



*In Diversity We Stand Strong*

# Have a voice

VOLUME 1, ISSUE 2

SEPTEMBER 2013

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## EDITORIAL TEAM

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Graphic design by  
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*DEAR Colleague,*

Welcome to the 2<sup>nd</sup> edition of The Expat Professional and Business Women's Network Tunis (EPBWN) newsletter, '*Have a Voice*'!

What is personal branding all about? Is Work-Life balance a myth or reality? How do we keep the Network alive? These are the interesting topics you will find inside this edition of the newsletter.

Inside this edition you will also find more about the Human Resources Office of the Network and what it plans to do. What about those Professional Associations that some of you are members of and others would like to join? Open the pages of this Newsletter and find out more.

You will also find the list of our upcoming events and we encourage you to keep note of these exciting events that are to take place...you don't want to miss them!! 'What is EPBWNT Blue pages all about? How does one benefit from it? Open the pages and find out'

We welcome all contributions so that we can make this newsletter a place for our collective voices. If you have articles you wish to share, please let us know.

Enjoy!

Miriam Malinga

Chief Executive Officer

*Expat Professional and Business Women's Network Tunis (EPBWN)*

SEPTEMBER 2013



## UP-COMING EVENTS

- International Conference on Energy, Environment and Sustainable Development in Dubai- Deira hosted at Crown Plaza hotel from 22-23rd October 2013. Registration fee is 300 euros. Can get more information also when you Google search the conference title. Can register even at the entrance.

- Macrotrend Conference on Energy and Sustainable Development In Paris from 20-21st December, 2013. Booking contact [tokicd@macrojournal.com](mailto:tokicd@macrojournal.com). Venue is Espace Vication, 92rue saint-lazare 75009, Paris. Registration fee is 450 USD and closing date is 31/10/2013.

### Events for the SMEI

- Workshop and training on how to build a successful business, in the month of November
- An exhibition or Trade fair is proposed for the end of November as well.

- **From Hearing therapy** Being a woman, a wife, a mother and being intouch with your emotions. **Saturday October 5, 2013**  
**General Breakfast Meetings**

- 21 October 2013
- 18 November 2013
- 16 December 2013

**December:** Gala night fiesta, to interact with other professionals and business associates

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

# Welcome Letter

Dear Members

It is my pleasure to say thank you for a work well done and I would like to say I am very proud of each and everyone of you in the manner you have committed and dedicated your time, resources and skills to making Expat Professional and Business Women's Network (EPBWNT) come to life.



I shared my vision with you and you have turned my vision into your vision I am amazed at the speed we have taken off and the many successes we have recorded in a short period. I would like to encourage you once again that the power to elevate your status and economic profile is within you and you only need to believe in yourself and in God.

The journey is still long but very fruitful if we apply ourselves and stick to the objectives and goals that we have laid out for the Network. The EPBWNT is a Network where any Professional and Business woman can find the necessary resources and support needed to enhance their careers and business life.

We are interested in making a difference in our lives and the lives of those who surround us, we are a catalyst for change, we want to take our Profession and Business to another level where we are in control of our lives both as women, mothers, wives and professionals at the same time.

We are here to encourage and give the necessary support to other women or men who have found themselves redundant because of location, lack of collaboration or initiative. It is our believe that you stand a better chance when you have a solid professional support behind you than standing alone in a highly Professional and Business orientated world.

Our values are Competency, Integrity, Transparency, Accountability and Respect, (CITAR) with these values and hard work you will place yourselves and your services at a podium of excellence and prosperity.

Finally members and would be members EPBWNT is a network to be proud of because we stand strong in our diversity.

May God bless you!

A handwritten signature in blue ink that reads "Nwakego Pam".

Mrs Nwakego Ibrahim-Pam  
Founder and chairperson  
Expat Professional and Business Women's Network Tunis  
EPBWN Tunis

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# Personal Brand



**Margaret Makanga (MBA),  
MKIM . Deputy CEO,  
EPBWMT**

The writer has been inspired to write this article on personal branding after an introduction of the topic in an executive meeting of the newly launched Expat Professional and Business Women's Network (EPBWN) based in Tunis, Tunisia. Members of EPBWNT are experienced professional and business women who due to their spouse's expatriate duties have sacrificed their professions to follow them away from home. Due to lack of a suitable environment for them to continue with their professions in the host country, members in collaboration with the founder and chairperson of the Network have seen an opportunity to support each other in finding ways to revive their professionalism and generate business ideas to help those who are in similar situations here in Tunisia and beyond.

