

KAIROS HOF: DEMYSTIFYING REAL ESTATE INVESTMENT IN AFRICA

# WOMEN ACHIEVERS

AFRICA

**VOL.2**  
**\$10**



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**SIX CHALLENGES  
OF WOMEN-LED  
BUSINESS IN  
AFRICA.**

**HOW TO TAKE  
CARE OF YOURSELF  
AS A WOMAN.**

# 100 AFRICA WOMEN CHANGEMAKERS 2024

**CELEBRATING THE ARCHITECTS OF A BRIGHTER AFRICA**



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# EDITORIAL



## VICTOR OKWUADI

Founder/Executive Director  
WOMEN ACHIEVERS AFRICA.

**W**e are excited to unveil the maiden edition of Women Achievers Africa Magazine! This platform is dedicated to amplifying the voices and celebrating the successes of extraordinary women who are redefining what it means to be accomplished in Africa.

Africa boasts a vibrant tapestry of women leading the charge in various sectors – business, science, technology, arts, politics, and social activism. They are shattering glass ceilings, defying stereotypes, and paving the way for future generations.

This magazine is a tribute to these remarkable women. We will share their inspiring stories, highlighting the challenges they overcame, the strategies they employed, and the wisdom they have gleaned on their journeys to the pinnacle. Within these pages, you will meet:

- Pioneering entrepreneurs who are shaping industries;
- Renowned scientists and researchers pushing the boundaries of knowledge.
- Visionary artists who are captivating audiences with their creativity.

-Astute policymakers and activists who are making a difference in their communities.

Women Achievers Africa Magazine is more than a collection of success stories. It is a powerful tool for:

### Inspiration | Connection | Empowerment |

We are excited to embark on this journey with you. As we celebrate the phenomenal women who are shaping our continent, we hope to ignite a fire of ambition and propel future generations towards even greater heights.

This is just the beginning. We invite you to join us on this odyssey of celebrating and empowering women – the architects of a brighter future.

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**NGOZI OYEWOLE**  
FOUNDER  
NGOZI FURNITURE  
FACTORY LIMITED, NIGERIA

# SIX CHALLENGES

**SIX CHALLENGES  
OF WOMEN-LED  
BUSINESS  
IN AFRICA**



**AFRICAN  
RISING  
STARS**



**DR. ISATA MAHOI**  
Minister of Gender and  
Children's Affairs  
Sierra Leone



**UNWIND AND  
RECHARGE  
TRAVEL  
ADVENTURES  
FOR THE AFRICAN  
WOMAN**



**100 AFRICA  
WOMEN  
CHANGEMAKERS  
2024**



**JUDY KIHUMBA**  
FOUNDER, TEACHING HABITS  
LISTENING DAYS ON PRO (TALIN)



**HOW TO FOSTER  
EFFECTIVE  
COMMUNICATION  
WITH YOUR TEAM**



**QUEENS  
OF THE  
CONTINENT**



**HE DR. OMEMESA  
ORUMA-  
AKOMOLAFE**  
A Nurse, Nurse, Author,  
Mission & Philanthropist,  
Author and Thoughtleader

# HOW TO TAKE CARE

**HOW TO TAKE  
CARE OF  
YOURSELF  
AS A WOMAN**



**STRATEGIES  
FOR WOMEN  
LEADERS TO  
RISE AND SHINE**



**ALICE  
RUHWEZA**  
Award Winning Coach  
Thought Leader



**JOLLOF RICE:**  
A one-pot wonder



**FROM PAIN TO PURPOSE**



**CHINÉMÉ**  
**L. AJAH**  
Chief Executive Officer,  
Ch-Low Strategies LLC



**HOW WOMEN CAN ACHIEVE A WORK-LIFE BALANCE**



**FASHION AFRICA**



**KAIROS HOF**

# 100

## AFRICA WOMEN CHANGEMAKERS 2024

**CELEBRATING THE ARCHITECTS OF A BRIGHTER AFRICA**

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# WOMEN ACHIEVERS

AFRICA



## NGOZI OYEWOLE

FOUNDER  
NOXIE FURNITURE  
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**-You have a great life, a great family and a great career, tell us how it feels to be the woman that you are today? Was it accidental or intentional?**

From a young age, I have been driven by a deep desire to empower women and drive positive change in Africa. This passion has guided my career choices, philanthropic endeavors, and advocacy work, leading me to establish myself as a leader and trailblazer in various sectors.

My career in entrepreneurship, advocacy, and leadership has been built on a foundation of continuous learning and growth. I have sought out opportunities for education and professional development, including pursuing a degree in Business Administration, certification as an Interior Designer, and further studies at the Saïd Business School, University of Oxford.

Throughout my journey, I have been supported by a loving family, dedicated colleagues, mentors, and partners who have believed in me and encouraged me to reach new heights. Their support has been invaluable in helping me navigate challenges, seize opportunities, and make a meaningful impact in the world.

**-You operate in an industry that is mostly dominated by men, what were the most significant hurdles you faced while building the NOXIE Brand, and how did you overcome them?**

One of the most significant hurdles I faced while building the NOXIE brand was the lack of representation and visibility of women in the industry. As a female entrepreneur in a male-dominated sector such as office furniture production and personal protective equipment, I encountered skepticism, bias, and barriers to entry that made it challenging to establish credibility and gain a foothold in the market.

Overall, by combining expertise,

innovation, networking, advocacy, and resilience, I was able to overcome the hurdles of operating in a male-dominated industry and establish the NOXIE brand as a leading player in the market. My journey has been challenging, but immensely rewarding, and I am proud of the progress we have made in promoting gender diversity and excellence in the workplace.

**-Who or what initially inspired you to pursue a career in business, particularly the field where you operate?**

As a young woman growing up in Nigeria, I observed the disparities and challenges faced by women in accessing economic opportunities, leadership roles, and financial independence. These inequalities sparked a fire within me to advocate for gender equality, women's empowerment, and inclusive economic development. I saw business as a powerful vehicle for driving positive change and creating opportunities for individuals and communities to thrive.

I have always seen business as a platform for innovation, growth, and sustainable development. Also, my exposure to successful women entrepreneurs, leaders, and advocates further fueled my ambition to pursue a career in business. I was inspired by their resilience, determination, and ability to overcome barriers and achieve success in male-dominated industries.

