

THE ALCHEMIST

EDITION NO.12 / JUNE 2015

LIFE LESSONS FROM A LIFE COACH:
FEAR OF FAILURE

FEATURE ALCHEMIST
PATRICIA JERE

FASHION
MU MUDENDA
AND THE
VALA
FASHION
EMPORIUM

ALCHEMIST
DR. STUKIE

**TRUE
CHAMPIONS:**
ESTHER PHIRI
& JESSIE CHISI

CELEBRATING
ALCHEMISTS
SUCCESS
STORIES



Alchemy Women in
Leadership (A.WiL)



Follow us on Twitter



Like us on Facebook

AGAINST ALL ODDS

Chimango Chikwanda, Founding Editor

My mother was raised in the village by her grandparents. On a road trip my mother, daughter and I took to Eastern Province a few years ago, my mother entertained my then 8 year daughter with stories of her childhood, growing up in the village. My daughter was enthralled by the stories of "Little Lucy," "Lucy" was the name my mother was known by when she was young.

Our favourite story was the one where my mother was bitten by a scorpion and my grandfather scolded her harshly for wailing and creating such a ruckus over a small bite. Unfortunately for him, he outperformed her when he was later bitten by a scorpion and had to be cycled to the nearest clinic by my grandmother whilst waving sadly in between sobs at Lucy saying: "Bye Lucy, I am dying, I won't see you again." He lived and my mother never let him live down that story. She still recounts this story with glee.

One story my mother tells which makes me marvel at the lottery of birth was of how she was able to complete her education. Her cousin/brothers on completion of primary school were collected by a priest who would drive them to Boarding School at the beginning and end of term. My mother was the first girl in her village to graduate from primary school, probably because she was "spoilt" by her grandparents who allowed her to do her school work, unlike the other little girls who were needed to perform household duties at the expense of their school work.

On completion of her primary school her Uncles agreed that she would stop school and get married. Education was dangerous for girls and gave them dangerous ideas which could destroy the institution of marriage, a sacred and critical institution in our society.

Fortunately for her, one Uncle, insisted my mother complete her education and paid for her to go to secondary school. He changed her life, and probably the lives of my four sisters and I and the communities that surround us to which we all contribute



and add value in our own small ways. Very few people would dispute that the ability to add value to a community is positively correlated to education. My Uncle was a champion.

In this edition we celebrate champions. There is one type of champion, a victor. Someone who through immense effort, skill and focus is able to win against all odds, like Esther Phiri whose family lamented her choice to pursue boxing as a career. Although not a fan of boxing, I found her story both beautiful and inspiring. Reading Patricia Jere's story, I was struck by how physically challenging being disabled in Zambia can be where buildings are still rarely designed to accommodate people with disabilities. Something I have never stopped to consider.

The other type of champion, like my Uncle, are people who are not afraid to stand up for what is right, to champion a cause where a human right is violated. Gender equity is not just about empowerment, it is about human rights – the right to education, to health, to dignity and respect, the right to the same opportunities that are enjoyed by men.

We learnt with sadness of the death of David Goldberg, the husband of Sheryl Sandberg. Sheryl Sandberg is the COO of Facebook and the author of the bestselling book *Lean In*, a book which began a feminism revival.

Sheryl Sandberg represents a new and fresh face of feminism in the 21st Century. A face which many women are proud to now wear after being closeted feminists for years for fear of retribution and being judged as not feminine, anti-men and too aggressive or bitter. Her husband was a feminist.

I read a quote somewhere which said "strong men are not afraid of strong women." David Goldberg was a strong man who watched his wife's successes without fear. He celebrated his wife's successes and supported her during moments of failure and discouragement. He didn't force his



Esther Phiri and Jessie Chisi, image by Fortress

wife to make herself small so that he could look big, he thrived beside and partnered with her in their relationship and in attaining their common purpose as a family in their commonly agreed roles.

Sheryl dedicates a chapter on how to choose a life partner. She advises women who want to pursue professional careers to choose men who will Lean In at home, men who will parent and partner: with the grave yard shift when the baby won't sleep and you have a full day of meetings the next meeting; men who will take the baby to the clinic; men who will do homework with the children; and most critically, men who will see your success as their own and not feel threatened.

This new wave of feminism presents an opportunity for us to debate and redefine what it means to be a man in an age where what was once considered to be principal role of a man, that of the breadwinner, is now shared. As we mourn David Goldberg's death and celebrate his life, there is no doubt that he did what a real man should do, be champion to his life partner.

**In this edition
we celebrate
champions like
Esther Phiri who
through immense
effort, skill and
focus are able to
win against
all odds.**

ALCHEMISTS

- 9 Patricia Jere Winning Justice
- 11 True Champions: Esther Phiri and Jessie Chisi Celebrating Alchemists
- 15 Celebrating Alchemists
- 17 Doc Stukie: A Global Champion for Health Equity and Social Justice

FEATURES

- 23 Life Lessons from a Life Coach: Fear of Failure
- 24 Fashion: Mu Mudenda and the VALA Fashion Emporium

COLUMNS

- 20 Courage Under Fire
- 22 Millennial Corner: The Gift of Work
- 27 City Girl Presents Events in Lusaka
- 29 Recipes: Pixie's Quick Meals

NUGGETS

- 30 AWil Quotes
- 30 AWil Book Club

EDITORS CORNER

- 2 Editorial comment – Founding Editor Chimango Chikwanda
- 5 Editorial - Editor-In-Chief Dr. Chiseche Salome Mibenge
- 7 Your Say
- 31 AWil in Pictures



THE TRANSFORMERS

Dr. Chiseche Salome Mibenge, Editor-in-Chief

In 2007 I was in Jesmondine jogging at dawn. A car full of men slowed down and tailed me. There was the usual foolish chortling and whistling but eventually, the car sped off. One of the men screamed at me: 'Esther Phiri!' For once, I smiled after sexist street harassment. 'Esther Phiri'... I liked that.

I'm a natural athlete: I can ice skate, water ski, abseil, control a fast moving hockey ball, cartwheel on a beam and catch anything thrown hard at me so long as I'm given a few pointers by a seasoned player. This doesn't mean that I'm competitive. In high school I made all the teams because I had a good natured authority and team spirit that helped unify players, but I often lost track of the score and got distracted in the last five minutes of the match when you are supposed to kill it and get that last goal in. I don't take part in any group sports now, but I still run at dawn throughout the summer months in New York City. I run because I revel in my physical sense of strength and well being, and because it is my way of saying 'thank you Sis' to feminists who broke the law, infuriated sports organizers, shamed their parents, and scandalized society because nothing was going to stop them from training their bodies for competition and sporting excellence.

Kathrine Switzer, known as the first woman to 'officially' (she concealed her sex on the application form) run the Boston marathon in 1967 writes in her biography that women were banned from long runs because it was feared that their uteruses would fall out. She was determined to compete and she did, but she underestimated the opposition she would face. As she ran she was assaulted by the race manager who tried to drag her out of the race. *'A big man, a huge man, with bared teeth was set to pounce, and before I could react he grabbed my shoulder and flung me back, screaming, "Get the hell out of my race and give me those numbers!" Then he swiped down my front, trying to*

rip off my bib number, just as I leapt backward from him. He missed the numbers, but I was so surprised and frightened that I slightly wet my pants and turned to run. The marathon did not open to women runners for another five years!

Enjoying the right to equality and dignity for women in sport remains a serious gendered battleground. What do these women have in common: Mwenzi Lungu, Deborah Chisanga, Mupopa Kawange, Wendy Kunda, and Emelda Musonda? They have all played for the Zambia National Soccer Team. Football is our national passion, surely every primary school child should recognize these names, radio broadcasters should regularly interview these elite athletes, bookstores should stock their posters and local and international corporations should be vying to sponsor women's soccer teams.

A cool response to women athletes persists well beyond Zambia. For finishing in third place in the 2003 Women's World Cup, each U.S. women's national soccer team member was awarded \$25,000. They would have received \$58,000 if they had won the Cup. That sounds generous until we consider that, for reaching the quarterfinal of the World Cup in 2002, the U.S. men's national soccer team members received \$200,000 each. And it was not until 2007 that Wimbledon began to provide equal prize purses to male and female athletes. Japanese soccer and Australia's basketball women's teams flew economy class while their less successful male counterparts travelled in business class. *'Never mind that the women's Australian basketball team has won silver medals in the last three Olympics -- and the Aussie men have won none. And it also mattered little that the women's Japanese soccer team won last year's World Cup.'* Foolish and insupportable misconceptions about women and sport remain, and I was stupefied to overhear a woman

on my morning commute say she wouldn't let her daughter play sport because it would ruin her breasts.

