

The Feature.za

MAY 2023

MAGAZINE

REAL ESTATE
LEADING AND
RUNNING A
RESIDENTIAL
COMPLEX

DR. ANDILE
MOLOKOMME

DR. AVELA
MAJAVU

NEW
NORM
**FEWER
WORKING
HOURS**

KGOPOTSO
BOSHOMANE

THE ART OF CULINARY PERFECTION

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The Feature.za

NON-PROFIT DIGITAL MAGAZINE

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— *Editor's Note*

Dear Feature Readers,

Gratitude is the essence of life this worker's month.



Welcome to another month with The Feature Magazine! When our team was busy conceptualizing what the theme would be for May, we knew we needed to do something that was not only different, but spoke to the core values of what the magazine is all about. When we realized that the 1st of May is Worker's Day, we knew we needed to capitalize and really encourage our readers to prioritise their wellbeing.

It goes without saying that the backbone of society is its workforce. From the packer at a retail store to the CEO of the fortune 500 company, we can all agree that the workforce is the pillar upon which every society thrives and functions.



But why aren't they celebrated as much as they deserve to be? This month we bringing you an issue centered around employee wellness. Many of us seek to work until our retirement age, leaving little to no time to heal our mind and bodies from the strain that comes with work. Our opinion piece this month is really encouraging every worker to pause and reflect on the impact they have made all these years and the need to reset and regroup. It is not only a good idea to take a break, but also a good way to recharge your energy for better health and productivity.

It is important to understand that being an exceptional member of the workforce is no longer only about sacrificing yourself, but also about taking care of yourself, making sure that you have a balanced work life schedule.

May the month of May bring you the wellness you so justly deserve.



Leading and Running a Residential complex

**MPHO MAUD RASEROKA: FOUNDER AND CEO,
LODIRILE CONSULTING (PTY) LTD**

What is a Residential Complex/Community Scheme
and what it means to lead a Residential Complex

A Residential Complex/Community Scheme is governed by the regulations, led and run by Trustees and funded by its Owners. Being a Trustee is voluntary or one can be nominated.

Residential Complex contributes towards providing homes for the owners and tenants alike. It also provides employment for those working under the residential Complex, those working for the owners or tenants and also serve as a business opportunity for those providing services to residential Complex.

Leading residential Complex is not just about the buildings and implementing the regulations. However, also about the finances, the people, the homes and property investments. This is reflected in the regulations which incorporate various laws. This in turn brings complexity in leading and running a residential Complex, and it requires Trustees to do research, do some reading on property matters and do consultation to ensure that decisions they are made (where applicable) are legally sound.

Onboarding Trustees who are responsible for leading and running a residential Complex is vital. When Trustees are nominated and take office to lead and run the affairs of a residential Complex, they immediately move from being the owners who are only responsible for their individual units, to being responsible for the entire residential Complex. This comes with a huge responsibility and accountability. Trustees are expected to hit the ground running and immediately deliver on the affairs of residential Complex without any prior knowledge on leading a residential Complex. They immediately need to make tough decisions about general building maintenance, security, legal and finance related matters, etc. Areas that may be outside their field of expertise. They need to lead, provide direction and solutions in an environment different from their normal working environment. An environment which is a home and a working environment for others. Trustees also need to ensure that there is harmonious living environment for all the residents in the residential Complex or Estate. The role of Trustees is a like a full-time job and the biggest challenge is usually time. Despite outsourcing some responsibilities to the Managing Agent, Trustees still have to balance their primary jobs, private lives and leading the affairs of the residence.

The finances of residential Complex plays a key role in leading and running the affairs of residential Complex. They are the heartbeat that keeps the residential Complex alive. Sadly, in some instances, when Trustees come onboard, they grapple with the challenge of limited funds and inability to pay for operational expenses. Despite the above mentioned challenges, the role of a Trustee presents opportunities for one to lead and raise the image of living in residential Complex. The role provides exposure in many areas similar to leading and running a business.

To assist Trustees to immediately deliver on the affairs of residential Complex and address the above mentioned challenges, Lodirile Consulting (Pty) Ltd offers onboarding services to assist Trustees to know where to start and focus and ensure that there is structure in leading and running the affairs of residential Complex /Community Scheme.



