

The Feature.za

JULY 2023

MAGAZINE

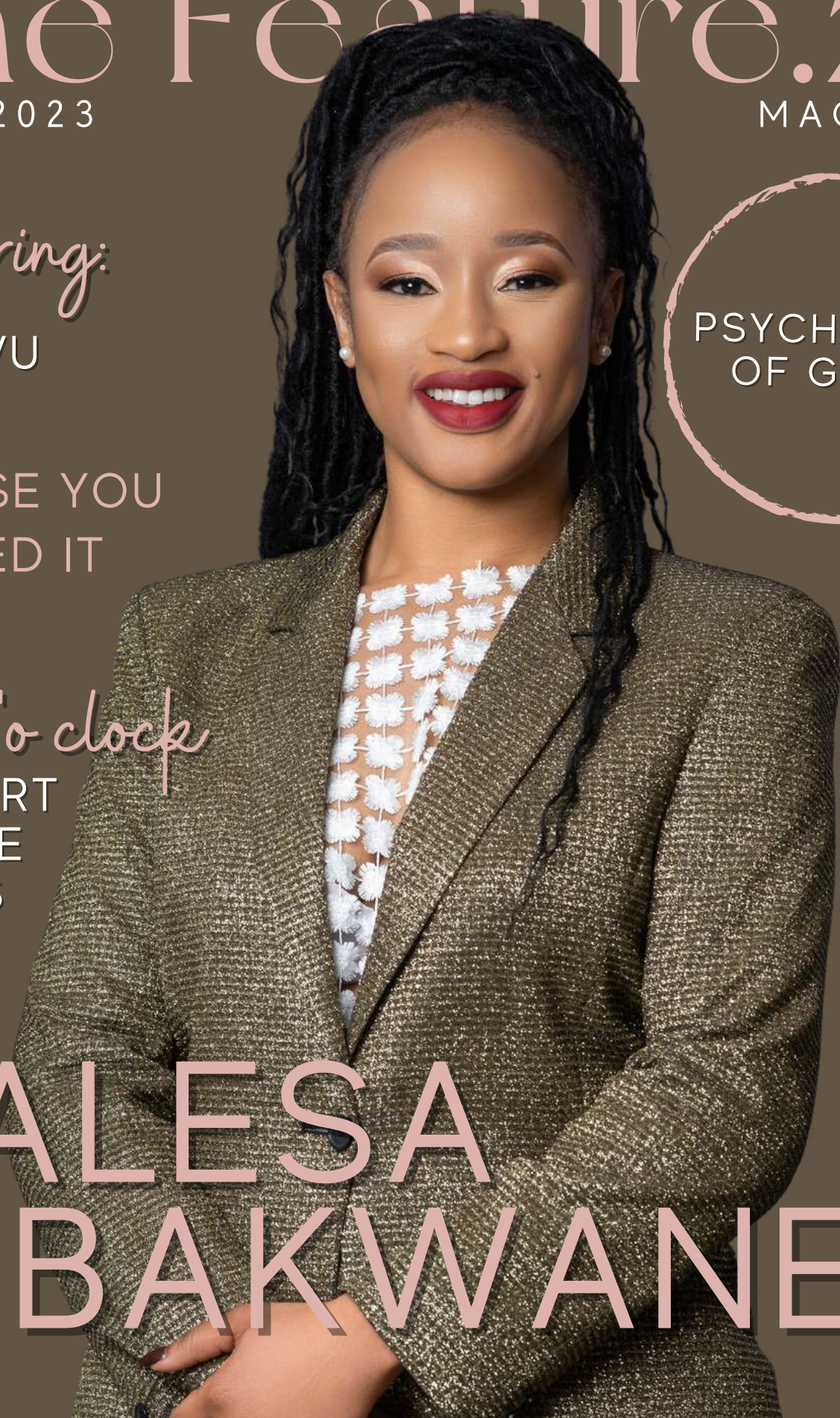
Featuring:
SISCO
NDLOVU

PSYCHOLOGY
OF GIVING

IN CASE YOU
MISSED IT

Food 'o'clock
DESSERT
ON THE
DECKS

PALESA
DIBAKWANE



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EDITOR'S NOTE



Human kindness possesses the ability to change the world through a single act. If we were to look at the greats throughout history, many would soon realize that kindness and the act of giving back became ingrained into the very fibre of their being. South Africa possesses a long history of not only giving back but also making sure that the art of giving back becomes a wave that supersedes all negativity. This month we celebrate Nelson Mandela Day, a day that simply asks you for a simple 67 minutes of your time. However, imagine this for a moment. 