



Have a voice

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Dear Colleague,

We have come to the half year mark of 2015. This is a good time to reflect on accomplishments and on how well we have accomplished the objectives we have set for ourselves this year so far.

As the theme for this year is 'Empowerment', let start with the question: "What have I done to empower myself this year?" Did you have specific objectives and have you reached the milestones you have set yourself? What has gone right if you have, and can you repeat the success formula? What has gone wrong and what solutions are there to overcome obstacles?

Another question is: "Have I done anything to help empower another women?" If you have, how did it feel and will you do it again?

The Abidjan Chapter launched a project to help displaced women in Abidjan to start earning a living again. Items such as basic food and batches of West African fabric was purchased and given to these women. An impossibility for someone to do if you have lost your house and all your belongings, but a small donation from someone who can afford it.

Keep on empowering yourself and others for the rest of the year.

*"Watch your thoughts, they become words;
watch your words, they become actions;
watch your actions, they become habits;
watch your habits, they become character;
watch your character, for it becomes your destiny."*

FRANK OUTLAW

Late President of the Bi-Lo Stores
(<http://quoteinvestigator.com/>)

Charlotte de Kock
Training Coordinator and Acting Chief Executive Officer
Expatriate Professional and Business Women's Network (EPBWN)
May 2015

**EPBWN Celebrates two years of the Networks
Service**

Message from the founder

Dear Members,

I would like to say congratulations to all the EPBWN members all over the world on the second anniversary of EPBWN. The EPBWN has achieved a lot in the last year and I am glad to say thank you to the various chapters that have put in the effort to keep the EPBWN in the limelight in their various countries. The Tunis chapter and the Abidjan chapter well done ladies I am very proud of you that the transition process did not affect the vibrant nature of the EPBWN in your countries.



Nwakego Ibrahim-Pam

I would also like to welcome you all to another exciting edition of our EPBWN newsletter "Have a Voice". It will be showcasing the recent activities of the EPBWN and that the Abidjan chapter has been inviting reputable organizations to train our members, it would be notable to mention that Mr Joel- Eric Missainhoun of Alexander Hughes Africsearch gave a training on "JOB SEARCH IN ABIDJAN".

We are grateful to have such an experienced speaker like him to show our ladies the many ways of getting employed in Abidjan or how to create employment for themselves in Abidjan.

I am hoping that through this training most of our members and guests alike will overcome their fears and plunge into the labour market with more confidence and determination of getting employed in all the local or international organizations that are available in Abidjan. And that also they may start their various businesses within the legal framework provided by the government for expat foreigners owning businesses in Abidjan

I will encourage you to please be consistent in your search for employment and following through with your dreams of establishing your own businesses. This will be the key to your financial independence and self-actualization. If we are looking towards empowering women we ought to be empowered ourselves. Please do not be discouraged or overwhelmed with the circumstances around you but your decisions must be a desire to want to improve yourself.

On my part I will be looking out for ways of empowering the EPBWN so that any woman who joins the EPBWN in any country in the world will not remain the same. As always we at EPBWN will stand by each other to make our LIVES better both on a personal and professionally level.

It is my greatest desire that all the ladies will achieve success in their various endeavors. Remember in EPBWN our values are Competency, Integrity, Transparency, Accountability and Respect (CITAR) with these values the sky is your limit. May God bless us and keep our dreams alive!

Mrs. Nkwakego Ibrahim-Pam
 Chair person and Founder,
 Expat Professional and Business Women's Network (EPBWN)
 May 2015

Empower yourself— Be clear on what your core values are

By *Charlotte De Kock*

Core values serve as a lighthouse when the fog of life seems to leave you wandering in circles; when you encounter that moment where every decision is a tough one and no choice seems to clearly.

- J Lauren Norris

One of the first steps in empowering yourself is to believe in yourself. An empowered woman chooses to focus on being her best and most authentic self. An empowered woman knows which core values guide her behavior and use them to make decisions. It means measuring success through her core values, identifying what matters to her and what she stands for.

