

BUSINESS DAY WEEKENDER

EDITION 23 | 2, JANUARY 2021

New Year 2021



2020: STORIES THAT SHOOK



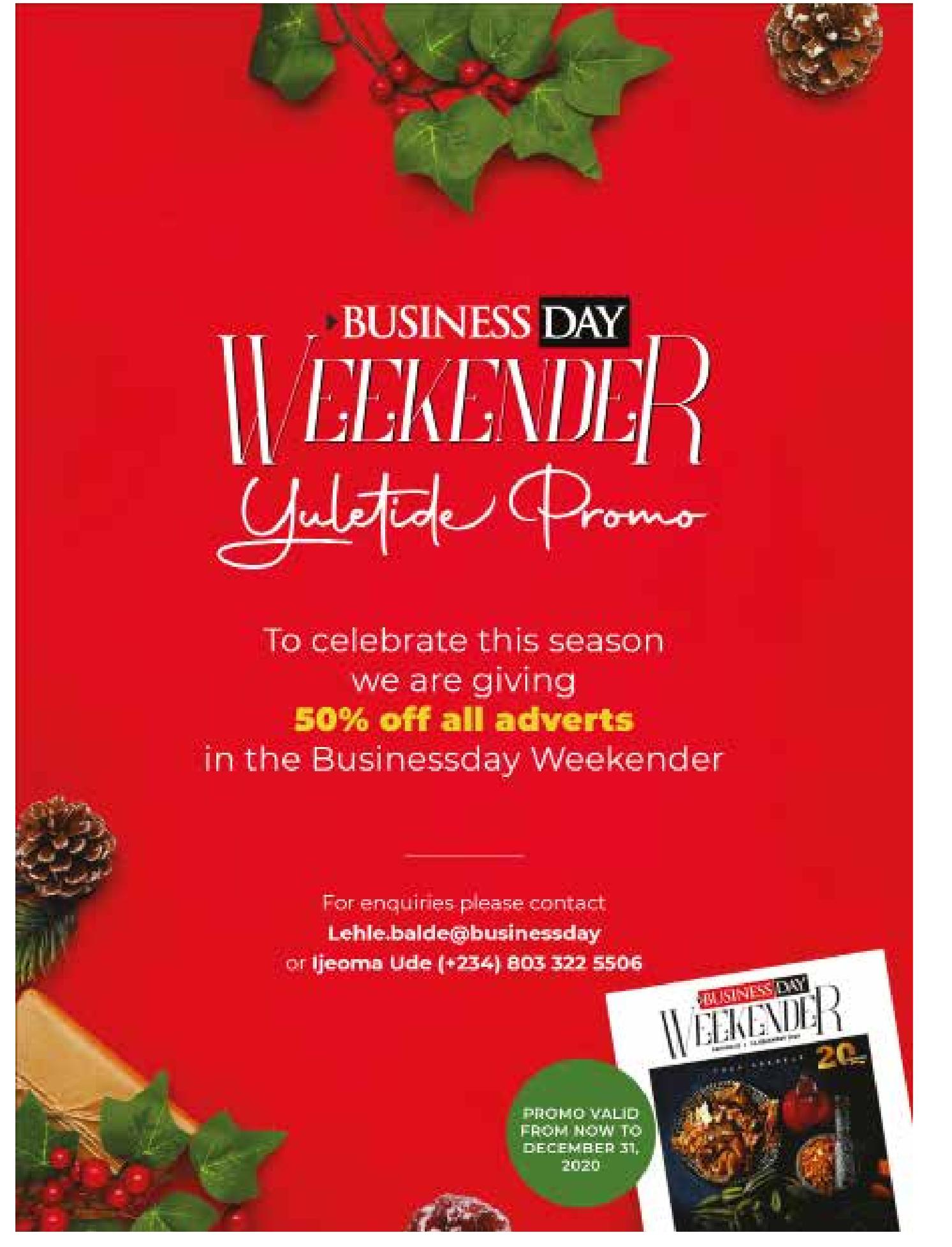
PERSONAL FINANCE

TIPS FOR STICKING TO YOUR NEW YEAR GOALS



ENTREPRENEUR

FOR YOUNG PROFESSIONALS - PREPARING FOR THE NEW YEAR

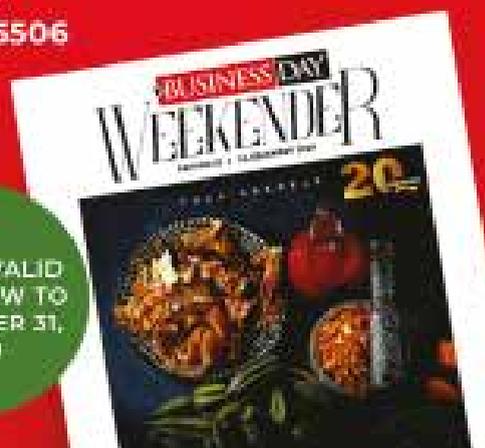


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C O N T E N T S



7
PERSONAL FINANCE
Tips for sticking to your New Year goals



9
LEAD STORY
The four stories that shook the year 2020



13
CULINARY DELIGHTS'
Chef Melissa Uzoebo's homemade Cheesy minced Tacos with prawns Recipe



17
ART
AN ODE TO LAGOS ART GALLERIES AND WHY YOU SHOULD VISIT



19
ENTREPRENEURSHIP
For Young Professionals - Preparing for the New Year



21
EMPOWERING WOMEN
Women's Economic Development – Beyond COVID'19

23
BOOK REVIEW
The Power of Hope - A Review of Adenike Oyetunde's Adéniké: Your Story, Your Movie, His Glory.

27
RECIPE
Refreshing green smoothie recipe



25
HEALTH TIPS
5 things you need to start doing in the New Year to improve your health.



26
HISTORY IN PICTURES



29
SPORTS
COVID-19: Arteta kicks against Premier League breaks

Editor's Note

SATURDAY 2, JANUARY 2021

Happy new year Weekender readers

I hope you are reading this in good health and high spirits. 2020 might not be a year you want to remember but it is definitely one that you will never forget.

A new year is a powerful occasion: It's a time when we reflect on our gratitude for both past lessons and opportunities as well as hopes for the future. It's a chance to welcome a fresh start to reinvigorate our enthusiasm for chasing goals and dreams.

Our lead story looks at the events that shook 2020. It is an in-depth piece about the stories that affected our society in extreme ways. Coronavirus, the lockdown, the COVID-10 vaccine, and the inevitable economic downturn that has affected all economies around the world.

This week we look at new year's resolutions, chances are that at some points in your life, you have made a New Year's Resolution and then broken it. The University of Scranton's research suggests that just 8% of people achieve their New Year resolutions which means 92% fail. Further research has shown that most people ditch their resolutions before Valentine's Day. We have tips for actually sticking to your New Year goals this year. The New Year gives us the opportunity to wipe the slate clean and start afresh.

