

**BUSINESS DAY**

# WOMEN'S MAGAZINE

MAY 05, 2023



## EKENE ONU

equipping women to  
move from success  
to significance

ICONIC  
WOMANHOOD

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# Editor's Note

**W**e are delighted to bring you another edition of Women's Hub for this week and on our cover is Ekene Onu, and she is equipping women to move from success to significance.

Being ambitious can sometimes pose its own challenges especially in the workplace. 'Been "Cut Down" Because of Your Success?' helps identify the issues and solution.

It is very important to be financially stable, therefore, we teach you on 'Working your way into financial security'.

This cannot be over emphasised enough, tobacco is dangerous to our health as primary or secondary smokers. 'The effect of tobacco use on our personal health' tells more.

On relationships, we ask the question 'Secure or insecure? What is your attachment style?'

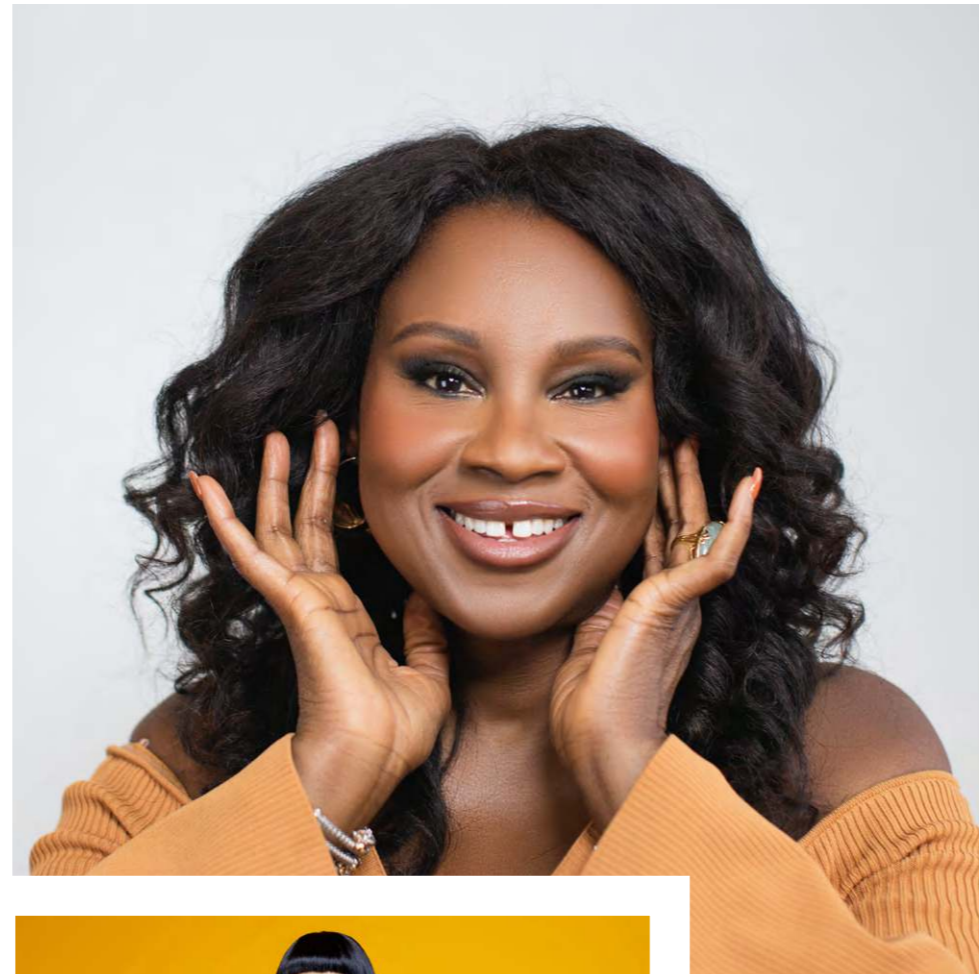
'Warriors Brides Network goes on tour' who are they? Find out about them in this edition.

Also, we share on how 'Staff appreciation contributes to business growth.'

'Tina needs to focus at work, her troubled relationship distracts' is our title for workplace palaver for this week.

THE STUDIO BY S.B YOUME designs grace our fashion section and Classy! Classy!! Classy!!! is all I hear loud and clear! Check them out.

For meals, it is stuffed turkey legs and cuatro leches cake. Enjoy!



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# EKENE

# ONU

equipping women to  
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to significance

BY KEMI AJUMOBI



**I BRING THE  
WISDOM OF THE  
DIASPORA INTO  
EVERYTHING I  
DO**



Ekene Onu, a former UNWomen Empower Women Global Champion is the dynamic, soulful and visionary founder of Iconic Womanhood Circle and retreats for women, a vibrant social networking entity and system of strategic, comprehensive, and restorative events for high-octane and executive women.

A former successful pharmacist, Onu is an internationally recognised leadership and executive strategist, diversity and inclusion consultant, and women's lifestyle coach, with a practice stemming from her varied experiences living and working across the globe.

She has been hired to consult for some of the largest and most innovative brands in the world, from ports of call in the U.S., to South Africa and Nigeria, adeptly accomplishing everything from formulating training workshops and employee engagement programs for Fortune 500 companies and notable institutions like: The Georgia Institute of Technology, Union Bank PLC, The Graca Machel Trust and more; to supplying both small and other large corporations with leadership training and executive development, project management, process improvement, and 200+ staff employee culture training, utilising corporate educational budgets of up to \$23million dollars.

She also coaches executive women who are ready to elevate and improve their performance through self mastery, feminine leadership strategies and authentic life design. She has been called a master coach and a catalyst for powerful positive change in individuals.

She is also the lead coach for the Iconic Womanhood mastermind which is a 12 month leadership and business accelerator that marries the soulful with the tactical and prepares women to move from success to significance and create powerful thought leadership brands and platforms.

Every year, she holds the Iconic Womanhood Weekend, a 4-day feminine leadership retreat for high achieving women.



**GOD TAKES THE  
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PURPOSE**

### Share your formative years with us and influence till late

I grew up in a middle-class Igbo family. I was born in the US, and I came back to Nigeria for elementary and secondary school and then back to the US for university. I think my transatlantic upbringing has given me a broad worldview and has positively impacted me not just because I feel at home in Lagos or in Atlanta and every diaspora city in between, but also because I bring the wisdom of the diaspora into everything I do.

The other thing that has influenced me deeply is that I am the Ada of my family, which means that I was empowered to lead and at a very young age, I had the responsibility for my siblings and learned to think about how my actions and behaviours impacted others.

The final thing I'll mention about my childhood is that I went to boarding school at Queen's College Yaba, which was an incredible educational foundation. It gave me a solid academic footing and it also gave me social skills that still speak for me today. It also created a deep resilience and fortitude that saw me through many years in university.

In many ways, when you look at my back story, it is not a surprise that supporting women in becoming self actualised is my purpose and calling. I believe sometimes, God positions us in various ways to be able to live a life that prepares us for our life's work, and at other times, He takes the challenges of our life and molds it into diamonds that help us shine bright when we begin to walk in purpose.

### Why the choice of Pharmacy?

I never planned to be a Pharmacist, in truth, I wanted to be a writer. I remember in my freshman year telling my mother, I wanted to study creative writing and she said absolutely not! She gave me a few options and being a pharmacist was one of them. Stella Okoli, the MD of Emzor Pharmaceuticals is my mother's older sister and that gave me a template of success, so I chose pharmacy from the offered choices. Interestingly enough, my mother says she has no recollection of this conversation.



**I BELIEVE IN TAKING CALCULATED RISKS, BECAUSE NOT EVERYONE IS CUT OUT TO BE AN ENTREPRENEUR, YOU HAVE TO ASK YOURSELF SOME HARD QUESTIONS AND TELL YOURSELF THE TRUTH**

Nonetheless, I have no real regrets. Being a Pharmacist gave me a great foundation and it served as a jumping off board and a safety net.

### When did you know it was time to say bye to Pharmacy?

I hung up my white coat over 10 years ago and I can confidently say I'm done with that season of my life. I practiced for 17 years. However, each day I went to work knowing I didn't want to continue doing it forever. I knew it was time to go when I had my daughter, and it was harder and harder to work long shifts and spend so much time away from her. Also, I found I was completely losing myself doing work I had no passion for. It was like a part of me was dying and I was becoming a drier, reduced version of myself who simply existed to work and pay bills. It was not an

easy decision, because I would be leaving the security of a 6-figure salary in USD for the unknown.

I had never been an entrepreneur and I didn't know if I could make it. Fast forward to today and I have a number of staff and can pay myself my old salary and much more. I believe in taking calculated risks, because not everyone is cut out to be an entrepreneur, you have to ask yourself some hard questions and tell yourself the truth. Are you prepared to put in the work? Are you prepared to invest in yourself and your business? Are you prepared to deny yourself some comforts during your building season? Are you prepared and humble enough to learn and be coachable? Are you prepared to fail?

### As a former UNWomen Empower Women Global Champion, what is it about? How were you selected and what were your responsibilities?