Lodirile Consulting (Pty) Ltd



One Step closer



KGOTSO BOSHOMANE

MASTERING THE ART OF CULINARY PERFECTION





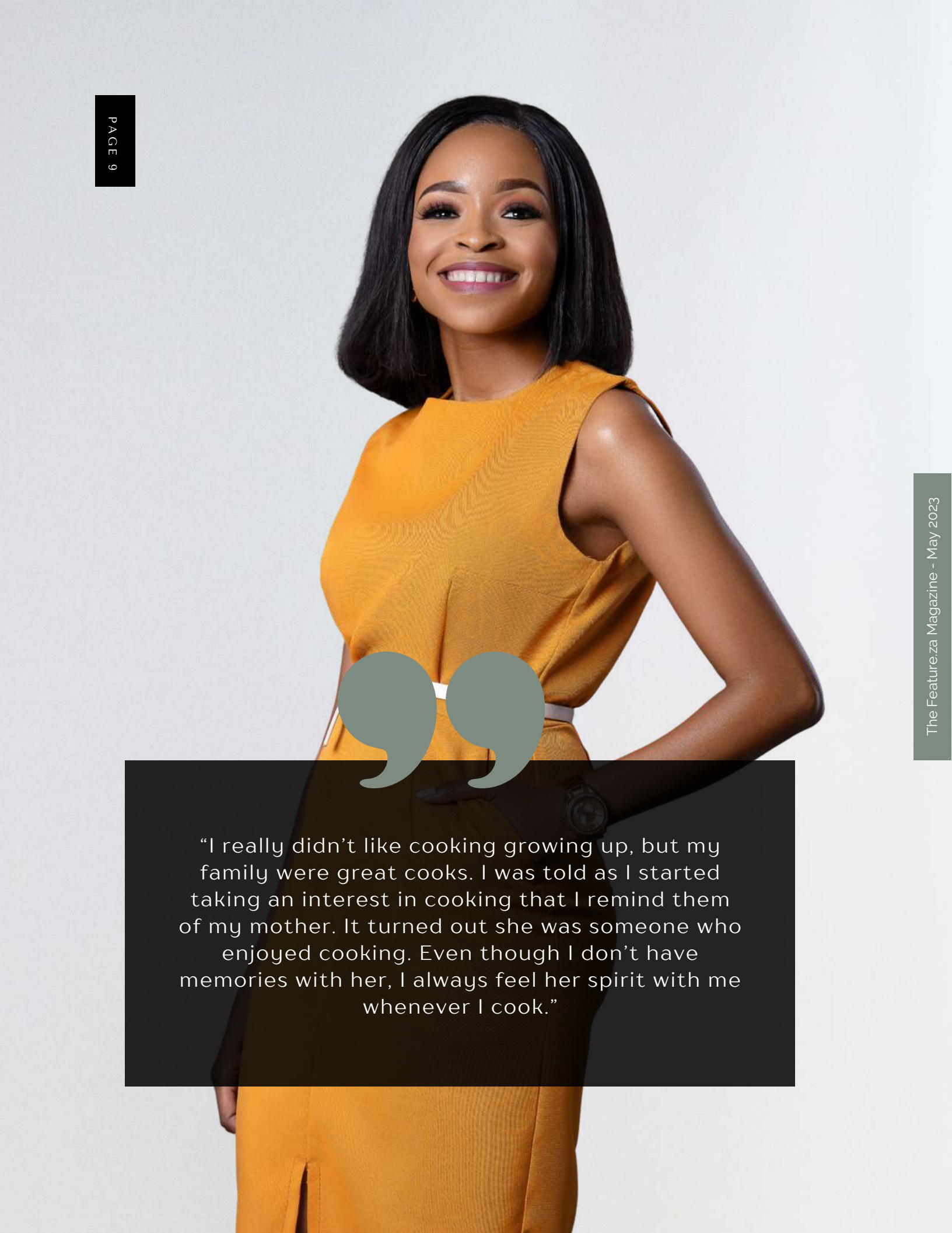
KGOPOTSO BOSHOMANE

DIJO TSA KGOPOTSO

Be it curries, roast, traditional cuisine or pastry, Kgotso Boshomane has inspired many with her culinary skills. Her consistency and high standards have set a new paradigm within the food influencer industry. A self-taught chef, Kgotso's story is an inspiring one of someone who fought against all odds to follow their passion of becoming a professional cook.

Kgotso grew up in a family of 6 in Limpopo. She is the last-born child of 6 children. Unlike many of us, Kgotso was jointly raised by her siblings and her father until he passed in 2013. She was then under the guardianship of her older siblings, who she has drawn her inspiration from and have played motherly and fatherly roles to Kgotso as the youngest child.





