

OUTCOME REPORT



**6th ANNUAL TIMELESS WOMEN' CONFERENCE
19th -21st February 2021**



ENHANCING RESILIENCE

Leadership | Education | Innovation & Enterprise | Youth

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Abbreviations and Acronyms

TWOW	Timeless Women of Wonder
TWC	Timeless Women Conference
TWILE	Timeless Women in Leadership & Enterprise
GDP	Gross Domestic Product
SME	Small and Medium Enterprises
H.E.	His Excellency
COVID-19	Coronavirus disease
AfCFTA	African Continental Free Trade Area (AfCFTA) Agreement
WTO	World Trade Organisation
AUC	Africa Union Commission
MoU	Memorandum of Understanding
PPE	Personal protective equipment
UN	United Nations
GBV	Gender-Based Violence
MD	Managing Director
NGO	Non-Governmental Organisation
Africa CBC	Africa COMESA Business Council
MC	Master of Ceremony
PTSD	Post-traumatic stress disorder
FEMCOM	The Federation of National Associations of Women in Business in Eastern and Southern Africa, an institution established by COMESA
COMESA	Common Market for Eastern and Southern Africa (COMESA)



ABOUT US

Timeless Women of Wonder Foundation (TWOW) is a subsidiary of Timeless Dynamic Services Ltd and is responsible for developing, designing and implementing initiatives that will include African women in the social and economic transformation of Africa and empower them to optimize their potential in the process.

The Platform brings together women from all over Africa and from all sectors to collaborate in dialogue and development of solutions that will harness women's potential and contribute to the social and economic transformation of their communities, nation, and continent. Through Timeless Dynamic Services Ltd's annual forum "TIMELESS CONFERENCE", the women engage in dialogue on various issues pertinent to Africa's development and propose solutions that will scale impacts throughout Africa and enable women's engagement and empowerment in the process of development.

TWOW's Strategy is "Collaboration for Greatness"

In our strategy, we collaborate with key stakeholders and like-minded people and organizations from all sectors. A key partner in our strategy is MEN. Statistics and research show that most of the world's wealth sits in the hands of men and most leadership positions especially in the strongest sectors of the economy are held by men. For this reason, it is imperative that we involve men to support the work that TWOW is doing and together share Wisdom, Insights, Expertise, and Resources required to develop the potential of women and include women in all conversations and decisions regarding Africa's social and economic development.

TWOW is working through its 7 Pillars to implement key initiatives responsible for scaling social and economic impacts for Africa.



"Over the next 2 days we will be engaging on the theme Enhancing Resilience, Creating Wealth to develop strategies that will enhance resilience for Africa's education, leadership and propel us to innovate and harness the potential of our youth," **Madam Nyakan June**

WELCOME SPEECH by Madam Nyakan June, Global CEO, TWOW

Madam Nyakan June
giving the Opening
Address



We thank God for life and the ability to create; to utilize our potential for generational impact through our Timeless platform networks. Over the next 2 days we will be engaging on the theme; Enhancing Resilience, Creating Wealth to develop strategies that will enhance resilience for Africa's education, leadership and propel us to innovate and harness the potential of our youth. Every year in February, the Timeless Conference is hosted on rotation in a different country in Africa. This year, the conference was to be hosted in Malawi. However, due to the unforeseen progression of the COVID-19 pandemic, the conference will for the first time, be hosted virtually.



About the Timeless Women of Wonder Foundation

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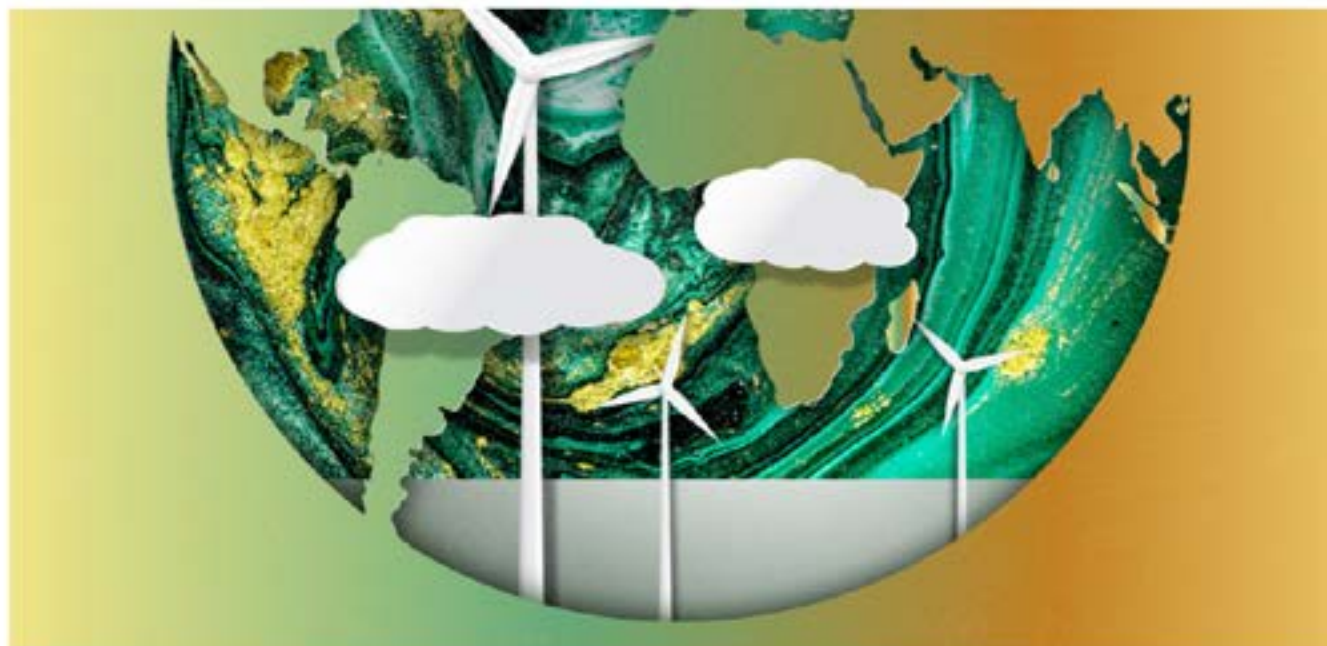


About Madam Nyakan June

Madam Nyakan is the CEO and Founder of Timeless Women of Wonder Organization and the Convener of Timeless Women's Conferences. She is also Chairperson of the Global Innovation Society of Kenya (GISK) and Chairperson of Laser Infrastructure and Technology Services (LITES).

She is a transformational leader with international and multicultural experience who is passionate about Africa's inclusive Social and Economic Transformation. Her assignment is to unlock the human and natural resource potential of Africa. Women and Youth empowerment is a critical group that she believes needs to be at the centre of Africa's growth story. She believes that their contribution will guarantee success for Africa and deliver the Continent into Prosperity. Leadership, Enterprise, Technology, Education and Innovation are key drivers for Africa's Future.





The 7th Timeless Women Conference (TWC) 2021, themed *Enhancing Resilience, Creating Wealth* saw TWOW set the pace for many conferences in and about Africa to be held virtually. With this, it was proven that global virtual conferencing on matters Africa can be achieved. This was the first time the Timeless Women Conference was held virtually.

Having been previously scheduled to take place in Malawi, parameters set to curb the spread of the COVID-19 pandemic necessitated the quick turn-around. Solutions are often found in thinking outside the box and exploring other viable options – or creating new solutions altogether. Indeed this year's conference was an experience in more ways than one! The conference was held on Remo, a platform designed to give an immersive conferencing experience.

The 2-day conference launched by the Deputy Chairperson of the Africa Union Commission, His Excellency Ambassador Thomas Kwesi Quartey, was well attended by delegates, cabinet ministers, heads of development agencies, and individuals whose mindsets are centered on creating the Africa we want. The Conference was co-hosted by Honourable Patricia Kaliati, Minister for Gender, Community Development, and Social Welfare of the Republic of Malawi. The event was made up of different sessions which took place in form of: workshops, panel discussions, speeches from different leaders and dignitaries, trade on the virtual marketplace platform just to mention.

From the different discussions held, there were notable outcomes recorded, which when actioned will set the continent well on its way to *Enhancing Resilience and Creating Wealth*.

DAY 1

**FRIDAY 19TH
FEBRUARY 2021**





**ENHANCING
RESILIENCE**
CREATING WEALTH

TWILE
TIMELESS WOMEN IN
LEADERSHIP AND ENTERPRISE
MENTORSHIP PROGRAM

I'm happy to report to you that through collaborative action, we have been able to implement various programs that are creating impact throughout Africa. Ladies and gentlemen, through our TWILE Program, we have over the past 5 years empowered and equipped women leaders from the public, business, corporate and development sectors to become transformational leaders who are change agents for Africa's social and economic transformation.

We are grateful that we have the opportunity to turn our lemons into lemonades, to give millions of people around the world an opportunity to participate in a global event that would otherwise have been closed out. Due to the pandemic, millions of people all over the world have been forced to embrace technology and become agile in their way of work and life. We are grateful that everyone listening to these remarks is alive, safe and hopefully healthy.

Delegates, this seventh year marks a milestone in our Timeless journey. Seven years ago, as part of our Impact for Africa strategy, we convened the first Timeless conference to shape ideas and turn them into programs that will solve Africa's problems and create wealth through women, youth and SMEs.

These leaders graduate from the program every February with TWILE flight plans which are their leadership roadmaps for Africa's transformation. At this conference, you will witness the graduation of our fifth edition of TWILE, Class of 2020: The Game Changers Graduation.

The opportunity for developing a critical mass of skills beckons. Africa needs to move from a high consumer economy to a highly productive one. Focus on our education curriculums and skills development programs will serve to churn out problem solvers and a workforce that will innovate to industrialize Africa.

African leaders have a high demand for accountability in this day and age to provide ethical, value-based leadership that will mobilize and allocate resources to key areas of focus that will drive economic transformation throughout our continent. As His Excellency Dr. Lazarus Chakwera highlights, we need to agree on what Africa needs and determine to take focused actions together.

In this conference, we will engage in conversations, share our ideas, network with people, learn new things, trade (buy and sell), but more importantly, we will develop practical outcomes that will enhance our resilience as a continent and position us to create wealth that will deliver prosperity in our generation.

Ladies and gentlemen, it's my great pleasure to encourage you to engage yourself fully and invest the time it takes to be a change agent for our continent today. We are the generation that is alive today that has been prepared to tackle the challenges of today. So, my prayer is that even as we engage over the next two days, not only should we be looking to take, but also to give. Ask yourself how you can contribute to solving a problem in Africa, to creating change in Africa; what can I learn? What can I take? What can I use to equip myself to create more impact for our continent?

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Our passion and focus on transforming Africa through women is a critical strategy for success. For women, are the pillar on which sustainable transformation stands. Women comprise more than 50 percent of Africa's population and it is a key and wise strategy to have women at the centre of all transformation. When I look at the impact that the pandemic had on women and children, I can only describe it as gross. And so, as we are discussing ideas and strategies to enhance our resilience, let us be cognizant and sensitive to look at how we are building resilience for the millions of women on the continent. When I look at our untapped potential, our natural resource potential, our young population, the treasures of our continent, I am overwhelmingly proud that we have curved aside time to focus on discussions that are specifically youth-driven, youth-focused and youth-led. So, I look forward to outcomes that will embed the youth at the centre of our transformation. For us, all matters youth cannot be engendered, both male and female need the attention, the focus and the investment that is required to propel them into productive economic livelihoods.

Finally, I want to speak to the backbone of Africa's economy; our informal businesses and SMEs. Over the next two days, let us engage in highly practical strategies and ideas, challenges that SME's are facing, the solutions that will unlock pragmatic impact, and be able to make commitments that will surely enable and empower our SMEs to thrive and to grow even as they contribute to Africa's GDP.

Ladies and gentlemen welcome to the 7th Timeless Women Conference.

KEYNOTE ADDRESS BY

**Honourable Patricia
Kaliati,**

*Minister for Gender, Community
Development and Social Welfare,
Malawi*



All the Excellencies and special mentions. His Excellency Dr. Lazarus Chakwera, the President of the Republic of Malawi, all the Honorable Ministers present, chairs of different organizations, Heads of Non-governmental organisations, African leaders and all my seniors present this morning, it is my great pleasure to welcome you to Malawi albeit on a virtual platform.

We as the Malawi government are working at ensuring that more women take on leadership roles. In light of this, I would like to focus on gender-based violence and the parameters we are taking to deal with the menace. Measures taken to prevent the further spread of the COVID-19 virus, such as lockdowns, have resulted in fueling gender-based violence. Girls aged 15 to 49 have been subjected to violence by intimate partners in the last 12 months. Lockdown has meant that many women can't access normal, yet vital support services.

Our topical issue hence is realigning global health in light of COVID-19 and mitigating gender-based violence.

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Our topical issue hence is realigning global health in light of COVID-19 and mitigating gender-based violence.

Here is why understanding the impact of COVID-19 on women matters:

- Women are vulnerable to contracting the virus since they comprise the largest number of health care workers and also the majority of unpaid workers. They are the mothers and daughters taking care of other family members.
- Women and girls suffering from disabilities experience a lack of access to prompt medical assistance.

We are looking at intentionally making ways for girls to go to school instead of remaining in early marriages. Consequently, we are working towards having women and girls access clean water and sanitary towels with ease.

As we forge forward in our fight for women's empowerment, we promise to work towards the implementation of government policies that will work towards creating a level playing field for women. Thank you and God bless you.

Speech delivered by His Excellency Ambassador

Your Excellency President Lazarus Chakwera of the Republic of Malawi, your Excellencies, distinguished guests, ladies and gentlemen, my brother Wamkele Mene, the Secretary-General of the African Continental Free Trade Area Secretariat (AfCFTA), good morning.