Studies have shown that the current pandemic is more severe for those who have underlying or pre-existing medical conditions. While making sure we prevent COVID-19 by wearing our masks and social distancing, it is also important that we take care of our underlying health. We have tips for staying in tip-top shape in 2021.

While you may not be able to control the details of the New Year, there are things you can do to position yourself for success in your career. There are three key things every professional should do to hit the ground running in 2021. Turn the pages to see what those 3 things are.

The Lagos art scene is definitely one for the books, it is rich and is an art enthusiast's playground; Lagos as a whole is a leading voice in contemporary art in Nigeria and Africa as a whole, and that in itself is no surprise. In recent years, Lagos has become so pivotal in African heritage recognition, art festivals, and a leader in celebrating the art pieces of indigenous artists. We present to you some art galleries you can visit within Lagos.

Inside this edition you will find a delicious taco recipe by Chef Melissa Uzoabo as well as a delicious easy to make green smoothie recipe for you to refresh yourself in the new year. Our weekly sports round-up on page 26 is the perfect stop for all our sports-loving readers.

In the news roundup:

President Buhari signs 2021 budget; NIMC adopts booking system for NIN enrollment; Lagos flags off internship program, promises to pay N40,000 Monthly to Graduates; Outrage as 11-year old is allegedly maltreated at Deeper Life High School; The Nigerian Stock Exchange Market is up 50%; South Africa hits 1 million Coronavirus cases as a new variant spreads rapidly.



I wish you all a prosperous 2021. Thank you for reading the BusinessDay Weekender. **BD**

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China Plans cold-chain bridge to ship and distribute vaccine to African nations

MERCY AYODELE



The second wave has began in many regions of the world and Africa is not exempted but while many rich coun-

tries have rolled out vaccine for their citizens Africa remains at the end of the queue. This is why it is a great new that China is preparing to supply its coronavirus vaccines to African countries with Addis Ababa expected to be the logistical hub with Egypt and Morocco as manufacturing centres. The facility features an ultra-low temperature that would enable the transport of coronavirus vaccines to Africa. The cargo would be sent from Shenzhen to Africa weekly and then shipped to other countries via Addis Ababa.

President Buhari signs 2021 budget

President Muhammadu Buhari has signed the 2021 Appropriation Bill of N13,588 trillion into law alongside the finance bill on the last day of the year 2020 and the implementation will commence in January 2021. A breakdown of the approved budget figures shows about N496.5 billion was approved for statutory transfers, N3.3 trillion for debt services, recurrent expenditure was put at N5.6 trillion, capital expenditure at N4.1 trillion and fiscal deficit at N5.2 trillion.



NERC to refund electricity consumer for meter payment

The Nigerian Electricity Regulation Commission (NERC) has announced that Electricity customers who paid for meters under the Meter Asset Provider (MAP) scheme will be refunded. Under the MAP scheme, which kicked off on May 1, 2019, customers had two options for acquiring a meter: upfront payment and payment in instalments through metering service charge on a monthly basis. Consumers have wanted to know if the money they had paid for meters under the MAP scheme, would be refunded as the government has recently pronounced that 6

million meters would be distributed at no cost to customers under the National Mass Metering Programme (NMMP).



NIMC adopts booking system for NIN enrolment

In order to decongest enrolment centres and take precautionary measures regarding the second wave of the COVID-19 pandemic, the NIMC has adopted a new booking system to simplify the NIN enrolment procedures and protect citizens from contracting the virus. For bookings, applicants are to visit any NIMC office closest to them during stipulated business hours (9am-1pm). During the bookings, NIMC officials will collect personal information for the sole aim of scheduling an enrolment appointment.



Lagos flags off internship programme, promises to pay N40,000 Monthly to Graduates

Lagos state has flag off an internship program to help youths build capacity and change the narrative about graduate lacking work experience and work environment ethic and culture. The big goal is to reduce is surging unemployment rate in the country and also accelerate post-COVID recovery. However, there will be only 4000 beneficiaries and they will be paid a stipend of N40,000 monthly throughout the period of the internship.



Outrage as 11-year old is allegedly maltreated at Deeper Life High School

The story of the young boy sparked nationwide outrage after one Deborah Okezie, Don Davis' mother, posted videos and photos of her son on social media; describing how he was physically and sexually molested by his seniors, and starved by the school authority for bed-wetting. The story left many Nigerians horrified and many took to their social

media pages with the hashtag #JusticeforDonDavis, calling on the authorities to ensure justice is served. The school authority in response to the allegation said such act is not tolerated by the school and the incidence did not occur. Currently, investigations are still ongoing to uncover the whole truth.



The Nigerian Stock Exchange ends year 2020 as world's best with 50% gain.

The record low yield environment in the fixed income space pushed investors into the equities market in search of higher return on investment. The Nigerian stock market closed as the best performing globally with a year to date return of 50 percent. On the last day of 2020, the stock index rose 1.9 percent pushing the year to date gain to the highest in 17 years.



South Africa hits 1 million Corona virus cases as new variant

South Africa's COVID-19 spike has taken the country to more than 1 million confirmed cases on Sunday and President Cyril Ramaphosa called an emergency meeting of the National Coronavirus Command Council. The country has been hit by the new variant which is said to be more contagious. Although the cases are surging, vaccinations haven't yet reached South Africa.



Primary school teachers issues 14-day strike notice to Obaseki

Edo State Chapter of the Nigeria Union of Teachers (NUT) has issued a 14-day strike notice to the state government, saying its decision was necessitated by failure to meet its financial obligations and settle other entitlements. The 14-day ultimatum which takes effect from Tuesday, 29 December 2020, was to enable the Edo State government meet its demands to the union





Tips for sticking to your New Year goals

MERCY AYODELE

Happy New Year! Most of us like to see a new year as a new chapter opening in the book of our lives. At this point we can all agree that 2020 wasn't the sweetest year. For many, being cooped up for so long in a COVID-induced lockdown put a lot of plans on hold in 2020. It is only normal that there are lots of ponderings going on in your mind on how to make 2021 a year to bounce back. This could mean drawing up a list of New Year's resolutions that is longer than usual, at least to cover for the plans put on hold in 2020.

Chances are that at some points in your life, you have made a New Year's Resolution and then broken it. The University of Scranton's research suggests that

just 8% of people achieve their New Year resolution which means 92% of resolutions fail. Further research has shown that most people ditch their resolutions before Valentine's Day.

Here are some tips that could help you stop the cycle of not following through with your goals

Set goals, not resolution

Committing to a New Year Resolution is a good start; it signifies a will to want to achieve new things which is a good thing. However, the word resolutions sound like it must be all or nothing, black or white. It sounds like "I must lose weight this year" Researchers have discovered that that the words used to capture an experience influences how

the brain processes it and responds to it. When it sounds too vague, it becomes unattainable and scary. Resolutions make you focus on what you don't want to than what you and this makes it harder to sustain the resolutions for the whole year. Perhaps that's why only 8 percent of people who make a New Year's resolution actually keep it.

