

THE SOLUTION



good idea

Transolution's Founder
wins **"Best In Education
& Training Award 2019"**




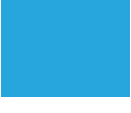









"If you define the problem correctly, you almost have the solution." Steve Jobs



TRANSSOLUTION
SERVICES

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A MESSAGE FROM THE FOUNDER EMMANUELLA ABOA

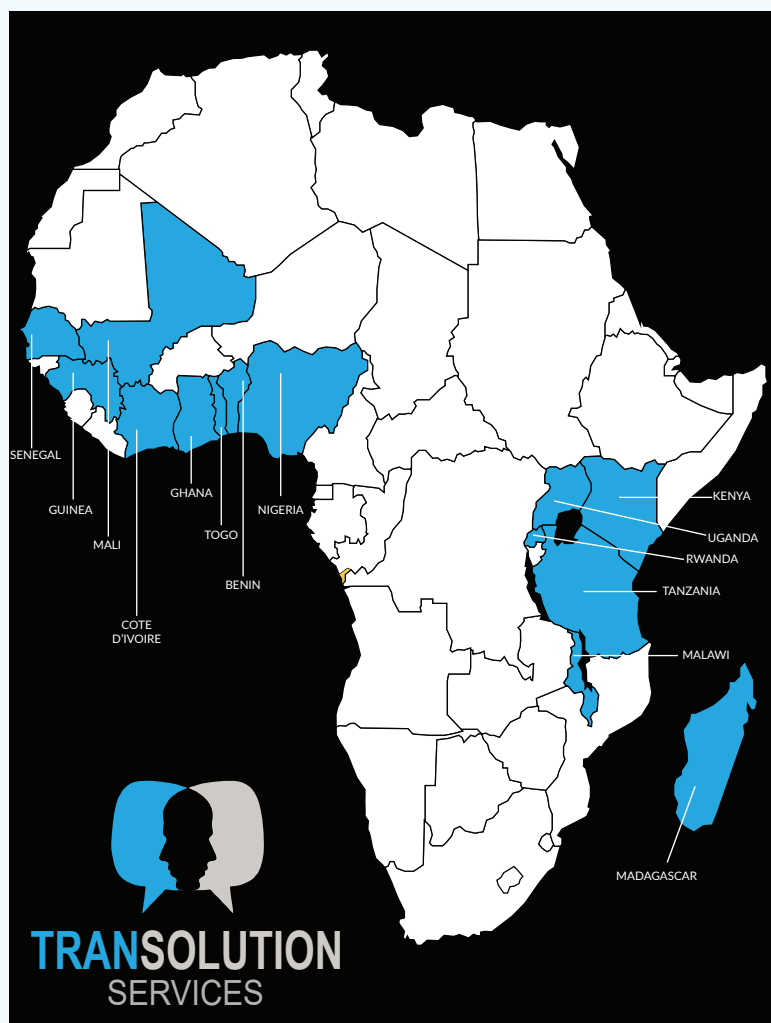
A journey of a thousand miles begins with one step. The journey of Transolution Services is no exception.

The year 2007 saw the beginning of a strong era in Kenya. Discussions on Vision 2030 to make Kenya competitive and prosperous begun to take place. With globalization, Kenya embarked on positioning itself more competitively, thus attracting various foreign investments. This would mean more business opportunities and the need for a reliable translation and interpretation company in the country- an opportunity, I knew too well. Equipped with a computer from the comfort of my home and my skills, Transolution Services was created as a sole proprietorship, offering French and English translation and interpretation.

Today, we are a fully fledged limited pan African company offering various suit of services to different target markets. We are proud to offer Translation and Interpretation in over 20 international languages and several African dialects; Executive Training, Coaching and Counselling services and Project Management and Monitoring and Evaluation. We would not be here without your trust and support. We exist because of you. Our customers are partners in our mission and a valuable family member. We look forward to continue strengthening our partnership with you to help you scale up your limits.

Asante!

WHO WE ARE



Transolution Services Africa Limited prides in being a champion of transforming lives, sharpening leadership management skills and challenging businesses to achieve their full potentials.

We work with a variety of clienteles ranging from government, institutions, community-based organizations, young people and senior leadership among others- both locally and internationally. Our goal is to help our clients maximize opportunities within their ecosystems.

Through our expertise, we have a presence in 14 African countries.

Our suit of services includes but are not limited to executive training, bespoke coaching and counselling services, translation and interpretation, project management, implementation and monitoring and evaluation.

Our Core Values

Empowerment
Transformative
Teamwork
Confidentiality

Our Vision

To be the leading choice of our clients as a one roof business advisory platform and propel the wealth of our continent.

Our Mission

We pride in championing world class, executive, bespoke services.

Our Ambition

Our clients experience platinum services that ultimately transform them into who they should be-effective.

Our Ethics

We are ethical and professional in all our corporate and civil undertaking and God is our anchor.

Thank You!

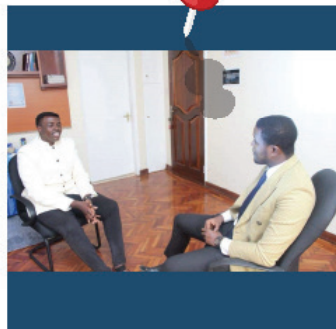
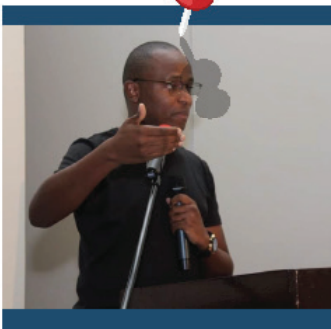
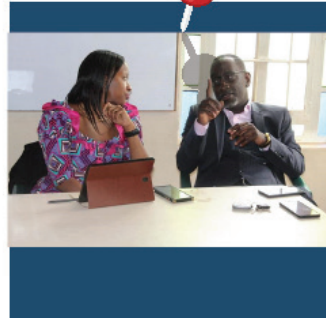
Psalm 127:1 “unless the Lord builds the house, the builders labor in vain.” Our Founder, Emmanuella Aboa, was privileged to be awarded Best in Education and Training by Top Women in Business Award.

The award is a validation of the incredible work done over the years, and we would like to thank all the people who took part in our journey. We thank the Almighty God for blessing our work. To family, friends and customers, thank you so much for the continuous trust. Looking forward to a more impactful 2020.

