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OCTOBER -SAVE TIME & RESOURCES

EDITOR'S LETTER

With the arrival of Spring there is new life all around us – a sign that nothing lasts forever; especially not a cold winter! The same applies to business – tough times will always be a part of the business landscape, but remember: this too shall pass.

For each of the 24 finalists in our Recognition Awards her "winter" was something else – but listening to the stories or the finalists brings inspiration to us. The competition forces our entrants to tell their story and take a good look at their journey – perhaps the benefit to all who entered is to realise how far you have come!

Women in business still have mountains to climb but there is movement!. See our main story about women in leadership roles – change is happening and women are becoming more confident in the role we have to play in business.

We also look at the POPI Act and learn about one of our corporate members' innovation to elevate from small beginnings to the boardroom! Another packed edition to motivate and inspire you, business women of South Africa!

** ***In our October issue we will share everything about the AGM and Gala evening that is happening in Nelspruit on 18 October. Good luck to all the finalists!***

When there's energy in the room, no one leaves unchanged.

Until next time,
Warm regards, *Hanlie Delport*

PRESIDENT
MESSAGE

Witnessing the dedication and passion of the 24 finalists through their videos and bios has been an truly moving experience. It's inspiring to see such remarkable talent, heart, and perseverance coming together in one competition. Each story reflects a unique journey, filled with dreams, challenges, and unwavering commitment. I feel proud and grateful to have been part of this process, celebrating the remarkable individuals who bring so much passion to their craft. Congratulations to all the finalists—you truly deserve to have made it through to the final judging.

As one judge remarked, "You are all fantastic," and he was amazed to discover how many wonderful women the SACBW has—women who exemplify courage and resilience. He also said, even if you don't win this year, he want to encourage you to enter again next year—your journey and growth are truly inspiring, and this is just the beginning!

Another proud moment for me and all the founding members was the establishment of our Helderberg and East Rand branches, and to witness the continued growth of the SACBW. This progress is also a tribute to all the former presidents before me—the seeds you have planted are blooming more and more each day. Your vision and dedication continue to inspire us all, and I am truly honored to be part of this ongoing journey.
Until next time stay blessed!

Dr. Ziva Spangenberg

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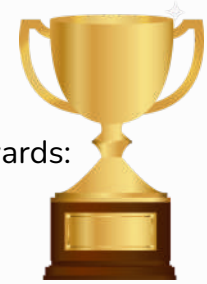
AGM AND RECOGNITION
AWARDS 2025



Join Us on 18 October 2025 in Nelspruit for a Celebratory Recognition Event!
We are proud to honor incredible women who have entered our prestigious awards:
> Business Woman of the Year
> Entrepreneur of the Year
> Social Entrepreneur Warrior Woman
Let's all come together to celebrate their achievements, inspire future leaders, and acknowledge the remarkable contributions of women in business and social impact.

IMPORTANT INFORMATION IF YOU WOULD LIKE TO ATTEND THIS EVENT
1) Book your ticket via our online shop - www.sacbw.org
2) Accommodation - Book and pay direct with Stay Easy Mbombela (Nelspruit)
Ref number SACBW 751452 (special rate is R1100 (double or single room) so best if you can share then it is only R550 per person, per night.
Contact Tel No : 013 757 0000 | Email : mbombela.reservations@southernsun.com
3) Gala Event Venue will be at the Botanical Gardens
4) Shuttles will be available - costs for your own account
5) AGM Venue Saturday, 18 October, 11h00 to 13h00 @ Southern Sun Hotel
Enquiries send email to admin@sacbw.org

FROM SMALL TOWN TO BOARDROOM

Growing up in the close-knit town of Vanderbijlpark as one of four siblings, I always knew two things: I wanted a big family of my own one day, and I dreamed of building a career in a corporate environment in a bustling city like Johannesburg. That vision started taking shape when I graduated from NWU with an Honours degree in Labour Relations. During my June holiday in my honours year, I had the opportunity to intern at LabourNet—a company that immediately captured my heart.

I was drawn to the professionalism, the energy, and the culture. The consultants dressed sharply in heels and suit dresses, drove sleek black branded cars, and carried themselves with pride and purpose. I saw myself in them—young professionals driven by values that resonated deeply with me: proud professionalism, innovation, and problem-solving.