Create a measurable goal

When setting goals it must be measurable and specific. It is too vague to set goals like "I want to get healthier," or "I want to get out of debts." Goals like this are intangible and could cause you to feel lost at during the year. Instead set goals like "I want to go to the gym four nights per week" or "I want ▶



- ▶ to save 30 percent of my income every month and invest 20 percent in real estate or the equities market”. This way, it is measurable, specific and time bound.

Understand your “why”

When you set goals but you do not have a tangible reason why you are setting the goal, it becomes harder for your mind to follow through especially on days you do not feel like working towards the goal. For instance, it is good to understand that you want to weight loss for better health. Knowing why you started in the first place, will increase your success rate and your satisfaction when you reach your goal.

Chunk stuff down

If you have a big goal for 2021, make sure you break it into multiple steps. It is also important to start small and with baby steps, you could start with going to the gym twice a week although the goal is four times a week. If you are trying to eat healthier, start by replacing some of your favourite less healthy food with nutritious foods. After that, you could start with portion control, then cut back on fried foods.

Write your goals down and put it where you can see it everyday

Waking up to see your goals on your wardrobe or wall helps to remind your everyday of the goals you have set. It reduces the chances of forgetting or getting distracted. It is also helpful to visualize yourself accomplishing your goal and celebrating your success.

Share your goals with a friend

Share your decision to change with friends and family who can offer support when you're wavering and encouragement when you're doing well at sticking to your goal. Also, it helps when you are accountable to someone other than yourself about your goals.

Treat your goals as a marathon not a sprint

Slow and steady habits are usually more sustainable and effective than I want to do it all now! Mentality. Perfection is unattainable. Remember that minor missteps when reaching your goals are completely normal and OK. Don't give up completely because you broke your diet, or skipped the gym for a week because you were busy. Be flexible with your goals; don't let obstacles stop you from working towards your goals.

I wish you a good year ahead; I hope you achieve all your goals. Welcome to 2021!^{BD}



THE FOUR STORIES THAT SHOOK THE YEAR 2020

Some days ago, a friend asked me to describe the year 2020 in a nutshell and all I could say was 'eventful.' Honestly, name another eventful year and I would definitely respond 'well, that was about a decade ago or so.'

I am, nonetheless, super excited that we are all able to read this week's edition of BusinessDay's Weekender, even as I wish you a happy New Year and say a big welcome to the year 2021.

Finally, the year which many have described as horrible, sad, burdensome, and filled with the worst uncertainties is over and all we have left is a lengthy hope that we do not get greeted by unwelcomed guests; even as we journey in the year 2021.

The year 2020 will forever be a year we all would never forget in a long time as a result of all the back-to-back events that took place. I have, however, highlighted four events that I consider very important because in decades to come, we will continue to make reference to these stories.

The Pandemic and the Lockdown

No one would ever have imagined that a time will come when almost every Nigerian would be sent into their homes for days without taking to their usual 'hustler mode.'

On the 11th of March 2020, COVID-19 was declared a global pandemic by the World Health Organisation (WHO) and from then, the words 'COVID-19' and 'Coronavirus' became a household name on the lips of every Nigerian as we all lived in the reality that a deadly disease was on a rampage around the world, and Nigeria was not excluded.

The first coronavirus case in Nigeria was identified on the 27th of February 2020 and although some Nigerians greeted



the issue of the pandemic with levity, some others took it serious and embarked on all safety measures that were meted out to curb the virus.

The Nigerian government was not taking chances as well and between the 18th and 23rd of March, the government had banned some international flights, closed schools and went on to ban large gatherings around Lagos and Ogun state, limiting gatherings to just fifty people.

On the 30th of March 2020, the government declared a two weeks compulsory lockdown of Lagos, Abuja, and Ogun. People were required to stay indoors, while most businesses were closed except for essential service providers.

It was indeed a new era for Nigeria's largest cities as even markets were only open at specific hours and days of the week.

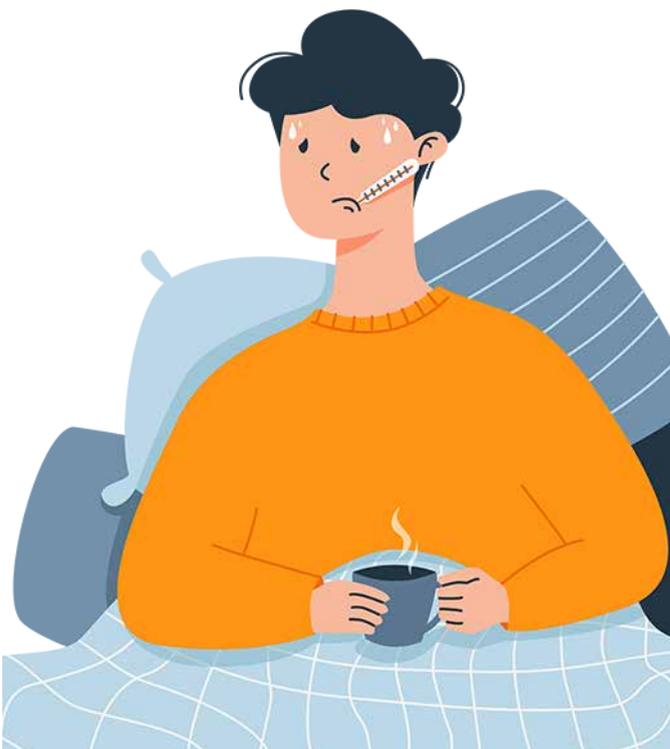
Fast-forward to the 27th of April, the President of Nigeria announced a nationwide curfew between the hours of 6am and 8pm expected to take effect from May 4th to May 17th. Many Nigerians were not ready for this and it resulted in series of emergency buying, intense traffic, and of course, hike of prices due to the rush to get all necessary items before the curfew commenced.

By the time the two weeks elapsed, the presidential council convened and given the rising number of positive coronavirus cases the lockdown was further extended by another two weeks, spanning through May 18th to the first of June 2020.

The year continued to be a year of lockdowns as another phase of lockdown commenced on the 2nd of June, running through the four weeks of the month of June. The nationwide curfew was however reviewed to run from 10pm to 4am daily, without affecting all frontline workers like journalists and health workers.

The government continued the gradual easing of the lockdown and it lasted from June 30th through July 27th followed by the reopening of airports, schools, religious centres, and lifting of interstate travel bans.

Slowly and gradually, everything started to return to normal with social centres like cinemas, clubs, restaurants, and ▶





- ▶ gyms reopened. People have however since been expected to wear their face masks in public places and live in the continuous reminder that the virus is real and so all necessary precautions should be taken.

The EndSARS protests

For me, the movement against the Special Anti-Robbery Squad (SARS) and police brutality was the best story of 2020. In just one week of the protests, the Nigerian youths had garnered the attention of so many important persons on both the local and international front.