60.14 million people occupy our great land and if every single one of that population were to do an act of random kindness, not only would the world be a better place, but greatness would emerge in this land.

Through a combination of altruism and giving without the expectation of the favour returned, the borders of our country will be filled with a light that resonates deeper than the darkness. Have a happy month of giving back to the world at large and even more, have a happy month bringing goodness to the people around you.

With Love

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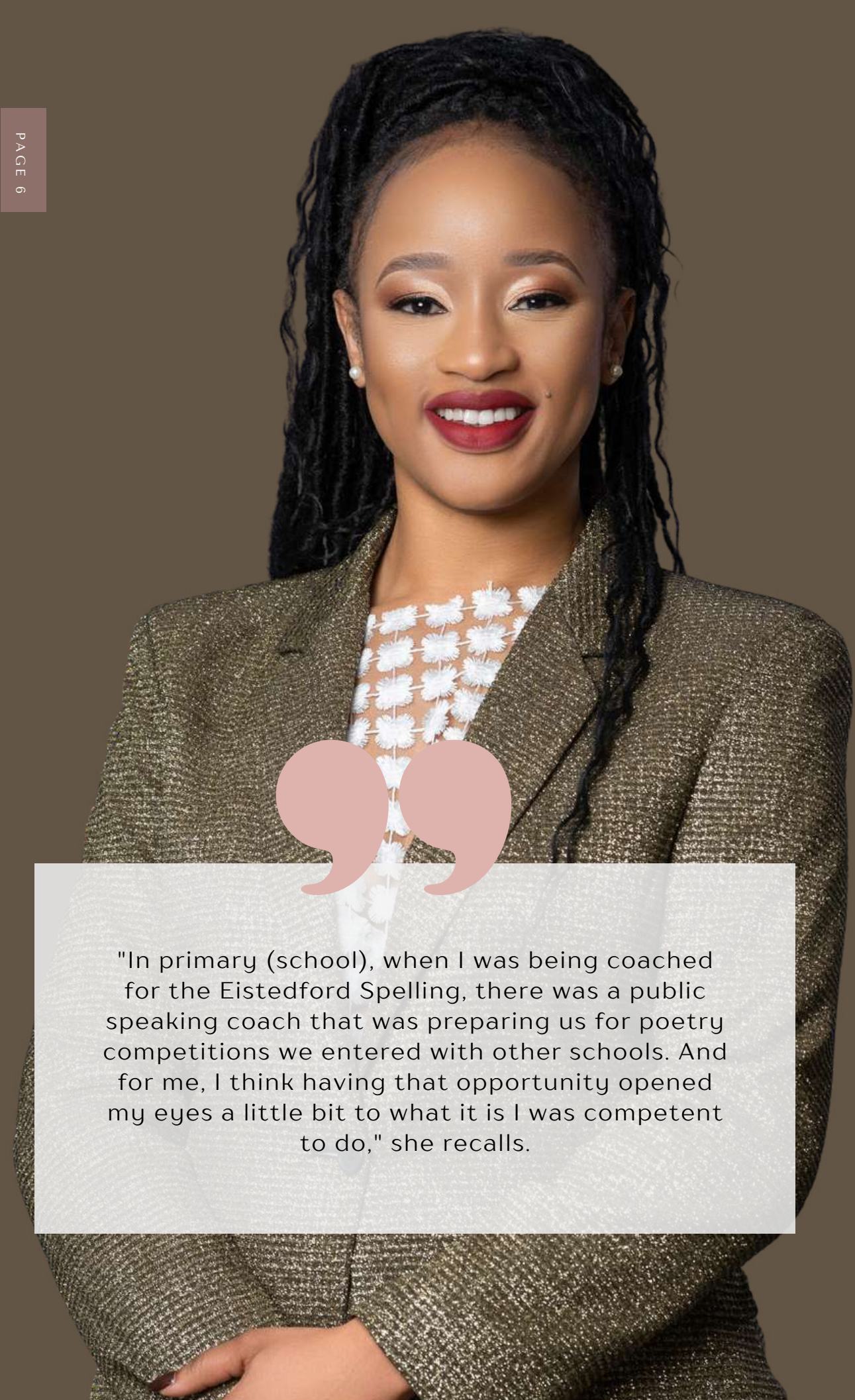
EDITOR'S NOTE