I was nominated to apply, and I believe I submitted my CV and did an assignment, we were selected based on our region and backgrounds. My tenure was for one year and my responsibility was to drive conversations around empowering women along with launching a project to empower women. We launched the WOW conference. WOW stands for Womanhood, Opportunity and Wealth. I'm excited because from October 20th-21st in Accra, Ghana, we are hosting the WOW conference and Gala night again and we have some women from the US, UK and of course Nigeria who will be attending. We are doing it in conjunction with our 9th annual Iconic Womanhood Weekend retreat in Ghana. So, it's going to be a rich experience.



**STELLA OKOLI, THE MD OF EMZOR PHARMACEUTICALS IS MY MOTHER'S OLDER SISTER AND THAT GAVE ME A TEMPLATE OF SUCCESS, SO I CHOSE PHARMACY FROM THE OFFERED CHOICES**





**WHEN A WOMAN IS OUT OF BALANCE WITH HER FEMININE ENERGY FOR SO LONG, SHE CAN DISCONNECT FROM HER FEMININE ESSENCE AND LOSE HER VIBRANCY AND RADIANCE**

### **Tell us about founding Iconic Womanhood Circle and retreats for women**

I founded the Iconic Womanhood Circle because as an executive coach, I kept meeting high achieving women who were losing themselves in service of their careers or businesses. The way we have taught to pursue success is a masculine paradigm. When we drive for success the way men do, yet also try to handle all our duties and roles as women, we are the ones who suffer. We talk about women "letting themselves go" but we don't ask why it happens. Wives and mothers tend to let themselves go because they are trying to hold on to everything else.



### **IT IS VERY AFFIRMING TO KNOW THAT I'VE BEEN ABLE TO PROVIDE SUPPORT FOR SO MANY WOMEN I CONSIDER LUMINARIES AND ALSO TO THOSE WHO ARE UP AND COMING**

Savvy entrepreneurs and executive women who are even just starting out or beginning to climb the social ladder invest in joining the circle to create a sustainable success plan that honours their ambition and their womanhood.

and it is very affirming to know that I've been able to provide support for so many women I consider luminaries and also to those who are up and coming.

One of the things that particularly tickles me is when I meet husbands of my clients who tell me how much their relationships with their wives have improved because of their work with me, one husband told me he often listens in with his wife when she is listening to one of my courses.



### **I'M NOT A TRANSACTIONAL PERSON AND I DON'T CHASE RELATIONSHIPS WITH PEOPLE JUST SO I CAN GET THINGS FROM PEOPLE, I TRULY CARE ABOUT PEOPLE, AND I SHOW UP AUTHENTICALLY IN ALL MY CONNECTIONS**

With all this, it's no surprise that we often lose ourselves. That we often become dry. Lose our radiance, joy, passion and vibrancy. When a woman is out of balance with her feminine energy for so long, she can disconnect from her feminine essence and lose her vibrancy and radiance. She can lose her joie de vivre! She can become numb.

All that excites her is the next win at work because her masculine side is the only part of her that is awakened. So, the only thing she knows how to access anymore is ambition. We don't talk about this. The cost of driving for success in your masculine.

I created the Iconic Womanhood Circle and Retreat experiences for high achieving women to avoid this. My CEO/corporate leaders/entrepreneur clients come to me for this.

I help women reclaim their womanhood and when they do, they find their authentic path of balance. You can be successful and feminine. You can be spiritual and live luxuriously. You can be purposeful and have a life filled with pleasure as well.

### **Tell us about being an internationally-recognised leadership and executive strategist, diversity and inclusion consultant, and women's lifestyle coach. How fulfilling has this been?**

It's extremely fulfilling. I was at a resort in the Caribbean and a woman saw me and exclaimed "The Iconic Womanhood Coach!". It was shocking at first to be recognised, but it was very validating to hear how taking one of my courses had impacted her so much. I've been quoted and thanked in my clients' books and even when they've been interviewed on TV

### **You have been hired to consult for some of the largest and most innovative brands in the world, what do you believe is responsible for this? What is your sustaining factor?**

I would still consider myself a small business owner because God is not done with me yet, but I've been able to attract some powerhouse clients without a big marketing or PR budget by leveraging two key things that I actually coach women on. The first is by knowing my iconic factors or what people call unique value propositions and leaning fully into them. I specialise in experiential learning and bringing soul into professional development. I've held leadership training that included kayaking and hiking and more. I have a deeply creative mind and I use that to create programming that sets me apart. I believe in discovering what sets you apart and leaning into it, instead of jumping into the ocean and competing and becoming cutthroat. I always try to find ways I can be the first or the only. The other thing I leverage is relationships. I'm not a transactional person and I don't chase relationships with people just so I can get things from people, I truly care about people, and I show up authentically in all my connections, and it has served me well, because most of my corporate work has come through relationships.



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**SUCCESSFUL WOMEN TEND TO BELIEVE THAT COACHING AND SUPPORT IS FOR WOMEN WHO ARE BROKEN OR NEEDY, AND THAT BECAUSE THEY ARE COMPETENT AND SMART, THEY SHOULD BE ABLE TO ELEVATE WITHOUT ANY HELP**

**How did you help in utilising corporate educational budgets of up to \$23million dollars?**

My focus with corporate work is in DEI, Diversity, Equity and Inclusion. Companies worldwide have become clear on the necessity of having diverse teams and inviting more diverse leaders to the table. My focus is on equipping such leaders to take their seat at the table and this is not about more “hard” skills acquisition but about intangible areas like psychological safety, meaning and creating a sense of belonging in settings where you are one of the few. It is also about gaining the soft leadership skills necessary to operate at the highest levels of leadership, so my programming also focuses on leadership development and executive coaching for senior leaders. I’ve been fortunate to do work in the US and I’m expanding more to do work in Africa for women in leadership.

**In what ways have you coached executive women who are ready to elevate and improve their performance?**

These days, I’m excited about working with executive women on creating iconic personal and professional brands and platforms that will live on past their current careers. So many of my clients have rich knowledge and experience that needs to be part of their legacy. I’m currently helping my private 1 on 1 clients in defining and launching their legacy work. Another key area I coach executive women in, is understanding the balance between power and force and in leading teams. Some of my clients want to elevate by becoming more powerful, decisive and structured which we can take from the masculine and others want to find a

way to bring their feminine side in more by becoming more creative, intuitive and nurturing. I also help my CEO and executive women clients in structuring their days and lives for maximum effectiveness without sacrificing their feminine essence and sense of joy.



**WE INVEST IN EVERYONE AND EVERYTHING ELSE, BUT I ASK WOMEN TO REMEMBER THAT THEY ARE LUXURY WORTH INVESTING IN**

**In relating with women executives, what have you observed and what would you like to advise them?**

I have observed that executive women often struggle with getting the support they need. Successful women tend to believe that coaching and support is for women who are broken or needy, and that because they are competent and smart, they should be able to elevate without any help. Also, many women have been programmed to believe that being strong means you don’t ask for help, so they often struggle alone.

However, it’s actually the opposite, hiring a coach is about getting the support you need to rise faster and with less stress. It’s just the smarter, more elevated way to do things. Right now, if you talk to the top CEOs of the world, they invest in some sort of coaching support or the other, and they do that to get to the top and stay at the top. So, my advice is, invest in the support you need, you are the key that makes everything in your life work. We invest in everyone and everything else, but I ask women to remember that they are luxury worth investing in.

**In what ways are you a catalyst for powerful positive change in individuals?**

I’m a catalyst because I bring both mastery and life experience to the table. When I decided to become a coach, I invested in mastery, I went to Georgetown University and studied Organisational Leadership and focused on how to lead change. I also got certified in Emotional and Social intelligence, so I have a deep understanding of many methodologies that allow me to bring high level coaching to my clients, but the other thing is that I have my own story of positive change. I’ve been through many challenges in life, as the bible says, I’ve walked through fire and the smell of smoke is not on my clothes and this gives me great empathy and love for people because I no longer have a judgmental outlook on life.

One of my professors at Georgetown used to say, you can’t fix anything until you love it, and I’ve found this to be true. Love is the most transformational force on earth.

**What day in your life will you never forget and why?**

As cliché as it sounds, the day I gave birth to my daughter. It was a day filled with divine intervention. I was the most vulnerable and the strongest at the same time. I was in labour for hours and hours and the pain was intense. I wanted to give birth without surgery, but I had prayed for my doctor to have the wisdom she needed to care for me and so when she told me she felt concerned about the length of labour and was recommending a C-section, I let go and trusted her, I let her support me through her expertise. Later, she told me that she was so grateful that we took ac-



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tion when we did because the cord had been loosely wrapped around my daughter's neck, and if she had continued to go through the birth canal, it might have cut off her air supply and instead of a miracle, it could have been a tragedy.

I know some women still think having a C-section is not natural, in fact, I once heard a Nigerian pastor say in not so many words that C-section was not good, but I think that is a belief that needs to be left behind. God uses many paths to heal and save us and when you have a professional, it's important to trust their expertise.

### **What are your personal and professional challenges?**

That's a loaded question, because like everyone else, I have my challenges. Jesus said in this life you will have challenges, so I'm never surprised or devastated by them, I try to stay grounded in the belief that every single thing, even the painful things, are working for my good. So, even when I cry, I don't cry without hope, I cry to release, then I dry my tears and put my lipstick on and get on with life.

I've been through life changing grief like when my dad passed away last year, and it was in the same year that my divorce was final. That was a hard year, because even while all of that was happening, I still had to be a mother to my girls and a leader to my team and a coach to my clients, so I had to lean on my resilience practices to get through it.

