

Skribble

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Inspiring Stories of Social Entrepreneurship

Innovating for Impact



COVER STORY

REFLECTIONS OF A SOCIAL
ENTREPRENEUR
By Achenyo Idachaba-Obaro

CELEBRITY GUEST

MISS TANYA,
the Burkinabe Music Superstar

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Michael Gardens Restaurant

Perfection is not a destination but a Journey. Michael Gardens Restaurant is a sight to behold within the context of the busy city heart of Port-Harcourt. Located in the biggest mall in Port-Harcourt, and features a wonderful vintage-modern bar.



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PERU: The Fake Birds Of Macchu Picchu

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SOME OF THE PEOPLE WHO HELPED CREATE THIS MAGAZINE



LANRE LAKUNLE-OSENI

Lanre currently works as Head of Talent Management, coordinating Recruitment and Learning & Development. She has a B.Sc in Economics from Lagos State University, Ojo Lagos State, and an MBA from the National Open University in Human Resource Management. An experienced Human Resource Professional, with over 13 years of experience in various spheres of organizational management. A change manager, writer and seasoned facilitator and faculty member of many training academies in Nigeria. A Professional Member of the Association of Outsourcing Professionals of Nigeria (AOPN), an associate member Institute of Payroll Administrators (IPA), a member of Chartered Institute of Personnel Management of Nigeria (CIPM), an associate member of NITAD and a certified full member of the Institute of Strategic Management of Nigeria – MSM. I currently host a Mentoring forum for Undergraduates and Young Professionals called "SharingthoughtswithLLO"



DR. EBUN BAMGBOYE

Dr Ebum Bamgboye is a Consultant Physician and Nephrologist. He is the head of the dialysis/transplant unit at St Nicholas hospital and the Clinical Director of the hospital. Dr Bamgboye has been employed at St Nicholas since February 1998. Over the years he has developed one of Nigeria's most prestigious and functional dialysis units, which receives referrals from around the world. He is also the head of the St Nicholas renal transplant unit. The renal transplant unit has been running for 22 years now and was the first unit in Nigeria and the sub-region to perform successful kidney transplants and has performed over 350 transplants to date. Dr Ebum Ladipo Bamgboye is past President of both the Nigeria Association of Nephrology and Transplant Association of Nigeria. Dr Bamgboye despite his extensive clinical work is also involved in academic work, training resident's doctors from various units and is widely published in various articles in respectable journals and contributed chapters to at least 3 International books. He is also widely sought after as a resource person at various local and international conferences and symposia. He is the leading authority in transplant Nephrology in Nigeria and the sub-region.



ACHENYO IDACHABA-OBARO

Achenyo Idachaba-Obaro is the Founder and CEO of MitiMeth. She is listed amongst the 2023 Leading Ladies Africa's 100 Most Inspiring Women in Nigeria and is a 2023 MIT Legatum Foundry Fellow. She has been featured on BBC, Deutsche Welle TV, CNN and Google Africa. Her TED talk has over 1.8 million views. Prior to founding MitiMeth, Achenyo worked for ExxonMobil. She has a B.Sc. in Computer Science and Economics, an M.S. in Applied Computer Science and an MBA.



HENRY ERAZZE

Henry is an astute, diligent, value-driven and award-winning C-level Finance Professional.

He possesses over 15 years' progressive experience and his financial acumen spans key areas including general administration, payables, revenue reporting, receivables, general ledger administration, tax management, audit, treasury operations and management, social investment analysis, process risk management, internal control, compliance, audit and investigation, asset management and reporting, inventory operations and reporting, Customer Experience and Public Speaking.

Henry is a Member of Institute of Chartered Accountant of Nigeria 2011 and a Member of Institute of Chartered Stockbrokers. 2014. His academic qualifications cover PGD in Business Administration (Regenesys Business School, South Africa.) 2023, HND Accountancy (Osisa Tech Polytechnic, Enugu, Nigeria.) 2006 and ND Accountancy (Osisa Tech Polytechnic, Enugu, Nigeria.) 2003.

He is currently the CEO of theBUNKer Services Nigeria Limited.



AYA ONATOKA

Born and raised in Benin-City. O had my secondary education in Federal Government College warri and studied Banking\ Finance at the University of Benin. My mum was a serial entrepreneur, I will say my curiosity in business was as result of being raised by a business woman.

My whole career is in marketing, which started accidentally. As a student, at the end of every academic session, I would always go pick up IT form, from the engineering faculty to do holiday jobs and very close home, there was a research and marketing services company that always needed the service of undergraduates or anybody willing to work. I discovered I had a talent for marketing as well as the charisma for winning businesses, so I pursued it professionally and got pretty good at.

I gave myself a target of working in paid employment for 15years, after which I would start my own business. I started Clairebox before the period I gave myself elapsed and owing a business has been very rewarding even though tasking. I will do it all over again.



OJUOLAPE AMODU-CHINYE

Ojuolape Amodu-Chinye, a beauty and confidence coach in Lagos, Nigeria. I worked in the beauty industry as a professional MUA and beauty professional for almost a decade which fully exposed me to the power of makeup. I have worked for leading cosmetics brands such as Black Up Paris. (I am a seasoned, professional MUA and beauty consultant, perfecting my craft for nearly a decade with leading global brands such as Black UpParis etc...) As someone that battled low self-esteem and self-confidence (and won), it's my passion to help modern ambitious women develop and nurture a healthy self-image and ultimately build self-confidence through easy and practical beauty techniques, empowering them to attain their full potential.



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Hanging Out with ESOJAYILUDUN



It's a new year, and I'm delighted to welcome you to the first issue of Skribble® Magazine in 2024.

It's an exciting time for us at Resource Intermediaries Limited as we recently launched our Human Resource outsourcing business into East Africa through Resource Intermediaries Kenya Limited, in partnership with an amazing group of Kenyan shareholders. This is coming years after our successful foray into Ghana in West Africa. These expansions outside our borders are proof of the values inherent in entrepreneurship, particularly our model of social entrepreneurship.

As the editor, I am particularly delighted to bring this edition to you, especially because it is another opportunity for me to

personally extend the editorial committee's appreciation of your kind readership.

The Skribble © editorial committee chose "Inspiring Stories of Social Entrepreneurship", as the theme for this edition. We believe that social entrepreneurship plays a vital role in creating positive change in our society, and we aim to showcase some remarkable individuals who are making a difference. We are honored to feature some exceptional social entrepreneurs in this issue: Achenyo Idachaba-Mithmeth and Onatoka Aya. Their stories will inspire you and leave you with a renewed sense of hope and possibility.

In addition to these incredible individuals, we have a special interview with Burkinabe

Music Superstar, MISS TANYA. Skribble's Sam Adeleke had the opportunity to sit down with her for a heart-to-heart conversation about her journey to the top as the country's most famous female music sensation. Get ready to be captivated by her story and talent. Also included in this edition are the following must-read articles, 8 steps to minimize risk of data breach for your business by Mawuli Agboklu, a Leadership experience shared by Henry Eraz, MD/CEO of theBUNKer Services Nigeria Limited and how to overcome low self-confidence.

As usual, our regular pages are filled with content that will keep you engaged. Job Street will offer valuable insights and opportunities in an article on Innovation for Social Impact. Our African Tribes and People section will introduce you to the Himba Tribe of Namibia and the remarkable Shola Adekoya on her Just Shola page will share her personal story on how she's making a difference after relocating to Canada from Nigeria. And of course, we will have our entertaining cartoons, inspiring quotes, engaging puzzles, educative Management articles, culinary dishes from the RIL Kitchen, creative artwork from our young readers and medical advice from the RIL doctor page featuring Dr. Egun Bamgboye, Consultant Physician/Nephrologist.

Skribble magazine is committed to providing high-quality content that informs, entertains, and educates. We believe that by sharing these stories of social entrepreneurship and highlighting the achievements of remarkable individuals, we can inspire positive change and encourage others to make a difference in their communities.

Thank you for your continued support, and we hope you enjoy this edition of Skribble magazine. Remember, it's free and available both in print and online, so make sure to grab your copy today and spread the inspiration.

Finally, do not forget to tag us on Instagram @skribble_magazine. If inspired by any of our content here, please send us your comments through info@resourceintermediaries.org

With warm and cheerful regards

Olusoji Oyanwoye
Editor
ESOJAYILUDUN

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MISS TANYA

The Burkinabe Music Superstar sits down with Skribble's Sam Adeleke for this heart-to-heart interview on her journey to the top as the country's most famous female music sensation

Who is Miss Tanya?

Tanya is a singer from Burkina-Faso. My genre is Afrobeat and I also have a clothing brand called HOPAAH.

This year, I had my biggest headline concert where I sold out a 35,000 seater stadium – the first female artist in BurkinaFaso to ever do that. I also won the Best Artiste at my country's biggest award show, taking home up to 9 awards. I have been in music for 4 years now and my brand is very child-friendly. I do a lot of social impact outreach for displaced children, as a result of ongoing conflict and terrorism going on in the country. I am passionate about the orphans in my community, ensuring they get basic housing and shelter. I also support pregnant women who do not have enough resources to take care of their newborn at the hospitals

How was growing up for you? Did you grow up with music or are your parents musicians?

I used to be in the choir in church. So that influenced my love for music, which continued till my university days. I even have a master's in Mass Communication. Upon graduation, I joined a group of rappers, and then after a while, I left to launch my solo music career fully.

What triggered music for you?

At first, I was working in the bank, and even though I loved music I didn't want to go into it because society looked down on musicians. For them, doing music was like being at the lowest ebb of your life where nothing worked anymore, and music was your last lifeline. So, I got to a point where I asked myself why I was stressing about what other people would think of me. And all along, I've been writing songs while at work in the bank, and just immersing myself in music all day long. One day, I decided it was time to pursue my dreams. So I left my job and went into music fully.

What would you say is the role of your parents and family in this?

My family didn't have any problem with my career, my father is late, so it was just my mum who was doing the whole support thing. She asked me to finish school first, then go do whatever I wanted.

Which famous musicians do you admire?

I admire Zara from South Africa, and Habibu Sawadogo from Burkinafaso. I also like Tiwa Savage, Ruger and Yemi Alade. Globally, I like Rihanna, Davido, Wizkid, and a couple of others.

How Many albums have you released since your career started?

I have 8 singles and 1 album named "Heroine". By the end of the year or early next year, I should have another album out.

Do you have any upcoming musical tour at the moment?

Yes, I have some upcoming tours in some West African countries, especially francophones

What would you be doing right now if not music?

If I wasn't doing music I would be business woman – which I'm doing now actually. So I'm currently exploring the fashion world, creating a new line of products, shoes, dresses, etc, and even an energy drink called HOPAAH. So I'm using my celebrity status to influence my HOPAAH brand!

What is the meaning of HOPAAH?



“

I've been writing songs while at work in the bank, and just immersing myself in music all day long. One day, I decided it was time to pursue my dreams.



When I was in secondary school, people used to laugh at me when I call myself Rihanna or Beyoncé, they didn't believe in me becoming a big artist so they would laugh at me when coming to class; and in my language HOOPA is a slang used to mock or laugh at people. So when I got in music, I decided to use the name as my brand; and now, I am the one laughing at them.

Why did you title your latest album "Bad Days"?

The album is a message to my man to illuminate and brighten up my day.

Speaking of 'man', what's your current relationship status?

I am currently single. And I want to marry a Nigerian (laughter)

So far, have you seen any Nigerian man that you like?

Not yet, I just got here so I should meet someone before I go back to my country

Have you tasted any Nigerian food?

Yes, I had fried rice and jollof rice; I like Nigerian food. I think you guys have the best food in Africa.

So far since you arrived, how has the reception of Nigerians been to your music?

They like my songs. Back when I was in Burkina-Faso, I used to get great comments from Nigerians and Ghanaians on my Instagram feed. Because I like writing in English, it's easier to write music in English than in French. They also love my beats, and my voice. Yesterday, I was out for dinner and my music was played at Eko Hotels. More to follow. I appreciate this.

Take us through your creative process, for example, when you want to release a new single.

When I get inspiration, I start with the top line, then I write. Or if I go to the studio, and my producer gives me a good beat, I get inspired and start singing. Also, it depends on my mood. When I'm sad, I get

creative and inspired.

How long does it take from conception to the release of a new single?

It depends, I could finish a song in 2 days or I can work on a single until it's ready in one month.

How do you think you can use music to bring peace to West Africa?

I like to sing about the contemporary issues in my lyrics because of my large listenership. So I prioritize sensitizing people with the situation of things in my lyrics, and passing my message across to the audience and spreading positivity. Also, I like to help the African youth realize that unity is very important, 'cos we're the same. We are One Africa. So terrorism shouldn't be the way to go.

Being a woman in the music industry, do you feel like you're attacked unfairly by other female artists?

I don't think so, to be honest, 'cos there are not so many females in our music industry, especially in Burkinafaso. It is difficult for women to get in and thrive in the industry. You have to work twice as hard as men for you to be seen. I'm hoping this will change for the better in the coming years. •



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The True Driving Force Of Entrepreneurship: Your People

By Olusoji Oyawoye

This article is an excerpt from a chapter of same title, one of ten chapters in my 8th book currently being written. Enjoy.

Perhaps one of the factors behind my continuing successful tenure as MD/CEO of Resource Intermediaries Limited is my conviction that EVERYONE COUNTS. I ensured from the start of our operations in July 2006 that we would treat every staff with dignity and respect, regardless of their level or function, be it Dispatch Rider, Driver, Security, Janitor, Manager, Senior Manager or C-suite executive. To achieve that objective, I started by investing time and resources into coaching our staff. Each person was consistently encouraged and required to subject themselves to self-examination at the end of each day. To listen to their own speech, reflect on their thoughts and revisit their actions where they may have hurt anyone over the days' work. The Goal was not to avoid conflicts, but to make it constructive where conflicts exist. The Golden Rule, "Do unto others as you would have them do unto you" quickly became our practice.

As John C. Maxwell posited, "The greatest gap in the world is the gap between knowing and doing." One of the things that can breach that gap for you as a business are your people. I recognised early, the power of people, and resolved to harness our Staff as a Competitive Advantage. More so in recognition of my academic limitations and the fact that success cannot be achieved alone. To succeed as an entrepreneur, particularly to build a legacy business, you'll have to cultivate a strong team and thereafter leverage their skills and abilities to propel your entrepreneurial venture forward. Understand that your staff are essential assets, not an expense as most employers'



practice. This is an open secret and yet hardly practiced by businesses, and I can understand why. For you to tap into this huge Unique Value Proposition, transformational leadership is required at the top. Sadly, very few "leaders" submit themselves to be coached or mentored to grow their leadership lid. "The law of the lid", propagated by John C. Maxwell is simple: Leadership ability determines a

person's level of effectiveness. The higher the individual's ability to lead, the higher the lid on their potential. To give you an example, if your leadership rates an 8, then your effectiveness can never be greater than a 7. If your leadership is only a 4, then your effectiveness will be no higher than a 3. My effectiveness as a leader began to grow when I joined the Maxwell Leadership Team in 2014, that was a solid eight years

into our operations, and three years after we began to post some modest profit. I knew I needed more than I had to lead the growing organisation, and it was more than technical knowhow. I lacked and needed soft skills to enhance my communication and to build trust with my people.

My Joining of the Maxwell Leadership Team undoubtedly expanded my influence, and consequently my leadership. Both critical to attracting and retaining the right kind of people (Intrapreneurs) needed to grow an entrepreneurial business to legacy. Through the Maxwell Leadership Team, I had access to seasoned Mentors who were always and remain available to answer my questions, and to guide me through difficult and critical periods on my journey. That coupled with Networking and live coaching by John C. Maxwell himself and other members of the teaching faculty at the invaluable annual International Maxwell Mentoring Sessions in March and August of each year in Florida where most members spend three days with average four thousand other members of the Maxwell Leadership Team from all over the world have been a blessing.

A major benefit of attracting and retaining the right staff is that it enables your business to scale up, as you would have competent staff to man various units of the business. The business would also run effectively even in your absence. You can't be in two places at the same time anyway. Neither can you know or be good at all things. Grooming the right staff brings diversity into your business, a critical value add for moving a business forward. They in turn ensure your customers have positive experiences when they interact with your solutions in the marketplace.

