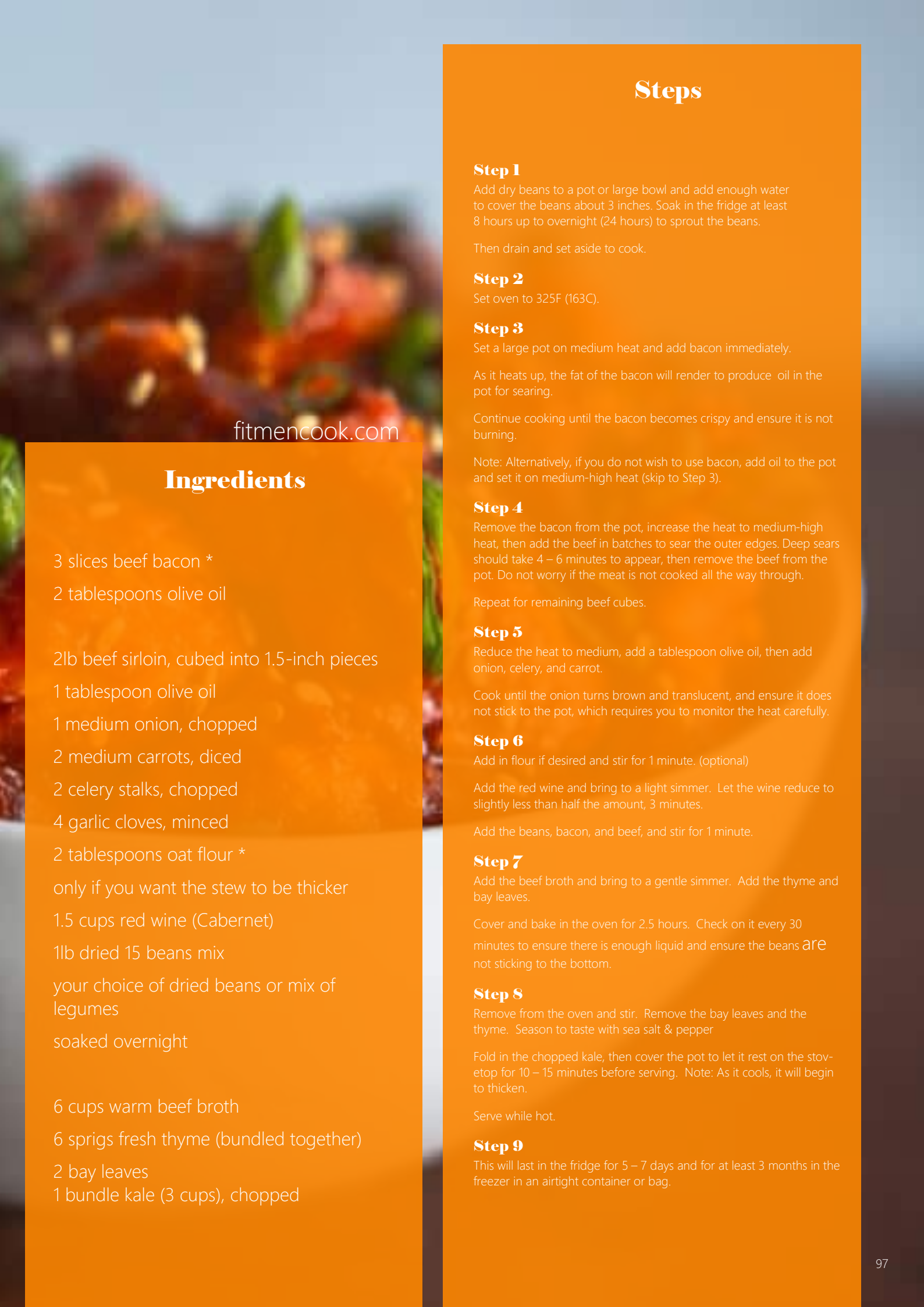
What happened to the last person who did?

Pull up a chair...

“No one has said you've done anything wrong”



Sweet Sour Chicken



fitmencook.com

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.



Lean Beef Braciole Over Veggies

Ingredients

21 1/2 lb lean top sirloin, thinly sliced

SUBSTITUTE: chicken breasts

Stuffing

3/4 cup (gluten-free) panko

1/2 cup grated parmesan

1/3 cup finely chopped parsley

2 tablespoons olive oil

2 tablespoons pine nuts (OPTIONAL)

2 tablespoons olive oil

1 medium white onion, diced

4 garlic cloves, minced

generous pinch of sea salt & pepper

2/3 cup red wine

56oz (~4 cans 13.5oz) whole crushed tomatoes in can

Veggies

3 zucchini, sliced

3 yellow squash, sliced

Spray olive oil

2 tablespoons The Fit Cook Land seasonings

Pinch of sea salt & pepper

Steps

Step 1

Thinly slice top sirloin into 6 pieces. Place them between 2 sheets of parchment paper and lightly hammer them until thin (note: make sure there are no holes).

Step 2

Mix together the stuffing in a bowl, then add 1 -2 tablespoons in the middle of each thinly sliced beef. Fold in the sides, then roll it up. Use butcher's twine to tie up each piece and set aside.

Step 3

Set a heavy pot on medium-high heat. Once hot, add the olive oil and then the pieces of beef. Sear on at least 2 sides for 2 – 3 minutes per side, or until sear marks appear. Allow the meat to sear long enough that it lifts off the pot, but no worries if some pieces stick to the pot. Remove the pieces of beef from the pot using tongs. Set aside.

Step 4

Reduce the heat to medium and add the garlic and onions. Stir immediately so not to burn the garlic or onion. Continue cooking for another 3 minutes and add a pinch of salt as it cooks.

Step 5

Once the onions have softened, pour in red wine and reduce the liquid by half. Scrape the bottom of the pot using a wooden spatula in order to remove pieces of beef. Pour in the cans of whole crushed tomatoes. Reduce the heat to a gentle simmer, then cover and cook for at least 20 minutes, or until the whole tomatoes have softened and can be easily crushed with the spatula to create paste.

Step 6

After 20 minutes, crush the whole tomatoes in the skillet using a spatula to create a thicker tomato sauce. Nestle the beef into the sauce, then partially cover and cook for at least 30 minutes.

Chili Stuffed Poblano Peppers





Ingredients

1 tablespoon avocado oil (or olive oil)

2/3 cup onion, diced

3 cloves garlic, minced

1 lb 93% lean ground turkey

4 tablespoons tomato paste (NOT sauce)

Seasonings

1 tablespoon chili powder

2 teaspoons smoked paprika

2 teaspoons cumin

1/2 teaspoon cinnamon

2 teaspoons (Mexican) oregano

1 1/2 cups low sodium chicken stock

1 can (14.5oz /411g) no salt added black beans, drained

1 cup colorful bell peppers, diced

3/4 cup reduced fat Mexican cheese blend, shredded (optional)

sea salt & pepper to taste

Garnish

cilantro

Steps

Step 1

Set oven to 420F/216C.

Step 2

Set a pot on medium heat. Once hot, add the oil and onion. Cook for 2 – 3 minutes until the onion is browned along the edges and somewhat translucent. Then add the garlic and cook.

Step 3

Add the turkey and chop it up finely as it cooks in the pot for 5 – 7 minutes until all the visible pink pieces of meat have been cooked. Sprinkle in the seasoning as the meat and the tomato paste and continuously stir everything together. Ensure every ounce of the meat is covered in the seasonings.

Step 4

Stir in the black beans and chicken broth and bring to a very low, gentle simmer for 15 – 20 minutes, or until the chili is thick and stew like, not watery. This thickness will make stuffing the pepper easier.

Step 5

While the chili cooks, slice the poblano pepper vertically and carefully slice a portion off the top of the pepper to create a large pocket. Scrape out the seeds and inside and begin stuffing the peppers with the chili. Top each pepper off with cheese as desired.

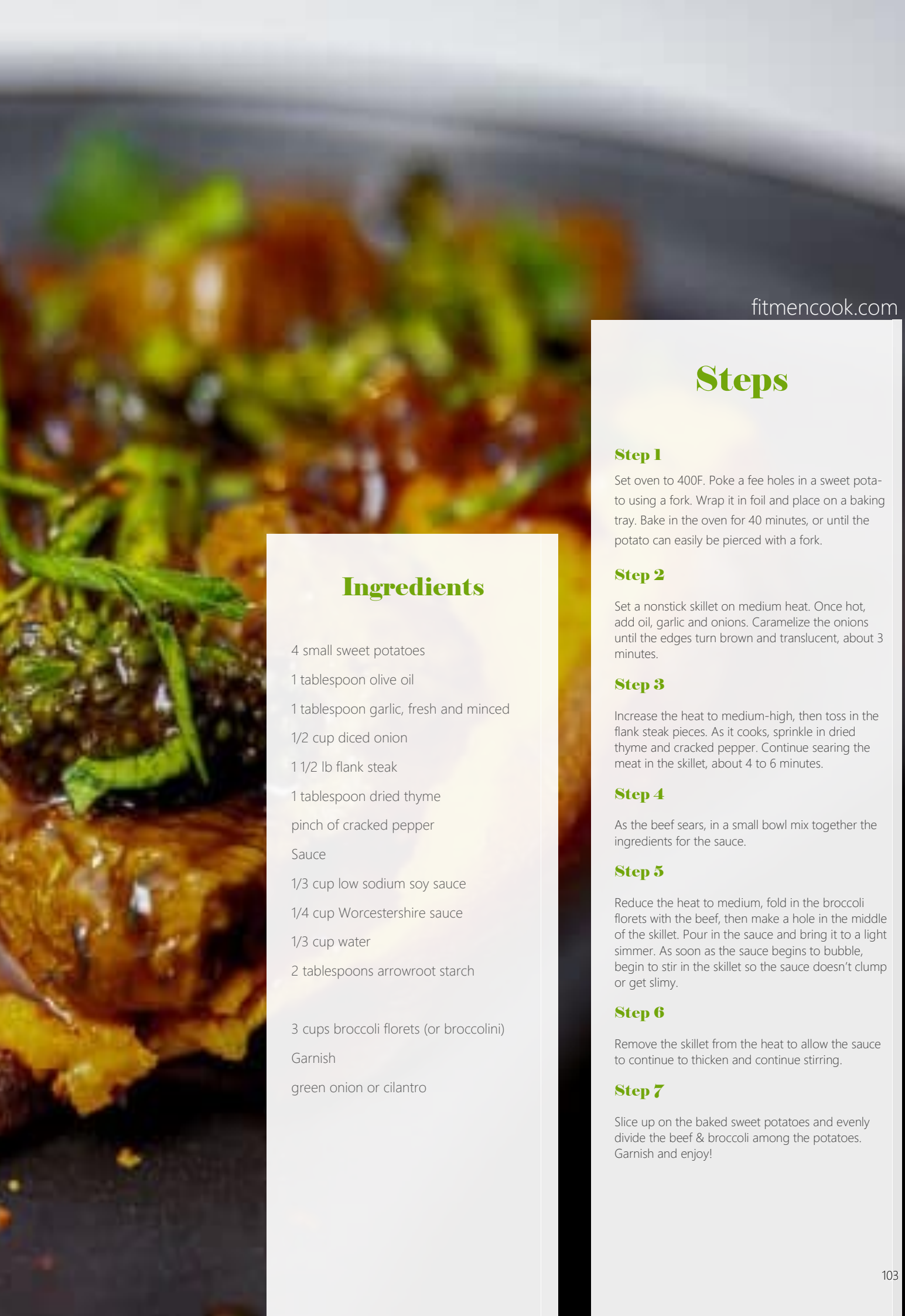
Step 6

Place the peppers on a baking tray or casserole dish. I used a baking rack placed inside of the tray to prevent the bottom from getting too soft (it is NOT required though). Cover the peppers with foil and bake for 20 minutes. Remove the foil the final 3 -5 minutes of cooking to brown the top of the cheese.

Step 7

Season to taste with sea salt & pepper and garnish with cilantro and lime juice to enhance flavor.


