



INSPIRING
WOMAN
AFRICA

EDITION 9, 14TH OCTOBER 2025

NOMBASA TSENGWA

A COMPELLING NARRATIVE FROM AN INCLUSIVE VISIONARY IN MINING

CONTENTS

COVER INTERVIEW

NOMBASA TSENGWA 4

WOMAN EXECUTIVE

The Politics of Purpose: Navigating Power with Purity 11

FINANCIAL AdviseHER

3 Powerful Commitments for Financial Growth 13

GENDER INSIGHTS

Career Breaks and Re-Entry: Women Navigating Transitions 15

MADE FOR MORE

When Sisterhood Meets Purpose 17

WOMAN AT THE HELM

Amina Mohammed 19

WE'VE GOT MEN

Tony Attah 21

HOLISTIC LIVING

Digital Detox – Reclaiming your attention and inner peace in a screen-heavy world 23

TRIBE WITH THE VIBES

4 underrated skills that'll fast track your career 25

BOOK REVIEW

Wellness Wahala - Dr. Oluwatomiloba (Tomi) Ademokun 27

GARB & GLAM

The Science of Design: From Concept to Creation and Beyond 29

NOMBASA
TSENGWA
A COMPELLING NARRATIVE
FROM AN INCLUSIVE VISIONARY
IN MINING

04



11



► 13

FINANCIAL AdviseHER
3 Powerful
Commitments for
Financial Growth



► 17

MADE FOR MORE
When Sisterhood
Meets Purpose



25

29



**Kemi
Ajumobi**

Publisher/Editor-in-Chief, IWA Magazine
Founder/Group CEO, IWA Group
www.theiwagroup.com
✉ contact@theiwagroup.com

Welcome!

Dear Readers,

Another edition of IWA is here and this one comes with a lot of reflections and lessons to learn. First and foremost, how did your week go? Mine was great, it was my birthday on the 10th and going from the belated birthday wishes I am still getting, it's looking like it shall be a celebration for the entire October.

When I say this edition comes with reflections, I mean, how is it that a 23 year career ends in questions? It is the exclusive story of a South African woman, who is acclaimed to have championed transformation, responsible growth, and sustainable development throughout her career. She is NOMBASA TSENGWA, and she was the former President of the Minerals Council, and past CEO of Exxaro Resources.

Seipati Asante Mokhuoa, whose work has consistently illuminated stories of women in leadership that deserve global attention, had me thinking. She had written passionately about the matter and she was also willing to share her view on the issue.

We are honoured to have them speak exclusively to IWA and I hope their narratives teach you some life's lessons. We wish Nombasa success in all she does.

We also have other interesting articles you will enjoy.

Wola Joseph-Condotti believes that no matter how noble your intentions, if you lead long enough, you will encounter office politics.

Sola Adesakin is saying, winning with money isn't just about earning more; it's about evolving more.

Abiola Adediran is saying that life has a way of asking us to pause, and for many women, career breaks are that pause.

Ifeoma Chuks-Adizue insists that every now and then, God sends you a person who changes how you walk your journey. For her, that person is Crystal Chigbu.

Dr. Maymunah Yusuf Kadiri believes that if your mind were a garden, your smartphone would be both the sunshine and the weeds.

Zainab Aderounmu says it's not enough to have technical skills, there are some non-negotiable soft skills you must have to outpace your peers in the workplace.

Yolanda Okereke asks, what truly makes a great designer?

As long as **Asmau Benzie Leo** is concerned, Amina Mohammed should be the Next UN Secretary General because it is Women O'Clock.

On our We've Got Men section is Tony Attah, MD/CEO at Renaissance Africa Energy Company. Our book review is 'Wellness Wahala' by Dr. Oluwatomiola (Tomi) Ademokun.

See you next week!



COVER INTERVIEW

NOMBASA TSENGWA

A COMPELLING NARRATIVE FROM AN
INCLUSIVE VISIONARY IN MINING

Kemi Ajumobi



Nombasa
Tsengwa (Dr) is
ranked as a
leading
LinkedIn
content creator
with resounding

influence. She is a pioneering mining investor, an advocate of ownDNALeadership™, the former President of the Minerals Council, and past CEO of Exxaro Resources, a major South African listed mining company. As CEO and in previous roles, including Executive Head of Coal Operations and MD of Minerals, she led strategic investments exceeding R17 billion and helped achieve an average ROCE of 25% since 2017. She spearheaded Exxaro's diversification into future-facing commodities such as copper and manganese, aligning with the company's Sustainable Growth and Impact Strategy and its ambition to achieve carbon neutrality by 2050. Under her leadership, Exxaro ranked among the JSE's top 5 performers and expanded its operational and geographical footprint, becoming a model for transformation, innovation, and value creation. These experiences shaped her thinking about what true, lasting impact requires - resilience, courage, vision, and a commitment to a purpose beyond profit. They also prepared her for her next chapter: L'inyathelo.

A multiple award winner and recognised gender icon in mining, she is acclaimed to have championed transformation, responsible growth,



"From heartfelt speeches at Board level to those from employees on the ground, it was clear the moment marked a historic chapter in Exxaro's journey"



and sustainable development throughout her career. She is the Founder and CEO of L'inyathelo.com, a strategic investment platform focused on unlocking value in the resources and energy ventures, a global movement of organic leaders in response to African challenges, while fostering sustainable growth. Nombasa is a sought-after voice on leadership, especially resilience, transformation, growth, and industry innovation. She is a proud finisher of 9 consecutive Comrades Marathons. When Inspiring Woman Africa (IWA) Magazine began researching women whose leadership has shaped the trajectory of African industries, one name kept surfacing in our findings – Dr Nombasa Tsengwa. Her story was impossible to ignore, not only for its scale and depth, but for the silence that has lately surrounded it. Our editorial team's research led us to the extensive governance commentaries authored by Seipati Asante Mokhuoa, whose work has consistently illuminated stories of

women in leadership that deserve global attention. We uncovered a narrative that demanded to be told – a story of a woman who gave twenty-three years of her life to one institution, only for her to leave under the circumstances that she did. Dr Tsengwa's exit from Exxaro Resources, following allegations of misconduct and breaches of governance, represents an unsettling episode in recent corporate history. How does a career defined by decades of performance, transformation, and veracity end in abrupt suspension and resignation? What kind of misconduct could possibly erase twenty-three years of service, credibility, and achievement? And perhaps, noteworthy, – if this were a man, would the outcome have been the same? What Dr Tsengwa walked away from cannot be quantified in financial terms. It was a legacy – the culmination of a lifetime of work, of pioneering leadership in a significant sector in South Africa. This feature is the result of an inquiry,

to also know the experiences of a woman who was willing to share her story with IWA, on what women leaders at the pinnacle of power go through, and what systemic reforms are required to ensure that excellence is never sacrificed at the altar of perception or politics.

Inspiring Woman Africa reached out to Dr Nombasa Tsengwa for her reflections on the events that shaped her exit from Exxaro Resources and the journey that preceded it. True to form, she responded with composure, candour, and an unwavering belief in purpose.

Her words reveal not bitterness, but perspective — a rare glimpse into the heart of a leader who has weathered public scrutiny with grace. In her own voice, she speaks about leadership, loss, and what comes after twenty-three years of service are reduced to a headline. We present our exclusive interview with her.

► **After twenty-three years of dedicated service and leadership at Exxaro, what do you believe truly led to your sudden suspension and eventual exit?**

When I assumed the role of CEO on 1 August 2022, I was deeply moved by the overwhelming energy and excitement that filled the room. That Monday morning felt electric — a true celebration. From heartfelt speeches at Board level to those from employees on the ground, it was clear the moment marked a historic chapter in Exxaro's journey. What resonated most was not the fanfare, but the sentiment: 'The first woman to lead the organisation — someone who rose through the ranks, earned our respect, and made us proud. We are behind her all the way.' I believed that wholeheartedly. But soon, reality set in. Despite the title, I found myself without the authority to execute the mandate entrusted to me — a mandate my predecessors had exercised freely. Ironically, I had more operational power and freedom as Head of the Coal Division than I did as CEO. I watched, with growing concern,

the contrast between the expectations placed on me and the constraints imposed upon my leadership. The very position that should have enabled progress instead revealed invisible barriers that made delivering on the company's strategic goals far more difficult than it ever should have been.

► **Looking back, were there any early warning signs or moments that made you realise the ground was shifting beneath you?**

Already by mid-2023, I was leading a strange foreign organisation, whose persona had evolved overnight. The more rooted I became, more comfortable in my role, and opened to new and strange dynamics, the more it felt like wrestling with an eel.

► **How did it feel to watch a career you built with such integrity and commitment questioned in a matter of weeks?**

The warning signs were there, but I was naive to believe that my track record would shield me. My leadership had been recognised widely, growing Exxaro's coal business alongside a dedicated team, earning the respect of mentors, colleagues, women in mining, professionals in training, employees at every level, and stakeholders who had worked with me for years. Investors included saw no other successor for CEO. Against that backdrop, I never imagined that a false and recycled narrative about my reputation would be splashed across the front page of the Sunday Times — three Sundays in a row — at a moment when I could not defend myself. The greatest disappointment was not just personal. It was that the people of Exxaro, who knew the reality of my leadership, watched helplessly, a false narrative orchestrated and amplified, instigating the country to judge me unfairly. As if this was not enough, being charged for 'something' that purportedly occurred in 2023, only 'discovered' on my mobile phone after the so-called precautionary suspension, completely

"I watched, with growing concern, the contrast between the expectations placed on me and the constraints imposed upon my leadership"



different from the allegations that were being investigated. That's what cost me a dream crafted over 2 decades subsequently erasing my name from everything my teams and I ever achieved — really?