To run your business successfully in your absence, it's about the experience you create for the customer, not the product or service you are selling. To do this in a sustained manner, you need to have the right structure, the Right People and the right processes in place. You need to have the right people, whom you have built over time. Yes, it does take some time to build your people. One of the steps I take periodically is to call our own customer service line, and sometimes departments within the organisation. Just finding how the the calls are answered can be interesting. I take note of things such as how long I was on hold for, how the call is answered when picked up (warmth or otherwise), as I look out for voice tone

and body language, both most critical to effective communication. This move was helpful in ensuring we were not subjecting our customers to some kind of pain and discomfort. My findings led to many trainings and redesign of the system. If you're a business owner or CEO, you can't take everything upon yourself though. Of course, there are certain tasks only you can do, but when it comes to those things that take 80% of your energy and time only to deliver 20% positive outcomes - you need to entrust others with those tasks. If you have employees, you need to trust them to deliver. You can show them what to do, but you can't do the work for them. Otherwise you'll be draining yourself on the mundane and be unable to do the 20% things that would deliver 80% outcomes to the business - Visioning and Strategy. You can't delegate those.

I am of the firm belief that it's better to build your talent than to buy experienced staff for most businesses. I have tried both, and almost always failed when I go for experienced staff, particularly at the growth stage of our businesses. Experienced staff usually come more expensive than we could

“The greatest gap in the world is the gap between knowing and doing.”

afford, more so as we ran at a loss in our first four and a half years. What's more, experienced staff usually come with a chip on the shoulders, thus creating a major culture imbalance for the organisation. One sure way to manage your people and to cultivate their commitment, loyalty and dedication is by improving employee engagement, having closer relationship, having a great culture, and improving staff's welfare. With these practices, retention

of staff is very good, with little or no resignations that is not planned in concert with our organisation. It is advisable to recruit behaviour and not only competence. Recruit for character. A staff can be so good at something, but ruin everything with bad character.

Our recruitment process allocated a lot more weight to attitude, teachability, environmental background of the applicant and what I call the "Resource Intermediaries Limited Fit personality" than experience or even academic qualifications. Till date, I can't define what the Resource Intermediaries Limited fit truly means. But I see it when meeting with the applicants at their final interview. It is a gut feel, which has served us well in my eighteen years as MD/CEO. I have since transferred this seemingly innate ability to other leaders and units responsible for the recruitment process. Proof is in the fact that our people settle in easily into the Resource Intermediaries Limited Culture. Our culture is made up of two key words, "Freedom, and Responsibility". Staff are not harassed nor pressured to do their work, but they are responsible to ensure that no weak link exists in the system. This culture is driven through our appraisal model. Every staff, including me the MD/CEO is appraised monthly, using the Balance Score Card appraisal system. The Balance Score Card as defined by Investopedia, "is a strategic management performance metric that helps companies identify and improve their internal operations to help their external outcomes. It measures past performance data and provides organizations with feedback on how to make better decisions in the future." This is based on the philosophy that "what is not measured never gets done".

So, it's important you invest in building the appropriate culture suited for your vision for your business. Ours is an exacting culture that demands performance and is committed to staff welfare and benefits as two sides of the same coin. We ensure our staff receive good training in support of our practice of build rather than buy talent. Every staff is enrolled for at least two training handled by external faculty each year. This is apart from series of other internal training and coaching opportunities through monthly Knowledge sharing sessions where staff prepare and deliver training for all other staff, quarterly

FLEET MANAGEMENT AND OPERATIONS: Opportunities For Young Entrepreneurs

By Ridwan A. Hamzat

In the ever-evolving landscape of business and technology, particularly Nigeria, one sector stands at the joint of innovation and opportunity for young Nigerians: fleet management and operation. The out-of-date image of a fleet manager poring over geographical maps and maintaining vehicles has given way to a lively and digitally driven field that holds immense potential for young entrepreneurs seeking to make their mark. This is an insight to explore for the exciting opportunities that await the ambitious and forward-thinking individuals in the realm of modern fleet management.

Modern fleet management and operation offers various opportunities for young entrepreneurs to innovate and provide solutions in the supply chain industry that is evolving rapidly.

Furthermore, young people are presented with a unique chance to harness cutting-edge technology, sustainable practices, and data-driven decision-making to reshape how we move goods and people. This is not limited to just managing a fleet of vehicles; it's about optimizing transportation, reducing environmental impact, and revolutionizing the way of businesses, and even get individuals from point A to point B. It's a frontier where innovation and profitability intersect.

Some of the opportunities that can be harnessed are;

Fleet maintenance solutions: An efficient maintenance system that make use of data analytics to anticipate and prevent incessant breakdowns are gaining popularity.

Entrepreneurs: Young entrepreneurs can develop maintenance management software or platform that assist fleet operators in keeping the vehicles on the road at all time.

Eco-friendly solutions: With a growing emphasis on sustainability and particularly recent removal of fuel subsidy which has greatly impacted its price, hence there is need for eco-friendly solutions. Young entrepreneurs can begin to think of cost-effective alternatives such as CNG Vehicles and its sustainability in our environment while also reducing carbon footprint.

Route optimization: Efficient and effective route planning is important for reducing fuel consumption and improving delivery times. Every organisation is always critical when it comes to their vehicles fuel consumption rate. Route optimization software or apps that help fleet managers make informed and data-driven decision would greatly ease the burden.

Telematics and IoT integration: These are

technologies that provide real time data on vehicle location, performance, fuel consumption etc. developing an affordable solution of this nature or platform that offer comprehensive insights for fleet managers would further revolutionized fleet management

Driver monitoring and Fleet tracking: technologies that monitor driver behavior for safety and compliance are in demand. Young entrepreneurs can develop these devices to endure compliance of the driver with safety regulation, create anti-theft solutions and security software to protect fleet assets.

Conclusively, this is the moment, the opportunities in fleet management are limitless.

Modern fleet management will continue to evolve and it's those who dare to innovate, adapt and lead that will be charting its course. This is a clarion call on the young entrepreneurs in the world of fleet management and those who might be interested in the field that the road ahead is filled with promise, progress and endless possibilities.

Don't hesitate to seize the opportunities, navigate the challenges and drive forward with confidence.

TECH WITH STYLE: Elegant Gadgets And Innovations

By Lambe T. Micheal

In the fast-paced world of technology, the marriage of functionality and aesthetic appeal has given rise to a new era of elegant gadgets and innovations. Today, technology not only serves a purpose but also adds a touch of style to our lives. From sleek designs to cutting-edge innovations, these gadgets redefine the way we interact with our digital world, proving that tech and style can indeed go hand in hand.

One prime example of this tech-style fusion is the rise of designer smartwatches. No longer confined to mere fitness tracking, these timepieces have evolved into fashion statements. Brands like Apple, Garmin, and Tag Heuer have seamlessly blended technology with luxury, offering watches that not only keep you connected but also complement your personal style. Whether it's a classic leather strap or a modern metallic finish, these smartwatches redefine how we perceive wearable technology.

In the realm of audio, wireless earbuds have undergone a style revolution. Beyond their functional appeal, earbuds have become fashion accessories. Brands like Bang & Olufsen and Sennheiser are leading the charge with earbuds that not only deliver exceptional sound quality but also boast sleek designs and premium materials. With rose gold accents, minimalist shapes, and customizable fits, these earbuds are as much about making a fashion statement as they are about delivering an immersive audio experience.

The world of smartphones has also embraced the concept of tech with style. The latest flagship devices boast not only



powerful features but also stunning designs. Bezel-less screens, ceramic backs, and gradient color schemes have become the norm.

Smartphones have transcended their utilitarian roots to become status symbols, reflecting the user's taste and sophistication. Brands like Samsung and OnePlus have successfully combined performance with aesthetics, offering devices that are as visually appealing as they are technologically advanced.

Home automation has taken a step into the stylish realm with innovations like smart mirrors and designer smart home devices. Imagine a mirror that not only reflects your image but also displays the weather, your schedule, and the latest news. These mirrors seamlessly integrate technology into our daily routines while maintaining an elegant and unobtrusive appearance. Smart home devices from companies like Nest and Philips Hue are designed to blend seamlessly with your home decor, turning mundane tasks into stylish experiences. The fashion industry itself has not been left

untouched by the wave of tech-style collaborations. High-end fashion brands are incorporating technology into their designs, creating garments that not only look good but also serve a purpose. From dresses that change color with a tap on your smartphone to accessories that track your biometrics, fashion tech is redefining what we wear. The intersection of fashion and technology is giving rise to a new era of self-expression, where clothing and accessories become an extension of our digital identity.

The era of elegant gadgets and innovations has dawned upon us, proving that technology can be both functional and stylish. The gadgets we use daily are no longer just tools; they are expressions of our taste and personality. As technology continues to advance, the line between tech and style will blur even further, promising a future where innovation seamlessly integrates with elegance. In this brave new world, our gadgets not only simplify our lives but also elevate them to new heights of sophistication and style.



Eyinojuoluwa Crèche

Designed and delivered by @architectingwithanj for Resource Intermediaries Limited

A crèche within an organization is not just a childcare facility; it is a strategic investment in the well-being of its employees, for the productivity of the workforce, and the future success of the organization.

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NB: name of the crèche Eyinojuoluwa (Apple of God's eye) is the name of the daughter of our colleague Fortune Oyelade, both of whom died in the illfated Abuja to Lagos Dana Air Flight 0992 air crash of 3rd of June 2012. Eyinojuoluwa was less than a year old at that time.







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8 Steps To Minimize Risk of Data Breach For Your Business

By Mawuli Agboklu

Today's businesses are exposed to several operational risks on their mission to solve a need for today's sophisticated consumer. Businesses of all sizes, large, medium, and small are exposed to risks in one form or another. The risks may arise from political, economic to social factors.

When a business can manage the risks

associated with its operations, that could be for the good to strengthen it and cause it to surge on a path of dominance. But the converse is also very much a possibility where the business's inability to manage and protect itself against the risk it is exposed to could result in its failure to dominate in the field it finds itself.

This is seen with the good old Kodak where Kodak's inability to reorient itself

as new photography technologies like digital cameras emerged and threatened its survival and dominance of the market then.

Similarly, the new driver for business success in this age of technological advancement is data. Data is the new catalyst with which a business can make a fortune and dominate over its market. This is why businesses in this era of history are exposed to the risk of data breach.

A company like Facebook is dominant in the social media space because of the enormous amount of data it has about its users all around the world. This enables Facebook to provide relevant services like target ads, relevant friend suggestions etc. and its ability to read the market space. With the help of available data the company was able to decide to acquire some of its main competitors like WhatsApp and Instagram.

According to e-retail charts, amazon is leading the e-commerce company in the US, with rising volumes of sales. This is possible because Amazon has taken time to study the e-commerce domain and what consumers want, and is providing just what today's consumer wants and this is dependent on data.

Companies in the hospitality industry are deploying data-driven methods and schemes to improve upon their services to ensure customers are one hundred percent satisfied. The role of data for business success in today's world cannot be underestimated or overemphasized.

However, things could go wrong when you're working with data for instance a data breach. Data breach is a situation where confidential, highly sensitive and/or protected data is accessed by an unauthorized character through unauthorized means. When data is breached, it could result in very catastrophic consequences for the victim. In the case of businesses, it could result in leakage of trade secrets, confidential trade files, customer details or even intellectual properties that are not yet registered.

Once there has been a breach, the affected businesses move in to manage the disaster and financial resources are involved in getting the situation under control. The amount of financial resources spent in remedying the situation is dependent on the severity or otherwise of the breach. For large corporations, dishing out money to remediate a breach might not be an issue, but rather the reputational damage they may face as a result of the breach and whether consumers might be willing to continue doing business with them.

Medium and small size businesses on the other side of the coin will feel the brunt on every side; finding resources to control the situation as well as reputational damage.

If much care is not taken, the breach could spell the end of the business. This is why businesses of all shapes and sizes must protect their systems from a possible breach.

Even though data breaches have become a never-ending risk to which businesses and the world at large are exposed. It is crucial that business must make conscious efforts to reasonably protect themselves from unauthorized access to their data. Below are some measures the corporate world could take to achieve this:

1. Strict IT policy. Policies are established to guide in providing solutions to a problem. Just as businesses develop policies to guide their operations in the market space, it is prudent that they also develop IT policies to guide the use of their computer systems and devices in the work environment.

Developing a robust IT policy to explicitly determine the accepted limits and excesses of systems use is important. The policy should determine what network implementation is appropriate for the business, who connects to the network, what devices are allowed or not to the network etc.

In this day of technological advancement and convenience where employees decide to work with their own devices i.e. laptops, phones, iPads etc. they could become compromised entities through which a

Data is the new catalyst with which a business can make a fortune and have dominance over its market.

breach can be orchestrated. This is why IT policies are needed to regulate BYOD (bring your own device) issues among others to keep corporate data safe.

2. Strict surveillance of systems. Surveillance is a controversial issue in the tech space today, but as a business that wants to protect itself from unauthorized access to its internal data, surveillance is necessity you don't have a substitute for. It is prudent to explicitly survey computer systems within your corporate network to determine what kind of data is entering and leaving the network, monitoring



regular network traffic to notice any abnormal levels of traffic when there is, what employees are using the systems for and if it violates any IT policy provisions and/or poses any harm to the business. This will arm the IT department with good intelligence to have strong command over the company network and also help in the swift response to any incident that might occur.

3. Regular penetration tests. Businesses must begin to see IT as a core business component and not just a support system and must make the necessary investments in IT to achieve and maintain business success. Just as businesses will pay for auditing of their accounts or make necessary investments to expand production, they must ensure that regular network penetration tests are executed on their networks to determine network vulnerabilities. This will provide them detailed knowledge of what they are exposed to and what to spend money on. Regular penetration tests and solutions thereafter will keep businesses an inch ahead of unauthorized intruders.

4. Timely resolution of vulnerabilities. Timeliness is important in an attempt to protect against a data breach risk. It is good penetration tests must be conducted regularly but it does not end there. There must be a timely resolution of all the vulnerabilities exposed by the test before any iron strikes hot. Technology is getting complex now and then and if already discovered vulnerabilities are not resolved and new ones spring up, it becomes difficult to manage; given the financial commitments that go with implementing this IT solutions. When businesses drag their feet in timeously implementing solutions, what will eventually happen is that data will be breached at the very least attempt by an attacker.

5. Education of employees. Employees are those who implement the vision of the business using computer systems and are those whose actions and inactions could result in a data breach. It is for this important reason that they must be properly and adequately educated on the risk of a data breach and what they must do in their capacities to minimize the company's exposure to a breach. They must be educated on the various vectors

that could be deployed by intruders and symptoms of them so they can be vigilant and report any incident that resembles an intrusion or any suspicious event.

6. Physical protection and access control to systems. Who has physical access to computer systems like servers in a business environment is also important in protecting against a breach. It is critical to maintain very tight physical security at server locations and a properly regulated physical access to and from the location to prevent theft of hardware parts like hard drives which hold data. Also, managing properly access control of workstations must be on the protection agenda. Employees must log out of workstations when they are not using them. Also, passwords and usernames must be periodically changed and secured so that strangers don't access local systems within the company.

7. Develop an incident response plan. Since data breaches have become inevitable in the life of businesses, it is provident that they develop incident response plans to guide in dealing with a breach in the event of an occurrence taking into account severity levels. It is better to be prepared and not have an incident than have an incident and not be prepared.

8. Well-resourced IT departments. Finally, in any business attempt to protect itself or minimize the risk of a data breach, it is vital that they must maintain a highly resourced IT department to manage its IT issues. Where they cannot maintain a well-resourced department, they can outsource their IT needs to a more capable IT firm to manage for them. Milk is as good as the cow producing it.

These are some of the measures individual businesses can take to protect themselves from this huge risk of data breach which they are exposed to. The private sector usually depends on governments for legislation to protect them against such events; however, it is realized that intruders are miles and acres ahead of government legislation and even where legislation may apply, it amounts to very little so, it is judicious that businesses take their fate into their own hands and protect their data from a possible breach.