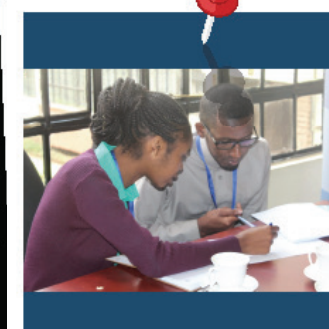
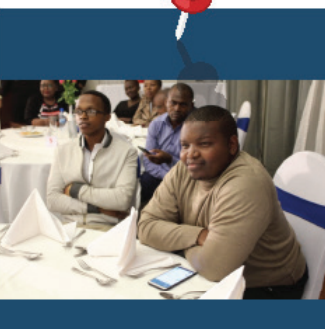
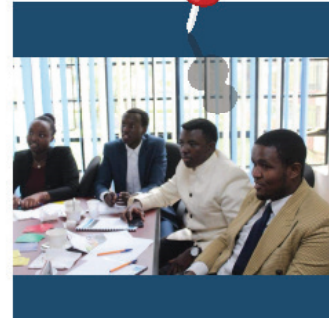


Our founder posing for a photo with the trophy and certificate won during the WIB Awards under the category “Best in Education & Training 2019”

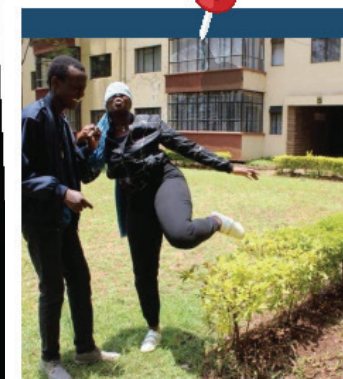
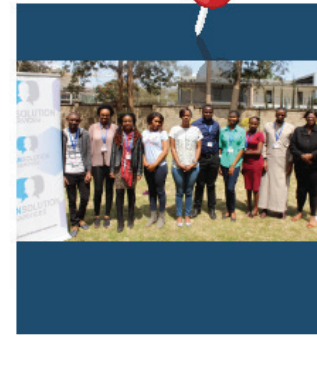
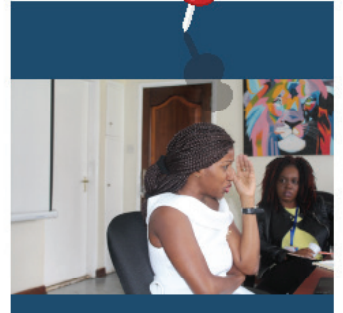
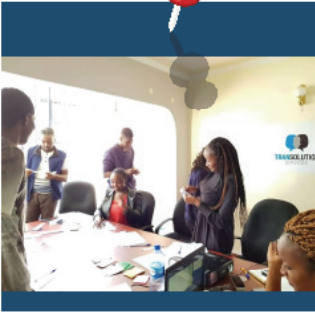
2019 In Pictures



2019 In Pictures



2019 In Pictures



EVIL STEPMOTHER, EVIL STEPFATHER



"Imagine being stuck in a boat with your stepchild and biological child. As the boat begins to sink, you realize that you can only save one child, who would that be?" Wendy Malinda.

White dress, golden shoes, sweating hands, anxiety, joy and doubts are some of the common characteristics brides encounter on their D-day. While others pride of their resilience throughout their marriages, the ever-after dream does not last for some. No one marries to divorce and yet some experience it.

With divorces and separation on the rise, step families are becoming increasingly common in the world, and in Kenya in particular. Researches are however quick to highlight that second and third marriages have a much lower chance of succeeding. The inevitable question is how do you ensure that your subsequent marriages last? How do you ensure that you get your happy ending with your step

family?

Wikipedia describes a blended family or step family as 'a family where at least one parent has children that are not genetically related to the other spouse or partner. Either parent, or both, may have children from previous relationships.'

Being in love tends to disassociate people from reality. More often than not, this state of delusion follows the 'I thought I was in love but it was an infatuation phase'. What happens next? Let's assume you get into your new relationship with children, how do they fit into this equation? Depending on their age, they can either revolt, retrieve, sabotage the new relationship or blame themselves for their parents break up. It is a difficult situation. Partners separate but they remain parents nonetheless.

Blended family can be very messy. They are several questions to consider and worth discussing before any big decision

is made. Who will the kids live with? In case both partners have children, will they be considered as heirs in the family inheritance, and to what proportion? In case one parent dies, do the kids return to the other biological parent or do they remain with the step parent? What would the implication be? How do you plan on disciplining the children? How different will your parenting style be?

As parents, how do you ensure that the baggage of your failed marriage does not ruin your next relationships? How do you communicate? How do you solve issues? What are your values? What do you believe in? How do you combine your values and believes to shape your family? To what extend do you allow your former partner in your new relationship? How do you handle finances? A look at the Bible and we get to appreciate the complexity of this blended family. While Sarah requested Abraham to get rid of his slave woman and Ishmael, their son, Joseph was hated and sold by his step brothers.

All may not be rosy but there can be light at the end of the tunnel. Below some few facts to help you and your partner prepare for this journey:

1. Be realistic: The children may not love you immediately and you probably won't either. This will become more apparent when they begin to respond differently from what you expected, and that is fine. Remember you are the adult, they are the children. Get into their world to influence them. Love takes time to develop.

2. Bonding: Do not separate the children from their parents. Encourage rather continuous interaction between the children and the parent. Let them go on dates without you. Reinforce their

bonds through routines and rituals. Build their trust.

3. Time: Irrespective of their age, children need time to warm up to the new person and adjust to the step family. While boys may accept easily their step fathers, girls may take a little more time.

4. Appreciate the various roles: The biological parent will remain the most trusted person in the eyes of the kids. Accept it. He/she will also remain responsible for discipline. Do not fight it. This can change with time as they begin to trust you.

5. Encourage open communication: Remember that each family has its own history, expectation and culture. Blending a family is accepting that members will have different opinions and would want to take a stand. Encouraging respectful communication gives insights into the mind and heart of individuals.

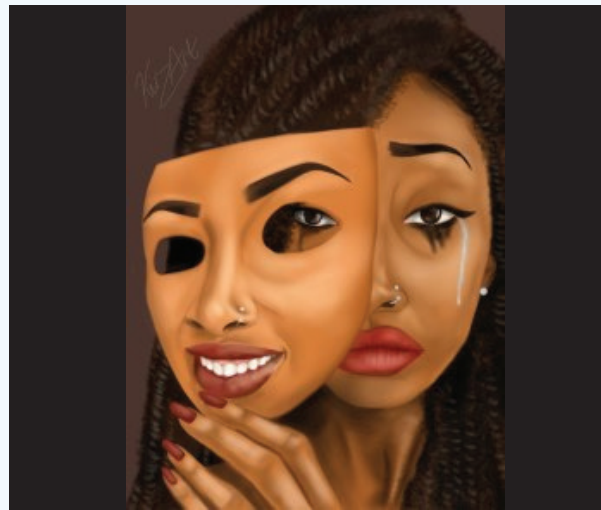
6. Favouritism: Favouring one kid over the others can have a negative effect on children overtime and damage your family.

No one has the perfect life but everyone has the ability to create their ideal life, by being deliberate about their actions.

