

SPECIAL EDITION, ISSUE 42

arise

AFRICA MAGAZINE

**DOUBLE YOUR RATE
OF FAILURE.**

**RESILIENCE IS
BUILT, NOT
BORN.**



**S.H.E
ON STANDBY**

NTHABISENG MMUSI

'THE POWER OF PURPOSE, PAIN AND REINVENTION'



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RESILIENCE IS BUILT, NOT BORN.

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Dear Esteemed Visionaries,

Welcome to a defining edition of Arise Africa Magazine, an issue anchored in one of the most powerful forces shaping our continent today: resilience.

Across Africa, a new generation is rising not in the absence of pressure, but because of it. From boardrooms to backstreets, from startups to national movements, we are witnessing leaders, builders, and visionaries choosing to create progress within imperfect realities rather than wait for perfect conditions. This edition is dedicated to that spirit of courage, innovation, and transformation.

Within these pages, you will encounter more than stories. You will engage with a mindset. Through The Arise Resilient Code, we define a new standard of leadership grounded in ownership, adaptability, and purpose. In The Inner Architecture, we explore how strong minds are intentionally built to withstand and transform pressure. Across this edition, we spotlight how African youth, entrepreneurs, institutions, and changemakers are turning adversity into opportunity and building lasting impact across the continent.

This edition also proudly features the , a groundbreaking platform recognising excellence in Occupational Health and Safety, ESG leadership, and workplace transformation in Botswana. Convened by Nthabiseng Mmusi, the awards represent a growing movement committed to responsible leadership, sustainable systems, and a culture of Zero Harm. They stand as a powerful reminder that resilience is not only personal, but institutional, and that true progress is built when organisations and nations commit to protecting people, elevating standards, and leading with purpose.

This issue is both a mirror and a call: a reflection of the strength already within you and an invitation to rise beyond limitation, lead with clarity, and build with intention.

Resilience is not merely about enduring hardship. It is about becoming through it. It is the decision to rise, again and again.

Thank you for being part of this journey.

*With purpose and conviction,
David Ntalasha Chisha
Visionary, Arise Africa Magazine*

RESILIENCE IS BUILT, NOT BORN

A blueprint for building strength in a world that constantly demands more of you

There is a moment when everything stops working the way it once did, when the plan breaks, the support thins out, and the pressure becomes personal, where what once felt certain begins to shift beneath your feet and what lies ahead is no longer clear. It is in that moment, when the noise fades and the weight becomes undeniable, that resilience stops being a concept and becomes a decision, one that is not made once but repeatedly, often quietly, and without recognition. This is where resilience is not admired, but built. Resilience is not an inherited trait reserved for the fortunate few, and history continues to prove this truth with unmistakable clarity, whether in the rebuilding of nations after collapse, the reinvention of companies after failure, or the rise of individuals who refused to be defined by circumstance. The story of Apple Inc. returning from the brink of irrelevance to global dominance, the rebuilding of Rwanda after devastating conflict into one of Africa's fastest-growing economies, and the unwavering perseverance of Nelson Mandela who emerged from decades of imprisonment not with bitterness but with vision, all reinforce a single idea, which is that resilience is not something people are born with, but something they construct through mindset, discipline, and purpose. At ARISE, we believe resilience is not inherited, it is engineered, and we define that process through what we call the ARISE Code.

1. AWARENESS: REFRAMING THE NARRATIVE

Resilience begins with awareness, because before anything changes externally, it must first be understood internally, and the way in which adversity is interpreted determines whether it becomes a stopping point or a starting point. Every challenge carries within it two competing narratives, one that reinforces limitation and another that invites growth, and the difference between those narratives lies in perspective. The power of awareness is evident in individuals like Oprah Winfrey, whose early life was marked by hardship and instability, yet who chose to reframe her experiences not as permanent setbacks but as sources of strength and direction, transforming personal adversity into global influence. In the same way, resilient organizations often demonstrate this shift in thinking, as seen in Netflix, which transitioned from a struggling DVD rental service into a global streaming leader by recognizing change not as a threat but as an opportunity to evolve. Awareness requires confronting an uncomfortable truth, which is that growth rarely feels like progress in the moment, and often appears as confusion, delay, or starting again without recognition, yet even in those moments, the narrative remains within reach, waiting to be rewritten with intention.