In conclusion, it's important to note that

the size of the business determines the scale of solution to implement and the accompanying financial commitment that will be required; regardless of this, the private sector can no more shelve the issue of protecting itself against data breaches anymore. It has become a front burner issue now and they must act in their own interests and must act fast. •

“For large corporations, dishing out money to remediate a breach might not be an issue, but rather the reputational damage they may face as a result of the breach and whether consumers might be willing to continue doing business with them.”

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_Thomas Carlyle

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training on prevailing company or national issues and annual Strategy Retreat programs. So, our people develop good communication skills and grow in their self believe within six months of working with us.

Staff engagement is at the heart of staff retention. This requires you to invest in coaching your line managers and supervisors to grow in their leadership. Remember, your staff report to them. Your people's impression and appreciation of your corporate values and culture is seen through their experience with their line supervisors. This is another reason why we at Resource Intermediaries Limited invest heavily in training our people, especially the leaders at all levels. It is proven that when staff leave organisations, most do so because of an issue or more they have against their line supervisors. At the back of most of the disconnect is lack or poor engagement by leaders with their subordinates. Here I've listed below six ways I have learnt through the years to engage your people better.

1. **Initiate better Communication** – A Supervisor should be approachable

and actively listen to the concerns and feedback of their team members all the time.

2. **Respect** – Treat subordinates with fairness and respect, and be mindful of their opinions, ideas, and diverse backgrounds.
3. **Provide Recognition** – Acknowledge the efforts and hard work of subordinates and show appreciation for their contributions.
4. **Provide Support** – Be available to offer support and guidance to subordinates to help them achieve their goals.
5. **Foster a positive work environment:** Create a positive work environment where everyone feels included, and work towards resolving conflicts quickly and efficiently.
6. **Walk the Talk** – Do not require your people to do what you have not done, or that you're not doing visibly to their knowledge. People see what you say, they don't hear it.

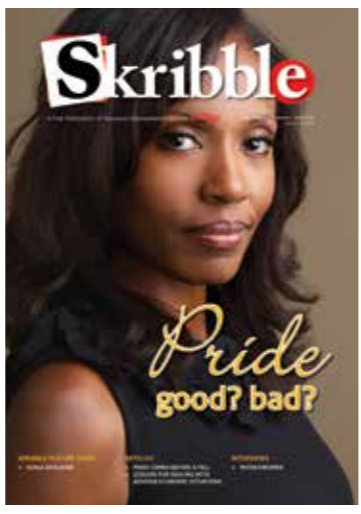
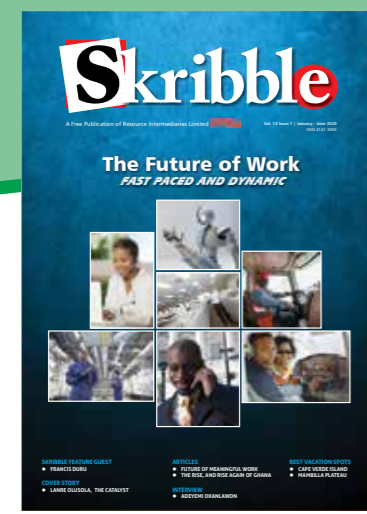
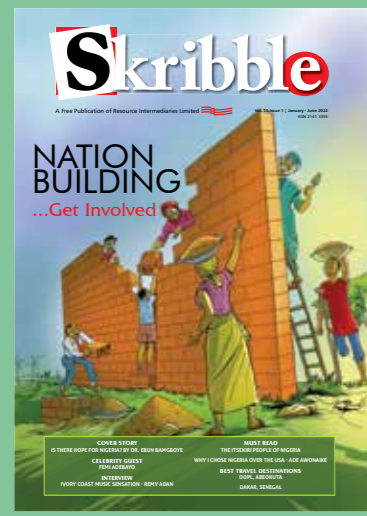
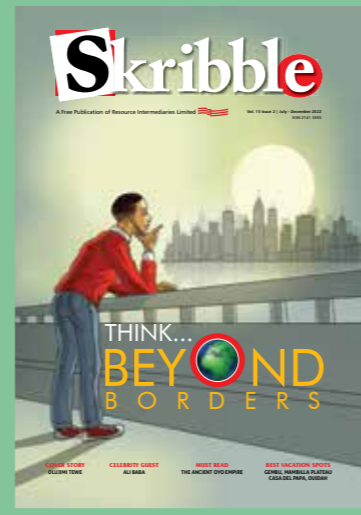
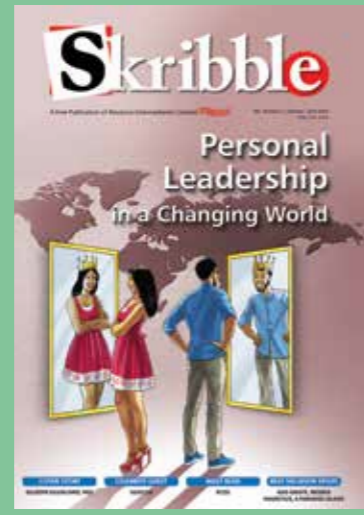
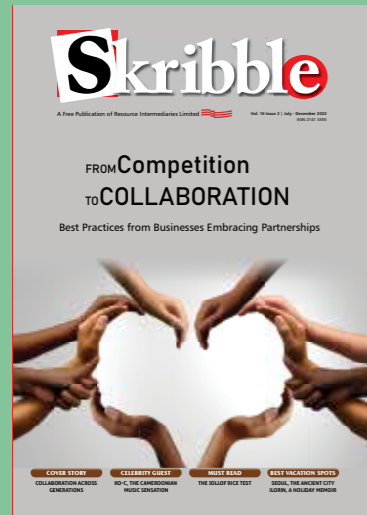
And even more, if you desire to be a better leader as you strive to be more engaging with your people, admit when you're wrong. Treat people with respect. Never stop learning. This would cost you

time and money, but it's an investment with great returns. Trust me. Also shine a light on others. Celebrate your people by complimenting them in public, and scold only I private where they get it wrong. Learn to be a good communicator and seek input and feedback from others because you can't and don't know it all. Treat people the same regardless of status. If you do practice all these, you will grow your influence and become increasingly worthy of the trust of your people. It is then that you will unleash the power inherent in a motivated diverse workforce.

In the realm of entrepreneurship, your staff holds tremendous power. By recognizing and nurturing their potential, you can transform them into a potent competitive advantage. The success of your entrepreneurial journey hinges upon your ability to build a thriving team that shares your dreams and aspirations. Cultivating a positive work culture, empowering your staff, and fostering an environment of trust and collaboration will enable them to fuel the growth and success of your legacy business. Remember, your people are the driving force.

Through the years...

Through the years...





WHAT YOU NEVER KNEW ABOUT THE COVID-19 PHENOMENON

By Dr. Eban Bamgboye MBBS FWACP FRCP FNAN - Consultant Physician/Nephrologist.

The disease COVID-19 (novel coronavirus disease-2019) is caused by the virus SARS-CoV-2 (Severe Acute Respiratory Syndrome Corona virus -2) and is believed to be a zoonotic infection (derived from an animal species other than man) that has adapted to man. The origin is still uncertain but believed to have originated in bats and was first identified in Wuhan, Hubei Province China in December 2019 and hence its name. The World Health Organization (WHO) declared the disease first as a global health emergency on the 30th of January 2020 and as a global Pandemic, on March 11, 2020.

Covid-19 is seemingly no longer in the news but in many respects, it remains one of the most important ailments that have beset mankind anytime in the last millennium. It has been responsible for infecting close to 700 million individuals in almost all countries in the world and in the process has been responsible for close to 7 million deaths worldwide all in a period of less than 4 years.

COVID-19 CORONAVIRUS PANDEMIC
Last updated: November 12, 2023, 12:00 GMT

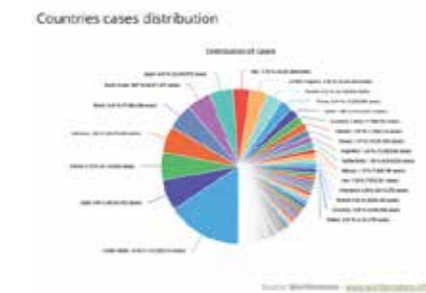
Weekly Update - Global - Countries - News

Coronavirus Cases:
697,646,559
[view by country](#)

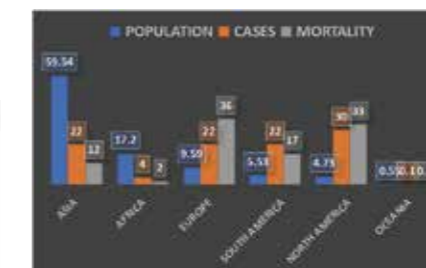
Deaths:
6,937,346

Recovered:
669,362,725

The United States, has taken a lead in terms of number of cases followed by Europe and there appears to be a clear disparity as regards the prevalence of the disease, the severity of presentation and ultimately the mortality reported.

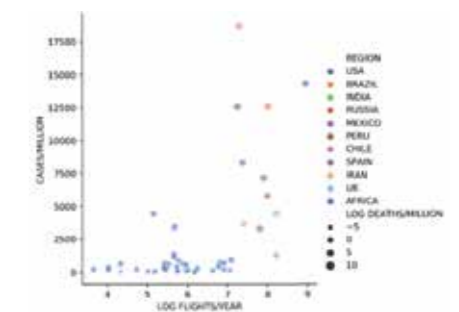


Africa, to some extent appears to have been relatively spared compared to other continents and several reasons have been adduced for this. Africa represents 17.2% of the world's population but was responsible for only 4% of cases and only 2% of mortality from Covid-19.

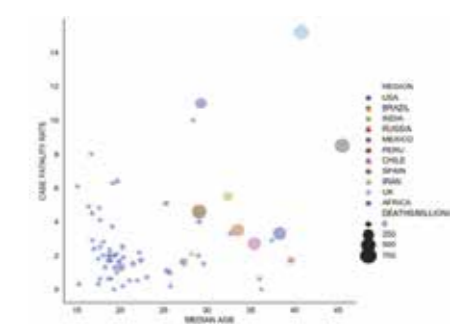


Reasons for this include the fact that, being a novel and imported disease, the fewer the contacts the region has with other regions particularly at the onset of the disease, the later the onset and the slower the spread. When a graph is plotted of the prevalence of the disease and the frequency of flights into various countries, a reasonably close

correlation can be obtained.



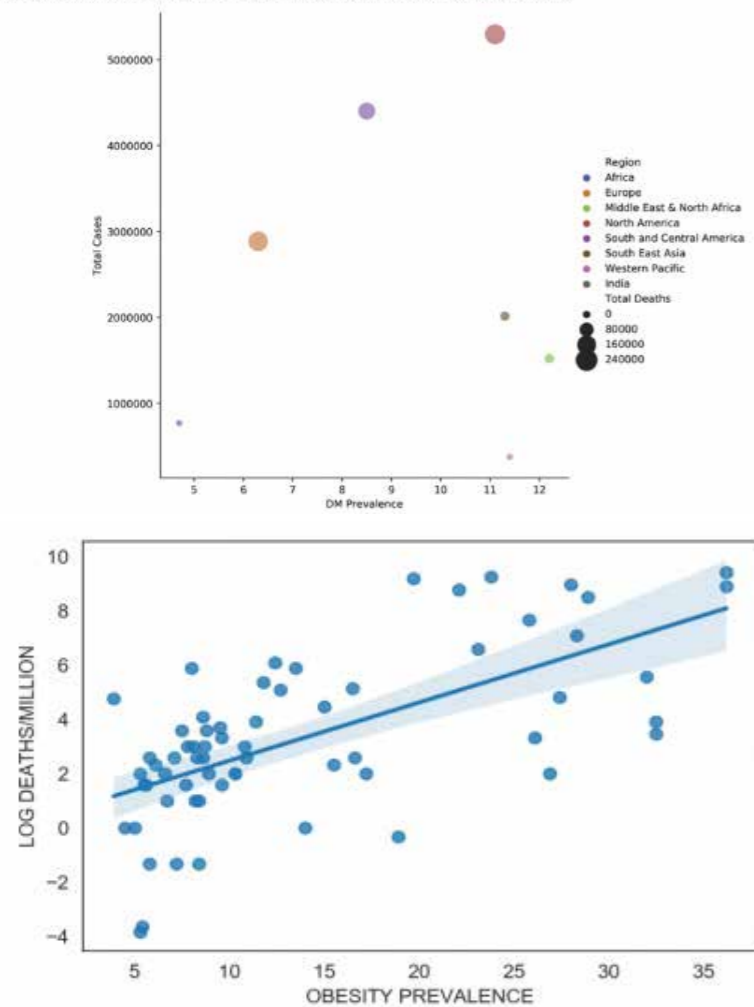
Other factors relate to the prevalence of the risk factors that predispose to contracting the disease and for severity of presentation and these include age and the prevalence of Obesity and Type 2 diabetes. Young individuals are less likely to acquire the illness and when they get it, the illness is generally less severe. Africa happens to be the youngest continent with the Median age in Africa being 18.8 years (50% of the population are less than 18 years of age) compared with Europe where the Median age is 44.4 years.



Obesity and Diabetes are also less prevalent in Africa and all these might have contributed to the seeming fortuitous sparing of the continent of Africa contrary to the dire predictions, even by the WHO, at the onset of the Pandemic that mortality

was likely to be high on the continent.

Figure 7. Correlation between Diabetes prevalence with total number of COVID-19 cases and deaths.



The estimated median incubation period is 2.8 days with most infections occurring between 1 and 6 days after contact with the disease.

The following symptoms may indicate COVID-19:

- Fever or chills (43-45%)
- Cough (63-83%)
- Shortness of breath or difficulty breathing (45.6%)
- Fatigue (63%)
- Muscle or body aches (36-63%)
- Headache (34-70%)
- New loss of taste (54.2%) or smell (70.2%)
- Sore throat (52.9%)
- Congestion (67.8%) or runny nose (60.1%)
- Nausea or vomiting (31.6%)
- Diarrhea (17.8%)

Comorbidities that have a significant association with risk of severe COVID-19 illness include the following conditions:

- Cancer
- Cerebrovascular disease
- Chronic kidney disease
- COPD (chronic obstructive pulmonary disease)
- Diabetes mellitus, type 1 and type 2
- Heart conditions (e.g., heart failure, coronary artery disease, cardiomyopathies)
- Immunocompromised state from solid organ transplant
- Obesity (BMI 30 kg/m² or greater)
- Pregnancy
- Smoking, current or former

The virus can spread from an infected person's mouth or nose in small liquid particles when they cough, sneeze, speak, sing or breathe. These particles range from larger

respiratory droplets to smaller aerosols. It is important to practice respiratory etiquette, for example by coughing into a flexed elbow, and to stay home and self-isolate until you recover if you feel unwell.

Diagnosis

COVID-19 should always be considered a possibility
 (1) in patients with respiratory tract symptoms and new onset fever or
 (2) in patients with severe lower respiratory tract symptoms with no clear cause. Suspicion is increased if such patients have been in an area with community transmission of SARS-CoV-2 or have been in close contact with an individual with confirmed or suspected COVID-19 in the preceding 14 days.

Microbiologic (PCR or antigen) testing is required for definitive diagnosis. These are now available as point of care tests in most health facilities and home administered kits for the tests are also widely available.

Most people infected with the virus will experience mild to moderate respiratory illness and recover without requiring special treatment. However, some will become seriously ill and require medical attention. Older people and those with underlying medical conditions like cardiovascular disease, diabetes, chronic respiratory disease, or cancer are more likely to develop serious illness.

The best way to prevent and slow down transmission is to be well informed about the disease and how the virus spreads. Protect yourself and others from infection by staying at least 1 metre apart from others, wearing a properly fitted mask, and washing your hands or using an alcohol-based rub frequently.

Vaccinations became available for Covid in December 2020 and since then have become available reasonably widely all around the world. The vaccine, along with the development of innate immunity in non-susceptible individuals, have largely been responsible for the WHO revoking the Pandemic status for Covid earlier this year.

WHO revoked the declaration of COVID-19 as a Pandemic on the 5th of May 2023.

