



Have a voice

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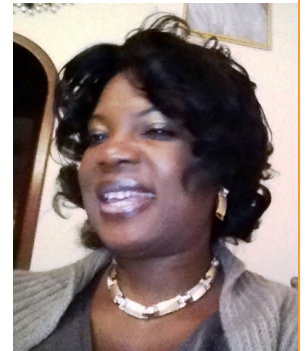
- Rosette M. Wamambe
- Malinga Miriam
- Ann Apio Chikono

Graphic design by Ann A. Chikono

Message from the Founder of the Network

Dear Members,

There are no sufficient words to express my pride and gratitude for all your determination, commitment, and achievements this year. I am so impressed at the achievements recorded since our inception in April 2013, it seems to me the Network has been in existence longer.



Mrs. Nwakego Ibrahim-Pam

We have been able to tread on terrains that were seemingly impossible and we have overcome the difficulties. Looking back I am so happy I followed my instinct and my vision and I have no regrets at all.

My happiness extends beyond my imagination at the changes I have witnessed in your professional and personal lives.

As we round up this year I would encourage you to enjoy your achievements and at the same time be ready to step up your expectation for next year's goals and objectives.

Kind regards

Mrs Nwakego Ibrahim-Pam
Founder and chairperson

Expat Professional and Business Women's Network Tunis
EPBWN TUNIS
DECEMBER 2013

UP-COMING EVENTS

January 2014: A 2km walk to create awareness for the special needs children and their families by PECC

Message from the CEO

DEAR Colleague,

Welcome to the third edition of The Expat Professional and Business Women's Network Tunis (EPBWN) newsletter, *'Have a Voice'*!



Mrs. Miriam Malinga

What an interesting 8 months it has been since the launch of EPBWNT in April 2013. The Network has indeed provided a platform for developing and promoting educational and training programs geared towards advancing the professional and personal lives of its members. The Network has also provided the opportunity for members to 'network' and develop the necessary connections to enhance their professional, business and personal lives.

The Network has carried out trainings, held workshops and exhibitions, made presentations at various fora and ended the year in style by having a Gala night dinner!

We look forward to 2014 and the different opportunities that the Network will have, and we welcome you aboard this exciting journey.

Merry xmas and see you in 2014!

A handwritten signature in black ink, appearing to read 'M Malinga'.

Miriam Malinga
Chief Executive Officer
Expat Professional and Business Women's Network Tunis (EPBWN)

DECEMBER 2013

Doing Good by Doing Solar

By *Kettie Mkandawire*

For those of us who live in communities traversed by power lines, it is hard to imagine life without electricity. A large population in the world lives without this modern necessity.



The basics in an electrified society like food, modern medical care and a lit path at night come only with a great effort for the power-less, if they come at all. Filling up a glass with water takes the energy-rich only seconds and for the energy-poor, it may require a full day of walking. Solar energy mostly addresses this energy poverty where there is no grid electricity access.

Different foundation programs have initiated solar energy projects to eradicate energy poverty worldwide in an initiative called “Sustainable Energy for All”.

Solar energy is not only an environmental solution but also a humanitarian solution. Out of the renewable energy sources like Wind, Tidal, Geo-thermal, Hydro-power etc, Solar is the most preferred especially when it comes to small-scale applications.

What is Solar Energy?

This is simply energy provided by the sun in form of light and heat. This energy is in the form of solar radiation that makes the production of solar electricity possible. (www.greenoughsolarfarm.com.au/solar-energy)

In developed nations, we see solar

power as an alternative to conventional energy and a way to fight climate change. But in most developing nations, solar power reveals itself as a way out of some of the world’s humanitarian problems.

Going green in the way we produce, consume and conserve different products from food to etc is the most sustainable way to fight the current global challenge of climate change and global warming.

There is a lot of innovative technology that needs to be translated to meet the intended purposes.

Filling up a glass with water takes the energy-rich only seconds and for the energy-poor, it may require a full day of walking. Solar energy mostly addresses this energy poverty where there is no grid electricity access

Why is Solar Energy the best choice to serve the energy poor?

- It’s clean and naturally available therefore a universal form of energy
 - Photovoltaic panels are easily installed to capture it
 - Requires no construction of massive power lines
- And the list continues.

What are Solar Energy Benefits?

Solar Energy and Food Security

- Could be used as a sustainable development model to solve community critical

problems of sustainable farming systems, modern medical care facilities, refrigeration, micro-enterprising and other life changers to developing communities.

- Using solar powered water pumps for irrigation has served different communities who do not access the grid power especially women from walking long distances to fetch water to irrigate their crops. They are then able to have surplus for income generation enabling them to gain economic and psychological strength as well as entrepreneurship spirit to sustain their families. This has also curbed Gender Based Violence.
- This has enabled women spend more time in community work activities and thus using their time productively as well as boosting their self-esteem especially at the community level.

