

TRAVERSING LIMINALITY

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LIMINALITY

Traversing Liminality Newsletter compiled by:

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CONTENTS



15 - 16

**Published Works: Gugu Ndlazi and
Kefentse Letlala**

17

What's Next

3

Welcome Class of 2021

DR LULU GWAGWA

4

Welcome, Coach Landi

MASEGO LEKOMANYANE

5

Reflection on the First Lunch

NTOMBI NGWENYA

6

Reflection on the First Lunch

BOITUMELO LEUTA

7

Reflection on the First Lunch

LELETU ZINGANTO

8

Reflection on the First Lunch

NOMTHANDAZO NKWANE

9

Reflection on the First Lunch

REBAONE BOOYSEN

10

Reflection on the First Lunch

TSHEGOFATSO SENNE

11

2021 Group Names

14

Alumni Profile: Prestiio App

CONFIDENCE TSHILANDE



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WELCOME CLASS OF 2021

DR LULU GWAGWA

The vibe in the virtual room was electric. Although the session was to start at 10h00, by 09h30 the room was almost full. The Girls showed up beautifully in their Liminality gear. As we were settling in, one of the Girls asked me: "Dr Lulu what would we be doing now if this Lunch was in person". As I responded, I reflected on what we have lost by hosting the Lunches virtually. But I equally reflected on the opportunities that have been opened for us.

At this very Lunch we had Girls joining in from London, Nairobi, Maseru, Cape Town, Bloemfontein, Polokwane, and more. **I now see more clearly that Traversing Liminality was always meant to be Pan-African in reach.** In the Faculty debrief, the ever so wise Coach D declared Traversing Liminality global!!

Preparing for the 2021 Class was so much fun. The Onboarding Team spent days and days ploughing through the paperwork. They called each and every Girl. They will now be supporting the Peer Groups and provide administrative support to Coaches. Getting our systems and processes in place is an important step in the growth of Traversing Liminality. Thank you to our alumni Nontuthuzelo, Masego, Mmabatho, Bella, Fazila, Zama, Lulama, Sivu and Tenda.

Thank you, Lotang and your Team for all the design and related work.

Thank you, Nana for the journal.

Thank you, Anastacia for doing everything else to make sure nothing falls through the cracks.



Personally, I am looking forward to a new journey with Traversing Liminality as one of the coaches. It is an opportunity for me to get a more nuanced feel of what the Girls are going through. This is important for me as I continue to reflect on where and how to enhance the experience for the Girls.

Above all, I'm grateful for the opportunity to serve young women in the African continent.

“The Girls showed up beautifully in their Liminality gear.”



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WELCOME TO OUR NEW FACULTY

Traversing Liminality's (TL) new Coach Landi Binza was born in the Eastern Cape and raised in Kwa-Zulu Natal (KZN). Inspiringly, Coach Landi started her post matric studies in 2009 at the University of the Western Cape (UWC) where she pursued a Bachelor's degree in Social Work which she believes aligned with her vision to raise the voices of the disempowered. She later went back to KZN to start her first challenging job and after a few years, moved back to Cape Town where she worked with a leadership foundation NGO. It is when she reached a management position that she considered an MBA and lo and behold, her then boss advised her to pursue life coaching because it aligned with her personality. She began a course in Coaching, sponsored by her employer and was unfortunately retrenched while studying. She was thankfully subsidised to continue studying to complete life coaching studies and now here we are.



Coach Landi was connected with Dr Lulu by "Dr Coach" Ngao who now sits on the board of TL. The moment she went through the TL website, she knew that the organisation spoke to her vision and passion. The timing of it all, she excitedly says, was perfect.

Coach Landi is an Enneagram Type 7 which is an Enthusiastic Visionary. She says that **the Enneagram Model - when used correctly - can be an essential tool because it helps one to understand their motivation for certain things**. It explains to you the characteristics of the type but also the motivations of the types which makes you realise how your core wounding has caused you to do certain things in order to adapt and survive. This helps you see yourself better without passing judgment and the great thing is that you can access the other types of the Enneagram as well.