It is believed that Covid is with us now as an endemic infection and would never completely go away, fortunately no longer as severe in its presentation nor as lethal as it was at its onset. Regardless of this however, it is still recommended that susceptible individuals must still protect themselves and are advised to ensure they are vaccinated. Vaccines are available for free in most public health facilities and some approved private medical hospitals.



Michael Gardens Restaurant

Perfection is not a destination but a Journey. Michael Gardens Restaurant is a sight to behold within the context of the busy city heart of Port-Harcourt. Located in the biggest mall in Port-Harcourt, and features a wonderful vintage-modern bar with international aperitifs, unique and traditional cocktails.

Perfect and most sought-after spot for all Great minds, and food lovers.

History (it all began in the seventies) after gaining the experience through his top hotels and catering companies managers in the Middle east, the golf countries and Africa, Mr. Michael Bacha started his own restaurant business, the koko-dom in Ibadan-Nigeria, launching his new ideas

and recipes within an international menu. Families and individuals from all around the area visited him and most of them became loyal customers. From a head chef father to the head chef's sons, Mr. Antoine and Mr. Joseph continued the journey. Business was expanded, pastries, restaurants and venues were opened in many other areas and countries. All the businesses were strongly successful, Mr. Bacha took the business to a new level where competitors started to use his strategies to level up their businesses.

Terrace

There is a large sitting area which can accommodate large group of people. The restaurant boasts of an indoor setting and an outdoor sit-out. The ambiance of the place is particularly unique because not only does it give you the park view but it also allows you to choose a more serene part of

Perfect and most sought-after spot for all Great minds, and food lovers.

the restaurant at the corner of the building if you aren't the type to want noise. There is a sit-out for everyone.



Food Court

"Country Food with a Lebanese Passion" - this is how to describe their menu.

The available dine-in restaurant serves very appealing food with authentic taste like no other. Michael gardens venue, Michael Gardens restaurants, Blue Elephant, Michael terrace and Michael Food Court serve an international menu, a very rich menu that meets all the tastes. Different

cuisines from the far east to the oriental, European, and African.

Other Activities:

A very interesting live band with various amazing singers is always available. One can also take a walk in the park for a more wholesome evening.



MY LEADERSHIP EXPERIENCE

By Henry Eraze

My leadership experience stems from years of being actively involved in school, first as a student, then as an employee and then as a father who is presently raising and educating two children.

I am a firm supporter of allowing the young ones to grow and giving them the opportunity to make mistakes and learn from them. This is how I was brought up when I started my career.

I will be speaking on the model I use as a Leader, one that is most recent. I currently occupy the office of the Chief Executive Officer (CEO) of the BUNKer Services Nigeria Limited (TBSNL).

First, I would like to explain what we do as an organization; we provide creative Co-Work and Office spaces with other services Virtual Offices, Private Meeting Rooms, Corporate Events Venues, Training and Exam Facilities and Delivery Logistics (Nimble Delivery Services). We have 6 Facilities across Nigeria, two in Lagos; Lekki, and Yaba, Abuja, Ibadan, Abeokuta and Uyo.

I was appointed to assume the role of CEO for TBSNL on the 2nd of June, 2023 when the then MD/CEO resigned for other future endeavors. Before this time, I was the Group Head, Finance and Admin for Resource Intermediaries Ltd. To be honest, I was scared and I wondered how I was going to lead a group of 54 intellectuals to the expected Business growth. Let it be known that before this role, I had no prior experience on Business Development but having accepted the role, I knew I couldn't fail, and I trusted God to help me.

I started this role, the following day with the Chairman (Olusoji Oyawoye) a man I respect so much basically schooling me. I consider him to be a great Leader and so I requested mentorship and few weeks of coaching from him. This leads me to my first advice; to succeed as a leader, you must have someone who has a success story that can be emulated by you. Olusoji Oyawoye gave me Leadership teachings for 45-minutes every day for a week. I became relieved and pumped up to deliver. I then called the Management Team together for a meeting to let them know we all have a responsibility of not failing. I made them understand my need for their support. Not only did I speak with the Management team, I called all the Managers and Business Support Officers individually to make them understand the need for team work.

I informed the team that I was there to serve them and we must see ourselves as equals. I moved to enquiring about their challenges, this process gave me their feelings and I quickly set to deal with the challenges alongside encouraging them.

I gave the sales team the room to share their insights and suggestions on growth methods no matter how awkward it sounded. I was always available to apply these suggestions after fine tuning some. Guess what, in that month of June, our revenue increased by 15%. We repeated same strategy for the quarter and we closed the quarter revenue by 22% increase which was the highest from inception of the business.

The work culture and environment are conducive for all staff and they are happy to express themselves which for me is a great achievement. If people are not happy

I am a firm supporter of allowing the young ones to grow and giving them the opportunity to make mistakes and learn from them. This is how I was brought up when I started my career.

on what they do, there will be no or low productivity and, when that happens the Organization suffers including the staff, so for me that is great achievement.

Leadership skill is an important skill to have in every field. Being a good Leader is about motivating others and ensuring that goals are being achieved effectively and efficiently. •

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Unraveling the Mystery: Why Teens Lie and How to Guide Them Through Truthfulness

By Shola Adekoya

As parents, educators, or guardians, it's not uncommon to find ourselves scratching our heads in bewilderment when faced with the enigma of teen dishonesty. Adolescence is a period marked by numerous changes – physical, emotional, and social – and lying can become a common coping mechanism for teens navigating these challenges. Let me quickly delve into the reasons behind why teens lie and offer guidance on how to foster a culture of openness and honesty.

First, we need to understand the Motivations...

Desire for Independence:

Teens often strive for independence, and lying might be an attempt to assert control over their lives. As they seek autonomy, they may fear that revealing certain truths could result in increased parental scrutiny or restrictions.

Peer Pressure:

The influence of peers is profound during adolescence. Teens may lie to fit in, conform to societal expectations, or avoid judgment from their peers. The fear of being different can drive them to present a distorted version of reality.

Avoiding Consequences:

Fear of punishment is a powerful motivator for dishonesty. Teens may lie to evade potential repercussions, whether related to academics, social situations, or rule-breaking. Creating an environment where consequences are constructive rather than punitive can encourage honesty.

Protection of Privacy:

Adolescents are grappling with the need for privacy and personal space. Lying can become a shield to safeguard their inner thoughts and emotions. Encouraging open communication and respecting their

boundaries can help mitigate the need for secrecy.

Social Image Management:

Crafting a desirable image is crucial for teens navigating the social landscape. Lying might be a strategy to present an idealized version of themselves to peers, creating a facade that aligns with societal expectations.

How then do we guide Teens toward truthfulness?

Build Trust Through Communication: Establishing open lines of communication is paramount. Create an environment where teens feel comfortable sharing their thoughts and experiences without fear of judgment. Regular conversations, devoid of criticism, can foster a trusting relationship.

Model Honesty:

Leadership is best by example. Parents and role models serve as powerful influencers. Demonstrating honesty in your own actions and communications sets a positive example for teens. Showcasing the benefits of transparency helps them understand the value of truthfulness.

Encourage Problem-Solving:

Instead of focusing solely on punitive measures, encourage teens to problem-solve. Help them understand the consequences of their actions and explore alternative solutions. This collaborative approach empowers teens to make responsible choices.

Acknowledge Their Perspective:

Validate their feelings and perspectives, even if you may not agree. Acknowledging their emotions fosters a sense of understanding and diminishes the need for them to resort to dishonesty to be heard.

Teach Critical Thinking:



Equip teens with critical thinking skills to evaluate the potential consequences of their actions. By helping them foresee the outcomes of lying, they can make more informed decisions about the value of honesty.

Promote a Growth Mindset:

Cultivate a growth mindset by emphasizing the importance of learning and growing from mistakes. This approach reduces the fear of failure and encourages teens to be honest about their experiences, even when they face challenges.

In conclusion, navigating the complexities of teen dishonesty requires a delicate balance of understanding, communication, and guidance. By recognizing the motivations behind lying and implementing strategies to foster honesty, parents and mentors can guide teens through this transformative period, empowering them to make choices based on integrity and authenticity. Remember, building a foundation of trust is a gradual process, and with patience and support, teens can develop into individuals who value and embrace honesty in their lives.



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Exploring the Enchanting Himba Tribe of Namibia

By Olateju Joseph

The African continent is home to a rich tapestry of diverse cultures and vibrant traditions, each uniquely rooted in history and heritage. Within this tapestry, the Himba tribe of Namibia stands out as a fascinating community, known for their distinctive way of life, unwavering customs, and captivating appearance. In this article, we delve into the essence of the Himba tribe, shedding light on their unique traditions, clothing, social structure, and the challenges they face in the modern world.

Ancient Roots and Heritage:

The Himba tribe is believed to have migrated from western Africa centuries ago, before eventually settling in the North-western regions of Namibia. This semi-nomadic pastoralist tribe has meticulously preserved their ancient culture, passing down oral traditions from one generation to another. Their language, OtjiHimba, is an integral part of their identity, and storytelling remains a cherished art form.

Traditional Lifestyle:

The Himba people have an intimate connection with their natural surroundings, predominantly residing in small, remote villages. Their existence centers around livestock farming, with cattle representing a significant form of wealth and playing a pivotal role in social transactions. The preservation of this traditional lifestyle allows the Himba tribe to maintain an unbreakable bond with their ancestral lands.

Unique Appearance and Fashion:

One of the most enchanting aspects of the Himba tribe is their distinct physical appearance, characterized by a reddish hue on their skin. This iconic red tint is

the result of a paste made from ochre, an iron-rich soil mix, which they apply meticulously to their skin and hair. The Himba women further distinguish themselves by adorning elaborate jewelry and impressive hairstyles, which represent identity and social status.

Social Structure and Gender Roles:

The Himba society is structured around a patriarchal system, where the eldest male member leads the family or clan. Respect for elders, communal harmony, and a sense of collective responsibility shape their social fabric. While domestic tasks such as milking, cooking, and producing handicrafts primarily fall under the domain of women, men are responsible for herding livestock, protecting the community, and ensuring its welfare.

Preserving Ancient Customs amidst Modern Challenges:

Despite their strong connection to their traditions, the Himba tribe faces challenges as the modern world rapidly encroaches upon their way of life. Encounters with tourism, governmental policies, and climate change have introduced transformative forces that require delicate balance. The Himba people, valuing their ancestral roots, aim to navigate these challenges while preserving their age-old cultural practices.

Cultural Appreciation and Responsible Tourism:

Visiting a Himba village can be an invaluable opportunity for cultural exchange and mutual understanding. However, it is imperative to approach any interaction with the utmost respect, sensitivity, and appreciation for their traditions. Responsible tourism involves educating oneself about the communities, supporting local initiatives, and avoiding exploitative behaviors that compromise the

integrity of their cultural identity.

Conclusion:

The Himba tribe offers a captivating glimpse into an ancient African culture that has remarkably endured the test of time. Through their unique appearance, lifestyle, and unwavering customs, they continue to flourish amidst the winds of change. By fostering an atmosphere of cultural appreciation and responsible tourism, we can help ensure the preservation and celebration of this remarkable African tribe, allowing their legacy to thrive for generations to come.



One of the most enchanting aspects of the Himba tribe is their distinct physical appearance, characterized by a reddish hue on their skin.

CARTOONS



POEMS

THE TWO KINDS OF PEOPLE

By Ella Wheeler Wilcox

There are two kinds of people on earth to-day;
Just two kinds of people, no more, I say.

Not the sinner and saint, for it's well understood,
The good are half bad and the bad are half good.

Not the rich and the poor, for to rate a man's wealth,
You must first know the state of his conscience and health.

Not the humble and proud, for in life's little span,
Who puts on vain airs is not counted a man.

Not the happy and sad, for the swift flying years
Bring each man his laughter and each man his tears.

No; the two kinds of people on earth I mean,
Are the people who lift and the people who lean.

Wherever you go, you will find the earth's masses
Are always divided in just these two classes.

And, oddly enough, you will find, too, I ween,
There's only one lifter to twenty who lean.

In which class are you? Are you easing the load
Of overtaxed lifters, who toil down the road?

Or are you a leaner, who lets others share
Your portion of labor, and worry and care?

<https://discoverpoetry.com/poems/poems-about-helping-others/>

THE BRIDGE BUILDER

By Will Allen Dromgoole

An old man going a lone highway,
Came, at the evening cold and gray,
To a chasm vast and deep and wide,
The old man crossed in the twilight dim,
The sullen stream had no fear for him;
But he turned when safe on the other side
And built a bridge to span the tide.

"Old man," said a fellow pilgrim near,
"You are wasting your strength with building here;
Your journey will end with the ending day,
You never again will pass this way;
You've crossed the chasm, deep and wide,
Why build this bridge at evening tide?"

The builder lifted his old gray head;

"Good friend, in the path I have come," he said,
"There followed after me to-day
A youth whose feet must pass this way.
This chasm that has been as naught to me
To that fair-haired youth may a pitfall be;
He, too, must cross in the twilight dim;
Good friend, I am building this bridge for him!"

<https://discoverpoetry.com/poems/poems-about-helping-others/>

THE SOUND OF LAUGHTER

By Francis Duggan

The Sound of The sound of laughter is a thing of beauty for
laughter spreads the very gift of joy

That people they are drawn to happy people is not that hard for to
understand why
Since everybody wishes to be happy and laughter it spreads
happiness around
And only the heartless could not like the sound of laughter for
laughter is a very happy sound,

Than laughter there is no more happy feeling laugh and the World
laughs with you seems so true

But if you feel sad and for yourself feeling sorry the saddest person
in the World is you

Even your friends would rather not be with you if they see you as
one who worship gloom

The happy people attract people to them and in their presence
happiness does bloom,

The sound of laughter sends out laughter ripples it is a sound one
always loves to hear

And laughter it gives rise to smiling faces and never fails to fill the
cup of cheer
The sad one who feels comfort in self pity is the one others do not
wish to know
But if you are one who laughs away your worries your friends in
numbers seem to grow and grow

And who could not but love the sound of laughter to it there
always is a joyful ring
It seems to send happiness out in ripples it is a joyful and
infectious thing.

<https://www.poemhunter.com/poem/the-sound-of-laughter/>

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“The greatest good you can do for another is not just share your riches, but to reveal to him his own.”

- Benjamin Disraeli

“What you get by achieving your goals is not as important as what you become by achieving your goals.”

- Henry David Thoreau

“Be greedy for social change, and your life will be endlessly enriched. The only failure lies in not trying, or in giving up.”

- Ann Cotton

“When our grandchildren ask us where we were when the voiceless and the vulnerable in our era needed leaders of compassion and purpose, I hope we can say that we showed up, and that we showed up on time.”

“First, give yourself permission to be a contrarian, to flout convention, to follow the unsafe path, to zig when everyone else zags; then take some action to get going. Allow yourself to try; then try.”

- Linda Rottenberg

“Part of the drive to put time and energy into creating value for your customers will come from that fact that they are a reflection of yourself. There is just something magical about having your customer’s happiness being tied to your own. To know that what you are building will help another “you” is a great thing.”

- Christopher Gray

“If you are successful, it is because somewhere, sometime, someone gave you a life or an idea that started you in the right direction. Remember also that you are indebted to life until you help some less fortunate person, just as you were helped.”

- Melinda Gates

I don't believe in work-life balance. I think it's more about work-life integration because, increasingly, so much time of ours is spent doing work, so I've always wanted to dedicate my work life to having a social impact.

- Elaine Welteroth

“I'm not the typical Silicon Valley entrepreneur — I'm not just trying to start a startup. I was trying to solve a problem, and it was an obsession. I had to figure this out. This needs to exist in the world. We don't have the luxury of failing — the problem is so critical and so solvable — for the first time in human history we can solve this problem.”

- Komal Ahmad



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Reflections of a Social Entrepreneur

By Achenyo Idachaba-Obaro

Fourteen years ago, I bid my Corporate job in the U.S. goodbye and embarked on a journey on freshwater bodies in Nigeria. It was a change in trajectory fueled by a deep conviction. MitiMeth, an award-winning cause-driven brand, came into being two years after moving to Nigeria. The prior two years spent consulting on waste management projects (some paid for, some pro-bono) were preparation for identifying the water hyacinth opportunity. Spotting the dense mats of water hyacinth and hemmed in boats on the Lagos Lagoon was a problem crying out to be solved. And I happened to be at the right place at the right time and in the right mindset for discovering the opportunity. It has been a multi-stage journey creating and innovating solutions to a pressing social and environmental problem in our local communities.