One might say that the cost of most of the renewable energy forms is definitely higher than the conventional sources. But don’t forget, the first combustion engines were also expensive and inefficient. Now, there are over a billion cars using the improved and efficient engines on the road. The next step is to get that car you are driving run on clean and renewable inexpensive energy source. Do Good by Doing Solar. (www.renewableenergyworld.com/realnews).

References

1. www.greenoughsolarfarm.com.au/solar-energy
2. www.renewableenergyworld.com/realnews

Generating viable business ideas

By *Idorenyin Nyong*

The Small and Medium Enterprise initiative of the network was privileged to organize a workshop and an exhibition recently to equip participants on how to start up small businesses. On interaction with the participants after the workshop it was clearly indicated that participants felt a surge of energy which only results from success motivation, and all were interested in starting their own businesses, being their own boss and most of all excel in whatever choice of business they will make. A major obstacle in the development of businesses amongst this group is the lack of knowledge in business start-ups. The questions asked were ‘how do I get started?’ what type of business do I take up?’ where will I get the resources, etc. It is against this background that this article is developed to help stimulate ideas, as well as encourage you to rise to your true potential as a business person.

At one time or another everyone dreams of owning a business, and we have great ideas coming into our minds, but a lot of them never make it into the marketplace. The source of everything is an idea; everything around us that we can see, feel or touch; all started from an idea. The Oxford English dictionary defines idea as “a thought or suggestion as to a possible course of action”, it is the product of reasoning. We may have lots of ideas rolling in our heads or just one big one; but the idea that becomes a reality, or transforms into an income is known as a business. There are many big businesses today that began as ideas in the minds of their creators. For example, one of the founders of the internet’s ‘Google’ had a dream that showed him the se-

cret mathematical equation that powers this #1 search engine today. So ideas originate within you, they begin in your mind as pictures, thoughts or dreams, but the important thing is that it is about solving a problem or meeting a need.



Idorenyin Nyong,
Head Small and Medium
Enterprises Initiative

So how do you generate an idea that will evolve into a successful business? Think about something simple: it could be a product or a service; it could be your hobby or interest or a leisure activity; it could be related to your career choice or something new.

By Observation: Look around you and see what kind of problems are out there that you can provide a solution to and get paid for it. What are the needs of your friends, your neighbors and colleagues in the office? You can utilize your existing and marketable skills from your job to develop a business. For example, an understanding of the internet can lead to a business in designing and monitoring of websites, retrieving of information useful to other business owners, preparation of databases; Accountants and pay roll administrators can explore helping other small businesses with basic record keeping and accounting procedures, etc.

Ask questions: What are those tasks or responsibilities that people in your community don’t like to do, or don’t have time to do for themselves? What service can you render to people at their level of

comfort? Discover a need and convert it into a product.

Follow the Trend: If your idea falls within the entertainment, food or fashion category, where most times the old becomes new again, it might be profitable to follow the trend. At the same time, if there is a growing market; you need to have something additional to offer that might appeal to your clientele, know what they would want and get creative.

We may have lots of ideas rolling in our heads or just one big one; but the idea that becomes a reality, or transforms into an income is known as a business.

Whatever your kind of idea or vision or goal, there is value in writing it down. Be passionate about your ideas, ask yourself “What problem do I want to solve?” and follow through with a strategic approach. Carry out a market survey to understand the market, even if your idea is not entirely new but there is a growing market, you can put a touch to what others are doing and do it better.

Finally, have a simple business plan, no matter how small the business. Often people erroneously believe that it is lack of money that is the major obstacle in starting their own business, but the truth is that if you have a good idea, it can attract money. So don’t just sit on your sofas for months on end waiting for that interview letter or that phone call; start something with what you have and from where you are.

Keeping sight of your profession as the accompanying spouse

By *Miriam Malinga*



Miriam Malinga

The excitement and thrill of being an accompanying spouse soon comes to an end when one realizes that they may never work or experience their professional work environment anytime soon. This can cause a lot of fear and

resentment. But this does not have to be. There are a lot of great resources and platforms that one can refer to and become a member. One can also contribute to discussions and write articles. One can even find online assignments for which payment is guaranteed! You will be amazed at how much 'in your profession' you still are after many years as an accompanying spouse. Below are some great sites that one can refer to keep abreast and on top of their profession. Some have general information while some are specific to certain professions.

Devex.com

Founded in 2000, Devex serves a global community of 500,000 development professionals and one thousand funding agencies, companies, and NGOs in 100 countries.

Whether you're looking for a job, consulting assignment, or the latest career advice - join thousands of other professionals who rely on Devex to navigate a career in global development and get full access the world's largest international development job board. Devex is also one of the most trusted and popular source of development news - for free! One could also work with a CV writer who will use their development industry knowledge to craft a profes-

sional CV that will help get you the job you want.