I had to learn to redefine myself while helping others, I had to become a healer who was and is still healing.



## **MEN AND WOMEN ARE TO COMPLEMENT EACH OTHER AND SO WE NEED TO EMPOWER WOMEN TO RISE IN CONCERT WITH THEIR MASCULINE COUNTERPARTS**

To every woman going through a difficult situation in any and every area of their lives, what do you want to say to them?

This too shall pass, and if it doesn't, you will pass it. There's an African American song that says trouble don't last always. We don't have to deny our feelings and our challenges, but we don't have to be owned by them either. Life can be beautiful even when difficulties show up, you just have to have perspective. Grieve, cry, feel your emotions but don't let them own you, focus on your possibilities, don't be possessed by your problems.

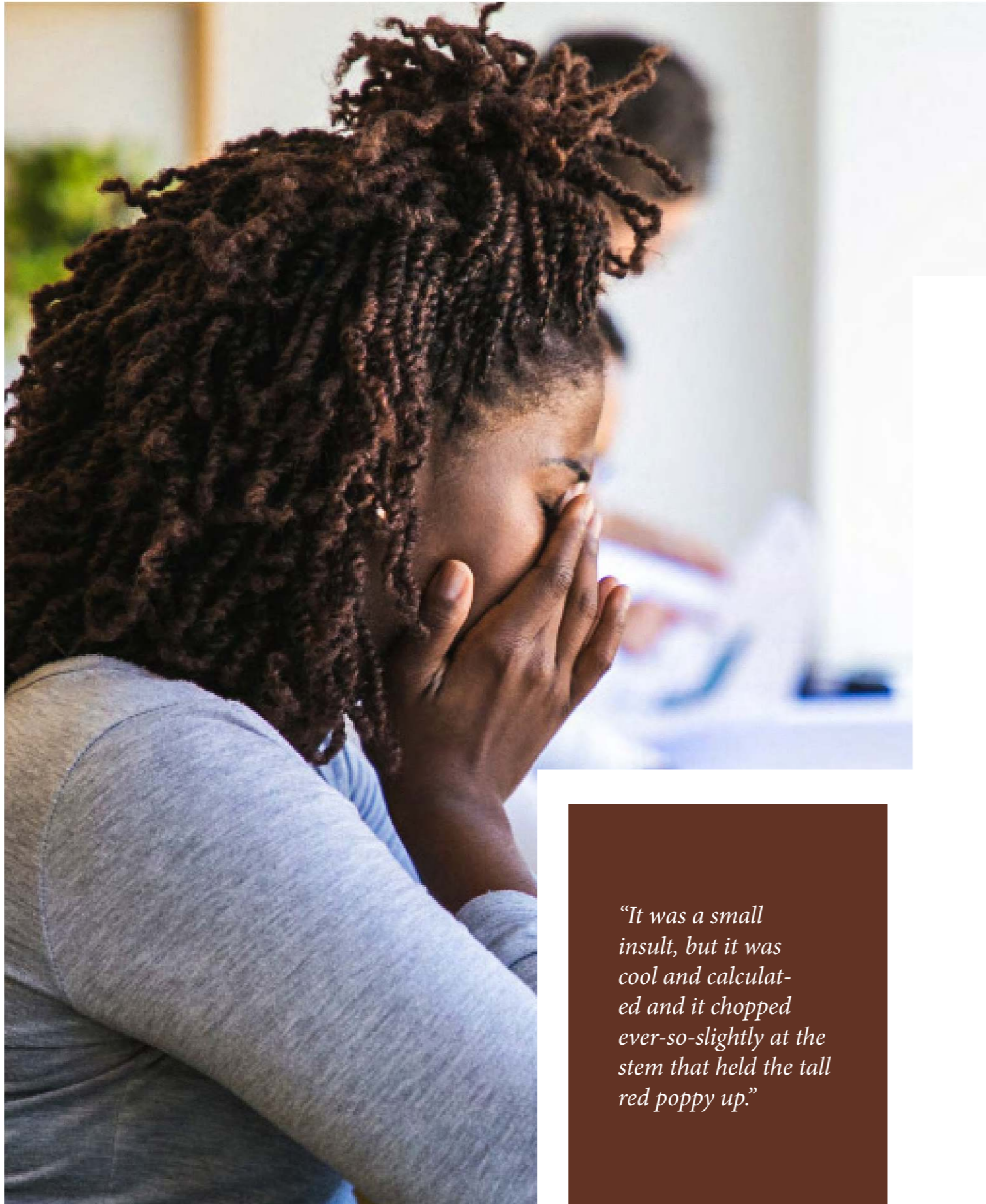
### **What is your take on women empowerment?**

My late father used to say that any country that doesn't realize and cultivate its women is like a dog trying to run on just two

legs and there is an Asian proverb that says that women hold up half the sky, so women empowerment is a viable investment for any society and has to continue to be a focus. The thing to realize is that women empowerment today is nuanced and has to take into account tradition, culture and societal constraints, because as we evolve, we can't throw the baby out with the bath water, and the other thing is we can't over index in it and not consider that men need empowerment as well, for different reasons of course but it is necessary because we are all starting to navigate a new world and as things continue to evolve, both men and women need to be supported in self actualisation in order for our society to elevate as a whole. Men and women are to complement each other and so we need to empower women to rise in concert with their masculine counterparts.

### **Concluding words**

Thank you so much for the opportunity to share my thoughts with your audience. My prayer is that as your readers take in my words, that they are inspired and even elevated. To follow up with me, you can follow me on Instagram at @iconicwomanhood\_coach and on Linked in as Ekene Ajene Onu. You can also learn more about the Iconic womanhood circle at [Iconic-womanhoodcircle.com](http://Iconic-womanhoodcircle.com) and our upcoming Ghana retreat and conference at [Bit/ly/iconicghana](https://bit.ly/iconicghana)



*“It was a small insult, but it was cool and calculated and it chopped ever-so-slightly at the stem that held the tall red poppy up.”*

# Been “Cut Down” Because of Your Success?

by Gladys Agwai

**A**mbitious women face unique challenges in the workplace that often stem from societal expectations, gender stereotypes, and the lack of female representation in leadership positions. Women of Influence, based out of Toronto and a leading global organization committed to advancing gender equity in the workplace, released groundbreaking findings from The Tallest

Poppy 2023 study. Tall Poppy Syndrome occurs when people are attacked, resented, disliked, criticized, or cut down because of their achievements and/or success. The study found that almost 90 per cent of respondents from thousands of working women from all demographics and professions in 103 countries experienced this in the workplace. The study determined how their mental health, well-being, engagement, and performance is affected by

interactions with their clients, colleagues, and leaders surrounding their success and accomplishments. The Tallest Poppy reveals that high-performing women and ambitious women who are successful are being bullied and belittled, challenged on their successes, and made to feel as though it's not their place to take up so much space.

Dr. Rumeet Billan, CEO, Women of Influence+ and author of the study reveals the negative effects of being cut down because of your achievements, how the cutting is being done, who is most likely to do the cutting, and legitimizes the experiences of women who have experienced this throughout their careers.”

#### WHAT IS THE IMPACT?

Tall Poppy Syndrome is detrimental to your self-confidence and well-being. The experience increases your stress, negatively impacts your mental health, and lowers your self-confidence and self-esteem. You feel isolated with burnout with a lack of desire to share or celebrate your success. Do you say, “Oh, it was nothing,” when really it was quite something! Of those who responded to the survey:

- 70 per cent looked for a new role/job.
- 50 per cent left their previous role/job.
- 75 per cent said it impacted their productivity.
- Almost 80 per cent created a culture of distrust.

An organization's goal should be to increase productivity and positively impact their bottom line. They should not want this toxic culture in their workplaces.

### WHO IS HOLDING THE SHEARS?

Rumor has it that it is women holding the shears to cut down other women. This study's respondents thought so! However, the study found that men in leadership positions were more likely to penalize or undermine women due to their success. Women, on the other hand, were more likely to cut down peers or colleagues. Below are some of the cutting ways of those holding the blade. I had flashbacks recognizing my experience with "all" of them when in corporate. It has a name! It was exhausting to be in such experiences. But I got through it by knowing I deserved better and "artfully" speaking up to receive better.

- Downplayed achievements.
- Left out or ignored in meetings and discussions.
- Undermined to inhibit success.
- Dismissed achievements.
- Credit stolen of others work.
- Belittled.
- Silenced.
- Disparaging comments.
- Microaggressions.

### SOLUTIONS FOR CHANGE AND ACCOUNTABILITY

Because of women's experience with Tall Poppy Syndrome, we should be at the forefront of leading the charge to be, see,

and act on the change we know is required. And saying, "I don't know." is not the answer and never is. Here are some recommended solutions:

- Raise awareness and accept that it is real, unacceptable, and why.
- Be and hold people accountable for toxic actions.
- Create and demonstrate a culture of trust and transparency ensuring equitable standards with zero tolerance.
- Invest in self and organizational training, retention, and sponsorship not just mentorship.

The impact of ambition on women in the workplace is complex and multi-faceted. It is often viewed differently with unique challenges and obstacles than men when achieving their professional goals. However, ambitious women have been breaking down barriers and stereotypes, paving the way for future generations of women. Organizations have also been making efforts to foster a more inclusive and equitable workplace, recognizing the value that diverse teams bring to the table. With continued efforts and support, ambitious women can continue to thrive and achieve their professional goals, and ultimately, help to create a more equitable and just society. The change begins with you. Ensure you are not the one holding the blade on anyone! Be the change and the courage you want to see. You do not have to stay stuck in burn out, stress, and being fed up. Speak up for yourself! You desire more and deserve better! Act based on this knowing!

