

Employee

JANUARY 2025 . ISSUE #20

www.employeeafricasummit.co.bw

[BWP: 50.00]

AFRICA

11+
EXPERT
ADVICE

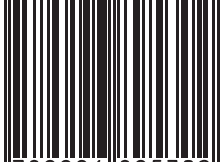
THRIVING
WORKPLACE
CULTURE AND
WELLNESS
DYNAMICS

DATA-DRIVEN
DECISION MAKING
FOR BUSINESS
LEADERS

INSIDE
WORKPLACE
CULTURE

PIONEERING
LEADERSHIP
AT STANBIC BANK BOTSWANA
CHIEF EXECUTIVE (CE), MR. CHOSE MODISE

ISBN 978-99968-953-0-2



9 789996 895302

3RD ANNUAL EMPLOYEE AFRICA SUMMIT 2025

THEME

EMPOWERING WORKFORCE RESILIENCE: NAVIGATING CHANGE AND INNOVATION IN AFRICA

29
MAY 2025

30
MAY 2025



CRESTA LODGE
GABORONE



Cell: (+267) 72 320 909

Email: info@employeeafricasummit.co.bw

Website: www.employeeafricasummit.com



CONTENTS

COVER STORY

[PAGE 6 - 10]

PIONEERING LEADERSHIP

MR. CHOSE MODISE

Chief Executive, Stanbic Bank of Botswana



EXPERT ADVICE

PAGE 11



AFRICA FOCUS

PAGE 25

ORANGE CALLS ON META &
OPENAI FOR AFRICAN LANGUAGE
MODELS



CELEBRATING WOMEN

PAGE
30

Employee AFRICA

[EMPLOYEE AFRICA (PTY).Ltd]

Founder & CEO:	Mompoloki Makwana
Managing Director:	Mrs.Nikita Makwana
Executive Assistant:	Ms. Omogolo S. Maforaga
Marketing Officer:	Ms. Koketso Gaborone
Marketing Officer:	Miss. Jame J. Motswagole
Marketing Officer:	Mr. Bokamoso Makwana

Publisher: Prime Publishers (PTY).Ltd



[PRODUCTION UNIT]

Production: Botswana Events365
Digital Media: Employee Africa
Photography: Local Agencies & Internet (Online)

[CIRCULATION TEAM]

. BEMA Stores
. ZUPAR Logistics

DISCLAIMER:

Employee Africa is published by Prime Publishing Company under license agreement with BOCRA. Copyright of work material is reserved under Employee Africa as a registered trademark under Citizen intellectual Property Agency (CIPA).
www.employeeafrica.com

P O Box 616 ABF
Plot 56712, Block10
Gaborone, Botswana
marketing@employeeafrica.co.bw

EDITOR'S NOTE



Welcome to this dynamic issue of Employee Africa Magazine, where we bring you the latest insights, inspiring stories, and powerful advice to help you thrive in both your professional and personal life.

In our Expert Advice section, we dive into The Best Ways African Business Leaders Can Administer Effective Performance Reviews in Workplaces. In this article, we provide practical strategies for fostering a productive and motivating environment where performance reviews are seen as a tool for growth rather than a mere evaluation. It's an essential read for leaders looking to enhance employee engagement and drive organizational success.

Also in Expert Advice, we explore High-Performance Wellness: Starting the Year on the Right Foot. This piece emphasizes the importance of prioritizing health and wellness as you aim to achieve both personal and professional success in the year ahead. With a focus on holistic well-being, this article provides a roadmap to kickstart your year with the right mindset and energy.

In our Lifestyle section, we bring you an exclusive feature on Motorcyclist Ross Branch's Quest for a Second World Title in the Dakar Rally. Dive into the journey of one of Africa's most formidable motorsport stars, and discover what fuels his passion, dedication, and relentless pursuit of excellence as he eyes another prestigious title.

Lastly, in Africa Focus, we celebrate the strides being made in Benue's Inauguration of Four Factories to Boost IGR and Employment. This landmark development in Benue is a testament to the growing strength and potential of African economies, as local governments take proactive steps to stimulate growth, create jobs, and enhance economic independence.

This issue is packed with valuable insights and inspiring stories designed to empower you, no matter where you are in your professional journey. We hope these articles spark growth, reflection, and a deeper connection to the opportunities and challenges that shape Africa's future.

Enjoy the read!
Yvonee Mooka



MR. CHOSE MODISE

Chief Executive, Stanbic Bank of Botswana

PIONEERING LEADERSHIP AT STANBIC BANK

MR. CHOSE MODISE

... HIS STRATEGIC LEADERSHIP ON TRACK TO PUT STANBIC BANK BOTSWANA AT THE TOP ...

The Chief Executive of Stanbic Bank Botswana, Chose Modise is deeply passionate about leading a bank that consistently delivers a superior customer experience - exceeding client expectations while maximizing value for shareholders. **Writes STAFF WRITER.**

Outlining the bank's strategic vision for the next five years, Modise highlighted Stanbic's commitment to providing highly customized solutions, delivered by skilled and passionate employees who are eager to make a difference for customers, communities and the country.

"We prioritize building a business that continuously strives for excellence in everything we do. At Stanbic Bank Botswana, we are equally dedicated to enhancing financial inclusivity and driving sustainable growth, actively contributing to a stronger economy and leaving the industry and the country in a better place for the next generation," he said.

CUSTOMER EXPERIENCE

Enhancing customer service is paramount to Stanbic Bank, which is why the bank has implemented key initiatives to achieve this critical objective.

Modise asserted that the customer is a top-priority stakeholder at Stanbic, and the bank strives to delight and deliver real value during every interaction.

"To enhance customer experience, we have championed several transformative initiatives, including a complete overhaul of our digital platforms," said Modise. "We introduced new and intuitive interfaces that make online and mobile banking faster, more secure, and user-friendly."

He highlighted that, by integrating AI-driven personalization, such as the Thuso Chatbot, the bank now offers exceptional financial advice and tailored



product recommendations, ensuring every customer feels uniquely valued.

"Our commitment to superior service extends to 24/7 support across multiple channels, including chatbots and live chat, ensuring help is always at hand. Additionally, we have implemented a robust feedback system to continuously refine our services based on real customer insights. We've also launched educational programs to empower customers with financial knowledge,"

he added.

Modise noted that their dedication to financial literacy is evident in the educational workshops and resources offered by the bank, which equip customers with the tools to make informed financial decisions.

"Through these multifaceted initiatives, our goal – one that I am privileged to

TO PAGE 8 >>

FROM PAGE 7 >>

help drive as part of our collective team effort - is to create a banking experience that not only meets but anticipates our customers' evolving needs, making their interactions with us seamless and enriching," said Modise.

This, he said, is how Stanbic delivers sustainable impact and helps drive Botswana's growth: happy employees lead to happy customers, and happy customers contribute to more productive communities.

EMPLOYEE WELLBEING

Employee wellbeing is a key priority at Stanbic Bank Botswana. Modise emphasized that, as business leaders, the bank has a responsibility to nurture and empower its teams, creating environments where people feel seen, heard, and valued, while fostering a culture that supports innovation, inclusion, and excellence.

Modise, who is passionate about this aspect, expressed confidence in the people and culture leadership driving these initiatives.

"One of the key focus areas at Stanbic Bank Botswana is leadership development," he stated. "We believe that leadership is not an aspirational target; it is a minimum standard. Leadership effectiveness is critical to the bank's success, and we have invested significantly in developing our leaders." Over the past few years, the bank has allocated over 10 million Pula to training programs in partnership with world-class institutions like Harvard Business School and Henley Business School.

Modise also noted that their Leadership Effectiveness Index improved from 69% in 2020 to 80% in 2023, reflecting the success of these efforts.

This achievement is attributed to flagship programs like Meaningful Conversations and Leading Performance which are designed to empower Stanbic leaders to engage more effectively with their teams.

"The investment we make in leadership development pays dividends in the form of higher performance, stronger teams, and a more resilient organization," Modise highlighted.

GENDER DIVERSITY

Gender diversity is a core value at Stanbic Bank Botswana.

According to Modise, the bank's focus on gender diversity has yielded impressive results. Women now make up 53% of the bank's executive team, a significant increase from 31% just four years ago.

Modise attributed this success to deliberate actions, including targeted women's development programs and addressing the gender pay gap.

"We have cultivated a culture of continuous development," Modise said.

DIGITAL TRANSFORMATION

While there are many examples of projects that have contributed to the bank's immense growth, Modise said their recent Digital Transformation initiative stands out. He described it as a clear roadmap, guided by values, and delivered through deep talent.

"We're a business focused on solving the needs of our customers, and digital literacy and inclusion are central to

this," he said.

He continued: "We recognized that the challenge ahead of us started with ensuring we had the right Infrastructure and skills. That's precisely where we began – we upskilled and empowered our people, keeping our focus on the vision of a happy, digitally empowered customer."

Modise also mentioned that from upgrading their banking platform to leveraging AI, data and automation – balanced with personalized experiences – Stanbic Bank Botswana continues to meet the evolving needs of its customers while staying in tune with global market demands.

He boldly cited the Shyft platform as a prime example of the digital transformation journey. The global forex, investment and payments app is a true game-changer in the forex space. According to Modise, this success was

TO PAGE 9 >>



FROM PAGE 8 >>

made possible by an exceptional team who rallied to truly deliver, along with the support of a phenomenal Board and Executives who trusted and guided the leadership at Stanbic Bank.

"I remain incredibly proud of our team for this ongoing journey, and feel privileged to be part of this process," he said.

LEADERSHIP DEVELOPMENT

Delving into how the bank fosters leadership development, Modise noted that at Stanbic Bank Botswana, they believe effective leadership is the cornerstone of success.

He emphasized that leadership is not just an aspirational target but a minimum standard, adding that over the past few years, they have strategically invested in leadership development, with results that speak for themselves.

"Our Leadership Effectiveness Index has seen a significant increase from 68.5% in 2020 to an impressive 79.7% in 2023 - a clear reflection of our commitment to cultivating strong leadership," Modise said.

"We offer several programs and platforms both locally and regionally through Standard Bank Group, that nurture our future leaders, such as Lionesses of Africa, Ignite and Her Story. These initiatives also foster a

more inclusive approach to leadership development, helping to bridge the gender gap."

He added that the bank has invested over P2 million in leadership development, partnering with world-renowned institutions like Harvard Business School, Henley Business School, and Wits Business School. This unique investment has yielded tangible results, with 82 promotions over the past three years - 71% of which were into managerial roles, and 83% of those promoted came from the bank's internal talent pool.

Modise pointed out that these figures highlight the bank's commitment to building an enabling, values-driven environment where leaders are accountable, decisive, and human at heart.

"Beyond the numbers, we are seeing happier, more inspired and growth-minded talent who are truly passionate and empowered to achieve great things," he said elated.

TECHNOLOGY

Modise noted that technology is a powerful enabler and catalyst for progress, allowing the bank to offer its clients a more seamless and intuitive banking experience.