Mindtools.com

Mindtools.com teaches one the leadership, team management, problem solving, personal productivity, and team-working skills that are needed for a happy and successful career. One can learn useful career skills for free. As a member one has full access to experienced mentors and coaches.

Expat exchange

An interesting site that provides one with tips and information about moving overseas and settling in. Interesting articles on culture shock, living abroad, international jobs, expat finance and so on are covered. One can also contribute articles and tips and sometimes get rewarded for it! (Currently \$75 Amazon.com gift certificates are up for grabs for the 5 expats who submit the most tips during the month of November 2013).

Internations

InterNations is an **online community for people who live and work abroad**. As a network based on trust, it enables members to interact with other global minds in a similar situation, with comparable interests and needs. InterNation users can keep in touch with friends and business contacts; they can exchange reliable information on expat-specific topics, both on a global and a local level.

Lumosity

When you find yourself forgetting the simple things, tiring easily and generally feeling fatigued all the time, there is no better place to improve your brain than Lumosity. Lumosity offers a brain training program consisting of more than 40 games in the areas of memory, attention, flexibility, speed of processing and problem solving. The trick behind this is that it engages you and keeps your mental faculties active.

Guru.com

Guru.com is a freelance marketplace. It is a great site if you're beginning a freelance writing career. The free membership offers a lot for beginners. You can upload a resume, samples of your work, list your skills, create a bio, upload your picture, and so much more.

Wikispaces.com

Wiki's are a great way to get your voice heard on the Net. You can start a wiki about anything you want. A wiki allows you to discuss something that's important to you, while at the same time getting opinions and information from other people that visit your wiki. Wikis allow your readers to become part of your Web site by letting them add their ideas and information to the wiki too.

There are also many professional bodies that one can subscribe to, either locally or internationally. These will keep you updated and aware of all that is current within your specific profession.

So get back into your profession and don't lose sight of it!

For sure, the sky will be the limit for, EPBWNT

By Rosette Mugidde Wamambe



Rosette Mugidde Wamambe

Launched in April 2013, The Expat Professional and Business Women's Network (EPBWNT) exists as a non-incorporated and not for profit organisation. The Network's Constitution was ratified by fourteen (14) founding members. To date the membership stands at 20.

The main purpose of founding EPBWNT was to bring together expatriate professional and business women and allow them to promote the development of their careers through sharing ideas, knowledge and experiences. It is for this reason that the vision of the Network is to empower women to achieve success, build confidence, enhance effectiveness by providing a supportive and nurturing environment, leadership opportunities and mentoring them in their professional development.

Activities of the Network are run through four main in house services namely: (i) Hearing Therapy, where members are trained to search for answers from within themselves they also learn how to master the art of listening and communicating for effective results. (ii) In the personal de-

velopment and planning service, members are encouraged to plan for both their personal and professional development. (iii) The mentorship programme links members to mentors who serve as coaches in their professional lives and help them to achieve the goals they would have set for themselves in their personal development plans. (iv) The final activity is the Work Place Consultation where members are connected to would be employers for short term contracts like internships or trainings.

In order to meet the vision of the Network, EPBWNT has got six Initiatives each headed by an Executive. The Initiatives are Networking events, Small and Medium Enterprises, Think Tank, Global Affairs and Sustainable Developments, Information and Publishing and Training.

The Network continues to have its monthly breakfast meetings every third Monday of the Month where Members enjoy talks on various business topics. So far, Members have had talks about MBTI and Emotional Intelligence where they were taught that emotional intelligence requires perceiving our emotions, understanding and managing them in order to produce the desired results. Members were also introduced to the Meyers and Briggs personality test which they had the opportunity to do and discover their personality as this is the first step to discovering where one's strengths and weaknesses lie.

Members have also been taught how they can package themselves for professional success. They were told the do's and don'ts of CV writing and how to present one's self at an interview. Another interesting topic was Ethics and Integrity in Business Conduct. Members learnt how one can ensure that they stay true to their values as they conduct their businesses effectively.

The Network also had a Self-Development workshop where they were guided through a series of

exercises to enable them understand their self-development needs and how they can work towards achieving them.

The Network has also had two major workshops which are usually run on the weekends to allow working women to also participate. The first workshop was on hearing therapy, what it is and how it can help us to achieve results. The second was organised by the Small and Medium Enterprise Initiative on how to Start a Business. Participants of this workshop were taken through how to develop a business idea, how to ensure that the business stays afloat once it has been incorporated and how to manage the financials of the business to ensure that it remains profitable. At the end of this workshop, there was an exhibition where a number of ladies exhibited a variety of products and services. The exhibition also had a raffle and the exhibitors with the best stands were given gifts.

The Network has also had its website designed and is now running at <http://epbwnt.weebly.com>. Three quarterly newsletters have been published and are hosted on the website above.