**-The African market can be quite unpredictable due to a lot of reasons. What unique aspects of the African business landscape did you have to adapt to, and how did you leverage them to your advantage?**

Navigating the African business landscape, with its unique challenges and opportunities, has required me to adapt to various aspects that are intrinsic to the region's economic

environment. Through strategic decision-making, innovation, and a deep understanding of the market dynamics, I have been able to leverage these unique aspects to my advantage and drive growth and sustainability for my business.

**-What key piece of advice would you give to young African women who aspire to become successful business leaders like you?**

My advice to young African women aspiring to become successful business leaders is to believe in themselves, pursue education and continuous learning, set clear goals and develop a strategic plan, build a strong support network, embrace innovation and adaptability, champion diversity, inclusion, and social impact, and stay committed to their values and purpose.

**-In terms of your Business, Impact and Empowerment for women and girls around Africa, what does the next 20 years look like for you?**

The next 20 years hold immense potential for me to drive positive change, create lasting impact, and empower women and girls around Africa through my business, impact initiatives, and advocacy work. By staying true to my values, vision, and commitment to social justice, I am confident that I can contribute to a future where every woman and girl has the opportunity to thrive, lead, and shape a brighter tomorrow for themselves and their communities.

READ AND DOWNLOAD THE FULL INTERVIEW HERE:

<https://womenachievers.africa/magazine/>

# SIX CHALLENGES

## OF WOMEN-LED BUSINESS IN AFRICA

### 1. Access to finance:

One of the most important barriers for women entrepreneurs is access to capital. Studies have shown that women-led firms receive a disproportionately smaller share of turnover than their male counterparts. These funding gaps are often attributed to biases among the investors and networks that can make it easier to find investors.

### 2. Gender bias and stereotypes:

Gender bias is a widespread issue in the business world. Women entrepreneurs often face doubts about their capabilities and commitment, which can affect their ability to access investors, and partners. Stereotypes of traditional gender roles can stigmatize or overlook women in professional settings.

### 3. Limited communication and counseling opportunities:

Professional networking and mentoring are essential for business growth and development. Women entrepreneurs tend to report fewer interactions with high-impact mentors compared to men. This limitation can limit their ability to gain industry insights, build partnerships, and access critical resources.

### 4. Balancing work and family:

Work-life balance is a challenge for many entrepreneurs, but women often shoulder a disproportionate amount of family responsibilities. These dual burdens can restrict the time and energy they can devote to their tasks, affecting their growth and development. This issue is further complicated by social expectations of caregiving roles.

### 5. Lack of representation in leadership roles:

The under-representation of women in leadership positions in various industries can leave aspiring female entrepreneurs with poor role models. These deficiencies can discourage women from pursuing careers and cause them to lack confidence in their leadership abilities.

### 6. Cultural and Social Challenges:

Cultural and social norms in some industries can significantly affect women's ability to start and grow a business. In some cultures, women may face restrictions on their mobility, access to education and participation in economic activities, limiting their employment opportunities.



# AFRICAN RISING STARS



## **Nneka Ogwumike (Nigeria/USA)**

This WNBA superstar is not just a force on the basketball court. Nneka is a vocal advocate for social justice issues and uses her platform to inspire young girls to pursue their dreams in athletics and beyond.



## **Zineb El Rhazoui (Morocco)**

Zineb is a rising star in Moroccan investigative journalism. Her dedication to uncovering the truth and amplifying marginalized voices is making a difference in Morocco's media landscape. She inspires other young women to pursue careers in journalism and hold those in power accountable.



## **Karima Grant**

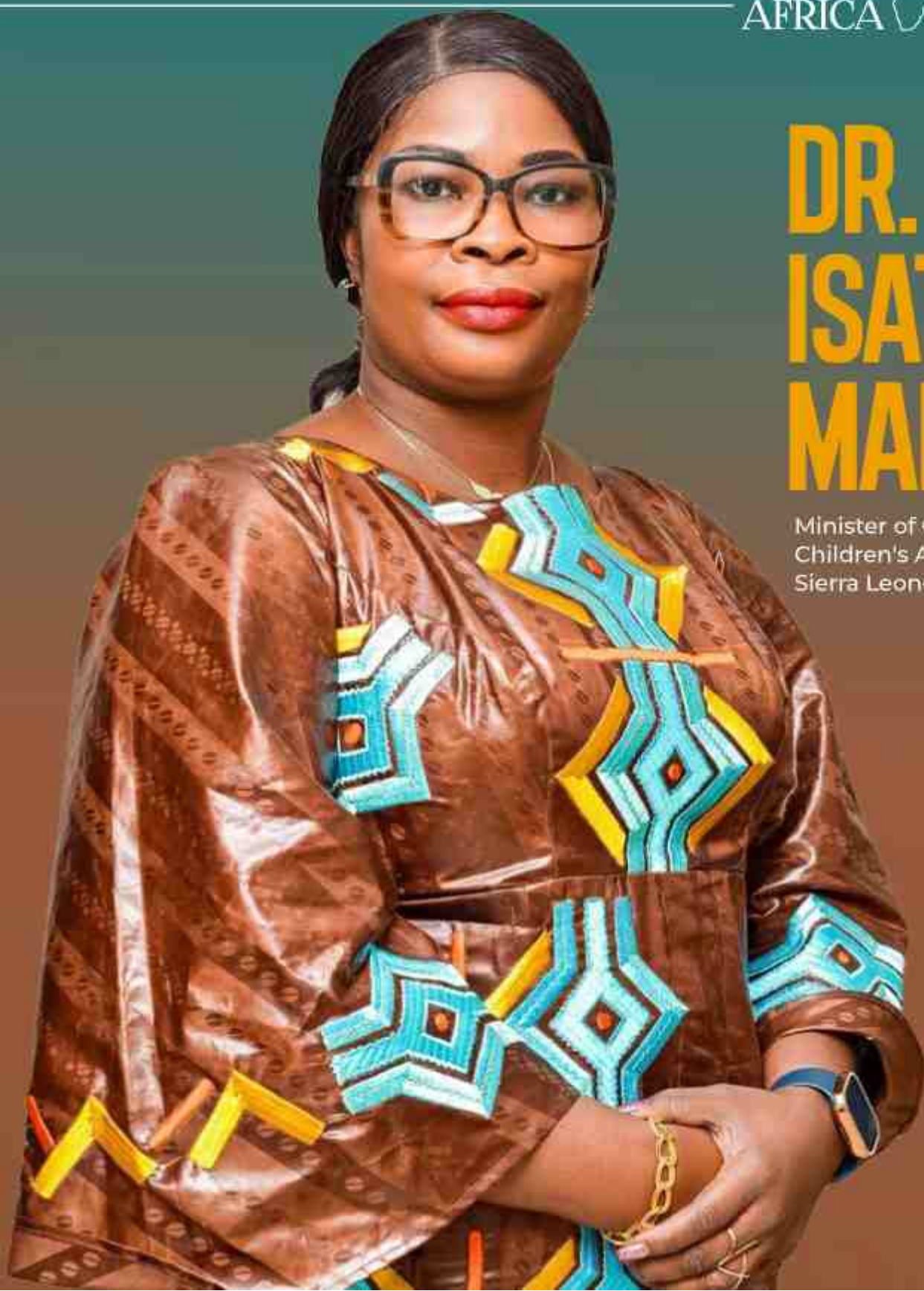
Founded the first cultural and educational hub for children, called Ker ImagiNation Afrika in 2015. Her vision is focused on children's creative confidence and leadership skills, with the ultimate goal of developing tomorrow's young changemakers.

