

The Feature.za

MARCH 2023

MAGAZINE

THE ART OF
SUCCEEDING
IN BUSINESS
FRIENDSHIPS

Featuring.
PUSELETSO
MANYAKA

Featuring.
SABBIONNE
VAN
REENEN

LOVE
VS
CAREER

*Andiswa
Lozwa*

UNDER CONSTRUCTION AND SUCCEEDING

Meet The Creatives



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Editor's Note

MIRIAM DUBE

I'd like to welcome you again to the March edition in which we celebrate the role of women globally. This international women's month, we continue to celebrate those who continue to make great strides towards the advancement of women and children through their participation in their respective communities and the world at large. We celebrate Puseletso Manyaka, who during the pandemic, decided to put her life on the line and joined many heroic warriors in the healthcare industry to fight the scourge of the pandemic. Our cover star Andiswa Xozwa reminds us that the limits we place on ourselves, is what will stop us in becoming the best versions of ourselves.

We are so thankful to our growing community of readers, as you are all helping us make the celebration of women fashionable.


Happy Reading



A portrait of Andiswa Xozwa, a woman with dark hair styled in braids, wearing a vibrant green, pleated, sleeveless dress. She is looking slightly to the right of the camera with a soft expression. The background is a solid, warm brown color. The name 'Andiswa Xozwa' is written in a white, elegant cursive font across the center of her chest.

Andiswa Xozwa


The process of constructing a building and an empire is similar. Both require careful planning, dedication, and faith that your image in mind manifests into concrete reality. For Andiswa Xozwa, this idea is a reality and how she overcame the ladder in a male-dominated field such as construction. In the beginning, Andiswa aspired to build a career in the law fraternity. However, during her teens, she was exposed to the rich world of quantity surveyors, and she realized the path that her life needed to take. It took simple inspiration from someone close to her for this idea to cement.

A woman with braided hair, wearing a vibrant green pleated dress and white sneakers, stands against a dark grey background. Her right hand is raised to her chin in a thoughtful pose. A large, stylized green quote graphic is overlaid on the lower half of her dress.

I spent one holiday at her house and visited her offices, and that is exactly what inspired me. The fact that I had met up with one of the very few women in the country who was in the field of the built environment,” she reminisces.



Despite her background as a woman of strong faith, she had to experience the racial and patriarchal undertones of the construction industry. Thus, the process of her staking her claim wasn't as easy as she had once anticipated.



Okay, so I think that I can say it has been both great and challenging. First of all, it has been great in the sense that it has given me the opportunity to grow as a person and learn how to be more resilient and to learn how to be more determined in doing things,” she adds.



With this strength and drive to prove herself, she excelled in her workspace while actively breaking the norms and striving to enact change through politics after being inspired by Winnie Mandela. Yet, she knew she needed to own something to make a mark on the world. The process was a mixture of triumphs and anxiety when she began building her own company, Okuhle Project Management.



“Growing a company is exactly what they say: it’s not what it looks like on Instagram,” she says.



Andiswa strives to build a company that rivals pre-established companies and is African women-led where there is a sorority, equality, and togetherness. Andiswa is not only the Managing Director of Okuhle Project Management but also Pivotal Technology Consulting. Both Okuhle Project Management and Pivotal Technology Consulting are built on the shoulders of young black women. The entities employ 80% young black women in their key personnel. Their commitment to the empowerment of black women is also reflected on their projects on site where 60% of their unskilled laborer's are black women. Business is one of many ways she strives to enact change and in her spare time, she also actively gives back to charity.

During her career in the construction industry, Andiswa gained her experience through her involvement in high profile projects such as SANRAL's Gauteng Freeway Improvement Project, the Kusile and Medupi Power Stations, Leewupoort Housing Development Project and the John Dube Mega Housing Project to name a few.





For future women, she wants to leave a single message.


“It’s time. It’s our time. I think that everything the heroes of this country fought for and continue to fight for is exactly where we are now. Ours is to take the baton and continue fighting and moving forward, unafraid to do so”.



CHERITH WARELEY

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THE
LOVE **VS** CAREER
ENTANGLEMENT

THE CAREER-LOVE PARADOX.

Very few people start a business without the intention to grow it and expand into multiple streams of growth. The same goes for people who enter the workplace, very rarely have they not considered how much further they want to go up the company structures. This becomes even more evident when you look at the number of people that often elevate their qualifications once they join the company, to stand a better chance at promotional opportunities. What often impacts women mostly after building a clear career foundation for themselves, is when they enter into serious relationships promising marriage, and or get married and have children. Why? Because what was once crystal clear in how they want to advance in their careers, now has an additional leg of consideration, and that is, how will this move impact my household.