“I really didn’t like cooking growing up, but my family were great cooks. I was told as I started taking an interest in cooking that I remind them of my mother. It turned out she was someone who enjoyed cooking. Even though I don’t have memories with her, I always feel her spirit with me whenever I cook.”

Kgopotso has cultivated a great following on social media platform Instagram and inspired many young aspiring cooks to try out her amazing recipes. She has dedicated herself to sharing cooking content and taking her followers through detailed steps of how to replicate her dishes. She has taken the time to engage her following through continuous conversations where she'd publicly answer their questions. Her following consists of both male and females who are constantly engaged to try out exciting recipes. Her work brings creativity to family meals and the excitement to get to the dinner table. On top of all of this, she is a kind-hearted individual.

Just like many other women, Kgopotso does not only wear one hat as a cook, she's also a professional nurse. She started creating content for her platform during lockdown when the healthcare industry was overwhelmed with the pandemic. She had to juggle her professional career with her side one which is cooking.





“With my free time I managed to start the cooking hustle. Even though my work does get hectic I managed to find the motivation for cooking. It was really during lockdown that I started to really get into it and see my followership grow. I have plans to write a cookbook one day and perhaps bring comfort food to the homes of many that don't have access to the internet to see my pages.”



Kgopotso one day wants to start a kitchen for disadvantaged women and women who are recovering from abusive relationship. This is to encourage them to remain strong and resilient, while also learning a new skill in cooking. Her social media content has had a significant influence on her followers.

To interact with Kgopotso and indulge in her content, do check out her page @dijo_tsa_kgopotso on Instagram.



A close-up photograph of a person's hands holding a rectangular wooden sign. The sign is light-colored wood with black text. The text on the sign reads "WELCOME" at the top, followed by "WE ARE" in smaller letters, then "OPEN" in large, bold letters, and finally "PLEASE COME IN" at the bottom. The background is blurred, showing what appears to be a window or glass door with some greenery outside.

WELCOME
WE ARE
OPEN
PLEASE COME IN

Fewer working hours the new normal

SIBONGILE NHLEKO-SKHOSANA

Finding the perfect balance between one's professional and personal life can be extremely challenging, but we can never argue how essential it is to lead a happy and fulfilled life. Often, our professional life takes precedence over everything else in our lives and sometimes keeping up with the demands of our careers means messing up with harmonious equilibrium state of relationship for-life should have.

The normal 40-hour work week seems to have been a thing of the past with some countries having introduced fewer working hours to its workforce. With the reduction in hours, it is believed that employees will have more time to spend with their families and friends, leading to a happier workforce, employee satisfaction, positive mental well-being and therefore higher work productivity.

The global COVID-19 pandemic pushed many companies to rapidly adopt new behaviours to sustain its livelihood. Remote work and virtual meetings seemed to be the glue that kept many of the companies afloat. Businesses that provided essential services, were also left to adapt to the “new normal”, with some, having to introduce shorter working hours.

The “call” for the new office hours, to some, came as an alternative to keeping the employees on company payroll during COVID-19 lockdown regulations. In May of 2020, an online children’s clothes retailer called Primary moved to a four-day work week as an experiment. The company gave Friday’s off to its employees in response to pandemic induced anxiety with hopes that the three-day weekend off would prevent its staff from burning out.

Sweden, as early back as 2015, started experimenting with the idea of a 6-hour workday, with workers getting the chance to work fewer hours on full pay. According to a report on Icelandic workers’ schedule published in June 2021, two large-scale trials of shorter working hours were conducted from 2015–2019— in which workers moved from a 40- hour to a 35- or 36-hour week, without reduced pay. The two trials studied 1% of the country’s working population. Upon successful completion of the trials, “participating workers took on fewer hours and enjoyed greater well-being, improved work-life balance and a better cooperative spirit in the workplace — all while maintaining existing standards of performance and productivity”, stated the report.