2. REGULATION: MASTERING EMOTIONAL RESPONSE

Resilience is sustained through regulation, because the ability to remain composed under pressure determines whether challenges are navigated effectively or allowed to escalate into overwhelm. Emotional control does not mean the absence of stress, but the ability to carry it without losing direction, to feel deeply without becoming immobilized. This principle is reflected in high performance environments, such as elite sports, where athletes like Serena Williams have demonstrated the ability to maintain composure under intense scrutiny and pressure, repeatedly returning from setbacks, injuries, and losses with renewed focus and determination. It is also evident in national resilience, where countries facing economic or social strain must regulate response rather than react impulsively, choosing long term stability over short term panic. Regulation is strengthened through exposure to challenge, and through the principle of hormesis, individuals and systems grow stronger by engaging with manageable levels of stress, gradually expanding their capacity to endure and respond effectively, until what once felt overwhelming becomes something that can be carried with clarity and control.

3. INTERCONNECTION: STRENGTH THROUGH RELATIONSHIPS

Resilience is not sustained in isolation, because human beings are inherently relational, and the presence of others often determines the depth of our endurance. Interconnection provides stability, perspective, and reinforcement, reminding individuals that strength can be shared, supported, and multiplied. The role of collective resilience is evident in communities and nations that rebuild together after crisis, where shared effort replaces individual struggle, and where support systems create the conditions for recovery and growth. The transformation of Japan following periods of devastation, rebuilding not only infrastructure but identity and global standing, illustrates how connection and collective effort can redefine outcomes. On an individual level, resilience is strengthened through mentorship, collaboration, and support networks, where conversations restore clarity and shared experiences reduce isolation, reinforcing the understanding that while resilience is built within, it is sustained through connection.



4. STRUCTURE: DESIGNING FOR STRENGTH

Resilience is reinforced through structure, because the habits, systems, and routines maintained daily determine the capacity available in moments of pressure. A resilient life is not accidental, but intentionally designed, with physical, mental, and behavioral systems working together to support stability and performance. Organizations that demonstrate long term resilience often do so through disciplined structure, as seen in companies like Toyota, whose commitment to continuous improvement and operational excellence has allowed it to adapt, recover, and lead through changing economic conditions. In the same way, individuals who prioritize health, discipline, and consistency create a foundation that allows them to withstand stress without collapse. Structure transforms resilience from a reaction into a system, ensuring that strength is not dependent on circumstance but embedded in daily practice.

5. EVOLUTION: TURNING PRESSURE INTO PROGRESS


Resilience reaches its highest form in evolution, where adversity is not only endured but transformed into growth, allowing individuals, organizations, and nations to emerge stronger, more capable, and more refined than before. This is where resilience moves beyond survival and becomes expansion.

The journeys of leaders like Elon Musk, who navigated repeated failures and near collapse in ventures like SpaceX before achieving breakthrough success, demonstrate that resilience is often built in moments where failure appears final but is not accepted as such. It is also reflected in broader systems, where industries evolve in response to disruption, using pressure as a catalyst for innovation rather than a signal to retreat. Evolution requires the willingness to adapt, to let go of what no longer works, and to embrace change not as loss but as necessary transformation, reinforcing the idea that resilience is not about returning to a previous state but becoming something stronger.

THE DECISION TO RISE

The ARISE Code is not a theory, but a lived process, one that is demonstrated repeatedly across individuals, organizations, and nations that have chosen to move forward despite difficulty, to rebuild despite loss, and to grow despite uncertainty. It is a reminder that resilience is not found in comfort, but constructed in challenge, not revealed in ease, but developed through pressure.

Life will test structure, mindset, and identity in ways that feel relentless and, at times, unfair, yet resilience ensures that these tests become part of the building process rather than the breaking point. The difference is not in the absence of adversity, but in the response to it, and in the decision, made repeatedly and often quietly, to continue. Because in the end, resilience is not about surviving what tried to break you, it is about becoming someone it no longer can.

A person with braided hair and glasses is climbing a large, textured rock face. The person is wearing a dark top and shorts, and is looking upwards. The background is a clear blue sky. The overall image has a dark, moody tone.