The writer aims to highlight in a series that will be published in this magazine "Have a Voice" some important aspects of personal branding to help readers rebrand themselves as they take on various tasks in their careers. A Personal brand can be defined as; the total experience, thoughts, feelings, and emotions of someone having a relationship with who you are and what you represent as an individual or as a leader. It is as important as any product brand in the market today. The difference is that it deals with the person as the product. The development of a personal brand is essential for the advancement of one's per-

sonal life, career and development as a leader. As many experts in the field concur, the process of developing a personal brand is a much greater responsibility. It is a continuous journey that spreads well beyond trying to prove oneself as a leader. It is about making a full-time commitment to defining yourself and shaping the manner in which you serve others. As a professional or business woman, it is important to brand yourself to represent the values you stand for and are able to constantly deliver to those you are serving. Promoters of personal branding agree that managing your personal brand requires you to be a great role model, mentor, and/or a voice that others can depend upon. For example, there are some outstanding African women who are globally recognised for their contributions in supporting women enterprises, among them the CEO of the Kenya Women Finance Trust (KWFT).

Your personal brand should aim to attract others by offering something of value that will hopefully engage them enough to continue wanting to be part of you. This obviously comes with a lot of strain and pressure but with time it becomes natural and unconsciously part of who you are. The end result should be to de-

velop a mindset and high level of accountability that you must always maintain when deciding to define, live and manage your personal brand.

As professional and business women, we should view our personal brand as our symbol, logo or trademark; a resource that must be shielded while continuously modelling and shaping it. A personal brand must be managed and guarded as an asset with the intention of helping others benefit from having a relationship with you and/or by being associated with your work and the type of profession you serve.

There could be a small percentage of readers who may have truly defined their personal brand and are living it consistently at work – each and every day. But the rest could be either not living it or have not even started to define their personal brand. The good news is that it is never too late. The process can be extremely challenging and requires an enormous amount of self-awareness, action and accountability. The question to ask at this point is - at what stage am I? After self-analysis some might have thought that they have defined and developed their personal brand only to realise later that their focus was centered on self-promotion rather than a commitment to advance through serving others. **Cont pg 4**

**“Personal branding is no longer an option; it's a powerful leadership enabler”.**  
*Glenn Llopis*

# Keeping the Network Alive

By *Miriam Malinga*



As you all know the New Year is a time to make new resolutions, promising to ourselves that this time it will be different: ‘I will lose the 10kgs by April’, ‘I will learn a new language within 6 months’, ‘I will learn how to drive a car’...and so on and so on. But as we all know too well, by March of that year, many of the resolutions have fallen by the side. So it is with a new network, at the beginning there is a lot of enthusiasm and action, but if not well prepared and supported, it will fade away like all those New Year resolutions. So how do we hold on, retain and sustain the Network?

**Retention is key! ....ok, but how?!**

*Have the end in mind.*

Ensuring that we know where we are going in terms of strate-

gy and vision is very important. Not having this is equivalent to being dead before we even start. So knowing where we are going is key for us to stay in the game. At EPBWN we have a mission, vision and strategy in place. These are helping us stay in the game and retain our members.

*What is Next*

There is need to be clear on what is next. We are giving our members options and suggestions on what they can do within the Network so that they know that their time and commitment is not wasted. We have different initiatives and portfolios our members can work with and these are tailored to suit the different professions, expertise and interests of the members.

*Have a team*

A team is crucial in ensuring that the strategy is delivered. And the team should be sold out to the vision and mission of the network. We have a dedicated and great team at EPBWN

*Move with the movers*

Mother Teresa once said, “*Never worry about numbers. Help one person at a time and always start with the person nearest you.*” This quote says two great leadership points. First, don’t get paralyzed by the number of groups. Sometimes the task can seem so big ahead that instead of starting in, we just sit not knowing where to begin. It’s like the question of how do you eat an elephant? One bite at a time! Second, is the part of just starting with the hungriest group. We

call this “move with the movers.” They are the early adopters, those eager to learn and wanting to grow with your paradigm.

*Inclusiveness*

It takes a village to raise a leader. Every voice is heard and is encouraged to sound. We ensure that all are talking the same language towards achieving the vision.

