

The Feature.za

JANUARY 2023

MAGAZINE

Cherith
Wareley

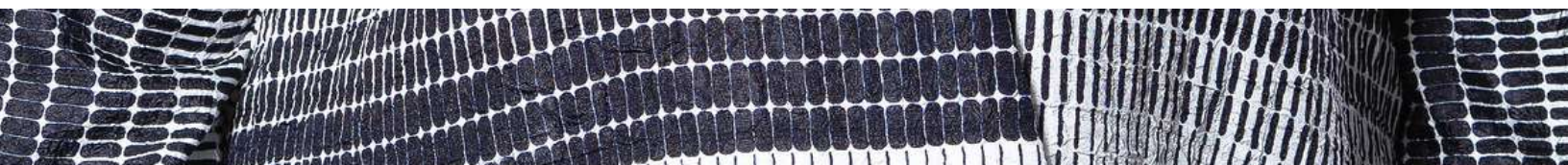
EDUCATION IS
KEY

Self-Care
Isn't Selfish

RE-THINKING
RESOLUTIONS

Queen Mokonoto

FROM HR DIRECTOR TO CEO



Meet The Creatives



Contributors



CONTACT US:

For general enquires, drop us an email at
Info@thefeature.co.za

For collaborations and Advertising, drop our Editor an
email at:

Editor@thefeature.co.za

THE FEATURE MAGAZINE IS A NON- PROFIT
ORGANIZATION

COPYRIGHT © THE FEATURE 2019. ALL RIGHTS RESERVED

The Feature.za

NON-PROFIT DIGITAL MAGAZINE



Contents

04

EDITOR'S NOTE

05

QUEEN MOKONOTO

14

SELF-CARE ISN'T
SELFISH

16

RE-THINKING
RESOLUTIONS

19

JANUARY INTERVIEW
CHERITH WARELEY
EDUCATION IS KEY.

27

FOOD 'O CLOCK
Chicken Pea salad



Editor's note

Welcome to the New Year! Welcome to another year with The Feature. We hope that the festivities of December not only mellowed out the hustle of 2022 but allowed you to ease in, into the New Year already proving to be full of possibilities. While the new year brings a lot of new opportunities, we also need to be more forgiving toward ourselves for last year's missed ones.

2022 was a year of growth for us as we continued to push boundaries and scale new peaks, thanks to your consistent support and hard work of our team. We crossed ten thousand website visits and saw steady growth on LinkedIn and Instagram. 2023 should be a year where we strive to accomplish everything we want, but also understand that just because we hadn't reached the ultimate game changing milestones that would have made 2022 great, it doesn't mean we failed.

For our January cover girl, we feature a former HR Director Queen Mokonoto, turned nonprofit CEO. This was not an easy feat, but let Queen share her perspective with you and hopefully inspire you to also take that leap of faith that you have been procrastinating about. Welcome to 2023

Team Feature



Queen Mokonoto

FROM HR DIRECTOR TO CEO OF A NON-PROFIT

Tell us about yourself and your early life



Queen Mokonoto

I grew up in Diepkloof, Soweto. After my mother passed away when I was only 10 years old, I was raised by my grandmother and my aunt. My aunt who at the time was only 22 years old, had to take care of both me and my 9-year-old younger brother, while she was also nursing her 5-month-old baby. As a means of earning money, my grandmother ran a tavern, selling liquor, and with the support of her business, we managed to have a sustainable income as a family. I could attribute my early entrepreneurial skills to my grandmother's liquor business as I learned a lot from her.

My grandmother's additional hustle was recycling. She used to recycle aluminium and use the containers we created out of recycling to serve customers' liquor. It was a common practice among locals who sold local homemade beer as well. We also used to recycle cow bones that we collected from dumping sites. The truth is, I did feel embarrassed at times, but the reality was, this was our way of survival, this was putting food on the table, so my embarrassment was second to none. Being a teenage girl, whose grandmother collects and recycles bones from dumping sites made us look extremely poor. At that age I didn't see the business side of this but looking back on it now, I realize it was actually a pretty cool business model which today is been done on a much larger scale.