# WOMEN ACHIEVERS

AFRICA

**DR.  
ISATA  
MAHOI**

Minister of Gender and  
Children's Affairs  
Sierra Leone



**-Your country has made significant strides in recent years regarding gender equality and child welfare. Can you tell us about your vision for the Ministry of Gender and Children's Affairs moving forward?**

The Government of Sierra Leone is committed to promoting gender equality, empowerment of women and child protection systems strengthening. The establishment of a separate Ministry responsible for gender and children has further reinforced the commitment of the government.

Our vision is to have a Ministry of Gender and Children's Affairs that is vibrant and adequately functional, the women of Sierra Leone are socially, economically and politically empowered, and the Children are protected, enjoying their rights, free of abuse and misuse.

**-Gender-based violence remains a serious concern in Sierra Leone. What specific initiatives is your ministry undertaking to address this issue and empower survivors?**

Government takes gender-based violence issues seriously. The Sexual Offences Act of 2012 was reviewed and amended in 2019 to include stiffer penalties. Government has worked on operational measures including the setting up of the One Stop Centres (OSCs) to provide free and comprehensive case management for survivors of sexual gender-based violence.

Additionally, the establishment of the 116 free hotline to enhance access to increase access to services and reporting; Standard Operating Procedures (SOPs) for survivor centered approach and

improving case management by introducing gender-based violence information management system (GBVIMS+); establishment of the Sexual Offences Model Court (SMOC).

**-The economic participation of women is crucial for national development. How is your ministry working to increase women's access to education, skills training, and financial resources?**

The Government of Sierra Leone has enacted the Gender Equality and Women's Empowerment Bill 2022 which mandates Government financial institutions including the Bank of Sierra Leone and the Ministry of Finance to prescribe procedures and processes for improving access to finance for women. Government provided seed money to the tune of Le 1,000,000.00 for women's economic empowerment and CARE International and UN Women provided counterpart and matching funds to implement the project in Falaba district, one of the new districts that is impoverished in terms of feminized poverty.

The Ministry of Technical and Higher Education through its technical and vocational skills training has provided a lot of skills enhancement for women to ensure middle level manpower and access to resources are guaranteed for women. The Small and Medium Enterprise Development Agency (SMEDA) spearheaded the 'MUNAFI' Funds for business development and majority of the beneficiaries are women.

**-Child marriage is a persistent problem in Sierra Leone. What strategies is your ministry**

**employing to combat this harmful practice and protect girls' education and well-being?**

Government of Sierra Leone is fully aware of the prevalence of child marriage in the country. To address this unwholesome state of affairs, the government and its child protection partners have embarked on the review of the Child Rights Act 2007. Several consultations have been held and whole section of the proposed Child Rights Bill 2024 will focus on prohibiting child marriage and other harmful practices.

Additionally, Government developed the National Strategy for the Reduction of Adolescent Pregnancy and Child Marriage 2018-2022. The programme interventions has led to the reduction of child marriage and subsequent reduction of maternal mortality in Sierra Leone.

**Looking at the development landscape of Africa today, what role do you think women like you will play to shape the future of the continent 20 years, from now?**

In the first place, we need to note that no individual can address women's emancipation. I will contribute to the discussion by adding my voice through advocacy and lobbying for policy and legal reforms towards the overall empowerment of women.

Africa has developed a blueprint titled "Agenda 2063 - the Africa we want" which needs to be popularized in Member States and to ensure Member States align their policies and development frameworks.

READ AND DOWNLOAD THE FULL INTERVIEW HERE:

<https://womenachievers.africa/magazine/>

# Unwind AND RECHARGE

## TRAVEL ADVENTURES FOR THE AFRICAN WOMAN

### 4 GREAT PLACES TO VISIT IN AFRICA



**The Okavango Delta, Botswana:** This lush oasis in the middle of the Kalahari Desert is a UNESCO World Heritage Site and a prime destination for safaris. The delta is home to a variety of wildlife, including elephants, lions, giraffes, and hippos.



**Serengeti National Park, Tanzania:** Another top safari destination, the Serengeti is Tanzania's oldest national park and a UNESCO World Heritage Site. The park is home to a variety of wildlife, including lions, elephants, zebras, giraffes, and cheetahs.



**Masai Mara National Reserve, Kenya:** This world-famous reserve is home to an abundance of wildlife, including lions, elephants, zebras, and wildebeests. The annual wildebeest migration is a spectacular sight, with millions of animals making their way across the plains.