*Party, party party*

Celebrate achievements and appreciate all involved. Gratitude is the fuel for motivation for our people to continue! In EPBWN, we recognize and appreciate our members.

*“Never worry about numbers. Help one person at a time and always start with the person nearest you.” Mother Theresa*

## Personal Brand cont...

To be able to develop a personal brand you need to be honest with yourself – don’t fake it. Aim at being more of who you naturally are and aspire to be so that you can perform and serve at your optimal levels. We have been conditioned to want to be more like others and are therefore more likely to be accountable to others and what they want us to be rather than being true to ourselves.

In conclusion, working on your personal brand can be challenging. However, when you start to see yourself living through the “lens of a brand,” your perspective will change and you will become more mindful about how you approach the personal brand you are trying to define and aiming to live.

In preparation for the next series, Write down the top 5 things you would expect others to experience from interacting with you and have your close friend do the same. Are the answers the same or similar in meaning? If they are, good for you! If not, you have some work to do.

Watch this space for more on personal branding in the next issue of “Have a Voice” Newsletter.

# EPBWNT Blue Pages

By Ann A. Chikono



Ann A. Chikono

The Expat Professional and Business Women's Network-Tunis (EPBWNT) has launched a service known as the EPBWNT Blue pages.

**EPBWNT Blue pages** refers to the networks professional and

business directory located on the EPBWNT website. This directory will be organized by category e.g. management consultants, education, engineering services, information technology services, beauty, hospitality, health, and many others; rather than alphabetically by business name. This will make it easier for the clients/customer to access the services being advertised since they may not know the business name of the company offering the service, but are sure of the services they are looking for.

It has the same concept as the yellow pages you might

have used for advertising your business or referred to when looking for services.

The EPBWNT Blue pages will be online and at a later date if there is demand for a printed booklet, the network will compile and print one. This service is open to the public whether members of the network or not. Information used to advertise your business can be sent in the language of your choice, not necessarily in English, it is about reaching out to your client and advertising your business or service. This business or service to be advertised does not have to be in Tunisia, its location does not matter, what matters is that it is your business and you want to advertise it.

Organize yourself, package your information well and send it to us, it will be advertised.

Information needed in the Blue pages; Name of the business, Logo, Slogan that the business uses, Contact information: email and phone number and contact per-

son, and all of the other information the consumer requires to make a contact decision. For many of your intended clients, your blue page advertising will be the first impression your business makes, so give information that will make your business look honest, reliable, smart, and professional.

*This service is open to the public whether members of the network or not. Information used to advertise your business can be sent in the language of your choice*

Advertising with the EPBWNT blue pages will cost you only 10 TDN per month. If you are interested or know someone who could benefit from these services, send us mail on [epbwnt@gmail.com](mailto:epbwnt@gmail.com), or call Ann Chikono on 23171314 during office hours.

## Brainy Quotes

- You are never too old to set another goal or to dream a new dream. *By C. S. Lewis*
- Always continue the climb. It is possible for you to do whatever you choose, if you first get to know who you are and are willing to work with a power that is greater than ourselves to do it. *By Ella Wheeler Wilcox*
- There are no secrets to success. It is the result of preparation, hard work, and learning from failure. *By Colin Powell*
- Failure doesn't mean you are a failure it just means you haven't succeeded yet. *By Robert H. Schuller*
- If you accept the expectations of others, especially negative ones, then you never will change the outcome. *By Michael Jordan*

## Work life balance for today's professional a myth or a reality!

By **Rosette Mugidde Wamambe**

Ask any professional what is on their to do list and they will most certainly tell you they would like to find a better way of balancing their private lives with their work. To this end, it may be said that one of the areas we always seek to achieve in is the aspect of work life balance. Most professionals today, view time as a precious and an increasingly diminishing commodity as they struggle with the issue of whether they can be able to strike a balance between their professional and personal roles. Thus it seems safe to draw a conclusion that the debate on whether it is indeed possible to achieve a balance between work and life is probably one of those that will not end soon. In this article, the writer argues that achieving balance can indeed become a reality where we are able to work and thrive at the same time.

A quick search revealed that different definitions exist for what constitutes Work life balance. Arguably, the definition that best suits the above topic is offered by The Work place mental health promotion<sup>1</sup> and is, *“work life balance is a state of wellbeing that a person can reach or set as a goal in order to allow that person to manage effectively multiple responsibilities at work, home and in the community”*. Further that *‘Work life balance is different for everyone and it supports physical, emotional, family and community health and does so without grief, stress or negative impact’*.