I have jogged at dawn in Chile, Tanzania, Puerto Rico, Rwanda, wherever my work has taken me. I sometimes try to talk myself out of running because I'm afraid that I will be sexually harassed. But ultimately, women like Kathrine Switzer, Esther Phiri, and Patricia Jere who have pushed their goals beyond limits set for them by prejudiced societies are my role models and they remind me to get my body out there and into the race. Thank you my Sisters for making me a competitor.

Social and cultural norms are dynamic and this edition of the Alchemist is replete with people I call 'transformers': Jessie Chisi's documentary *Between Rings: The Esther Phiri Story* will train girls and women to embrace the power of their bodies and Patricia Jere's professional ascent in institutions that disabled her by failing to make simple accommodation is a powerful antidote to discrimination and prejudice.

Katrina Majkut is a feminist artist with a solo show titled *In Control* at Chashama art gallery in Manhattan. The subject of her art is women's medical, menstrual and contraceptive products. The exhibit is meant in part to commemorate the 66th anniversary of the Pill. Seeing Majkut's art always reminds me that sexual reproductive autonomy remains a luxury for many women all over the world. As I view her work I recall the names of Sisters whose health was seriously compromised because they had little or no control over their sexual reproductive choices. Many were denied sex education or else given false and harmful information by schools, peers, partners and family. Others were shamed by health providers when they tried to acquire contraception against STIs and pregnancy. In the US, the Center for

Disease Control reports distressing trends amongst the youth population. *'Prevalence estimates suggest that young people aged 15–24 years acquire half of all new STDs and that 1 in 4 sexually active adolescent females have an STD, such as chlamydia or human papillomavirus (HPV). Compared with older adults, sexually active adolescents aged 15–19 years and young adults aged 20–24 years are at higher risk of acquiring STDs for a combination of behavioural, biological, and cultural reasons.'*

Bearing these dire statistics in mind, it is understandable that I am thrilled by Dr. Suwilanji Situmbeko's commitment to sexual reproductive healthcare. In his interview with Lwanga Mwilu he stresses the importance of prioritizing comprehensive sex education for adolescents and to correcting misinformation about safe and legal abortion. This is the type of love for women's health and well-being that Alchemy espouses. I'm delighted to hear that Dr. Situmbeko's award will bring him to New York City soon. I hope he knows that I will invite him into my human rights classroom as a guest lecturer this Fall semester. I also need to get Jesse Chisi's documentary into my university library and host a campus wide screening.

This edition's round up of Alchemists and transformers reminds us that there is so much to be proud of and so much Zambian talent to share. It also calls us to push on and stay competitive in the race.

References

- Madison Park, CNN. Regardless of Wins, Female Athletes Fly Economy, July 20, 2012
- Kathrin Switzer (2009). *Marathon Woman: Running the Race to Revolutionize Women's Sports*. Center for Disease Control (2012). *Sexually Transmitted Diseases Surveillance STDs in Adolescents and Young Adults*.

Your Say...



Alchemy Women in
Leadership (A.WiL)

THE TEAM ▶▶▶

**FOUNDING EDITOR/
EDITORIAL DIRECTOR** Chimango Chikwanda

EDITOR IN CHIEF Chiseche Salome Mibenge

MANAGING EDITOR Puthumile Ngwenya

CONTRIBUTORS Chimango Chikwanda
Lwanga Mwilu
Chiseche Salome Mibenge
Puthumile Ngwenya
Tafadzwa Sasa
Neeru Marya Sharma
Nancy Handabile
Linda Kasonde
Pixie Yangailo
Claire Nkweto Simmonds

PHOTOGRAPHY Fortress Media
Hikamata Kapatsa
Marissa Findlay

LAYOUT & DESIGN Ivor Mwela

CONTACT US Alchemy Women in Leadership,
Email: ezine@awilz.org

Dear editor,

“Alchemy women has done it again!” should headline every issue of your magazine.

Seeing the magazine reminded me of the time I was an editorial assistant for *Pikani* magazine owned by an amazing woman, Chiko Jere. *Pikani* also featured Mrs Yangailo. I also remember working with her at the Human Rights Commission when I was an intern.

Thank you for reminding me of the sweet memories, thank you again Alchemy. Looking forward to more amazing issues. Might as well contribute an article :) Keep up the great work.

Warm regards

Zilinde

Like us and follow us:



AlchemyWiL



@AlchemyWIL

ezine@awilz.org

Letters to the editor should be sent electronically with the writer's name, address, and daytime phone number to ezine@awilz.org. The magazine reserves the right to edit submissions, which may be published or otherwise used in any medium. All submissions become the property of Alchemy Women in Leadership Zambia.

©2015 Alchemy Women in Leadership (A.WiL). Copyright subsists in all work published in this magazine. Any reproduction or adaptation, in whole or in part, without written permission of the publishers is strictly prohibited and is an act of copyright infringement which may, in certain circumstances, constitute a criminal offence.



Nancy HANDABILE

Nancy Handabile is a Zambian Writer, Journalist, Blogger, and Actress. She free-lances for a number of publications both locally and globally, something she does in tandem with her content management work. Nancy owns two personal blogs: divadiarys.blogspot.com as well as arushapot.blogspot.com which recently won Best Community Blog at the Media Institute of Southern Africa (MISA) awards. You can find her tweeting social and human interest issues on twitter @Arushapot.



Linda KASONDE

Linda Kasonde is a legal practitioner and is currently the Vice-President of the Law Association of Zambia. She is a 2014 Archbishop Desmond Tutu Leadership Fellow and a 2014 alumnus of the US State Department's International Visitors' Leadership Programme on Women in Political and Social Affairs.



Puthumile NGWENYA

Puthumile Ngwenya is a trained Actress with a Degree in Film from AFDA Cape Town where she trained as a music major and scriptwriter. She has freelance experience in media on radio, television, film and print. She currently free-lances as a magazine writer, screenwriter and editor.



Tafadzwa SASA

Tafadzwa Sasa is a Millennial who believes we may not be able to do everything but we should do everything we can. She is Alchemy Women In Leadership's Training and Resource Centre Manager. She trains, writes and speaks on personal leadership development for young people



Neeru MARYA SHARMA

Neeru Marya Sharma is an Associate Coach with the Alchemy Leadership Academy and the Founder and Managing Director of the Marya Leadership Academy FZE, a Dubai based coaching and leadership development firm focused on development of women in leadership positions and women entrepreneurs across the Middle East and Africa (MEA) Region. Neeru is an MBA, a certified executive coach, and led a successful corporate career before becoming a serial entrepreneur and Investor. She has extensive experience of mentoring and coaching professional women and social entrepreneurs in the MEA region and India for over a decade. Follow her on facebook: www.facebook.com/neerumarya



Clare NKWETO SIMMONDS

Clare Nkweto Simmonds is a business consultant with senior level experience in multinational consultancies and development programmes. She holds a record of achievement of improving both profit and performance for her clients. The focus of her work in Zambia is on private sector development, in particular the development of the SME market. She is a director on the Alchemy Women in Leadership board.



PATRICIA JERE:

WINNING

JUSTICE

In a world where women hit the proverbial glass ceiling when they try to progress, it is inspiring to meet a woman who lives by the mantra: “Do not depend on society; it is more fulfilling to contribute to your society.” Patricia Daka Jere, is a Permanent Secretary at the Ministry of Justice heading the Department of Legislative Drafting and a recent recipient at the Zambian Woman of the Year awards. She is a beautiful and phenomenal woman who’s many achievements are awe-inspiring.

Born on the 28th of October 1968 in Monze, Patricia has no memories of ever walking as she was diagnosed with polio at 2 years of age. She started her primary education in 1975 at Dagama School for the Physically Handicapped in Luanshya and during this time she was raised by her aunt and uncle in Ndola. They provided a loving and supportive home life for Patricia. Her aunt (who she calls mum) treated her as if she was her biological child, and she proudly recalls that she even did chores.

She later went to St Theresa Home for the Disabled and attended St Theresa Primary school, a ‘mixed’ school with both disabled and non-disabled children. Patricia narrates fondly how a nun Sister Rosalinda decided to experiment and see if the students from the primary school could qualify to Ibenga Secondary School, in the same area. Patricia qualified for form 1 when she was twelve and she says that for many people with disabilities this is the age when the realisation of your limitations kicks in. Ibenga at the time did not accommodate the needs of students with disabilities and the former St. Theresa students had a lot of adapting to do. *‘Showering for example was so hard that at times we resorted to walking back to St Theresa home to bathe. We eventually learnt to sit on buckets in order to bathe which was difficult especially as many of us were now*

hitting puberty and were very self conscious.’