In the offing is the EPBWNT Blue Pages which is an online professional and Business Directory which will allow both members and non-members to advertise their services and businesses at a fee.

From the above, it comes out clearly that 2013 has been a fruitful year for EPBWNT and indeed the sky is the only limit for this Network.

Members were also introduced to the Meyers and Briggs personality test which they had the opportunity to do and discover their personality as this is the first step to discovering where one's strengths and weaknesses lie

Inefficient Cooking stoves contributing to Million deaths around the globe

By Kettie Mkandawire
Electrical Engineer



Kettie Mkandawire

Most of us have learnt, read and studied how greenhouse gas emissions have impacted our planet through global warming. There are so many sources that contribute to these emissions including other agricultural practices that use heavy production machinery. One may wonder why these food production systems contribute to this. What one may ask could be, “how best can we do it to achieve the same?”

In this article, I want to share on how sustainable use of energy in form of clean and efficient cook stoves can contribute to improved public health, economic development of a country, deforestation, more women participating in development activities, gender-based violence, protection of plant and animal species and right to education as well as a sustainable future we want.

In-door air pollution

A global effort to replace smoky, inefficient household stoves that people commonly use in lower and middle income countries (especially in most sub-Saharan countries and other parts of Asia) with clean and affordable fuel

efficient cook stoves could save nearly 2 million lives each year around the globe. Indoor air pollution from such inefficient stoves affects about 3 billion people—nearly half the world's population. In addition to respiratory diseases caused by smoke, the fuel (biomass) needed by inefficient stoves leads to deforestation and environmental degradation.

There is need for implementation of efficient cook stoves in-order to safeguard public health especially for women and girls who are the majority users of such facilities.

Research has shown that nearly half the world's population uses biomass (wood, crop residues, charcoal or dung) or coal as fuel for cooking and heating. The primitive fires typically fill homes with dense smoke, blackening walls and ceilings

and sickening those within. Women and children are at greatest risk for the adverse health effects posed by these. Men tend to leave home during the day, but women and children remain.

As a result, women and children have many of the same disease risks as do people who smoke tobacco. These risks include pneumonia, lung cancer and chronic obstructive pulmonary diseases. (www.co2balance)

How do clean and effective cooking stoves contribute to sustainable development?

In many societies, women and girls typically gather wood fuel for cooking. Wood fuel gathering is time-consuming and because they must often walk long distances from the safety of their home communities, these women and girls are at increased risk for gender-based violence. By freeing up time, efficient stoves can even expand the opportunities for education and economic development of women and girls.

The primitive fires typically fill homes with dense smoke, blackening walls and ceilings and sickening those within

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Inefficient Cooking stoves cont...

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This in turn gives more time for women to contribute to socio-economic development activities for the betterment of their lives as well as their families, thus achieving sustainable development from the grassroots. In this way, women are empowered and participate actively in developmental issues. Their self-esteem is also boosted. In addition to improving public health (one of the MDGs), clean and efficient stoves could have benefits to the environment and climate by reducing the greenhouse gas emissions that are warming our planet.

What could be the best course of action?

- For cleaner stoves to be accepted, they must be market driven i.e. must meet the needs of those who will use them. Involving women in the design stage would be key.
- Educating people about the health risks of the stoves would also increase demand, as potential users un-

derstand that the initial expense of a more efficient stove would have health benefits in the long run.

- More research on the potential health benefits of cleaner and more efficient stoves is required especially in Africa where majority of the communities use these unclean and inefficient methods of cooking. Similarly, such studies could confirm the link between in-door air pollution and suspected health risks such as low birth weight, cataracts, cardiovascular diseases, asthma, and tuberculosis.
- For research to determine the amount of reduction in in-door air pollution to be effective, programs are also needed to evaluate the potential benefits with the target commu-

Women and children are at greatest risk for the adverse health effects posed by these. Men tend to leave home during the day, but women and children remain

nities.

- Any technological innovation that is introduced to any community must be inducted and accepted by the target groups. In this way, efforts to achieving sustainable development in different aspects of life will be realized. In the same way, the limited natural resources across the globe would as well be reserved.

The challenges are great but the potential to use a relatively low cost intervention to save millions of lives, improve the environment and encourage socio-economic development is compelling.

WHAT ROLE ARE YOU PLAYING? IT IS TIME YOU TOOK ACTION! SUSTAINABLE DEVELOPMENT, A FUTURE WE WANT.

Reference

1. ([www.co2balance](http://www.co2balance.com))

Some website references on Self Development

Self development is the conscious pursuit of personal growth by expanding self awareness and knowledge through such activities as enhancing employment, skills, increasing consciousness and building wealth

- skillsyouneed.com;
- mayoclinic.com;
- mindtools.com;
- psychologytoday.com
- businessballs.com

Goal setting a first step to a successful 2014!