We gather here today for the 7th annual Timeless Women Conference under the theme; "Enhancing Resilience, Creating Wealth". I am truly delighted to join you and the Pan-African organization, Timeless Women of Wonder, thank you for this kind invitation. I bring you all fraternal greetings from our newly re-elected Chairperson, His Excellency, Dr. Moussa Faki Mahamat, President of the Africa Union Commission.

Your Excellency President Lazarus Chakwera of the Republic of Malawi, your Excellencies, distinguished guests, ladies and gentlemen, my brother Wamkele Mene, the Secretary-General of the African Continental Free Trade Area Secretariat (AfCFTA), good morning.

We gather here today for the 7th annual Timeless Women Conference under the theme; **"Enhancing Resilience, Creating Wealth"**.

I am truly delighted to join you and the Pan-African organization, Timeless Women of Wonder, thank you for this kind invitation. I bring you all fraternal greetings from our newly re-elected Chairperson, His Excellency, Dr. Moussa Faki Mahamat, President of the Africa Union Commission.





Ladies and gentlemen, the COVID-19 pandemic that has plagued the continent and the world is truly an existential challenge. In our response to the pandemic, The Africa Union Commission through the Africa CBC continues to work with member states to take key public policy measures to slow down the pandemic on the continent during the first wave.

At the beginning of February, several Heads of State and Governments during the opening 34th Ordinary Session, committed to strengthening the collective response to the crisis, marshaling resources for the benefit of all, and striving to ensure that no country is left behind.

We are compelled to co-operate as a continent and act in solidarity. We are grateful to our frontline health workers for their tireless effort and express our deepest condolences to the families that lost members to the pandemic.

This year, The African Union Summit will also signify the launch of activities to mark the 2021 theme of the year on 'Arts, Culture and Heritage: a lever for building the Africa we want.' The theme will seek to consolidate and support the growth and recognition of Africa's cultural and artistic riches as a common unifying foundation that can galvanize the common will of the African people, those of the continent as well as those of the Diaspora.

In our African continent, which is a continent that is developing in all fields, it is clear that the role that women and young people play is a critical and fundamental one. Fighting for change and holding the world record for female entrepreneurship, our continent is at the forefront of promoting women's rights and gender equality.



That is why it is appropriate today to celebrate our sister Dr. Ngozi Okonjo-Iweala, the new World Trade Organisation boss for her achievement of which we are all proud. What better demonstration could there be to show value in educating the girl child? It is said that if you educate a woman, you educate the whole continent.

Your Excellencies, the persuasions of Agenda 2063 have a clear vision of a prosperous and peaceful Africa based on inclusive growth and sustainable development. This vision can only be realized in an Africa where gender equality and women empowerment are firmly entrenched.

The Agenda 2063 envisioned an Africa where full gender equality is achieved, where gender parity is attained with women fully empowered with equal economic, social, political, and cultural rights. That is why it is appropriate to celebrate Her Excellency, Dr. Nkosazana Clarice Dlamini Zuma for her leadership of the African Union Commission when she was in charge, in particular for giving us the Agenda 2063.

Gender equality and women empowerment is steadily anchored in the African Union Constitutive Act and the protocols of the African Charter on Human and People's Rights. This has been translated to Heads of State and Government level policy commitment including Agenda 2063, the solemn declaration on gender equality in Africa, and pillar one of the Africa Union 10-year strategy for gender equality and women's empowerment.



TIMELESS
CONFERENCE

M A L A W

2021

African countries have indeed made progress in incorporating the principles and provisions of global legal instruments on women's rights and national constitutions and legislative and policy frameworks. We have established institutional mechanisms to implement those frameworks. 4 out of 55 African countries are in the top 10 globally of the highest level of female representation in parliament. These countries are: Rwanda at 61.3%, Namibia at 46.2%, South Africa at 42.7%, Senegal at 41.8%.

In addition, In Ethiopia, we have for the first time achieved the parity government with 50% occupancy of cabinet positions being filled by women. It is the only African country where the Presidency and Ministry of Peace positions are occupied by women. That is why we are pleased to welcome Dr. Monique Nsanzabaganwa; our distinguished newly elected Deputy Chairperson of the African Union Commission, the first woman to hold this position and hopefully the first of many to come.

**FEMALE
REPRESENTATION
IN PARLIAMENT.**

**RWANDA - 61.3%,
NAMIBIA - 46.2%,
SOUTH AFRICA - 42.7%,
SENEGAL - 41.8%.**



His Excellency Ambassador Quartey Thomas Kwesi giving his speech during the launch of TWC 2021

Ladies and gentlemen, as of July 2019, 54 member states had signed the African Continental Free Trade Area (AfCFTA) Agreement. This is the largest free trade area since the establishment of the World Trade Organisation. The AfCFTA agreement seeks to promote industrialization, integration and continental competitiveness through the creation of regional market value chains for goods and services. Through this agreement, member states of the African Union can boost trade between African countries and ultimately improve the lives of African people.

Through the ratification of the AfCFTA agreement by 25 member states, a myriad of opportunities is about to be unleashed for African people especially African women and girls who comprise the largest population of individuals involved in cross-border economic activities. The agreement will boost wealth creation channels for growing SMEs, especially women-owned businesses to unlock the potential of Africa women traders to trade within our continent.

As our Chairperson stated, the signing of this agreement will enhance the dignity and wellbeing of farmers, workers, entrepreneurs, and young women on the continent. It will create more jobs, bring more investment and prosperity to the continent and assist in value addition and agro-processing.



Articles 3 to 27 specify the promotion and attainment of sustainable and inclusive social-economic development, gender equality, a structural transformation of the state parties. The African Union will therefore prioritize initiatives that promote intra-regional trade thus further enhancing the multi-billion dollar potential women are already generating through the informal cross-border trade.

Speaking for the AU, I can assure you that we are committed to using our energy to assist our member states to fully support our men and women to bring inclusive and sustainable development for all and to achieve gender equality despite the raging pandemic across our beautiful continent. This is the only pathway to creating the Africa we want and desire so fervently.

I wish you a fruitful conference. Thank you for your kind invitation and for the privilege of having the chance to address you.

Key Outcome from His Excellency Ambassador Quartey Thomas Kwesi's Speech

- Through the ratification of the AfCFTA agreement by 25 member states, a myriad of opportunities have been availed for the African people. This especially applies to women and girls who comprise the largest population of individuals involved in cross-border economic activities.
- With organizations such as Timeless Women of Wonder (TWOW) developing programs to train women on entrepreneurship, we see a meeting point in the development and achievement of goals geared towards the growth of Africa. Even as TWOW works on developing more programs, platforms such as Timeless Women in Leadership and Enterprise (TWILE) which has seen the mentorships of hundreds of women from different walks of life and industries, provide a solution in filling the training and mentorship gap on the continent. Strategic partnerships with like-minded organizations will go a long way in making room for an increased level of empowerment of women and girls.

TIMELESS WOMEN NETWORK, COUNTRY CHAPTERS



“The Timeless Women of Wonder Foundation in Malawi has managed to support numerous SMEs in training on preparation of proposals and cash flows. As TWOW in Malawi, we have partnered with our government and signed MoUs with the Ministry of Gender and the Ministry of Industry. This partnership is for us to use blueprints that work to inspire, empower and support youth, women and SMEs.”

Nasreen Khonat,

*Timeless Women Network
Country Representative,
Malawi*



Since the Timeless Women of Wonder (TWOW) Foundation began extending its operations beyond Kenya, there have been numerous testimonials on the impact experienced in countries where the Timeless Women Network (TWN) is actively in operation. In this segment, various TWN country representatives share dreams and plans for their countries under the TWOW vision.

CASE STUDY: NASREEN KHONAT, TIMELESS WOMEN NETWORK COUNTRY REPRESENTATIVE, MALAWI

TIMELESS WOMEN NETWORK, COUNTRY CHAPTERS

TIMELESS
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MALAWI
2021

Madam Nyakan June, Global CEO, TWOW Foundation, Honourable Patricia Khaliati, Minister for Gender, Community Development and Social Welfare of the Republic of Malawi, His Excellency Ambassador Thomas Kwesi Quartey, Deputy Chair Africa Union Commission, His Excellency Dr. Lazarus Chakwera, President of the Republic of Malawi, Ministers, Members of Parliament, Members of the diplomatic call, UN representatives, all protocol observed, Ladies and gentlemen, welcome to the 7th Timeless Women's Conference themed: *Enhancing Resilience, Creating Wealth*.

For the past year, TWOW Malawi has managed to support SMEs in training on how to prepare proposals and cash flow documents. Many are now skilled in this area. As the country lead for TWOW in Malawi, we have partnered with our government and signed MOUs with the ministry of gender and the ministry of industry. This partnership is for us to use blueprints that work to inspire, empower and support youth, women and SMEs.

OUTCOMES:

- Malawi is rich in its fertile land, herein lies a bread basket that can feed the whole nation and beyond. The freshwater lake that spurns almost the whole country carries within it the potential to provide tap water for our entire nation, consider irrigation as an alternative.
- With a shift of mindset, we can take advantage of the conducive work environment provided by our government and invest in harnessing all the glaring opportunities around us. TWOW through the Timeless Women in Leadership and Enterprise (TWILE) has worked tirelessly to empower women. With the increase in strategic partnerships, we know we will have the capacity to train even more women and youth to bring a transformation in this country through taking advantage of available resources and creating a high level of efficiency in existing businesses.



**TIMELESS
CONFERENCE**
MALAWI

2021

TIMELESS WOMEN NETWORK, COUNTRY CHAPTERS



**MS. LIZELLE RUTH MAURICE, FOUNDER AND
OWNER PARK PLACE BOUTIQUE HOTELS AND
TIMELESS WOMEN REPRESENTATIVE, SOUTH
AFRICA**

His Excellency President Lazarus Chakwera of the Republic of Malawi, His Excellency Ambassador Quartey Thomas Kwesi, The Africa Union Commission Deputy Chairperson, Honourable Patricia Khaliati of the Republic of Malawi, our Global CEO Madam Nyakan June, all our country leads, ministers, moderators, it is wonderful to be in your presence on this platform.

For many people in the African continent, South Africa is the land of opportunity. But despite the numerous opportunities, our land is plagued by many evils of which gender-based violence, greed, corruption, and high unemployment rate are the most prevalent.

“It is essential for us to partner with the Timeless Women of Wonder, an organization that recognizes the authority of the African man as an enabler of the economic emancipation of the African woman,”

Ms. Lizelle Ruth Maurice,
*Timeless Women Network
Country Representative,
South Africa*

The greatest evil, however, is an entitlement mentality found in a majority of our population especially the youth.

TWOW is well-positioned in aiming at working towards enabling people to harness and draw out their ability to dream again. It is essential for us to partner with TWOW, an organization that recognizes the authority of the African man as an enabler of the economic emancipation of the African woman.

OUTCOMES:

- **Strategic partnerships are important in bringing change to South Africa and Africa as a whole. South Africa is ready to honor her part in the AfCFTA agreement for the advancement of the African people.**
- **Together with TWOW Africa, we are positioned well to assist in the development of the UN SDG goal number 5 which is to achieve gender equality and empowerment of women and girls on the continent. We will do this through academic, vocational, and mentorship programs that will educate the uneducated, lift the downtrodden and bring hope to many on this continent.**
- **Along with Madam Nyakan, I invite potential investors to partner with us. And together with other nations on the continent, let us make this continent great.**

TIMELESS WOMEN NETWORK, COUNTRY CHAPTERS



MS. STELLA SEITEI, ACCOMPLISHED
STRATEGIST, ADVISOR AND PROGRAM
COORDINATOR, TIMELESS NETWORK
REPRESENTATIVE, BOTSWANA

Your Excellencies, Honorable Ministers present, respective Country Executives, and my fellow team of Country Leads, ladies and gentlemen, we are Timeless.

I'm grateful to TWOW's global CEO, Madam Nyakan for the opportunity to stand as the TWOW Country lead in Botswana. As a pioneer, I focus on the identification, mentorship, and coaching of SMEs in Botswana. TWOW has 7 chapters and the Botswana chapter focuses on 3 pillars; Entrepreneurship, Leadership Development and Mentorship, and the Empowerment of SMEs.

OUTCOMES:

- TWOW in Botswana seeks to identify and grow transformational business leaders, empower them with the necessary business skills to give them a competitive advantage across all sectors of business in the global market. Through Timeless Women in Leadership and Enterprise (TWILE), this is achievable.
- Through the TWOW Africa Botswana chapter, I plan to have entrepreneurship observed as one of the dynamic processes of growth that not only increases wealth but creates robust socio-economic values.



OUTCOMES:

- Botswana's public policy encourages and supports entrepreneurship which is significantly important for growth. It is worth noting that by and large, new jobs and opportunities can be created by this pillar through TWOW Africa in Botswana. Therefore we expect this initiative to bring about growth in value addition to a huge amount of entry-level jobs that are very important in turning unskilled jobholders into skilled labour. This will also prepare and turn experienced workers into large industries.
- In today's digital world, TWOW Africa is positioning itself strategically to play a pivotal role in the creation of new markets by introducing new and improved products, more services, and improved technology. This data will help us generate new wealth and add more to the national income which governments can utilize on a national level according to the needs of different sectors and regions. This will be achieved in part through Africa Connect.

TIMELESS WOMEN NETWORK, COUNTRY CHAPTERS

TIMELESS
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MS JACQUELINE SAIDI CHISHIMBA,
*TIMELESS WOMEN NETWORK COUNTRY
REPRESENTATIVE, ZAMBIA*

Your Excellencies attending this conference, the media, the Regional Office of TWOW, the Country Office, Zambia TWOW office. I say welcome and God bless you.