*"Let's Put Away the Scissors"*



Gladys Agwai is the Founder of Ignite Within and an International Author, Speaker, Life Coach, and Trainer. She transitioned as a business owner in 2014 after spending 30 years as a global corporate executive within IBM in the US, Nigeria, Ghana, and Kenya. She is the author of *Dumped! NOT Dumped On! How to stop reliving the negative impact of re-*

*jection in your life, business, and career!* and *IMPOSTER: Five Strategies to Your Authentic Self*. Gladys helps professionals and leaders who want to make organizational, career, and life transitions gain the clarity and right mindset required to take uncomfortable actions to achieve sustainable success. She can be reached at [ignitewithin.org](http://ignitewithin.org)



# WORKING YOUR WAY INTO FINANCIAL SECURITY

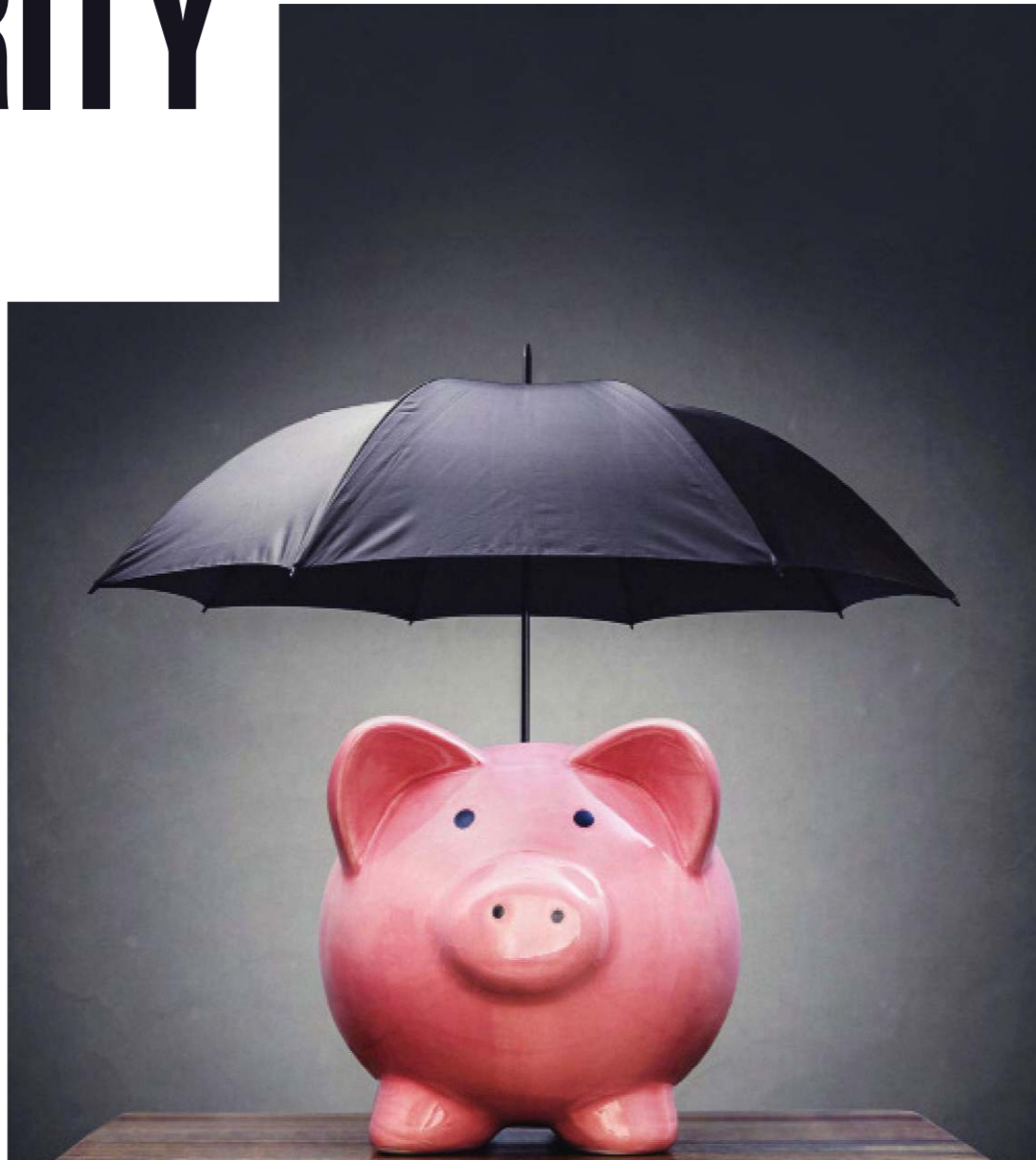
SOLA ADESAKIN

**E**arlier this week, we observed the International Workers Day, and while it is a good time to commend the efforts that workers put into their work, it is critical to consider the significance of securing one's financial future as a worker.

Whether as entrepreneurs or intrapreneurs, the bottom line for most people is to make money, arguably so, and it is not enough to make money; every worker must also learn to manage their money in a way that will help them build a sustainable financial future.

I have seen a lot of people work so hard only to realize they are a few years away from retirement, and some are even in retirement, and they haven't saved any substantial money, nor do they have investments to successfully sustain themselves through retirement.

In Africa, as gathered from informal debates and conversations, quite a lot of people regard their children as their retirement plans, and while they invest heavily in their children's education, they do not take financial responsibility for their future.



In this post, I will be sharing a few points on how to prepare for the future as a worker. This conversation, however, will not be complete without mentioning that there are risks in life, and one of the key parts of financial security is income risk management, which involves actively managing and protecting your sources of income against risks, throughout your career journey.

Let us now look at a few measures that workers can utilize to secure their financial future and reduce income hazards.

## 1. Adopt budgeting as a lifestyle.

Making and sticking to a budget is one of the best strategies to commence the journey of securing your financial future. A budget will assist you in keeping track of your expenses, identifying areas where you may save money, and ensuring that you are spending within your means. The first step toward reducing income risk and preparing for the future is to learn to consistently work with a budget that appropriately reflects your income and expenses.

## 2. Investing

It is not enough to save money; it is important to invest. I tell people that saving is putting money aside; investing is putting money to work. Your active years are a good time to swat your saving and investing muscles. Get investment knowledge and start implementing it as soon as you can.

Investing in a variety of assets, such as stocks, bonds, and real estate, can help you create passive income and accumulate long-term wealth. To find the best investing methods that correspond with your financial goals, personal financial situation, and risk tolerance, conduct research and work with a financial advisor where applicable.

## 3. Effective Debt Management

High amounts of debt can contribute to financial instability and stress; therefore, managing your debt is crucial to lowering income risks and securing your future. Paying back debts is an obligation to the past, while saving money is an obligation to the future. First of all, nobody should adopt debt as a lifestyle, especially on an unending basis, and if you find yourself neck-deep in debt, it's critical to create a

debt repayment strategy that concentrates on paying it off as soon as possible.

## 4. Income Diversification

Throughout the earning phase of an average individual, they are constantly faced with income risks. Income risks are things that may jeopardize your ability to keep making income, and it is important to put measures in place to diversify your streams of income, which is an effective method to manage income threats.

In addition to your principal career, it is advisable to generate revenue from more than one source per time, such as a side business or freelance work, or investments, which are a representation of your money making more money for you. You can lessen your reliance on a single source of income by diversifying your income and creating a more solid financial safety net.

## 5. Continuous Improvement

Continuous improvement is essential for securing your financial future because it allows you to adapt to changing economic conditions and stay competitive in the job market or even in business. Consider taking courses or attending workshops to develop new skills that are relevant to your hobbies and career objectives. The more value you bring to the table, the more you are able to earn, and ultimately, the more you are able to save and invest. Continuous improvement also boosts your confidence on your career journey.

## 6. Have A Strong Pension Game

A pension plan is another important part of safeguarding your financial future.

Many employers offer pension plans, which allow you to save a portion of your income for retirement. Contributing to a pension plan allows you to take advantage of employer matching contributions, and the peace of mind that comes with knowing you have a steady retirement income or safety net.

In summary, securing your financial future requires a combination of budgeting, saving, investing, continuous improvement, managing debt, and having a strong pension plan, among other things.

As we celebrate International Workers Day on an annual basis, it is important to take some time to reflect on your financial goals and take active steps to achieve them. By following these tips shared above, you can secure your financial future and enjoy peace of mind knowing that you're prepared for whatever the future holds.