One of my fondest memories of growing up in the township, particularly in a home that sells liquor, is the noise that one had to compete with. Drinking customers were not concerned with our comfort and they always left late at night. We, therefore, had a shack that was built at the back of the house that I used as my library to study. It was scorching hot in the summer and very cold in the winter. Part of my drive came from wanting to free myself from this situation. I knew I had to study hard if I wanted to get out of there. I managed to finish high school and went to Wits and decided to study a BA in Psychology, but with Philosophy. I wanted to be a philosopher but I didn't have enough information about how one earns money other than being a Professor. My friends pointed this out, which made me realize that finding a job after graduation was key for me, especially given my background. I then decided to study Social Work which was a four-year degree with an honours.

You've been in HR for so many years. Tell us about your time there and what you are up to now



Queen Mokonoto

I've been in HR since 1998, though the first job I worked as a Social Worker. I later transitioned into HR and as an HR Practitioner, I moved from one company to the next, as an individual contributor, a specialist, a manager, and later as a director, which was my last role held. These jobs were not a result of job hopping, but climbing the corporate ladder rather. I have worked in various industries, such as Technology, Manufacturing, and Consulting. In my last role, I was an HR Director and despite having such a senior role, it all felt as if I have been here before, I have already done this, what else is there for me to do beyond this? This was how I began to ponder on what my next step should be. It took a lot of soul-searching.

A lot of options presented themselves to me such as moving to a different organization in the same capacity, or should I challenge myself and move to a different country on a secondment perhaps, or should I rather stay at home and start my own business? These were all ideas and opportunities I debated with myself. One thing I knew that was certain, was that I needed to leave and take time out. Immediately after leaving corporate, I started volunteering at United Way SA. It was here that I was reminded of where my real passion lies and what fulfillment will look like. Though I was a bit anxious as this was new territory for me the risk proved high indeed. This was not corporate, as we know it, and there are no guarantees. When I look at the impact of the role I fulfill now, I am glad I took the leap. When I look at what we do in the communities, and the schools we support, and seeing the smiles on our beneficiaries' faces after receiving training from us, is what makes it all worthwhile.

What made you take the leap into your new career?



Queen Mokonoto

I just turned 50 this year, which was a big milestone for me. This made me evaluate the road I have taken, especially the time I have dedicated to working in corporate. Having given my next steps considerate thought, I was ready to start making a difference elsewhere. I was ready to serve the communities within South Africa and the broader world. With this, I can impact a greater number of people and not just a single division or company. The most rewarding accompanying thought of this decision was that I felt I was going back to my roots, my passion, and my social responsibility dream. This next chapter in my life is going to be more purpose-driven and drive positive change for those around me on a much larger scale.

What has been the hardest part of your transition?



Queen Mokonoto

When I initially resigned from my executive job, I had difficulty adjusting to my own cooling off period. I was used to waking up in the morning and having a set agenda about what I would be doing and pretty much how the day was going to play out, to simply waking up to nothing. The second imminent challenge and risk was financial stability. Having been accustomed to a guaranteed salary, and suddenly needing to account for every penny was not what I wanted to deal with. Though I had made an informed decision about what's next for me, I would still later experience a slight drop in financial security. This didn't mean that I didn't plan thoroughly, but the reality of transitioning into the space of Nonprofit is a different reality. This especially because the organisations itself is dependent on generous sponsorships.



Queen Mokonoto


I had to become more conscious about my finances and deliberate in how I secure my household's success despite these new circumstances. Being in a secure corporate job, one has a certain assurance and prestige of association with a big company, the job title, and all other perks that accompany these. Those are the comforting benefits that I no longer had, and naturally that came with a little anxiety. What has kept me going until now, was knowing that if I don't do it now, I will never have the courage again to do it. I will always wonder what if and perhaps regret never taking that purposeful step to fulfill my own life journey and desire.

What would you attribute to the courage to seek change and fulfillment



Queen Mokonoto

Trusting the process and trusting I will be fine is what drives me. Growing up without parents created a challenging upbringing and background for me. The need to survive my circumstances and ultimately overcome the mindset of being poor is what drove me the most in my pursuit of success. I am a strong believer that when we seek, the universe provides. Looking at the transition from a full-time corporate career when my income was steady and guaranteed, to not knowing what tomorrow brings didn't only affect me. This move also affected my family and how we spend given the income stream dynamic had changed. Having discussed it with my family, I had their support which was important, as this decision impacted us all. I had the comfort of their understanding which made things easier for me. I was able to focus on what needed to be done and bring my all to the new venture.



If you were given an opportunity to reset, what would you do differently in your life and career?



