



Guide to **7** Important



Skills **For Millennials**

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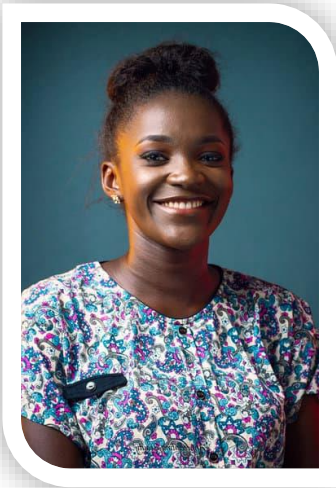
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OUR FACILITATORS



Oluwatosin Faith

Kolawole is the Founder and Director of Teens Meet Online (TMO), a non-profit organization aimed at connecting and beautifying teenagers, and empowering them to be better on and off the media.

Oluwatosin aspires to change the general narrative of the new generation of teenagers across the globe and is constantly working towards making TMO that positive platform through which teenagers are empowered.

As she juggles her day-to-day activities, Oluwatosin actively works as a professional and an experienced Web Content Writer.

Her goal is that Christ is glorified in all she does.



Precious Olaoluwa

Adedeji (POA) is a business analyst actively investing in his development in the Consultancy industry. He is skilled in Financial Planning, Business Planning, Public Speaking, and Proposal Writing, he is efficient in the creation of startups and making existing businesses work. #thebusinesstransformer

has been on the consulting team for more than 100 international and local businesses. He is a lover of arts and design with a Bachelor's degree focused in Mathematics from the University of Agriculture, Abeokuta.

Precious has worked in various capacities; a facilitator for the Kwara Resource Centre at the Skill Acquisition and Entrepreneurship Development (SAED) at the National Youth Service Corps camp in Kwara State, the Project Manager for Kwara Smartest Kids – an initiative by Smart Kids Hub in collaboration with the Kwara State Ministry of Education, and a business consultant with Brainac Business Solutions. He also worked on a short-term project with the Nigeria Off-grid Market Acceleration Program (NoMAP), an independent market accelerator tasked with

tackling inadequately addressed market barriers limiting the growth of the off-grid sector in Nigeria, funded by USAID's Scaling Off-grid Energy (SOGE) and the Shell Foundation

He is currently the lead trainer/co-founder of RemotePro, a company that trains Africans on how to learn, enhance, and leverage digital skills for global relevance. He also works as a Consultant with Kinetic Associates; a trainer for Digital Skills with Ziqora (a partner of Google); and a director at the Entrepreneurial Empowerment Initiative (EEI) Africa.



Ola Moses is a personal development coach, who helps the youths create impact and influence by making them look inside of them and taking Essential steps that will land them in their projected future. He also doubles as a social media strategist,

who helps brands and business gain visibility using digital tools.

Ola Moses is the founding executive director of Vision Builders Network Int'l, a non-governmental organization that focused on youth and educational development, he is also the lead agent and the director of Train and Yield Academy (TAYA), a virtual academy that has trained over 800 people ranging from teens to married adults from all across Africa.

He is a gifted teacher who knows how to dissect the word in such a way that his audience gets the message and move with the message, he speaks on different topics but has a special interest in purpose, personal development, love and relationship.



Tomide Orji is a multi-passionate entrepreneur, a Business Development Expert and experienced Creative Director in the apparel and fashion industry.

She with the help from her team builds Business Conglomerates from Start to Stability via PatFort Ltd, Africa's foremost Fast, Affordable and Reliable Secretarial

services(Trademark, Copyright and Business Registrations inclusive) and Business Development Company.

Tomide is passionate about building and empowering young entrepreneurs, grooming and positioning them for impact. She believes that empowered entrepreneurs play key roles in the growth of any economy.



Omachona Eguda is a professional digital marketing and PR strategist with a strong passion for devising digital and innovative campaigns for online audiences and brands.

Armed with several degrees and certifications, she has (and is still learning) the expertise needed to support the

creation, management, and perception of an organization's public image and digital footprints.

P.S: She can do anything for beans and garri.



Dapo Awobeku is a passionate individual with a desire to see a Nigeria that works.

He presently is the Program Officer with Enough is Enough (EiE) Nigeria, a foremost non-profit which aims at instituting the culture of good governance and

public accountability in Nigeria.



Oluwasegun Odewande is an Educationist with over five years of experience in Teaching, Facilitation, Public Speaking and Career Counseling.

He holds a BSc. degree in Education Economics from Obafemi Awolowo University, Ife.

With the exemption of his Classroom Economics

Subject matter expertise, he is a certified Entrepreneur with enthusiasm in Time/Stress Management, Personal and Community Development.

Oluwasegun is an exceptional instructor, an avid teens and youth career consultant, an optimistically positive communicator who inspires and encourages teenagers and youths in discovering Purpose, rationally scheduling Priority and becoming Productively Relevant both to self and others.

Oluwasegun loves valuable and life-transforming Volunteering activities, conversations, Music and Football.

INTRODUCTION

What do you think is the most important skill required right now?



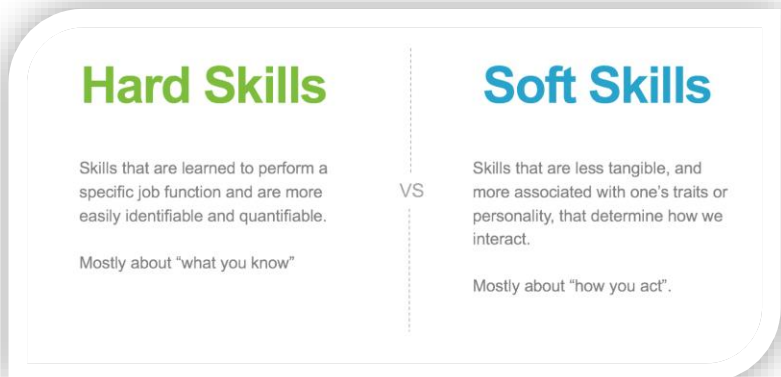
When the lockdown started, I remember seeing all kinds of skill-related courses that kept flying around and I practically jumped on every one of them. Presently, they are yet to be opened in my catalogue.

Truth is, there are lots of important skills, some are more sought after than others, but we must focus on one at a time so that we don't get lost trying to be everything. However, you might be surprised to learn that based on research, many of the technical skills are no longer seen as the most important skills to learn in this century...

So, all the skills known to man can be divided into two broad categories;

- ✓ Hard or technical skills
- ✓ Soft or people skills.

Of these two which do you think is the most important?



Source: [Medium](#)

I prefer to think about them as a computer or a mobile phone. They are both made up of hardware and software, can anyone do without the other? Exactly. This is why I believe that both of them are of equal importance.

The problem is the focus on hard or technical skills, making it seem like they are more important than soft or people skills.

For example, when the lockdown began, most of the skills you were seeing being advertised were related to technical

skills right? Fashion design, graphics design, digital marketing, data science, coding/programming e.t.c.

More people were focused on developing these technical skills with little or no attention to soft skills.

Now, the way it works (which is beginning to change) is that; Technical skills get you the job, but soft skills help you keep the job.

The reason I said it is beginning to change is that more employers are now testing soft skills even before employment.

So, your technical skills; being able to handle an accounting software, for example, could be the determinant to you getting a well-paying job at PWC or Delloite. But it will not be enough to keep your job.

Let's look at another example;

Knowing a subject very well in school was enough to be the best student in secondary school, but is it enough to be the best student in the university?

In secondary school, you just need to know maths very well, or biology very well, In fact, people just read key-points the day before the exam and they pass.

In the university the system is quite different—even if you know the subject very well, if you do not understand your

lecturer and communicate your answer the way your lecturer wants, you will get an F.

Soft skills are personal abilities that influence how well you can work or interact with people around you - classmates, colleagues at work, friends, Bosses and employers, clients, etc.

These skills make it easier to form relationships with people, create trust and dependability, and lead teams. In essence, they are essential for your success in the workplace and your personal life.

Every day, we interact with different kinds of people exhibiting different personality traits. In school, you might be paired with "very interesting" fellows to work with for a project, and if you cannot work well with them, you fail that project.

At work, you work with colleagues from all walks of life. I mean, how do you work with someone who knowingly and intentionally frustrates you all the time?

Your ability to master the skills required to interact with people (who are arguably the most complex beings in the entire universe) is vital to success personally and in any other area of our lives.

Some of these skills include:

1. Communication: There is a difference between talking and communicating. I have once been in a meeting where I spoke for hours, and when I was done, everybody seemed more confused than when I first started. In my mind I was feeling myself, dropping punch lines, I thought I had scattered it, and I successfully did it. I scattered their brains. (LOL)

Have you ever wondered why you spend so much time trying to explain something before your listener eventually gets you? You can save time and energy by learning to communicate more effectively.

2. Influence: A funny saying goes thus;

"A leader without a follower is only taking a walk."

Imagine trying to share your vision with a group of people and they are just looking at you like you just finished speaking gibberish.

I often wondered how the likes of Hitler could command that kind of influence over an army such that they would do anything for him including lay down their lives.

Virtually everyone's favourite team this year and last year has been Liverpool (I am an Arsenal fan though). And it is just amazing how regardless of the players in the team lineup for a match, they play with the same intensity and passion, and everyone sees that in their coach as well.

