

**PROGRAM DATE: 2014-10-30**

**PROGRAM NAME: WOMANITY – WOMEN IN UNITY**

**GUEST NAME: PENNY HEYNS - SOUTH AFRICAN SWIMMER AND OLYMPIC GOLD MEDALLIST**

<b>SPEAKER</b>	<b>TRANSCRIPTION</b>
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR. MALKA	Joining us in studio today is Penny Heyns. As an international swimmer Penny Heyns established herself as the world's greatest female breastroker of the 20 <sup>th</sup> Century by becoming the only woman in Olympic history to win both the 100 and 200 metre breaststroke events in Atlanta in 1996, Bronze in Sydney 2000 and by breaking a total of 14 individual world records during her career. Welcome to the show.
<b>PENNY HEYNS</b>	<b>Thank you for inviting me.</b>
DR. MALKA	Your training with some of the most successful athletes in your field and competing at the forefront of international competition has given you unparalleled insight into what it takes to get to the top and more importantly how to stay there. Today you coach people on those sample principles; on how they relate and apply to business and life in general, can you please elaborate more on it?
<b>PENNY HEYNS</b>	<b>Well as I look back on my swimming career I've found that it's not the successful moments where I learned my greatest lessons, it's always in the moments of failure and disappointment and so most of the lessons I draw on are based on that and I just found that I wanted to use the platform that I have to hopefully transfer some of those lessons and make a difference in people's lives, both within the corporate world but also specifically in the lives of younger people as they're still charting their journey going forward and some of those lessons basically have to do with the way that we pursue our potential. A lot of us, or most of us I think, have these mindsets that prevent us from being the best that we can be whether it be fearing what other people may think; fearing failure in particular or perhaps even just being distracted, wishing that we were like someone else or having what they had or trying to live up to someone else's expectations and so I basically deal with those issues and how to overcome.....</b>
DR. MALKA	So it's sort of breaking down the ideologies that we sometimes put in place for ourselves.
<b>PENNY HEYNS</b>	<b>Exactly. I think we're all born, this is my personal view, born for a purpose I don't think anyone's here by mistake and as we were created I think we've been equipped accordingly to fulfil our purpose and reach our destinies and if that is a journey to be travelled the fastest way and best way to get there is to focus on yourself, focus on the details. I always say success is not at the wall when you touch, you don't win the gold or break the world record when you touch the wall, it happens one stroke at a time to use a swimming metaphor, and so too in life, if you're going to be successful success is just the outflow or outcome of excellence in the details and so the challenge for us is to keep our minds and our focus on right now,</b>

	<p>this moment, become the best that I can be in this moment, given my circumstances, the abilities I have or talents, the opportunities that I face and every day that changes and so the better that we are prepared for whatever it is we are trying to do in life and the stronger the motivation or let's say the deeper set the motivation for why we're doing what we're doing, that will determine how we especially act within the moments of failure and disappointment. In sport as an example, if your reason for swimming or playing rugby or whatever it may be is because you want to pursue some form of fame and athletic prestige or perhaps you want to fulfil the wishes of a parent or coach, in the moments of failure and disappointment you'll give up and if I look back on my own swimming career there were three distinct periods where I was certain I'm giving up. The first one was at Barcelona Olympic Games when I came thirty....</p>
DR. MALKA	...that was '92
PENNY HEYNS	Yeah when I was 17 years old...
DR. MALKA	..that was right at the beginning
PENNY HEYNS	It was, I came thirty-third and thirty-fourth in the 100 and 200 respectively and that in my mind that was very close to last place and if anyone had said I'd go on I would have thought they're crazy, I would have never imagined a final at the Olympics much less winning a gold and two at that so, .....
DR. MALKA	...and that was four years later.
PENNY HEYNS	<p>Yes and the point there is to, especially to young people but I think in business and life as well 'cause so many people suffer setbacks especially even economically if we look... look at the last few years. When you're in that hole you cannot see a better tomorrow, you can't see what's over the horizon, the only way to get there is to keep on keeping on keeping on, one moment at a time and the thing that kept me keeping on is this firm belief, and this is why I swam as well, going back to the foundation, I'm created for a reason. I believe I'm given gifts and talents that fit that purpose and I have a responsibility with that talent. Someday when I die I may stand before my Maker and He's going to ask me what did I do with my talents and I want to be able to say to Him and to myself I did that to the best that I could, and that is the golden thread behind my career every single time I wanted to retire. So you're given talents, you're given opportunity and what we do with those opportunities is very important. A lot of people don't take the opportunities that come their way because they're fearful or they don't feel the motivation or the desire to whatever it is, swim, or, in that particular career path whatever it may be and we are so ruled by emotions and feelings and I always say to the people that I work with, whichever age that may be that we've got to be so careful of our emotions they will always, I believe, betray us, lead us in the wrong direction. So once again going back to whatever it is you're doing you have to do it for the right reason.</p>
DR. MALKA	And almost associate from their emotion and the feeling element and focus back onto the strategic purpose of what you're doing and...
PENNY HEYNS	Exactly, exactly.
DR. MALKA	....be a bit more objective about it.
PENNY HEYNS	Correct.
DR. MALKA	One of your powerful statements I think is you talk about "Swim Your Own Race, Unleash Your Full Potential" and I think it brings a great message of hope, inspiration and upliftment which aims to empower people to take