Queen Mokonoto

I don't have many regrets about the path I have followed so far, but I will try to enjoy the journey more than I have so far. It's ok to work hard and be ambitious about my goals, but I wish I had taken the time to enjoy the little pleasures of life more. I would have wanted to build more good relationships and embrace my femininity at work without the fear of judgment or being seen as weak. Over the years corporate instilled the notion in us that to be a good leader, one must transmit masculine energy. As I look both back and forward, I will continue to drive myself more in how I make a difference, how I create more presence with those I work with, and creating an overall balance. I am grateful for the support and investment received during my time in corporate and the organizations I worked for. The next step of cultivation is what I look forward to.

As a mother of adult children, how do you encourage them in owning their careers?



Queen Mokonoto

There is no right or wrong way of navigating a career. During my first year of University, I wanted to be a Philosopher, later, after realizing I may struggle to make money off it, I no longer enjoyed it and decided to enroll in social work studies. Later on, working in corporate appealed more to me and I realized that working in the department of Employee Assistant Program (EAP) as a Specialist would be more suited for me as my education and training received in social work studies were supportive of this route. I later migrated into Human Resources where I spent years as a strategic partner for business and now, I am in an NGO as a CEO, of United Ways South Africa interacting with the global world. There is no formula as circumstances, environmental factors and one's own aspirations will always guide you. The only thing that will stop you is the limitations that you put on yourself. As you progress in your career, build the right networks and relationships as these become precious over time to one's further advancement.

What advice would you give to those hesitating to challenge themselves?



Queen Mokonoto

Don't look at your limitations and weakness but rather identify and focus on areas of development, which in turn will build on your strengths. A lot of people find themselves fearful of movement or challenges and end up not having the courage to do whatever they want to do. We need to leverage those things we do well which will propel us forward to take on more ambitious projects. Whatever it is that you want to do, start somewhere.

Out of all the Nonprofit organizations you could have joined, why United Ways?



Queen Mokonoto

United Ways South Africa has 3 pillars that guide the organization which is namely Education, Health, and Income Generating. All these pillars are underpinned by Social Justice. Our Education pillar looks at educating children in schools by teaching Math, Science, and English. We also have schools that we collaborate with closely and offer meals. Our partner corporates, communities, and NGOs are a big part of our success rate for all these three focus areas.

For our Health agenda, the focus is on individual well-being. This is to ensure that not only are we concerned with outcomes, but provide the necessary support and coping measures for individuals to succeed. Our Income Generating Programme is mainly focused on supporting individuals and communities to generate income for example, through farming. The aim of the program is to help communities create sustainable sources of income that can support them over a longer period. We have extended the Income Generating Programme to support victims of Gender Based Violence as well, wherein we teach them various self-sustaining skills.

These pillars are what I stand for. As an individual coming from a disadvantaged community, I can immediately relate to this cause, and I knew it was where I needed to be.

United Way SA contact details:



(011) 806-5890



<https://www.unitedway.org.za/>



info@unitedway.org.za

self-care ISN'T selfish

CHERITH WARELEY

It's no secret that women are frequently praised for managing multiple responsibilities at once, including full-time employment and the care of their families, partners, and children. Though you would think this should apply to everyone with a family who works a full-time job, studies have shown that working mothers are more likely than working fathers to take on additional responsibilities at home. The adverse effect of this is that their lives continue to bleed into one another as they try to manage all of these unbalanced responsibilities. Hence the emphasis on the work-life balance among women, a concept designed to prevent one aspect of their lives from overshadowing other, equally important aspects.

The concept of work-life balance has always been received with controversy. Some say work-life balance is impossible due to the lack of attention given by employers to employees, circumstances don't seem to be flexible enough and the need for financial growth takes centre stage - others say that work-life balance is achievable. Recent global studies, South Africa included, show that a growing number of working women are reporting higher amounts of stress in the workplace and as a result, widespread burnout. In turn, this has given rise to the greater resignation of women, the overarching theme of unfulfillment in their careers, less motivation, and the lack of time and space to 'switch off'.



In a world where hybrid working, remote working, blended working models and so much more have been introduced, self-care has become a buzzword, especially around mental health and wellness in the workplace. The history of self-care goes back to the 1950s and grew in popularity through the civil rights movement. Today it is a well-known term. It means taking care of yourself and doing what's overall healthiest for you every day. The theme of self-care is seen in everything - mental health awareness, the unhealthy use of technology, podcasts, and conversations, even the beauty and cosmetics industry has seen an influx of self-care brands and brand messaging.

