

WHEN MAKING A DIFFERENCE IS AS IMPORTANT AS MAKING A PROFIT

LEAD

Meet

**ANNE
THAM**

**MIXING
BUSINESS**
with Crystal
Skulls

*From Teacher to
Award-Winning
Game-Changer*

**THE RISE OF
STORYSELLING™**

*When Money
and Happiness*

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HANDS**

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goodness
grows
here.**

**Thanks
to you.**

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COLLECTIVE**

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FROM THE
MANAGING EDITOR

TRADING PLACES



► We are conducting our businesses in strange times indeed, but it doesn't have to be overwhelming. Mike and I get to work with the most amazing leaders across the world as we continue on our journey, and everyone are asking the same questions. How do we get more high-paying clients?

What can I do to scale my business? Why aren't my target audience as excited about my products and services as I am? These things make us all panic, except for a selected view who are prepared to drill deeper into what is really going on around them. It doesn't help that tabloids are forever reminding us of eminent economic failure worldwide. And when we turn to our colleagues and friends, there seems to be even more problems that need solving.

Yet silently in the background there are people who refuse to lie down.

Surviving is not an option for them, as their vision are set on thriving. These leaders stand for change, not only in their own immediate environment, but in a way that inspire all entrepreneurs that there isn't such a thing as permanent obstacles. In this issue, you will get to know many such remarkable individuals. People that Mike and I are privileged to know and have relationships with. One such person is our cover story, Anne Tham, who started her school around the table of her kitchen. Today she is a multi-award winning entrepreneur who has massive billion dollar companies interested in investing with her. Her inspirational vision of 'teach kids rights' has not only given her laser focus, but has gifted her with a mindset of possibility and resourcefulness.

Now for a question?

What would change in your peripheral vision if you could trade places with Anne Tham for one year? Do you think that her international

schools will come with no challenges? Will all the resources that she needs be available to her? Will the ecosystem around her be perfect and the people all smiling? I doubt it. In fact, you may come to realize that Anne faces even more difficult decisions than you on a daily basis, ranging from who to believe to which program will truly be serving her students. In entrepreneurship, we all have our bag of problems. In reality, you will probably grab yours back in seconds if you realize what other business professionals face. Especially those who excel as leaders.

Read this issue with curiosity.

Get inspired by the fantastic people that we have handpicked for you, because they remind us of what can happen when a vision turns into an idea, and then into a plan that can be executed. Make this your year of no excuses, so that millions of clients and customers can truly start to benefit from your creational passion. When you get to walk in the shoes of another, it gives you great perspective. I therefore encourage you to look at each of our featured leaders with admiration for the obstacles that they overcome. But also with a compassion for yourself in terms of how far you have come. Then kickstart your original vision for this world and keep on climbing. We are right here behind you!

To your success as a leader,

Landi Jac

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The Philosophy of the **Arctic Tern**

The strikingly white Arctic Tern is known as the globe trotters of the bird kingdom due to their ability to journey thousands of kilometers per year. Their travel itinerary covers the Antarctic Ocean all the way up to the Arctic, a true inspiration for the business professional who are prepared to go the distance to invest in their own lifelong learning. The Arctic Tern understands that traveling the world is a combination of business and pleasure and for those who dare, becomes the ultimate university of life. Many believe that the Arctic Tern covers a distance equivalent to three trips to the moon over their lifespan. May this phenomenal travelling bird ignite your desire to spread your wings and fly to all ends of the world.

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AUCKLAND, NEW ZEALAND
21 - 22 MARCH 2020

WORLDWIDE BUSINESS INTELLIGENCE
PUBLIC EVENT
KL, MALAYSIA
27 - 29 MARCH 2020

MIND MASTERY EVENT
CAPE TOWN, SOUTH AFRICA
18 - 19 APRIL 2020

AFPC PARIS, FRANCE
5 - 6 JUNE 2020

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CAPE TOWN, SOUTH AFRICA
29 JUNE - 2 JULY 2020

CONSCIOUS LEADERSHIP SUMMIT
MUMBAI, INDIA
28 - 30 AUGUST 2020

- SCHEDULE -

MIKE & LANDI "STANS" PILGRIMAGE
1 - 20 SEPTEMBER 2020

SALES AND MARKETING EVENT
CAPE TOWN, SOUTH AFRICA
4 - 5 OCTOBER 2020

YOUNG ENTREPRENEUR X-FACTOR
INTERNATIONAL COMPETITION
KL, MALAYSIA
24 - 25 OCTOBER 2020

MBA BALI BUSINESS SCHOOL
UBUD, BALI
27 OCTOBER - 1 NOVEMBER 2020



PLATINUM MASTERMIND
SIEM REAP, CAMBODIA
4 - 8 NOVEMBER 2020

MIND MASTERY EVENT
AUCKLAND, NEW ZEALAND
14 - 15 NOVEMBER 2020

2020 LIST OF COUNTRIES IN THE WORLD

It is now more possible than ever to access the world via boat, plane, train, automobile or the world wide web. Many speakers, coaches, authors and consultants are opting to be global citizens, and so can you. Increase your visibility as an expert by attending more international events, joining professional associations or acidly skins cross-border partnerships with like-minded leaders.

#	Country	Population (2020)	#	Country	Population (2020)
1	China	1,402,847,838	50	Angola	29,245,334
2	India	1,388,858,917	51	Madagascar	27,798,964
3	United States of America	333,545,530	52	Cameroon	26,332,965
4	Indonesia	271,857,420	53	Dem. People's Republic of Korea	25,762,603
5	Brazil	215,997,014	54	Australia	25,597,574
6	Pakistan	208,436,583	55	Côte d'Ivoire	25,565,562
7	Nigeria	206,830,983	56	Niger	24,314,931
8	Bangladesh	170,466,782	57	Taiwan	23,402,449
9	Russian Federation	142,898,124	58	Sri Lanka	21,157,419
10	Mexico	134,837,046	59	Syrian Arab Republic	20,993,588
11	Japan	125,039,024	60	Burkina Faso	20,860,541
12	Ethiopia	111,971,051	61	Mali	20,456,890
13	Philippines	108,435,788	62	Malawi	20,022,268
14	Egypt	100,517,804	63	Zambia	18,882,333
15	Viet Nam	98,156,617	64	Romania	18,847,505
16	D.R. Congo	90,169,404	65	Chile	18,842,420
17	Iran	83,403,280	66	Kazakhstan	18,616,175
18	Turkey	82,255,782	67	Guatemala	18,014,921
19	Germany	80,392,216	68	Senegal	17,487,409
20	Thailand	68,581,377	69	Zimbabwe	17,470,705
21	United Kingdom	66,700,126	70	Ecuador	17,338,395
22	France	65,720,030	71	Netherlands	17,185,112
23	Tanzania	62,267,349	72	Cambodia	16,809,182
24	Italy	59,741,327	73	Chad	16,431,332
25	South Africa	56,668,602	74	Guinea	14,354,833
26	Myanmar	56,242,419	75	South Sudan	14,122,222
27	Kenya	52,186,722	76	Burundi	13,126,273
28	Republic of Korea	51,251,486	77	Rwanda	12,996,594
29	Colombia	50,228,928	78	Somalia	12,422,741
30	Spain	46,193,543	79	Benin	12,360,726
31	Uganda	45,856,367	80	Tunisia	11,835,284
32	Argentina	45,516,881	81	Belgium	11,634,331
33	Sudan	45,308,399	82	Bolivia	11,548,297
34	Ukraine	43,679,300	83	Haiti	11,378,336
35	Algeria	43,007,769	84	Cuba	11,365,563
36	Iraq	41,972,388	85	Dominican Republic	11,106,596
37	Poland	38,407,266	86	Greece	10,825,413
38	Canada	37,599,569	87	Czech Republic	10,573,294
39	Morocco	36,444,324	88	Azerbaijan	10,240,569
40	Afghanistan	36,442,719	89	Portugal	10,160,830
41	Saudi Arabia	34,366,240	90	Sweden	10,120,396
42	Peru	33,317,111	91	United Arab Emirates	9,822,014
43	Venezuela	33,116,329	92	Hungary	9,684,938
44	Malaysia	32,374,474	93	Tajikistan	9,419,132
45	Mozambique	31,992,997	94	Belarus	9,364,588
46	Uzbekistan	31,767,440	95	Israel	8,718,236
47	Ghana	30,530,449	96	Serbia	8,673,604
48	Nepal	30,184,365	97	Austria	8,655,693
49	Yemen	30,029,558	98	Switzerland	8,654,271

2020 LIST OF COUNTRIES IN THE WORLD

#	Country	Population (2020)	#	Country	Population (2020)
99	Honduras	8,650,558	151	Gabon	1,917,169
100	Papua New Guinea	8,412,725	152	Bahrain	1,486,111
101	Togo	8,293,638	153	Trinidad and Tobago	1,377,747
102	Jordan	8,166,792	154	Swaziland	1,366,266
103	China, Hong Kong SAR	7,557,180	155	Timor-Leste	1,314,533
104	Laos	7,397,943	156	Estonia	1,295,159
105	Sierra Leone	7,160,373	157	Mauritius	1,291,361
106	Paraguay	7,067,097	158	Cyprus	1,218,234
107	Bulgaria	6,884,344	159	Equatorial Guinea	970,828
108	Libya	6,700,086	160	Djibouti	946,669
109	Nicaragua	6,417,990	161	Fiji	915,460
110	Kyrgyzstan	6,383,563	162	Réunion	891,863
111	El Salvador	6,230,899	163	Comoros	883,162
112	Singapore	6,006,710	164	Bhutan	817,339
113	Eritrea	5,891,500	165	Guyana	786,793
114	Lebanon	5,891,495	166	Solomon Islands	640,045
115	Denmark	5,775,634	167	China, Macao SAR	633,521
116	Turkmenistan	5,685,337	168	Western Sahara	631,289
117	Finland	5,585,091	169	Montenegro	625,838
118	Norway	5,493,603	170	Luxembourg	605,111
119	Slovakia	5,435,297	171	Suriname	564,888
120	Central African Republic	5,408,758	172	Cabo Verde	552,850
121	State of Palestine	5,333,377	173	Guadeloupe	477,509
122	Congo	5,263,342	174	Brunei Darussalam	450,478
123	Liberia	5,090,855	175	Malta	422,960
124	Costa Rica	5,043,683	176	Bahamas	409,629
125	Ireland	4,874,292	177	Belize	397,880
126	Oman	4,815,876	178	Martinique	394,777
127	New Zealand	4,729,667	179	Maldives	393,080
128	Mauritania	4,573,157	180	Iceland	342,141
129	Kuwait	4,316,618	181	French Guiana	304,198
130	Panama	4,230,971	182	French Polynesia	296,267
131	Croatia	4,162,499	183	Vanuatu	294,092
132	Republic of Moldova	4,020,988	184	Barbados	287,647
133	Georgia	3,977,028	185	New Caledonia	279,577
134	Bosnia and Herzegovina	3,758,147	186	Mayotte	273,172
135	Puerto Rico	3,674,977	187	Sao Tome and Principe	211,039
136	Uruguay	3,494,818	188	Samoa	199,152
137	Mongolia	3,178,904	189	Saint Lucia	191,765
138	Armenia	3,038,097	190	Guam	180,375
139	Albania	2,935,146	191	Channel Islands	167,489
140	Jamaica	2,840,110	192	Curaçao	163,757
141	Lithuania	2,794,898	193	Kiribati	122,434
142	Namibia	2,731,165	194	Tonga	110,761
143	Botswana	2,460,223	195	Saint Vincent and the Grenadines	110,741
144	Qatar	2,452,180	196	Grenada	109,387
145	Gambia	2,325,503	197	Micronesia (Fed. States of)	107,795
146	Lesotho	2,257,685	198	United States Virgin Islands	107,015
147	TFYR Macedonia	2,088,374	199	Aruba	105,397
148	Slovenia	2,075,011	200	Seychelles	98,843
149	Guinea-Bissau	2,068,363	201	Antigua and Barbuda	96,413
150	Latvia	1,918,949			

NICK NANTON

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As an Emmy Award-Winning Director and Producer, Nick Nanton, produces media and branded content for top thought leaders and media personalities around the world. He is recognised as a leading expert on branding and storytelling, has authored more than two dozen Best-Selling books (including the Wall Street Journal Best-Seller StorySelling™) and produced and directed more than 40 documentaries, earning 5 Emmy wins and 14 nominations. Nick speaks to audiences internationally on the topics of branding, entertainment, media, business and storytelling at major universities and events

For those who do not know you, what are you known (famous) for?

I'm known for a few things with my business partners, but in essence we own the largest personal branding agency in the world. We've worked with many Celebrities in the world, providing them with the Media, PR, Branding, Marketing and Positioning that will serve them the best. We've helped 1000's of people to become best-selling authors, we get them on TV, Magazines, Newspapers and introduce them to the world.

So when you don't do all of that, WHO is Nick Nanton really?

I'm actually just a big kid with ADD who get bored very quickly and try to have fun in everything that I do - that is my honest answer. So in essence I try and live life in such a way that I am always entertained, have fun and that my life is angled in such a way that I help as many people as I can. I'm also a husband, a father to three kids, a story teller and a friend.

How does one build an incredible brand and tell the perfect story? What are the most important aspects of a great story and therefore a great brand?



“Should people think of me one day, I want them to remember how I've helped them, and how they were able to help others in return...”

NICK NANTON

5-Time Emmy Award Winning Director/Producer, Wall Street Journal Best-Selling Author, Keynote Speaker

“Nick Nanton is America's Biographer. He is the voice of a new generation”

- Larry King,
Legendary TV Personality

I can only talk about what I've learnt in life. In life and in business, our story is about inviting people to join us on our journey. “Hey, this is what I'm doing... come along with me”. I've learnt never to talk about something, or sell something that I'm not excited about myself. So many people get caught up in a job or business that they think they're “supposed to do”. I went to law school and my brother to medical school because our parents encouraged it, but I knew all along that I will find a way of using it on my journey into the future. So the way I decide about business or storytelling, is to never do or talk about something that I am not excited about myself - or I try to do that at least... I get that there are times that you have to do stuff you don't want to do, but when inviting someone on a journey (through storytelling) you have to personally believe in and be excited about it!

Secondly, I believe that when you are building a Supporting Team, you have to surround yourself with people that are really incredible and just as excited about the Journey as you are. The easiest way of doing that is to spend a ton of money, but I believe that if your concept is right, everybody will do their bit and together you can do something really phenomenal. So make sure that you have the strongest people around you in order to go further.

More importantly, it is not really worth telling your story until you realised it is not about you, but only about helping others. You have to be able to:

1. Help other people to reach success - that is the absolute key. You have to be inspiring and instructive to others about how you have and they too can achieve success.
2. Get out of the way of the story - make sure that what you share has value to others, not simply because you want to feature in the storyline.



What helps you decide who's story will be successful and worth telling?

Most people have a story to tell, they just don't know how to position it. I believe that PEOPLE are the most interesting thing on the planet. Where most people miss the boat on telling their story is that they think their story is not important. There is just ONE difference between you and everybody else in your market place and that is your story. No one can copy that. There is a series of events that got you to where you are and you should never dispute or disregard that. I - personally - try to help people who help other people. That way the journey goes further.

What is the structure of a good story?

Some things to remember when telling your story will be to talk about what you did before, what helped you change that, who did you impact along the way and what will happen next in your life. Try to remember 4, 5 or 6 key aspects

of your life that got you to where you currently are... Growing up, College, first career days, early struggles... Think about how it related to what you do today. You have to take the time to relate incidents of your past to the success of your current journey and how that can help others. The "what" becomes your "why" in it all.

I remember when I was a kid of 17/18, I wanted a record deal and was looking for an entertainment attorney to represent me because I was so young. I was so frustrated then, that even considering the fact that I may or may not have had the talent, I couldn't even get a seat around a table to discuss my own future in music. Thinking about that a year or so ago, I realised that that moment was probably the biggest driving force for me building the business I'm in right now. To provide a platform for someone to tell their story, or rather to be instrumental in positioning them at any table they want a seat at...

When and where does "Storytelling" fall flat?

Well we - the Agency - can get you all the recognition and PR and branding in the world, but without the next step of "marketing" and "selling" it will all mean nothing. Most people do not know (or even learn) how to monetise the exposure they get; so we will get them written up in Inc Magazine, or on the Morning TV Shows, etc and it doesn't do what they thought it was going to do... It most probably will not explode your business if your marketing is not in place.

Despite all this evidence, most businesses and salespeople still rely on product pushing, facts and figures, and price. Yet, they find themselves losing the interest of the prospects they worked so hard to engage.

Consider instead the brands that rely on story telling.

Campbell's Soup is one of those brands and we'd bet everyone has heard of them and even sipped one of their soups. That's because the company has strategically interwoven its brand name recognition with the stories of happy and healthy American families.

Try watching this video on www.youtube.com

Another is GoPro. This camera company has exploded in the years since it was founded in 2002. Their advertising strategy simply uses footage from actual users filming with their cameras to showcase adventurous stories in the first-person. And those stories are what sell the brand.

Try watching this video on www.youtube.com

That same strategy can and should be applied to every business out there. Create your story and then use that to make people remember you and want to buy what you're selling. Sell your story rather than your product and the product sales will follow. Selling through your story is the absolute key to being successful.

The best thing usually to do with a great article, story, book, or piece - that is if it is good - is to use it as part of your communication - to validate who you say you are. On its own the "story" will not sell, but it acts as confirmation of your marketing material and your authority.

What would you have liked to know sooner in life?

I want people to know that fear is part of the journey, I mean I'm still scared every day of my life. But if you allow your identity to be determined based on your success (or lack thereof) you are treading in stormy waters. Failure and struggle is part of the journey to Success. Even Disney have failed movies. You're always one bad movie, or book, or story away from never getting invited to the party again. It is up to YOU to decide what will be your final story.

When I made the documentary about Brian Tracy he said: "there is no failure, just ways that it didn't work". So the cliché goes something like "True failure only exist when you quit"! I guess I would have liked to know that your personal identity should not be aligned to your perceived failure or success, but based on who you really are.

Nick, what are you really proud of?

I'm also proud that I managed to stay within my skillset. I built a business and lifestyle around my strengths. I manage to have balance in my life by choosing to surround myself with really smart and productive people. If I'm busy with work, I'm productive in order to go home and have a balanced lifestyle where at least 50% of my time and activities have to involve FUN. If it doesn't involve FUN, I simply don't do it. I need at least



one adventure a week. I need to be able to look forward to something really awesome. And I work really hard at staying true to that.

Also - In 2010 I decided to make my first documentary; I now have 50+ of those. I just had a movie come out about Human Trafficking, a popular movie named Rudy - that is coming out around September / Oct 2018. I did Larry King's Life story, and I'm doing other series of prominent people (I can't say too much about that right now). So these days I spend the majority of my time making documentaries and then I also have a deal in Nashville Tennessee where I write country music. So that's what I do with most of my time now...

What is that ONE big story that Nick Nanton is still chasing.... and why?

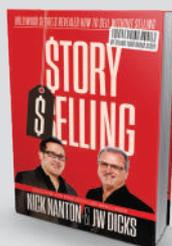
Wow that is a great question. It is not as much a story as it is a storyline. Music has been a big part of my life and I still want to write great music that tells stories - specifically Country Music.

As far as people stories are concerned, I'm working with a couple of iconic people in the music realm and preparing to tell their stories to the rest of the world. About who they really are outside of their music. That may or may not happen, but I'm very excited about the probability of that.

I guess - I'm really blessed that as my team and I get better at it, some great stories are starting to find us.

As the CEO of DNA Media, Nick oversees a portfolio of companies including: The Dicks + Nanton Agency (an international agency with more than 3000 clients in 36 countries), Dicks & Nanton Productions, Ambitious.com, CelebrityPress, DNA Films®, DNA Pulse, and DNA Capital Ventures.

Nick is an award- winning director, producer and songwriter who has worked on everything from large scale events to television shows with the likes of Steve Forbes, Ivanka Trump, Sir Richard Branson, Rudy Ruettiger (inspiration for the Hollywood Blockbuster "Rudy), Brian Tracy, Jack Canfield (*The Secret, creator of the Chicken Soup for the Soul Series*), Michael E. Gerber, Tom Hopkins, Dan Kennedy and many more.



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SPEAKER AND WRITER PLATINUM MASTERMIND 2020

SIEM REAP, CAMBODIA

Join Mike Hancock, Landi Jac and few other hand-selected leaders for an unforgettable Mastermind this year. Get exclusive access to worldwide business intelligence for speakers who want to refine their message, gain more confidence on stage, develop an unforgettable keynote, brand themselves globally and build a fantastic lifestyle business as a speaker.

Get more authority as a writer by discovering innovative ways to access your unique essence, and find out how to build structure into your book to make writing easier. Learn what your options are when it comes to front-page design, book publishing as well as what platforms you can use as a writer. Prepare for meaningful conversation, incredible self-discovery, new friendships and acceleration as a speaker and author.