SEED and DEVELOPMENT: 2009 – 2012

On arriving in Nigeria, the first thing I did was to partner with the University of Ibadan Centre for Entrepreneurship and Innovation. Why? I wanted to have access to resources within the Academic community and build my network. Being a new business "on the block", I also needed the affiliation with the University to provide some credibility. What I found out through that experience was networks are powerful sources of information and referrals. I also learned that partnerships are key. Today, I am an Associate Lecturer at the same University teaching a module in the General Entrepreneurship Studies course which I also had the privilege of writing a chapter for the teaching handbook. It has gone full circle and I am paying it forward!

Spotting a few fishing boats hemmed in and grounded by dense mats of water hyacinth in 2009 was a Divine appointment. As at the time of my visual

discovery, the presence of water hyacinth in our waterways was a 25-year-old invasive aquatic weed problem in Nigeria. I could have perceived it as an insurmountable problem and done nothing. However, I chose to see this environmental problem as a stepping stone to innovative homegrown solutions. I started from ground zero and learned about handmade crafts, the processes and the people. I was also very hands-on! I moved beyond the idea or ideation stage into a proof of concept. This forced me to document where I was planning to go on this journey in the form of a business plan highlighting the technical and financial resources needed to move forward. I put my financial seed (savings) in the development of the business idea and I was determined to push through the journey despite of the challenges encountered along the way.

STARTUP: 2013 – 2017

My focus was on working the Handicrafts and Biogas solutions simultaneously. And as time went on it became very apparent that the Handicrafts solution was gaining more traction and the results more feasible and tangible. The handicrafts option was less capital-intensive and the technical expectations were lower. With the high unemployment and poverty rates in Nigeria, there was a need to quickly empower communities with skills and work. I thought it would be wise to start

“
Spotting a few fishing boats hemmed in and grounded by dense mats of water hyacinth in 2009 was a divine appointment”

small, have visible products and economic results to motivate people to transform the resources in their midst to beneficial use. I solicited feedback often and not all was complimentary but I learned not to take brutal feedback personally. Such feedback



stung but it also helped MitiMeth to grow. Resourcing the business was and is key! If you run out of people resources and financial resources, your business can slow down considerably or grind to a complete halt. Where did I find fuel for my journey? I started applying to domestic and global business plan competitions. In 2012, I received a Dragon's Den Award from Standard Chartered Bank. In 2013, I received a YouWIN grant from the Federal Government of Nigeria. I also took advantage of a Government employment scheme for graduates called the GIS. The government program paid the graduates assigned to MitiMeth a stipend for one year. Winning the Cartier Women's Initiative Award in 2014 put MitiMeth out on a global platform. I also received a Grant award from the Tony Elumelu Foundation in 2015. There was a demonstration of proof that my business had the potential to make a significant impact and I strongly believe that is what the Grantors bought into. With a bit of financing, I was able to support growing the business.

GROWTH AND ESTABLISHMENT: 2018 TO DATE

The journey to establishing an Artisan Economy and transforming water hyacinth into décor and lifestyle products started as a journey of one. Along the way, we have diversified into transforming agricultural residues. It has become a journey for many. From family and friends to Makers (Artisans) to Employees to Customers to Grantors to Technical Partners to Social Investors to Retail Partners to the Media. To date, we have trained over 700 Artisans, and have 150+ Artisans actively engaged in the supply chain. We have a presence online and two of our own brick and mortar locations. We have featured in local and global exhibitions and trade fairs. All these are from water hyacinth and agricultural residue transformation. Who would have thought?

FUTURE EXPANSION

Over 50 countries in tropical and sub-tropical zones across the globe are negatively affected by the infestation of water hyacinth. Whenever I have the opportunity, I make sure I highlight the global nature of the problem we are solving. While our sights are set on becoming the #1 producer and exporter of natural fiber artisanal products in the non-oil sector of Nigeria, we are looking at partnerships that would enable us to replicate the



business model in other water hyacinth prone communities across Africa. Taking a cue from India, we are also looking at developing a long-overdue policy framework on Natural Fibres. There's so much more to accomplish in this next stage of the journey. New materials, clean energy solutions etc.

CONCLUSION

I have learned valuable lessons as a Social Entrepreneur and I'll round up with the same lessons I learned when I took a 3,800KM road trip from Ithaca to Boise in 1997.

1. For those who want to embark on the social entrepreneurship journey, weigh your options carefully. Think through them, reach a decision and stick with it. Be confident and just do it!
2. Prepare for the journey. Research the idea, solicit advice as to the potential of your business idea from as many sources as possible: friends, family, colleagues, players in the space (if any), or industry specialists you may have access to. Map the trip (write a business plan, apply to incubator or accelerator programs, join network organizations and events, embark on professional development and training, "give-away" services and sample products, form partnerships, assemble the right team).

3. Enjoy the journey. Pace your business and don't run ahead of yourself either due to self-imposed pressure or ill-informed advice. Don't drive more miles than your business is capable of handling. Refuel along the way and don't allow your tank to get dangerously low. Retreat every now and then to rejuvenate. Self-care is important. Make stops along the way to make sure you are still on the right track (take stock and evaluate the business to ensure you are meeting objectives and you are working towards the vision and mission of the business).

4. Celebrate your achievements. Know that there'll be unanticipated diversions along the way (like a sudden change in government policy, currency depreciation, hyperinflation, a recession etc). Identify those potential threats to your business (your SWOT analysis) and devise ways to mitigate the impacts. Don't panic or get overworked about the diversions. Make the most of the "distractions". Focus on the positives by making lemonade out of lemons! Take it all in.

Finally, I would like to conclude by saying that MitiMeth is changing the narrative on global innovation but we have not arrived. We are still on the long haul journey, #wemove.

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PERU: The Fake Birds Of Macchu Picchu

By Lola Akinmade Åkerström

The pounding drums of Quechuan music playing in the background couldn't keep up with my heartbeat as our little minibus rolled towards Km 82 – the marker which meant the start of an arduous four-day hike to Machu Picchu which I was now looking upon with utter dread.

Sure, I'd started elated but a trial run around Pisac and the surrounding Sacred Valley the previous day had deflated me – punctured that emotional parachute as it were – and promptly brought me back to earth.

“Phew! We must have done what? Ten kilometers?” I had asked Aly, panting to catch my breath as we explored ruins around the town of Pisac an hour or so from Cusco. A quick fitness check before we started the trail the next day. Aly – a charismatic Urubamba native who switched between Quechua, Spanish, and English with ease – was my guide.

“Just 3.5 kilometers,” he'd snickered back. The realization that I might be a tad bit in over my head began to dawn on me.

I'd flown into Cusco two days earlier to acclimatize myself; popping Soroche pills like candy and chugging mate de coca tea. I

added raw coca leaves to my ritual; chewing them like an alpaca. I kept running out of breath just chewing the darn leaves. I struggled with the altitude those first 48 hours.

By the time I hit Pisac and Ollantaytambo the next day to test out my Coca-Soroche filled lungs and still felt incredibly winded, my decision to hike seemed like pure madness and taking the train up to Machu Picchu instead seemed so darn sexy.

So by the time we kicked off the hike at Km 82, I'd already started waging a mental war. Barely five kilometers into

our 40-kilometer Inca Trail hike, and my water bottle was already empty. Chugging water at every sign of discomfort, I wasn't as ready for the high altitude as I'd initially thought and I hadn't paced myself.

With hands on my knees catching my breath, an older lady clearly in her seventies in nothing more than Nike sneakers strolled past me. In a sense, drinking became a subconscious need to mentally nourish my body for the grueling stony path ahead and to keep me from hyperventilating frankly.

We were a couple more kilometers from our first lunch camp of the trek. Relatively new, group members weren't ready to share water bottles with me quite yet so I was on my own.

After our first ascent, which in hindsight felt more like a quick dash up two easy flights of stairs, we stopped to rest, panting to collect our breath.

Local Quechua women rushed up to us with snacks and water for sale. Nothing at the moment seemed sexier than the cool beads of water trailing down the side of a large plastic bottle one of the ladies was holding in a teasing fashion.

I searched frantically for loose change in my backpack.

"Un agua, por favor!" I finally asked, pitching a few soles I'd found to the woman who reached me first. She trotted over joyfully with a wide welcoming grin across her suntanned face. A traditional Montera hat was balancing sideways on her head and she was dressed in a colorful handwoven wool skirt; a "melkkhay" as they call it in Quechua.

She smiled and handed me an ice-cold bottle of spring water which I grabbed hungrily. This bottle was going to be enough to tide me over till our next pit-stop which was also our camp for the night. She stared down to count the worn-out

Peruvian coins I'd handed over.

In what felt like a split second, an angry scowl replaced her smile and dark eyes like pools of obsidian stared back up at me, offended.

She reached back for her water, grabbing it forcefully out of my hand before I could lift it to my lips.

Okay? Had I shortchanged her? I wasn't sure what had just happened except that she didn't want me to have that bottle of water. Confusion set in.

"How much? Cuanto?!" I asked again. She wasn't bargaining anymore. Shaking her head vigorously as if she'd just witnessed an abomination, she poured the coins back into my sweaty open palm that had originally held her water.

"How much?"

“
*Chugging water
at every sign
of discomfort, I
wasn't as ready
for the high
altitude as I'd
initially thought
and I hadn't
paced myself.*



She just kept shaking her head, backing away. Rudimentary Spanish wasn't going to quench my thirst at this point. I yelled for my guide, Aly.

"Do I owe her more money? What's wrong?" I explained my plight to him. He grabbed shiny silver coins from me and examined them closely. He furrowed his eyebrows intently as he studied them. Then, "Ha!" escaped him and his brows relaxed into arches of amusement. "You see this?" he pointed to a little etch of a bird on one of the soles – the Peruvian coins. "This bird is fake".

I leaned in closer with squinted eyes, trying

to play along.

"Okay?" I responded in agreement, still uncertain of what it was I was agreeing to. "You see this line? The mouth of the bird? It is very different from this one". He pulled out a supposedly genuine equivalent of the coin. I squinted harder. "Okay?"

Maybe with stronger glasses, I could have made out such a microscopic detail, but somehow with almost supernatural abilities, the Quechua woman had been able to detect the difference while staring at the coin at arm's length. "Mouth of this bird is straighter than this

one. It is a fake. They give you fake soles in Lima". I wasn't sure who was teasing who at this point. Somehow in Peru, I needed to inherently know the difference between a fake and valid coin based on the curve of the beak of a silver bird.

Aly called her back, meditating in Quechua. She wasn't ready to break any of the larger bills I was carrying. In a sense, I felt she wanted nothing more to do with me. Maybe carrying fake birds was also an omen around these parts. I wasn't sure. Maybe Peru was trying to tell me something. To get out of this mental funk I was gleefully swimming in and to truly

notice her microscopic details. That was how I was going to survive along the trail, she seemed to say. Peru was imploring me to seek out details that would not only distract me from my physical discomfort – you know, the mind over matter deal – but would also move me to a transcendent place of spiritual awareness of what it was I was trying to accomplish.

Right now though, I just needed some *agua* – water – badly.

"It's okay", my guide Aly finally offered. "I buy you one. You can tip me later." •



Arinta Waterfall

CHASING THE WESTERN NIGERIA WATERFALLS

By Amarachi Ekekwe Huelsenbeck

I recently took whirlwind tour to explore some parts of South-Western Nigeria. It's safe to say I have a fair idea of what a hangover feels like. I sometimes like to travel fast but this was on another level. I returned home with a bad stomach and a splitting headache. But like a hangover, the events leading up to it were absolutely worth it!

My journey began late on day one. I was supposed to leave Lagos at 7am but ended up leaving at about 1.30pm due to circumstances beyond my control. Naturally, I arrived at my first destination in Ibadan late and made a sprint for the

Cocoa House.

This 24-story building was once the tallest building in Nigeria, built entirely from proceeds gotten from – you guessed it – Cocoa. Today, it houses different business ventures as well as the Odu'a Museum and Hall of Fame. Visiting the museum was an absolute delight.

Unfortunately, like most museums in Nigeria, pictures aren't allowed inside, and I'm a stickler for the rules. Anyway, this is definitely worth a visit if you find yourself in Ibadan. I have been to a few museums in Nigeria and I have to say, this comes out top on the list.

The displays were spot on and the curator who gave us a tour was so passionate about his job. He talked about each of the displays telling us stories and the history behind them. One of the things I remember most was him showing us a small pot that was used to hold a charm to make one light and almost invisible.

And then one of the guys on the tour said his grandfather once told him that he (the grandfather) walked to Saudi Arabia using this charm. All I could think of was, this has got to be commercialized! I also loved the Yoruba folk music that kept playing in the background as we moved through the galleries.

Lastly, we got a pretty cool view of the city of Ibadan and its famous brown roofs from the pent house of the building before bidding Oyo state goodbye and heading off to our next stop.

We arrived at a place called Erio-Ekiti about two hours and several bad roads later. Tired and hungry, I was more than happy to call it a day. I got a little rest and prepared to do it all over again the next day!

We began day two with a hike up the hills of Erio-Ekiti. This particular town is predominant for religious tourism and at the very top of the hill is a place called 'The New Jerusalem'. It was established by Joseph Ayo Babalola, the founder of the Christ Apostolic Church (C.A.C) who promoted Christianity within the town in the early fifties.

We descended the hills after a few hours and made our way to the famous Ikogosi Warm Spring. Before this visit, I had been led to believe that Ikogosi was a waterfall with the warm and cold parts flowing side by side, I somehow ignored the 'spring' part. So yeah, it's not a waterfall but it is pretty fascinating. The image here shows where the cold and warm springs meet...

But seeing Ikogosi alone was a tad bit underwhelming, so taking a 20-minute drive from Ikogosi to Arinta Waterfalls was exciting for me. I realized as soon as I got there that I have never really seen an actual waterfall and this was so beautiful to watch. I stayed here on a couple of minutes because it started to rain as soon as we arrived but I was promised a more magnificent waterfall at Erin Ijesha. We left Arinta and headed for our hotel at Erio Ekiti, stopping by at a local restaurant to get Ekiti's staple meal – Iyan (Pounded Yam) and Efo Riro. They proceeded to make the food right there and then and invited me to pound my own dinner.

I have to say, I have met only the friendliest people in Ekiti. Everyone I interacted with so happy and so full of smiles. I got teased about my pounding skills but hey, it turned out good enough to eat! I also got offered palm wine, which tasted better than I expected. All in all, it was a day well spent! We began day three – our last of the tour – quite early, starting with a visit to Erin Ijesha waterfalls. The road from Erio-Ekiti was okay for the most part but there were several bad spots that made my stomach churn. We arrived our destination early, paid the entrance fee and got set to hike the terrains leading to the various levels of the falls.

“
As we walked through the forest, we were greeted with the distant sounds of waters hitting rocks, birds chirping, streams flowing from rocks underneath.”

We got to the first level after several minutes. By this time, some of the guys weren't really keen on going higher. A few of them remained on this level while we moved higher. Unfortunately for me, everyone else decided to stop when we got to the second level. I really wish I could have continued but I guess I'll do that if I get to visit again.



Ikogosi meeting point



Erin Ijesha Waterfalls



Erin Ijesha Stairs



Erio Ekiti

I started clicking away, determined to take as many pictures as my SD card could contain. It wasn't long before I noticed something moving in the rocks. I zoomed in to find this little guy enjoying an early morning shower. My first instinct was to make a run for it. Infact, I was almost discouraged from going further and the guides didn't help much either. They kept on reminding us that this was a season where we would come by a lot of snakes! Luckily we continued our hike with no more surprises along the way.

The Erin Ijesa trail has definitely got to be one of the most scenic hiking routes in Nigeria. As we walked through the forest, we were greeted with the distant sounds of waters hitting rocks, birds chirping, streams flowing from rocks underneath. It was almost magical.