	<p>complete control of their lives, to realise their untapped potential fulfil both their material and spiritual destiny. In my opinion I think that these are lessons that should be taught to all children from a young age in comparison to acquiring these skills at an older age where one might feel, quite frankly, regret about the time that has been wasted, what's your opinion on it?</p>
<p><b>PENNY HEYNS</b></p>	<p><b>I think that swimming is a great teacher. There's a lot of lessons to be learned and the most powerful lesson in my career was a particular experience two years prior to Atlanta where I in the morning swam my own race at the World Champs, had a great outcome, was seeded second going into the final and I had no idea who I was racing in the morning, I was so focused on myself and "Swim Your Own Race" is merely focusing on the details, doing that which you have control over to the best of your ability one moment at a time. Having been seeded second going into the final that evening the feedback from the South African team was I could possibly win, which wasn't very helpful, you know I always say be careful of the people you surround yourself with and I say it with all due respect to them, it was a young South African team at that stage, but you want to surround yourself with people who will tell you the truth as brutal as it may be and sometimes the truth that we need to hear is not necessarily the truth we want to hear, so we want people who will tell us what we need to hear in order to become our best. My coach at the time, personal coach, wasn't there so I went back had a conversation with them, long and short is he asked me what the goal and the plan was and I referred to the statement of the South African team I could win and he said no I wouldn't, that it's not realistic. The girl who was seeded first was very close to world record pace, but if I swam my own race and did the perfect race then I could possibly have a medal. To cut a long story short that evening I swam the finals, she the best girl was next to me, Samantha Riley from Australia and she swam so great, I didn't mean to, but right from the start of the race I caught a glimpse of her out the corner of my eye and the minute I saw her I got distracted and I panicked and I tried to catch her and stroke for stroke she was getting further ahead, I wasn't swimming my own race I was swimming her race and she touched the wall first place in the world record, I came 6<sup>th</sup> with a time that was a whole second and a half slower than my best. The girl who got the Bronze was slower than I was in the morning. So it was a tough lesson to learn and that was the second time I decided I'm retiring and it was a very key moment, my mother and I had a conversation and I sat down and I said that I figure at this time I'm nineteen years old I'm going to retire from swimming, I'll go back to South Africa and I'll pursue my studies and I was very academically motivated at that stage as well and she said fine you could retire, come home, study, we'll be proud of you but you may forever wonder what if and when she said that it was like a dagger and she said or, despite how you feel right now you can look at this failure, this great disappointment and choose to learn from it because the very nuggets of truth that are hidden in a moment of failure may be the things that catapult you onto tomorrow's successes. This was exactly two years before Atlanta and it wasn't an easy choice to make, with all my heart I hated swimming, did not want to swim, the same as back in Barcelona. But I believe life gives you... we get talents, we get opportunity then we are given the most powerful thing which is free will, choice, and what we do with our choices will determine our future so we have to choose very carefully and it can't be based on emotion and I am quite an analyst and very rational so I looked at everything and I realised there was a lot I could learn from Sam, a lot that I could apply and over the following two years I studied her swims, I'd put in the extra time, I swam in the mirror</b></p>