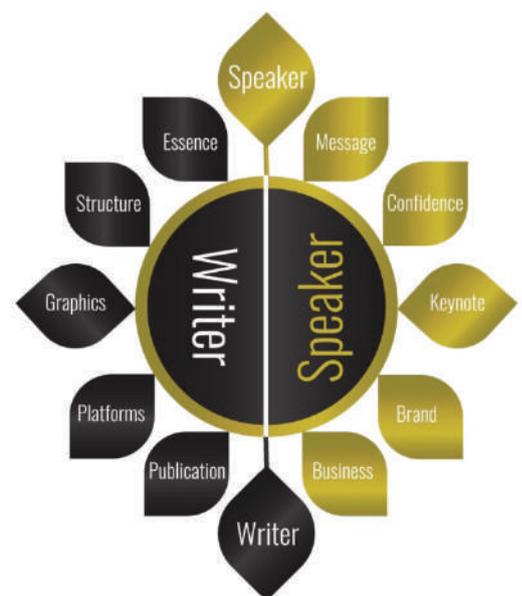
MIKE HANDCOCK

Chairman: Circle of Excellence,
Award-Winning Speaker and Author,
Chair: GSS NZ



LANDI JAC

Global Director:
Worldwide Business Intelligence



ERICA THAM

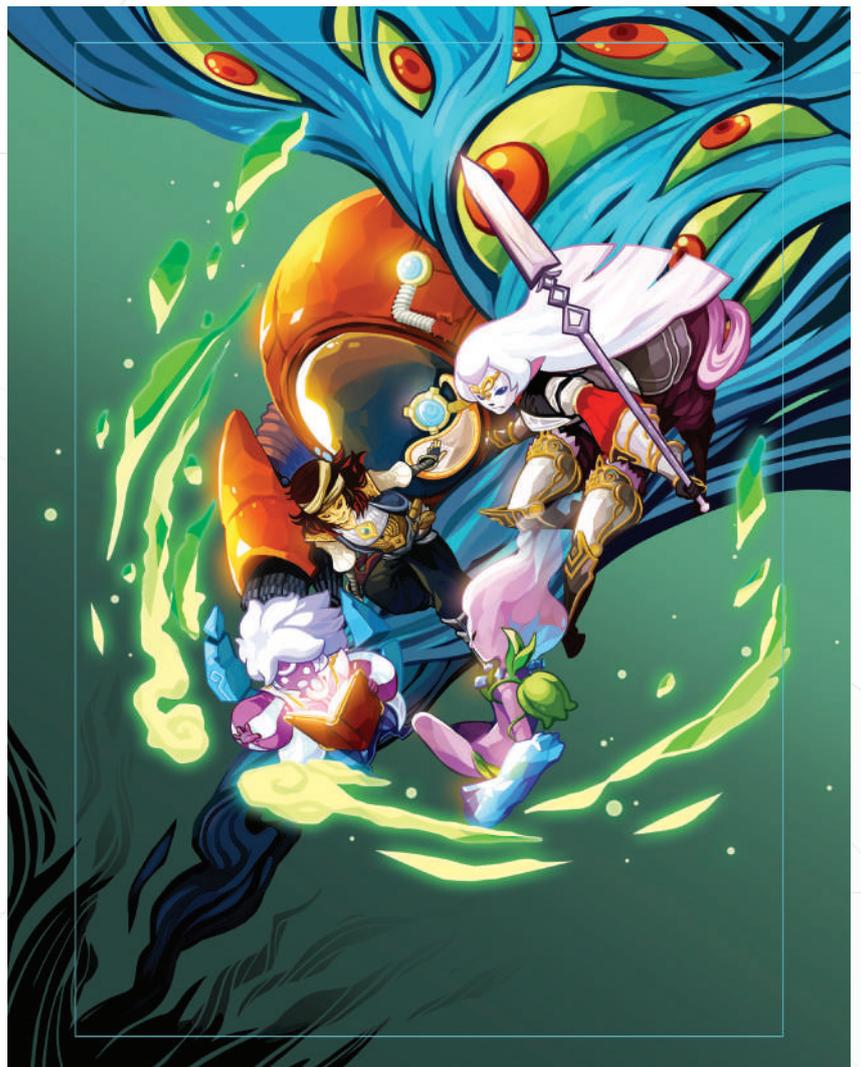
CHANGING EDUCATION BY GAMING



About 2 months ago, out of sheer curiosity, I asked my Facebook friends: If you ever hated studying, would you be willing to share why you hated it? The answers were heartbreaking. The one that echoed the most and the loudest was the lack of purpose. Why were my friends even learning what they were learning in school?

The most heartbreaking response was: Because the teachers told me I would amount to nothing, even if I studied. This friend of mine is a wonderful and brilliant teacher in our school who radiates joy and fun. I was really angry to see that response and glad that he showed those teachers that they were dead wrong.

There is A LOT wrong with our current education system. According to a recent study, 25% of school kids are bored to death and almost 50% of them have no understanding of why they go to school.



An Education Evolution is needed.

Which is why we started schools; Sri Emas and Dwi Emas International schools that taught kids subjects in a fashion that is fun, engaging and meaningful. We then wanted to move into reaching more kids. Gaming was an idea that Anne Tham, my mum and founder of the school had in order to do this.

Starting Ace Ed-Venture Studio and creating ChemCaper was probably one of the most challenging things we have ever done as a school and as a team. It was a massive juggling act between teaching classes, responsibilities as an academic head, program designer and designing a vast new world that doesn't exist to help kids discover chemistry. However, we were on a mission. We wanted the kids who didn't get to come to our school to experience learning the way our kids did.

The Game Solution

You wake up suddenly from a dream; or was it more of a nightmare? The images seem so fuzzy and the unpleasant feeling from it yet lingers. You shake off the cloud of sleep and realize you are in the middle of a forest. A plane wreckage sits forlornly atop broken tree branches. Your heart sinks. Moments before the airship crashed you had discovered that your homeland was destroyed by a disaster. You hope your parents are okay back home. You see a figure dressed in a gas mask and a steampunk outfit hammering away at a contraption, presumably a radio.

Games are immersive and empowering.

Games are the moment you open your eyes and see rainbows of fish dancing circles about your head as corals sway to and fro. They evoke wonder and envelope you in a world untapped and undiscovered. What textbook in this day and age could ever hope to achieve the same effect?

Games can add to or retain the humanity of a subject being taught. According to Yu Kai Chou, creator of Octolysis, gamification is design that places the most emphasis on the human in the process. In essence, it is human-focused design with empathy for the people it is being designed for as its core. Isn't this the perfect vehicle for an Education Evolution?



A well designed game can be empowering. Observe how millions from different walks of life, nations and religions can fall in love with the same game and have such positive associations with said game. You play as the protagonist of your story, socialise, learn and grow in an environment that rewards you for giving it your best shot and doesn't yell at you for messing up. A lot of games feel like the supportive parent or teacher we all wish we had growing up.

You approach the industrious figure. He snaps at you irritated by the fact that one of the pieces on his plane fell apart. He figures he was cheated by a sleazy merchant. He then commands you to help retrieve the airplane parts. In doing so, you learn how to survive the forest and its aggressive monsters. You learn to make health potions using beakers, Bunsen Burners and retort stands. You also learn that Oxygen creatures are least effective in defeating plant monsters but Nitrogen works far better because plants cannot tolerate freezing temperatures.

Games help kids fall in love with a subject.

In all honesty, I haven't come across an education game where kids retain the majority of the information taught

in it. I can't even claim yet that your brain will be magically imbued with a wealth of chemistry facts when playing ChemCaper. What I do know for certain is that games help kids fall in love with a subject. Our Year 5 and Year 6 students actually liked and enjoyed chemistry when they started learning it in Year 7 because they played ChemCaper prior.

Now, how is increased engagement a good thing? We have learnt from a study conducted on ChemCaper by an Active Learner from Asia School of Business, Calvin Woo, that there is a strong correlation between high engagement and the ability to retain and apply knowledge. This means when kids enjoy what they learn, they are more likely to make an effort to master it.

In ChemCaper, players are immersed in a world where using chemistry knowledge is made meaningful. We went through the very expensive and extensive endeavor of creating a role-playing game where you not only learn chemistry, but soft skills as well like collaboration, problem solving skills and application of knowledge. Just making games that help kids memorize knowledge only is actually cheaper and quicker to do. However, we felt that the learning would not be as engaging or meaningful.

When you want to retrieve the final engine part, a giant, jelly-like substance rises from the water its monstrous dark shadow enveloping you. You have no choice but to engage it in battle, else you may never meet your parents again. You send out your Nitrogen creatures but they seem ineffective. They put up a good fight but the monster is too strong. You find yourself defeated. But...

A message pops up on screen saying: Good Going. Try Again. You tap 'Try Again' and plunge into another battle with the jelly monster.

You relish the chance to give defeating it another go.

Games reward trial and error.

In a game, if you fail a level or suffer a defeat in battle, you gain experience points. When you reflect on it in a real life situation, this is true. When you practice basketball throws, you are still gaining something from every missed basket; experience on how not to throw and learning better bodily control. People who take failures as lessons to get better are more likely to succeed. Imagine the world we could create if more people learnt to embrace their mistakes as lessons instead of failures.

“I have missed more than 9,000 shots in my career. I have lost almost 300 games. On 26 occasions I have been entrusted to take the game winning shot, and I missed. I have failed over and over and over again in my life. And that is why I succeed.”

— Michael Jordan

The End Game

We have been very blessed to have received recognition from three major industries: Game, Education and Business. ChemCaper received the 1st SEA International Mobile Game Award



for Best Meaningful Play and went on to compete at a global level. We received a 90% rating by the Finnish Education Standard, Kokoa Agency and a recognition as the Best Chemistry Resource from Tutorful, UK. We are very excited to announce five smaller games in the pipeline. BonDing is our new card game and Immuno is a biology game that teaches kids about the immune system. (Warning: they are fun and addicting)

Imagine it's the night before a terrifying examination. Unfazed, you confidently reach into your school bag pack and pull out THE tool that has always helped you revise and ace your exams...

Your video game.

I cannot think of a more fun and exciting direction an Education Evolution can go. Can you?



Erica Tham is the Lead Developer of ChemCaper, the world's first chemistry role playing game. The game was created with the aim of being able to help children learn chemistry on a fun way on the devices that they are so comfortable with. ChemCaper has gained recognition and several awards, including the APICTA Award 2016 for Best E-Learning for both Malaysia and the Asian region, as well as the IMGA Award 2016 for Best Meaningful Play (Asian Level). As featured in Bloomberg Business, Yahoo! Finance, Reuters, astroAWANI and many more.

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PAUL TER WAL

THE ROLE OF THE VALUE-TO-PROFIT MODEL IN 21ST CENTURY ORGANISATIONS:

How employee engagement impacts both corporate goals and profitability: Happiness Makes Money



Management models, like Sustainable Leadership, that help us understand more about employee engagement, core values, accountability and employability are becoming increasingly valuable in these uncertain times. Good as these models are, I believe there is a lack of 'glue' uniting them as a cohesive whole. In my view, a key component of the uniting glue is employability and this is what I built into the Value-to-Profit model.

The criticality of employability

Employability is a critical concept for successful employees in the 21st-century, whether they are a high-ranking executive, an office junior, or a machine floor operative. All need to know what their employability is and what impact it can have over the long term especially for our Happiness.

From a formal perspective, employability can be defined as:

"The ability of a working individual to find added value for himself or herself in performing work, and through that work and deliver added value to an organisation, both now and in the future."

To me, the most appealing part of this definition is the idea that employability belongs to the employee, and not to the employer. This represents a considerable shift in mindset for many individuals – and also for many employers. 95% of the employers still believe that productivity

is equal to the number of hours worked in their organisation. Recent studies in Norway and Sweden prove that average productivity rates are around 45% per hour and show that this can increase by up to 20% when employees are fully engaged. Engagement then appears to be the key to both organisational growth and employee happiness.

Profitability and employee development

All of this suggests that work has to be 'profitable' in the widest possible context and not just measured in terms of 'money in the bank'. Employers should take care of employees as rounded human beings and not just human resources. This means incorporating social, environmental and ecological factors (among others) into the overall measure of profitability. It was Henry Mintzberg who reminded us that:

“A robust enterprise is a community of human beings, not a collection of human resources.”

The degree of linkage between the unwritten ground rules and the published mission and vision statements give a good measure as to the degree of employee engagement in an organisation. Gallup's recent Employee Engagement report reveals the startling conclusion that employee engagement is a meagre 13%.

It's all of the above that I drew together into the Value-to-Profit model, so as to produce one management model that could link the value of investing in employees directly to the profitability of the organisation.

The Value-to-Profit Model

The value to profit model starts by linking culture, behaviour and core values at both an organisational and personal level.

A clear understanding of personal and organisational core values leads to a better understanding of personal motivation and corporate goals: a better understanding of the degree of alignment between an employee's personal motivation and the employer's corporate goals.

Personal motivation and corporate goals have to be kept in balance (alignment)



for a mutually beneficial and productive environment to flourish over the long-term. Employees with clear personal motivation can bring their own personal resources to bear for the benefit of the organisation, while their employer contributes by providing the resources needed to do the job itself.

Those things together are connected as the common: Purpose.

With the ABC of Engagement, the linkage of autonomy, belonging and competence connected to both engagement and profit, employees can top their personal resources 'battery'.

If well matched with equivalent job resources, then the job will be done effectively and efficiently. If job demands increase to an unacceptable level, or without a matching increase in job resources this leads to a draining of the employee's personal resources battery. Continued over the long term, this can result in burnout.

“Enthusiastic employees excel in their work because they maintain the balance between the energy they give and the energy they receive.”

– Prof Arnold Bakker

This JD-R model identifies the two categories of job demands and job resources as having an overarching impact on employee engagement and by association, organisational performance.

The Value-to-Profit model adds personal core values or better non-negotiables to the personal resources to the two

categories of job demands and job resources identified by the JD-R model. It's my experience that these non-negotiables of personal resources is frequently overlooked, which is a great shame as this oversight is damaging organisational and personal productivity.

The vital point to make is that this truly can be a win-win situation. Good alignment of personal and corporate values (: Purpose), coupled with the autonomy suggested by the ABC of Engagement and appropriate resources results in a happier and more productive workplace as reported by Gallup Consulting.

Paul ter Wal, LMM CSP FPSA

Paul ter Wal is a balancing specialist and health architect. He carefully seeks the balance between man and machine. Between economy and ergonomics. Between organization and organism. Because one cannot function without the other.

Paul is a strategic advisor and conceptual architect. This is how he prefers to describe himself. Paul's ideas and plans can be implemented by service providers in small and large organizations. He designs with passion. He would prove a passionate and convincing representative for the Ministry of Employment and Wellbeing.

Currently, Paul is the President of the Global Speakers Federation.

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PAUL LYONS

FROM IDEAS TO LISTING



I once saw a talk by Stephen Hawking and at the end of that talk his closing comment was that in a 1000 years we will have to leave the planet. I would cast my mind into the future and imagine our ancestors boarding the ships to leave Earth and hear them say: "What were they thinking?"

I started life as an electrician working for Ford motor Company. It was at a time when robots were being used in production processes to improve speed and efficiency, effectively replacing people. When I started, there was nearly 12,000 people working at the site; today there is around 2,000. It was a classic example of the second Industrial age in action where machinery was driving productivity and fossil fuel underpinned the economy. I didn't know it at the time but this ethos has affected the way I now conduct myself and my business.

Like all people, young and old, I was looking for something more out of life, a sense of purpose, a deep yearning for fulfilment and a growing need to "find myself". So I left the North of England and began my search. I found myself in many different countries and many different jobs, none of which filled the void but if there is one thing that I have learned; that period was a trial by fire, a rite of passage that we all have to go through to earn the life you want. I know this now because the experiences I had have informed the work I do today. Among the many jobs; I worked in bars, as a waiter, a tree planter in Canada, serving ice creams in Los Angeles, an actor and several years as a tour manager in the music industry. One of the jobs that stands out for me though is as a technician in the Formula 1 racing industry. It taught me the importance of attention to detail and that is something

that I've carried with me into the next phase of my life and the business I have today.

Inspired by Stephen Hawking and a desire to something meaningful, I started a business in sustainability and renewables. I figured that my technical ability as an electrician would serve me well in this space and I started Ecocentric with a friend of mine who had similar aspirations. We would do audits of buildings in an attempt to understand their profile of energy use. It involved counting lights, reading nameplates on electrical equipment, reading energy bills and understanding the operational activities of the site we were in. It was inefficient, ineffective and very boring. So pulling together my lifetime of experience to date, particularly from my F1 days, I built a machine, a cobbled together piece of equipment consisting of meters that gathered energy information over a period of a week. With accurate information about the site we could provide a better service to the customer, save them money and do better for the environment along the way.

What began to emerge out of this process was an understanding that I could make a difference in my own way but more importantly, a sense of purpose showed up. Through my personal development explorations, I already knew that the content of my mind would determine the outcome of my reality so I cultivated a ritual, a daily routine that kept me focused on my purpose. I wrote it down, articulated it in many different ways, read it daily, morning and night, ultimately crystallizing it into life.

It is never immediately obvious, but the right things, the right circumstances and the right people start showing up in your life.

This applies to anything you give emotion to; good or bad. I'm often woken by '3am thoughts'; those solutions to a problem I am wrestling with. I might read something or watch a movie and it gives clarity where there was none before. I saw a statement in a magazine once, the line: 'Buildings like trees', and from this my business has now adopted it as a guiding principle. When you consider what a tree does. It captures carbon, distils water, gets its energy from the

sun, is a habitat for occupants and any waste it produces goes into another ecosystem that supports life on this planet. I realized that these are things we could achieve through technology and the products we make are geared towards this end.

The point of this is that a purpose bigger than ourselves, guides this company. It is attractive and alluring to other people of the same mind. My experience has been that a sense of purpose causes people to leave high paying jobs to do something that is more fulfilling. Many of our team have come from corporate backgrounds and felt they weren't being authentic and that their life lacked a sense of purpose.

I once heard Sting say that he would do what he does for free because it's who he is, not what he does. When you find someone that is aligned with the same purpose as your own and loves what they do, then you have a recipe for success. When you have someone that would do what they do whether they worked for you or not then they stop having two different faces; one for work and one for home; they become who they are supposed to be. You then have a team that doesn't need to be managed, they know what the objective is so you just let them go and let them do what they love.

The only way you can build a business is with a team so the focus of a business owner should be on them. It used to be that 'greed is good' and people were a means to an end. They were part of the bottom line equation; expendable if it helped to balance the books. The reality is that if you look after your people then they will look after the customer and the customer will look after the shareholder, traditionally it has been the other way round.

Ecocentric is a conscious business such that everything we do is to benefit people and the planet. It is a mantra that we declare to both our supply chain and our customers. When a conversation with a potential customer starts with this statement, the dynamics change and we are no longer selling a product we are exploring the possibility of doing good together.

This year we became a public unlisted company but we are now preparing for listing in the next 12 months. At time of writing, we are valued at \$34M

but expect that this will be significantly higher as we enter more broadly into the market. At one time, when I started this business, that would have appeared to be a successful outcome but what I have learned is that success is a feeling, not a future event. Waking each day and knowing that you are doing what you love, is success.

Having a business has come down to a few guiding principles that have got me through the tough times and I will leave you with them:

- The first is that business is hard, so get used to it.
- Understand why you are in it, what is the purpose.
- Develop a daily ritual that defines what you really want.
- Cultivate an attitude of gratitude, it will keep you away from a perceived future of success
- Learn to reframe; every event has both an upside and a downside

Paul Lyons is a Director at Ecocentric Energy Group, a company that creates and conceives next-generation technologies to revolutionise our energy ecosystem. Paul is also the Director, Co-Founder & Inventor of Numen, a cloud-based Artificial Intelligence analytics platform that continuously monitors, analyses and learns the performance and usage patterns of a building to predict faults for pre-emptive maintenance, as well as device performance and status, safety, and efficiencies. In previous years, Paul worked as tour manager in the music industry to some of the world's leading artists, including Red Hot Chilli Peppers and Bob Dylan. These days he is driven by the purpose to achieve a lasting and enduring legacy for people and the planet.

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LANDI JAC



YOUR ESSENCE EQUATES TO CHARGING A HIGHER PRICE

When it is time for our annual business school in Bali, the air fills with electric excitement as entrepreneurs fly in from all over the world. In the last couple of years, we have had participants from at least fifteen different countries, ranging from the tri-nations to Japan and France. Forces are joint together with high expectations, ranging from finally getting some clarity on global positioning, growth strategies or how to scale as an expert. I'm fairly sure that that pool is another big pull to this particular event, as over the years it's got a bit of a reputation for producing anything from world-class business strategies to stories that will make you crawl with laughter.

During these schools, Mike and I like to ask people about their most pressing issues in business, and this year the same theme seemed to repeat. The entrepreneurial leaders that takes an interest in our school are no amateurs, so it is not uncommon to have a best-selling author, award-winning ecopreneur or startup success story working on a particular business challenge in group context around a table. As you can imagine, the honor in the work that Mike and I do, does not only lie in witnesses the coming together of world-class ideas, but the incredible intelligence that are born from this ecosystem. So back to the burning question we were faced with this year. Productization. It seems most subject-matter-experts such as consultants, coaches, speakers and authors are stuck in the

development of a high-end product or service that is really well priced.

The problem is not necessarily the quality of the content that the business professional has created, but rather the way in which it makes business sense to a prospective buyer. And in most cases, the careful way in which the products and services are packaged for a specific audience. This has led to the birth of our High-End Product Design Process, a twelve-step business technology that promises to turn your intellectual property into a piece of well-packaged genius. The process helps business owners to make sense of their own solution in such a way that they actually cannot wait to go out there and sell! In short summary, it shows entrepreneurs how to re-engineer their client solutions around THEIR purpose first, before extensively researching the target audiences problem. This is humorously referred to as the 'big fat problem', which are turned into a three dimensional solution that has monetary value, creates a sense of belonging and help your potential client to better understand the journey that you will be taking them on. Eventually the process takes you to the packaging, testing and launching of your offer.

But that is not exactly where everyone got stuck this year. Most of the steps in our product design process created massive clarity for our participants at our Bali Business School. And even though the logic behind it seemed to

set in with most people, there was something specific missing. The products and services that they managed to develop seemed great, but not inspiring enough to make a client's heart jump with joy. We tested this with the audience. Who wants to know more about Tony's product? A few hands went up. Right. Who feels like giving Janice their business card? Mm. Perhaps we should just all go jump in the pool! Then it dawned on me. Step 4 of the process - Design - ask the Bali participants to explore and bring to the surface something interesting about themselves. A special hobby or some crazy obsession that they haven't shared before. The audience went silent. Anyone? Barbara's hand went up. I really love my coral nails, she said. Everyone laughed. Then I remembered a conversation between Mike and Philippe, and industrial engineering Frenchman that lives in Australia. Would you mind sharing your essence with the group, I asked. For a moment Philippe seemed to panic, but then his eyes softened. And there, in front of everyone, he shared his love for chocolate mousse, describing the forty something recipes he published and how surprisingly successful this pet-peeve project turned out to be. People applauded and Philippe sat down.