Steakhouse
Beef & Broccoli
Loaded
Sweet Potato



Ingredients

4 small sweet potatoes

1 tablespoon olive oil

1 tablespoon garlic, fresh and minced

1/2 cup diced onion

1 1/2 lb flank steak

1 tablespoon dried thyme

pinch of cracked pepper

Sauce

1/3 cup low sodium soy sauce

1/4 cup Worcestershire sauce

1/3 cup water

2 tablespoons arrowroot starch

3 cups broccoli florets (or broccolini)

Garnish

green onion or cilantro

Steps

Step 1

Set oven to 400F. Poke a fee holes in a sweet potato using a fork. Wrap it in foil and place on a baking tray. Bake in the oven for 40 minutes, or until the potato can easily be pierced with a fork.

Step 2

Set a nonstick skillet on medium heat. Once hot, add oil, garlic and onions. Caramelize the onions until the edges turn brown and translucent, about 3 minutes.

Step 3

Increase the heat to medium-high, then toss in the flank steak pieces. As it cooks, sprinkle in dried thyme and cracked pepper. Continue searing the meat in the skillet, about 4 to 6 minutes.

Step 4

As the beef sears, in a small bowl mix together the ingredients for the sauce.

Step 5

Reduce the heat to medium, fold in the broccoli florets with the beef, then make a hole in the middle of the skillet. Pour in the sauce and bring it to a light simmer. As soon as the sauce begins to bubble, begin to stir in the skillet so the sauce doesn't clump or get slimy.

Step 6

Remove the skillet from the heat to allow the sauce to continue to thicken and continue stirring.

Step 7

Slice up on the baked sweet potatoes and evenly divide the beef & broccoli among the potatoes. Garnish and enjoy!

Maple Syrup





fitmencook.com

Ingredients

Ingredients for 6 servings:

3 ripe plantains (or about 3 cups chopped)

1/2 cup sugar-free maple syrup (optional)

1 tablespoon cinnamon

1/4 cup coconut oil

pinch of sea salt (to taste)

Steps

Step 1

Cut the stems off a ripe plantain and peel it. Slice it into small pieces.

Step 2

Add coconut oil to a nonstick skillet and set it on low-medium heat. Once the skillet is hot, toss in the plantain pieces.

Step 3

Cover and cook for about 6 to 7 minutes on low-medium heat, careful not to let the plantains burn.

Step 4

Flip the plantains, then let them cook for another 3 minutes (covered or uncovered).

Step 5

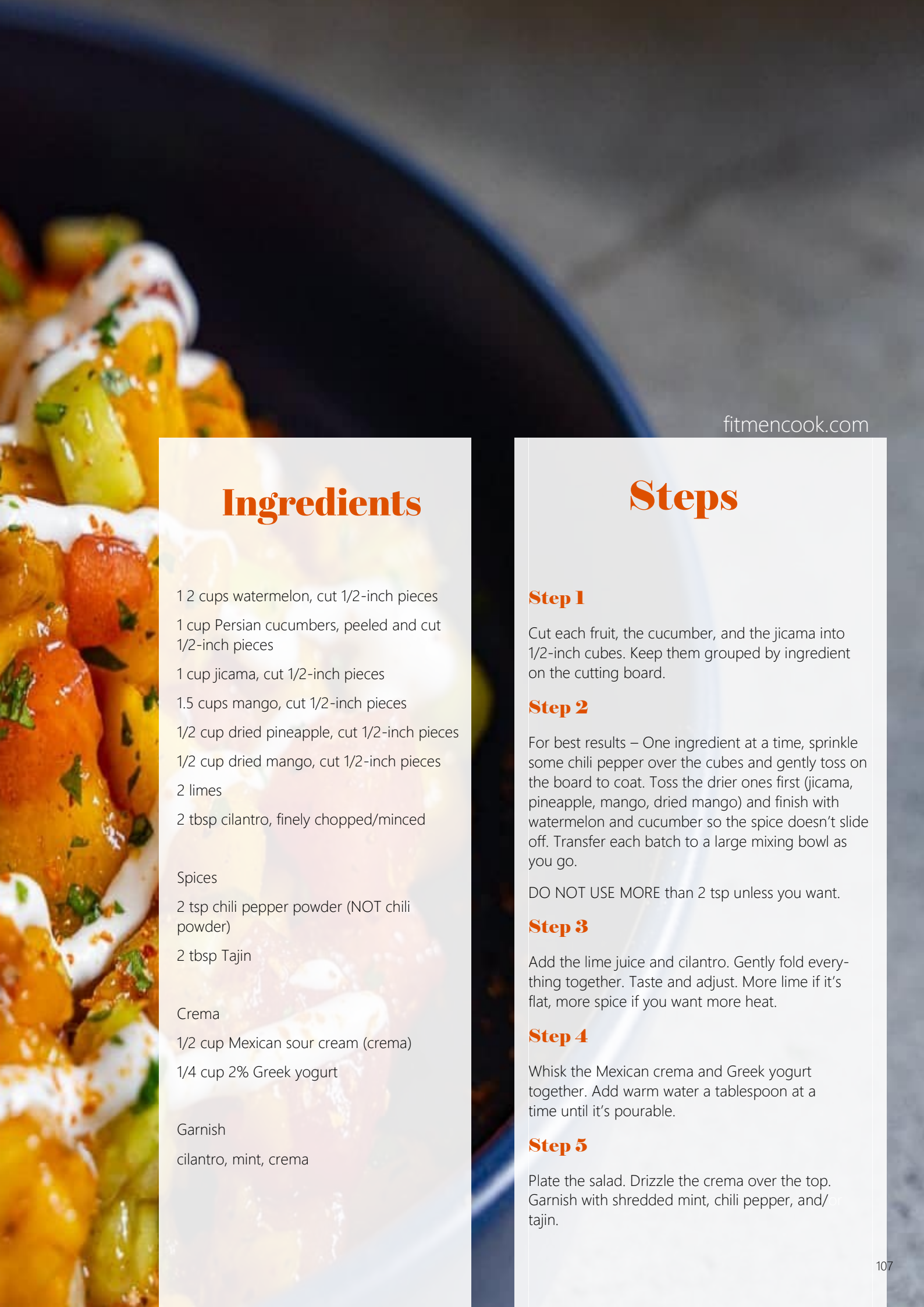
Add sugar-free maple syrup (if desired), then sprinkle on some cinnamon. Mix the plantain pieces together using a spatula to ensure they are all evenly coated.

Step 6

Let the plantains slightly cool, then enjoy! Sprinkle a little sea salt on top for a little "sweet & salty" action.

Spiced Mexican Fruit Salad with Crema





Ingredients

1 2 cups watermelon, cut 1/2-inch pieces

1 cup Persian cucumbers, peeled and cut 1/2-inch pieces

1 cup jicama, cut 1/2-inch pieces

1.5 cups mango, cut 1/2-inch pieces

1/2 cup dried pineapple, cut 1/2-inch pieces

1/2 cup dried mango, cut 1/2-inch pieces

2 limes

2 tbsp cilantro, finely chopped/minced

Spices

2 tsp chili pepper powder (NOT chili powder)

2 tbsp Tajin

Crema

1/2 cup Mexican sour cream (crema)

1/4 cup 2% Greek yogurt

Garnish

cilantro, mint, crema

Steps

Step 1

Cut each fruit, the cucumber, and the jicama into 1/2-inch cubes. Keep them grouped by ingredient on the cutting board.

Step 2

For best results – One ingredient at a time, sprinkle some chili pepper over the cubes and gently toss on the board to coat. Toss the drier ones first (jicama, pineapple, mango, dried mango) and finish with watermelon and cucumber so the spice doesn't slide off. Transfer each batch to a large mixing bowl as you go.

DO NOT USE MORE than 2 tsp unless you want.

Step 3

Add the lime juice and cilantro. Gently fold everything together. Taste and adjust. More lime if it's flat, more spice if you want more heat.

Step 4

Whisk the Mexican crema and Greek yogurt together. Add warm water a tablespoon at a time until it's pourable.

Step 5

Plate the salad. Drizzle the crema over the top. Garnish with shredded mint, chili pepper, and/ tajin.



"There are gatherings to attend"

YOUR BODY DOESN'T KNOW IT'S CHRISTMAS



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

December arrives with lights, gatherings, food, travel, family traditions and an expectation that everybody should somehow feel the festive.

Your body, unfortunately, did not receive the invitation.

For nurses, the holiday season often gets layered on top of an already demanding schedule. Twelve-hour shifts still happen. Night shift does not disappear because the tree is decorated. Patients still need care, call bells still ring and somebody will inevitably realize at 3:00 p.m. that the granola bar eaten six hours ago was technically lunch.

Then we leave work and try to fit Christmas around it.

There are gatherings to attend, gifts to buy, meals to prepare, people to visit and traditions we may feel responsible for keeping alive. A season associated with rest and celebration can quietly become another list of things to accomplish.

Our bodies keep their own record.

Sleep matters. So does eating an actual meal, drinking enough water, moving our bodies and recognizing when exhaustion has moved beyond needing one good night's sleep. Nurses are remarkably skilled at noticing subtle changes in everyone else while negotiating with their own bodies to make it through one more shift, one more obligation or one more holiday gathering.

Caring for yourself during the festive season does not need to become another project.

Eat before the party if you have not eaten all day. Protect the sleep you need after night shift. Decline an invitation when your body is asking for your bed instead. Take a walk. Drink water sitting beside the third cup of coffee. Leave room on the calendar where nothing is required of you.

Christmas will still be Christmas if you do not attend everything, cook everything or make everything perfect.

You spend an extraordinary amount of the year caring for other human beings.

Your body belongs to one of them.

"Decline an invitation when your body is asking for your bed instead"



"For me, 'Me Time' is intentional and deeply connected to healing"

On Her 'Me Time'

Casendra

My name is Casendra Malinga, a registered nurse, wellness advocate, entrepreneur, public speaker, athlete, and content creator from South Africa.

I am the Founder and CEO of Casalinga Tours, a wellness-centred travel and healing community focused on women's wellness, mental health conversations, adventure, and intentional living.

I am also the founder of Ubumina Health & Wellness, a telehealth and wellness initiative aimed at promoting accessible health education and holistic care.

Over the years, I have used my platform to advocate for healing, emotional wellness, self-care, and empowerment, especially for women navigating motherhood, careers, grief, and personal growth.

My passion lies in creating safe spaces where people feel seen, heard, and inspired to prioritize their wellbeing.

"We spend so much time caring for others"

How I Spend My "Me Time"

For me, "Me Time" is intentional and deeply connected to healing, restoration, and reconnecting with myself outside of my responsibilities as a nurse, mother, wife, and entrepreneur.

I spend a lot of my personal time in nature through hiking, wellness retreats, and solo reflection moments. Nature has become a sacred place of healing for me because it allows me to slow down, breathe, and reset emotionally and mentally.

”I have used my platform to advocate for healing”

I also enjoy traveling because it exposes me to new experiences, cultures, and perspectives that inspire both my personal and professional life. Fitness and wellness are also a huge part of my self-care routine.

As an athlete and wellness enthusiast, going to the gym helps me manage stress, improve discipline, and maintain balance. I believe movement is medicine not only for the body but also for the mind.


“Fitness and wellness are also a huge part of my self -care routine”


“Sometimes self-care for me looks like dressing up”

“I strongly believe that nurses also deserve softness”

I also spend my “Me Time” reading, journaling, praying, and having meaningful conversations that nourish my spirit. Sometimes self-care for me looks like dressing up, creating content, photography, skincare routines, or simply enjoying quiet moments alone.

As healthcare professionals, we spend so much time caring for others that we often forget ourselves. I strongly believe that nurses also deserve softness, healing, rest, joy, and spaces where they can simply exist as human beings beyond the uniform.



"Pack sandwiches,
grab a blanket
and have a picnic"

A Little Christmas Belongs to You, Too



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

Working through the festive season can make Christmas feel like something happening around you instead of something you are part of.

"Find one small piece of this season that is yours"

Nurses know what it means to celebrate around a schedule.