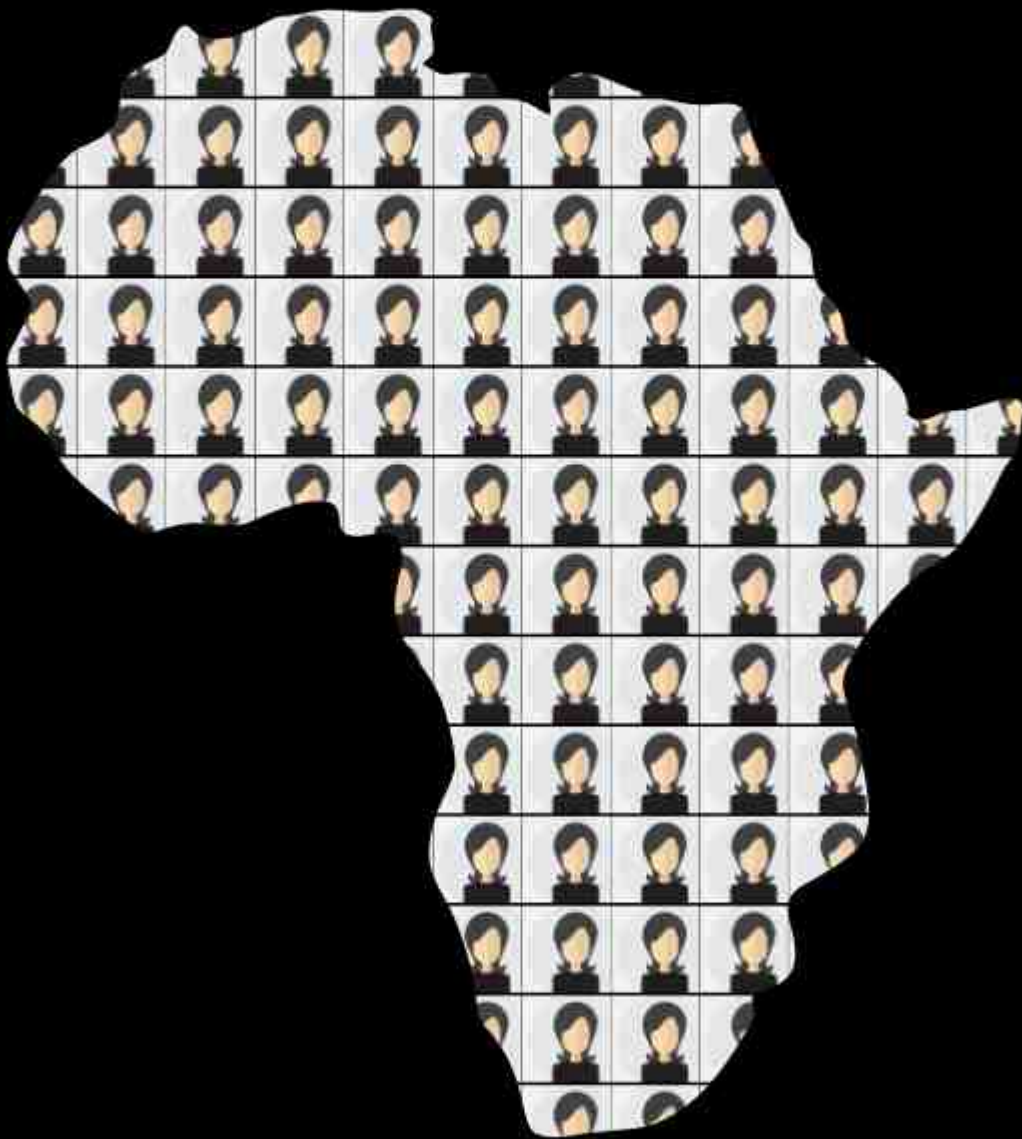


**Victoria Falls, Zambia:** One of Africa's most iconic landmarks, Victoria Falls is a UNESCO World Heritage Site and the largest waterfall in the world by volume of water falling. The falls are a must-see for any visitor to Africa.

# 100

## AFRICA WOMEN CHANGEMAKERS 2024

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# WOMEN ACHIEVERS

AFRICA

**JUDY  
KIHUMBA**

FOUNDER, TALKING HANDS,  
LISTENING EYES ON PPD (THLEP)



**-Can you briefly describe yourself and the work that you do?**

My name is Judy Kihumba, a wife and mother. I am the Founder of Talking Hands, Listening Eyes ON PPD(Thlep) a sign language interpreter /consultant and an advocate of mental Health and wellness of Deaf nursing mums. My passion for sign language started way back in High School. One may ask how a hearing girl ended up in a school for the Deaf? After my O-level, I was to join a provincial high school which never happened due to lack of school fees. I had to postpone school for 2 years and worked as a house help to raise fees. I could only afford the fee to join this school for the Deaf which is near my grandparents' home in Nyeri.

My initial days were challenging as I had no prior knowledge of Sign language which was the only language of communication. As I continued interacting with the Deaf students my passion for sign language began to grow and has been a continuous journey since then. I joined the University of Nairobi sign language research Center where I sharpened my skills. I later Joined St Paul's University where I did a Degree in Development Communication and PR. In 2010.

Talking Hands, Listening Eyes on postpartum depression. (THLEP) is an organization that is passionate about maternal health of Deaf women. It was formed in 2020, to address the challenges posed by COVID-19 on mental health of Deaf nursing mums. I went through PPD and when I met some Deaf moms going through it, I quickly felt the need to speak out and break the silence in a bigger way.

**-Who or what has been your biggest inspiration throughout your journey?**

My Greatest inspiration is God first because I'm a firm Christian and believer of God doesn't make mistakes. All the struggles and pains we go through are there to help us to keep moving and help us support others with full understanding.

My husband Andrew Kihumba and my 2 beautiful daughters have given me the most human touch and support. My walk with the Deaf mothers who believe in me also has encouraged me to keep walking despite the struggles. I also have very great friends who keep reminding me of my cause.

**-What is the one piece of advice you wish you had received when you were starting out?**

One essential piece of advice when starting out is to have a mentor who aligns with your mission and vision. One who can tell you are not okay even in the middle of so many plastic smiles. Getting a person who believes in assisting me walk the journey and to help me keep track of my vision has been the most difficult thing.

**-How can professional women like you build a work-life balance?**

Building a work-life balance can be a challenge for professional women and more especially in the disability space, but it's certainly achievable with some thoughtful strategies and self-care practices. Remember that achieving work-life balance is an ongoing process that requires self-awareness, intentionality, and flexibility.

**-There is a general belief that women don't support women. Do you think that is true?**

The belief that women don't support women is a stereotype that has been perpetuated in various contexts, but it's important to recognize that stereotypes are often based on limited perspectives and do not accurately reflect the diversity of women's experiences.

In reality, many women actively support and uplift other women in their personal and professional lives. Women often form strong networks of support, mentorship, and solidarity, advocating for each other's success and well-being. This support can take various forms, including mentorship, collaboration, encouragement, and amplification of each other's voices and achievements.

**-Beyond your own achievements, how do you hope to empower and inspire other women and girls in Africa?**

Beyond personal achievements, my aspiration is to serve as a catalyst for empowerment and inspiration for women and girls in Africa, also creating a safe space for them to grow and explore their potential who are in the disability space.