We trudged on, hiking a mix of fantastically steep steps and rocks. And I thought Idanre was hard lol... In any case, I preferred the rocks to the steps. I was told that the management of this site has been handed to a private firm. I'm hoping that they fix the hand rails for the stairs that already exist and leave the remaining part of the trail the way it is.

FEEDBACK FROM RIL PRODUCTS AND SERVICES

"A satisfactory service with effective delivery by the team coupled with a good relationship with the RIL Executive Director."

*B. A. T – Gbenga Alayande
(HR, Executive)*

I have an understanding that relationship works better when clear communication is on point and I would say I get this from the Team when sorting out deliverables.

*UAC Foods – Ezekiel Sawyer
(HR)*

Over the past few months, we have seen significant improvements, particularly in the prompt salary payments and increase. To note that this, contributed to the staff performance and attendance to an impressive 70%.

*Lorna – Emmanuel Sunday
(HR, Supervisor)*

Impressive performance from the team.

*NBC, Benin Branch
– Olatunbosun Adebawale
(HRBP, Central Region)*

The relationship with RIL has been smooth so far and this is coming from obvious reasons. Matters are easily attended to on time and we have always had supportive hands from the supervisors in the factory as well as the HRBP in charge.

*NBC, Asejire Branch
– Adenike Victoria (HRBP)*

Satisfactory performance from both staff and RIL.

*NBC, Maiduguri Branch
– Adeboye Abiodun (HRBP)*

The HRBP in charge is delivering exceptional service which has consistently made things easier in that regard. Currently, we have no outstanding requests from RIL that and the staff as well is doing an excellent job in meeting her daily deliverables.

*Stanbic IBTC Pension
– Enyinna Osimkpa (HR)*

Since our last review regarding RIL services and staff performance, there has been significant improvements. At present, I'm pleased to report that the primary requests concerning salary reviews have been successfully implemented, resulting in a 25% increase. It brings me great joy to affirm that our relationship is flourishing, and I extend my commendations to the HRBP in charge for an outstanding effort.

*Cordros –Obafemi Oduwote
(Head Of Admin)*

We have had a positive experience with the Business Manager, effectively addressing our requests as quickly as possible. We understand that managing certain tasks and personnel can be challenging at times, but we appreciate their efforts and just to mention that based on the staff performance, they have really improved

*Accion, Fadayi Branch –
Oluwatoyin Kujore Onifade*

In my opinion, theBUNKer is the best and most affordable workspace I have ever used. The environment is conducive, serene and cosy. I always recommend it to anyone looking for a workspace.

*Akinbode Abitogun
– theBUNKer Ibadan*

I think theBUNKer is great. I love the fact that there is also a branch in Lagos and other states. Makes me feel like there's a reliable place I can visit to work when I travel. I also think a lot of people can attest to the fact that theBUNKer simply has an awesome staff. There's something about your staff that makes people wanna come again. Kudos on that. Overall, I love theBUNKer and have I been recommending it to my friends.

*Akinola Stephen
– theBUNKer Abuja*

My visit to theBUNKer is something I don't regret; the place is just too Good. I loved the calm environment; it helped me focus on work.

*Kufre-Abasi Bassey
– theBUNKer Uyo*

theBUNKer is just the place that makes you feel at home and productive at the same time. Continue to make your staff happy and we get the best from them.

*Miss Debola Olowookere
– theBUNKer Yaba*

I find it very convenient and effective

*Clairebox-
theBUNKer Lekki*

"I appreciate the MD's presentation during our retreat, we so much thank him for the highly insightful and educative session."

*~ Olusola Osunlola
NLPC Pension Funds
Administrators*

IJEOMA MADUEKE



RIL **people**
on point

Name:
Madueke Ijeoma Mercy

Department/Role:
Operations/TeamLead; Conglomerate
& Documentation/Onboarding

Interest(s):
Meditating, Movies and Travelling

Who do you admire the most:
My Best Friend

Favorite Movie of all times:
Fifty Shades

Role Model:
Ibukun Awosika

Favorite Fragrance:
Good girl by Carolina Herrera
and Kayali products

Favorite Book(s):
More like a book I read and have;
Atomic Habits by James Clear

Favorite gadget:
iPhone

Favorite meal:
Nothing as Favourite, but a
good healthy meal will do.

Favorite Fashion Item:
Wrist Watch & Earrings

Passion:
Cooking

Favorite quote:
Jeremiah 29:11

BOLUWATIFE
MESELE

RIL **people**
on point

Name:
Boluwatife Mesele

Department/Role:
theBUNKer Services Nigeria Limited/
Business Support Officer

Interest(s):
Technology, Military, Cars and Football

Who do you admire the most:
Carlo Ancelotti

Favorite Movie of all times:
13 hours secret solider of Benghazi

Role Model:
Bishop David Oyedepo

Favorite Fragrance:
Tom Ford lost cherry

Favorite Book(s):
Bible, Steal like an Artist
and The Great Gatsby

Favorite Gadget:
Samsung S series

Favorite Meal:
None

**Favorite Fashion
Item:**
Wrist chain

Passion:
Reading,
Travelling
and Video Games

Favorite Quote:
It can only get
better.



MY LEADERSHIP JOURNEY AS AN ENTREPRENEUR

By Onatoka Aya

Clairebox started as a result of a service failure I received from a supposedly big courier service company. As a young executive, I had an on the side business I was doing along with my 9-5 job and found myself curious about courier, however it wasn't until I had a major service failure at my sister's wedding that made me, give serious thought to it and eventually led to her birth.

I started Clairebox as a green horn, armed only with a passion to succeed. It was and still a very challenging business to venture into. I knew that working with blue collar employees was going to be tasking but nothing prepared me for what I faced at the beginning of the business. I realized that majority of workers just wanted to earn their salaries and not particularly interested in the growth of the business. They did everything to sabotage the revenue coming into the business by way of inflating any and everything. From fueling, mechanical repairs, paper registration, side jobs, to even traffic infringements just to make sure you are extorted.

I told myself to give it one year, after which an evaluation will be done to determine whether I wanted to continue with the business. In the course of the one year I sort training, counseling, from experts, friends and family. My brother who is into oil marketing gave me a lot of hands on applicable solutions to key issues that were responsible for draining our income and putting structures in place to combat the ills that were going on. We established relationship with vendors for repairs and no longer relied on recommendations from staff, engage agents to recruit the riders

and saddled them with the responsibility of vetting their guarantors. We employed technology to tackle the problem of side jobbers and got cards for the purchased of gas.

After we put the structures in place, the business began to have value in my eyes and I then had time to talk to people about us and embarked on lots of marketing. We started also getting referrals from our customers as well. Our customers knew we were interested in the growth of their business through our interpersonal relationship with them and being in constant communication with them, especially in times when we could not meet up with deliveries. Overtime, they knew we could be trusted.

My motto in business is, no matter the problems we are facing, there are always solutions to correct them. All the challenges we experienced earlier on in the business that almost made me give up on it, were just a solution away. Even now, when we jump over the structures in place, out of desperation to fill in a gap, it always comes back to bite us in the shortest future.

I have come to realize, that there are principles for every business, we must learn to find and use them no matter how tasking they are, they save a lot of expended emotions, losses and negative energies.

We are yet to scratch the surface of where we want to be, however we are very far from where we started from. I am a very strong believer in the supernatural power of God and the wisdom he has put in men to achieve whatsoever our desires are.

“

I knew that working with blue collar employees was going to be tasking but nothing prepared me for what I faced at the beginning of the business.







Usman Adamu
Manual Palletizer
- NBC



Abhulimen Julius Eromosele
Inventory Officer
- IpNX Nigeria Ltd



Adamu Timothy Mock
Driver
- Sahara Group Ltd. Abuja



Joseph Ruth
Twisting
- Lorna Nigeria Limited



Lawal Azeez Obasanjo
Production Operative
- Rite Foods Limited



Majaro Oluwasegun
- Unilever Agbara



Meruviere Solomon
- Kenmac Ventures Ltd
(Heavy Duty Driver)



Adegbola Stephen
- BEVPAK



Adeyeye Aderopo
Checker
- MIKANO Int'l Limited



Danladi Ibrahim
Factory Worker
- Eurodecor Nigeria Limited



Dauda Akinwande
- Lorna Nigeria Limited



Monday Glory
LSA
- Union Bank



Nosiru Kabiru Abiodun
- Kenmac



Obende Kehinde
Foaming Operative
- Mouka Foam



Okorie Ndubuisi
- NBC Owerri



Ebong Samuel Udoh
Driver
- Sahara PHC



Edidi Henry
Production Cleaner
- FanMilk



Egbeyemi Gbenga
- Friesland Ikorodu



Egbeyemi Gbenga
ETP Operator
- FrieslandCampina Wamco



Okorowa Sylvester
Machine Operator
- Mouka Limited



Olagunju Kazeem
- Mouka Lagos



Samuel Akinola
R&RS Assistance
- BAT



Temitope Ajiboye
Pool Driver
- Accion Microfinance Bank



Fredrick Blessing Oshoname
- STANBIC



Henry Orji
- IDL Ota



Idoghor, Enifome Blessing
Accounting
- Palmora Nigeria Limited



Jimoh Abdurhaem
Operatives
- Loader Rite Foods Ltd



Tijani Ismaila
Production Operative
(CO2 PLANT)
- Rite Foods Limited



Ubaka Solomon
Store Manager
- Union Bank



Ufeh Lilian
Twisting
- Lorna Nigeria Limited



Ufot Aniefiok
Driver
- AIICO

MAKING A DIFFERENCE IN A NEW ENVIRONMENT: A PERSONAL JOURNEY

By Shola Adekoya

Starting fresh in a new environment can be both exciting and challenging. Whether you're relocating to a new city, starting a new job, or entering a different social circle, the opportunity to make a positive impact is always there. I'll share my personal journey and the strategies I've learned to make a difference in a new environment. Life often takes us on unexpected journeys, and my transition from a successful marketing career to pursuing law was certainly one of those unexpected turns. I had always thought I would never pursue law in a new country (though my 1st degree) because of all the requirements of going back to school, building networks, and understanding the new legal terrain, but the new environment led me to make the switch. It's a story of personal growth, a strong desire to make a difference, and embracing change. Here's how I made the leap from one world to another without it harming my life, emotions, psyche, and family.

I started working immediately after I changed cities. It was a marketing communication job but the conditions were not favourable due to proximity. A few months down the line, I got a job as an HR consultant (I have some experience in this line as well) with favourable conditions. It was good for the time being and I was content. All the while, I had just one thing on my mind, go to law school and set up my own business to the level of building a team and making income. I achieved both within one year and these were the steps I took.

Embrace Open-Mindedness

One of the first steps I took was that I was determined to keep an open mind. I fully embraced the idea that I'll be exposed to new people, perspectives, and experiences. I was very open, teachable, and willing to learn and adapt to the unique dynamics of the new surroundings. I enrolled in newcomer classes and training courses to help me integrate and understand the corporate culture and the market of the new environment.

Open-mindedness allows you to appreciate the diversity of thought and culture that exists in your new environment and Toronto is definitely an extremely diverse city.

Get to Know People

This was top priority for me. I saw every single interaction as an opportunity to connect and I took all the opportunities. From the newcomers' lectures to religious gatherings and all the meetings I attended, every day was an opportunity for me. Bear in mind that I had built a lifelong network in my previous location (of over 40 years) and I was and still am, trying to replicate the networks in a shorter time. This requires being extra intentional. Building connections is a fundamental aspect of making a difference in any setting.

Take the time to get to know the people around you. Strike up conversations, ask questions, and actively listen to others. Building relationships is not only personally rewarding but also opens the door to collaborative opportunities.

Find Common Ground

I attended picnics and parties. Joined religious volunteer groups and also went out with people who shared my hobbies. I joined relevant WhatsApp groups, asked a lot of questions about my interests, and registered with NGOs, private organizations, and governmental bodies that link people up with mentors and subject matter experts. This enlightened me a great deal. In a new environment, finding common ground can be a powerful way to bridge gaps and build connections. Discover shared interests, values, or goals that connect you with the people in your new setting. Whether it's a love for a particular hobby, a commitment to a common cause, or a shared professional ambition, these commonalities can serve as a foundation for meaningful connections.

Offer Your Skills and Talents

I have a few skills that could be of value to people. I offered my training skills to an NGO and after they tried me out, I began to get invitations for paid training from the same organization. At my local church, I offered my HR services to advise people on careers, I coach and mentor the Teenagers and I also sing. All these activities exposed my value to people and I began to get referrals. Your unique skills and talents are your assets when it comes to making a difference. Identify how your abilities can benefit others in your new environment. Whether it's volunteering your expertise, providing support, or contributing to a project, your contributions can have a tangible impact. Don't hesitate to offer your skills, as they can help you stand out and create a positive influence.

Be Supportive

I offered my support. I shared my experiences and guided them without being overbearing or intrusive. Not to my detriment but based on my availability. I listened and offered help where I could. I worked in an HR consulting firm and my colleagues started seeing me in a different light. They sought advice and conflict resolution from me even though these were not my roles. At some point, they asked that I present a proposal to management to train them in communication skills or any of the skills they admired in me. They felt comfortable and supported. Supporting the goals and aspirations

of those around you is a key element of making a difference. Encourage and uplift others in their endeavors. Be a mentor, coach, or simply a cheerleader for those striving for personal or professional growth. Your support can make a world of difference to someone pursuing their dreams.

Engage in Community Involvement

I joined a youth community center to help youngsters around me.

Participating in community activities or organizations is an effective way to make a difference. Engage in local groups, clubs, or associations that align with your interests and values. These affiliations provide opportunities to collaborate with others on projects and initiatives that positively impact the community.



Understand the feelings and perspectives of others, especially when they face difficulties or adversity.

Be a Problem Solver

Being resourceful is something I try to do intentionally so I don't get stuck in situations. There's always a way out of situations. It may not be the right or the best but I'll still give it a shot. This helps me in solving problems.

In any environment, there will be challenges and issues that need solutions. Be proactive in identifying problems and

offering creative solutions. Your problem-solving skills can demonstrate your commitment to improvement and your ability to make a meaningful contribution.

Show Empathy

This is me and me is this. (smiles). I am a natural empath and ever since I learned that it's a great leadership tool and with all the balances required, I have embraced this side of me and it has since paid off.

Empathy is a powerful tool for making a difference. Understand the feelings and perspectives of others, especially when they face difficulties or adversity. Demonstrating empathy through your actions and words can provide comfort and support to those in need.

Stay Committed

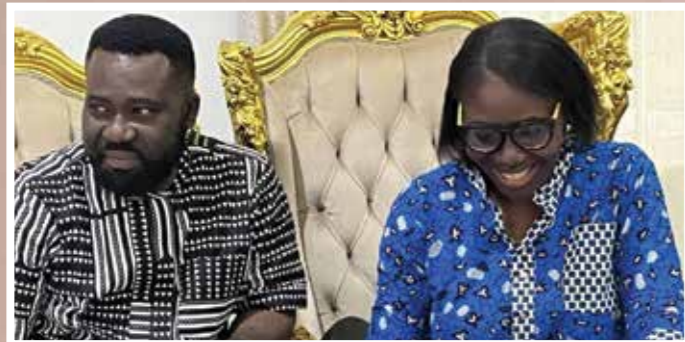
Commitment and consistency is always a winner. You can never go wrong. I have learned to pick consistency over intensity in recent times and it is beginning to pay off. In time past, I'll be off and on but intense when I am on. This is not a great way of living. It affects results in the negative. Everyone loves committed people and even your Spirit, Soul, and body will thank you for being committed and consistent when the wins begin to roll in.

Making a difference often requires perseverance and dedication. It's not always a quick or straightforward process, and you may encounter obstacles along the way. Stay committed to your goals and the positive impact you want to make in your new environment. Your consistency will inspire others and lead to lasting change.

Conclusion

Making a difference in a new environment is both a personal and community-driven endeavor. By embracing open-mindedness, building connections, offering your skills, and being supportive, you can create a positive influence in your new surroundings. Remember that every small action can ripple out and lead to meaningful change, and your contribution is essential in shaping a better future for yourself and those around you.