After decades of service, with only three and a half years to retirement, my reputation — built on authenticity, ethics, firm leadership, and results — was undermined for reasons that had nothing to do with merit or truth. Exxaro the entity, forms a critical part of who I have become. A beloved company whose flag I raised proudly every single day, both in darkness and in lightness, with no reservations. And, never, not in a single minute have I ever put my personal interests ahead of the organisations, and it is indeed a company that made me. What happened in the last 2 years of my

career is an unfortunate episode I do not wish for my worst enemy.

► **What's next for you?**

What's next for me is to continue to serve humanity from within, boldly, together with like-minded individuals, using the Linyathelo.com movement, or other, to facilitate the much-needed shared prosperity in our country and across the globe. I dream of ownDNALeadership™ empowered leaders building impactful modern organisations and prosperous countries, organically, to feed and sustain lives, growing economies, thriving communities, and lasting self-sustaining ecosystems. Visibly leading by example at the forefront of the net-zero bus.

Inspiring Woman Africa also reached out for an exclusive audience with **SEIPATI ASANTE MOKHUOA**, an accomplished business executive and leadership development expert with over 20 years of working experience, 15 of which were in the financial service industry. Currently, she is the Founder and Executive Chairperson of Strategic African Women in Leadership (SAWIL) and is responsible for Strategy and Innovation at HD Afrika. IWA sought her to get a view on the situation, and explore matters on resilience, accountability, and the importance of equity in leadership. These are Seipati's views:

The Making of a Legacy

Corporate South Africa must decide whether justice in leadership is reserved for a few, or a principle owed to all. Dr Nombasa Tsengwa was never the quiet kind. She didn't whisper her way into leadership – she claimed it, through years of performance, conviction, and the kind of presence that made people sit up straighter when she entered a room. Born in the small town of Idutywa in the Eastern Cape, Nombasa's journey to the helm of one of South Africa's most formidable mining houses began with education and grit. She completed her PhD in Agronomy at the University of Maryland after earning a Master's in Plant Physiology abroad – credentials that grounded her in science, discipline,

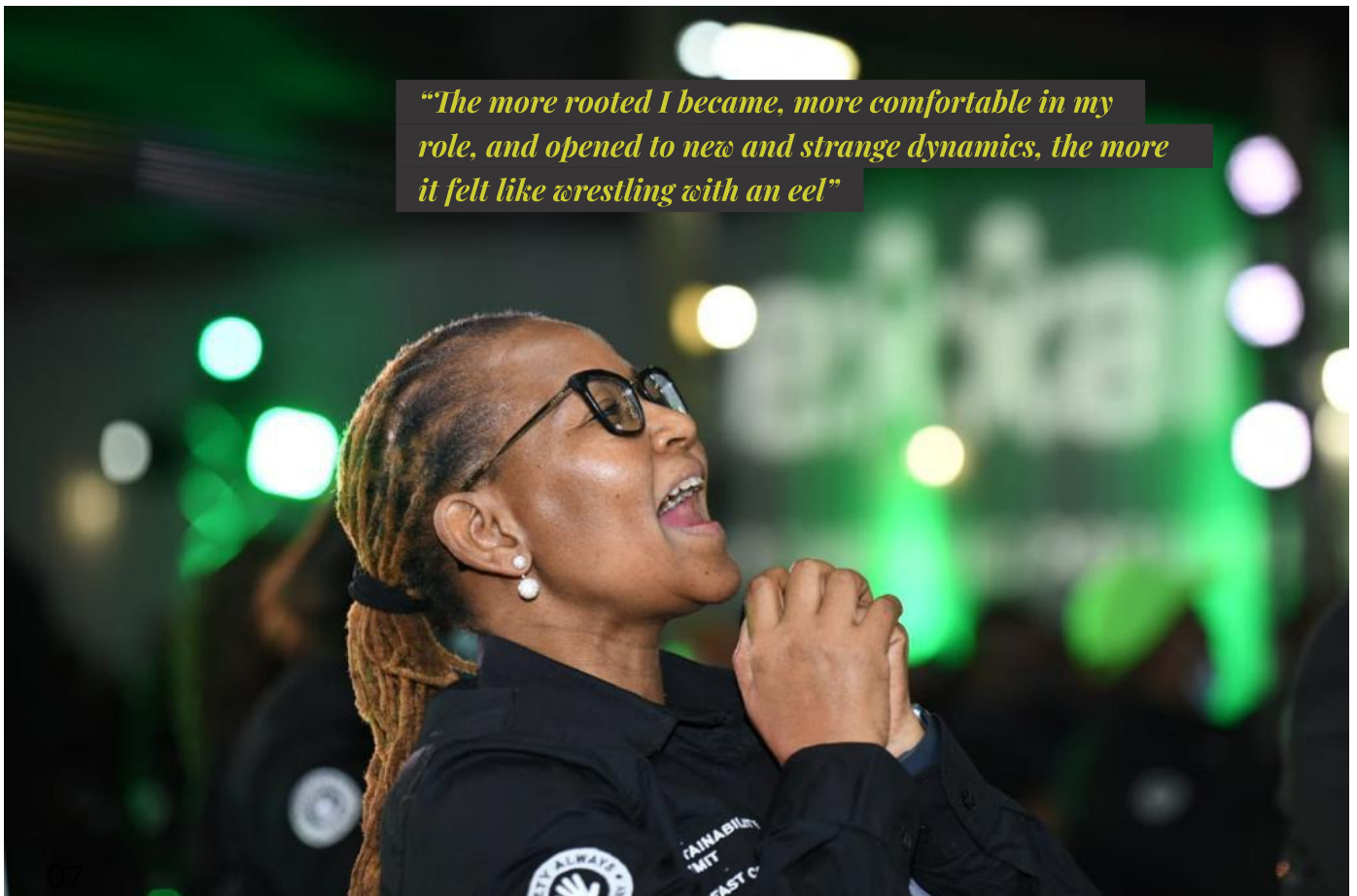
and evidence-based decision-making. She would later complement these with executive management studies that sharpened her global perspective on leadership and corporate governance. Before entering the corporate sector, Dr Tsengwa held senior roles in government, serving as Deputy Director-General in the Department of Environmental Affairs. That period cemented her expertise in environmental regulation and sustainability — knowledge that would later prove invaluable in mining. Her corporate journey began in 2003 when she joined Kumba Resources as General Manager for Safety, Health and Environment – a pivotal portfolio that shaped her lifelong commitment to sustainable and responsible mining. When Kumba unbundled in 2006 and

Exxaro Resources was born, she transitioned into the new entity with clarity of purpose and the quiet fire of a woman determined to lead from the front.

Over the next two decades, she built her career brick by brick – not through shortcuts or alliances, but through measurable performance. Her reputation for precision, delivery, and strategic foresight became her defining brand. By 2016, she was leading Exxaro's coal operations, one of its most demanding and politically complex divisions, overseeing thousands of employees and billions in assets.

In 2022, she ascended to the role of Group Chief Executive Officer of Exxaro Resources, becoming one of the few black women to ever lead a JSE-listed mining company. But for Nombasa, the title was not the achievement – it was the mission. Throughout her rise, she often emphasised that becoming CEO was not merely an appointment – it was a calling she had internalised. Her conviction was clear: to lead transformation, embed sustainable practices, and assert strong governance in an industry long resistant

“The more rooted I became, more comfortable in my role, and opened to new and strange dynamics, the more it felt like wrestling with an eel”



“My leadership had been recognised widely, growing Exxaro's coal business alongside a dedicated team, earning the respect of mentors, colleagues, women in mining, professionals in”

to change.

Her leadership style was bold, visible, exacting – never tentative. Colleagues described her as someone who demanded accountability and never shied away from decisions, even when they were unpopular. Yet this very visibility, strength, and unwillingness to bow to politics may have made her vulnerable once processes turned against her. Under her tenure, Exxaro had been regarded as a leader in transformation and sustainability. Her exit prompted uncertainty among investors and renewed scrutiny of the company's governance culture. It also drew attention to the structural contradictions of corporate South Africa — where diversity and inclusion are often celebrated until they challenge entrenched norms.

Her case is not isolated. Across industries, several female executives have left their roles following disputes framed as “personality conflicts” or “leadership style concerns,” terms rarely used against their male counterparts. The silence that followed her resignation reflected not only the discomfort of confrontation but also the lingering fear that speaking up in corporate South Africa can still come at great personal cost.

Nombasa Tsengwa's experience at Exxaro From Pioneer to Controversy

When Dr Nombasa Tsengwa took over as Group Chief Executive Officer of Exxaro Resources in August 2022, she made history as the company's first

female leader. For nearly two decades, she had worked her way through Exxaro's ranks — from heading Safety, Health and Environment to leading Coal Operations — before assuming the top position.

Within the mining sector, her name carried weight. She was respected for her strategic mind, her command of detail, and her ability to steer performance in one of the country's most technically demanding industries.

Her appointment marked a generational shift for Exxaro. Under her leadership, the company embarked on an ambitious path toward energy transition and mineral diversification, investing in copper and manganese projects that supported the global move toward renewable technologies. She also intensified Exxaro's Environmental, Social, and Governance (ESG) commitments, linking them directly to profitability and long-term sustainability.

But in 2024, that trajectory began to falter. Internal discontent and whispers of disapproval grew louder, focusing on what some described as an “abrasive leadership style.” By December 2024,



“What happened in the last 2 years of my career is an unfortunate episode I do not wish for my worst enemy”



those whispers had evolved into formal action.