When LabourNet called me for an interview for the January 2013 intake, I didn't hesitate. I started as an IR Consultant and quickly discovered my passion for mentoring and leadership. Over the next five years, I progressed through roles as Team Leader, Key Account Manager, and eventually Product Manager for Labour Law, overseeing the JHB North team.

Throughout my journey, I was fortunate to be mentored by a remarkable leader—our Regional Manager—who later became a Group Executive. She instilled in me the importance of knowing your goals, working relentlessly, and never expecting anything for free. Her guidance shaped my work ethic and fuelled my growth.

Balancing ambition with family life was never easy, but it was always worth it. Today, I'm a proud mother of four and the Chief Operating Officer of LabourNet. I owe much of this to the unwavering support of my husband and family. My hope is to show young women that it's possible to have both—a thriving career and a loving family—without compromising your values.

Every mistake is a lesson, and every day is a chance to be 1% better than yesterday. That's the mindset that carried me through, and it's the message I carry forward.

Elandi Roetger
Chief Operating Officer
Labournet

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THE FUTURE OF HIRING

WHY SKILLS MATTER MORE THAN CV'S

By : Telisha vd Merwe

It has become increasingly evident that the future of work does not belong to the best CV, it belongs to the person who can solve problems, adapt quickly within the work environment, and bring fresh ideas to the table. We are seeing this trend gain global traction, with companies like Google, IBM and Unilever shifting their focus to prioritise a "skills-first" hiring approach. Closer to home, in a country where unemployment is at an all-time high, especially amongst the youth, talented people are being excluded from opportunities due to lack of "traditional" CV credentials. But the tide is turning, even in South Africa, and the future of hiring may lie in recognising skills, not only focusing on degrees.

The Global Shift: The Skills-First Hiring Movement

Simply put, the term "skills-first hiring" is a hiring approach or strategy which seeks to prioritise a candidate's skills, experience, and abilities over more traditional factors like formal education or prior job titles. This approach opens doors for more people who have in the past been excluded for lack of credentials to participate in the formal economy.

This shift is also not happening in isolation. With rapid technological advancements, including the increasing use of automation in the workplace, and unprecedented number of economic disruptions, the World Economic Forum predicted in its 2020 report that half of all employees would need to be reskilled by the year 2025. In response, Microsoft and LinkedIn launched a global skills initiative designed to train and equip job seekers in practical digital skills to ensure they are able to compete in today's digital and skills-based economy.

Why This Matters in South Africa

By accessing the skills-first strategy, organisations are able to:

-Unlock untapped talent in townships, rural areas, and informal sectors: South Africa boasts a growing informal economy.

Why This Matters in South Africa

By accessing the skills-first strategy, organisations are able to:

-Unlock untapped talent in townships, rural areas, and informal sectors: South Africa boasts a growing informal economy. While official statistics estimate that it contributes between 6%-10% to the national GDP, industry players suggest that it may even be higher. Leveraging talent, entrepreneurs and youth in these areas unlocks stills and potential in often overlooked areas.

-**Support in closing the gend**er gap: In South Africa, women largely acquire valuable skills through contexts that do not necessarily reflect on a CV and are not necessarily acquired through formal education. This includes running small businesses, managing household finances, coordinating community initiatives, caregiving, or taking part in informal sector work. These roles often develop strong abilities in areas like problem-solving, financial management, leadership, organisation and negotiation.
-Support transformation in the workplace: Given structural inequalities, many South Africans in historically disadvantaged groups still cannot access tertiary education and consequently aren't able to participate fully in the formal economy. By shifting the focus to skills, organisations are able to include a broader pool of candidates and talent.

What This Means for Women Entrepreneurs
Not only do female business leaders juggle many balls, but they also often face resource constraints, including financial restrictions, human resources, network and market access and time constraints. A skills-first hiring approach allows women to:

-Build lean, agile teams with the necessary skill and problem-solving ability to strive despite resource limitations.
-Reduce the risk of "paper-qualified but practically weak" hires, who offer the formal credentials but lack the real-world skills, attitude, or cultural fit to perform effectively in the workplace.
-Mentor and grow raw talent, giving them an opportunity to thrive and empowering them to, in turn, make a difference.