Core values are defined as the guiding principles or standards of behavior and action. Core values help people know right from wrong. An ethical woman is someone who knows her core values and has the courage to assimilate them into her actions, being mindful of the common good. These values are formed by life experiences, family, culture, religion and groups one belongs to. Each person's values are unique to that person and is seen in their daily actions and language and reflect who they are in everything they do. An empowered woman lives by her core values which add meaning and purpose to her life. When core values are clear to

her, she has a greater sense of self and how she adjusts in the world. An empowered woman knows what she needs and wants. She tends to ask for it, work towards it, is internally driven.



Charlotte de Kock

How can you be clear on what your core values are?

Step 1: Know yourself
Determine your present core values, already formed beliefs and behavior patterns, by analyzing how you act when you have to make a choice.

You might be surprised that your actions do not align with what you think your core values are. Have the courage to be honest with yourself, that is the only way to know yourself.

- Write down a general list of personal values.
- Prioritize the values by identifying the most important ones, and how often you practice what you value. There may be a different answer to how important you think it is and how many times you action the believe. You need to land up with 5 - 7 core values.
- Evaluate if it is real values. Have you considered the consequences of living by this value? Is this value treasured and is it known to other people? Do your actions and behavior reflect this value?
- List important decisions you have made in your life.
- Measure each of these decisions against the list of values. Do the decisions reflect each of the values? If not, what values do they reflect?
- Imagine yourself violating each value. If it makes you extremely uncomfortable it is a core value. If it only makes you uncomfortable, dig

An ethical woman is someone who knows her core values and has the courage to assimilate them into her actions,

deeper and find out what value it represents.

Step 2: Identify the core values you want to have.

The core values you have might be the ones you are happy with. Then the following exercise is not necessary. If you would like to change some of them consider the following.

Values change over time in response to changing life experiences. Recognize these changes and understand how they affect one's actions and behaviors. You can change your core values consciously, by defining them and then consciously using them to change your behavior.

To determine what you would like your core values to be, ask questions such as:

- What do I still want to accomplish?
- What are my dreams?
- What are the roadblocks to achieving my dreams?
- In making life decisions, what values do I want to guide me.
- Which are the 5 core values I would like my life be guided by?

Step 3: Match your life to what you value

Living by what you truly believe, gives guidance, purpose and importance to your life. By consciously using the core values you have decided on when making choices, you start saying yes to what is important and no to unimportant things.

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Be clear on what your core values are cont...

from pg 3

Stand up for what you believe in and don't let other people push you around. However, respect other people's ideas and opinions. Start matching your life to the core values you have chosen.

Start now, there's never going to be a perfect time. You'll never have time, or money or feel quite ready to make that big first step.

No matter what you want to accomplish, start a new career, get an education, or start a business, – you'll always be able to find good reasons not to.

Make the choice now – make it happen. Today is a good day - start now!

Step 4: Clear the roadblocks
Attitude determines your success in life. Choose a success consciousness by a positive pattern of thinking. Successful people take full responsibility for the thoughts they think, the images they visualize, and the actions they take.

Take action towards resolving any bad thoughts and feelings - anger, fear, doubt, hate.... When someone gives you negative feedback or if some negative things happen in your life, evaluate the experience and decide if you need to change it or not. Face the uncomfortable and take risks in order to create the life they want to live. Look at the situation and find the opportunities in it. Ask what you can learn from it and how you can

make your life better through this experience.

Look at how other people overcome problems and what you can learn from that.

Molly Cain gives 5 reasons you're not getting what you want in

Forbes.com:

- **You didn't ask for it.**
- **You didn't try.**
- **You didn't know you wanted it.**
- **You didn't care.**
- **You wanted something else more.**

Successful people always assume they haven't done the stuff they wanted to, because of something internal rather than they can't because of something external.

Jack Canfield sums it up in *Maximizing your Potential*. "If you are going to be successful in creating the life you want to live, have unwavering faith in yourself. This

Look at the situation and find the opportunities in it. Ask what you can learn from it and how you can make your life better through this experience.

does not mean you won't experience pain, struggle, and strife, but accepting this level of responsibility is uniquely empowering. It means you can do, change, and be anything. Stumbling blocks become just that—little hills to hop over."