MENTAL DISORDER

"I am bipolar," he murmured casually... John (not his real name) was my ideal man. He was always happy (the clown in our circle) who could turn any depressing situation into a joyful moment, the person we would run to when we needed things done, the man I was longing to hear every single day, this handsome guy who would give me the butterfly in my stomach because he always said the right thing. I was in love with his brain and weak when he smiled. Bipolar was the last thing I expected to hear. Shocked? Surprised? Scared? Confused? Not sure of the emotion I had- it was after all over 10 years ago, but I remember being speechless for a moment. How could a man be so blunt about such a condition? Didn't he know this could make me run away? I admired his honesty but was scared of what it meant. In Africa, they are

many interpretations of mental disorders. Demonic disorder, social deviance, weaknesses and illnesses are the most common. Mayo Clinic describes mental disorders/ illnesses as: "disorders that affect your mood, thinking and behavior... Many people have mental health concerns



from time to time. But a mental health concern becomes a mental illness when ongoing signs and symptoms cause frequent stress and affect your ability to function." Unfortunately, not many people are as honest as John was, and many more are

dating and marrying individuals with mental conditions or raising children who could be experiencing the same, without knowing it and providing the needed care. In this article, we will be highlighting some of the signs to watch out for in individuals and the various

from schizophrenia. The common symptoms are hallucinations (hearing voices), delusion (irrational belief. Eg: believing he/she is the President of the republic or is being prosecuted), disorganized speech and behaviors, absence of normal cognition and unresponsive to surrounding. In childhood, the symptoms could include language delays, late/unusual crawling and late walking, while in teenagers, a drop in performance, withdrawal, inability to sleep, substance use among others. Schizophrenia can be triggered by the environment, as early as from birth, or could be developed later: - Early: difficult birth (oxygen deprivation) and prenatal infection - Later: due to stress, difficult situation and family environment

treatments available.

A/ Disorders

1. Schizophrenia

Also known as the lepers of the 20th century, statistics indicate that 1% of the world's population suffer

2. Mood disorder

The most common types of mood disorder are depression and bipolar. As indicated above, many people have mental health concerns, but a person suffering from mood disorder can be severely depressed for many weeks. Statistically, the illness tends to affect more women than men, however, there is also the fact that men rarely speak about it. Mood disorder can be heritable. Some common symptoms include: persistent negative thoughts (believe that nothing can ever change), suicide, frequent move from mania (extreme happiness) to instant depression, lack of pleasure, loss of appetite and lack of sleep.

3. Anxiety disorder

Anxiety can be experienced by everyone but it becomes a disorder when it is irrational, uncontrolled and disruptive. Anxiety disorder is a constant feeling of fear and apprehensive. It can be divided in 3 categories: generalized anxiety disorder (constant worry about issues), phobias (irrational fears over situations) and obsessive compulsive disorder commonly known as OCD (irrational obsession, disturbing thoughts). Some physical symptoms include: headaches, stomach-aches, irritability.


4. Disassociation disorder

Have you ever watched a movie where one of the main characters begin to lose his identity and every memory he had of himself? Well, this is a typical case of disassociation of memory. People with this condition forgets everything, and only

remembers under special cases such as hypnosis. There exists several types of disassociation that range from temporary, selective to permanent loss of memory, identity replacement and multiple personality disorder.

5. Personality disorder

A personality disorder refers to different personality types, ranging from paranoia to narcissism, dependency and anti-social personality disorder. The most common symptoms include: sociopathy, psychopathy, selfishness, impulsive, promiscuity, loyalty, guilt, anxiety and being easily bored.



SHIFTING LANDSCAPE

A self-awareness and self-management training programme targeting young people from the age of 14 to 20 years. The 4 weeks programme is designed to help young people understand themselves and others better, and guide their thoughts and decision making. Based on innovative techniques, the training derives from the need of young people and the demand of the market.

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B/ Therapy

They are many therapies to manage these conditions. This article is by no means a way to tick the box and make assumptions about everyone you come across to. Being able to identify certain characteristics and seek help is the objective of the post. You may suffer from these problems or know someone who is, and understanding the underlying causes is important to protect and save lives. They are 4 types of therapy commonly advised to individuals suffering from mental illnesses, these are:

1. **Psychodynamic therapy:** include dream analysis and aims at revealing the unconscious content of an individual.
2. **Behavior therapy:** admitting a client into psychiatric hospitals to alter dangerous behavior.
3. **Cognitive therapy:** the most popular therapy is one where the patient speaks to a therapist and try to correct behaviors.
4. **Medical interventions:** use of medication to manage mental illnesses. Generally, this

includes:

- 4.1 Antipsychotics for patients dealing with schizophrenia
- 4.2 Antidepressants for patients dealing with mood disorder
- 4.3 Electroconvulsive therapy: using electricity through ones brain
- 4.4 Transcranial magnetic stimulation: a technology that involves electrical energy into the brain, with some promises in treating disorders such as depression.

Does therapy work? Is the ultimate question. Having done it for many years, I would confidently say yes for those who are committed to it. However, it is also important to take note of regression in certain cases. Mentally challenged people must fight their way through every single day. Mental illnesses, like any other illnesses, are unfortunately detected when symptoms appear. However, to treat it, a therapist must identify the underlying causes. The success of the sessions depend on a variety of elements. Being mentally ill is not a death sentence and seeking help is the beginning of self-acceptance and an opportunity to become the person you admire. You can see a therapist between 500 Kshs to 4,000 Kshs per session, in Kenya, in both private and public hospitals as well as private institutions. ANYONE can have a mental disorder. "Having a mental disorder isn't easy, and it's even harder when people assume you can just 'get over it'." John and I never dated. We remained good friends to date. His first marriage was to a dramatic and selfish woman. This worsened his situation and John had to see a therapist for one year. He later remarried to a wonderful woman, and I was the maid of honor :-)

We did not date but my family got bigger.





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HOW TO ENCOURAGE YOUR CHILD TO OPEN UP?

“Hey baby, how are you? How was your day? What did you do today? What good thing(s) did you do? What bad thing(s) did you do?”

These are some of the questions I ask my children every single day.

I start off with general questions to get a feeling of their mood and state of mind. If your children are like mine, they would ideally always reply “fine”.

The second part of the questions are more specific. I ask them about the good things they have done to ensure that they appreciate that, irrespective of the challenges they experience in a day, there is always room to be kind to others. I also ask them about the bad things they did to call to mind their wrong doings and shape their attitude. This is in line with a Catholic prayer that reminds us that sinning happens not only in our thoughts and mind, but also in what we have done and failed to do.

In an era of phones, internet and all type of distractions, this method happens to be one of the ways I use to reinforce my love for my children, by having candid discussions, without judgment.

My husband and I use other additional methods to ensure that they continuously open up to us, as we understand that the foundation of a child begins and is reinforced at home. So below some few points we use which I hope would be beneficial to you.

1) Conversation openers: I pay extreme attention to conversation openers because there is always more than meet the eyes. At one point in time, we had numerous deaths in the family, when, months later, when I was making dinner, my first daughter asked in a very casual manner whether “children could also die,”. Unexpected, I quickly understood that she had been affected by the deaths and has had questions about its meaning. A simple question ended up being a 1hr discussion between the children and me.

2) Listening: as a counsellor I sometimes have to be extra cautious to listen rather than give quick advices. When I speak to clients, it goes without saying and comes rather easily, not so much with family. Learning to genuinely listen to your children, understand their context and more so, appreciate the fact that their brains are not as developed as yours, so they may say things that make no sense to you is important in encouraging them to open up and shaping them.