"By investing in our digital platforms, we provide customers with the flexibility to manage their finances from anywhere, at any time. This not only enhances their convenience but also deepens their engagement with our services," he explained.

Furthermore, Modise remarked that technology is at the core of the bank's innovation strategy. With tools like advanced analytics and artificial intelligence, they are able to understand their clients better and anticipate their needs.

"This trailblazing insight helps us tailor products and services more precisely, ensuring we stay ahead of the curve and meet our clients' evolving expectations," Modise said.

He added that the bank balances this with the uniquely important human element - recognizing that they serve real people and real communities. It's not just about technology enabling customers to transact; it's about using technology and innovation to make the impact and value they create for the customers the primary priority.

FUTURE OF BANKING

Commenting on his vision for the future of banking in Botswana, Modise said the

TO PAGE 10 >>

FROM PAGE 9 >>

country is in a bold and transformative period, standing at the crossroads between its past and the future it hopes to create.

"There may be challenges, or obstacles in our way, but I believe in the simple idea that if we face these together, we will emerge with a vibrant, dynamic industry and economy that will empower our nation and make Batswana prosperous in every way," he said.

"Our national vision is clear, and our industry is privileged to help chart the course. It is a responsibility we must not take lightly," he added.

MANAGING TEAM

Describing his leadership style and approach to managing the Stanbic Bank Botswana team, veteran banking executive Modise said he finds it odd to assign traits to oneself, but he can confidently say that he always strives to be collaborative, curious, and empowering.

He believes in fostering a culture of trust, integrity and accountability, where every team member feels valued and motivated to contribute their best. "I encourage innovation and strategic thinking, empowering teams to take ownership of their projects while providing guidance and support when needed through mentorship," Modise explained.

He stressed that the results the business is seeing are by no means solely the result of his efforts, but they do suggest the team is on the right path, and that he is, too.

"It's incredibly important for me to ensure I am also always learning, growing and evolving. This is what it means to be part of a team and to do justice to our team," he said.

Modise also identified key qualities and skills that have been critical to his success as a leader, including curiosity, purpose, and passion.

He cited many incredible leaders who have influenced his approach, especially the values of always listening first – learning, taking it in, and making informed decisions with your people.

"Emotional Intelligence, after all, is just as important as technical capability. This is something we must always nurture – it is core to our culture at the Bank,"

Modise stated.

CHALLENGES

Holding a position of Modise's caliber comes with many responsibilities, and challenges often arise. He explained that it is always tough to balance "business growth" with people's wellbeing.

"We reshaped the face of the Bank in recent years, with changes in staffing, upskilling, and empowerment initiatives that were not always embraced by some of our staff," he said.

The bank had to part ways with some colleagues in a few instances, followed by heavy recruitment, Modise explained. "This is never an easy thing to deal with, and change can often be challenging. However, we are grateful for all who have been part of our journey and for all those who are with us, driving our purpose every day," he added.

"We overcame the challenging moments together, quite simply. This is the value of a strong leadership collective and a strong team – faith, support, and trusting our instincts and our plan."

OPPORTUNITIES

On a positive note, Modise said there is so much more to achieve in terms of growing and empowering their people, as well as supporting Stanbic customers across the nation.

However, he reiterated that there is still much to be done to drive the growth of our beautiful Botswana. "This is Stanbic's vision and what underpins our strategy. When you think about what this really means, it's a beautiful thing – empowered, independent, financially well citizens, and a country with such sound socio-economic growth that we become a beacon of excellence, not only on the continent, but in the world.

INSPIRATIONAL

Personal interests/ passions outside work

"Personally, I am passionate about mentoring and supporting initiatives that promote education, financial inclusion and economic empowerment. This is particularly for youth and women in our community, because equity, diversity, inclusion and belonging, I believe, are the key to so much.

As Maya Angelou beautifully said, 'We all should know that diversity makes for a rich tapestry.'"

**Books Read:**

"I am a very avid reader! I am currently reading 'The Innovator's Dilemma' by Clayton Christensen.

It explores why large, successful companies can fail despite their best efforts to innovate and adapt. It has taught me the importance of fostering a culture of innovation within the business and understanding the disruptive technologies that could impact our industry.

This book has been insightful in shaping my perspective on leadership and organizational strategy.

Christensen's concepts about sustaining vs. disruptive innovation have been instrumental in guiding strategic decisions and ensuring that we stay ahead of emerging trends.

As we learnt from brands like Nokia, Blockbuster and BlackBerry, if you do not evolve, you die. Jack Welch said, 'If the rate of change outside exceeds the rate of change inside, then the end is near.' As individuals, teams and organizations, the rate of change and our ability to adapt is paramount."



EXPERT ADVICE

EFFECTIVE PUBLIC SPEAKING SKILLS: A KEY DRIVER FOR EMPLOYEE PERFORMANCE



Effective public speaking skills play a pivotal role in driving employee performance within the workplace. The ability to articulate thoughts clearly, confidently, and persuasively is essential for fostering collaboration, innovation, and overall productivity. When employees possess strong public speaking abilities, they gain confidence in expressing their ideas, which enhances their self-esteem and empowers them to contribute meaningfully during meetings, presentations, and team discussions. This boost in confidence directly influences morale, creating a positive and engaged workforce.

HOW EFFECTIVE PUBLIC SPEAKING SKILLS DRIVE EMPLOYEE PERFORMANCE

Building Confidence and Empowering Employees

Effective public speaking enhances an employee's confidence, allowing them to express ideas with clarity and assertiveness. When employees feel empowered to contribute in meetings, presentations, or team discussions, their morale increases, fostering a sense of accomplishment and engagement. This confidence translates into a workforce that is more proactive, resilient, and motivated to achieve organizational goals.

Enhancing Communication and Collaboration

Public speaking skills improve the way employees convey information and ideas, reducing misunderstandings and enhancing teamwork. Clear and concise communication ensures that goals, expectations, and feedback are well-understood, enabling smoother collaboration across teams and departments. A workplace where communication thrives is one where innovation and efficiency can flourish.

Developing Leadership Capabilities

Public speaking is fundamental to leadership. Employees who can inspire, motivate, and direct others through clear communication are better equipped to lead teams effectively. This skill enables them to build trust, resolve conflicts, and rally colleagues around common objectives, making them valuable assets for the organization's growth.

Establishing Professional Credibility

Employees skilled in public speaking project professionalism and credibility, enhancing their reputation and that of the organization. Whether addressing clients, stakeholders, or colleagues, confident speakers leave a lasting impression, reinforcing trust and fostering stronger relationships. This credibility is vital in building a positive organizational image and achieving strategic goals.

Fostering Innovation and Creativity

Public speaking encourages employees to share ideas and insights, creating a culture of innovation. Brainstorming sessions, team discussions, and problem-solving forums benefit greatly from employees who can articulate their thoughts effectively. This openness to creative input drives the organization forward, enabling it to remain competitive in dynamic markets.

Supporting Decision-Making and Problem-Solving

Employees who can present logical arguments and articulate solutions confidently are instrumental in effective decision-making. Their ability to analyze challenges and propose actionable strategies ensures that decisions are well-informed and collaborative, contributing to the organization's overall success.

Boosting Employee Satisfaction and Retention

Investing in public speaking training demonstrates an organization's commitment to employee development. This support fosters a sense of value and belonging, enhancing job satisfaction and reducing turnover. Employees who feel appreciated are more likely to stay with the organization and contribute meaningfully to its success.

To maximize the impact of public speaking on employee performance, organizations should create opportunities for employees to practice and refine their skills. Offering training programs, encouraging participation in discussions, and providing constructive feedback are effective ways to foster a culture where communication is prioritized. Recognizing and celebrating employees who excel in public speaking further motivates others to develop this essential skill.

In conclusion, effective public speaking is a powerful driver of employee performance, influencing confidence, collaboration, leadership, and innovation. By nurturing these skills, organizations unlock the full potential of their workforce, paving the way for sustained success in an ever-evolving professional landscape.

THE BEST WAYS AFRICAN BUSINESS LEADERS CAN ADMINISTER EFFECTIVE PERFORMANCE REVIEWS IN WORKPLACES



In the evolving landscape of African workplaces, performance reviews have become a pivotal tool for fostering employee growth, aligning organizational goals, and ensuring sustainable development. When executed effectively, performance reviews can transform organizations, unlocking the potential of employees while driving innovation and productivity. For African business leaders navigating diverse cultural, economic, and organizational landscapes, mastering this tool is essential. Here are the best ways to administer effective performance reviews.

1. Set Clear Objectives and Expectations

A foundational step for any successful performance review is clarity. Leaders must communicate job roles, key performance indicators (KPIs), and organizational goals clearly to employees from the outset. This provides a benchmark against which performance can be measured.

Best Practice: Use a combination of

written job descriptions and regular goal-setting meetings to ensure employees understand their roles and expectations. Incorporate culturally relevant examples to make objectives relatable and meaningful.

2. Foster a Culture of Continuous Feedback

Traditional annual reviews are being replaced by continuous feedback models, where employees receive regular insights into their performance. This approach allows for timely adjustments and supports professional growth.

Best Practice: Implement monthly or quarterly check-ins. Use digital tools or platforms like 15Five or BambooHR to track and communicate feedback efficiently.

3. Prioritize Two-Way Communication

Performance reviews should not be a monologue but a dialogue. Employees

should feel encouraged to share their challenges, aspirations, and ideas.

Best Practice: Adopt an empathetic listening approach. African leaders can leverage cultural values of Ubuntu—emphasizing collective growth—to create a collaborative review environment.

4. Incorporate Cultural Sensitivity

Africa's rich cultural diversity requires leaders to tailor their performance review processes to resonate with local customs and values. Understanding and respecting these differences can strengthen relationships and trust.

Best Practice: Train managers to recognize cultural nuances in communication styles, decision-making, and conflict resolution.

5. Use Data and Metrics

Objective data provides a solid foundation

>> TO PAGE 14



>>FROM PAGE 13

for performance reviews. By tracking metrics such as sales figures, project completion rates, or customer satisfaction scores, leaders can minimize biases and focus on measurable outcomes.

Best Practice: Combine quantitative data with qualitative feedback, such as peer reviews or self-assessments, to provide a holistic view of an employee's performance.

6. Emphasize Development Over Criticism

Effective performance reviews should focus on growth opportunities rather than solely highlighting weaknesses. Constructive feedback encourages employees to improve while maintaining their motivation.

Best Practice: Use the "feedforward" technique—suggesting actionable future improvements rather than dwelling on past mistakes. For example, instead of saying, "You failed to meet your sales target," say, "Let's explore strategies to improve your sales performance next quarter."

7. Recognize and Reward Achievements

Acknowledging employee accomplishments during performance reviews is crucial for morale and motivation. Recognition reinforces positive

behavior and shows employees that their contributions are valued.

Best Practice: Develop reward systems tailored to individual and team accomplishments, such as bonuses, public acknowledgment, or opportunities for professional development.

8. Offer Training and Development Opportunities

Performance reviews should highlight not just areas for improvement but also opportunities for growth. Linking reviews to training programs can help employees develop new skills, enhancing their value to the organization.