A Christmas morning may begin at 5:00 a.m. in scrubs. Dinner might be reheated after everyone else has eaten. The family photo could be missing the person who was caring for somebody else's family when it was taken.

So steal a little of it back.

Pack sandwiches, grab a blanket and have a picnic somewhere beautiful. It does not need matching baskets or a photograph worthy of social media. Take someone you love, bring whatever is already in the refrigerator and stay long enough to watch the sky change.

Drive around after a shift and look at Christmas lights with the windows down. Meet another nurse for breakfast when everybody else is having dinner. Put on pajamas ridiculously early, make hot chocolate and watch the movie you have seen twenty times. Sit outside with your coffee before the house wakes up. Bake something badly and laugh about it.

Call the person whose voice feels like home.

None of these require an itinerary, a reservation or an entire day off.

So what if your Christmas picnic happens on December 17? The presents can wait until the 27th. Perhaps your favorite moment of the season happens in a hospital break room when somebody brings cookies and six exhausted people laugh harder than the joke deserved.

There is no rule saying joy only counts when it happens on the correct day or looks the way Christmas is supposed to look.

You spend so much of your life showing up for moments that matter to other people.

Find one small piece of this season that is yours.

Stay there for a while.

Exhale.



"People remember who made them feel safe enough to learn"

"I became what I needed"

“There is enough room for all of us to shine”



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

“I became what I needed.”

Someone once asked me, “Why are you always there for everyone?”

I answered, “Because I know how it feels when no one is there for you.”

That’s the quiet ache it carries.

Not everyone who gives endlessly learned it from abundance. Some learned it from absence.

Remember being the person who sat alone in hard moments?

Or, about being the new nurse terrified to ask a question? Remember her?

Then theres the one who walked into rooms already carrying exhaustion, anxiety, grief, or self doubt and still performed like everything was fine.

You learn rather quickly how painful it feels to exist in environments where people stop seeing the human being and only see the role.

So they became the leader, mentor, or colleague they once needed themselves.

The one who checks in and stays late.
The one who notices the shift in someone’s voice and says,
“Are you okay?” “Really?”

Now, do you see yourself as the one who carried warmth into rooms that often felt cold? Maybe, you knew that person.

Because real leadership is rarely remembered for authority alone.

People remember who made them feel safe enough to learn.

Safe enough to speak and to make a mistake without humiliation.

And safe enough to grow into who they were becoming.

That is the kind of mentorship people carry for a lifetime.

What many people do not realize is that some of the most compassionate leaders built their leadership from survival.

You read that right. Not from performance or perfection.
Survival.

There is often a quiet story underneath people who lead with deep humanity.

A story of becoming safety for others because they intimately understand what it feels like when safety is absent.

And maybe, just maybe, that is something worth remembering.

Especially in environments where people are silently carrying more than anyone can see.
Be kind.
Always.

Because the leaders who change your life are rarely the loudest people in the room.

They are the ones who made you believe you mattered while you were still trying to believe it yourself.

Turn up the lights!

There is enough room for all of us to shine.

“Turn up the lights!”



"Strictness ensures discipline and accountability"

Ashwini

Her career spans diverse roles

Ms. Ashwini Awhale is a seasoned health care professional currently serving as the Chief Nursing Officer (CNO) at IMHS Multi-Speciality Hospital, Wagholi, Pune Maharashtra, India.

With over 15 years of progressive experience in nursing administration, patient safety, infection control, and hospital operations, she has become a trusted leader in healthcare.

She is also pursuing her MBA in Hospital & Healthcare Management at Dr. D.Y. Patil Vidyapeeth, Pune, further strengthening her academic and administrative expertise.

Her career spans diverse roles—from staff nurse to nursing superintendent, patient safety officer, and now CNO. During the COVID19 crisis, she played a pivotal role in bed management, government coordination, and critical resource allocation (oxygen, Remdesivir, BiPAP, ventilators), ensuring patient survival and staff welfare.

Ms. Ashwini Awhale's journey exemplifies how healthcare leadership can be both professional and deeply human.

From building NABH accreditation systems from the ground up to coordinating lifesaving resources during the pandemic, she embodies resilience, compassion, and vision. Her mission is clear: to create hospitals that are not only audit ready but also emotionally resilient, culturally inclusive, and staff empowered.

"My leadership philosophy includes a strong team as the foundation of any institution's growth"

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

I am currently servicing as follows; Patient Safety & Quality Audits–Driving NABH/IPSG compliance and continuous improvement.

RCA/CAPA Processes–Leading corrective and preventive actions for sustainable healthcare practices.

Staff Education & Training–Empowering nurses with simplified, engaging, and practical learning.

Infection Control & Wellness Initiatives–Safeguarding patients and staff through proactive measures.

Cultural & Professional Engagement–Building unity and morale through awareness campaigns and celebrations.

 Certifications & Professional Development

NABH Sixth Edition POI Certification Program–November 2025

CAHO – Masterclass in NABH (5th Edition)–2020

Infection Control Nurse Course (AHPI Certified)–2018

Masterclass in NABH Implementation (ACME)–2020

Certification of Participation – BD Mastermind Quiz Competition–2021

Certification of Speaker–9th Emirates UCG Healthcare Management, Nursing & Patient Safety Conference–2021

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

At Life Line Multispeciality Hospital, I worked from the base level of NABH accreditation to full accreditation and surveillance audits.

This journey reflects my ability to build systems from the ground up, ensuring compliance, documentation, and staff readiness. My leadership transformed processes step-by-step, proving that true excellence comes from persistence and vision.

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

Under my guidance, the Wellness Unit has become a cornerstone of staff resilience, morale, and cultural unity. It goes beyond routine health checks, focusing on the emotional, cultural, and psychological well-being of healthcare workers and patients alike.

Stress Management Programs–Helping staff cope with the pressures of high-acuity care.

Healthy Living Initiatives – Encouraging balanced lifestyles through awareness sessions and preventive practices.

Games & Cultural Programs – Activities that include both staff and patients, fostering joy and connection.

Haldi-Kumkum Gatherings & Rangoli Competitions – Celebrating tradition and creativity within the hospital community.

Quiz Competitions – Stimulating knowledge, teamwork, and healthy competition.

Best Ward Audit (Monthly) – Recognizing excellence and motivating continuous improvement.

"The Wellness Unit has become a cornerstone of staff resilience, morale, and cultural"



"Balanced leadership is the equilibrium between firmness and flexibility"








ZEN CARE
झेन केअर

“I think a good leader should first understand the team”

My philosophy is simple yet profound: “Safe patients begin with safe, supported staff.” By nurturing caregivers through both professional wellness and cultural celebration, the wellness unit ensures that compassion and competence flow naturally into patient care.

What is your personal understanding about leadership?

For me, leadership is not just about having a position or authority and using that authority to get work done. I think leadership is more about understanding our own strengths and qualities and knowing how to use them in the right way while working with our team.

I feel that a good leader should involve everyone in the team. We should listen to everyone’s opinions, understand their point of view, and make them feel that their contribution is important. Based on that, we can come together and make a proper plan.

I also think having the right mindset is very important. Once we have a goal, we need to think about how we can actually implement that plan in our day-to-day work and make it successful. And when everyone in the team works together toward the same goal, that’s when we can really achieve something.

So, for me, leadership is not about authority. It’s about working together, listening to people, bringing out the best in everyone, and moving together toward a common goal.

My leadership philosophy includes a strong team as the foundation of any institution’s growth. I believe that leadership is not only about systems and compliance but also about people. Strictness ensures discipline and accountability. Humanity ensures compassion and trust. And balanced leadership requires both.

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

For me, perfect leadership is when a leader can bring the whole team together and make everyone feel that they are equally important to achieving the goal. It’s not about being the person who gives all the instructions or has the highest authority.

I think a good leader should first understand the team, listen to everyone’s opinions, and recognize the strengths of each person. Then, based on everyone’s inputs, the leader should be able to take the right decision and create a clear plan.

At the same time, a leader should be someone who leads by example. If I expect my team to be responsible, committed, and positive, I should also show those qualities through my own actions.

So, if I had to define perfect leadership in simple words, I would say it is the ability to bring people together, understand them, guide them in the right direction, and grow together while achieving a common goal.

For me, when the team succeeds together and everyone feels that they have contributed to that success, that is perfect leadership. perfect leadership is a blend of vision, empathy, and execution—achieving organizational goals while uplifting individuals.

What is required balanced leadership?

Balanced leadership is the equilibrium between firmness and flexibility, ensuring patient safety without compromising staff morale.



"My role extends beyond managing staff and daily operations"

Mapaseka

Mapaseka M. Nkomonde is an experienced psychiatric nursing professional and nursing leader with a strong passion for mental health care, nursing leadership, evidence-based practice and the continuous improvement of healthcare services.

She values mentorship because leadership is not something one masters in isolation

"Mapaseka describes her leadership philosophy as compassionate, accountable and transformational"

She currently serves as an Operational Manager in a psychiatric ward at Thelle Mogoerane Regional Hospital, where she provides clinical and operational leadership, supervises nursing staff, coordinates daily service delivery, promotes patient safety, monitors compliance with clinical and legislative standards, and drives quality-improvement initiatives.

Her academic journey reflects her commitment to lifelong learning and professional excellence. She holds a Master of Science in Psychiatric Mental Health Nursing from the University of Johannesburg, completed Cum Laude; a Postgraduate Diploma in Advanced Psychiatric Nursing from Stellenbosch University, completed Cum Laude; an Honours degree in Public Administration and Management from Stellenbosch University; and a Diploma in Nursing Science from Chris Hani Baragwanath Nursing College.

Her Master's research focused on "Exploring Nurses' Challenges in Implementing Smoking Policies in a Tertiary Psychiatric Hospital in Gauteng Province, South Africa." The qualitative study explored the experiences of professional nurses responsible for implementing smoking policies among mental healthcare users.

The research identified challenges including inadequate infrastructure and designated smoking areas, staff shortages, patient resistance and behavioural challenges, ethical tensions surrounding patient autonomy and dignity, inconsistent managerial support, and inadequate access to smoking-cessation alternatives.

The research reinforced her belief that successful healthcare policy implementation requires more than written policies. It requires strong leadership, adequate resources, continuous staff education, multidisciplinary collaboration and patient-centred approaches. One of her professional goals is to translate this research into practice through the development of practical, evidence-based smoking-policy procedures within psychiatric healthcare settings.

Mapaseka describes her leadership philosophy as compassionate, accountable and transformational. She believes that effective nursing management is about creating an environment where staff feel supported and empowered to provide safe, ethical and dignified care while remaining accountable for professional standards.

“Effective management must therefore bridge the gap between policy and practice”

What is your position?
I am an Operational Manager in a psychiatric unit. My role involves providing both clinical and operational leadership, ensuring safe and effective nursing care, supervising and developing staff, managing resources, monitoring compliance with policies and legislation, and driving quality-improvement initiatives. Working in psychiatric nursing also requires me to balance patient safety, therapeutic relationships, human rights, and the Mental Health Care Act. Therefore, my role extends beyond managing staff and daily operations; it involves creating an environment that promotes recovery, dignity and quality care.

What are some of your responsibilities?
My responsibilities include:
- Managing and supervising nursing staff.
- Ensuring safe and quality patient care.
- Monitoring staffing and service delivery.
- Managing attendance, performance and staff development.
- Conducting and coordinating audits.
- Ensuring accurate nursing documentation and completion of mental healthcare forms.
- Monitoring medication administration and compliance with standards.
- Facilitating CPD activities and in-service training.
- Managing incidents and implementing corrective and quality-improvement measures.
- Promoting multidisciplinary collaboration.
- Ensuring compliance with institutional policies, professional standards and legislation.
- Supporting staff emotionally and professionally, particularly in the demanding psychiatric environment.

In combination with your schooling and your current position, what is management?
For me, management is the ability to translate knowledge, strategy and organisational goals into effective action through people. My studies in Psychiatric Mental Health Nursing have strengthened my clinical decision-making and evidence-based practice, while my background in Public Administration and Management has strengthened my understanding of leadership, governance, planning and resource management. In practice, management means ensuring that the right people, resources, systems and processes are in place to achieve safe and quality patient outcomes.