Influence is being able to convince someone to do something he or she would naturally not do by himself or herself. It is a very important skill for every leader.

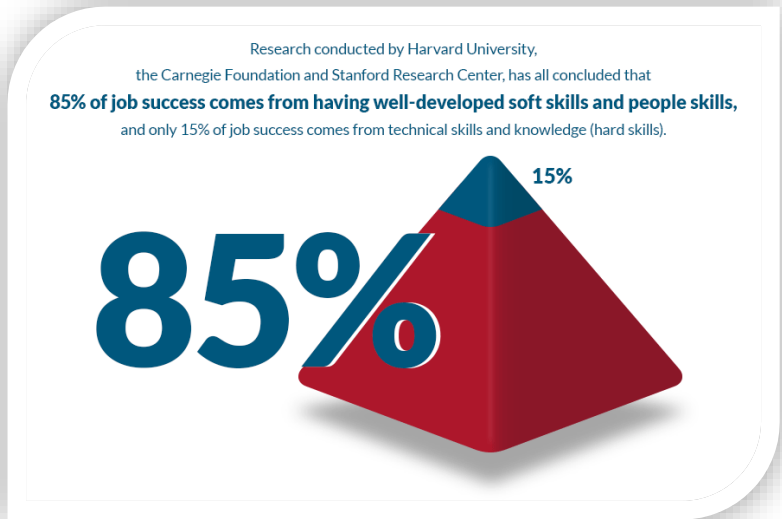
Others include; Problem-solving, Analysis, Productivity and Goal Setting, Creativity, Confidence, Emotional Intelligence, Teamwork, Time and Financial management, amongst others are other examples of soft skills we need to develop.

There are quite a lot of these skills but taking them one after the other, you will become a better person as you grow to become the best version of yourself.

Also, just like your technical skills, soft skills don't jump on you, neither are they imparted, You learn them!!! You learn by coaching and practice.

A research by Harvard University, the Carnegie Foundation and Stanford Research Center found that most of the job successes are results of well-developed soft skills

(Details below). Further highlighting the importance of these skills.



Source: [The Conover Company](#)

The fact that they are called soft does not make them less important. Wouldn't you also rather work with a teammate that can communicate well than one that can speak grammar but no communication?

So, let us get right to it. Tighten your seatbelt and enjoy the ride.

GOAL SETTING, PRODUCTIVITY AND SELF-MOTIVATION

TOMIDE ORJI



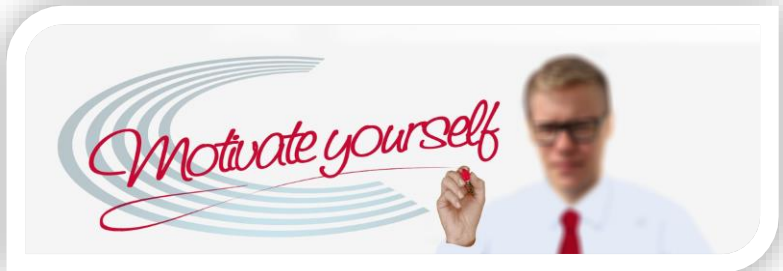
*Are you motivated to achieve what you want in life?
And how hard do you push yourself to get things done?*

I would be starting with Self Motivation and Productivity before delving into goal setting.

Wanting to do something and motivating yourself to do it are two different things. There's a huge difference between the two - **wanting to do and doing it.**

So, what's the difference between those who never reach their goals, year after year, and those who achieve one goal after another? Often, it's their self-motivation.

Now, what's this thing called Self-motivation?



Self-motivation is the force that keeps pushing us to go on. It's our internal drive to achieve, produce, develop, and keep moving forward.

Self-motivation is encouraging yourself to continue making progress toward a goal even when it feels challenging. It's turning your shoulds into musts.

When you think you're ready to quit something, or you just don't know how to start, your self-motivation is what pushes you to go on.

This is my 7th year of being in business. Have I wanted to quit? Several times! Have I quit? No! Why? My passion for business is intense.

What keeps me going is the ability to motivate myself or look outward to my mentors and my driven friends who equally run businesses.

Think of some of the most successful people you know. Are they the smartest people you've ever met? The wealthiest? Chances are, they're not but they are the most motivated to succeed. Their desire to succeed is so strong!

How strong is your desire to succeed?

Many people at the top are no better than you are. They've only dotted their I's and crossed their T's to succeed.

Tony Robbins once said,

"The one common denominator of all successful people is their hunger to push through their fears."

When you have enough hunger, you can easily learn how to self-motivate to meet the goals you've set your mind and focus on.

With self-motivation, you'll learn and grow regardless of the specific situation. This is why it is such a fundamental tool for reaching your goals, achieving your dreams, and succeeding, in this journey we call life.

Self-motivation doesn't come naturally to everyone. And even those who are highly self-motivated need some extra help now and then. This is where you need accountability partners and driven friends. For the days when you feel unmotivated and need to get your vibe back.

Self-motivation can be built by honing goal-setting skills and combining those with positive thinking, the creation of powerful visions of success, and the building of high levels of self-efficacy and self-confidence.

We'll discuss this further as we go on.

Your attitude and beliefs about your likelihood of success can predict whether or not you succeed. The Bible says, *as a man thinketh so is he*. Your thoughts affect your motivation and success.

Set goals, and work hard to achieve them. Examine ways to improve your self-motivation, and regularly reassess your motivation levels. If you actively keep your internal motivation high, you can significantly increase the likelihood of achieving your hopes, dreams, and visions of the future.

Self-motivation is often difficult because it comes from you. If you don't take care of the underlying issues that keep you from making progress, you can fall back on blaming others for your failure.

We humans like to give excuses a lot and blame other people or incidents for our failures.

The sinister thing about excuses is they always sound valid but guess what, they are just excuses in the end. In some cases, you can rely on external factors and friends for motivation, but at the end of the day, you're the one who has to put in the work. If you don't put in the work, no one else will.

Recently, a friend of mine told me about her fitness journey and I shared how I have been procrastinating on mine. She encouraged me and gave me tips and apps to start mine.

I asked her to be my accountability partner because I know that once it's not business and money, morale will be low.

She left me for a day without checking in, guess what my people? I didn't start anything!

The next morning she sent me a message saying, *'halo, this is your conscience knocking!'* It cracked me up and I told her I would start but guess what, that day still went by without any exercise.

The next day, I woke up and decided by myself to start my fitness journey and I've been consistent with it. Why?

Aside from the accountability I have from my fitness partner and sister, I decided personally to start my journey

to fitness. This stemmed from motivating myself to go for the kind of body I wish to have.

By digging deep and learning more about yourself, what holds you back and what drives you forward, you can clear the path to progress. By learning early on how to self-motivate and stay on track, you'll ultimately experience greater successes sooner.

Moving to the techniques for Self-motivation



1. Create Empowering Beliefs

You see this belief thingy, a lot of people struggle with self-limiting beliefs which in turn holds them back.

The only limitations in our lives are the ones we put on ourselves.

If you don't have enough self-motivation, it comes down to a simple reason, you don't see yourself as a self-motivated person.

Change your negative beliefs into positive ones by conditioning your mind and altering your self-talk. Catch yourself when you think negatively about yourself and transform those thoughts into empowering ones. You stop self-limiting beliefs by simply writing affirmations and pasting them where you can see them very often. The more you speak these words, the more it resonates within you.

2. **Learn Better Time Management Strategies**

Sometimes the key to self-motivation is having the necessary tools and strategies under your belt.

How are you managing your time?

Find ways to stop procrastinating and start making progress, like chunking social media time if you are not making money on it and Netflix Time.

3. **Create A Massive Action Plan**

How to self-motivate can be as simple as writing down what it is you want, identifying your purpose

behind it and creating a series of steps to help you reach your goal.

Once you have your plan documented, you can refer to this for additional motivation when things get challenging along the way.

4. **Look To The Success Of Others**

Turning toward a mentor for advice can help you on your path to success. Read more about the most successful people in your field or leaders you look up to and see how they utilize self-motivation. You may be able to pick up some techniques or gain some inspiration as you read about their strategies and struggles.

5. **Quit Multitasking**

You may think that working on three projects at the same time is the best way to get things done and that your self-motivation will soar when you can simultaneously check multiple to-dos off your list. You're wrong.

Multi-tasking diminishes focus, and where focus goes, energy flows. Select the most important task you need to work on and concentrate solely on that until you've accomplished what you need to, then move on to the next one.

6. **Visualize Your Self-Motivation**

Having trouble taking those first steps toward a goal?

Try visualizing yourself as already active in that part of your life, when the goal is achieved.

Use this priming exercise first thing in the morning. When you do this, you bridge that gap from inaction to action just by priming yourself for success. You can visualize with the help of a vision board.

7. **Focus On Gratitude**

It can be very difficult to learn how to self-motivate when you get caught up in negativity. Focus on gratitude and adopt an abundance mindset.

Be thankful for all the good things in your life and steer your focus from all the things you wish you had. Stop comparing yourself to others and understand that life is happening for you, not to you.

The more you look at everything good in your life, the more of it you will attract and the easier it will be to self-motivate to attract even more.

Why do you want to increase your productivity?