It all began when a young man was shot dead by SARS officials in Delta state on the 3rd of October 2020 and the moment videos of the incident surfaced on social media, the battle to put an end to SARS was resurrected.

Most would have thought it was business as usual, but the Nigerian youths literally succeeded in getting the world's attention and even our own government now knows that the youths have had enough of the silence code, the gimmicks, empty promises, and a failed system that has only succeeded in making us more miserable.

The Inspector General of Police's (IGP) public announcement on the ban of SARS and other tactical unit of the force was taken with a pinch of salt and rejected as another foul play from the books of the government and so the protests to put a total end to SARS and ultimately, police brutality commenced on the 8th of October 2020.

The protests lasted across Nigeria and among Nigerians in Diaspora through the 8th of October until the 20th of October when the worst evil the world had seen happened.

The beauty of the EndSARS protests was that it brought together Nigerians irrespective of their tribe, religion or social status and they all had one message for the Nigerian government, "put an end to police brutality."

For example, popular clergy man, pastor Adeboye of the Redeemed Christian Church of God lent his voice to the movement and the Imam of peace also blasted the presidency for neglecting the youths and Nigerians at large. Twitter CEO, Jack Dorsey also showed his support to the movement and even changed the retweet icon to a Nigerian flag color.

Sadly however, a good movement was turned into a sorrowful event on Tuesday, the 20th of October 2020. 'Black Tuesday' as we have chosen to call it represents the day that soldiers released bullets on our fellow patriots and unarmed and peaceful protesters stationed at the Lekki tollgate.

Nigeria bled on that Tuesday; Nigerians have mourned and are still mourning at the drastic negative turn of events of the peaceful movement against police brutality which commenced on the 8th of October 2020.

It started to seem like we were winning, in fact, we thought we had won. We had already started getting powerful voices from international bodies speak in our favour while our own government already claimed they were working things out for us.

Who ordered the shooting of life bullets at the peaceful protesters in Lekki tollgate on Tuesday? This is one big question that has still not been answered by anyone in government, even our own President.

It was followed by series of denials from the Lagos state government, the military personnel and other top government officials who claimed that it was fake news. Thanks to the live Instagram video of Nigerian celebrity, DJ Switch, the world saw the depth of cruelty and wickedness released on innocent Nigerians protesting peacefully at the Lekki toll gate.

Many Nigerians were not having it and the air of nonchalance from all angles of the government made it worse for them.

Some persons therefore went on to attack and burn buildings, vehicles, TV stations and even raided the palace of the Oba of Lagos. While the protesters defied the curfew imposed by the Lagos state Governor, hoodlums burnt about 30 government Bus Rapid Transit (BRT) buses alongside Television Continental Station (TVC) in the Ikosi-Ketu area of Lagos state.

There was also an attack on Oriental hotel which is owned by a former governor of Lagos state, Bola Ahmed Tinubu, who is a national leader of the ruling All Progressives Congress (APC).

The headquarters of the Nigerian Ports Authority (NPA) in Marina, Lagos; The ▶

► Nation Newspaper and Sanwo-Olu's family house were also reportedly set on fire while the Constituency Office of the Speaker and Honorable Desmond Olusola Elliot were attacked by hoodlums disguised in the #EndSARS protests, as shown by residents who posted videos online.

In conclusion: The protests against police brutality in Nigeria showed us that the people are more powerful than they think when they channel their energy to the right things. My heart rests with the families of all fallen soldiers in this battle and even the ones whose deaths served as an intense reason to fight in the place.

We can only hope that their deaths would not be in vain and the wind of change which is blowing from Nigerian youths will see an end to police brutality in Nigeria.

So far, the panel sitting to address the issues surrounding police brutality in Nigeria has begun, but activist groups are calling for necessary compensations and steps to be taken as it is not a story telling platform only.

The Economic Recession

Another striking story in 2020 for Nigeria was the fall into another economic recession just barely five years after the last recession in 2016.

In case you are wondering, a nation falls into a recession when it records two consecutive negative Gross Domestic Product (GDP) growth rate; used to measure economic growth.

By the third quarter of 2020, Nigeria was said to be in a recession following the second quarter negative growth rate of -6.1 percent and the third quarter negative growth rate of -3.62 percent.

Having just emerged from the last recession in 2016, growth in the country was still fragile and so when the pandemic and oil price fall hit, the nation was badly affected. The oil sector contracted 13.89 percent in the third quarter of 2020 while the non-oil sector contracted 2.51 percent.

The country is currently plagued with a high rising inflation rate of 14.89 percent and an unemployment rate of 27.1 percent; putting so many Nigerians at a misery level of 47.1 percent.



The recession further spiked the prices of all staple food items and increased the poverty and hunger of Africa's biggest giant set to house at least 4 poor persons out of a number of five according to the United Nations.

A Nigerian-born Doctor was involved in the creation of the COVID-19 vaccine

It became so bad in 2020 that no one or government could plan anything without putting COVID-19 into consideration. It was therefore a breath of fresh air for the whole world when Pfizer and BioTech announced the availability of a vaccine which was 95 percent effective.

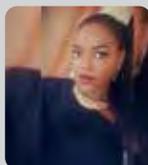
It was more good news for Nigerians when Nigerian-born Doctor Onyema Ogbuagu was unveiled as one of the master minds behind the vaccine creation.

Prior to the coronavirus pandemic, work to create a vaccine for the virus had already commenced but was

intensified as a result of the wide spread of the virus within such a short time. Creating a vaccine in one year is indeed a serious feat. Some of the fastest vaccines ever developed took at least four years. However, Ogbuagu and his team developed a vaccine for coronavirus under a year.

The vaccine has been tested on 43,500 people in six countries and no safety concerns have been raised. Pfizer was quoted as saying it would be able to supply 50 million doses by the end of 2020, and around 1.3 billion by the end of 2021.

Many countries have implemented phased distribution plans that prioritize those at highest risk of complications such as the elderly and those at high risk of exposure and transmission such as healthcare workers. Nigeria is also not left out as the country is said to be expecting delivery of about 10-20 million coronavirus vaccines in the first month of the year 2021 [BD](#)



Oluwafadekemi Areo is an Economics and Markets Analyst at BusinessDay Media Nigeria. Besides speaking to and writing about economic and financial issues, she has a knack for exploring and explaining matters surrounding the human mind and psychology. She strongly believes that in a world where everyone puts themselves in other people's shoes, win-win solutions will always be created to every problem.