The Zambian people's vision is to become a prosperous middle income nation by 2030. But how will that happen? Today, the call by the government of Zambia is to ensure that Zambia is a strong nation and TWOW Africa is tapping into that call by the president and the government of Zambia. Moving forward, the Timeless Network in Zambia will focus on empowering entrepreneurs to stand ready for world partnerships in food processing, manufacturing, service delivery, new media, mineral processing and agriculture.

OUTCOMES:

- As TWOW Zambia, we pick the pillars of Leadership, Mentorship and Coaching, and Enterprise. So that together, through partnerships and resource management, the Zambian economy can grow. Through this, we can strengthen the government's capacity to feed the people of Zambia and to grow business enterprises as well as be able to grow the African continent while at it.

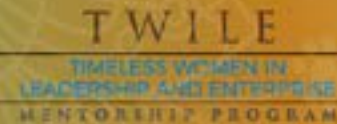


SUMMARY OF OUTCOMES:

- There are key solutions that lie in empowering more women and youth to shift from a consumer mindset to a producer mindset. With different programs such as those offered by the Timeless Women of Wonder Foundation in Leadership and Enterprise (TWILE), it is possible to train a critical mass of people to become the change agents needed in the different countries.
- Key partnerships are an enabler to harnessing the rich potential in different nations. Strategic partnerships with like-minded organizations and governments will play a key role in turning this idea into an actionable reality.



TIMELESS WOMEN IN LEADERSHIP AND ENTREPRISE (TWILE) GRADUATION



This conference saw the graduation of the Timeless Women in Leadership and Enterprise Mentorship Program, Class of 2020 with Madam Nyakan charging graduates to take on the mantle of transformation and inspire others to bring change to this continent, that Africa's vision may be achieved through the empowerment of a generation.

Madam Nyakan appreciated mentors and facilitators for availing themselves and investing in sharing their insights with the 2020 fellows. She also aired her gratitude to the fellows for investing in themselves in order to bring transformation to our continent. This session was moderated by Shalom Munyiri, one of the facilitators of the program.

About Timeless Women in Leadership and Enterprise

The TWILE mentorship program is designed for women in senior and executive positions within the Corporate, Government, Business and Development sectors. These women will have the privilege of undergoing a 9-month Training & Mentorship program with Technical Experts in the various sectors and spheres of Influence. They will also engage with Captains of Industry as mentors throughout the program. The result is to develop leaders who will add value to their institutions having acquired an entrepreneurial mindset and developed leadership skills that are relevant for Africa's future growth and to support their journey of transforming their organizations positively.

Program Details for the Next Class: The Program will run over a period of 8 months starting June 2021 and ending January 2022. Note that the full program details with actual dates and various aspects of program will be sent to registered participants only. The learning approach is adult learning with interactive tools and simulations.

Registration ongoing up to 15th May 2021
For more details, kindly visit: <https://twowafrica.com>

TWILE MENTORSHIP PROGRAM FELLOWS PROFILE - CLASS OF 2020



Ms. Nasreen Khonai
 Founder Steing Stars
 Nursery School
 Timeless Women Network
 Representative - Malawi



Ms. Motswele Stella Seitai
 Managing Director, Country
 Charter (Pty) Ltd
 Timeless Women Network
 Representative - Botswana



Ms. Jacqueline Saidi Chishimba
 Founder and Lead Consultant of
 Brand Line Africa Limited
 Timeless Women Network
 Representative - Zambia



Ms. Lizelle Ruth Maurice
 Founder & Owner, Park Place
 Boutique Hotels CC
 Timeless Women Network
 Representative - South Africa



Ms. Josee Marie
 Regional Director, WIBENA IMPACT
 Timeless Women Network
 Representative - Rwanda



Ms. Esther Musau
 Risk Officer
 CFF Financial Services



Mrs. Thembiile Tembhaba Phuthogo
 Managing Director,
 Mti Tyn Pty Ltd



Ms. Gloria Barmsaal
 Corporate Relationship Manager -
 Public Sector Banking
 Mti In Pty Ltd



Ms. Jane Mburia
 Principal Consultant
 National Bank Of Kenya



Ms. Kondwani Gogo
 Co-Founder Delco Traders



Ms. Prisca Tembo
 Registered Health Nurse
 Practitioner with Midwifery
 Lead Insights Africa



Ms. Anne Indangasi
 Freelance Social Compliance
 Auditor



Ms. Mary Wahura Maina
 Independent Consultant in the
 area of Agriculture Market
 Systems in Africa & Incubating
 new Business in Natural Foods
 and Health - named
 Nuera Foods & Vitals



Ms. Peris Mburu
 Assistant Director, Financial
 Institutions, Funding Banking
 Sector, Financial Sector
 Deepening Africa (FSDA)



Ms. Caroline Jerono
 Administrator, CFF



Ms. Dintlenyane Phutimpe
 Director, Thebathe Pty Ltd



Ms. Karegi Esther
 Agency manager,
 Laser Property Services Limited



Ms. Zonke Ziphelele
 Director - Dogant Event and
 Project Coordination



Ms. Gladys Egwa Mwambingu
 Acting Senior Principal Human
 Resource - Talent Management CFF
 Financial Services Limited



Councilor Rose Cynthia Chimwaza
 Hon. Elected Councilor of the
 Republic of Malawi



Ms. Juliet Wahome
 Founder, PORT Connect Ke



Ms. Pauline Marima
 Business Consultant



Ms. Rebecca Thiong'o
 Online Entrepreneur Marketing
 Business Organization
 Class 1



Ms. Christine Nthalle
 Financial Director
 RINNY ENTERPRISES

TWILE FACULTY LEADS



Nyakan June
Vision Bearer
Leadership, Legacy and Impact



Christine Musisi
Timeless Torch Bearer
- Leadership Pillar
Leadership & Development



Benjamin Kamove
Faculty Lead - Corporate
Leadership, Legacy & Corporate



Mr. George Ngugi
Timeless Torch Bearer
- Men's Pillar
Enterprise & Corporate



Shalom Munyiri
Timeless Torch Bearer
- Empowerment Pillar
Development & Leadership



Dr. Kwesi Attah Krah
Leadership & Development



**Meicha Moguche
Goehagen**
Corporate & Development



Beth Mwangi
Enterprise & Corporate



**Wangechi Wachira
Moegi**
Politics & Public Service

TWILE MENTORS PROFILE - CLASS OF 2020



Prof. Erika Amoako-Agyei
Business Coach -
Stanford, USA



Hon. Aisha Adams
Deputy Speaker,
National Legislative
Assembly,
Rep. of Malawi



Dr. Tammyr Estho
Director of the Centre of Excellence
for Female Genital Cutting/Mutilation
(CGMC), AWEET Health Africa.



Mr. Kingston Ogunjo
Africa Regional Director,
Ministry at Alpha
International



Mr. Olivier Vanden Eynde
CEO & Founder
Close the Gap International



Ms. Katharina Ichoya
Former Global CEO,
FEMCOM, COMESA Eastern
& Southern Africa



Ms. Matilda Kinetto
Deputy Secretary General
of Kenya County Government
Workers Union Kenya
Trade Union Leader



Mr. John Kimotho
Senior Deputy Director
Educational Media Services,
Kenya Institute of Curriculum
Development (KICD)



Mr. Hosea Kili
Group Managing Director
and Chief Executive
Officer of CFF Financial
Services Ltd



Ms. Teresa Omondi-Adaitan
Deputy Executive Director
& Head of Programs,
Forum for African Women
Educationalists (FAWE)



Ms. Mary Kabaru
AG, Deputy Director -
Policy and Research
State Department for Gender,
Ministry of Public Service and Gender



Dr. Patricia King'ori-Mugendi
Director
Holos Creative Solutions Ltd
iACTO-Africa



Mr. Eric Weber
Vice President,
Global Enterprise Strategies
USA



Ms. Sylvia Barasa
Regional People
& Culture Business Partner,
World Vision International



Eng. Maurice Aketch
General Manager
National Construction
Authority (NCA)



Ms. Lynn Bersway
Chief Executive Officer,
Energies LLC



Eng. Charles Mwirigi
CEO-Women Enterprise
Fund (WEF)



Ms. Audrey Rahedi
HR Professional -
Head, Employee Relations
Central Bank of Kenya
TWILE Alumni Class of 2018



Mr. Steve Lugalia
Former Chairman,
Institute of Certified Public
Accountants of Kenya (ICPA)
Chief Executive Officer,
HARVESTERS



Eng. Catherine Nyambala
Founder, STEM Africa



Ms. Marthe Mbengue
Country Director,
World Vision International,
Burundi



Ms. Daisy Amdany
Executive Director at the
Community Advocacy and
Awareness Trust - CAAAT Trust



Ms. Ingo Knagen
Government of the Netherlands
- Program Manager
Sustainability

THE MINISTERS' FORUM

Good ideas are often born out of critical thinking but great ideas emanate from discussions with like-minded leaders and agents of transformation. In this forum, panelists were able to share on the impact that the COVID-19 pandemic has had on different sectors of their economies, the diverse tools applied to mitigate the effects of the pandemic, persistent challenges experienced as well as how cases of increased gender-based violence have been handled in their nations.

Present for the discussion were experts and cabinet ministers from different parts of the world.

MODERATOR

**MADAM NYAKAN JUNE GLOBAL CEO,
TIMELESS WOMAN OF WONDER
FOUNDATION**



**THE
KEY
CONTRIBUTORS**

**THE
HIGH LEVEL
PANELISTS**



Hon. Patricia Annie Kallati
Minister of Gender, Community Development, and Social Welfare (MALAWI)



Hon. Minister Frank Alfred Campbell
Minister of Social Services and Urban Development (THE BAHAMAS)



Hon. Anna Maria Mogethi
Minister of Nationality, Immigration and Gender Affairs (BOTSWANA)



Hon. Hazel Brandy-Williams
Minister of Health and Gender Affairs (SAINT KITTS & NEVIS)



Hon. Stella Tembisa Ndabeni-Abraham
Minister of Communications and Digital Technologies (SOUTH AFRICA)

Good ideas are often born out of critical thinking but great ideas emanate from discussions with like-minded leaders and agents of transformation. In this forum, panelists were able to share on the impact that the COVID-19 pandemic has had on different sectors of their economies, the diverse tools applied to mitigate the effects of the pandemic, persistent challenges experienced as well as how cases of increased gender-based violence have been handled in their nations.

Present for the discussion were experts and cabinet ministers from different parts of the world.

THE KEY CONTRIBUTORS



Dr. Norma Rae-Layne
Director - Women Health,
New Jersey (USA)



Ms. Comfort Dondo
Executive Director, Phumulant,
African Women Against Violence
(USA/ZIMBABWE)



Dr. Lesley Anne Foster
Executive Director - Phumantane Women's
Rights International, Member of the S.A. Presidential
Steering Committee on Gender Based Violence and Femicide
Chairperson of Board of International Women's Rights Action
Watch Asia Pacific (SOUTH AFRICA)



Tatyana Kanzaveli
CEO Open Health Network
(USA)



Ms. Amy Pajnik
Executive Director
- IHOPE Foundation (USA)



Dr. Jacinta Higgs
Director of Gender
and Family Affairs -
(THE BAHAMAS)

KEY OUTCOME:

- Given that the majority of the SME business operators in Africa are women, there is a need to increase the economic empowerment of women. This can be achieved in part through diversifying of skill set through training and leveraging on technology.
- Africa Connect, a digital platform designed to provide trade solutions on the continent is one key way of providing a solution to the above-mentioned problem. This platform is meant to, among other things; provide an information portal that creates ease of access to information that is beneficial to SME business operators in Africa as well as other stakeholders interested in improving the quality of life and business for the African woman and youth.



WORKSHOPS AND CASE STUDIES

TIMELESS WORKSHOPS

Day one saw delegates, speakers and attendees break out to different workshops to have discussions on various topics considered core to supporting the theme of this year's conference. Discussions were lead by panelists comprised of experts from different parts of the globe

LEADERSHIP:

The Game Changer for Africa's Resilience

Martin Luther King jr. once said that

"A genuine leader is not a searcher of consensus but a molder of consensus."

There can be no lasting transformation of the African continent without the intentional molding of consensus. This in part is achieved through engaging in conversations and exchange of ideas that set the agenda and make room for impactful partnerships.