PALESA DIBAKWANE

Throughout history, the power of spoken word has not only given birth to great works of art. It has also caused revolutions to manifest in society. However, for the African woman, speaking your mind causes feelings of unease due to the interpretation that women need to be timid and submissive to ensure they are not acting within stereotypes associated with the racial demographic. Yet more women choose to speak their minds with the platforms given to them and seek to ensure that the world is better after every sentence. Palesa Dibakwane is no different, but a star of her own making, aiming to empower and encourage speakers to showcase the power of their minds and voices through her public speaking coaching sessions. Of the many hats she's wearing, Palesa has taken it upon herself to hone the skills of those working with her through her talent acquisition specialist skills.

Although her voice causes power with every utterance, Palesa's public speaking journey was not an overnight success, it began when she was still a little girl in primary school.





"In primary (school), when I was being coached for the Eistedford Spelling, there was a public speaking coach that was preparing us for poetry competitions we entered with other schools. And for me, I think having that opportunity opened my eyes a little bit to what it is I was competent to do," she recalls.



Throughout her childhood and teen years, she realized that the spoken word had the power to change the perspective of both the speaker and those spoken to. Her thoughts were only further echoed after the democratization of South Africa after a time of significant turbulence.

"Back in high school after we had become a democratic nation, I would listen to Nelson Mandela and be inspired. As much as it sounds like a cliché now to people who have been living in a democratic nation, the man's voice, the way he spoke, and his confidence played a significant role in how I turned out to be."

Palesa also cites Oprah Winfrey and Tyra Banks as her other inspirations due to their power to influence the world and the testaments of overcoming adversity.

The act of winning an award for her speaking propelled her to become the first African head girl in primary and high school while also giving her the drive to become the first African vice-chairperson for the Student's Sports Committee at the University of Pretoria.

Upon completing her Bachelor of Commerce in Marketing and Honours in Business Management, Palesa dipped her toes into the corporate environment as a salesperson. Yet, tragedy befell her, and she had to take a sabbatical.

However, this sabbatical not only did not break her but gave her the insight that she should do a television presenting course. Although this would seem like a passing thought, her course allowed her the opportunity to hold a television presenting position in a church."

"During that time, I started coaching people as we're doing it. Because we are in an environment that doesn't necessarily have the background that you have because they haven't been coached, they haven't been trained. And that's where I saw the gap. I then came up with Unforgettable Speakers," she adds.

Palesa deftly juggles her responsibilities as a talent acquisition specialist, social media influencer, and public speaking coach with a global reach.



"As a public speaking coach, I coach people online. On a Zoom call, I would coach people worldwide to do public speaking. That would be for TED talks, presentations at work, preaching, anything related to standing in front of an audience and having to have an impact."



Her love of public speaking and nurturing talent humbles her greatly.


"When I look back at the black girl in an all-white school, I wouldn't have thought until I had the opportunity that this could have been me. I find it to be quite humbling to be able to share my gift with other people and allow them to also realize that it is also within themselves," she says.

In Palesa's mind, seeing growth and transformation in her clients allows them to give back to the world and enact their change in others, which reminds her of her decision to launch Unforgettable Speakers.