Best Practice: Partner with local training institutions or online platforms to provide accessible upskilling opportunities. For instance, leaders in South Africa could collaborate with organizations like SETAs (Sector Education and Training Authorities) to provide industry-specific training.

9. Be Transparent and Fair

Transparency in the performance review process builds trust and credibility. Employees should clearly understand how their performance is evaluated and the criteria used.

Best Practice: Use standardized review

templates and ensure all managers follow consistent guidelines to avoid favoritism or bias.

10. Follow Up and Monitor Progress

A performance review is not a one-time event but part of an ongoing process. Following up on agreed-upon action plans ensures accountability and continuous improvement.

Best Practice: Schedule follow-up meetings to track progress and provide additional support where needed. Use these sessions to celebrate small wins and address any lingering challenges.

Administering effective performance reviews is an art and science that African business leaders must master to thrive in today's competitive environment. By combining clear objectives, continuous feedback, cultural sensitivity, and a focus on development, leaders can turn performance reviews into powerful tools for growth and innovation.

As Africa continues to position itself as a global economic force, its leaders' ability to inspire and empower their workforce will be key to unlocking the continent's full potential.

MASSIVE STORM BREWING FOR BUSINESSES EMPLOYING MORE THAN 50 PEOPLE IN SA

STAFF WRITER

[www.businesstech.co.za]

Business groups are preparing a legal fightback against South Africa's new Employment Equity Amendment Act (EEAA), which will come into effect on 1 January 2025.

At the end of November, President Cyril Ramaphosa proclaimed that the EEAA would come into effect next year, lining up significant changes and strict new BEE regulations for businesses that employ more than 50 people.

The EEAA was signed into law in April 2023. While the regulations mostly impact so-called "designated employers"—those employing more than 50 people—some of the laws also affect all businesses.

According to Kerry Fredericks, director at Werksmans Attorneys, the most noteworthy amendments empower the Minister of Employment and Labour to set numerical racial targets for 18 different sectors in the country.

These targets aim to make workforces reflect the racial makeup of the country, nationally, or more locally. Critics have said the targets amount to racial quotas—which are unlawful in South Africa.

However, the department has denied this, saying that the targets cannot be quotas as they are flexible, businesses can be exempted, and the timelines give space for the sectors to achieve them.

Once established, designated employers must comply with these sectoral targets. Failure to meet the targets could result in hefty penalties, including millions of rands in fines.

"While two separate and vastly different draft regulations setting out proposed sectoral targets have already been published, the Minister has yet to issue a final version of such regulations. This has led to some uncertainty and concern amongst the various sectors," Fredericks said.

Other, notable amendments which will come into effect as of 1 January 2025 include:

- Under the dispensation of the EEAA, designated employers who fail to comply



with the sectoral targets could be precluded from conducting business with the government.

- Employers who employ less than 50 employees will no longer be considered to be designated employers, regardless of the employer's annual turnover. Previously, employers who employed less than 50 employees but whose annual turnover exceeded a specific threshold, were considered designated employers.

- The definition of 'people with disabilities' has been extended to include people with intellectual or sensory impairments which may limit their prospects of entry into, or advancement in, employment;

- Psychometric testing of employees or applicants for employment is no longer required to be certified by the Health Professionals Council of South Africa or a similar body in order for the same to be permitted for use;

- The EEAA2 reports no longer need to be signed by the Chief Executive Office of a designated employer;

- In assessing a designated employer's compliance with its obligations, a designated employer's compliance with sectoral targets set by the Minister may be taken into account;

With the 'launch' date of the new laws around the corner, businesses are already starting to push back against the

implementation.

Business group Sakeliga said that it is preparing legal challenges to the laws. It warned that the regulations will have significant implications for international firms, while maintaining that the state lacks the capacity to enforce and administer the laws.

"Comprehensive legal challenges by Sakeliga and others to counter the EEAA and forthcoming regulations are on the way," the group said.

"The department (of employment and labour) and state, in general, lack the capability and resources to police employers at the required scale. Because the amendment act demands both the impossible and the unethical, most businesses will continue to avoid and defy it with clear consciences."

The group said the laws were irrational, harmful, and unconstitutional and that businesses should prepare for "maximum achievable non-cooperation...for as long as it takes to have it scrapped or rendered practically impotent."

"Sakeliga will litigate the broader legislative and policy issues in the EEAA and its regulations. We recommend that businesses seeking advice on their specific circumstances contact and consider joining the National Employers' Association of South Africa (NEASA)," it said.

HIGH-PERFORMANCE WELLNESS: STARTING THE YEAR ON THE RIGHT FOOT



As a corporate leader, focusing on building a community where individuals feel a sense of belonging and connection is crucial for both your own wellness and that of your employees. Wellness is not just personally important; it is a critical component of professional success.

Maintaining a healthy balance in your own well-being directly impacts the team you lead. Your personal wellness will inevitably influence those around you. According to the Centre for Creative Leadership, there are six key components to prioritize well-being leadership—both for yourself and your team.

WELLBEING LEADERSHIP COMPONENTS

Exploring these six components will give you a clearer direction on how to enhance your own leadership and well-being, as well as that of your team.

1. PURPOSE

It's essential for every individual to understand the mission of the organization and how their day-to-day work contributes meaningfully to it. Once you achieve this understanding, the next step is to ensure that your team shares in that clarity. Be open in recognizing the efforts of individuals and teams when they help drive the organization toward its goals. Celebrating these contributions reinforces a shared sense of purpose.

2. GROWTH

People need to feel challenged to grow. When your organization fosters a learning culture, employees are more likely to develop and thrive. As a leader, it's your responsibility to support this mindset and encourage your team to adopt it as well. Be mindful of how you respond to new ideas and celebrate both successes and failures. Create an environment where everyone knows their input is valued, regardless of the outcome.

3. HEALTH

Health is one of the most vital aspects of wellness. Understanding the direct connection between good health and leadership will help you see why physical and mental well-being are crucial to performance. Regular exercise, a balanced diet, mindfulness, and rest are all essential. Lead by example and encourage your team to embrace healthy habits. Their physical and mental health directly impacts their ability to succeed.

4. AGENCY

When people feel like they're being controlled or that things are happening to them, it can lead to frustration and burnout. Understanding the link between purpose, agency, and employee well-being is key. When you know what drives your team's sense of purpose, you can introduce flexible options that allow them to make decisions and take ownership of

their work. Empowering your team helps them overcome obstacles with confidence and autonomy.

5. CONNECTION

Strong, healthy relationships in the workplace foster trust and respect. As a leader, it's your responsibility to create an environment where employees feel heard, supported, and accepted for who they are. Inclusivity and emotional support go a long way in building a culture where people can be themselves. This sense of connection leads to improved collaboration, communication, and overall performance.

6. RESILIENCE

A resilient workforce is invaluable, especially in times of change or hardship. Resilience allows individuals to rise to challenges and remain focused, even when things are tough. Developing resilience as a leader is crucial, and it's important to encourage this trait within your team at all times—not just during difficult periods. Cultivate a work environment where people can bounce back from setbacks and continue pushing forward, no matter the circumstances.

Focus on Your Own & Your Employees' Wellness

Wellness is never a one-size-fits-all approach. Every individual and organization has its own unique challenges and goals. Leaders must be intentional about fostering wellness, and this requires dedicated effort. Bringing in a wellness professional to support you and your team is a wise investment—it can relieve the pressure on you while driving visible, positive results.

By focusing on these six components of well-being leadership, you'll create an environment that supports both personal and professional growth. Starting the year with this mindset sets the foundation for a high-performance culture where both you and your team can thrive in 2025.

Kago Gaolalwe
Holistic Wellness Coach



MASTER PUBLIC SPEAKING

Influence the world around you

FACILITATOR:

MR. MOMPLOKI MAKWANA
THE UNMATCHED COACH
CEO, EMPLOYEE AFRICA

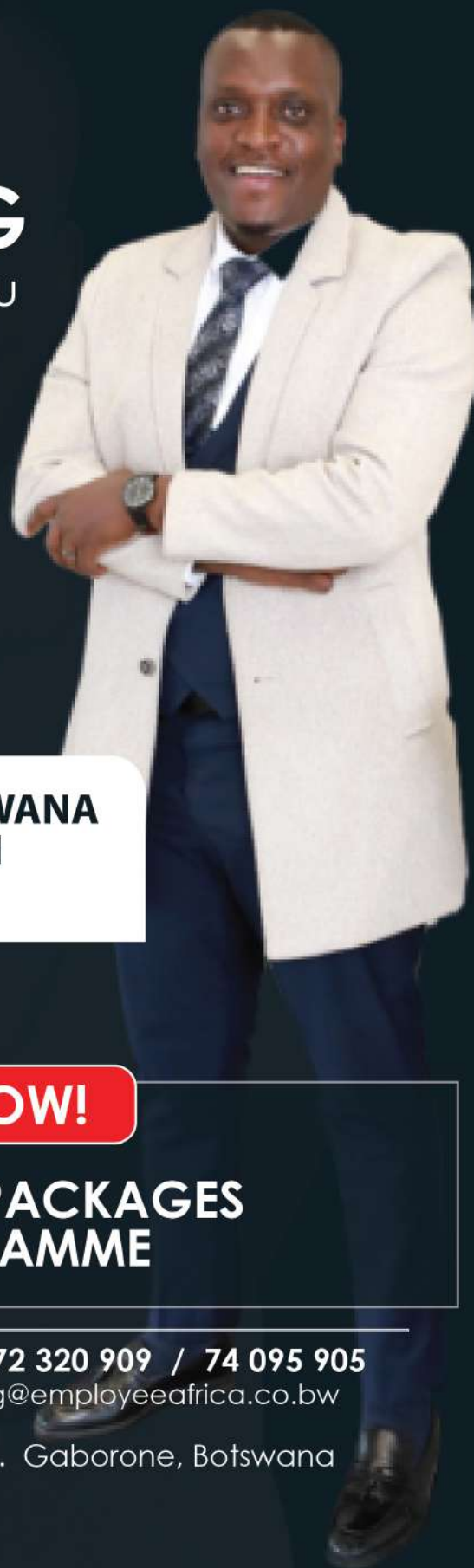
REGISTER NOW!

**FOR CUSTOMISED PACKAGES
OF THIS PROGRAMME**

CALL TODAY!