Allegations That Led to Her Suspension

In December 2024, Exxaro announced that Dr Tsengwa had been placed on precautionary suspension pending an internal investigation into alleged governance failures and misconduct. The probe followed a Sunday Times exposé that cited unnamed insiders who accused her of:

- ▶ **Bullying and intimidating staff, allegedly creating a hostile work environment.**
- ▶ **Contributing to the resignation of several senior executives following internal disputes.**
- ▶ **Exercising undue influence over company decisions, which raised governance concerns.**

In response, Exxaro appointed the legal firm ENS Africa to conduct an independent investigation into her conduct as CEO.

Legal Battles and Failed Appeals

Dr Tsengwa did not accept the suspension quietly. In early February 2025, she approached the High Court in an attempt to overturn it, arguing that the matter was urgent and that her reputation had been irreparably harmed. The court, however, dismissed her application, ruling that the case lacked urgency. In the same period, Exxaro served her with a formal charge sheet, which reportedly included accusations of conflict of interest in governance decisions and breach of duty of good faith as CEO. The developments placed her in an increasingly untenable position. In her subsequent resignation letter, she stated that the process had become “humiliating”, that the investigation appeared “predetermined”, and that the allegations had “tarnished her reputation beyond repair.” The combination of public scrutiny, internal proceedings, and mounting legal costs left her little room to fight further. She chose to step down rather than



prolong a battle she believed was unwinnable.

Resignation and Aftermath

On 6 February 2025, Exxaro formally announced Dr Tsengwa's immediate resignation. The statement confirmed that she would also vacate her position on the company's board with immediate effect. Her departure ended a 23-year career that had seen her rise from operational leadership to one of the most powerful corporate offices in South Africa. It also raised uncomfortable questions about how women leaders — particularly black women — are treated when they occupy spaces of significant power. For a leader who once represented the face of transformation in South African mining, her fall from grace was both public and painful. Yet, for all its complexity, her story remains unfinished. It sits at the intersection of governance, gender, and justice — a reminder that in corporate South Africa, leadership excellence does not always guarantee protection from systemic bias or political crossfire.

The Miscarriage of Corporate Justice

When Dr Nombasa Tsengwa resigned, she left with nothing more than her guaranteed pay — no bonuses, no settlement, no farewell.

Exxaro's 2024 financials show that her total payout for the year was R9.6 million, down from R30.2 million the year before. Her short-term and long-term incentives were forfeited, and with them, approximately R54 million in unvested shares accumulated over years of service.

Because she resigned while under suspension, she forfeited eligibility for any incentive or notice-period compensation. In simple terms, twenty-three years of work ended with zero equity and zero recognition.

If the allegations against her were ever proven, that would be one thing. But they never were. What we witnessed was a woman leaving under a cloud of accusation — not a concluded finding. And that distinction matters.

It's a painful reminder that even at the top, women can still be erased without closure.

Her silence and the echo

Since her resignation, Dr Tsengwa has remained largely silent. That silence has spoken louder than any public statement could. It reflects both dignity and restraint, but it also underscores the vulnerability of corporate leaders who fall from grace in the public eye. Those close to her describe a woman who remains proud of her contribution, particularly her role in aligning Exxaro's sustainability strategy with global ESG standards. In rare remarks since leaving, she has said only that she is “proud of what we built” and that she hopes the organisation will continue to grow. Within mining circles, her departure continues to be discussed quietly. Some see it as a cautionary tale about power and politics; others as a reminder of how easily reputations can be undone when perception overtakes fact.



Over time, more women in the sector have come forward to share their own experiences, suggesting that gender inclusion within heavy industry remains a complex and uneven journey. While Exxaro has positioned itself as a champion of transformation, the stories shared by women across the mining landscape indicate that challenges of representation, belonging, and recognition persist far beyond any single company. These reflections speak to the broader realities facing women who lead in traditionally male-dominated environments — where strength is sometimes misread as defiance, and visibility can come at a cost.

What must happen next?

The story of Dr Nombasa Tsengwa is not just about one woman or one company. It is about the fragility of fairness in African leadership spaces and the quiet brutality of corporate systems that often fail to protect their own. It forces a difficult question upon all of us who lead and build institutions on this continent: how is it fair that twenty-three years of service, performance, and loyalty can be flushed away so easily?

What message does that send to the next generation of leaders watching from below? That a woman can give her life's work to an organisation, rise to its highest office, and still leave without a farewell, a thank you, or a single moment of grace? What must she do next to be redeemed? Hang her head in shame for something never proven? Or disappear quietly so others can remain comfortable?

The loss here is not hers alone. It is a loss of institutional memory, of continuity, of a legacy built over decades. When organisations discard leaders this way, they send a dangerous signal — that dedication is disposable, that transformation is conditional, and that women in power are always one controversy away from erasure. There must be transparency. Processes that decide a leader's fate must be open, accountable, and fair. Justice cannot live



“What's next for me is to continue to serve humanity from within, boldly, together with like-minded individuals, using the [Linyathelo.com](https://linyathelo.com) movement”

behind closed doors.

There must be reform. African institutions must find the courage to separate governance from politics, and accountability from personal vendettas. Leadership cannot thrive in an environment where perception becomes punishment.

There must be restoration. When allegations remain unproven, reputations must not remain ruined. Restoring dignity is not an act of weakness; it is an act of leadership.

And there must be courage. The courage

of boards to admit when the system has failed. The courage of colleagues to speak up when fairness falters. The courage of societies to insist that equality in title must finally mean equality in treatment. Dr Nombasa Tsengwa's story is not only about loss. It is about the soul of African leadership — about what we choose to protect and what we are willing to sacrifice. What happens next will determine whether this chapter ends as a tragedy or becomes the beginning of a reckoning that reshapes how Africa defines justice in leadership.


WOMAN EXECUTIVE
**The Politics of Purpose:
Navigating Power with Purity**

By **Wola Joseph-Condotti**

No matter how noble your intentions, if you lead long enough, you will encounter it: Office politics.



hat complex, unspoken game of power, influence, ambition, insecurity, and allegiance. Sometimes subtle, sometimes brutal. Sometimes wrapped in charm, sometimes wielded with cruelty.

But always present in spaces where power is in motion.

The question is not if politics exists. The real question is: how do you navigate it without losing yourself?

Strategy Is Not a Sin, But Manipulation Is

Let us be clear. There is nothing wrong with ambition. There is nothing wrong with strategy. Even Jesus said, Be wise as serpents and harmless as doves (Matthew 10:16). He did not call us to naivety. He called us to integrity.

But there is a fine line between wisdom and scheming. Between positioning and manipulation. Between discernment and paranoia. Between leading and gaming the system.

We must learn how to move in rooms of power without adopting the methods of darkness. Purposeful people must not be afraid of strategy, but we must reject the corruption of it. Because when influence is chased without values, politics becomes poison.

Pettiness is a Poor Currency

One of the most dangerous seductions in any professional life is the temptation to match energy. She gossips about you? Gossip back. He takes credit for your work? Undermine him. They exclude you from the room? Burn the room down. But real power does not play small. Every time you stoop to pettiness, you trade the long-term rewards of dignity for the short-term illusion of revenge. You shrink your soul for an ego boost. And often, you lose more than you win.

Your integrity is your true currency. Once spent cheaply, it is hard to earn back.

The Anatomy of Workplace Warfare

The politics of the workplace is not always about position. Often, it is about insecurity. People threatened by your presence, your potential, your progress. Sometimes you walk into a room, and your mere competence becomes a trigger. This is where you need discernment.

When do you speak, and when do you hold your peace? When do you confront, and when do you walk away? When do you fight for visibility, and when do you let silence speak louder? These are not textbook questions. They require wisdom, maturity, and prayer.

A Daniel Generation

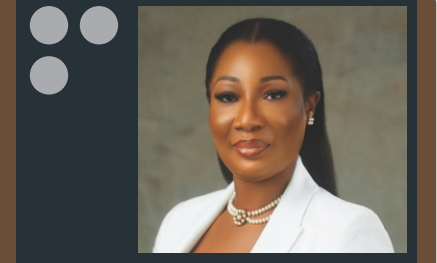
Daniel was a man of unshakable character in the midst of palace politics. He was surrounded by envy, sabotage, power plays, and plots and yet, he remained blameless. How? An excellent spirit was found in him (Daniel 6:3). He did not climb by playing games. He climbed by being excellent consistently. And when politics rose against him, he knelt in prayer. That is the posture of the purposeful. You do not play dirty to get ahead. You stay aligned, stay excellent, stay faithful, and let God defend your elevation.

How to Lead Above Pettiness

Be excellent even when overlooked. Your work is your voice before you speak. Do not match energy. Elevate it. Break cycles of toxicity by staying rooted. Set boundaries without building walls. Guard your peace but do not isolate from influence. Document. Do not dramatize. Protect yourself with facts, not fury. Choose legacy over likes. What you build in secret will speak louder than any clique or campaign.

Final Thoughts

Office politics may be inevitable. But compromise is not. You can lead with purity in the midst of power. You can rise with honour in a field full of ambition. You can be both strategic and spiritual, without sacrificing one for the other. To every woman navigating power with purpose, may you walk with wisdom. May you speak with discernment. May you never forget that promotion does not come from men, it comes from God (Psalm 75:6-7). And when the politics rage, may your peace be louder.


**Wola
Joseph Condotti**

Group MD/CEO of West Power & Gas Limited

Wola is the Group MD/CEO of West Power & Gas Limited, the parent company of Eko Electricity Distribution PLC (EKEDP) and six other affiliate companies with interests in both conventional and renewable energy sectors. In addition to this role, she serves as the Director of the Power and Renewable Division at the Women in Energy Network (WIEN) in a non-executive capacity.