On identity, Coach Landi believes that **identity is a journey of self-discovery** of which she foresees no destination to. Coach Landi loves that she is surrounded by a group of strong, bold women who by being themselves, constantly remind her of her own power. As much as she is finding herself within herself, she finds herself within the people with whom she surrounds herself.

In terms of starting a journey of identity, Coach Landi encourages women to start with their own pain. To recognise and accept their own pain. To accept that they have been hurt and remember their innate power in the responsibility of their own healing because when you do not recognise the need for healing when you have been hurt, you will always chase after things outside of yourselves. As an Integral Coach, she encourages one to practice affirmations.

Instead of traditionally declaring your affirmations (such as "I am strong"), try a gentler and kinder affirmation-rather ask yourself to be strong. This way you are sure enough not to leave out your body.

Outside of being in practice, Coach Landi also enjoys physical activities such as running and yoga. She loves reading and reads at least 1 book a month and is exploring books by African Authors. A Life, by Mamphela Ramphele is a book she advises young black women to read. On self-discovery, Eat Pray Love by Elizabeth Gilbert is her go-to. Oprah and Eckhart Tolle's A New Earth podcast segments also gave her a new perspective. We are excited to welcome Coach Landi to the TL Faculty and family.

WELCOME



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REFLECTIONS ON THE FIRST LUNCH

NTOMBI NGWENYA

Although we would have all loved to get to know each other physically, the Virtual Lunch was still a safe space where we could be vulnerable and completely ourselves. This was mainly owing to the warm welcome by the coaches. The anxiety about the journey of the unknown was put at ease as we focus turned to the opportunity to engage and meet with an intergenerational community of black women across the country (world) with diverse life experiences. There's nothing as beautiful as a journey walked with those like yourself, these with whom you can unburden yourselves and help each other along the way.

Some ladies felt as though there was a lot of information to take in, especially about the Enneagram. However, it opened up a world of wanting to understand more, especially around who we are at our core and how to grow from that. to debrief and unpack, also worked really well and enabled the more introverted personalities to also connect with other ladies.

Overall, the introduction into Traversing Liminality left everyone excited for the year to come. Everyone now understands the level of commitment and time that will be required we are all ready to take the opportunity by the horns.



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REFLECTIONS ON THE FIRST LUNCH

BOITUMELO LEUTA

If ever there was a moment to get ready and show up the time was 06.03.2021. I saw young black females in corners of my zoom screen I looked around and read the room and all I could was excitement and fear.

I saw in those ladies what I had seen in myself for many years, the look of confusion masked by a sense of confidence. The time was now and it was time for us to show up.

When Dr. Lulu took to the screen and shared her experience regarding trying to navigate through adulthood without a handbook detailing how to Adult, in that moment it dawned on me that "we aren't given a handbook to life" and that was my "EUREKA" moment.

Through the introduction to the Enneagram diagram, I understood that I am not boxed into this space, but I need to use it as a tool to access the other spaces within me. I just need to liberate myself and break down these walls that hinder me from living in all nine spaces.

The breakout rooms were a great space to get to know each other. We expressed vulnerabilities that only we as women know. I realised that half the time we are stuck trying to find out Am I normal?? Is this Normal??

Each speaker who shared their lessons left me in awe and ready to embark on this journey of personal mastery, self-discovery but most importantly. "Temet Nosce"

The path of self-discovery is not a pretty one. However I am here and ready to learn, uncover, and to dig deep within to be the best version of myself.

Thank you for the opportunity to be part of this journey.



REFLECTIONS ON THE FIRST LUNCH

LELETU ZINGANTO

Fifteen minutes into the session and tears were streaming down my face. My body felt at ease and my heart wide open. The introductions and invitations of the coaches encapsulated exactly what I had gotten myself into – Traversing Liminality. It was there and then that I realized; now was the time I needed to show up for myself like never before. I'd have to surrender to the process to become the best version of myself.

The importance of the four human domains imprinted on me. I realised that all domains are essential to who we are and should all be valued equally. When these domains are integrated, they give us our identity, meaning to our lives, sources of inspiration and sustenance to go on. All elements are essential to fulfilling a valuable life in purpose.