	<p>watching myself, I read everything I could find and tried to add it to the programme and all of this altogether lead to my breaking the first world record and then that set me up for Atlanta's victories and I shudder to think the first time if I'd retired I would have ended up with the South African record, South African title and I would have had the... I guess privilege of saying I'd gone to Barcelona Olympics. The second time I retired I would have had a Bronze medal at the Commonwealth and so much would have been lost. After Atlanta I also went through a stage where post Olympic success, I always say there is a trauma to success, anytime you are successful or promoted in a way the question "who am I and what am I doing, why should I still be doing what I'm doing" all of that crops up and the way people look at you changes and so the way you look at yourself and the expectations you feel also changes and I got to a stage where I didn't know why I should swim anymore, I'd achieved double gold, two world records, hated swimming to this point where I'd go to the pool and actually get physically ill and in my way I was always prayerful about how I made my decisions and my mom said one day you can't just you know, retire you've got to make your decision prayerfully and I did and with all my heart did not want to continue swimming but I went, despite that I went to Canada, followed my coach and the long and short of that is eleven world records in a row resulted and it's not about the records it's this lesson of every single time I was in the hole I could not imagine a better tomorrow and we don't achieve our best, our potential when we're busy swimming someone else's race, when we are lead by our emotions or the expectations of others and so that's the core lesson that I share along with that of obviously a lot of other principles that I think are key to success. <b>Apart from recognising talent, opportunity and making choices, you've got to take personal responsibility.</b></p>
DR. MALKA	<p>But you knew what your talent was and you focused on the talent in order to achieve success so that was your mindset of going this is the talent that I have, this is the talent that I have been given and this is what I'm going to use to get ahead.</p>
PENNY HEYNS	<p>The motivation though was not like many people say, you have to set a goal and I believe in goal setting and planning and I think it's important you write those things down as well, but I also believe the pathway to my success was not looking ahead and wanting some great goal in the future, it was one step at a time and the motivation for that was the sense of responsibility so that one day when I pass away I can honestly know, or at the end of my career I can look back and know I did the absolute best that I could with the time I had and the opportunities I had and I don't know whether that's always a healthy way to look at things but that was the way it worked for me. It was a huge sense of responsibility which at times meant I didn't enjoy what I did, but when you put the time in, you work really hard you tend to excel and when that happens then obviously you're <b>in a space where you enjoy what you're doing.</b></p>
DR. MALKA	<p>To get those successful outcomes.</p>
PENNY HEYNS	<p>Yes.</p>
DR. MALKA	<p>We'll be right back after this.</p>
<b>AD BREAK</b>	
DR. MALKA	<p>You are listening to 'Womanity – Women in Unity', on Channel Africa, the voice of the African Renaissance, on frequency 9625 KHz, on the 31 meter band. Today we're talking to Penny Heyns renowned South African Olympic Gold Medallist. We would love to receive your comments on</p>

	Twitter@WomaniyTalk. Now continuing with our discussion....
DR. MALKA	I find that when we hear about successful people there's a tendency to think that their achievements occurred overnight but in reality we're witnessing years of hard work and disciplined dedication that they've invested into their chosen path, but additionally behind the scenes there's usually a tremendous support structure backing the individual. What is your opinion on the role of support systems to contribute to success?
PENNY HEYNS	<b>I think it's very important. First of all everything starts with the individual and in sport I'd say the athlete and also I guess in any other career path you choose it's got to be personal responsibility, you decide what you want out of life and then you build the support system around that, so the days of being told by someone else what you should be doing and how to get there, that's not going to produce your ultimate success, but as I said, you've got to surround yourself with people who tell you the truth, that are experts, I think you need to have mentors, people to look up to who are better than you at whatever it is you're doing so you can learn from them, imitative learning anyway is the most powerful form of learning. You need to have people that are your peers that challenge you and then I think it's very healthy to have an opportunity or set up a structure where you can mentor others because I find looking back on my career, not only is it greatly rewarding but as you teach someone else and mentor them you grow and you become better and just to take a simple example, why is America the greatest at sport? It's because they open up their doors and they let the rest of the world in to go to college there on scholarships, they pay for us to be developed as athletes, but in the process, so they're actually developing their own competition, but in the process they grow better and stronger and that's why they're the greatest.</b>
DR. MALKA	It gives it that competitive edge so you're building the diversity, you're getting the competition and you're learning from it.
PENNY HEYNS	<b>That's the principle. To give and to teach and to share because in doing so we grow, we become better and I think collectively we also become better.</b>
DR. MALKA	I think one of the other interesting aspects that we spoke about briefly offline when you were talking about Michael Phelps's coach in terms of intentionally creating systems for them to fail in order to learn from that...
PENNY HEYNS	<b>Yes.</b>
DR. MALKA	...and I think that's also important from a support system of pushing boundaries...
PENNY HEYNS	<b>Challenging, yes.</b>
DR. MALKA	....if you could just expand on that?
PENNY HEYNS	<b>Well part of what I do is I offer a lot of swim clinics where the heart of it really was to get the kids together, not just kids senior swimmers as well, to be able to share the life lessons out of my swimming career not just the technical side of swimming, so it's a half/half programme but one of the programmes that I do I use a lot of stuff based on Michael Phelps's career given that he's the greatest Olympian and greatest athlete in my opinion ever, so far, and one of the videos his coach gives some insight into how he coaches his kids and he said something that really struck me, he said he designs the workouts in such a way, not all of them obviously, but a lot of them in such a way that it will force the swimmer to fail and not just in a small way but fail big because once the athlete has failed they recognise that within failure there's an opportunity to learn so much and also they stop fearing failure. If you look back on, and this is sort of a study slash</b>