Fast track to her acceptance to the University of Zambia (UNZA), which began with UNZA staff dissuading her from joining the School of Natural Sciences due to the fact that students have to spend a lot of time on their feet. Her second option was Law, and despite some discouragement from her relatives she stuck to her guns. However, Patricia almost withdrew from college because of the pressures and physical fatigue of moving around the campus. She is grateful for friends such as Simmy Chapula who would patiently wait for her to catch up at each flight of stairs, encouraging her at each step. This support helped to keep her afloat.

Patricia faced some negativity from fellow students who tried to confine her to the stereotypical norms associated with physical disability. *‘They wanted me to be humble, to be backward not to even look smart, but some friends and the nuns from Ibenga were still supporting me in the background as well as a woman called Ms Pasi who worked at the Dean of Students. Together with other handicapped students, we started an association of disabled students, which allowed us to get certain accommodations from the Administration met, for example allowing us to find someone to take our official papers around for signing.’*

In 1990 in her third year, she had to withdraw from UNZA because she had to go to Italy to correct her scoliosis (a bent spine). *‘They inserted metal rods to pull up my spine and straighten it; I had to learn how to sit afresh without help and get up. It’s so hard the Italians call it ‘the cross’, because even the healing process is painful, I had to endure this for a full year before I came back.’* She grimaces at the memory.

She eventually recovered and the use

of a wheel chair made things easier despite narrow doors and corridors. Accessibility problems remained a challenge but according to Patricia ‘once you find a way to get past a hurdle things improve.’ Her return to UNZA was bittersweet, as she had to graduate with a different class. *‘When you have a disability, you need people who are dedicated every day because it is tiring.’*

At the Zambia Institute for Advanced Legal Education (ZIALE) she had to walk with crutches to classes at the Evelyn Hone campus from her hostel at NIPA until a ZIALE staff member Eva Mukelebai started driving her to classes. She recalls that her friend Mutinta would collect her meals and hang her laundry on her behalf. Patricia passed the Bar exam and within a year secured a position with the Ministry of Justice. She later went to Barbados where she got a Masters in Legislative Drafting at the University of the West Indies. Patricia attests to the generosity of the Caribbean people. Dr Crab, for instance, would pick her up and wait for her to study and so many people offered to take her to church that she ended up worshipping on Saturdays and Sundays.

When she returned to Zambia she married her husband Richard Jere despite some opposition from his family on account of her physical disability. The couple have three daughters. Looking back on her journey Patricia concludes with the observation that as a society we are still far from fulfilling our obligations to accommodate persons with disabilities. Facilities have still not improved but she is always thankful to people, disabled and non-disabled, who have supported her in attaining her goals. *‘There will always be people who won’t accept you and think you can’t compete at the same level but I feel I have a duty to other disabled people to make things lighter because we all try in our own way to make our environment and space better.’*



TRUE CHAMPIONS: ESTHER PHIRI & JESSIE CHISI

By Puthumile Ngwenya, pictures by Fortress Media

Between Rings: The Esther Phiri Story is a documentary directed by Jessie Chisi that tells the story of Zambia's seven-time world boxing champion Esther Phiri who rose to fame as the first ever female Zambian professional boxer. The film was shot over five years and it examines her meteoric rise to success.

Esther Phiri's story is one of ambition and determination. She was born into a humble family of seven. Her mother was widowed and Esther gave up her education in order to help her mother earn a living as a vendor at the market. Esther was a young unmarried teen mother and did not imagine that she would become a national sporting hero and role model for Zambians.

Since the release of *Between Rings* local director, Jessie Chisi was awarded the 'Women in Film Making' award at the *Zambian Women of the Year Awards 2015*. The film has also showcased at film festivals all over Europe and was released locally at Freshview and Ster Kinekor cinemas. I sat down with Jessie and Esther to find out how their paths crossed and how they came to be collaborators in this compelling film. Over the course of my interview I learned that both these women epitomise the phrase 'Against All Odds' and teach us that we can all achieve our dreams.'

Alchemist: Esther, how did you become involved in boxing?

Esther: I started boxing at the age of 25. I was working at the market and living in a one roomed house. I had gained weight and I wanted to lose it. My friend introduced me to exercising and we started going to Africa Direction a community association. I would train there with men and they were amazed by my

physique and fitness. I was introduced to Antony Mwamba who took me through different exercises. He was impressed by my mental and physical ability, especially my stance. He worked with me and began to groom me for professional boxing. Never in my life did I dream or imagine I would become a professional boxer. Boxing changed my life in many ways.

Alchemist: What is it like being a female in a typically male dominated sport?

Esther: It's not easy being a woman; you always have to prove that you are emotionally and physically stable. When I started out at the gym, people used to think I went there because I wanted men. But I have actually proven that I am a capable athlete throughout my career. On a normal training day, I have to aspire to compete with men and train the same hours as men and I have proven that it is possible for women to do that. I can even say I have done so much better than some male boxers. We live in a society that has different moral and cultural norms depending on whether you are a man or a woman and some of these things limit us. We want to conform to ways that suit our tradition, but actually those things limit women.

Alchemist: How did your family feel about your career path?

Esther: When I first told my family about boxing, my grandfather asked

'When will you get married?' My family had mixed feelings and none of them knew where boxing would take me. Most of them thought I had gone insane and they just couldn't understand me. But my decision wasn't determined by what they thought. I had found something that inspired me, my coach kept telling me boxing would one day change my life. I recall working long hours from Mutendere to Independence Stadium, sleeping in a one roomed house and having no meals on the table. When I thought about those things, I got motivated to work even harder so that I could change my life.

Alchemist: Your retirement was plagued with rumours that you were forced into it, what was that like?

Esther: I do not even want to dwell on such rumours any more. But it is what it is. I am back in the ring. I want to prove myself that I am still that disciplined Esther, determined and focused. I have made choices in life; some of which others do not agree with, but that does not make me a bad person. We are not perfect but the important thing about life is to find one's self and take that and run the race until you feel it's the end. A career is career. No one should ever question you on that. Its work, I feel I have a drive, I can inspire and I have something to offer. Through my come back I am inspiring those who gave up on their dreams. My coming back is about hope and accepting the gift of a second chance in my life.

Alchemist: Jessie, how did you know that Esther's story was one you would pursue?

Jessie: My first idea for a documentary was the Gabon Air crash, however that became difficult because I didn't have access to the story. I stopped my research because the families threatened legal action. I decided I wanted a subject that was more tangible; I was tired of stereotypical poverty stories about Africa. I wanted to tell a triumph story and Esther's story was a very good example of that. This is a woman from a humble background who makes a name and a life for herself as a champion boxer. It is a feminist story, the story of a strong woman. While examining the story of Esther Phiri I stumbled across an article in which her coach was quoted as saying that Esther could not mix marriage and boxing. I thought that was unfair because women can do so many things and still have a personal life. That was my first motivation to do the film and that was when we approached Esther about making the film.

The film was a huge undertaking and a group effort. I wrote and co-directed with Salla Sorri while the producers are Salla, Tahir Aliyev, Aino Halonen and Victoria Thomas. We wanted to make this a feminist film, and for the first three years of filming there wasn't a single man on set on the production. It was a crew of only women from the writers to the Director of Photography, all of it. Only later on in the process did we bring in a man to take over the sound duties on set.

Alchemist: How did you two come to collaborate on this film?

Jessie: Initially, Esther was reluctant and it took a lot of conversations and a few years of planning to get her to agree to do the film. I told her that her story was important to me as a woman



Esther Phiri



Jessie Chisi

and that is why I wanted to tell it. As women we are often marginalised by tradition and by society and I thought it was a great story for girls and young women in Zambia. I promised her that it was a way to keep her legacy alive by documenting it on film. Now, every time she sees the film she cries, she finally understands what we were trying to do.

Esther: When Jessie told me about the film I was not fully behind the idea. I did not understand what she wanted to achieve, but she emphasised the importance of documenting my life and how it can inspire others. She said I had beaten odds that most people struggle with and through sharing my life story I would open up a world of possibilities. I thought about it and agreed. My life has been in the public eye for a long time. When people see you they only see the outside and what they have perceived. I wanted people to have a glimpse of my life that they had never seen. I wanted them to understand where I come from, the challenges that I faced and that by watching this film, they would have insight into who I really am. In this film I am a mother who has to deal with her kids just like any mother and at the same time tries to keep her career going.