Chef Melissa Uzoebo's homemade Cheesy minced Tacos with prawns Recipe

Ingredients

Taco shells
 350g Beef mince
 100g Prawns
 1 Lettuce
 Cabbage
 Carrot (Grated)
 1/2 Onion
 125g Grated mozzarella
 1tbsp Vegetable Oil
 2 tsp Suya pepper
 1 tbsp All purpose seasoning
 1tsp Garlic powder
 1/4 tsp Cayenne Pepper
 1 tsp Oregano
 2 tsp Paprika
 1/2 Cup Sriracha
 Parsley

STEPS

1. Put your heat on medium to heat up your skillet. Add the oil then add your chopped onions and garlic when oil is hot to sauté them then add beef mince to cook for 2-4 minutes.
2. Lower heat and add 1/2 cup of sriracha, garlic powder, suya pepper, cayenne pepper, all purpose seasoning, paprika and stir then let it simmer for 7-10 minutes.
3. Increase heat and add prawns and add oregano then stir.
4. Place taco shells in a baking pan, fill the taco shells with a bit of the cabbage, lettuce and grated carrots then add the beef mince sauce you've made then top with cheese
5. Bake 5 to 7 minutes on 180 degrees in oven until cheese is melted by which time the shells will be crispy.
6. Top with parsley and serve! 



Follow Melissa on Instagram @melskitchen101

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RATE CARD

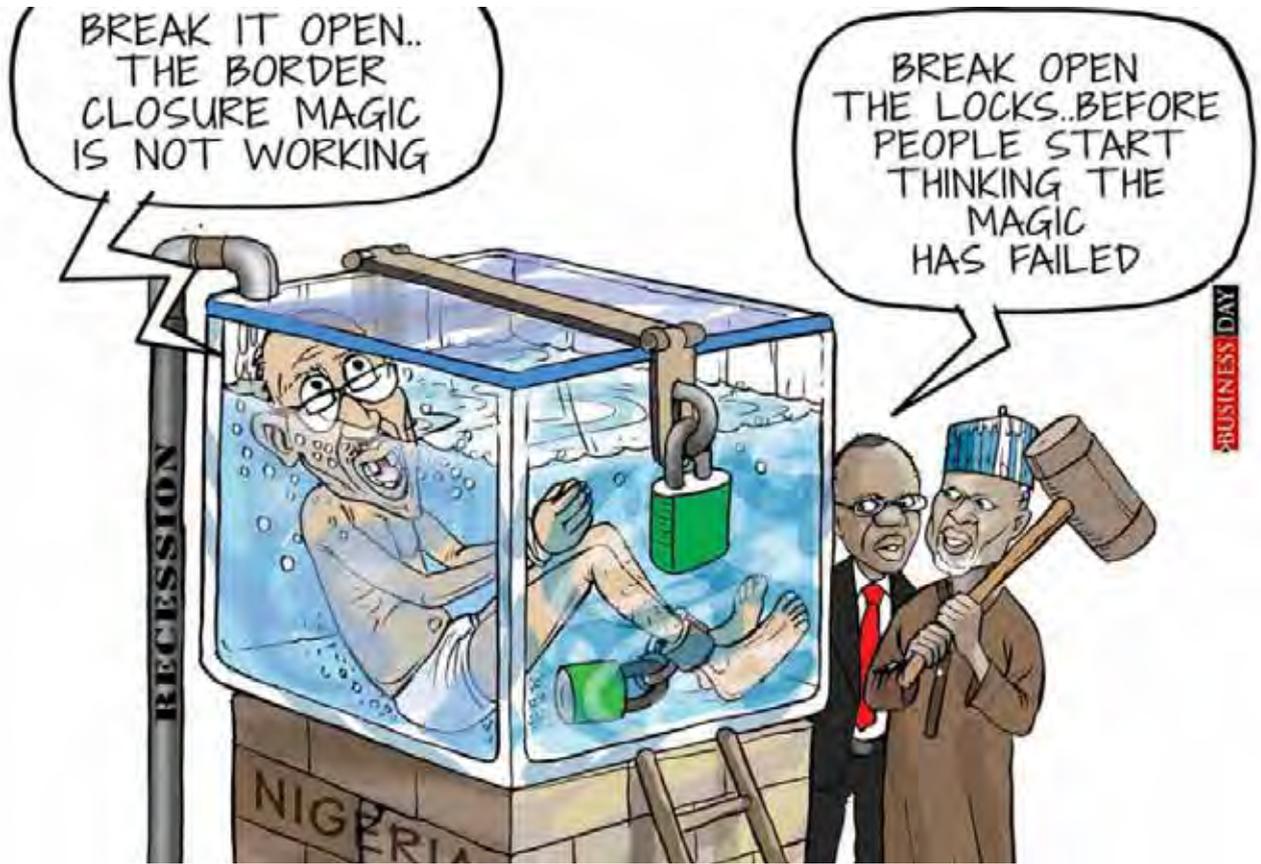
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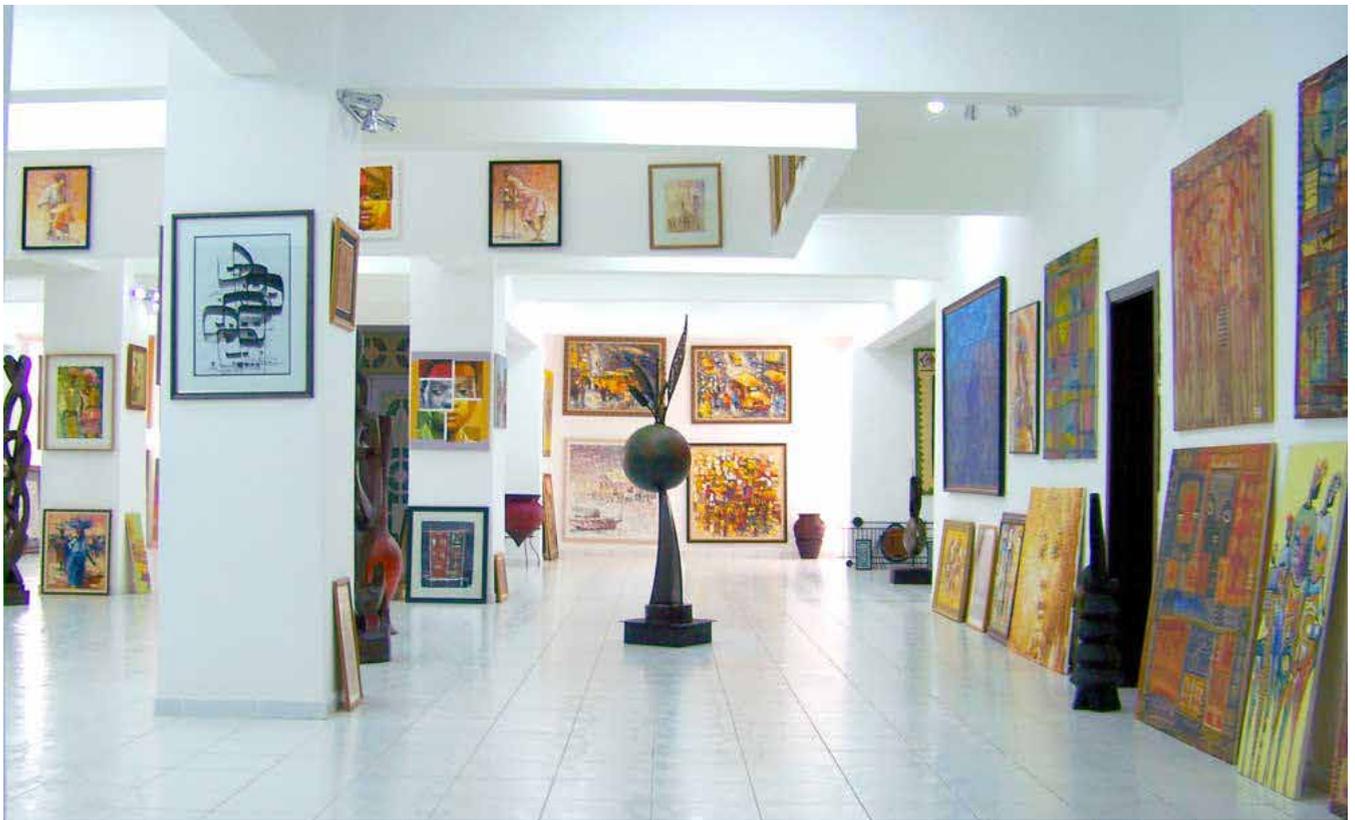
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AN ODE TO LAGOS ART GALLERIES AND WHY YOU SHOULD VISIT