Often times, people are faced with the decision to choose which of the two is more important, this especially when they are faced with a big or progressive opportunity that may destabilise their home relationships. Should you choose your relationship, then there is a possibility you may need to give up on the other thing entirely. It seems almost impossible for there to be any compromise here – if one thing is more important than another, it's either all or nothing – it's difficult for there to be anything in between or so we think.

I bet if you were to ask many people this question, most would say that maybe having both career and relationships isn't perfect. Settling with the right person and ultimately getting married is tough enough as it is, therefore prioritising your career over that happy home may just not be worth it. Priorities change and ambitions and aspirations get adjusted once you enter into a commitment. This is the reality for so many women and becomes the canvas for why women believe they must choose between the two.

LET'S UNPACK.

With that said, most women who have homemaker responsibilities – including being married and having children, they tend to already feel tired from these responsibilities; for example, further studies, dropping off and picking up the children at school, waking up earlier to see to the family and helping with the homework. In most cases, women don't have time to invest or do something more than that. Women tend to give what's left of their energy which is one of the major contributors of why they struggle to get promoted or their career progression tends to be a bit slower in high competitive environments. In fact, it may also affect their work performance. It's easy for the lack of energy to disguise itself in one's performance at work, as there is very little mental capacity left to contribute creatively. This of course does not apply to all women and cannot be solely attributed to why progress is slow, but it certainly lands itself in the mix.

The difference between men and women in this regard. For some, who may be presented with the opportunity for mobility, for example, career change, moving away from home, perhaps an international assignment, changing jobs, take up a new bigger project where they may work more hours, men are more likely to jump into these opportunities as opposed to women, women will most likely tend to procrastinate. This doesn't have to be negative, women are more likely to consider their families, whether they may have the time to give to this task and may consult their husbands perhaps get permission and justify their reasoning for wanting to take on the extra responsibilities. In that regard, this is one of the reasons why career advancement is slower for women – their stability linked to love and/or the relationship often tends to take priority. For an opportunity to go abroad, it's easy for men to pack and go and sometimes the wife follows, resigning from her job as the partner's prospects in what the opportunity will bring, outweighs what she is making today. However the likelihood of a male partner doing the same, is very rare.

CAN YOU HAVE IT ALL?

I think that every person should be able to choose how they spend their time and energy. I don't think it's wrong to want to make a lot of money or to find or share love with someone at the same time, and in equal parts. We need to create that balance for ourselves, delegate where we can. Being a homemaker doesn't confine you to only focus on that and or tire yourself out without any help because you are at home all day. The choice is yours how else you want to use that time to push small business ideas and divide your time to get to everything without always feeling worn out.

Being a career woman is not about moving up only as a means of growth, but looking for lateral projects or jobs that will expand your mental capacity and acumen can come in various shapes or forms. We need to always listen out for those opportunities and make the time for what we truly want. Nothing is more disappointing than looking back at your life and resenting the choices you have made and feeling defeat for the sacrifices you made along the way. We need to learn to make multiple bets on ourselves despite who comes into our lives. Here are three things I believe can sometimes be overwhelming but equally rewarding.

Giving and receiving love must come in equal parts. Check yourself that you are not just a giver or love to multiple people but not receiving it back.

Manage family commitments and demands so to not drain and or overextend yourself. Takers have no limits and boundaries, therefore create one that will ensure there is support and responsibility is shared.

Don't neglect your time with friends, as sharing experiences and helps unlock another way of thinking and living. Friends shouldn't only be there for you to remember each other's birthdays, but mutually benefit from both life and professional experiences

The Art of Succeeding in Business Friendships

BY SIBONGILE NHLEKO -
SKHOSANA

How many times have you heard the saying, “never mix business with pleasure” and a countless number of stories on why and how going into business with friends could be a recipe for failure? Amid all the despondency, there have been several entrepreneurs known to have beat the odds and went on to have successful business to this day. Evident to the successful buddy-built ventures is Starbucks, which was created by a group of college friends.

The honest truth is we spend a bulk of our hours in a day at work and the reason we mostly look forward to our working days is because of the working environment created by our relations with our colleagues/friends. It is true that we look for our “tribes” in every environment we find ourselves in and it almost seems like a gradual course to look to your tribe when contemplating going into business.

The fundamentals of a healthy friendship are in most cases the ideals of what makes for a successful business partnership. Gabrielle Adams, a social psychologist at the University of Virginia and an expert in interpersonal dynamics, believes that going into business with a familiar face can be advantageous. “They have a solid, open channel of communication and hold shared, explicitly agreed-upon priorities”, she adds.