By Rosette Mugidde Wamambe



Rosette M. Wamambe

As the year draws to a close, It's time for us to take stock and gauge whether we have achieved what we set out to do at the beginning of this year. To some the thought of this brings a smile to their faces as they have been able to do what

they wanted to do and yet for others this serves as a reminder that there is another year gone by and some of their goals have either eluded them, or not been embarked on at all this year.

It may be argued that the difference between those who succeed at doing what they set out to do and those who keep procrastinating or fail to achieve success has to do with how they set their goals in the first place. Well written goals are usually the fuel for performance and success in the long run since they enable us to focus and help to point us in the direction we want to go. Furthermore, they also serve as a benchmark of what has been achieved and what still needs to be done. The question then is how do we set goals that can enable us to achieve success. According to Mind Tools Limited, *'goal setting is a process that starts with careful consideration of what you want to achieve, and ends with a lot of hard work to actually do it.'*

A lot has been written about how to set goals therefore what follows below is brief refresher of what we can do to ensure that we are off to a good start as we prepare for the New Year.

It should be noted that effective goal setting begins with having a personal mission statement. A mission statement is a solid expression of one's vision and values. It acts as the criterion by which one is able to measure everything in his/her life. Essentially, it sets out one's purpose in life and how they intend to achieve that purpose.

This in effect means that such a statement should be able to inspire and motivate you to fulfil set objectives. Given the fact that a mission statement is based on values and principles, it is these principles that serve as a rudder when we set goals for what we want to achieve at any given time.

For a goal to be effective, it must consist of two elements the (i) **"what"** needs to be done (desired output or end

result) and (ii) **"How"** it is to be achieved (the inputs required like financial, man-power etc.).

It is also imperative that goals are set at a minimum. One should avoid setting too many goals as the prospect of working and achieving them can be too over whelming which is a precursor for failure. It is for this reason that experts advocate that we set goals that are SMART. (Specific, Measurable, Achievable, Realistic, Time bound). This in essence means the goals should relate to a particular action(s) in your mission statement. The goal should also be capable of being measured against set criteria. This is important because it allows one to monitor their progress as they move along. Goals should also be achievable or attainable this calls for ensuring that one has the resources to realize the goal. It does not make sense to set a goal that requires a lot of finances when one has not ensured that they have devised means to increase their finances in the first place. It is imperative to note however that although goals should be attainable they should also be challenging enough to keep one motivated and provide the impetus for continued growth.

It may be argued that the difference between those who succeed at doing what they set out to do and those who keep procrastinating or fail to achieve success has to do with how they set their goals in the first place.

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Maximizing your potential

By *Ann Apio Chikono*

According to www.freedictionary.com, potential is the inherent ability or capacity for growth, development, or coming into being. Potential can also be something possessing the capacity for growth or development.

There are many ways of discovering one's maximum potential, which this article cannot exhaust. However, I use my own experience to show how in spite of my circumstances I was able to unleash my potential.

When I got married, I had to leave my job, join my husband and raise our family in another country. I decided to focus on being a mother and home maker. This is a very rewarding experience I must say, I enjoy bringing up my children and teaching them the right values, for this I thank God because I can say I have seen all the steps my children have gone through and all the milestones achieved. Amidst all this, I still felt the need to keep discovering my talents and doing something else in addition to nurturing my family. I had many ideas but how to start was my drawback. One of these ideas was to continue with my studies and pursue a PhD. I drafted a proposal and contacted a professor at a South African university, but along the way I felt that I was not ready for such a big commitment, and instead preferred to seek employment.

When we moved to Tunis, I was determined to forge a way back to the professional world, being faced by a non English speaking environment did not worry me much because I still had the option of looking for jobs in the different English speaking



Ann Apio Chikono

NGOs and embassies in Tunis. I tried this but my efforts yielded no success. I slowly started getting frustrated because I really wanted to reinvigorate the zeal I had to go on with my professional life. In the midst of all this frustration, I was introduced to the Expat Professional and Business Women's

Network (EPBWN) in Tunis (which I will refer to as "the network") in March 2013, and then my journey to rediscovering myself and hidden potential began. As I interacted with the members, I realized I was not alone and that these were ladies with brilliant ideas looking for a platform to exercise their talents and knowledge in business and the different professional fields.

It was through this network that I was able to start the journey to rediscover my potential. As I was searching for information on the internet I came across the website below which gave me the pointers I am following and I would like to share these with you. According to [Vincent Tan](http://vincenttan.com), <http://tinybuddha.com/blog/5-tips-to-help-you-to-discover-your-maximum-potential/> there are five tips you can use to discover your maximum potential and these are;

1. Make a conscious choice to pursue personal growth
2. Set a goal to work toward.
3. Take baby steps.
4. Keep a success list
5. Set your own bench mark

By taking small steps, you're building evidence to show your mind that you are more and can do more than you think. Now that you have something to aim for, brainstorm for ways to get yourself to where you

1. Make a conscious choice to pursue personal growth

Before I joined the network, I kept abreast with the developments in my field of study, by becoming a member of my profession's national association. Whilst I continued to receive mails and updates in the profession, reading all about what was happening was not enough since I was not actually practising what I was reading. But when I joined the network I joined an initiative where I was able to put into practice skills and knowledge relevant to my profession. The initiatives in the network are like different departments or fields of competence, where one can "revise" and keep up to date with the changes in their profession, in so doing preparing oneself for a comeback to the professional world of employment or business. The more one puts into the network in terms of time, commitment and hard work, the faster one updates themselves.