3) No size fits all: I have 4 adorable children who have such different personalities. While one of them is an introvert, smiles and laughs often and for no reason, breaks everything in the house and wants to please mummy, the other is an extrovert, whose mood changes quite often especially when you point out the mistakes, will definitely not laugh for no reason but cares so much about the feeling of people and helping others. They all have their strengths, weaknesses, and ways of communicating and define love differently. As a parent, I have learnt that the methods I use for one child will definitely not work on the other. And so, I have had to learn to be flexible to ensure that they open up.



4) My village: oblivious to the fact that a time will come when my children would rather speak to someone else but me or their dad, I ensure that they are surrounded by people who share similar values with us- be it the house managers or my friends. These people call and meet my kids often and discuss things relating to life. Last year, when I had gone on a trip, my kids spoke to two of their “village members” regarding something that was bothering them. They both spoke to me about it which gave me ample time to prepare and reflect before engaging my children. The conversation went very well because my village handled it as I would have.

Obviously there are many other methods I use to create a good environment where my children can open up freely- from the weekly dates we have, the games we play at home, the family time we spend and more so, the private time they have with their dads which they equally love. This is by no means an exhaustive list. How do you encourage your child to open up?



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FAMILY THERAPY

Dressed in a black jean, a multi-coloured top and a braided wig, Helena does not look a day older than 35. The 53 years old woman is a mother of 4 and a holder of a Masters in political science. A stay-at-home mum, Helena called my office a week earlier requesting for an urgent meeting. We met on a sunny Tuesday afternoon.

Unlike other clients, Helena was chatty. She clearly had been waiting for this day, for a while now. She had a lot to say about her children, her failed marriage and “unaccomplished life”. She became even more excited when she found out that I have children of my own. Her biggest headache was however, her daughter, Agnes. The relationship between Helena and Agnes had turned from bad to worse and Helena feared that her other children would follow suit.

Agnes, 17, was in form 4 in a boarding school. Her mother considered her arrogant and her behaviour was getting in the way of her education. She had been suspended twice and an expulsion was right around the corner. The school holiday was coming to an end and we agreed, after deliberations, that I will be having 4 sessions with Agnes. I suggested to have 3 private sessions with Agnes and a combined session with the mother, on the last day. Helena barely agreed as she believed Agnes was the problem and saw no need to bring her on board.

This was not surprising. Parents tend to be guarded. From the onset, Helena showcased non-verbal signs that ascertained my initial diagnosis of her. She was frustrated, bitter and in pain. Helena was lonely, she needed to vent



and needed someone who would agree with all her assumptions. That particular day, she wore a dark suit; different from the jeans I was accustomed to and sat directly opposite me, staring straight into my eyes. Her arms and legs were folded. She was ready for war. She came to defend herself rather than to listen.

The late Mother Theresa once said: "If you want to change the world, go home and love your family". In the early 1950s a group of researchers, working for a mental hospital noticed that when a patient's mother visited the hospital, the patient would often be upset for days afterward. The researchers discovered the same disturbances between father and child. Many fathers were distant, uninvolved and saw their children vary rarely. The reaction, they concluded came from the mixed signals the patient would get from the mother.

Boy sees his mother's smiles; excited to see her, he opens his arms to give her a hug. As much as mother embraces her son, she is uncertain about the physical contact and unknowingly, portrays it in a nonverbal way. The son, sensing his mother's nonverbal rejection, backs away from her. The mother confused then ask, "What's wrong? Aren't you glad to see me?" Now equally confused, the son either gazes vacantly or turns around looking for a safe place. "The son in this situation is in what the researchers began to call a double bind—trapped between two conflicting messages."

Helena's main problem was not Agnes and vice versa. Her main problem was covered behind a dismantled hierarchy, made of long-standing marital difficulties, covered by hidden and unstable emotions, behavioural challenges from children, which was further intensified by demands from extended families, economic pressure, work system and several assumptions.

Her problem is entrenched in the family system: their values, priorities, the way they communicate, among others. In such cases,

therapy would change Agnes, but only temporarily. She would eventually fall back into the same trap and in certain cases, become worst. Only a family therapy can help their family problems. Generally speaking, unhappy people come from families where there are a lot of other unhappy people.

The sessions are meant to enlighten members of issues they were aware of, but did not know could cause such damaging effects.

DOES CULTURE AFFECT PROGRESS?

This morning I had a discussion with a programme manager of a well established company. Lets call him George to protect his identity. George is an activist. For the past 8 years, he has fought for the right of women and gender equality. He speaks so eloquently and passionately that one is bound to join his cause.

We met today and spoke about various issues before engaging in a heated discussion regarding inheritance. I come from a community where inheritance is given to both male and female.

As a woman and mother of two amazing daughters, I find it insulting that most communities do not leave inheritance to women for the simple reason that they will eventually be "sold" and be part of another family. Let's be honest here, don't women need that money more than men?

From generations to generations, we have noticed that when women are financially stable

(most of them), reinvest their resources into their families. In addition, when a divorce occurs, women are disadvantaged as they find themselves with less resources and more responsibilities. For



this reason, countries such as Eritrea have embraced progressive laws to harmonise customary laws.

George confessed to me that even though he shared my sentiment and echoed the same "speech" with many stakeholders and communities, he simply will not leave any inheritance to his daughter.

"Why?" I begun

"I don't know," was his reply

"Come on. You do know", I insisted.

"Seriously I do not."

"I will make a guess. Tell me whether I am right or not."

"Ok"

"Fear?"

He paused for a few

extend."

This is a man who has spent many years fighting for equality and who strongly believe that girls should be entitled to inheritance, yet, he is not able to follow his own advise and go against his culture. What does it say about our society? Does culture really affect progress?

seconds, surprised at the fact that this had never crossed his mind and continued:

"You are so right Emmanuella. I am petrified of what my family would say. My people won't allow it. If I tell them of my intention before I die, they will alienate themselves from us. If I don't tell, die and they find out, they might deny my daughters they rights and fight it to an unimaginable



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HOW A PSYCHOMETRIC ANALYSIS CAN HELP IMPROVE YOUR RELATIONSHIPS

John and Lynda have been married for 5 years. Unlike most marriages which begin with utmost joy, their relationships have been filled with anger, disappointment and regrets from the very onset.

Although they love each other, they are now considering divorce as the best and most practical solution. Before making that move, they opted to see 2 different counsellors, myself included, and ensure they had tried all possible options. Upon hearing them narrate their problems, I quickly noticed their different personalities. Lynda likes rules and regulations. Her entire life is based on order, processes and a strong sense of self. John, however, is a free spirited type of man. He does not give order and does not like being ordered around. Their strong personal convictions about lives affect the way they

communicate and relate to each other. When a client comes to us, the first thing we make them do is a psychometric evaluation. Even though, our team of experts are able to classify clients easily and fast, it is always important to have the clients go through their



personal profile that of their spouses/children/colleagues/friends, get that 'aha' moment and begin to assemble the puzzles. A psychometric test is a scientific technique used to assess individuals' mental, behavioural, and aptitude abilities. Although widely used in career recruitment, advancement and development, it is also vital in other areas.