	<p>research that myself and someone else did that we present in the corporate market but now I do it within schools and the swimming programmes as well, under the banner of Mental Power, there are some mindsets that are common whether it be to people who are successful in sport, business, any area of life really and just to mention a few it would be purpose driven. You cannot be successful unless you first of all I think believe in a greater purpose as to why you are doing what you are doing and to take it...bring it back a step I think in swimming especially but in everything we do you need to identify the purpose of what you're doing right now because if you don't understand the purpose you cannot put your heart into it. Then secondly you've got to have a positive self concept. If you think negatively about yourself you will never be successful. You've got to be optimistic, self motivated, you've got to be willing to be good at self management and take the steps to learn that if that's an area that you're weak in. Some other areas are adaptability, resilience and then a big one that I think is an area where a lot of us struggle is willing to take risks. We've got to be risk takers and when I say that I don't mean jumping off the bridge with a bungee cord around your feet, I just mean that whatever it is you're doing be willing to learn and try new things because if you keep on doing what you keep on doing you're going to have the same result and a lot of people have mindsets that really are like jail bars and prevent them from being their best and it's not the fault of someone on the outside it's what you allow mentally. So even Michael Phelps in something he said once, he said the best people, when you talk about mental power, those are people who are willing to do whatever it takes, even when they don't feel like it, so speaking in a sporting sense you're willing to go and train and compete and go through those holes of disappointment, those valleys and they do what needs to be done despite, how they feel. Most people when I don't feel like it I don't do it anymore.</p>
DR. MALKA	They give up.
PENNY HEYNS	Exactly.
DR.MALKA	So it's having that persistence, perseverance and to nurture those qualities as key characteristics for your own personal success.....
PENNY HEYNS	Definitely...
DR. MALKA	...on the choice of endeavours that you take.
DR. MALKA	We'll be right back after this.
	<b>AD BREAK</b>
DR.MALKA	You are listening to 'Womanity – Women in Unity, on Channel Africa, the voice of the African Renaissance, on frequency 9625 KHz, on the 31 metre band. Today we're talking to Penny Heyns, renowned South African Olympic Gold Medallist. We would love to receive your comments on Twitter@WomanityTalk. Now continuing with our discussion....
DR. MALKA	Building female leadership capacity is important for the future of women and to our country. How do you see female leadership in South Africa and how can we build this capability and mentor our future women leaders?
PENNY HEYNS	<b>I think there are some examples of great leadership and I mean this is just my opinion, I don't..... I think when you talk about leadership one always tends to think political. We have...</b>
DR.MALKA	..... can go across whether we're looking it from a CEO point of view, whether it's heading up sports teams I think that there's leadership in every aspect of our lives.