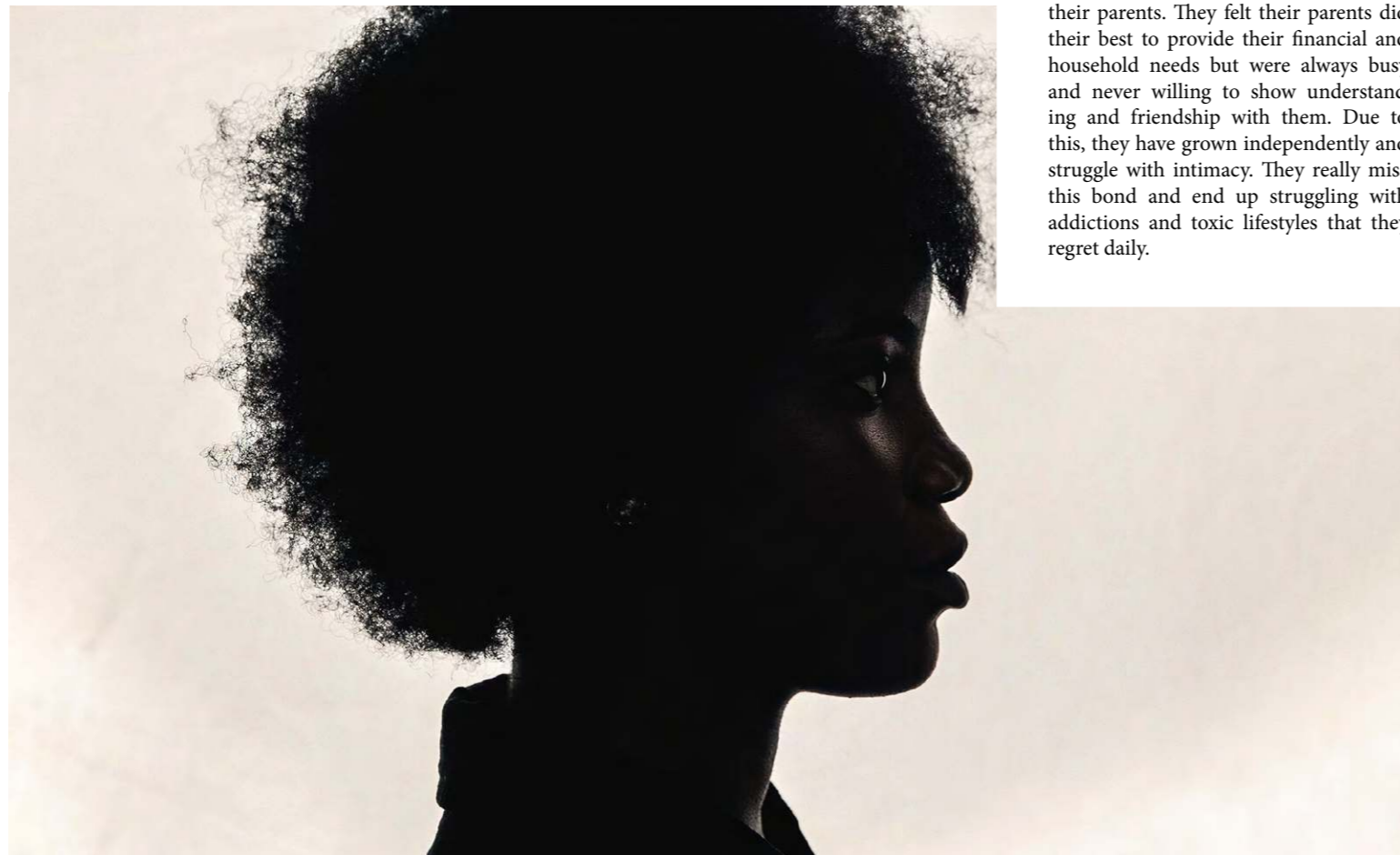
Sola Adesakin (FCA, FCCA CPA MBA) is a Personal/ Business Finance Coach and Chartered Accountant with over 20 years of hands-on experience. She is passionate about helping people understand the "make-manage-multiply money" message, maximize their resources, achieve their crucial financial milestones and build true wealth through the concept of financial planning.

As a financial enthusiast, Sola is an advocate for SDG5 and SDG10, with a firm belief in achieving gender equality and reducing inequality via financial literacy and access to funding. Sola is the author of currently eight (8) published books and several unpublished articles in the public domain. She has recently been admitted into the Forbes Coaching Council, as she continues to leverage global alliances and partnerships to amplify the money message around the world.

# SECURE OR INSECURE?

## What is your attachment style?

Nike Folagbade



Recently, I went speaking at a youth's conference and I had the opportunity to speak to different young men and ladies who needed counsel around their life and relationships. One of the reoccurring issues I noticed was how many of them complained about not experiencing emotional connection with their parents. They felt their parents did their best to provide their financial and household needs but were always busy and never willing to show understanding and friendship with them. Due to this, they have grown independently and struggle with intimacy. They really miss this bond and end up struggling with addictions and toxic lifestyles that they regret daily.

The kind of emotional connection that a parent and child should have during the upbringing years is so important that when missed, it can ruin the first touch of emotions for a young adult.

Bringing it into relationships, your relationship would be healthy based on the degree of emotional stability that you have experienced during your upbringing and the experiences you have had.

There are four kinds of attachment theory. According to Wikipedia, Attachment theory is a psychological and evolutionary theory concerning relationships between humans. The most important tenet is that young children need to develop a relationship with at least one primary caregiver for normal social and emotional development. The theory was formulated by psychiatrist and psychoanalyst John Bowlby.

Did you experience emotional connection while growing up? If yes, how has it shaped your interactions with people? If no, how has it affected you as you meet new people daily.

For you to have a healthy relationship, your attachment style would need to be secure because it forms the proper foundation for giving and receiving love with vulnerability, honesty and empathy. If you do not have a secure attachment, this can be worked on.

### Have you experienced these patterns with your partner?:

- Constantly feeling afraid of your partner's actions.
- Desiring to be loved and validated more often.
- Consistently struggling with having some form of freedom from your partner and feeling unsafe with their desire to have a me time.
- Interpreting every disagreement as a pathway to separation.
- Dealing with assumptions and suspicions in the relationship.
- Unable to set boundaries without people pleasing.
- Do you always get jealous and obsessive about your partner?
- Do you find yourself sabotaging your

relationships through your actions?

- Do you sometimes struggle to be connected when you are getting closer?
- Or do you keep repeating toxic patterns in your love life?

If you have these experiences in your relationship, then you may be struggling with the other kinds of attachment style. It can also be your partner exhibiting these patterns.

As a secure attachment style, you would enjoy being in a relationship where there is no drama. A secure attachment is the goal but if you have had childhood trauma then you might find yourself in unhealthy patterns.

If you have noticed that you want a relationship that is free of drama and unrealistic standards and expectations, then build more self-awareness with yourself and begin to recognize the kind of bond you will love to share with your partner.

If your partner struggles with any of the above patterns, then you could both have a conversation on how improvement can occur. An insecure attachment style is worrisome and can frustrate a partner but every individual have the responsibility to work on themselves and truly desire the bliss that they want.

### What are the signs that you have a secure attachment style?

- You are willing to be dependable in the relationship and you offer such support to your partner too.
- You are open, vulnerable and emotional.
- You find it easy to express your love to your partner without holding back or feeling awkward.
- You are able to navigate the relationship with a good self-esteem while allowing your partner to be themselves.
- You are not so clingy and you have healthy friendships and lifestyles outside the relationship.

So take your time to ask yourself, what kind of attachment style have I exhibited in all the relationships or the current relationship that I have? Secure or insecure?

It is possible that you also need to seek for

therapy to address your upbringing and experiences so as to troubleshoot why you feel that way often, this can help you address the foundational reasons behind your behaviors. Send an email to hello@nikefolagbade.com and we can talk about it.



Nike Folagbade is a family life coach and counsellor. She is the founder of Nike Folagbade International.

She's a Master Practitioner of Neuro-Linguistic Programming and Results Coach; an Associate of Family Systems Engineering and a certified emotional intelligence and anger management coach. Equally, she's a SYMBIS facilitator, who helps engaged and married couples prepare for the 'before and after' of their marriages. Nike has written over seven books including 'Get The Ring', 'Untold Secrets That Wreck Marriages', to mention a few. Her signature course, Warrior Brides Network, has created a movement of single and married women (in over 10 countries) please visit her website [www.nikefolagbade.com](http://www.nikefolagbade.com) She is also the founder of the 'Love and Life Hub' platform that equips singles and married with the right knowledge on love, dating, marriage and purpose.



# WARRIORS BRIDES NETWORK GOES ON TOUR...JOIN US

Nike Folagbade

**W**ith the rising breakdown of marriages and women losing their worth, identity and self-esteem in a toxic marriage, there is a need for women to find healing, support and the wisdom they need to rebuild their lives in partnership with God. In 2020, God gave me a mandate to teach and empower women to rise from pain and despair into God's original design for them which will in turn impact their marriages as they host God's presence.

At Warriors Brides Network, we are raising:

Women who will become emotionally whole and not desperately attached to their husbands.

Women who will discover and walk in their purpose so as to live an impactful life beyond the walls of marriage.

Women who will engage with their spouses with wisdom, understanding and power, hence putting an end to the crisis in their homes without many words.

Women who will grow their intimacy walk with God, not for the sake of changing their husbands but for truly becoming the brides of Christ. Thereby empowering them to listen for instructions, take wise steps in their homes and patiently partner with God for the victory, transformation and deliverance they seek.

Women who will end generational patterns and traumas, which have plagued many generations before them, thereby becoming the repairers of the breach, and this would help them rebuild their foundations.

WBN has been able to impact different women across 13 countries with the message of hope, healing and transformation. These women in turn take their lives back

and become a rebranded version of themselves.