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Where did my time go?

By Rosette Mugidde Wamambe

This is the question I have been asking myself the past four months. I began this year well; I set my goals for the year and even made a plan on how I was going to



Rosette Mugidde Wamambe

achieve the goals. At the moment, I must say am embarrassed to look at that plan as I have fallen way behind schedule. However, taking cognisance of what Management Guru Peter Drucker said - “until we manage time, we can manage nothing else”, and not wishing to throw my hands in the air, I returned to the drawing board.

It is apparent that my problem is how I have been spending my time. Although I have been busy, I have not necessarily been productive and that can only mean I have been spending most of my time on the *urgent and important* instead of focusing on the *not urgent but important* stuff.

According to Stephen Covey, time is spent either on something urgent or important. Urgent means it requires immediate attention. Importance on the other hand has to do with results.

The time Management Matrix by Stephen Covey

As shown in the above matrix, spending time in the first quadrant means you are managing crises and are problem minded or deadline driven. The result is

	Urgent	Not Urgent
Important	I <ul style="list-style-type: none"> > Crises > Pressing problems > Firefighting > Major scrap and rework > Deadline-driven projects 	II <ul style="list-style-type: none"> > Prevention > Production capability activities > Relationship building > Recognizing new opportunities > Planning > Re-creation
Not Important	III <ul style="list-style-type: none"> > Interruptions > Some calls > Some mail > Some reports > Some meetings > Proximate pressing matters > Popular activities > Some scrap & rework 	IV <ul style="list-style-type: none"> > Trivia > Busywork > Some mail > Some phone calls > Time-wasters > Pleasant activities

often stress and burnout.

Quadrant II is the heart of effective personal management. People who spend time here are often goal oriented and live a principle centred life, the result of which is they are disciplined, enjoy a balanced life and tend to have few crises.

People who spend time in Quadrants III and IV are often dealing with interruptions or working on trivia and unimportant stuff. The result is usually short term focus and crisis management. Such people view goals and plans as worthless. They often feel victimised and out of control and unfortunately suffer with shallow or broken relationships.

This matrix is derived from Covey’s Seven Habits of Highly Effective People. It is *Habit 3* which enjoins us to “Put first things first”. In order to determine what is *first*, one has to do some work by putting into effect habits 1 and 2.

Habit 1 is about being *proactive*. Proactivity entails taking initiative, being smart and value driven, as well as reading and interpreting situations before deciding on what has to be done. A proactive person also tends to work from their area of influence and they always aim at being a problem solver instead of compounding the existing problem.

Habit 2 requires one to *begin with the end in mind*. This habit is based on the principle that most things are created twice; the first creation is mental, where we first visualise the action or thing while the second creation is physical where what was visualised is actually manifested. According to Covey, this habit can only be mastered through having a personal mission statement which then acts as a guide on what has to be done to achieve effectiveness. A good mission statement is a solid expression of one’s vision and values.

It also acts as the criterion by which one is able to measure everything in his/her life.

A person with a clear and concise mission statement will usually spend their time on prevention and preparation which enables them to operate in quadrant II and this shrinks quadrant I as there are not too many crises to manage. To achieve this, one has to master the art of using the dreaded word **NO**.

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Where did my time go? Cont...

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Stephen Covey urges us to have the courage to pleasantly smiling and non-apologetically say no; especially to activities that move us into quadrants III and IV which although maybe pleasant, are not important and do nothing to lead us to the achievement of our goals and objectives.

To operate in quadrant II also necessitates that we aim for effectiveness as opposed to efficiency. The latter focuses on quantity while the former focuses on quality. Working effectively means that we fill each minute of our day with something that is important, the result of which is vast opportunities where we can celebrate the completion of set projects and experience the confidence that comes with this.