<p><b>PENNY HEYNS</b></p>	<p>Correct and I think that what counts in South Africa's favour is, I suppose constitutionally also, we are sort of mandated to empower a little bit more, but it's fine if the structure's there, the systems there but it comes down to the individual once again and I think culturally maybe we're not as far ahead as we should be when you talk about females. There's a little bit of a mindset in certain cultures still where we've got to stand back and it's men who have the right to be the leaders and I don't mean to sound like a feminist but if we're going to pursue our true potential, we're all created to be good and to give something, for some it's going to be leadership that's very obvious, for others it's the leadership as a parent within the family. I think the woman figure is key to the success of this country and I think if there were more female leaders politically speaking and otherwise, we'd see more successes. I think the nurturing tendency of a woman is very important when it comes to leadership, leadership should be by example and I think if you look there are some great examples in South Africa within the corporate market but unfortunately for a woman, I suppose for a man as well, but for a woman to be really successful as a leader there's a lot of sacrifice that has to be made and often that sacrifice is misinterpreted by the rest. For some of us if you're going to do what you need to do in order to fulfil your potential it means you've got to give up the right to have a family....</p>
<p>DR. MALKA</p>	<p>I think it goes back to stereotyping and type casting where people decide that this is their perception of how they think you should be and what you should be doing .....</p>
<p><b>PENNY HEYNS</b></p>	<p><b>Exactly.</b></p>
<p>DR. MALKA</p>	<p>...and in many ways when you talk about "Swimming Your Own Race" its disempowering people from their own personal achievements.</p>
<p><b>PENNY HEYNS</b></p>	<p><b>Exactly 'cause like I said it always comes back to the individual and having to make those hard choices and like you say, often everybody around you may be the voice of criticism, but if your motivation for doing and pursuing what it is you're pursuing is really deep set and it's a strong conviction, then you will be successful at it and I think my challenge to women is to recognise, let's forget about gender, as an individual recognise that you are unique, you are special, there is something that you are supposed to do on this earth and I think it's also important to mention here that please don't think leadership and success means fame. I heard something once where Oprah was asked what's her favourite quote and if I remember correctly she said it was a quote by Martin Luther King where he said "<i>Not everybody can be famous but everybody can be great because greatness is derived by service</i>" and if you look at leadership, the greatest leadership comes out of service, where it's self serving, that's not true leadership and I think that's important 'cause often I kind of feel for myself, especially in the early years the challenge of sharing my experiences is that I do it in such a way that the people who hear it don't feel but that who am I? I can't win an Olympic gold, I can't be a CEO of a company, I'm not out there on the platform where everyone sees me and therefore I'm not important, whereas it goes back to just having the attitude of I think servant heart, so giving back, making a difference in the lives of others. I think ultimately our greatest successes and the truest leadership we will not know while we're here, we will only find that out and the impact we've had on others perhaps when we pass on, that' just my personal view.</b></p>
<p>DR.MALKA</p>	<p>I think there's always a reflection when people gather around when they talk about what has happened or the achievements that someone has made. It's easy</p>