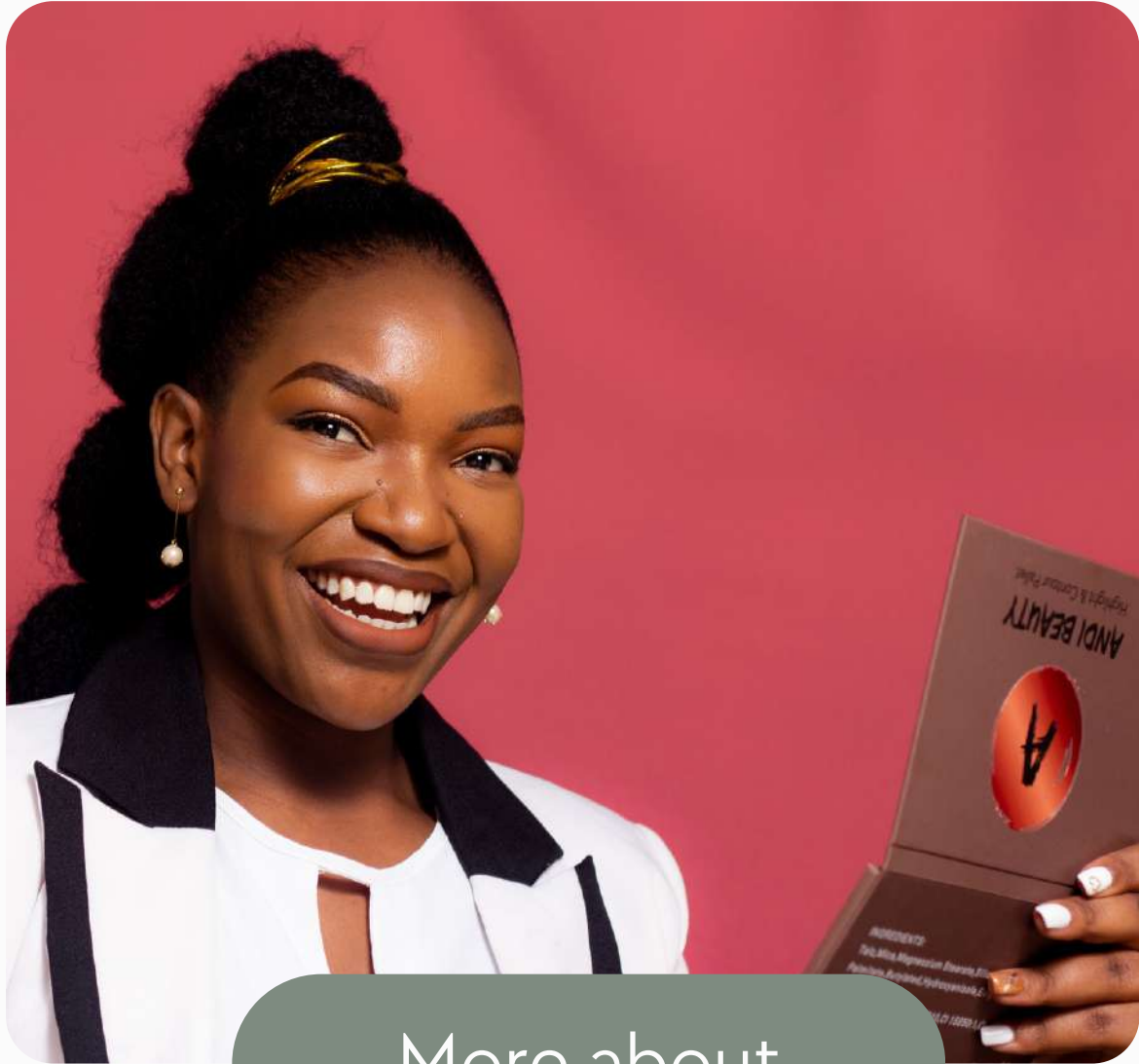




By the time of the publication of “GOING PUBLIC: ICELAND’S JOURNEY TO A SHORTER WORKING WEEK” report in June 2021, about 86% of Iceland’s working population had now been on contracts that have either moved them to shorter working hours, or give them the right to do so in the future. The Scandinavian countries have long been dominating the top 20 list on the World Happiness Report, with their achievements as some of the happiest nations in the world, it is quite clear that over and above everything the countries have to offer, being at the forefront of this movement (shorter working hours) proves that these nations value happiness and the well-being of its citizens.

In our adult life, most of our time is dedicated to our professional life, most of our time is spent at work. We focus our time and energies towards our work because if we are not too occupied chasing deadlines, we are investing our time into acquiring more skills to climb up the career ladder. We then spend more years working until we hit the retirement age of 60. We all strive for the work-life balance but sometimes our ambitions just coincide with the work part of our lives and leaving not much room to enjoy the life part of it.

