

Be Inspired With Wunmi Elebute

BIWWE

MAGAZINE

Vol 1

LINDSAY
HOWARDS

Journey Of Unwavering
Love And Resilience

TUNJI IDOWU

From Diversity
To Impact

RANDY SPELLING

Cultivating Change:
Strategies For
Transformation

ALSO SOME BOOK
RECOMMENDATIONS
FOR MINDSET

AND MANY MORE
INSPIRING STORIES

PEGGY
MCCOLL

UNVAILING THE POWER
WITHIN: A Journey Of
Personal Growth And
Manifestation

FREE
AFFIRMATIONS

EMBRACING CHANGE FOR
PERSONAL GROWTH



BE INSPIRED WITH WUNMI ELEBUTE

BIWE

Pronunciation: bee-way

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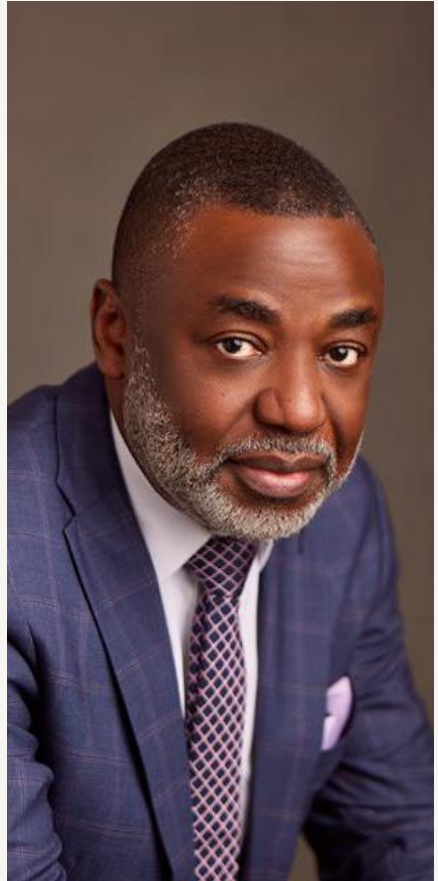
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LETTER FROM THE EDITOR



Wunmi Elebute

I'm Wunmi Elebute, the driving spirit behind BIWE Magazine and the visionary fueling the BIWE Network. As a creator and a firm believer in the power of life and inspiration, I'm thrilled to share the story behind the creation of this magazine and the vision that propels us forward.

The idea for BIWE took root long before the world faced a global pandemic. My passion was ignited in the corporate world, where I launched "Spotlight," a program aimed at celebrating the often overlooked heroes and their significant contributions within my company. Despite facing challenges, our persistence paid off, making waves on the company's global stage. This experience clarified my mission: to inspire, elevate, and give voice to the silent yet impactful stories around us.

The BIWE Network emerged from a desire to build a community of like-minded souls, setting the groundwork for what would become BIWE Magazine. Encouraged by a friend to forge my own path, BIWE Magazine represents the realization of a dream, standing for "Be Inspired with Wunmi Elebute." It's founded on the belief that every story has the power to spark change and inspire.

As BIWE Magazine sets sail on its maiden voyage in 2024, I am guided by a sense of purpose and possibility. The theme of our inaugural edition focuses on embracing change. It reflected my own journey of personal growth, especially with the process of launching my first magazine. BIWE is built on a conviction in the inherent potential within each of us, motivating me to inspire and lift others. Looking forward, BIWE Magazine and the Network aim to be sources of inspiration and possibility, creating waves of positive impact and empowering individuals globally.

I invite you to join this transformative journey to find inspiration, foster community, and unlock the boundless potential within ourselves and others. Welcome to BIWE, a place where stories inspire without limits and dreams soar.



RANDY
SPELLING
CULTIVATING CHANGE:
STRATEGIES FOR
TRANSFORMATION

What are the main things you do at home when you first wake up?

It's a pleasure to be here. I love serving people, and it depends on the stage of life I'm in. Sometimes, I do something different when I need to get more focused. Usually, now I'm getting my kids ready for school 5 or 6 days a week, whether it's soccer or school. So... I get up, thank you for being alive, and that's it. I brush my teeth, take a supplement, drink some water, and go down. I do my workout, but these days, my workout is after I drop the kids off at school. Otherwise, it would be first thing in the morning. I'm someone who likes to move in the morning. I feel better; I'm in a better mood and think more clearly when I can get my heart rate up or do some resistance training. In some way, it helps elevate my mood.

I noticed your discussion on Instagram about developing new habits. For example, you mentioned starting your day with coffee and affirmations but considering incorporating exercise before coffee as a form of reward. Could you provide more insight into this approach?

For people, we have all this information about habits. It's often said that forming a habit takes at least 21 days, though I think it could vary. I mean, look at how quickly someone can become addicted to something like cigarettes after just trying it once or twice. But the point here is consistency. Think about something you do every single day, like having coffee. If you didn't have coffee at home one morning, you'd go out of your way to get it, right? That's the power of habit. So if there's something new you want to incorporate into your routine, like exercise or affirmations, do it before your habitual activity, like having coffee. This way, you start the day on a positive note, are consistent, and feel accomplished. And when you finally get to your usual routine, like having coffee, it feels even more rewarding. It's so funny; my daughter went on a summer camping trip last year, and she told me the food wasn't even that good. We made these things, but it tasted amazing. It's funny how it transforms when you're hungry all day in the wilderness and have no food. Once you get food that you would turn down at home, it tastes like the best food ever, so it makes the coffee that much better

because it's a prolonged reward that is so great. So, incorporating new habits before your usual ones can make your routine more rewarding and enjoyable.

I'd like to revisit how you got started. You mentioned becoming a professional coach. Could you share what led you down this new path?

I was in the entertainment business my whole life in various aspects. Right? I was an actor. I did music and a few things in the entertainment business until I was about 27. But because that was my family business, my father was a television producer, and my sister was an actress, I felt this was my destiny. However, despite enjoying it, something didn't quite feel right. It felt more like an obligation than a passion. I struggled to find my lane within it all. One moment stands out to me. We were in Las Vegas, and I think we were going to have lunch, and all of a sudden, these people started mobbing my sister and my father. Security came, and I stood a little bit away and watched these people, who otherwise would pass by and wouldn't say anything, fan themselves and cry, and they were overjoyed. I saw the brief interaction between them and my father and sister, and something in me said, "Wow! That is so powerful". If I could reach people like that, I could connect with them and change how they feel just because of who I am or what I do. It allows me to say hi and connect with people I otherwise wouldn't. The next day at dinner, I worked up the courage to tell my father and mother, "I think I wanna act." They were surprised, given I was just 15. I persisted, saying, "I think I want to act." Their response was supportive: "Okay, when we get home, you'll start acting classes." That marked the beginning for me. I always tried to fit in, constantly chasing success in the entertainment industry. But each milestone brought no change within.

The struggles with purpose, identity, and self-worth persisted. Despite my efforts, I found myself turning to alcohol and drugs, spiralling into addiction. After losing my father in 2006, I had a moment of realisation at a nightclub. I turned to my friend and asked, "What are we doing? I don't want to do this five years from now. Is this all there is?" Shortly after, I sought treatment and began asking myself tough questions about my path. Despite my background, I remained open to new possibilities. When life coaching was suggested, I delved into it, enrolling in a two-year program and coaching as many people as possible. And from there, I never looked back.

Wow, hearing your journey directly from you is truly inspiring. I'm curious, how did you break away from things that no longer served you, a challenge for many? How did you stay open to new possibilities?

I stayed open to whatever came into my realm of consciousness. How did that happen? Oh, my God! Kicking and screaming. I wish I could say it was an enlightened path, but it wasn't. It was terrifying. I used alcohol as a crutch since I was about 14 or 15, in some capacity. So when I stopped, I felt like a teenager again in a world where I'm now 27 or 28, which was terrifying. I had to relearn everything. I changed many of my friends. It felt lonely and scary. I'm not comfortable with uncertainty. It's painful when you're unhappy with yourself. If you're frustrated or struggling, it's okay. We change when we feel stuck. Reach out for help; talk to someone. That's when something new emerges. So, I do consultation calls all the time. That moment of feeling stuck is purposeful because you wouldn't be reaching out if you didn't feel stuck.

Sure thing! It's really interesting how you talked about realizing it's time for a change. Sometimes life's so busy we miss those moments. Changing friends sounds tough. How did you handle it, especially feeling lonely? Who suggested you keep some distance from certain friends?

My inner wisdom guided me. You know, that voice, that inner nudge that says, "Don't do that, it's not the best choice for you right now." My goal was to be in alignment with who I was becoming, although I wasn't entirely sure who that was. I had a reference point when I was around 18 or 19. I delved into self-help, spirituality, and transpersonal psychology. I soaked it all up because something in me just felt like that was home, that there was truth there, and I became a meditator. I was meditating all the time back then, and I had some very deep experiences that affirmed there was more to life. There was one night in particular after my dad had passed away. I was up for a couple of days. When my friends finally left, I felt completely alone.

It was 3 or 4 in the morning, and I was searching for anything around my apartment to make me feel differently. At some point, I fell to the ground and started weeping. I felt inside me that I was here for more, connected to a higher power and the universe at large. Feeling so disconnected at that moment was painful, and I fell to my knees, calling out to anyone who could hear me. I pleaded for help, expressing that I knew I was meant for something more but didn't know how to achieve it. A couple of weeks later, everything started changing. I sincerely asked for help, and something was set into motion to change. Having that reference point made it easier to evaluate if a choice aligned with who I was becoming. One of the biggest reasons people don't change is because they don't believe it's possible, as they need a reference point. So, something I do with people is to guide them through creating a version of themselves - a "You 2.0", if you will - where they can see, feel, and touch it. When your mind can visualise it, you can create it. We're visual beings, constantly fed images through news, media, and movies. Even those who don't consider themselves creative or visual are influenced by visuals. Throughout history, stories have been used to pass down knowledge because they create vivid images in the mind. If someone can visualise a version of themselves and see it as possible, their cells, choices, and everything else can reorganise and reorient to reach that place.

Wow! So what about people who live in environments surrounded by family, friends, spouses, and kids? If their surroundings are filled with negativity, and they want to change. Should they leave? How can they change when their environment is so saturated with negativity?

The environment is very powerful. I can't say that the environment is more powerful than we are, but it has a tremendous impact. So, one of the things you can do is start to change your environment while changing yourself. For instance, I changed the people I was hanging out with. I also changed my physical environment by moving from Los Angeles to Portland, seeking a connection with nature and something different. So, changing your environment, wherever and however you can, is important. But for those who feel unable to leave their marriage, home, children, or current situation, don't wait for your environment to change to change yourself.

You have both an outer and inner environment, which are both important. While creating a peaceful external environment with statues, plants, candles, and such can be helpful, if that's not feasible, you must focus even more on cultivating your inner environment.

That's so powerful. So you have to fight the battle within. How does self-confidence play into achieving someone's goals? How does it affect attaining your desires? How do they play together?

So, first, let's talk about confidence and self-confidence. Confidence seems like something portrayed in movies, where you see someone with their chest puffed out, exuding self-assurance. Confidence can look like that, but it doesn't have to. Confidence helps you achieve your goals because if you don't believe in yourself, you're less likely to even try due to a fear of rejection. This ties into lower self-confidence because if you feel less confident, there's a belief that you're not good enough. If you try something and fail, it reaffirms this belief, tapping into past rejections and negative feelings. Most people will avoid this at all costs, so they don't even try. Self-confident individuals are okay with trying and not succeeding. It's not ideal, but it doesn't cause deep pain. They're willing to learn and improve. Low self-confidence stops people from pursuing their goals.

So how do you support your clients dealing with low self-confidence?

Regarding dealing with self-confidence, I have clients all over the board. I coach 50% of women and 50% of men, and low confidence comes out in the workplace, even among leaders like CEOs. It's interesting how they can excel in one area but struggle in another. Sometimes, making subtle shifts like developing healthier habits can help. I know it seems simple, but let's consider this: If someone says, "I want to be on my phone less at night," and then "I want to go to bed earlier," but they keep breaking that commitment, they erode trust with themselves. Every time they don't follow through, it chips away at their self-esteem. This pattern repeats in various areas of life, like relationships and parenting.