MODERATOR

MR. TIMOTHY MAURICE - BRAIN AND
BRAND AUTHOR, USA



LEADERSHIP: THE GAME CHANGER FOR AFRICA'S RESILIENCE



KEYNOTE
SPEAKER

Ms. Leslie Grossman

Faculty Director
Executive Women's Leadership
George Washington University (USA)



PANELIST

Ms. Daisy Amdany
Executive Director
Crown Trust (KENYA)



PANELIST

Mr. Brian Kagoro

Programs Director of the African
Regional Office of the Open Society
Foundation (ZIMBABWE)



PANELIST
& SPECIAL GUEST

Hon. Aisha Adams
Deputy Speaker
Republic of Malawi



PANELIST

Justice Fiona Atupele Mwale

Judge - Republic of Malawi, Director
Africa Women's Action Plan/Youth
Initiative for Social Change - Open
Society Initiative for Southern Africa (MALAWI)



PANELIST

Mrs. Wudasi Mariam

Chairperson - Marcus Mekiab
Garvey Foundation (NIGER)
(GHANA)



HIGH LEVEL
PANELIST &
KEY CONTRIBUTOR

Dr. Jacinta Briggs

Director of Gender and
Family Affairs (THE BAHAMAS)



Ms. Karimi Kinoti
Head of Africa Division
Christian Aid / UK
(KENYA)



Ms. Helena Alemu

Founder of African Women
Transformation Center (ETHIOPIA)



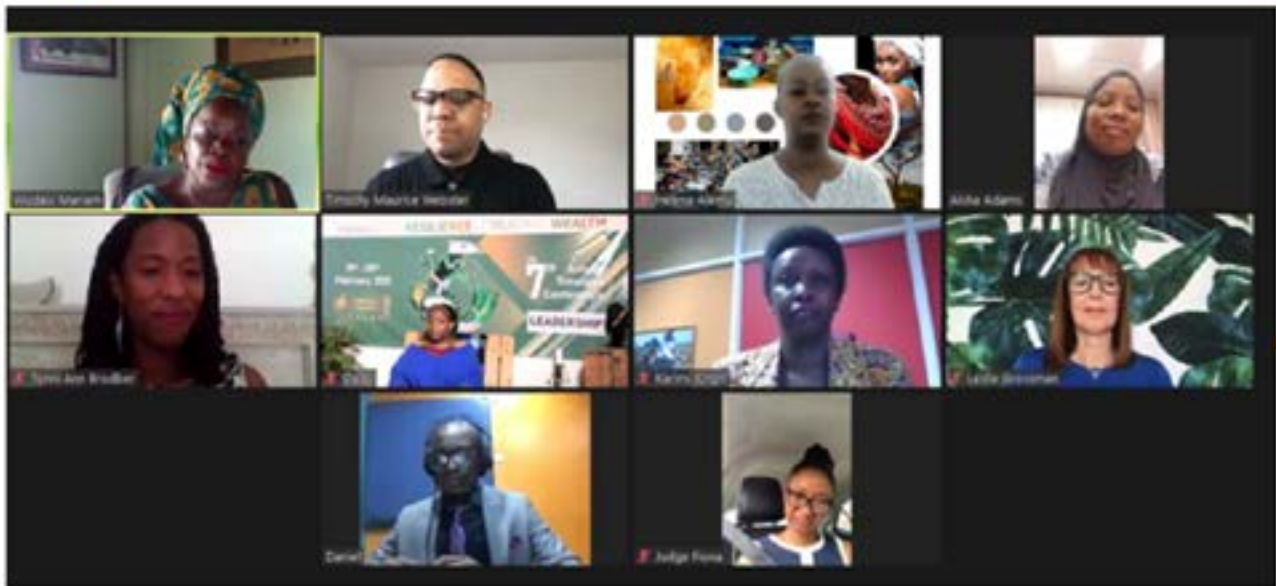
MODERATOR
& CO-CHAIRMAN

Mr. Daniel Mababo

Journalist and Host
(MALAWI)



Ms. Tonri Brodber
MCO -UNWOMEN Caribbean
(CARIBBEAN)



Leadership workshop panelists sharing insights during the session



- We need to harness the power of coming together. For example, the culture among Kenyan women of creating merry-go-rounds to empower themselves economically can be borrowed and replicated in other countries. This concept can also be employed in the pooling of resources to invest in networks that can create an impact in our communities.
- This session has proven that technology can be used for virtual networking. We can leverage this all the more in coming together to discuss and provide solutions for our countries.



Ms. Leslie Grossman
 Faculty Director
 Executive Women's Leadership -
 George Washington University (USA)

- It is important that women live a vision-driven life. This can be achieved by ensuring that more women have access to leadership training programs. This will work to the end that women achieve more by being strategic thinkers and collaborate more with like-minded individuals to bring lasting change.

“It is important that women live a vision-driven life. This can be achieved by ensuring that more women have access to leadership training programs.”

OUR SPEAKERS

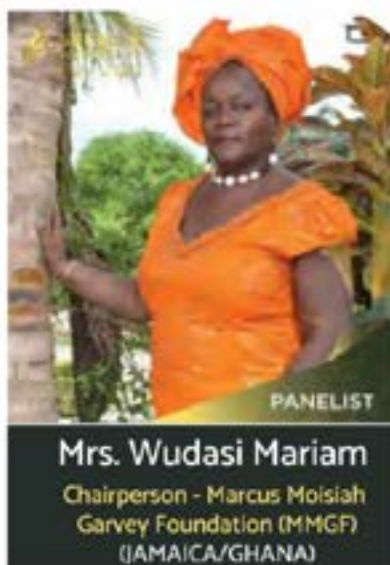


Justice Fiona Atupele Mwaanga
 Justice - Republic of Malawi, Director
 -African Women's Active Non-Violence
 Initiatives for Social Change - Open
 Society Initiative for Southern Africa (MALAWI)

- I have been working towards showing girls in rural communities that there is more to what they have to offer than catering to household chores.
- My game-changing idea is this: small voices, if well-strategized are very effective. As small entities, let's have plans with tested results. This makes access to funding easy. For example, we (Association of Women Judges in Malawi) designed a proposal to get courtrooms upgraded so that women waiting to testify in court don't have to stay out in the hot sun, funding for the same was approved.
- We've found that sponsors are more than willing to support small groups because they trust that change is effected better when funds are given to associations because they have better interaction with the happenings at grass root levels.



- African solutions will come from Africa. We must continue looking within even as we challenge leadership on this continent to be focused on bringing true transformation. I believe change must come from top and trickle down to the lowest levels



- In remembering what past Africa iconic leaders fought for, we will see a pattern worth emulating. Let us glean from the wisdom of what they fought to achieve for Africa.



- As a continent, let us make use of documented policies and legislations. Good documentation is not enough, we must act.
- When we meet to discuss gender equality, let's include men. This fight will only truly be effective if we have men on board.



Ms. Tonni Brodber
MCO -UNWOMEN Caribbean
(CARIBBEAN)

- Racial profiling and gender inequality thrive on the belief that there is more than enough for one group but not another. We need to look at the connections, see what we can learn from each other and how we can continue to push for equality
- What gets funded with the least amount of effort is agendas with clearly communicated goals with a laid-out roadmap to achieving the listed goals. Let's focus on the low-hanging fruits even as we set long-term agendas.

“We need to look at connections, see what we can learn from each other and how we can continue to push for equality. Agendas with clearly articulated goals will easily garner support and obtain funding,”

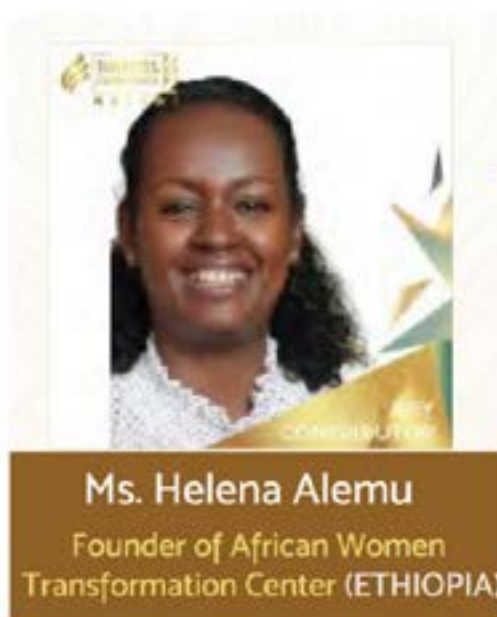


Ms. Karimi Kinoti
Head of Africa Division
- Christian Aid / UK
(KENYA)

- There is a need to rethink funding and consider focusing more on partnerships. Young people have great ideas about how to empower Africa; they just need support in order to actualize these ideas.



- It is important that we document every conversation we have focusing of change and transformation. This conference's report will make it easy for us to create actionable steps.

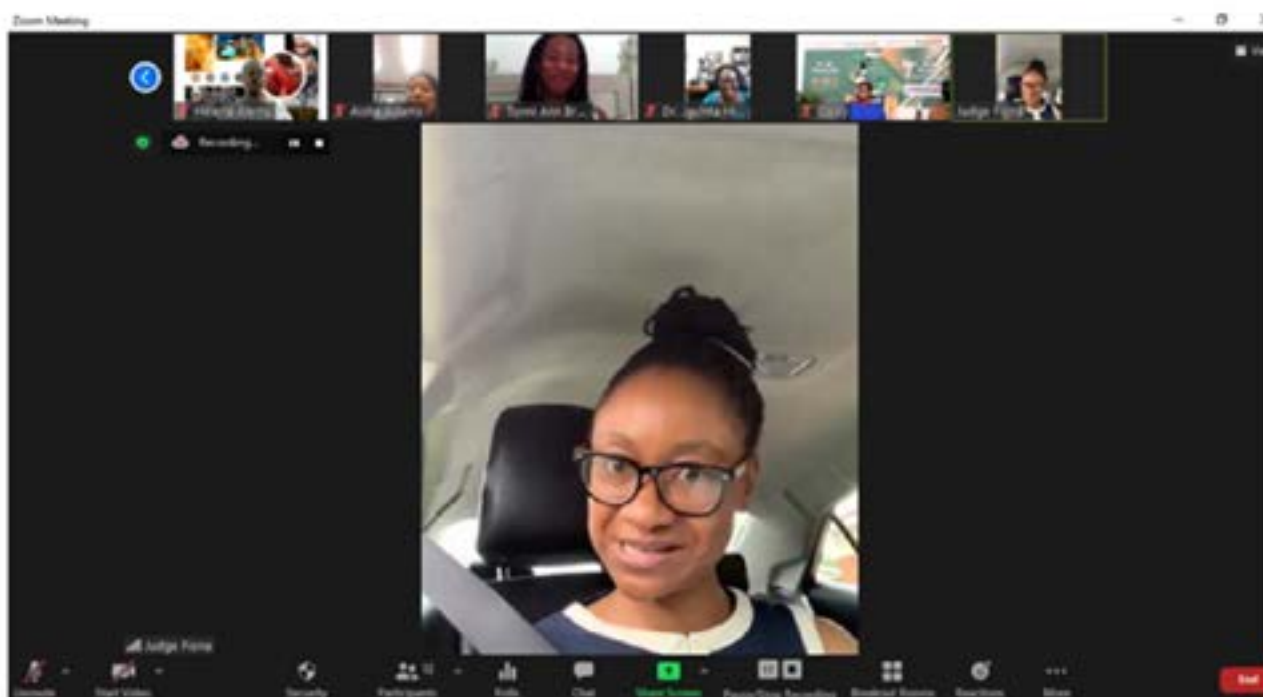


- As leaders, let's be bold. It's okay if others don't agree with what we have to say but we must work towards making the change that only we can effect. Let us embrace our unique journeys and know that it's okay to be different.



Mr. Daniel Mababa
Journalist and Host
(MALAWI)

- Our ideas and plans should be documented. If it's not on paper, it's highly likely to remain undone.



Justice Fiona Atupele Mwale sharing her insights at the Timeless Leadership Workshop



“In this day and age, it is paramount that we invest in having more women in the technology space especially in Artificial Intelligence (AI), and work towards retaining the best brains of Africa in Africa. It will take Africans to build Africa,”

Justice Fiona Atupele Mwale, Justice, Republic of Malawi and Director, African Women's Active Non-Violence Initiatives for Social Change, Open Society Initiative for Southern Africa

WORKSHOPS AND CASE STUDIES

TIMELESS WORKSHOPS

EDUCATION:

The Master Key for Wealth Creation

“We must work towards creating measurable impact. This can be achieved through balanced mentorship,”

MR. JOHN KIMOTHO, - DIRECTOR, EDUCATIONAL MEDIA AT THE KENYA INSTITUTE OF CURRICULUM DEVELOPMENT, KENYA

Malcolm X once said that

“education is the passport for the future, for tomorrow belongs to those who prepare for it today”.

If we are to see the transformation of Africa, we must invest in an education system that looks like where we want to go. There is a need to revisit curriculums used in different countries across the continent. If that is to happen, we must engage in conversations that assist us in seeing the gaps that exist and how they can be filled.

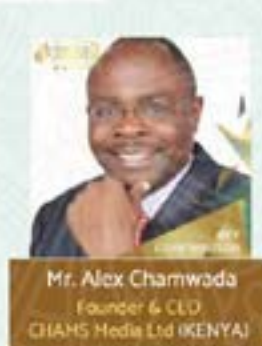
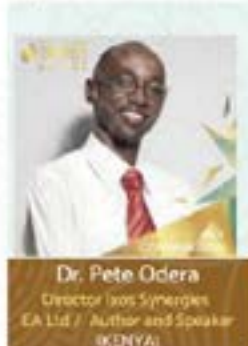
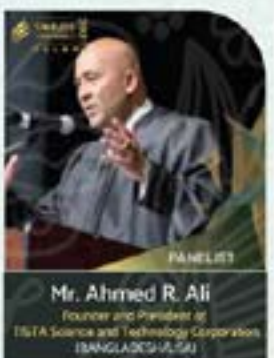
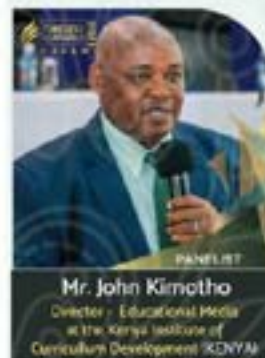
WORKSHOPS AND CASE STUDIES

TIMELESS WORKSHOPS



MODERATOR

**MS. FAITH MUTURI, CORPORATE TRAINING
CONSULTANT, KENYA**





“Authorities must focus on delivering quality education and monitoring the development of children. Education modules must include dignity, ethics and values that enable them to transform the world around them and succeed in an ever changing world,”

Runa Khan, - Founder and Executive Director of Friendship

- At the height of lockdowns around the world resulting from the global pandemic, 1.6 billion children were affected by school closures causing the largest mass disruption of education in modern history. To tackle this crisis, Friendship (a Non-Governmental Organisation founded by Runa Khan) opened a YouTube Channel and uploaded more than 800 lessons. These also aired on National Television and the Bangladesh government’s web portal.
- Friendship teachers continued teaching using alternative means from virtual platforms to phone lessons to home visits. In summary, we found a way to deliver solutions by quickly adapting amid a global crisis.
- Africa has made considerable progress in boosting primary education but some 50 million children remain out of school. Most of those attending school are not acquiring the basic skills for success later in life. There is a need to focus intensely on the quality of education we deliver, not just in Africa but across numerous regions in Asia.
- Authorities must focus on delivering quality education and monitoring the development of children. Education modules must include dignity, ethics, and values that enable them to transform the world around them and succeed in an ever-changing world.