I then asked a similar question as before. Who would like to do business with Philippe, and get some tasty chocolate mousse recipes while doing so. Almost the entire audience's hands shot up.

What happened here? The big secret lies in your essence, that one thing that makes people absolutely love who you are. Surely, we need to take business serious, but not so serious that you burn your entire fingerprint in the process. We have heard this many times before. People want to do business with people. It doesn't matter whether you sell insurance or ice cream, the person who will ultimately buy from you are looking for something inspiring that will slam a little bit of spring into their routine lives. The photographer whose business partner is a bulldog called Sam. A top-notch business consultant who happens to climb to be an award-winning mountaineer. The wellness coach who was brought into his country with nothing but his mother's faith and a rubber duck. Or the corporate expert who is also a cognac connoisseur.

Our essence is an incredibly concentrated drop from our soul. It is the part of us that people remember when they have only met us once. An curiously, the very piece that we leave out when we share our business offers with the world. It blows us away to see how people's faces change when you ask them to share something about themselves that not many of their 'serious' peers know about. It leaves us feeling awe-inspired each time, and it will have the same effect on your clients, especially the premium ones who wants quality combined with your incredible essence. If you have spiritual beliefs, weave that into your product. Perhaps you just cannot stop making pizzas, then create an experience for your crowd. Some of you have called the most incredible creatures into existence with your writing. Now please let us have the privilege to meet them too.

Where to go from here? At first, use our High-End Product Design Process to get you going. Once you have reached step twelve, return to step four. Have a honest conversation with yourself about the things that you really love, including your obsessions and convictions. Notice what puts a smile on your face when you talk about it. Then think of some creative ways in which you can align this with your product or service. When you really understand the power of your essence, you are not only geared to create offers that no one can compete with. You are ready to put in place empires that operate by its own rules and help people to have fond memories of the unforgettable experiences that you have created for them. The journey within turns out to be much more profitable than you think! So say our clients from Bali.



Landi Jac is the Global Director of Circle of Excellence, a group of companies that serve a premium circle of entrepreneurial leaders that lives around the world. Clients include Award-Winning Entrepreneurs, Gold-Medalists, Management Consultants, Presidents of the Global Speakers Federation, Inventors, Coaches, Ernst & Young Entrepreneur of the Year, Sport Celebrities, Best-Selling Authors, and Educational Game-Changers.

With 6 Continent Events, she shares her business intelligence at unique places all over the world. Ranging from 3-hour boardroom events to destination events in the Kruger National Park, selected castles in France as well as the popular annual Business School in Bali. Landi is the Editor in Chief for LEAD magazine.

www.cirleofexcellence.biz

KATRINA JACKSON



STEPPING AWAY FROM LIFE



Stepping away from LIFE... to go on a Pilgrimage. Why would YOU...

Wikipedia says "A pilgrimage is a journey or search of moral or spiritual significance"

My motivation to walk 799km across Spain to Santiago de Compostela was about challenging myself in a way that was different to my everyday life as a daughter, sister, mother, wife, business owner and partner.

I had stepped out of life before and like before, I was not going on my own. This time I was with my 26 year old, mentally exhausted Masters graduate daughter Chantal. It was Chantal who had planted the seed of the Frances Camino 8 years before when she had travelled as an 18 year old to work as an au pair in Spain with the vision of becoming fluent in Spanish.

Chantal wanted to celebrate her masters completion by returning to Spain to refresh her Spanish and to go on an adventure far away from any books, lecture halls and late nights, and she had asked me to join her.

I was excited and anxious in equal amounts. The biggest hurdle leading up to leaving was the mental one of dealing with questions that crowded in..... how can I possibly step out of our business and my life for 52 days? Who would step into my role? What would the impact be? How could my usual everyday role in New Zealand continue to function without me? These in tandem with the ever present "guilt" of wanting to escape for this adventure, is what drove me to spend many hours preparing additional work instructions and working documents to be followed in my absence.

Outside of leaving our business, my husband and life behind was the other small detail of traveling halfway around the world to walk 799km when my physical fitness consisted of short pleasure walks on the beach with the dog and weekly walks around the supermarket aisles. I neither looked nor felt like the athlete that I would need to be to accomplish the journey ahead.

Nevertheless I had my gear and my backpack packed and I was off before I'd even had a chance to start my training in earnest BUT I theorised that I'd be fine, actually better than fine as I had Hoka sneakers which are designed for endurance athletes so I told myself that there would be nothing more that I could possibly need!

As it transpired, for the journey itself I would need more..... much much more. The challenges were many but the rewards were undoubtedly transformational. On the Camino living is stripped back to the basics.

Walking, walking, walking, walking, washing, eating and sleeping day after day after day.

Pack light was the resounding feedback from online forums and people we knew who had completed the walk. My backpack contents had weeks of careful contemplation and prior to leaving I believed my 8kg bag had the absolute minimal within.

It was the first lesson the Camino provided. **We don't need as much as we think we do.** I would have sworn to you that every item in my backpack was a necessity on day one. By day five I'd stripped the contents down and dropped two kilograms of weight from

my bag. Having a bag that was comfortable and manageable totally changed my daily experience of walking and reminded me how little we need. We provide ourselves an opportunity to live more fully and freely when we carry less on our journey.

While you're walking you have hours of time with yourself and once you fall into the rhythm of life on the Camino your existence changes. Life at home slowly falls away, you become so aware of each step, each thought and each moment that the feeling of being so present takes your breath away, even more than the last hill climb.

Imagine every day not knowing where you are going and what you will find. Your only guide are scallop shell signs in the pavement in the cities and big yellow arrows spray painted on fences, roads and trees in the country to mark your way. Our choice to not have a guide book meant I had to release the need for control, planning and knowing. I had to trust the universe and the experience it would provide for us. The lesson here was all about expectation. **Once you release expectation of what you think you will experience, every experience you do have feels new and unique.** There is a sense of excitement and anticipation that is incredibly refreshing and energising from not knowing what you can expect around the next corner.

Every day was an adventure and we were not alone. Staying in accommodation only for pilgrims on their way to Santiago meant every night we shared our day, experiences, lessons, knowledge and supplies with others who had the same goal. People from all walks of life, with different motivations, beliefs, and faiths heading in the same direction. We

shared meals and life stories, and experienced camaraderie and friendship. Surprisingly language was not a barrier, it's amazing what expressions and flailing arms can convey. I found my curiosity and empathy for others heightened and expanded and it was a joy to catch up with other pilgrims at different times through the walk to celebrate and share their journey and how they were since we had last seen each other. We realised **if you are open to it there is love and friendship on offer everywhere.**

Some days you doubt your ability to get to your destination but within those moments you remember the pilgrim you met who had walked all the way from Belgium, the visually impaired lady walking it alone for the 13th year in a row, the single mother carrying her one year old, or the 78 year old lady walking with her son. Those moments, those people were my inspiration to self-belief and courage, just as I was at times to some fitter, younger and leaner pilgrims. **As we are inspired by others, others are inspired by us** was another wonderful message the Camino whispered in my ear.

Within the 34 days it took us to walk to Santiago we had two rest days where we celebrated the distance, achievement and the

journey to date with an overnight hotel stay. Words cannot express the pleasure in having a break from pilgrim bunk room sharing. We had experienced rooms of 6 to 160 bed sleeping spaces so to have a hotel room for two with beds complete with sheets and bedding, a shower where you could regulate the temperature and turn off when you were finished was pure bliss. We indulged in ice cream that came in cones covered in chocolate, delicious and nourishing meals and people watching for hours at a time. We explored the city we were in, visiting museums or art galleries and often doing much more walking than a Camino walk day such was our excitement to celebrate and enjoy the moment. To have those days that were a break from the routine of the Camino which seemed endless some days was so uplifting and restful. We recognised the need to reward and celebrate our achievement through the process. **Rewards that come from personal challenge, sacrifice and achievement are so much richer and pleasurable.**

The many physical and mental challenges within the Camino seemed to create this space for awareness of self, others and the world around me like I had never experienced before. Stepping away from the demands of life for a period of time allowed me to understand more, see more clearly, be lighter, and

experience a sense of freedom and possibility while bringing with it a sense of inner peace and a calm excitement for each day.

Personal beliefs you've held and lived by are truly challenged and changed on the journey, moulded almost to a wider more open existence. The experience was transformational for many reasons but the biggest gifts of the Camino came upon completing the pilgrimage and they continue to keep coming even after returning to the life I had stepped out of.

Our choice of pilgrimage was the Camino Frances to Santiago de Compostela. A total of 799km in 34 days. We walked from Saint-Jean-Pied-De-Port in France to Santiago in Spain. The Frances Camino is a well-known and supported Camino, and hence one of the busiest ones with over 100,000 people from around the world walking this route every year.

In my experience your life, your business, your goals, your very existence can be forever changed from an experience of stepping away for a time. You will learn more about yourself, humanity and the world around you than you ever imagined.

When will you make space and time for your transformational journey?

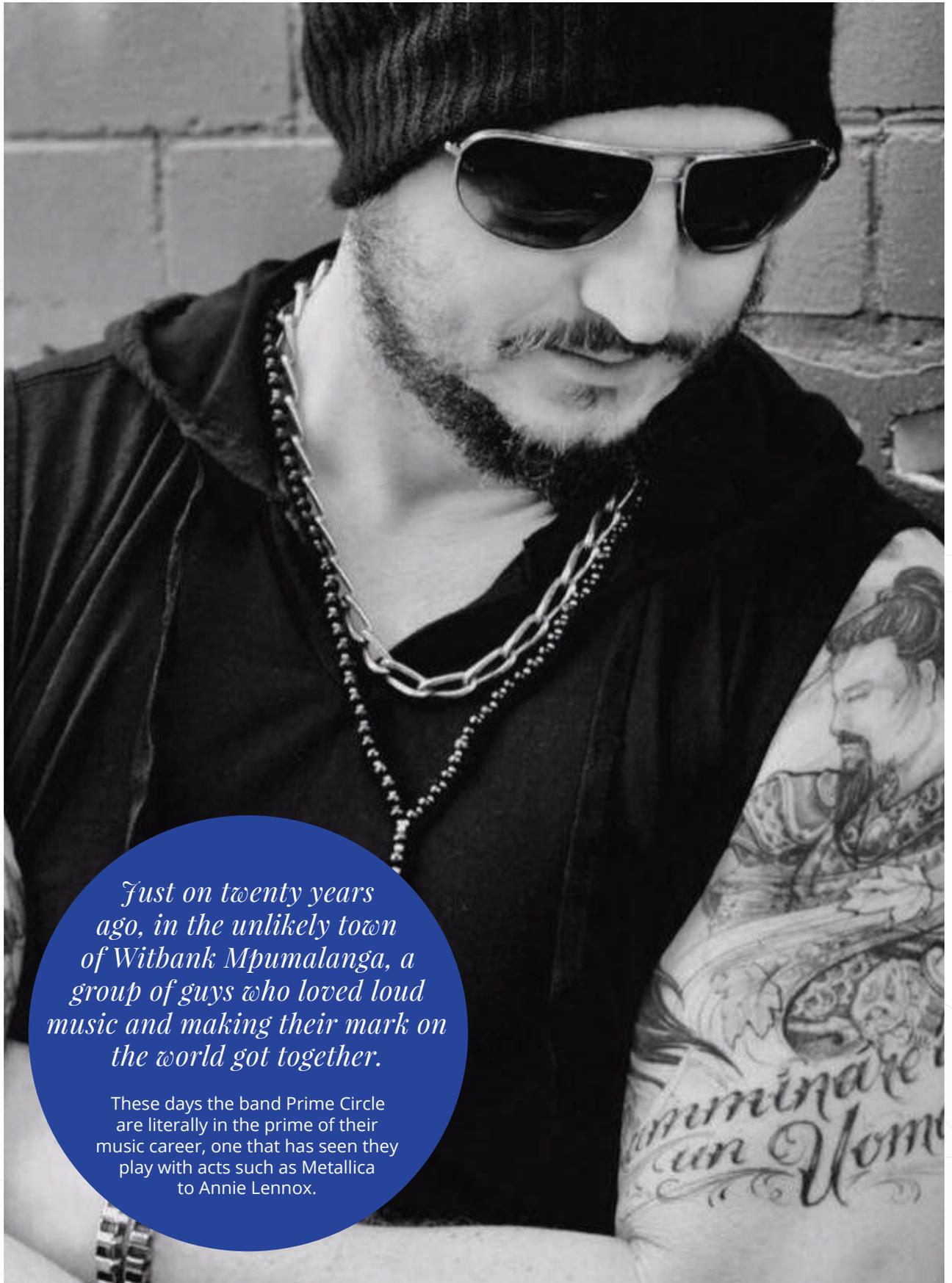


Katrina Jackson lives in the beachside resort town of Whangamata in the beautiful Coromandel Peninsula of New Zealand. Married to Leigh Goodman, they share a blended family of six adult children and four grand-children. Both Katrina and Leigh had been in business across various industries since their early twenties and have built up a lifetime of experience's and knowledge along the way. With a mid-life "awakening" four years ago that lead them to sell up and take a year off to travel, explore and map out the next stage of life, they committed to create the lifestyle they desired that was balanced, fun, rewarding and connected to nature. Buying, developing, building and enhancing property has been a personal passion for them both outside their businesses over the years. Their new business Home & Lifestyle is a project management building company that Katrina says "allows us to work with clients at a very personal level to create the home and lifestyle they are looking for in one of the unique areas of New Zealand. Through the process of building or enhancing clients homes we become good friends. It's creative, exciting and rewarding work that we both love. The business has a property management side as well which gives clients the option to earn an income from sharing their holiday home and the beautiful Coromandel with others."

Home & Lifestyle are your building and renovation partners that create the home and lifestyle you dream about.

www.homeandlifestyle.co.nz

NEIL BREYTENBACH



Just on twenty years ago, in the unlikely town of Witbank Mpumalanga, a group of guys who loved loud music and making their mark on the world got together.

These days the band Prime Circle are literally in the prime of their music career, one that has seen they play with acts such as Metallica to Annie Lennox.

ARE YOU PRIMED TO BE FREE

A household name in their resident South Africa for years now the band has tried to crack the European market, doing better than any other southern import with the exception of Seether, who literally picked up and moved to the USA.

The writer of this article is also a musician, who has played to crowds of 30,000 and to not so crowds of thirty. I get the journey. How many of you reading this can truly say you followed your passion in one of the most difficult and disrupted industries on earth and made a good living and an amazing difference doing it for nearly twenty years. Certainly less than just a few percent and that's for sure.

Prime Circle released their first album in 2002, back when people were still buying albums. The style is west coast rock/ post grunge and surely an iconic voice like that of singer Ross Learmonth's would sit well in a stadium in Los

Angeles. It's a beautiful voice supported by musicians who for once don't overplay their hand. What makes the great artists like Pink Floyd or Santana is not what they chose to play. It's what they don't chose to play and that, like in every business or life is what really makes it memorable and successful. There's no doubt to the talent of keyboardist Neil Breytenbach or guitarist Dirk Bischoff (He plays a Les Paul so he has to be great) but the secret is they never overplay their hand. Drummer Dale Schnettler and bass player Marco Gomes keep a tight rhythm section that give grunt when needed to Learmonth's vocals.

It's tough being great in a country like South Africa. It's hardly a rock hot spot as far as world stages go. However Prime Circle have carved out a huge following winning the best rock act in the whole of Africa, plus a bunch of South African Music Awards over the years. With 240,000 fans on Facebook they have a following and play packed houses yet always there is the calling of getting global.

We get asked a lot how to get global and part of the mandate of this magazine is to tell global stories. Our answer is always the same. Pick somewhere and go there. That's exactly what Prime Circle did a number of years ago. They did the hard yards. It's no small inexpensive exercise to move a band around and whilst being signed by EMI, it still falls back on what your individual goals are and how hard you are prepared to push. Neil Breytenbach explained that initially they were playing in clubs of literally tens of people and they did a lot of them. Then it slowly began to grow. We see so many people blow budgets on big launches and being flashy but Prime Circle kept it real. They were finally seen by the right

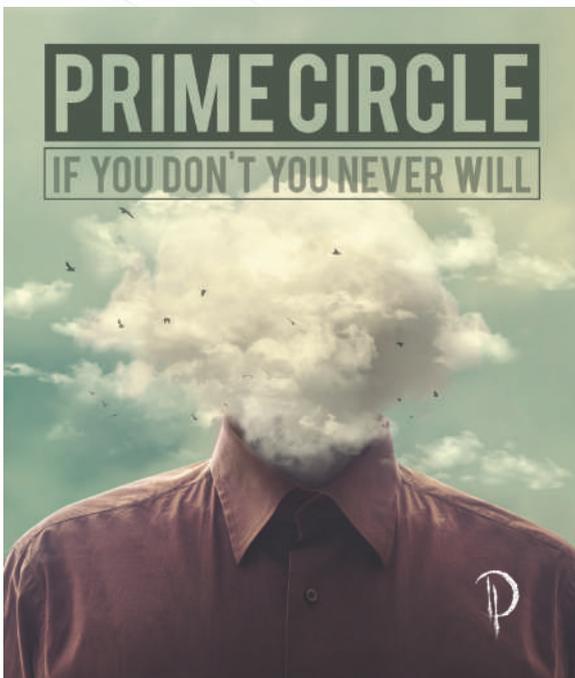
people and in recent years have been playing big festivals primarily from a base in Germany during the summer season, supporting bands like Rammstein and even Black Sabbath.

Platinum and Gold Albums have been numerous in their career and their latest album **'If you don't you never will' (2017)** has already had two number one hits from it. In 2016, they performed with Iron Maiden and Iggy Pop in Vienna.

These guys are living their dream. Regardless of all the fame, success and exposure that comes with it the band remains grounded, approachable and good hearted. Like most born in Africa they have a soul for the land and people and are literally in joy playing on the continent. You can see it, the whole way through the gigs. So much so that this year they even ran their own festival called 'Primefest' in Johannesburg, which attracted a sold out 10,000 plus event. Singer Ross Learmonth said;

'We are so excited to bring PRIME FEST to our fans. This festival is not a show about us. It is about giving our fans and all music fans an event where we have the artists who love to play music and share an outdoor experience with festival goers.'

So what's next. Prime Circle are writing and playing better than ever and they still have youth. The world is open for them. Obviously Europe is the target, for the moment, but the music is truly global. I have more Prime Circle songs on my rotation than almost any other band and according to I-Tunes 'I will wait for you' is my third most played track. Given I wrote the first two, this says a lot about the band. A band in their prime, following their passion, doing it their way with a product that is global. You can contact the band through their website www.primecircleband.com You may consider corporate sponsorship. This is the future for many artists.



Neil Breytenbach is the Keyboardist, Songwriter, Producer, and Music Director of the band, Prime Circle. Since their debut in 2002, Prime Circle have been one of the most celebrated rock acts in South African history. The band has toured extensively, performing at several major international festivals over the course of their 17 year career, and have been honoured with numerous South African music awards and celebrated chart topping hits.

www.primecircleband.com

REHANNA MOOSAJEE



HOW TO GO ABOUT MIXING CULTURES, BIG CITIES AND **GROWING TRENDS OF BIG CITY LIVING**

By Rehana – The Barefoot Facilitator



"Most of my time in South Africa has been spent in Johannesburg, and half of it in one of the slums of that city of gold. No one, I think, could call Johannesburg a lovely place. It is too stark and too uncompromising: too lacking in any softness of light and shade: too overwhelmingly and blatantly the centre of the Witwatersrand, to have much loveliness.... And I have come to love the rolling country of the high-veldt round the city, stretching away to the Magaliesburg mountains and giving to Johannesburg a setting which belongs to few cities in the world. Of the beauty of its rich homes and gardens I will not write: for I have never been able to see the beauty without remembering the corrugated-iron shacks and the muddy yards where our African people live." Father Trevor Huddleston, *Naught For Your Comfort*, Collins, 1956

Father Trevor Huddleston was born in 1913, I was born in 1969. He was born in England, I was born in Johannesburg, South Africa. He was an Anglican priest, I am a Muslim woman. Yet, every time, I read his words or visit the Trevor Huddleston Memorial Centre in Sophiatown, Johannesburg – I am left in awe of his deep love for his fellow human-beings and a community who were forcibly removed but whose roots had run too deep for the memories to be erased.

We are living in a rapidly urbanising world and the anonymity that often accompanies big city living. As inequality grows, natural resources deplete and the quest for mere survival grows stronger – our cities have become the ideal breeding grounds to feed a growing trend of othering and "enemifying" where human-beings are viewed as problems and burdens rather than beings with agency and potential. We are encouraged by populist politicians to deepen the rhetoric of othering – whether on the basis of race, class, religion or nationality. Our cities are rife with all that creates an atmosphere of fear and mistrust.

Big cities by their nature are frenetic in pace and often leave little time for meaningful and deep connection with other human-beings or with mother nature. If you are looking for a partner with an understanding of the complexity of convening meaningful conversations and experiences across divides – The Barefoot Facilitator is well-equipped to assist your organisation / institution. As the founder/owner of The Barefoot Facilitator,

a South African company, working globally – Rehana will personally work with you to co-create interventions that respond to the specific needs of your company/ organisation/ institution. The Barefoot Facilitator's founding philosophy is woven consciously through the work that Rehana delivers. Moreover, Rehana's product offerings are deeply entrenched in her uniquely personal experience.