The most obvious answer that will probably come to mind is that you'd like more free time to do the things you enjoy doing. If you're able to reach your goals sooner, that leaves you time to set and achieve other goals.

Productivity without passion is just like ticking goals off a list.

Why did you set those goals in the first place?

If you want to increase your productivity, you need to think about what's driving you to do so.

Sure, you probably want to make more money at your job or be able to go on more vacations, but why?

What's the hunger or purpose that's driving your actions?

Do you want to be the best version of yourself?

Do you want to take better care of your family, your community or the environment?

Keeping your ultimate purpose in mind will help steer you, even when the waters get murky.

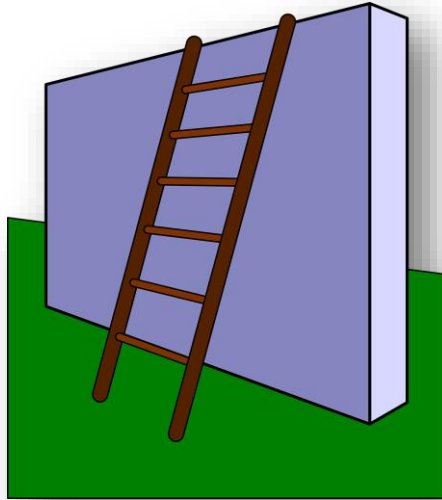
You can be highly productive and have a lot of output, but the results you achieve might be useless. When you focus on relevant output, you get the right things done.

Things that improve your intimacy with God academics, career, business, organization or life in totality.

Productivity isn't about time. In reality, time can't be controlled. We all only have so much of it, and that's not something that any of us have control over.

However, we do have control over how we expend our energy in the 24 hours allotted to us daily. But those who are noble make noble plans and stand for what is noble.

Before I share the techniques to improve productivity, I want to focus on the biggest obstacles. If you don't address these obstacles, none of the productivity tips will work.



1. **Distractions**

We battle with a lot of distractions and short attention span in these present times. We all own devices and have things that demand our attention.

As a result, we can't work on our tasks without getting repeatedly interrupted.

2. **Personal Reasons**

Life is demanding. Some of us work or study 10 hours a day (or more). That leaves us only a few hours of spare time in the night after jumping

buses and bikes and doing assignments and group work in school.

As a result, we're spread too thin because we also have our personal demands like relationships, family, academics, career, etc.

3. **Not Enough Training**

We want to be more focused at work. We want to be calmer in our personal lives. We want to do better in school. We want to make sure our lives matter. But we don't see productivity as a skill one can learn.

All the above challenges can be solved by improving your productivity skills. It's important to be aware of what's standing in your way to becoming your most productive self.

For most of us, these three obstacles are the biggest ones. We need to commit to overcoming them and strive to reach our full potential.

How Can You Be More Productive?

There's a big difference between movement and achievement; while to-do lists guarantee that you feel accomplished in completing tasks, they don't ensure that you move closer to your ultimate goals. There are many

ways to increase your productivity; the key is choosing the ones that are right for you and your goals.

As you work toward becoming more productive, you'll cut down on wasted time and you'll get back to focusing on what it is that really matters.

1. **Journaling**

While you might think that journaling has nothing to do with improving productivity; keeping a journal is one of the most powerful tools on earth. It helps to stay on track.

2. **Quit Multitasking**

Productivity doesn't mean doing more work. It means working on the right things. And when you focus on one right thing after the other, you can achieve a lot rather than working on several things at a time and not achieving anything.

3. **Manage Your Energy**

Improving productivity comes down to managing your energy. Too often, people try to manage their time. But that's a classic mistake. Instead, manage your energy. Avoid people who drain your energy.

4. Reduce social media time if you're not earning there.

5. **Stop Being Busy**

You can be busy without being productive! There's a huge difference between being busy and being productive.

The more rest, calm, and free time you have, whilst your career is growing, the more productive you are. Busyness is a trap.

6. **Take time off**

Productivity isn't about working 18 hours a day or showing off. Instead of working yourself to the bones, take a break often. It actually improves your long-term productivity.

"Life takes on meaning when you become motivated, set goals and charge after them in an unstoppable manner"

I'll share a story below to buttress the power of goal setting.

An elderly couple retired to the countryside to a small isolated cottage overlooking some rugged and rocky heartland.

One early morning, the woman saw from her window a young man dressed in working clothes, walking on the heath about a hundred yards away. He was carrying a

spade and a small case. He soon disappeared from view behind a copse of trees.

The woman thought no more about it. Around the same time the next day, she saw the man again, carrying his spade and a small case. Again he disappeared behind the copse.

The woman mentioned this to her husband who said he was probably a farmer or gamekeeper setting traps or performing some other country practice that would be perfectly normal and waved it aside.

However, after several more sighting of the young man with the spade over the next two weeks, the woman persuaded her husband to take a stroll earlier before the arrival of the man to the copse of trees to investigate what he was doing.

There, they found a surprisingly long and deep trench, rough and uneven at one end, becoming much neater and tidier towards the other end.

"How strange," the old lady said.

"Why dig a trench here....and in such a difficult rocky ground?" Her husband agreed.

Just then, the young man appeared earlier than his usual time.

"You're early," said the old woman, making light of their obvious curiosity, "we wondered what you were and we also wondered what was in the case."

"I'm digging a trench," said the man who continued, realizing a bigger explanation was appropriate. "I'm actually learning how to dig a good trench because the job I'm being interviewed for later today says that experience is essential, so I'm getting the experience. And the case....it's got my lunch in it."

Guess what? He got the job!!

The young man in the above story had a goal to get a job, and he set goals to reach his goals and the strategy worked for him. Imagine a football match without goalposts.

A football match is only sensible because there is a goalpost. Imagine how crazy the scene will look if all footballers have to do is run around the field without aiming for any goal. It will be an unending episode of struggles and labour without result.

Sadly, that's actually how some people live, running around the field of life without goals. In life also you need goals to score goals. You cannot be a goal-getter if you are not first a goal-setter.

No Goal-Setting = No Goal-Getting.

Goal-setting is not just about wishes, but having practical, workable steps and strategies in place like the trench digger story.

The most important key to achieving great success is to decide upon your goal and launch out. Get started, take action and move. Perhaps, you have tried and failed, when it comes to goal setting. You are probably using the wrong techniques.

Why Goal-Setting?



The Bible says, Is there anyone here who, planning to build a new house, doesn't first sit down and figure the cost so you'll know if you can complete it?

"Where there is no vision the people perish"

Our entire life is made up of days. However, we need to plan long term even though we live short term, because our daily living leads to our life-time. There are very vital reasons why everyone should set goals:

1. It Is The Right Thing To Do

Goals are a preview of future events and experiences in our lives.

To succeed in life, we must get goals and work at them because it is the right thing to do.

A life without goals cannot score goals and such life is going nowhere. Just as it is not right to play football without goalpost, it is not right to go through life without a goal.

2. It Helps You Stay Focused

You should always bear in mind that your resolution to succeed is more important than any other thing. Goal-setting helps you to stay focused on your dream and avoid distractions.

When a goal is set, everything in you is channelled towards that goal because it exists.

If you don't know what to do with money, the money will tell you what to do. If you don't know what to do with your time, others will help you

waste it. But when you have a goal towards a project, you will be focused.

3. **It Helps You To Become Disciplined**

A student who has a goal to graduate with a first-class will become more disciplined.

- He won't miss any lecture
- He will take his studies more seriously than others
- He must not engage in frivolities and entertain distractions etc.

When there is no vision, the people cast off restraint and live a wild life.

When you set goals for yourself, it helps you to become more disciplined with the use of your time and resources.

4. **It Helps You To Mark Results And Measures Progress Or Lack Of It**

It takes a goalpost to know the number of goals scored and the team that wins in a football match.

So also in your life, you need goals to help you know if you are achieving things and getting results, or if you are stagnant and retrogressing.

When you set goals and achieve them, you record success in that area and it motivates you to move on.

The path to success is to set goals, take massive, determined, and decisive actions, and monitor things as you go make necessary adjustments.

5. **The Absence Of Goals Means You Lack Vision And Planning**

If you fail to plan, it means you have already planned to fail, and goal-setting is planning.

A life without a vision is an experiment, and to lack goals is to lack vision.

Look and ask around, you will realize that no person or group that wants to achieve anything meaningful operates without a vision, plan or a goal.

Make goal-setting a constant and a priority in your life, and see how dramatic your change will be.

3 Kinds Of Goals

Goals can be looked at or approached in three ways:

1. **Short-term goals:** This covers for goals that fall within twelve calendar months.
2. **Mid-term goals:** This covers for goals that fall within one to three years mainly.
3. **Long-term goals:** This covers for goals that are from four or five years and above.

Everyone needs to have short, medium and long term goals in place for their lives and other areas.

Goals For Your Roles

You need to set goals for your different roles in life to help you plan effectively for success in all areas.

For instance;

I am a daughter

I have siblings

I am a wife to be

I am a mother to be

I am a boss

I am a minister

I am an individual

I have a career

I am a member of a few associations etc.

I have to set goals for each of these roles I play in life on an annual basis.

Look into your own life and develop your roles and responsibilities list.

I have nine roles and areas to cover in my life annually for now, and I have to plan and set goals to have all-round success in all the areas.