Jim Bird who heads a company that offers training for managing

stress correctly observes that *“there is no perfect one size fits all for achieving work life balance”*. To him what matters is that we achieve our goals and have some enjoyment while doing so because achievement and



**Rosette Mugidde Wamambe**

enjoyment are parts of the same coin and we cannot have one without the other.

Advocates of work life balance reason that due to work pressures today the quality of both home and community life is deteriorating and this has resulted in a decrease in morals and increased the crime rate as children are left to learn life's lessons on their own through various mediums

which are not regulated or counteracted.

Work life balance policies hinge on offering flexible and innovative working practises like flexi time, job sharing, staggered hours or working from home. However, given their nature of work, not all professionals can use these practises. More so, although technology has made work easier, the fact that one can now be reached at any time means that the choice of shutting out work related activities and concentrating on other activities is even more challenging as one can be contacted outside office hours and even on weekends. This challenge has led some to conclude that there can never be balance between the two and aiming for such balance is a myth in its self.

However, advocates of work life balance argue that as long as one is still able to have control of their life, a level of balance can be attained. Parry Travis a financial coach postulates that the key to work life balance is having an effective *“ideal calendar”*. Note that the key word here is *‘ideal’* because whereas it is not what you are accustomed to, it represents what you would like to have. In most cases people are out of balance because they do not have a vision of what balance would be so they keep juggling different activities and end up compromising on some. In most cases the activity that gets the most attention is work. However, it is imperative to remember that although long work hours deliver results in the short run, the long term effects are often irreversible. Not only does this affect our health but children grow up without establishing a solid relationship with parents and attempting to establish one in future may prove to be impossible.

It may be argued therefore that achieving balance begins with establishing the roles you have to play on a day to day basis and starting each day with a clear indication of how these roles will be achieved. One moment you could be in an office running from one meeting to the other and another moment a parent attending a PTO meeting or accompanying your child to an after school activity like dance, football or swimming or being a friend offering support in time of need. To be in balance in such cases requires one to truly be in that moment and give your child or friend full attention without disruptions from your work or any other activity. The key therefore lies in knowing and accepting that whatever role we may find ourselves in, both our professional and personal roles are entwined and that balance can only be achieved by concentrating on the role being played at a particular moment and doing it effectively. In addition to the above, balance can also be attained when we begin to pay attention to results attained and not necessarily hours put in to achieve those results. Depending on one's style of work, some people work faster than others. To penalise such an employee because they are usually the last to come and first to leave the office is detrimental in itself. Employers need to aim at promoting a culture of performance instead of presence. They can also help employees to attain balance by setting for them clear deliverables as this helps them to structure their time well and remain focused on what has to be done.

*Continued pg 7*

# Professional Associations



Flaviour S. Chanda

By Flaviour Chanda

## WHAT ARE THEY?

A professional association (also called a professional body, professional organization, or professional society) is a non-profit organization seeking to further a particular profession, the interests of individuals engaged in that profession, and the public interest.

## HOW ARE THEY ORGANIZED?

These can be;

1. By professions (Engineers, Doctors, etc)
2. By country or region (Zambian Institute of ... Southern African Association for Environmental Practitioners, International Association of...)

ciation of..)

3. By bodies of knowledge (Institute of Management Accountants, Chartered Accountants etc)

## WHY JOIN PROFESSIONAL ASSOCIATIONS?

There are professional organizations in almost every field. But are the yearly dues worth it to join?

While each and every organization is different, the short answer is most often: yes. Especially if you are young and just starting out in your career, that's because many professional organizations offer scholarships for college members, and mentors for those in the interning or entry-level positions. They can also offer insight into how the industry works and how to navigate it, as well as professional development courses. In some professions, these are also

responsible for offering the license of practice, which you cannot do without in some professions.

What's more, for students and young professionals, the membership dues are often lowered substantially.

Here are some benefits to joining a professional organization:

- **Jobs:** Many professional organizations help their members find jobs, or at the least, offer up job listings that other members may be offering.
- **Mentoring:** is the cornerstone of many professional organizations when it comes to working with younger members. It's an opportunity to meet and interact with people at the top of your field. Professional organizations have the ability to pair you with someone much more experienced.