Seen & Heard



God's Special Gift of Triplets

to Feyi and Sylvester Ojugo after 19 years of marriage.
Sylvester is the Financial Controller of Resource Intermediaries Limited



Mr & Mrs Sylvester Ojugo



Eleana Amarachi Anuoluwadaju



Elizabeth Tobechukwu Tioluwani



Nathan Oluebubechukwu Anyanfeoluwa - Boy



Mr. & Mrs. Ebenezer Isikaiye
Ebenezer is RIL's Business Manager for Lagos Region.



Rebecca Bunmi Johnson,
Business Support Officer theBUNKer Abuja, now Mrs. Rebecca Bunmi Onaghinor



OgheneKevwe, Head Customer Experience and Corporate Communications at RIL now Mrs. Kevwe Osaze-Mohmoh



Justin Asoluka, Manager of theBUNKer Lekki with his wife Blessing Nee Omowa.



Mr. & Mrs. Sam Adeleke
Sam is Head, Business Development and Corporate communications at theBUNKer Nigeria Services Ltd.

Seen & Heard



Ahmed Nasir Dalhatu, son of Dalhatu Abdullahi for RIL dispatch rider.



Oladimeji Esther Oluwadarasimi, baby of RIL's Olorunnisola Olubunmi Esther deployed to Polaris Bank, Osogbo branch

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Innovation for Impact: *Inspiring Stories of Social Entrepreneurship*

By Lanre Lakunle-Oseni

In the world of Millennials and Gen Zs, the drive for entrepreneurship seems to have grown. All over social media, there is someone selling something. Anything that you could ever think of is available for sale. However, the concept of social entrepreneurship slightly differs from conventional entrepreneurship. Recently, I was opportune to facilitate a strategic session for a new start-up, and during the pre-session the concept came up. The words seemed familiar, yet very distant at the same time. So, the team and I decided to illuminate the concept, and as the old saying goes, how do you eat an elephant? By cutting it into pieces”.

In the course of our discussion, we asked and answered some questions. I am sure that if you could answer this same set of questions, the concept of social entrepreneurship would be one step away from total understanding for you, and it would inspire you. How do you view the world? If given the opportunity to change anything in the world, what would it be? What ideas do you have hovering around your head every day? How can you execute those ideas?

Social entrepreneurship answers the question of what I can do to improve the quality of life around me. What needs to be contributed to the world for its greater

“
Social entrepreneurship answers the question of what I can do to improve the quality of life around me.

good? In answering these questions, social entrepreneurs, who are usually not motivated by excesses but rather by a deep sense of value, use the concept as a catalyst for positive change. They can then make things happen and encourage others to do the same.

The client I was working with had an idea to create an innovation hub. Somewhere, anyone with creative ideas could dump them for fine-tuning by business professionals. Also, an avenue for angel investors who are willing to invest their

funds to bring the ideas to life. In doing this, they will add value to the Nigerian economy by creating jobs through the funded ideas. It also promotes and develops innovations. Social entrepreneurs see successes in both social and economic rewards in social and economic change. They are after innovative ideas to solve the world’s most pressing social problems. Social entrepreneurship is about being the change you would like to see, either for-profit or non-profit.

Using social entrepreneurship to innovate for impact entails applying entrepreneurial concepts to bring about constructive social and environmental change. It does not matter which lens you are viewing things through, whether it be education, technology, social work, etc. Making an impact through social entrepreneurship and innovation is the ultimate goal.

There were three key points I took away from that interaction, and I would like to share them below:

The first is to determine which urgent issues require attention; it can be social or environmental, technological, agricultural, etc. The primary aim is to be a solution provider. First, identify the issue that needs attention, like poverty, healthcare, education, or the environment. Social entrepreneurs frequently concentrate on systemic issues that affect the environment

and communities.

You then need to find creative solutions, using your imagination to come up with ideas that will have a long-lasting effect. This could involve new technology, innovative business strategies, or unconventional methods. The invention should be customized for the particular

issue and environment.

Finally, you need not forget that no man is an island, hence the need to build a network. Working together with governments, stakeholders, and like-minded organizations can amplify the impact of social entrepreneurs. Partnerships and networking can give you access to

information, resources, and assistance. Social entrepreneurship combines business skills, social responsibility, and a commitment to making a positive impact. It’s a dynamic, ever-evolving field that keeps expanding and changing to meet new opportunities and problems. •



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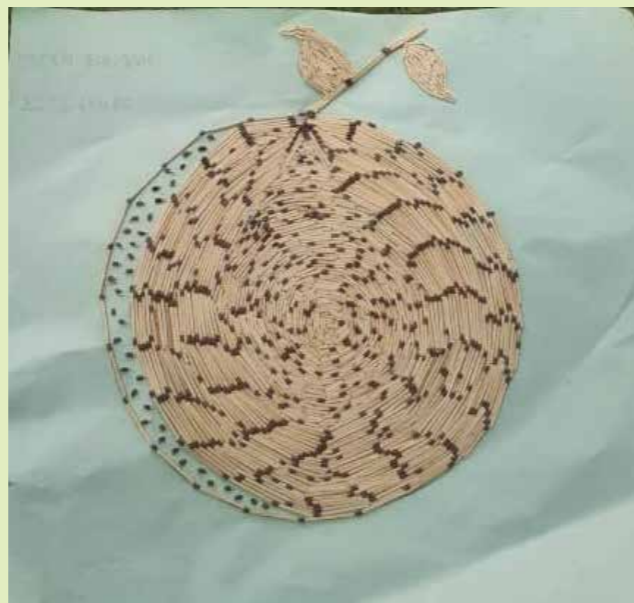
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amplelifebetterlife
amplelifetravel
Amplelife Global

Children@Work

Artwork by Students of KESBE INTERNATIONAL SCHOOL, Magboro, Ogun State Nigeria



PRIMARY SECTION



MOMOH JEREMIAH
JSS 1 Sapphire



EMMANUEL OHIRI
JSS 2



OKEMANKINDE DAVID
JSS 3



CHARLES OKAFOR
JSS 3



DONALD OKAFOR
JSS 2



ADENIYI DANIEL
JSS 3



PRESCHOOLERS



RWANDA THE DREAM DESTINATION OF MY ALTER EGO: The Safest Capital City In Africa

By Victoria Nkong

If you have ever heard people speak about having several personalities and wondered what they are talking about, then you probably need to meet me. When I wrote my memoir a few years ago and named it *Diary of a mad black woman*, I didn't even know that I was yet to touch the surface of one quarter of the madness that my life would become as I grew older. But even though most of my time is spent sorting different projects and hopping on and off flights, I also have that side of me that can stay in my room for one week just working on my laptop and watching nice TV shows without talking to anyone or making any physical contact, the side of me that wants everything to be pre-planned, very organized and adhere to the highest level of discipline...Nigeria doesn't encourage this personality and I thought that it had been un-lived till I arrived in Rwanda as Talent Producer for the inaugural Trace Awards.

It had been a few months of prepping, meetings, lots of emails and finally the anxiety that builds as the event date approaches. On October 4th, I finally boarded my flight to Kigali, arrived around midnight and headed to my hotel.

Extremely clean streets, not a pothole in sight on any road, functional street lights, and carefully pruned flowers; there was something different about this city.

The next few days will see me spending a lot of time on my computer, chasing artistes, training young Rwandans who were to form part of my team so I hardly had time to experience the city but even from relating with the locals, I could still tell that there was something different

about the people as well, not just the city, and less I forget, french language is one of the official languages so once more, being a multilinguist paid off for me.

Saturday came and the award passed in all its glory, that night was one of my longest nights in Kigali, ensuring that all artistes got ready for the awards, got their accreditation and headed out on time, programming about 54 performances e.t.c, after the sending the last set of A-list artistes to the venue, I got in the car and headed out. There was so much traffic that I had to jump out of the car and run as my phone kept ringing incessantly with questions from both artistes and production crew...but unlike with other cities where I travel for work & leave as soon as I am done, with this particular city I wanted to explore & see more.

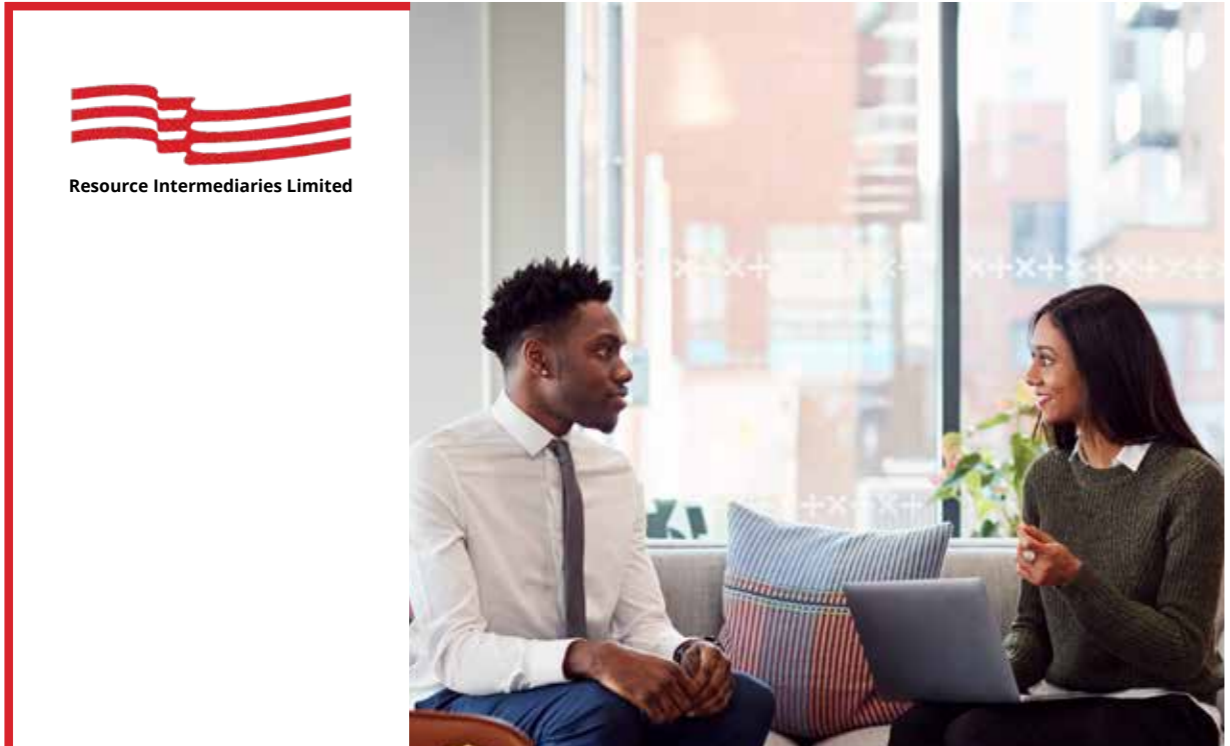
I had different requests from visitrwanda who was a sponsor of the event, they had packaged tour experiences and wanted me to send through some artistes so we made a plan.

I was in very high spirits, I turned down the invitation to meet with the president and sent my staff to represent me for that meeting because I really needed to see Rwanda and figure out this beautiful city. I took a shower, adorned my petite tourist dress, makeup and other vain girl elements, and headed out. As I walked into the tour bus, then then, all 5star private jet type of fittings... I loved it, I'm a firm believer in "work hard, play harder" and if you know me even a little, you should know that I LOVE THE LUXURIES OF LIFE, you only live once my dear! My EA flipped out her camera, I

immediately got into character and we started making videos, and pictures and just doing happy girl things. The bus finally stopped and the tour guard said: welcome to Kigali memorial center, we made our way in and as much as I had read and heard about the 1994 Rwanda genocide, I didn't realize how real it was till our tour guide who was a survivor himself started taking us on a tour of the place, showing us videos and then the mass graves. At that moment I realized how fickle life is and gullible mankind can be. Tutsies, hutsies, these are brothers and neighbours who were peacefully co-existing a few months before the genocide. I was still trying to seem brave as he continued to dish out history till we walked into a room filled with human skulls. I didn't see that coming, I quickly ran out of that room and waited by the passage, I felt a sharp pain in my chest and my stomach at the same time... for a moment everything seemed blurry then slowly I came back to reality as I felt a hand on my shoulders, madam you look very sick, you need to step out and get some air, get her a bottle of water...I heard the voices faintly in my numb state. After a few minutes outside, I felt better and despite everything, I was grateful to have experienced the KGM, I only wished that I had visited it on arrival in Kigali before getting to work as it would have helped me understand the general demeanor of Rwandans and relate better with their pain, that sort of pain doesn't go away easily.

We left KGM, visited some craft shops and headed to a really pretty restaurant for dinner. We were joined by some executives to visit Rwanda at dinner and I struck a conversation with the team lead called Linda as she tried to make me feel better.

We spoke at length about the cultural differences, the people, the fun things to do in Kigali, she promised to take me to do see the gorillas on Monday as a way of getting over the KGM effect, the visit to the gorillas is an important part of Rwandan Tourism. Kigali is the safest capital city in Africa, she reminded me, then she mentioned there are no nightclubs or at least none is left open beyond 2am. You can't even play loud music at this time, alcohol consumption is also regulated, she added. One of the guests from SA asked a question which was probably also tugging at the back of my mind: how do you manage to keep Rwandans so obedient, or maybe subdued, she said while laughing...most of these rules would not work in South Africa, they'll be a protest everyday, she added lightly. Rwandans are law abiding people, we are disciplined and understand the importance of these laws so they have become a part of us. I listened carefully and made mental notes, 80% of the Rwandans population are youth and of that 80%, 90% are below 30yrs. Once again, the reality hit me, about two generations had been wiped out by this genocide. As we rounded up dinner, it was clear to me that the rwandan people had learnt hard lessons from their experience and understand the importance of peace hence their full adherence to laws that will ensure peace and avert a re-occurrence of any such incidence. Indeed, it is only the people who do not understand the consequences of war that are in a hurry to go to war. No one ever truly wins a war. •



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HOW TO OVERCOME LOW SELF-CONFIDENCE FAST!

Ojuolape Amodu-Chinye

Have you ever felt self-doubt, unworthiness - or feeling inferior to others in social and professional environments or gatherings?



You're not alone.

The truth is a lot of successful women battle with imposter syndrome no matter how highly talented, experienced or wealthy they are.

You already know how crucial self-confidence is if you're aiming to move forward in your career, start a new business, or level up in any area of your life. Since true success cannot be achieved without self-confidence, you need to start building your confidence muscle today. Otherwise, you'll be stuck in a negative cycle of unnecessary submissive behaviour making bad decisions, unhealthy choices and avoiding situations, forever!

If that's not enough to heighten your confidence-building nerves, then your desire for success is not strong enough. Self-confidence is an important ingredient for success (of course with a good combination of competence). Therefore you need to debunk the myth that competence and high performance alone are enough to get you the recognition you deserve.

You need competence and confidence to be successful. You need both! Period!

No pressure.

I've got some good news. It comes in

the form of an easy technique on how to overcome low self-confidence. This helpful easy technique can be your permanent confidence booster. In fact, I used it this morning before attending my business meeting.

This technique delivered me from low self-esteem and anxiety. Plus when I use this technique I always show up like a BOSSBABE.

You can too.

But first, we need to discuss an important strategy before I reveal this technique. Stay with me.

A simple strategy

Build a healthy **Self- Image**. Oh yes, you heard me right.

Let me break it down. Your self-image is the way you view yourself and how you depict that view to the world. It includes certain characteristics you use to describe yourself such as - intelligent, beautiful, ugly, talented e.t.c.

We can all agree that early childhood influences and experiences from people around us such as parents, caregivers, teachers, friends and society at large have played a huge role in how we see ourselves.

The image you see in the mirror can either be true or distorted. However, this view is how you eventually develop either a positive or negative self-image.

Whether you realize it or not you regularly take in information and judge yourself based on your physical appearance i.e. "How do I look? (makeup look, outfit and hairstyle)", among other things I will not be discussing today.

So take a minute to ask yourself this question (and answer) - Do I like the reflection I see in the mirror?

The bottom line is that a healthy self-image is associated with a strong sense of confidence. With a healthy self-image, you simply begin to believe in your abilities and potential to achieve your goals.

Finally...

My secret technique

Are you ready? ***Come closer***

Creating your signature makeup look does the trick.

Your signature makeup look helps you improve your self-image gradually, which ultimately leads to self-confidence.