"I remember the feeling I had when I launched Unforgettable Speakers. I coached two ladies for free. So, this was me testing the concept, and the feedback when I walked away from there was what made me realize that I thought that this was something that could work," she remembers. "They were only trained by me for a few hours. But how they came back the next day to deliver the talks they had delivered before was like they were completely different people.... I started realizing that what I give people is priceless. Me adding a price to it doesn't mean anything."

Palesa's work as a public speaking coach and talent acquisition specialist highlights the dual nature that talent possesses.

Palesa strives for the improvement of others and says that for people to elevate themselves to higher places, they need to place themselves in positions where they need to be uncomfortable and become learners. She says with every portion she gives back to better others; her passion grows even stronger.



"I love doing reflecting sessions. When I sit back and look at where I've come from and where I would ideally want to go. So, for me, envisioning things is quite important and keeping the vision alive. A lot of times, your today can make you forget who you are. And then, just allowing yourself a room to reinvent yourself."

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EMPOWERMENT

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EMBRACING FAILURE AS A STEPPING STONE TO SUCCESS:

LEARNING FROM SETBACKS AND
REBOUNDED STRONGER

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Redefining Failure

The first step in embracing failure is shifting our perspective. Rather than viewing failure as a permanent defeat, we should see it as an opportunity for growth and improvement. Failure is not a reflection of our worth or capabilities but a chance to learn valuable lessons and make necessary adjustments.

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Learning from Failure

Failures provide us with crucial insights and feedback. It is important to analyze our failures objectively, identify the root causes, and extract meaningful lessons from them. By understanding what went wrong, we can make informed decisions, develop new strategies, and avoid repeating the same mistakes in the future.

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Building Resilience

Failure tests our resilience and determination. It teaches us to bounce back from adversity, persevere in the face of challenges, and maintain a positive mindset. Developing resilience allows us to stay focused on our goals, adapt to new circumstances, and remain motivated despite setbacks.

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Embracing Risk and Innovation

Fear of failure often holds us back from taking risks and pursuing innovative ideas. However, success often lies on the other side of calculated risks.

Embracing failure means being willing to step out of our comfort zones, try new approaches, and push the boundaries of what is possible. It is through experimentation and calculated risk-taking that we unlock our true potential.

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W I S D O M W E D N E S D A Y

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Persistence and Perseverance