It's sneaky because these small goals, even self-care plans like going for a run, become opportunities to break trust with oneself. So, let's start with healthy habits and self-care routines. The more profound work involves inner healing. There's emotional work that needs attention because there's a reason someone doesn't feel great about themselves. We're programmed in the first seven years of life based on the feedback and mirroring we receive from our environment. This isn't about blame but understanding and working through those early experiences. Often, when we show up in relationships with insecurities, we may lash out or misinterpret others' words as criticism due to underlying anxieties. However, this inner turmoil can be addressed relatively quickly with a shift in perspective and understanding. Healing can occur when we give attention to that inner child who craves validation and acknowledgement.

With so much social media noise, how can someone know it's time to seek help and sift through information overload to find real solutions? When and how should they seek guidance?

Seek help when you feel stuck or uncomfortable, like when your usual solutions don't work anymore. It's similar to needing a mechanic when your car has an issue you can't fix. The hesitation often comes from pride or disbelief in the possibility of change. Investing in personal transformation is crucial, even if it feels challenging. The right time to seek help is anytime! Especially when you are ready for change. It doesn't have just to be when you are in crisis; it's time that you are eager to learn, grow and get support doing so. In today's world, there's an overload of information on personal development, which can be confusing. I advise you to trust your instincts and look for guidance that sounds right. Your body and emotions are powerful indicators. Find someone who embodies the change you seek; they can inspire and possibly guide you or point you towards someone who can.

In my 17 years of coaching, I have adapted my approach to each individual, whether through spirituality, science, or their belief system. I work intuitively to meet people where they are, using their beliefs as a bridge to growth. It's about finding the path of least resistance and making the journey towards change easier and more accessible.



That was fantastic, you connect with the person where they are at. So I know that you've written a book, what has that been like?

Funny enough, back in 2014, I conceptualised a book during a personal challenge. Despite the idea being vividly "downloaded" to me, I didn't write it then due to busyness and haven't published it. Recently, the urge to write resurfaced strongly, and I've begun drafting it without rushing, focusing more on the artistry than the deadline. This book represents a personal exploration and a potential guide for others, driven by deep introspection rather than direct experience.

In my coaching practice, I've developed a technique of intuitive response, where I pause to seek the insight needed for the moment. This process honed over time, involves interpreting and trusting spontaneous insights to provide guidance. It's a skill I believe is accessible to all, enhancing our ability to navigate life authentically. My goal is to help others discover and trust their inner guidance, ensuring alignment with their true path, even amidst life's inevitable uncertainties.

That was fantastic, you connect with the person where they are at. So I know that you've written a book, what has that been like?

So, I work with people one-on-one and privately, and I have been doing that since the start. Additionally, I conduct group coaching sessions. I have one larger group with a monthly membership at a lower cost and smaller group coaching sessions with about four people each, where they receive individual coaching time. It is a beautiful setup because participants get their coaching time and benefit from hearing others in the group. I often group people based on similarities, so there's a sense of safety and trust. Even if someone approaches sceptically, I always emphasise that change is possible. It is never too late or too difficult. I have seen 75-year-olds change. I have seen people who are so set in their ways; I have seen them change.



Through his candid reflections, Randy offers profound lessons on the importance of embracing change, cultivating new habits, and staying true to oneself amidst life's challenges. As we conclude our conversation with Randy, let us draw inspiration from his story and embark on our own journeys of self-discovery, armed with the knowledge gleaned from his experience.

Connect with Randy



A portrait of Ormotola Deroye, a Black woman with long, straight black hair, smiling warmly. She is wearing a light purple, off-the-shoulder, long-sleeved top with a draped front. The background is a solid, dark blue color.

Ormotola Deroye

Striking Balance and
Breaking Barriers

If we look at the journey of your life and its transformations, who would you say you've become? Can you tell us, in essence, who is Omotola?

Thank you very much for inviting me. I hope to inspire other people in some way. Now, talking about myself, I can't describe myself in one word, so I'll string up a couple of words and use them to express myself. So, my name is Omotola. My name in my culture signifies the importance of a child compared to wealth that a child is worth more than wealth, and that name has and still defines who I am. The potential is endless, and greatness keeps happening. I'm that young girl who's achieving her dreams and still looking forward to so much more, reaching the potential I have within me, excited about my journey so far, grateful for the mistakes and the hiccups because all that has brought me to where I am. So yes, I'm just a happy person looking to inspire others.

I'm aware that you previously resided in the UK before relocating to Dubai due to your career. What motivated this move for you?

Thank you. So my background is in finance. I studied economics twice over and then went on to study law just about 8 years ago. So I've always worked in the financial services sector within the legal compliance, strategy, and operation space. I've always loved everything finance, teaching people how to be pragmatic in their investment decisions. Especially now, taking into consideration modern-day factors like the environment, social factors, and governance factors. My journey in finance started in the United Kingdom, where I worked across strategy, operations, and compliance with some investment firms and investment banks across the city of London. Years after, I found myself in the Middle Eastern part of the world, in the UAE, Dubai, to be precise, still pursuing the same goals: strategy, legal, and compliance. It's such an exciting space within financial services because laws change all the time, rules change all the time, and markets are evolving. You know, 10 years ago, nobody would think of working in the finance sector in the Middle East. But now, if you're not in the Middle East or Africa, then where are you? You know. So I'm excited for what's to come in this region, and the Middle East and Africa in particular.

When the opportunity arose, how did you approach it? Was it a smooth transition for you to leave everything behind in the United Kingdom and embrace the change?

I'm a second child, and you know the saying that second children are usually the rebels. I'm pretty adventurous, and I've always known I would be open to more than one region worldwide. I want to experience the whole world through my career, international travel, or any other means. It was an easy decision because I love travelling and exploring new cultures. So I got a call from a headhunter in the middle of a workday one afternoon about five years ago, and the headhunter said to me, "Oh, this is a great opportunity in Dubai. The firm saw your profile on LinkedIn. They liked you and asked us to speak with you." I thought, "Huh, Dubai, I do like Dubai, but I haven't thought about leaving there. But why not?" You know. So yeah, I went through the interview process, got selected, chatted with my children, and said, "Look. I think Dubai will be good for us. Let's experience another country and culture." And then I made that decision. Then, there was the "excitement of, "Let's see how life is in this part of the world," and also, in terms of language, we encouraged them to learn other languages. I'd always felt that learning Arabic would also be good for them, in addition to the European languages they were already learning and my mother tongue. So I thought this would be good for them as well, and as avid lovers of language, both of them were pretty excited to be able to start learning another language.

What kind of advice would you give to people if they want to switch to your career path?

It's never too late or too early to start a career change. We've seen doctors become lawyers, bus drivers become teachers, some in their twenties, and others in their fifties or sixties. The world is a network of people, and abundant free resources are available globally—free conferences, training guides on YouTube, and mentors willing to guide career transitions. My most extensive advice to anyone is: don't be lazy. Do your homework, meet people, and network. In the financial services centre in the UAE alone, there are over 120 conferences, with more than half being free. Opportunities often arise from having the courage to engage with others. For instance, I recently advised a colleague on building confidence through resources like YouTube. From learning public speaking to professional etiquette, a wealth of knowledge is available online. Being self-taught is common now, but the key is to stay proactive. As long as you're not lazy, anything is achievable.

So one thing that's actually struck me about you is how you were able to quickly blend in when you moved to Dubai. How has it been as a black woman coming from a different country?

Thank you so much. One of the first guides I've used to navigate the rooms I've found myself in is never to box myself into a category. Often, due to demographics around the world, people are categorised by race, sexuality, religion, and more. If you're not careful, you may limit your ability to adapt to different environments. I recall that in the city of London, there were numerous associations and alliances based on race, gender, or sexual orientation, but I refused to join any. It's a matter of principle—I'm human, and that's where it stops. Please don't label me anything else. I believe the moment you confine yourself to such groups hinders your ability to blend in and broaden your horizons. I have friends from diverse backgrounds, and when I enter a room, I want to be seen as a human being, judged by the quality of my work. I constantly challenge myself to leave organisations where I'm missed for the excellence I bring and for who I am. It's important not to enter any environment with preconceived notions of how you'll be perceived. Confidence is critical; part is accepting yourself for who you are and refusing to be pigeonholed into categories. When I started my show, some suggested I focus solely on women, but I'm an individual, not defined by any particular group.

I don't like to be put into a box as well. I love your previous statement about being confident. How can someone build their confidence?

So, confidence comes with mindfulness, just like many other traits stem from within. It's something you express outwardly, but it starts on the inside. I enjoy mindfulness programs a lot and listening to subliminals on YouTube. There's a subliminal for anything you want to improve—clear skin, good grades, or good health. It's about renewing and aligning your mind with where you want to be. Confidence begins internally; you must practice it mindfully and affirm yourself daily. You confirm qualities like being fantastic, confident, and unafraid.



Confidence can look like that, but it doesn't have to. Confidence helps you achieve your goals because if you don't believe in yourself, you're less likely to even try due to a fear of rejection.

Confidence isn't just about how you speak; it's also about your posture, eye contact, handshake, and vocal tone. It's about speaking assertively and concisely, avoiding filler words. Building confidence takes practice, just like studying for an exam. Surround yourself with supportive people who can help and always remain teachable. Confidence is something you develop over time through practice and learning.

That's fascinating. I'm also curious: upon relocating to the UAE, what do you wish you had known or learned beforehand

I was lucky to grow up in Northern Nigeria with Nigerian heritage, where the cultural shift was gradual and shocking. There were expectations regarding dress and religion, but it wasn't overwhelmingly surprising. However, for many people moving to the Middle East, one of the first steps in orientation is understanding cultural differences. What works in one country may not apply here. It's essential to grasp the laws and social norms, such as drinking regulations and visa requirements. I always encourage people to make local friends when moving to a new region. Integrating with locals accelerates the process and provides insight into the culture and norms. Mixing with locals is vital; it's counterproductive to seek out people solely from your own country. I've made Emirati friends who've helped me understand their culture, thought process, and way of life, which makes working with them more accessible and the overall experience more enjoyable, both socially and professionally.

Fantastic. I really love that answer. How easy can people get a white-collar job in the Middle East?

I think the first step is applying. Many people overlook job opportunities in this region, but that's gradually changing. When I applied for my job here, it never occurred to me to look for opportunities in the UAE or Saudi Arabia. So the initial step is to apply.



Professional standards are similar worldwide; certifications like agile project management hold value here, too. Legal education backgrounds may differ slightly, but the principles remain consistent. English law, for instance, is widely recognised. So, my advice is to apply, apply, apply. Secondly, could you connect with professionals in similar sectors on platforms like LinkedIn? It's my favourite social media platform for professionals. You can easily find individuals with similar job titles who work in the region and reach out to them for mentoring or advice. People are generally willing to share their experiences and insights. Lastly, have faith in your abilities and desires. If you genuinely want to work in this region, believe you'll achieve it. I'd say that GulfTalent covers all the Gulf countries, making it one of the most extensive job portals in the region. When it comes to headhunters, they often reach out to you, but you can also approach them. Some reputable recruitment firms include Robert Walters and Cordel Partners, catering to various sectors like oil and gas, financial services, and teaching. The region's job market is expanding rapidly, seeking talented individuals. So, it's worth exploring these avenues to find opportunities that match your skills and aspirations.



How do you stay up to date? How do you increase your knowledge? So what are your styles? I want to learn from you

I love industry roundtables and stakeholder meetings, where colleagues from different firms discuss current trends and approaches. Benchmarking is crucial; it's not just about meeting regulatory requirements but also understanding what other firms are doing. Networking with colleagues from other firms is invaluable to me. Additionally, I stay updated by consuming financial services news daily and checking sources like the Financial Times or Bloomberg. These methods keep me informed about market developments and industry news.

That's awesome. Is there anything else you want to share with our readers?

Mentoring is something I'm passionate about. Despite not attending Ivy League universities, I've had the privilege to progress in my career, largely due to the guidance of mentors in the industry. Now, I'm committed to passing that knowledge on to others. Currently, I have three mentees, and I take this responsibility seriously. It's about sharing knowledge and boosting confidence for those following in our footsteps. Mentoring, to me, is invaluable. It's not about payment; it's my way of giving back, as no one ever asked for anything in return when they mentored me. It's my obligation to support others in their journey.

As a mom and a career woman, how do you balance all that and your career?

I've been very lucky with the firms I've worked for so usually, when I interview with the firm, I make sure to ask about flexibility as best as I can. You don't want it to be the first thing you're asking. Nowadays, modern-day companies are very aware that once people have children they have to provide some degree of flexibility. I tend to take my holidays in the summertime when I know that's when the bulk of the sports travel takes place. Interestingly wherever I travel to, I have my laptop and I'm still working. It's just the hours may not be the traditional working hours. My firm values the quality of my work, so they're generally accommodating regarding flexibility, as long as tasks are completed.