2. Set a goal to work toward

I was reminded in the personal/professional development session that I went through as I became a member of the network that without a goal to focus on, it was easy for me to feel aimless since there was nothing concrete I was working towards achieving. I have since set my personal and professional goals which I am working towards achieving both in my life and in my profession.

Maximizing your potential cont...

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3. Take baby steps

As Vincent Tan writes, "Action fights doubts. By taking small steps, you're building evidence to show your mind that you *are* more and can *do* more than you think. Now that you have something to aim for, brainstorm for ways to get yourself to where you want to be. A good plan is to look at people who have already done what you'd like to do."

The network provides a very conducive environment for me to work and rediscover my potential. I make sure I utilise any opportu-

nity availed to me to perform work related to my profession, even when I feel am not up to the challenge, I give it a try, do my best and the results are impressive.

Incidentally, the network has a provision for mentor and mentee relationship which I am benefiting from and enjoying.

4. Keep a success list. We all need reminders that we are good enough. You are more than capable enough to achieve whatever you want to achieve, but you

might forget that when you hit an obstacle.

A success list can help to remind you why you shouldn't let go of your confidence. Some of the successes I have been associated with in the network are publishing the "Have a Voice" newsletter, setting up the network's website and the general confidence boost I have gained.

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Goal setting a first cont...

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In addition to this, as stated above the goal should relate to your life's purpose and should therefore be timely and tangible. As we grow or advance in our careers so do our goals and that is why they should be tailored to particular times of our lives. This ensures that the goals remain meaningful to us.

In his book *Goal Setting: 13 Secrets of World Class Achievers*, Vic Johnson quotes Brain Tracy who notes that '*writing down goals increases your chances of success by at least 100%*'. It is for this reason that we are asked to put pen on paper and write down our goals in the assertive tone.

Having our goals written down also enables us to keep referring to them and visualise success. If possible, the goals should also be shared with a few people so that we are held accountable for what we have set out to accomplish.

Another tool that is very important when setting goals is a mind-set. There is need to have and keep a growth mind set throughout the entire process given the fact that achieving goals may require one to develop new habits, abilities, skills and attitudes. This calls for being open to change and soaking in new information as it comes our way instead of remaining with a fixed mind set.

Finally, it should be pointed out that the process of achieving goals requires resilience and

determination. It is for this reason that keeping track of our accomplishments and maintaining a positive attitude even when things do not go as planned is crucial. Success is a result of applying the right principles with the right actions and having the right mind set. It does come to those who keep looking for it and when it comes it brings with it not just satisfaction but also self-confidence knowing that what we set out to accomplish has actually been achieved.

Wishing you Happy Holidays and a fruitful 2014!

L'écoute cette qualité impacte quotidiennement

By Dr. Liliane Kabondo

J'ai récemment débuté l'aventure de la pratique de la Programmation Neuro Linguistique (PNL), et lors-



Dr. Liliane Kabondo

que j'explique à mon entourage en quoi consiste ce programme de formation, plusieurs sont dubitatif et l'on peut rapidement voir surgir

l'interrogation dans leurs yeux.

Dans cet article, j'aimerais vous présenter et vulgariser ce qu'est la PNL et ses bienfaits!

Qu'est-ce que la PNL?

<http://le-manager-urbain.com/wp-content/uploads/2011/07/negociation-coaching.jpg> Premièrement, la PNL consiste essentiellement à apprendre à penser et à communiquer plus efficacement avec les autres et avec soi. Elle fournit des méthodes qui vous montrent le « comment » de la transformation. Elle s'intéresse à « comment ça marche quand ça marche » plutôt qu'à expliquer « pourquoi ça ne marche pas ». Elle permet de décoder l'expérience de personnes qui sont particulièrement douées dans un domaine spécifique (négociation, communication, éducation, sport, santé, thérapie...) ou qui, placées dans des situations difficiles, ont découvert des moyens inhabituels et efficaces de s'en sortir (transformer des réponses phobiques ou traumatiques, se débarrasser de comportements indésirables

comme l'insomnie, la boulimie, dépasser des émotions parasites comme la jalousie, l'anxiété, le manque de confiance en soi).