Alchemist: Jessie, When did you get into screenwriting?

Jessie: Screenwriting began at Bread of Life Church, they announced they were doing a film for the church and said they needed screenwriters. I thought it would be interesting so I signed up. At first they told me I couldn't be a writer without going through acting class. I didn't want to do it because I didn't want to be an actress; I was shy and not outgoing. Eventually I started going for acting class and discovered that I liked the process. From there I was able to join the writing class and I never looked back. We would write things in the workshops and for a year we met up and trained. I became obsessed with

writing. However, we hit a roadblock when we were told the production was not going to happen.

Alchemist: How did you bounce back from that disappointment?

Jessie: I tried to find other opportunities in local productions. I found out about a workshop at Alliance Française, it was a closed industry group but I went anyway, it was the second day of the meeting and I walked in and sat down. Through that I met Catherine Kaseketi, a pioneering Zambian film director and disability rights advocate, and we developed a bond, she took me under her wing and mentored me. I was 17 years old when I directed my first short film, Chisone, with my friend Becky Ngoma who wrote it. We filmed it in Chamba Valley and it opened doors for me to pursue other avenues of filmmaking. I participated in workshops at the Durban Talent Campus and this is where my interest in documentaries came from, my vision became clear and I knew I wanted to be a filmmaker.

Alchemist: Jessie, how big a challenge is funding in your industry?

Jessie: I raised funds for this film, through various avenues. In 2010 I went to Finland with my producer Tahir Aliyev to pitch to the Finnish Film Institute SES for funding. This is where we received our first development fund to get the project made, although I had yet to convince the star of the documentary to participate. I also pitched the film at the Berlinale Talent Campus (an annual summit and networking platform of the Berlin Film Festival for 300 emerging film creatives from all over the world). I was up against a lot of talented people but my project was well received. I was awarded a prize for most promising film, which was incredible because it was just an idea, and not even a film at that stage. I attracted interest around Berlinale, every producer wanted the story and

this was an advantage that made it easier to find funding or partnering.

Alchemist: What has the reception of the film been like?

Esther: The film has had great feedback. I now have people approaching me to say, 'Wow. We didn't understand, but now we do.' It has shocked me how people are actually inspired by my film. I am humbled by the great reviews I am getting. I can only say thank you Jessie Chisi for sharing my story.

Alchemist: What do you hope this film teaches women and girls?

Esther: I hope this film can teach young girls determination and perseverance. I want women to stand up and do it for themselves not to wait on men. We have the ability to stand on our own two feet, if you do not have a formal education then use your talent. The best thing to do is to combine the two, education and talent because then no one can ever take advantage of you. When I started there were very few women in boxing but now because of my successful career, a lot of women have been inspired especially young women. I feel privileged to have led a path for others. This is my legacy.

Jessie: While making the film I realised the parallels between my personal journey and Esther's. We both hail from humble beginnings, had big dreams that we fought for and we both work in male dominated careers. Both Esther and I have been told 'you can't do this because you are a woman' but these limitations have not hindered us in our careers. I realised that if you tune out the voices and focus on your own path then nothing can stop you. You can actually achieve if you follow your vision. We had to fight to get this film made and fight to get this film into cinemas but it has been worth it.

CELEBRATING ALCHEMISTS

Katongo Luya Chiti

Katongo is one of two Zambian representatives to participate in a training of trainers conducted by the Aids and Right's Alliance for Southern Africa (ARASA). This has been one of her dreams and she feels privileged to have been considered. She will be attending the training sessions at various times throughout the year.

Melissa Hamalambo

Melissa Hamalambo recently took part in the "TAX POWER DEBATE" hosted by Action-aid Zambia. This was her first time participating in a debate but she didn't allow her nerves to get the better of her and chose to "lean in". In so doing the experience has helped her realize her hidden potential in public speaking. She also learnt the British Parliamentary Style Of Debate, and most of all got acquainted with the topic of TAX JUSTICE.



Melissa Hamalambo (3rd from right)



Natasha Salifyanji Kaoma

Natasha Salifyanji Kaoma is a Medical student at University of Zambia and an I Aspire mentee. She has been selected for the Study of the US Institutes on Women's leadership (SUSIWL) for 2015 from June 27th to 1st August.



Lulu Limbikani

One of our mentors Lulu Limbikani was promoted from Senior E-learning Specialist to the Head of Training, Support and Monitoring and Evaluation as one of the 4 core structures of the organisation. Lulu is also a 2014 Vital Voices fellow who managed to organise the Vital Voices Zambia 2015 mentoring walk on 9th March 2015 of 30 mentors and mentees.



Buumba Malambo

This year Buumba has represented Zambia at the eand southern Africa youth peace conference in Kenya. She was selected to be part of the 12 young leaders under the SAFAIDS young leaders programme in Zimbabwe. She also launched the MWANA APUNZILE sponsorship programme under Buumbalambo foundation in February they have sponsored 320 kids in rural

Kafue and rural Mufulira respectively. Buumba received a Women4Africa award where she was the youngest person to ever receive the award. She also represented Zambia at the CHOGN meeting for commonwealth for gender and LGBT rights in Malta.



Keren Mawenga

Keren is currently studying Urban and Regional planning and has successfully conducted her second internship at the Ministry of Local Government and Housing. She is now a final (5th) year student and hopes to pursue a Masters degree.



Maria Mkandawire

Maria Mkandawire (UNZA Law alumni) is a Legal Affairs Specialist at UNICEF, Office of the Executive Director in New York City. Due to her vast experience in public international law through her career trajectory within the United Nations, Maria Mkandawire was invited as a guest speaker to address graduate students in the LL.M program at Columbia University. She discussed UNICEF's humanitarian assistance program with students and faculty.



Professor Chiseche Mibenge

Chiseche Mibenge was awarded a \$3000 grant from the Bronx Council of the Arts in support of her book, *That Lady is a Stranger*, a collection of nonfiction stories set in the Bronx, Kigali, Freetown, and Utrecht.



Regina Mtonga

Regina was awarded the Queen's Young Leaders Award. The Queen's Young Leaders Award recognises and celebrates exceptional people aged between 18-29 from across Commonwealth who are taking the lead in their communities and using their skills to transform lives. Winners of this prestigious award receive training, mentoring and networking including a one-week residential program in the UK which Regina will be attending in June.

Twiza Ngandu

I am currently enrolled at Nelson Mandela Metropolitan University in Port Elizabeth, South Africa. I am doing a BCom in Business Management which is very challenging at the moment because I am still getting used to the different speed and work load of the university life. However, I am coping quite well in terms of academics, developing life skills and of course using the things I learned in the I WiL Lead program. Hoping to share more as time goes on.

Mwewa Phiri

After the training last year at Fringilla, Mwewa started working at Diamond General Insurance as a marketing executive so as to gain experience after receiving her bachelors degree. In February this year she finally got the chance to pursue her dream programme in commercial law with the University of Zambia.

ALCHEMISTS >>>

DR. STUKIE

A GLOBAL CHAMPION FOR HEALTH
EQUITY AND SOCIAL JUSTICE

By Lwanga Mwilu



SuwilANJI Situmbeko's story is a story of resilience and triumph in the face of tragedy and difficult odds, an example of how far hard work and determination can take one. A young Medical Doctor based in Constantine, Algeria, SuwilANJI is a passionate believer in social justice and health equity. He believes that universal health coverage is the ultimate expression of fairness in society. He will soon be moving to New York, USA to take up a Global Health Corps Fellowship.

Alchemist: Who is SuwilANJI Situmbeko?

Stukie: I am a 26-year-old Zambian Medical Doctor and MBA candidate. I am a highly motivated young man who settles for nothing less than working diligently and achieving my set goals.

Alchemist: Take me through your academic journey.

Stukie: I did my lower secondary education at UCZ Kafue Boys Secondary School where I obtained seven distinctions and a mark of 548/600. From 2004 to 2006, I attended David Kaunda National Technical High School where I obtained six points in my grade 12 examinations; I had eight distinctions in total. From 2007 to 2008, I studied French Language in Cours de Perfectionnement en langue française, at Université Saad Dahleb de Blida, in Algeria. I obtained a Diploma with an average of 15.12/20 in my final examination. I completed my Medical Studies at the Université Mentouri de Constantine, Faculty of Medicine last year and I'm currently a Medical intern at Ben Badis University Teaching Hospital in Constantine, Algeria. I have attended clinical clerkships in Cardiology and Cardio-vascular diseases, and in Cardio – Thoracic Imagery, in Tunisia and Belgium respectively. I am also an MBA candidate majoring in Financial Management at the Paris Graduate School of Management.