Prior to her current role, Wola was the pioneer Chief, Legal & Company Secretariat at EKEDP. During her tenure, she also held multiple key positions simultaneously including Head of Regulatory Compliance, Chief Human Resources and Administration Officer, Supervising Chief of the Customer Service Department, and Data Protection Officer. Her previous experience includes roles as General Counsel/Company Secretariat Lagoon Home Savings and Loans, and Legal Associate at Banwo & Ighodalo.

Wola holds a law degree from the University of Ibadan, an LLM in International Finance Law from Harvard Law School, and an MBA from INSEAD Business School. She is also an International Finance Corporation (World Bank) Board Evaluation Certified Professional and Corporate Governance Trainer.

Wola's achievements have earned widespread recognition. Most recently, she received the inaugural Leadership Excellence Award of the Year at the Legal Era Africa Awards 2024, becoming the first-ever recipient of this category. The award celebrated her historic transition from General Counsel to Group MD/CEO, a milestone applauded for redefining leadership pathways in the legal profession.

She is a member of the Institute of Directors and the Society for Corporate Governance Nigeria. Additionally, she is an associate member of the Institute of Chartered Secretaries and Administrators of Nigeria, and Women in Management, Business, and Public Service.

FINANCIAL AdviseHER

3 Powerful Commitments for Financial Growth

By Sola Adesakin



Winning with money isn't just about earning more; it's about evolving more. The truth is, financial success starts with personal growth, the kind that changes how you think, act, and relate with the world. As we move deeper in the final quarter of the year, this is a good time to make three solid commitments that can transform how you see and manage wealth.

1. Read more, grow more

One of the most underrated financial habits is reading. Knowledge compounds faster than interest — and the more you know, the better you grow.

Try this: commit to reading at least as many personal finance and personal growth books as your age in the next year. If you're 30, that's 30 books; if you're 40, that's 40 opportunities to grow your money mindset. Don't worry about speed. Start small, one book every few weeks and take notes that you can act on.

Books are mental mentors. They help you see patterns, sharpen judgment, and learn from other people's mistakes. Read about money, leadership, business, relationships, and purpose. Each area influences your ability to create and sustain wealth. Remember, your financial capacity rarely grows faster than your mental capacity. Feed your mind so your money can follow.

2. Audit your circle

Show me your five closest friends, and I'll show you your future. The company you keep quietly determines your conversations, your confidence, and even your financial outcomes.

Audit your circle: who's influencing you daily? Are they hungry for growth or stuck in a comfort zone? You need people who challenge you to dream bigger, think better, and execute smarter.

Your circle should be a blend of thinkers and doers — people who inspire and people who build. Seek relationships that go beyond social or financial wealth. You

want a network rich in wisdom, character, legacy, and spiritual grounding.

If your circle isn't stretching you, it's shrinking you. Sometimes, the best financial decision you can make is to reposition your relationships. Iron sharpens iron, but only if the iron is close enough to strike.

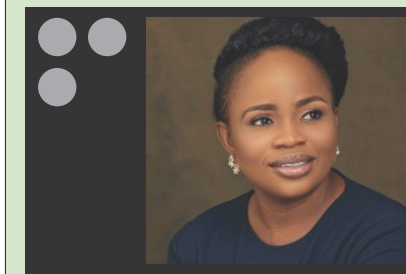
3. Focus on purpose, not performance

Money is a tool, not a trophy. Many people chase financial performance, the numbers, the status, the validation, and forget why they started in the first place. Purpose is what gives your wealth meaning.

When your financial goals align with purpose, you stop chasing applause and start pursuing impact. You stop competing and start creating. It's not about impressing anyone; it's about building a life that funds your dreams, meets your needs, and leaves a lasting legacy.

Purpose keeps you grounded when success comes and motivated when it doesn't. It helps you define wealth beyond bank balances — in the richness of your relationships, the quality of your work, and the peace that comes from knowing you're on the right path. As you move through the rest of October, these three commitments, to grow, to evaluate, and to realign, will do more for your finances than any quick win or trend. True wealth is built from the inside out.

So read more. Audit wisely, and live purposefully. Your financial transformation will follow suit.



By Sola Adesakin

Founder and Lead Coach,
Smart Stewards

Sola Adesakin is a highly respected wealth coach and chartered accountant with over two decades of transformative impact in the finance industry. As the visionary founder of Smart Stewards Financial Advisory Limited and Smart Stewards Advisory LLC, she has revolutionized the financial wellbeing of countless individuals and businesses across 40 countries. Her methodical approach to 'make-manage-multiply' money principles has elevated many from financial stress to prosperity, and mediocrity to exceptional achievement.

Sola is a strong supporter of SDG5 and SDG10, as she seeks to close the gender gap and reduce inequality through financial education, financial technology, and access to funding. Sola's dedication to achieving gender equality and reducing inequality is evident in her work as an alumna of the Academy for Women Entrepreneurs, an initiative of the US Embassy in Nigeria, and the Cherie Blair Foundation's Road to Growth Program. She is also an alumna of Goldman Sachs 10,000 Women program and a member of the Select Global Women in Tech (SGWIT) Mentorship Network of the United States of America. Through the FRUIT Foundation, which she serves as Founder and CEO, she has partnered with the US consulate in Nigeria to champion the economic empowerment of women, assisting them to start and scale their business ventures.

Her impressive academic credentials include a BSc and an MBA degree from Oxford Brookes University and Edinburgh Business School, respectively. She is a fellow of the Institute of Chartered Accountants of Nigeria (ICAN), the Association of Chartered Certified Accountants of the United Kingdom (ACCA), and a member of the Chartered Professional Accountants of Canada (CPA). In addition to her impressive credentials, Sola Adesakin is also a Certified Financial Education InstructorSM and a member of the Personal Finance Speakers Association.

GENDER INSIGHTS

Career Breaks and Re-Entry: Women Navigating Transitions

Abiola Adediran



Life has a way of asking us to pause, and for many women, career breaks are that pause. Whether it's for maternity, caregiving, personal development, or

navigating unexpected circumstances, stepping away from the workforce is often a necessary and deeply personal choice.

But the real challenge often begins after the break—re-entering a career, navigating shifts in the industry, and balancing expectations with ambition. Globally and locally, this is a story that resonates with millions of women, and it's shaping how organisations, families, and societies view career transitions.

Take the story of Funmi, a Nigerian marketing executive who stepped away from her career for three years to care for her newborn twins. While she cherished the time with her children, returning to the corporate world felt daunting. The industry had shifted, digital tools had evolved, and her peers had moved forward. Yet, Funmi approached her re-entry strategically. She leveraged professional networks, enrolled in online courses to update her digital marketing skills, and joined a women-focused career mentorship program.

Within six months, she secured a senior role in a leading FMCG company—this time with even greater clarity about her priorities and long-term goals. Funmi's journey mirrors countless stories of women globally who take time off and return with resilience, adaptability, and fresh perspectives.

Statistics reveal the scale and significance of this trend. Globally, research from McKinsey &

Company indicates that one in three women will take a career break at some point, often for caregiving responsibilities. In Nigeria, although official figures are scarce, anecdotal evidence suggests that many women in urban centers pause their careers for family obligations, education, or health reasons.

What's more, a 2022 survey by LinkedIn found that nearly 60% of women returning from career breaks reported facing bias or challenges in re-entering, from outdated resumes to skepticism about skills retention. These challenges, however, are not insurmountable—they highlight the need for structured support systems, both in organizations and through personal planning.

Globally, companies are beginning to recognise the value of return-to-work programmes. Organisations such as IBM, Deloitte, and PwC have implemented structured initiatives to re-integrate women after career breaks, offering mentorship, flexible work arrangements, and skills refresher programmes. These programmes are not just benevolent gestures—they are strategic business decisions. Women who return from career breaks often bring enhanced emotional intelligence, problem-solving skills, and resilience, qualities that drive innovation and leadership in the workplace.

In Nigeria, similar initiatives are slowly emerging. Several multinational corporations and local companies now offer flexible working hours, remote work options, and mentorship opportunities aimed at women re-entering the workforce. Beyond corporate structures, networks like the Women in Management, Business, and Public Service (WIMBIZ) provide platforms for skill development,

mentorship, and visibility for women navigating career transitions. These networks are crucial in creating an ecosystem where women can confidently plan career breaks without fear of permanent setbacks.

The narrative around career breaks is also evolving. Rather than being viewed as interruptions or setbacks, career breaks are increasingly recognised as periods of personal growth and skill acquisition. Many women use these breaks to explore entrepreneurship, pursue advanced education, or volunteer, adding new dimensions to their professional profiles.

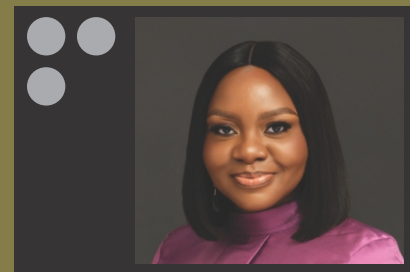
Consider Amaka, a Nigerian lawyer who

took two years off to pursue a master's degree and volunteer with a legal aid organisation. When she returned to corporate law, she brought enhanced expertise, a richer network, and a unique perspective that her firm valued greatly.

Navigating career breaks and re-entry requires intentionality, strategy, and support. Women who plan financially, stay connected with professional networks, and proactively update their skills often return stronger and more focused. Families and organisations that provide flexibility, mentorship, and understanding create environments where women can thrive before, during, and

after these transitions.