Ce qui est unique et passionnant au sujet de la PNL, est que les outils, les pratiques acquises et les techniques impliquées sont très pratiques, faciles à apprendre, fonctionnent excessivement bien et utilisables dans un espace très court de temps.

En divisant l'appellation

« Programmation Neuro Linguistique », nous pouvons individualiser 3 composants principaux :

Programmation : Parce que tout au long de notre existence, nous nous programmons en mettant en place des façons de penser, de ressentir et nous comporter.

Neuro : Parce que cette capacité de nous programmer repose sur notre activité neurologique. C'est grâce à notre cerveau que nous percevons, stockons et organisons toute information, nous permettant ainsi de donner du sens à notre expérience.

Linguistique : Parce que le langage structure et reflète la façon dont nous pensons. Le discours d'une personne est riche en informations sur la manière dont celle-ci construit son expérience du monde.

La PNL nous apprend l'existence de autant de monde de fonctionnement qu'il y a d'individus, la pertinence de la singularité de l'autre, à comprendre l'autre, à avoir une approche différente et percutante de notre vie, à rechercher le positif, à apprécier nos valeurs et ceux des autres, à modifier nos comportements vers l'acquisition des pratiques efficaces, tout en étant nous même !

Comment est apparu la PNL?

La PNL est née dans les années 70, à l'université de Santa Cruz en Californie

lorsque se rencontrent Richard Bandler et le Dr John Grinder. Richard Bandler, mathématicien et informaticien possède une compétence exceptionnelle : il sait reproduire parfaitement les comportements et les talents de n'importe qui. John Grinder, linguiste, essaie de comprendre comment il arrive à de tels résultats. Ils étaient fascinés par la façon dont certaines personnes parvenaient, contre toute attente, à communiquer avec des sujets, considérés comme difficile, ou des patients très malade, alors que toutes les tentatives avaient auparavant échoués. La PNL est donc issu du champ thérapeutique grâce à trois psychothérapeutes mondialement connus que Bandler et Grinder ont étudiés : Virginia Satir (spécialisée dans la thérapie du couple et de la famille), Fritz Perls et Milton H. Erickson (spécialisée dans l'hypnothérapie clinique). Ils ont découvert que toutes ces personnes avaient des « procédés » similaires, dans leurs postures, dans leurs approches, dans leurs propres méthodes professionnelles.

Ensemble, ils fondent ce qu'ils appelleront la modélisation. Ils construisent alors un ensemble d'outils à utilisation immédiate : la PNL.

Depuis, la PNL a considérablement évolué. Les plus grands spécialistes ont apporté leur pierre pour construire cet édifice qui est arrivé peut-être aujourd'hui à son efficacité maximale. Vous trouverez aujourd'hui des applications de la PNL à l'intention des médecins et des infirmières, des gens du domaine des affaires, des entraîneurs et des dresseurs, des ouvriers et des retraités, des enseignants, des parents et des adolescents. **Cont pg 13**

L'écoute cette qualité impacte cont...

From pg 12

Anthony Robbins est probablement le « diplômé » le plus connu de la PNL. Il a fondé un véritable empire commercial, qui selon lui est « la principale autorité dans le domaine de la psychologie des performances de pointe et de la transformation personnelle, professionnelle et organisationnelle aux États-Unis ».

Les objectifs de la PNL :

Le modèle de changement de la programmation neuro linguistique offre des outils concrets pour :

- Transformer les croyances limitatives et mobiliser des croyances plus aidantes;
- Clarifier l'état présent et déterminer un objectif « état désiré »;
- Utiliser une physiologie appropriée;
- Disposer des ressources intérieures nécessaires au changement;
- Élaborer des stratégies d'actions pour réagir de façon appropriée lorsque des interférences nous empêchent d'avancer.

Communiquer avec les autres

Comprendre les modes de penser de votre interlocuteur et adapter votre propre langage pour être parfaitement compris;

- Apprendre à négocier gagnant/gagnant;
- Développer des relations constructives et épanouissantes avec votre entourage;

Objectif:

- Savoir recueillir une information fiable;
- Faire passer ses idées en respectant les autres.

Objectif : Communiquer avec soi-même

- Gagner de la confiance en soi;
- Apprendre à définir ses objectifs et les atteindre à coup sûr;
- Vaincre définitivement sa timidité;
- Maîtriser les situations de stress;
- Acquérir des techniques pour améliorer sa mémoire;
- Apprendre à gérer ses émotions et savoir les utiliser au bon moment;
- Apprendre comment fonctionner en haute performance dans n'importe quel domaine;
- Changer les comportements et les mauvaises habitudes qui nous limitent dans le quotidien.

Illustration

Des exemples d'applications pratiques des outils de la PNL sont florissants au sein de notre réseau EPB-WT à travers l'initiative de

l'écoute thérapeutique.