*Cont pg 11*

# Work Life balance cont...

The result is often more satisfied and content employees with high productivity. As employees, each of us needs to know our personality and ascertain where our strengths and weaknesses lie. This enables us to know which particular area we should work in instead of following what is perceived to be popular or trendy. The test here is of course subjective but the key is finding what brings you satisfaction and resonates with your purpose on earth both professionally and personally. From the above discussion, it may be concluded that indeed work life balance can be a reali-

ty for today's professional. The technology in place now if well utilised means that we are able to achieve much in less time and spend more time on activities that enrich our lives and those we care for. It may be argued therefore that work life balance is a state of being where one is able to;

(i) feel at peace with whatever role he/she is performing at a particular

*Advocates of work life balance reason that due to work pressures today the quality of both home and community life is deteriorating and this has resulted in a decrease in morals ...*

time, (ii) give it their full attention, (iii) do it effectively. Only then can we be able to tick the right boxes and feel that we have accomplished both in our professional and personal roles. Perhaps this is why the writer of the book of Ecclesiastes noted that "there is a time for everything and a season for every activity under heaven".

Reference

1. <sup>1</sup>This is a Canadian Organisation that offers resources on promotion of work place health.

# Managing and redirecting a difficult child

**Compiled by Nwakego Ibrahim-Pam  
Speech Therapist and  
Education Specialist.**

As an Early Childhood Specialist for many years, I have had the opportunity to deal with various types of disorders in children. However I will be focusing on children with behavioural problems.



**Nwakego Ibrahim-Pam**

ty to deal with various types of disorders in children. However I will be focusing on children with behavioural problems.

From experience whenever you see your child struggling with behavioural problems, the first thing to do is to put aside your motherly love and put on your "professional cap". Once you do that you are on the right track to helping your child.

Ask yourself the most important questions:

- Why do you think your child is being difficult?
- Check the social environment of the child. What are the physical things you see that can cause or feed into this difficult behaviour? For example, allergies etc.
- Are there any medical problems involved?
- Assess your child's emotional and psychological state of mind.

If you notice and confirm any health or medical problems, then immediately seek medical help for your child.

## **Redirect the Child's Attention**

Once you have ruled out physical and medical concerns, you need to observe and note what makes your child happy, sad, anxious, weepy and violent. If

you are able to identify these triggers then you can begin to help your child deal with problem behaviours.

These are tips to help you redirect your child:

- Engage your child in activities that would hold their interest for a long time.
- Ignore certain behaviour but do not ignore the child. Reward positive behaviour while ignoring problem behaviour that is fuelled by attention. For example, if your child is sitting down and talking loudly when they need to be quiet. Instead of just asking them to be quiet you could say 'You're sitting down so nicely, would you like to watch (child's favourite movie)?' That way you have rewarded/reinforced good behaviour, ignored undesired behaviour and redirected the child's attention all at once.
- Always aim to keep your voice low, steady and authoritative without losing your posture.

## **Explain New Situations**

As parents we must never be tired of explaining things to our children. We are usually so tired and overwhelmed with other things, we hear less of what our children are saying to us.

When we explain new situations to our children we help minimise bad behaviour from the child.

## **Reward Good Behaviour**

Parents should cultivate the use of praise and rewards consistently for good or desired behaviour. When your child exhibits good manners without your prompting, compliment and praise the child. This would reinforce and encourage similar behaviours for the future.

## **Provide Short Activities**

Teach your child to complete given tasks.

This helps with their concentration and helps reduce hyperactivity and the frequent transitioning from one activity to another which may result in tantrums.

## **Give Brief Directions**

Use short directions and ask the child to repeat them. This improves their understanding and attention. It is also important to explain your expectations and goals to the child and to follow a logical sequence.

## **Balance Structured and Unstructured Play Time.**

Create an atmosphere of relaxation and order during play with your child. A typical child needs lots of fine and gross motor movement to engage their excess energy and can only enjoy and sustain structured activity for a short period of time. Bring a familiar or favourite toy to keep them quiet and busy.

## **Use Complimentary Statements**

When redirecting a child's difficult behaviour avoid the use of agitating words like "don't", "can't" and "never". It will be more productive to say to the child "I want you to sit on the chair" instead of saying "Don't jump on the bed". You are giving the child an alternative choice to redirect his behaviour to an acceptable behaviour without negative enforcement.