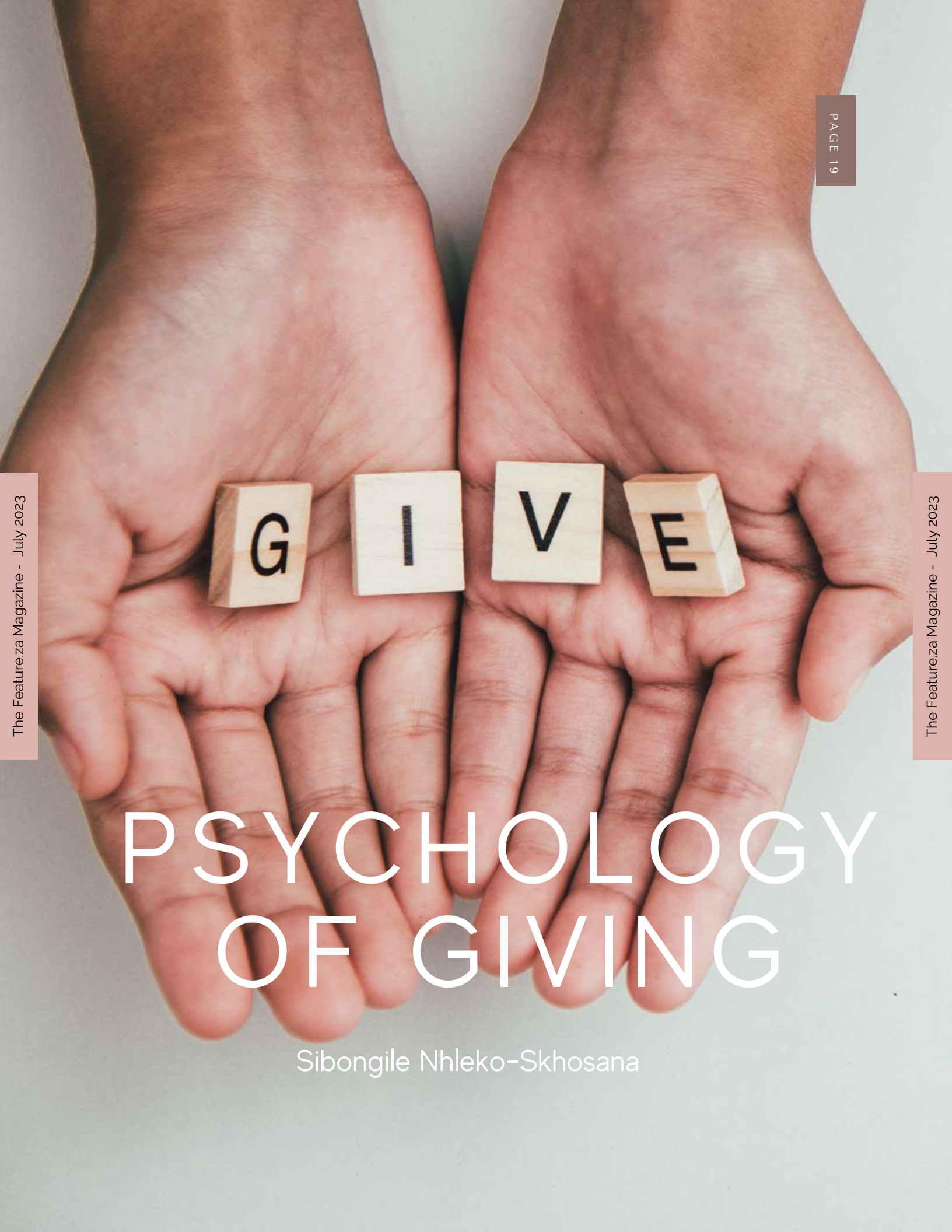
Failure should not deter us from pursuing our goals. Instead, it should fuel our determination and strengthen our resolve. It is important to cultivate a mindset of perseverance, understanding that success rarely comes easily or quickly. By staying committed, staying focused, and persevering through failures, we increase our chances of achieving long-term success.

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PSYCHOLOGY OF GIVING

Sibongile Nhleko-Skhosana

A close-up photograph of a hand holding a small, wrapped gift. The gift is wrapped in clear, slightly textured paper and tied with a thin, yellow ribbon. The hand is positioned in the lower-left quadrant of the frame, with the fingers gently gripping the gift. The background is a soft, out-of-focus light brown or beige color, suggesting a warm, indoor setting. The lighting is soft and even, highlighting the texture of the paper and the smooth skin of the hand.

Giving is such a very personal act and it takes form in different ways. Giving refers to the act of voluntarily providing something to someone else without expecting anything in return. We always associate it with the expression of generosity, compassion and desire to contribute to the well-being of those we are giving to. Did you know that there is psychology linked to the act of giving?

The power of giving back doesn't just benefit the individuals or groups you've graciously helped with your time or money. There are psychological benefits to the giver. Engaging in acts of generosity may trigger the release of feel-good chemicals in the brain and research has shown that it can increase happiness, satisfaction, and overall well-being. Understanding the psychology of giving sheds light on the intricate dynamics of human behavior, compassion, and social relationships.

In 2018, a study explored how "people are slow to adapt to the warm glow of giving", the researchers compared the psychological responses of those who provided similar or equal gifts to others against those who received the same items themselves over a specified period. Giving to an individual or charity organization prompted a longer, more resonant sensation of enjoyment than getting the same or equivalent item themselves, according to the findings.

This could stem from altruistic motives, where individuals genuinely care about the well-being of others and derive satisfaction from helping them, a behaviour which is explored in the psychology of giving. Altruism is rooted in empathy and compassion and often involves a genuine desire to alleviate suffering and provide happiness to others. Altruistic behaviour can range from small acts of kindness to significant sacrifices, for the greater good.