We are organising a free tour around different states in Nigeria, Africa, and abroad, and we want to reach more women and mark different territories as we build an army for God who can subdue the darkness plaguing homes. We are starting with Lagos, Abuja and we would keep covering grounds like that.

We held our first physical program in Lagos away from the online program to reach more women and this is becoming a movement. Some of the pictures from the event are below and the feedback has been transformational. The next event holds at Abuja on May 20th and we would like you to join us if you live there. Find out more here: [www.warriorbridesnetwork.com/wbntour](http://www.warriorbridesnetwork.com/wbntour)

# Participants at Warriors Brides Network meeting in Lagos



# THE EFFECT OF TOBACCO USE ON OUR PERSONAL HEALTH

DR. MAYMUNAH  
YUSUF KADIRI

Olajide stared at his wedding picture. They looked so happy. Like they were at peace. Ironically, peace was the last thing on his mind that day, they had gotten late to church and guests started to leave. Olajide chuckled as he remembered how frantic Jite had sounded on the phone. She was so worried she would be a jilted bride. He shook his head. He was always so confused as to how Jite would have ever thought he would jilt her. She was the absolute love of his life.

As hectic as their wedding day had been, their marriage was the complete opposite. Simple. They were perfect partners. She spoke, he listened, and vice versa. Well almost listened, there was one thing Jite had asked him to do that he tried to, but failed every time.

Olajide had been smoking for 16 years before he met Jite, smoking had been his refuge. It had gotten him through the worst times, from when he filed for bankruptcy to when he lost three of his siblings in the same car crash. This was why even after he realised, he was head over heels in love with Jite, despite the ultimatum she had given him, it was hard to let go.



He tried everything. From nicotine patches, to chewing gum, to snapping rubber bands on his wrist. Nothing worked. So, he started to hide from her. He'd smoke in the bathroom before bed, have a quick one just before picking her up from work. This went on for a while until Jite noticed and asked him to stop. "I'd rather deal with your smoking than your secrets". She said,

Now, as Olajide put down his wedding picture and adjusted his tie in the mirror, he wished he had tried harder. Or better still, that she left him. He couldn't stand the thought that Jite had been diagnosed with stage 2 lung cancer even though she hadn't smoked a day in her life. "Second-hand smoke" the doctor said, answering the questions on their puzzled faces. Turns out constantly being around smoke can cause cancer.

Olajide sighed. What had been his refuge, the one habit that got him through the hardest moments in his life, was the one thing that threatened to take the love of his life. Olajide didn't know how he would live with himself, if he lost Jite, but he was going to do everything in his power to keep his promise to her. "Jite, we have three kids. I might not have long left, but they have their whole lives. PROMISE ME you'd get some help." "I promise." he responded. And he was going to do just that. He picked up his keys, got into his car, and drove to his weekly "Nicotine Anonymous" meeting.

Tobacco use is a major public health concern and has been linked to a variety of negative health outcomes, including cancer, heart disease, and stroke. Tobacco use is the leading cause of preventable death in the United States and is responsible for more than 480,000 deaths annually. It is estimated that more than 16 million Americans suffer from a smoking-related illness.

Tobacco use is a major risk factor for a variety of cancers, including lung, throat, mouth, and bladder cancer. Tobacco use is also associated with an increased risk of stroke, heart disease, and chronic obstructive pulmonary disease (COPD). Smoking can also cause reproductive issues such as infertility, preterm delivery, and low birth weight. Additionally, smoking during pregnancy can lead to a variety

of health problems for both mother and baby.

The effects of tobacco use are not limited to physical health. Smoking can also lead to a variety of mental health issues, including depression, anxiety, and substance abuse. Smoking is also associated with an increased risk of developing dementia.

There are a variety of ways to reduce the risk of health problems associated with tobacco use. Quitting smoking is the most effective way to reduce the risk of developing smoking-related health problems. There are a variety of resources available to help people quit smoking, including counselling, support groups, and medications.

A lot of smokers have admitted to quitting being the hardest thing they've ever had to do. Here are some tips that can aid in dropping the habit:

- 1. Try nicotine replacement therapy** - Prescription nicotine sprays, nicotine patches, and prescription non-nicotine stop-smoking drugs like bupropion are good replacements.
- 2. Avoid triggers** - Find out your triggers and have a plan in place to avoid them or get through them without using tobacco. If you usually smoked while you talked on the phone, for instance, keep a pen and paper nearby to keep busy with doodling rather than smoking.
- 3. Delay** - A good trick is to delay your urge. If you feel like you're going to give in to your tobacco craving, tell yourself that you must first wait 10 more minutes. Then do something to distract yourself during that time.
- 4. Chew instead** - Give your mouth something to do to resist a tobacco craving. Chew on sugarless gum or hard candy.
- 5. Get active** - Physical activity can help distract you from tobacco cravings. Even short bursts of activity — such as running up and down the stairs a few times — can make a tobacco craving go away. Go for a walk or jog.
- 6. Try other relaxation techniques** - Try other ways to relax, like deep breathing,

muscle relaxation, yoga, massage or listening to calming music.

In conclusion, tobacco use is a major public health concern and can lead to a variety of serious health problems. Avoiding second hand smoke is important for reducing the risk of smoking-related health problems. Taking steps to reduce the risk of smoking-related health issues can help individuals and society as a whole to lead healthier and more productive lives.



Dr. MAYMUNAH YUSUF KADIRI (aka DR. MAY) is popularly referred to as "The Celebrity Shrink." She is a multiple award winning mental health Physician, advocate and coach. She is the Medical Director and Psychiatrist-In-Chief at Pinnacle Medical Services, Nigeria, prominent in the application of innovative clinical approaches in the management/treatment of a wide range of psychological, emotional, and behavioral related disorders. Dr. Kadiri is a Consultant Neuro-Psychiatrist with almost 20 years' experience as a practicing Physician. She is a trained and certified Rational Emotive and Cognitive Behavioural Therapist from Albert Ellis Institute, New York, USA. She is also a certified Trauma Counsellor and Neurofeedback Practitioner.



# STAFF APPRECIATION CONTRIBUTES TO BUSINESS GROWTH

DR. AGILITY  
OBI-IHESIE

**“A**ngela your manager is really good, you know. I told my boss about your store and he visited last week and had nothing but praise for the young lady. She is such an asset to your business”, Tinuke said to her friend Gloria who owned the store.

“She is such a useless girl, please. I don’t understand what the big deal is about her work. I’m just managing her for now”, Gloria answered as she changed the topic to what they would wear to their school reunion party.

Tinuke was taken aback but kept quiet because she didn’t have the strength for her friend’s drama. She had noticed that Gloria had a high staff turnover rate which they had not really found a solution to. Initially it was assumed that the staff wanted to ‘japa’ (relocate abroad) but they usually turned up in other organisations, something that Gloria blamed the industry for.

According to her, the rate of staff poaching was high and it was just one of those things that came with the business.

Two weeks later she visited Gloria again and heard her yelling at her staff. “People hire human beings but I don’t understand the bunch of animals I’m saddled with as staff”. Gloria’s voice was audible from the

car park, and as soon as she entered she noticed the anxious-looking women who scurried out as she entered her friend’s office.

This time, Tinuke decided to confront her friend. “But do you have to yell and speak to them in such a tone? even children shouldn’t be spoken to like this.” Gloria lashed out and started asking her what she knew about running a business, after all she was in the corporate world and didn’t know how difficult the staff who worked for small businesses were.

“Humans are the same everywhere my dear. You have to treat your staff right and appreciate them if you want your business to grow”, Tinuke replied, to which Gloria rolled her eyes and told her the business will grow with or without them.

Three months after that conversation, Tinuke’s boss opened a new store to mark his retirement and she was pleasantly shocked to find that Angela was the new Operations Manager. The two women hugged each other and Angela went on her knees to thank Tinuke for bringing her boss to Gloria’s store on that fateful day. “No darling, that was all you. Your excellent work ethic spoke for you, and you were not even aware that you were being watched. Well done.”

She had not seen Gloria in a while and decided to go visit her. As she drove past her store, she noticed that there was no signage and the glass windows were shielded with black blinds. If she didn’t know the area like the back of her hand, she would have assumed that she was on the wrong street. Well, she may very well go to her house and find out what was happening.

Scarcely had she entered Gloria’s house when her friend started accusing her of plotting her downfall. “We have been friends since high school and yet you stole my best staff from me so that my business will fail, right?”

“You’ll have to forgive me, Gloria. I don’t have the faintest idea what you are going on about”, Tinuke answered.

“Are you going to pretend that you have nothing to do with Angela, my former manager, going to work for your boss? Are you even going to pretend that you didn’t know? Are you also aware that when she resigned, all the key staff also resigned and I haven’t been able to replace them?”

Tinuke shook her head and chuckled at her friend’s tirade. “But you said they were useless to you and never appreciated them. You are the one who made the work environment hostile for them with your endless criticism and made it easy for them to be poached. I want to guess that this isn’t the first time this has happened but the worst time”, she replied as she excused herself and left.

When we appreciate our staff, our business thrives as a happy staff translates to happy customers. Appreciation brings growth, criticism diminishes.



Dr Agility Obi-Ihesie (Dr Purejoie) is a Consultant Pathologist, Entrepreneur, Life and Personal growth strategist, and wholesome living advocate. She is the Founder of Dr Purejoie Skincare, a safe ethical skincare brand in Nigeria, and Dr Purejoie Consulting where she helps individuals gain clarity and develop strategies for personal growth, relationships, and healthy wholesome living.