**“RESILIENCE IS THE
ART OF STANDING
TALL IN STORMS
THAT WERE MEANT
TO BREAK YOU.”**



THE INNER ARCHITECTURE: A GUIDE TO BUILDING A MIND THAT CANNOT BREAK.

Before anything is built externally, it is first built internally. In environments defined by pressure and uncertainty, resilience is not a personality trait, it is a structure. This guide is about intentionally building a mind that can carry vision, withstand setbacks, and continue forward with clarity.

1. REFRAME EVERY SETBACK

Do not interpret failure as rejection. Treat it as feedback. Every outcome, especially the difficult ones, carries instruction. The faster you learn, the faster you improve.

2. MASTER EMOTIONAL DISCIPLINE

You will feel pressure, doubt, and frustration. That is normal. What matters is control. Create space between emotion and action so that decisions are led by clarity, not impulse.

3. BUILD A RESILIENT IDENTITY

Stop relying on motivation. Decide who you are. When resilience becomes part of your identity, persistence becomes natural, not forced.

4. CHOOSE CONSISTENCY OVER INTENSITY

Success is rarely about one big moment. It is built through repeated, disciplined action. Show up, refine, and continue, especially when progress feels slow.

5. PROTECT YOUR FOCUS

Not every opportunity is aligned with your purpose. Stay committed to your direction and avoid distractions that dilute your energy and clarity.

6. USE PRESSURE AS TRAINING

Pressure is not your enemy. It is preparation. It expands your capacity and strengthens your ability to handle greater responsibility over time.

7. TAKE FULL OWNERSHIP

Your growth is your responsibility. Learn from mistakes, adjust quickly, and remain accountable to your vision and your standards.

A strong future is built on a stable mind. When your internal structure is solid, external challenges lose their power to break you.



RISING FROM THE FALL: THE POWER OF PURPOSE, PAIN, AND REINVENTION.

Nthabiseng Mmusi is not merely defined by her titles, though they are both distinguished and impactful. As a Safety, Health, Environment and Quality (SHEQ) professional, Founder of SHE ON STANDBY, Vice Chairperson of the AfriSAFE Board, and widely known as “The Waste Queen,” she represents a new generation of African leadership rooted in purpose, resilience, and transformation. Her journey is not one of linear success, but of powerful reinvention, shaped by adversity, strengthened through service, and sustained by an unshakable commitment to impact. She stands as a reminder that purpose is not discovered in comfort, but revealed in moments that demand everything from you.

WHERE IT ALL BEGAN: PAIN WITH A PURPOSE

At the heart of her story lies a deeply personal loss that would ultimately define her life's direction. The passing of her father due to silicosis, an occupational disease, became the silent catalyst behind her calling. What began as grief evolved into purpose, igniting within her a determination to ensure that workplaces become spaces of protection rather than harm. That moment planted the seed of a mission, to safeguard lives, restore dignity, and advocate for safer, healthier working environments across industries. From that point forward, her journey was no longer accidental, it was intentional, driven by meaning far greater than herself.

BUILDING A CAREER THAT PROTECTS LIVES

Driven by this purpose, Mmusi built a formidable career within the mining and heavy industry sectors, environments where safety is critical and leadership carries profound responsibility. Rising through the ranks, she stepped into influential roles where she contributed to the development of systems, policies, and cultures that prioritize human life. Her work extended beyond compliance, it was deeply human centered, anchored in the belief that every safety measure represents a life protected and a future preserved. In every role she held, her mission remained clear, to ensure that no loss would ever be considered acceptable.

THE MOMENT EVERYTHING CHANGED

In July 2024, her journey took an unexpected and deeply painful turn when she was dismissed from her role. In an instant, the structure she had built, the identity she had embraced, and the stability she had known were disrupted. This was not simply a professional setback, it was a defining moment that tested her sense of self, her confidence, and her resilience. The days that followed were heavy with uncertainty. The silence was loud. The questions were relentless. For the first time in years, she was no longer certain of who she was without her work, and that realization cut deeper than the loss itself. "I did not lose everything, I lost what was comfortable. What I gained was who I was meant to become."

WHEN YOU LOSE YOURSELF AND FIND SOMETHING GREATER

Yet even in that season of uncertainty, Mmusi chose not to retreat. Instead, she leaned into service. She organized a fundraising dinner to support a community member in need of a prosthetic leg and launched a "uniform circle" initiative to provide school uniforms and shoes for those in need. These acts of generosity became more than community efforts, they were moments of rediscovery. In giving to others, she began to rebuild herself, proving that purpose does not pause in moments of personal hardship. Even in brokenness, she remained a vessel for impact.