**How To BRAINWASH Yourself For Success & Destroy NEGATIVE
THOUGHTS By Dr Joe Dispenza**



PEGGY MCCOLL

UNVEILING THE POWER WITHIN:
A JOURNEY OF PERSONAL
GROWTH AND MANIFESTATION

Thank you for granting us this interview. Please tell us about yourself and your typical day

It's a pleasure to be here. I love serving people and uplifting the world. My typical workday involves running my company, Dynamic Destiny's Inc., which I established 30 years ago. I start my day by feeding my mind, spirit, and soul with positive information. I listen to my Power Life Script and practice gratitude, affirmations, and mirror work. Then, I study and engage in appointments, which include teaching, mentoring, development work, and event preparation. Despite being busy, it's all done in a relaxed manner because I genuinely enjoy what I do. I continue studying or spending time with my husband and our dogs in the evening. Before bed, I listen to my Power Life Script again. It's a habit that fuels my dreams into reality, and that's a typical day for me.

Sounds like a lot indeed, but as you said, it's become a habit for you.

Absolutely. I believe that's a key to productivity. Being aligned with your desires is crucial. Many people strive and stress, which can sabotage their efforts. I've been there myself, but I've learned to recognize such behaviors. Some habits can hinder results. When you're aware of how your actions affect your dreams, you can make better choices. It's simple in concept but challenging because of our habits.

So it's about cultivating new, productive habits.

Exactly. It's about adopting the habits of success. Recently, I was discussing the common denominator of success. Successful individuals are willing to do what others aren't. For instance, only a few people create a Power Life Script, let alone use it daily. Similarly, some may dislike studying, but understanding the value of daily habits can lead to consistently positive outcomes, manifesting what you want rather than avoiding what you don't want.

Could you share a bit about your personal journey? And what drew you to the study of manifestation and personal development?

Well, I started studying in January 1979. I was about 20 at the time, and it all started when I worked for a company in Toronto, Ontario, Canada. The company had hired Bob Proctor to be a keynote speaker. So it was the beginning of the year, and the idea behind having Bob come to address all the employees was to get everybody inspired and enthused about the New Year, and you know, on a natural high, and so I didn't want to go to that event. I was a pretty negative person, miserable, in fact, and I was told that it was mandatory that we had to attend this event. So I went to the event, almost kicking and screaming. If you can imagine a child not wanting to do something, it was like that. I ended up in this room and arrived just as they were about to start. I had to sit in the front row, which I didn't want to do. I'm glad I did because Bob Proctor came on stage, and he started to speak, and it was like a wake-up call. I mean, he got me thinking differently. He said some things on that evening that just caused me to realise that you know, I was in a prison of my own making and that my misery was self-induced in that if I wanted to change my life, all I had to do was change me, and so I realised there was great potential. I decided to study with him, signed up for his programs and took all of them. Anytime he offered anything, I was there. I was just like such an addict for the materials. He would suggest books to read and study, and I would devour them, buy audio tapes, and burn through them in my cassette decks; they would be falling apart because I'd listen to them over and over again. What happened to me was that I started to change my life, which, if you can imagine, was so bleak and so dark and so dismal that you know that the change was pretty dramatic in the beginning, yet I still felt that pull backwards, to be the old way of being. I just kept going and kept going, and kept going, and just never gave up.

As the founder and president of Dynamic Destiny's Inc., can you give our readers insight into your Institute's mission?

Well, we have one mission, and it's my mission because Dynamic Destiny Inc. is me. It's my organisation, and our mission is to help make a positive and beneficial contribution to the lives of hundreds of millions of people, and that's it; that's what we're here for. So everything that we do in all of our work is all around helping to make a positive and beneficial contribution to the lives of others. Fortunately, I've been blessed to work with coaches who have chosen to be in this business as well, creating an amplification of the work. Books also help, and then I allow people to write, publish, self-publish, and make them bestsellers. That's another way that we can make a positive impact on the world. I love working with difference makers like what you're doing, Wunmi, and the people out there wanting, desiring, and making a difference in other people's lives. So, it also has this beautiful ripple effect on the work we do in our mission.

The theme of our first launch is embracing change for personal growth. How do you personally connect with the theme? And how important is it in your work?

Change is such an exciting thing for me. I love change, and that's probably unusual I don't believe so many people love change. People tend to like comfort, but there's a danger in that, not that there's anything wrong with it. There's nothing wrong with feeling or being comfortable, but the truth is that nothing stays the same. Everything changes; everything is vibrating. We live in a universe like that, so I think we can look at change positively because it is. Change is a necessary part of growth, and we all have the potential to change; 'more people don't do it because of a lack of awareness. They don't realise they can, and many people blame outside circumstances for their lives being how they are. It's the economy, it's the government, it's where they live, it's their parents, it's whatever they can find. I love change; I think change is important. So, I identify with that theme, embrace it, and view it as only a good thing.

Can you share a bit about your approach to reaching diverse audiences and making personal development accessible to all people?"

Many years back, when I was on maternity leave, I received a call from a headhunter about a position at a startup in Ottawa, setting up dedicated Internet access. It was the first actual Internet service provider in our country, and it made me realise the power of connections the Internet offers. Borders vanish online; anyone can connect regardless of location or background. We provide much free content online through videos, our YouTube channel, Facebook, and our Manifestation Family group, fostering connection and growth. I love that this accessibility isn't restricted by age, gender, or other factors. It's truly inclusive, and that's invaluable.

Peggy, with so much information online, it can be overwhelming. How do you filter through it?

When searching online, people usually seek solutions or answers. I recommend starting with a search engine like Google, bypassing sponsored ads, and following links that resonate. Intuition plays a role; if something doesn't feel right, move on. Also, pay attention to results and consider the credibility of sources. Intuition helps discern whether someone knows what they're talking about or not.

So in your experience, how does the process of goal setting contribute to personal development? Basically navigating transitions in different phases of life

Personal development is about evolving into a greater version of ourselves. It's not about acquiring something external; it's about realizing the power within us. Goal setting is a crucial part of this journey. It's about deciding what we truly desire and committing to it. The greatest lesson I learned is that we don't need to know how; we just need to believe in the outcome and align ourselves with it. I remember when I set a goal to buy a house despite financial constraints. By envisioning the outcome and staying in harmony with it, I attracted the means to make it happen. The big benefit wasn't just the house, but the growth and transformation it brought to my life.



Can you share another moment where embracing change has led to a significant transformation in your life?

Reflecting on around 2001, I recall the decision to write a book, something I hadn't previously considered. Despite lacking formal training or education, I refused to let that deter me. I asked myself, "What would I love?" and built the belief system necessary to pursue it. Writing my first book was incredibly fulfilling, even if nobody read it. It allowed me to compile years of wisdom into a tangible form, emphasizing our role as creators of our destiny. Then, in October 2019, I embarked on writing a fiction book called "Savvy Wisdom". Despite uncertainties about the storyline, I trusted in the process. The experience was surreal, guided by intuition rather than convention. It's currently being adapted into a movie, a trilogy based on my life. This journey further reinforced my belief in following the guidance of my heart rather than conforming to traditional norms.

Wow! That's such an inspiring story. So how do you infuse authenticity into your teachings and make them relatable?

I love that. Well, I'm very authentic. I'm a very real person. I don't know how to be anything else. Honestly, I just don't. When I'm teaching, on stage, or doing videos, I just allow the information to flow through me. I don't have any standard answers or notes in front of me. Even though you guys sent me the questions before, I don't even like looking at them. I just invite spirit in and speak because whatever needs to be shared will be shared, so it's always authentic. If I don't know the answer to something, I have no problem saying "no idea" or "I don't have a clue." If it's something that would serve me and help me serve others, I'll find out. As far as interview questions go, I don't think I've ever been stumped, and honestly, that's just because I'm authentic and real.

What does success mean to you in terms of personal development or growth?

Years ago, I went to see an author who was one of my favorite authors, Aug Mandino, and I remember someone in the audience asked,



I think a lot of people are confused by success. Some think it's a certain achievement or dollar amount, but I don't agree with that.

"What is success to you?" His response stuck with me. He said, 'If you're happy with the way your life is now, you're a success'. Think about that for a moment – a sense of contentment, like joy. How many people really feel that? Not a lot. I certainly feel successful, happy, and grateful every single day. It doesn't mean that you're content with whatever you have in your life right now; you'll still want to grow. When you recognize that our responsibility is to manifest our dreams or goals into our life, the key is to feel like they're already in your life. For example, I have an Oscar on my desk for the best motion picture for Savvy Wisdom. Do I feel like this is a success? Yes, because in my heart, it's already done. It's a visualization tool. So yes, I am successful, but it's not something outside of me that causes me to feel successful; I just feel successful for who I am. I feel successful that I woke up this morning and that I'm here with you guys on this interview right now.

I think many people are confused by success. Some think it's a certain achievement or dollar amount, but I don't agree with that. Money is not the problem; it's the attitude. It's feeling a great sense of, "Yes, you are this incredible being," and celebrating that ability to manifest anything you want every single day, detached from the outcome. There's only one Oscar given out each year for the best motion picture. I see it happening, and I feel gratitude for it, but if it didn't happen, it wouldn't define me. So, I have no problem sharing that vision with others as well.

So we shouldn't let disappointments stop us from moving forward and still achieving our dreams and doing what we want.

So true, and we don't always know the way, but when people don't see things happening, they get frustrated, right? Any negative emotion is destructive. It's like a crimp in the hose. It's not gonna flow to you. So you've gotta stay in good energy and good vibration, which means believing it's already done. When you're feeling good, you're attracting good into your life.



How do you strike a balance between ambition and self-compassion?

Number one rule, be easy and loving to yourself. What would you say to your best friend if they were struggling? Become your own best friend, become your own cheerleader. "You've got this. Go for it". Just become an observer. "Huh? Isn't that interesting? I was supposed to do that, but I didn't. Oh, that's okay". We can't change the time we got out of bed this morning. We can learn from it and find the blessings, but it's destructive to think in negative terms.



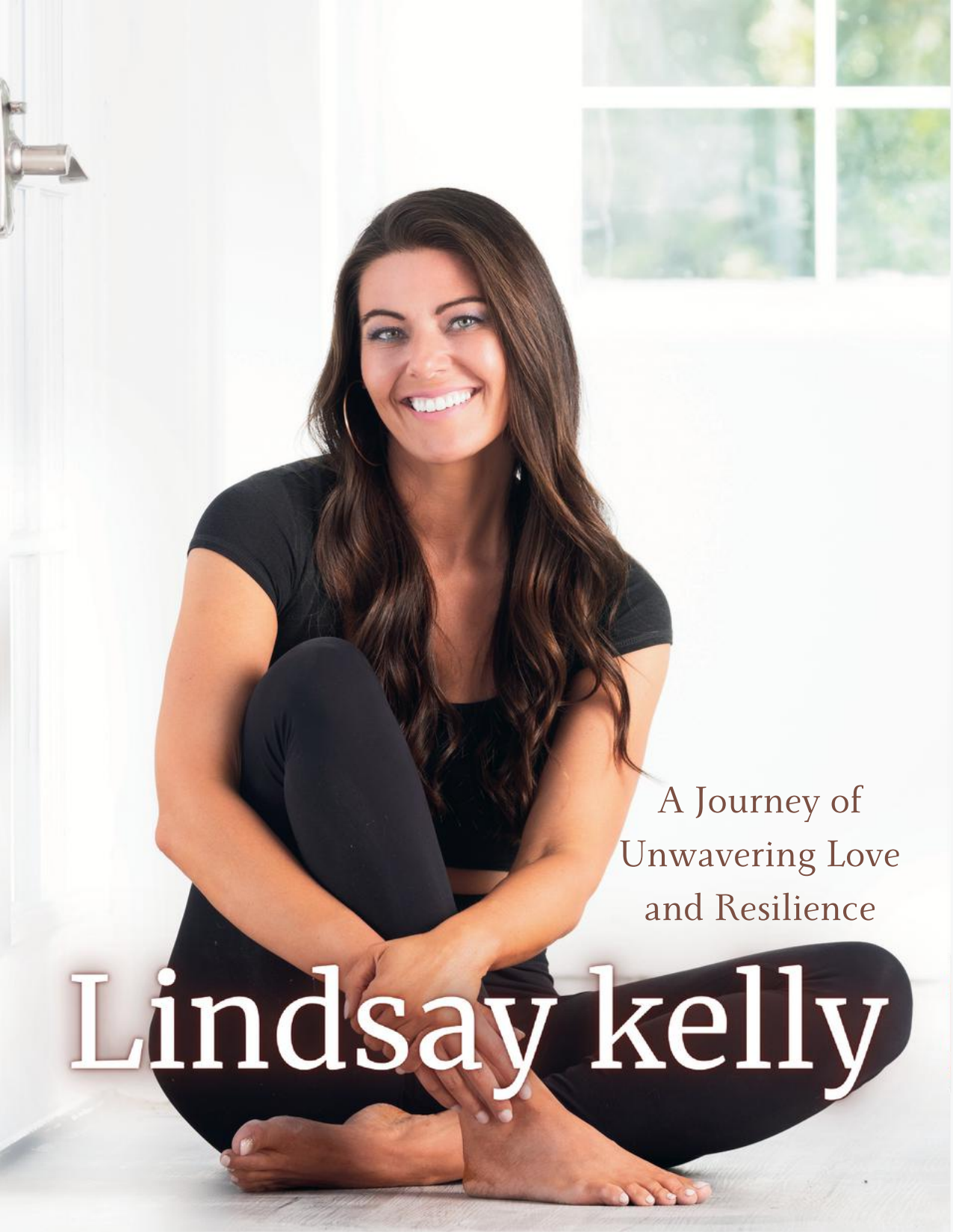
Okay. How do you see the landscape of personal development evolve?