I was blessed with opportunity between 2006 and 2011 to be entrusted with making a small contribution to reversing the legacy of apartheid spatial planning and restoring dignity in the daily commute of people through leading the team that delivered Africa's first full Bus Rapid Transit system – Rea Vaya. For many involved with this project it went beyond stations and buses and some even paid with their very lives to enable it to be birthed into the landscape of Johannesburg. It represented knitting together communities over dividing them. It created the space for people rather than cars. It was an opportunity for a CEO and general worker to commute together and share space and stories. It was about creating an alternative to a growing one person, one car culture that is inconsiderate of how we use space, that leaves people feeling more isolated from each other and that pollutes air. Rea Vaya was about transforming economic ownership in the transport sector and providing entrepreneurs from the minibus taxi sector the opportunity to take their rightful places in provision of public transport. Whilst it was linked to Johannesburg's hosting of the 2010 FIFA World Cup it was amongst a range of legacy projects – including the planting of 200 000 trees in the southern areas of Johannesburg, the conversion of single sex male hostels into family units and the cleaning of river courses – all of which had less to do with a game of football and a lot more to do with changing the nature of how we interact in our cities.

Yet, by 2013, my own heart was creating discomfort for me about the divisiveness that characterised our political landscape. I was increasingly impatient with the sluggish attitude of some in the City of Johannesburg administration protected from the realities outside in the comforts and trappings of the corridors of power. So, after much soul-searching, I resigned in February 2013 and cashed in my pension-fund with no plan for what I would do next.

That decision, to leave behind the known and venture into uncharted territory, has brought me amazing gifts and opportunities. Literally learning how to "Rock Your Life", be present and change the ways in which I talk and listen. In the past 5 years I have dared to show-up authentically and it has led to deep and meaningful engagements in which I have had the opportunity to meet amazing people from across the world who are showing an alternative way. I have experienced that alternative economic models – "Wellbeing

Economies for Africa" are possible and that we can break our obsession with GDP and growth and begin to shape an economic system which creates value for the categories of caring and giving which go unnoticed and unmeasured in society. My work with Reos Partners and the Southern African Food Lab has been eye-opening on the need for us as city-dwellers to rethink our relationship with food and the futures of food and the extent to which we are depleting our soil. I have learnt about the many across continents who are reimagining how we source energy for basic needs through tapping into the gifts that nature has bestowed us with and simultaneously drive community solutions to their own needs. Travelling to Bhutan has given me insights into business leaders and governments who are developing alternative measurement systems that factor in time-use, respect for cultural and indigenous knowledge and actively promote happiness and wellbeing. I have met and worked with passionate individuals from NGOs to multilateral financing institutions and multi-national corporations all working hard to effect change firstly in themselves and then in the systems they work in.

I have actively in this period taken a break from mainstream media and whilst I am aware of a growing narrative of polarisation and maximum me in our discourse, I have felt very humbled to actively be in spaces with people who are seeing beyond division to unity, beyond despair to hope, beyond fear to love. A beautiful unveiling of a church bell of a former congregation of a church happening in a mosque, to a group of women travelling together from Sandton to Soweto, to a Mathematics lecturer bringing together literary narratives of Muslim women, to investment bankers learning from migrants on the streets and squares of Fordsburg – the past few years have made abundantly clear to me the importance of actively setting up different ways of seeing each other, the challenges we face and the things we are capable of doing together.

The creation of "The Barefoot Facilitator", has been an opportunity, to weave together many strands of my own life story and create opportunities for others to engage in meaningful conversations, experiences and spark the ideas and seed the actions that change the systems we have created. My work has reaffirmed my belief that if we are to live together in big cities – we can create a sense of community, we can choose to know each other beyond the superficial, we can venture beyond our fears and reconnect with the love in our hearts. Whilst big cities are filled with noise, we have the ability to Shhh – bring soul, heart, head and hands together in how we navigate our being in big cities. We can become the big city lights and lighthouses that ground those around us to stay connected to what truly brings meaning to life.



Rehana has been invited to various local and international platforms to share from the heart. Her assignments have included amongst others: wellbeing economies, food systems, eco-mobility, place-making and staying connected to nature in rapidly urbanizing contexts. Known as the 'barefoot facilitator', her style is characterized by bringing the richness of her life experiences authentically into her work – from retreats in Rajasthan, to business principles from Bhutan, to inter-faith/ inter-cultural tour of Turkey. She combines her professional training in education, with her years of community activism and a 13 year stint in local government with the deep learning she has gained from the opportunities that life has brought to her.

www.thebarefootfacilitator.co.za

CONSCIOUS LEADERSHIP

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28 - 30 AUGUST 2020 MUMBAI, INDIA

CONSCIOUS LEADERSHIP SUMMIT

28 - 30 AUGUST MUMBAI INDIA

PROGRAMME

- 28** Breakout Groups and Workshops on Topics such as Environment, Wellbeing, Spirituality, Leadership, Education, Society and much more...
- 29** Main Event - Keynotes with business leaders, subject matter experts and innovators
- 30** Workgroups on papers and outlining the way forward, media day, and open day for various stakeholders



OUTPUT

The Conscious Leadership Summit is designed to 'kickstart' global thought on the subject of conscious leadership.

Anything prime to the advancement of a conscious world and greater civil society will be discussed at the summit.

The 3 days are broken down into breakouts and workshops to get scope around the issues. then a main day to present the findings of the workshops and a third day to network, deal with media and an open day for various stakeholders.

PHILLIP SILVERMAN

MEET PHILLIP SILVERMAN



“There is a silver lining in everyone’s life leading the way to Personal Success”

From landscape designer to weightlifter to highly recognized art sculptor, Phillip Silverman’s talents are endless. So may yours be if you trust the natural direction of your life.

With a qualification in landscape design, Phillip had his mind set on a career in construction and building. His idea was to work on houses, both inside and out. But a rather chaotic project in the film industry quickly made him realize that he needs to change track. A sudden change in heart lead Phillip to the Health and Fitness Industry, where he found himself studying and training as a professional weightlifter in his early twenties. A decision that would ultimately see Phillip representing New Zealand at the Commonwealth Games in Kuala Lumpur in 1998.

He finished in sixth place.



“I enjoyed the strength side of it, as well as the speed and technical component. I also appreciate the psychological side of competing, and the internal challenge of attempting a weight you’ve never lifted before.”



Phillip has now won the New Zealand senior title in his weight grade three times, and picked up a bronze medal on three occasions at the Oceania Champs. He is the current national record holder of the Snatch, Clean and Jerk, and Combined records for his junior weight grade. In 2017, Phillip competed in the World Masters, finishing fourth in his weight/age division. Despite a few serious injuries along the way, Phillip remains passionate about the sport.

“The fitness industry is a good one to work in because health is the underlying element. Without health a person’s quality of life is badly compromised, regardless of their financial status.”

But Phillip’s story doesn’t stop here.

A career in fitness ignited in Phillip a deep love for teaching people. Not only did he enjoy seeing people develop their knowledge, witnessed the remarkable opportunities that came with a boosted self-confidence. Yet, Phillip identified massive holes in the way the medical industry explains human movements, making way for a deep interest in the history and workings of the human anatomy. Opening the door to another field of study.

Figurative art.

By now it was clear to Phillip that he gravitates towards analytical thought as well as the academia. He started to crave creative projects, which inspired a furthermore intense study of the works of Michael Angelo and Leonardo Da Vinci. Phillip’s unique combination of skills

allowed him to view living anatomy from creative and scientific viewpoints. To the point where key interest in sculpture developed.

“The medical industry over complicate the way in which they explain human movement. This lead me to New York where I got involved in a research project on anatomical models, with an emphasis on living or functional anatomy. From their Creative Technology Department - one of teachers was on the research committee that awarded grants. He could see the potential of the project so called a meeting to look at collaborating”.

What started as a collaborative project had quickly turned into a focus on the animation of three-dimensional anatomical models. An invitation from the Academy of Art in New York in 2016 has opened the doors to working closely with Wellington’s Institute of Technology (WelTec). Together with their Creativity department, Phillip now uses photogrammetry to determine the measurements of three-dimensional models. Not bad for a weight lifting champion!

“I guess my career has built itself up. It is like a natural flow of my life and opportunities which I have simply grabbed and went with it. I don’t know where it will evolve to, but I do pay attention to the flow of energy. The construction industry had a negative energy and anatomy seems to create a positive flow for me”.

Phillip has tried to get into the New York Academy of Art for a long time. Suddenly things started to work when he spoke to one

of the Institution’s Coordinators who informed him of their Residency Program, a unique month-long Summer Residency Program in New York City for talented and ambitious undergraduates. One thing lead to another, and soon Phillip found himself awarded with a grant from the school. The Research Department at WelTec then volunteered to pay for Phillip’s travel expenses to New York, and as they say, the rest is history.

Phillip never boxes himself into ONE belief system or area of expertise. When asked what sees him through the tough times in his life, he had two answers. One, weight lifting defines him as a person. And two, the idea that he doesn’t give up easily. He believes that no successful person ever had things just coming their way without overcoming hardships and issues.

“Psychology is the driving force getting you to where you have your breakthrough. My experience has taught me not to build your success on resources, but on overcoming the mind. You have to have conscious thoughts as to what you value in life and you shouldn’t link that to things or people”.

Phillip like to think that people will remember him as someone that gave everything a go, even against all odds. He certainly is not someone who gives up on life. His grandmother migrated to the United States of America when she was only sixteen years old, and that without the ability to speak English and with no foreseeable return to Europe. She taught Phil to see things through until they work out and to never to give up until

you succeed. A lesson he treasures and respects her greatly for.

"The process of my art and sculpting has been my main enjoyment and focus, but the next move will probably be to develop exhibitions and the marketing of my art. I think that will be the next step in my thought process. I'd like to develop and become Entrepreneurial about it".

Phillip wants to be able to do his sculptures in the same line of Michael Angelo's David, and is seeking more funding for this part of his dream. He is open to many opportunities, as he is now more trusting of the process going forward. He feels that we don't always have to have the answers or solutions for the challenges we face. Hence his focus on entrepreneurship and his ability to design his own future. As an entrepreneur, Phillip says, one has more opportunity to add value to other people's lives compared to being an employee for an institution.

"I would like to know that I have been able to help someone else with opportunities to increase the value of their life".

More about Phillip

Phillip holds a Postgraduate Diploma in Rehab, a Master Degree in Health Science (endorsed in rehabilitation) and Diplomas in Exercise Science and Massage Therapy respectively.

He lectures on a range of courses in the Certificate and Diploma in Exercise Science, focusing on Exercise Therapy, Professional Practice in the Fitness Industry, Sport Psychology, Special Populations, Personal Training and Weight Training. Phil has also intensely studied Massage Techniques and does some clinical work in the Gym for Strength training with a specific focus on Rehabilitation.

Currently Phillip is working with a fellow artist on an amalgamated glass sculpture. He is excited about an amalgamated exhibition between New Zealand and Australia for 2019.

Be sure to watch this space!

Phillip's art can be viewed at <https://www.facebook.com/living.anatomy/>

He can be contacted at pcsilverman@gmail.com





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THEPROPERTYACCOUNTANT

CHRIS REED



BE YOURSELF AT WORK

Be yourself at work – here’s why you will be happier and more productive

I passionately believe in being yourself no matter where you are. Be true to yourself always. This also applies to work.

You may think isn’t everyone, but actually no, most people aren’t themselves at work. Most people put on a front. They dress in a different way than they would do normally. They become worried about peer pressure/ bullying at work depending upon what they wear and what they look like. They become a more conservative person.

This clearly doesn’t make someone happy and I never believe that unhappy employees make the most productive or client friendly employees. If all you’re doing at work is pretending to be someone else to get on, playing politics, doing as others think you should, behaving in a different way, for a quiet life you’re not giving 100% to the job that the company employed you for, you are not being you.

I have read many articles on LinkedIn about tattoos and whether people should have them and whether people should show them at interviews or at work in anyway. Most people seem to think that they must be covered up which I clearly passionately disagree with.

Many people tag me into these conversations because of my Mohawk. Clearly many people have similar views on hairstyles, although women ironically get away with dying their hair more often than men as long as their hairstyle itself is still conservative.

Hair dye in the main is still frowned upon in many large conservative organisations when it goes beyond blonde/black. A dyed blue Mohawk would be too far for most organisations, especially on women!

I updated my professional photos last week as it had been a couple of years and I needed new ones for my new book coming out in, “Social Selling Mastery For Entrepreneurs”, my LinkedIn profile, my own marketing materials and clients who book me for LinkedIn and Personal Branding Masterclasses needed them for their marketing.

I decided to embrace this passion I have for people being allowed to be themselves at work and appear how they want to be at work. I therefore decided to have the photos done showing my tattoos.

Like every entrepreneur I am in a unique situation where I can wear what I want, have a hair style how I want and show my tattoos off as I want. Some choose to still play the game and present themselves as someone else because they have conservative clients. Everyone has a choice as to whether they accept this or not.

As we at Black and Dark Art of Marketing manage and develop people’s personal branding strategies it would be hypocritical of me not to be myself at work. In fact I use the Mohawk as an ice breaker at networking events and ask everyone “what is your Mohawk?”. Everyone has an abstract “mohawk” it may just manifest itself in a different way than my actual mohawk.

The same applies to my tattoos. I love my tattoos and when I wear sleeveless tops at the weekend, in our tropical island paradise of Singapore, I regularly get stopped in malls, the street and bars and restaurants by people fascinated by them. Especially “The Joker” one, which was done in a very specific “Trash Polka” style by one of only a handful of people in the world who can do it and I had to wait 18 months for him to be free and visit Hong Kong to have it done. If you want something to remain on you for life you should really invest in it.

I decided to use the change in professional photos as a catalyst for a discussion about this subject as I know people have diverging and passionately held views on both sides. Hence this blog.

I passionately believe that my team can wear whatever they want at work even though they are also all client facing. I lead by example and free them up from having to worry about what people at work will think about their dress sense or style. I encourage them to dye their hair, have funky hair cuts and have and show tattoos and piercings.

In short I empower them to be true to themselves even at work as I believe that they will be happy and therefore better employees as a result of the release from the social pressure at work to conform.

I passionately believe that it’s the quality of our work that shows through and that clients don’t care how we look as long as we deliver. I believe in this so much that I am effectively putting my money where my mouth is by:

- 1) Changing my LinkedIn profile photo and all background photos that I am using on LinkedIn
- 2) Putting a tattooed photo on the front cover of my next book,
- 3) Using tattoo showing photos in all marketing that I and partners do and
- 4) Saying that this is what you buy when you buy our services and our brand, you



buy us being true to ourselves, enhancing our own personal brands by doing so and believing that you will accept that and look at what and how we can deliver for you. Substance not just style.

Effectively I'm betting my company that you are open minded enough to accept the way myself and my team look and instead focus on the results that we produce for you and why we are the world's most recommended LinkedIn Marketing and Personal Branding Agency.

You only have one life. Live it as yourself. You'll only regret it if you don't.

Chris J Reed is the Only CEO With A Mohawk! He is also the most recommended LinkedIn marketing entrepreneur on LinkedIn with over 650 LinkedIn recommendations.

Chris is also a three times No.1 International Bestselling Author with his books "Personal Branding Mastery for Entrepreneurs", "LinkedIn Mastery for Entrepreneurs", the No.1 book about LinkedIn on Amazon and "Social Selling Mastery For Entrepreneurs".

Chris has been named an Official LinkedIn Power Profile 2012-2018, has one of the world's most viewed LinkedIn profiles with 55,000 followers and has won Social Media Entrepreneur of the Year award by CMO Asia/World Brand Congress and Asia's Most Influential Digital Media Professional.

Chris is serial, a global entrepreneur having created Black Marketing - Enabling LinkedIn For You, The Dark Art of Marketing - Personal Branding For Entrepreneurs, Mohawk Marketing - TripAdvisor Engagement For You, Chris J Reed Mastery - Masterclasses that Engage, Delight, Educate and Entertain and Spark: LinkedIn + Tinder = Match.

Black Marketing has just won Asia's Best Brand Award and the Social Media Marketing Agency of the Year Award by Singapore Business Review.

www.blackmarketing.com

OUT AND ABOUT WITH MIKE HANDCOCK AND LANDI JAC

Share in some of our travel highlights as we circle the world and meet some of the most amazing and inspiring people around the world. With LEAD Magazine, our wish is that all of you get inspired by the stories that we come across, as much as we do! With over 11,500 photos taken from our I-Phones in the past twelve months alone, it was no easy feat to choose some of our highlights. Thank you to each one of you that share in our journey, business and lives.



Our Bali Business Schools combine a lot of fun with learning!



We loved Paul ter Wal visiting us in the Winelands of South Africa



The people and colorful huts of the Transkei



A Multi-Award Winning Mike at the Global Speaking Summit in New Zealand



Cooking up a storm with Steve and Lisa Stone in Koh Samui



Visiting our old friend, the wombat, in Australia



Mongolia with its landscapes and wonderful people blew us away



Business Masterminding in Ireland after a wonderful road trip



Designing the face of education in Malaysia with cover story, Anne Tham

TRAVEL
AROUND
THE WORLD



A first time for us both in Namibia



Intellectual discussions with Todd Hutchison in Perth



With our great friend Matt, business life styling in the Greek islands



Circle of Excellence members at our Cape Town Sales and Marketing Event



With Global Speaking Fellows Mike Handcock and Allison Mooney at the Global Speaking Summit in Auckland



Enjoying the cosmopolitan foodie scene of Somerset-West

Great love and travel to you all.

Mike and Landi

www.tscfm.org

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Thadomal Shahani Centre for Management - TSCFM, is a part of The Shahani Group of Institutions. At TSCFM you will find the best corporate learning environment which prepares you to become a global corporate leader. We are ranked at No 3 among colleges offering Global Business Courses in India by Outlook.

Our unique, practical, international curriculum from UK coupled with live projects & MNC Internships ensures you get the best education possible

**MANAGEMENT COLLEGE
OF THE YEAR 2017**

Higher Education
Learning Magazine

It struck me recently that I am a very lucky person and for that I am sincerely grateful. One of the things I am most grateful for is that I was born when I was.

I met and knew people who were born in the 19 Century and I have and will meet people who will live into the 22nd Century. I was at the forefront of Rock Music, one of the big shifts in music, got to see Les Paul the inventor of the electric guitar and multi-track recording in the Iridium Jazz Club in New York City when he was 94. I met and had a beer with Neil Armstrong in 1990. An amazing man who was one of a kind. No one will do something like that for a while, unless you met James Cook or Vasco de Gama in a past life. I sat on top of the Andes mountains in 1995 and watched an Indian woman phone her husband on a massive brick style phone. I was even an early subscriber to Skype, Facebook and LinkedIn.

What struck me is that with the advent of AI (don't worry it actually does not exist yet), or should I say Augmented Intelligence (which is the process that keeps advertising me the same pair of pants I bought four months ago), the ability via cheap flights to go to Hong Kong for a party (yes I flew to Honkers from Auckland for a party in 2008), and the absolute magnificence of VR (Virtual Reality), that the children being born now will unlikely ever experience anything beautifully natural for the first time. It's been done.

When I went to school Japan was mystical, adventurous and the food was exotic and crazy. Now it's mainstream and the exchange programs see many people having all of that before they are truly old enough to appreciate it. Don't get me wrong. I think that is fantastic as well. I love travelling, having been to 108 countries now, something even in this day and age few will do. Yet it's all so mundane to have it all at your fingertips with almost no challenge to attain it.

Have you looked at the quality of films that churn out?

Unmemorable mass produced CGI infested formula driven sameness and does anyone remember a song from 2017 let alone this year. I doubt it. There are great things also. Peter Jackson has done something incredible in his film 'They shall never grow old' by taking one-hundred-year-old footage from World War One and restoring it so it looks like a home movie shot yesterday complete with sound. This is genius.

The disparaging thing in Leadership today is that even leaders are cloned and the same. Less are prepared to make decisions than ever before, especially bold ones. We fear reprisal, statutory authorities, shareholders and staff lawsuits. We have to take control. Sure we need protocols, but it doesn't stop people who want to fill their own pockets. Politicians across the globe are still being convicted of that way too regularly.

Psychologists are saying that this generation of parents are creating more problems than ever before. Our children are becoming drones. Why you ask? Because we are all free and easy, they must express, do what they want, have ultimate freedom. Strangely a proven fact is people with more discipline as children grow up more creative as adults and those with too much freedom become mundane, system followers.

So are these generations the last real non virtual generations. Generations of people who feel excitement by exploration, generations who have something new to say, who want to create, not just improve, a generation who wants to play.

Inc magazine says AI bots will control 85% of customer service interactions in 2020 and will drive up to \$33 Trillion of economic growth. Google's Ray Kurzweil, the AI guy predicted in a speech to the Council of Foreign Relations that by 2029 a medical robot will be able to go into our neo cortex within our brain and connect us to a 'smart cloud'. Kurzweil has been right with over 90% of his predications so far.

In healthcare GlobalNewsWire expects the augmented reality bubble to exceed \$10B globally by 2025. It may surprise you to know that augmented intelligence was a term almost never used prior to 2018. It's another reason for overwhelm and the growing disparity between millennials who will engage and simply make augmented intelligence part of who they are against most of the baby boomers who will almost take an 'enough's enough' approach.

That 'enough's enough' approach is really something that will affect business and entrepreneurs in future. The pace is too fast for most. In 2009 24% of our companies group revenue was from Facebook. By 2012 this was below 2%. The pace of change is wild, so what's the alternative.

'Every action has an equal and opposite reaction.' Isaac Newton (3rd Law)

As people that are running to AI and VR and all the new things, there are just as many running just as fast in the opposite direction. These people want nothing to do with Social Media, AI, and funnels make them want to literally throw up. They

don't want to 'crush it' or any of the new here today gone tomorrow sayings. They want good old fashioned love. They will pick up phones and talk to people, have meetings, do long lunches and there is room for them in this exciting new world also. There is soon coming a time where you will need to decide which side you are on.