READ AND DOWNLOAD THE FULL INTERVIEW HERE:  
<https://womenachievers.africa/magazine/>

# HOW TO FOSTER EFFECTIVE COMMUNICATION

## WITH YOUR TEAM



### **SET GOALS:**

Establishing clear, shared goals is the bedrock of effective team communication. You need to make your team members understand the project's objectives and how their work contributes to the larger picture. When everyone is aware of what they're working towards, it minimizes confusion and aligns efforts.

### **LEVERAGE:**

Leveraging the right communication tools can make a world of difference in how your team collaborates. Whether it's project management software, instant messaging platforms, or design collaboration tools, choose options that fit the team's workflow. These tools should facilitate easy sharing of designs, feedback, and progress updates, keeping everyone informed and engaged.

### **REGULAR REVIEWS:**

Regular reviews are crucial for maintaining open lines of communication. These sessions provide a platform for team members to showcase their work, receive constructive feedback, and discuss potential improvements. It's essential that these reviews are structured to be inclusive and productive, ensuring that every voice is heard and respected.

### **TRUST:**

Building trust within your team is a critical component of effective communication. Encourage an environment where team members feel comfortable sharing ideas and concerns without fear of judgment. When trust is established, it leads to more honest and productive conversations, which are essential for creative collaboration and problem-solving.

### **FLEXIBILITY:**

Flexibility in communication is vital for your team. As projects evolve, so too must the way your team communicates. Be open to adjusting communication strategies as needed, whether it's shifting deadlines, altering workflows, or adopting new tools. This adaptability ensures that the team remains cohesive and productive throughout the project lifecycle.



# QUEENS OF THE CONTINENT



**Dr. Elsie Effah Kaufmann (Ghana)**

She is a medical physicist making strides in cancer treatment in Ghana and throughout Africa. She is the founder and CEO of Visions of Science, a non-profit organization that promotes scientific literacy in Africa.



**Folorunsho Alakija (Nigeria)**

She is one of Africa's richest women and a powerhouse in the oil and fashion industries. She is the founder of Famfa Oil, a Nigerian oil exploration company, and the owner of Rose of Sharon Group, a fashion manufacturing company.



**Winnie Byanyima (Uganda)**

She is a human rights activist who has been a vocal critic of Ugandan President Yoweri Museveni. She is the Executive Director of UNAIDS, the Joint United Nations Programme on HIV/AIDS.

# WOMEN ACHIEVERS

AFRICA

## H.E DR. OMENESA ORUMA- AKOMOLAFE

A Singer, Nurse, Writer, Missions &  
Philanthropist, Author and Thanatologist



**-You are a global changemaker who is passionate about sustainable development in Africa. What specific issue(s) are you currently addressing on the continent?**

Though I am diaspora, I am very passionate about children finishing school. They shouldn't have to drop out due to financial constraints. I am currently paying the tuition of students in northern Nigeria. I'm also paying some teachers' salaries and I'm paying for the childbirth of 100 women. We are at 81 babies now. I don't know these people.

My welfare officer and the rest of my team pray together, and God leads us to beneficiaries. We accept donations from far and wide, but I am not allowed to accept donations for the babies. God told me to pay out of my pocket for that quest.

**- In what ways does your work contribute to a more positive and just future for Africa?**

My work contributes to a positive Africa in terms that encourages people to stay in school and motivates teachers to teach, as well as babies being born without the family worrying about hospital bills. It is my desire that people don't suffer for simple things.

We should have an all-around blessing, not birthing kids, and being hijacked by the hospital because we can't pay the bill. That's not a full blessing. We should be happy to go to school and aspire freely without fear of being halted by a lack of resources. Our opportunities and blessings should add NO SORROW.

**-What inspired you to become a**

**global changemaker or what is the inspiration behind all that you have done in Africa?**

Apart from my specificity in Philanthropy, I am heavy on mental health awareness, marriage wellbeing, diet intake, emotional healing, family caregiving, and death midwifery. I have had an array of experiences in my life that have propelled me to lead people towards life and better choices than I made in my younger years. I have magic to share.

My magic came from bearing consequences, abstaining from certain decisions, and basking in the wholeness of the woman I have become. My boundaries, biases, pain, penury, sickness, and struggle inspired me to make sure that others don't have to pass through fire to learn. I ring the alarm via my songs, books, preaching, teachings, workshops.....and I hope they listen.

**- What piece of advice would you give to aspiring changemakers in Africa?**

Propagate what you believe, what you are passionate about, and what you have been through. Don't blow hot air. Be authentic. Use your money. I travel extensively to make a difference. When people donate, we give accounts, and we are grateful. But not for once have I ever waited for funds to do what I know I am called to do. Set yourself free from religious and cultural bias. Do what you KNOW you are called to do and do it like your days are numbered.

I live in New York, but my reach is global. That's not my doing. That's

God's doing. So the last thing I will advise you to do is to have a higher power you relate to and submit to. Mine is Jesus Christ. I don't care who you serve or what God you worship. Just believe that you can't do this on your own. You need the supernatural to perform the natural.

**- In terms of your work, Impact and Empowerment for women and girls around Africa, what does the next 20 years look like for you?**

I have a political ambition because such a platform will help me reach the vastness I wish to impact. The next 20 years? My Death Doula Agency would have expanded beyond what it is now. Many more people of color would have obtained life insurance awareness from our trainings, and grieving families would have been healed and aiding others to heal as well. My Philanthropy organization (Yellow Relief Foundation) would have built monuments and definitive structures (Sewing Machines, Sex Workers Haven, etc).

My School: The Rock College would have graduated more mentors. My organization, Pearls & Pauls Emotional Healing Center, would have healed more homes. My music, books, movies, sermons, and teachings would have become a household name and the captives shall be free, in the capacity we are allowed to aid in their liberation.

READ AND DOWNLOAD THE FULL INTERVIEW HERE:

<https://womenachievers.africa/magazine/>

# HOW TO TAKE CARE OF YOURSELF AS A WOMAN

Taking care of yourself as a woman is not selfish, it's essential. By taking care of yourself, you'll have more energy and resilience to handle all that life throws your way. Here are a few tips:

- **Prioritize sleep:** Aim for 7-8 hours of quality sleep each night. Develop a relaxing bedtime routine to wind down.
- **Nourish your body:** Eat a balanced diet rich in fruits, vegetables, and whole grains. Don't skimp on breakfast!
- **Move your body:** Find physical activity you enjoy, whether it's dancing, swimming, yoga, or a brisk walk.
- **Manage stress:** Practice relaxation techniques like deep breathing, meditation, or spending time in nature.
- **Set boundaries:** Learn to say no and prioritize your needs without guilt.
- **Practice self-compassion:** Be kind to yourself and forgive your mistakes.
- **Develop a strong support system:** Surround yourself with positive and uplifting people.
- **Connect with your passions:** Make time for hobbies and activities that bring you joy.
- **Learn to celebrate your accomplishments, big and small!**

# STRATEGIES FOR WOMEN LEADERS

TO RISE AND SHINE



Here are powerful strategies for women leaders to confidently claim their rightful seat at the table:

## 1. Embrace Your Voice and Expertise:

- **Silence Doesn't Serve You:** Don't shy away from expressing your ideas and insights. Your unique perspective is valuable.