Friendship has the potential to be the greatest asset in business. The trick is to mull over the real reason as to why you want to go into business with a friend and the number one answer should never be just because they are your friend. Business start-ups should be based on business sense and the co-founder should be someone with complementary skills and talents to yours.


Shared passions and vision hold power in the succession of a business venture amongst friends, they make for the building block to a successful business partnership. Passion prompts the amount of energy one would put into ensuring the success of the partnership and it is for this reason that it is important to partner with someone who fills in your gaps and weaknesses, so that together you make for a better whole; as an individual you wouldn't make.

Just as in friendship, embrace the learning experiences disguised as failures along the way and remember that tough times don't last, only tough people do. Don't let a passion for the succession of your business supersede your commitment to the friendship itself.

March Interview Segment

**SABBIONNE
VAN REENEN**

Through the years, the essence of womanhood has changed. In the past, womanhood was solely concerned with the aesthetics of being a woman. Yet the world understood that womanhood rests on the internal environment. This is ever the case for Sabbionne van Reenen, a freelance makeup artist and the founder of The Feminine Empowerment and Growth Blog. Her expression of woman stems from the strong foundations that her parents laid into her from a young age.



Through the years, the essence of womanhood has changed. In the past, womanhood was solely concerned with the aesthetics of being a woman. Yet the world understood that womanhood rests on the internal environment. This is ever the case for Sabbionne van Reenen, a freelance makeup artist and the founder of The Feminine Empowerment and Growth Blog. Her expression of woman stems from the strong foundations that her parents laid into her from a young age.

“Getting myself to where I am right now has to do with how my parents groomed me to be the young lady that I am, and basically, I’ve always had the morals of helping others,” she proudly states.

In her eyes, power is the ability of communities to unite regardless of their differences. Yet, the more she looked at the realistic conditions of the world and the treatment of women, the more she realised that she needed to do something to change this.

“The ability to have young girls have a voice for themselves. The ability of inspiration. Because, in homes parents are busy and they don’t always have time to nurture young girls. So through my work that I do, I try to encourage. To Inspire. To bring young girls together with problems,” she states.

Her platform, The Feminine Empowerment and Growth Blog can be considered a love child between being a personal diary and musings meant to be educational. Yet, her own life wasn’t easy in the beginning. Coming from an educated family, when she failed a module during her course in Business Management in Accounting. Yet she chose to rise above. In her own words, she’s taken risks and knew that sometimes you needed to believe in something other than yourself. Although she attempted university, in her heart she knew where she wanted to be: the feminine wellness and beauty industry.



“I am a very feminine woman, so I feel like the more we as women can tap into a feminine energy, it brings out really who we are,” she states.

Her expression of femineity includes self-care and feeling good about yourself in your skin through makeup.

“For me personally, it is more than the aesthetic. I feel like it has to do more with affirmations we tell ourselves each and every day,” she adds.

With this in mind, Sabbionne views makeup as an enhancer more than a tool that is accessible to everyone and shouldn't ascribe to one standard of beauty. To the layman, Sabbionne's work might seem simply surface level. Yet at the beginning of her journey, she chose the philanthropist role of giving girls attending their matric-ball free makeup. Her depth speaks for itself in her simple answer that authenticity in womanhood is powerful, and this power can make the world shake in reverence. As she grows more in her power, she sees herself in the future as a woman who leads an academy that seeks to distil skills to shape young women and groom them while also wishing for her salon at some point. Her passion led her to the idea of establishing an NPO. She has a single message for women.


“They've got this. Any circumstances, any obstacles that come their way, they got this,” she firmly states.

To see more of her work, please visit her blog site:
<https://feminineempowermentandgrowth.wordpress.com/>

March Interview Segment

PUSELETSO
MANYAKA

With STEM pushing the world towards the Fourth Industrial Revolution, the science fraternity has made many strides to change the world. With this space has been created for women, and today it is no longer a field only associated with a certain type of man. However, women in the industry seldom receive praise for the scientific advancements they contribute to, and this needs to change fast. This is partially because of the idea that women should sit back and allow advancements in science only to be made by men, but also the idea that women will never have as much acclaim as men. Although this phenomenon is slowly fading with the advent of gender reform in the workplace. Puseletso Manyaka, Medical Biological Scientist, is a testament to both strength and not getting recognized for the work that you do.



Puseletso rarely calls herself adventurous. This spirit of enterprise makes sense if one considers the career field she chose to follow, science. Science can open eyes to how the world works, despite the consensus that science is dull to the mind.

Puseletso's decision to pursue science stems from a childhood spirit of innocence and wonder, which her schooling and teacher mother enhanced.