What I love about this field is that the manifestation process is not gonna change. You know, it is the way it is. But what we're seeing in the world is more and more speakers and more accessible information through platforms like Ted Talks, YouTube channels, or TikTok. The information is absolute, it never changes, and the way we manifest is always gonna be the same. What changes is just the way it's delivered, and the processes like when I established the Powerlife script as a process back in 1995 for example, that hadn't been around before. So it was a tool that I created to help with the manifestation process. So I think that's where we'll see the changes in the way that people communicate but the actual information, that's never gonna change.

What would you like to share with the readers of Biwe Magazine as they embark on their own journeys of personal growth and change?

To realize that the rewards are in the study, the understanding, and the application. It's not enough to just read articles, watch videos, or take classes. It's helpful, but the real value comes from the application. Who are you being today? Personal development should become a part of your daily life, not just a one-time program. We're constantly evolving. Know the truth of your incredible power within you to manifest anything you desire. That's where true freedom lies, living life on your terms. We're not meant to struggle. Change your beliefs and apply what you learn. That's where the real difference is made, and that's where you'll see results.

As you delve into Peggy Mccoll's journey from this interview and beyond, you are invited to embrace your own path of personal growth. Her words echo beyond the pages, serving as a guiding light for those navigating the complexities of life. In her journey, you can find not only inspiration but also practical wisdom that empowers you to unlock the boundless potential within.



A Journey of
Unwavering Love
and Resilience

Lindsay Kelly

For our readers who don't know you, could you tell us a bit about how your story started?

In 2013, my husband was having these mood swings; he was not acting like himself. To give you perspective on who my husband was, he was very kind, funny, sweet, and charismatic; everybody loved to be around him, so seeing him go from being this to suddenly getting angry at really small things was hard. One week, I would walk on eggshells, and then a week later, he'd be back, "Oh, sorry! I don't know what got into me". It was like that every 4 to 6 months from 2013 to 2015. Those episodes kept getting closer and closer together. The crazy thing was that he was very physically fit, and he was still going to the gym because, in my mind, I think MS (Multiple sclerosis) affects somebody physically. He was diagnosed with relapsing-remitting MS at age 17, so I knew he had it when we got married. I thought if the worst happened, he would be in a wheelchair, or something physical would go wrong with him. So when all this was going on, I didn't make the connection that this could be his MS. The mood swings were getting closer together, and he started developing debilitating anxiety attacks. From 2015 to 2018, I tried to manage this by myself. In all of this, he's missing work, and his work is starting to notice. So I had to call my parents and tell them, and they were like, "We need to help you figure this out" I said his family as well, and it's taken them a minute to wrap their minds around what has gone on, but they've come around to it. We went to a couple of doctors, and they're like, "Oh no, this probably isn't his MS", and I'm like, "Well, he's having short-term memory loss. He's acting crazy. What do I do?". Eventually, because I was dealing with him mentally, I had to call a mental hospital, and I called them several times because I didn't know if I should check him in. After a while, I talked to my husband and said, "I think maybe this might be the best route so we can get to the bottom of what you're going through". When I checked him in, they thought maybe it was from childhood trauma, so they were asking him all of the questions that you'd want to ask somebody who's gone through or who has a mental illness of some sort.

One day, I got a phone call from the psychiatrist to come around, so I did. They said, "We think that your husband's MS is the reason for all of these symptoms that you're seeing, and we see what you're saying about the short-term memory loss, and therapy probably wouldn't be the best option because he can't take information and apply that information that we give him, and we're seeing that here". I remember crying, but also being so happy and thinking "Oh my gosh! Somebody else is seeing what I'm seeing". They involved a neurologist so we could run some tests, and when the psychiatrist received the results, the diagnosis was that his MS had turned progressive. I had to tell his work what was happening, and they had to start the paperwork for disability. While all this is going on, I have six kids who are at home wondering what's going on with their dad but still laughing and playing, and it is a beautiful thing that they didn't have to feel all of those emotions that I was feeling at that time and that I was kind of able to be the blockade for them with that. I remember going into my room and praying. God said to me, "Your husband can no longer be there throughout this life, and I'm going to be your companion throughout this life" I've held on to that whispering from God. I believe that is the same with all of us when we go through a hard time: whenever we invite God into our lives, he is our companion if we allow him to be. Balancing being a mum to my kids, full-time caregiving, and having to manage the emotions of my husband was an exhausting and challenging thing at the time. It's been a lot, but like I said, I have relied on God. When the assisted living was presented to us, all of a sudden, things just came together, and when they felt like they were falling apart, I felt that confirmation from God that it was in his hands, and he knew who I was and knew the things that I needed. I'm doing good now; I'm happy and at peace.

People say it's easier to deal with loss and grief when the person is no longer around than when the person is still alive, and I just want to know how you're able to find joy and have hope or peace in this moment.

I don't know how to emphasise enough that prayer is real. God is with all of us, and when we even give him a little bit of effort, he shows up and tries to help us as much as we allow him to, but he also allows us to go through hard things because if he doesn't let us go through them, then we never grow so the hard things are there for a reason.

I would have never asked God, "Hey! Could you send me a husband who's sick and who ends up having to leave me, and I have to pick up all of the pieces while watching him decline right in front of my face", but now that I have them I'm so grateful I went through them. You learn to love your spouse on a different level when you go through all these emotions. I remember thinking when I held my first baby, "I couldn't love anything more than I love this baby right now" that's been the same with all of my babies, but especially my first because you go from not knowing what it's like to be a parent to all of a sudden being one. With my husband, he can't show up for me; he can't be there for me, so I get to love him in a completely different way. I didn't know this level of love existed, and that has been incredible; that's not to say it hasn't been hard, or that I don't deal with trauma from all of it or that I'm perfect or anything like that, I've just learned to love him differently. While watching my husband decline, I had a friend who, at the same time, her husband got in a cycling accident, and it killed him.



I remember having this conversation, and we were both saying like, "What is worse? Is it worse for you to just all of a sudden lose your spouse, or is it worse to watch it daily?". I don't know what's worse because I've never experienced the other thing, but I think you go through the grieving process repeatedly in both scenarios. You must learn how to manage your emotions and grow from all this. Getting to a place of strength and peace has been a process for me, but I've also learned that you get to know who you are. When we go through something like this, we try to find the escape, which I did in my way. You try to find something else to get rid of all these emotions that you're feeling, and one thing I've realised is that I was meant to handle all these emotions, and I don't always do a great job of it. However, I've learned so much going through these things.

In breaking the stigma of putting your loved ones into an assisted living facility how do you hope to inspire people to embrace the change or make them understand that putting your loved one in a home doesn't equate to abandoning them?

When my husband went to assisted living, it was such a blessing. The other part of it that people don't see and don't understand is that my husband had to be babysat all day; for instance, on a Sunday, I'd get all of my kids ready for church, we'd get ready to go, and all of a sudden my husband's like "I can't be home alone, I don't wanna be here". He didn't want to come to church, but he also was too scared to be alone. I would have to take my husband to my mom's, even on the weekends, because he didn't want to be home. I had to call and be like, "Hey, are you gonna be home? Can you watch him?" and if people couldn't watch him, I had to have my oldest daughter babysit everybody so I could get him out of the house and go for a drive or something. Our lives were constantly just in emergency mode. I was having to scamper and try to figure out what my kids were going to do and how I was going to make sure they were fed. Figuring out if neighbours could even come or take a couple of my kids so that I could bring my husband home, and he didn't go into a full-blown anxiety attack. What people don't see is that, first of all, he's treated like a king over at that assisted living. I tease him and say, "Why don't you come home and watch the kids, and I'll go over to your place". He has this button that he pushes, and they'll bring him whatever he wants; he's hooked up there and loves it; it's been an enormous blessing. The other thing is, I'm not exhausted all of the time from the other stuff like mothering, and it's relieving that I know I have somebody helping me with him who loves him, and he's being treated well. I'm able to have these moments of reprieve so that I can show up for my kids, and I can show up for him. It's been a massive blessing that my kids all of a sudden didn't lose both of their parents to this situation. Now, if I need to go to a kid's soccer game, I don't have to call a babysitter for my husband. I can walk out the door with my kids, go to their soccer game, come back home, and I know my husband's already got a stable place where he's always cared for.

So there is that aspect that assisted living has allowed me to step back into just being a mother and wife again rather than a full-time caregiver. It's funny because people will say stuff like, "I've abandoned him", raising a family is hard enough dealing with the emotions, the mistakes your kids make, and dealing with the teenage moments. The point is, we're all human.

What oments that are dear to your heart that sort of encapsulate the resilience and the love that defines your family story?

There is quite a number, but one thing that I and my family have had to do, or I have felt I've had to do, really gets tight with the people in my life who are going to help me the most, and that is my kids and some family members that help me. I remember when my husband was first going through all of this, and I didn't know what was going on with him, but I remember going to this event; it was a bipolar support group. It was kind of eye-opening to me and helped me to fully understand that my husband was sick and not just going crazy. That was one of the moments where I was able to come and tell my kids, "Dad is sick. So when he's acting this way, he's not meaning to act this way, and he's not himself. So you guys have to understand that's not really who Dad is". It helped me to have compassion for him even when he was not being super friendly and not feeling resentful towards him during those moments.

Could you tell me or share why you started your support group as a life coach for caregivers, and what your vision is for that?

My support group for caregivers is called the Empowered Caregiver Support group, and then I just started a new one for autoimmune diseases, but my overall business name is called "2hourU". One thing I noticed is that when you're a caregiver, have six kids and are hit with life, you must find ways to continue to educate yourself and practice self-care, or else you go crazy. So "2hourU" started with teaching to spend 2 hours a day on yourself. In my case, I get up early in the morning before any of my kids; I work out for an hour, and I listen to something educational. So, even if I'm cleaning the house, working or driving somewhere, I will put in something that educates me somehow. We discount that we have 2 hours out of our day, even in a crappy situation, to continue educating ourselves.

As far as the caregiver support group, my vision for that was that I felt so alone going through all of this with my husband, and it was wild the opposition I had, but I was hanging on for life. I'm not even entirely sure how I survived, and you have to balance everybody else's emotions on top of your grieving process. That whole thing of feeling alone, like nobody understands you, having no answers and trying to explain to people because they didn't understand what was happening. So there's a whole lot that goes into this caregiving; let's say you weigh 400 pounds, and you have to go from weighing 400 pounds to being the Incredible Hulk overnight, and that's what people expect you to be when you're a caregiver. Suddenly, you get thrown into caregiving, and they expect you to be so strong and fit and to do the job when you're like, "Oh, I don't even know how to do this". The caregiver support group is to help people not feel alone. I'm a certified life coach through the life coach school. I did that so that I could coach people who are going through the same thing as me. Sharing my story on social media also allows me to gather those people in the same boat as me, and I have found so many. There are 800 people in my caregiver support group right now, and that was just since the first of December that I started gathering people into that group, and I have less than 100 in my autoimmune disease support group.

How can you assist people who are going through the same thing? What class of people do you coach what area of people's lives do you support and your approach?