Being introduced to the Enneagram tool shed so much light on how to use the information as a constructive mechanism. The Enneagram is not designed to box the individual rather, it identifies your personality type based on your core wounds and offers alternative behaviours from other Enneagram types that one can channel in pursuit of being a whole-rounded being.

As one embarks on this journey of self-conception and self-development, it is essential to acknowledge the need for healthy relationships. These relationships help form the tribes we belong to and are the cornerstone of our support structures. Building and maintaining healthy relationships is necessary to our progression in life. The African proverb encapsulates it best – if you want to go fast, go alone; but if you want to go far, go together.

I am thrilled to be on this journey and I look forward to meeting the best version of myself at the end.



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REFLECTIONS ON THE FIRST LUNCH

NOMTHANDAZO NKWANE

It was a great honour and privilege to be part of the Traversing Liminality inaugural workshop. The workshop was well structured and facilitated in a way that sparked enthusiasm on the 2021 Cohort.

Even though the workshop was a virtual, one could sense the excitement and great zeal from everyone. The welcome by Dr Lulu set up the tone and invited us to take up space and show up for ourselves with confidence. The welcome messages from our coaches gave a sense of warmth and assurance of the good journey we are about to embark on.

The breakout rooms were a great meet and greet platform. It was good to engage different enneagram types. That opened us up to learning and growing from each other's backgrounds and experiences.

The enneagram presentation was essential to understanding ourselves and how we show up in the real world. It left us digging deeper for our CORE (wounds, fears, motivation) and where it stems from. Though most of us may resonate with our enneagram type, we were left at the edge of our seats eager to deep dive on understanding our enneagram types. We are looking forward to the master classes.

The journal is a beautiful gift from the program. It is well structured and easy to use. Active use of the journal can only result in more productive and positive results.

Overall the session was impeccable, and we are excited to uncover more, as we journey through this self-discovery and self-development process.

We applauded the great work that is put into the program.



REFLECTIONS ON THE FIRST LUNCH

REBAONE BOOYSEN

One Zoom alert at a time and the cohort of 2021 entered the virtual space. The room was charged with vibrant and diverse energies, emerging from different backgrounds and from varying locations with one common feeling – abounding expectation. The space was carefully curated to set the tone for vulnerability by a personal and very relatable story told by Dr. Lulu with a narrative structure we all could relate to.

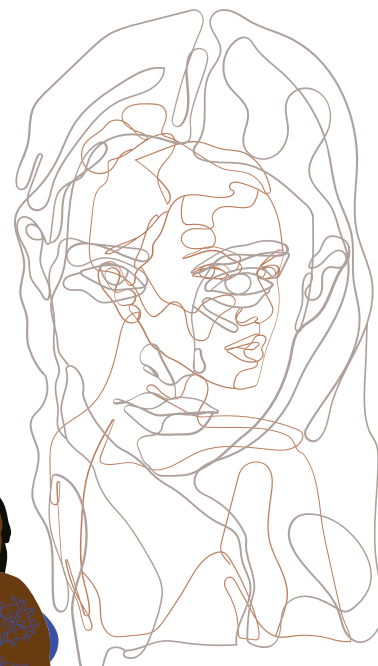
There was a very distinct and soothing welcome by the coaches. It felt like rocking away the burdens of the armour that the world has dictated to us to wear in order to survive the new territory of adulthood. The feeling of home, the feeling of taking off our high heels after a long day in the office, the feeling of comfort.

The Traversing Liminality Faculty team created a “safe space” for us not to be “perfect”. To embrace our identity and to help us navigate through life without having to “figure it out” on our own.

The coaches should please teach us more about the power of the tongue because it is a concept taken lightly by young women about what they are declaring to the universe (higher power) about their lives.

In conclusion, something we all experienced throughout the session:

1. We were definitely afoot of the personal development hill with a steep learning curve ahead
2. We were equipped with the necessary tools to make a successful climb (and even stop to smell the flowers along the way)
3. We were willing, committed, and excited to traverse the unknown.