In the end, career breaks are not career dead-ends; they are opportunities for reflection, growth, and recalibration. For women in Nigeria and around the world, learning to navigate these transitions successfully is both an individual and collective imperative. By embracing career breaks as part of the professional journey—and supporting women in their return—we are not only fostering equity but also enriching workplaces, industries, and the broader economy. The pause, when managed well, can become a powerful catalyst for professional reinvention and lifelong success.



Abiola Adediran

Partner at Genea Family
Office

Abiola Adediran is a Family Business Advisor and one of Nigeria's finest corporate finance and business strategy experts with nearly 2 decades of work experience that cuts across investment banking, consulting, private equity, wealth and family office management.

She was the Group Chief Financial Officer of Coronation Group, a leading investment management group in Africa. She was very instrumental to the set up and running of Tengen Family Office (a Single-Family Office) which served the interests of the families represented.

Prior to that, she was a Manager at KPMG Professional Services, and is currently a Partner at Genea Family Office, an independent boutique multi-family office. She is also the Founder and Managing Consultant of Midridge International, a pan-African strategy consulting and financial advisory firm supporting and facilitating the growth of businesses across Africa.

Abiola Adediran is a Fellow of the Institute of Chartered Accountants of Nigeria, a certified Management Consultant, a PRINCE2-certified Project Manager from APMG International, UK and she holds an MBA with specialism in Finance from Edinburgh Business School, Heriot-Watt University, Scotland. She is a member of the Chartered Institute of Directors of Nigeria (CIoD).

Abiola currently sits on the board of growing businesses as well as serves as a mentor to various leading entrepreneurship organisations in Nigeria. She is a member of the Forbes Business Council and is happily married with two adorable children.

MADE FOR MORE

When Sisterhood Meets Purpose

By Ifeoma Chuks-Adizue

E

very now
and then,
God sends
you a person
who changes

how you walk your journey.
Someone who doesn't just cheer
from the sidelines but quietly helps
you build the road you'll both later
walk on.

For me, that person is Crystal
Chigbu, Founder/CEO of the Irede
Foundation.

With Crystal, I'm like the little
sister in awe of her big sister -
watching, learning and borrowing
courage from her light. She's the
kind of woman who makes you
believe you can, simply because she
does.

I still remember the early days
when the Irede Foundation was just
an idea. She'd come to my house,
we'd sit for hours, talk, dream and
I'd help her shape the words around
her idea - vision, mission, taglines

and all. She had the fire and voice, I had the words and structure. Today, by God's grace, she and her team have run with those words and birthed deeply impactful results.

Years later, when it was my turn to host the Uncommon Woman Movement's first physical event, even though I'd never attended one before...she was right there again, part of the small circle of sisters who made it happen.

I still laugh remembering when I'd tag along as her "PA" during her early speaking days. She'd speak with fire and grace, I'd sit and learn. I didn't realise then that God was using those moments to prepare me for my own voice.

Then there was the time I got my first MD role and with it, my first MacBook and I couldn't figure out how to right-click. She came all the way to my office to teach me! Or the day she attended one of my events, noticed my speaking notes on my phone and said to me, "You need a tab." I laughed it off until Christmas came, and she surprised me with an iPad. Wow! That gift wasn't only about the gadget; it was also about belief. She saw something in me even before I did and chose to invest in it. That's sisterhood.

Through the years, we've shared wins and losses, dreams and doubts, laughter and tears. There have been shared moments of exhaustion and frustration, but somehow, the final line of every conversation is always the same: God is good, and He's got this!

As I celebrate Crystal today, I can't help but reflect on how powerful it is when women walk together with open hearts and shared purpose...especially for those tough days which always come.

So, I ask you, as you read this - Who is this for you? Who helps you hold the vision when your hands feel weak?

And perhaps more importantly - Who are you this to? Who can count on you to pray, push and remind them of who they are when life gets loud?

As you chew on that, here are seven things every sister should be to another, especially as we journey to birth our best selves and impact this world in ways that make our Father proud:

1. Compass - One who reflects truth when you lose your way and helps you remember your God-given identity.

2. Champion - One who cheers loudly, believes deeply and sees your becoming even before you do.

3. Co-Labourer - One who builds with you, not against you — praying, pushing and adding structure when your dream is still fragile.

4. Comforter - One who holds your heart in trust, prays through your tears and sits with you through the hard seasons.

5. Connector - One who opens doors, shares opportunities and makes sure you neither walk alone nor lack anything she has access to.

6. Covering - One who protects your name in rooms you're not in, intercedes when you're weary and guards your destiny in prayer.

7. Catalyst - who ignites courage by example...their obedience becomes the spark that fuels your own.

In closing, sisterhood doesn't happen at random. Rather, as Crystal once told me, it's something you build together. It takes showing up, forgiving, giving and growing side by side. The best ones are forged not just through laughter and victories but through honesty, vulnerability and grace.

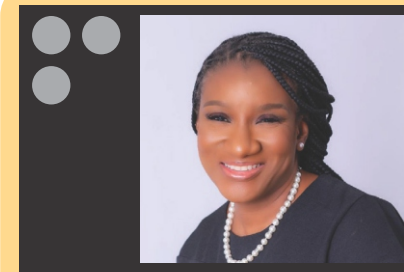
As we raise the next generation, may we model this kind of sisterhood to them - the kind that heals insecurities, fuels purpose and multiplies impact.

...and may our daughters not only pick it up but make it even better.

To Crystal, thank you for being the sister who sharpened me, believed in me and continues to journey with me. I love you to the moon and back!

To every woman reading this - May you find your "Crystal"... and may you be one to another.

Until next week, keep saying YES to your MORE!



By Ifeoma Chuks-Adizue

Managing Director Africa
at Global Citizen

Ifeoma Chuks-Adizue, fondly known as Iphie, is a seasoned professional with a rare mix of experience in brand management, sales, media and over 20 years' experience building global brands across Africa.

Iphie is the Managing Director Africa at Global Citizen - an international advocacy organisation focused on ending extreme poverty now.

Prior to this role, Iphie was the Executive Director Commercial at CAP PLC, makers of Dulux Paint where she led the Sales and Marketing teams to quadruple the business in 4 years.

A graduate of Economics from the University of Jos, Iphie started her career with Procter & Gamble Nigeria where she held several leadership positions, before moving to Cadbury Nigeria, then CAP PLC, and now Global Citizen.

Iphie Chuks-Adizue is the author of two books - The Uncommon Woman and Made for More, and is Founding President of the Uncommon Woman Movement,

She is a wife, mother of three children and recipient of several awards, the most recent being the Exceptional Leader of Excellence Award from the Global Women Economic Forum.

WOMAN AT THE HELM

Amina Mohammed

Her Turn Has Come, It's Woman O'clock:
Why the World Must Support Amina
Mohammed as the Next UN Secretary General

Asmau Benzies Leo

*"For nearly eight decades,
the United Nations has never
been led by a woman. The time
to change that is now."*



he
United
Nations,
the
moral
compass
of the

world, has stood for peace,
equality, and justice for all since
its inception but never once in
its history has it been led by a
woman. As the search begins
for the next Secretary-General,
the world faces a defining
question: will this be the
moment the UN lives up to its
ideals of equality and fairness?

Among the candidates and
names that command both
respect and hope is Amina J.
Mohammed, the current
Deputy Secretary General of
the United Nations. Her
leadership has been marked by
integrity, balance, and vision,
qualities the UN needs more
than ever in an age of climate
emergencies, inequality, and
global insecurity.

**The Case for Equality and the
Pact for the Future**

The recently adopted Pact for
the Future (2024) reaffirmed a
collective global vision for
equality, inclusion, and justice.
It calls for "the full, equal, and
meaningful participation of
women at all levels of decision-
making."

Electing the first woman
Secretary General would not
merely answer that call; it
would embody it.

The Pact reminds us that
achieving gender equality is not
just a moral responsibility but a
strategic necessity for effective
global governance. A world
facing complex crises cannot
afford to sideline half its talent.
It is time for the UN to lead by
example and finally shatter its
highest glass ceiling.

Why Amina Mohammed?

Amina Mohammed's
credentials speak for

themselves. She has served as
Nigeria's Minister of
Environment, helped design
the 2030 Agenda and
Sustainable Development
Goals, and as Deputy Secretary
General, has coordinated
reforms across the entire UN
system. She embodies both
competence and continuity,
blending a deep understanding
of development with a human-
centered approach to
diplomacy.

Her leadership reflects what the
UN must become: pragmatic,
empathetic, inclusive, and bold.
As a bridge between the Global
South and North, she has
consistently advocated for
climate justice, gender equality,
and youth empowerment. Her
record shows she is not only
prepared to lead, she already
has.

*"The Pact for the Future
envisions equality as the
foundation of peace and
prosperity. Amina Mohammed
is that vision personified."*

Africa's Moment, the World's Opportunity:

Africa has waited long enough.
The continent, home to vibrant
economies, peace-builders, and
innovators has waited for this
moment to make this historic
moment a reality. Supporting
Amina Mohammed is both a
regional and global act of
fairness.

This is the time for Africa,
women and feminists

movements, governments, and
civil society actors across the
world must unite in her
support. From parliaments to
grassroots movements, a
collective push for her
nomination would send a
resounding message, the world
is ready for women's leadership,
and Africa will lead that charge.

From Symbolism to Substance

This is not about tokenism, it is
about transformation. Electing
a woman would show that
equality can coexist with
excellence. It would also signal
a UN ready to rebuild global
trust, prioritise the needs of
vulnerable populations, and
drive the reforms envisioned in
the Pact for the Future across
peace, climate, and sustainable
development.