	<p>to reflect back but it's taking that journey to get there. When we were talking about the leadership dynamic and women in politics I think it's interesting that in terms of South Africa's representation of women in government, so for instance with the Inter-Parliamentary Union which is a system that ranks the number of women and men that hold seats in various parliaments, South Africa is currently ranked 10<sup>th</sup> in the world, other countries in Africa like Rwanda and Senegal interestingly hold 1<sup>st</sup> and 6<sup>th</sup> positions respectively, but when we look at leading countries or so-called leading countries like the USA who are only 85<sup>th</sup> or the UK who is 65<sup>th</sup> and France at 48<sup>th</sup> position, it makes a person ask how such low representation of women in first world countries could be permitted and still takes place. What's your point of view or explanation on it, given that you've lived in some of these countries?</p>
<b>PENNY HEYNS</b>	<p><b>Well I think we need to understand that I'm very, very focused and I always joke and say I can't multitask, so to be honest while I lived abroad I was just very, very focused on doing what I needed to do, didn't pay too much attention to what was going on, however, since retiring as I look back I do find it interesting that, and a pity, that we still haven't seen that same progress happen in the developed world as we've seen, particularly in Africa. I think the world would be a better place if we had more female presidents and hopefully we'll see some of that, you know, starting to happen going into the future.</b></p>
DR. MALKA	<p>Staying in the trend of you know, female leadership, Marissa Mayer who's the current CEO of Yahoo, not long ago there were controversial things that were said about her taking a very short maternity leave. The juggle between careers and motherhood has always been a controversial issue and something that women have always had to grapple with as they came into the working space. But what surprised me most was that the majority of her critics were actually women, how do you see it given your exposure in the corporate world?</p>
<b>PENNY HEYNS</b>	<p><b>I think once again to be really successful you've got to make the hard decisions. Not taking away from the importance of being a mother, I think there's something to be said that those really early days you need to spend your time with your kids and unfortunately a lot of people who are corporate driven and career driven, ultimately even down the line put that before their kids. I think if you're going to have children you've got to consider it very carefully you know and balance it with your career ambitions, but still there's a tendency to hear that and want to think well it makes it uncomfortable for those other women who want longer maternity leave, is it in a sense wanting the best of both worlds? I want to have the career, I want to have you know that position, let's say or whatever it is, but I also want the rights that I feel due to me as a woman and perhaps men aren't equal in that sense. Having said that though there's a lot of men today also that are taking maternity leave aren't there, so I don't know, I do think ultimately that there needs to be balance and there's nothing more important than raising a child, if that's what you choose to do in the life of that child so I think it's a hard choice that she made and I'm not too sure if I personally agree with it.</b></p>
DR. MALKA	<p>I think that what you raised which was an interesting point for me is about making hard decisions because it's easy to make the easy decisions but when you are grappling with the tougher ones which generally have got a more profound affect and impact on your choices in life, those are always the challenges. You can't satisfy everybody.</p>
<b>PENNY HEYNS</b>	<p><b>No you can't and that's again coming back to "Swim Your Own Race".</b></p>
DR. MALKA	<p>I think that's an important philosophy that you employ and also really important</p>

	that you spread that message to other people.
DR.MALKA	We'll be right back after this.
	<b>AD ABREAK</b>
DR. MALKA	If you've just tuned in today we're talking to Penny Heyns, renowned South African Olympic Gold Medallist. We would love to receive your comments on Twitter@WomanityTalk. Continuing with our discussion....
DR. MALKA	Increasingly we function in a globally connected society and I know that you do a lot of work, not just in South Africa, but you've also expanded into other countries on the continent, can you tell us about some of the more significant collaborations that you're working on and which countries in particular?
<b>PENNY HEYNS</b>	<b>Shew, I am quite excited about the fact that it almost seems like more of our work is branching out into other countries in Africa. It all started off, obviously on the one level with my being a professional speaker and I was touching particularly the corporate market with that and at first I didn't realise why "Swim Your Own Race" would even mean anything to someone other than a swimmer but the more I share it and the more I experience the challenges myself, post swimming career, within the field of business, I realise it is a metaphor that speaks to all of us, a struggle that we all have. Then I think about three or four years ago we started doing swim clinics, myself and my business partner Zelda, and again the heart of that was really just to use a platform to get the people together to share the lessons learned from swimming and life skills and mental power and such things and swimming was just, you know, a by-product of that. Then in addition to that there's a programme Mental Power that I co-present with a brain based learning and development specialist, Dr. Andre Vermeulen, within the corporate market and we look at purpose there, we look at you as an individual, your abilities, your potential, it all starts off with how you are wired that's hence brain based learning and development, we've all got to keep learning and developing if we want to be successful you know, the way things are going and as fast as everything's moving in today's society we've got to out think, out learn and out create our fellow competitors and the best way to do that is to first understand who you are and how you are wired and what your potential is and go from there.</b>
DR. MALKA	And within the workshops that you do, do you have different programmes that are engineered more specifically for women, men, or does it go across both genders?
<b>PENNY HEYNS</b>	<b>It goes across both genders but now being a woman is always again there's a stereotype that you have the right to talk to women, you know, there's always that, but as we did this stuff in the corporate market we realised that, you know, this is in a sense, it's important but it's a bit late, where people, you know if high school learners actually had exposure to this and we also heard a lot of feedback from the swim clinics that the two talk specifically in the clinic "Swim Your Own Race" and "Mental Power" that that is not accessible to the rest of the school or other people outside of swimming, so we formed a half day programme which we do in a lot of schools in South Africa and now we're branching out into some other places where we've done clinics in Africa and "Mental Power" addresses this whole, they do a brain based profile and basically the kid gets to look at themselves and understand who they are and then we link that up with the two talks and the mentoring aspect of that and most recently we've been exposed to the northern part of Zambia, the .....Solwezi and First Quantum Mining is responsible for the school over there, Trident, which they will then implement our programme, but in particular we had a very successful meeting and will be rolling out the programme among the local</b>