So, my niche is caregivers of loved ones. I will branch out into coaching people with autoimmune diseases. What I coach people on is helping them manage their emotions. I cannot take away their caregiving responsibilities. I need to find out if their spouse, or whoever they're caregiving for, can go into assisted living. What I can help people with is understanding their emotions. When I went to the life coach school, I learned about how we manage our feelings, and sometimes we can compound that guilt by just thinking, "Oh, I shouldn't be going out and having a good time, or I shouldn't go have a girls night out, or go on a trip by myself" because I should be home watching my spouse. It's an exciting thing with people, especially on my comment feed. They say



"You should have your husband at home. You should be caring for him", and I'm like, "Well, did you get a manual for my life? Because if you did, could you give that to me because I would love that?" I get to be a better person and ask people for help. They get to do caregiving, and I get to be the spouse. The other thing we do to ourselves is bring on exhaustion just by thinking, "Oh, my gosh, this is so hard! That thought alone compounds the exhaustion you're already feeling because it's like when you're hiking up a hill if you're like "Oh my gosh! When does this end? When am I going to get to the top?" it's going to make that so much longer and harder to get to the top of the hill. If you're thinking thoughts like that, you will exhaust yourself quickly. I help them understand that it is normal to feel negative emotions. It's normal to be mad and be frustrated. We need to allow those emotions to go through us and deal with them rather than fighting them off and saying, "Oh, I feel so guilty! I shouldn't be feeling this way because I'm frustrated that my spouse is getting mad". So that's how I help these caregivers; I'm an authority in that space because I've lived it. I can help them through the tools I've learned to manage my emotions and hold space for myself. I've made mistakes; I haven't done this process perfectly. The thing is, none of us know how we're going to react in a situation like that. I also have had to set boundaries with some people for my sanity and for the trauma that their actions caused me in the past. I have to keep a boundary with them; even though they are amazing people, I can't manage that relationship. I bring that up because all of the caregivers in my group have had to do that with their loved ones, and it's really sad. It's a tragic situation because you not only are losing your spouse, but you're losing other people who are in denial and won't be on your team.

You know there's a way society has already assumed that a person should feel or act a certain way. You are forced to suppress your own emotions and feelings, but it isn't right. So my final question, what's the mode of getting the coaching from you? Is it a membership club or something?

I have a free caregiver support group called the Empowered Caregiver Support group on Facebook. I'm starting up my membership program soon. I was about to start in February, but some of the back-end stuff and the people I was using aren't lining up. As far as the community, it is free. You can visit the link in my bio on any of my social media pages. There is a link to sign up for my caregiver support group and one to sign up for my autoimmune disease support group. Not all of them have autoimmune diseases; some people have had strokes. Also, the people in my caregiver support group are not all spouses; there are several, but there are also people taking care of their parents, parents taking care of their children and siblings taking care of each other. These are the two groups that I'm currently doing my coaching programs with.

Book Recommendation

Welcome to our unique selection of transformative books that promise to shift your mindset and unlock your full potential. Each title has been carefully chosen for its profound ability to inspire change, foster growth, and guide you to personal and professional fulfilment. From timeless classics to modern masterpieces, these books offer invaluable insights into harnessing the power of your thoughts, emotions, and habits to create the life you've always desired. Dive into our curated list and embark on a journey of self-discovery and transformation that begins with a single-page turn.

Weekly Affirmations:

1. Week 1: Self-Love

"I am deserving of love and kindness. I treat myself with compassion and embrace my unique journey."

2. Week 2: Courage

"I am brave and capable. I face challenges with strength and courage, knowing they lead to growth."

3. Week 3: Resilience

"I bounce back from setbacks. Every obstacle is an opportunity for me to learn and evolve."

4. Week 4: Gratitude

"I am grateful for the abundance in my life. Each day is filled with opportunities for joy and thankfulness."

5. Week 5: Confidence

"I trust in my abilities. I am confident and capable, worthy of success in all my endeavours."

6. Week 6: Positivity

"I choose positivity. My thoughts shape my reality, and I focus on the good in every situation."

7. Week 7: Mindfulness

"I live in the present moment. I am mindful and aware, finding peace in the here and now."

8. Week 8: Abundance

"I attract abundance into my life. Opportunities and prosperity flow to me effortlessly."

9. Week 9: Patience

"I trust the timing of my life. I am patient and allow things to unfold in their perfect time."

10. Week 10: Forgiveness

"I release resentment and forgive. Forgiveness sets me free and opens the door to healing."

11. Week 11: Empowerment

"I am empowered to create change. My actions have a positive impact on myself and others."

12. Week 12: Reflection

"I celebrate my growth. Reflecting on my journey, I am proud of the person I am becoming."

A professional portrait of a woman wearing a grey hijab and a grey blazer over a dark top. She has a neutral expression and is looking slightly to the left of the camera. The background is a solid dark grey.

Driving
Organizational
Success:
Leadership
Insights from

DR HANAN

Al-Mheiri

r Hanan, it's such a pleasure to have you here. Going through your profile, I realize that you've had extensive experience in coaching individuals and transforming organizational results. So, I just want to know how you got started and what your vision is for your organization, Hanan Empire.

Thank you so much for hosting me today. First, I started as an internal trainer in a government organization in 2007, where I had to deliver training in Knowledge Management. I later moved to another government organization and became an internal trainer for that organization, too. I heard about a professional training certification program and did that.

Then, I started coaching on a personal level, meaning I work with individuals to help them see their potential and help them have bigger goals for themselves.

I started Hanan Empire in May 2022, with two objectives: to help organizations achieve better results through transforming leadership and organizational culture and help individuals live majestically.

At Hanan Empire, our vision is to be the catalyst for profound organizational and individual growth, fostering a world through enlightened leadership, vibrant organizational cultures, and guiding and empowering individuals to create their own success and live a majestic life.

How do you guide organizations in adapting to change and fostering a culture of continuous learning?

This is a very interesting question. When I help organizations, I help them be aware of their current organizational culture. I always see organizational culture as the basic layer because you cannot build anything without a weak foundation.

I found hundreds of organizational culture dimensions during my PhD journey, as this concept started in the 1950s. Still, the most important thing when it comes to organizations is that it is essential for them to be aware of the good attributes of a healthy organizational culture and the attributes they want to avoid. Interventions are very important in changing human behaviours.

I help them to be aware of those attributes and together we create plans in order to foster a healthy organizational culture for their employees so that they would love to come to work every day. So, for example, if there are difficult employees or employees with negative mentalities, we need to intervene in order to change the course and make it better. I create training courses or programs for specific issues for their organization's leadership development. For example, communication strategies, team building initiatives, it all depends because it varies from one organization to another. The same thing with leadership, when I provide coaching for executive leadership because I have researched this topic for 12 years and practiced it for more than that.

So yes, each leader has his/her own style but how often do we really stop and evaluate ourselves? Through my coaching, I customize strategies that fit different leaders' personalities, etc.

Take one leadership style in a specific situation, let's say, authoritative leadership. People will say, "Why authoritative? The world is changing, and we need to have collaborative leadership or inclusive leadership". Yes, but sometimes you need to be firm, and you need to be in charge. For my PhD research, I was very interested in 2 styles, inclusive leadership, and knowledge leadership.

For example, inclusive leadership is one of the styles that really connected with me as an individual because, in my organization, I always include my team in any program that I'm doing. I'm including them in the strategies, and I'm following up with them, but I cannot include everyone every time before I make a decision because sometimes, I need to decide on the spot.

So, during my coaching or training that I provide, I would give them my advice and ask "What are they doing currently and how do they like it?".

I would do the same practice for myself. For example, after a year, I would re-evaluate my process at Hanan Empire, and I ask myself and my team, "What can be improved?". So, these are some of the practices that I do with organizations generally.

How do you incorporate embracing change in your coaching sessions with individuals who want to achieve personal development?

I think your magazine's theme, embracing change for personal growth, aligns greatly with my coaching strategies. For example, when I do individual coaching, I first have some mindset assessment and understand their beliefs. They come to me because they want to change their results. So, I need to know their current beliefs to identify ways that would help them transform their mindset and tailor some coaching specific to their needs. The second thing I do is goal setting; we always need to think about stretching ourselves. Sometimes, we are very comfortable with our comfort zone, like saying, I cannot go for a bigger goal. They feel This is my area; I'm relaxed and will do good here. I don't want to see, and I don't want to expand because I might fail, but what's wrong with failing? It's fine. I am sure that if we fail, we will learn from it. It is always an exercise to stretch yourself. So, I work with individuals and always help them stretch their targets if I see potential in them. Of course, it doesn't come overnight; they must trust me.

I encourage them always to learn from their experiences. So, of course, they are open to me. When going through hell, notice the blessings; you need to learn from the experience. Stop repeating the same mistakes and repeat successes. If you did something good in the past, how can you amplify it? How can you repeat it? For example, I have a continuous feedback loop where they will do some exercises, and I will give them feedback. Yes, you have improved in this. You can do better in this. Also, because every individual is different, I focus on skill development differently with every individual. I also incorporate positive affirmations and visualization techniques to help individuals overcome self-limiting beliefs and envision their potential. This practice supports the development of a positive and growth-oriented mindset. By consistently integrating these strategies, my coaching programs create a supportive and empowering environment where individuals embrace change and recognize it as a catalyst for their personal and professional growth.



How does the impact of organizational culture and leadership play a role in a person's journey of personal growth within an organization?

In my study, it was confirmed that leadership is the driver of organizational culture change. They also have a huge impact on behavioral intentions regarding knowledge sharing, and I'm sure in many other behaviors, or for employees in general. I also tested how organizational culture affects human behavior and saw a significant impact of organizational culture on human behavior. So, of course, leadership and organizational culture play an essential role in personal growth in an organizational context. And to be honest, if the leadership is excellent, it will be a smooth ride for the organization, but if the leadership is wrong, they will sink the organization with them. The same applies to organizational culture; if it is an excellent organizational culture, you will see the performance and organizational outcomes and results will be very high.

That's very insightful. How do you address the balance between maintaining a positive work environment and navigating personal challenges?

I live in the Emirate of Dubai, a very dynamic city. We have a strong and very ambitious leadership. So, we always have new directions or exciting ideas to integrate. I would usually be an empathetic leader because empathy is crucial when dealing with humans; you are not dealing with machines. So, balancing being a compassionate leader and getting work done would be best. If employees feel that you do not care about them, they will not care about anything, even the work. For example, if employees are facing challenges, one of the things to do is provide them with resources and support. With me, my door's always open for advice. I always ask them to book a consultation hour with me, or they can come to me at any point during this daily allocated time, but if they want another time of the day, they have to pre-book. I always encourage them to celebrate even small wins as a team. Sometimes we go and bring a cake and celebrate, and all of that. I always encourage a growth mindset and give them a continuous feedback loop. So, I am available to support them whenever they need me.

You've mentioned having different leadership styles like you mentioned being empathetic, and inclusive. So I wanted to find out if you'd advise that a person should have multiple leadership styles.

Yes, you can have multiple. You should be aware, actually, of the various leadership styles, because for example, if a team member is always excellent and always doing their best, then I have another team member who is not doing their work. Do you think my leadership style will be the same? Of course not, it's not fair. Sometimes I need to have a firm relationship with someone while I have a relaxed joking relationship with someone else, this is just a simple example. In some situations when you're dealing with, let's say other departments, you may want to have a collaborative leadership mindset. So yes, I encourage everyone to be aware of different leadership styles and adopt those leadership styles whenever they see fit.



How would you encourage individuals to see change as an opportunity for growth in multiple areas of their lives

I have encountered this many times with my team. Sometimes, they always see the negative. So, through my coaching, I always try to inspire them to see that this negative thing is an opportunity for growth. I will always tell them, Okay, you know this can be good; sometimes, I even have to explain why and how they can utilize it later. After they accomplish this milestone, they come to me and say, we never thought about it this way. So, this is the advantage of having coaches; I have three, and investing in coaching is very important. Sometimes, my coaches see something that I do not see. Sometimes, you cannot see other opportunities when you are slightly deep in the operations. I'm trying to do this to be a connector to the opportunities.

In summary, I emphasize the learning potential in every change, connect personal goals with adapting to change, and celebrate past successes.

Thank you very much, that puts so much in perspective for me. What are the tools and resources that you can share with us and what can you share with the readers of Biwe magazine?