Are you part of the last generation?

Mike is one of only 30 speakers in over 55,000 globally to be recognised with the designation of Certified Speaking Professional Global (GSF). He is the author of 15 books with International Best Sellers and an Amazon No#3 on business and personal development. As a musician with 13 albums to his name, Mike had a No#1 on iTunes in 2013. He serves on the board of three charities and social causes, and was mentioned by President Clinton for his work alongside the SAGE Foundation and Clinton Global Initiative.

As the Chairman & Founder of Circle of Excellence, Mike has built five companies in Publishing, Events, Media, Travel & Licensing which operate regularly in over 20 countries worldwide. He is one of a select few speakers who generate over \$1M consistently from his craft. Mike is the recipient of numerous awards including Speaker of the Year 2014, 2017, 2018 NSANZ, Educator of the Year 2018 NSANZ, the 2011 Speaker of the Year (TIME & CEG), Inspirational Speaker of the Year twice and Business Person of the Year twice. Mike has also been nominated for three extraordinary life awards and is the proud recipient of a life time membership from NSANZ.

www.circleofexcellence.biz



ANNE THAM

TEACH KIDS RIGHT



*What does that even mean?
Question is, right in whose eyes?*

The government? This includes the Education Ministries, Human Resource, Industries and Trade, Science and Innovation. Then there are the politicians. They all have their different agendas.

The educators? They're 'specialists' in pre-school education, primary, secondary, tertiary, etc. They 'know best' what the learners need at their level of expertise. So, at pre-school and primary, they teach one skill or topic at a time. After all, these are kids. They cannot handle too many things at one time. (Myth or Fact?) But then at high school and tertiary levels, the students need multiple skills, cross disciplinary knowledge and application. Educators at tertiary levels struggle with this as many students lack these skills at that point.

Then they come out to the working world and the industries and employers ask, 'What happened?'

The Parents? In so many countries, parents still believe in an education system that is 200 years old. They're fighting to get their kids into the elite universities. That's the top 1% or 2% of students in the world. Sir Ken Robinson jokingly said that the professors in the universities are training students to become professors like them.

Two major problems in education

One is that the system is a few hundred years old and little has been done to move it into the future. The other is the students who don't even have access to basic education or the opportunities that their richer counterparts have. Every time the schools and education

ministries talk about the Fourth Industrial Revolution, then, those fighting to provide equitable education will say what about these students who are left behind.

Do we stop moving education forward so that those who don't have, get to catch up? Are these 2 issues mutually exclusive? No, they're not. Both have to move forward. The fight is and has to be 2-pronged. Realistically, we have to understand that their paces will be different.

What teaching kids right mean:

1. Kids and teens thrive in informality.

Whenever I tell people to let kids be kids, and teens be teens, the first reaction I get is: "WHAT? YOU MEAN THERE'S NO DISCIPLINE!?" Now, the thing is, I would really like people to understand the nature of children. First off, they have a ton of energy. Very high energy. Secondly, they love to push boundaries. Wherever they can, they will push them. Third and finally, they love things that interest and excite them.

So, the issue we are grappling with is what happens when they're at school. The kids and teens are told to sit down, be quiet, stop running around, stop talking with your friends, and get back to your seat. In that sort of learning environment...kids don't thrive. It's an artificial formal environment and they're expected to 'behave'. If you want to grow their personalities and who they are as individuals... this won't work. They thrive in informality.

Now then, what do we do? So, many adults ask, "You're saying to let the kids decide what they want?" No! We're not talking about letting them decide what they want to do, and let them have free rein and run around if they want. NO! As teachers, we need to know how to harness their energy. We also need to find them more engaging things to do. So, whatever we're making them learn, we need to redirect it, and then make learning more exciting, interesting.

When students work in groups they get to talk to their friends; they get to socialise. Unfortunately, people say: "But, they're talking about other things too!" Well, when we are working, as adults, and we go for meetings, we don't go "alright guys, we only talk about this one thing here, and nothing else." Half the time, we connect with people, maybe just socialise a little bit to find out how everyone else is doing, jokes are told in the meeting. We build relationships, but we discuss serious stuff too. So, why can't children and teenagers do that as well? We need to know the reality of what it means to work in groups.

Now, what is actually most important is this: when you tell kids that they have to behave in

that formal manner, then, the message is "It is wrong to behave like a child. It is wrong to behave like a teen."

ADULTS EXPECT THESE KIDS TO BE LITTLE ADULTS.

ACTUALLY, THEY MAKE MISERABLE LITTLE ADULTS.

So, how about thinking of shifting the energy in a school, being more informal, so that they can learn and be themselves. They thrive a whole lot better.

2. Enjoying, being happy and engaged while learning serious subjects.

Recently, I had some students from Hong Kong spend a week or two in our school to experience a different system of education. On the last day in our school, a number of them cried. That evening, one of the girls asked her Mum, "Is it really possible? To be so happy and do well in the exams?"

We're looking at an education system that is focused on the 21st Century Skills like engagement, collaboration, meaning, empathy, fun - while producing excellent academic results without losing the human component in the process. Imagine students doing Add Maths experiments at the water theme park, playing a game with wizards and mages for Economics and debriefing six topics at one go. We have students using Hip Hop moves to remember Kinetic Particle Theory. This moves information from short term memory to long term for exam purposes. East meets West, holistic learning plus the rigor of exams. The majority, 80%, must do well, not the minority at 20%.

It is possible to have Fun + No stress + Good results. This moves the majority of students from 'average' students to being extraordinary.

Sir Ken Robinson said at BETT (British Education Training and Technology) Show in 2017 when talking about education "The system creates the problem, change the system and the problem goes away"

3. Practical education

- News Flash!
7-year old CEO with a tea business.
- 11-year old boy with a bow tie business which he started at 9.
- 15-year old boy sold an app to Yahoo for USD 30m.



With almost 30 years in education, founder and group CEO Anne Tham and her team at ACE EdVenture are paving the way for education. During her time teaching at KDU College and Taylor's College, Anne made a stark observation that a majority of school leavers starting college lacked (and still do) fundamental critical thinking skills needed to meet the demands of the workplace. Even more so, was their poor English proficiency especially if they wanted to excel on a global stage.

In 1995, Anne set off to change the learning paradigm for school students by incorporating methods that engage the many facets of learning into her curriculum. Known as the ACE EdVenture Programme, she incorporated the "Oh! Effect" of learning instead of the traditional "memorize, spit out and forget the next day" method. The programme that prides itself on offering "an education which doesn't end when the classes do" is an educational experience that challenges students' critical thinking; allowing them to learn the dynamics of teamwork and leadership as they develop excellent work ethics as individuals. ACE EdVenture has evolved into a multitude of learning centres and two international schools: Sri Emas International School and Malaysia's first entrepreneurial school, Dwi Emas International School. Together with their project partner Jakarta-based Artoncode, ACE EdVenture Studio created what is claimed to be the world's first Chemistry-learning role-playing game called the ChemCaper.

www.aceedventure.com



We are fascinated by powerful, inspiring stories like these.

So the question is 'Should children or teens be introduced to Entrepreneurship and financial education at primary and secondary school? Would they grow up with the right values? Would they end up becoming materialistic? And do they have time for their studies?

Not teaching this does not ensure that adults are automatically not materialistic nor do they all by default have all the right values when they become adults either.

I hear so many stories that in most schools children get scolded and punished for selling cookies, erasers, crystal bracelets etc in school. They got into a lot of trouble with their teachers, and principals. Just imagine the impression this makes on these children and the friends around them.

The danger is that the message children get at that age is that doing business is wrong. It is a bad thing.

That stays with them till adulthood.

Wait! Isn't going to school to prep the kids for their careers in the future? Most are going to be working in a...wait for it...a business!!

Aren't studies to prep children to work in businesses or run businesses, their own or other people's? Where is the connection right now between what they learn in school and that world they are stepping out into?

Our 14-year old student in Malaysia started his business doing copywriting on Fiver. He has international clients including an Australian wine company.

These are applying whatever knowledge they have and learning what they don't have. They are making their knowledge practical. They learn that their skills have value.

Education has to be practical, not academic for the children and teen to work on theoretical stuff just for the sake of educating the children.

The question is not if we should teach this but how do we make sure entrepreneurship become part of the school curriculum.

4. As educators, do we teach for a small percentage to succeed all the way to university or do we teach to make sure all the students are successful to contribute to their community and society.

Right now, in many countries, the focus is on the top students. They make up about 5% of the student population.

As educators, we have to make sure all students need to be educated...to succeed in life. I was asked this question, "Finland does not have a standardised testing system, in your view what are the pros and cons of a standardised testing system."

People are not standardised. So, why should exams be? The damage these exams do to those who do not fit into this system is horrific. We lose so many with potential and possibilities because this is not how they learn best. These exams test only academic skills in most cases. It is very one-dimensional and

human beings are not.

Some will argue that the pros include that these exams will separate the students who are academic. But the world out there requires that these students too be able to apply their academic skills upon graduation. Yet, many aren't able to.

Pasi Sahlberg, a very famous Finnish education expert, says that standardised testing systems kill innovation and creativity in the classroom. So, how important then is creativity and innovation in a classroom?

It is most critical for the growth of the country and its economy. Students have to be creative, innovative and collaborative in subjects perceived as predominantly very left-brained - Physics, Chemistry, Biology, Information Technology, Mathematics, Economics, Accounting, History, Geography etc. The development of the curriculum has to head in this direction.

Kids actually love learning this way! But, many adults ask, "Does this translate into exams?" or say, "This is not in the exams and that it distracts their children from prepping for the exams!"

5. Students need to learn for their future, not our present.

Currently, most education systems are still focusing on IQ (Intelligence Quotient) and in some countries and schools, there is a move towards EQ (Emotional Quotient). However, what we have to equip the students with for the future are CQ (Cultural Quotient or Curiosity Quotient) and AQ (Adaptive Quotient).

The World Economic Forum estimated that for children entering primary school at this time, 65% of the jobs they will do when they leave school do not exist yet. , meaning we don't really know what they will be. How does an education system address this issue.

CERTAINLY NOT BY STANDARDISED TESTING WHICH TESTS THE PAST. Question is then how do you test the future?

"The past is owned by those who know, the present is controlled by those who think, and the future belongs to those who can imagine." (Author unknown)

The world is changing more quickly than you can imagine, and it waits for no one. If our children stay put with the current education systems many countries have to offer, they will be left behind.

Sir Anthony Seldon in his book, The Fourth Education Revolution, emphasises this "...we need to be educating our young to become more fully human."

For all of us in education to be aware of, we have to focus on growing the children to be more fully human in a world focused on becoming more digital.

When we get this right, then we face the most unlikely problem a school can have. Our students don't want holidays!



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MATTHIAS GELBER



YOUR LIFE: START LIVING GREEN TODAY

*“The creation of a thousand forests
is in one acorn.”
– Ralph Waldo Emerson*

THE GIFT OF LIFE

Your life is very much a part of the planet's ecosystem. The fresh air you breathe, the water you drink, and the food you consume all come from the beautiful earth you live in. Take time to enjoy the beautiful nature around you. Smell the flowers and feast your eyes on the luscious green trees. We are privileged to live in a time of global challenges and opportunities, a time for us to join forces to shape the future.

We are free to choose our way of life within the boundaries of national and international law. Therein lies the key to our ability to make a difference. But it all starts with our values. Our lifestyles, ethics, and actions are a result of the values and education we are brought up with. In short, our lives tend to be shaped by the values and beliefs of our parents and grandparents.

Your values and beliefs make you who you are. Ask yourself these questions:

- What are your priorities in life and why?
- What determines your purchasing decisions? Needs, emotions, external influences?
- What are your long-term goals for your career, family, and life?

- What are your beliefs about religion, truth, etc?
- What kind of legacy do you wish to leave?

Being honest with yourself in your answers to the above questions will give you a good indication of the values and beliefs that have shaped your life. It's easy to forget to question why we make the decisions we make and live the lifestyles we live when there's often so much pressure from family and society to live a certain way to fit in. But it is your life, and it is your choice how you choose to live it.

I grew up in a small German village with a very strong ethical framework of right and wrong that combined with my personal passion of spending a lot of time in the forest and enjoying Mother Nature. I am glad to say that in those days we were not restricted much as kids as to where we could go. We used to walk by ourselves all the time. I even walked alone deep into the forest. There wasn't much crime during those days, though times are different now, even in my village.

Apart from spending time in the forest and nature, I also used to work on the land with my family. Each year we would plant and harvest a potato field. I can still see my younger brother, Thomas, and I pulling the plough on the field during planting season in spring to prepare the soil for sowing of potato seeds. It was hard work,

and even harder work to manually inspect the plants and remove the bugs feasting on them. The good thing about it was that no chemicals were used, only human labour. We also used to mow huge plots of grass with my cousins' family for their cows, which they used to keep in their house compound. As kids we played in the local river; the water was, and still is, always very clean. Those days of my youth taught me the precious value of land, how much effort is required to take care of it and how productive it can be when looked after well.

One of my favourite memories from my childhood is of harvesting the potatoes. The best part about it was making a small fire next to the field and baking the potatoes right there and then. We would place the potatoes right in the middle of the embers, wait in anticipation for them to bake, and then pull them out with sticks. After they cooled down, we would remove the char-coaled skin to enjoy the delicious goodness of the freshly baked potatoes. From the earth to the fire to our stomachs. My family did not have a farm, but our garden and fields were used to grow food for our daily consumption and set aside for the winter months when the land was covered in ice and snow. Throughout my youth I always had the luxury of enjoying fresh salads and vegetables from our garden.

Most of the forestland surrounding my village belonged to the community in the form of a cooperative. Every spring, each family in the community would be allocated a certain number of small plots of forestland to harvest. Those who chose not to harvest their land could sell it for a nominal fixed price to relatives or friends. The wood was important for many families, as winters in Germany can be brutally cold. Most houses use wood stoves for heating or a central oil-fired and water-based heating system. My grandmother didn't have central heating, but

instead relied on wood to keep warm. I used to help out with the wood harvesting, during which I learned a few things about how proper forest management could benefit the environment. We were only allowed to harvest birch wood from a small plot of land each year, allowing the harvested land about twenty-five to thirty years to fully re-grow.

During a visit last summer, I had much pleasure in finding that one of the plots I had helped to harvest nearly thirty years ago had fully re-grown. Certain parts of the forest with bigger trees were only selectively harvested so that no one section of land was ever completely cleared. It was during those days that I learned about the importance of maintaining the right balance between economic development and preservation.

As an environmentalist, I'm not anti-business, nor am I anti-development. I am, however, against exploiting the planet so much that we risk running out of natural resources in the near future. It's imperative for all of us to learn to do more with fewer resources, and to continuously look for innovative ways to reduce our lifestyle impact on the environment. Certain parts of the forest and grasslands in my village were kept mainly for recreational and preservation purposes, particularly those with rare species of flowers and endangered wildlife.

I recall a guy from the neighbouring village who used to photograph endangered species, map them out, and request certain lands be protected. He wasn't always popular with the local community, but he became one of my role models because he stood up for a worthy cause.

My childhood was also shaped by the green movement in Germany and our education system. The green movement, through leaders such as the late Petra Kelly and Joschka Fischer, successfully made environmental concern mainstream. It became a cause you could support and vote for. Political parties couldn't afford to ignore it anymore. I was involved in campaigns rallying against acid rain caused by factory and power plant pollution. It was destroying forests due to the acidification of the soil, which was a critical issue. Germany was one of the first nations to introduce some of the toughest air pollution control laws in the world. A few years later, together with the support of neighboring European nations, the problem of acid rain was eventually resolved. It was an amazing victory for Earth and for us.

The best part is that it didn't happen at the expense of the German economy. People often assume that protecting the environment will harm the economy. On the contrary, Germany's stringent environmental policies turned the nation into a leader in pollution control and subsequently a pioneer in innovative green technology, making it one of the primary exporters of the world even now. There are currently more jobs available in the German green industry than there are in the automotive industry, which is saying something.

In terms of German education, we were challenged in school to make a difference in the world. Germany's troubled history resulted in a guilt-ridden population. Nazi Germany inflicted horrific levels of pain and suffering on Europe by killing millions both on the battlefield and in gas chambers. We were thoroughly educated on the mistakes Germany made that led to those massacres. We made many field trips to

Matthias Gelber comes from Burbach-Lippe, a small German village surrounded by the forest. He developed a strong connection with nature from a young age, and has been a passionate advocate of green living ever since. In 2008, he was voted 'Greenest Person on the Planet' in an online competition by 3rdWhale in Canada. Matthias lives in Malaysia without a car and a monthly USD\$10 electricity bill. He also started Eco Warriors Malaysia, a community movement focused on taking positive action to combat climate change.

Matthias graduated with Masters in Environmental Science from Brunel University in the UK and went on to start a successful environmental consulting company in 1999. In 2007, he co-founded Maleki GmbH, a German company specialising in high performance, low carbon footprint construction materials. He also serves as a Board Member of Solexel Malaysia Sdn Bhd, a wholly-owned subsidiary of Solexel Inc in Silicon Valley.

Matthias is also a consummate speaker and trainer on environmental issues, and is often seen giving green talks to corporates, government organisations and schools in the South East Asian region. Matthias has recently published his first book, "The Greenman's Guide to Green Living and Working."

www.greenmanspeaks.com



historical sites to remind us of those mistakes. I recall visiting three different Nazi concentration camps during my time in school and seeing the bones of those killed by the Nazis. These painful sights proved as a powerful reminder to us to never repeat such horrible deeds and to aspire for a better, more peaceful future — a future where we as humans live as a single family, with blood of the same colour running through our veins. A future where we live in harmony with the planet and all its inhabitants. The plants and animals we coexist with are amazing and beautiful in their own unique ways.

It is our responsibility to look after our one and only home. There are causes worth making a stand for. You have the power to control the impact you make on the world. It's all in your hands. The past is over and done with. A new day and a new life starts today. It's your choice whether you choose to be a negative or positive agent of change for our planet.

YOUR CARBON FOOTPRINT

A common measurement most of us tend to use to measure our goals or successes is money. Sitting in a coffee shop, you often hear people talking about money, ROI, and investments. Maybe 500 years ago it was happiness or the number of relatives one had.

When it comes to your impact on the planet, whether positive or negative, the commonly accepted measurement is the carbon footprint. This is the measurement of the amount of emission you are personally responsible for generating from your choice of transport, electricity consumption, food choices, etc.

Here is a good video introduction on Wikipedia about carbon footprints: http://en.wikipedia.org/wiki/Carbon_footprint. I have always aimed to keep my carbon footprint low through my lifestyle. My main impact is flying an average of three times a year back to Germany to visit my family and to contribute to my German green building-material's business, Maleki, which I cofounded. I consider this essential travel to spend time with my aging mother, and to review the business direction of my company where we have developed a technology that reduces a carbon footprint by five to ten thousand tons (per year and rising) of CO2 due to the product design.

My personal carbon footprint is about 20 tons of CO2 per year, mainly due to those three return flights to Europe. To offset this, I have a number of carbon absorption and credit programs in place. Two years ago I received a certificate that commemorates 196 tons of CO2 absorbed through my Green Pension Scheme in Panama. The average Malaysian carbon footprint per year is around ten tons. The global average is about 5 tons and the US average about 16.5 according to World bank figures from 2013.

If you share my vision of a greener and healthier future, I would like to challenge you to live a carbon neutral life. Please take action now and measure your carbon footprint and go climate neutral with the pledge, measuring and compensation options at the Web site of the UNFCCC <https://unfccc.int/climate-action/climate-neutral-now> - I hope to see your name on the pledge page - this is my call to action for all of you!

Once you achieve your target of being carbon neutral, you can even aim to be net carbon positive. This book, for example, is net carbon positive. Its production process plus the carbon credits I have purchased make this book a "carbon sink," meaning more CO2 emissions have been absorbed than emitted as a result of its production and distribution. It's something I'm proud of.

Video: <https://youtu.be/jY4cbDqh2o>

Lets all take a role of Leadership in healing the planet for our future generations. The late Stephen Hawkins adjusted his prediction of how much time is left for humans on the planet before he passed away. He reduced it from 1000 years to 100 as problems such as climate change are increasingly having an impact. I often wonder what the future of my one year old daughter will be like?! Think of your children or the kids that you have interacted with recently. We owe them our best effort! #GoClimateNeutralNow

BILLY SELEKANE



MY VISION FOR AFRICA

by Billy Sele Kane CSP, SASHoF, EXPY

I grew up in the darkest moment in South Africa, in a very oppressive era of an onslaught to our people by a ruthless regime.

I at first thought that what we were going through was normal until I was at a reading age and was able to understand the injustices against my people. As a young impressionable youth my curiosity was increased by hearing of a guy called Nelson Mandela who was jailed fighting for our liberation and that naturally drove me to be a young activist to join the war to remove this ruthless regime.

Fast forward to 1994 our first election, it was the highlight of my life I knew that eventually we are going to own our future. In all these years I had looked into other African countries and was amazed by almost the same suffering inflicted by Black leaders to their own people. The shock in understanding what was happening in Zimbabwe, DRC, Burundi, Somalia etc was a shock in my system.

I looked at this newly elected ANC collective and believed that they have observed all the negative stuff in their hosts countries and that they would indeed build a meritocratic society steeped in very powerful and committable values. Sadly, it was not to be, corruption became a cancer that entered this new dispensation. During all of this time, my work as an Inspirational Speaker, Facilitator, Business Coach and Author took me to over 30 countries around the world.

In all these travels I met amazing men and women who relentlessly fight to fix society, this inspired me to look into the continent and ask myself this question, is it "POSSIBLE" rebuild this broken continent and there was a resounding YES in my heart.

The multi-billion question was where and how will this be achieved in my life time or setting a foundation that could eventually achieve to re-build a proud continent driven and inspired by productivity instead of consumerism.