Nobody succeeds by accident.

When a goal matters enough to you, you will find a way to accomplish what may at first seem impossible.

In life, some SEE opportunities and some SEIZE opportunities.

Goal-setting for different roles helps you seize the opportunity to have multiple success stories.

There are no impotent goals, only lazy people. Your goals should inspire you.

Goal Analysis

Goals are not wishes or wishful thinking, and goals don't fulfil themselves.

People smash goals!!

There are two ways to analyze goals and be effective in your goal-setting.

1. The ABC strategy
2. The SMART strategy

Strategy One

A – Achievable

B – Believable

C – Concrete

The ABC strategy means your goal must be achievable, believable and concrete.

To set a goal to be pregnant and become a mother all within five months is not achievable and not believable. Your goals must be something that can be realistically achieved and must be believable by you and also by others involved in the achievement of the goal.

It must also be concrete and not a pie-in-the-sky kind of goal.

To say you will get married soon is not a concrete goal. It needs to have a timeline to make it concrete.

Strategy Two

This is the good old but evergreen SMART strategy

S – Specific

M – Measurable

A – Achievable

R – Realistic

T - Time-bound

The SMART strategy covers for the ABC and more. It means your goals should be specific. I want to make more money is not specific; you need to state how much. I want to be rich is not measurable; you need to state how, and what will constitute the riches for it to be measurable.

It has to be achievable and not a baby in 5 months goal. It has to be realistic and not “I want to be the president of America” and you are not an American citizen.

It has to be time-bound and not an “I will make it soon” kind of goal. How soon is the soon, and how do you define the soon?

When your goal is SMART and as simple as ABC, then it becomes an effective goal and success is certain.

How To Set And Achieve Goals

1. WRITE IT (Habbakuk. 2:2)

To set and achieve your goals, you need to write it down, because an unwritten goal is an unserious goal.

When you think it, it is a wish, but when you write it, it becomes a goal. You need to have tools of organization easily accessible to you i.e. diary, planner, journal, pen etc.

And then God answered: "Write this. Write what you see. Write it out in big block letters so that it can be read on the run." Habakkuk 2:2

2. **Plan It** (Proverbs 21:5)

Goals don't fulfil themselves, so you need to have strategies in place to achieve your goals.

- Have a plan on how to achieve your goal.
- Have strategies and action steps on how to achieve the plan.

If you just develop a plan without strategies and action steps, it will remain a plan on paper and not a result in reality.

For example; you have a goal to set up a business. First, you must have a blueprint to set up that business, the strategies you intend to use, the

positive impact of a realized goal and the repercussion of not achieving the goals. Doing this helps you to stay on track.

Careful planning puts you ahead in the long run; hurry and scurry puts you further behind.

3. **Gain Knowledge** (Proverbs 3:13)

An investment in knowledge always pays the best interest.

Make personal development and capacity building your best buddy.

Knowledge is the new currency! It's the new gold. If you're not in the know you can't be in the flow.

"You're blessed when you meet Lady Wisdom when you make friends with Madame Insight."

4. **Pursue It**

One thousand good intentions are not as powerful as one action, so you need to give attention to your intentions and actions. Goals will never be achieved without a corresponding action.

They will remain a plan, a hope and an intention until you add action to it.

Pursuit is the proof of desire, so pursue your desired goal with action.

5. **Achieve It**

Don't pursue your goals for pursuing sake without any intention to achieve it.

You will be amazed to realize that there are people who do things just to be on record that they put in some efforts and but they are committed to achieving any meaningful result. Life is too short to spend it on experimenting.

6. **Maintain It**

To obtain or achieve something you set out for is good, but to sustain and maintain is another. To win a trophy or medal once is good, but to win it over and over again and maintain the lead is of greater honour.

Don't achieve to lose, but achieve to maintain.

7. **Grow It**

If you run a hundred meters for a minute, it is something else but to run it for 15 seconds is something else; to do it in 7 seconds is mind-blowing.

You need to grow in your goal-setting and expand your territory as you grow. Think big and don't settle for less.

8. **Share It**

Life is not about you, but about the impact, you make in your generation.

Success and achievements in life are all meant to be shared. As you achieve your different life goals, share with others and give back because true fulfilment comes through sharing and becoming significant.

9. **Commit It Into God's Hands** ([Proverbs 3:5-6](#), [Proverbs 16:3](#))

You can't take the God factor out goal setting! Except the Lord builds a house, the builder builds in vain.

It is therefore imperative that you commit your goals into God's hands.

Trust God from the bottom of your heart; don't try to figure out everything on your own.

Listen for God's voice in everything you do, everywhere you go; he's the one who will keep you

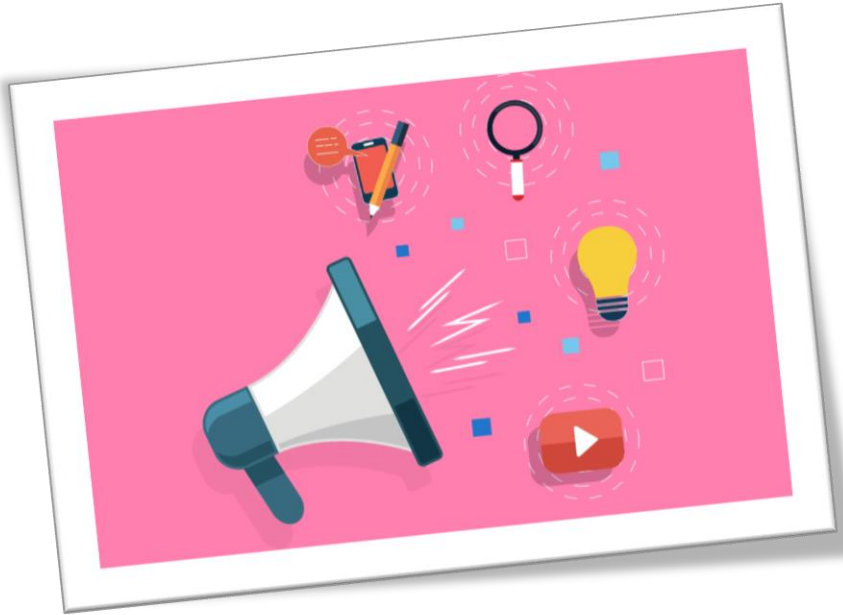
on track. Put God in charge of your work, then what you've planned will take place.

See you at the top!

NOTE: All scriptures shared are from the message version of the Bible.

COMMUNICATION

OMACHONA EGUDA



A lot of us underestimate the power of being able to communicate effectively and why using the right words with the right tone of voice, and even the right body language can determine how well your message is received or not.

I remember going to a family friend's house when we were younger and my mom had this rule about not eating outside the house. I broke that rule because they cooked noodle, my mom had been giving me eye signals not to

collect the food but I ignored her and ate. She didn't say a word and in my mind, I was free until we got home and she woke me up from sleep to flog gluttony out of my body. Since then, I don't eat just anywhere, I always feel like my mom's eyes are on me even when she's not there. Our parents had their methods of communicating what they wanted and how they wanted us to behave while growing up.

What is Communication?

Communication is derived from the Latin word 'Communicare' which means **to share**. So, we say **communication is the act of sharing information from one place, person, or group to another.**

In communication, there is always an exchange - what we call feedback. But feedback differs, It depends on the situation as well as the receptiveness of the other person. For me, after my mom said 'don't eat outside' and I still went ahead to eat, that was my feedback to her. But her feedback (her non-verbal communication) ended up being stronger than mine.

Every communication act involves (at least) one sender, a message, and a recipient. This may sound simple, but communication is a very complex subject. So, we'll be streamlining our discussion on this field to how communication, as a soft skill, is something every millennial, even children and teenagers must have.

Communication involves a lot of factors, even though the word sounds simple, it involves our emotions, the cultural situation, the medium used to communicate, and even our location.

Because of its complex nature, employers around the world consider having good communication skills a very important soft skill. Accurate, effective, and unambiguous communication can be quite difficult, but anyone can learn it. So, communication isn't just about talking.

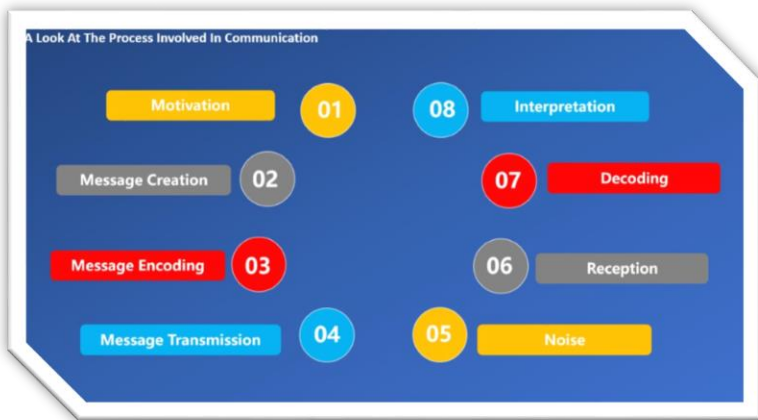
There's a difference between, **GIVE ME**, **PLEASE GIVE ME**, **CAN YOU GIVE ME**, and **GIVE IT TO ME NOW!**

Add **GIVE ME** to your body language and your tone of voice. Perhaps you're angry and you're like **GIVE ME!** It will sound different from when you're happy and you say **GIVE ME**.