*"Her turn has come not
because she is a woman, but
because she is the right
woman."*

The Time Is Now

As the UN approaches its next
chapter, history offers a rare
opportunity to align ideals with
action. The next Secretary
General should embody the
future we claim to believe in;
diverse, fair, inclusive, and
visionary. Amina J.
Mohammed represents that
future. She has the experience,
the integrity, and the global
respect to steer the UN through
its renewal. Therefore
Supporting her is not just about
gender, it is about justice,
balance, and the credibility of
the international system itself.
The world has waited long
enough. Let a woman lead. Let
Africa lead. The time is now.



WE'VE GOT MEN

Tony Attah

MD/CEO at Renaissance Africa Energy Company

Kemi Ajumobi

Renaissance Africa Energy Company Limited (“Renaissance”) is a leading integrated energy company committed to advancing energy security and industrialisation across Nigeria and the African continent through sustainable and innovative solutions.

In just about 150 days, they’ve ramped up production to over 230,000 barrels daily and delivered 1.9 billion standard cubic feet of gas daily to NLNG – a feat unseen in nearly five years.

Sitting at the helm of affairs as MD/CEO of this great company is Tony Attah. Tony has over 30 years’ experience in the oil and gas industry, providing top quartile business leadership and bottom-line value

delivery with focus on people, transformation, change-management, Health Safety & Environment (HSE) and risk management, underpinned by deep strategic, commercial and operations background, with very broad-based knowledge of the industry (Mid and Upstream) having previously worked in Nigeria, Russia, and the Netherlands, growing to Senior Executive at Shell and C-Suite level, running a multibillion-dollar LNG business over the last five years.

Tony is a business leader with bias for people, value creation, continuous improvement and passion for transformational edge as encapsulated in proven track record of delivering top quartile performance, while deploying his leadership capability to build and nurture long term business relationships, with both internal and external stakeholders in furtherance of key business objectives.

He recently concluded a five-year Shell assignment as the Managing Director and CEO of Nigeria LNG, a \$7billion revenue per annum company with a solid balance sheet of over \$12billion, about 1200 own staff and over 5000 support and contractor personnel, and a whole range of external stakeholders across the value network. Tony successfully led NLNG through a transformation journey which culminated in the company achieving “Global Top Quartile” status with world class performance indices underpinned by a culture of excellence.

Furthermore, he also focused on the energy transition, recognising gas as the transition fuel of choice, and hence positioned NLNG as the fulcrum around which Nigeria’s massive gas reserve of over 206TCF will be developed on the back of the successful \$10billion, Train 7

Final Investment Decision (FID), which will grow capacity by over 30%. He also collaborated with the Federal Government of Nigeria to declare the “Decade of Gas” campaign as a catalyst for gas development in Nigeria.

Prior to NLNG Tony held roles as Managing Director of Shell Nigeria Offshore business (SNEPCo), Vice president for HR Sub Saharan Africa, Vice President for HSE and corporate affairs within Shell and general management at the technical level.

He is deeply passionate about people as the most important business critical success factor with a bias for talent development, inspiring and developing people to manage the business of the future with focus on value creation. He is also very driven by the cliché that “...if you take care of the people, they will in turn take care of the business.”

HOLISTIC LIVING

Digital Detox – Reclaiming your attention and inner peace in a screen-heavy world

By Dr. Maymunah Yusuf Kadiri

If your mind were a garden, your smartphone would be both the sunshine and the weeds.

It brings light, the information, connection, opportunity—but, left unchecked, it can overgrow everything else, choking your focus and draining your peace.

We are living in the most connected era in human history, yet millions feel more distracted, anxious, and restless than ever. From the moment we wake, our thumbs scroll before our feet touch the floor. We eat with screens, walk with screens, even fall asleep to screens. The problem is not the technology itself—it's the absence of boundaries.

A digital detox is not about abandoning your devices entirely; it's about reclaiming your attention, your mental space, and your ability to be fully present in your own life.

The Cost of Constant Connection Research shows that the average person checks their phone over 150 times a day. This constant interruption keeps the brain in a state of low-level stress, reducing our ability to concentrate deeply on any one thing.



Physically, excessive screen time strains the eyes, disrupts sleep by suppressing melatonin, and contributes to neck and back pain—now called “tech neck.” Mentally, it feeds comparison, shortens attention spans, and fuels anxiety.

In Nigeria, where mobile data is relatively affordable and social media is a major source of news, networking, and entertainment, the temptation to be “always on” is enormous. But like eating too much sugar, constant digital consumption leaves you jittery, unfocused, and craving more.

Signs You May Need a Digital Detox

- You reach for your phone without realising it.
- You feel anxious or restless when you can't check messages.
- You scroll late into the night,

sacrificing sleep.

- You find it hard to read a book or hold a conversation without checking your phone.
- You often feel mentally drained, despite not doing physically demanding work.

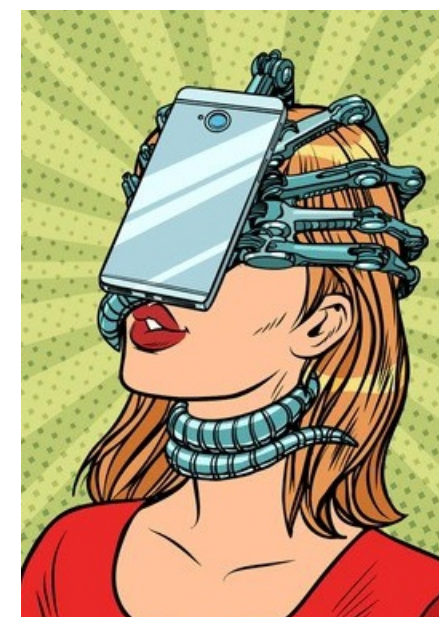
If these sound familiar, your attention span and mental clarity may already be paying the price.

The Benefits of Stepping Back

Just like the body benefits from fasting, the mind benefits from moments without constant digital input. A digital detox can:

- Restore focus and productivity.
- Improve mood and reduce anxiety.
- Strengthen real-life relationships.
- Enhance creativity and problem-solving.
- Improve sleep quality.

When your mind is not constantly



bombarded by notifications, it can breathe, reflect, and process experiences more deeply.

How to Start Your Digital Detox

You don't have to disappear for a month in

the mountains. Small, intentional steps can make a huge difference.

1. Morning Mindfulness – Resist the urge to check your phone in the first 30–60 minutes after waking. Use the time for prayer, stretching, journaling, or breakfast without screens.

2. Scheduled Check-Ins – Set specific times to check messages and social media rather than responding instantly to every notification.

3. Tech-Free Meals – Eat without phones or TV. Use the time to connect with family or enjoy the flavors of your food.

4. Digital-Free Zones – Keep screens out of the bedroom to protect sleep quality.

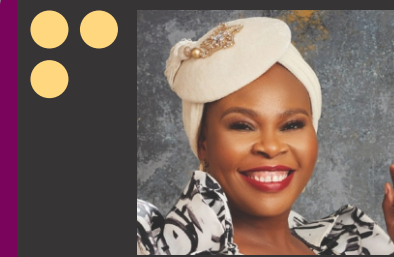
5. One Screen-Free Day a Week – Dedicate a day or half-day to offline activities: nature walks, hobbies, or face-to-face conversations.

6. Declutter Your Digital Space – Unfollow accounts that drain your energy, delete unused apps, and turn off non-essential notifications.

The Nigerian Context – Balancing Online and Offline

In a country where social media drives activism, business, and education, going completely offline isn't practical for most. But we can create healthy boundaries. Entrepreneurs can batch content creation. Students can set designated study times without their phones nearby. Families can institute “no-phone” hours in the evenings. The goal is not disconnection, it's intentional connection. You control the tool; it doesn't control you. Our devices are like powerful medicine, lifesaving in the right dose, toxic in excess. A digital detox is not about rejecting technology but about remembering that your attention is your most valuable resource. Where your attention goes, your life follows.

Reclaiming your inner peace in a screen-heavy world starts with one conscious choice: to look up. Up from the screen, up into the eyes of a loved one, up into the beauty of the present moment. The world beyond your phone is still here waiting for you to notice it.



Dr. Maymunah Yusuf Kadiri

Psychiatrist-In-Chief at Pinnacle Medical Services

Dr. MAYMUNAH YUSUF KADIRI (aka DR. MAY) popularly referred to as “The Celebrity Shrink,” is a multiple award winning Mental Health Physician, Advocate & Coach. She is the convener of “The Mental Health Conference” and the Medical Director and Psychiatrist-In-Chief at Pinnacle Medical Services, Nigeria's leading and foremost Psychology and Mental health clinic prominent in the application of innovative clinical approaches in the management/treatment of a wide range of psychological, emotional, and behavioral related disorders.

Dr. Kadiri is a dynamic Consultant Neuro-Psychiatrist and a Fellow of the National Post Graduate Medical College of Nigeria (FMCPSych) with almost 20 years' experience as a practicing Physician. She is a trained and certified Rational Emotive and Cognitive Behavioural Therapist from Albert Ellis Institute, New York, USA. She is also a certified Trauma Counsellor and Neurofeedback Practitioner.

Dr. Kadiri has wide experience in psycho-therapeutic techniques and has perfected her skills whilst in private practice and whilst working for a variety of organizations. She is a recognized radio and television guest Psychiatrist and Psychotherapist. She also contributes to articles published in magazines and newspapers.

She is the only Nigerian with the 14Ps.....Physician, Psychiatrist, Psychologist, Psychotherapist, Practitioner (NLP, BFB, NFB), Public Speaker, Published Author, Producer (movies), Proficient Coach, Parent, Philanthropist, People oriented, Public Health Advocate and Passionate about God and life.