If we liken our lives to a journey, it is wise to establish where you are starting from and where you intend to go. Some people may amble through life without any sense of direction or purpose, and others may wish to challenge themselves on the way by

metaphorically climbing mountains. Our analysis showcases a pathway to establish the most effective route 'up the mountain' in order to bring 'clarity' and 'purpose' to your goal: to reach the heights of self-understanding. Our profile, Clarity 4D, is used for a number of applications from personal and career development, personal relationships, team dynamics,

family therapy and coaching. Specifically, why "Clarity"? This is about looking at our behaviours and psychological preferences from a number of viewpoints and gaining greater awareness of the impact of those behaviours on others. This helps in making conscious informed choices about what is right for you and your surroundings. Aware that development doesn't happen overnight and that it takes a long time and committed effort to produce consistent behaviours, our coaching and counselling sessions will help you re/discover yourself and give you the foundation to get the life you desire. Before you make the critical decision to end that relationship, get into a new relationship or give-up on that child, contact us for a session.

COULD YOUR TEEN BE HAVING A MENTAL BREAKDOWN?



Two weeks ago, I held a training that took an unexpected turn. As we began to address some of the issues affecting young people, tears followed suit. The training was a response to the ongoing mental health in the country and targeted young people between the ages of 16 to 24 who are going through some personal trauma or have family members with mental challenges.

Mental health includes ones psychological, emotional and

social wellbeing. It affects how people gather and process information, and eventually how they act.

Mental health problems can be attributed to biological factors, life experiences and family history. Some examples of psychiatric disorders that have a genetic condition include: bipolar, autism, deficit hyperactive disorder and schizophrenia. The outcomes vary depending on the illnesses and the individual, however some common

characteristics can be observed such as: withdrawal, anger, constant guilt, fear, depression, worthlessness, changes in appetite and suicide. Mental health can affect anyone irrespective of age, religion, background, social class or culture.

Because of the nature of young people and the alarming change that occurs during their teenage lives, parents' immediate response is to seek a psychiatric evaluation. Not every challenge experienced by your

teen is of psychiatric nature.

Through our psychological counselling and coaching sessions, we can determine the mental state of your teens. We help them make sense of their feelings, behaviours and thoughts. Young people experience mental and physical changes between the ages of 10 to 19 years. If not well guided, these can affect their decision making and well-being. Our counsellors are professionals who possess the

skill, knowledge and experience to help your teen understand the changes that are happening in their lives. Our counsellors are also able to determine whether your teen requires a psychiatric or a non-psychiatric treatment. In case we observe the need for a psychiatric treatment, we help you identify several qualified Doctors to further the diagnosis, which will include a physical exam and several lab tests.

As a parent, this period can be frustrating. Remember that your love and support are critical to help navigate your teens through this transition. You must learn to listen rather than lecture, be present, and most importantly pray. God is the author of life. He reaffirms the plans He has for us in Jeremiah 1:5 "Before I formed you in the womb I knew you, and before you were born I consecrated you; I appointed you a prophet to the nations." And again, in Jeremiah 29:11 "For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope.' "

WELCOME TO NAIROBI



“Wake up, Pray, Hustle.”



"If you can see your path laid out in front of you step by step, you know it is not your path. Your own path, you make with every step you make." Joseph Campbell





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"The sky is not the limit, it is just the beginning."

"Create the highest, grandest vision possible of your life, because you become what you believe." Oprah Winfrey



YOUTH UNEMPLOYMENT

"Our youth are not failing the system; the system is failing our youth, ironically the very youth who are being treated the worst are the young people who are going to lead us out

of this nightmare." Rachel Jackson
Y o u t h unemployment is one of the most pressing challenges facing Africans countries today. In recent years this has

caused young people to get involved in drugs, commit suicide, get involved in crimes and other vices to survive. The economic and social marginalisation as a result of this

phenomenon has stripped off young people from any dignity they could have and deprived the continent of making significant economic growth. Unlike in the past,



African countries have made huge effort to ensure all people have access to education irrespective of their social background. But despite this, since the economy is slowing down, unemployment is most likely to remain high with Africa having the highest number of young

people in the world. Luckily some African countries have realized that the unemployment factor may indeed end up having a more drastic impact on the continent with thousands of young people graduating from universities every year and unemployed. The

informal sector has been on the rise recently with countries such as Kenya, Cote d'Ivoire, Nigeria, South and Ghana taking the lead on the initiative. A number of key players have developed programmes intentionally structured to support youth employability:

'Ghana created national youth service and empowerment programmes to equip college graduates with employable skills; Mauritius developed a plan to encourage technical and vocational education for young people; Zambia introduced

a national youth policy to encourage job creation; Nigeria introduced a skills acquisition and enterprise development programme as a component of the existing national youth service corps; Cote D'Ivoire has launched an initiative to create more jobs and help youth develop skills while Kenya initiated the Youth Enterprise Development Fund.'

The MasterCard Foundation has also invested most of its resources in supporting financial inclusion, learning and economic empowerment among young people in Africa. The preamble of the African Youth Charter recognises the imperative for youth empowerment and development and acknowledges that "youth are partners, assets and a prerequisite for sustainable development and for the peace and prosperity of Africa with a unique contribution to make to the present and to future development". The Duke of Edinburgh International Award Foundation provides young people with confidence, resilience and skills in areas such as communication, problem solving and leadership – exactly what employers look for when distinguishing candidates. The Duke of Edinburgh International Award also provides a ready-made internal development programme for staff aged up to 24, helping employers to retain their talent.

A lot has been done but the impact of those initiatives remains unfelt with corruption and management at the forefront of the problem. By crawling a child learns to stand; by equipping young people with the skills required to shape their future and the invaluable skills acquired in the workplace, we are building a generation of future leaders.

At Transolution Services Africa Limited, we have ensured that a huge percentage of the people we employ are young people. This is because we strongly believe that they have the will, the zeal and the dedication to work. The creativity of young people and their knowledge of what is happening around them are necessary skills to keep abreast of our world and position ourselves more competitively.

If we want to create, develop and sustain Africa, it is imperative that companies ensure that they hire young people and make it an integral part of their policies. As leaders, we need to create that change by building the skills of young people and stop requesting for 10 years' work experience as prerequisite to get employed.

COMPETENCY BASED CURRICULUM (CBC)

The transition from a traditional to a modern society led to major changes across various industries. The education sector is no exception. The Kenya Institute of Curriculum Development (KICD) resolved to adopt a competency based approach to enhance the curriculum development in Kenya. Based on a study carried out in 2016 and best practices in the education systems and curriculum reforms, the Competency based curriculum emphasizes on the promotion and application of knowledge, skills and attitudes to situations students encounter in their day to day life.