I always give free tips on social media. For example, journaling is something that I often tell people to write about their daily experiences. In fact, I have a 6-week free workshop that I offer people, and I am going to give them a workbook. I will share how to write their goals; for example, in the second week, we will focus on self-image, the negative things they see about themselves now, and what they want to become. For example, if somebody told them, " You are not smart, " in their new self-image, maybe they want to affirm that I am smart. There are many exercises I always give to people to guide them.

For the readers embarking on their journey of embracing change for personal growth, I offer the following advice: embrace a growth mindset and dream big! Set huge goals for your life and continue to seek learning opportunities, build a support system, celebrate small wins, and embrace change as a learning experience. Lastly, enjoy the journey of personal growth. Embracing change is not just about reaching a destination; it@s about relishing the process of becoming the best version of yourself.

I hope these pieces of advice will help you, as they reflect a holistic approach to personal growth, considering the dynamic nature of change and your role in navigating and benefiting from it.



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Affirmation Challenge

12 Weeks to Positive Transformation

Embark on a transformative 12-week Affirmation Challenge designed to cultivate a positive and resilient mindset. Each week, embrace a new affirmation prompt to deepen your self-awareness and foster personal growth. By the end of this journey, you'll have built a powerful collection of affirmations to guide you through life's ups and downs.

Here's a guide on how to maximize their impact in your daily life:

1. Begin each day by reciting the affirmation for the week and reflect on its meaning.
2. Write down your affirmation and place it where you'll see it daily.
3. Keep a journal to track your thoughts and feelings throughout the week. Note any shifts in your perspective or moments of empowerment.
5. Incorporate the affirmation into mindfulness practices, let the positive words guide your thoughts.
6. When faced with challenges, recall the weekly affirmation.
7. Before engaging in activities, set intentions based on the affirmation.
8. At the end of each week, celebrate your growth.
9. If a particular affirmation resonates strongly, feel free to revisit it in subsequent weeks. Adapt the challenge to suit your evolving needs.
10. Connect with others participating in the challenge #Biweweeklyaffirmation. Share insights, experiences, and how the affirmations have influenced your personal growth.

Mr. Tunji Idowu, a seasoned leader whose career trajectory spans diverse sectors and disciplines with over 35 years of global work experience, sat with Biwe magazine and shared his insights into navigating change, fostering diversity, and driving social impact.



From Diversity to Impact: Lessons from Tunji Idowu's Leadership

I'd like to say thank you for joining us and agreeing to be part of the maiden edition. Your biography showed me that you have navigated diverse career paths and sectors. I wanted to ask how embracing these changes has been a constant in your professional journey and what key lessons have you learned along the way, especially those relating to personal growth and resilience.

Thank you for having me, and that's a good though loaded question. Change is a constant, if we go by that cliché and I've embraced it as it's come my way. Sometimes I've been able to anticipate it, by looking at trends in the world and society. For example, in Nigeria, some of us saw what was coming with the economy, so there were no surprises. We just needed to start preparing and adjusting our lifestyles, either by making more money or reducing spending, or both. I try to anticipate changes in life, but I also know that sometimes you're dealt certain hands that you have no control over. You have to learn how to roll with the punches. It's important to embrace change, whether you choose it or it's thrust upon you. I believe there's always a choice, even though some options may have more negative impact. I embrace both the good times and the bad times, what I call the mountaintop experiences and the valley experiences. Life encompasses them all. Sometimes these experiences come in cycles, and at other times, you're facing both simultaneously. It might be great at work for you, and at the same time you're dealing with a challenge in health or relationships, we have to learn to cope with both aspects. That's how I've kept moving forward and amidst each experience, there are lessons to learn along the way. I once had a chairman who often said, "Be smarter on December 31st than you were on January 1st". I reflect on the lessons learned from each experience, whether it's an opportunity or a conflict, and I strive to take control of my destiny while acknowledging that I don't fully control it. Life may throw challenges at you, but how do you react to them and what do you learn from them? I've learned from a wide range of experiences and people, from working in cities around the world to the trenches of rural places, especially in the Niger Delta. Each has had its own experiences and you'd be surprised that some of the challenging ones are actually the most memorable.

Awesome. I meant to ask your name sounds very much Yoruba but you are invested in the Niger Delta, so I'm wondering where the connection is?

Thank you for your question. The way I look at myself is as a global citizen. Proudly, I'm a Yoruba man married to an Igbo woman whose fortunes have been mostly tied to the Niger Delta region of Nigeria initially because of work, primarily in the oil and gas sector. Now, in my current work in development, I'm dealing with all groups in the Niger Delta, regardless of where they're from. I've been fortunate to have worked and lived outside Nigeria for a while, and I have children who are by default from two ethnic groups in Nigeria but have lived on three continents. So, all of that shapes my outlook, and I have a family that is scattered across the globe. When I say 'family,' I mean my brothers, nieces, nephews, and their respective families. We're people from different places - some have studied or lived in China, besides the traditional Western nations, while others have spouses from as far as Argentina or Russia. We are a very global family, and that shapes our outlook. All that diversity enriches our worldview.

I found that you are a pastor; I would like to know how you integrate your faith and values into your leadership approaches, whether in your church or professional endeavours.

So, the way I see it, being a pastor is just another job for me; it's a role to play, and I see it more as a verb than a noun. It means to pastor, to guide people, which aligns with my role as a mentor and counselor. So, whether on the job or off the job, whether it's a paying job or not, when I pastor I don't get paid, but it's a service. Whether I'm a father, husband, brother, friend, neighbor, or someone who manages an organization in the workplace or serves in the community, everything is integrated. It all stems from my faith as a child of God. I wasn't always like this. There were times when I didn't have Jesus as my Lord and Savior, and my outlook was different. But now it's all integrated, and I want to uphold those Christian values that have influenced so much in the world, like the judicial system and the Protestant work ethic. I've been fortunate to work in organizations whose values reflect my Christian ones, so I don't often have conflicts about my moral values. I do my best to be consistent, though I'm not perfect. There are times when I've lost it or slipped, but as a default, I try to be consistent. It can be challenging when people already have a certain perception of you and push back against it or test your authenticity. So, I do my best to be consistent, but I try not to impose my convictions on others. After all, Christianity teaches that we should accommodate other people. However, what you have is a key to solving many things. I've been fortunate in that regard, but I've also faced persecution during tough times because I refuse to compromise my values. There are times when I haven't even done anything wrong; it's just because of what I stand for. It has cost me dearly in some instances, but I'd rather pay the price here than have to pay it on the other side.



As the executive director, of the PIND foundation what inspired your efforts in that particular area what impact do you hope to achieve through your work?

The PIND Foundation, or the Foundation for Partnership Initiatives in the Niger Delta, is focused on reducing poverty and conflict in the Niger Delta area, promoting peace and economic growth. I didn't start it; I work here as the executive director. It aligns with my outlook because I've always been involved in volunteerism, including with organizations like the Red Cross when I was younger. I've also had the opportunity to work for Chevron, a global organization that emphasizes corporate social responsibility, so the concept of helping others has always been part of my life and career. Transitioning to full-time development work allowed me to scale up what I was doing in the for-profit sector to the nonprofit world, which aligns with my Christian values of helping others. The Scriptures teach that it's more blessed to give than to receive, and I see this job as ministry work that I happen to get paid for. Yesterday, I was speaking with someone about my motivations, and they asked about my reasons for doing this work. I expressed that this is the second time in my life that I've had a job that I could do for free.

Anytime you're helping people break free from the chains of poverty and reducing conflict, you're embodying the essence of Christianity. It's about breaking the bonds of wickedness and striving for a better world for everyone. Over the 14 years of its existence, the organization has impacted over a million farmers and businesses, helping to reduce conflicts and build capacity in various sectors and civil society organizations, as well as a number of government organizations, in crafting policies that have empowered women, agricultural businesses, and stakeholders to take the lead. This work is an extension of what I would have been doing in my personal capacity. While we don't proselytize because we're a non-religious and non-political organization, the same principles of compassion and service are evident in our work, so there's that alignment. This role allows me to extend my life's calling of making people better than they were before, whether it's helping farmers to improve their practices and increase their income or assisting in conflict resolution to create an environment where economic activities can thrive. It's an extension of how my life has evolved, always focused on removing barriers for people and helping them improve their situations.

How do you approach mentorship and what do you believe are essential qualities of a mentor?

Somehow, I've always been someone who naturally gathers people, and leadership has come somewhat easily to me over the years. Whenever I'm in a group, it doesn't take long before responsibilities are somewhat thrust upon me but I'm also a very good follower. I've found that it's been easy for me to bring people under my wings to share from our collective knowledge because mentorship is really about sharing experiences and guiding people on how to navigate life. I'm a firm believer that experience is a great teacher, if not the best. But you don't necessarily have to go through the experience yourself; you can learn from others' experiences, which is why top business schools use case studies for their instruction. I've been fortunate to have people around me whose experiences I've learned from, and in turn, I've been able to extend their wisdom to others. So, I very easily take people under my wings, whether it's at work, in society, or just in regular relationships. Over the years, I've found that it's important to listen more than talk because mentorship is about the mentee, not the mentor.

I want to understand what the person is looking to gain from the relationship and because I have a broad background of experiences, I also need to discern which of my experiences would be most beneficial to the mentee. For some, it's about personal development; for others, it's about navigating cultural differences, while for some, it's about technical aspects of the disciplines I'm experienced in. I like to be a safe space for them, non-judgmental and supportive. Even though I might offer advice or guidance, I want them to feel comfortable expressing themselves. It's a privilege that people feel they can confide in me, and I take that trust seriously. But I'm also brutally frank. I won't sugarcoat things; if you mess up, you're going to hear about it. I try to always give constructive feedback. I've been told that I invest deeply in people's issues, sometimes more than they do themselves. I believe in stretching people beyond their comfort zones and encouraging them to believe in themselves. If I commit to a mentoring relationship, for example, for six months, and we agree to meet every week or two, you can be sure that I'll be there because I'm fully committed. However, I won't accept or stop working midway through if I can't uphold this commitment. As I mentioned earlier, confidentiality is paramount to me. I want to ensure that anything shared with me in confidence is respected and managed appropriately. You want to be sure that your objectives are clear, that you communicate and engage effectively, and that you listen more. While I don't have open-ended mentoring relationships, I find that many mentees stick with me for life, and even those who move on still keep in touch on an as-needed basis. The fun for me, though, is that even as I mentor people, I get mentored myself. I learn a lot of things and I'm constantly asking questions and learning from them to improve my own development. It's something that keeps me fulfilled.

How do you navigate the complexities of driving cultural change, especially in Nigeria, and promoting diversity in environments that are resistant to such?

That's an interesting question, thank you. I was fortunate that Chevron is an organization that looks ahead. In 2003, they were definitely ahead of time when they created the first Diversity and Inclusion (D&I) Office in Corporate Nigeria and I was the pioneer occupant. We had been managing diversity through what you'll call the Diversity Councils, employees volunteering their efforts. However, as the need for more structured support became apparent, the office was created, and I found myself managing various groups and navigating the complexities that arose. Following that success, I went off to the corporate D&I office in the US to further manage things. I remember facilitating a pilot course on this at the Lagos Business School.

A lot of the people who came from Corporate Nigeria did not just get it. Till today, many Nigerian companies and organizations still don't pay attention to diversity and inclusion at the appropriate level. A lot of them understand it a bit in marketing but majorly focus on ethnicity and emphasizing Nigeria's three major groups out of over 350. On navigating complexities, my training and experience have allowed me to be able to look at things through broader lenses. I can promote the values of my ethnic background or faith, but at the same time I don't need to put others at a disadvantage. When in the workplace, you go beyond the visible differences and begin to look at deeper things like communication and work styles, decision-making styles, and many other things that are not visible but are important to team effectiveness, and which, if not managed well, can lead to conflict in the workplace and affect the delivery and meeting of objectives. I'm a strong believer that none of us is as wise as all of us, as that saying goes. So, if we aggregate views well, we will have a better decision quality, because the more good heads you have, the better the decision will be. It might take a little longer but you will have a better and more sustainable decision. What you should be doing is, integrating what you're trying to do and aligning it with the organizational goals and processes. Once people don't see that as separate, it's easier to drive D&I efforts. If they see them as separate, then they resist and think it's additional work or it's less important. Once you integrate it, from recruiting talent, to policies and practices, to advancement, to retaining promotions, decisions, opportunities, and developing talent, nobody can fight it successfully. Even if you're not a leader, you still want to ensure that all of these aspects are integrated into the way you execute your work.



Can you share a significant challenge that you have encountered in your leadership journey, and how you approached it, or how you overcame it?