REFLECTIONS ON THE FIRST LUNCH

TSHEGOFATSO SENNE

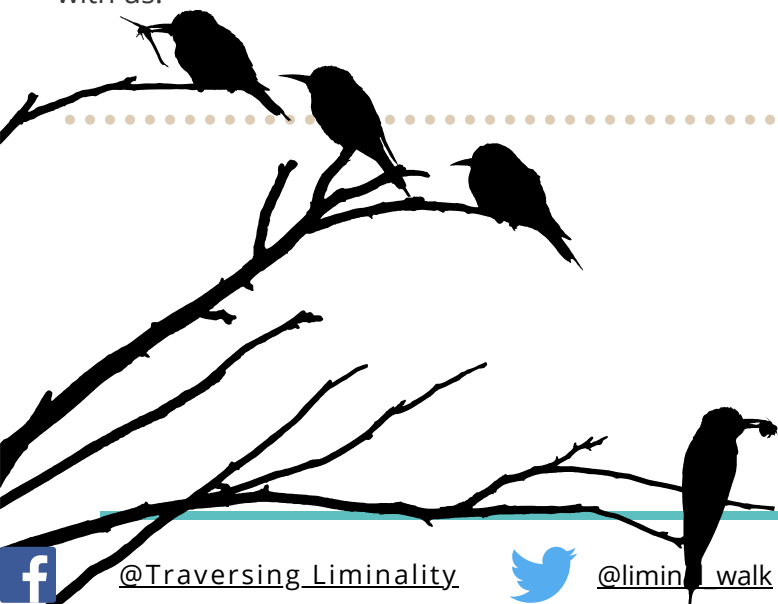
Affirmations. Mindfulness. Realisations. Hard truths. And a space of healing and joy.

These are the words that encapsulate the first day of our Transversing Luminality 2021 programme. This first day allowed us to meet virtually with our coaches and other girls, sharing love and diving deep into the impact that Dr Lulu knew the programme would make in our lives.

This extensive inaugural workshop was filled with everything (and more!) that a young Black woman would hope for, a space that was designed to hold us with all our brilliance, excitement, insecurities and imposter syndrome. A space that said, "come as you are" and offered us learnings about the 4 human domains, integrity, well-being, compassion and wisdom. A space that asked us to look internally and be honest about how much we were willing to commit to our own success. A space that many of us have been yearning for.

The few hours blew by as we briefly discussed our Enneagram profiles, both understanding and questioning how we can begin to live holistically, identifying the wounds and behaviours that keep us from living within our wholeness and how to heal them. The day was an invitation to wholeness, an invitation to show up, do the work and use this opportunity in the ways we need our lives to be enriched.

"Put one thing to practice that you will take forward with you," coach Lulama said, and I hope each of us takes that lesson with us.



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REFLECTIONS ON THE FIRST LUNCH

GROUP NAMES 2021 COHORT



Alchemy

Defined as the process of taking something ordinary and turning it into something extraordinary, sometimes in a way that cannot be explained. Our group name captures our journey with Traversing Liminality in learning to overcome those aspects of ourselves that hinder us in order to come out much better on the other side.

Journeying Gracefully

This new chapter is a little scary, but we trust that the road ahead has been prepared. We anticipate challenges, but we expect to be changed for the better. Much like the traveller approaching the end of an amazing journey, we too are Journeying Gracefully – crossing over from the old into the new.

Eagles

It represents the opportunities that awaits ahead of us. Opportunity to be a better person, to grow, to be healthy, to love and be loved.



REFLECTIONS ON THE FIRST LUNCH

GROUP NAMES 2021 COHORT

Female Force

Because we are young women who know what we want for ourselves and out of life and are still on a journey of self-discovery. We are women to be reckoned with and we are women who are building a legacy and are going after what is true to us.