Adapting to the Skills-First Movement
-Rethink what is required in a job description: While formal qualifications are not irrelevant, it does not provide the complete picture of a candidate's capabilities. Instead of requiring the candidate to have a BCom in Finance only, ask whether they are able to build appropriate financial models for your business.
-Prioritise assessments over CVs: Before hiring talent, allow them the opportunity to participate in the necessary problem-solving exercises and skill assessments to evaluate whether they are a good fit. This will separate the wheat from the chaff.
-Leverage technology: In this digital age, it is important to use the appropriate software and technology to ensure you do not fall behind.
-Invest in training and partner with mentorship programmes: Upskilling staff and exposing them to mentorship programmes empowers them to access skills, tools and networks that ensure growth and sustainability in your business.

A Call to Action

Skills-first hiring is not just a global movement, it is a pathway to building stronger, more resilient businesses in South Africa. By recognising adaptability, creativity, emotional intelligence, and tech-savviness as the true drivers of growth, women entrepreneurs have the opportunity to reshape the way we think about talent. The CV might tell us where someone has been, but skills tell us where they can go, and where they can take our businesses. By embracing this mindset now, women leaders can set the pace for inclusive, future-ready enterprises that uplift individuals, strengthen communities, and fuel South Africa's transformation.

Article by Link Recuitment

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WOMEN, BUSINESS, AND ECONOMIC GROWTH IN SOUTH AFRICA

Women are increasingly stepping into leadership and business ownership across South Africa, including sectors that were historically male dominated. Today, women own nearly 22% of businesses, with stronger representation in services and transport.

As South Africa celebrated Women's Month in August this year, we have an opportunity to reflect on the powerful role women play in business and economic development. This year is particularly significant as South Africa hosts the G20 Presidency and engages with the Women 20 (W20) initiative, placing the spotlight on women entrepreneurs as essential drivers of inclusive growth (G20 W20, 2024).

Women are increasingly stepping into leadership and business ownership across South Africa, including sectors that were historically male dominated. Today, women own nearly 22% of businesses, with stronger representation in services and transport; however, there is lower representation in manufacturing, agriculture, and construction (PIC, 2023). Women also hold about 29% of top management roles, and in some mid-sized companies, they occupy 47% of senior management positions (Women's Report, 2023). These businesses support millions of jobs and contribute significantly to the economy, generating around R175-billion annually (DTIC, 2023).

Women's impact beyond entrepreneurship

Women's influence goes beyond starting businesses. In corporate leadership, women hold 35% of CEO roles, 53% of CFO positions, and 57% of HR director roles, while in the public sector, women make up 45% of senior management (BWASA, 2022). Female labour force participation has grown from 50.9% to 55.8% over the past decade (Women's Report, 2023).

Challenges facing women in business

Despite these achievements, challenges remain. Many women start businesses based on personal skills or passions, but without access to proper training, funding, markets, or networks, it is difficult to grow.

The Global Entrepreneurship Monitor South Africa (GEM SA, 2023) report highlights a notable gender gap in business growth: only 4.9% of women-owned businesses grow to employ 20 or more people, compared to 11.8% of men's ventures. Women are also more likely to operate as solo-preneurs (4.9%) than men (1%), showing that while women are active in business creation, scaling and industrial integration remain challenges.

These challenges are particularly visible in manufacturing, a sector crucial to South Africa's industrial growth and global trade ambitions. Manufacturing contributes roughly 11% of GDP and employs about 14% of the workforce, yet women remain underrepresented, especially in technical and craft roles. In 2023, women held only 24.4% of trade positions, highlighting the need for targeted initiatives to ensure equitable participation (Women's Report, 2023). Access to finance, technical training, mentorship, and integration into supply chains remains limited.

Cultural and family responsibilities can further restrict time and mobility, making it harder for women to scale their businesses and take on leadership positions. Despite these obstacles, women continue to innovate and grow in niches such as jewellery manufacturing, agro-processing, and specialized industrial products.

W20 initiatives and global advocacy

The Women 20 (W20) initiative, part of the G20, focuses on advancing women's economic empowerment globally. The W20 promotes access to finance for women-led businesses, encourages women to enter STEM and leadership roles, and works to remove barriers to trade and industrial participation. For South Africa, these objectives are particularly important in manufacturing, where technical skills, innovation, and supply chain integration are essential. By connecting women entrepreneurs with training programs, networks, and global markets, W20 initiatives help them scale their businesses and compete internationally.