I believe that we transform Africa by looking at the following aspects:

Education:

Create an entrepreneur driven curriculum designed and delivered by successful and ethical entrepreneurs from elementary to tertiary. This educational system must be driven and inspired by solving societal issues and creating a very robust innovative and disruptive technologies.

Mentoring and apprentice should be increased to ensure that the young have access to different vocational skills that are highly sought after. Most Universities should be driven to be specialist instead of general degrees which are irrelevant in the market place.

Billy is an Internationally acclaimed Inspirational Keynote Speaker, qualified as a Certified Speaking Professional (CSP), as well as a Personal, Team and Organizational Effectiveness Specialist. He is Executive Chairman of Billy Selekane and Associates with associated footprint in Australia, Middle East, Singapore, Sweden, UK, USA - an Action Learning, Strategy Formulation, Team, Organizational Effectiveness and Leadership Development Organization. His focus is in Personal, Team and Organizational Effectiveness, which he delivers through, Customized Keynotes and Client Centric Interventions.

He works in Asia, Europe, UAE, UK and the USA as well as various African countries, including Botswana, Kenya, Namibia and Nigeria for fortune 500 companies such as 3M Sub-Sahara Africa, ADT Security, African Bank, Development Bank of South Africa, DTI, Eskom, International Youth Fund, Maps UK, Nike Southern Africa, Nokia, Pam Golding Properties, Roche Pharmaceuticals, SEFA, Swedish Institute of Public Administration, Wesbank to name but a few.

INTERESTING FACTS ABOUT BILLY

- Features on the Southern Africa Speakers Hall Of fame
- 1st South African speaker to speak at a General Assembly NSA (USA) convention.
- He is an in-house Inspirational Speaker at Radio 2000 breakfast show every Monday.
- He is a regular featured guest at a Gauteng based radio station Kaya FM with a listenership of + 2 000 000 daily where he inspires and give advice on Personal, Leadership , Organizational and Team Effectiveness issues.
- He featured as a regular Motivational/Inspirational Speaker on SABC 3's The World Today program with a viewer ship of +3000 000
- Past President PSASA (Professional Speakers Association of Southern Africa) 2006-2007
- Author of "From Barefoot to Snakeskin Shoes"

Billy has inspired over 30 million people globally through this Bespoke Keynotes, Seminars, and his Client Centric Interventions.



The educational system should be a joint venture between government and private sector, more driven by private sector with a very high sense of social responsibility to ensure that there is universal access.

Commerce:

The borders which by the way were designed by the colonialist to divide and rule be slowly eradicated to create easy of trade and tourism within the countries in closer proximity to strengthen local economies in encouraging people to trade with each other rather than focusing on Europe, China and the Americas.

Africa should create local beneficiation centres instead of sending raw materials to be benefited by European countries and sold back, it must all happen in the continent. All commodities must be mined and processed in the continent.

Healthcare:

Cuba has been the leading country in the world as far as health goes, they have mastered the science of preventative medicine and not after the fact. The health issue is driven by nutrition, Africa is rich with natural products, I believe that

we should control what is being consumed. We cannot just be excited by modernism which has a destructive streak in it, fast food is not an African concept and has brought untold illnesses which were never in the continent.

We should create nutritional programs which will use food as medicine instead of poison, we have all we need to achieve this.

Sports:

We have naturally gifted athletes who sadly some are uprooted, naturalised and eventually represent the colonialist governments. We should curb sport colonialism by creating much stringer sporting institutions in the continent, we can partner with developed nations in doing this instead of being their talent pipeline.

Infrastructure:

We should create a continental infrastructure program to modernise our rail , road and port infrastructures this should be led by a public and private partnership driven by tried and tested entrepreneurs and also use it as a pipeline to bring people into the infrastructure driven industry instead if depending on the Chinese who are busy applying a 4.0 colonialization

strategies of flooding Africa with debt they know cannot be repaid and then own nations yet again like Europe did.

We have the skill and expertise to make the continent a 1st world infrastructure zone, it is the will and the vision which is in short supply which is hampering us.

My Vision is for an Africa which is self-reliant driven by meritocracy wherein people get ahead and succeed based in the strength of their characters rather than political affiliation.

The politics of Africa are riddled with old corrupt and tired men, who once and for all the youth have to unseat and send to retirement. I believe that this is the time fir Africa to rise up, this new revolution will not be driven by politicians but by entrepreneurs who will build industries bigger than government and this awaken this sleeping giant to take its place among the nations of the world.

My Vision is for Africa that creates more and consume less, being at peace with herself and ensuring that we create enough leverage for generations to come to awaken in a place filled with love and driven by meritocracy.

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Mike Handcock & Landi Jac

CREDIBILITY	WEBSITES	SOCIAL MEDIA	CONTENT	PUBLIC IMAGE	CONSISTENCY
<ul style="list-style-type: none"> QUALIFICATIONS INCREDIBLE SKILLS AUTHORSHIP HARD COPY BOOK ASSOCIATIONS MEMBERSHIPS ACCREDITATIONS CERTIFICATIONS INDUSTRY REWARDS INTERNATIONAL LIFESTYLE MASSIVE FANS & FOLLOWERS RAVING CLIENTS 	<ul style="list-style-type: none"> BUSINESS WEBSITE PERSONAL SITE WWW.NAME.COM MOBILE FRIENDLY WEBSITES BUSINESS DIRECTORIES LANDING PAGES "GOOGLE MY BUSINESS" LINKEDIN CO. & SHOWCASE PAGES OTHER: _____ 	<ul style="list-style-type: none"> LINKEDIN PERSONAL PAGE FACEBOOK PAGES & GROUPS INSTAGRAM PERSONAL & BUSS. PINTEREST BOARDS TWITTER PERSONAL & BUSS. YOU TUBE & VIMEO OTHER: _____ OTHER: _____ 	<ul style="list-style-type: none"> ARTICLES AND BLOG POSTING EMBEDDED VIDEO "VLOGGING" STEP-BY-STEP INFOGRAPHICS HIGH-RESOLUTION IMAGE QUOTES PDF AND OTHER E-BOOKS ASSESSMENTS & QUIZZES REPOST FROM INFLUENCER SITES REGULAR PODCASTING 	<ul style="list-style-type: none"> APPEARANCES ON TV SHOWS APPEARANCES ON RADIO SHOWS REGULAR INTERVIEWS PUBLISHED ARTICLES BIG STAGE PERFORMANCES CELEBRITY STATUS HIGH PROFILE APPEARANCES OTHER: _____ 	<ul style="list-style-type: none"> SOCIAL MEDIA POSTING ONLINE GROUP DISCUSSIONS SHARE, COMMENT & LIKE UPDATED PROFILE INFORMATION LIVE STREAMING FROM EVENTS EXPERT REPORTS & NEWSLETTERS WEBINAR HOSTING HIGH-PRIZE COMPETITIONS



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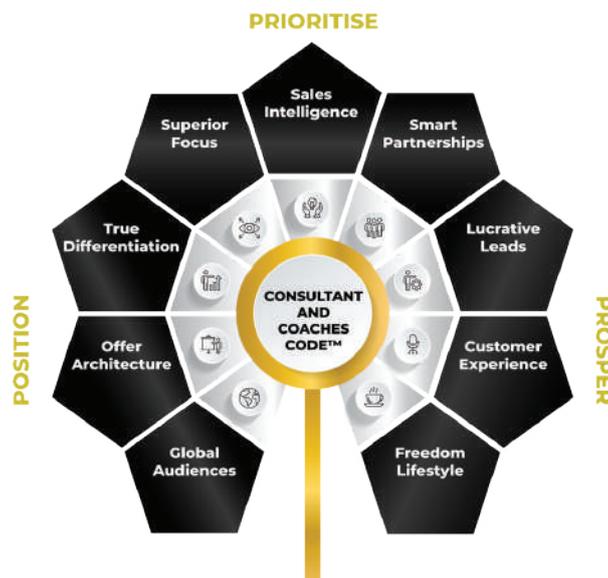
MIKE HANDCOCK

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Award-Winning Speaker and Author,
Chair: GSS NZ



LANDI JAC

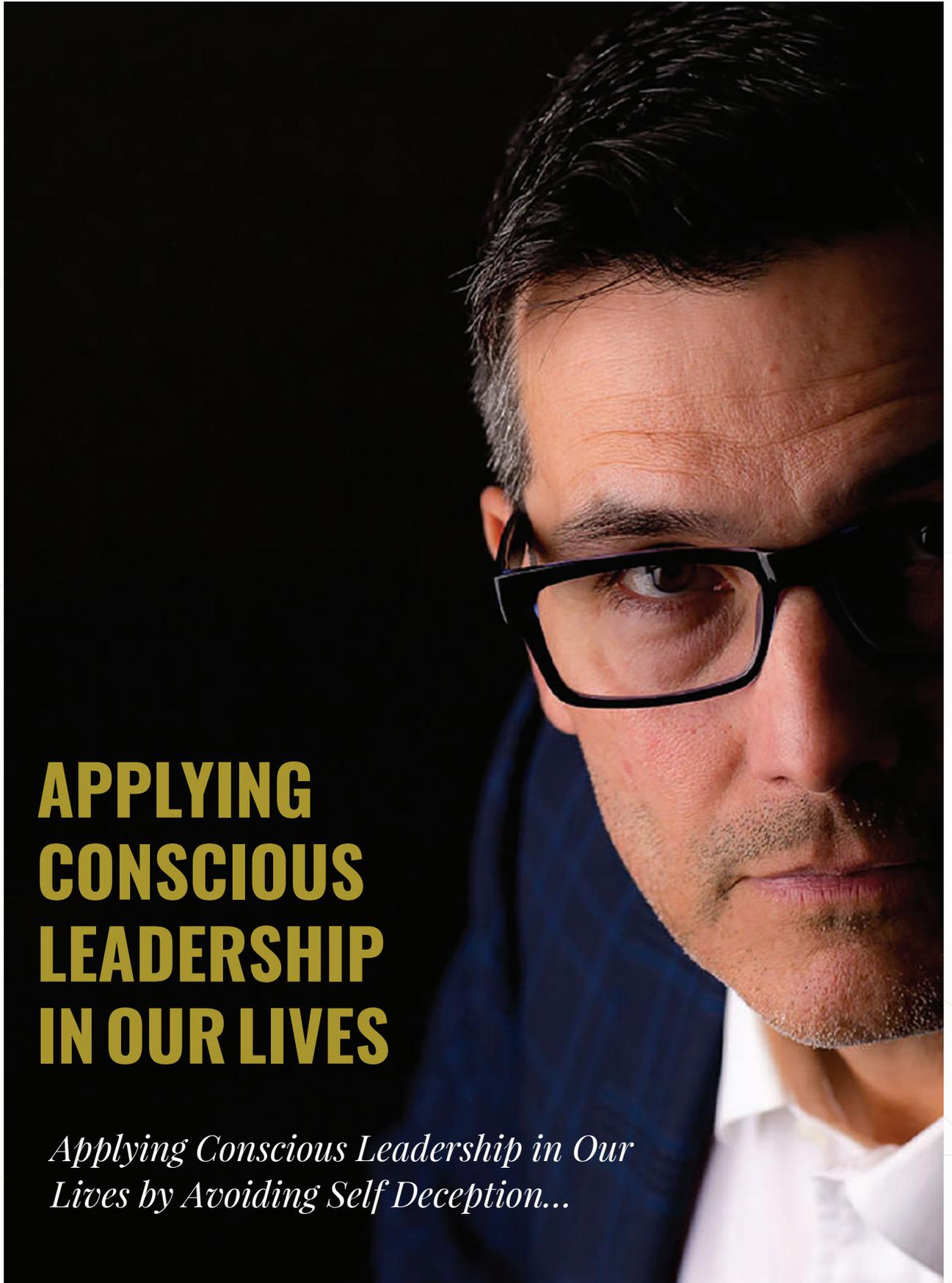
Global Director:
Worldwide Business Intelligence



BRIAN NIEVES

**APPLYING
CONSCIOUS
LEADERSHIP
IN OUR LIVES**

*Applying Conscious Leadership in Our
Lives by Avoiding Self Deception...*



As a Performance Coach with nearly thirty years in the profession, it has been my observation that there are two main things that hold people back from realizing their full potential. During these three decades I have had the great honor of working with people of every size, shape, color, ethnicity, and faith system. I've coached and trained people on every inhabited continent of the world and can tell you the two main things that hold people back are blockages in their mindset causing them to never actualize their success frequency or vibration and then comes self deception. Even though achieving breakthroughs in mindset, and actualizing our success frequency/vibration are, by far, the most important, today I will approach the subject of self-deception. I choose to write about self-deception instead of mindset because while Conscious Leadership requires us to improve towards mastering both, there has been far less time and coaching applied to the subject of self-deception. So how will conquering self-deception aid us in developing and applying Conscious Leadership?

When we carry out that which the universe desires of us we place ourselves in the flow of developing conscious leadership. This allows us to serve our fellow humans at our full potential. All success, all leadership, everything we do in our journey, should be done from a position of service. Conscious Leadership, I believe, is all about serving humanity and to best serve, we must find the music that makes us dance. At fifty-three years of age - Notice I didn't say fifty-three years old. I am often asked how I got to a place of living such a Blessed and Happy life! My answer seems simple at the surface but is complex at many levels. When asked, I say: "I live life on my own terms and according to my own dreams" and for some who ask, that answer is enough. For myself and for those who desire deeper understanding, the answer requires more explanation. My life is not extravagant, in fact my lifestyle is fairly simple but it is the lifestyle I have chosen, the one that is true to me, the music that makes ME Dance. I do not drive a Rolls Royce nor do I fly in a private jet! I drive a pick up truck and fly commercial. I live in a small town in the Midwestern State of Missouri where life is slow and family runs deep. Some would consider where and how I live to be boring and when I was younger I would have agreed. I often allowed the things other people said were the ideal dreams or ideal lifestyle to effect my own dreams and plans, I allowed other people to "Tune My Radio" to the station they thought was right and I went right along! ... THAT was ME practicing Self Deception! Our dreams are directly connected to our passion and our passion is directly connected to our purpose. Living out our purpose is where we will find our greatest joy. I regularly tell my coaching clients to tune their radio to the station (frequency) that makes THEM Dance and forget what everyone else thinks you should be pursuing. When I started the path that lead to me becoming a Missouri Senator it was largely based on the input and influence of others, it was them wanting me to dance to their music and I did! After serving twelve years in the legislature I realized I was hiding out doing good when I had been built to do something great! I walked away at the end of that term even though I had no opposition for reelection and could have easily walked in to another term in the senate! It was

time for me to apply conscious leadership in my own life and be true to my own dreams, goals, and desires that had nothing to do with politics.

What are your TRUE Dreams, Goals, and Desires? When we allow our consciousness to become tuned in to our deepest inner passion and purpose, we will have found the pursuit of that which will bring the truest and deepest happiness for ourselves but perhaps more importantly, we will find that that pursuit is wrapped in what the universe has called us to become. Should YOU own a Rolls Royce and a Private Jet? Maybe! I am a fan of "The Finer Things" and I love helping people get such "things" as long as the possessions don't possess them! As long as they are tuned in to the music that makes them dance! So many seemingly successful people are actually miserable and it's because they have their radio tuned to a station that plays music that doesn't make them dance! They are forcing themselves to dance to music that doesn't MAKE them dance. We must stop dancing to someone else's favorite song and find the one we are actually supposed to dance to.... Tune in to The Music that Makes You Dance! When you do, you will become the Self Actualized, Conscious Leader The Universe is asking you to be, you will serve and bless others at your greatest capacity and you will find happiness that transcends things. Go for it!!



As a Speaker, Coach, and Consultant, Brian has had the great privilege of traveling the globe where he's done everything from small workshops in Nashville to sharing the stage with Les Brown in front of crowds of thousands. Whether it's the amazing content that he teaches for Black Card Books at a workshop in Dallas, or London, speaking on a Get Motivated Stage in California, or Business Squared Events in Australia, he enjoys seeing the world and helping people achieve breakthrough everywhere I go.

Brian served ten years Active Duty as a US Navy Corpsman (mostly serving with Marines), eight years in the Missouri House of Reps (seven years as Majority Whip) and was then elected to the Missouri Senate in 2010. He was elected State Senator in November 2010 after serving eight years in the Missouri House

of Representatives, 98th district. Brian has ten years of active duty as a US Navy Corpsman.

Today he is the Business Owner of Nieves Enterprises International and the host of a morning talk radio show called "The Patriot Enclave". Brian is the author of "The Dirty Dozen, 12 Simple Changes To Boost Your Income, Relationships, Career, or Business"

He has been married to Julie for thirty years and have three kids, Alexandra, Moriah and Victor. They also now have an amazing grand baby, Monroe Josephine.

www.linkedin.com/in/senator-brian-nieves

SHAZAR ROBINSON



**THE
BIG
WHY**

**ENERGY GLOBE WORLD
AWARD WINNER 2018**
| CATEGORY: WATER



Simon Sinek in his inspiring TED talk says very few people and organisations know why they do what they do. Without understanding and clarity about this core question – all discussion about their product or cause is flat and colourless, lacking the pizzazz that turns people on. As Simon states – **“start with why so that you can inspire others.”**

Right now I am working on a huge goal to create a TED talk. A talk as inspiring to millions as those given by people such as Simon Sinek, Ken Robinson and so many many more who have graced the various TED stages and brought tears to the eyes of those watching and learning from their lives and ideas. So understanding my own ‘why’ is of primary importance.

Can I do it? Is it within me to be able to step out and fully express my ‘why’ and through my example and words, fire the imagination of others to help create a world where water is freely available to all. I have to say YES because if I don’t, then I can stop any effort and movement right now and simply go back to the beach and pick up seas shells and wander. Oh don’t get me wrong, wandering on the beach is as important as the ‘Why’..

but one without the other can stall in a miasm of indecision and nothingness.

**So back to the question –
what is my big ‘why’?**

What trigger turned the corner for me – what put my feet onto this path?

Was it the brief talk I heard by Paul Dunn so many years ago? Was it the culmination of the personal growth work I had been doing for so long? Was it the realisation that it was up to me – that no-one else was going to come along and request that I help them.. I needed to step in.. to step up?

But still there is not the ‘why’. Why am I doing this? It seems to me that the triggers are like a pile.. a slow accumulation of a number of things.. some synchronistic happenings that nudged me – and as that first nudge came, then a bigger push arrived, and another and another.

“Let me show you some photos,” Nandini said – offering me a few printed pics – I take them and begin to shuffle through them. She had caught me. Now I have to ask..” Who are these children

– where is this place?” Before I know it I am approaching both Maya Shahani – a tall elegant woman from the Sage Foundation, Mumbai – and Nandini – supporter of Shikshangram Shelter for Children – and I ask them: “If I come to India – can I come and help you in your work? Would there be a place for me – if I come?” Both whole heartedly invite me on the spot. The die is cast.

Fast forward – some months – and I am living and working at Shikshangram – every day my eyes are opened more and the crack in my heart is just a little wider.

The crying begins – I am seeing again – the veils of western comfortable living are peeling off. I see the young couple by the railway station – the man seeking out a piece of cardboard for them to sit on for the night – his wife building a small stick fire on which she places her one and only pot to cook – (what?) for the evening meal. Her baby wrapped in rags lying on the cardboard sheet. And I cry for them.

I hear the trees being cut – the forest rapidly disappearing for firewood for the local villagers – they walk past every day with part of the forest on their heads – carrying the trees and branches



back to their huts in the village. The forest is dying – the hillsides stripped of their vegetation – the rains rush down the bare slopes taking the topsoil away – eroding – not having a moment to soak into the earth – to replenish the water of our Mother. And I cry.

The children hold out their grubby hands on the train station – and are pushed away by the crowds. They shepherd each other along – a 6 year old the carer of the 3 year old – where is the mother? And I cry.

What is all this crying – what is the use of it? What is it about? Sometimes I am crying at the least trigger – a glimpse of a beggar – the sight of a woman washing her ragged clothes in the water scavenged from a broken pipe on the road – next to the rushing traffic. Pounding her wash on a stone, to some semblance of cleanliness – to be hung over the roadside posts to dry in the dust and dirt of the passing cars and trucks. And I cry.

One day I receive a gift – I am listening to a podcast by Andrew Harvey – teacher and spiritual activist. I am on a train – jammed between hundreds of people – no chance of finding a seat – at least I shan't fall as the crowd is too great – and I listen to Andrew on my headphones. He says: "In order for you to really see, your heart must be broken. Unless your heart is broken you will not change." And suddenly I know why I am crying – what the tears are all about .. my heart is breaking open. And all I have to do is allow it. Allow my heart to break so that the veils can be stripped from my being and my eyes and I can see what is really happening around me. And as I begin to see the tears still come – but now I know what I have to do. I am no longer living for myself – but now I am living for the Earth and those who's lives are so precariously balanced between life and death. And not only for the people, but also for the nature – for the

water flowing between the banks of garbage, for the trees in danger of being slashed and cut for firewood. Now my eyes are opened. I can't close them any more. I cannot 'unsee' what I have been privileged to see. Now I have to act.

This is the 'why' – here is the 'why' – because it is mine to do .. I cannot see the suffering and the pain and the depth of destruction of our land and not do something – anything – to change the flow of sorrow. "What can one person do?" – I ask – and many ask the same question. This bit.. this piece, this that is mine to do. And as the story grows and becomes my life, I am pushed to share it .. to write it, to speak it .. to stand up for what I know.. to shout from the rooftop that it is time – it is time to act – it is time to break open our hearts and see. For only when our hearts are

broken are our eyes truly opened. And when our eyes are opened we see what is ours to do. Then and only then can we turn the tide of this gallop toward extinction into a river flowing clear to the ocean of freedom.

So a TED talk.. why not – if sharing my 'why' in this way can open the 'why' for even one other person – then that is mine to do!

It is no longer a choice – no longer this or that – it is simply mine to do. The way is clear.