The objective of the CBC is to ensure that every learner obtains the following competencies: Communication and collaboration, Critical thinking and problem solving, Imagination and creativity, Citizenship, learning to learn, Self-efficacy and Digital literacy. The structure of the curriculum is also evolving from the 8-4-4 process to 2-6-6. The 2-6-6 structure includes 2 years in pre-primary, 6 years in primary and 6 years in Secondary. Classes are now being referred as Grades, ECD has two levels only (Pre-Primary 1 and 2) that is PP1 and PP2; subject areas are now reoffered to as learning areas; topics/sub-topics are now known as strands/sub-strands; learning outcomes is the new term that replaces lesson objectives and learning resources are used instead of teaching aids. Love, Responsibility, Respect, Unity, Peace, Patriotism and Integrity are the expected values, upon completion of the system.

If education is the foundation of success, Africans must equip themselves with the right tool to compete in this global world. By adopting the CBC curriculum, Kenya is joining several countries that have long adopted the curriculum to help their students identify and master specific skills and become more competitive. In the words of Mo Abudu “we can change the narrative about Africa with content,” the CBC is one way to change the narrative.



INTERVIEW

Nasri Adam
Lawyer, Entrepreneur and
Mother



Thank you for taking the time to speak to us about your revolutionary product.

To start with, tell us, who is Nasri?

Nasri is a Kenyan mother of 3 who is passionate about sharing my knowledge in my parenting journey - the good, the bad and the ugly. I love helping young families understand with information that may help them. I have a background in Law, and have worked in the Not for Profit sector for the last ten years which has been a great experience exposing me to different cultures and I always found the parenting stories interesting to me personally and wondered why can't we curate these stories that make the parenting journey even more interesting.

What is Mwanangu all about?

Mwanangu is the Swahili name for my child. It is a digital platform that will allow anyone part of the parenting journey - because remember it does take a village - to find curated resources from conception to the first year of life. It's my desire that it becomes not only a reference but a community where mums, dads, aunties and uncles, grandparents can come to and find the information useful, funny even where possible.

As a lawyer, what made you decide to get involved in a field that is contrary to what you do?

I don't see it as contrary because as a mother I don't see the distinction in my life professionally and constantly find myself talking about kids, pregnancy with lots of different people. It's simply a part - an important part at that of my reality that channels through with Mwanangu.

I remember using a similar app when I was expecting my first child and basically throughout my pregnancies, how different will your application be? What values should the Kenyan mother expect?

We aren't reinventing the wheel with this but the unique offering is giving it an African voice - providing local solutions to localised problems that new parents may face : where do I go in Mombasa, in Nairobi, in Kisumu, where do I get a doctor, how much does the hospital cost, what will I receive as care, where do I buy what I need? What are my baby's milestones? I have a tight budget how do I stretch it to meet all my and baby's needs?

A lot of the information is out there but it's not speaking our voice and yet our environments should be reflected in whichever tool we use. In terms of the value - would be accessed not only to the information but to the growing online community supporting each other. We would have verified information from professionals - Obstetrician /Gynaecologists, Paediatricians, Nutritionists, Fertility Experts, doulas and children development experts. So instead of staying up late searching for answers, those answers would be in one place and if you find there is a need asking a question with limited or no information to the wider online community.

Looking back at my own needs after giving birth, lack of sleep was a major issue. I recently found out that they are sleep therapists who help make toddlers sleep, is it something that your application has? Do you provide courses to parents and parents-to-be to make their journey more enjoyable?

The sleep question is I think the major shift when children arrive in the home, and the truth is there isn't a single answer to this or singular approach I would recommend. The website would provide all the information with detailed step by step instructional videos on sleep training techniques such as crying it out but core to this is routine, children respond to and need routine once they figure out they won't get it another way they settle into the routine. I have family and friends who have used sleep trainers and I can't begrudge them when you are tired and grumpy from little or no sleep any help is welcome. The critical thing is to implement and consistently reinforce the changes you want to bring balance into the home. For my home it was turning off the TV and creating a quiet sleep environment - that took a lot of resistance from the household but once everyone was on board we settled in to a routine after one week and my girls sleep 11- 12 hours now. Once the little ones are down it does allow for some much needed alone time either with yourself, as a couple or with family and makes for a happier and enjoyable journey. How has it been balancing your family and career lives? I have learnt over the years to compartmentalise, early in my career I would work weekends, carry work home, but with time, I learnt I need to maximise efficiencies at work during my work hours and when I get home maximise my time with the family. If I travel for two weeks I get back and try and take time off and spend time reconnecting with the family. Something else I have learnt is that there is sometimes no balance and that's fine too. I may be working late some times but as long as I don't make it the "norm" it's just how work goes. I am blessed to have a wonderful and supportive family who always encourage me to keep going.

What has been your most challenging as a mother and how were you able to navigate through the storm?

I would say that I have suffered from a lot of "mummy guilt" I am a career woman and sometimes this means I am away from the home attending to business when I really want to be at home with my children. I have all girls and one thing that really has helped me deal with this is acknowledging that I am a mentor /role model for my girls and if I tell them they can do it all, then I need to show them that mommy does just that... and sometimes she can't be there all the time but they remain my number one priority. There are good days and bad days but all in all enjoying the good, learning lessons from the bad, and not ever forgetting who is watching .. my girls!

Where do you see yourself/ your company in 5 years?

In the next five years, I want the company to be a recognised and trusted brand in the industry, that is scaling to other markets in the continent. It will be at every touch point where there are parents and children with whatever needs they may have.

EDML



MARKETING AND DISTRIBUTION LTD



Suffering from blood pressure, cancer, diabetes, acidity, cysts, arthritis, insomnia?

Certified by the Kenya Bureau of Standards and the pharmaceutical and poison board, Eden Health and Booster has been known to counter many chronic diseases, detox and boost immune, manage severe illnesses, weight reduction and increase libido among others.

Eden health & immune booster is a set of nutritional and herbal supplements which are natural, have no preservatives or chemicals added.

Eden Health and Immune Booster comes in 4 variants **PL3-Extra, PL4 Super Metabolizer, PL5 with Colostrum and PL6 CAA.**

Each of the Eden Boosters variants is made from a range of carefully selected real fruits, vegetables, tubers, seeds, mushrooms, herbs and spices.

Each ingredients used is chosen for

its documented health benefits and medicinal value.

In the manufacture process, no heat is used and so the nutritional elements and enzymes which are heat intolerants are retained intact in the final product. Eden booster therefore supplies you with additional nutritional elements and enzymes that you might never get from family meals or products made using heat.

The process of fermentation itself much as it produces a notable taste and smell that may put

off someone, is rich in health nurturing and immune boosting properties which makes it fit in an emerging health proposition called PROBIOTICS. Probiotics is the supply of immune and health nurturing bacteria which fight, destroy and overwhelm the pathogenic bacteria and parasites in the gut and help restore balance in the gut flora.

Every variant of Eden booster therefore improves the gut health by ensuring a positive balance

of healthy bacteria and helps overcome, control and contain the pathogenic bacteria which by itself begins to improve your overall health.