Government-led support and financing

South Africa has also implemented targeted programs to support women entrepreneurs, particularly in manufacturing. The Department of Trade, Industry, and Competition (DTIC) provides skills development, enterprise support, and market access programs for women in manufacturing, agro-processing, and export-oriented industries (DTIC, 2023). Complementing this, the National Empowerment Fund (NEF) offers start-up and expansion capital, along with guidance on regulatory compliance and accessing supply chains (NEF, 2024).

Blended finance programs, combining public and private investment, help women scale their businesses more efficiently. Policies such as B-BBEE incentivize corporate procurement from women-owned businesses, promote ownership and management participation, and create industrial opportunities that were previously difficult to access (Women's Report, 2023). Together, these initiatives provide a strong foundation for women to grow their businesses and take leadership roles in manufacturing and beyond.

The OR Tambo SEZ: A model for women-led growth

The OR Tambo Special Economic Zone (SEZ) in Gauteng demonstrates how infrastructure, policy, and training support can help women succeed in manufacturing and export-oriented industries. Strategically located near Africa's busiest airport, the SEZ provides access to regional and international markets, supporting small, medium, and large enterprises alike (OR Tambo SEZ, 2025).
Women-owned businesses in the SEZ are increasingly integrating into supply chains, particularly in jewellery manufacturing, agro-processing, and niche manufacturing sectors. The SEZ provides skills training, business development support, and export readiness programs, equipping women with the tools and confidence to scale their operations and compete globally.

Looking ahead: Women driving growth

South Africa has an opportunity to accelerate industrial growth by empowering women in business. With access to finance, skills, mentorship, and market opportunities, women in manufacturing can scale businesses, take leadership roles, and contribute to the country's global competitiveness. Women are not only creating jobs but they are bringing innovation, strengthening supply chains, and driving inclusive economic growth.
The message is clear: women are building businesses, shaping industries, and leading South Africa toward a more inclusive and prosperous economic future. With the right support, the possibilities are endless, and the next generation of women entrepreneurs will be key drivers of industrial and national growth.
For more information, please visit www.ortambosez.com

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Master Life Coach | Behavioural Specialist | International Speaker | Author of "Finding Me," "Decode Deceit," and "Triumph in Vulnerability"

Lizette Volkwyn is a powerhouse in the field of personal transformation and behavioural insight. As a Master Life Coach, NLP Practitioner, and expert in human credibility analysis, Lizette has spent over two decades helping individuals and organisations reconnect with truth, purpose, and confidence.

Lizette Volkwyn

With her unique ability to blend science, soul, and strategy, Lizette has impacted lives across more than 20 countries. Her work centres around deep self-discovery, powerful communication, and understanding human behaviour—equipping clients to step into their full potential with clarity and courage.

She is the author of three transformative books:
"Finding Me" – a journey back to self,
"Decode Deceit" – uncovering truth in a world of mixed messages, and
"Triumph in Vulnerability" – an ode to the strength we discover when we dare to be real.
As one of only a handful of internationally certified trainers in Emotional Intelligence through the e-Factor Institute in Manchester, Lizette brings a grounded, practical understanding of EQ into all her workshops and coaching programs—without the jargon.

She is also one of just two certified human lie-detection specialists in South Africa, making her a trusted authority on truth, trust, and transformation.
From keynote stages at Discovery, Alexander Forbes, Momentum, and the Swedish Embassy, to media interviews and international podcasts, Lizette is a compelling voice who challenges, inspires, and uplifts.

Her motto is simple but life-changing: Be just 1% better than yesterday.

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Contact me for financial advice:

Carina van Rooyen CFP®
Wealth Manager
C +27 (72) 143 1483
T +27 (86) 177 4000
E carina.vanrooyen@psg.co.za

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EAST RAND
FOUNDING

We are excited to announce the expansion of our footprint in the Gauteng region with a new branch dedicated to empowering women entrepreneurs.

Our recent East Rand Sisterhood was officially founded on October 2nd, and we salute each of our founding members for their dedication and vision.

Led by Lee Roelofse, our Local Business Leader, along with her passionate team, we invite women from Benoni and surrounding towns to join our vibrant community. Our East Rand branch meetings are held in Benoni, providing a welcoming and supportive space to network, collaborate, and grow your business.

At SACBW, we believe in collaboration over competition. These networking events are designed to inspire, motivate, and empower women entrepreneurs to succeed together.
For more information or to get involved, contact Lee at eastrand@sacbw.org

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FOUNDING

What an exciting and blessed morning at the Founding of the Helderberg Branch Celebration!