“As we work towards creating higher levels of digital literacy we must also look into building balanced mentorship; where the boy child and the girl child get equal opportunities to make the most out of available opportunities,”

Mr. John Kimotho, *Director, Educational Media at the Kenya Institute of Curriculum Development, Kenya*

- The COVID-19 pandemic forced the Kenyan government to think fast on the implementation of a new way of doing things in the sector of education. Processes and approvals had to be fast-tracked. This further brought to the surface the glaring challenges in Infrastructure and the obvious need to build resilience in our education systems.
- In shifting to the Competence-Based Curriculum, we are working at ensuring provision is made for higher levels of digital literacy in our education system.
- As we work towards creating higher levels of digital literacy we are also looking into building balanced mentorship; where the boy child and the girl child get equal opportunities to make the most out of available opportunities.

WORKSHOPS AND CASE STUDIES

TIMELESS WORKSHOPS

INNOVATION:

The Driver for Africa's Sustainable Prosperity

“The COVID-19 pandemic has necessitated diversity in sourcing for customers, so we've seen an upsurge in women using their phones to get word out on what they have to offer, which is really good as it denoted greater use of technology to access markets,”

**MS. RUTH BEGASH, - CEO FEMCOM,
COMESA**

Innovation and enterprise, a key area in unlocking Africa's potential, was one of the topics discussed a length with great minds coming together to point out the gaps that exist and front solutions to challenges as well as unexplored opportunities. Present for the discussion, were experts from different countries around the globe.



- There remains a need to develop a curriculum that works for the continent. This can only be designed by Africans who define the needful skills and the gap that exists in building the Africa we want.
- We need to agree on an official language spoken continent-wide e.g. Swahili. This will work at unifying us and will assist us to identify with our roots. I believe that education is still the master key for wealth creation on this continent.

Ms. Nolubobalo Babsi Mcinga, *International Development Specialist A Philanthropist
Publisher: NTU News CEO: M&C Business
Solutions Executive Director: SFDI, South
Africa*



- We must intentionally teach our offspring how to love Africa; to embrace the African culture. If we invest in showing our children the importance and uniqueness of our heritage, we can retain the crucial talent and reduce human capital flight.

Ms. Nasreen Khonat, *CEO, Shining Stars,
TWOW Country Director, Malawi*



- Responding to the sudden changes that came with the COVID-19 pandemic taught us that we must be ready to either upscale or rescale: we must learn to adapt quickly to change. For example, we had more people working online find greater opportunities even as we saw massive job cuts in different sectors of the economy. Adapting quickly translates to finding what is working and making the necessary adjustments.

Ms. Lee -Anne Vasi , *Senior Manager, Business Development & Strategic Liaison, Nelson Mandela University Business School, Chair Business Women Association, South Africa*



- Education is important because it results in a genuine desire for impactful change. Good education results in people wanting to create an impact in the world around them. Adaptation to change is important and inevitable. We have to be forward-thinking and not reactive, we must observe the trends and make changes in good time.

Mr. Ahmed Ali, *Founder, and President of TISTA Science and Technology Corporation, Bangladesh / USA*



Meicha Goehagen, CEO Radical Wellness, USA

- The schooling system as we knew it preCOVID-19 has become redundant. We are at a time where we must provide alternative solutions to the next generation. This will be achieved if we focus on talent or competency-based curriculums that are tailor-made to establish entrepreneurial mindsets.
- While we discuss how to create curriculums that are talent-focused, it is equally important that we invest in the next crop of leaders. Programs such as the Timeless Women in Leadership and Enterprise (TWILE) should be replicated in as many countries as possible. If this generation gets it, they will train the next generation. In this, we ensure trans-generational transformation.
- Through platforms such as the Timeless Women Conference we are able to network and co-create business opportunities across Africa



Dr. Pete Odera, *Director Ixos Synergies EA Ltd / Author and Speaker, Kenya*

- If there is anything 2020 taught us, it is that transformation can occur through forced change. Moving forward, we must of necessity, recognize that it is important to teach life skills, not just academics
- Mentorship is about painting a picture in the mind of mentees about the future. Through this, we get to talk to the next generation about the challenges they will find in the system and how to navigate through them. It is paramount that we incorporate mentorship into our education framework
- We need to create a platform where we hold the hands of women for future leadership



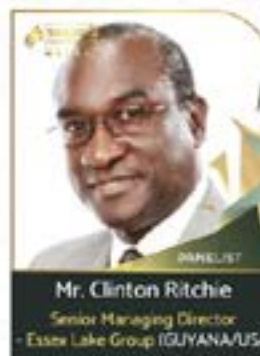
“Responding to the sudden changes that came with the COVID-19 pandemic taught us that we must be ready to either upscale or rescale. Adapting quickly translates to finding what’s working in the current season and making the necessary adjustments,”

Ms. Lee -Anne Vasi , *Senior Manager, Business Development & Strategic Liaison, Nelson Mandela University Business School, Chair Business Women Association, South Africa*



MODERATOR

**MS. MUMBI ODAME – HEAD,
HUMAN CENTERED DESIGN,
RAND MERCHANT BANK (SA)**





Innovatiworkshop panelists sharing insights during the session

- There is a need to develop programs focusing on business management skills for SMEs. This in part can best be achieved through collection of data geared towards understanding the operation of small businesses. With different digital products being developed under Africa Connect and taking advantage of strategic partnerships with like-minded institutions, this can be achieved.
- One way of increasing Intra-Africa trade is harmonizing value chains across countries when dealing with similar products. The collection of data on business operations at the grassroots level will be valuable in achieving this goal.
- Training on better use of technology will enhance the ability to take advantage of available opportunities. This means that there is room for creating programs to meet this need. Through collaborations with like-minded individuals and organizations, this can be achieved.
- Access to networks, creation of linkages across value chains, and better access to Africa production networks can be enhanced greatly through the development and utilization of digital platforms such as Africa Connect. Information provided on this portal will be useful to stakeholders interested in developing the landscape for trade on the continent.
- With the right partnerships and support, Africa Connect is used in part to achieve each of the key outcomes mentioned.



Ms. Fridah Owinga, *CEO Passion Profit, Founder SFA*

- Brick and Mortar is shrinking fast and if there is anything the COVID-19 pandemic has made apparent. It is that we have to explore digital solutions quickly. While the digital platforms increase our opportunities for trade, entrepreneurship remains the wheel that will drive wealth creation on the continent.
- There are many endeavoring to get into entrepreneurship but retain the mindset of corporate environments. Corporate organizations are highly structured with different people handling different dockets. As an entrepreneur for a start-up, one has to figure out everything: from marketing to accounts to customer service. You start by becoming a jack of all departments as far as your business is concerned.
- As part of the leadership team for the SME Founders Association, we realized that there was a gap in data required to make better decisions in the SME sectors. We also discovered that the quality of data collected determines the quality of decisions made. There remains room for assisting SMEs to get the management equation right.



**Ms. Ruth Begash, CEO FEMCOM,
COMESA**

- Many women are running sustainable businesses but are not big on partnerships, neither do they understand policies in their sectors. This means that there is still much room for growth.
- The COVID-19 pandemic has necessitated diversity in sourcing for customers, so we've seen an upsurge in women using their phones to get word out on what they have to offer, which is really good as it denoted greater use of technology to access markets.
- There has to be an organized way to help women identify what is available for them so that the government finds it easy to offer support. This means that as we look at the possibilities that help them trade better and grow their enterprises, we should consider the integration of trade with a greater level of intent.
- As far as integrating the systems on the continent goes, we have a long way to go. However we can work more towards regional integration, this is the low-hanging fruit we can take advantage of immediately. We can create regional hubs of three to five countries, with hubs centered on common characteristics or interests.
- We can look at how blocks can be facilitated to work together. For example, what policies can be aligned to create an enabling environment for cross-country trade among member states within a particular block?
- As FEMCOM we are looking at banking, a neglected area when it comes to women in SMEs. We have also been working towards representing women in the AfCFTA agreement from the planning stage and not just have them come in at the implementation stage.

- So, far we have managed to work with different associations and organizations to provide funding for small groups. There remains a need for banks to restructure and see how they can develop models that help them tap into SME sectors.
- We are looking at how to connect, link, and direct women to where the solutions are. Given that many women in Africa are subsistent farmers, they trade the surplus for a source of income that is often little in quantity. This in part, reveals a gap in creating organizations that bring SMEs together so that they can enjoy the perks that come with economies of scale including ease in access of funding, ability to supply to other countries in large volumes hence tapping into new markets, etc.



“The time for actualizing and implementation is now, the market is there and so is the political goodwill,”

Ms. Ruth Begash, CEO FEMCOM, COMESA

Dr. Margaret Kubwalo-Chaik, *Executive Director and Proprietor of Face Forward Group; a Research Consultant in Transnational Education for the University of Bolton*

- Traditional banking is not geared to work for women, youth or start-ups. There are no systems in the mainstream commercial banks to accommodate these groups. Even with Initiative funders coming to risk-share and put more into commercial banks, it's hard to scale up. There is a need for more organizations to look into how to assist SME's obtain financial support. I believe that Integrating SMEs into big organizations will help in sourcing for funding and enhancing cross-border trade.
- We need data from different sources so that we are able to segment the SME sector. Let's look at what entities such as tax bodies and bureaus of the standard have and sell that to various financial institutions so that they are able to develop products that fit this sector.



Mr. Eugene Munyeki,
*Innovation & Design Student -
EU Business School*

“The current pandemic has proven that the solid way to stay in business in this era is to get on digital platforms or create E-solutions. We must innovate and focus on building E-commerce platforms and solutions,”

- Governments should look into giving grants to associations and groups that empower women at the grassroots level. They should also explore options that lower the cost of production even as they provide resources that facilitate better delivery of products.
- The current pandemic has proven that the solid way to stay in business in this era is to get on digital platforms or create E-solutions. We must innovate and focus on building E-commerce platforms and solutions



“The SME sector is highly profitable but remains a high risk area. We have to incorporate data from governments if we are to access information that will help us develop solutions for business at the micro-level.”

Mr. Clinton Ritchie,
Senior Managing Director -
Essex Lake Group

- SMEs are a key factor in developing any economy but there are many challenges that plague this sector. These include: lack of uniformity, the heterogeneous nature of these sectors make them difficult to understand, issues are hard to segment because of individuality, governments don't have adequate data on SMEs. The creditworthiness of SMEs has to be assessed on an ongoing basis.
- One has to look at micro-segments of SMEs to see their unique challenges, and determine why some are successful while others aren't. For the sub-sectors that are working, why are they registering success? What common characteristics do they display? For sub-sectors that are failing, what factors are recurrent?
- Banks and governments need to pull concerted efforts to figure out how to navigate this space and see whether the efforts applied are working or not. We have to collect information from a variety of businesses and determine if we can use that to create projections.
- The key is to have information sources pull together in order to calibrate the risks associated with individual SMEs because currently, no one understands what is happening at the micro-level.
- The SME sector is highly profitable but remains a high-risk area. We have to incorporate data from governments if we are to access information that will help us develop solutions for business at the micro-level.



Mr. Hosea Kili, *Group CEO- County Pension Fund, Chair ECASSA*

- Many institutions that fund businesses would rather find structures; lack of structure in the SME sector is what makes funding difficult. In my opinion, the greatest gap exists in mentorship. Mentorship can accord us opportunities to create structures that help upcoming entrepreneurs obtain funds. This in part, can be done by structuring organizations that bring together SMEs and as part of sustainable support, we should seek to have the local government have a stake in this, hence increasing chances of success.
- Banks should create a small fund for incubating and supporting small entrepreneurs. This can be done in partnership with governments. It can also act as a channel for gathering data that helps in understanding the operations of SMEs within the specific localities.



Funmi Obileye, *President, Enabling Africa Trade*

- If enterprises are going to succeed in this continent then we need to look at: Mentorship - upcoming entrepreneurs need to be groomed by experienced individuals, training on better use of technology, access to finance as it remains key to the growth of SMEs, Increasing financial literacy on the continent so as to enable women to manage cash flow better, enhancing financial inclusion, access to networks and creating linkages across the value chains



Madam Nyakan June,

Global CEO, TWOW and Timeless Dynamics

- Technology can bridge a lot of gaps. Borders have been a great inhibition to trade in many ways: the cost of shipping remains a key barrier to cross-border trading.
- Apart from physical barriers, we have psychological boundaries to trade. These are based on various factors including stereotypes developed about communities and regions.
- Technology is coming to solve key re-curent problems, which include: access to markets, networking, information, and a myriad of other opportunities. Africa Connect (an online trade platform by Africans for Africans set to be launched this year) was born out of this need: a need for information and creating easy linkages between states for trade purposes.
- As we look into actualizing possible solutions to efficiency in trade across borders, we must address other factors that remain a key hindrance. These include: the multi-currency complexity, issues of logistics; we can't still have the cost of shipping up to six times the actual price of a product.
- We must streamline processes to encourage cross-border trade; if we don't then most SMEs will trade locally using what they have thus getting locked out of all the viable opportunities that exist beyond their country.
- When it comes to data collection, there exists a gap between viability and reality. I believe that this can be filled through capacity building e.g. what are those collecting data looking for and what are SMEs asking for? If an SME is applying for a loan of a certain amount, what are the lending institutions looking for to approve the application? Do SMEs understand the factors considered when checking the viability of a business to obtain funding?
- We must be very strategic and have clear calls to action describing how we want to harness opportunities in order to open up possibilities for the continent.