They all send different signals and will determine if the receiver will be more likely to listen to you or not. Add a cultural situation into the context. Maybe you're speaking with your older brother or sister— would you be like **GIVE ME** or **PLEASE, HELP ME PASS IT?**

Even when we write, there are always different contexts. How you would chat with your friend on WhatsApp is different from how you would write an email to your boss.

The Process Involved In Communication



Motivation: There is always an underlying motivation behind your message, something will drive you to speak or write before you speak.

Message Encoding: Then you encode the message, am I saying this? Writing it? Or just making my feelings known through my body language?

Message Transmission: Then you transmit or send the message depending on how you feel at that moment

Noise: Then there's noise- you've already made a decision to talk to a person that offended you, for instance, and the person comes and makes an apology out of nowhere. Will your message automatically change or not?

Message Reception And Decoding: Then reception and decoding deal with the person you are communicating with, how they understand your message.

Interpretation: Interpretation is the other person making sense of the assumed message you are trying to send.

So, effective communication is not just about you, it's also about the receiving party as well as all these factors.

Effective communication is a key skill to becoming a better person and even a leader, it is not what you say but how you say it.

It is more than just exchanging information, it is about understanding the intentions behind the information and being able to clearly convey a message that makes the other person feel heard and understood.

Why Is Communication A Soft Skill?

What are hard skills and soft skills?



Hard Skills are teachable abilities or skill sets that can be quantified or measured via degrees, certificates, and proficiency.

They could be software skills like the use of Microsoft Office Suite or G Suite, machine operations, or proficiency in a foreign language, etc.

Soft Skills, on the other hand, are a combination of people skills, social skills, communication skills, character, and even personality traits including social intelligence, and emotional intelligence

Hard skills are important, we also need soft skills and the number **ONE** soft skill organisations look out for now is **COMMUNICATION**.

In fact, when I create CVs for people, I always ask them for their hard and soft skills so I can highlight them.

We have leadership, teamwork, time management, conflict resolution, problem-solving, etc as soft skills. It's not just about 'KNOWING BOOK' anymore, it's now also about your intellectual and mental capabilities and how you fit into a workplace or team environment.

Importance Of Soft Skills

1. Hard skills are useless without soft skills.
2. Soft skills are harder to learn.
3. The modern workplace is interpersonal.
4. Customers demand soft skills.
5. The future workplace will rely on soft skills.

It's easier to earn a certificate in content marketing than to earn a degree in soft skills. I might have earned a degree in Communication and Language Arts in school but yo! It definitely did not prepare me for a lot of things.

Life, and business, at their core, are all about people connecting with people and clear and collaborative communication is the way forward.

COMMUNICATION is the number one soft skill everyone needs to have. However, social media has spoiled a lot of us because we were born in a digital generation(s) that prefer texting, stickers, and emojis to actual and meaningful conversations. A lot of us find it hard to communicate and it has affected a lot of things.

I remember at a point, I was all for letting people know my mind without a thought of how my words and actions could impact things, I had to consciously learn and I'm still learning how to get people to see my point of view or understand an underlying situation without being angry or forceful about it.

Authentic communication can be a challenge as social media, texting, and other short-form communications are pulling people away from social settings and creating more isolation. But how can you and I not fall or remain victims of inauthentic communication?

Parts Of Communication Skills

1. Listening skills
2. Verbal skills
3. Written skills
4. Presentation skills

Listening

We are starting with listening for an important reason. Learning to listen effectively can reduce conflicts or avoid them entirely.

There's a verse in the Bible that talks about being swift to hear and slow to anger - it is very applicable in communication. Don't always be the first to speak, be the first to listen.

Verbal Communication

Verbal communication is something that comes more naturally to certain people, and it's a highly ranked skill in corporate environments. You must be able to express your opinions without having your emotions dictate to you all the time.

Written Communication

Whatever you write is always a representation of you. It tells people, even those who have never met you, the kind of person you are.

As such, everything you write either on your social media, at work, or to anyone should show a responsible, respectful, and professional person. Let this be your writing tone.

Presentation

Presenting anything in front of a group of people always makes me nervous, even when they're my friends. However, I also realize that it does not make sense to be that intimidated by anyone. Las las, we are all people and we all get nervous sometimes.

When presenting, if the need comes up, always think of what you can actually teach your audience. Because at that moment, your job is to pass information that will educate, inform, and maybe entertain.

If I want to make communication skills my superpower, what else do I need to know?



Be self-aware and be responsible for everything you say and write, ask for feedback from people you trust so that

you can know your strengths and areas that need development. Doing this will help you know when your communication skills have improved.

Then, learning to speak and write well is important. I have never understood why a lot of people use abbreviations when writing. Polish your communication style and how you present yourself to the world.

Take personal responsibility for your part in any conversation. If you misunderstand something or make a mistake, admit it. You cannot control what anyone else says or does, but you can control what you do and say.

Always give feedback too. Whether it's a chat you need to respond to or an instruction from your boss, always give feedback.

If someone asks for your opinion, be appreciative, and deliver more positive than negative feedback. Giving positive feedback shows that you care about them and puts them at ease to talk to you about anything.

Calmness; I get that there are situations where we cannot control our emotions and all we want to do is to just explode. But communication is an art. You need to learn how to calm down. Not every situation will require you to be emotionally impulsive.

Soft skills should always be a part of you, they're hard to learn but are worth the effort. By always considering the

way you communicate, you'll advance both personally and professionally.

Understand your weaknesses and work on them. Knowing when to be quiet and listen, knowing when to speak, and even your body language can save you a lot of stress.

EFFECTIVE TEAMWORK

TOSIN KOLAWOLE



Have you ever wondered why God didn't just drop us from the sky to fit in among people?

Especially on days when your entire family is "annoying" and you just wished for a second that you didn't have to be there.

God could have just created each of us and sent us into the world or something, yet He had to send us through

someone. Through a family. There had to be a collaborative work for **you** to happen and you had to somehow grow with someone.

I've not heard of a baby taking care of themselves before. I know there are rape cases and situations where a baby is abandoned or the parents died and they are just stranded, but somehow, that child is raised by someone or by a family.

God Never Designed Us To Be Alone



His plan for us wasn't that we should be loners. Right from the beginning of time, he knew what he was doing,

especially with us humans. He wants us to associate with a family. Not necessarily your blood family now. But he always wants us to be around people.

That's why as a believer, you aren't encouraged to be alone. You can't run this race alone. You have to fellowship with other Christians. You have to mingle. Have accountability partners. Have mentors. Have people who encourage you and strengthen your faith in the place of prayers.

A Christian who wants to walk alone on this journey is towing a dangerous path. At the end of the day, I guess it's safe to conclude that **God is interested in teamwork**

"And God said, let us make man in our own image"

First teamwork ever. He called his people around - **Come, let us.**

He's the Almighty, yes. But He gave us a perfect example of teamwork. A conference call had to be made to create man. It was serious business.

Now that man has been made, nothing less is expected of us.

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge

of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. (Ephesians 4:11-13 NIV)

This was what Christ did. Dividing the body of Christ into sectors because one person isn't meant to do it all. He keeps ringing it in our ears how important teamwork is.

Even so, the body is not made up of one part but of many. (1 Corinthians 12:14 NIV)

Some of us are familiar with 1 Corinthians 12 that talks about the gifts of the spirit. This passage also talked about the members of the body and how the eye can't say it doesn't need the ears. For the body to function properly, everything has to work together. Teamwork.

Imagine if your intestines say they are tired and want to rest for 3 days but your oesophagus says it's hyper and is ready to swallow food. Serious trouble!

All these are just to remind us that teamwork isn't a "worldly concept". It's important. It's God's desire.

Teamwork is godly.

Now that we have established what teamwork is from God's perspective, let's proceed.

The first thing to consider before you can build or work with an effective team is the **Structure of that team.**

I particularly detest working with people who have a poor structure. Don't bring me into your team if there's no structure in place. Don't attempt to create one either if you can't try to put one or two things together to help you get started.

Clarify the roles, responsibilities and accountabilities of the team:

Why does this team exist?

Who heads this team?

Who is handling what?

In the garden of Eden, God asked Adam to take care of the entire garden, including the animals. That was his job there. He didn't have to wake up one day and ask himself "Uhm... who's supposed to clean this garden?" Because it was already assigned to him.

When Jesus was on earth too, he had roles assigned to each disciple. For example, Matthew was a tax collector. Judas was the treasurer, etc..

If you find yourself in a team and there's no proper structure in place, that's the first thing you should focus on. If you're the leader, get to it. If you're just a member, do something too. Don't just sit there. Suggest something to the team. Suggest to the leader. Let everyone have clear

roles. Let them know what they are doing. Don't leave things to chance. Nothing will ever happen.

I remember this 11-year-old kid was showing me a cartoon on his Kindle a few weeks back. These people were supposed to take care of the garden. Sweep, trim the flowers, etc...

Someone suggested that they drew a roster, they said 'nope.' They all disagreed. So, they said "why don't we come here whenever we are free to just do it, We don't have to fix a roster". Mind you, this garden was meant to be kept clean every day.