"I was inquisitive as a child, so I wanted to find out how things and basically the biology of things works. It was mostly my mother who inspired and pushed me because she is also a teacher. I remember the first experience when I wanted to move into sciences, it was when I had a project to do with the heart, and how it pumps blood in and out. That experience sparked something within me, and the rest is history." she reminisced.

Scientists possess the remarkable ability to make the world a better place for our future generation and the world has been witnessing this for a long time now. The first successful heart transplant in the world was accomplished on our very soil by Christian Barnard on 3 December 1967. To Puseletso Manyaka, science has a similar power of influence as she believes that science is critical to society.

In her profession, her field, Diagnostics, can be considered the backbone of medical sciences.

"If somebody goes to the doctor, they draw your blood, the testing that is done is not done by that doctor but elsewhere and by someone else. By the time the results come back, I would have been the one in the lab having processed and made sure these results are correct," she says.

Puseletso's work as a clinical medical scientist was only further shown during the height of the COVID-19 Pandemic. Many people lost their lives during the pandemic globally, and the world is still recovering. However, like many on the front lines, the pandemic was particularly draining to one's physical and mental health



"When we were still at wave one and people were not really familiar with COVID-19, Charlotte Maxeke's department of virology was one of the two labs that were testing for COVID, and that is where I was appointed. There was so much work, and not enough staff, reagents, everything was not enough," she adds. Understandably so, no one expected this outbreak and the speed at which it was spreading. For any hospital or medical facility to have been ready would have been a miracle.

Her employment during the pandemic meant that she needed to work twice as hard with even more hours as a front-line worker just for the medical field to be able to handle the cases at the rate they were growing. Due to the many hours, she was exhausted and needed to deal with the fears surrounding the pandemic.

"When I get home, my family were still scared. People didn't really know what Coronavirus was. So, when I got home, I needed to go out to the back to change my clothes away from everybody else. It was difficult interacting with family members as everyone was just cautious," she remembers.

But something good did come from the plight of the pandemic. She received much due recognition with her appointment as the supervisor for the molecular department in a testing lab overflowing from government hospitals. The world of medical sciences has treated her well, yet she needed to hone her path into what it is today through hard work and even more patience.

"It obviously feels good to be a representative of my gender and my skin colour but then also being a woman generally in STEM also comes with its own things," she says.

However, in Puseletso Manyaka's mind, the world of science needs to change. Her own experience of forging a career in STEM was regarded as being smooth. However true to her selfless nature, she thought of what could be done for the women to come.

"One thing that I've noticed is even with higher positions, and even in other companies, black people in executive positions, especially women are still underrepresented. This is concerning as it doesn't represent the economic active population of the country." she states.

In Puseletso's mind, when young black women try to emerge into any work environment, having people who act as an example certainly helps them understand that they are just as capable as their male counterparts.

"Growing up, if they were talking about a scientist, what came to mind was always an old white man in a lab coat. You could have never imagined a normal girl like me as a scientist," she states.

Puseletso strives for a world where women can feel the right to claim space in any male-dominated field with grace. And wants women to understand that it will always be challenging no matter what, but one's own resilience is critical and plays an important role in achieving the success we want.

Puseletso understands the demands that come with not only being a woman in her field, but also being a mother and a wife. Balancing all these can be hard sometimes and perhaps impact on your productivity, but one must find the balance in all of these. Being a woman who has or is expected to multitask cannot be our excuse forever.

With the birth of her child came the need to choose between her family and furthering her career. She had to choose between completing her Master's Degree or taking the job offer, which led to her choosing employment to continue her child's stability and has no regrets about her choice.

"I'm quite fulfilled now in my career," she happily states.

Her last statement sums up the work she has done and her spirit.

"Anything that you put your mind to you can do. At the end of the day, I had to quit my Masters. As old as I am, I am looking to going back to complete my Masters. You will have things that will delay you on your way to whatever goal you would like to achieve in terms of your career. But do not let those things stop you. Do not be discouraged."

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:
STUFFED FLUFFY
FLAPJACKS
Kgopotso Boshomane



INGREDIENTS

- 1 cup flour
- 2 tsp baking powder
- Pinch of salt
- 2 tbsp sugar
- 1 egg
- 1 cup milk
- 3 tbsp melted butter

METHOD

1. In a separate bowl mix all dry ingredients together
2. In another bowl beat the egg, adding in the milk and butter until well blended.
3. Pour the egg mixture into the dry ingredients and beat until well incorporated
4. Place a large pan on a medium heat, add in 2-3 tablespoons of batter per flapjack and cook until bubbles form on the surface.
5. Turn the flapjacks over and cook for another 1-2 minutes until brown