My Master’s research reinforced this approach: a policy can exist on paper but still fail at implementation if frontline staff do not have the resources, support, training or practical guidance required. Effective management must therefore bridge the gap between policy and practice.

Do you have a mentor?
Yes. Throughout my career, I have been fortunate to learn from senior nursing leaders and managers who have influenced my professional development. I value mentorship because leadership is not something one masters in isolation.

I continue to learn from experienced managers, colleagues and multidisciplinary professionals, particularly those who demonstrate integrity, accountability, emotional intelligence and sound decision-making. My approach is also to remain open to mentorship at every stage of my career because there is always something new to learn.

What is the greatest challenge you have faced on the job? How did you overcome it?
One of the greatest challenges has been balancing high service demands with limited human and organisational resources while still maintaining quality and patient safety. Psychiatric nursing can be particularly demanding because staff have to manage clinical complexity, behavioural disturbances, aggression, medication requirements, documentation, patient rights and safety simultaneously.

I have addressed these challenges through structured planning, prioritisation, delegation, clear communication, monitoring and teamwork. I also believe in identifying the root cause of a problem rather than simply addressing the immediate incident.

My Master’s research reinforced this approach by showing that nurses often experience implementation challenges not because they do not understand a policy, but because organisational systems, resources and practical realities may prevent effective implementation.

What do you personally enjoy most about working as an assistant manager?
Although my current position is that of an Operational Manager, what I enjoy most about nursing management is the opportunity to influence both people and systems. I enjoy developing staff, seeing nurses gain confidence, identifying gaps in service delivery and implementing improvements that ultimately benefit patients.


“Management is the ability to translate knowledge, strategy and organisational goals into effective action through people”



"One of the most rewarding aspects is seeing a team grow from simply completing tasks"

One of the most rewarding aspects is seeing a team grow from simply completing tasks to becoming a team that takes ownership of patient care and understands why standards matter.

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

I believe my relationship with my team is based on mutual respect, fairness, openness and accountability. I make an effort to be approachable and to listen to staff concerns. At the same time, being approachable does not mean compromising standards.

I believe staff should know what is expected of them and should also feel safe to raise concerns. I try to create a culture where feedback is not viewed as criticism, but as an opportunity for development and improvement.

How would you define your management style?

I would define my management style as transformational and situational. I believe in empowering staff, encouraging professional growth and involving them in problem-solving. However, management also requires flexibility. Different situations and different staff members require different approaches. For example, a crisis involving patient safety may require decisive and directive leadership, while staff development may require coaching, participation and empowerment.

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

I believe that continuous self-development is essential. One area I continue to develop is strategic leadership, particularly looking beyond immediate operational challenges and focusing more strongly on long-term service planning, policy development, resource optimisation and measurable outcomes.

I also want to strengthen my ability to influence healthcare systems at a broader organisational and policy level so that improvements are sustainable rather than limited to one ward.

What is the best way that health institutions can use to offer feedback to or get ideas from their clients?

Health institutions need to create multiple, accessible and safe platforms for patient and family feedback. These can include patient satisfaction surveys, suggestion boxes, structured patient interviews, family meetings, complaints-management systems and multidisciplinary forums. Importantly, collecting feedback is not enough.

> "My research is another achievement I value deeply because it was not simply an academic exercise"

Management must analyse the feedback, identify recurring issues, communicate what has been done and close the feedback loop. Patients should feel that their voices result in meaningful action. environment where people feel safe enough to reach for more.

What kind of skills and training should nursing management hopefuls pursue?

Aspiring nursing managers should develop a combination of clinical, managerial and interpersonal competencies. I would recommend training in leadership and management, financial and resource management, human-resource management, conflict resolution, emotional intelligence, quality improvement, clinical governance, research and evidence-based practice, data management and interpretation, labour relations, policy development and implementation, communication and negotiation, and change management.

I would particularly encourage nurses to develop research skills. My Master's research taught me that being able to identify a problem, investigate it systematically and translate evidence into practice is a powerful leadership skill.

What career achievements are you most proud of?

There are several achievements that I am proud of, but completing my Master's degree in Psychiatric Mental Health Nursing Cum Laude is particularly meaningful to me. I am also proud of my progression into nursing management and of being able to combine clinical nursing with public administration, leadership and research.

My research is another achievement I value deeply because it was not simply an academic exercise. It addressed a real challenge experienced by psychiatric nurses.

The study identified five key areas: environmental and structural limitations, patient-centred complexities, ethical and professional tension, organisational gaps and policy incongruence, and recommendations for policy and practice. I am particularly proud that the research has the potential to inform practical improvements in psychiatric nursing.

What are your personal career goals?

My long-term goal is to continue growing as a strategic nursing leader while remaining grounded in clinical practice. I would like to contribute to nursing service management at a higher level, participate in policy development, mentor emerging nursing leaders and contribute to research that addresses real healthcare challenges. I also want to see more of my research translated into practice, particularly through the development of practical and evidence-based policies and SOPs within psychiatric healthcare.

Ultimately, I want my career to demonstrate that nursing leadership can combine academic excellence, compassionate care, sound management and meaningful service improvement.

What daily performance goals are you setting for yourself?

Every day I try to achieve five things: ensure patient safety and quality care; support and guide my staff; identify at least one area that can be improved; make decisions based on evidence, policy and professional standards; and communicate effectively with patients, staff and multidisciplinary colleagues. I also ask myself: "What did I do today that made the service better than it was yesterday?"

What is the most required characteristic from a nursing manager?

I would say integrity. A nursing manager must be honest, fair, consistent and accountable, particularly when making difficult decisions. Staff observe how managers behave. If a manager expects accountability but does not demonstrate it personally, credibility is lost. Integrity also means doing what is right for patients even when it is difficult, while treating staff fairly and respecting their dignity.

How do you encourage your staff members when they express their fear?

I first listen and try to understand what is behind the fear. In psychiatric nursing, staff may experience fear because of aggression, difficult clinical situations, workload or uncertainty about their ability to manage a particular situation. I reassure them that acknowledging fear does not make them weak.

I then provide practical support, guidance and training where necessary. I also encourage teamwork. Staff should know that they do not have to face difficult situations alone. My approach is to transform fear into preparedness, competence and confidence.

Indicate your management style in one word.

Transformational.

What is a perfect management style, in your opinion?

I do not believe there is one universally perfect management style. The most effective manager is one who understands the situation, understands the people involved and adapts appropriately. However, I believe an ideal management approach should combine transformational leadership, emotional intelligence, accountability and situational flexibility. A manager must be able to inspire people while also holding them accountable.

What is a required management style?

A required management style should be situational and adaptive. Healthcare environments are dynamic. A manager may need to be directive during an emergency, participative when developing a policy, coaching when developing staff and transformational when leading organisational change. The ability to adapt while maintaining core values and standards is what makes leadership effective.

Who are you mentoring currently?

I believe mentorship should be part of everyday nursing leadership. I currently support and mentor nursing staff within my working environment, particularly professional nurses who are developing their leadership, clinical decision-making, documentation, accountability and management skills.

I also encourage nurses to pursue further education and professional development rather than waiting until they are formally appointed into management before developing leadership skills. My philosophy is that we should prepare nurses for leadership before the leadership position becomes available.

"My own journey has taught me that academic achievement and leadership are not about the title you carry"

What would you expect from your mentees when they reach their management level?

I would expect them to remember where they came from. I would want them to lead with integrity, remain approachable, develop other people and avoid becoming managers who only focus on authority. I would also expect them to be accountable, evidence-based and courageous enough to challenge practices that are not beneficial to patients. Most importantly, I would expect them to become mentors themselves. Leadership should create a cycle where one nurse develops another, who then develops someone else.

What advice would you give to nursing management hopefuls?

My advice is: Do not wait for the management position before you start behaving like a leader. Develop yourself now. Read. Study. Ask questions. Volunteer for projects. Understand policies. Learn about finance and human resources. Develop your communication skills. Learn how to manage conflict. Understand quality improvement and clinical governance. Most importantly, stay clinically grounded and never lose sight of why we entered nursing in the first place: to serve people.

My own journey has taught me that academic achievement and leadership are not about the title you carry; they are about the difference you are able to make. I would also encourage nurses not to underestimate research. My Master's research showed me that front-line nurses possess valuable knowledge about what works and what does not work in healthcare. When we listen to nurses and translate their experiences into evidence, we can improve systems.

CLOSING STATEMENT

My journey in psychiatric nursing has taught me that effective leadership is not about having all the answers. It is about creating an environment where people can contribute, patients are treated with dignity, problems can be identified honestly, and evidence can be translated into better practice. For me, nursing leadership is ultimately about people, purpose and impact.



"I believe mentorship should be part of everyday nursing leader-ship"



"Nurses are increasingly being recognized as vital voices"

Rebecca Akinyinka is a passionate young leader, writer, and community-driven changemaker committed to growth, impact, and meaningful human connection.

With a strong interest in leadership development, healthcare, and social engagement, she actively contributes to initiatives that empower young people and promote positive change.

She is deeply involved in youth and community-based projects, advancing SDG 3 and 13, while actively contributing her skills in communication, storytelling, content creation, and team collaboration.

Rebecca is a recipient of the Social Impact Award by LinkedIn Nurses and the University of Ibadan Students' Union Social Impact Award, in recognition of her contributions to social impact, leadership, and community development.

She is a Creative *Leader and a Writer*

She also has an academic background and growing knowledge in Public Health Nursing, and healthcare ethics, showing her commitment to both professional excellence and compassionate service.

Beyond academics and leadership, she is reflective, intentional, and driven by a desire to make her life count for something greater than herself.

Known for her sincerity, creativity, and willingness to serve, Rebecca continues to grow into a voice of influence among her peers while inspiring others through authenticity, resilience, and purpose.

Rebecca

When thinking of your career, what makes you wake up in the morning?
What makes me wake up every morning is the knowledge that I can make a difference in someone's life, no matter how small. Nursing gives me the opportunity to serve humanity directly, offer comfort in difficult moments, and become a source of hope to people when they are most vulnerable.

What is your greatest purpose about your nursing career?
My greatest purpose in nursing is to care for people with compassion while contributing to a healthcare system that values dignity, empathy, and excellence. My mantra is: "I want to be the kind of nurse I would want as a patient". I want to be a nurse who not only treats illnesses but also touches lives positively.

What is your vision about your career?
My vision is to become a highly skilled and impactful healthcare professional who combines clinical competence with leadership, advocacy, and continuous learning. I hope to influence healthcare beyond the bedside through education, mentorship, and service.

Where do you visualise yourself in the next three years?
In the next three years, I see myself becoming more experienced and confident in clinical practice, growing academically and professionally, and actively contributing to healthcare initiatives that improve patient outcomes and community wellbeing.