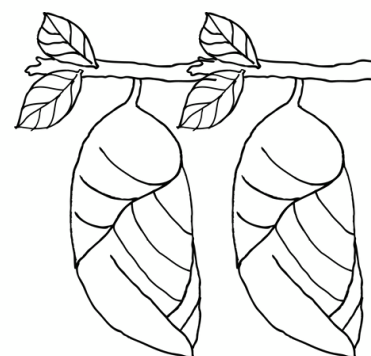
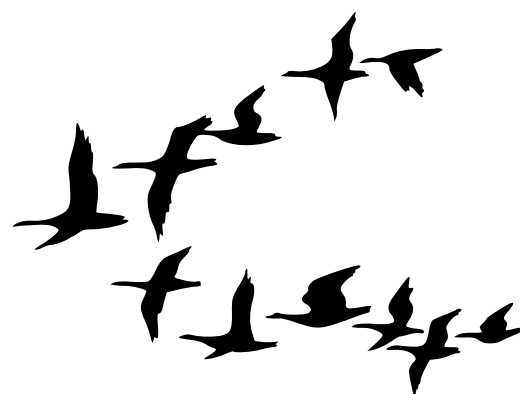
The slogan: 'My vulnerability is power' resonates more with how Traversing Liminality has welcomed us. We were introduced into a space with a very deep sense of belonging, a place where we could be exactly who we are, regardless of what we deem flawed.

The Blackbirds

Our group name is Blackbirds. The meaning behind it is that they are embracing whom they are, realising how fierce they are and using that realisation to reach their fullest potential. The Blackbird's time is now and this is their moment.

Metamorphosis symbolises re-birth, growth, and change. Like metamorphosis, change isn't one thing or one big revolution - It is a process with many phases and stages. Similarly, to a butterfly, we are individually and collectively meeting ourselves as caterpillars so we can evolve into the butterflies we were created to be

*better
together*



REFLECTIONS ON THE FIRST LUNCH

GROUP NAMES 2021 COHORT

Synergy

In the theme of sisterhood, we chose our name that reflects that while we may have our individual power, as a collective, our power is greater. We aim to work in Synergy to be at our best.

The Phoenixes

Our choice of name is simply because the journey we are undertaking this year on the Traversing Liminality program is a journey where we will “burn to death” and be reborn anew. With more grace, understanding of thyself and more importantly CONFIDENCE in one’s ability to succeed and take on the world.

We are THE PHOENIXES COHORT 2021.

The Bold Type

It’s a group of girls trying to make it in life. It’s about finding love having friends and following your passion.



BUSINESS PROFILE: PRESTIO

CONFIDENCE TSHILANDE

**Traversing Liminality alumnus
launches an app to bring
together women to celebrate
and connect to one another.**



"Prestige
/prɛ'sti:(d)ʒ/
noun

widespread respect and admiration felt for someone or something on the basis of a perception of their achievements or quality."

It is on the basis of the definition of "prestige" that Confidence Tshilande, a member of the Class of 2019 of Traversing Liminality, started her app "Prestio", which has its name derived from "Prestige" and aims to be just that. The social app Prestio was launched on International Women's Day being 8 March 2021 and seeks to bring together women of all demographics and celebrate and connect prestigious women while uplift those that seek to be across the globe in a secure technological space at the touch of the finger.

Tshilande started Prestio because she realised a gap in the mentor and mentee space in that young women needed a platform in which they can interact with women that they look up to more easily. The app breaks down the barriers of the different levels of prestige by having young women and those that they look up to in the same space. In other social spaces that are not gender-specific, there is male dominance which causes a covert diminution of women.

Prestio has a number of components to it. Tshilande is most proud of the "Moments" feature that allows users to post special milestones in their lives where the community that is created on the app can witness and celebrate. These moments can be anything from completing a qualification to gaining a promotion at work. Tshilande says that this particular feature was inspired by the Traversing Liminality Class of 2019 that continues to celebrate one another in all their achievements, regardless of the weight and type. The app will also commemorate days that seek to acknowledge the role of women in the world and the need for them to be protected. These commemorative days include 16 Days of Activism Against Women and Child Abuse and Womens' Day amongst others in a way that honours and is spearheaded by women. Tshilande also plans that Prestio will host major conferences in the future where women of different demographics and prestige will meet and have access to.

Prestio is available on all major platforms including the Android Play Store, Galaxy Store, Huawei, Amazon as well as IOS and operates in 15 different languages, a feature that Confidence is proud of because it achieves the envisaged goal of being a melting pot that brings together women of different demographics. The app does not seek to be a male-bashing platform but a platform for the celebration and empowerment of women with Tshilande looking into the gaps in the male arena as well. Watch this space!