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More about

Dr. Andile Molokomme

Dr Andile Molokomme

Olwethu Mokonyane



As the world progressed into what we have today, women soon began to understand that they possessed limitless potential with the suitable soil to plant the seed. Dr. and Pastor Andile Molokomme is an example of what power women hold in the palm of their hands. Her story is exemplary and humble—this always needs to keep her busy concerning the burning passion that has housed itself from a young age.

"I'd say that I am a young, kind, ambitious woman who is passionate about seeing other young people making it in life so that they can also have success, and I am a woman of faith," she states.

Faith has been a big part of life from a very young age and taught her that strength comes from the ability to endure the hardships of life with the hope that these times are merely clouds blocking your sunlight. Her depth of faith evolved to the extent that she chose to take the pastoral seat.

"I was ordained in my fourth year. I was twenty-one. But I had already been serving God from high school. I've always known I carried the evangelical and teaching gifts," she reminisces.

However, as a student at SMU, formally known as Medunsa, she found another calling that resonated with her entrepreneurial mindset, which led to her founding the cosmetics company Andi Beauty.

"It also started on campus. I wasn't always a 'typical' cosmetics girl...I was more just a natural girl," she adds.

The impetus of Andi Beauty began when a church friend of Dr Andile introduced her to selling cosmetics to supplement her student income. The more she grew into this role, the more she realized that she possessed the potential to own something for herself. Andi Beauty wasn't simply just about making revenue for Dr Andile.

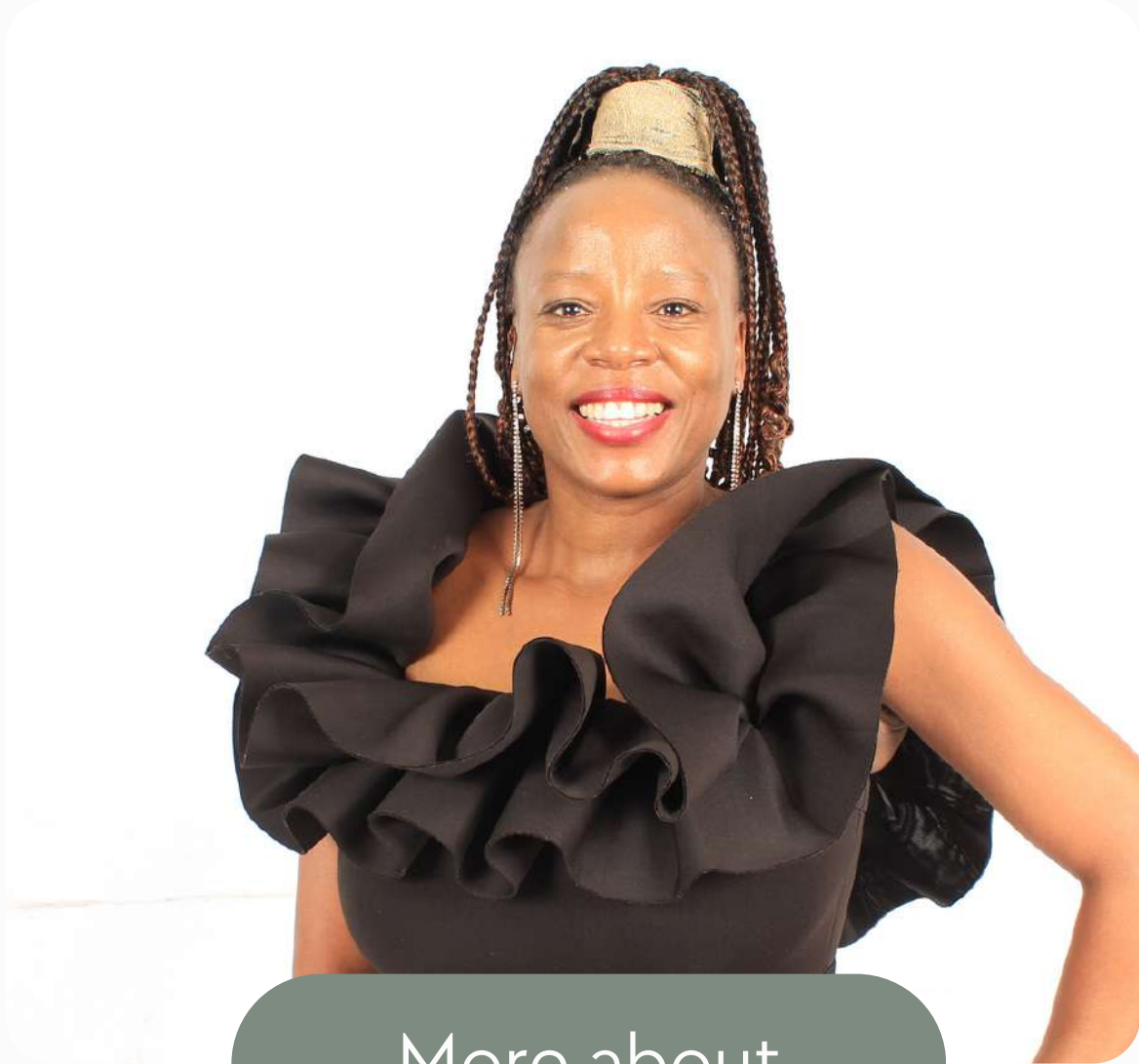
"Around fourth year, I started to conceptualize the whole concept behind Andi Beauty and why I wanted to get into the cosmetics industry. Making money wasn't enough for me," she states.