"I hope to influence healthcare beyond the bedside"

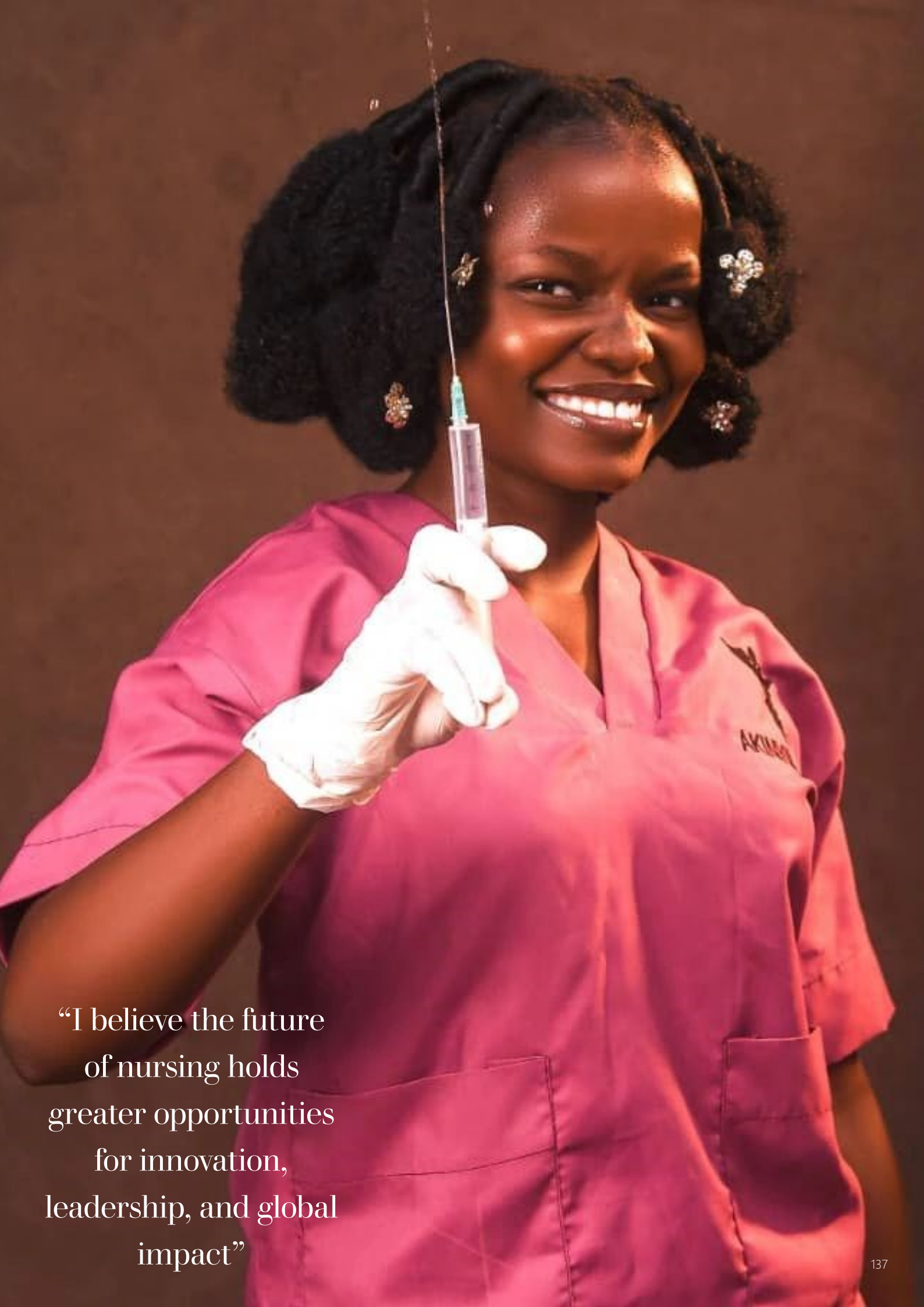
“I worry that many healthcare professionals may become overwhelmed”

What is your optimism about the future of nursing?

I believe the future of nursing holds greater opportunities for innovation, leadership, and global impact. Nurses are increasingly being recognized as vital voices in healthcare decision-making, and I am optimistic that the profession will continue to evolve positively.

What is your fear about the future of nursing?

One of my fears is that burnout, workforce shortages, and poor healthcare systems may affect the passion and wellbeing of nurses. I worry that many healthcare professionals may become overwhelmed if adequate support is not provided.



"I believe the future of nursing holds greater opportunities for innovation, leadership, and global impact"

"It will require resilience, adaptability, emotional intelligence, and lifelong learning"



“The realistic future of nursing is demanding but transformative”

How do you deal with issues that scare you?
I deal with fear by seeking knowledge, praying, reflecting, and reminding myself why I started. I also believe in learning from mentors, asking questions, and facing challenges one step at a time instead of allowing fear to control me.

Where do you see nursing in 10 years?
In 10 years, I see nursing becoming even more technology-driven, specialized, and influential. Nurses will likely take on more leadership roles in healthcare policy, digital health, critical care, and community health management.

What one ‘need’ and one ‘want’ will you strive to achieve in the next twelve months?
One "need" I will strive to achieve is professional growth through learning and skill development. One "want" I hope to achieve building stronger confidence in myself and my abilities as a future healthcare professional.

What does the realistic future of nursing look like?
The realistic future of nursing is demanding but transformative. It will require resilience, adaptability, emotional intelligence, and lifelong learning. Nurses will continue to face challenges, but they will also become more essential and respected in healthcare systems worldwide.

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 healthcare systems may become more demanding, advancements in technology, education, and awareness will also create better opportunities for nurses to grow, lead, and make impact.

What role are you playing in shaping the future of nursing?
I am shaping the future of nursing by committing myself to growth, compassion, learning, and service. I want to become a nurse who inspires trust, promotes excellence, and contributes positively to both patients and the healthcare community.

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


“Research
has become a way of
connecting the two
with practical
change”

Marthie Nel

A Woman on Fire

Briefly share about your academic background

I completed my BCur at Stellenbosch University and later returned to complete my Master's in Nursing. I have always been curious—I want to understand why things happen and, more importantly, what we can do differently. After living in Canada for ten years, I returned to South Africa wanting to make a difference.

I initially used music and performance to address HIV, including shows around World AIDS Day on 1 December in Stellenbosch. From there, my work expanded to issues such as bullying, TB and poverty.

I eventually wanted to find something measurable that could help us understand the cycle of poverty more clearly. Teenage pregnancy became one such marker and led to my Master's research into adolescent sexual health. Music is my breath. Nursing is how I care for people. Research has become a way of connecting the two with practical change.

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

Research leaves clues, and every clue can be added to the bigger pot of good. As nurses, we learn constantly. We pass knowledge from hands to heart, from one nurse to another and from experience to practice. But the real gold is making what we learn accessible and communicating it so that it can eventually flow into shared knowledge and better practice.

"It is about empowering nurses to be resourceful"

Florence Nightingale understood this. She reportedly wrote around 200 books, pamphlets and reports during her lifetime and became known not only as a nurse, but also for her work with statistics and data visualization.

She understood that observing something was not enough—knowledge had to be captured and communicated if it was going to change practice. For me, nursing is not simply about beds and technology.

It is about empowering nurses to be resourceful and ensuring that the environments in which they work are resourceful too. That means not merely providing a skeleton staff, but giving nurses access to the best equipment to protect themselves when moving and caring for patients, the best peers and partners, and finally, the best available knowledge.

We speak constantly about "best practice", yet many nurses outside universities do not have realistic access to academia and research. A nurse working independently cannot necessarily afford subscriptions to the resources she needs, and Google cannot be expected to have all the answers. Nurses are extraordinarily rich sources of practical experience.

Research allows those experiences to leave clues. When we capture them, investigate them and communicate them, they can flow into knowledge—and ultimately into evidence, best practice and better care.

What was the focus of your study/ research?

My research is, jokingly, about sex without orgasms. More formally, it focuses on adolescent sexual health: what adolescents know, what they actually do with what they know, and what influences their choices.

Research can sometimes measure a speck of dust while the whole room remains unexplored. I wanted a more comprehensive approach, which is why I used Bronfenbrenner's ecological theory.

Teenage pregnancy, HIV and poverty do not exist in isolation. Everybody wants to blame somebody while the teenager who is pregnant, HIV-positive or trapped in poverty continues to suffer while we decide: Who dunnit?

I wanted to start asking specific questions instead. Is it the child support grant that motivates people to have babies, as is so often claimed? Well, there are many different grants. What does the evidence actually tell us?

During my studies I found a substantial 2008 Presidency report that raised many fascinating questions and gave me insights into issues that seemed to receive little follow-up—for example, lack of birth certificates and birth registration. That is just one example of what becomes visible when you look through the different layers of Bronfenbrenner's model.

And then there is the wonderfully inconvenient reality that we are researching teenagers—and teenagers change their minds. You can ask, "Have you had sex?" and get "No." Turn the page and ask, "How was it?" and suddenly the answer is, "Good!"

We are human. Not everything about human behaviour can be captured in a questionnaire. But asking better questions is a start.

What is a pivotal point of your research?

Perhaps the pivotal point is that knowledge is not enough—and that itself is not a new finding. Ida Asia found the same thing in her 2004 study. My research adds another piece to that bigger picture. Adolescents can know about HIV and still perceive their own risk differently: HIV can happen to everybody else, but "I won't get it."

Future plans matter enormously because young people need something they believe is worth protecting. Parents still matter, even in a world of technology. Teachers matter too. Life Orientation can be an extraordinarily important source of information, but uncomfortable pages can be skipped. The teachers who are willing to speak openly and honestly can make a real difference. Friends, interestingly, may not have quite the enormous influence we sometimes assume.

For me, though, the pivotal point goes deeper than sexual-health knowledge. Teenagers are not dumb. Sometimes they have simply run out of options they can imagine.

That brings us back to poverty, family and belonging. Young people are looking for love, security and a place in the world. Family structures are complicated across society: families with resources may begin with two parents and later experience divorce; poorer families may begin with one parent, with grandparents or blended and extended families becoming central to raising children. So the question becomes bigger than: "Do teenagers know how pregnancy or HIV happens?"

It becomes: What future can this young person see? Who helps them imagine it? Who believes in them? What real choices are available to them? Knowledge matters. But knowledge needs somewhere to go.

What do you seek to achieve through your findings?

I want to empower the Michael Jacksons to do their jobs: to sing like yellow canaries in the coal mine, drawing attention to social problems so that the Mother Teresas working on the ground can respond. In South Africa, because of our demographics, so many of those affected are children. But identifying problems is not enough.



“My research adds another piece to that bigger picture”


Drostdy
LIFT
STDY THEATRE
BIRDSTREET
SEPH CLARK
NDERCOVER
BEAUTIFUL
WORLD
WEDNE
24 SEPT
AT 3PM



“Prevention is enormously powerful and, in my view, greatly underestimated”

In South Africa, because of our demographics, so many of those affected are children. But identifying problems is not enough. We also need to find the Richard Bransons who can turn ideas into jobs, opportunity and prosperity, and the Einsteins who can help us find better solutions.

I want my research findings to become useful outside academia—connecting artists, health-care workers, communities, entrepreneurs and problem-solvers. We already have condoms—even strawberry-flavoured ones.

We already tell people to use them. Gregory Barz documented people singing essentially the same message: if you knew what we know, you would wear condoms like you wear shoes. Yet people still do not consistently use them.

That is exactly the problem. We cannot keep applying short-term solutions to long-term human realities. Sexual attraction is not going away.

If we are serious about preventing unintended teenage pregnancies, we need solutions that work within real human behaviour—including longer-term contraceptive options such as the Mirena—while also addressing dreams, poverty, relationships and the futures young people can imagine for themselves. Ultimately, I want research to move from identifying problems to creating choices, opportunities and workable solutions.

As a Graduate what id your contribution in the Nursing field?

I hope my contribution is to leave enough questions behind to inspire the next generation of nurses to stay curious. AI is evolving, but so are we. Nursing still functions at that extraordinary intersection where humans meet and remain human—while still being completely dependent on something as fundamental as oxygen entering the lungs and a heart continuing to beat. Nurses are part of the magic in that space that cannot simply be replaced. We need to hold on to that.

I also think we have spoken enough about burnout and management as though those define nursing. Every nurse is a servant leader. We matter in the world of every person we encounter, often in moments that person will remember long after we have forgotten them.

And nursing needs to move further beyond hospitals and clinics and into the world of prevention. Prevention is enormously powerful and, in my view, greatly underestimated.

Nurses have knowledge that belongs not only at the bedside, but in schools, homes, communities and wherever people are making the everyday decisions that eventually determine their health.

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

I have written books—including Care First, Feet First and a book on ADHD. For me, they are all ultimately about the Hero’s Journey and how we walk alongside one another while being absolutely imperfect and perfectly human.

I think everybody has a book in them, but somehow we think we need permission to write it. Don’t wait. Do. Writing is one of the ways we reach out and take hands with people we may never meet.

That matters for nursing education too. Nurses carry enormous amounts of lived knowledge, stories and practical wisdom. When we write it down, the next generation does not have to start from zero.