I hope you enjoyed last week's edition on treating your friends the way you want to be treated or the way they want to be treated. This week, we are delving into workplace relationships and how to treat your leaders and followers the way you/they want to be treated.

As a leader of a team, the Chief Executive Officer (CEO), manager or any other leadership position, can you boldly say that you treat your followers well? As a follower, can you truthfully say that you treat your leaders well?

The questions above will produce numerous responses if we were to do an actual organisational survey, but the focus here is to contextualise how to build better workplace relationships.

Building better relationships with your followers

Do you belong to the school of thought that believes in shouting and creating fear to get the best result? The thing is, to adequately decide the technique to use; you need to know who the members of your staff are.

Human resource management is so important that it is a field of study in Universities, there are professional courses for it and almost every organisation has a team of human resource personnel.

It is important that the human resource team has a file on

every member of staff containing everything about them including their personality traits, updated strengths and weaknesses, IQ and other intelligence statistics, amongst others.

As a leader of a team or group of persons, you can either use the information with the human resource management team or you can get to know your team members by yourself. It has been said that what you do not have adequate knowledge of cannot yield unto you the best results, and this principle is very evident in the relationship between a leader and his followers.

The question now is, where does the golden rule (treat others how you want to be treated) or the platinum rule (treat others how they want to be treated) come in? No one climbed to being a leader without being a follower at some point. So to apply the golden rule, remember how being a follower was like for you and all the complaints you had about your leaders. You need to consciously ensure that you do not repeat that same pattern towards your followers.

If you did not like being publicly embarrassed in the name of correction, do not do it to your followers. If you did not like the fact that your leader never sought or used your ideas, ensure to treat your followers how you really wanted to be treated when you were a follower. ▶



- ▶ Do not see your followers as just people beneath you that you rule over but build healthy work relationships that have an appropriate feedback mechanism where each follower can talk about their concerns and where you as the leader can also share your thoughts.

The truth is, it is through the open communication line that you would be able to know when to apply the platinum rule. Some members of your team might have more speed or faster finishing time on a task; the deal is not to keep bombarding them with many tasks but to help them to grow to a point of speed. This can only happen when there is a healthy communication line and you are interested in growing your follower based on what you know about him/her.

Empathy might seem like a weakness to some people, but remember when you were a follower and because of how far your house was you always got late to work and always felt sad when your leader at the time never showed empathy or looked for a way to help you out.

Living far away is just one example; it could be that your follower has a health challenge, family issue, or any other challenge. Be empathetic towards your followers and seek out ways to make their lives more conducive. This is because a happy staff can yield double the results of a sad staff.

I understand that in an organisation there is so much work to be done and maybe no time to pay rapt attention to getting to know the members of your staff. You must have however forgotten that the best resources in your organisation are the people and being able to bring out the best from these people will go a long way in determining your organisational success.

Your followers are all intelligent, smart, and hardworking and so on, but they are all different and do things differently. You cannot continue to treat them randomly. See them as a team you belong to and begin to treat them how you wanted to be

treated while you were a follower. In addition, treat them how they would want to be treated based on the adequate knowledge you have of them.

Building better relationships with your leaders

In our world today, we are so quick to judge our leaders as bad, not caring and other hurtful phrases, but we have forgotten that to be a leader there must be a pack of followers.

The truth is that the leadership model is not complete without the follower. In every relationship, agreements are of high importance as there would be no reaching a common goal if there isn't an agreement.

Never forget that your leader is a human being that has several weights on his/her shoulder and for every organisational goal not met, he/she bears the utmost consequence.

It is not in all scenarios that your leader would be the approachable time, so hone your observation skill and pay rapt attention to the behaviour and character of your leader to know how exactly to relate with them.

Do your best as a follower to ask the right questions, carry out your tasks as asked, make your concerns known where necessary, and above all do your part in the whole process of achieving the common goal of the organisation.

In a situation where you are not getting the best results due to different circumstances, do not stay silent as this would only gradually eat up the best of your mental abilities.

The truth is, determining whether to apply the golden or the platinum rule to your leaders is very tricky. The golden rule is however the first go to option and should be employed by registering in your mind that your leader is a human being and should be treated fairly. That you are a follower today does not mean you cannot become a leader tomorrow. Ask yourself and answer honestly how you would want your followers to treat you. Begin to imbibe those answers first towards your leaders.

Switch to the platinum rule as you move on and never stop observing your leader and learning about their likes and dislikes. Leader or follower, you are all a team and if one party fails to be interested in getting the best out of one another, the organisation will fall one way or another no matter how long it has been standing.

In conclusion, work place relationships are not like the regular relationships we have with friends and family. Bear in mind, however, that as a leader, you do not want your followers to be easily poachable by your competitors. You can only get loyal followers based on how you treat them. Also, as a follower, you are mostly able to be ranked highly by your leaders when you help them make leadership easier. So do the right things and treat your leaders well. **BD**

Karla Abua, for wheninlagos.com

Lead Brand Curator, WheninLagos.com is your source for local lifestyle news. We curate the things that matter to you the most and highlight great things to do, attend, view, and eat When in Lagos.



For Young Professionals - Preparing for the New Year

ADEDOYIN JAIYESIMI

2020 will officially be over in a few days. For many people, they can't wait to say goodbye to what has been an unpredictable year filled with several unplanned surprises. If you're a professional, you are most likely enjoying some time off work and away from the stress of back to back virtual meetings. I implore you to make the most of the holiday to rest but more importantly, do carve some time out to think critically about the New Year.