I put my foot on the path – and the path opens before me.

Shazar Robinson

Shazar has lived and worked in India for much of the past ten years where she has had direct experience working with local people in villages and farms giving access to water for their crops and livelihood. She is passionate about creating new paradigms of working together to achieve a healthy planet and respect for all our human family. These days Shazar is focused on spreading awareness of the essential need to care for our water and her message creates powerful interest.

She has play a crucial role in saving farmer lives and rebuilding communities through supplying abundant year round water supplies. Shazar believes that access to clean water is crucial for our survival and is a basic human right. Her Water Harvest Foundation is working on rain water harvesting and the restoration of ground water. All water/rivers should be given the status of a living entity with full legal rights. In the past ten years, she has volunteered first with the Shikshan

Gram Shelter for Children in Maharashtra and currently in Karnataka with Sankalpa Rural Development Society.

Shazar's background is that of a health professional educating people to take back responsibility for their health and well-being and assisting others to reach their full potential in all ways. She does web design and maintenance, and specializes in promoting inspiring projects. As an international speaker, she educates audiences on water, and ignite their interest in setting their feet on their own path of purpose. Shazar is also active as a blog writer, journey organizer and spiritual guide. .

Join Shazar to India in October 2019 for an eco-sustainability tour like no other!

info@waterharvestfoundation.org

www.shazarrobinson.com

RICHARD HARDIMAN



MEET THE WASTESHARK™

I am often asked what the hardest part of being an “entrepreneur”; is it the lack of a monthly paycheck? Could it be the endless seemingly lonely road that you have to travel when starting out? Or perhaps finding an endless source of the will and grit to keep moving when everything seems to be going against you. These are indeed a part of every startup entrepreneurs baggage of course, but above all of this, I believe the hardest part of being an entrepreneur is just simply “getting started”. Making the move and taking the first step from idea to action.

We live in a world full of ideas, easy access to technology to show us what could be possible in the future and how our lives will be changed for the better, but sadly most of this is just graphic renderings on well place social media sites. These are ideas shown in picture forms, which do admittedly get us excited but are very often a lot easier to execute than the actual plan, product or business itself. They say innovation is rewarded but the execution is celebrated; without execution of an idea, you simply have an innovative idea and nothing more. Execution and action is the hardest part of all.

When I developed the idea of the WasteShark, it had been marinating in my head for about a year; I believed it was a good one, my friends and family reinforced this notion and I seemed to understand how I could do it; however it was not until I stood up in front of a crowd of other entrepreneurs and

business thinkers that the idea really took hold as a possible venture for me.

While attending the Entrepreneur X-Factor in Cape Town a few years back, we were given the opportunity to pitch an idea and see how well it floated amongst the guests. I was at first reluctant as although I was sure I was on to something, like anyone I didn't want to be told what the “holes” in my theory could be; friends and family will rarely suggest the negative implications in your ideas and want always to provide positive feedback, often increasing your bias to how good an idea you have (note to budding entrepreneurs, open yourself up to this space and take the rough with the smooth, if the idea is solid enough you will find ways around the negatives).

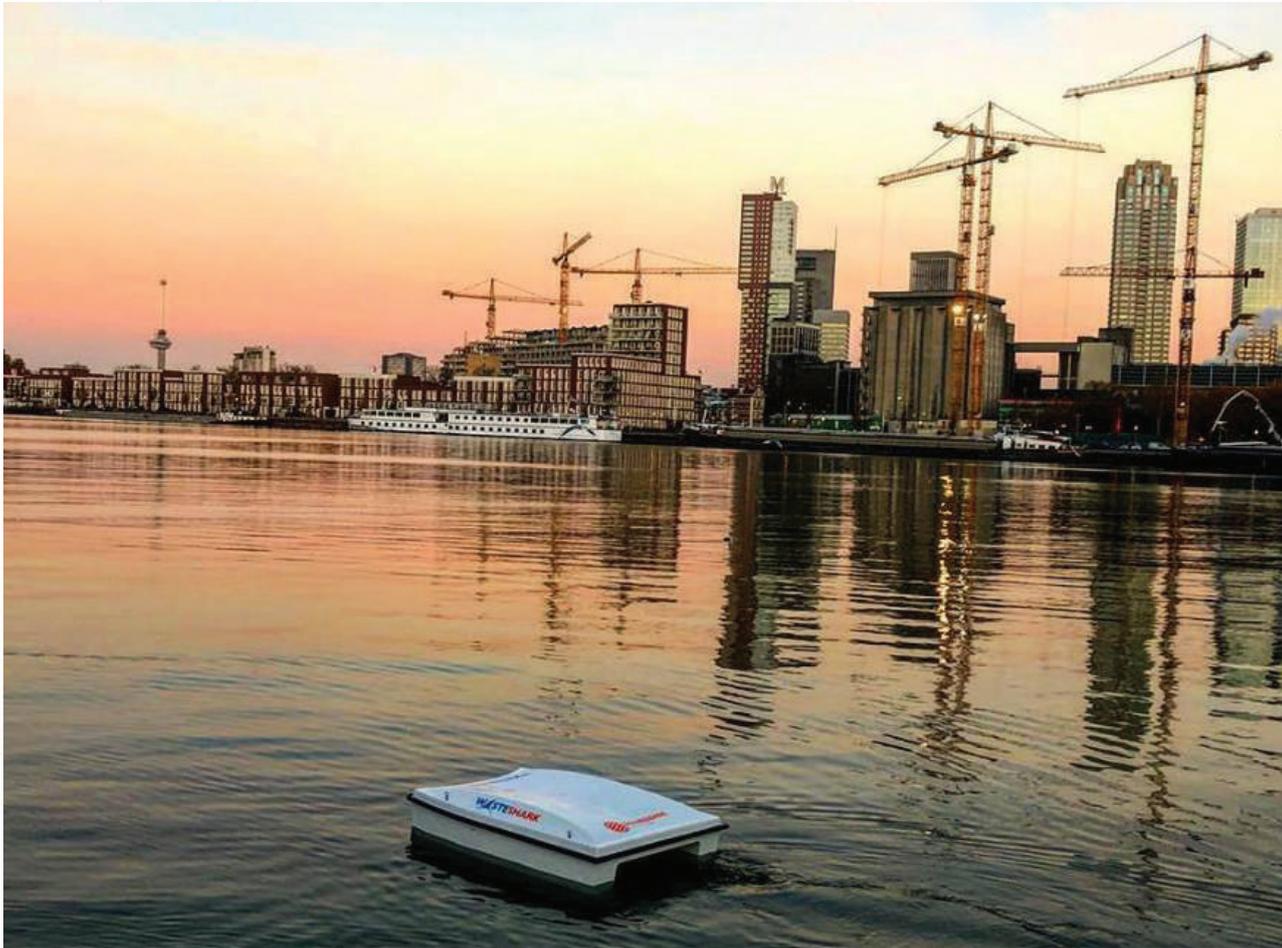
Standing up in front of business people and pitching an idea is another story altogether; even today when we have actually executed on the product, I will always encounter those that want to offer either a negative or critical insight into the business, but this, of course, is how we improve.

To say that the idea received a rapturous reception was probably an understatement. I was overwhelmed by how the audience received it, grasped both the concept and the need so quickly; I was quite taken aback by the positives of what I had introduced, but with that came a need now to actually do something - put a plan in action. If it wasn't for this last minute off the cuff pitch, I am actually quite sure I may never

have got around to starting my business but now the idea was out there it needed to be executed; people were now aware of it and challenging me to implement it.

I should, of course, explain what the WasteShark is. At its core, it is an aqua-drone (drone or robot that floats on the surface of the water) that is designed to swim around our harbours, rivers and canals cleaning up plastic debris; essentially we have developed a more efficient tool to clean up waste before that waste is taken out on the tide or wind to pollute and destroy our oceans and environment. It is not the only solution out there but it forms a very important part of the collective drive to clean and remove plastic from our oceans. I developed the concept not just with environmental goals in mind but also as a business; I didn't want to be in a position where I was constantly looking for grants and government funding to fund and develop this product, I wanted to build a tool with a definite customer in mind so that we could make a profit and put that profit into further innovation. This was we would do good for our planet, a noble path to be on, but at the same time be a profitable concern for shareholders and employees alike.

So back to my point about action; I had the idea and the backing of my peers, now I just needed to build it! If I look back on it now it may seem like a linear path from, idea, winning Entrepreneur X-factor Cape Town, prototype to business but it was anything but straightforward. I started by building a prototype in my garage at



home, rigging plumbing pipe, floatation devices together and then stealing and rewriting code and watching endless youtube videos on how to program a drone in order to make sure I could at least show a reasonable facsimile of what was in my head. I tested this in the swimming pool and the results were great!

So, I had a prototype, an idea of how I would go to the market and of course a name! How could I fail!? Let me count the ways!

Firstly selling a new innovation, in its absolute infancy and trying raise funds to keep going are probably some of the biggest hurdles you will ever encounter as a business person. No matter how good you think the device will be its actual take up is determined by what the market says... and in my case, the local South African market wasn't up for the risk. I pitched everywhere and to anyone who would listen but got nowhere. The reception was great from people who wanted to do something about the environment, but at the end the day they were not my customer. As good as my thinking was I still needed to prove that my product could complete against the established norms and products; I had to prove greater efficiency, greater cost saving and a reason for a customer to take a risk as an early adopter.

As luck would have it, and those who have been down this road before will know, luck is some

80% of getting started, I was invited to Rotterdam in the Netherlands to pitch my idea and gain a possible seat at a Maritime Accelerator there; having just run out of money, no investors on the horizon and the thought of needing to finance two weeks in Europe I nearly gave up. But then I remembered a friend who right at the start said that if I ever needed some small investment just to ask. Having been looking for larger sums I dialled down my expectations and I approached him again and asked for just enough to get me through the next few months, without being able to guarantee there would be a company or a product on the other side of that. Arriving in Europe on the tail end of a very cold winter with next zero cash was hard enough, but I then needed to go up against twenty other companies all vying for limited space in the accelerator; the mentors and decision makers were also my prime customer target, maritime and ports; if anyone could scupper this dream it would be them. But again luck was on my side, I managed to refine my pitch, know who I was my audience was and speak to what they needed. When my company name was read out as being accepted on the final day I truly felt I had arrived and had won the battle, but with everything in this game, it was just a small win on the way to a number of bigger and greater challenges and battles. I needed to move to Europe for three months and finance that, I needed to create a proper prototype and finance that and I was still a one-man band.

Perhaps to cut a long story short, we found financing for the first year with the Port of Rotterdam who saw our vision and just how much value it could add, from there I managed to form a small but strong team of thinkers, engineers and tenacious doers who have pushed us through to where we stand now. We set up the company in The Netherlands where we remain headquartered today, we were embraced but the EU's sustainability grants process which helped us immensely with financing and development and gave me access to experts well beyond my hopes. We now have our first executed product out in the water doing its job in Holland, Germany, India, the USA, Dubai and South Africa with more and more opportunities opening up every day.

None of it was easy, I fell many times but always got up; the challenges are constant but as we grow they always seem to be surmountable. It may have started with an idea, but it was one that was executed; the hardest part was putting things into motion, none of the other challenges or successes would have come without that first hard step.

An idea without action is simply that, an idea



Founder and CEO for RanMarine Technology, Richard Hardiman developed the idea for the WasteShark, a USV (aqua-drone) trash collector for Ports, Rivers and harbours, based on the principles of good economics, but with the enviable business side-effect of creating and supporting a better environment.

RanMarine Technology BV, incorporated in The Netherlands and based in Rotterdam, is an environmental technology company specifically focused on using Unmanned Autonomous Vessels (UAV's, aka drones) in ports, harbours, marinas and inland water environments. Its fully autonomous drones swim through the water, collecting waste and other non-biodegradables, whilst gathering data about the environment. RanMarine drones are learning machines, continuously communicating with one another in the water, and transmitting back to a central database on land.

Richard is also the Co-Founder and Director of 2oceansvibe Radio, Southern Africa's first digital online radio station.

www.ranmarine.io

MILLIONS OF MARINE ANIMALS ARE
CONFUSING DRINKING STRAWS AND
PLASTIC BAGS FOR FOOD

**PLEASE,
SAY NO TO
PLASTIC**



#CHUCKIT

RAINER PETEK

TRANSFORM WITH A STORY, AND PUT ASIDE YOUR PLAN OR YOUR VISION FOR A MOMENT



The Background

In recent years, I have seen more and more attempts by leaders failing to lead their companies or divisions into the future with strategic plans or a vision, or at least not achieve the hoped-for success. All of them were leaders with smart ideas and a pronounced awareness of opportunities who were looking for more allies for these ideas or opportunities.

The reason for the failure of the vision approach was always a combination of several or sometimes even all following points:

- In the end, the vision was so abstractly formulated that it did not unfold any energy to participate.
- The vision formulation had become a calligraphic exercise.
- The challenge was so uncertain and ambiguous that no crystal-clear and powerful vision could be formulated.
- The vision was already Vision No. 5 or Vision No. 11, and none of the previous visions had ever been achieved or seriously pursued.
- The vision gave a top-down impression: "This is OUR (management's) vision – it is YOUR (the next levels) job implementing it now! - the necessary ownership for the implementation was missing.

Also in the approach with the Strategic Plan

there were a few recurring reasons:

- The strategic plan was not a coherent, meaningful whole, but a collection of beautifully designed PowerPoint slides.
- The strategic plan consisted mainly of objectives set by a small strategic staff team for the rest of the organization - as described above, these strategic plans usually also gave a top-down impression.
- As in the example with the visions, most of the strategic plans were so abstract in the end that they didn't unfold any energy to participate.
- The integration of the people who were not involved in the formulation was usually done through PowerPoint presentations in the context of road shows.

Could this simply mean that you shouldn't try desperately to formulate a vision or make a strategic plan if you have a fascinating idea or see a great opportunity for which you are looking for allies? I would like to present you with a much more effective tool - the concept has been tried and tested for thousands of years and is highly topical today: find your supporters and create future orientation with the help of a story about the future that you write together!

This is why a good story is so effective in a highly dynamic, uncertain environment,

- Because, in addition to a direction, it also provides a reason for start, change and action.
- Because it describes opportunities and

possibilities as opportunities and possibilities and not as a fixed goal or a vision.

- Because it does not pretend clarity, where there (yet) is no clarity
- Because it also gives answers to the burning why and what-for questions, instead of just delivering a where-to.
- Because it can be continued together and can also be adapted to rapidly changing circumstances.

How to craft a powerful story

A transformation- or opportunity-story is a One-Pager of carefully crafted sentences designed to give your company or division a strategic direction and create a sense of optimism.

Important criteria are:

- Does the story - and with it the strategy - really make sense?
 - Is it suitable for further storytelling and therefore spreading it in every part of the organization?
 - Is the story so short that you can remember it?
 - And is it so good, so inspiring or exciting that you want to tell it to others?
- In any case, the strategic story should

answer the following questions:

Why? - Why us? Why now? Why will it be worth it?

Why? - What opportunities or possibilities does the world have in store for us?

Why? - A statement of direction is enough for the beginning.

Work with two versions:

1) The short version sums up the essence of your project on one page. This is the story that everyone from your leadership team should tell in the same or almost the same way and which will subsequently make the rounds in your company or department.

2) The long version is your meta-story and delivers the substance of the short version in prose. That can be two to ten pages. These contents are told for the purpose of in-depth study, justification and answering questions. Here it makes sense that you also have answers to questions that will certainly come: the HOW questions.

It has proven to be useful to focus on two important HOW question complexes: namely, what are

- a. the major areas of action that will bring us success and
- b. what will be the approach and the process with which we will follow our path, gradually working out the answers to the remaining questions.

What has proved its worth in practice:

Write the first version of your story in the leadership team and integrate the idea of an opportunity cloud: If goals cannot be clearly defined, it is sometimes better to describe an opportunity on the horizon that unites several possible goals and thus establish a directional corridor for action. The advantage of focusing on an opportunity is also that an orientation to the outside, to the market, to the competition, etc. is created, while goals and plans tend to tilt inwards into the organization. As time goes by, the focus becomes more and more on the inside and suddenly everyone is more concerned with processes, KPI's etc. instead with the customers or the market.

In order to be able to use such opportunities, it needs genuine commitment in the team to the start. But: Many people can handle vague data and incomplete information badly, they want a concrete goal. And they also have a hard time exploring and experimenting. They ask: "What now? How exactly?" Many managers and executives give in to this desire and then formulate a fixed goal. On the other hand, they don't want to restrict themselves by overly concrete targets and miss out on possible opportunities. That is why they retain the necessary leeway by increasing abstraction in the target description. The result: one pretends to have a fixed goal, which, however, remains unspecified. And the energy needed to set out is again not generated.

Opportunity-Cloud – the tool:

In practice, working with the Opportunity-Cloud has proven its worth in such cases. Like a real cloud, this cloud consists of a core and the cloud around this core. The core is formed by the minimum requirements for the target or the result or a successful solution. So define with your team what you want to achieve together in any case. Write it on cards, Post-its or also on a flipchart or whiteboard. Draw a circle around it and leave room.

Then write down the additional opportunities around the core of the cloud. The concept is not limited to business opportunities alone. If, for example, it's about a range of services,

this could be additional features or benefits. When it comes to a business model, different or additional variants and characteristics are conceivable. And so on and so forth.

What I have observed in practice is that in leadership teams this results in a significantly higher commitment and a significantly increased willingness to set off in the direction of an opportunity on the horizon, even with incomplete information.

With the first version of the story, including an integrated opportunity cloud, you have the best prerequisites for expanding the circle of participants. It is advisable not only to tell the story, but also to write it on in a wider circle and to link it with activities to realize opportunities.

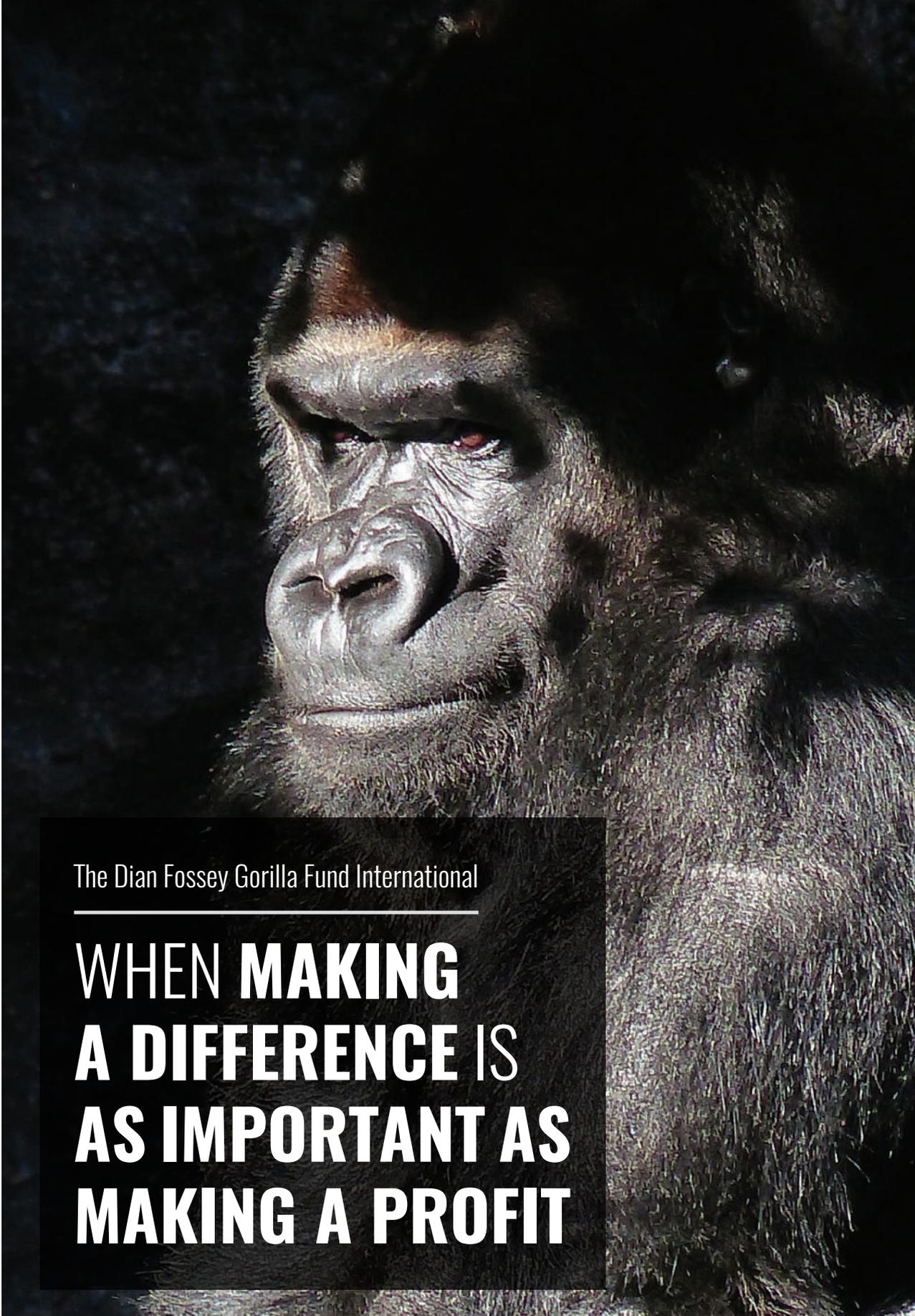


Rainer Petek, inspirational speaker, sparring partner, extreme climber and author climbed already as a 19-year old the north face of Grandes Jorasses, one of the most difficult mountaineering challenges of the Alps. As a professional mountain-guide he led numerous clients through extremely difficult climbing-routes in the Eastern and Western Alps.