Alchemist: You have clearly been a very strong student and I imagine that gave you a lot of career choices because you could have studied anything and excelled, so why medicine?

Stukie: I had always dreamt of becoming a lawyer for as long as I can remember. I grew up in a single-parent home because my father passed away when I was barely a year old. It was a happy childhood replete with motherly love, compassion and a fair amount of comfort. My mother became ill during my seventh grade. I watched helplessly as her health deteriorated and how the health system dismally failed her. I believe that was the moment I began to gravitate towards medicine and healthcare as a career choice, albeit subconsciously.

Alchemist: What have been some of your challenges and lessons learnt?

Stukie: Challenges have been numerous along the way. Being orphaned at the tender age of 13 renders perspective to life; you become clear about your ambitions. There were family challenges during my teenage years but I decided to focus on my school and didn't get embroiled in them much. I did very well in my grade nine and 12 examinations so school was never much of a challenge. I received a scholarship to study medicine in Algeria in 2007 from the Bursaries Committee. Algeria would become my home for the next eight years. It's been an interesting eight years. I don't remember much of culture shock when I got here. Studying medicine with French as a language of instruction was a challenge during my first year. I still aced my exams but I expended so much time and energy studying.

Alchemist: I admire how you have persevered in spite of the difficult experiences you have had, especially being orphaned young.

Stukie: My mother instilled in me a spirit of resilience and hard work. In a way, everything I am and ever will be,

I owe it to her. As I mentioned earlier, I grew up with a superwoman for a mother. My mother left behind three children of whom I was the youngest. The fact that she was her family's breadwinner did not augur well for the future. This is the point in my life where I fell in love with books because I could get lost in the fantasy world they procured. It's been 13 years since my mother's passing but I have trudged on, working diligently and honouring her memory every day because from the bottom of my heart, helping save lives is already *a fait accompli*.

Alchemist: Who inspires you?

Stukie: I think first and foremost, my mother motivates me. She is the force that keeps me going. Beyond that, I am motivated by health disparities that are all too ubiquitous. I think they are unfair, avoidable and unacceptable. Where one lives and whom they know should not determine whether they live or die when they are seeking care.

I am inspired by Indian Cardiac Surgeon and philanthropist, Dr Devi Shetty, who pioneered a model that was able to marry quality health services with affordability and accessibility. Dr Shetty has leveraged economies of scale to provide affordable healthcare. The Wall Street Journal named him the Henry Ford of heart surgery in 2009. I am also inspired by Gesh Groove (Chishala Chitoshi Jr.) and Monica Musonda (both of whom have graced the cover of the Alchemist).

Alchemist: What are some of the favourite moments of your life?

Stukie: My favourite moment is the day I got the Global Health Corps Fellowship in April. I still can't believe I am moving to New York to work on things I am passionate about. The Global Health Corps' mission is to mobilise a global community of emerging leaders to build the movement for health equity. I also had the privilege to attend the International Federation of Medical Students Association workshop

in March 2014 in Hammamet, Tunisia. It was organised by their Standing Committee on Reproductive Health and Sexuality including HIV / AIDS. The workshop was called International Peer Education Training and brought together 20 young minds from Switzerland, Sweden, Taiwan, Tunisia, Egypt, Turkey, and Chile. Other notable moments would be attending clinical clerkships in Tunisia and Belgium in Cardiovascular departments in the summers of 2011 and 2012 respectively.

Alchemist: We have had some very interesting conversations on twitter over the last couple of years and you always strike me as very passionate about several issues. Can you please share some of those issues?

Stukie: I am passionate about social justice and health equity: we can't continue to allow the political elite to fly abroad in order to seek treatment for an ephemeral headache when 20 women give birth on the University Teaching Hospital floor every day. I am passionate about universal health coverage: everyone deserves comprehensive primary healthcare without the fear of falling into financial hardship. The goal of universal health coverage is to ensure that all people obtain the health services they need without suffering financial hardship when paying for them. This requires a strong, efficient, well-run system. It is the ultimate expression of fairness in society. I am passionate about social determinants of health. These are the conditions in which people are born, grow, live, work and age. These circumstances are shaped by the distribution of money, power and resources at global, national and local levels. I am passionate about sexual and reproductive health, for me this is all-encompassing. From making comprehensive sex education for our adolescents a priority to safe and legal abortion as permitted by the law. There's a lot of misinformation around legal abortion services in Zambia and that leads to many botched operations that result in complications and



Dr Stukie

sometimes even death. Cervical cancer is another interest of mine because it is 100% preventable and can be reversed when caught early. Zambia ranks number one in terms of mortality and that means we are failing our women, mostly too poor to even afford treatment.

Alchemist: I know that you share a lot of health information on twitter and an example I can cite is your weekly chat on HIV, which you have dubbed Condom Friday. What motivated that?

Stukie: Information is the most powerful tool that people can use to inform their lifestyles and in turn lead healthy lives. Lack of access to health information is one great obstacle that I fervently believe needs all stakeholders' attention. Reaching out through peer education is one of the best ways to learn while having fun.

Alchemist: What are your future plans?

Stukie: The future is not carved in stone but I do see myself going back to graduate school for an MPH (Master in Public Health) in the near future. I have plans for medical residency, which is specialty training. Ultimately, I would like to be running my own hospital in Zambia one day, perhaps a chain of them. I will name them "Anne Memorial Medical Centre" after my mother.

Alchemist: Is Stukie your other name? I know that is what you are called on twitter.

Stukie: Stukie is a playful short for 'Situmbeko', my surname. I started using it in high school. It catches on quite quickly, and it's never mangled in foreign lands. Friends and family now call me Stukie as well. My Skype, Facebook and Twitter carry the name; I can't remember a time I wasn't Stukie.

COURAGE UNDER FIRE

By Linda Kasonde



As an ardent student of history, the subject of leadership has fascinated me for years. In particular, I look for insights into what makes great leaders so great - Mandela, Ghandi, Martin Luther King Jr. to name but a few. For me, more than anything the pattern that emerges amongst all exceptional leaders is the ability to have the courage of their convictions. Going to Harvard had been a dream of mine for some time. One bored Sunday I googled their Executive programmes and came across one at the Harvard Kennedy School of Government that really sparked my interest: "Leadership in the 21st Century: "Chaos, Courage and Conflict". More than anything the idea of leading with courage resonated with me. I applied for the course at Harvard and much to my delight I was accepted onto the programme.

On our first day one of our facilitators, Professor Marty Linsky, asked us to suspend our own belief systems and accept the "truth" that there was a difference between acting within your scope of authority, which everyone is expected to do, and taking leadership which requires going beyond the expected to achieve a defined purpose. We were asked to bear in mind that there are no "leaders" and that anyone can exercise leadership, even those without authority. Many of the people in the class, particularly civil servants, struggled with this new concept of "leadership" which many considered as merely the ability to "steer the ship" well. On the first night of the course Marty Linsky abdicated his role as the figure in authority by maintaining silence and refusing to lead the discussion. The result was confusion; why wasn't he speaking and what could the group do to break the silence? After several minutes the silence was broken as it became apparent that what we were expected to do was take leadership as opposed to defer to the figure in authority. Taking leadership in that situation came with casualties. The first person that

tried the exercise leadership was ignored before other more successful attempts were made. In the group dynamic no one wanted to risk speaking out because they were unsure how they would be received. Rather than fight the concept I worked with the idea that taking leadership necessarily meant rocking the boat to achieve a higher purpose. The real question for me was at what risk should one exercise leadership and is the potential cost worth it?

According to Charles Darwin the ability to survive is not dependent on skill or intelligence but the ability to adapt. I have come across a book called "The Musakanya Papers". The book is a compilation of notes by the late Mr. Valentine Musakanya on his experiences before and after his political career was cut short following his incarceration after being implicated in the 1980 coup attempt against the authoritarian rule of former Republican President Kenneth Kaunda. Mr. Musakanya has been described as a man of great intelligence and ability. It is a great shame when someone with that level of potential is marginalised at the altar of power. No one wants to be that guy. So what do you do if you want to step into that leadership gap and survive? Darwin says, "Adapt". One good example of adaptation is former President Dr. Kenneth Kaunda's recovery following a spectacular fall from grace following his resounding defeat in the 1991 elections that re-introduced multi-party democracy in Zambia. Dr. Kaunda has successfully managed to reinvent himself as the father of the nation.