## **Create a Sustainable Routine**

Children with difficult behaviour develop better attitudes when exposed to routine. It helps to create familiarity, trust and comfort because they know what to expect next. A routinized life produces a matured response from the child.

## **Reference**

Clare B. Jones Ph.D : Managing a Difficult Child " Parent Articles About ADHD"

*Create an atmosphere of relaxation and order during play with your child. A typical child needs lots of fine and gross motor movement to engage their excess energy and can only enjoy and sustain*



# Handling Human Resources matters at EPBWNT

By *Lucy A. Ochieng*



**Lucy A. Ochieng**

In any organisation, three types of resources exist, the physical resources which include; land and furniture, financial resources like stocks, bonds and shares. The third and the most important are human resources; our talents, skills and knowledge that we can leverage to achieve the objectives of the organisation and in this case the Network. As a head of Human Resource in EPBWNT, I am impressed

by the pool of professional and business women we have in the network. At the same time I am challenged on how I can ensure that they remain motivated to achieve their own personal goals and the objectives of the EPBWNT.

In order to do this, we have compiled a database of all the professional & business women in the network. This ensures that we are aware of the quality of personnel the network has and how to utilise their expertise in the different initiatives. Activities of EPBWNT are carried out in several initiatives. Currently there are six initiatives namely: The Networking and Events Initiative, Small and Medium Enterprise Initiative, the EPBWNT Think tank Initiative, Global Affairs and Sustainable Developments Agenda Initiative, Information and Publishing Initiative and the Training Initiative.

The HR team liaises with the administration team and the different heads of the initiatives of the Network to ensure smooth flow of operations. In addition; we also coordinate the in house circuit programs. This calls for members going through hearing therapy, mentoring, work placement consultation and personal development planning. It enables all members to be in the right state of mind as they

work on their portfolios and as they search for greater opportunities in terms of employment within and outside Tunis. In order for members to be kept abreast with current trends, we plan to hold seminars and workshops and invite professionals from different fields.

Growth and success of the network is based on the values for which we stand; (CITAR). Competency, Integrity, Transparency, Accountability & Respect. For members to adhere to these values, the HR office will conduct appraisals from time to time. This will thereby enhance the professional quality of members' work, recognise achievements, provide feedback and support, identify challenges, and determine the way forward in terms of improving performance.

Performance indicators will either be quantitative that is, measurable in numbers or qualitative where we shall gauge behavioural change. The Network has so far made great achievements, we have a Constitution in place, the network produces a quarterly newsletter known as Have a Voice, a Policy and Procedure Manual, a Website and Blue pages where we shall run different adverts are all in the offing. We continue to hold our monthly breakfasts and have received trainings in Emotional Intelligence, Packaging oneself for professional success and a nugget on professional Etiquette. Members on the other hand are also working on their professional and personal development portfolios.

As HR we are deeply concerned about the well being of the members. We are aware that our members have different roles

that they have to play both professionally and personally. In view of this, EPBWNT has taken a bold step to factor in welfare activities as members share their professional and business skills. This will inspire members to work hard and bond as they try balance their personal and professional goals. Some of the activities that will motivate the members achieve their goals, include ; team building exercises, child care services, retreats, celebration of birthdays and graduations and any other activities that may arise that maybe of interest to the members. Lastly, serving as the head of HR in the network gives me great joy and excitement as I share, grow and perfect my skills of becoming an exceptional Human Resource Practitioner. I believe we have a very bright future in EPBWNT as we try to achieve our vision & mission.

**Growth and success of the network is based on the values for which we stand; (CITAR). Competency, Integrity, Transparency, Accountability & Respect. For members to adhere to these values, the HR office will conduct appraisals from time to time..**

# Staying Healthy

Compiled by Idorenyin Nyong

As women we tend to forget ourselves



**Idorenyin Nyong**

amidst home, family and career. Juggling between our home, children, spouse, chores, running errands and the never

ending 'to do lists' always leaves

us with little or no time to relax and rejuvenate. Our physiological make up as women puts a lot of demand on our bodies, which is subjected to hormonal changes due to puberty, pregnancy, lactation and menopause. However maintaining healthy lifestyle habits will help us warm up to better health.