CELL: +267 72 320 909 / 74 095 905
Email: training@employeeafrica.co.bw

PHYSICAL ADDRESS: Plot 56712, Block 8 . Gaborone, Botswana



KEMI AKINDUTIRE

AUTHOR BIOGRAPHY

Kemi Akindutire is an author and seasoned professional with over 20 years of experience in leadership, human resource management, and organizational development across for-profit and non-profit sectors. Passionate about helping individuals, teams, and organizations thrive, she combines coaching, consulting, and writing to inspire purposeful transformation. Raised in Nigeria and Botswana, Kemi now lives in the United States with her husband and two daughters. Connect with her on **LinkedIn: @kemiakindutire.**



PURPOSE@ WORK

Kemi Akindutire - Correspondent (EA)

Rooted in Purpose

Several years ago, I received a kaleidoscope as a gift from my boss. It was a token of appreciation for leading a successful enterprise-wide project, or so I thought at the time, as I didn't think much of it. In retrospect, however, it serves as a powerful metaphor for how I view my work through the lens of purpose. Similar to the dynamic colors and patterns of a kaleidoscope, careers are influenced by multiple factors within and outside our control; purpose, however, has served as a compass for me and many others to navigate through making decisions and has been a sustaining element through the twists and turns of my career. "Purpose" is not a buzzword but an essential element of life, enabling us to leave the desired legacy for future generations. Our professional lives over time are reflective of dreams, passions, skills, experiences, and accomplishments; however, at the core of it all, purpose serves as an anchor, bringing it all in sync and facilitating the crafting of careers and work in experiences that are fulfilling and impactful.

Data from the Organization for Economic Co-operation and Development (OECD) suggest most people work for an average of 1,750 hours per year. This is estimated as a third of an average adult's waking hours, suggesting that a meaningless work life can be quite devastating. This article highlights the significance of fostering a sense of purpose at work and its implications for individuals and organizations. However, it is important to first address what purpose at work looks like.

The story of a janitor at NASA, the National Aeronautics and Space Administration, an independent federal agency in the United States, during the 1960s is a timeless example of purpose in action. When asked what he was doing, the janitor replied, "I am not mopping floors; I am helping put a man on the moon." This powerful and profound response shows how individuals with a sense of purpose see their work differently. Their purpose-focused view shifts mundane tasks from ordinary

to extraordinary, making a significant difference in the grand scheme of the organization's mission. It shows how no role is insignificant when infused with a sense of purpose and connected to a larger vision, reinforcing an "it's not just about me" mindset.

In Africa, the philosophy of ubuntu—"I am because we are"—captures this broader sense of purpose and beautifully reinforces interconnectedness, shared humanity, and collective responsibility. Purpose, in this context, extends beyond individual fulfillment to include a commitment to the well-being and progress of one's community and society including the employing organization. It shifts focus from personal success to shared impact, critical in workplaces where challenges like inequality, resource scarcity, and systemic issues require collective action. Anchored in ubuntu, purpose becomes a driving force for individual growth and societal transformation.

The NASA story also underscores the importance of intentionally gaining clarity about who you are (identity), what you are doing (your work or assignment), and why (purpose) you are doing it at any given time. Anchored in the clarity of purpose, the twists and turns of professional life can be navigated with wisdom and intentionality. Research on organizational management and psychological well-being supports the idea that a purpose orientation yields several benefits for individuals and organizations, such as job satisfaction, reduced burnout, and lower stress levels. Employees with a strong sense of purpose at work have also been shown to display enhanced productivity and innovation. They are generally more resilient, suggesting they are better equipped to navigate challenges and setbacks with a positive outlook.

Organizations can also benefit significantly from creating a purpose-oriented environment, as a sense of purpose fosters improved collaboration and team effectiveness by creating cultural alignment. Teams with shared goals and values

work more cohesively, achieving greater results collectively. Purpose-focused work environments can also attract key talent, particularly among millennials and Gen Zs, who increasingly value meaningful work over traditional incentives like pay. This has particular implications for the African continent, which has the youngest population in the world, with a median age of approximately 19 years old, according to <https://www.statista.com/>. Organizations prioritizing purpose empower employees to take innovative, mission-focused risks that benefit the organization and its broader mission.

Below are some reflection prompts to explore purposeful career possibilities for individuals and opportunities to create purpose-oriented organizational environments.

For Individuals:

>> Reflect on your current role at work: Do you see a mundane task or your contribution to the organization's broader mission?

>> Imagine you are on your way to work or logging in remotely. What are your predominant feelings? Anxiety or excitement?

>> Step out of your current reality in your mind. Imagine and write a description of how you would feel if you experienced a strong sense of purpose in your role.

For Organizations:

>> Do employees in your organization see themselves as significant contributors to its mission?

>> How can you create spaces to connect individuals and their contributions to the broader organizational mission?

>> Are you investing in resources and initiatives to help employees refine and deepen their sense of purpose?

As you ponder these insights, I can't wait to explore how to unleash a sense of purpose and provide actionable steps for individuals and organizations to unlock and harness the power of purpose at work in upcoming issues.



EMPLOYEE TEAM BUILDING

OBJECTIVES

- Foster team cohesion and collaboration
- Develop leadership & communication skills
- Intergrate high-performance values into organizational culture
- Improve teamwork and emotional intelligence

Cell: (+267) 72320909

Email: training@employeeafrica.co.bw

Website: www.publicspeakingprogram.com

EFFECTIVE COMMUNICATION THAT DRIVES TEAMS

Effective communication plays a vital role in the success of any business. It promotes collaboration, efficiency and the achievement of shared goals. When a person is able to convey an idea clear and concise, listen and understand the needs of others, then it will achieve best results at work.

Effective communication is exchanging or sharing ideas, information, thoughts, knowledge, data, opinion, or messages through a selected channel from a person to another with a purpose, and the receiver understands the message with clarity. Team communication involves the sharing of information between team members working together towards common goals. The importance of effective communication is that allows that all team members are aligned, working towards the same goal with a clear comprehension of individual and collective objectives, expectations and responsibilities. This clarity and purpose become a form of motivation and inspiration between team members and subsequently bring better results.

On the other hand, lack of effective communication is like a tornado, causing chaos where it passes. Productivity drops, low morale, turns simple tasks into major headaches and it is costly.

David Grossman reported in "The Cost of Poor Communications" that a survey of 400 companies with 100,000 employees each cited an average loss per company of \$62.4 million per year because of inadequate communication to and between employees. Debra Hamilton asserted, in her article "Top Ten Email Blunders that Cost Companies Money," that miscommunication cost even smaller companies of 100 employees an average of \$420,000 per year.

And according to Forbes Advisor "The State of Workplace Communication In 2024", over 40% of employees say that poor communication reduces their trust in leadership and in their team. Remote workers on the other hand, say that poor communication reduces their trust



in leadership 54% and 52% reporting it affects their trust in their teams. For on-site employees, 43% reported trust in leadership was impacted and 38% said trust in their team was affected."

The numbers speak for themselves, and ineffective communication has become a major concern not only to employees but also for business owners and, organizations are prioritizing strategies to address these challenges and how to overcome them.

There is a number of strategies that can be applied to tackle the team's effective communication in the workplace independently of their position, let's dive in!

Define communication channels

In the last decades, with the advancement of technology and digitalization, we have access to different types of channels of communication in the workplace. Each team has different requirements and it is important to determine which channels will best serve your team's needs and to document these channels and their

intended use. The most common tools used in workplace communication are:

- > **Corporate email**
- > **Instant Messaging Platforms**
- > **Project Management Systems**
- > **Video-conference platforms**
- > **Document Management Software**

Clear and concise Communication

When we convey a clear and concise information, there is no misunderstandings or ambiguities. The use of simple and straightforward language ensures that everyone understands that message and therefore are more engaged. Avoid using jargon and abbreviations and always provide precise information. Make use of bullet points when present information, keep sentences and paragraph short and focus on key points. By implementing these techniques, you can ensure that your message is clear, concise, and impactful, making you an effective communicator.

Active listening

In our fast-paced world we don't truly listen to one another, and that has affected



our professional and personally life's. Do you know that we only remember 17% to 25% of what we listen to?

Active listening is the ability to be fully present in an interaction with another person or group, being able to understand and give feedback - making them feel heard and valued. When your team members feel valued, this creates a positive relationship inside the team and consequently more collaboration, productivity and trust.

Some people are born with the "gift" of active listening but, don't despair... it can be learned and, through practice can be mastered. It takes time and lot of dedication. Here some tips to become a better listener:

- . **Attention:** practice stay focused and pay attention.
- . **Face the speaker:** Avoid distractions while you are talking, face the speaker and make eye contact.
- . **Don't interrupt:** Do not interrupt the other person when they are speaking, its rude and can show lack of interests.

- > **Be empathetic -**
- > **Use verbal and non-verbal skills:** be mindful of your posture, use eye contact and smile. Make sure to ask questions and give positive reassurance.

Constructive feedback

Offer feedback respectfully and proactively, highlighting both strengths and areas for development. When giving feedback to a team member consider the following: where and when are you giving the feedback; base your feedback on what you have seen, not in what you heard; when offer criticism, be positive and focus on how can the team member improve and how can that be achieved; don't forget to check the progress time to time; praise achievements and make sure that the constructive feedback is a dialogue to avoid resentment.

Transparency

An organization that has a transparency policy promotes a more open dialogue between employees and management creating a safer and more positive environment. People like to know things, being included whether in goal setting, decision making or other processes within the company, department or team, it makes them feel a sense of belonging and that they are a valued contributor.

You can encourage transparency within your team with small changes, something easier and comfortable to everyone. Below are some suggestions, that can be applied in your transparency strategy:

- > Understand the advantages and benefits of being transparency and, that will lead the team to trust in you as a leader and the organization.

> Be a role model by communicate openly, share your knowledge, offer suggestions and give your opinion, on doing so you will motivate your team member to do the same.

- > Communicate change by regularly share all updates with your team.
- > Involve your team members in the decision making by let them express their views and give input,
- > Don't make assumptions, always make sure that you are 100% about what someone is meaning to avoid misunderstandings.
- > Connect with your team members whether in a in-office or remote setting, by knowing them personally it allows trust to be build.
- > Create awareness among team members by highlighting the importance and benefits of transparency.

Efficient and productive meetings

Research conducted by the "Harvard Business Review" found that the average employee spends 23 hours per week in meetings and that only 27% of those meetings are productive. How many of us have been in meetings that you thought was a simple a waste of time? The meeting could have been an email or a chat; it was too long; unclear agenda and objectives; etc are a few complaining employees have of meetings.



When setting a meeting with your team there is important elements that you need to have in consideration, so your meetings are effective and productive:

- > State the purpose of the meeting by including on the meeting invitation the objectives and outcomes.
- > Include the agenda to allows the attendees to be prepared to what will be discussed.
- > Identify the right attendees by identifying who is required, who will run the meeting and who is optional.
- > Manage your time by keeping the discussion on track and follow the agenda to avoid other topics or discussions that are not relevant to the meeting.
- > Share meeting documentation by summarizing and share the information after the meeting so the conclusions are recorded and can be reviewed in a later date if necessary.

Celebration of achievements

Sometimes we overlook the importance recognizing the hard work our team when the hit a goal or a deadline in a task or project. Create a culture of appreciation, where as leader you acknowledge and celebrate the successes of your team members makes them valued and consequently increase morale, employees are more motivated, reduced turnover

and creates a positive company culture.

There is a lot of options that you can choose from, keep in mind your team's preferences and the type of achievement. You can opt for formal (ceremonies, speeches, formal dinners, awards and certificates), informal (team casual lunch, office party, weekend outing, etc) or even virtual celebrations (online team games, personalized gifts or gift cards, or organize a virtual happy hour).