For Dr Andile wanted to dismantle the beauty industry's negative narratives and decided to distill that into a brand. Her brand not only represents and speaks to women but also always makes them confident without a single trace of makeup. The process of building Andi Beauty began slowly with eyelashes. Still, it has soon evolved into an online store and has a physical store in Pretoria CBD, Madiba Street. Her products are also available in Menlyn. Taking her own experience as a cosmetics salesperson, she offers women the opportunity to inject their wallets with income. Andi Beauty has grown to the extent that it has international distribution in Nigeria, Botswana, Zimbabwe, and Scotland.

Dr Andile's need to help people stems from her pastoral and medical role, which led to her NPO, Phenomenal Young Person.



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More about

Dr. Avela Majavu

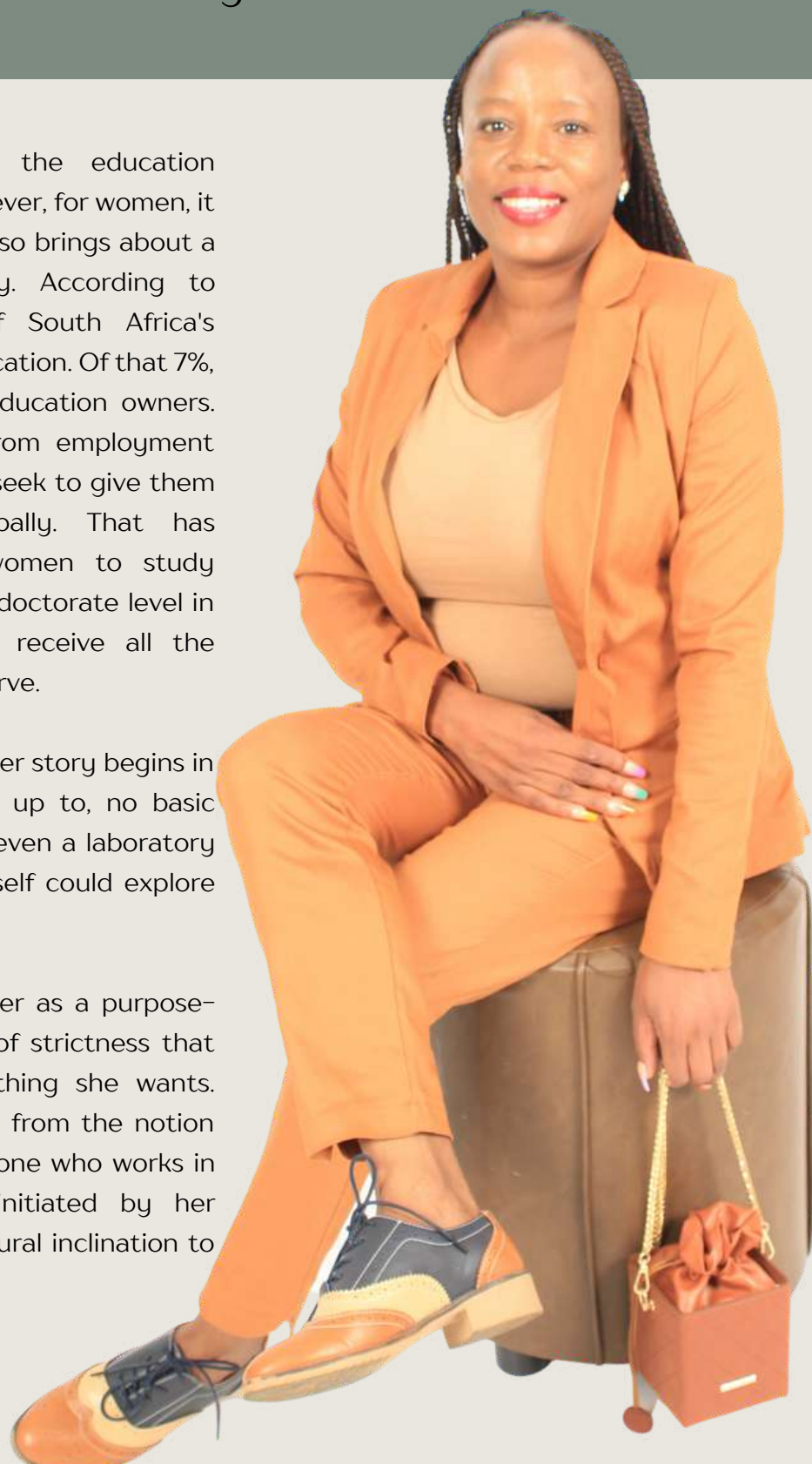
Dr Avela Majavu

Olwethu Mokonyane

It goes without saying that the education stimulates the mind to grow. However, for women, it not only grows their minds, but also brings about a positive impact to the society. According to statistics in 2021, only 7% of South Africa's population possesses tertiary education. Of that 7%, women total 52.3% of tertiary education owners. Women have been benefiting from employment and education programmes that seek to give them a chance at competing globally. That has encouraged more and more women to study further, with some studying until doctorate level in their chosen field to rightfully receive all the accolades and the glory they deserve.

Dr Avela Majavu is no exception. Her story begins in the village, with no one to look up to, no basic necessities such as electricity or even a laboratory where aspiring scientists like herself could explore and learn.

Her close-knit family describes her as a purpose-driven person with a great deal of strictness that allows her to accomplish everything she wants. Initially, her love of science came from the notion that she would one day be someone who works in the water purification space, initiated by her primary school teacher and a natural inclination to science.



Her background in the rural areas could have been a deterrent that stopped her from furthering her life because she felt like she was a product of circumstances. She combined her faith in God and her tenacity to take her background and use that as the springboard for becoming the person she is today. During her journey with her undergraduate degree, she faced the difficulty of a slight language barrier between English and scientific language.

"My Masters' lecturer was very harsh because I couldn't speak English very well," she states. Yet, she took the challenge and chose to learn the language. Her journey to obtaining her Doctor of Philosophy in Chemistry was one that was fulfilling and left her feeling overwhelmed in equal measure.