Most people don't think about it but you're a walking billboard of your personal brand. The reality is, the way you look affects the way you perceive yourself.

Your look is an incredibly powerful way to boost your self-confidence gradually. Everytime you look good you automatically feel good. When you feel good on the inside you most likely feel good on the outside, which instantly boosts positive attitude and self-confidence, which supplies you with energy to treat yourself better and achieve your goals. Simple!

Whether you like it or not people form their opinions about you within minutes of meeting you and a lot of it is based on your appearance.

The power of makeup

I know the general advice on creating a signature look is centred around what you wear and don't get me wrong it's equally very important. But the reality is makeup

is the element that ties your whole look together.

Makeup is often brushed off as frivolous and superficial because a lot of women understand makeup to be a 'trend' rather than a fundamental tool in which self-image and personal branding can rely on.

But the moment you begin to see makeup as an essential tool, it changes the game. You allow yourself access to its powers that can be wielded to do your bidding whenever you call on it.

I battled with low self esteem and confidence in my early adult years. And I can tell you for free that makeup introduced me to the world of self-

confidence.

I wore makeup like every other woman just because it was 'a thing' but I soon realized that makeup had an instant effect on my mood and how I felt about myself at the moment; you know, 'that main - character energy'.

Interestingly, the more often I wore makeup in situations I needed to feel good about myself, the more I became familiar with the feeling of confidence that came with a polished look.

Bingo! It hit me like a ton of bricks - makeup is only a tool. A tool to accentuate your God-given beauty, to help you see yourself in a positive light, help you gather



momentum to treat yourself better, to help you believe in yourself and ultimately boost your confidence anytime, anyway.

However, I eventually mustered the courage to do the mindwork of building sustainable self-confidence instead of relying on the temporary 'confidence highs' I got from makeup. I enjoyed the feeling of confidence and the wins that came with it too much.

I just couldn't let go of my new friend and success buddy - Confidence.

Yh yh I know - creating a makeup look can be a daunting task not only because you probably don't know the correct techniques to create a polished look but it takes too much damn time! I get it.

It hasn't escaped me that another big challenge for a lot of women is how to create a makeup look by themselves that suits their style, personality and brand.

Well this is where creating your signature makeup look plays a vital role because it takes makeup from being just another thing to serve your vanity or meet up with trends, to giving you another valuable asset that becomes a recognizable aspect of your personal brand, helping you stand out and

leaving a lasting impression.

Ponder on this for a second. Have you ever seen any of your favourite iconic women show up at social or professional gatherings without a lick of makeup on; from Ibukun Awosika, Dupe Olusola, Mo' Abudu, Michelle Obama, Oprah Winfrey, Beyonce e.t.c.

CONCLUSION

Let's get something clear: wearing makeup is not enough to boost your confidence level like it did for me. Understanding and mastering the appropriate techniques for application is what makes you stand out and gives you that confidence boost you desire.

Unfortunately a lot of women have become overwhelmed with the vast ocean of cosmetics out there and the pressures to follow ever changing makeup trends. And in an attempt to look beautiful they end up under layers and layers of cake on their faces.

Not only does creating your signature makeup look simplify the process, it removes you from the rat race of following beauty trends that do not necessarily suit you. It helps you focus on enhancing your

favourite features and most importantly it is designed by you on your own terms. Remember: nobody is born confident. Self-confidence is a muscle that must be exercised to reap the rewards of exercising just like working out and dieting to stay fit and healthy.



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Out With The New, In With The Old; A Food Lovers Guide To Healthy Cooking

- By Juliet Tontoye, Tena.

Taking a walk down the foodstuff aisle of your favorite supermarket or paying a visit to your regular food store at the market, you don't need to look too far before your eyes are treated to a variety of food seasonings, branded in the most colorful wrappers or containers that are sure to grab your

attention. These food seasonings are not just attractive to look at but they promise to turn your food from just regular-tasting to chef-standard deliciousness, if you're like my oldest sister who lives to try out new spices, seasonings, and dishes, you may be tempted to pick one up, if you're a modern cook, you probably have an array of different seasonings for your soups, stews,

sausages lined up in your kitchen cabinet, lol, it's just the new way of cooking.

I never had the chance to taste a meal cooked by my grandparents, but when I hear people speak about their Grandma's cooking, they swear that the taste is so homely yet delicious but devoid of modern seasonings and I wondered how. How were

our grandmothers able to make delicious meals back when the only food seasonings they had were salt, iru, crayfish, ogiri, nutmeg, ginger, and a host of natural herbs and spices? How didn't their meals taste bland? How did they mix natural herbs and spices before multibillion-dollar companies started selling seasoning cubes and stocks like they do today? What was the old way of cooking? How do we adapt it to our dishes and refined tastebuds?

Think of any Nigerian dish, be it soup, stew, sauce, porridge, jollof, etc. When making these dishes, cooking is incomplete until you add seasoning cubes and salt, except for boiled or fried foods eaten with stews and sauces. Individuals who have health concerns would most likely use either one seasoning cube or salt or just skip both altogether. This article is mainly for those who want to reduce their salt intake and eat healthier meals without sacrificing taste and aroma for blandness.

The Seasoning And Spices Market size was valued at USD 35.38 billion in 2021 and is poised to grow from USD 37.35 billion in 2022 to USD 56.88 billion by 2030, growing at a compound annual growth rate of 5.6% between 2023-2030.

Seasoning cubes are great food additives that improve the taste of food and generally give a pleasant aroma to our dishes. Typically, a seasoning cube would contain salt, monosodium glutamate (MSG), sugar, hydrogenated palm oil, cornstarch, food coloring, natural flavor, spices, turmeric, dehydrated beef or fish (depending on the flavor), and preservatives. Some of the most popular seasoning cubes contain some ingredients that aren't organic, ingredients

that have been processed in one form or another and it is not advisable to eat too much processed food because they contain chemicals and additives your body may not agree with in the long term, monosodium glutamate one of the major ingredients in most seasoning cubes has especially been a subject of many debates.

Monosodium glutamate (MSG), also known as sodium glutamate, is the sodium salt of glutamic acid. MSG is found naturally in some foods including tomatoes and cheese in this glutamic acid form. MSG is used in cooking as a flavor enhancer as it intensifies the meaty, savory flavor of food.

The idea that MSG is bad for you has been largely debunked but there remain concerns that eating very high amounts of MSG has been linked with obesity, metabolic disorders, hypertension, and detrimental effects on the reproductive organs.

With all this said, I wouldn't outrightly advise the elimination of seasoning cubes from your meals, but, I would preach minimal use and incorporating more natural herbs and spices into meals to improve the layers of flavor of our foods, and the taste.

GINGER -

The flavor profile of ginger is often labeled as spicy, peppery, lemony, and slightly sweet. Fresh ginger is woody, warm, and aromatic with a hint of citrusy or earthy notes.

Root ginger should be peeled before cutting and cooking, to remove the woody skin. The skin is quite fibrous and coarse,

but can easily be peeled away with a knife. After peeling, it's time to slice, dice, or grate, depending on your recipe. When cooking with ginger, consider what result you're hoping to achieve. For example, minced or chopped ginger will add a physical bite as well as flavor, whereas grating will mean the ingredient almost melts and is fully integrated into the final dish.

Ground ginger is great to incorporate into your baking, or slow-cooked feasts like curries and stews.

Ginger can be used to season proteins i.e. meat, chicken, and fish. It can be used for stir fry, sauces, stews, and healthy drinks like zobo.

Ginger can be very present and strong in dishes, using less ginger can help to reduce its taste in a dish. You can also try using ground ginger instead of fresh ginger, as it has a milder flavor.

Fresh ginger should be stored whole, unpeeled in a paper bag or paper towel in the fridge and it will stay fresh for about a week. Another option for storing ginger is to blend it into a paste. Put the root in a food processor/blender and blitz as much as you need. the root itself should hold enough water, so no need to add water to your paste, put the paste in a tight jar, and store it in the fridge to be used whenever you need it.

GARLIC -

It's kinda habitual to mention ginger and garlic in the same sentence, they go together like bread and butter, lol.



Garlic adds a strong flavor to so many dishes and may help you ward off colds and flu, thanks to the immunity-boosting antioxidant.

Garlic has a strong, pungent flavor that is both savory and slightly spicy. It is often used as a seasoning in many different types of dishes and can add depth and complexity to a meal. Some people describe the taste as "sharp" or "spicy," while others find it to be more mellow and earthy. Overall, garlic is a flavorful and versatile ingredient that is used in many different types of cooking. Cooked garlic takes on a sweeter, nuttier flavor.

A light sauté with olive oil makes for a delicious spread on bread. Most commonly sautéed with onions as the first step in making stews or sauces, garlic can also be roasted until soft and sweet to spread over toast, infused into cooking oils, used in spice rubs, proteins can be seasoned with garlic, they can be used in soups and broths, it can also be enjoyed raw in salad dressings. Roasting garlic balances out its strong, almost spicy raw flavor.

For thousands of years, garlic has been lauded for its health benefits, which range from boosting the immune system to reducing high blood pressure and heart disease. Many cultures have home remedies for the common cold using garlic, whether it's chicken soup cooked with garlic, a hot drink made with crushed garlic, or even eating raw whole garlic cloves.

STAR ANISE -

You may have come across Star Anise at the market and wondered what it was and what it is used for, but this spice can be a game changer in your meals.

I recall paying a visit to my Elder sister's house (who is an avid lover of all things food), while we were engaged in our casual chit-chats, she asked if I knew the spice called Star Anise, I had no idea what it was, so she proceeded to educate me a little on this spice and encouraged me to try it out when next I boil chicken or meat, since then the name and the spice stayed with me.

Star Anise is a star-shaped and brown spice that kinda looks like a dry miniature starfish. When dried, that fruit resembles a

1-inch, rust-colored star, usually with six to eight points. Each point contains a small, shiny seed. It is used in several traditional Asian dishes and can be incorporated into your Nigerian dish. This spice gives a sweet, licorice flavor to dishes similar to clove and aniseed. Its warm, sweet spice can be simmered in chicken/meat broths to add an extra depth of flavor.

Star anise is used similarly to bay leaves in your dishes. When used whole, star anise pods are simmered in soups, stews, and broths. Like bay leaves, star anise is usually removed and discarded from the dish before serving. This sweet spice pairs well in savory recipes with citrus, poultry, and beef, adding a contrasting sweet licorice-like flavor to dishes.

Star anise has great medicinal properties, it aids in digestion and reduces bloating. Star anise is rich in antioxidants and vitamins A and C, which help fight free radicals that are responsible for early aging and diabetes.



How were our grandmothers able to make delicious meals back when the only food seasonings they had were salt, iru, crayfish, ogiri, nutmeg, ginger, and a host of natural herbs and spices?

use. A few drops of star anise oil in hot water after a meal can reduce bloating and help with easy digestion.

In traditional medicine practices, star anise is brewed in hot water to make tea used to treat respiratory infections, nausea, constipation, and other digestive issues. Star anise is also believed to boost an expecting mother's immunity and increase the production of milk.

Store this spice in a cool, dark place, within an airtight container. Whole star anise stays fresh for about a year, although the ground spice will begin losing its flavor after about six months.

CLOVES -

Cloves are the dried flower buds of an evergreen tree called the clove tree found in hot, humid, tropical locations like Tanzania, Indonesia, India, Sri Lanka, and Zanzibar. Cloves are often used in South Asian cuisine, spice blends, meat rubs and marinades, baked goods, and warm drinks (like mulled wine, chai, and cider) Whole cloves are shaped like a small, reddish-brown spike, usually around 1 centimeter in length, with a bulbous top, just imagine a small brown torch/bulb (I hope this description helps). Cloves can be used whole or ground, and they have a very strong, pungent flavor and aroma. They deliver a whole lot of warm spiciness, with also some bitterness and sweetness. Since they are so pungent, a little goes a long way in a dish. Their flavor is well-suited for both savory and sweet dishes

Cloves are versatile and they have a long history of use as a spice, medicine, and preservative. They are used in cooking, baking, and making cloves oil, which is used as an insecticide and antiseptic. While Cloves are distinct and unique, using equal parts ground nutmeg and cinnamon to achieve a very similar taste, when combined, both lend a similar amount of spicy sweetness.

Cloves are commonly used in spice blends for meat rubs before grilling, and marinades can be blended with other spices to make yajji for suya, pepper soup, zobo, and even our very own MVP, jollof rice. When cooking with whole cloves, add them to the dish during the cooking process, but be sure to remove them before

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eating. That's because whole cloves remain woody and tough even after cooking. Ground cloves can be sprinkled and stirred right into recipes just like any ground spices.

Cloves should be stored in an airtight container, preferably in a cool and dark place. Whole cloves will retain their potency longer than ground cloves, remaining fresh for about a year compared to three months for ground cloves.

NUTMEG -

Growing up with an older sister who graduated from culinary school and baked a lot at home, I could never miss the savory scent of nutmeg.

Contrary to its name, nutmeg is a seed inside the fruit of a nutmeg tree.

The fruit is used to make jams and pickles, the nutmeg seed is wrapped in a red membrane which is yet another fragrant spice called mace.

The membrane (mace) and the seeds (nutmeg) are both sun-dried for six to eight weeks before being sold whole or ground into a fine powder. Typically under 1 inch long, whole nutmeg can be recognized by its ovular shape and dark brown, wrinkled surface.

Nutmeg is known for its warm, nutty flavor, making it the perfect addition to comforting sweet, and savory dishes. Once ground, nutmeg spice takes on a warm and aromatic flavor with notes of clove. To cook with whole nutmeg, use a grater, dry mill blender, or pepper mill to grate off a small amount of the seed into your dish. One whole nutmeg grated yields 2 to 3 teaspoons of ground nutmeg. Freshly grated nutmeg should ideally be added at the end of the cooking process since heat diminishes the flavor.

Nutmeg is largely used in Nigeria for baking a variety of snacks and in making desserts. It can be used to make bechamel sauce, custards, spice rubs for proteins (beef, chicken, fish, pork, etc) eggnog, punches, mashed potatoes, curries, sauces (particularly onion-based and milk sauces), and pasta. It pairs well with sweet-tasting vegetables such as carrots, cauliflower, pumpkins, spinach, etc.

“
*Seasoning cubes
are great food
additives that
improve the
taste of food and
generally give a
pleasant aroma
to our dishes.*”

Nutmeg is packed with antioxidants, fiber, vitamins A and C, and minerals like manganese, zinc, and iron. Some of the said benefits of nutmeg include increased brain and heart health, reduced inflammation, and improved digestive health. Nutmeg can help treat issues like nausea, diarrhea, suppressed appetite, and achy pain. Thanks to its high levels of manganese, nutmeg can also help to regulate blood sugar, prevent blood clotting, lower blood pressure, and absorb more calcium into the body.

Whole fresh nutmeg, as well as ground nutmeg, should be kept in a tightly sealed jar or container in a cool, dark place. Wrap leftover fresh nutmeg tightly so the oils are not lost.

Other natural spices and herbs that are commonly used in making Nigerian soups are locust beans, scent leaves, crayfish, chili, alligator pepper, ogiri, Cameroon pepper, iyere, onions, aniseed, and many more. The world of spices and herbs is so vast, with countless herbs, spices, blends, and flavorings used in cuisines around the world, some estimates suggest that there are over 300 commonly used herbs and spices and I implore you today to explore as much as you can in your dishes, you'd be amazed at the amazing flavors that exist in the world outside of just seasoning cubes and salt, not to mention the array of medicinal benefits you'd be exposing you and your family to. Have you heard the saying "You are what you eat"? Now that you know you can enjoy tasty meals without the excessive use of seasoning cubes and salt, choose to eat well, choose to eat healthy today.

Written by Juliet Tontoye, Tena.

Tena is a broadcaster, whose love for food led her to start her food channel on social media platforms; YouTube, Facebook, and Instagram, Tena's Recipe, where she hopes to build a community of food lovers who want to explore both local and continental dishes. .

Sources: <https://www.skyquestt.com/report/seasoning-and-spices-market#>
<https://www.medibank.com.au/livebetter/bemagazine/food/your-guide-to-cooking-with-herbs-and-spices/>



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