There are some other examples that you can choose from when celebrating success of your team. Do some research on the internet or even ask your team member what they would like to do, the options are endless.

Cultivate an inclusive environment

When there is an inclusive environment at work, where every employee is welcome independently of their gender, age, ethnicity, culture, religion, sexual orientation, physical ability, etc, they thrive and perform better.

A survey done by Harvard Business Review found that 75% of respondents do not feel the effect of diversity policies without a commitment from leadership to enact change. How can we leaders make sure that we are more inclusive and create a

safe workplace to everyone? Here are some tips that can help you to create a more inclusive environment in your team in organization:

- > Drive leadership commitment: as a leader you must make sure that the organization decision makers understand the importance of an inclusive strategy and ensure that they are adhered.
- > Diversity training and education to raise awareness of unconscious bias and stereotypes
- > Adopt inclusive recruitment and hiring practices by write job descriptions that don't discriminate, use diverse recruitment channels to increase the application of qualified professional from minority groups. Use the "blind hiring process" or anonymous resume where personal information is removed, allowing only the experience and skills be assessed. On the interview stage, when choosing the selection panel, select people with different backgrounds to minimize bias.

> Promote inclusive policies and practices by examine your promotion process, make the performance review fair and transparent, ensure fair pay to everyone, flexible work arrangements for example for new parents, are some practices that can provide equal opportunity to all employees.

Establish resource groups, where individuals with common background can connect, exchange concerns and address the challenges they face to senior management.

Embrace open communication and feedback so employees can share their thoughts, concerns and suggestions through employee surveys, feedback mechanism, open-door policies and employee meetings.

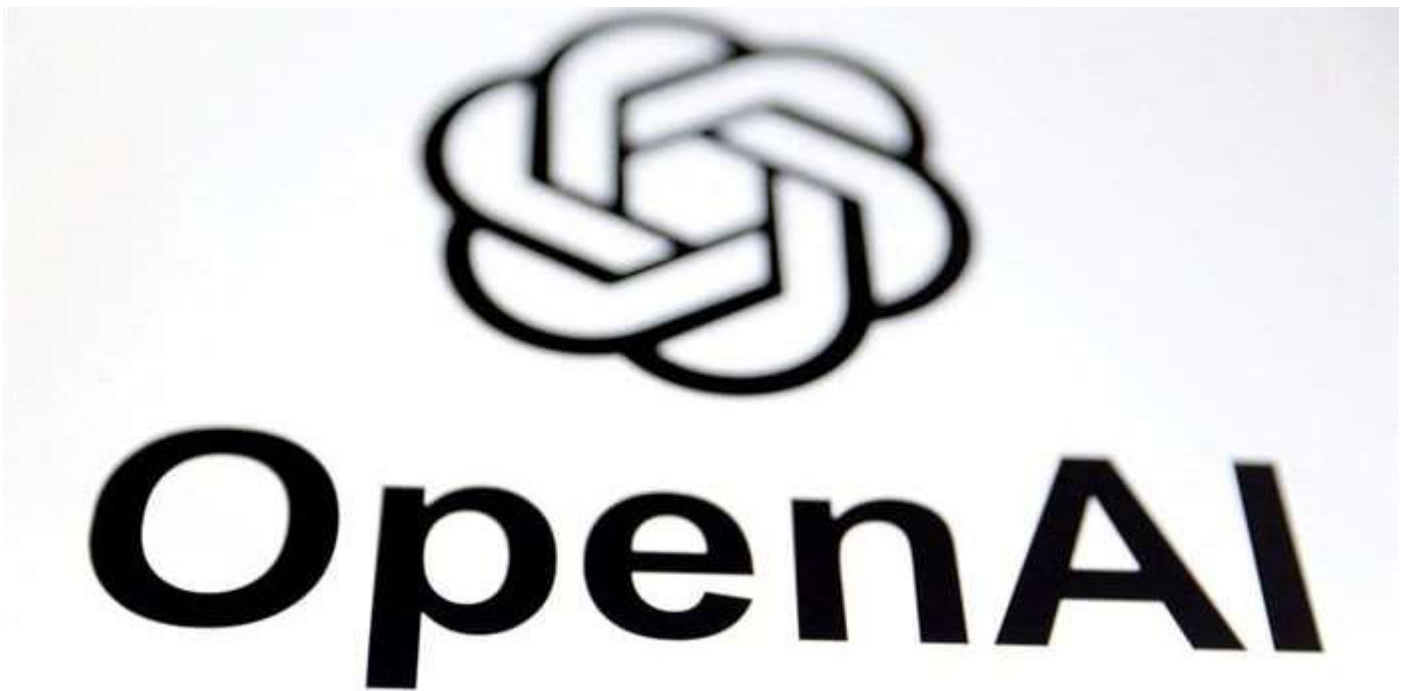
I would to conclude by emphasising that effective communication is a mindset. As a leader, you must be aware that for teams to achieve success, improving communication skills is vital. It is an ongoing process, that requires efforts and the ability to adapt, but the rewards are you will have an engaged and driven team. Are you ready to take your team to a new level of success?

"Unity is strength ... when there is teamwork, communication and collaboration, wonderful things can be achieved." — Mattie Stepanek

An aerial night view of a city skyline, likely Johannesburg, South Africa. The image shows a dense urban landscape with numerous skyscrapers and buildings, many of which are illuminated. A prominent yellow banner with the text "AFRICA FOCUS" is overlaid across the middle of the image. The background shows a vast cityscape extending to the horizon under a twilight sky.

AFRICA FOCUS

ORANGE CALLS ON META & OPENAI FOR AFRICAN LANGUAGE MODELS



**BY GIANLUCA LO NOSTRO AND
MATHIAS DE ROZARIO
27 NOV 2024**

Orange will enlist OpenAI and Meta to fine-tune AI large language models (LLMs) to translate regional African languages for the French telecoms operator. The project is planned to start in the first half of 2025 and will initially focus on incorporating regional languages spoken in West Africa into OpenAI's Whisper and Meta's Llama software, Orange said. Most AI models are trained using

English, and other languages are sometimes overlooked for the lack of content available for training purposes.

An Orange spokesperson said the company could help in providing data that enables the machines to learn on unlimited content thanks to its experience with these languages.

Social impact innovations awarded at 2024 Orange Social Venture Prize 14 Nov 2024

"We're used to working with these countries, so we have experience with

these languages and in developing our own apps in these languages for customer service," he said.

These models will allow customers to communicate with Orange's customer support in their local language. They will also be provided externally by Orange for non-commercial use such as public health and public education.

Additionally, the telecoms group signed an agreement with OpenAI to get direct access to its models in Europe, Orange said.

BENUE INAUGURATES FOUR FACTORIES TO BOOST IGR, EMPLOYMENT

BY NAN

The factories inaugurated include Benue Investment and Property Company (BIPC) Polythene and Nylon Factory, BIPC Nails Ltd, and the expansion of the BIPC Bread and Water Factories. Alia, during the inauguration in Makurdi, said the exercise was a testimony to his commitment to the economic transformation of the state. Represented by his Commissioner for Commerce, Trade, and Investment, Mr Alumo Orpin, the governor said the projects symbolised hope, progress, and the determination of his administration to uplift the lives of Benue people.

"The establishment and expansion of these factories signal our resolve to reduce reliance on imports, foster local production, and conserve valuable resources.

"The BIPC Polythene and Nylon Factory will play a key role in meeting the growing demand for packaging materials, a sector that has traditionally relied heavily on imports.

"By producing locally, we are not only boosting our own industries but also creating jobs for our people and laying the groundwork for economic self-sufficiency.

"Similarly, the BIPC Nails Ltd will be instrumental in supporting the state's construction and infrastructure sectors, providing essential materials that will be critical in the ongoing development efforts within the state," he said.

Alia said the expansion of the BIPC Bread and Water Factories is another bold step in addressing the dietary and nutritional needs of the people.

"Collectively, these projects will generate thousands of direct and indirect employment opportunities, increase internally generated revenue



(IGR), and position Benue State as a hub of industrial growth in Nigeria.

"I want to take this opportunity to reaffirm our unshakeable support for the Benue Investment and Property Company (BIPC).

"As a government, we will continue to provide all the necessary support to ensure the success of these factories and other ventures that align with our developmental goals.

"The BIPC is more than a business entity; it is a symbol of hope for the industrial revival of Benue," he said. He commended the Managing Director of BIPC, Dr. Raymond Asemakaha, and his team for their dedication, innovation, and relentless pursuit of excellence.

BIPC Managing Director/CEO, Dr Raymond Asemakaha, said the projects were part of their collective pursuit for economic empowerment, industrial growth, and sustainable development for Benue people.

Asemakaha commended Alia for his visionary leadership and unwavering commitment to creating an enabling environment for businesses to thrive in the state.

"These ventures are projected to generate 300 direct jobs and 400 indirect jobs, thereby contributing significantly to the reduction of unemployment in the state.

"We at BIPC are committed to providing innovative and high-quality products that meet the needs of our people while positioning Benue State as a hub for industrial revolution in Nigeria.

"These projects demonstrate the potential for collaboration between the government, private sector, and community to achieve shared goals," he said.

He further announced that the BIPC Premium Lager Beer, the first product of the Food Basket Brewery, a subsidiary of BIPC, would be unveiled on the 22nd of December, 2024.

ANGOLA STRENGTHENS LABOUR STATISTICS TO INCREASE CAPACITY TO MEASURE EMPLOYMENT

The training on measuring employment and the underutilization of the workforce aims to train Angolan executives in measuring the workforce.

Angola strengthens its labour statistics capacity through a transformative training programme, which runs from 3 to 6 December 2024, aimed at aligning the country's labour data collection practices with international standards.

The training is part of the Social Security Extension Project to Support the Formalization of the Angolan Economy (ESSAFE Angola), implemented by the ILO and funded by the European Union. The training action is co-financed by the United Nations Development Program (UNDP).

This training comes at a crucial time as Angola seeks to modernise its labour market data collection and analysis processes to meet the demands of a dynamic economy. Adhering to the standards set by the 19th, 20th and 21st International Conferences of Labour Statisticians (ICLS), the programme aims to increase the accuracy, relevance and comparability of Angola's labour statistics. Reliable labour statistics are crucial for understanding labour force dynamics, from employment trends to the informal economy, and for designing policies that address unemployment, in-work poverty and underutilisation of working time. While Angola's Quarterly Labour Force Survey (QLFS) has made progress in generating regular labour market indicators, the training will close critical gaps by ensuring that data meets global benchmarks and supports the achievement of the Sustainable Development Goals (SDGs).

The training action is being facilitated by the ILO's specialist in labour statistics, Maria Payet, and will train 30 technicians from the National Institute of Statistics (INE) and the Ministry of Public Administration, Labour and Social Security (MAPTSS).

Over the course of four days, participants will develop skills to compile and analyze labor market data using global standards; review the QLFS questionnaire and align



it with the 19th, 20th, and 21st ICLS Resolutions; and leverage the data for a more comprehensive analysis of the labor market.