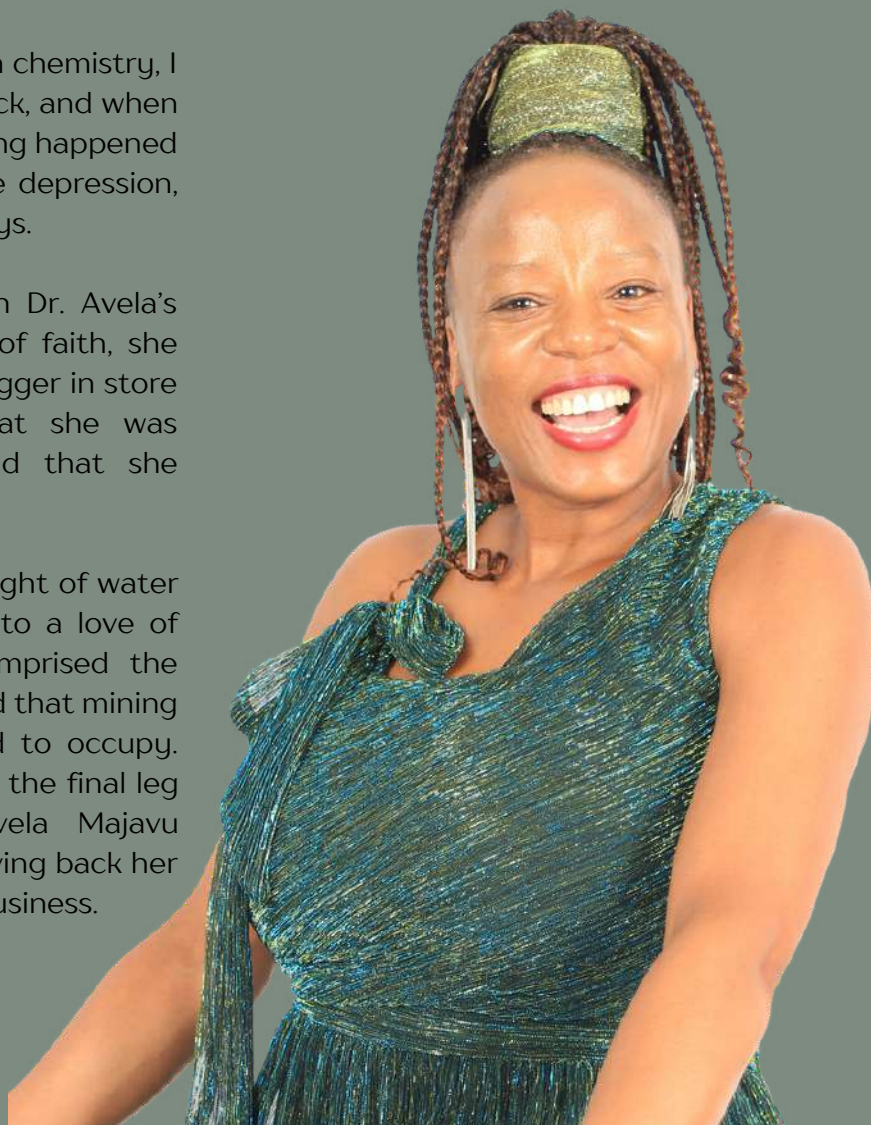
"When I was doing my Master's in chemistry, I was hospitalized because I was sick, and when I was doing my PhD, the same thing happened because of the pressure and the depression, but I managed at the end," she says.

Finance was another obstacle in Dr. Avela's journey. However, as a woman of faith, she knew that God had something bigger in store for her above the turmoil that she was experiencing despite being told that she would fail in life.

During her PhD, her original thought of water purification soon transformed into a love of mining as her PhD project comprised the mining industry. She soon realized that mining was the space that she needed to occupy. Many would consider her PhD as the final leg she accomplished, but Dr Avela Majavu decided to go even further by giving back her wisdom through her consulting business.

While at doctorate-level, she was featured on radio and had her work published in scientific journal articles, such as the South African Journal of Chemical Engineering. She has currently been appointed as a top scholar in the South African Academy of Young Scientists. Dr Avela Majavu also acts as the Acting Deputy Secretary General of the South African Associate of PhDs while running her own consulting company. Keeping her mind and hands busy, she also works as a Research and Development Chemist at Sibanye-Stillwater, a gold mining enterprise.

Dr. Avela Majavu proves that women can take a stake in male-dominated fields regardless of where they came from.





FOOD 'O CLOCK

Meaty bones and cabbage stew

Our Meaty Bones and Cabbage Stew is a comforting dish that combines tender beef with aromatic spices and fresh cabbage. It's perfect for a cozy meal with loved ones, offering rich flavors and a nutritious twist to a traditional stew.



Ingredients:

- 500g of beef meaty bones
- 2 tbsp of sunflower oil
- 1 large chopped onion
- 1 tsp of onion powder
- 1 tsp of curry powder
- 1 tsp of smoked paprika
- 1 tsp of crushed garlic and ginger
- 1 chilli beef stock cube
- 1 and 1/2 cup of boiling water
- Cabbage chopped (about 2 handfuls)
- Salt and paper to taste

Method:

- Fry the meaty bones for about 5 min in a tbsp of oil over a medium to high heat
- Remove the meat from the saucepan and set it a side
- In a same sauce pan add a tbsp of oil and chopped onion, sauté on medium heat then add curry powder, smoked paprika, onion powder, and garlic&ginger.
- Continue to sauté till onion are soft and all seasoning are well combined
- Add the browned meaty bones back in a saucepan and continue frying
- In a bowl add beef stock and boiling water and stir until the cube is well dissolved and add to the beef stew
- Cook on low heat for about 1hr 30min.
- After 1hr 30min add cabbage and continue cooking for further more 30min on low heat
- After 30min switch off the stove and let it simmer for 10 min
- Serve with pap, samp, rice or dumpling