There are also psychological biases that come into play and these cognitive biases can affect giving behavior. We may believe that we are rational and logical but the truth of the matter is, we are continually under the influence of cognitive biases. These biases distort thinking, influence beliefs, and sway the decisions and judgments. For example, the identifiable victim effect suggests that people are more likely to give when they can relate to a specific person or story, rather than abstract statistics. The context in which giving occurs is factored, such as the perceived deservingness of recipients, the visibility of the act, and the magnitude of the need can all impact the decision to give.

Overall, there is beauty in giving and it is rewarding. I am pretty sure we can all agree that it leaves one with a sense of purpose and fulfilment. Knowing that your efforts have positively impacted the lives of others can bring a deep sense of satisfaction and meaning to your own life. Ultimately, the beauty of giving lies in the transformative power it holds for both the giver and the recipients.

JULY 2023



More about

Sisco Ndlovu

Youth, which is derived from the word young is synonymous with growth and progress. Given the state of our country, with the rising unemployment rate and the poor state of the economy, one can conclude that being a young person in South Africa is ultimately facing adversity head-on and constantly thinking of ways you can create and recreate opportunities for yourself and others. More and more young people in South Africa have taken it upon themselves to try to bridge the gaps that our government have become shorthand in closing them. Sisco Ndlovu is one such person who against all odds has stepped up to close the skills gap using her Human Resource knowledge and qualifications. Sisco, who is the owner of Sisco Solutions, an organization that stems from the necessity of empowering disenfranchised youth with niche skill sets, began with a single idea that speaks to not only his need to help people but also his kindness and bravery.



SISCO NDLOVU

"I started with a small business, a home bakery. I was baking cakes for people. And then, I later moved on to a new company called 'Cisco Solutions'," he states.

Sisco Solutions is broad-based, and it provides the youth with a combination of culinary skills and business management, so that those trained can either have their own hospitality business or have themselves thrust into the limelight through collaboration with the other businesses. Sisco Solutions looks at more than just the hospitality industry. What makes it to be a powerhouse in its community is its strict commitment to Black Economic Empowerment. Recruitment is also among a host of initiatives the organization does through experiential learning programmes.

Sisco's passion and entrepreneurial insight have propelled him to strive for excellence in taking the experience of being a home baker and moulding it into a concrete business model.

"The reason I started Sisco Solutions was that most programmes that offers experiential learning and skills training are far from the community. So, I don't want people to travel far to get training. I don't want people to feel like they are paying for workplace experience," he says.