To assist us determine how to operate in quadrant II Stephen Covey recommends that we follow four key activities: first you identify which roles you as a person have to

play both professionally and on a personal level, and then indicate which different areas you wish to invest time and energy in. Secondly, you conduct a selection by thinking of two or three important results you feel you should accomplish in each role during the next seven days. After this, you schedule the tasks that have to be done to achieve the goals. Stephen Covey advocates for doing this on a weekly basis. The final activity is daily adapting where you

A good mission statement is a solid expression of one's vision and values. It also acts as the criterion by which one is able to measure everything in his/her life.

take a few minutes each morning to review your schedule. This puts you in touch with the value based decisions you made as you organised the week, as well as any unanticipated factors that may have come up.

Armed with the above tools and a caution from Charles Richards where he notes "**Do not be fooled by the calendar. There are only as many days in the year as you make use of. One person gets only a week's value out of a year while another person gets a full year's value out of a week**". I am confident that I can still get back to that plan that I already put in place and ensure that it is effected.

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EPBWN Donation Project

Report compiled by Flaviour Chanda

Expat Professional and Business Women's Network (EPBWN), a diverse group of professional and businesswomen provides opportunities for women to share strengths, talents and help other women to be empowered.

Since the end of 2014, the government started demolition of several illegal and unsightly structures in and around the City of Abidjan. This resulted in a number of women and their families losing their homes and without

a source of livelihood, as a lot of people lost not only their homes and properties but also their sources of income. In line with this year's International Women's Day's theme "**Make it Happen**", the EPBWN decided to "make it happen for these women" by collecting funds to help as many of these women and their families, as allowed by the funds raised.

The funds collected were used on providing some capital items to enable the women to start some small businesses for subsistence.

In consultation with the affected women the following items were bought and donated to the affected women: bags of rice, African cloths, toiletries such as toothpastes and toothbrushes, plastic plates and cups, and plastic sandals among other things

Coping with Challenges Facing Expatriates on Returning Home

By Margaret Makanga
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Margaret Makanga

Certainly, expatriate life can be very exciting. The experiences and challenges of life abroad develop one as a person, teach new skills and enhance capabilities, create new meanings in life, and generally translate into valuable memories, which are worth remembering for many years. In today's workplace, people with good education and experience are increasingly seeking jobs in international organizations.

Even the young generation is also getting involved with a globally mobile lifestyle during their foundational years, by planning for university studies and the first valuable working experiences overseas. It is not only students who are affected. People are getting more globally mobile than ever before. The effect of this trend is the urge to find greener pastures and work for international organizations which at times involve

relocating from home country to the host country of the organization or its subsidiary.

As an *International Herald Tribune* article¹ indicated, there is 'the dark side of expatriate life'. People living away from their home countries feel somewhat 'stuck in limbo, neither here nor there'. This feeling is quite understandable given that for many, life in the host country is perceived as temporary. However, as time passes 'home' in the native country becomes more distant. The main concern is that while being temporarily abroad, the lives of one's peers, relatives and friends back home move on too: families get established, careers progress, businesses boom and better homes are built and children also get education. And even though equipped with new skills, experiences and prospects, at the moment of return one may find himself/herself in a situation where a job needs to be found, new accommodation arranged, and social ties renewed.

This has turned so true for many expatriates when they relocated back home after being in the diaspora for a number of years. Quite a number face what experts call "reverse culture shock" on their re-entry to their home country. It is because they don't anticipate the need for adjustment when returning to their home. They find that so much had changed for the better or worse. Their peers may have progressed significantly in their careers and even status. They may not have had bigger salaries than the expatriate but their progress might be extremely amazing. Sometimes one may find himself/herself almost starting from scratch even with all the exposure and experience of being abroad.

Quite a number face what experts call "reverse culture shock" on their re-entry to their home country. It is because they don't anticipate the need for adjustment when returning to their home.

Plainly speaking, such a situation leaves one with only two choices: either settle abroad, or return home. As discussed, going back home may not be easy, and indeed, it may be perceived as starting all over again. However, there are ways of making such a transition more positive. A number of writers provide tips to help make returning home easier and these can be summarised as follows:

Expect change

Failing to plan for changes can be the biggest contributor to the experienced difficulties. Hence, you should be ready to face changes in yourself, other people, places and lifestyles, as the result of the move itself and the effect of time.