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PUBLISHED WORKS

GUGU NDLAZI

"Restorative Transformation after Lockdown: Freedom and Ubuntu in Civic Education"

Co-authored by Gugu Ndlazi (Class of 2020) published on <https://upjournals.co.za/index.php/Phronimon/article/view/8516>

Publication Date: 2/15/2021

"A Critical Reflection of African Philosophy and decolonization of the educational discourse in South Africa"

by Gugu Ndlazi (Class of 2020) published on <https://journal.domuni.eu/jocap/index.php?id=258>

Publication Date: 03/03/2021



I have this vivid memory of myself in Grade 12 where I made a class presentation outlining my educational & career success. My plan was to complete Grade 12 at the age of 17, complete my undergraduate degree at the age of 20 and have a Masters' degree at the age of 25.

Fast forward to 2019 I graduated for my Master of Arts: Philosophy at the age of 26. When I finally graduated for my Masters' I was the happiest and proudest I had ever been in my life but I was stuck because I had not thought of anything else more important than obtaining my MA.

I had to find myself. I had to find my niche. My niche was writing. Writing liberates. It frees me. It legitimises me. But most importantly, writing pinpoints my success. It shows where I have been and narrates my mother's dreams for me. In a space of a month, I had two articles published which is a rare sight and experience for a young black woman like me. I was requested to participate in a Philosophy Colloquium as a discussant by the University of Fort Hare Philosophy department.

It is on events such as these where anxiety, imposter syndrome, and 'am I good enough?' questions show their ugly head, therefore questioning your entire existence. When moments like these visits as often as they try to, lessons from Traversing Liminality of self-discovery, identity, showing up for myself, relationships with others and most importantly being my personal cheerleader have been one of the best experiences of my life. Continuous work on oneself frees you from the boxes and shackles we tend to put ourselves in. You tend to say 'why not?' more often. And I have been saying WHY NOT?



PUBLISHED WORKS

KEFENTSE LETLALA

"Does the exclusion of certain employees under Chapter 2 of the BCEA (Basic Conditions of Employment Act) mean that those employees are not entitled to be compensated for overtime worked?"

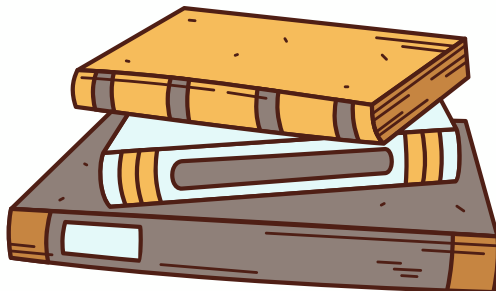
By Kefentse Letlala (Class of 2020) published in the March edition of De Rebus Law Publication: www.derebus.org.za



I was doing research on overtime in general and I realised that while there was a lot of information on the law of overtime regulated by the BCEA, there was not a lot of information or articles on overtime for employees excluded by chapter 6 of the BCEA.

I also noticed that a lot of people earning above the threshold or in management positions didn't know that overtime had to be regulated in their contracts of employment including the rate and that generally it has become an area in the employment space that is subject to abuse by employers. Employers simply state that employees are excluded by the Act to be compensated for overtime and leave it there but that is only one half of the story.

My hope in writing this article was that people excluded by the BCEA would be aware of the need to ensure that overtime hours and the rate is incorporated into their contracts of employment and if not they raise same with their potential employer before signing their contracts. It also helps them to assert their rights in an instance where they are not adequately compensated the same.



WHAT'S NEXT

BEFORE WE MEET AGAIN

There is much that happens in the Traversing Liminality programme in between the group sessions.

Remember to stay connected to your peer groups and stay in touch with your Coach.

Much reflection awaits!



IMPORTANT DATES TO REMEMBER

WORKSHOP 2 - 05 JUNE 2021

WORKSHOP 3 - 18 SEPTEMBER 2021

WEEKEND RETREAT - 04 - 05 DECEMBER 2021



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