This boy said to me "Aunty Faith, look at this. It's so stupid. Just watch how all of them would go there on the same day" And he was right. They all went to the garden on the same day, which happened to be their free day. But different timing. So, they all cleaned on the same day.

The next time they met, they were arguing that they actually came around. On other days, no one cleaned. Why? **Poor structure.**

That's not how a team thrives.

So, for a team to work, you need to **clarify roles and responsibilities.**

If the head is cut off or useless, the entire body will be useless too. It's not a mistake that once the brain stops

working, it doesn't matter if the heart is still beating, the person is gone. The only thing useful is to donate their functioning organs. **The leader of every team is very important.**

When a team comes together to choose a leader, this isn't the time for sentiment. Choosing a leader isn't always by degrees or how much book knowledge they know. (Especially if what the team is about isn't tied to book knowledge). But really, look for other important things apart from mere book knowledge.

Can this person gather members of the team around to do something reasonable?

If we have a target to meet, can this person make it work?

Will people listen to this person?

Remember that the leader isn't meant to do it alone. He/she is meant to work with the team. That means it's okay for another team member to know things the leader doesn't.

One person's knowledge will complement another person's lack of it.

If you ever get the chance to choose a leader for your team, choose wisely. Don't ruin that chance. It determines a lot. It doesn't matter if you have brilliant team members.

If the leader doesn't know what he's doing, it can ruin everything.



We all know SMART Goals:

Specific

Measurable

Achievable

Realistic

Time-bound

This method is old but will always be evergreen.

As much as you set smart goals in your own life, you'll also need them in your team. For everything you have to do,

have your goals set. Make sure they are clear enough to everyone.

And it's not just enough to set these goals, you should also meet them. If there's a deadline to meet, work together to meet that deadline and deliver something superb.

Show me a team that works without effective communication. Even just two people in a relationship. Two people o. We've heard of how relationships crash due to poor communication. How much more a bigger team of 3 and more?

Learn to communicate with your team. Discuss ideas. Rub minds together. If you're that person who ghosts in a team, especially in online groups, repent. It's bad. That's being a terrible team member. I hope you change your ways after going through this.

You can't be in a team of 30 and only 10 people communicate. Maybe 5 drop emoticons once in a while and the others just read up without saying a word. Those others need to be kicked out of the team if you ask me. The only way a team can be called "effective" is if everyone puts in the work.

Team effectiveness stems from **individual effectiveness**. That means for the team to work, each person has to do something. You won't be helping if you're being ineffective.

Learn to communicate your thoughts. Do you agree with something? Let the team know and state your reasons. Do you disagree? Let the team know, state your reason and suggest something if you have one.

Do you feel like fighting everyone? Why? Talk to the leader if you have to and if you're the leader, learn to relax and communicate your thoughts without hurting anyone.

You won't always be among people of like minds. The earlier you learn that, the better for you. People are different. Not everyone will agree with you that Pounded yam is the best. Some might call it the worst food ever invented. That's life. Understand that people can have different opinions and you don't have to make them feel terrible for that.

Learn to listen. “My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry” (James 1:19 NIV)

At some point in life, you'll have to relate with people from other cultures and traditions. People who grew up completely different from the way you did. What will you do then?

There will even be people from a different religion that you have to work with. While you were taught premarital sex and being gay is wrong, they see nothing wrong with it.

And now, you have to work with these people. Can you do that? Start now.

From the little groups, you find yourself in. Learn how to accommodate people with their differences. Learn to listen to them. Learn to understand the angle they are coming from.

Give people the chance to air their opinions no matter how stupid it might sound to you. **Be slow to speak and slow to become angry.**

Everyone in the team should learn to commit. Commit to assignments. To deadlines. How much are you committed to this work you are doing? If you can't commit to it, why are you there? Remember Ecclesiastics 9:10? **Whatever your hands find to do, do it with all your might.**

Trust your team members. It'll go a long way in helping you achieve your goals. Trust that they are not trying to sabotage everything. But first, be sure that they are worth trusting.

It's easy to do this especially if you're the leader and your team members like to ghost a lot anyway. But always remember that you're not in a one-man team. This concerns every other person as much as it concerns you.

This brings us back to Communication that we discussed earlier. Don't keep making decisions alone. What you think shouldn't always be final. You have a team.

Remember that the WIN of the team is also your WIN. If the team is doing the wrong things, learn to speak up. If it means you're poking noses, yes, do it. If you can't interfere in what concerns the entire team, then you might as well leave. No point associating with a team that refuses growth.

In conclusion, "Whatever your hand finds to do, do it with all your might, for in the realm of the dead, where you are going, there is neither working nor planning nor knowledge nor wisdom." (Ecclesiastes 9:10 NIV)

INFLUENCE

DAPO AWOBEKU



We will focus on just 2 major aspects:

1. Influencing others & leadership
2. Influence and nation-building

Influencing Others & Leadership



According to Wikipedia - Influence is the capacity to have an effect on the character, development, or behaviour of someone or something, or the effect itself. The meaning of the word shows that it is something done mostly towards another. I mean, you won't ordinarily say, 'I want to influence myself'. You, therefore, influence others to achieve something.

In very plain English, to influence is to move others from **Point A** (where they are) to **Point B** (where they ought to be - either they believe it or not). Now, would they normally want to move from A to B? Maybe, maybe not. However, that's why influence is such an important subject.

Let's imagine something together; Try to picture this scenario:

Imagine Yourself and a friend standing on the first floor of a one-story building (restaurant) to buy food and you're both very hungry, you then find out that the food vendor is on the top floor selling fufu and noodle, however, the stairs are very crowded and there is room for just one person, the other person has to be pulled up using a rope.

How can you get it done?

Option A

Both of you are stuck on the ground floor, no one wants to go through the stress of using the overcrowded stairs but rather you are both trying to figure out how you can throw the rope up and both climb to the first floor using that rope.

Option B

You go up quickly and throw a rope down and pull your friend?

Three (3) things to pull out from that story

1. It takes someone who has found the way to show others the way. You realize that the best way was to go through the stress of using the stairs.
2. You have to be in a position higher than the other person to influence towards a particular course, it would have been impossible to pull your friend while you were down with him...

3. One person had to do the hard job of getting up the stairs, one person had to intentionally get better.

So we agree that influence is to basically get someone from Point A to B.

This also means that the 'influencer' should know the way. If you don't KNOW the right path to follow, there really is no need trying to lead or 'influence' people. The influencer must have also GONE the way too.

In this age where everyone wants to be seen out there, everyone wants to be seen as doing something, saying something, having more 'followers, likes, retweets etc', many would rather want the quick fix approach. You see, many of those we regard as social media influencers are really only amplifiers, some are paid to push out narratives.

So as an individual who wants to influence (remember what we defined as 'influence, right?) others, you must know the way, **GO** the way and then **SHOW** it. It is not influence until you can **SHOW** the way! What this also means is that you must **FIRST** invest in getting better as an individual. You must **FIRST** have something to offer. Do not be in haste to be heard or seen. Remember, you are **NOT** in any performance pressure or game.

Take your time to invest in yourself and when you then **KNOW** the way to some extent (know that you will forever be learning - and I don't mean you can't start small) then, you can help others. There would be that time that when you speak, people will be forced to listen because you must have built capacity to INFLUENCE.

Quick questions you need to answer to yourself

1. In what field or subject do you want to be regarded as influential in?
2. How are you equipping yourself for what is to come?

To influence is to **KNOW** the way, **GO** the way and **SHOW** the way. And you see, once you figure out what it is you want to be influential at and develop capacity - your gifts will make room for you! Of course, this would involve putting yourself out (as other coaches have taught) - there really is no use having a lot of stuff inside and it isn't felt on the outside...

Influence And Nation-Building



What we have seen as the problem with Nigeria is that we are being led by clueless leaders across board! And by extension, we have a clueless and greedy citizen. We are led by people who don't have solutions to many of the problems being faced.

How then does influence come in in Nation-building? (*Now, I didn't mention, but please note: INFLUENCE CAN BE EITHER POSITIVE OR NEGATIVE i.e. good or bad...*)

For Nigeria to move from where we are (a nation with the highest number of people living with extreme poverty in the world, one with the highest number of out-of-school children), we need the right kind of leaders who can influence their followers aright.

We need the right kind of people, with the right knowledge in their NUMBERS! Truth is one person can not change Nigerian from point Z to A! It is not possible.

So, you'll see where we come in shortly... We all have our sphere of influence - people that look up to you for answers. People that see you as someone who knows what they don't know. Someone that can take them from where they are to where they should be...

Note: It is possible to be satisfied with a certain level of influence for so long that it hinders your growth. At that particular level, it feels like you clearly have ALL the answers (you are the boss!)—this might simply because you are operating a bit below where you should be.

For emphasis sake, it's like being a war-lord among primary school folks meanwhile, you should be influencing undergraduates or graduates ...I'm saying this to reiterate the need for growth.

Two ways to fix this dilemma with influence and nation-building:

1. We need more knowledgeable and influential people leading.
2. We need more knowledgeable and influential followers.

It's important to state that not everyone will occupy leadership positions! This is a fact. But, does this mean you

can't be influential? So, right where you are, influence others, move them from where they are to where they should be because those you want to influence don't see things the way you see them, you have to communicate clearly to them.