A heartfelt thank you to our incredible guest speaker, the beautiful and inspiring Erika le Roux, for sharing your empowering story of #sisterhood and providing us with valuable insights into the structure and benefits of being a SACBW member. Your presence truly made our event special and helped make the Helderberg branch OFFICIAL!

We also want to express our gratitude to Amanda Pool for her dedication and swift leadership in shaping this new branch—your efforts will be deeply missed!

Congratulations to our new committee members, with special recognition to Christa Stander as our Helderberg Local Business Leader. We are excited for the journey ahead!
Here's to new beginnings and continued success! Email address | helderberg@sacbw.org

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SAVE TIME AND RESOURCES

01

Foster a Growth Mindset

02

Embrace Openness and Collaboration

03

Encourage Risk-Taking

04

Gather Ideas from All Sources

05

Use Data-Driven Insights

06

Focus on Customer Needs

07

Ensure Long-Term Support

08

Test and Validate Ideas

09

Identify market trends

SACBW VIP COMPANY MEMBER | SHE'S CHEYNA

POPIA
PAIA

By : Lee Roelofse

The change in POPIA 2025
Strengthening South Africans' Privacy and Transparency Rights: POPIA 2013, the April 2025 amended Regulations, and PAIA's 2022 Landscape

Johannesburg, South Africa — 26 September 2025 — South Africans' rights to privacy and access to information have been further clarified and strengthened. The Information Regulator has issued amended Regulations to the Protection of Personal Information Act, 2013 (POPIA), effective 17 April 2025, while the Promotion of Access to Information Act 2020 as amended (PAIA) continues to entrench open, accountable governance following key amendments that took effect in recent years.

What POPIA is—and what changed in April 2025
POPIA governs how organisations collect, use, share, and secure personal information. On 17 April 2025, the Information Regulator published amendments to the POPIA Regulations with immediate effect. These amendments streamline and strengthen data-subject rights (objections, corrections/deletions, and consent for direct marketing) with updated prescribed forms and procedure requirements.

The simple "optout" is no longer sufficient, organisations are advised as set out by regulation 6 to utilise the form 4 or equivalent as it is mandatory to gain explicit consent from a data subject for the processing of personal information for the purpose of direct marketing through unsolicited electronic communication in terms of sect 69 (2) of the Act, this form 4 must capture the specific goods/services and communication method and its provisions can be applied electronically or over recorded telephone calls herewith link to the form https://inforegulator.org.za/wp-content/uploads/2020/07/FORM-4-APPLICATION-FOR-THE-CONSENT-OF-A-DATA-SUBJECT-FOR-THE-PROCESSING-OF.pdf. The responsibly party of the Organisation must prove that valid, informed consent was obtained by data subjects. This process will affect marketing strategies and plans.

Other changes included
Clarifying roles and definitions (e.g., "complainant," "complaint," "day," "office hours," "relevant body/bodies"), reducing ambiguity for companies and the public. Refine enforcement mechanics, including flexibility around the payment of administrative fines and clearer complaint-handling pathways. Complement the Regulator's updated data-breach reporting approach, including the e-portal notification process announced in April 2025.

Bottom line, all organisations must update their POPIA forms, processes, and staff training to match the new 2025 rules.

Where PAIA stands in 2025 and what people mean by the "2022 amendments"
PAIA gives everyone the constitutional right to access records held by the state and by private bodies when needed to exercise or protect rights.

As set out by The Promotion of Access to Information Act 2020 as amended effective 1 January 2021 it became mandatory that all private companies, regardless of size become legally required to hold and maintain a PAIA manual (Section 51) detailing contact details of Information Officer, the categories of records the organisation holds, how people can access records, applicable fees and remedies available if access is denied.

With POPIA fully in effect from 1 July 2021, the Information Regulator also required companies to register their Information Offices and align PAIA manuals with POPIA compliance. It must also be noted that organisations must now conclude their annual reporting on data requests, even if none, for each financial year on the Information Regulators portal
https://eservices.inforegulator.org.za/reporting/default.aspxhttps://eservices.inforegulator.org.za/reporting/default.aspx

How POPIA and PAIA work together

·**Two rights, two pillars**- POPIA protects your privacy; PAIA protects your right of access. Together they balance openness with protection—ensuring people to get the records they need while safeguarding personal information.