- **Do Your Homework:** Come to the table prepared. Research topics, anticipate questions, and back up your arguments with data and evidence.

- **Communicate with Confidence:** Speak clearly, concisely, and with conviction. Project your voice and avoid self-deprecating humor.

## 2. Build Your Network and Find Mentors:

- **Strength in Numbers:** Connect with other women leaders. Share experiences, offer support, and learn from each other.

- **Seek Mentorship:** Find a mentor who can offer guidance, advocate for you, and champion your career growth.

## 3. Negotiate Like a Pro:

- **Know Your Worth:** Research industry salary standards and be prepared to negotiate your compensation and benefits confidently.

- **Don't Be Afraid to Ask:** Don't settle for the first offer. Practice your negotiation skills and be prepared to advocate for your

value.

- **Focus on Win-Win Solutions:** Approach negotiations collaboratively, aiming for an outcome that benefits everyone involved.

## 4. Embrace Your Personal Brand and Visibility:

- **Own Your Story:** Craft a compelling narrative about your skills, experience, and leadership style. Share your story through conferences, articles, or social media.

- **Become a Thought Leader:** Contribute your expertise through writing articles, giving presentations, or participating in industry events.

- **Build a Strong Online Presence:** Cultivate a professional online persona across relevant social media platforms.

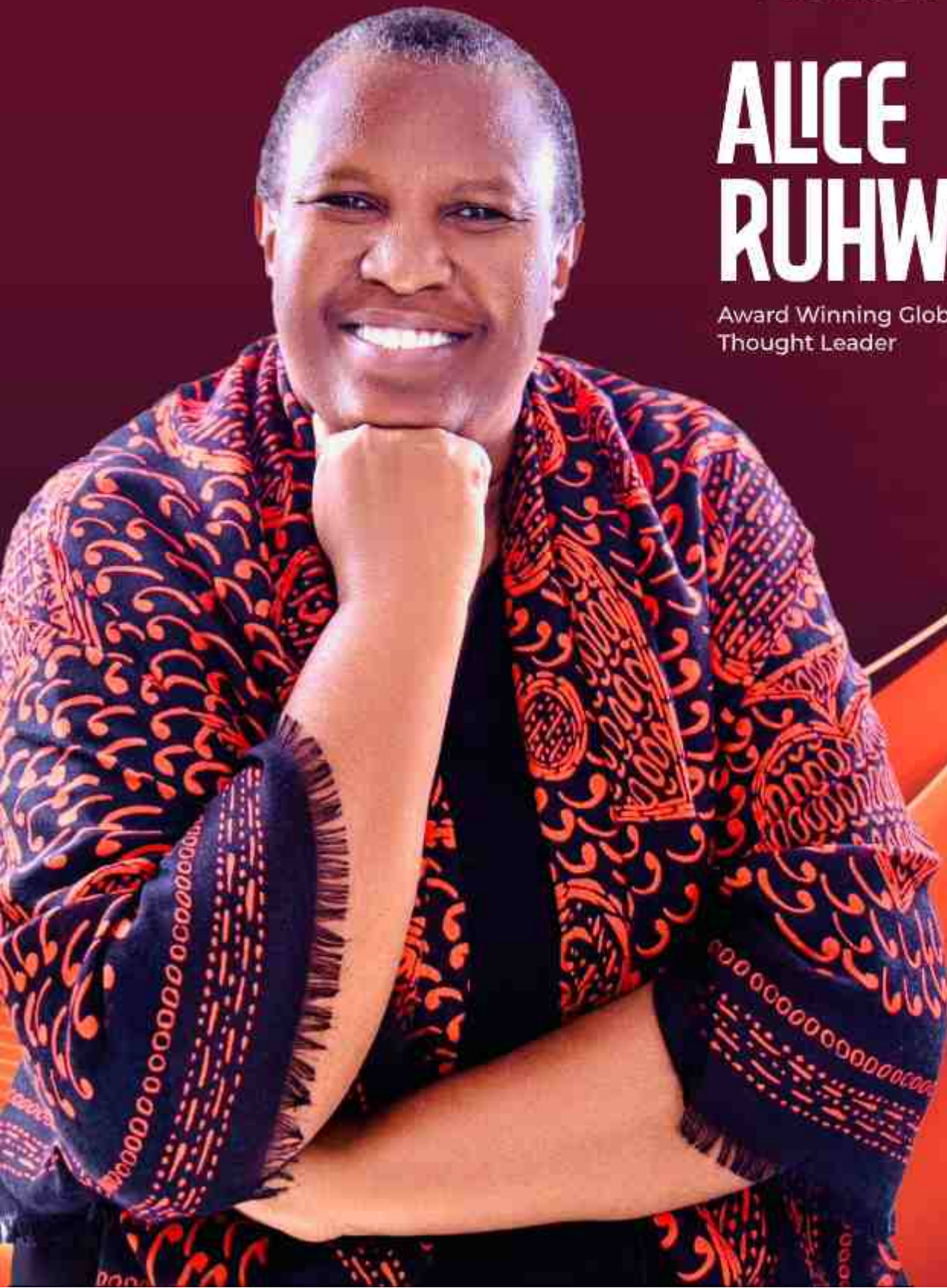
By implementing these strategies, women leaders can overcome obstacles, claim their rightful place, and shape a more equitable future. The world needs your voice, your vision, and your leadership. So step forward, take your seat at the table, and own your power!