Here are a few essential health tips to keep in mind:

1. Eat less salt to avoid hypertension due to excess sodium.
2. Keep your mouth healthy. Improper brushing can cause as much damage to your teeth and gums as not brushing at all. Flossing rids your teeth of bacteria that can lead to severe diseases. If you don't floss, at least use an electric toothbrush that can get into the crannies.
3. If you are at risk of cancer get 800-1000 IU of Vitamin D daily. It is important both for bone health and prevention of cancer and heart diseases.
4. Protect yourself against breast cancer, by taking every chance to examine your breasts; in the shower, when lying down and in the week after your period. Involve your partner.

5. Have a pap smear once a year, as detection of cervical cancer will increase chances of survival. Cervical cancer is most prevalent in black women, especially if you became sexually active at an early age.
6. Have a good night's sleep. Rest has been shown to heal the body and lessen the risk of heart diseases.
7. Get your weekly Vitamin 'O'. Orgasms release hormones that boost your immune system as well as your emotional well-being. So rid your bedroom of anything that distracts you from sex and sleep. More of these two makes a happier and healthier you.

Whatever stage of life you happen to be in, the key to having a fun-filled life into the ripe old age is 'Staying healthy'.

### If in Your 20's

- Drink in moderation. Much drinking may be the college lifestyle, but it won't serve you well in a few years.
- If you're into smoking, now is the time to quit. Smoking raises your risk of lung cancer (and other lung diseases) as you age. Smoking also increases the risk of cardiovascular disease and stroke, and kills your fertility.
- Use sunscreen, at a minimum. Sunblock with SPF 15 is far better than battling skin cancer in a few decades

### Your 30's

- It's time for blood pressure checks and close monitoring of your cholesterol
- Get plenty of exercise, and eat better. Make healthy lifestyle changes now, as they might just save you when you get older; they are like keeping money in a savings ac-

count.

### Your 40's

- Start focusing on *you* and make plans for your golden years. Emotional health is just as important as physiological health, so take stock of your life and start taking action to create the life you've dreamed of.
- Get started on the mammograms and colonoscopies. Preventative health is a key throughout this decade as it marks a turning point for regular screenings for all types of cancer.

“DON'T BE EMBARRASSED OR RELUCTANT TO TALK TO YOUR DOCTOR ABOUT ANYTHING; EXCEPT YOU SPEAK UP YOU'LL CONTINUE TO SUFFER”

*Women's Health Magazine*

### Your 50's

Congrats, you've made it to the big 5-0. It is a great opportunity to start using some of those things you worked so hard to build, to enjoy life.

- Stay focused on keeping your immune system healthy. Eating plenty of leafy green vegetables and brightly colored fruits will nourish your body with the vitamins and minerals necessary for a strong immune system.
- Follow a heart healthy lifestyle by staying physically active, eating a heart-healthy diet and maintaining a healthy weight. It will help to cut back on risks of high blood pressure and high cholesterol.

**Next Edition: Nutritional health**

# Professional Associations cont...

**From pg 7**

• **Professional Development:** Many organizations offer professional development via courses, workshops, publications, and information on their website shared only with members. They also keep members up to date on industry trends and how to deal with them. Some organizations/ associations offer news and print coverage of their annual conferences annually —which is an excellent opportunity to gain experience.

*'Many organizations offer professional development via courses, workshops, publications, and information on their website shared only with members.'*

- **Networking:** Most organizations have an annual conference. This is an opportunity for you to mix and mingle with others in your field in both professional and leisure settings. There is also often a job fair where you can make contact and stay up to date with the very people who hire – even if they're not hiring right now. In fact, some people find recruiters follow their career and stay updated when you stop by their booth at the job fair. They may be keeping an eye on you until they are ready to finally offer you a job.
- **Scholarships:** For the youngest of members (high school and college), scholarships may be the primary reason to join a professional organization. Many offer scholarships to the new members studying to enter the field.

## EXAMPLES OF SOME PROFESSIONAL ASSOCIATIONS

1. Association of Information Technology Professionals (AITP)
2. Institute of Electrical and Electronics Engineer (IEEE)
3. Institute of Management Accountants (IMA)
4. International Association of Hydro geologists (IHA) Groundwater specialists
5. International Association for Human Resource Information Management (IHRIM)
6. International Association for Impact Assessment (IAIA)
7. International Interior Design Association (IIDA)
8. International Water Association (IWA)
9. Global Water Partnership (GWP)

Complete list of professional bodies to be found on our website..



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# EPBWNT Breakfast meetings