REBUILDING FROM NOTHING AND BECOMING EVERYTHING

With no formal structure and limited resources, she began again, this time from her home, equipped with nothing but Wi Fi, faith, and relentless determination. It was here that SHE ON STANDBY began to take shape, evolving from an idea into a growing platform of influence. Through mentorship, training, public speaking, and advocacy, Mmusi re established herself as a voice in safety, sustainability, and wellness. What started as survival transformed into a bold declaration, she was not starting over, she was starting differently, this time fully aligned with her purpose.

FROM SURVIVAL TO SIGNIFICANCE

Today, her work extends across Botswana and beyond, impacting individuals, organizations, and national platforms such as the SHERQ Impact Awards Botswana. Her influence continues to grow as she contributes to critical industry conversations and empowers the next generation of professionals. What once felt like an ending has become a defining chapter of elevation, where survival has given way to significance.

**MY LOWEST MOMENT DID
NOT BREAK ME, IT
INTRODUCED ME TO THE
VERSION OF MYSELF I HAD
NEVER MET BEFORE.**

M.S NTHABISENG MMUSI





Beyond her professional achievements, Mmusi is shaping a new narrative for African women in safety, sustainability, and leadership, one that challenges limitations, redefines resilience, and proves that purpose driven work can transform both industries and communities.

THE POWER OF OWNING YOUR STORY

In embracing her journey fully, Mmusi chose to document her experience in her book, *When They Fired Me, I Let Myself Rise*. The work captures the depth of her fall, the strength of her fight, and the clarity of her return to purpose. By sharing her story, she transforms personal pain into collective empowerment, reminding others that vulnerability is not weakness, it is a gateway to strength, healing, and transformation. Her voice now extends beyond platforms, it lives in the courage she gives others to rise.

THE LESSON: YOU CAN BECOME AGAIN

Mmusi's journey stands as a powerful reminder that identity is not fixed, and that loss does not signal the end. When everything familiar is stripped away, there remains an opportunity to rebuild, redefine, and rise anew. She embodies the truth that becoming is not a one time event, but a continuous evolution, one that demands courage, faith, and an unwavering commitment to growth. Her life is proof that reinvention is not reserved for the fortunate, but available to the determined.

Nthabiseng Mmusi's journey is a testament to a powerful truth, sometimes life dismantles you not to destroy you, but to reveal you. And in that revelation lies your greatest power. Her story is not just one of resilience, it is a declaration that no matter how deep the fall, rising is always within reach. In a world where many are navigating uncertainty and reinvention, her voice stands as both a guide and a challenge, rise anyway, rebuild anyway, become anyway.

RESILIENT BY DESIGN: THE NEW BLUEPRINT FOR AFRICAN LEADERSHIP.

Leadership for the next generation of African builders cannot be borrowed from textbooks or inherited from outdated systems. It must be forged in the realities of the continent, shaped by pressure, possibility, and the relentless pursuit of progress. Today's leader is not defined by position, but by adaptability, awareness, and the ability to turn instability into strategy. In a world where "sapa" reflects the daily grind and "japa" reflects the search for opportunity, resilience becomes more than a trait, it becomes a leadership currency. This is the rise of a new leadership language, one where street smarts meet system thinking, and where every setback is repositioned as a setup for growth.

MOVING WITH THE MARKET, NOT AGAINST IT

The African environment is dynamic, often shifting without warning, and leadership must be equally responsive. True resilience lies in staying close to reality, observing what is happening on the ground, and making decisions rooted in context rather than assumption. Leaders who succeed are those who test quickly, learn faster, and relaunch with sharper insight. In this space, speed is not recklessness, it is awareness in motion. The ability to adapt without losing direction becomes a defining advantage.

LEADING WITH HUMAN-CENTERED STRENGTH

The era of distant and untouchable leadership is fading, replaced by a model grounded in authenticity and trust. When leaders are transparent about challenges, they create connection, and connection builds commitment. Teams are more resilient when they feel included in the journey, not shielded from it. At the same time, accountability delivered with clarity and respect transforms performance, turning correction into growth and elevating standards across the board.