**Ms. Barbara Banda, Chairperson of NGO
Gender Coordination Network**

- We need to look at the low hanging fruits, see what is easy to implement now.
- It is important that we have an Intersection between policy and the government's ability to buy, so that SMEs can build capital base even as we look into capacity building and development of curriculums that train the minds of African children to be entrepreneurial.



WORKSHOPS AND CASE STUDIES

TIMELESS WORKSHOPS

YOUTH: *Driving Africa Future*

“Most of the money coming from the Diaspora goes towards handling day-to-day needs such as purchase of food as opposed to building sustainable businesses that can make the beneficiaries not only financially independent but builders of wealth. If we want to bring change, we must get angry enough to desire change,”

MS. RUTH BEGASH, - CEO FEMCOM, COMESA

With more than three-quarters of the African population comprising of persons below 35 years of age, it is paramount that any vision on changing the narrative of Africa include this group.

It is upon this premise that TWOW Africa made room for conversations by young people, for young people about the youth in Africa. The conversations touched on ideas they have that can assist in creating economic empowerment, as well as insights shared by mentors on the gaps that exist which if filled, can create an empowered generation ready to build a better Africa.



MODERATOR

MS. FAITH WICH – CEO & FOUNDER, GLOBAL WOMEN SOCIAL ENTERPRISE, DENMARK



Ms. Janet C. Salazar
President and Executive Chairman
Foundation for the Support
of the United Nations (FSUN) (USA)



Benjamin Walgwe
CEO Benywa East Farm,
Social Entrepreneur,
STEAM Educator (KENYA)



Trixie Akinyi
Head of Performance Contracting
Agriculture & Food Authority
Horticultural crops Directorate
(KENYA)



Dr. Benjamin Anyagre
Executive Director
Kwame Ninsin Agricultural Institute
(GHANA)



Mr. John Ngamawah
CEO Ama Jambili,
Young Entrepreneur
(SOUTH SUDAN)



Anne Gaëlle Badji
Young Creative and Community Manager
and Content Creator, 3rd Place in "Kwame Ninsin
Innovation Challenge 2020" (Senegal), Social Work
and Design Enthusiast, and UNICEF Member
(GUINEA)



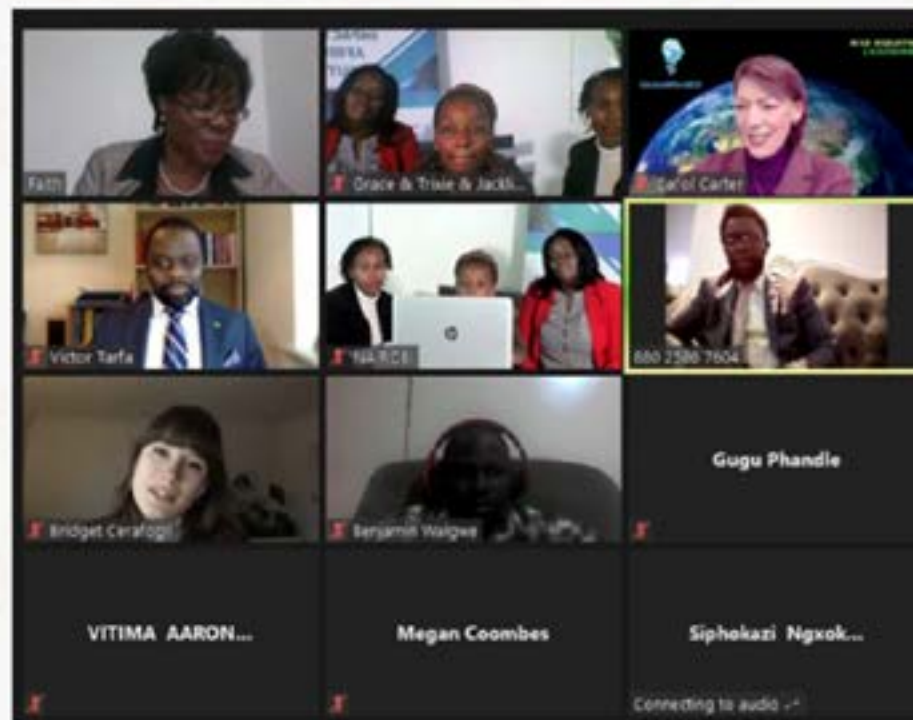
Mr. Victor Dauda Tarfa
Founder Nehemiah Generation,
Speaker and Author
(NIGERIA/USA)



Ms. Carol J Carter
CEO - Global Minded Organization
(USA)



Grace Kamau
Timeless Champion of Change
Lead
(KENYA)



Youth Workshop, Panelists' Discussion

Ms. Janet Salazar,

President, Foundation for the Support of United Nations (FSUN), USA

- Africa's growing youth offers enormous potential but is faced with numerous challenges. However, if they are going to make anything out of any available opportunities, there must be an understanding of how to halt feelings of hopelessness.
- With perseverance, focus, grit, and an ability to act fast, there is no limit to what can be achieved by a resolute young person. My life is living proof.
- Investment in today's youth will determine Africa's development tomorrow; defining the continent's trajectory, positioning it as a global leader, and creating a united and peaceful Africa. The strength of African Nations depends on the success of the majority of its people: the youth of Africa. Their knowledge, innovation, imagination, creativity, drive, and inclusive development is the game-changer for the continent.
- Young people must make decisions that reflect the best versions of themselves, their goals, and ideals, regardless of prevailing circumstances. Approaching needs for action from a positive perspective makes all the difference.



Mr. Victor Dauda Tarfa,
*Founder Nehemiah Generation,
 Speaker and Author Nigeria / UK*

- One of the challenges I have found in doing business on the continent is bureaucracy; the red tape experienced in trying to do anything in Africa is astounding! We need to actualize processes that enable ease of building businesses across the continent.
- We have to work together, see how people from the Diaspora can help build Africa. This in part can be done by creating an enabling environment that allows those living outside the continent to help build industries.
- Most of the money coming from the Diaspora goes towards handling day-to-day needs such as the purchase of food as opposed to building sustainable businesses that can make the beneficiaries not only financially independent but builders of wealth that affects communities around them.

Gaëlle Danji - GWSE GLOW Mentee, Senegal



- The way to bring lasting change is not in offering handouts but by teaching women how to fish. Training and mentoring women in entrepreneurship is a sure way of creating sustainable financial freedom.
- The youth is not driving Africa's future; we are the group that should be working towards change now. Our greatest asset is our mindset, not our external capacity. Our outlook towards life and situation is the key to transformation.



Mr. John Ngamwahl, *CEO Ana Junubi, Young Entrepreneur, South Sudan*

- We have to rethink and rework our education system: intentionally mentor upcoming generations on how to live a life driven by vision.
- As we wait for better conditions, we should (as young people) start building with what we have at our disposal even as we envision greater possibilities.



Dr. Benjamin Anyagre, *Executive Director - Kwame Nkrumah Institute, Ghana*

- We are dealing with an education system that was initially designed to fit the needs of colonial governments. We must re-design our education systems in Africa and make them a conduit that helps us meet the evolving needs of our nations.
- Education should be innovative enough to create solutions for the youth - It should look at empowering young minds on how to be effective and efficient in the agri-sector, construction sector as well as diverse industries designed to build wealth as a continent.
- We need to see the education system as a continental problem, why are we still exporting most of our raw materials to other continents and importing processed products? Is this not neo-colonialism? Are we not still serving the interests of foreign continents' governments?
- Many government policies are not focusing on the industrialization agenda, we need to change that. We must give the construction of industries the kind of attention it deserves.
- We must work towards leadership that is geared towards transformation.



Ms. Carol J Carter,

CEO - Global Minded Organization, USA

- Transformation will have to involve understanding skills, talents, abilities and seeing how one can use that to serve the world. We need to focus on empowering young people to use their God-given ability to create solutions for the world around them.
- Flattening the patriarchal hierarchy in order to create a level playing field for women is important.
- Looking at mentorship on different levels is a great way of getting women to grow. It is important that women have both male and female mentors because one needs to understand how to function in different arenas. Truth is, we can learn from each other regardless of where we are at in life.
- One key way of empowering people at the grass-root level is taking advantage of cell phones to teach. In this day and age, we must accommodate flexibility in learning; we must take advantage of technology to create a level playing field especially in the world of business.



- The transformation of Africa boils down to unity. We will not achieve much if we don't hold hands. Let's also consider using our environments, science, and arts to educate the younger generation.
- Policies for example in the agricultural sector are very inhibitive when it comes to cross-border trade. We must have such policies revised to create greater room for the harnessing of possible opportunities

Mr. Benjamin Walgwe,

CEO Benjawa East Farm, Social Entrepreneur, STEAM Educator, Kenya



- How we are perceived as the youth of Africa matters. We feel that we are rarely taken seriously. There is a perception among the older folk that young people are lazy and irresponsible which makes it difficult to pitch ideas.
- Hope has to come from older people seeing the potential that lies in the younger generation and helping to mine that potential. This need is what necessitated the birth of the TCC (Timeless Champions for Change) program.

Ms. Grace Kamau,

Timeless Champion of Change Lead, Kenya



- Mentorship is important because it can be used as a means of empowering mentees with the tools they need to be effective.
- A shift of mindsets around why we do what we do as young people is what will bring true transformation. When money is a primary motivator, then the result will not be as impactful as when the "why" is backed by a passion for transformation.

Ms. Bridget Cerafogli, *GWSE YWSIMP
Administrator, Denmark*



- Access to adequate capital will encourage young people to comfortably venture into agribusiness, a sector that remains highly potent but one that requires a continual infusion of resources at the start-up stage.
- We need to start having young people sitting on boards. Given that three-quarters of the African population comprises young people, their say on the future of this continent matters.

Trixie Akinyi, *Head of Performance Contracting
Agriculture & Food Authority, Horticultural Crops
Directorate Kenya*

EYES ON MALAWI



His Excellency Dr. Lazarus Chakwera,
President of the Republic of Malawi

Malawi is home to a friendly, warm hearted people. Endowed with fertile land, Malawi has the potential to become the bread basket for its nation, the southern region and beyond. The landmark, freshwater Lake Malawi spans almost the whole country, presenting the potential to create an infrastructure that allows for all its citizens to enjoy tap water.

Fish farms, rice plantations, just to mention, are but a glimpse into what this country has to offer in the agricultural sector alone. With all the potential that lies in this country - energy, mining, manufacturing, infrastructure development/ICT, Tourism and finance - it is a prudent decision for an investor to consider setting up shop in this beautiful country. Strategic partnerships and alliances can go a long way in ensuring mutual benefits for all parties involved, but especially for the people of Malawi.



Honourable Patricia Khaliati,
*Minister for Gender, Community Development and
Social Welfare, Republic of Malawi*

 TIMELESS
CONFERENCE
2021
MALAWI



WELCOME SPEECH

from *Madam Nyakan June*

Oftentimes in life, we are chasing the corporate ladder; busy working, changing the world, creating wealth, implementing policies, etc. Yet in the course of our chase, we go through painful chapters, glaring failures, things that challenge us as we are busy doing life.

The women I will be speaking to today have found a way to cope and override the challenges and setbacks they have found along life's lane. They have found a way to thrive despite the pain they have had to overcome. In listening to their stories, I hope you get inspired, I hope you get to keep moving despite the pain that may be battling.



Rising Above Your Scars.

“The COVID-19 pandemic has left many in pain. We have to do something to encourage others. Let’s team up and see how we can make a difference through sharing our own stories. We can’t sit back and do nothing.”

Madam Katherine Ichoya,

*Global Women Influencer, Former CEO
FEMCOM COMESA, Kenya*

With more than three-quarters of the African population comprising of persons below 35 years of age, it is paramount that any vision on changing the narrative of Africa include this group.

It is upon this premise that TWOW Africa made room for conversations by young people, for young people about the youth in Africa. The conversations touched on ideas they have that can assist in creating economic empowerment, as well as insights shared by mentors on the gaps that exist which if filled, can create an empowered generation ready to build a better Africa.

PANELISTS



Madam Katherine Ichoya
Global Women Influence,
Former CEO FEDCOM COMESA
(KENYA)



Carrie Hessler-Radelet
President & CEO of Project
Concern International (PCI)
(USA)



Dr. Patricia Kingori-Mugendi
CEO -
Holos Creative Solutions-Afrika
(KENYA)



Irene Ayero O.
Founder - Ayero Foundation
Author - I speak my heart
Member - Global Peace Foundation
(SOUTH SUDAN)



Ms. Naila Chowdhury
Director Global Partnership &
Resource Management - FSUN
(USA)



Ms. Mandisa Dukeshu
Founder - ZANEDO
Empowerment Centre,
Founder and Director - HIV Survivors
and Partners Network,
Author (As I Rise Above),
HIV & GBV Specialist
(SOUTH AFRICA)



Ms Comfort Dondo
Executive Director, Phumeleni,
African Women Against Violence
(USA/ZIMBABWE)



Ms Fishani Mwanyongo
Accountant and Public
Events Speaker
(MALAWI)



There was a period in my career life where I went through great rejection, demotion, humiliation, and male chauvinism. This period lasted for 2 years; a grueling 2 years as I didn't know when the journey through this valley would end. By the grace of God, that chapter ended up being a springboard to where I am today but at the time it felt like pain and anguish.

I joined Samsung Electronics as the General Manager, East, and Central Africa, and remained with the company for 10 years. I was single and content; late nights and early mornings were the order of my day, I worked hard to ensure there was growth brought about by my input. After about 4 years, a new person came in as the COO. The Managing Director called me in and said, "I would have wanted to promote you Patricia but this position is for a man. There are some things that a woman just can't do." I remember gasping and wondering how in this day and age I would be told such a thing but I decided to move on with life.