I still want to get my hands on Charlotte Searle’s doctoral thesis on the history of nursing. That work itself demonstrates what happens when a nurse captures what came before her so that those who follow have somewhere to begin.

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

If I could influence one nursing policy, I would put the school nurse back onto the school staff. I have seen what happens when a school has a champion nurse or clinic nurse who becomes part of the family—someone who walks the corridors, knows the learners and has a feeling for what is happening long before it becomes a crisis.

We have enormous problems to manage in South Africa, but too often we wait until people reach middle age, already carrying years of damage and often already burnt out, before we try to intervene.

I lived in Canada for ten years and saw what a difference basic, fundamental health education can make when it is not a slapped-on extra, but an integral part of the culture of growing up. That is what a school nurse can provide.

At present we need countless Band-Aids, programmes and policies to address problems after they have developed. I believe that having that consistent, caring health professional—almost a mother figure—embedded in every school could prevent or identify many problems at their beginning and ultimately strengthen entire communities.

Teachers are often expected to fill that gap now, but their focus, training and talents lie elsewhere. Let teachers teach. Put nurses back where children are growing up.



"Specialist nurses are often well placed to influence services"

Bolanle

Bolanle Oderemi, RN, BSc (Hons), MA Candidate, is a Clinical Nurse Specialist in Pain Management within the NHS in England. She has nearly a decade of nursing experience across Nigeria and the United Kingdom.

Her interest in pain management developed while working in the Post-Anaesthetic Care Unit and later led her into specialist acute pain practice. She now leads the nursing component of a multi-disciplinary Persistent Pain Management team.

Bolanle holds a BSc (Hons) in Nursing Studies and is nearing completion of a Master of Arts in Nursing. She has also completed physical assessment training and Master's-level Advancing Non-Medical Prescribing training and practices as an Independent and Supplementary Non-Medical Prescriber.

Her work brings together specialist clinical practice, patient education, multidisciplinary working and service development. Beyond clinical practice, she has experience in nursing education, quality improvement and NHS governance, including previously serving as an elected Staff Governor for the Nursing and Midwifery constituency.

Her future interests include clinical leadership, research and professional doctoral study, with an aim of contributing to the development of pain nursing practice and improving patient care.

"I became increasingly interested in how different people experienced pain"

A Pain Management Specialist

What is your specialty?

My specialty is pain management, and my current focus is persistent pain. I work as a Clinical Nurse Specialist in Pain Management and lead the nursing component of a multidisciplinary Persistent Pain Management team.

My interest in pain deepened while I was working in the Post-Anaesthetic Care Unit (PACU), where postoperative pain was part of everyday practice. I became increasingly interested in how different people experienced pain and responded to treatment.

Two people could have similar procedures and yet need very different approaches. That curiosity led me into specialist acute pain practice and later into persistent pain management.

What I find most interesting about the specialty is its complexity. Pain has a habit of keeping clinicians humble. It does not always fit neatly into textbook boxes. In persistent pain, the aim is not always to promise a pain-free life.

That can be unrealistic and sometimes unhelpful. Much of our work is about helping people understand their pain, improve their function, make informed treatment decisions and regain as much control over their lives as possible.

What is your role in nursing?

I am a Clinical Nurse Specialist in Pain Management in the NHS and lead nursing component of a multidisciplinary Persistent Pain Management team. My role combines specialist clinical practice with education, service development, leadership and multidisciplinary working. I assess people living with persistent pain, review their treatment and medicines, identify where intervention may help, provide education and support shared decision-making.

I am also an Independent and Supplementary Non-Medical Prescriber. This gives me greater autonomy within my scope of practice and allows me to contribute more directly to medicines optimization and treatment decisions.

A significant part of specialist nursing is translating complex information into something that makes sense to the person sitting in front of you. It is one thing to understand pharmacology, pain mechanisms and clinical guidance. It is another way to explain them in a way that helps someone make meaningful decisions about their own care.

What I particularly enjoy about the CNS role is that it sits at the intersection of clinical expertise and service improvement. You are caring for the person in front of you, but you are also constantly asking whether the system around that person could work better.

And once you become a specialist nurse, people do start bringing you the complicated questions. Sometimes you know the answer. Sometimes your job is knowing where to find it.

What motivated you to pursue your specialty?

My interest in pain developed gradually rather than through one dramatic moment, but working in PACU was where it really deepened. Postoperative pain was part of everyday practice, and I became fascinated by how differently people responded to the same procedure, the same analgesics and the same recovery pathway.

Pain is universal, but the experience of it is incredibly individual. I found myself wanting to understand more than simply which analgesic to give next. Working in acute pain strengthened that interest considerably. I gained experience with complex analgesia, opioids, patient-controlled analgesia, regional techniques, medication review and support clinical teams with difficult pain presentations.

Moving into persistent pain felt like natural progression. It allowed me to consider pain beyond the immediate postoperative period and explore its wider physical, psychological and social impact. Persistent pain asks you to look beyond the prescription chart.

You must think about function, beliefs, previous experiences, psychological wellbeing, social circumstances and what the person wants their life to look like. That complexity suits the way I think clinically. I enjoy asking questions, connecting different pieces of information and trying to understand the person, not just the diagnosis. Pain management also keeps you humble. The human nervous system is very good at reminding clinicians that it has not necessarily read the same textbook we have.

How did you reach the level of being a nurse specialist?

There was no single leap from general nursing to specialist nursing. It has been a gradual combination of clinical experience, education, increasing responsibility and deliberately seeking opportunities to develop. I began my nursing career on a surgical ward in Nigeria before moving to the United Kingdom, where I worked in the Post-Anaesthetic Care Unit.

As part of progressing to amore senior level within PACU, I also completed a period in intensive care, which gave me valuable critical-care experience. Working across two healthcare systems and caring for people from very different backgrounds has also shaped the way I practice.

As my career progressed, I moved into specialist acute pain practice. There, I developed my knowledge of pain assessment, analgesic medicines, complex pain presentations, opioid stewardship and supporting colleagues with challenging cases.

Alongside clinical experience, I completed a BSc (Hons) in Nursing Studies, physical assessment training and Master's -level Advancing Non-Medical Prescribing training. I am also nearing completion of my Master of Arts in Nursing.

Qualifications matter, but becoming a specialist is not simply a matter of collecting certificates. It also takes experience, clinical judgement, knowing the limits of your own expertise and becoming comfortable with greater responsibility.

I have also deliberately developed beyond clinical practice through teaching, quality improvement, service development, practice assessment and governance work. If I had to sum up the journey, it has been less of a ladder and more of repeatedly saying yes to opportunities that stretched me, followed occasionally by wondering why I had voluntarily created more work for myself

How do you differ from a general nurse?

I would describe the difference as one of depth rather than value. General nursing provides essential breadth of knowledge and skill across many conditions and patient needs. Specialist nursing takes one area of practice and goes much deeper into it.

As a pain specialist nurse, I need advanced knowledge of pain assessment and management, including complex pharmacological and non-pharmacological approaches. I support difficult clinical decisions, provide specialist advice, review medicines, educate patients and colleagues, and contribute to treatment planning and service development.

Specialist nurses may also work with greater autonomy, depending on their role and scope of practice. However, specialist practice is built on general nursing. I still rely on the same fundamentals every day: communication, clinical observation, advocacy, compassion, patient education and recognizing risk.

So, I think of it as breadth versus depth, rather than one role being more valuable than the other. General nursing gives you the foundation. Specialist nursing asks you to keep digging into one area until people start appearing at your door with the questions nobody else wants.

What other opportunities can you explore as a specialist?

Specialist nursing can open doors in far more directions than many nurses initially realize. There are opportunities in advanced practice, consultant nursing, nursing, prescribing, highly specialized services, research, education, service leadership, clinical governance and policy.

Specialists can also contribute beyond their immediate organization through professional bodies, advisory groups, guideline development and regional or national networks. One area I find especially important is leadership.

Specialist nurses are often well placed to influence services because we understand both frontline patientcare and the practical problems that can make good care unnecessarily difficult. My own interests extend beyond direct clinical practice into leadership and governance.

I previously served as an elected Staff Governor for the Nursing and Midwifery constituency within an NHS Foundation Trust, where I contributed to organizational governance, senior appointments and leadership appraisal. That experience gave me a wider view of how decisions made at organizational level can ultimately affect both staff and patient care.

My next academic goal is to undertake a professional doctorate (DProf), focused on work that can directly improve clinical practice and services. The exciting thing about specialist nursing is that expertise does not have to trap you in one narrow role. If anything, it gives you more doors to choose from.

How do you contribute towards nursing research?

My contribution to research currently sits at the intersection of evidence, clinical practice and service improvement. I believe research reaches its full value when it changes something meaningful for patients. That might mean influencing a treatment decision, improving a pathway, challenging established practice or helping a service understand whether its work is actually making a difference.

During my Master's degree, I developed my knowledge of research methodology, critical appraisal and evidence-based practice. In clinical roles, I have contributed to audit, quality improvement, pathway development, patient information and work involving patient-reported outcome measures.

Within persistent pain, I am particularly interested in how we measure outcomes that matter to patients. Pain intensity alone does not always tell us whether someone's life has improved. Function, confidence, self-efficacy, quality of life and progress towards personal goals can sometimes tell us much more.

I see nursing research as broader than publishing papers. Nurses contribute by identifying unanswered clinical questions, collecting and interpreting data, evaluating services, challenging practices that are not supported by evidence and helping research findings become usable in everyday clinical care.

I hope research will become an increasingly significant part of my career, particularly through doctoral work that connects pain management, clinical practice and service improvement. There are plenty of unanswered questions in pain management, so I do not think I am likely to run out of material.



"Specialist nurses may also work with greater autonomy, depending on their role and scope of practice"



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

San

San Sisanda Potye is the Founder and Managing Director of Ezempilo Primecare, an occupational and primary healthcare provider based in North West and Gauteng. San also owns an ambulance business

"I coach my staff through real encounters rather than only in a classroom setting"

“I no longer need to be in the office full-time”

How many staff members are you responsible for?
Right now I have eight permanent employees and one intern, plus four part-time nurses and nine part-time EMS crew members. That’s a team of twenty-one people across the clinic and our EMS pillar.

What virtues do you endorse among your staff members?
Critical thinking, kindness, and ambition. I want people who have growth plans for themselves, not just for the business. I believe strongly in self-development—the more knowledge you have, the more you’re able to contribute to your patients, and regulations in this field change constantly, so staying current isn’t optional.

What causes your day to be hectic?
Back-to-back meetings that come up randomly, or a complaint—though that’s rare—or a genuine emergency. On top of that, I’m doing my MBA, so submissions and academic deadlines land on top of everything else. Honestly, it depends entirely on the day.

When do you knock off?
I don’t keep a fixed schedule anymore. I no longer need to be in the office full-time—my team can run the clinics without me for a month at a stretch if they need to. I go in when I’m required, and I put in early mornings when a deadline needs pushing.

How often do you take your workload home with you?
Never, unless it’s genuinely out of my control.

How do you ensure that your meetings with your team bring forth effective results?
We work on peer review—every task I assign has one person responsible for doing it, and another staff member responsible for checking that it actually gets done. Building that accountability into the structure keeps meetings from becoming just talk.


“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 do you deal with misunderstandings between your team members?
I hear both sides separately first. Then I bring everyone together once I actually understand what happened, and we resolve it from there.

What emotional intelligence strategies do you usually apply if need be?
I make a point of complimenting good work, so feedback in this clinic isn't only ever negative. I also try to make the workplace a nice place to be—gifts on mental health days, on Women's Day, buying the team lunch when they've performed well. Once a year, everyone goes on an all-expenses-paid weekend trip, on me.

What is your coaching approach?
A lot of it happens in the room, with patients—I coach my staff through real encounters rather than only in a classroom setting. Leading by example, in the moment, is where most of the actual mentoring happens.

What tone of voice do you use when you are feeling vexed?
I never shout at my team. I can get firm to make sure a point lands and to show how serious a situation is, but it stays firm—never raised.

How do you handle your deadlines?
I don't work to fixed hours. When a deadline is close—whether it's for the clinic or for my MBA—push through early mornings rather than trying to force a routine that doesn't fit how the work actually comes at me.