·**Information Officers (IOs)**- Each public and private body must appoint an IO who is responsible for POPIA compliance and PAIA access processes (manuals, request handling, time frames).

·**The 2025 POPIA Regulation updates and the Regulator's PAIA role means IOs should align their forms, notices, and manuals accordingly.** Requests vs. protection: When a PAIA request includes personal information, POPIA's conditions apply—disclosure may be limited or redacted to protect privacy while still enabling access to non-personal parts of a record.

·**Breach and transparency:** If a data breach occurs, organisations must notify the Regulator and affected individuals (per POPIA), and PAIA still enables individuals to request records relevant to protecting their rights.

What organisations should do now

1. Update POPIA forms and processes to the 17 April 2025 Regulation changes (objection, correction/deletion, consent, complaints etc.). Train staff and refresh privacy notices.
2. Review your PAIA Manual (Section 14/51) and request workflows to ensure alignment with the Regulator's mandates and current forms/guides.
3. Check your breach-response plan against the Regulator's e-portal reporting practices announced in April 2025.
4. Ensure your Information Officer is registered and that your POPIA and PAIA compliance tracks are integrated.

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WELCOME TO OUR MEMBERS

New members joined and annual renewals for September

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Alet Coertzen

CAPE WINELANDS

Bianca Petersen

CENTURION

Berna Sheddon

EAST RAND

Phathutshedzo Rampfumedzi

HELDERBERG

Kobie Abrie
Hermien Louw
Rita Schoeman

JOHANNESBURG

Simangele Gule
Leigh-Ann Harris
Ana Forssman
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PRETORIA

Rozanne White
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RUSTENBURG

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NEW LOCAL BUSINESS LEADER **FOR RUSTENBURG** SIMPHIWE KHETSE

My name is Simphiwe Khetse, founder of SKLove Creation, a creative wellness company specializing in design, art therapy, and business services. Over the years, I have also gained valuable experience in the construction and mining industries, which has given me a strong foundation in project management, leadership, and stakeholder engagement.

I am passionate about empowering women in business and believe that the Rustenburg community would greatly benefit from the support, networking, and opportunities that the South African Council for Business Women provides. With this in mind, I am honored to start up and manage a SACBW branch in Rustenburg.

I am confident that my diverse business background, combined with my commitment to community and women's empowerment, will allow me to build a strong and active branch that aligns with SACBW's vision and values.

Simphiwe Khetse (Mrs)
Founder – SKLove Creation
O683822744 | simphiwekhetse8@gmail.com

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Sulette Naudé - CEO

MENTAL HEALTH

Women in business often juggle multiple roles—professional, personal, and social—leading to increased stress and mental health challenges. Promoting mental health awareness is vital to support their well-being, productivity, and overall success.

Strategies to Promote Mental Health for Women in Business

1. **Create Supportive Work Environments**
   - Encourage open conversations about mental health.
   - Implement policies that promote work-life balance.
   - Provide access to mental health resources and counseling.
2. **Foster Peer Support & Mentorship**
   - Establish mentorship programs.
   - Promote women's networking groups.
3. **Educate & Raise Awareness**
   - Conduct workshops on mental health topics.
   - Share stories to destigmatize mental health struggles.
4. **Encourage Self-Care & Boundaries**
   - Promote regular breaks and time off.
   - Advocate for setting boundaries between work and personal life.
5. **Leadership & Organizational Commitment**
   - Leaders should model healthy behaviors.
   - Regularly assess organizational mental health initiatives.

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COVER PAGE

Rooted in Strength, Radiating Grace

This cover embodies the transformative power of resilience. The thick, weathered branch (coursing with light) represents the inner strength we cultivate through faith, experience, and perseverance. From this strength, vibrant flowers bloom, symbolizing the beauty, love, and life we radiate when we choose to rise by His Grace.

The split background tells a story: on one side, darkness and despair; on the other, hope, healing, and renewal. Even when our world feels heavy or hopeless, our light within can break through. I've once felt small, unseen, and unsure of my impact. But this image is my truth: we are never insignificant. Our inner light matters (light of God). And when we let it shine, when we are kind and gracious (to others and to ourselves), we change the atmosphere around us. This is a call to every woman, to you, reading this now, your inner strength is your power, and your outer impact begins from within.

Cover page designed
by Lonice Wessels
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