As I mentioned earlier, the need for a dedicated diversity office arose from conflicts within the organization, particularly between the Union and management, including expatriate management issues in the nineties. So in 2003, I became the pioneer, and because there was no blueprint I had to start from scratch to put things in context and build trust. There were those who looked at it like, "What is this distraction?". I remember doing the same presentation around 60 times to 60 different groups, from drivers, to engineers, the geologists, to the management team, to functional groups, HR, and sciences. Each time, I had to sell the case to build traction, overcoming skepticism and doubts by tying it to the business, and then seeing the value it can bring by building trust and ownership for it. It became clear that if I was going to have traction in each of the groups and at the highest level, I needed to get senior people to become champions and own the process. So, I requested for champions in each function, and I had people at the highest level volunteering, while in many other places, they gave junior people, but it was okay, I needed to have focal points, and those who would bring me feedback and insights from their groups so that we could share across, and that could go on. That was how we overcame the challenge, with the chairman being a role model himself, the whole organization followed. You see all of those processes that you do in the background, like the foundation of the house, nobody sees them every day, but without a strong foundation, the house will collapse. We initiated diversity-based celebrations, encouraging people to dress up to celebrate their culture uniquely or other people's culture. It was colorful, and we even got covered by media outlets for free, becoming the main attraction of the day. It became the platform through which people are called to order, just like psychological safety is a topic in the workplace today. We exported these ideas globally, creating a global bank of examples that people still refer to today, even after 20 years.

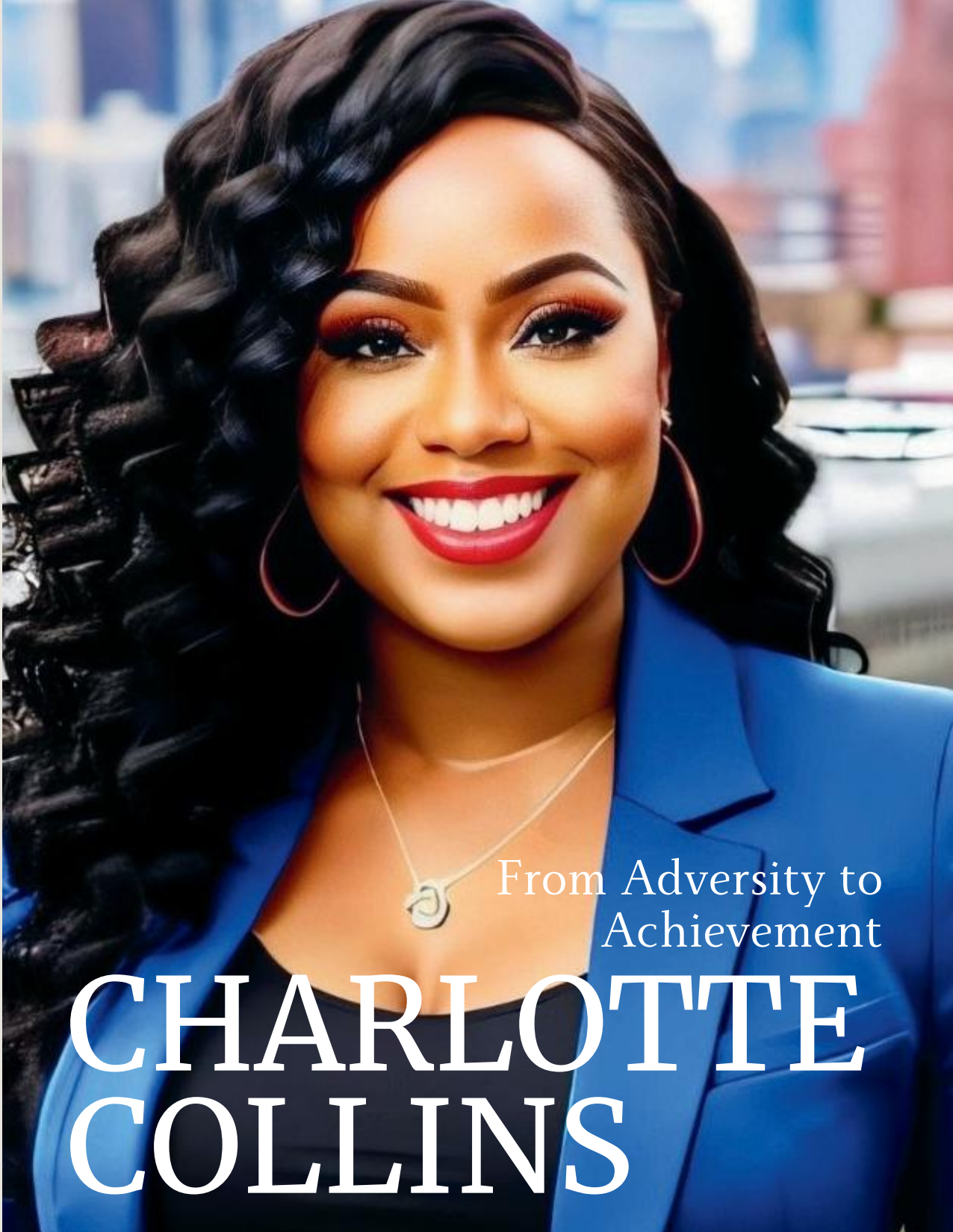
As we concluded our conversation, Mr Tunji's words resonated deeply, reminding me of the power of purpose-driven leadership. His journey showcases the transformative impact individuals can make when they embrace change, uphold diversity, and commit to selflessly serving others. This serves as a beacon of hope and encouragement for anyone who wants to leave a legacy of compassion and service.

That was a super inspiring story. So now our final question for our readers who want to make a positive impact on society and don't know how to start. What can you tell them?

Thank you for your kind words. TO answer this question, I'd say that everybody has something to do. Nobody is useless, nobody is empty. We all have different qualities, if you think beyond yourself and ask "What have I been blessed with?", whether it's a talent or skills, and competencies, they are not just for me, but they are meant to add value to someone, to something, or to some place. That's the way you're going to have an impact on people. You've got to start from a small place, so don't think you always have to have it grandiose. Everything we do here at PIND starts with pilots, and when we learn lessons from the pilot, then we scale up. If you start big without pilots, you will likely fail big. At least have success at home or in your office before you try to conquer the world. I love a quote, I don't know if it's original to Maya Angelou, or whether she quoted somebody else, but it says, "Do the best you can until you know better. Then, when you know better, do better". When I became a believer, and I got to understand the power of the anointing, I tried it first on my children to heal headaches and pains. I will say in trying to do something, look for a problem to solve. If you find a problem to solve or a life to impact or influence, then you have chances of success. Some people will only influence one person, and that one person might influence a state. You are still a stakeholder in the influencing of that State, but you've got to start from somewhere because even in business nobody is going to give you responsibility at the scale of 100 when you don't have a track record of the scale of 1 or 2 or 10. Everybody has something to do and should look for how they can add value either to somebody, to something, to some place, or some process, and then gradually the opportunities will open.



Mindfulness Meditation



From Adversity to
Achievement

CHARLOTTE COLLINS

Embarking on the journey of personal growth is a profound exploration of self-discovery, a path laden with twists and turns sculpting our essence. In this narrative of my evolution, my story is a testament to the transformative power of embracing change. Over two decades ago, I was at a crossroads, much like many of you might be today. My name is Charlotte Howard Collins, and my journey from a hairstylist and beauty salon manager to a Crowned Business Growth Expert and world record holder is a testament to the profound impact that embracing change can have on personal growth.

It all began after a decade-long stint in the bustling beauty world, where I managed salons for the most prominent beauty industry corporation worldwide. A diagnosis of carpal tunnel syndrome and the looming shadows of financial uncertainty catalysed a radical shift. As a single mom then, I felt the pressing need to harness my skills for a more transformative purpose.

Within two years, I bid farewell to my familiar realm, gracefully retiring from my previous career to wholeheartedly embrace entrepreneurship.

Today, I stand before you as your go-to source for women@s entrepreneurial empowerment, boasting 24R years in publishing and media. The journey has been anything but linear, but therein lies the beauty of embracing change for personal growth / a journey that has empowered over 20,000 women globally to launch fund, and scale businesses. My story is not just about overcoming adversity; it is a testament to the significance of embracing change for profound self-evolution.

The heart of this narrative lies in the realisation that change is not just a disruptive force but a catalyst for resilience and growth. As I've experienced firsthand, overcoming adversity is a transformative journey that shapes character and fuels personal development.



Self-awareness becomes a guiding light on this transformative journey. My shift from the beauty industry to entrepreneurship was not merely a change in career but a profound recognition of my authentic self. Understanding one's strengths, weaknesses, and passions is the compass that directs the course of personal growth. Embracing change is not a blind leap but a deliberate choice to align with one@s true calling.

Cultivating resilience in the face of uncertainties is a skill honed through acknowledging that change is a constant in life. Practical strategies include mindfulness practices, fostering a positive mindset, and seeking support when needed. These are not just survival tactics but the building blocks of personal growth.

Navigating change also involves the intricate dance of maintaining connections through transition periods. The challenges and rewards of sustaining relationships in the face of change are immeasurable. It is a delicate balance that requires open communication, empathy, and a willingness to evolve. The connections we forge during change become support pillars, anchoring us as we navigate the uncharted waters of personal growth.

Developing a mindset that embraces continuous improvement is critical in this journey. Rather than fearing change, actively seeking opportunities for growth and learning propels personal development. A mindset rooted in adaptability allows for a more proactive response to life's uncertainties. Change is not a threat but a canvas upon which we can paint the masterpiece of our evolution.

A commitment to ongoing education and intellectual growth further propels the transformative potential of embracing change. My journey required acquiring new skills and knowledge as I transitioned from the beauty industry to entrepreneurship. Embracing change involves stepping outside the comfort zone, exploring uncharted territories, and continuously expanding one's intellectual horizons.

As we explore the profound potential of embracing change for personal growth, I encourage you to reflect on your journey. Your path might not mirror mine, but the essence remains the same / the transformative power of change is within each of us.

Embrace change not as a challenge to be feared but as a gateway to discovering the depths of your resilience and the limitless possibilities that personal development holds.

In closing, let my journey inspire you as you navigate your path of change and personal growth. Embrace change as a companion, a guiding force that shapes your character fuels your resilience, and propels you towards the extraordinary. The journey is ongoing, and each step you take towards embracing change is a step towards the most profound and authentic version of yourself.



Valene stone

Embracing
Movement: A
Journey of
Wellness and
Inspiration

Thank you so much for joining us today. I went through your socials, and I was like, Whoa! Who is this person dancing, having so much fun and just enjoying life in general? You're so inspiring. Could you tell us a bit about how you started your path to wellness, fitness, and dancing especially?

It started when I was a little girl. My mom told me she saw me standing on the TV dancing to 9Thriller by Michael Jackson. I was about one year old or so. I've always had that natural intuition and inspiration to dance, to move my body with the feeling of music.

As a young girl, I was in organised dance, stopped for a few years, and got back into it in college. Everything is always tied back to dance. My favourite style has always been pop and hip-hop, inspired by Janet Jackson, Justin Timberlake, and Nsync. I've always worked out; I started college by going to the gym, but dance kept me going. In my 20s, I tried out for the New York Knicks City Dancers, which greatly inspired me. After giving birth to my second baby, I started doing HIIT-style workouts and yoga. Since second grade, I've been inspired to do handstands, and yoga helped me improve them. I started going live on Facebook to share my workouts, incorporating dance moves because I love music.

My inspiration has always been to move my body, work out, dance, and feel good quickly. So, I've created fun workouts with dance moves between stretches or recovery moves. I also love dancing in my living room with my sons, especially my youngest, who is a talented dancer. That has been my journey of fitness and dance.

This sounds so cool, but I don't know how to dance.

'It's never too late to start dancing. People were telling me how inspired they were, and it shocked me. Oh, Val, you didn't work out yesterday, I@m like What? You@re working out with me? Why don't you call me?

Could you send me a message? Let me know. So then I started telling people that I was working out at a particular time or going live because I would share my workouts going live. You could follow along if you wanted to, and it wouldn't cost anything. It's fun to incorporate fitness with dance.

Is this happening on Facebook or Instagram?