In an opening note, the ILO project manager in Angola, Denise Monteiro, thanked the presence of MAPTSS, INSS and INE staff at the training session, highlighting the importance of this training in increasing Angola's capacities in terms of compliance and adaptation to international standards of employment statistics. He also thanked the joint work that has been done between the ILO and UNDP in technical support to Statistics Portugal, noting the important financial support from the European Union, through the ESSAFE Angola Project.

According to Isabel Viage, a technician from the Analysis and Prospect Office of the National Institute of Social Security (INSS), the training is an opportunity for the INSS to update knowledge and techniques on employment statistics, which go beyond unemployment indicators.

"Here in training we are learning that to talk about employment and unemployment, there are other indicators that we have to use for the data to be more accurate and the statistics to be clearer, such as measuring the underutilization of labor," he said.

Labour inspector Daniel Filipe is a technician at the General Labour Inspectorate, a body under the supervision of MAPTSS, and has the function of inspecting and verifying the degree of compliance with labour legislation by companies. For him, this training is helping to acquire knowledge that will allow him to encourage the business community to adopt the right employability policies.

"For the National Institute of Statistics, this training will bring practices much closer to international statistical standards, adopting the new concepts and methodologies already practiced in other countries," said Teresa Gonçalves, a technician at the department of social demographic statistics in the field of work, of the National Institute of Statistics (INE, in Portuguese).

This initiative reflects Angola's commitment to producing accurate and internationally comparable labour statistics to guide evidence-based policymaking. By improving data quality, Angola aims to address pressing employment challenges, strengthen the social protection system, and create a more inclusive labor market.

Website: www.ilo.org

3RD EDITION AFRICA SUMMIT

- Event to take place on the 27 – 29 of May 2025 in Gaborone, Botswana



As we enter a new era of rapid transformation and opportunity on the African continent, the 3rd Annual Employee Africa Summit 2025 will focus on the critical theme

of "Empowering Workforce Resilience: Navigating Change and Innovation in Africa." This theme encapsulates the multifaceted challenges and opportunities that both employees and organizations

face in an increasingly dynamic and interconnected world. By bringing together thought leaders, industry experts, and practitioners, the summit aims to create an inclusive space

OF EMPLOYEE SUMMIT HERE!



for dialogue, collaboration, and knowledge sharing.

Together, we will explore how to build a resilient workforce that not only meets the challenges of today but also seizes the opportunities of

tomorrow. Ultimately, the summit will empower organizations to embrace change as a pathway to growth, inspiring them to foster environments where employees can thrive, innovate, and contribute to a sustainable future.

By prioritizing the development of resilience, adaptability, and inclusion, we can collectively shape a brighter future for the workforce in Africa.

CELEBRATING WOMEN



ATTORNEY OF NOTE!

A professional portrait of a woman with dark, shoulder-length hair, wearing a black long-sleeved top. She is standing with her arms crossed and a slight smile, looking towards the camera. The background is a plain, light-colored wall.

KGOMOTSO MUFAMADI

Chief Executive Officer (CEO),
Lotus Labour Consulting, Attorney



Kgomotso Mufamadi is the Chief Executive Officer (CEO) at Lotus Labour Consulting, a boutique labour law consultancy providing unique, tailored made solutions to clients in the labour relations and organisational development space operating in the SADC region.

She is an experienced attorney, labour consultant, a former commissioner of the Commission for Conciliation Mediation and Arbitration and a former lecturer at the University of Johannesburg. She has previously held the role of Head: Industrial and Employee Relations at BMW Group South Africa. Kgomo is also President of the Wits University Convocation.

Kgomotso has worked as a legal researcher for former Justice Kate

O'Regan, current Chief Justice Mogoeng Mogoeng and the late former Chief Justice Arthur Chaskalson of the Constitutional Court of South Africa.

She is a fellow of both Brightest Young Minds and the Aspen Institute's African Leadership Initiative. She is also the 2014 recipient of the Inyathelo Youth in Philanthropy Award in addition to being named one of Mail and Guardian's Top 200 Young People to Watch in 2015.

Kgomotso holds a diploma in Social Entrepreneurship from the Gordon Institute of Business Science and practiced at Cheadle Thompson Haysom Inc in Johannesburg for 4 years.

Kgomotso holds a Bachelor of Arts degree in Political Science and Law, a Bachelor of Laws degree and a Masters in Law degree (Intellectual Property and

Media Laws) all from the University of the Witwatersrand. She is a member of the Charities Aid South Africa Board of Directors and is the chair of its Governance Committee.

Further she sits on the Board of Directors of Greenpeace Africa as well as Richmond Farms Limited. Kgomo is also a seasoned facilitator, having facilitated conversations with the likes of Former Justices Dikgang Moseneke and Edwin Cameron.

Kgomotso is currently reading towards her PhD in Labour Law at the University of the Western Cape. She is not only a seasoned attorney and labour law consultant, but an experienced manager and board member, well-cited teacher of the law and accredited research professional.

CELEBRATING LINDY

Q&A

What qualifications & competencies do you leverage on to position yourself as employable?

It's a sum of things, both soft and hard skills. From having a teachable spirit, to my level of professionalism, my interpersonal skills, to my keen interest in Information and Communications Technology (ICT) which is a need in our generation. These attributes have helped me evolve to become an adaptable, personable, highly motivated, results-driven and disciplined well-rounded Business Administration-Marketer. Academically, I'm a product of the University Of Botswana and I take pride in having graduated with a hard-earned GPA of 4.1. I believe I was one of the most hard-working students in our program of study. On one hand, I had a part-time job both to augment my limited student allowance and to be able to help out back at home, while on the other hand, one of my highlights was being the only Marketing student out of the five brilliant business students who emerged successful for a fully funded Global Consultancy Program (International Education & Development Program recognised by Ohio University). This program took place in-place of our industrial attachment at the heart of Europe - Bratislava, Slovakia and mobilised students from other reputable Universities. At this point, I knew that I was cut for success, in-fact, I've known since I was young. Moreover, I'm constantly and intentionally learning and pouring into my cup.

In 2024 alone: I've just completed my Management Development Programme from Stellenbosch Business School and I'll be graduating in early 2025, I've just completed my ElevateHer Mentorship Programme by New Age Arthur, also graduating in early 2025, parallel to this I've been going through some rigorous training and coaching in Technology and Digital, Leadership and Growth Mindset, Brand Warrior Programme and I continue to read books on financial literacy, emotional intelligence amongst others for the betterment of self.

How has your professional journey been?

My first full-time job started exactly a week after writing my last paper in my final year of varsity, way before I graduated. This was nothing short of divine favour and grace. Talk about destiny helpers! My



former Lecturer recommended me to one of the Local Marketing Agencies and they took me in as an Intern and soon after six months, I was hired permanently. I made a few calculated transitions in the Agency space over approximately three years then I moved to the Corporate world. One thing about Agencies, they will make you a well-rounded person as you get to do almost everything under one roof.

This is where character is built. I was groomed from an Account Executive level to a Marketing Specialist level. This is where I learnt most of the fundamental work ethics and principles of Marketing that I still possess to this day. For every fresh Business graduate, I would recommend Agencies as a foundation any day.

The year 2024 marks my seventh year

in Corporate and the ever-evolving Telecommunications (Telco) industry has been my habitat. I've grown both horizontally (competence & skills) and vertically (up the corporate ladder). I've been so privileged to work in big Organisations with diverse cultures, defined processes, bigger product portfolios and well-tracked strategies and performances.

So far, I can say in the words of Langston Hughes, "Life for me ain't been no crystal stair." Nonetheless, I'm super proud of the Young Woman Professional and Leader I've become and I'm not about to turn back. I've evolved from an entry-level position of Marketing Executive: Value Added Services, Products & Innovations, followed by a well-deserved promotion to a Mobile for Development & Content Coordinator and now a whole Digital Products Management Manager. Indeed, "All our dreams can come true if we have the courage to pursue them." Walt Disney. Generally, my competencies include Digital Product Development & Management, Integrated Marketing Communications (IMC), Stakeholder Management, Business Admin and Transformational People Management.

What are some of your valuable contributions to the community and your industry?

Naturally, socially and spiritually I'm a teacher, a coach and a community builder. This is where the nickname Mmadichabatsotlhe (Mother of all nations) comes from. If you've interacted with me and observed how I work and relate with children, you'll see all the innate qualities of a teacher manifest. I groom and teach children and young people through actively serving in the Children's Church and participating in various youth development programmes. I'm the Aunt I never had to these children. My inspiration is derived from Proverbs 22:6 which says, "Train up a child in the way he should go, and when he is old he will not depart from it." This is very challenging yet rewarding, and I have been doing it since my Junior school days.

Professionally, I consider myself a Pioneer, an Enabler and a Thought leader. It's no secret that the global digital revolution is drastically impacting the Telecommunications landscape. For example, social media and Over The Top Media (OTTs) continue to open new channels of communication that disrupt the traditional voice, SMS and data plus the increasing bargaining power of customers demands that Telecoms become more agile and innovative. This is where

people like me come in to help harness new ways of catering for the shifting customer preferences, creating new revenue streams and driving impactful change.

I've had the privilege to serve in two Telecommunications companies so far and I've successfully spearheaded some initiatives that drive innovation as well as pioneered some partnership-based digital products and mobile for development portfolios. I love sharing with my mentees on **#adayinmycareer** and I often give them an appreciation of how I mostly work with innovative social entrepreneurs who use ICT solutions to address diverse needs in landscapes such as education, entertainment, health and fintech. I've witnessed some great success stories of our home-grown solutions serving the underserved communities and even commercialising their solutions via the use of mobile technologies.

Finally, as a thought leader on digital products, mobile for development and innovation, I continue to challenge all ecosystem players across the different industries to rise to the occasion and assume their rightful positions in supporting innovation, promoting environmental development and social entrepreneurship for the Botswana that we want. This is possible through collaborative practices and leveraging strategic partnerships.

What are some of the challenges you've faced and how did you navigate them?

'High-Performance Syndrome': My passion drives me to get things done and I have proven to be reliable and meticulous. People often develop a tendency to dump everything on my lap, because they know Ma'Lindis will get it done. As much as this exposed me to a lot of valuable lessons, it caused disparity in the team and for the longest time, I struggled with burnout. I learnt the hard way that capacity is not equal to obligation: Just because I can do it, doesn't mean I should do it. Now I am more aware of this syndrome, and I establish and communicate my boundaries better. This is a form of self-care.

'Nice girl syndrome': Being too nice with unclear boundaries. My solution to this problem was reading the 'Nice Girls Still Don't Get The Corner Office' book by Dr Lois Frankel. I learnt about the unconscious mistakes that Women make that sabotage their careers and I'm happy to say that I'm a 'recovering nice girl'.

Another challenge common amongst Women Professionals is the fear of advocating for oneself: Assuming people will automatically recognise your efforts coupled with the uncertainty that comes



with initiating those difficult conversations around progression can be very daunting. I had to constantly remind myself that no one is coming to save me. I've had to negotiate all the Promotions I've ever got, even with my knees and voice shaking.