What are the tools for exercising leadership successfully? Back to Marty Linsky's definition of leadership, successful leadership means managing the discomfort created by doing the unexpected in order to effect change - "checking the temperature" to see that it is safe to proceed. That essentially means getting people to agree with your new idea and to subsequently follow you. It may be

a painful process for your followers who may have to let go of long held beliefs and make sacrifices. To keep them following you, you have got to harness the ability to make people see the Promised Land and believe that they will get there even in the face of adversity. That takes courage. However, as a leader in my own right I meditate on the words of Martin Luther King Jr:

"Cowardice asks: 'Is it safe?' Expediency asks: 'Is it strategically advantageous?' Vanity asks: 'Is it popular?' But conscience asks: 'Is it right?' And there comes a time when one must take a position that is neither safe, nor strategically advantageous, nor popular - but one must take a position because it's right".

And when you take that decision that is neither safe nor strategically advantageous nor popular you must be prepared for resistance from naysayers and often people whom I call "enemies of progress". As a woman this might mean public and often very personal attacks against you. This means that you will have to develop a thick skin and manage the negativity through taking into account all view points and embracing rather than ignoring your detractors. Laurel Thatcher Ulrich wrote a book called "Well-behaved Women Seldom Make History". By that she meant that history favours women who defy societal norms in order to effect positive change like the Suffragettes who stood up for the right to universal suffrage or Rosa Parks sitting in a seat reserved for white people in segregated 1950's America. Here in Zambia Mama Chikamoneka and other women stripped in protest of colonial rule and Lucy Sichone conducted a one-woman demonstration against the corruption in the post-Kaunda era.

Take courage. Taking leadership requires us to be "Giant Killers" and, in the words of the singer Pompi, sometimes we have to "pick a battle so large that the world will see that the hand of God was evident".

FOR
MORE
FASHION
& BEAUTY
TRENDS VISIT

FOSCHINI.CO.ZA



FOSCHINI



Merchandise only available at selected
Foschini stores from June 2015, while stocks last. E&OE

THE GIFT OF WORK

By Tafadzwa Sasa



A scene from the movie *The Ultimate Gift* just made me realise how much as millennials and young people our concept of work is a little hazy. The movie follows Jason, the grandchild of some ridiculously rich man, who is meant to receive a series of gifts as his inheritance from his grandfather. For his first gift he is sent to the grandfather's friend who owns a ranch in Texas. Instead of getting the gift he thought he would jet in grab and jet out, Jason is allocated some work digging and setting up some fence poles. The first day he puts in a shoddy amount of work that his host effortlessly pulls down. With time Jason realises this work is a part of the inheritance and just to get out of this horrible place that does not even have network coverage, he masters the work allocated to him and is eventually told he is free to return to after a month.

As he is about to board his return flight he once again asks for the gift and cannot believe his ears when he is told that after a month of manual work he has received the gift of work. Work? The gift of work!! He cannot understand it and for some reason I think I finally understood how a lot of us feel after we have worked so hard in college to get good grades. We have developed such great visions of how we want to be experts in our areas and have proved we are some of the best in the industry we find ourselves stuck with the seemingly menial and unreasonable tasks that come with entry level jobs and what seems to be the story of our lives for the first few years of the work world. But hold on and lend me your ear as we explore the phenomenon of the gift of work in the first few years of our career.

Work is our greatest learning ground. So college taught us what we thought was everything we needed to know to succeed and on graduation day we could not shake off the feeling that we were all set and just a few years from becoming

the greatest entrepreneurs, lawyers and doctors the world had ever seen right. Then a few months into the real world we realised the hurdles between the theory of what we learn and the realisation of our dreams are countless. At first glance joining and working for another organisation may seem like a delay or hindrance to the big dreams we have for our lives. It could be what we want to have in terms of the size of the investment portfolio we would like to have by 30, how far up the corporate ladder we want to be by 35 or how we would like to create a difference for the youth in our communities who seem to be languishing in unemployment. Taking on an entry level job at some organisation may not at all seem like the fastest nor most efficient way to get there. But any entrepreneur worth their pennies will tell you that the growth and success of their business was heavily dependent on skills learnt from their seemingly menial jobs. Even Mrs Obama herself insisted that her teenage daughter get some minimum wage jobs so they could learn a few skills. In the humility of starting out you learn resilience, humility and just how whatever you are doing is also making a difference. At the higher places we are aiming for these skills, should be basics because you cannot afford to start learning those later. So dig in your heels and learn whatever your current job is teaching you and do it with a smile because you get to learn it now. Work, right here, right now! Where we are is when we learn the basic skills for the bigger dreams we have, so pay attention to the lessons and teachings there.

You are not doing your organisation a favour as much as you are learning – refining your skills and learning some new ones. Remember how many of you attended the interview? Well you did turn out to be the best candidate and ultimately got the job but those people still had a very good chance. Sometimes this thing that happens where we feel like the organisation owes us and ought

to treat us much more deservingly, this feeling is not necessarily truthful. Granted we are offering our skills and services to meet the bottom line of the organisation but it is crucial that you always remember that you are also learning and maintain a good attitude to your work. Develop an attitude of gratitude. Gratitude always recognises the opportunities that are granted unto us and will never be boastful or proud. Do not over estimate your value to the project or organisation – someone could very well step into your role and do the very same work you are doing. Maintain a mind that is open to learning and never over estimate your value.

When all is said and done our legacy lies in the work that we have done in our lives. Whatever your job encompasses, always be aware that it is all a relevant part of the bigger picture and when done with excellence it could make all the difference. Anything really in life can make a difference and create an exceptional difference for others. You know how you prefer one restaurant to another because one has much cleaner environment or their service is much faster? That depends on the cleaner there always noticing when one-person leaves and going in to quickly clean up, or the chef and waiters being fast with preparing and serving the meals. In the corporate world, record keeping could be the difference between retaining and losing clients and so your photocopying and filing that paperwork could make the difference.

Lessons are not necessarily determined by what we do but by how we do it. Wherever you find yourself at remember that right where you are, you are blessed with the gift of work. Enjoy it. Have a positive attitude towards work. Enjoy the work you do. Inject meaning into it and give it your own meaning. This after all is your plan for the rest of your life as an adult.

FEAR OF FAILURE

By Neeru Marya Sharma

‘Success doesn’t mean the absence of failure; it means the attainment of ultimate objectives. It means winning the war, not every battle.’ – **Edwin Bliss**

What are you scared of? Let’s face it; we are all scared of something. For some of us, it’s flying, or sleeping in the dark, or public speaking, or snakes (eek!) and for some of us, it’s the fear of failing. The fear of failure can be a very powerful force in each choice we make and the ultimate life we live. While the fear can sometimes motivate us to succeed – ‘I might get turned down for a promotion so I better work harder’ - it often encourages us to play small. ‘What if I make a fool of myself in the presentation. I can’t damage my reputation so I’ll just let my colleague do it.’

It’s often when we are faced with opportunities that have the most potential that fear is the strongest. It’s an inner thought of not being good enough or of the need to be liked, or the concern of what others would think and say should you fail. It’s the fear of being wrong or of not being perfect. This inner voice is your self-limiting belief. If you believe you will fail, you will – even before you have tried. This inner critic undermines us and limits our capacity to pursue and achieve our dreams. We start believing that it’s better to be safe and keep doing what we are doing, than try something risky and invite the potential to fail.

We all need a dose of courage to stand up and face what is scary. All of us. Especially leaders. Especially women. Courage to stand up and speak up,



courage to sit at the table, courage to ask for a raise, courage to pursue our dreams, courage to ask for what you want and the courage to go and get it.

So what is your greatest fear today? Fear and failure don’t have to go together. Failure is not something to be scared of. We should respect failure, but not fear it. Henry Ford put it best *“Failure is the opportunity to begin again, this time more intelligently.”* Take a bold step. Today. Courage or the fear of failure? The choice is yours.

Bonus: here are some random things I’ve been scared of over the course of my life:

- Making a presentation to the Board

- Pitching to an investor to fund my business
- Taking up the role of being school captain at 16
- Travelling on my own across 3 countries and over 4 days to get to boarding school at 12 years of age
- Getting Married
- Quitting my job to shift careers and then to pursue my dreams
- Having a baby

These were huge fears for me at the time. But I overcame them. I knew there was something big for me at the other end of fear. And there always was. And there always will be.

What’s there for you at the other end of fear?