Though self-care is buzzing around, there is its adversary, self-care guilt. Self-care guilt shows itself by apologizing for taking time for yourself, feeling like you're being selfish, or pushing it off because you have more productive things to do. So many working women who are balancing life and work often feel that in order to feel worthy of taking a day off, they have to work extra hard, or refuse to pause, reflect and breathe because it's seen as 'selfish'. But is it though?

Self-care has proven results - fewer health problems and its relation to stress on the physical body, more engagement as it relates to engaging in the workplace, far less burnout which prevents working women from feeling as if they aren't able to meet demand and lastly, more mindfulness which inevitably means more control over our focus and ability to concentrate. If you are feeling sick or coming down with a flu, stop feeling guilty because it's not serious enough or as long as you are not bedridden, you can still push.

It is this kind of unhealthy habits that perpetuate the problem as we neglect to put ourselves first when necessary. That all important interview can be rescheduled, the work at work will wait or can be done by someone else while you recover and recuperate. If we don't do this and neglect ourselves, it tends to build resentment later toward your employers for not looking after you through good bonuses and increases, why?, because you want the time you came to work to be counted as a sacrifice you made for the company.

Ultimately, work-life balance can be achieved. Becoming a successful professional in the workplace and maintaining a productive personal relationship life is possible. It requires only to remove the self-guilt and pursue a balanced life.

Re- thinking Resolutions

OLWETHU MOKONENYANE

As we enter the new year, people tend to think that massive change needs to exist for the year to have be and show impactful results. Every year, many South Africans like the rest of the world, starts the new year with a set of resolutions to propel them forward. While the idea behind forming a resolution is intended for such, these also often turn out to be traps that we actually set ourselves up for.

For 2023, let's share some ideas with you on how to rather set smart goals for yourself, instead of yet another resolution. A classic example of resolutions is the resolution to lose a large amount of weight without factoring in that it will take time and discipline. Most people often abandon their resolutions within the first three months for various reasons. Some of these reasons for this abandonment can be due to a perceived lack of results and consistency in executing the resolution.

For proper understanding and integration of what someone would like to accomplish in the New Year, there needs to be a disambiguation between a resolution and a goal. While both resolutions and goals regard themselves as statements, a subtle nuance exists. A resolution is a generalized statement structured around the need to change something within or for oneself. Alternatively, a goal is a clear statement with actionable steps for accomplishment. For this reason, there should be a shift from the New Year's resolutions concept to a goal-orientated approach.

According to cognitive psychology, human beings evolved into seeing the need to have goals to improve their lives. Goals can change the lens through which one perceives themselves while instilling the idea that 'failure' is a vital aspect of goal actualization. Failure at a resolution causes the idea of complete failure leading to abandonment.

For a person to integrate goals into their new year, they need to complete a series of checklists for that goal to make sense in their lives.

Most HR people in corporate will tell you about the SMART goal setting principle.



Specific

The goal needs to be **specific**. Specificity in a goal allows for the purpose to be streamlined instead of being a combination of multiple goals.



Measurable

The goal needs to be **measurable**. If one looks at the earlier example of losing weight, the main pitfall with this standard resolution is the goal weight doesn't exist. Instead, there is simply the idea of losing weight.



Achievable

The goal needs to be **achievable** in a manner that makes sense.



Relatable

The goal needs to be **relatable** which is an element of realism. Unrealistic goals set high expectations and leads to high probability of abandonment.



Time-based

The goal needs to be **time-based**. Although the consensus exists that placing a time stamp on a goal lead to more significant internal pressure, the opposite occurs with a time frame, accountability and action ring in mind. Human beings thrive with dreams, but these goals also assist in making the process enjoyable.

January
Interview
Segment

Cherith
Wareley

EDUCATION
IS KEY

Cherith Wareley

Education is key

OLWETHU MOKONENYANE

For women throughout the ages, there has been the concept of juggling your heart's passion and ultimately create something that will improve their lives. This choice was no different for Cherith Wareley, a woman of strong values and an effervescent personality.

“
When I left high school, I always had the idea that I would do education
”

However, her journey to becoming a teacher was more challenging than she had anticipated. When Cherith began the final road to completing her secondary education by entering high school, her family faced financial difficulties. Yet, through honing and building relations with her community, she attended high school and thrived until she matriculated. After applying for further studies and getting rejected by a university, she felt dejected. Cherith persevered and landed a spot at the University of the Western Cape. Her chosen occupation resonated with her as she began completing her undergraduate degree because, the importance of education was cemented in her mind. She then proved her teaching acumen when she began her term as a teacher at Bonteheuwel High School in Cape Town where she sees more than 300 students daily.