BUILDING COLLECTIVE POWER

No leader thrives alone, especially within complex and demanding environments. The strength of African leadership has always been rooted in community, and this remains a strategic advantage. By surrounding themselves with strong networks and fostering psychologically safe teams, leaders create space for innovation and bold thinking. When people are not afraid to fail, they are more willing to experiment, and within that experimentation lies the potential for breakthrough.

DRIVING WITH CLEAR PURPOSE

In fast-moving environments, clarity becomes the anchor. Leaders may not control every action, but they can define direction. A clearly communicated mission empowers teams to act independently while staying aligned. This sense of ownership transforms work into responsibility and effort into pride. When individuals feel connected to a purpose, their resilience deepens, and their commitment becomes unwavering.

PRACTICING TRUE OWNERSHIP

Leadership is ultimately measured by responsibility. Taking the lead when things go wrong and stepping back when success is achieved builds trust and loyalty that cannot be forced. This balance strengthens teams and creates a culture where people are invested not just in outcomes, but in each other. In uncertain environments, this unity becomes one of the most powerful competitive advantages.

Resilience in leadership is not about avoiding pressure, but about navigating it with clarity, courage, and consistency. It is about building people while building purpose, staying grounded while thinking forward, and moving through uncertainty without losing vision. This is the leadership that will define Africa's future, not one that waits for stability, but one that creates it.





RESILIENT WEALTH: THE MOVEMENT LED BY COLISILE TFWALA.

Some leaders rise within existing systems; Colisile Hloniphile Tfwala is building new ones through resilience, conviction, and an unshakable commitment to transformation. An award-winning author, transformative leader, and development practitioner, she has emerged as one of Africa's strongest voices on financial empowerment, demonstrating that true economic freedom is not simply acquired, but fought for, rebuilt, and sustained against the weight of history and circumstance.

With over fifteen years of impact across Southern Africa, Colisile's journey reflects resilience in action, working at the intersection of leadership, gender equity, and community transformation. Through the Busisiwe Bhembe Foundation, which she founded and leads, she has trained more than 5,000 people in financial literacy and mentored vulnerable youth, consistently turning adversity into opportunity and vision into measurable, lasting change within communities.

Her message is grounded in strength: financial freedom is not only about income, but about restoring confidence, reclaiming identity, and breaking cycles that were never designed to be easily escaped. This belief has shaped her work across Eswatini, South Africa, Zimbabwe, Zambia, and Lesotho, where she continues to equip individuals not just to survive economically, but to rise with intention, resilience, and a renewed understanding of what wealth truly means.

*As a Mandela Washington Fellowship alumna and international speaker, she has carried this message onto global platforms, reinforcing the idea that resilience is both personal and collective. Her book *Black People Get Your Money Right: How History is Stopping You from Creating Generational Wealth* is not merely a guide, but a call to confront the past with courage and to build the future with discipline, awareness, and purpose.*

Her vision is both bold and deeply resilient: to empower one billion Africans and people of African descent to create lasting wealth through education, mindset transformation, and systems that prepare younger generations to withstand and overcome the barriers of their time.

More than a consultant or coach, Colisile Tfwala is a legacy builder shaped by resilience, proving that true wealth is not only what we accumulate, but what we rebuild, restore, and pass forward so that those who come after us inherit strength instead of struggle.

THE RESILIENCE ECONOMY: HOW AFRICA RISES, REBUILDS, AND RECLAIMS ITS WEALTH.

Africa has never lacked potential; it has been tested, stretched, and forced to survive before it could thrive. Yet a new force is rising across the continent, not loud or temporary, but steady and intentional. This is the resilience economy, where strength is no longer just about endurance, but about rebuilding systems, redefining wealth, and creating lasting impact.

Resilience is shifting from survival to strategy. Across Africa, entrepreneurs, leaders, and communities are transforming hardship into structure, proving that growth must be designed, not hoped for. According to the World Bank, Africa's entrepreneurial activity is among the highest in the world, yet sustainability remains the challenge. This is where resilience evolves, from starting businesses to building systems that last.

The continent's youthful population, with over 60% under the age of 25 (United Nations), represents not just potential, but pressure to get this right. Without structure, resilience repeats struggle. With structure, it creates generational progress.