# WOMEN ACHIEVERS

AFRICA

**ALICE  
RUHWEZA**

Award Winning Global  
Thought Leader



**-You are a Global Thought leader and International Development Expert with over 25 years experience. Can you briefly describe yourself and the work that you currently do?**

I am many things. I am a Daughter; I am a Sister; I am a Mother; I am a Cousin; I am a God Mother; I am a Grand-daughter; I am a Friend; I am an African; I am a Ugandan. I am a Global thought leader

**-You have ample experience working on projects on Climate Change. Looking at Africa, how can we address this problem, particularly in regions where people are experiencing droughts and floods?**

According to the African Development Bank (AfDB), the increasingly frequent climate-related disasters are costing countries between \$7 billion to \$15 billion a year, with an estimated projection of these losses rising to \$50 billion annually by 2030. A new UN report estimates that losses from severe droughts in Africa over the past 50 years due to climate change have exceeded \$70 billion, putting around 23 million people at the risk of food insecurity across the horn of Africa.

To adapt, African countries need to raise an annual average of \$124 billion. Today, they are receiving only \$28 billion a year. Adaptation means adjusting to current and future effects of climate change, by altering our behavior, systems and – in some cases – our way of life. With broad-based support, starting with leadership, climate adaptation for Africa is a real and achievable reality in our lifetime.

**-Renewable Energy is key to Africa's economic future, we have abundant sun and wind. How can these resources be harnessed to create a more sustainable future?**

Africa remains the least energized continent, with close to 80% of the 733 million people globally without access to electricity and 36% of the 2.4 billion people without access to clean cooking. But there is hope. Africa leads the world in solar energy potential. The International Energy Agency (IEA) estimates that Africa has 60% of the world's best solar resources, and Africa generates 9% of its energy from renewable resources, and that solar capacity in Africa grew 13% between 2019 and 2020.

Governments across Africa have been working to deliver off-grid solar products to the millions of people who currently do not have access to electricity. Over the past decade, as small-scale renewables – especially solar panels – have become more widely available and less expensive, advocates have touted their potential to enable ordinary Africans to leapfrog to better energy access and even help drive post-COVID-19 economic recovery.

There are many promising initiatives and partnerships such as Power Africa, the Global Energy Alliance for People and Planet (GEAPP) and many others are bringing much needed support to create tens of millions of green jobs and avoid 4 billion tons of greenhouse gas emissions.

**-Looking at all that you have done in the Sustainable**

**Development Space in the last 25 years, which of your work are you most proud of and why?**

In 2018, I joined Homeward Bound – an all-women expedition in Antarctica to increase women's leadership in shaping our planet. We learnt about values-based leadership, visibility and the fragility of the planet on which we all live. Together we are now creating a vibrant, energetic, highly skilled and well connected global network of women leaders. I am especially proud of a similar initiative in Africa that I am also a part of called We Africa. We continue to awaken the leader within all of us; helping us see our place in the world, inspire, mobilize and enable women to take up leadership roles.

**-Looking at the development landscape of Africa today, what role do you think women like you will play to shape the future of the continent 20 years from now?**

Women's leadership in Africa is not a new phenomenon. Throughout Africa's history, women have been critical problem solvers, leading militaries during the pre-colonial period, fighting for freedom during independence movements, being transitional leaders during post-conflict periods, and leading during some of the worst economic, political, and health crises of the 21st century.

We must pursue collective visibility: using the visible leadership platform we build for ourselves to support others and movements bigger than ourselves.



# Jollof Rice:

## A one pot wonder

Jollof rice, a vibrant one-pot dish of rice simmered in a rich tomato, pepper, and onion base, is a cornerstone of West African cuisine. While variations abound across the region, each boasting bragging rights to the "best" Jollof, its essence remains a celebration of fragrant spices, savory depths, and fluffy rice.

### A Culinary Journey Through Time:

Jollof's origins are believed to trace back to the Senegambia region of West Africa, where the Wolof people referred to it as "benachin." The dish likely evolved from a stew using rice as a substitute grain during a barley shortage, incorporating vibrant ingredients like tomatoes introduced by Portuguese

traders in the 15th century.

### The Jollof Wars: A Friendly Rivalry

Jollof's journey of conquest wasn't limited to taste buds. As the Wolof Empire expanded, so did Jollof, taking root in various regions and morphing with local flavors. Today, a lighthearted yet passionate debate, known as the "Jollof Wars," simmers between Nigerians, Ghanaians, Senegalese, and others, each claiming Jollof supremacy.

### A Celebration of Diversity:

Despite the friendly rivalry, Jollof's core elements remain consistent: long-grain rice, tomatoes, onions, peppers, and a medley of spices like nutmeg, curry, and thyme. The variations

lie in the details. Nigerian Jollof often utilizes palm oil and smoky heat from firewood cooking, while Senegalese versions might incorporate vegetables and seafood.

### Beyond the Plate:

Jollof rice transcends mere sustenance. It's a dish served at festivals, family gatherings, and celebratory occasions, a symbol of community and togetherness. The act of preparing and sharing Jollof fosters connection and cultural exchange.

This delicious dish continues to tantalize taste buds and bridge cultures, offering a taste of West African warmth and vibrant flavors.





# From PAIN TO PURPOSE

AFRICAN WOMEN WHO TURNED  
PAIN INTO PURPOSE:

Across Africa, women are renowned for their strength and resilience. Many have faced immense challenges, yet they've chosen to not be defined by their pain. Instead, they've channeled their experiences into powerful movements for change, becoming beacons of hope and inspiration. Here is a remarkable story of an African woman.

**Leymah Gbowee, Liberia:** A Liberian peace activist responsible for leading a women's nonviolent peace movement that helped bring an end to the Second Liberian Civil War in 2003.

Witnessing the horrors of civil war in Liberia, particularly the violence against women, pushed Leymah to take action. She co-founded the Women of Liberia Mass Action Group, a grassroots movement that brought together women from all ethnicities to demand peace. Their powerful protests and sex strike pressured warring factions to the negotiating table, ultimately leading to a ceasefire agreement. Leymah's unwavering courage in the face of brutality became a symbol of peacemaking across the globe.

## Inspiring Stories of *Resilience.*

# WOMEN ACHIEVERS

AFRICA



## CHINÉMÉ L. AJAH

Chief Executive Officer.  
Chi-Love Enterprises LLC.

**Can you briefly describe yourself and the work that you do?**

My name is Chinémé Love Ajah; I'm a family nurse practitioner (FNP) and an integrative nutrition health and wellness coach. I am trained as an FNP to provide primary care to every member of the family like a physician. I can diagnose diseases, prescribe medication and other therapies for my patients. However, my primary focus currently is on helping menopausal women maintain a healthy weight and good health through nutrition.