Certain people are satisfied right where they are. As humans (Nigerians), we adapt to situations very easily. We like "struggling". So, to influence people rightly in this context on nation-building, we must be able to communicate clearly how.

For example; If an election is coming up, there are people I can reach out to via WhatsApp and simply say to them "I'm voting for candidate A. you should as well" and they would budge without any questions - this is a certain level of influence.

This is why an Emir in Kano, for example, can tell citizens there, vote for A and they do so wholeheartedly. I'm sure there are people like these in our circles as well, we need to multiply such.

Some would require some level of understanding before they agree with your choice of whom to vote for. You'd need facts and figures to convince them - this is another level of influence. In all, nation-building requires having a **LARGE** number of people **influenced rightly**.

Let's go over somethings said:



Very important fact please; having large numbers doesn't mean people are being influenced positively. Sometimes, you might need to take your gaze off the numbers, remember, you are in no rat race with anyone.

What do you want to be influential at? Go and do the HARD and diligent work to prepare yourself. Nigeria will change when we can influence the majority of the voters to make the right decisions and this starts with you - right where you are.

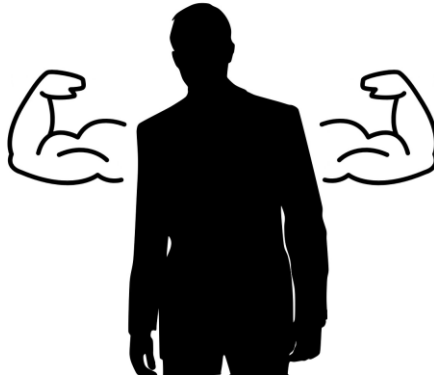
Lastly, choose what kind of influence you want to be (certainly the right kind) and get going.

START TODAY, KNOW THE WAY.

GO THE WAY, SHOW THE WAY.

CONFIDENCE

OLAOLUWA PRECIOUS ADEDEJI



I was sceptical about this topic, majorly because a lot of young people have turned it to something else. I have seen different cases of bad behaviours because they feel they are confident. Being confident is far from being cocky, arrogant, proud, and disrespectful. In fact, the highest level of confidence is expressed in humility, regards, and honour.

These are the points I will be hitting on:

1. Mutual Respect
2. Skill Mastery
3. Law of depth and Height
4. Law of affirmation

Mutual Respect



Respect yourself enough to respect others. When you respect others, you gain their trust, so they think well of you.

One major reason people don't feel confident is that they do not believe that people trust their judgement or what they do or how they do it.

Let me give you an example; I went to speak at one of the biggest entrepreneurship events in Ibadan. I had received that connect through one of my bosses. On getting there, I discovered that I was the youngest speaker.

Not only that, but none of them was also in my age group. The youngest after me is in his late 30s. They were high and mighty from organizations. Trust me, they were great minds and my heart skipped when I was ushered to the seat reserved for me.

There were too many young persons waiting to hear from me. There were industry leaders, I lost confidence.

After about five minutes, I was called to the stage. I received the microphone and bowed as low as possible, greeting all the leaders in the house.

I appreciated them for the opportunity they gave a young person like me to share a stage with them. I asked the audience to celebrate the speakers and after I did that, a certain boldness jumped into me as I saw happiness etched in the countenance of the leaders.

I was also happy that I regarded them and I taught powerfully that day. I don't think I have ever spoken with such passion before. It came from a sincere heart of honour and respect.

I don't care if people call me old-fashioned, but civilization and westernization should not take away your honour and respect for the elderly or older ones or people that have gone ahead of you even when you sit at the same table or share the same stage with them. When you give them what

they deserve, it is the law of “give and take”, it comes back to you.

Skill Mastery



This is a degree of confidence you get from mastering your art. You are unshaken because you've done your homework well.

Flashback to my final year project defence in the university a few years ago.

I entered the small room filled with lecturers. The small room I had dreaded all through school. I could not say much, I was perplexed. It was my worst day in university.

I was asked very few questions, but I didn't have answers to them, I was literally shaking from head to toe. I was the

first to go, and as I stepped out, classmates were all over me, psyching me, thinking I blasted it like I always do at other presentations (I have always represented the department and faculty).

The reason I lost confidence is not far fetched, I didn't do the project myself. Although I had inputs, the majority of the work wasn't my doing. If I had done the programming myself, I would have had the courage to face them and answer their question.

You must gain mastery at what you do. If not, or else, you'll never have the confidence to defend it.

I like to remember DAVID in the Bible. He fought the Lions and the bears, so when it was time to face Goliath, it was not difficult. There was a boldness from the fact that he had done his internship in the forest, he had gained mastery and edge.

For you to have confidence, you'll need to cover all loopholes and tighten the defence around your skill expertise. For example, I can write business plans if I am taken to anywhere in the world because I have written several international business plans from diverse countries from my room here in Nigeria; That is mastery.

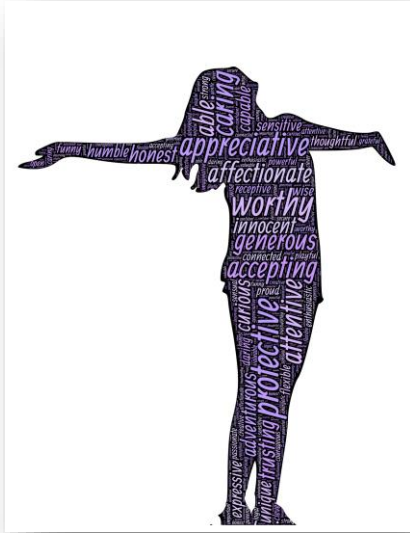
The Law Of Depth And Height



It is the understanding of process and timing. If you understand and you are conscious of the fact that before you go high, you have to endure going low just like a seed, It gives you confidence. It is a “hope” thingy. The security gives you confidence.

Let me explain that to you; A prince in a palace has confidence that he will become king, he does not struggle to get respect or attention, It comes automatically. To understand your process, know what it takes to achieve it, and go for it.

Law Of Affirmation



Use good words for yourself. Don't say "I can't" and negative words. Look at yourself the way your creator looks at you. You were not created by mistake. It gives you a psyche.

Now, imagine that your mum calls you today and tells you that the man you know as your father is not your real father and that you were a product of an affair she had with Dangote many years ago. What comes to your mind?

Do you know that unconsciously, the way you chat with people online after that time will change or when you go to buy something? There is a way you'll be feeling.

That feeling you're thinking about should be the one you're having concerning your father that created Dangote and everyone on earth, he can call him to cease at any time, yeah, and that is a simple truth.

The relationship you have with your creator gives you confidence.

HARNESSING THE POWER OF DIGITAL MEDIA

OLA MOSES



Digital media according to Wikipedia is any media that is encoded in a machine-readable format.

However, in simple English, digital media is any kind of information broadcast to us through a screen. Whether you acknowledge the fact that digital media is powerful or not, it has power, and if you don't take control, it will control you.

Also, take note, the topic helps us understand that we can control the power and ability of digital media. Which

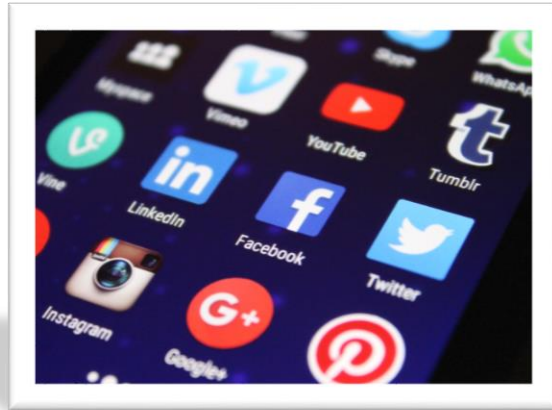
means digital media is meant to be a loyal servant, it follows whatever command you give to it.

Back in the days, my father broke my phone because he believed I was spending too much time on it, but today they would prefer to come to serve me on my table than to have me leave my phone. Why?

Because I have understood the power my phone carries. Monthly, on my phone, I make a minimum of \$50,000. My parent would have called me a yahoo boy if not that they trust me, I am always powering the Generator as often as power goes out. The power of social media.

You cannot harness or take control of what you don't know its capabilities. If not you might end up restricting its shine. Until you understand that one of the biggest blessings to our generation is digital media, you can never harness it maximally.

Back in those days, our Pastors preached about social media, I even know one of my teachers then who said Facebook is devilish, today everyone is doing online church.



Digital media has been used for both positive and negative reasons but that doesn't make digital media bad.

Digital media is a tool, just like a gun is a tool. It is what you do with it that is either good or bad. I have come to discover there are 3 major types of digital media

Owned Media: Any online asset that you control like your website or social media channels.

Paid Media: Promoting your online content to improve traffic to your owned media assets.

Earned Media: Customers recommending you by word of mouth or through social media.

I recently listened to Olakunle Soriyan and he said something about the post-COVID-19 experience. He said in the post-COVID-19 era, online will be the major place of

business and offline will only be there to support. I immediately asked myself if all my businesses and activities are set for post-COVID-19.

Whether you believe it or not, online church and online classes have come to stay, because not every member of your church will come back, they will tell you, they prefer to continue online.