As one African proverb reminds us, "Smooth seas do not make skillful sailors." Africa's strength has been forged in difficulty, but now that strength is being redirected toward intentional growth. Across industries, from fintech innovation in Nigeria to mobile money ecosystems in Kenya, resilience is becoming organized, scalable, and transformative.

The resilience economy is, ultimately, a shift in thinking. It is the understanding that wealth is not only earned, but built, protected, and passed forward. It is Africa choosing not just to rise, but to rebuild with purpose.

WHAT AFRICA MUST DO: TURNING RESILIENCE INTO LASTING WEALTH.

Resilience alone is not enough; without direction, it becomes repetition. To convert resilience into wealth, Africa must focus on discipline, education, and systems that outlive individuals.

First, financial literacy must become foundational. Studies by the Organisation for Economic Co-operation and Development show that financial knowledge directly impacts long-term wealth outcomes. Equipping young people early is no longer optional, it is essential.

Second, Africa must build for continuity. In many economies, less than 30% of family businesses survive into the second generation, according to PwC. This highlights the urgent need for structures that protect and transfer wealth, ensuring progress is not reset.

Third, collaboration must replace isolation. Models like M-Pesa in Kenya have shown how ecosystem thinking can transform entire economies, expanding access, inclusion, and opportunity at scale.

Finally, mindset must evolve. As Peter Drucker once said, "The best way to predict the future is to create it." Africa's future will depend on its ability to think beyond survival and act with long-term vision.

This is the work of a generation that refuses to pass down struggle as inheritance. A generation that understands that true wealth is not just income, but legacy. If resilience is Africa's foundation, then systems, discipline, and vision must be its future.

Africa will not only rise. It will build, sustain, and lead.

THE BAOBAB THAT REFUSED TO FALL.

In a vast African plain, where the wind carried stories older than memory, stood an ancient baobab tree, massive, scarred, and unshaken. Not far from it, a fragile sapling stretched timidly toward the sun, its leaves soft and uncertain. Day after day, it watched the old tree, puzzled by its rough bark and broken branches. One quiet evening, it finally asked, "Why do you look so damaged?" The baobab answered, calm and unwavering, "Because I have lived, and I chose to remain."

That night, the sky darkened without warning, and a fierce storm tore across the land. The winds howled with force, bending everything in their path. The young sapling trembled, bowing so low it nearly touched the earth, certain its end had come. "I cannot survive this," it cried. But through the chaos, the baobab's voice rose steady and sure: "Do not resist the storm, learn how to move with it." The sapling yielded, not in defeat, but in trust. When the morning came, the storm had passed. The sapling still stood, shaken, bent, but alive. The baobab remained too, though one of its great branches lay broken on the ground.

Seasons unfolded, and time did its quiet work. The sapling grew roots that reached deeper than fear, and a trunk that carried both memory and strength. Storms returned, as they always do, but they no longer threatened its existence. Instead, they refined it. One day, standing tall beside the baobab, the once fragile tree spoke with clarity and conviction: "Now I understand, strength is not in resisting every force, but in refusing to be broken by it." The baobab, weathered yet wise, replied, "And that is how you endure long enough to become unshakable."


Moral: Resilience is not the absence of hardship, but the decision to stand, adapt, and rise again and again until what once tried to break you becomes the very force that builds you.



SHERO 2026 IMPACT AWARDS BOTSWANA

Beyond Compliance: Saving Lives Isn't Just Policy- It's Purpose

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DOUBLE YOUR RATE OF FAILURE.

In Africa's fast-evolving innovation landscape, a quiet but powerful shift is redefining success. Young entrepreneurs are moving away from fearing failure and toward using it as a tool for growth, not as a verdict on their potential. This shift is not merely motivational, it is an economic necessity. Across the continent, where opportunity and constraint exist side by side, progress is rarely linear. It demands experimentation, adaptability, and the willingness to learn faster than circumstances change.