Around 2011, I got chronically ill because of ignoring my health. I was supposed to book an appointment for heart surgery but had been ignoring the fact and using work as an excuse. When I did eventually go, I had to take about six weeks off. While I was away, the MD got a replacement for my position and made me the Regional Marketing Manager instead. By that time, the business had grown substantially and been rebranded from a branch to a subsidiary. Given that there were results to show for my input I saw this move as unwarranted. I was furious, so I started looking for another job. The fact that the title came with no budgets to effect changes tripled my frustration. The salary was okay but there wasn't much for me to do. So, when I saw an opening for the position of C.E.O at the Kenya Meat Commission I decided to take my chances. As far as I was concerned I had the academic and experiential qualifications that could fit the role but again, a man was picked instead. So, I stuck with my then employer.

One day, a staff member walked into my office and told me of a course that being offered by FKE (Federation of Kenyan Employers) on board governance. It took me 9 months to comfortably undertake it since I didn't have much to do at the office.

Closing remarks:

- It is time for us as God's people to stand tall. As the world is going through problems, we must become the solution providers.



Ms. Mandisa Dukeshu
 Founder - ZANEDO
 Empowerment Centre,
 Founder and Director - HIV Survivors
 and Partners Network,
 Author: The Risk Award
 HIV & GBV Specialist
 (SOUTH AFRICA)

I dropped out of school at age 12 to help my grandmother raise my 4 siblings, all born of different fathers. I went to work at a farm, not knowing that this very effort to be proud would award my uncle an opportunity to rape me. I told no one but started scheming of ways to run away, find an alternative source of income, and keep my mother's children in school. My mother was alive by the way. I never understood why she left my grandmother and me this responsibility. We were 12 people living in a one-roomed shack, so as much as my grandmother was a loving woman, she was too busy working at keeping us alive to find time to get close to any one of us.

My decision to run away did not accord me greater pastures. I found myself trading sex for money. It helped me purchase uniform for my siblings and send money back home. In 1996, at the age of 19, I moved in with my now ex-husband thinking that this would help me gain financial security. From this man, I contracted HIV and only got to know about it in 2002. I was broken. I blamed my mum for her absenteeism, for the decisions I made to cover up and help take care of my siblings. I was bitter and angry.

It wasn't until 2018 when my mother passed on that I finally forgave and let go; let go of the bitterness, the anguish, the pain, the disappointment. It took the grave for me to finally let go. I had held on to the expectation that maybe someday my mother would call me and explain to me why she made the kind of decisions that she did. Over 30 years I waited. Well, she took her reasons to the grave and I had to get to the place where I was okay with living without the answers. It took God to calm my heart. I asked God that why, and he explained that my mother was also broken and she had her fair share of internal battles having lost the father of every child every time a child turned 3. Five husbands she lost, and she knew not why. Before my mother passed on, she had gone through amputation and the only person available to take care of her was yours truly. When she passed on, I cried profusely, which confused me because I had never been close to her. I realized then that I was letting go of the load that I had carried for so long. I was letting go of the bitterness.

I look back now, and even if mine has not been the rosiest of lives, I can still see God's hand over my life. Having gone back to school later, I became the only graduate in my family. My family still looks up to me in many ways. Sometimes, in just looking at me, their hearts are made hopeful. Hopeful that beauty can still rise from ashes and that it is possible to come out of extreme poverty.

One thing that has helped me overcome the trauma I have gone through is intrinsic motivation and studying how the mind works so that I can understand how to deal with the scars of my past. When I realized I was HIV positive, it took me 3 weeks to open up which opened doors of opportunity for speaking engagements. I still speak a lot on the subject of living with HIV.

The other thing that I found therapeutic was working on my book, *I Rise Above*. It got me to reopen chambers of my soul that were saturated with pain. I felt like I was re-living certain chapters of my life. Sometimes, I cried so much that I had to pause for days just to process the emotions.

My organization empowers young girls with skills so that they can build something. Through the pain I went through I can now show girls that it is possible to have a better future. It is important to talk about your pain: it helps others deal with their own.

There are people whose breakthroughs in life are tied to our sharing of the painful experiences we've endured. By not releasing the pain and sharing your story, you are holding the destinies of others. Share and empower another. Share and let another know that there is hope, there is light at the end of the tunnel they journeying through.

Closing remarks:

- It is time for us as God's people to stand tall. As the world is going through problems, we must become the solution providers.



Madam Katherine Ichoya
Global Women Influence,
Former CEO FEMCOM COMESA
(KENYA)

I lost my son in 1995 to suicide. At the time, I was a bank manager with the National Bank of Kenya. We had traveled to the USA; My husband and I and our 2 children for further studies.

When my children and I came back in 1995, my son got into drug abuse. Upon realization of how serious things were getting, I asked my husband (who was still abroad), if we could have our son travel and get away possibly go to rehab there; get away from his environment. This was never to materialize.

On the eve of this fateful day, my son walked up to me while I was talking to a friend about a church's fundraising event and said, "Mum, I want to talk to you. Please pray for me."

I didn't understand. He didn't expound. The following day, being the D-day for the fundraiser, he went to church in the morning, came back, and went to pray with one of his friends in the neighborhood. I was out that afternoon attending the fundraiser. He asked his friend, "If I died, do you think I would go to heaven?" Then he gave out his best sneakers to his buddies before taking his life in his room. That was a very difficult chapter in our lives. People talked. Others said we sacrificed our child to the devil in exchange for wealth. I was devastated.

Having gone through a hysterectomy as a family planning option, I thought my husband would remarry so he could get another son. "It is the way of African men," I said to myself. Having come back, I told my husband I wanted a divorce. He was free to get some other woman. I was trying to shield myself from the pain of possible rejection. Amidst tears, he asked me, "Is that what you think of me?" But I still was not convinced that he would not want another male child. I thought of running away but got a job appointment with COMESA and had to put my plans on hold. I left the country, silently thinking he would get another wife to sire more children.

In my absentia, my husband teamed up with the then archbishop of the Roman Catholic Archdiocese of Nairobi in Kenya Ndingi Mwana'a Nzeki and other notable leaders in the Kenyan society and produced a documentary on our story. This was used by the African Union to help many schools across the continent. In Kenya, we went to numerous high schools. At COMESA, I was given a mandate that enabled me to work closely with African Union. This is in part how we were able to use the documentary to help children on a continental level.

It is important to document what we have gone through. Sometimes we heal as we speak.

The COVID-19 pandemic has left many in pain. Ladies, what will you do to encourage people going through pain? We have to do something. My proposal is, let's team up and see how we can make a difference, we could start telling stories. We can't sit back and do nothing.

Closing remarks:

- It's about time we moved the fireside chat to an actionable forum even at the national level. We can eventually work at having this on a continental level.
- We need to come up with a message that harmonizes the world, regardless of race.



Carrie Hessler-Radelet
President & CEO of Project
Concern International (PCI)
(USA)

As a young lady, I volunteered to work with Peace Corps in Samoa. 28 years later, I was appointed the director of the organization under President Barrack Obama. I enjoyed the humanitarian work that my husband and I were doing while in Samoa. But I had a secret. One that ate me up inside but which I guarded fiercely for fear of being sent back home.

I was sexually assaulted by my supervisor for 18 months. He was the associate peace director in Samoa, my immediate boss. He stalked me, preyed on me and any time he found me alone, he would pin me to the ground, rip my clothes and attempt to rape me but I would escape, albeit terrified. Every time this happened I would feel humiliated and angry. I blamed myself, at times I thought, "Did I do something to encourage this?" It got so bad that I would not go to the office unaccompanied by my husband.

I had wanted to be a Peace Corps volunteer all my life, the fear of losing the opportunity of engaging in a calling that I thoroughly enjoyed made me swear my husband to secrecy. He was the only other person who knew. Like most workplaces in the early 80s, our organization did not have provision for reporting such cases.

Fast forward, 28 years later, I receive this grand appointment and 6 former employees come out to speak on National Television about the pain they went through having been sexually assaulted while at Peace Corps and the organization's frivolous response to reported cases. It hit me like a tonne of bricks. Now as a leader, I knew it was time to change the way things had been handled. I had to come out and speak about my ordeal. This in part, has helped me to heal. Now, Peace Corps is a leader in the area of dealing with sexual assault cases.

Now I know that I should have spoken out. My perpetrator went on to work for Peace Corps for 20 years. I think that had I said something, I could have prevented the rape of other women by the same man.

I know that even men get assaulted and the stigma for them is worse than for women, so this is not a gender issue. I would encourage anyone who's gone through this to speak out.

My faith is the only thing that has helped me to truly overcome my ordeal. I learnt that I was not going to go beyond this if I did not forgive. There is power in collective truth. We can gain courage from each other.

Sexual assault affects both the perpetrator and the defiled. Often times, it is deep pain that drives perpetrators to cause others pain

Closing remarks:

- Faith in God is the only lasting antidote for fear
- I'm going to continue encouraging others to speak out



Ms Fishani Mwanyongo
Accountant and Public
Events Speaker
(MALAWI)

I got married at 21. Having come from a well-to-do family and been married to a responsible man with a well paying job, I did not know what financial struggle meant, at least not from experience.

I was a spoilt child who graduated to a spoilt wife. My husband took care of all the bills, the little money I made was for doing my nails, getting my hair done and keeping some pocket money.

Then my husband lost his job and in an instant, our world changed. All hell broke loose, or so it seemed to me. We had to survive on my meager earnings. We had to move from our house to a smaller house, as the house we were constructing was incomplete. Now barely managing to make ends meet I had to think of alternative sources of income. So, I started taking on casual jobs.

There were days when we weren't sure where the next meal was coming from, so when we sat down to pray over a meal, our gratitude was sincere; it came from the depths of our hearts. I didn't know I had the potential for entrepreneurship, until difficulty became my teacher.

One day, someone asked me to be the MC for her bridal shower. I was hesitant at first but this opportunity revealed my potential for public speaking, something that had never crossed my mind. I started small, and slowly God started opening up doors for me for speaking engagements; now I MC corporate, government events and small functions. This has changed our financial status tremendously.

When things were tough, we moved into our incomplete house because could no longer make monthly rental payments. With income gained from newly discovered potential, we were able to complete construction. My husband now has a job, the ups and downs of our seasons have taught me to respect my husband regardless of what we have or don't have.

Now I can stand on podiums and tell girls to empower themselves in whatever way they can. If they can't go to school, they should venture out and do something with what they have. The days of waiting on a man to cater to your every need are long gone.

Closing remarks:

- I advocate for women to be financially independent, you can't fully depend on your husband's income
- In every person, God has deposited a passion, it's just a matter of time before you discover your strength
- For gold to come out pure, it has to go through the furnace. Pain can act as a refinery; good can come out of it. Pain brought me to a place of self-discovery



Ms Comfort Dondo
Executive Director, Phumulani,
African Women Against Violence
(USA/ZIMBABWE)

Born and raised in a poor township in Zimbabwe, I grew up witnessing gruesome violence: I watched my mother get beat up with a machete and other blunt objects by my father. He was an alcoholic. With my father being in government, corrupt police officers in my country did nothing about the abuse reported despite the horrific marks on my mother's body.

From the tender age of 9, my biggest dream was to leave home. By then, I had been sexually assaulted by my uncle. I kept quiet. I wanted to protect my mother. When I came to the United States as an immigrant, I encountered other forms of abuse from racism to GBV from my now ex-husband.

I had to deal with PTSD and extreme anxiety. I've learned that pain can prepare someone for a greater tomorrow. It can be a launching pad to an impactful future. Reading Moses' story from the bible, I learned that pain can be predestined to work for the greater good. I now run one of the most successful Non-Profit organizations representing immigrant women in Minnesota and other parts of the USA. I consult with the United Nations on gender-based violence for African women living in the Diaspora.

I often ask myself: were it not for the pain I've gone through, where would I be today? Would I have met the people I've been privileged to interact with? Would I have met Madam Nyakan? I have traveled the world as a result of this organization. That pain that would have made me consider death as an option has not gotten me to sit on tables with great men. Indeed, pain can be a launching pad.

I know what it's like to be homeless with children living in a cold car in minus 45-degree weather or in cheap motels where occupants are abusing drugs but I have to shelter my kids and not let the courts know that I'm homeless. It has been those things that have helped my organization raise over a million dollars this last year because of COVID-19, to ensure that women are housed.

I wake up with a list of women and children going through the things I went through. I check for options on what I can do to alleviate the pain. It might be some seed money to start a business, it might be getting them to a safe house, it might be checking on their emotional well-being.

Today, I'm blessed to carry the pain of my life on one hand and encourage the other, to make this world a better place. As far as healing is concerned, I had to look at bad patterns in my life then go behind my curtains to heal, like how I ended up in an abusive relationship despite being raised by an abusive father. Patterns don't just go away; they have to be intentionally addressed so that one can make decisions from a healthy and informed place. Women who've gone through hard chapters need to revisit the girl in them who was violated.

I look at everything from a spiritual perspective, this helps me address my past and make decisions moving forward, from a better place. One way I have learned to deal with racism is by inviting myself to tables of power. If they don't invite me, I take my chair and sit on the edge and get to be part of the decision-making process. I've learned that if you are not on the table, you will be on the menu. Choose your struggle.

Finally, now I know that forgiveness is always for you and not for the perpetrator.