Who do you run to when you are faced with work-related pressures?
God, first—I 'm Christian, and that's who I turn to when I am overwhelmed. After that, I have incredible friends, a partner, and family I can always talk to.

What exclusive personality do you, subconsciously, influence your subordinates with?
The belief that they can think bigger than their job title. Believe in yourself, have goals, have ambition. Several of my staff have started their own companies while working for me, and I support that fully—as long as it doesn't compromise the quality of their work here.

What anticipated impartation do you make towards your staff members?
Fair pay, a workplace that actually feels good to be in, and I run an anonymous employee happiness survey every year to keep myself honest about it. I want them to leave better than they arrived—whether that's within Ezempilo or wherever they go next.

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



"Fashion is a beautiful way of expressing confidence and personality"

"I want my style to encourage young people"

SIMPLICITY IS HER SECRET

amola

Who is Damola?
I am Ms. Adedamola (a.k.a Damola) Abiodun from Oyo State, Ibadan Nigeria, a student nurse with a deep passion for compassionate healthcare and personal development. My journey in nursing has been driven by a genuine desire to make a positive impact in people's lives through quality care, empathy, and continuous learning.

Alongside my academic journey, I have explored opportunities in modelling and brand representation, allowing me to express creativity while maintaining professionalism. I believe that excellence is built through consistency, discipline, and a willingness to grow, and those values continue to shape both my career and personal life.

Are you into fashion, modelling, advertisement, makeup art, or photography?
Yes, I have a strong interest in fashion and modelling. I also enjoy participating in brand advertisements and creative photography. Fashion is a beautiful way of expressing confidence and personality, while modelling gives me the opportunity to inspire others to embrace themselves with grace and confidence.

What makes you so photogenic?
I believe being photogenic is less about physical appearance and more about confidence, authenticity, and comfort in front of the camera. When I smile genuinely and stay relaxed, it naturally reflects in my photographs.

What inspires your stylish looks?
My style is inspired by simplicity, elegance, and confidence. I enjoy outfits that are classy, timeless, and comfortable while still reflecting my personality. I believe true style is about wearing what makes you feel confident rather than simply following trends.

What is your goal for your trendy looks?
My goal is to show that elegance and modesty can exist together. I want my style to encourage young people, especially women, to embrace confidence, self-respect, and authenticity while expressing themselves through fashion.

What is your secret to your elegance?
My secret is simplicity, good grooming, confidence, and carrying myself with kindness and humility.

Elegance is not just about appearance, it is also reflected in attitude, character, and the way you treat others.

How often do you exercise or go to the gym?

I try to stay physically active whenever my schedule allows. Although nursing school can be demanding, I believe maintaining good health through exercise and proper self-care is important for both physical and mental well-being.

8. What do you hope to accomplish with your elegant photographs?

I hope my photographs inspire confidence, positivity, and self-acceptance. I want people to see that beauty comes from confidence, authenticity, and carrying yourself with purpose.

9. Would you model any kind of clothing at all?

No. I carefully choose the brands and outfits I represent. I prefer clothing that aligns with my personal values, professionalism, and modest sense of style.

What is your go-to outfit?

My go-to outfit is a well-tailored dress or a smart two-piece outfit paired with simple accessories. I appreciate clean, elegant looks that are both fashionable and comfortable.

Do you like shopping for new clothes?

Yes, I do. I enjoy shopping for quality pieces that are versatile, timeless, and reflect my personal style rather than buying every new trend.

Do you read fashion magazines? Why?

Yes. Fashion magazines expose me to new ideas, styling techniques, and industry trends. They also inspire creativity while helping me appreciate the artistry behind fashion and photography.

What is your most valuable piece of jewellery?

Rather than focusing on monetary value, my most treasured jewellery pieces are those with sentimental meaning because they remind me of important moments and the people who matter most.

Have you ever made your own clothes?

Not professionally, but I enjoy contributing ideas to custom designs and working with skilled fashion designers to create outfits that reflect my personal style.

What's your favourite piece of clothing?

I love elegant dresses because they are versatile, timeless, and allow me to express confidence with simplicity.

What are some of the strangest fashions you have seen?

Fashion is constantly evolving, and some trends are certainly bold and unconventional. While I appreciate creativity,

"I love elegant dresses because they are versatile"



"I hope my photographs inspire confidence, positivity, and self-acceptance"



"I personally prefer styles that remain elegant, practical, and timeless"

"I also hope to continue growing my presence in modelling and brand representation"

I personally prefer styles that remain elegant, practical, and timeless.

What colours do you think look good on you?

I love neutral tones such as white, black, beige, and earth colours. Rich shades like emerald, green, burgundy, and royal blue also complement my complexion beautifully.

What kind of clothes are in fashion now?

Classic tailoring, minimalist designs, monochrome outfits, coordinated sets, and sustainable fashion are currently very popular. I believe timeless fashion always outlasts temporary trends.

Do you ever go out without makeup? What does it feel like?

Yes, I do. I am comfortable without makeup because confidence begins with self-acceptance. Makeup enhances beauty, but it should never define it.

Is nursing your corridor or your destiny? Why?

Nursing is more than a career for me—it is a calling. It gives me the opportunity to care for people during some of the most vulnerable moments of their lives. The ability to make a positive difference through compassion, knowledge, and service is what makes nursing deeply meaningful to me.

Where do you see yourself ten years from now?

In ten years, I see myself as an accomplished nursing professional, contributing to healthcare through excellent clinical practice, leadership, mentorship, and continuous learning. I also hope to continue growing my presence in modelling and brand representation, using both platforms to inspire confidence, professionalism, and positive impact.

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

I would build a personal brand that promotes healthcare, wellness, professionalism, and confidence. I envision collaborating with healthcare organizations, fashion and beauty brands, wellness companies, and public health campaigns that align with my values.

Through education, advocacy, modelling, digital content creation, and entrepreneurship, I hope to demonstrate that healthcare professionals can successfully combine compassion, professionalism, and creativity to build meaningful influence and sustainable wealth.

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As a nurse, looking good fills me with confidence which in turn it reflects in how I care for my patients. When I am well-groomed and put together, patients often feel more comfortable and reassured around me. It's not about being perfect or looking glamorous, it's simply about looking fresh, professional and approachable. Sometimes, even a smile and looking your best can make a patient's day feel a little brighter. And these are my daily beauty essentials.

SR SIYANDA

And Her Essential Makeup Items



ESTEE LAUDER: Foundation



MAC: Highlighter



REVLON: Mascara



REVLON: Concealer & Contour



BURBERRY: Goddess (scent)



ESSENCE: Eye Pencil

Million Red





DESCRIPTION

Hotter, louder, bolder. Discover Million Red for Her: the intensely seductive signature captured in a new gourmand addiction.

So magnetic and sensual, she's dangerously desirable. This enticing fragrance of absolute temptation embodies glamour with a juicy, fresh, yet delectably creamy twist.

More tempting than ever, velvety coconut blends with sun-kissed ylang and ylang and rich vanilla in a sexy feminine signature that's impossible to resist.

Fragrance Description
Sexy in a snap. A twist on the iconic signature with an addictive ambery fruity Eau de Parfum. Tropical freshness melts into vanilla and ebony wood.

Prive Cuir Nu





DESCRIPTION

Discover ARMANI/PRIVÉ's new Haute Couture fragrance, CUIR NU, an ultra-premium composition inspired by raw leather on bare skin.

A warm and spicy fragrance with Leather Accord, Smoky Coffee, and Rose Damascena

Notes of rich leather, precious oud, roasted coffee and elegant rose blend into a sensual, addictive trail.

PERFUMER'S WORDS To interpret the contrasting duality of naked skin, I imagined a musky Suede leather revealed by a full-bodied and roasted sensuality. — Delphine Lebeau, Perfumer.



KHANYA NURSE DRESS

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THE ROYAL PORTFOLIO

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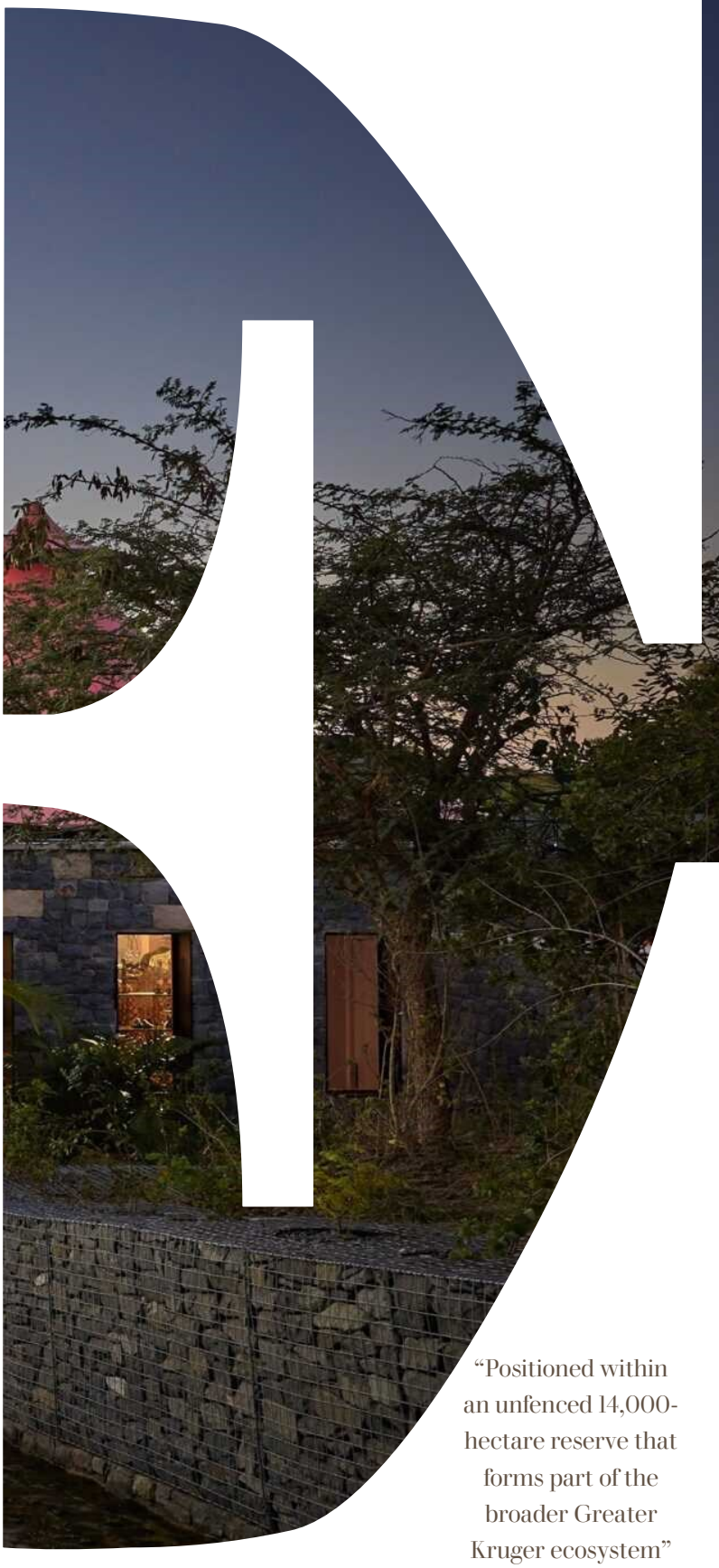


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OVERVIEW

Royal Malewane is located within the Greater Kruger National Park in Limpopo, South Africa, one of the largest and most biodiverse protected wilderness areas on the continent. Positioned within an unfenced 14,000-hectare reserve that forms part of the broader Greater Kruger ecosystem. The nearest airport is Hoedspruit (Eastgate), approximately 45 minutes away, with connections from Johannesburg O.R. Tambo International. For guests travelling to Royal Malewane, both road and charter flight transfers are available.