She holds a MBChB degree from College of Medicine University of Calabar, a FMCPATH Fellowship in Pathology from National Postgraduate Medical College of Nigeria, a Certificate in Project Management in Global Health from University of Washington and a Certificate in Entrepreneurial Management from Enterprise Development Centre, Pan-Atlantic University (CEM51 Class). She can be reached at [agility.obiiesie@gmail.com](mailto:agility.obiiesie@gmail.com).

## WORKPLACE PALAVER

# TINA NEEDS TO FOCUS AT WORK, HER TROUBLED RELATIONSHIP DISTRACTS

KEMI AJUMOBI

**T**ina is a 28-year-old graduate of Food and Nutrition and had been looking for where to work but it had been difficult. In between, she would make cakes, chin-chin and supplied 3 companies.

Sometimes, she would ask the owners of the restaurants in the companies if they needed her service and most of them always said they did not. In between job hunting, she also has a fiancé who always made her feel she wasn't trying enough. He was one of the reasons she even searched for other companies to supply her cakes and chin-chin to because she felt he was complaining a lot because she would sometimes ask him for financial assistance but, after a while, she stopped completely and began meeting her needs on her own and never asked him again. For not asking again, he told her she was becoming proud because her business had taken a new turn. She chose to remain calm so that there would be no trouble.

While going to supply her cakes and chin-chin to a new client, she walked past a newly built restaurant with the caption "Waiters and Waitresses needed" so she thought to give it a try. She felt she could multitask by selling her chin-chin and then earning another source of income from being a waitress. She decided she would branch in after making her deliveries; she had promised to be there at a certain time and did not want to break trust. So, she went there, dropped the cakes and chin-chin and hurriedly went back to the restaurant.

Immediately she entered, she loved the way it looked. She said a brief prayer in her mind and walked over to the gentle man (in his mid 50s) she saw and asked what she needed to do because she was interested in working there.

"Today must be your lucky day. We closed the application yesterday, but my wife and I felt we should give a grace for today." He told Tina. "Sweetheart" he called out to his wife and continued, "There is

someone I think we should meet together" he turned to Tina and said "Come, my wife and I will interview you in the office." Tina was excited; she went with him to the office and saw a beautiful woman with a demeanor that made her feel she was in the right place.

"Have your seat there" the woman said with a smile on her face. Tina couldn't believe she came in to ask if the vacancy was available and she is right here sitting before the owners about to be interviewed.

They took their turns asking her questions and she answered brilliantly. It was more like love at first sight when they met Tina. They had concluded they would take her but needed her to go through the process. The woman was so nice to her that she offered to help her with her cake business "Our oven here is quite big. If you come early, you can bake your cakes here."

"Whao! Thank you so much ma, but for now, I would like to do it from home." Tina said in gratitude. "You start work tomorrow with the others. Welcome to the family" the woman said and as they got up, Tina jumped off almost immediately to receive their handshakes. She was so happy. She couldn't wait to tell her fiancé.

On her way back home, she called Tobi and gave him the goodnews, he wasn't quite excited about it. She felt perhaps because she was at work and concluded she would tell him later in the evening.

Later that evening, they met, and she shared the news with him and his response surely wasn't what Tina expected to hear. "It's not like I am not happy for you, I am just wondering what waitresses go through. So, men will be 'hitting' on you, how many of them can you fight off? Just asking" Tobi said. Tina was quite shocked at his response "Tobi, I am shocked that this is where your mind went to? This should be something you should be happy with me about. You have dated me for two and a half years, have I at any given time given you reasons to doubt me or my commitment to you Tobi?" she said amidst tears "I am sorry it came out that way, truth is that you have never given me a reason to doubt you but you know, where you are going is a new



of Tobi's actions almost made her cry, but she would shake it off. As long as she was concerned, her relationship needed a break, and she severed all avenues for Tobi to reach her.

One day, while about to serve a customer who came in for breakfast, she looked and saw a young couple enjoying each other's company and again, the thought of Tobi came to mind and without properly looking at the person she was going to serve, she slipped and the tea poured on the laps of the gentle man she was to serve.

She became so jittery and began to apologise. The man was even more concerned about the state of her mind than the tea that poured on him "Ma'am, are you sure you are okay?" he enquired, and she responded "Yes sir, I am fine...I am so sorry, I am really really sorry sir" she continued to plead. "It's okay Ma'am, it really is" he said and by this time, he had cleaned off the stain.

He was given another cup of tea and he had it with club sandwich. He requested for the POS, he paid and left a tip for Tina. He then gave her his card, "I am a counsellor, if at any time you need to talk to

someone, please feel free to reach me, and if you feel uncomfortable, I can arrange you meet my wife but please reach out, Take care." He said and left.

After a week, Tina decided to give the man a call and met him at his office. "So good to see you. So, would you prefer to talk to my wife or..." "It's okay sir, I can talk to you" she interjected.

She narrated the happenings with him, and he said "I knew something didn't feel right. Your work is important to you and you need to focus if not, it will affect you. Is it okay for me to talk to Tobi?" He asked. Tina was fine with the idea. Apparently, the gentleman later found out Tobi's boss was his very good friend. So, he agreed with his friend (Tobi's boss) and then went to the office.

Tobi's boss called him in and informed him someone would like to meet him. Tobi didn't know him, so he was a bit worried, and his boss said "Not to worry, I don't think it's that serious. He didn't tell me, and I honestly don't want to know. Both of you can use the smaller conference room."

Tobi followed the gentleman, and they sat down. He introduced himself and spoke to him about Tina. At first, he wondered what his business was and thought he had an interest in Tina, but he found out he was married and didn't appear to be someone interested in Tina in the way he thought. It was more like a counselling session. Interestingly, Tobi agreed to start counselling with him and after a while, Tina started the counselling session too but separately. Later on, they both began to attend the counselling together. Things are looking brighter; Tobi is understanding his flaws and working on it. Their relationship is getting better, but they are not in a hurry to get married. Certainly, for Tina and Tobi, there is light at the end of the tunnel. We remain hopeful!

# THE STUDIO BY S.B YOUME

Classy! Classy!! Classy!!! That is all I hear loud and clear!  
Some designers just always get it and Youme does...always.  
The elegance is breathtaking. The fit, the style, the finishing,  
the colour combination, the fabric...should I go on?  
There is always an outfit for every event and no  
matter the theme of that event, Studio By S.B  
Youme has got you stunningly covered.  
Need you worry about what to wear for that event? They are  
just a call away and you are guaranteed satisfaction to the peak.  
I will let the expressions on the faces of the  
wearers in the pictures below do the talking.  
What are you waiting for?







KELLY GREEN





















**MEALS  
TO ENJOY**  
By ImmaculateBites

# STUFFED TURKEY LEGS

**W**hat happens when succulent roast turkey meets creamy mac and cheese? Comfort food magic right in your oven! Previously smoked turkey legs are slow-cooked for fall-off-the-bone goodness, then stuffed with gooey mac and cheese. Are you looking for a new twist on a classic? Then these stuffed turkey legs totally fit the bill.

**Ingredients**

- 2 smoked turkey legs (about 1-1½ pounds each)
- 1 cup (240ml) chicken broth
- 4 ounces (113g) unsalted butter, melted
- ½ tablespoon (6g) Creole seasoning
- 1 teaspoon (1.5g) garlic powder
- ½ teaspoon (1g) onion powder
- ¼ teaspoon (1g) pepper flakes (optional)
- ¼ teaspoon (2g) salt
- ⅛ teaspoon (1g) black pepper, freshly ground
- 2 cups (475ml) mac and cheese cooked (I used Southern mac & cheese)