Closing remarks:

- Women can only truly heal in God's Presence
- I hope as we continue meeting, we will continue to empower others. Connections gained from the last time I was here have worked for me tremendously. Let our network to make life better for others

QUOTES FROM STORIES SHARED



“That season taught me that you have to keep moving despite the pain. Don’t dwell on the pain and inconvenience. I graduated with my 1st degree as a single mother. The father of my child rejected me because his mother told him not to marry from my tribe,”

“I dropped out of school at age 12 to help my grandmother raise my 4 siblings, all born of different fathers. I went to work at a farm, not knowing that this very effort to help out would accord my uncle an opportunity to rape me... I look back now, and even if mine has not been the rosiest of lives, I can still see God’s hand over my life,”



“I lost my son to suicide in 1995. On the eve of this fateful day, my son walked up to me while I was talking to a friend and said, ‘Mum, I want to talk to you. Please pray for me.’ I did not understand, he did not expound. It is important to document what we have gone through. Sometimes we heal as we speak,”

“I was sexually assaulted by my supervisor for 18 months. He was the associate peace director in Samoa, my immediate boss. I know that even men get assaulted and the stigma for them is worse than for women, so this is not a gender issue. I would encourage anyone who’s gone through this to speak out,”



QUOTES FROM STORIES SHARED



Ms Fishani Mwanyongo
Accountant and Public
Events Speaker
(MALAWI)

“My husband lost his job and in an instant, our world changed. All hell broke loose; there were days when we weren’t sure where the next meal was coming from, so when we sat down to pray over a meal, our gratitude was sincere.”

“I grew up witnessing gruesome violence; I watched my mother get beat up with a machete and other blunt objects. With my father being in government, corrupt police officers in my country did nothing about the abuse reported despite the horrific marks on my mother’s body... That pain that would have made me consider death as an option has not gotten me to sit on tables with great men. Indeed, pain can be a launching pad,”



Ms Comfort Dondo
Executive Director, Phumufani,
African Women Against Violence
(USA/ZIMBABWE)



Madam Katherine Ichoya (L), Madam Nyakan June (M) and Dr. Patricia King'ori speaking during the Fireside Chat session



*Madam Katherine Ichoya (L),
Madam Nyakan June (M) and
Dr. Patricia King'ori speaking
during the Fireside Chat session*

Remarks by Madam Nyakan June

The common thread I see from these stories is God and the gain from the pain. Some wrote books, some started organizations. They found a way of turning the lemons into lemonades. If you give people the drive and inspiration that tomorrow will be better, they will get the strength to move on and face the next day.



*Madam Katherine Ichoya and Madam
Nyakan June at The Timeless Fireside Chat
live session*



LAUNCH OF THE VIRTUAL INNOVATIVE TIMELESS AFRICAN MARKETPLACE

The launch of the Virtual Innovative Timeless African Marketplace saw numerous vendors attend for purposes of networking, exchange of ideas and trade of goods and services. It also saw the soft pre-launch of Africa Connect.

Given that this conference was held on a virtual platform, this segment saw participants explore new avenues of doing business with Remo conferencing giving room for a greater level of experiential virtual trading.

LAUNCH OF AFRICA CONNECT

by **Thomas Walgwe**, *CEO Agilis Duratura Solutions*

The marketplace.
A platform that enables buyers and sellers to trade at an affordable rate (9.9% transaction fee)

Sale of 10% on every Saturday!
Don't miss out

This platform was born out of seeing the frustration experienced by many trying to conduct intra-Africa trade. Madam Nyakan and I decided to provide the solution we wanted to see. Africa's E-Commerce market is projected at USD 37.301 million by 2024. Despite the great potential that lies herein, the E-Commerce trade in Africa remains at its infancy stage. Africa Connect aims to be the premier online marketplace connecting users (buyers and sellers) to spur social and economic development across the continent.

This is meant to be achieved by:

1. E-Commerce Marketplace: Linking buyers and sellers through a regional digital platform
2. Knowledge Hub: Provision of knowledge, ideas and e-E-commerce resources
3. Community Forum: Facilitate the exchange of information among and with users
4. Strategic E-commerce Linkages: Portal for sale non-common goods for the subscribed

In Summary;

Africa Connect is an E-commerce platform built for the African Market. The platform has been designed to facilitate E-Commerce, networking and information exchange. As of at the time of this conference, this platform's development stage was at 50%. Registration remains free.

There is a 2-month pilot phase scheduled to commence in April 2021, with the soft launch scheduled for the 1st of May. The 1st phase of the launch will target 8 countries: Kenya, Uganda, Tanzania, Rwanda, Zambia, Botswana, Malawi and South Africa. More information can be obtained from the Africa Connect website: <https://africconnect.africa/>



TWC 2021 MC, Faith Muturi engaging Thomas Walge during the soft pre-launch of Africa Connect



Every year at the Timeless Conference we give different organizations, vendors, and individuals with great ideas for transforming our continent an opportunity to showcase, connect, share, and forge valuable relationships. Above all, we offer an opportunity for buying and selling of products, services and ideas.

Let us start where we are and trade with what we have. Begin with that one can of peanut butter, begin with that one necklace. Begin to see the vision of where you want to go and be okay with starting small.

Let us share with different people about Africa Connect and the opportunities that exist therein. For we grow by giving, we grow by sharing. We want to be able to provide physical and virtual platforms where Africa can trade. This will grow not just national economies but continental economies.



Madam Nyakan June (L) & Madam Katherine Ichoya launching the Virtual Innovative Timeless African Marketplace

Speech by Madam Katherine Ichoya at the launch of the trading session

Thank you Madam Nyakan, first because the seed you sowed has yielded positive results; the fact that you have been able to bring women from different sectors together is worth celebrating. What you are doing in actual sense is implementing the AfCFTA agenda.

Indeed, going to buy goods from other nations and incurring hefty custom duty charges has been a huge hindrance to intra-Africa trade. By providing a solution through Africa Connect, you are creating digital solutions that will make it easier for women from different nations to trade.

Let's team up, move ahead and embrace what we have as women. We have what it takes to bring the kind of change we want to see on this continent. The only worthwhile thing we can do while on this earth is to make a difference. May God bless you.

It is my great honour to launch the Marketplace for the 7thTimeless Conference!

Here is a list of businesses represented;

- **Abija Wigs**
- **Natural Hair Kenya**
- **Alexander Alvin Fashion**
- **Alex Ankara**
- **Eunice Baby Clothes**
- **Iphone Shop**
- **Households And Furniture**
- **Households And Furniture**
- **Stelly's Baby Shop**
- **Kish Innovations**
- **Shoe Shop**
- **Doreen Collections**
- **Superior Households**
- **East & West African Wear**
- **Ankara Wear**
- **Bin Bin Beauty**
- **Kamuse Classic**
- **Shoe Shop**
- **Moon Tech**
- **Biorglam**
- **Smart Kitchen**
- **Sheth Naturals**
- **Stanley Furniture**
- **Tbk Collections**
- **Suncity Kitchenware**
- **Beauty**
- **Wayaz Collection**
- **Victoria Steps**
- **Labels Collection**
- **Cellucity**
- **Nail Supplies**
- **Computers Shop**
- **General Merch**
- **Beauty Shop**
- **B collections**
- **African wear**
- **Toribella apparel**

- Brass jewellery
- Faith candles
- Intech computer shop
- Car parts
- Bon bleu
- Rwandese artefacts
- Vintara
- Mega choice investments
- Baby items
- Ndambiri collections
- Jaymo gowns
- Carol g fashion
- Dan landscapers
- Delik homes
- Bag shop
- Fashion items
- Bag shop
- 254 toys
- John landscapers
- Nimmoh beauty
- Patrick art studio
- Furniture
- Jefa collection
- African wear
- Njuguna beauty
- Interspersion Company
- Slums Going Green and Clean
- Africa's Pure Essential Oils
- Master poultry breeders limited
- Insurance Sales
- TWOW Africa
- Charly Farms
- TWOW Malawi
- Ojay Green
- TWOW Africa South Africa
- The Floral Boutique Ltd
- TWOW Africa Botswana
- Art Versatile
- TWOW Africa Zambia
- CosSYLG Creation (Pty) Ltd
- SMME Finance and Debt Collection
- Rentia Peterson Fine Art
- Triple S investment
- Ozzy Eco Décor
- Carolyn Ng'ang'a - Author
- Springs Investments
- Inspire Teenagers foundation
- Tamanach Investments
- Samosa motomoto
- Malawi Aquatics International
- Kitchenmate General Supplier



Passing the Timeless Torch (From Malawi 2021 to Botswana 2022)



The Timeless Torch was passed from Malawi to Botswana, received by Stella, the Timeless Women Network Country Lead of TWOW in Botswana with the blessings of Madam Nyakan June and the entire Timeless Women of Wonder team. The Timeless Women's Conference is set to be hosted in 2022 in Botswana.





Madam Nyakan June leading the closing prayer

OVERALL SUMMARY OF KEY OUTCOMES

- We need to redefine needful skills and develop a curriculum that meets the needs of Africa; one that equips the learner with practical skills relevant to today's world. To do this, the content should focus on equipping children to identify their God-given talents and sharpen skills in line with their abilities.
- In discussing the revision of our education framework, it is paramount that we incorporate mentorship programs. This will ensure that the next crop of leaders is equipped with life skills such as leadership and entrepreneurship from a tender age
- Moving forward, there is a need to develop programs focusing on business management skills for SMEs. This in part can be best achieved through the collection of data geared towards understanding the operation of small businesses
- One way of increasing Intra-Africa trade is harmonizing value chains across countries when dealing with similar products. The collection of data on business operations at the grassroots level will be valuable in achieving this goal

- Training on better use of technology will enhance the ability to take advantage of available opportunities. This means that there is room for creating programs to meet this need. Through collaborations with like-minded individuals and organizations this can be achieved
- Access to networks, creation of linkages across value chains and better access to Africa production networks can be enhanced greatly through the development and utilization of digital platforms such as Africa Connect. Information provided on this portal will be useful to stakeholders interested in developing the landscape for trade on the continent. With the right partnerships and support, Africa Connect can be used to achieve key outcomes mentioned
- It is important that we invest in telling stories; the youth can use that as a guide that helps them understand what works and what doesn't. Africa Connect is one platform that can be used to publish such stories and act as an access point to important data.
- One key way of driving our agenda is in pooling resources to fund what we want to achieve. Let's forge partnerships geared towards achieving common goals such as funding ideas fronted by young people, then prepare proposals with clear goals and well laid out roadmaps that help us monitor progress and understand the financial needs as well as achievements of documented goals
- § Technology can be used to educate people at different levels. This can be achieved in part through building the knowledge portal on Africa Connect
- Given that the majority of SME business operators in Africa are women, there is a need to increase the economic empowerment of women. This can be achieved in part through diversifying of skill set through training and leveraging on technology.



KEY HIGHLIGHTS

OF THE

CONFERENCE

- Soft Pre-launch of Africa Connect
- Virtual graduation of the TWILE 2020 Class
- Virtual Trading and Networking
- Recognition of TWOW Foundation by the Africa Union Commission and her alignment to Agenda 2063
- Recognition of achievement of agendas discussed in past TWC event, such as developing a critical mass of agents of transformation through mentorship - TWILE is a key platform developed to deliver this objective
- Sharing of ideas on what's working in curbing the spread of the virus (COVID-19) in different countries as well as recurring challenges across the board
- Passing the Timeless torch to Botswana (TWC 2022)
- Discussion and documentation of key outcomes from different forums held during the conference
- The successful completion of the conference on a virtual platform to navigate the current challenge of traveling across regions due to the pandemic



Quotes from Conference

“African leaders have a high demand of accountability in this day and age to provide ethical, value-based leadership that will mobilize and allocate resources to key areas of focus that will drive economic transformation throughout our continent,”

*Madam Nyakhan June, CEO & Founder of
Timeless Women of Wonder Organization*

“Fighting for change and holding the world record for female entrepreneurship, our continent is at the forefront of promoting women’s rights and gender equality”

*His Excellency Ambassador Thomas Kwesi Quartey
AU Deputy Chairperson*



“If we as Africans stop seeing ourselves as poor and start to see potential all around us, we will be able to move mountains. When we stop putting the blame on the West and starting working on the way forward, I think we will be well on our way to a new Africa,”

Nasreen Khonati

Founder Shining Stars Nursery School and TWN Lead, Malawi

“I wake up with a list of women and children going through the things I went through. I check for options on what I can do to alleviate the pain. I’m blessed to carry the pain of my life on one hand and encourage on the other,”

Mrs. Comfort Dondo

Phumulani Executive Director and TWN Lead, Zimbabwe





“While the digital platforms increase our opportunities for trade, entrepreneurship remains the wheel that will drive wealth creation on the continent,”

Mrs. Fridah Owinga.
CEO Passion Profit, Founder SFA

“Indeed, hefty custom duties have been a huge hindrance to Intra-Africa trade. Africa Connect, is creating digital solutions that will make it easier for women from different nations to trade, TWOW is creating digital solutions,”

Madam Katherine Ichoya.
CEO & Founder of Malachi Services Limited, Former CEO
FEMCOM COMESA



“In this conference, we have seen a diverse group of experts with opposing views thinking collectively to present solutions that can drive the future of Africa starting now,”

Mrs Faith Wich.
CEO & Founder, Global Women Social Enterprise, Denmark

“We need to start having young people sitting on boards. Given that three-quarters of the African population comprises of young people, their say on the future of this continent matters,”

Trixie Akinji.
Head of Performance Contracting Agriculture & Food Authority,
Horticultural Crops Directorate Kenya





“As far as integrating the systems on the continent goes, we have a long way to go. However, we can work more towards regional integration, this is the low hanging fruit we can work take advantage of immediately,”

Mrs. Ruth Bezgash
CEO FEMCOM, COMESA

“We don’t have to be high net worth individuals in order to make things happen, little is much if we work together,”

Karimi Kinoti.

Head of Africa Division, Christian Aid / UK, Kenya



“It is important that we document every conversation we have focusing on change and transformation. This conference’s report will make it easy for us to create actionable steps,”

Jacinta Higgs.

, Director of Gender and Family Affairs, Republic of Bahamas

“In actualizing actionable steps, we must accept to start where we are. Giant issues such as financing SME’s will be conquered if we take consistent meaningful steps,”

Mrs. Mumbi Odame.

Head, Human-Centered Design, Rand Merchant Bank (SA)