In his keynotes Rainer Petek takes your employees and customers up the "business north face". He creates mental images for the management of challenges and inspires people to start right away. Rainer Petek encourages you to let go of mental ballast and one of his key messages is: recognize possibilities and chances – even above 4.000 m height. Impressive pictures and powerful stories guarantee a strong and emotional experience.

Rainer Petek holds a Master degree (MSc.) in Organizational Development. Since 1998 he supports national and international companies in mastering difficult change processes along with leadership development for success in demanding environments. He is author and co-author of several books and publications. Rainer's best selling book „Das Nordwand-Prinzip – wie Sie das Ungewisse managen“ is about how to deal with complexity, uncertainty and unexpected events and brought the similarities between leadership challenges in business and in extreme mountaineering to a broader awareness. Since 2007 Rainer Petek is Lecturer for Leadership in the Executive MBA Program of the Danube University Krems.

www.rainerpetek.com



The Dian Fossey Gorilla Fund International

**WHEN MAKING
A DIFFERENCE IS
AS IMPORTANT AS
MAKING A PROFIT**

Decades of daily direct protection have saved critically endangered mountain gorillas from extinction and stabilized their tiny population. We have now expanded the same methods to help save nearby Grauer's gorillas, which are experiencing dramatic declines. All types of gorillas are critically endangered and face serious threats to their survival, but our daily protection works!

PROTECTING MOUNTAIN GORILLAS IN RWANDA

Mountain gorillas have been monitored and studied closely since Dian Fossey began her work with them in 1967, after establishing the Karisoke Research Center. She started the process of habituating them to the presence of human observers, so that she could closely observe and document their behaviors, status, movements and other important information. Today, Fossey Fund trackers and researchers protect and study roughly half of all the mountain gorillas in Rwanda, with the other half protected by the Rwandan national park authorities.

We have shown, using our 50-year database, that this type of daily presence in the forests is what is needed to protect these gorilla populations from the many threats they face, as well as to collect the information that is needed to provide the most effective conservation strategies. Tracker teams serve the role of both protection and data collection and are the key factor in saving the mountain gorilla population

Each morning, Fossey Fund trackers locate their assigned gorilla group by finding where the gorillas built their night nests and then following the trail of crushed vegetation left behind as the group moved away in the morning. After finding the group and recording its location, our trackers locate each individual in the group and record information on general appearance and health, and any change in group composition due to births, deaths, immigration or emigration, in order to track the population dynamics. In addition, researchers collect detailed information on behavior for our long-term gorilla research database and specific studies. This type of detailed data collection is possible because the gorillas are accustomed to human presence – what scientists call “habituated.”

In Rwanda, the Fossey Fund also has dedicated anti-poaching teams, which patrol specific sectors of the gorilla habitat to seek and guard against illegal activities in the forest, especially poacher activity, such as snares set to entrap animals. The snares are intended for antelopes and small game animals, but they can cause serious injury or death to gorillas as well. Our anti-poaching teams also record other illegal activities in the forest, such as wood cutting or water collection. All such information is provided to park management and used to determine the best methods for protecting the forest.



SYMBOLICALLY ADOPT A GORILLA

Conservation doesn't happen in isolation.

That's why our tagline is "Helping People. Saving Gorillas." We know that conservation only happens when individuals join with organizations to protect and save vulnerable species so that we can all thrive together.

What we do works.

When you give to the Fossey Fund, you're investing in a proven model of conservation. Due to the intensive protection Dian Fossey began over 51 years ago, mountain gorillas have reached a historic milestone: their numbers have steadily increased over the past 30 years, totaling just over 1,000 individuals today! But their status could change in an instant due to disease, climate change, and other daily threats. That's why we must keep working together to ensure endangered gorilla populations remain protected.

You can protect gorillas from anywhere on the planet!

Travelling to Africa to see the gorillas in person is the experience of a lifetime, but hopping on a plane doesn't always fit into our busy schedules. When you adopt a gorilla, you make an immediate and significant impact in the lives of these endangered animals and the humans that live near them. Like Dian and our teams in the field, you can help keep the planet's last wild gorillas protected every single day.

Adoptions make great gifts!

Every donation saves a gorilla and changes a life – how many gifts do that? From birthdays, weddings, and other special occasions to thank you gifts for business associates and clients – symbolic adoptions make great gifts! Gorilla adoptions also provide the recipient with a unique opportunity to learn about conservation through exclusive content from the field!

We're fully green.

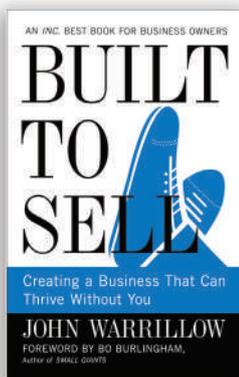
We work to ensure that every single dollar we receive is used to its fullest potential in order to conserve the endangered wildlife and habitats we protect. That's why our adoption program is fully digital. It's not only better for the environment, but it means more direct gorilla protection, and less spending on administrative costs like postage and printing. It also gives you the flexibility to print, display, and gift your adoption materials however you see fit!

www.gorillafund.org

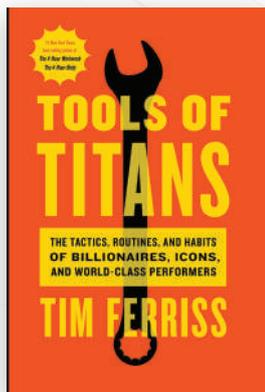
Editor's Choice

RECOMMENDED READS FOR ENTREPRENEURIAL LEADERS

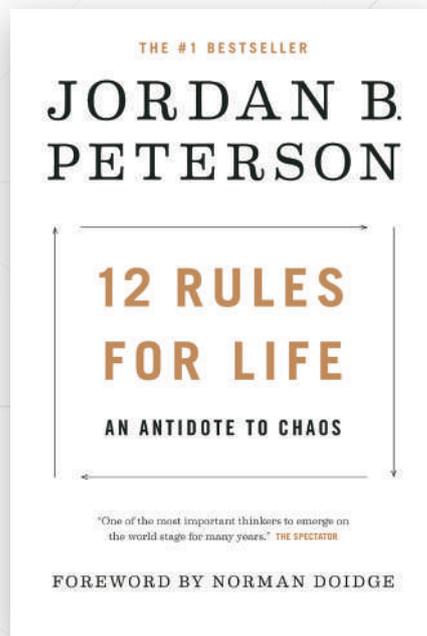
BOOK I



BOOK II



BOOK IV



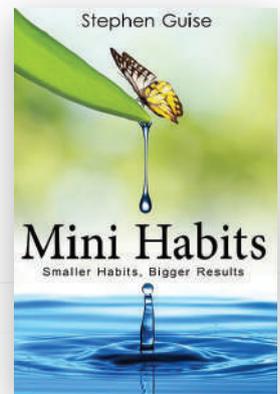
BOOK I 12 Rules for Life: An Antidote to Chaos
By Jordan B. Peterson

BOOK II Built to Sell: Creating a Business That Can Thrive Without You
By John Warrillow

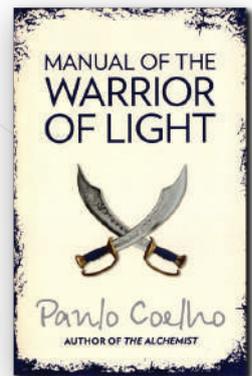
BOOK III Mini Habits: Smaller Habits, Bigger Results
By Stephen Guise

BOOK IV Tools of the Titans: The Tactics, Routines, and Habits of Billionaires
By Timothy Ferriss

BOOK V Manual of The Warrior of Light
By Paulo Coelho



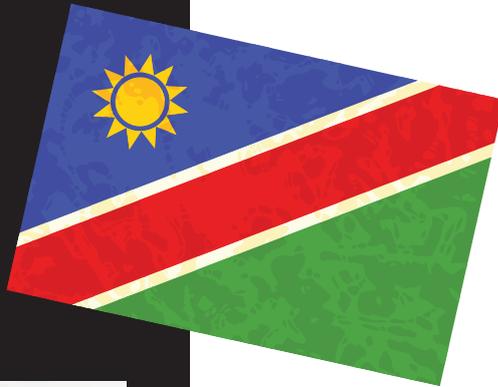
BOOK III



BOOK V

LAUNCHING SOON!

CONSCIOUS LEADERSHIP BY MIKE HANDCOCK



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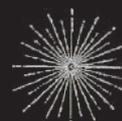
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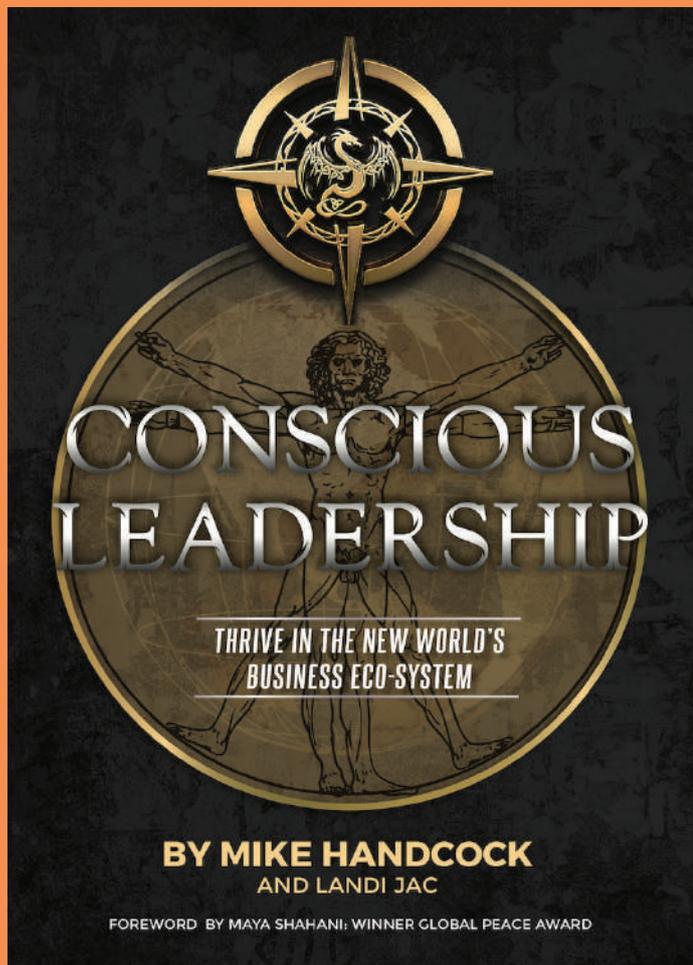


www.mahermillions.com



2020 BOOK RELEASE

BY NIKOLA POTGIETER



CONSCIOUS LEADERSHIP

Make no bones about it, this book is DEEP. The three sections of leadership in the post 2020 world are broken into ENERGY, ENVIRONMENT & ENTERPRISE. You will find your beliefs being challenged again and again.

This is a true business read for conscious people. You will learn about the role of quantum physics, ancient wisdom, new technologies and deep seeded history and you will come out changed. Your view of the world will be different. This is the book that stops you hustling and working hard, getting no where, to utilise a way different view of what reality is, leading to greater prosperity, freedom and purpose.

WHAT IS REALITY?

The book starts with a wonderful forward by Maya Shahani, winner of the Global Peace Award, who talks about her journey to consciousness, from being born into abject poverty in Pakistan and rushed over the border into India, only to become a real life slumdog millionaires. From here we learn about the genius and tradgey of Alexander the great and the parallel to our own lives.

You will be challenged on your view of what is real, the material world that you see before you daily or the spiritual world that engulfs you only at times. The answer lies in the book.

Subjects such as Augmented Intelligence, Customer Journey, Building a Business or Team are given a whole new leaf of 'conscious life'. This book inspires the best in anyone to become the success and the leader they were born to be.

Available on AMAZON & Others, early in 2020

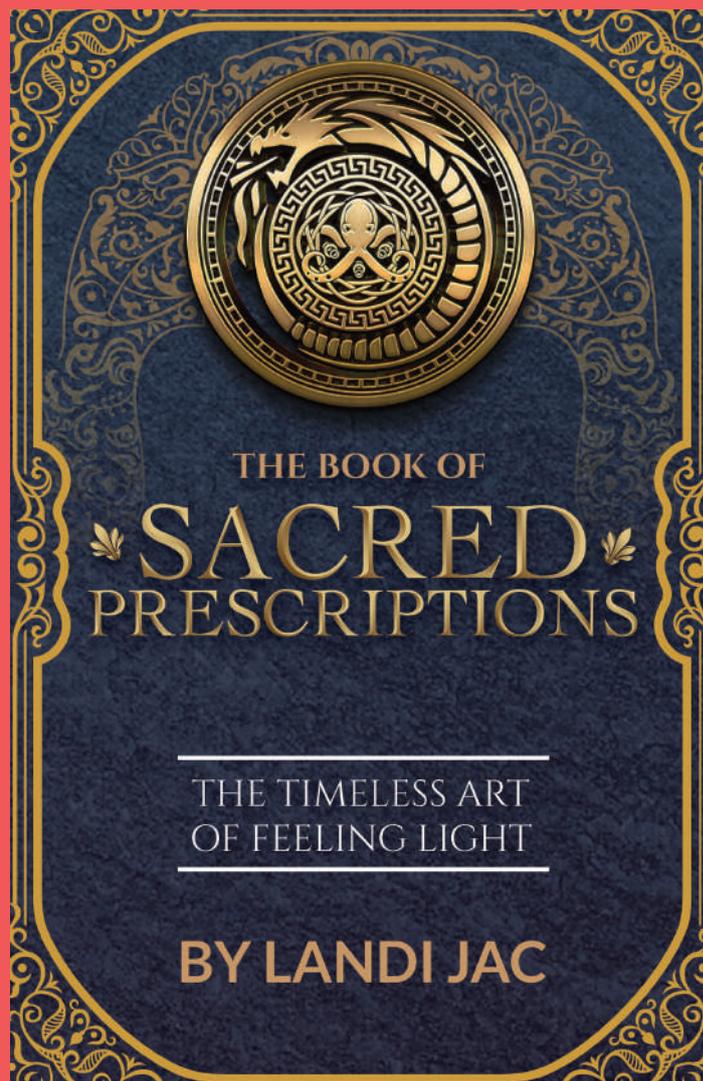
2020 BOOK RELEASE

BY NIKOLA POTGIETER

The Book of SACRED PRESCRIPTIONS

As you tell by the cover, this is no regular business or personal development book. For the past six years Landi Jac has fervently travelled to, researched and met with spiritual leaders.

The result of all that work is a profound (This is no small book at 450 pages) journey into the readers soul and all of the l'stuff that holds us back for our greatness. Landi shows us GOD, whatever our religion in a very practical way where GOD surrounds us on a daily basis and whether you meditate, pray or simply converse, how you can access divine technology that exists to assist you to be the best version of yourself.



YOU ARE AN ALCHEMIST

Sacred Prescriptions gives you literally what it promises. Ten very sacred, very ancient and very practical prescriptions to enlighten any area of your life, potentially making you a divine alchemist of your own future. The power is in your hands.

Landi Jac says this is a book of remembrance. It's not new technology, some of it has been around since time began. For many years we have been lost as a society, placing our faith in gurus, false science, a system that **frankly hasn't** served us. We are stuck.

Sacred Prescriptions takes you far away from all of that. You will learn monumental things that will allow you to become a stunning co-creator.

Available on AMAZON & Others, early in 2020

POWERFUL CONTENT FOR YOUR BUSINESS

Worldwide Business Intelligence only deserves its name when those who explore and bring you the latest solutions in entrepreneurship are actually out there investigating the world. Reading books, watching YouTube or attending low-key business courses are useful for any entrepreneur, but if the knowledge are not tried and tested, it loses its ability to be universally applied and ultimately become personalized. Traveling entrepreneurs, Mike Handcock and Landi Jac's passion for entrepreneurs takes them around the world a few times in a year. During these times, they converse with like-minded business owners and host over fifty Masterminds events for entrepreneurs, worldwide. Not only do they scout for the latest business wisdom and technology, they apply it to their own international businesses and measure the results. To the point where their business solutions are turned into high-performing masterpieces for entrepreneurs.

This is good news for you if you are into shared-working spaces, involved in the professional development of entrepreneurs or if you are a business owner yourself.

In this issue, we bring you a small sample of the type of universal business intelligence that our Internationalists create for entrepreneurs.

Craving more cash-flow and consistency in your business? Employ the Money Train™ and get super fast results

Sick of no one taking your message, products or services seriously?

You probably are facing Positioning issue.



THE FIVE CARRIAGES OF THE MONEY TRAIN



Use the Money Train to ensure that you have consistent cashflow streaming into your business. Pay equal attention every day to each carriage of the train. The more your five carriages are connected, the faster your train will produce income.

1. LEAD CARRIAGE

Fill your 1st carriage with leads from your target market. Use various resources such as Industry Events, LinkedIn, Associations, Email Lists or Joint Ventures.
Your Key Point > Record each lead in a database and automate it with reminders.

2. TRUST CARRIAGE

Your 2nd carriage will produce money if you start building meaningful relationships with your leads. Prove social proof that you are an expert and give them access to quality samples of your work.
Your Key Point > Keep record of the type of trust that you have built with each lead.

3. LOVE CARRIAGE

The 3rd carriage is all about value and creating quality time with a potential client. Do this by getting people offline, delivering some content to them, getting on stages, sharing your book or hosting Masterminds.
The Key Point > Keep record of who has had personal contact and value from you.

4. SALES CARRIAGE

Even with all the leads and relationships in the world, your train will not run smoothly and produce money unless you sell. Get a killer sales presentation that converts!
The Key Point > Build and Maintain a proper Sales Pipeline for your business.

5. JOURNEY CARRIAGE

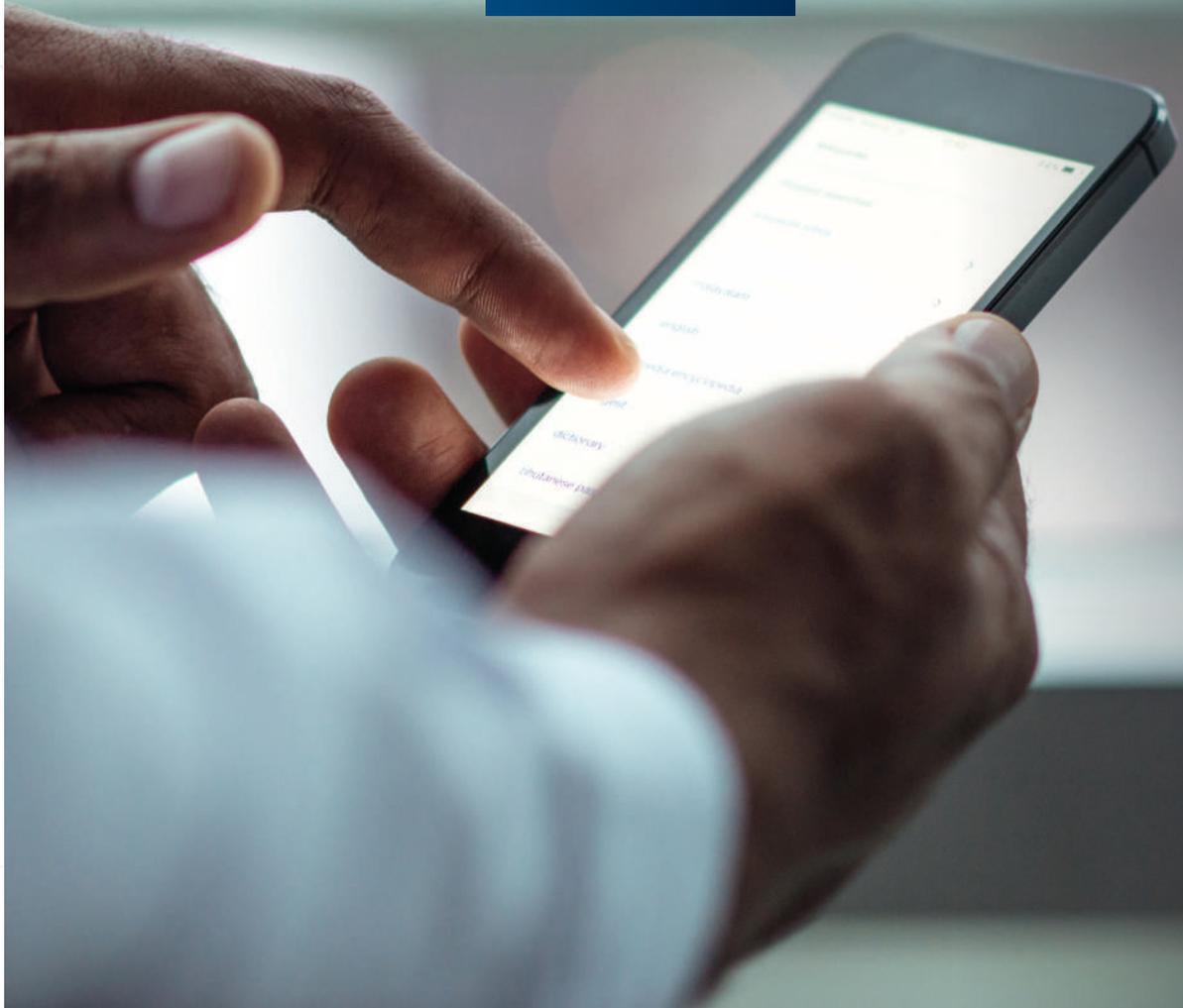
The 5th carriage is filled with clients that have agreed to go on journey with you. Make sure that you provide them with a fantastic customer experience from Day 1!
The Key Point > Develop and track a customer intake process that WOW your clients and encourage communication.

FINALLY, GIVE YOUR MONEY TRAIN THE NECESSARY TRACKS TO RUN ON. DO THIS BY AUTOMATING AS MANY OF THE CARRIAGES AS POSSIBLE.



TOP SELECTION OF MOBILE APPS FOR CREATIVELY SMART ENTREPRENEURS

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Remember, search, and share your voice conversations

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