Being misjudged because of my age, gender and outlook: I had to consistently show up, speak up and master my stuff to get the audience I wanted. Most importantly, I've learnt that I don't have to operate on my masculine energy or on survival mode. I've grown to appreciate the power of my feminine energy. I have developed some authentic inter-generational connections with my stakeholders and I'm happy to be working for a company where no one's age never mattered. Now that's inclusivity and equity. People get picked to lead because of their competence, not age/gender. We need this mindset change.

What drives you in life to achieve all that you set your mind to?

I'm a devout Christian and I believe my faith in God coupled with my humble beginnings are motivation enough to propel me to become a doer, a survivor, a lover and a

BIOGRAPHY

Meet Lindy Omphemetse Ramontshonyana, a passionate trailblazer in Marketing & Digital Products Management. As the pioneering Digital Products Management Manager at Mascom Wireless Botswana, Lindy brings a wealth of industry knowledge and experience to the forefront, serving as a driving force behind innovation. Lindy's journey from Marketing Agencies to the dynamic Telecommunications landscape has been remarkable.

She's not just an industry expert; she's an Enabler, empowering multiple social entrepreneurs to create monumental shifts in the innovation ecosystem. One of Lindy's standout qualities is her unwavering commitment to learning and challenging the status quo. In her current role, she's responsible for stakeholder management, overseeing digital products development, in-life management, and Market Intelligence & Research—a testament to Lindy Rams' multifaceted expertise. Lindy's impact extends the professional sphere. When she's not shaping the future of digital products, she dedicates her time to serving in the Children's Church and mentoring young professionals. Her dedication to nurturing the next generation of leaders reflects her passion for fostering growth and excellence.

vessel. Everything I do, I do it as unto the Lord. I'm constantly reminding myself, especially in Corporate to be shrewd as a serpent but harmless as a dove. This character and work ethic have earned me multiple recognitions of 'Outstanding Performer' and 'Employee of the Year' and this track record positions me as an asset in the job market.

What's your final nugget of wisdom to our readers?

Look deep within and you'll find your purpose. If you look in the details, you'll realise that the different seasons, people and opportunities all converge towards the fulfilment of your purpose.

This is the greatest discovery; it gives a sense of peace, fulfilment, contentment, direction and motivation. A big thank you to all my destiny helpers (good and bad) that have impacted my life. All things work together for the good.



CELEBRATING

Michelle Nolita N. K. Monkge

MBA & Bachelor of Commerce in Human Resources Management -
Management College of Southern Africa Durban (MANCOSA), Human
Resources Executive

CELEBRATING MICHELLE NOLITA N. K. MONKGE



Michelle Nolita N. K. Monkge is a 26-year-old BDA (Business Development Associate) at Devere Acuma Botswana, one of the leading financial advisory firms globally. Headquartered in Dubai, Devere Acuma has a vast network of offices across key locations, including Australia, China, France, India, Italy, Malaysia, New Zealand, United Kingdom, and the United Arab Emirates. With a strong commitment to providing expert financial advice and innovative solutions, Devere Acuma is recognized for its global reach and industry leadership.

In her role, Michelle focuses on driving business growth, building strong client relationships, and identifying opportunities that align with Devere Acuma's mission of empowering clients with tailored financial strategies and unparalleled service.

In addition to her professional achievements, Michelle is a former Miss World Habitat, where she showcased her commitment to

social impact and sustainable living. Her advocacy for environmental causes and community development continues to inspire her work. Toward the end of the year, Michelle also served as a judge at Miss Culture at Tlhabologo Primary School, further demonstrating her passion for empowering youth and fostering cultural appreciation in her community.

A passionate motivational speaker, Michelle regularly engages with young children to inspire and encourage them to pursue their dreams, overcome obstacles, and build a brighter future. Her commitment to helping the next generation reach their potential is a key part of her life's work.

Michelle is also a talented makeup artist and the founder of Ensavvy, a beauty company she established in 2021. Through Ensavvy, Michelle has built a brand focused on enhancing confidence and empowering individuals through personalized beauty services. Her client base stretches as far as

Sandton, South Africa, reflecting the reach and popularity of her services. Her blend of creativity and business acumen has made her a notable figure in both the financial and beauty industries.

Before joining Devere Acuma, Michelle worked as a sales specialist at The Photographers, where she honed her skills in client relations and sales strategy, further enriching her professional portfolio.

A lifelong learner, Michelle holds an STCW certification from the Italian Maritime Academy Technologies in Italy, and a dermaplaning certificate from Medi Numb in Pretoria, reflecting her drive to continually expand her knowledge and skill set.

Passionate about empowering individuals and businesses, Michelle combines her diverse talents with a forward-thinking approach to business development, beauty, and community impact.

Tshepo Wadipeba

Head of Human Capital
Metropolitan Life Botswana





Tshepo Wadipeba
Head of Human Capital,
Metropolitan Life Botswana



Tshepo is a commercially driven and people-oriented human capital leader with over 20 years in the human capital experience space, spanning various industries such as the oil and gas, private, parastatals and non-profits. She is currently the Head of Human Capital at Metropolitan Life of Botswana where she is responsible for driving major change and transformation initiatives which seek to align the people strategy, business strategy and the organisational culture.

Prior to her current role, she held similar executive management roles such as the Chief Human Capital Officer at Botswana Oil Limited, Head of Human Capital at the Local Enterprise Authority as well as the Head of Human Resource at the Competition and Consumer Authority. At all these organisations, she developed impactful human capital strategies and robust talent management programs that boosted talent retention, employee performance and overall organisational effectiveness.

Tshepo is a certified SHRM Senior Professional who holds a Bachelor's Degree in Social Sciences from the University of

Botswana, a Master's in Business Leadership from University of South Africa and an Executive Human Resource Leadership Programme from the University of Stellenbosch Business School. She has also gained a lot of experience in the corporate governance space, having served in various boards in the past such as Insure Guard, LEA Pension Fund etc. and currently serving as an Independent Non-Executive Director and Chairperson of the HR and Remuneration Committee for Babereki Investments.

She has a proven track record in leading organisational transformation projects which amongst others included the merger of the then Competition Authority and the Consumer Protection Unit, the culture transformation project and change management at the Local Enterprise Authority, which was critical at the time following the organisational restructuring project, as well as driving the culture alignment and organisational design project at her current employer.

As a human capital leader, Tshepo is passionate about creating safe spaces for employees to excel. She believes in fostering

a culture of empathy and inclusion, where employees feel valued and empowered to bring their whole selves to work and ultimately contribute to the success of the organisation. This passion and belief is what drives her daily to contribute to the business bottom line through the emphasis on empathetic leadership and people-centric solutions and interventions.

She has contributed to the growth and evolution of the human capital industry in the country through many avenues, including her speaking engagements at industry related seminars and conferences where she always shares insights and nuggets on championing and navigating the management of human capital and driving the people agenda for the success of organisations. Tshepo also helps young female Human Capital professionals to succeed in their careers by offering guidance and mentorship.

When she is not at her corporate role, she enjoys travelling around the world with her husband and her two daughters or spending time with them at the farm.



LIFESTYLE



African Fashion Is Being Celebrated. But Where Is the Investment?

With a new wave of museums and colleges exploring the importance of African fashion history, focus on investment is now critical.

BY TEEN VOGUE
January 20, 2025

In the fall of 2024, three major exhibitions dedicated to African fashion history opened on the East Coast. The catalyst was Dr. Christine Checinska's seminal 2022 "Africa Fashion" exhibit in London's Victoria & Albert Museum, which eventually made its way across the Atlantic to the Brooklyn Museum in the summer of 2023.

Following its success, FIT's Africa's Fashion Diaspora opened last September, exploring how art, literature, and music influenced contemporary designers. The University of Florida's Harn Museum of Art chose to narrow in on Ghanaian fashion with rotating exhibits, one that will exclusively present the work of Kofi Ansah. Marist College in Poughkeepsie, NY, collaborated with Guzangs, a platform for African artists, to present "The Alternative Realities: Modern and Contemporary African Fashion" composed of 200 works from over fourteen designers across seven Sub-Saharan countries.

"It's about bridging cultural gaps, challenging stereotypes, and giving African designers the visibility they truly deserve," Idelle Taye, founder of Guzangs, told Teen Vogue about the Marist exhibit.

African fashion was also a topic at the Global African Business Initiative to explore the industry's future. As reported by UNESCO, Africa exports \$15.5 billion annually in raw textiles, clothing, and footwear — specifically holding 7.3 percent of the world's organic cotton supply. Luxury fashion houses have been sourcing leather from West Africa for years, but because of EU laws have allowed them to avoid crediting African partners, it leads to a c exclusionary image of White-only affluence. So despite having historical retrospectives, raw exports, and 32 fashion weeks, the larger fashion industry does not fully embrace the continent.

Africa has always had a complex relationship with the West because of paternalistic economic and social mandates. Conditional foreign ties that leech natural and human labor have strained resources throughout



Africa and gate-kept creatives from the fashion industry. African designers often struggle with manufacturing inconsistencies, production allotments, shipping delays, and staffing to meet consumer demands because of these fiscal constraints.

"Africa has been a major player in regards to [fashion] production," says Studio 189 co-founder Abrima Erwiah. "Zara (Inditex) produces in Morocco, which is one of the biggest fashion companies in the world. Kenya has been a major production hub for decades. Africa's style, creativity and its IP is a huge contributor again often

unrecognized."

Adding, "What is different from the past is that we want to see the invisible become visible and create the infrastructure that allows the people within Africa to benefit from their work as consumers and producers. It's about building a more clear and focused industry that benefits the people that are building where they are not marginalized and where they have access to resources for development and where they can maintain and preserve cultural history, building legacy for the future."

All eyes are on the Continent for its historical



contributions to fashion. But the future of the industry remains uncertain without concrete plans for investment.

In the 1960s and 70s, Africa had a huge influence on Western fashion largely tied to the post Civil Rights, pro-Black movement, and call for collective unity. Black Diasporans in the US and UK embraced Indigenous African pieces like dashikis, kufis, kente from Ghana, and safari suits as a way of showing allegiance to pan-Africanism. Major figures like Kwame Ture, Maya Angelou, W.E.B. Du Bois, and Malcolm X all spent time in Africa sharing knowledge with politicians and thought-leaders like President Kwame Nkrumah, Chinua Achebe, André Blouin, and Miriam Makeba.

As they brought back radical ideals of liberation style was a large piece of it. This connection with Africa appeared in television, film, music, magazines, and stores. The movement even made its way to the luxury runways of Europe with Yves Saint Laurent's spring/summer 1967 collection being completely inspired by Africa with Black models sporting raffia, colorful wooden beads, straw. Afrocentrism was associated with a mindset of not confirming to the Whitewashed mainstream ideal of beauty and it became extremely popular.

As time progressed, Africa's influence on Western fashion ebbed and flowed. In the 1990s with the political ascension of Nelson Mandela and South African anti-apartheid movement, there were sparks of Afrocentrism again. And more recently, we've seen another spike in affinity to the global South. In 2007, African Fashion International was founded by Dr. Precious Moloi-Motsepe to amplify the work of African designers.