The two air conditioned Royal Suites at Malewane Lodge each feature two expansive en-suite bedrooms on either side of a generous living and dining area, with private services including a private chef, host and private safari vehicle with a Field Guide and Tracker. A sprawling private deck with a heated pool and a thatched outdoor sala overlooks the wilderness, offering guests the luxury of total exclusivity.



"Positioned within an unfenced 14,000-hectare reserve that forms part of the broader Greater Kruger ecosystem"







SAUDADE

Vilanculos Mozambique





Perched along the shoreline of Vilanculos, Mozambique, Saudade settles itself like a pearl upon the eternal expanse of azure, where dreamy seaside holidays are had. wooden floors, glass sheets, long material rugs, low comfortable seating, and restrained wooden sculptures.



OVERVIEW

Saudade consists of five mammoth suites and is the perfect spot beside the Indian Ocean, ensconced in the bliss of Mozambique, to luxuriate into the memorable tropical beach holiday of your dreams.

Having access to the beach and all of its activities. Being catered to around the clock by the truly exceptional staff that tend to your every need. Including the incredible meals and wonderful island excursions by boat.

All you have to do is show up on the shoreline right in front, climb aboard and sail off for a day's adventures around the Archipelago Islands. Lunch picnics prepared and snorkel kit packed. Fishing rods ready to cast out for that catch of the day.

And should you wish to indulge in a memorable private gathering of friends and family, Saudade can be reserved on an Exclusive Use basis, in which case we can accommodate as many as sixteen of your clan with the addition of a really cool bunk room for the younger ones."

www.saudademozambique.com







"Keep a little of the evening unfinished"

Save Me a Seat



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

There is a chair at the Christmas table that belongs to the nurse working today. Maybe everyone has already eaten by the time they arrive.

The children have opened their presents, somebody has gone home, the good dessert is almost gone and the family photographs were taken hours ago.

They missed it again.

Nursing asks families to become flexible in ways most people never have to consider. Birthdays move. Dinners wait. Phone calls happen from parking lots. Christmas morning may be celebrated on Christmas Eve, December 26 or whenever everybody can finally be in the same room.

Over time, missing enough moments can create its own kind of guilt.

We apologize for the shift we could not change, the gathering we arrived late to and the tradition everyone had to rearrange. The people who love us may understand our work and still miss us terribly. Both things can be true.

Relationships during the festive season do not need perfection. They need room for honesty.

Tell people when you are tired instead of pretending you have enough energy for one more thing. Ask your family to save dinner instead of insisting they wait.

Send the voice message from the parking lot. FaceTime for five minutes from the break room. Celebrate on another day without treating it like a consolation prize.

If you love a nurse who is working through the holidays, save them more than a plate.

Save the story everybody laughed about. Take the photograph when they finally walk through the door. Keep a little of the evening unfinished. Let them know their absence was noticed without making them feel guilty for where they had to be.

Most of us will not remember whether Christmas happened exactly according to plan.

We remember who made room for us when we finally got there.

Save me a seat.

"We apologize for the shift we could not change"



"Christmas is about love, service, gratitude, and being there for others"

A Christmas Special with SIYANDA SERWALO

Siyanda Serwalo is a professional nurse based in Midrand, Johannesburg, serving in the Primary Health Care (PHC) sector. She is deeply committed to patient care and passionate about the role of education in strengthening the nursing profession.

Currently, she is pursuing a Postgraduate Diploma in Nursing Education, equipping herself to contribute to the growth and development of future nurses.

Beyond her clinical and academic work, Siyanda is a public speaker with a strong passion for young girls' empowerment.

Each year, she is invited as a speaker at the University of Pretoria residences during their Women's Day events, where she inspires and motivates young women to embrace their potential and pursue their dreams.

Her faith in Christ is central to her journey, shaping her values of compassion, service, and integrity. She views nursing as a profession of purpose ,one that allows her to serve others while living out her values.

Siyanda is also the founder of Jireh, a mobile soup kitchen that provides meals to underprivileged communities. Through Jireh, she demonstrates her commitment to social justice and community upliftment, ensuring that vulnerable groups receive both nourishment and hope.

She believes that personal image is a vital aspect of identity, a reflection of how one wishes to be perceived. For her, maintaining a professional and authentic image is key to building trust and respect in both personal and professional spaces.

Siyanda also believes in womanhood and celebrates women looking and feeling beautiful in whichever way they find comfort and confidence.

"I would love to spend every moment with my family"

Where are you going to spend your holiday season? At work or at home? Why?

I will be spending part of my holiday season at work. As a nurse, I know that illness does not take a holiday, and patients still need care and compassion during the festive season.

While many people are celebrating with their loved ones, I feel privileged to be in a position where I can make a difference in someone's life when they need it most. Of course, I would love to spend every moment with my family, but serving others has always been close to my heart.

Whether it is caring for my patients at the clinic or reaching out to the community through Jireh Mobile Soup Kitchen, helping people brings me a sense of purpose and joy. When my shift is over, I look forward to going home, sharing a meal, laughing with my family, and making the most of the time we have together. For me, Christmas is about love, service, gratitude, and being there for others, both at work and at home.

Who are you going to spend it with and why?

I am going to spend it with my family, close friends, colleagues at work, and members of my community. Each of them plays an important role in my life, and I value love, support, and encouragement they give me throughout the year. Being surrounded by people who genuinely care about me makes the festive season even more meaningful.

What do you enjoy the most around Christmas time?

Seeing people come together in love and gratitude. I love family gatherings, sharing meals, laughing together, and creating memories. I also enjoy giving back to those who are less fortunate because Christmas is a time of compassion, generosity, and spreading hope.

What makes your holiday season the most enjoyable?

The opportunity to spend meaningful time with the people I love while also giving back to the community. As the founder of Jireh Mobile Soup Kitchen, one of the highlights of my Christmas season is organizing our soup kitchen outreach and food hamper giveaways for families in need.

There is something incredibly rewarding about seeing smiles on people's faces, sharing a warm meal, and knowing that, even in a small way, we are bringing hope and joy to someone during the festive season.

Christmas reminds me that the greatest gifts are not the ones wrapped under a tree, but the kindness, love and support we share with others. Together with family gatherings, laughter, good food, and creating beautiful memories, these acts of giving make my holiday season truly meaningful and unforgettable.

How colourful will your Christmas season be?

My Christmas season will be full of colour, joy, and positivity. From festive decorations and beautiful outfits to family photos, music, and celebrations, I plan to make it vibrant, memorable, and filled with happiness. I enjoy embracing the festive spirit and creating moments worth remembering.

What is your Christmas shopping culture?

I prefer shopping early and buying gifts with meaning rather than simply spending money. I enjoy choosing gifts that show appreciation and thoughtfulness because I believe it is the intention behind the gift that matters most. I also make it a priority to include food and essential items for families who may need support during the festive season.

How important is your family around this season?

My family is extremely important during this season. They are my greatest support system, my source of strength, and the people who keep me grounded. Christmas gives me an opportunity to slow down, appreciate them, and spend quality time together. The memories we create during this time are priceless and stay with me long after the holidays are over.

How are you going to cross over to 2027?

I plan to cross over into 2027 prayerfully and with gratitude. I would like to spend the evening reflecting on the blessings, lessons, and achievements of 2026 while celebrating with family and loved ones. I want to enter the new year with a thankful heart, renewed faith, and excitement for what lies ahead.

What are your plans for 2027?

My plan for 2027 is to continue growing personally, professionally, academically, and spiritually. I want to further my studies, strengthen my nursing career, and expand my knowledge and skills so that I can provide even better care for my patients and make a greater contribution to healthcare. I believe that learning never stops, and I am committed to investing in my academic growth and lifelong development.

I also hope to expand the impact of Jireh Mobile Soup Kitchen by reaching more families through our outreach programmes and food hamper initiatives. In addition, I want to continue empowering young women through public speaking, mentorship, and community development projects.

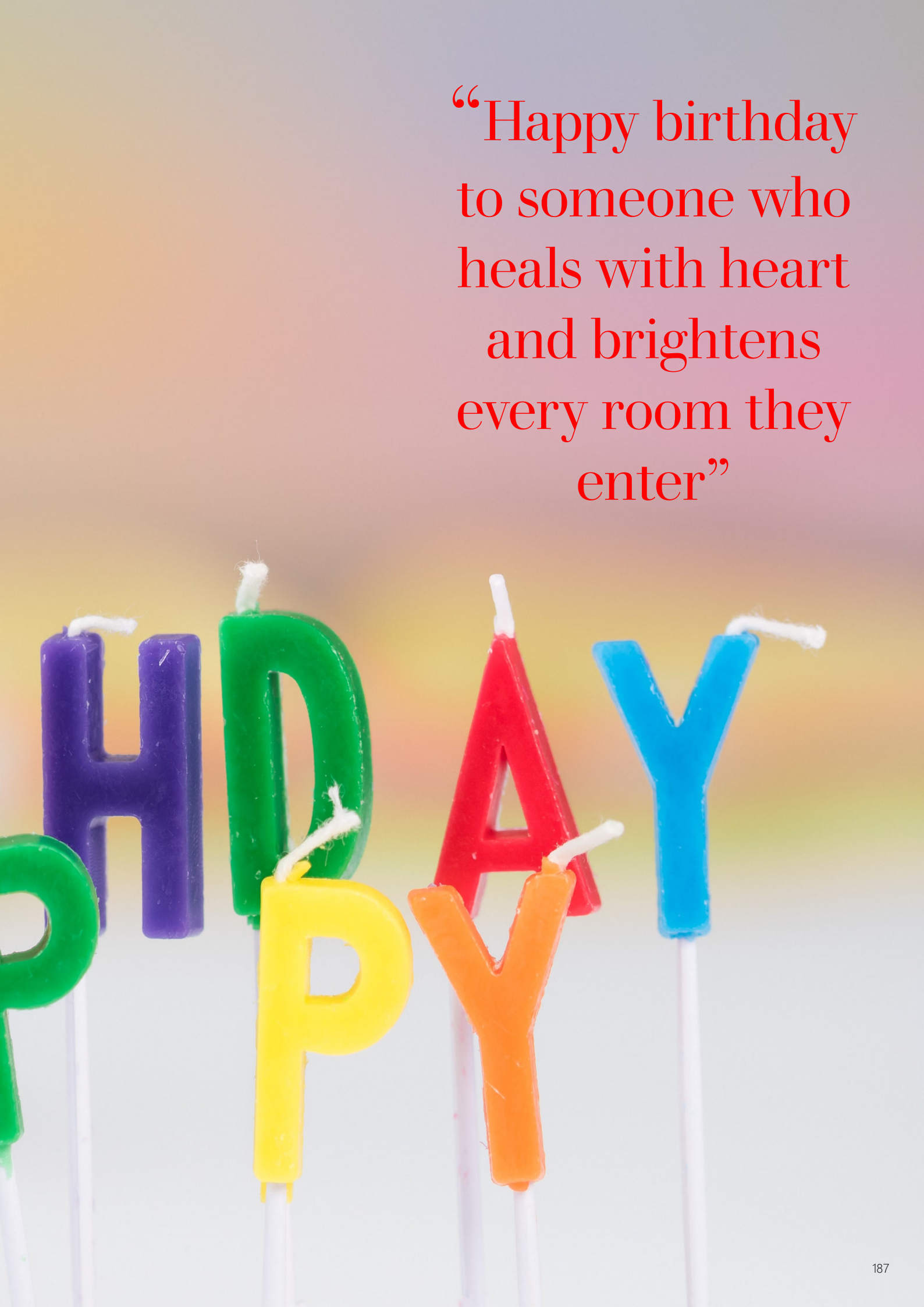
Most importantly, I want to remain faithful to my purpose, embrace every opportunity for growth, and continue making a meaningful difference in the lives of others while trusting God to guide my journey every step of the way.

"My Christmas season will be full of colour, joy, and positivity"


“Christmas gives me an opportunity to slow down”

To All The Nursing Stars Whose Birthday Is between October, November, December and January




“Happy birthday to someone who heals with heart and brightens every room they enter”


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TRUST ME
Niacinamide Serum
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Acne prone skin
30 ml / 1 OZ


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