In the midst of news of a second wave of the pandemic, it looks like the uncertainty of 2020 may spill into 2021. That notwithstanding, I always believe in looking at the positive side. While you may not be able to control the details of the New Year, there are things you can do to position yourself for success in your career. Here are three key things every professional should do to hit the ground running in 2021.

Be committed to personal growth. More than ever, in the New Year, you need to invest in your personal growth. Since 2020 shifted the world into the virtual realm, you can now access world-class training from the comfort of your home. Have a growth plan and ensure that you stay open to learning. Learning isn't just about enrolling for several online courses at once; it is also about seeking ways to make

your strengths stronger and your weaknesses a bit better. Be open to learning from any and every one in 2021. You never know how it will play a significant role in your next big opportunity.

Be flexible and willing to adapt. While you may want to create vision boards and plans at the beginning of the year, please be flexible enough to accommodate any disruptions that may happen. To do this, you must prioritise what is truly important and know the things that are nice to have but are not critical. In addition, you must understand that there isn't one way to achieve a goal. Give yourself the benefit of having options. Being rigid may not be the best strategy to adopt in the long term. Have an open mind and constantly review your professional goals in line with the changes you experience.

Be open to collaboration. Many times, we are forced into the path of competition as professionals. While competition itself is not bad, collaboration is a higher road that will lead to higher results. Usually when people talk about collaboration, they believe it applies only to entrepreneurs and innovators. The truth is everyone can benefit from collaboration. How can you work collaboratively with your colleagues and team members to achieve your organizations' goals? What ▶



- ▶ can you do with others to achieve greater impact and results? Always think collaboratively as you work. I also recommend joining a specialist community for your area of expertise. You will be surprised how much professional growth and progress you will achieve by networking with and learning from others who are on the same journey as you.

I know you want to do great things in 2021 – make more money, get that promotion, move over to that high flying organization and so on. Whatever it is that you plan to achieve, always remember to enjoy the process and know that the goal is not a destination. Don't hinge your happiness on being able to make more money or being promoted. Instead, be deliberate about maintaining your joy and living intentionally every single day. We don't know what 2021 holds but we can choose to embrace the year with optimism and love. **BD**



Adedoyin Jaiyesimi is the Chief Communications Consultant at The Comms Avenue, a capacity building and knowledge exchange platform for leading and innovative communications professionals across the world. The Comms Avenue offers high-level knowledge sharing meetings and training programs for communications professionals and corporate organizations. She is the Author of the book, From Clueless to Success – a collection of 20 backstories from her journey as a communications professional.

She has vast experience consulting for international organizations and top corporate executives and specializes in providing strategic communications consulting for development, philanthropic and corporate organizations, helping them to develop and implement a robust communications strategy.

Adedoyin has successfully executed projects for the W Community, Women in Business, Management and Public Service (WIMBIZ), Leading Ladies Africa, Heritage Bank, African Philanthropy Forum amongst others. She has been profiled on She Leads Africa, Leadership Newspaper and Lionesses of Africa. She was also featured as one of The Spark's Visionary Women in 2019.

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Women's Economic Development - Beyond COVID'19

The year 2020 will not be forgotten in a hurry. As the spread of the virus re-modeled all our lives this year, we collectively went through phases. Panic was the first phase as we feared for the uncertainties it came with, then we began to adapt as we started to adjust and make sense of the changes we were experiencing and finally we accepted the “new normal” as we warily began to give meaning to our new lives. This new normal further led us to rethink through what we had consciously or unconsciously taken for granted, what we had accepted or tolerated and what we truly needed to change for better. However, it also revealed the ways

in which our culture and society at large cause certain groups to be more negatively affected.

According to statistics, women accounted for more of the number of people who lost their jobs and means of income because of the pandemic when compared to men. This is not far fetched given that more women account for majority of primary care givers and workers in the service industry and retail, industries which were mostly impacted by COVID19 as well as running small and medium scale businesses. Unfortunately, these same women still shoulder the bulk of caregiving at home, having to care and provide for their dependents. Searching further,

we find that most single parent households are women, the number of internally displaced people are also majorly women. According to the International Labour Organization (ILO), women perform 76.2% of total hours of unpaid care work, more than 3 times as much as men. With all of this, we can argue that the pandemic is helping to bring to the surface, issues that have long been ignored. There is now a profound understanding of how the work done by women has remained undervalued for the longest time, the challenges of adequately juggling a successful career and family responsibilities.

In a New York times interview ▶

”

Research from around the world has continuously demonstrated that organizations which support and value women's leadership and societies that focus on providing economic opportunities for women, do better.

► by Francesca Donner, Nahla Valji, the senior gender adviser to the Secretary General of the United Nations, said that our formal economy is only possible because it is subsidized by women's unpaid work. What I strongly agree with in that conversation was that it has become necessary to start thinking about how to rebuild in a way that is more equitable and will also ensure more resilience for future shocks. In doing this, women must be placed at the heart of it.

One pattern that emerged early on was that female leaders were seen to have handled the crisis remarkably well. From New Zealand under Jacinda Ardern to Taiwan under the presidency of Tsai Ing-Wen and Germany under Angela Merkel, female-led countries have shown examples of how to manage a crisis of this magnitude. For decades, the consideration for gender parity has existed and recently, we have seen increasing focus on the roles and the quota of women in the workforce and improvement of women's economic empowerment. However, a report from USSIF foundation, Investing to advance women: A guide for investors, documents that women still earn almost 20% less than their male counterparts, barely 27% of CEOs are women. It is therefore necessary to correct this inequality as investing in women is salient to sustainable development. It does however become truly baffling that despite proven returns in investing and advancing women, women still have to deal with several barriers in benefiting from this development and



even adding to it. These barriers range from relatively low investments in female education and continue through, with restricted access to certain services and worsened by the legal and regulatory barriers to opportunities for women. Given all these, the expected progress all over the world in female empowerment and development has not translated into commensurate gains for women.

Research from around the world has continuously demonstrated that organizations which support and value women's leadership and societies that focus on providing economic opportunities for women, do better. According to the United Nations Girls Education Initiative, when you increase the income of an educated woman, she in turn invests about 90% of the income back into her

family. This data is one of many that supports the conclusion that when you educate a woman, you encourage economic growth. The question then becomes, how much economic growth? According to an estimate from the McKinsey Global Institute, \$12 trillion could be added to the global GDP by 2025 through gender parity. Investing in women therefore needs to go beyond merely counting women and viewing them simply as economic opportunities but should place investment decisions in a context that supports women's economic empowerment. This will ensure that private or public investments will advance the lives of women, amplify their voices and set the stage for greater asset building and improve access to the resources women need to thrive economically. **BD**



WEYNIÉ IS A DEVELOPMENT EXPERT WITH SPECIAL FOCUS ON GENDER, FINANCIAL INCLUSION AND ENTERPRISE DEVELOPMENT. SHE HAS OVER 8 YEARS WORKING EXPERIENCE ACROSS SEVERAL SECTORS – OIL AND GAS, EXTRACTIVE SECTOR, NOT FOR PROFIT MANAGEMENT, LEADERSHIP, AND THE ENTREPRENEURIAL ECOSYSTEM. SHE IS THE FOUNDER OF WEVVO NIGERIA, A RESOURCE AND COMMUNITY-BASED PLATFORM THAT SUPPORTS SINGLE FEMALE BREADWINNERS.