Find a mentor at home

While living abroad, it is difficult to organize a host of different things for your return. Having a mentor who can help you with administrative and logistical issues while also looking out for possible job or business opportunities back home is crucial in assisting your return. The mentor can be a family member or a good friend.

Use the continuity of certain things for your benefit

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Coping with Challenges Facing Expatriates cont...

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Regardless of the time spent abroad and the country you have lived in, there are certainly things that have remained constant at home. This can apply to people, places and activities. Identifying such unchanged things and focusing on them can help you in managing the transition.

Find similar people

On returning home, you are often confronted with rather lukewarm interest in your experiences abroad – exactly at a time when you want to share the rich experiences you have gained. However, for family and friends back home who haven't experienced life abroad it is difficult to grasp what it all entails. So finding a group of people with similar international experiences can be a good way not only to debrief but also to broaden your network and establish a new social circle.

Plan ahead

Definitely just like one made plans about living arrangements, jobs, social activities and so forth when moving abroad, the same is valid when returning as well. In other words, when going back home it is also worth planning carefully for this new phase of life, being optimistic, open-minded and aware of the opportunities, challenges and differences waiting for you in the place

once called 'home'.

In conclusion, going back home may not be as easy as expected. It is therefore important that one is emotionally prepared for the transition. Acknowledge that your life has changed, and it is very likely that the lives of your friends at home have changed as well. Expecting to find everything as you left it is not always realistic. If you can accept this before moving back, life will be easier upon return. Managing the change determines how well you adjust and settle down.

On returning home, you are often confronted with rather lukewarm interest in your experiences abroad – exactly at a time when you want to share the rich experiences you have gained.

Reference

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Quotes about Time Management

- "If you spend too much time thinking about a thing, you'll never get it done." – *Bruce Lee*
- "Amateurs sit and wait for inspiration, the rest of us just get up and go to work." – *Stephen King*
- "The least productive people are usually the ones who are most in favor of holding meetings." – *Thomas Sowell*
- "The higher your energy level, the more efficient your body. The more efficient your body, the better you feel and the more you will use your talent to produce outstanding results." – *Tony Robbins*
- "The men who succeed are the efficient few. They are the few who have the ambition and will power to develop themselves." – *Robert Burton*
- "The essence of self-discipline is to do the important thing rather than the urgent thing." – *Barry Werner*
- "Yesterday is gone. Tomorrow has not yet come. We have only today. Let us begin." – *Mother Teresa*

Climate change: a myth or a reality?

By Flaviour Sisala Chanda

We talk about the weather everyday. Be it a sunny day, a rainy day a windy day, a cold day or a cloudy day. These conditions of the day are what are referred to as the weather. Weather conditions form a pattern on long terms, which are known as the climate. Therefore when we talk about climate we basically refer to the long-term weather conditions prevailing in a particular place. While the weather can change in minutes or hours, a change in climate is something that develops over longer periods of decades to centuries.

It is this change in climate that we refer to as climate change. Climate change therefore refers to any substantial change in measures of climate (such as temperature or precipitation) lasting for an extended period - decades or longer (U.S. Environmental Protection Agency, 2014).

Have you ever felt or observed a change in the climate over time? For most of us, the answer I assume is yes, of-course. Many times I have heard people say things like “this is supposed to be the cold season and yet it’s still so hot” or things like “in years past, the rain used to start in October and now its November with no sign of rains”. I believe this is the reality that we are facing today. Everywhere, the Climate is changing and will continue to do so.

What exactly is happening to our climate to necessitate the



Flaviour Sisala Chanda

change? According to the Inter governmental Panel on Climate Change fifth Assessment report (IPCC AR5), research has indicated that the change in climate is mainly due to a rise in concentrations of greenhouse gases in the atmosphere. Greenhouse gases act like a blanket around the earth, trapping energy in the atmosphere and causing it to warm. This is known as the greenhouse effect, a natural phenomenon that is essential to support life on Earth. However, the build up of greenhouse gases can change Earth's climate and result in dangerous effects to human health, welfare and to ecosystems.

The increase in the temperatures around the Earth translate into changes in the climate patterns which manifests in major changes in surface temperature, precipitation, wind patterns, and other effects, that occur over several decades or longer.