I have written an ebook titled "Mid-Life Flat Belly Plan: Eating Smart during Menopause", which emphasizes nutrition as a key factor in managing weight and achieving wellness during menopause. Additionally, I am dedicated to supporting others through my writing, particularly those experiencing significant personal losses, chronic health issues, and disability drawing from my own experiences.

**Who or what has been your biggest inspiration throughout your journey?**

My biggest inspiration throughout my journey has been my faith in God's providence, protection, love, mercy, and grace. The power of God has played a significant role in propelling me forward, especially during difficult times. My God is my rock and my Ebenezer at all times. My parents also have been one of my biggest inspirations in the human realm, especially my mom. She's the "WHY" of most

of the things I do. Additionally, my husband, my children, and my siblings have been instrumental in encouraging and supporting me in every aspect of my life. They provide daily inspiration to me.

**Health is Wealth they say. How important is Mental Health to Women's Wellbeing and Productivity?**

Good mental health is essential for the overall wellbeing of women. A mentally fit woman is more likely to succeed at work, home, and wherever and whatever she finds herself doing in life. Mental health involves emotional balance, stress management, and overall quality of life. It influences how women feel about themselves, their relationships, and their ability to cope with life's challenges.

It is important that women prioritize mental health through self-care, seeking professional help when needed, and fostering supportive environments is essential for their overall wellbeing and productivity. Most importantly, normalizing open discussions on mental health will help to remove the stigma attached to mental illness and mental health issues which prevents most people from seeking help when experiencing mental health challenges.

**As a family health practitioner, how can professional women create a work-life balance?**

Time management is key to creating a work-life balance.

Everything depends on time and how you use it. If you manage your time well, you can give your time to things that demand your attention in a way that doesn't neglect your other responsibilities. Proper use of your time includes setting boundaries. Clearly define work hours and personal time. Avoid taking work home or working late unless absolutely necessary.

**Beyond your own achievements, how do you hope to empower more African women to live healthy and more productive lives?**

Empowering more African women to lead a healthy and productive life involves a multifaceted approach that addresses education, access to resources, and community support. Community is at the center of many of our African cultures, so here are some ideas that focus on community-building for African Women, both young and old.

I am focused on capacity building for African women in the areas of Health, Nutrition and Wellness. I have created social media pages where I share educational content, tips, and success stories. Those who are interested can follow me on Facebook: @Chinemeajah, IG: @Chinemeloveajah, Tik-To : @Chinemelove.

READ AND DOWNLOAD THE FULL INTERVIEW HERE:  
<https://womenachievers.africa/magazine/>

# HOW WOMEN CAN ACHIEVE A WORK-LIFE BALANCE



## 5 WAYS YOU CAN ACHIEVE A WORK-LIFE BALANCE AS A WOMAN

### 1. The Juggling Act: Prioritization and Time Management

For many women, the key to navigating this tightrope walk lies in prioritization and effective time management. Setting clear goals, both personal and professional, allows for focused energy. Mastering the art of delegation, whether at work or at home, is crucial. Can that report wait an extra hour while you help with soccer practice? Can a grocery delivery service free up precious evening time for quality family time?

### 2. Embracing Support Systems: Family, Friends, and Employers

The village proverb rings true: it takes a village to raise a child, and a supportive network is equally vital for ambitious women. Open communication with partners about shared responsibilities is essential. Families where childcare duties are split equitably, and household chores are tackled collaboratively, create a more

balanced foundation. Employers who offer flexible work arrangements, on-site childcare options, or understanding maternity/paternity leave policies can make a world of difference.

### 3. Redefining Success: It's Not All or Nothing

The societal pressure to excel in every aspect of life can be overwhelming. But redefining success is a powerful tool. Success is not about achieving some impossible ideal; it's about finding fulfillment in the roles we choose. Maybe a meteoric rise to the top isn't the only path to career satisfaction. Perhaps a flexible schedule allows you to be present for your children's milestones while still pursuing professional growth.

### 4. Finding Inspiration: Role Models and Mentorship

Surrounding yourself with successful women who have found their own unique work-

family balance can be incredibly inspiring. Mentorship programs can provide invaluable guidance and support. Seeing others pave the way can be a powerful motivator to keep chasing those dreams.

### 5. The Journey is Unique: Embrace the Adventure

Ultimately, there's no one-size-fits-all approach. The journey of balancing ambition and family is a unique one for each woman. There will be bumps along the road, moments of doubt, and days that feel like an uphill battle. But by embracing flexibility, prioritizing self-care, and celebrating the small victories, women can create a fulfilling life where they soar professionally and nurture their families with love. After all, the most important thing is not achieving some impossible ideal, but creating a life filled with purpose, passion, and, of course, a whole lot of love.



# Fashion Africa

## • A RICH HISTORY •

Africa is a vibrant and dynamic scene that showcases the unique creativity and heritage of the African continent. It's a moving tapestry woven from diverse cultures, traditions, and modern influences. Africa has a rich history of textiles and fashion dating back centuries.

**Ancient Egypt:** Egyptians were known for their use of linen, elaborate jewelry, and brightly colored clothing.

**West Africa:** West African cultures have a long tradition of producing beautiful fabrics such as Kente cloth and Aso Oke, often used in regal attire.

**Southern Africa:** Southern African cultures have their own unique styles, such as the colorful beadwork of the Maasai people.



# Kairos Hof

... The Art of Living



At the heart of Africa's real estate boom lies a powerful combination of factors. Urbanization is a key driver, with millions migrating to cities in search of education, employment, and a better quality of life. This surge in urban populations creates a pressing demand for residential and commercial spaces, presenting a golden opportunity for developers and investors.

## Here are some key areas attracting attention:

- **Residential:** The demand for affordable housing is immense, particularly in high-growth cities. Investors can capitalize on this need by developing budget-friendly housing solutions or targeting the growing middle class seeking quality mid-range apartments.
- **Commercial:** As Africa's economies flourish, the demand for modern office spaces, retail outlets, and warehousing facilities is on the rise. This presents exciting prospects for investors to cater to the needs of expanding businesses.
- **Hospitality:** Africa's tourism sector is booming, fueled by its breathtaking scenery and unique cultural experiences. Investors can capitalize on this trend by developing hotels, resorts, and vacation rentals in strategic locations.

# Kairos Hof

...The Art of Living



THE APARTMENTS



THE HIVE



THE PEN



THE EYRIE

We Dream It | We Design It | We Build It | You Live It.

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*Experience*

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