The entrepreneurial spirit in Africa is undeniable, yet the reality remains sobering. Studies consistently show that between 80% and 90% of small businesses in Sub-Saharan Africa fail within their first five years, with nearly half collapsing within the first year in some markets. This is not a failure of ambition, but a reflection of structural pressure. Nearly 40% of formal small and medium enterprises remain credit-constrained, limiting their ability to grow or even survive, while a massive global financing gap of \$5.7 trillion continues to affect businesses across developing markets. At the same time, Africa's youthful population is surging forward, with over 70% of young people expressing a desire to start businesses, yet for every 11 entering the workforce, only about 3 formal jobs are created. In such an environment, entrepreneurship is not always a choice, it is often the only path available.

Within this reality, failure is not an exception, it is part of the system. To double your rate of failure is not to act recklessly, but to increase your rate of learning. Each failed attempt carries data, revealing what the market does not need, what assumptions were flawed, and where opportunity truly lies. Research consistently shows that innovation is built through cycles of testing, refining, and adapting, and those who engage in this process more frequently develop sharper insight and stronger resilience. Over time, failure stops being an endpoint and becomes a strategy.

For young African entrepreneurs, resilience becomes the bridge between early setbacks and long-term sustainability. It begins with reframing failure as a learning investment rather than a personal loss. Every setback carries lessons that strengthen the next attempt. It grows through access to mentorship and networks, what can be understood as intelligent capital, where guidance becomes as valuable as funding. It is sustained by a mindset that embraces change, values progress, and understands that small wins are not insignificant, but essential steps toward larger outcomes. In environments that demand constant adjustment, the ability to pivot is not optional, it is a competitive advantage.

Africa's greatest strength lies in its people, in a generation that is creative, resilient, and increasingly connected. By embracing calculated risk and increasing the speed of learning through failure, young entrepreneurs are not just building businesses, they are building the resilience required to transform economies and redefine possibility. Every rejection, every pivot, and every unexpected outcome becomes part of a larger process of refinement. In the end, success is not defined by the absence of failure, but by the ability to learn from it, adapt through it, and rise with greater clarity and strength. Those who go further are not those who avoided falling, but those who learned how to fall forward, turning every setback into momentum and every lesson into a stepping stone toward something greater.



THE RISE OF THE SHERQ IMPACT AWARDS BOTSWANA

Across Africa, the conversation around workplace safety, sustainability, and responsible leadership is becoming more urgent than ever. As industries grow and organisations evolve, the need for safer workplaces, stronger accountability, and people centred leadership continues to rise. In Botswana, a bold initiative is emerging to meet this moment and reshape the future of workplace culture and national development.

On 27 April 2026, industry leaders, policymakers, professionals, and change makers will gather in Kazungula for the at Wildview Resort. More than a conference and awards ceremony, the platform represents a national movement advancing Occupational Health and Safety, ESG leadership, and workplace excellence across Botswana.

Held ahead of the global observance of the World Day for Safety and Health at Work, the initiative carries national significance. Award recipients will also be formally recognised during the official commemoration in Kasane by the Honourable Minister of Labour and Home Affairs, Major General Pius Mokgware, reinforcing the growing importance of workplace safety and sustainability in Botswana's development agenda.

As the first initiative of its kind in the country, the awards were created to honour individuals and organisations setting new standards in workplace safety, operational excellence, ESG impact, and responsible leadership. At a time when institutions are being challenged to move beyond compliance and embrace cultures of accountability, care, and sustainability, the platform is recognising those leading that transformation.

Convened by Nthabiseng Mmusi, the initiative has quickly become a powerful platform bringing together government, industry leaders, safety professionals, and corporate stakeholders to drive meaningful dialogue around the future of workplace wellbeing and organisational responsibility.

Beyond recognition, the movement is rooted in long term impact. Through a nationwide capacity building programme, Safety Representatives across Botswana are being equipped with practical knowledge and leadership skills to strengthen workplace safety systems and champion a culture of Zero Harm within their organisations and communities.

The is not simply celebrating excellence. It is shaping a future where workplace safety, sustainability, and human wellbeing are recognised as essential pillars of national progress.

What is being built is far greater than an annual event. It is a movement positioned to influence industries, elevate standards, inspire policy conversations, and redefine responsible leadership in modern Africa.

As momentum continues to grow, the platform is establishing itself as a defining fixture on Botswana's national safety and sustainability calendar and a symbol of the collective commitment to building safer, stronger, and more sustainable workplaces for generations to come.



RESILIENCE IS REFUSING TO LET YOUR LOWEST MOMENT HAVE THE FINAL SAY.

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