According to the IPCC AR4 continued greenhouse gas emissions at or above current rates would cause further warming and induce many changes in the global climate system during the 21st century that would very likely be larger than those observed during the 20th century

Therefore the choices we make today will affect the amount of greenhouse gases we put in the atmosphere in the near future and for years to come.

Indicators of a change in climate

An indicator represents the state or trend of certain environmental or societal conditions over a partic-

ular place for a specified period of time. Indicators are an important way to track and communicate the causes and effects of climate change. Some of the indicators of climate change include;

Increase in surface temperatures

There’s a general upward trend in surface temperatures on a global scale. Over the years, records of the earth’s surface temperatures show that the average surface temperature around the world has increased by about 0.6°C to 1.0°C since the late 1800s (Smuskiwicz 2007). For the next two decades, a warming of about 0.2°C per decade is projected for a range of emission scenarios.

Changes in hydrological cycle

Aspects of the hydrological cycle include large-scale average precipitation, stream flow and runoff, soil moisture, atmospheric water vapor, clouds, and mountain glaciers.

Satellite images of the mountain glaciers for instance constantly show that the size of ice glaciers has diminished over the years. Photos of mountain glaciers taken in the mid 1900s show that the glaciers were larger years ago than they are now, and scientists believe that this shrink is because of the rise in surface temperatures.

Climate change therefore refers to any substantial change in measures of climate (such as temperature or precipitation) lasting for an extended period - decades or longer

Climate change: a myth or a reality? Cont...

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Changes in extreme events

There is strong evidence that more extreme climate events like heavy rainstorms and record high temperatures have increased in frequency or magnitude, and consequently populations and assets at risk have also increased, with consequences for disaster risk. Opportunities for managing risks of weather- and climate-related disasters exist or can be developed at any scale, local to international. Some strategies for effectively managing risks and adapting to climate change involve adjustments to current activities. Others require transformation or fundamental change.

These indicators present compelling evidence that climate change is happening.

Does the change in climate affect you?

A change in climate affects everyone because our lives are connected to the weather and climate patterns both directly and indirectly. A change in climate affects the quantity and quality of available water (e.g through the amount of rainfall that is received that year), our agricultural systems, energy supplies particularly renewable energy (hydropower, solar and wind), our transportation systems, the natural environment, and even our own health and safety.

By making choices that reduce greenhouse gas pollution, and preparing for the changes that are already underway, we can reduce risks from climate change. The

choices we make today will determine the world that the future generations will live in.

What is interesting is that even if the concentrations of all greenhouse gases and aerosols (atmospheric particles) had been kept constant at year 2000 levels, a further warming of about 0.1°C per decade would be expected. This is because the greenhouse gases like carbon dioxide have a very long life span and can remain in the atmosphere for decades and thus the effects.

Is there any hope? Anything we can do about it?

Definitely yes!! The two main policy responses to climate change are adaptation and mitigation.

Adapting to a changing climate is the adjustments that individuals, society or eco-systems can make in light of the changing climate to limit the negative effects that this change may bring. It can also include taking advantage of

change in climate affects the quantity and quality of available water (e.g through the amount of rainfall that is received that year), our agricultural systems, energy supplies particularly renewable energy

opportunities that a changing climate provides. Because it is evident that the climate will continue changing, it is essential that we adapt to the changing climate.

Mitigation means making some changes to your lifestyle at home, on the road, and in your office that will help to reduce greenhouse gas emissions and consequently this can diminish the risks associated with climate change. Most of these actions are also cost effective and healthy such as walking or biking to work daily. You can also get involved on a local or state level to support energy efficiency, clean energy programs, or other climate programs.

Conclusion

Based on the available overwhelming evidence about climate change, I can safely say that Climate change is not merely a myth but a reality that will continue to live with. However, the exciting news is that there is something we can do about it!!

So now that you know about the reality of climate change, do something to make a difference!!

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EPBWN Abidjan Functions



EPBWN Abidjan Community Service



EPBWN Abidjan Celebrates their 2nd Annivarsary