Usually, it's on Facebook and sometimes on Instagram. I record

my workouts with the goal of creating content for my YouTube channel, YouTube shorts, and IG reels. There's this

myth that people think I work out for hours because I put myself out there, which is untrue. You could do 5 to 10 minutes of just dancing in your kitchen. It is all about feeling

good and moving your body to the rhythm of whatever's going on around you. But obviously, I think it helps with music. I've created short workout routines that you could do in 7 to 10 minutes, and you will feel amazing.

That's awesome. So I believe that this is "Danzfit" and "DanzfitKidz" you're talking about.

Oh yeah. I started HIIT-style workouts in my kid's playroom with my kid's toys all around, and that was challenging. Instead of putting a movie on for them, since they will be running around and playing anyway, I would work out with the kids, incorporate them, and encourage them to join in as much as possible. My little guy was four years old then; this kid could follow an entire 30-minute insanity workout. Some people were amazed and said What? I couldn't even do that workout...You can always do it; you have to start. There is always a balance; you listen to your body, and you can always do a modified version. With DanzFit, I have created fun moves that blend some HIIT-style moves, for example, incorporating squats with hip-hop dance. That's what my DanzFit series is all about. When I go to my kid's soccer practice, I'll bring my tripod and start making workout moves, incorporating some dance and fun moves, and kids of all ages will jump in and ask, Hey, what are you guys doing? I want to join in on the fun. I want to learn to do handstands!

That's awesome. So I believe that this is “Danzfit” and “DanzfitKidz” you're talking about.

Yes, thank you. So, three years ago, my boys and I were part of the journey for my friend, Julisa Medina, when she was writing her book, *Miracle Star above the Sky*⁸, and she involved us in the creative process. We were there with her for the launch, and it was such a fantastic journey to experience with my boys. My 7-year-old, Chase, started to write his book, which is inspiring.

He has always been creating something before bed, so it hit me watching him; I had this intuition and burning desire and decided to write a book about Chase and his inventions. He has been creating since he was two years old, and it all started with train tracks. It could take me an hour to get a train back on track; this kid is like a scientist. He lays right down and can repair the train when it is two years old, and he would start making his configurations. The book encourages children and adults always to create something great daily!



Some people would tell you that it's only when they lose weight that they can boost their self-confidence. How do you advise such people?

That is a great question. I always ask clients their target weight because I understand how programming works. In the book *Psycho-Cybernetics* by Maxwell Maltz, he teaches about the brain and how the cybernetic mechanism brings us back on track to our original programming. I always ask clients how it will make them feel if they are their target weight. Eight and guide them to keep it simple. Are you struggling with your diet? Are you starting a weight loss program? Then realise 1 or 2 months in that you're not there yet. Well, guess what? Your programming is holding you back. Don't beat yourself up; that is a destructive mechanism. You can feel good, healthy, and confident in the ideal body that you visualise for yourself! You can achieve it, especially if you are targeting the right goal, believing in yourself, feeling good, and having fun along the journey.

So how does your program work? Do you have one-on-one sessions with people? Or is it physical sessions?

I am available to work out one-on-one with clients, in person, via Zoom, and in group settings; outdoor locations are a bonus! I am also available with online pre-recorded and live courses and workouts to help inspire. I love to work out one-on-one with clients who feel inspired to do so. I am versatile. There are so many ways you can move your body. Some people get discouraged by difficult-looking workouts or workouts they have never done; trust me, I am the same way.

It is all about incorporating things you love and trying something new to propel you to heights, and you will astound yourself! I am creating an environment where you feel welcome and valued. You feel like you are connected to the universe and you can do anything. Some people limit themselves, and I could never do that workout routine! Eight or I have a past injury; now, of course, I would love for you to be mindful about caring for what is best for your body.

It is recommended to talk to your practitioner before starting a new routine if necessary, but you should be able to move your body in some sort of way. You can book your first MindFit Session with me directly from my website. I envision taking my workout sessions travelling across the country and internationally. Sharing with my clients and followers, 7I@m will do an outside power danz-fit workout at Daytona Beach, on the cross street, at X time and date!8 I work out on the beach a lot. I set up my tripod with my kids, and they got busy creating sand castles. They also jump in with Mama and her workouts! I've had so many people jump into my workouts while working at the beach within minutes of getting started.

We're looking forward to seeing the beach workout happen. So what's your favorite activity that helps you wind down?

Meditating, I love candles, so I like to light some candles or at least one candle, and I love to sit down, and be grounded. I will do that and clear my mind and focus on freeing my mind, and I go into gratitude. I think about what I@m grateful for, the things that I have, and the things that I desire in my life. We also listen to frequency meditation or music, sometimes following guided meditations by Brian Scott and Bob Proctor. This practice helps you feel good in the moment, and I ask the universe for what I desire in my life.

So what are you looking forward to in terms of your wellness and creative projects this year?

So, I am creating a Danzfit Kidz morning routine exercise inspired by my little guy. I am making a 3 to 5-minute routine that kids and parents can follow.

You could have a fun dance-fit workout after school and also before bed. I encourage kids to move their bodies a little bit before winding down. I have a MindFit with Valene and a DanzFit with Valene program that busy moms and ladies can quickly work out and follow. You can have 7 to 30-minute effective feel-good workouts with modified and advanced moves. There is always a way to move the body; there is no excuse. In January, I conducted an Invention Focus Group for a device mentioned in my book. The device is a game device for children inspired by a mentor@s concept. We're in the works of the creation process, including the Focus Group, Concept Video, building the prototype, marketing, and launching! Just before the focus group, all the kids went outside to play soccer for about 10 minutes to move their bodies. The kids shared the ways they have created in their lives.

My sons and I are starting a creative genius workshop for kids ages 8-11 in town and online, inspired by recently hosting a focus group. The mission is to ask the children what they would love to create. We must ask our kids what they want to do, be, or have. If they want to be a teacher when they are older, they can write that down as a goal, and they can get started acting as a young kid to teach their siblings or their friends.

Can you share a funny or heartwarming moment from your journey as a mom and wellness enthusiast that always brings a smile to your face?

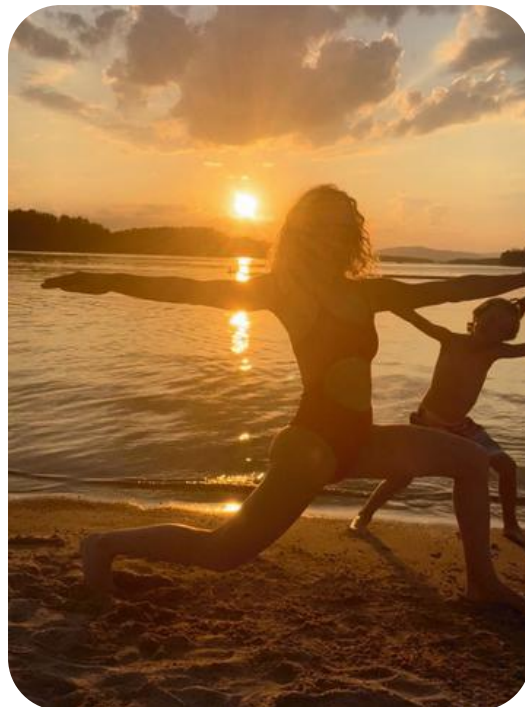
The years I spent having my sons during their younger years in the backyard with me, exposing them to movement and fun, and both boys jumping into the workouts, even to the point where it would surprise me sometimes.

So I remember a moment when I was doing some plank moves incorporating Abs, and suddenly, my little guy climbed onto my back; I remember feeling so good. One funny story is when the boys started throwing those light plastic balls at me and zooming by in their Power Wheel cop car during my workouts. It was so funny! During the pandemic, you spent much time with your family, and I was with my kids, for which I am so grateful. We were working out, dancing before the next Zoom class, and having so much fun.?

That is so beautiful. So finally, what is one message or mantra that you live by, and that you would like to share with our readers?

One message or mantra that I've always been incorporating, and you might have heard me say this throughout the interview, is that the trick is that if you move your body, you will feel good no matter what. I firmly believe that. I encourage people to embrace dance if they can because it increases the frequency of your body and the energy you're putting into the world.

Also, just walking or doing fun workouts will help you feel fit and sound. I also recommend that everybody ask themselves What would I want? How do I want to feel? How do I want my body to look? Then, set the intention, set your target goal, and go out and do it. I am here for you if you need help and guidance on having that fantastic fit and fabulous body. I will help you get to that target goal. Always move your body, create, and do something fun. We are here on this planet to Be Happy and Feel Good!





BODYSTATION

EMBRACING CHANGE IN FITNESS
BH-HEALTHYFUSION

Embracing change for personal growth is an essential aspect of fitness. Regarding fitness, change often catalyses growth, progress, and, ultimately, achieving your goals. This write-up will explore how embracing various fitness shift areas - such as mindset, training, and nutrition - can lead to significant personal growth and improved overall well-being. Mindset: Embracing change in your mindset is crucial for personal growth in fitness. Many people have a fixed mindset regarding their fitness journey - they believe their abilities, strengths, and limitations are fixed and unchangeable. However, adopting a growth mindset can be transformative. A growth mindset acknowledges that skills and intelligence can be developed through dedication and hard work.

When you embrace change in your mindset, you become open to new possibilities and opportunities in your fitness journey. This might involve challenging self-limiting beliefs, setting new goals, and being open to trying new training methods or workout routines. By being open to change and growth, you can continuously evolve and progress in your fitness journey, ultimately leading to a more fulfilling and successful experience. Training: In fitness, embracing change in your training routine can lead to remarkable personal growth. Many individuals fall into the trap of sticking to the same workout routine for an extended period, leading to plateaus and diminished progress. Embracing change in your training involves mixing up your workouts, trying new exercises, and exploring different training modalities.

One effective way to embrace change in your training is through periodisation. Periodisation involves dividing your training into specific cycles, each with a different focus and intensity. By constantly changing your training stimulus, you can continue to progress, prevent plateaus, and avoid burnout. Additionally, embracing change in your training means being open to trying new activities or sports. This could involve incorporating yoga, swimming, or cycling into your routine, which adds variety and challenges your body in new ways. Embracing change in your training can lead to improved strength, endurance, and overall fitness levels, contributing to your personal growth and well-being.

Nutrition: Embracing change in your approach to nutrition is another significant aspect of personal growth in fitness. Many individuals fall into restrictive eating patterns or follow rigid dietary rules that may need to be revised in the long term. Embracing change in your nutrition involves adopting a more flexible and balanced approach to eating. One way to embrace change in your nutrition is by focusing on nutrient-dense, whole foods while allowing for flexibility and occasional indulgences. This approach can lead to a healthier relationship with food, improved energy levels, and better overall well-being. Embracing change in your nutrition also means being open to trying new recipes, exploring different cuisines, and finding joy in cooking and preparing meals.

Moreover, embracing change in your nutrition involves being open to adjusting your dietary habits based on your evolving fitness goals. Whether aiming to build muscle, lose fat, or improve athletic performance, being adaptable and open to change in your nutritional approach is essential for sustained personal growth and success in your fitness journey. Embracing change for personal development in fitness is a continuous process. It involves being open to new experiences, challenging your comfort zone, and adapting to the ever-changing nature of wellness and well-being. By embracing change in your mindset, training, and nutrition, you can unlock your full potential, experience significant personal growth, and, ultimately, achieve lasting success in your fitness journey.

BH- HEALTHY FUSION

Thank You From All of Us At BIWE Magazine

Dear BIWE Community,

Thank you for joining us on this exciting journey of the launch of the inaugural edition of BIWE Magazine. We are so happy to have shared the creation of a magazine that celebrates the beauty of embracing change for personal growth.

In a world that's always evolving, BIWE Magazine aims to be your guide on the path to self-discovery and empowerment. This magazine was made with you in mind, we wanted to create a space where individuals could find inspiration, practical advice, and a supportive community.

What to Expect Going Forward

It will not just be a collection of articles; but a thoughtful and intentional mix of stories, insights, and expert advice tailored made for you.

You will come across a variety of content specifically designed and collated to inspire personal growth. From the real-life transformation stories, to expert advice columns, then insightful interviews with thought leaders. We hope to provide some practical guidance for navigating life while contributing to a fully-rounded approach to personal development. Get ready to immerse yourself in a warm and insightful journey of embracing change for personal growth with BIWE Magazine.

Our Community, Our Strength:

As you joined us on this exciting journey may BIWE Magazine always be a source of warmth, encouragement, and positive transformation in your life.

Here's to embracing change, celebrating growth, and embarking on this wonderful journey together.

Warm regards,

Valerie Akpeme
Content Editor
BIWE Magazine

BIWE

Be Inspired with Wunmi Elebuote