The founder of Pinnacle Health Radio, African's #1 online health radio and a non for profit organization, “Pinnacle Medicals SPEAKOUT Initiative” which is geared towards creating Mental Health literacy in Nigeria and beyond.

The Executive producer of award winning movies, Pepper soup (focused on drug abuse) and Little Drops of Happy (focused on depression, postpartum depression and suicide) and creator of the most innovative mental health app in Africa, HOW BODI.

TRIBE WITH THE VIBES

4 underrated skills that'll fast track your career

As a young career professional, there's so much to learn and catch up with. It's not enough to have the technical skills, there are some non-negotiable soft skills you must have to outpace your peers in the workplace.

And guess what? No one would teach you these skills in school or in a formal setting, you have to pick them up yourself.

By Zainab Aderounmu

Here are 4 essential skills you'll need to get ahead in your career:

Public Speaking: Picture this; you're in a team meeting to brainstorm ideas for a new project. Your line manager throws a question to the team, and everyone is blank. You know the answer but you're afraid of speaking up because, "what if it doesn't make sense"?

Then you whisper the answer to yourself and your colleague picks it up, boldly shares the ideas as if it's hers and takes credit for it. She got the praise, the promotion, and the pay raise, all for an idea that was originally yours.

This actually happened to a friend I know. She regretted not putting

enough effort in developing her confidence and communication skills. Of course, that was the push she needed to take it seriously.

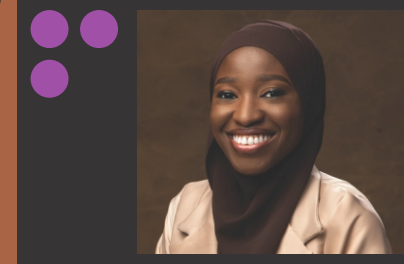
However, you don't have to wait till something so drastic happens before you improve your communication skills. Beyond career professionals, the single most important skill an entrepreneur could have isn't vision mapping or product development, it's effective communication and sales. What's the point of a good product if you can't tell people about it?

Networking: The same goes for your visibility in the workplace, it's not just about what you know, but who you know and who knows you.

Knowing how to build relationships within the organisation would put you on opportunities you didn't even know existed. When I first started working post-university, I was a clam. I hardly spoke to anyone outside of my team, just greeted them and moved on. Until

one day, the company needed someone to anchor a small gathering for the company and everyone recommended my happy bunny colleague and she took the opportunity. She got the spotlight, and I watched an opportunity I would have loved slip by, all because she was more visible. This isn't about navigating office politics, it's about building bridges with every interaction.

Speed: Even when you communicate well and build bridges, there's a skill that sets you apart from everyone - speed of execution. There was a time when you needed years of experience to reach the top 1%. Today, speed is more important than time spent. What is the distance between your idea and its execution? That's the new measure of how successful you'll get. If you dilly dally on executing your ideas or tasks, two things may likely happen. The world may move on or someone will do it first and you'll look like a copycat.



Zainab Aderounmu

Zainab Aderounmu A. W. is a First Class graduate of English Language and the Overall Best Graduating Student from the Lagos State University, Lagos Nigeria. She's a professional Master of Ceremonies, known as 'The Hijabi Compere', a public speaking coach and Communications Professional. She is currently a Youth advisor to the European Union where she doubles as the Spokesperson and Head of Communications & PR for the Youth Sounding Board.

You don't have a monopoly on ideas, but you can have first comers advantage. Use it.

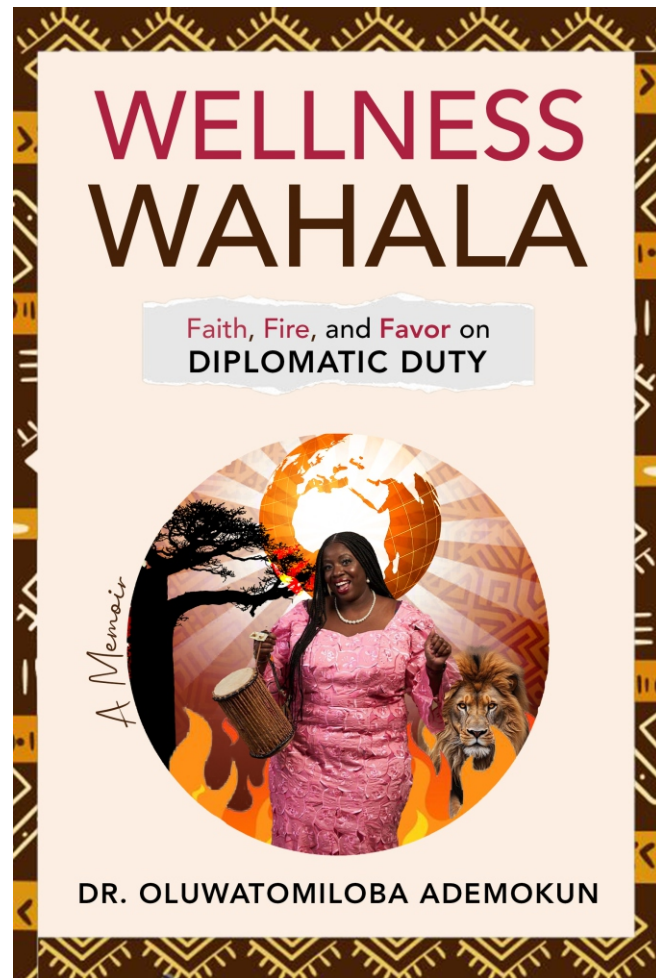
Storytelling/Documenting: You should have a brag sheet. That's non-negotiable. Document every single result you create. How did you contribute to the success of a task or project? Do you have pictures or videos? If you don't document, you'll forget and it'll be harder to tell your own story when it matters the most. Imagine this: you're on a team charged with delivering a project. The team lead reports directly to management but you did a bulk of the work. One day, the managing director walks into the room and asks you how the project is coming up. What would be your response? 'Fine, sir.' I hope not.

Keeping track of the details helps you connect the dots, not just for yourself, but for your growth, your visibility, and your confidence.

Finally, there are numerous soft skills you should master to succeed but these four, even though not listed in your job description, would define how fast you rise on your career ladder. Don't wait until you lose an opportunity before you start learning them.

BOOK REVIEW

BOOK: WellnessWahala | **AUTHOR:** Dr. Oluwatomiloba (Tomi) Ademokun



Author's Biography

Dr. Oluwatomiloba (Tomi) Ademokun

Dr. Oluwatomiloba (Tomi) Ademokun is a distinguished global health leader, faith-based advocate, and passionate storyteller committed to advancing wellness, justice, and purpose-driven service. With over two decades of experience, she has served in senior diplomatic and public health roles at top U.S. government agencies—as well as with global implementing partners, impacting lives across Africa, the Caribbean, and the Pacific Islands. Dr. Tomi holds a Doctor of Public Health (DrPH) from Capella University, a Master of Public Health (MPH) from Emory University, and a Bachelor of Science degree from the University of Illinois at Urbana-Champaign. A proud Nigerian-American, she boldly integrates her rich cultural heritage, Christian faith, and personal

resilience into her life's mission and message.

She is the founder and host of the Wellness Wahala Podcast, where she amplifies untold stories and pressing issues from the African and diaspora communities—blending humor, wisdom, and spiritual truth. A sought-after speaker and mentor, Dr. Tomi champions causes related to women's empowerment, youth development, and religious freedom.

She is also a prolific content creator on the YouVersion Bible App, which serves nearly 1 billion users globally. Her devotionals have inspired over 40,000 readers across more than 100 countries, offering hope, healing, and purpose through scripture and real-life testimonies. A survivor, whistleblower, and warrior for truth, Dr. Tomi's life is a living testimony of faith refined by fire—and the divine favor that follows. She is a devoted Iyawo, mother, servant-leader, and spiritual mentor who lives by the conviction: "Your position na for your purpose."

It has been my privilege to know Oluwatomiloba "Tomi" Ademokun over the past fourteen years, during which she served faithfully in the ministry under my oversight. Throughout this time, Tomi distinguished herself by her unwavering commitment to spiritual growth, her consistency in service, and her deep dedication to the discipline of intercession. These qualities—cultivated with diligence and devotion—have formed the foundation of her ministry and life journey thus far. Her life and career have been interlaced with many challenges, through which she has demonstrated abounding grace, resiliency, and remarkable courage. In

navigating these difficult seasons, she has emerged with wisdom and a testimony that undoubtedly shape and inform the writing of her memoir, Wellness and Wahala.

Her memoir, Wellness and Wahala, is both a testimony and a demonstration of her ability to navigate life's complexities. The experiences chronicled in these pages have not only shaped her, but also form the powerful testimony you are about to encounter. As you peruse these pages, you will discover a depth of wisdom and insight forged in the crucible of real-life trials and triumphs. One remarkable truth that emerges is this: in

all the wahala, there is a wellness that God cultivates. The memoir beautifully captures the paradox that both the good and the bad—the wellness and the wahala—can work together to shape us. Indeed, through your wahala, you can attain a degree of commensurate wellness. This is not just her story—it is an invitation to reflect on your own journey and find the grace that transforms pain into purpose.

Apostle Michael Adeyemi Adefarasin
Presiding Apostle, Kingdom Lifeline Apostolic Ministries (KLAM)
Abuja, Nigeria

Some stories break us. Others build us. This one does both. It puts you back together after the wreckage: stronger, wiser, and more awake to your own calling.