	<p>girls under the banner of a programme they currently have which is called “Glow – Girl Leadership of The World” and so I’m quite excited about that, that we’ll be able to share what we know and empower not just the haves, but for lack of a better way of saying it, the have-nots. Personally that’s sort of more the core of my heart and why I am excited about what we’re doing right now.</p>
DR. MALKA	<p>So being able to give back to people who haven’t had the opportunity and to provide them with that knowledge, the stimulus to learn and to...</p>
PENNY HEYNS	<p><b>Correct. To make a difference on a grass root level. That’s such a cliché or is it? Again in South Africa, “the right thing to do”, but we don’t always get the opportunity to do that.</b></p>
DR. MALKA	<p>So do you class it as part of your social responsibility in being able to give back and develop the youth?</p>
PENNY HEYNS	<p><b>I do, the other part of it is that we’ve recently now established the Penny Heyns Foundation. One of the things we do is obviously swimming related which we have a relationship with a school group, they have a number of schools so the scholarships will be for swimmers going to those schools. But outside of that our heart or the next phase would be to make this particular programme “Mental Power” available to those who can’t necessarily afford it because obviously there’s IP and we’re licensed so there’s costs involved in the programme and I suppose at some point, I don’t really like doing this, but at some point we’d want to approach partners/sponsors who would be sponsoring that project in particular within the foundation. So that’s sort of the goal going forward.</b></p>
DR. MALKA	<p>And finally in closing, can you share a few words of inspiration that you’d like to pass on to young girls in Africa that are listening to this show?</p>
PENNY HEYNS	<p><b>I think that especially for young girls to recognise sometimes where you may find yourself in a culture where women are not really esteemed beyond their purpose of being a mother and raising a family, esteemed within the various cultures but I think it’s important for every young woman to understand that they are there for a purpose and they’ve been gifted accordingly. I always share this in my talks that the richest deposits on this planet and the wealthiest spot is not found in the Gold Mines of South Africa or the diamond mines of Africa or the other minerals or the oil mines of the Middle East and Saudi Arabia, but the wealthiest place on this planet is found in your local graveyard ‘cause there buried behind those sacred walls is untapped potential and there’s nothing more valuable that potential and everybody born and every female on this continent you have potential within yourself and the challenge is for you to identify that potential, your dreams, I always say when people are young they have these dreams, big dreams and that’s an indicator, I believe, of something that you’re supposed to do but we make the mistake of sharing it too soon with someone and most people will knock you, you know, will bring you down to you know, reality. But in the local graveyard without a doubt there lies dreams that never became a reality. Stories that were never told, songs that were never sung, music that was never composed, art that was never created. Perhaps in the local graveyard lies the very cure to the medical mystery we have, let’s say AIDS, but maybe he or she didn’t recognise their potential, didn’t use the opportunities, were maybe just too lazy because unfortunately there’s a lot of that. Maybe he or she did study hard and shared the dream with someone and they laughed and cut them down and said it’s not possible why would you be so special and or maybe they did, they studied all the way through and they were ready to go and pursue that at a tertiary level only to have the parents come and say no you won’t do</b></p>

	<p>that you will do something else because that's what we wish we had done or we're a proud family of lawyers, engineers and not medical biologists. So the message is really also for parents is that you must allow your kids, it's your job to have your kids dream their dreams and you must support those dreams, however unrealistic they may seem to you at that given point. You never know what life is going to present the opportunities or the potential within your child, it is not your job to live vicariously through them and have them become what you wish you had been because not only do you rob that child of their destiny, but I believe we, together as humanity, are cheated. If we look back on the great inventions, the great contributions that people have made over the years, be it women or men, had someone stopped them from achieving that we would all be the lesser for it and so our job is to encourage each other, to help each other pursue our own personal destinies, potential so that when we do die we don't add to the wealth of the graveyard.</p>
DR.MALKA	<p>Thank you for that very important message of inspiration, I'm sure it will uplift everybody that's listening to this show.</p>
	<p style="text-align: center;"><b>PROGRAMME END</b></p>