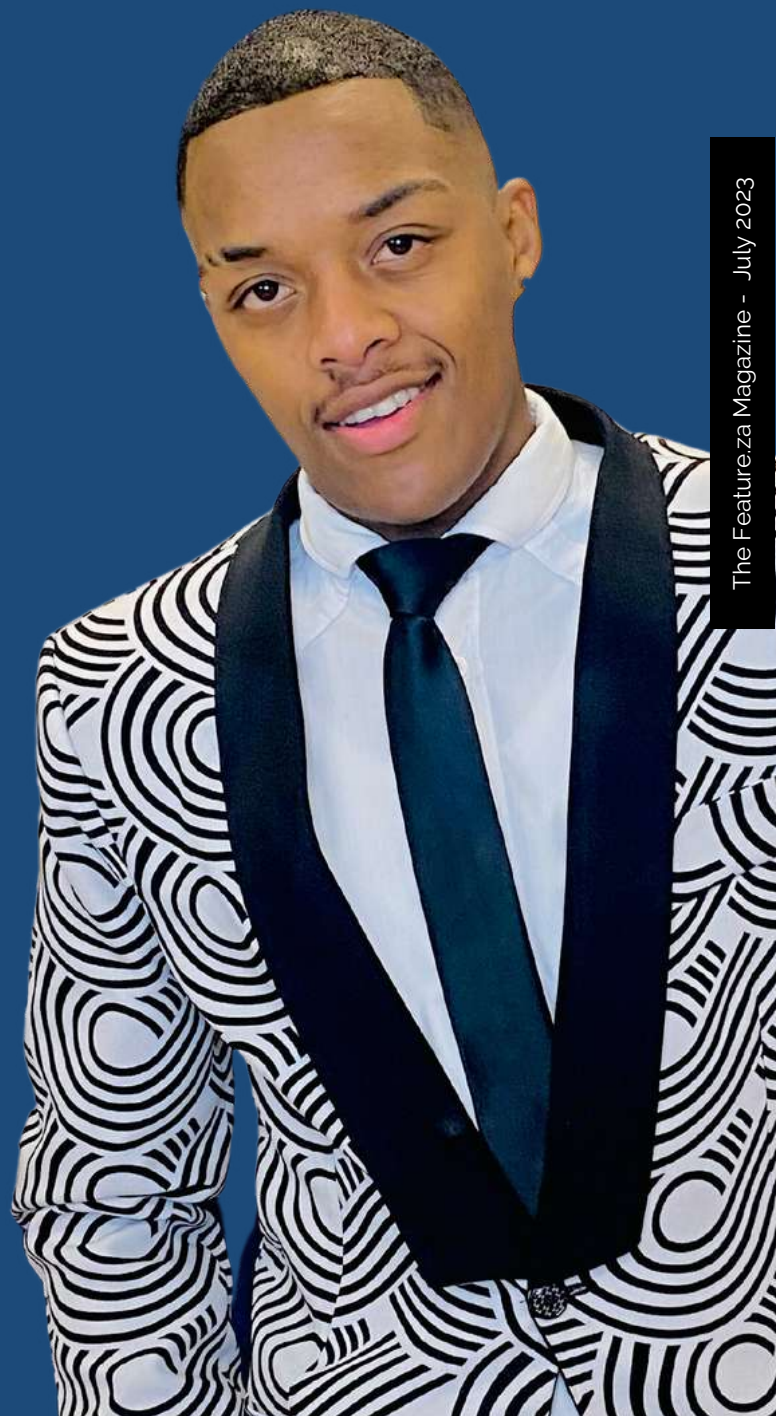
Yet, like many entrepreneurs, the journey has been beautiful and challenging.

"It has been a very lonely journey, but in a good way. I'm learning a lot also," he adds.

Although Sisco does sometimes experiences difficulties in all that he does, he credits the collaborative spirit of entrepreneurship as the glue that keeps him together.

"I always look to a lot of companies doing the same thing or similar to what I do. And just measuring their success against mine," he adds.

Sisco Ndlovu aspires for greatness for himself and Sisco Solutions, which started as a seed and has now grown into a powerhouse of community upliftment.





SISCO NDLOVU

“I see us placing the youth in expert places. I see us performing as a fully equipped training provider,” he asserts.



FOOD 'O CLOCK
Dessert on the decks



Ingredients:

For Crust

- * 30 Oreo cookies
- * 3/4 cup unsalted melted butter

For Filling

- * 3/4 cup of Nutella
- * 1/2 cup icing sugar
- * 300ml fresh cream
- * 500g cream cheese (500 g)
- * 1 tablespoon vanilla extract

For Glaze

- * 1 cup heavy cream
- * 1/2 cup baking chocolate

Method:

- Prepare the crust by crushing the cookies in a blender until crumbs form.
- Add melted butter to the cookie crumbs and blend to combine.
- Press the cookie mixture into the bottom of a pan and then refrigerate crust for 1 hour
- in a large bowl beat Nutella, cream cheese and vanilla essence
- In another bowl, beat the fresh cream until soft peaks form. Add icing sugar and continue to beat till well combined. Add the cream mixture to the Nutella mixture then gently combine till everything is well incorporated
- pour over the crust and refrigerate overnight
- Using a heat-safe bowl over boiling water, add the chopped chocolate and stir until it has melted. Set it aside till cooled
- put the fresh cream in a microwave for 2-3min then set it aside to cook down
- add the cream to the melted chocolate to form a sauce then pour it over the cheese cake.
- cover and refrigerate for 6hours before serving