There are several other cross-cutting benefits provided by all Eden booster variants including:

- They all detoxify the body. The body over the years accumulate toxins/poison from processed foods, pesticides, chemicals and the environment which stress them, compromise

immunity and expose them to all kinds of ailments which can even be ultimately fatal. Just by detoxifying, your health begins to improve.

- They all boost immunity. From the ingredients used, especially in the raw vegetables and fruits, the body is supplied with numerous immune boosting vitamins, amino acids, minerals, anti-oxidants and enzymes. By this benefit, the body is able to withstand most infections and if you fall ill, the beating on your body is reduced dramatically.
- They all boost the body's energy and strength. From improved metabolism to extensive supply of nutrition, the body's overall performance and efficiency is improved.
- The different variants, by each utilizing purposefully selected ingredients, in adding to supplying all the general benefits also meet very targeted nutritional needs. This helps correct festering deficiencies, leading to self-correction of the general as well as the highlighted conditions. This is the reason they relieve chronic degenerative diseases such as arthritis, diabetes, high blood pressure asthma etc. Specific variants then have a greater effect in selected and emphasized conditions than others. The type and severity of a user's condition, is a good guide therefore determining which is the recommended variant and dose for them to use. No one ordinarily needs to use more than one variant at a time.
- Improvement of overall health and wellbeing. Majority of people taking their chosen variants of Eden booster for an extended time, say 3 to 6 months will report overall improvement in their health and where a variant is chosen with a person's specific condition in mind.



They have amazing outcomes in their illnesses.

The highlights of Eden Health and Immune Booster variants are as follows:

Eden PL3-Extra: is distinguished by additions to previous variants of some of the unique ingredients which are natural cancer medicines. Some pharmaceutical companies extract active elements from the unique herbs and use them in the manufacture of some cancer drugs. By breaking down the entire natural cancer and other herbal ingredients, the user benefits from everything in the plants. This is unique because of the multiplicity of the elements that would be left when extracts are drawn out are just as beneficial and may be the reason that some of the adverse side effects associated with the extracted formulations and other cancer medications are non-existent.

Apparently, the free radicals that promote development of cancer are also responsible for the onset of numerous other diseases and are at the heart of such chronic conditions as arthritis, diabetes, high blood pressure, asthma etc.

Eden PL3-Extra has dramatic results on most of these other chronic degenerative and progressive diseases. PL3-Extra is

therefore a serious natural medication for the diseases listed on the label.

PL3 Extra is a very strong variant and is not recommended for breastfeeding, pregnant mothers or children. However, if their condition is cancer, they may take PL3 Extra as most other conventional interventions have highly toxic side effects. Using PL3 Extra may help fight their disease without such severe side effects.

Eden PL3 Extra is tremendous support for cancer patients. It is particularly a good option for those in palliative care and those who on account of their very frail conditions are unable to take conventional therapies. It can be used alongside conventional therapies.



Eden PL4 Super Metabolizer:

Eden PL4 Super Metabolizer is targeted to provide greater results in targeting chronic diabetes and as support for those struggling with unwanted weight. For the weight reduction benefit, consumption of whole foods, dropping of table sugar from the diet, reduction of carbohydrates and increase of vegetables and less sugary fruits is recommended. In addition, better meal management and intermittent fasting are recommended.

It is formulated with additional ingredients to those of PL3 Extra which are reputed for supplying large amounts of digestive enzymes and other beneficial elements.

PL4 Super Metabolizer improves diabetic conditions, enhances weight reduction and boosts gut health. Diabetics who use PL4 Super Metabolizer and other variants are advised to monitor and record their blood sugar and blood pressure when their patients change, medication in use may be adjusted in dosage and number.

- PL4 Super Metabolizer boosts metabolism covering food digestion, assimilation and utilization of nutritional elements and disposal of the waste made from the food we eat.
- As a result, insulin resistance which is both the cause of diabetes type 2 and accumulation of unwanted weight reduces.
- This is on account of improving glucose utilization and more effective burning of body fat.
- PL4 Super Metabolizer still gives you all the benefit of PL3 Extra in addition to those relating to diabetes and weight loss.
- Like PL3 Extra, PL4 Super Metabolizer is not recommended for use by breastfeeding, pregnant mothers and children.

Eden PL5 with Colostrum: is formulated with all the ingredients used in the other variants.

- It is however distinguished by the addition of bovine (cow) colostrum alongside some additional unique ingredients. Colostrum is the first milk of all mammalian mothers. The progeny of both human and all mammals need colostrum to establish a sound immune framework by adopting the immune benefits of the mother. If they don't get colostrum, they would easily die and when they live, they mostly remain sickly for life.
- Bovine (cow) colostrum is also universally beneficial and transferable to all other mammals and is similar to human colostrum, but only many times stronger.
- We use colostrum harvested in the 6 hours only, after which milks begins to mix with colostrum. We only collect it from professional run farms where high hygiene standards are kept and managers can confirm its integrity and rule out adulteration and contamination.
- The effect of immune benefit is achieved through what is called transfer factors by which the programming of the off-springs' immune framework benefits from the antibodies developed by the mother against all diseases she has encounter.
- The benefit of PL5 with colostrum include: PL5 with colostrum is wonderful for those who suffer from sub-optimal immunity and are prone to repeated infections, allergies and health weaknesses.



PL5 with Colostrum is the strongest of Eden variants. Those affected by chronic, severe and distressing conditions find relieve faster when they use PL5 with Colostrum. Cancer patients receive a much wider range of benefits when they use PL5 with Colostrum.

PL5 and Cancer: Whereas PL3 is an outright effective cancer medicine, PL5 has demonstrated major additional benefits in the fight against cancer.

PL5 with Colostrum by boosting the immunity of cancer patients seems to set in motion the body's innate cancer fighting properties resulting in lifting of weakness and lethargy, realization of greater strength and improved appetite amongst others. Some patients have registered a quick reversal of wasting and gained weight faster.

This super immune booster is able to restore and repair the compromised immunity and set the user on a path of robust health.

It is likely to bring tremendous benefit to those who suffer such debilitating and oppressive conditions like HIV/AIDS, TB, Upper respiratory tract infections including sinuses, bronchitis, tonsillitis, asthma etc.

PL5 with Colostrum has numerous human growth benefits responsible for repair of injured or damaged body tissues, cartilages, ligaments and joints especially for the elderly and those afflicted by severe arthritis.

PL5 with Colostrum has also shown amazing benefit in repairing and relieving the pain occasioned by injured nerves.

PL5 with colostrum is good for everyone and one does not need to be sick to take it.

PL5 is also recommended for autistic persons and those suffering from degenerative diseases as well as those afflicted by dementia and Alzheimer's. A fuller list of conditions improved from use of PL5 on the bottle label.

Eden Health & Immune Booster

Key highlights: We now restate key highlights of the booster

- Eden booster is not a magical bullet that solves all problems a go.
- The conditions we address built in over a long period and so the correction requires patience and resolve.