"It didn't happen overnight, it took decades," Erwiah says. "Africa has long been a source of influence for so many but the people that are doing the work have been working hard

to create spaces and build markets to build this industry. I think the mainstream is just catching on, which is not a random act but one that was strategic."

She cites recent music, television, art, and film as signals to this movement that were bubbling. "We then had a rise of creativity and a renaissance happening in terms of people having cultural awareness of tradition, but also innovative new ideas starting to take center stage. So many cool projects started materializing."

This renaissance formed multiple fashion weeks, high-end boutiques, photography, films, art exhibitions, architecture, and tons of new designers starting their labels — including Orange Culture, Christie Brown, Lisa Folawayo, Chocolate, Suno, Edun, Maxhosa, Brother Vellies, and Erwiah's Studio 189 that she launched in 2013, which produces its garments in Accra, Ghana.

The academic world followed suit — with more visibility came more for research and preservation. "There was a very small group of researchers, especially in anthropology and art history, who were studying African textiles and dress practices — in traditional, formal contexts — during the 1980s, 1990s, and early-2000s," says Elizabeth Way, FIT's curator of Costume and Accessories who wrote the book *Black Designers in American Fashion*.

"The growing visibility of African designers through traditional media, and especially social media, has also made them easier to research and has attracted interest."

Climate-Centered Solutions

If the industry continues to amplify and embrace African fashion, then a deep understanding of fashion waste colonialism is also vital.

On the second day of 2025, Kantamonto, the largest secondhand market in the

world, went up in flames. Millions of dollars worth of goods were burned in one night, completely decimating the livelihood of sellers who depend on unwanted garments from the Global North to make a living. Kantamonto is just one of many African markets that substantially contribute to their country's economy — they exist in Kenya, Nigeria, and Tanzania. But the existence of these markets, while integral to people making a living, is an enemy of progress. Why would new garments made from Africa be valued if so much of the economy in Africa is dependent on old, unwanted clothing?

Africa's Future

In May, the Metropolitan Museum of Art's Costume Institute will host *Superfine: Tailoring Black Style*. The exhibit will highlight the existence of Black dandies from the 18th to 21st century and marks the Costume Institute's first time having a theme exclusively focused on African diasporic contributions to fashion history. Dr. Checinska, who curated *African Fashion* at the V&A, is on the planning committee.

"The Costume Institute's spring 2025 exhibition will explore—with remarkable scale and breadth—the importance of sartorial style to the formation of Black identities in the Atlantic diaspora," said Max Hollein, The Met's Marina Kellen French Director and Chief Executive Officer. "Through a diverse range of media, this groundbreaking presentation will also celebrate the power of style as a democratic tool for rejecting stereotypes and accessing new possibilities."

The timing falls in step with the growing appreciation for African fashion history. It's not a coincidence that in a time of more conversation, research, and investment in the continent, major institutions are now showing reverence for the contributions of Africans. But good vibes are not enough.

"Money is required. I don't think we can and should look past money," Erwiah says about what African designers need most right now. "We need infrastructure, education, training, and technology. You need to build the foundation to allow the sector to thrive if you want to see it succeed in the long term and to be able to achieve its full potential."

Taye also thinks visibility is great but there should also be a focus on what is happening right now and what can happen in the future. "African designers are producing phenomenal work that's globally relevant, yet so many people don't see it," she says.

"Beyond visibility, investment is crucial, too—it allows designers to scale their operations, refine quality, and establish solid commercial practices. When these designers receive the recognition and resources they need, they don't just thrive individually; they redefine what the fashion industry as a whole can look like."

Exclusive:

Motorcyclist Ross Branch Wins Dakar Rally Title



Botswana-born international racer Ross Branch is on the hunt for his second world title in three months after winning the World Rally-Raid in October 2024. Facing stiff competition in the Saudi desert, Branch shares insights into his career, financial challenges, and the rigorous mental and physical training needed for the demanding Dakar Rally.

The Botswana international who was born in South Africa is in search of his second world title in just over three months after securing the World Rally-Raid title in October 2024.

Branch hit the ground running as he finished in the podium (third place) in the 499 km first stage across Bisha; his fourth place in stage three placed him third overall as he continues his

attempt to back up his second place finish in the 2024 edition.

Stage three of the rally was scheduled for a distance of 496 km from Bisha to Al Henakiyah. But it was reduced to 327 km due to severe storms in the intended destination.

Red Bull KTM Factory Racing Daniel Sanders has set the early pace with

Branch Eyes Second World Rally Quest



three stage wins on the trot. He currently holds an overall lead of +1:57 over the United States' Skyler Howes, who is separated from Branch by a slender eight seconds in third position heading to stage four.

EARLY CAREER

"From the day I first got into a motorcycle, I have always wanted

to make this a career and race motorcycles for a living," Branch told Sportsboom.com.

"I have never ever looked at other sports. I do love sports, and I do love watching, but I never really wanted to participate in any other sport except for racing bikes."

"I started racing when I was three years old, and my dad was a big motorcycle fanatic, so he was riding bikes, and after I was born he wanted me to ride with him and have a father-son activity; he was an influence in my riding."

FINANCIAL CHALLENGES

The Hero MotorSports Team Rider became the first African World Rally-Raid Champion, and as he embarks on a tough Saudi desert challenge, he has been mindful of the impact his role might have on the future of the sport on the African continent despite its expensive nature.

"It took me 33 years to get a world championship. I just never stopped believing I could get it, so for me to win this title was a dream come true," Branch continued.

"Unfortunately, the downfall of the sport is that it is very expensive, and it's similar to Formula One and MotoGP; it can be quite costly to get into the sport; to participate in the Dakar Rally can cost around two million rands just to be able to go and race there, so it's very expensive."

"The big thing now is that people realise that it's possible for Africans to participate in the sport, so hopefully from now on it will get a little bit easier, and we can have a few training academies opened up in the near future to train kids and give them the opportunities they deserve."

Training, mental and physical challenges

With over 7800 kilometres across the 12 stages, including the prologue, the tough and testing Dakar conditions make it one of the most brutal races in the calendar but also one that every rider wants to win to stake a claim at being the best rider.

Preparing for the race can take its toll on the riders and requires just as much effort as it does in the actual race.

"The biggest thing is just finding the time to do so many kilometres; we have done over 13,000 kilometres in Namibia training for the Dakar Rally alone, and then throughout the year we had the World Championship series, so we have had a lot of time on the bike."

"For us, it's about finding the right place to train and to get better at what we do, especially the amount of time we spend on the bike."

"Physically, I do a lot of work on the bike, obviously with training, but I also do about four hours a day in the gym; we do a lot of cross-training as well."

"I spend a lot of time on the bicycle; it does require full-time training when you want to participate at the top level of these races."

"For the Dakar, you have to be mentally prepared because it is such a long distance, and we do about 800 kilometres every day through the bush, so it gets really tough, and it demands a lot mentally."

Source: www.sportsboom.com



LETSILE TEBOGO CLAIMS THE MEN'S WORLD ATHLETE OF THE YEAR AWARD

- A LOOK INTO HIS 2024 SEASON

Paras J. Haji
Contributor

At the 2024 World Athletics Awards, Letsile Tebogo was named the World Athlete of the year in the men's category. Courtesy to his historic win in Paris as the first African Olympic Champion in the 200-meter, the 21-year-old received the honor in Monaco on 1st December. "This means a lot. It was a real surprise to hear my name because I didn't expect this." Tebogo, who also claimed the award in the men's track athlete category, stated in an interview.

This honor for Tebogo, who competed in the Olympic year with the search of "doing something great for the continent," was truly impressive, as he edged out many strong 2024 Olympic champions, including Norway's Jakob Ingebrigtsen. Team U.S.A. also provided three strong athletes, Rai Benjamin, Grant Holloway, and previous year winner Noah Lyles, competing for the honor.

Tebogo's numbers for the year speak for themselves helping him receive the top honour in Monaco. Apart from his Olympic wins, he also set new records and clocked several top performances in 2024.

Tebogo maintained consistent outings throughout the year in the 100-meter, 200-meter, and 300-meter events. The 21-year-old athlete's eight out of ten top results have been clocked in the 2024 season. In the 200-meter dash, after winning the ASA Athletics Grand Prix in 19.44 in March, the double world medalist made his Kip Keino Classic debut in April, claiming second place.



The athlete who led the race till the final laps clocked another sub-20 time of 19.71.

However, his top performance in the 200-meter was his Olympic gold win at the Stade de France, winning the race in an African record 19.46. Tebogo's time was also faster than Noah Lyles', who again claimed bronze in the event.

Maintaining his outings after Paris, in September, during the Zurich Diamond League meet, the African record holder also surpassed 200-meter silver medalist Kenneth Bednarek to win the meet in 19.55. Lastly, Tebogo concluded his season with silver at the Diamond League Final in Brussels in 19.80, helping him claim nine sub-20 second races in the 200-meters this season.

"We didn't even count how many 19-second races I ran in this season. Because it was Olympic year, there was just that drive in me that wanted to keep on going," Tebogo stated in an interview despite not participating in a

few races this year.

Apart from this, he has also performed great in the 100-meter dash, setting two national records this season. At the Diamond League meet in London, the silver medalist from the 2023 Worlds rounded to the podium in 9.88 seconds to match his own national record. Following this, at the 100-meter Paris Olympic finals, Tebogo, despite finishing sixth, managed to lower the national record to 9.86.

Interestingly, in the 300-meter, Tebogo showcased stellar performance as early as in February. At the Simbine Curro Classic, he set a new world record in the event. He finished the race in 30.69, taking more than a tenth of a second (0.12) off the previous record time of 30.81 set by Rio Olympics 400-meter winner Wayde Van Niekerk in 2017.

In essence, Tebogo's 2024 season has been a truly great one. The 21-year-old now looks forward to the next season with a new approach. As the Botswana sprinter "is going to be changed and a mature one" for the year 2025.



CENTRE FOR OPEN AND DISTANCE EDUCATION - **CODE**

DISCOVER THE **FUTURE** OF LEARNING WITH BA ISAGO UNIVERSITY

Are you ready to take your education to the next level? BA ISAGO University is excited to introduce our Open and Distance Learning (CODE) Programmes starting July 2024.

FLEXIBILITY

Learn at your own pace,
on your own schedule

ACCESSIBILITY

Study from anywhere, with
online resources available 24/7

AFFORDABILITY

Cheaper than the conventional mode of learning
Get up to 30% Discount when you register for ODL

**Learning Without Limits: Expanding Horizons
through Distance Education**



FOR MORE INFORMATION CONTACT:

GABORONE CAMPUS
T (+267) 395 7744
F (+267) 395 7709

FRANCISTOWN CAMPUS
T (+267) 241 8780
F (+267) 241 8778

MAUN CAMPUS
T (+267) 686 7021
F (+267) 686 7021



**BA ISAGO
UNIVERSITY**