FASHION ▶▶▶



MU MUDENDA

AND THE VALA FASHION

EMPORIUM

By Puthumile Ngwenya, pictures by Marissa Findlay

Mu Mudenda is a well-travelled woman who grew up in Roma right around the corner from Foxdale Court where she currently runs her store VALA. She went to primary school in the area and studied at Chengelo, Banani and Springfield College. Mu received a scholarship to do her International Baccalaureate (IB) at United World College in the United States and pursued her Bachelors Degree in Design and Architecture at The University of Florida. In her last year of University in her typically nomadic fashion she completed study abroad programmes in Hong Kong and China and another in Italy. She began her professional life with a six-month internship with Lafarge in France before transferring to work with Lafarge in Zambia. It was during her time back in Lusaka that she rediscovered her passion for fashion and came up with the idea for VALA.

'The idea for VALA was born out of a conversation I had with Angelika Huzwiler (founder and Managing Director of Foxdale Court Office Park and Chairperson of the Zambia Fashion Council) in March 2013 and we decided to put together a Fashion Friday social event to showcase local designers as well as encourage people to wear local fashion. These events made us realise that many designers were working in isolation, from their homes and lacked access to retail markets.'

As a menswear accessory designer for her brand Alero customises wallets, belts and ties, bow ties and t-shirts. VALA became an outlet for her to expose herself to a retail market that she didn't have access to without a shop front. The shop itself is located in Foxdale Court and Mu came up with a low risk way to open a store by making it a Fashion Emporium. Essentially the store is modelled on shops like South Africa's Young Designer's Emporium (YDE) and department stores that stock multiple brands like Macys.

Mu says, *'since opening in August 2015 we've gone through about 26 different designer brands, at any given time we have about 13 in store, including accessories. We have on average about 6 clothing wear designers and then some bag designers and accessories designers that make up the majority of the number but take up less space in the store. The idea is to allow designers to test the market and sell their clothes with us. We take a 40% commission which might seem high but we take a standard 25%*



commission from sales and then we also do an extra 15% to cover the designers rental of the space, marketing and advertising budgets as well as the costs for the shop.'

VALA will soon be changing that model to allow designers to rent a space in the shop to showcase and sell which they feel will be more sustainable for the store. It will also encourage designers to be more responsible for the sales and marketing and invest in quality control. Mu expects that this new system will also lower production costs and lower the retail prices. Mu expands, "we will still have a rack that allows designers to showcase their stuff rent free but for designers that have been in the shop before they will make the decision on whether they want to rent a space based on previous sales."

Aside from VALA, Mu is working on a quarterly coupon book that will allow local businesses to market their goods in spite of the prohibitive cost of advertising. Unless you are an established South African brand there aren't many affordable ways to advertise outside of your standard billboards, magazine, TV and social media methods. The coupon book incentivises people to actually spend at businesses. Advertising space will be available for everything from food to health and wellness, retail as well as services.

Entrepreneurs like Mu are changing the economic landscape of Zambia and paving the way for upcoming ventures. Being a busy woman Mu has a routine that she tries to stick to without fail, a regular day for her begins like this. She

has allowed us to take a peek into 'a day in the life of Mu.'

5:30 – I wake up and I read a daily devotion or listen to a motivational speech. I make my to do list. Sometimes I end up catching up on homework for the course I am currently doing.

6:00-7:00 – I try to go to gym most days unless I get caught up with my assignments for class.

9:00-I head to the shop before opening hours to go over the sales from the previous day.

10:00-The shop opens and I make to do lists for the girls in the shop and they give me feedback every morning on what they have done and need to do that day.

12:00-13:00 – I have my lunch break.

13:00-15:00- Depending on the day I sometimes have class to attend, if not then I meet clients for the shop as well as do graphic design or marketing work for the store. On Wednesdays I volunteer with F.R.E.E. Women Jewellery at Ngombe where I help the students make jewellery, I did an apprenticeship in jewellery making a few years ago.

16:00-19:00- I am back in the store until it closes.

20:00- 22:00 – I catch up on administrative work involving our Facebook page and making posters for promotions.

23:00- I go to bed!



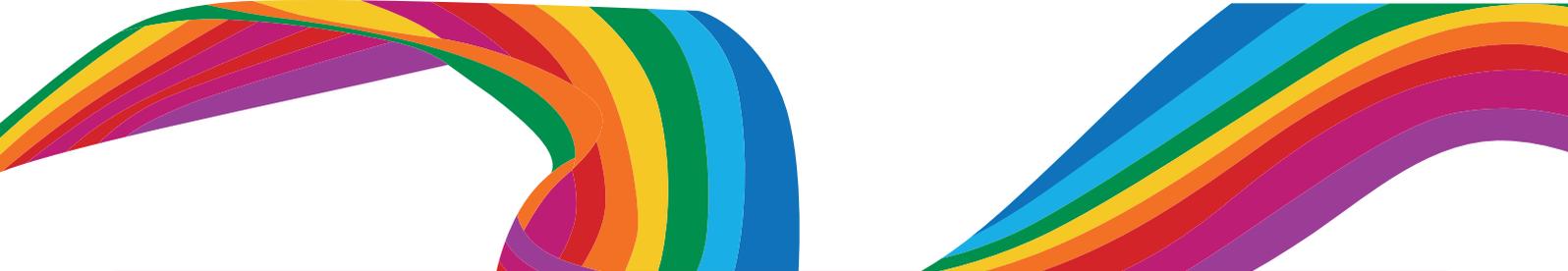
FORTRESS

PHOTOGRAPHY | VIDEO | GRAPHICS

Let us help you tell your story



*** 9122, kalundu Close, Off Lufubu Rd Kalundu, Lusaka *** Cell: 096 835 2229 *** email: fortressmediainfo@gmail.com ***



“CITYGIRL PRESENTS EVENTS IN LUSAKA”

The Alchemist brings you 'CityGirl' because you need to get out, experience what is happening locally and expand your network. Whether you are interested in art, networking, kids' scene or a great cocktail, the city has something for everyone.

Sugarbush Café presents Re-Launch Sundowners

Friday, June 26

5pm - 11 pm

Your favourite Friday Night is back for it's winter edition.

Local and international acts with a focus on acoustic/blues/funk music.

The Deli will provide a market stall and picnic options. Look forward to a cocktail bar, everything fresh and by the jug.'

Tickets on sale from June 1st at the Deli

Cause & Effect Vol. 4 @Roma Sky Bar

Saturday, June 27

8pm - 2 am

We're up and at it again! Yes, it's time for the next shindig in the continuing series of Cause & Effect !

We'll be announcing the new beneficiary soon and a few surprises coming!!

Alliance presents Fete de la Musique

21st - 27th June

The Fete de la Musique (World Music Day) is an annual music festival celebrated by over 110 countries. This music day allows the expression of all styles of music in a cheerful atmosphere.

Sugarbush Café presents Picnic 2.0

July 25 at 13:30

IT'S BACK

Ladies & Gentlemen, it is our pride, and pleasure to announce that on the back of a hugely successful picnic, we're bringing it back. And what better time to do it than as soon as possible!! Catering by The Deli and you can pick and build your basket upon entry to the event. Featuring local and international acts, with a focus on acoustic/blues/funk. Look forward to a Cocktail bar, everything fresh and by the jug.

Tickets will be on sale from June 1st at The Deli.

The stART Foundation presents the Ongoing Exhibition

Tuesdays and Thursdays by appointment only

The stART Foundation is a small, private charitable trust dedicated to the generation and promotion of visual arts practice and arts education in Zambia.

Visit stART's 37d Gallery displaying a collection of artworks by some of Zambia's leading artists in the Ongoing Exhibition. You will find us at 37d, Middleway, Kabulonga.

37d Gallery is open on Tuesdays and Thursdays from 9am until 5pm.

Phone Mika on 0973006919 or email curator@thestartfoundationtrust.org to arrange a viewing.

To view our website visit www.thestartfoundationtrust.org

Tweet at #start37d

Find us on Facebook at The start Foundation

Kutowa Studio presents Kuthuta Yoga

Varied Times & Venues: 30 G Sable Rd, Kabulonga:

Mon Wed Fri 17:30 to 18:30, Tue & Fri 09:00to 10:00

Kuthuta Yoga & Kutowa Studio

Plot 5463 Kariba road, off Great East road and Libala road, Kalundu:

Wed & Fri 07:30 to 08:30 (women only), Mon & Wed 12:45 to 13:45

NEW Tue & Thu 17:30 to 18:30

Drop rate K50.

The monthly rates: 2 classes a week K220, 3 classes a week K330, Unlimited classes a week K400

Lusaka Running Club @Lusaka Gymkhana Club (LGC)

Every Wednesday 17:45 (Run starts at 18:00)

Do you want to train for a half marathon, marathon or even Comrades!! Come and join a dedicated group of runners every Wednesday and get training.