- Best results are achieved over a period of three to six months of continuous use.
- After that, one can safely interrupt use or reduce the dose intermittently. Most people do not find value in stopping to use to keep their health secure.
- Eden booster can be used alongside most medications. For high blood pressure and diabetes, we recommend close monitoring so that medicines may be adjusted as conditions improve.

For dilution purposes, amount of water can be increased to the comfort of the user. That is the way to deal with sensitivity, acidity and nausea where applicable.



Eden PL6 CAA contain camel milk and is also recommended for severe diabetes and autism

EDEN PL6 CAA: Eden PL6 CAA is distinguished by the intentional use of cancer prevention and fighting nutritional and herbal ingredient which provide a wide outlay of anti-oxidants and immune factors of great benefit to cancer patients

- These include a substantial volume of bovine colostrum which contains high amounts of immune boosting molecules and transfer factors. The transfer factors reawaken the body's immunity, usually compromised and

overwhelmed by cancer cells and serious infections so that its natural defenses are improved.

- Eden PL6 CAA therefore boosts the health and strength of those diagnosed with different forms of cancer and are on conventional treatment. It also benefits cancer survivors who seek to mitigate against recurrence. It may boost the health and quality of life for those on palliative care.
- Eden PL6 should be used for a minimum of 6 months while monitoring the cancer markers, tumor sizes and all other indicators.

TESTIMONIALS

Great success on Athritis With Eden Health Immune Booster

I hope this finds you well and healthy. I put my mother on Eden three months ago she is on her 5th bottle. She was suffering from arthritis. After 2 bottles pain had started leaving her knees. Even though the swelling is still there the pain is gone. Note: this cold season she could really suffer but so far so good Am very pleased that Eden relieved mum of the pain.

Juliet

How Eden Health and Immune Booster helps keep the Colds and Flu at Bay

In my home school going children use The Regular Eden drink which is not as strong as the other versions produced and sold. They use it when they feel a flu coming by or when mummy imagines they are at risk of getting a flu or cold. When unwell they drink it in the morning and evening and even use it as a gargle when they have tonsillitis or a sore throat just before bed. It works wonders because after use flu symptoms soon disappear. My children are quick to remind me that Eden drink has run out as they say "Let me drink some Eden so I don't get a cold." For the people already using Eden drink buy one for your children. I highly recommend Eden drink original for young children as it helps to keep the doctor away

Mama Kerago

How Kariuki is Managing Diabetes With Eden Health and Immune Booster

I am diabetic and had told myself that I will never use anything that is not conventional medicine. I have been on a daily dosage of 22ml of insulin in the morning and 12ml in the evening respectively. Impact: Once I encountered the production of Eden Health and Immune Booster, I decided to try in. It's now a week since I began taking and can see positive results. My body is now energized. You know because of the nature of my job, I move a lot especially in industrial area. I used to feel so fatigued but now that is quickly changing. I have also reduced insulin take. My sexuality and brain also seem to have been boosted! I have now made Eden my daily dose!

Kariuki

How Eden Health and Immune Booster helped me manage cysts

In mid-2014, I was diagnosed with cysts. The doctor was using injections on my stomach to suppress them but had explained that the injections would cause infertility. Since I had already given birth to two children, I didn't mind these side effects. However before I went for the last injection, I started taking Eden Health and Immune Booster juice. To the doctor's and my surprise, the cysts had cleared! He however went ahead to administer the injection. Impact: I continued taking the juice as a health drink together with my girls not necessarily for any other reason. My husband and I were pleasantly surprised later when I conceived despite having taken fertility inducing injection. Continued taking the juice after the first trimester of my pregnancy and I gave birth to a healthy bouncing baby boy, weighing 3.8kg. This was my first baby to weigh more than 3kgs. In addition, one of my daughters had eczema which cleared without us even noticing. She had been treated for the same but the healing was quite slow. I have also realized that they hardly get normal flus and colds especially when they go back to school after holidays. I remember one of their teachers asking me why and how they kept colds especially in schools at bay. I introduced the juice to her. She confesses that their immune system has greatly improved since then. I would urge everyone to take not necessarily for any conditions but for health purposes. It has potent vitamins, amino acids and antioxidants required by our bodies on a daily basis.

Beth Kwamboka

How Eden Immune Booster Helped My Mother Manage Arthritis

I bought it for my mother in-law who has arthritis. She had been beaten up by the disease and could not walk without a walking- stick. Impact She is now doing very well. In fact she is almost abandoning her walking-stick after just under two weeks. The juice is quite effective for those with arthritis and pain. Those who are sick should use it without any fear. It has no side effects.

Hellen

How Eden Health Immune Booster Helped me Fight Fatigue

Consider the many requests from customers, cases presented by staff and the board for problem solving, add that to high targets against cut throat competition. And you must keep calm. In my line of duty, every small and big task has demanded full attention and professional etiquette. It takes a toll of the body. For more than 10 years of management in banking, I have sought relief for the body through exercise; often jogging through coffee plantations in hilly terrains of Kiambu from where fresh air comes. It wasn't enough. Fatigue was a constant, and so was insomnia. What is this keeping me awake? Purpose, I would say. Really? Fact is, if it keeps you awake all night, every other night, it's stress. My story, until I took up Eden health drink, PL3. After four weeks of being on PL3, I have regained clear night vision on the road even in heavy rainy weather. The strain on my muscles after long jogs has eased. I am said to be more cooperative. Best of all I can sleep deeply again, to be woken up fresh by the alarm in time to pursue my purpose. Twice I have been woken up after missing the alarm. My attention at work is greatly sharpened. I am productive for longer. I highly recommend Eden health drink for persons engaged in highly demanding and strenuous careers.

Simon Gathecah

How My Stress Reduced and Sight Improved with Eden Health Immune Booster

Consider the many requests from customers, cases presented by staff and the board for problem solving, add that to high targets against cut throat competition. And you must keep calm. In my line of duty, every small and big task has demanded full attention and professional etiquette. It takes a toll of the body. For more than 10 years of management in banking, I have sought relief for the body through exercise; often jogging through coffee plantations in hilly terrains of Kiambu from where fresh air comes. It wasn't enough. Fatigue was a constant, and so was insomnia. What is it this keeping me awake? Purpose, I would say. Fact is, if it keeps you awake all night, every other night, and its stress. My story, until I took Eden health drink, PL3. After four weeks of being on PL3, I have regained clear night vision on the road even in heavy rainy weather. The strain on my muscles after long jogs has eased. I am said to be more cooperative. Best of all I can sleep deeply again, to be woken up fresh by the alarm in time to pursue my purpose. Twice I have been woken up after missing the alarm. My attention at work is greatly sharpened. I am productive for longer. I highly recommend Eden health drink for persons engaged in highly demanding and strenuous careers. With much appreciation.

S.Gathecah



Our contacts:

EDML Distribution and Marketing's vision is to provide access to health related products and save people from curable illnesses related to food deficiencies. The distributor of Eden Health and Immune Booster, our mission is to become a renowned name in Africa in the marketing, delivery and consumption of natural health products.

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