Tous les membres du réseau ont bénéficié des séances d'écoute. Celles-ci ont permis de rentrer dans ce voyage unique qu'est la vie et d'y découvrir la prochaine destination et de poser les premiers pas en toute confiance.

Nous avons pu répondre aux questions types « je cherche à me préparer pour le retour sur le milieu du travail après cette période de déménagement et d'expatriation plus ou moins longue ».

Avec des outils simples de clarification d'objectifs pragmatiques comme quel sera le plus petit pas à poser pour se sentir de nouveau dans cette dynamique professionnelle ? Et des questions pratiques telles « est-ce qu'il y a une barrière Vs opportunité qui te pousse à t'organiser différemment ? Quelles sont des aptitudes et des qualifications qui te réconfortent dans la pratique dans le domaine choisis ? et quels outils te sont présentement nécessaires pour être la personne que tu désires devenir ? Quand est-ce que commencer à consacrer depuis chez soi du temps pour la nouvelle activité avec les moyens disponibles présentement devient effectif ?

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Maximizing your potential cont...

From pg 11

5. Set your own bench mark. Don't ever think that your accomplishments are too small to be proud of. It may seem that way if you start comparing yourself to other people. Even if you complete a marathon, there will be others out there who completed an iron man race. It's an endless cycle when you compare yourself to others all the time.

Set your own benchmark. Be proud of yourself if you're making progress. Some people progress faster than others will. That's OK. Life is not a sprint; it's a marathon.

Focus on what you can do to improve yourself instead of comparing yourself to other people. Keep growing, setting goals, and moving forward, one step at a time, and you will continually impress yourself.

By getting up, joining a group of like minded people, being actively involved and hands on in activities associated with my profession, I find that I am starting to maximise my potential.

Do you know your potential? Have you given yourself a chance?

Believe in yourself and take steps that will enable you live life to its fullest.

It doesn't matter how slowly we go. What matters is that we keep going and stay focused.

Reference

1. [Vincent Tan, \(http://tinybuddha.com/blog/5-tips-to-help-you-to-discover-your-maximum-potential/\)](http://tinybuddha.com/blog/5-tips-to-help-you-to-discover-your-maximum-potential/)

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Motivational Quotes

- Believe in yourself! Have faith in your abilities! Without a humble but reasonable confidence in your own powers you cannot be successful or happy. **Norman Vincent Peale**
- If you don't design your own life plan, chances are you'll fall into someone else's plan. And guess what they have planned for you? Not much. **Jim Rohn**
Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time. **Thomas A. Edison**
- I don't believe you have to be better than everybody else. I believe you have to be better than you ever thought you could be. **Ken Venturi**
- Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence. **Helen Keller**
- The key is to keep company only with people who uplift you, whose presence calls forth your best. **Epictetus**

L'écoute cette qualité impacte cont...

From pg. 13

Les prises de consciences ont été fulgurantes à propos des barrières qui limitent les façons habituelles de faire et qui ouvrent des opportunités sur d'autres façons de faire simples et abordables parce que simplement inexplorées. En guise d'exemple travailler depuis la maison et à travers Internet est une opportunité pour mieux rentabiliser la profession première d'épouse et mère gérante de la maison et des activités familiales qui a fait la priorité de la vie de famille en repoussant tous les aléas de la séparation géographique.

Un atelier pratique sur le thème « Etre mère, épouse et une femme et rester à l'écoute de mes émotions » a donné l'accent sur une compétence clé pour les mères dans l'écoute active des membres de la maisonnée en transcendant la mère multitâches. Retrouver la qualité de l'écoute

et permettre aux plus petits d'être entendu avec une attention qui fait toute la différence.

Des exemples de réussite sont véhiculés par chacun des membres du réseau dans sa nouvelle force de vie qui associe aisément toutes les facettes et les aspirations d'épouse, de mère et de femme active. Les membres du réseau, sont poussés par cette motivation intrinsèque de partager leurs expériences et celles des gens ayant des résultats positifs.

Conclusion

En résumé, la PNL est l'art de créer des modèles d'excellence dans les comportements humains car elle se consacre essentiellement à l'analyse et la reproduction de l'excellence humaine. Elle est une modélisa-

tion du savoir-faire efficace et, conséquemment, s'intéresse davantage au « comment » plutôt qu'au « pourquoi » des choses. Elle maintient une ouverture d'esprit ancrée dans la croyance que chaque personne est unique et qu'elle possède toutes les ressources dont elle a besoin pour se réaliser pleinement. Chaque comportement a une structure et la PNL nous offre une méthode pour modéliser cette structure, la mettre à jour, l'enseigner et la reprogrammer à l'aide des perceptions sensorielles appliquées à la reconnaissance de ce qui est utile et efficace.

Référence

1. <http://le-manager-urbain.com/wp-content/uploads/2011/07/negociation-coaching.jpg>
2. <http://le-manager-urbain.com/wp-content/uploads/2011/07/excellence.jpg>



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