- 1 cup (470g) sharp cheddar cheese, freshly grated

**INSTRUCTIONS**

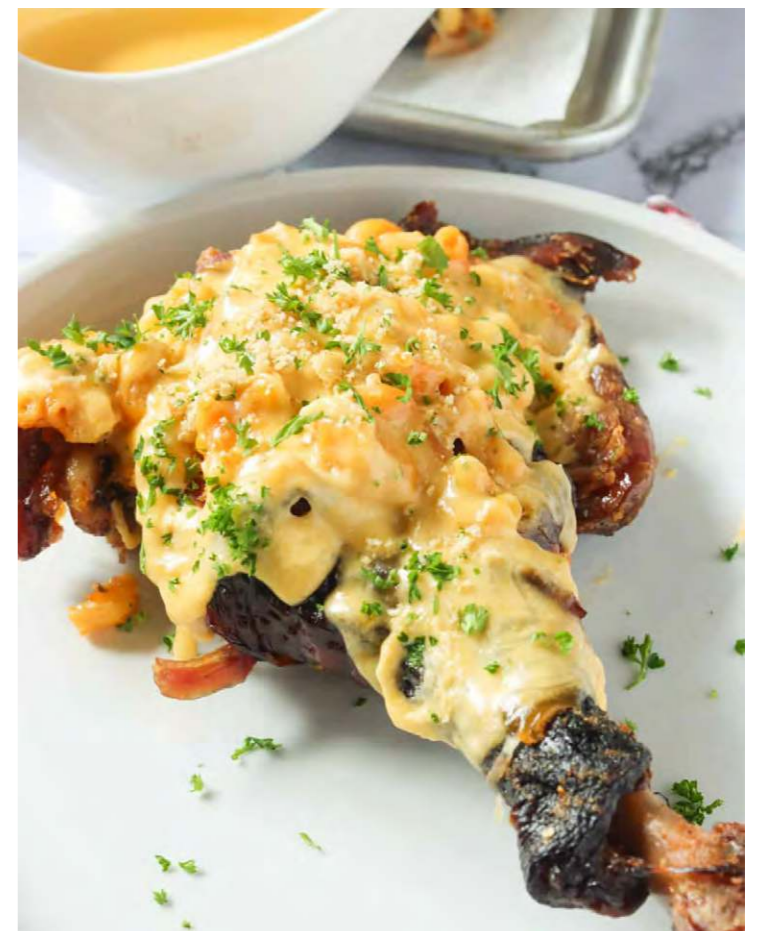
- Rinse turkey legs under running tap water and place them in the bottom of the slow cooker. Pour the broth into your slow cooker and cook the turkey legs on high for 4-5 hours or on low for 7-8 hours, obtaining tender smoked turkey legs.
- Add melted butter, Creole seasoning, garlic powder, onion powder, pepper flakes (if using), salt, and pepper in a small mixing bowl. Mix well to fully combine. Set aside.
- When ready, carefully remove the turkey legs from your slow cooker and transfer them to a parchment-paper-lined baking tray. (Be careful! Turkey will be tender and may fall off the bone.)
- Use a fork to gently separate some of the meat from the bones of the turkey legs. Generously brush turkey legs with the butter mixture to enhance the flavor.
- Stuff each turkey leg with macaroni and cheese, sprinkle shredded

cheese generously on the top, and cook in the oven at 350°F/177°C for 5-7 minutes or until the cheese is bubbly.

- Garnish stuffed turkey legs with some cheese sauce, parsley, or your favorite mac and cheese topping, and enjoy!

**TIPS & NOTES:**

- To maximize the flavor experience, rub the seasonings on and under the skin of the turkey leg.
- You can also use fresh turkey legs for this recipe. Season the legs with your favorite turkey seasoning, place in the slow cooker, and add broth. Cook until the turkey reaches 165°F/75°C, and you're good to go.
- Let the turkey legs rest for 10-15 minutes after removing them from the slow cooker so the juices settle back inside the meat for an extra juicy experience!
- Please remember that the nutritional information is a rough estimate and can vary significantly based on the products used in the recipe.





# CUATRO LECHES CAKE

**S**oft, tender, moist and sweet cake soaked in four different flavours of milk. Best served the following day. If you are entertaining and still undecided about what to make for dessert, especially for a Mexican theme party – look no further.

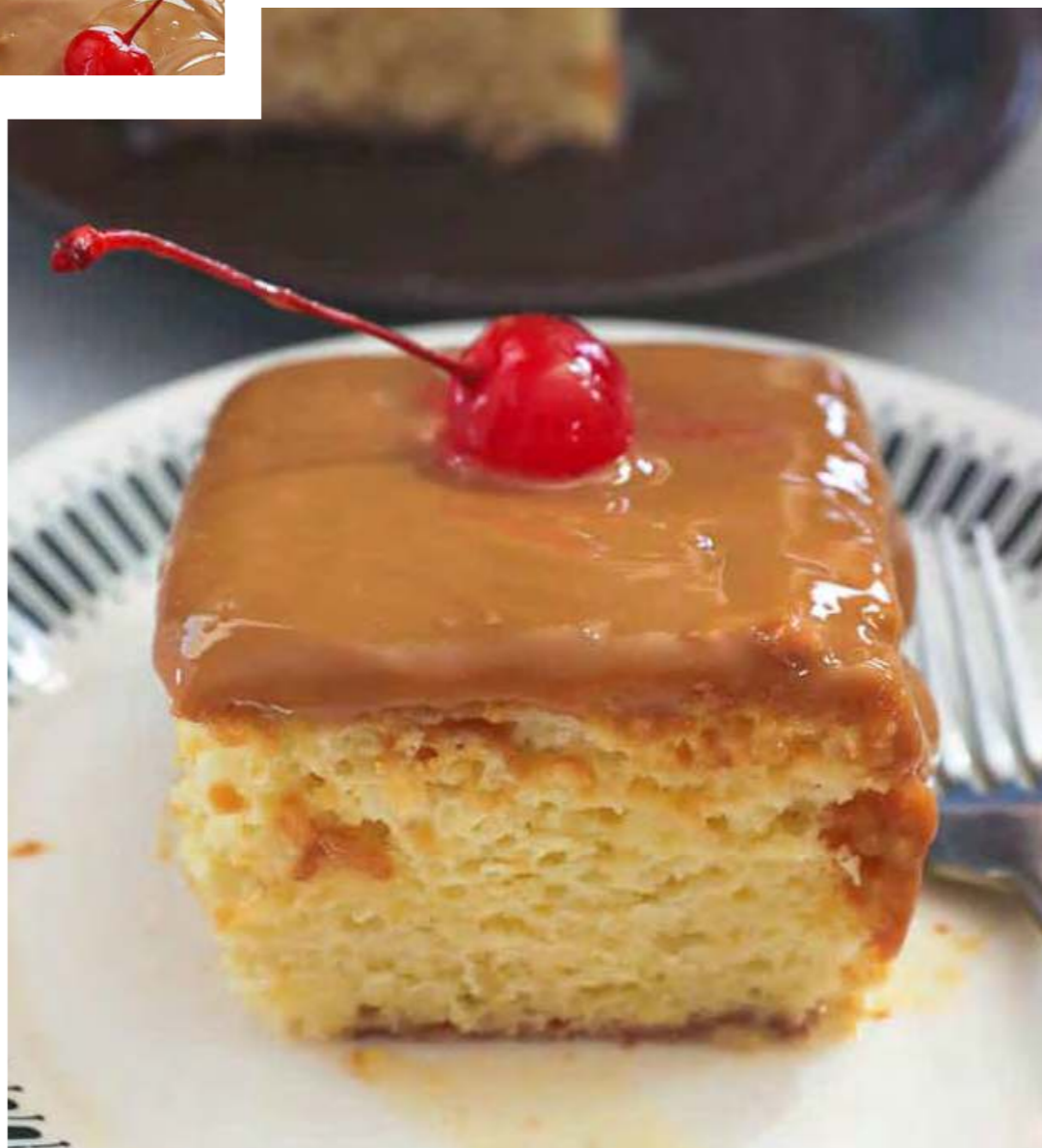
## INGREDIENTS

### Cuatro Leches Cake

- 1 1/3 cups or 166g all purpose flour
- 2 tsp or 8g baking powder
- 1/2 tsp or 1.32g cinnamon spice
- 1 tsp salt
- 1 1/4 cup or 250g granulated sugar, divided
- 5 large eggs, about 58g each
- 1 1/2 tsp or 7.38ml vanilla extract
- 1/2 cup or 4 fl oz milk

### Tres Leches Milk

- 3/4 cups or 6 fl oz whole milk, coconut milk



- 1 can or 14 oz condensed milk, sweetened
- 1 can or 12 fl oz evaporated milk

### Toppings

- 1 tbsp or 14.78ml rum
- 1 can or 13 oz dulce de leche
- 1 tbsp or 14.78ml dark rum
- 1/4 cup or 2 fl oz water

### INSTRUCTIONS

- Preheat oven to 350F°/177C°.
- Spray a 9- by 13-inch cake pan with baking spray or grease with butter and flour. Set aside
- Sift the flour, baking powder, and salt into a large bowl. Set aside.
- Break the eggs, then separate the egg whites from the yolk. Place in a medium bowl and add the egg whites to another bowl.
- Beat the egg whites at high speed until soft peaks form.
- Using a hand mixer whisk together the egg yolks and sugar until the yolks become pale yellow. Add the milk and vanilla extract to the egg yolk mixture.
- Then slowly pour the egg yolk mixture into the flour mixture; stir to combine.



- Gently fold in the soft peak-egg white mixture to the batter until just combined.
- Pour cake batter into the greased pan and place in the oven. Bake for about, 35 to 40 minutes or until a toothpick inserted into the center comes out clean.

- In a medium bowl or pouring jar - Combine evaporated milk, heavy cream, and condensed milk.

- Using a wooden skewer, pierce the cake with holes then slowly pour ALL the milk all over the surface of the cake. Making sure to pour near the edges and all around the cake.

- Refrigerate the cake for at least an hour or overnight, for the milk to fully penetrate the cake.

- Combine the caramel/dulce de leche, water, and rum- microwave for about 30 seconds-this makes it easy to mix.

- Pour or spread the mixture on the cake cover with a plastic wrap and refrigerate until ready to serve at least four hours or preferably overnight.

### TIPS & NOTES

- Poke the cake all over and a lot! While it's still warm and then pour the mixture of milk over the top, or let that 4 Leches party in there! This will make the cake super moist and super delicious.

- Nutritional information is provided as a courtesy only. Please keep in mind that it is a rough estimate rather than a guarantee. Ingredients can vary greatly based on the products used.



# GLAM & GENUINE

## FASHION PIECES



ACCESSORIES | BAGS | DRESSES | JACKETS | SHOES | SKIRTS | SUITS | TROUSERS

**NITAS**

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