My cousin is a force: a woman of deep faith, relentless purpose, and a heart that beats for service. She has lived a life poured out: in the churches she attended, in the countries where she was posted for work, on the altar of worship alone in her room, in the trenches of spiritual warfare, and in institutional rooms where decisions are made that ripple across nations. Her story is not fiction—it's faith, fire, and favor. It's a testimony wrapped in truth, with moments so raw you'll pause just to breathe them in, and others so piercing you'll dab your eyes before reading on.

What struck me most as I read this book is the warfare not fought on obvious battlegrounds, but in institutions we're taught to trust. There's a particular kind of wahala that doesn't come from war zones or broken homes, but from polished boardrooms and global health institutions where a woman of color with integrity and calling is seen as a threat instead of a leader.

My cousin has sat at tables where very few Black women are given a seat, fighting not just for policy change, but for spiritual truth in spaces allergic to both. She has served in federal agencies and global NGOs with a servant's heart and an apostolic lens, only to encounter corruption, racism, cover-ups, and systems addicted to pretense. Where others might have chosen silence, she chose to speak up. Where others settled for comfort or survival, she insisted on truth. And yet, through all the warfare—external and internal—she remained anchored. Anchored in the Holy Spirit. Anchored in purpose. Anchored in truth. What the enemy meant for chaos, God repurposed for glory. This is more than a memoir. It's a map for those called to high places but unwilling to lose their soul to stay there. It's for those who've cried behind closed doors, who know what it feels like to be both the most competent and the most overlooked in the room.

-Ayo Deforge

Author of 'Grips of Grief' and 'Tearless'

It is a privilege to write this foreword for Wellness Wahala: Faith, Fire, and Favour on Diplomatic Duty by my spiritual daughter, Dr. Oluwatomiloba "Tomi" Ademokun.

I first met Dr. Tomi when she arrived in Jamaica for her diplomatic assignment with the U.S. government. I had the honour of picking her and her young daughter up from the airport as she began her new role. From that moment, she became not just a member of our church, but family.

Despite her demanding job in Kingston, Dr. Tomi was a devoted member of RCCG City of Refuge in May Pen. Every Sunday, she and her daughter made the long drive to worship with us. Her faith, humility, and dedication were inspiring—not only in church but in the way she mentored many of our youth and medical students.

This book is a powerful testimony of her journey through trials and triumphs, grounded in unshakable faith. I pray it encourages you to walk boldly in your purpose, no matter where God sends you. To God be the glory.

-Pastor Jerry Bayesha

Senior Pastor, RCCG-City of Refuge
May Pen, Jamaica



It brings me great joy and spiritual fulfillment to write this foreword for Wellness Wahala: Faith, Fire, and Favor on Diplomatic Duty, authored by my beloved daughter in the Lord, Dr. Oluwatomiloba "Tomi" Ademokun.

Dr. Tomi has been a faithful member of the Redeemed Christian Church of God, House of Praise Parish here in Dallas, where I serve as Pastor. She is not only consistent in her worship but deeply rooted in the place of prayer. Day after day, I've witnessed her dedication to our Shiloh Hour 5AM Zoom prayer altar, rising early to intercede, grow, and press deeper into the things of God—no matter the season of life she is in.

Her life is a true testament to the scripture in Romans 12:11 – "Not slothful in business; fervent in spirit; serving the Lord." She has carried her spiritual fire with her from the pulpit to the podium, from church altars to global platforms. Whether serving in government health roles, mentoring youth, or podcasting to encourage souls, Dr. Tomi has never compromised her faith.

This book is a divine chronicle of the journey of a woman called for such a time as this. It captures the spiritual grit, grace, and glory that God has poured upon her as a warrior for Christ and a voice of healing in turbulent times.

I pray that as you read this memoir, the fire of revival will be kindled in your own spirit. May you be equipped to turn your own wahala into wellness, and rise boldly in your God-given assignment.

-Pastor Ademola Adeloye

RCCG House of Praise Parish
Dallas, Texas

I've had the privilege of working closely with Dr. Oluwatomiloba "Tomi" Ademokun for several years, from launching our NIDO South Savannah chapter in 2021 to witnessing her tireless leadership in humanitarian efforts across the U.S. and Nigeria.

Dr. Tomi is a force—visionary, selfless, and purpose-driven. As co-host of NIDO Radio, the first-ever online diaspora radio platform, and host of the Wellness Wahala Podcast, she uses her voice to heal, uplift, and mobilise. Whether managing our social media, organising care pack donations for the homeless in Savannah, or raising scholarships and aid for displaced Christian children in Northern Nigeria through our work with various Foundations—she leads with fire and compassion. This memoir is a must-read. It captures the essence of a true diasporan warrior—faithful, fearless, and favored.

-Collins C. Ikegwuonu

President, Nigerians in Diaspora Organisation (NIDO) Americas—South Savannah, USA

GARB & GLAM

The Science of Design: From Concept to Creation and Beyond

By Yolanda Okereke

When I first imagined 'The Science of Design Masterclass', it began as a question — what truly makes a great designer? Is it talent, instinct, or discipline? The answer, I discovered, lies in the balance between all three. Design, like science, is an experiment of thought, observation, and transformation. It is where imagination meets method — and that intersection became the foundation of this masterclass. God laid the whole idea in my heart, including the names 'Science of Design' and 'The Master'.



The Birth of a Concept

For years, I've worked in film, fashion, and costume design — building worlds, shaping identities, and telling stories through clothes. Yet, each time I encountered young creatives eager to learn, I saw a gap — a need for structured mentorship that went beyond aesthetics. Too often, the conversation around design focused only on beauty, not on the why behind it.

That realisation birthed 'The Science of Design' — a framework that breaks down creativity into four key pillars: Observation, Experiment, Analysis, and Conclusion. It's not just about teaching how to design; it's about understanding how to think like a designer.

From Vision to Reality

Bringing this concept to life was a journey of courage, collaboration, and conviction. I envisioned a space where creatives could learn, experiment, and engage with industry leaders — a true laboratory for design. The curriculum was carefully built to blend theory and practice: from mood boards to motion, from storytelling to structure.

When the first edition of 'The Science of Design Masterclass' opened its doors, I was humbled to see the energy, talent, and hunger for knowledge in the room. It wasn't just a class — it was a creative awakening. Each session was filled with discovery; every conversation revealed new perspectives. Watching participants connect the dots between art, storytelling, and purpose reminded me why this mission mattered so deeply.

An Empowerment Movement

But 'The Science of Design' was never meant to be a one-off experience. It is an empowerment scheme — a growing ecosystem of mentorship, access, and opportunity for emerging designers,



filmmakers, and creative entrepreneurs.

We're not only training minds; we're building confidence, networks, and sustainable creative careers. This initiative aims to bridge the gap between talent and opportunity, ensuring that every designer — regardless of background — has the tools and knowledge to thrive on both local and global stages.

The Future is Now

As I reflect on this journey, I'm deeply grateful for the creative community, facilitators, and industry partners who believed in this vision. The success of this first edition is only the beginning. The future of design is collaborative, cross-disciplinary, and limitless — and I'm proud that 'The Science of Design' stands as a catalyst for that transformation. Because design isn't just what we create — it's who we become in the process.



Yolanda Okereke

Founder & Head of The Rani Company

Yolanda Okereke is a visionary fashion entrepreneur and respected industry leader, known for her exceptional work as a Costume Designer and Creative Producer in Film and Television. With over a decade of experience, she has consistently shaped the visual identity of some of Nollywood's most iconic productions, earning a reputation for her artistic depth, organisational precision, and bold storytelling through costume.

She is the Founder and Head of The Rani Company, a leading costume design and styling firm, and The Wardrobe Shack, a costume rental house serving high-profile film and television projects across Nigeria. Rani Gisele was launched while studying Chemical Engineering at university.

Her extensive credits include critically acclaimed projects such as Netflix's Blood Sisters and Òlótùré, as well as The Wedding Party, King of Boys, La Femme Anjola, The Set Up, and Day of Destiny.

Her contributions have earned her nominations at the Africa Movie Academy Awards and the Africa Magic Viewers' Choice Awards, and she was recently awarded Best Fashion Collaboration Film at FAME Week Africa, where she celebrated Nigerian costume design through a dedicated showcase.





A Journey Through Traditional Beauty & Flavor

Inside Clay Food Shop & The Henna Place

“Together, Clay Food Shop and The Henna Place offer more than services. They offer belonging. A place where tradition is not just preserved, but honored, elevated, and shared”

Clayfoodshop

Clay Food Shop is more than just a restaurant, it's a cultural experience. Known for its traditional elegance and modern interpretations of Northern Nigerian cuisine, Clay is a destination for food lovers who seek authenticity in every bite.

From their signature ram suya to rich native sauces, tigernut juice, and wholesome masa, every meal evokes the comfort of tradition.

 [@clayfoodshoplagos](https://www.instagram.com/clayfoodshoplagos)

: +234909 554 4990

The Henna Place

Established in 2014, The Henna Place is Nigeria's leading traditional spa, bringing centuries old Moroccan, Northern Nigeria and Arab beauty rituals into the general wellness market. Specializing in Moroccan hammam treatments, sugar waxing, herbal hair care, and intricate henna designs, the spa provides a deeply relaxing and culturally rich self care experience.

With multiple branches across Nigeria, including three branches in Lagos, The Henna Place has become a go-to destination for brides, beauty lovers, and women seeking intentional, soul-restoring care from head to toe, it's a place to cleanse, unwind, and reconnect with yourself the traditional way.

 [@Thehennaplace](https://www.instagram.com/Thehennaplace)

: +2349095327273