The offline will be the factory where the product will be made but the online will be the shop.

You would agree with me that the world is shrinking and digital media, led by social media sites and Internet radio, is erasing borders. You must know that pushing an idea that is border-less, you will be a joker and a spender in the nearest future.

Digital media is breaking so many tables. I work with a firm in Surulere from my house and I get paid monthly - Digital media.

Dear accounting person, we have software that is doing your jobs already. In those days when they want to get a sky shot, they needed a helicopter and a bold cameraman, but today, drones have sent them parking.

Today, how many people go to the cafe? who still goes to call centres when the many of us have two phones?

Go and repackage your idea, you can't afford to nurture an idea that can't fly above borders. I was coming up with a digital product on self-mastery, I was thinking of first doing a conventional style but I took it for scrutiny and I was blasted, why? It didn't pass the test of borders, I had to adjust the idea. Watch out for the product after COVID-19 lockdown is over.

Companies ahead of the curve today do not only understand digital media, but they embrace it. Those that don't invest in digital media face the risk of ignoring an entire generation.

Let me tell you a part of my story. When I was growing (in teens church to be precise), I was very popular. I was known to carry content. I grew past the teenage hood and it looked like the fame was wearing out like my old shoes. We are often taught that we don't need fame right? But we do.

You need to be constantly present in the eyes of men because when an opportunity comes, men will only recommend those they remember and are sure of, not one loaded person in the wilderness.

I carry content but it was looking like the continent I was sent to will never hear me, because the fame was looking like it's restricted to Abule Egba- Iyana Ipaja.



You are a container, like Pastor Daniel Olawande will say - carrying content going to the continent. Yet, a loaded container needs a medium to take it to the continent. While some people are praying to God to part the red sea, others have constructed a bridge and are on their way to the future already.

While you are waiting for the future, some of us are already on our way!!

Back to my story, I would have remained with my content and hoping that one day my Pastor will ask me to come and take the microphone and I will wow the brethren. Because this would have been the only way. Who will give you an opportunity when he/she isn't sure of you?

Don't wait for any stage to showcase your content, digital space is available for you.

Remember the number 1 type of media? **Your owned media.**

My father inherited farmland filled with oranges but because of one reason or the other, he never visited the farmland, he left Ekiti to Lagos and we had to buy land in Ijoko, Ogun state.

Some people here are like my father, you have an inheritance on the digital space, you have your owned space on the media, all you need to do is rise and claim your land, nobody will argue but you are up with the excuse I am not techy, I don't have time, I am too busy...

God forbid, you get sacked, where will you start? All over?

A guy by name Harrison, was retrenched from his duties at work, but because he has always made post related to what he does on social media, he just went online and wrote there, now I am free, I no longer have a job.

Two different firms called him, People who have been following his posts recommended him and declared that he is the best man. He didn't do an interview. Because one of the firms wanted him so bad, they gave him a house in Lekki, gave him a car and an official driver.

Over the past decade, social media platforms and the internet more broadly have fundamentally changed not just the channels we use but the very nature of politics itself. Let's take a look at Donald Trump. How did you know about him? Digital media

It's not just that social media is the cornerstone of his political strategy, it has defined him as an entity. Without Twitter and Facebook, President Trump simply would not exist. Trump had both national and international supporters based on the contents he disburse on social media.

I hear you don't have money to build your website like me, (I don't have one yet and I need one). Even if you don't have a website, you can make do of Facebook, Instagram, Twitter, LinkedIn and other media.

I am the founder of a personal development school, but I don't have a building for it. Where is the school? It is on WhatsApp.

Every month, I get paid on WhatsApp minimum of 30k. Last week, I taught how to use a phone to design flyers and made about 50k from the class. I taught from my house. I teach my private students Mathematics from the comfort of my house and I get paid because I have worked.

Trust me, since COVID started, I have never for once join them to complain, instead, I sit down and ask how can I

generate money that will foot my bills and I will still have some to save.

You can start by asking yourself the same question.

Success is not a function of prayer, success is a function of principles rightly followed. Prayer is only a catalyst.

The level of poverty in the Christendom is on the rise because a higher percentage lazily sit and say God will do it. The principle is the same, "work and pray". Harness what you have! Digital media is gold!

If you don't pick it and use it, someone else will and you will buy the finished product from the later.

Now to The Paid Media and Earned Media:

Oftentimes, organic growth will take time, you can't afford to wait. If it will require paying, please pay.

For example, if you want quality reach as a business person, a paid advert can't be negotiated.

The last part is the **EARNED MEDIA**, this is the most important one. If no one speaks of you, no one will hear you outside your circle. You need men to talk about you because it's in a multitude of talks and recommendations, one connection that will hit will come out.

I know there is grace factor, but he who sits by the pool waiting for grace to locate him might end up growing old at the pool just like the lame man at the pool of Bethesda.

Please don't pay attention to those who ask you to cover your work, LOUD EVERYTHING YOU ARE DOING.

Some of the people at the top are not better than you but they got discovered before you. No one will know what you do if you don't showcase it, use social media and digital media for your announcement. And from there that destiny helper you are praying for can locate you.

How I got connected and started working with UNICEF, and how I got connected with spelling bee Nigeria, Was all the power of media.

Hello, this is the time to wake up!!!

I taught students of my academy (train and yield academy) that If you don't blow your horn, no one will know you have one. Blow your horn without apologies, let the world know what you carry, so they can know how to carry you.

You are your biggest fan if you can advertise yourself, why should I advertise you?

The time is now. Harness the power of the media.

FINANCE AND TIME MANAGEMENT

OLUWASEGUN ODEWANDE



Facts and Truths

Fact Number 1: Regardless of your Income level, You're Richly blessed!

Fact Number 2: Regardless of your socioeconomic status, the quality to which you use what you're blessed with, determines the extent to which you'll be blessed the more..._

Fact Number 3: Regardless of your employment Status, concerning time, you're either Useful or Useless!

What is Management?

It simply means the **effective process** of dealing with or controlling human and nonhuman resources.

What is Time?

Time is the indefinite continued progress of existence and events which occurs in irreversible succession.

Money



Note: The most authentic and result-oriented way to get the best out of nature is via nurture.

How To Manage One's Money

- If you don't have a rationally sane plan to get the best out of nature, nature will never fail to give you the worst.
- In reality, everything in life is in their Raw form, but we must Transform them to that which we so desire to get out of life.

The Motive For Holding, Having or Spending Money

- Transaction: This simply implies you wanting to possess money primarily for meeting daily needs. At least, for meeting the needs of the basic necessities of life
- Precautionary: This is you desiring for money primarily for "impulse buying", unplanned spendings.
- Speculative: This implies that you seek money for specifically highlighted purposes. Spendings here are deliberate and usually futuristic in nature.

NOTE: If you're fond of the second category, then, you're probably going to fall victim of the unpleasant pendulum of the Nation's economy.

Financial goal plan

- **Long Term Goal:** This implies you are future-minded. At least, 20% of your income goes into investment and savings. You're investment sensitive. Such a person is possibly going to be financially stable in the future
- **Short Term Goal:** Here, this is the proportion of your income set aside for treats. For example; buy new wears and tears. Wisdom is profitable to direct here.
- **Living Expenses Goal:** Here, you set a proportion of your income primarily for your daily activities and essential purchases.

Please, it is safer to plan your future today!!!

Time is the greatest equalizer in life!!!

It's not new to us all that many of us are under global compulsory House Arrest

Here comes the BIG Question:

What do you do with your time, especially in a period like this?

To think you can manage time is the greatest SELF DECEPTION you can offer yourself. Time management, as it were, is impossible. As far as Nature is concerned, you're not privileged to manage time, you were only privileged to

manage events and occurrences revolving around time. The earlier you understand this, the earlier Life offers you the Best of itself.

What Then Is Time Management?



Time Management is the effective process of planning and exercising Conscious Control of time spent on specific activities.

Regardless of your age, gender, income level, social status, race or religion, we all have the same 86,400 seconds, 1,440 minutes per day. You can't have more, you can't have less.

The "More" or "Less" is in the Productivity you get from the activities you engage yourself.

Effective time and financial management skills

- Planning: As the saying goes, "If you fail to plan, you've planned to fail."
- Prioritizing: Here, you must schedule your activities and task in this order:
 1. Important and urgent
 2. Important, but not urgent
 3. Not important, but urgent
 4. Not important and not urgent

If you fail to plan and prioritize your activities concerning time available, occurrences and circumstances will never fail in offering you their worst.

- Multitasking: Trust me, this is the greatest parasite to efficiency and effectiveness in life. To get to your peak of productivity, do one task at a time.

The easiest way to manage everything about you is to master the activities you do in relations to time.

About Us: •

DeAltar is a faith-based nonprofit educational and inspirational organization concerned with young people. We provide guidance to ailing and broken lives, offering support with the primary purpose of building and equipping teenagers and young adults, and then sending them forth to do same for others around them.

Our Mission

To reconnect Teenagers and Young Adults to God
To rebuild broken lives
To restore hope
To reveal hidden potentials

Our Vision

To improve the quality of life of young adults, inspiring hope in them and helping them become the best version of themselves.

If you would like to support or volunteer,
please call

08162937171

Or write a mail to therebuilders@dealtar.com

Connect with us today:



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