Overtime as Cherith began to contemplate her next career move, she knew that teaching wasn't the only path her soul wanted to pursue. From a young age, her parents had instilled in her the vital principle of entrepreneurship through the seemingly simple idea of making gift bags. To an average person, the small earnings might have seemed lackluster. But for Cherith, this moment stoked the fire that spilt over into her adult life to form Pink Cinnamon. Her business is a beauty brand tailored towards creating a more holistic interpretation of what defines beauty.

By taking what she learned from her teaching experience, she realized that an essential asset a person could have is having an impact and starting discourse. She actively carries that over into her business.

While building a business and brand, she furthered her studies by undertaking a master's programme in education. She states that education, particularly for the POC community, is essential. But, for her, education isn't as linear as the traditional route.

“
When we say education,
what do we mean?
Because I think there are
different angles and
nuances, and the reality of
it all is that not all people
of colour will have access
to traditional education

”

For her, however, there is a solution to this dilemma. “We need to redefine what education is; for me, education is all about developing skills, and that is where I think the education system needs to head into.” From her own and others' experiences, she states that building skills are the best way to build a future.

Cherith Wareley leaves a single message for women of the future generation.

“
If you come off as delusional for
your dreams and goals, then be
delusional. Do whatever you feel.
When we rid ourselves of
limitations, that is when we truly
find ourselves as women

”





Herbal Extracts

Herbal Extracts Products takes care of all kinds of African hair. The products consist of a shampoo, a conditioner, a moisturising Shea butter and an all-purpose tissue oil.

all created to take care of your beautiful African hair.



Multi-Purpose Tissue Oil

Although people think that tissue oil should only be used for their body. The African Extracts tissue oil can be used on any hair type. This tissue oil is a blend of rooibos and vitamin E with the addition of other herbal compounds. This tissue oil will repair and refresh damaged hair inside the follicle.

For the best use, section and massage into the hair an hour before shampooing.



Ultra-Moisturizing Shea Butter

✓ Our Ultra-Moisturizing Shea butter has powers that will leave your hairline feeling great. The product can ease a dry scalp and decrease the amount of dandruff that a scalp sheds. With the anti-inflammatory properties and high-fat content that Shea Butter already has, our product will leave your hair feeling full and moisturised.

✓ Our Ultra-Moisturizing Shea butter also aids in keeping relaxed or dyed hair in good health. This makes it suitable for African hair which tends to lose moisture when processed with hair dyes, bleaches and relaxers.

✓ Our product will help you keep the hair you have and add more volume. Shea butter has vital nutrients that penetrate the hair follicles and treat conditions, leading to healthier and stronger hair. All you need to do is section your hair and add a light coating of shea butter to your roots for better effects.



Herbal Extracts Shampoo



A good hair care routine starts with a good shampoo.

Designed for all African hair types, the Herbal Extracts Shampoo will leave you with soft hair and a visible sheen. This shampoo is robust with notes of rooibos and a mixture of herbal extracts that will leave your shower smelling like a bouquet. The jojoba and wheatgerm oil soften hair, while the seaweed extract leaves the hair shining. Finally, rooibos and tea tree oil soothe dry scalps.





Herbal Extracts Conditioner



Conditioning your hair takes your hair care to the next level. A good conditioner makes your hair softer and easier to style. What makes this conditioner stand out is the fact that it leaves your hair refreshed without weighing it down with chemical build-up. The grapeseed and Abyssinian hair breathe new life into your hair.



**FOOD O'CLOCK:
CHICKPEAS
SALAD**
**Kgopotso
Boshomane**



INGREDIENTS

- 1 cup of canned chickens
- 1/4 cups of chopped Red pepper
- 1/4 cups of chopped Red Onion
- 1/4 cups of chopped Cucumber
- 1/4 cups of chopped Tomatoes
- 1/4 cups of chopped Yellow Pepper
- 1/4 cups of chopped Olives
- Salt and Pepper for taste

DRESSING

- 2tbsp of olive oil
- Juice of 1 Freshly Squeezed Lemon
- 1tsp of mixed herbs (dry)

DIRECTIONS

1. Add all the ingredients in one bowl, salt & Pepper mix them gently.
2. Add the dressing to the salad
3. Put the salad in a closed contain in a fridge
4. Serve it after 3hours