Weekend runs to be scheduled soon.

Free for now. Membership will set up imminently.

Lusaka Fitness Squad

Mondays, Wednesdays and Fridays @4:50am Approximately 5k runs, with meet ups at Puma filling station and Woodlands by Pick and Pay.

Everyone runs at their own pace, everyone is welcome, it's free and it's fun! Join the 'Lusaka Fitness Squad' group on Facebook for full details.

Salsa Classes

Mondays and Fridays 6:30 pm, Intercontinental Hotel.

Thursdays 6:30 Melsim Lodge, Alick Nkhata

Come and learn Salsa, make friends and have fun! ZMW 30

Foxdale Court Kids Colouring and dot to dot

Everyday

Bring your kids to Foxdale Court for free colouring and dot to dot in all eating places.

Ask your waiter to get started. Contact us:

T: +260973315185/ 0211 295 793

E: info@foxdalecourt.com

Visit our website: www.foxdalecourt.com

Like us on Facebook www.facebook.com/pages/Foxdale-Court

Listen to music at Foxdale Court

Every Thursday, Friday and Saturday (5pm - 9pm) Come listen to music in our courtyard as you dine from Nonna's Pizzeria or as you are having a tea, coffee or ice cream from Gigibonta Visit our website: www.foxdalecourt.com

Like us on Facebook: www.facebook.com/pages/Foxdale-Court

PIXIE'S QUICK MEALS

By Pixie K. Yangailo

This edition we feature two quick to make recipes by Pixie Yangailo for busy parents. The first recipe is Smoked Vienna Rolls, perfect for the kids or for the cocktail party you planned but forgot to prepare for. The second is a delightful Lamb Curry, which is just in time for the cold nights in the next few months.



Smoked Vienna rolls in pastry

Ingredients: Mini smoked Vienna sausages, beaten egg, rough puff pastry

Method:

1. Using a fork, prick the Vienna sausages;
2. Roll out the pastry and cut into thin strips;
3. Closely wrap around each sausage with a strip of pastry;
4. Lay the wrapped sausages on a lined baking tray;
5. Egg wash the pastry and bake in a preheated oven at 180C until golden brown

Quick lamb curry

Ingredients: cut lamb pieces, finely chopped onion, peeled and blended tomatoes, grated garlic, grated ginger, de seeded and chopped scotch bonnet, bay leaves, turmeric, garam masala, Durban masala curry mix, olive oil

Method:

1. Clean and pat dry the lamb pieces. Lay them flat on an oiled oven proof dish. Spray the lamb with olive oil spray. Brown under the grill.
2. Using about a tablespoon of olive oil brown the onion.
3. Add garlic, ginger and scotch bonnet to the onion and fry for a few minutes.
4. Add turmeric, garam masala and masala curry mix to the onion mixture and fry for a few minutes.
5. Add the blended tomato purée and bay leaves. Mix and let it simmer for a few minutes.
6. Add the browned lamb and a cup of water to the curry sauce. Bring to a boil, lower the heat and leave to simmer stirring occasionally until the sauce thickens. Serve.

THRIVE ON THE THIRD METRIC

- Ariana Huffington

Review by Neeru Sharma

I had Arianna Huffington's book (which is also #1 new York Times Bestseller) on my bookshelf for months before I finally picked it up to read it. Why you may ask? Well, I was "Busy". I was busy running my business, managing my home, trying to be a good mom to my kids, and trying to live a balanced life (whatever that is). I guess what I needed the most, was to read it.

When I finally read the book, it made so much sense. Arianna writes from her own experience of running a business and managing her two kids and how it took a fall from exhaustion to realize she was not quite on the right track.

What I liked the most about the book was how it was written around values and the exploration of those values, which women strive to honour. Why do we feel we need to work so hard? Why are we placing so much emphasis on career, success and money? Why are these the values we espouse?

She goes on to explore the question of what do we really want out of life, and how that very meaningful question is often left out of debate on work life balance.

She recommends taking regular breaks, giving back to society, opening our minds to the fact that there is something bigger than the world we live in and finding peace through meditation.

One of the quotes she shared (which was one of her mother's favourite sayings) is "Don't Miss the Moment". And that's the biggest message for me. Be present in your life, in the memories that are being created, in the love that surrounds us. Because that moment is the only true reality.

For me, that is the third metric. The metric of happiness and experiences. The metric of life.



Our generation needs to manage their expectations and be realistic. Do your research. You may have willingness and talent but you can still appreciate the journey up the corporate ranks. If it's

going to take a year to achieve something then you should embrace the time. With that comes commitment, patience and respect not only for the company but for the people who were there before you and built it up.

Rose Zitumane
[#MemoToTheMillennials](#)

Mentors Indaba

The first Mentors Indaba of 2015 was held on Friday the 06th of February 2015 at the A WILZ Training and Resource Centre in Kabulonga Lusaka. Judge Nicola Sharpe-Phiri who is an Alchemy Mentor hosted the Indaba and the featured Alchemist was Mrs. Annabelle Degroot who was recently appointed the first ever-female Managing Director of Zambia Breweries. The Guest speaker of the evening was Ms. Melanie Gross, who is a Senior Corporate Counsel for Genetech, one of the largest Bio Tech companies in the world. More than 100 people attended the event. One of the key messages common with all the speakers of the evening was the need for women to take a seat at the decision making table in the various spheres they find themselves in.



Mentors Indaba Continued



Girls Leadership Summit

To officially launch I WiL Lead and commemorate the International Day of the Girl Child, Alchemy women in Leadership hosted a Girls Leadership Summit on Saturday the 11th of October 2014. The event that was held at Mulungushi International Conference Centre was attended by more than 230 girls aged between 12-18 years old under the theme I am a Girl and I am strong. The theme and the whole event was celebrating the strength and courage displayed by girls from all walks of life in tackling daily life challenges and in pursuit of their dreams and goals. The full day program was lined up with powerful girl speakers and leaders sharing their stories and activities and discussions around leadership and strength. The event was also facilitated and coordinated by the Aspire and A-list members.



WHERE THERE IS A.WiL THERE IS A WAY...



Alchemy Women in Leadership (A.WiL)

Alchemy Women in Leadership

Alchemy Women in Leadership (A.WiL) Zambia was launched in November 2009 and registered in June 2012 as a not for profit organisation. Modelled on the Yunus Centre concept of a Social Business Enterprise, this initiative is dedicated to supporting a higher representation of female leadership throughout the Zambian workforce and the broader community through:

- The Alchemy Women in Leadership electronic magazine (A.WiL E-Zine) - a platform for women to raise issues and challenges as well as providing important information;
- Workplace programmes designed to address gender inclusion at decision making level;
- The provision of scholarships for secondary and tertiary education for girls;
- Advocacy and partnerships with government and other organisations which focus on gender.

Our Vision

- To support female leaders (current and future) with leading-edge skills, expertise and networks to equip them with the highest level capacity to lead.
- To empower and inform Zambian organisations with strategies that support the development of a more gender diverse workspace.
- To partner with the Government of Zambia and other gender focussed organisations in supporting and promoting women in leadership.

Alchemy Women in Leadership Scholarship Foundation

A.WiL provides scholarships from secondary school to university to girls. Many of these girls without the financial support would drop out of the education system after primary school or before completing their secondary education. The Foundation is also dedicated to supporting a mentorship programme for the girls by providing them with role models.

**Alchemy Women in Leadership,
Email: info@alchemyhrs.com
Phone: +260 97 4088655**

ALCHEMY WOMEN IN LEADERSHIP SCHOLARSHIP FOUNDATION DONATION FORM

Name: _____

Address: _____

City: _____ Post Code: _____

Country: _____

Email: _____

I wish to remain anonymous Yes No

I want to receive A.WiL updates by e-mail Yes No

I prefer that this donation be used for:

General Scholarship Fund

(scholarships for girls at secondary and university levels)

Workshops Fund

(Leadership, Management, and Gender Forums)

General Support

(general and administrative costs of managing the organization and community education activities)

I would like to donate:

K10 K50 K100 K500

K_____ Other

I would like to donate the above amount: **Monthly** **Quarterly**

Annually **This is a one off payment**

Checks or Cash payable to:

Alchemy Women in Leadership Zambia

By Bank Transfer

Account name: **Alchemy Women in Leadership Zambia**

Bank: **Stanbic Bank** Account No: **0140036918101**

The Alchemy Women in Leadership Zambia is a non-profit organization.