The Power of Hope - A Review of Adenike Oyetunde's Adéniké: Your Story, Your Movie, His Glory.

Book Title: Adéniké: Your Story, Your Movie, His Glory.

Author: Adenike Oyetunde

Year of Publication: 2019

Number of Pages: 223

Category: Autobiography

The Power of Hope - A Review of Adenike Oyetunde's Adéniké: Your Story, Your Movie, His Glory.

TITILADE OYEMADE

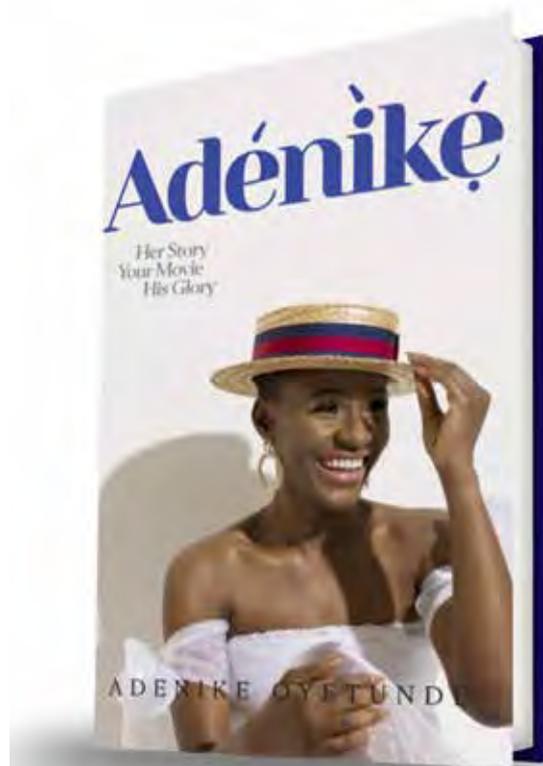
The New Year is here and as usual the New Year is filled with hope, joy and motivation to achieve all that you wish for, but since 2020 was a year of difficulty and a time of distress, our souls need hope for 2021. Popular Media Personality and Lawyer Adenike Oyetunde's inspirational story embedded in an autobiography and self-titled book Adéniké, shimmers with pain, love and hope.

Adéniké is at once heartbreaking and heart-warming, recounting the ups and downs of Adenike Oyetunde's life from tears to triumph.

Oyetunde is able to bring us into her world as the autobiography begins with Oyetunde's early life and goes through her battle with cancer in great detail. At the age of twenty, studying law at the University, Oyetunde was diagnosed with Osteogenic Sarcoma, a cancer that starts in the bone. Through months of harrowing treatment, she is forced to have one of her limbs cut off but she never lost her will to follow her dreams.

Oyetunde writes about how her life changed after the diagnosis and throughout the book, we watch as she grapples with pain. The warmth of Oyetunde's personality comes out through her writing. It reveals a woman of bravery, strength and her struggle to come to terms with everything that life throws her way.

The heart of the eye-opening book is a description of the agonized months during which Oyetunde's parents tried everything in their power



to halt the spread of her cancer, from seeking help from pastors to visiting a native doctor. This profound and honest book reads like a television drama full of melancholy.

As she reflected on her experiences, Oyetunde keeps the reader continually engaged and drawn into her world by placing never-before-seen photos (from her archives) chronologically within the text.

In the end, the readers are inspired by the extraordinary courage of Adéniké, providing motivation to never give up.

You will feel inspiration wash over you as you read this book, filled with hope you can use to overcome challenges and achieve fulfillment in your life.

BD



OYEMADE is a business executive in a leading organisation and holds a degree in Russian Language. She's the convener of the Hangoutwithtee Ladies Event and the publisher of Hangoutwithtee magazine. She spends her weekends attending women conferences, events and book readings. She loves to have fun and to help other women have the same in their lives.

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5 THINGS YOU NEED TO START DOING IN THE NEW YEAR TO IMPROVE YOUR HEALTH.

DR. MONISOLA ADANIJO

2020 was a very interesting year health wise. The New Year gives us the opportunity to wipe the slate clean and start afresh. Studies have shown that the current pandemic is more severe in those who have underlying or pre-existing medical conditions: so while making sure we prevent Covid 19 infection by wearing our masks and social distancing, it is also important we take care of our underlying health.

Eating healthy. The importance of eating a diet rich in fruits and vegetables cannot be over emphasized. Fruits and vegetables are an important source of vitamins and minerals that help to: lower blood cholesterol levels, decrease the risk of heart disease, decrease risk of certain types of cancer, lower blood pressure, lower risk of being overweight or obese and reduce the risk of constipation.

Drinking more water. Our bodies are made up of about 70% water and there are numerous benefits of drinking at least 3 liters of water daily. It may improve memory, mood, reduce sugar cravings and aid weight maintenance. It also improves exercise performance, reduces headaches and migraines, prevents constipation in children and adults, helps to prevent kidney stones, reduces the risk of bladder infections, and helps to manage anxiety.

Move more: Our bodies were not made to be sedentary. Incorporating more movement and exercise to our daily routines will help control your weight, reduce risk of heart diseases, help your body manage blood sugar and insulin levels, help you quit smoking, improve your mental health and mood, keep your thinking, learning, and judgment skills sharp as you age,

strengthen your bones and muscles, reduce your risk of some cancers, improve your sleep, improve your sexual health and generally improves your chances of living longer.

Even small changes can help. You can take the stairs instead of the elevator, walk down to a coworker's office instead of sending an email, wash your car yourself, parking further away from your destination and so on.

Avoid stress: Studies have shown that stress triggers inflammation, which in turn is a precursor of heart disease. Stress also causes some people to act in ways that increase their risk for heart disease; people turn to unhealthy diets when they're stressed, they also tend to smoke and drink too much alcohol.

You can manage stress by staying positive, meditation and exercise. People with heart disease who maintain a positive attitude are less likely to die than those who are more negative. In fact, just having a good laugh can help your heart: laughter has been found to lower levels of stress hormones, reduce inflammation in the arteries, and increase "good" HDL cholesterol. The practice of inward-focused thought and deep breathing has been shown to reduce heart disease risk factors such as high blood pressure. Take time each day (even if it's for just 10 or 15 minutes), to unplug. You can also listen to music, or read a book.

When you exercise, your body releases mood-boosting chemicals called endorphins.

Regular routine medical check-up: routine medical checkup can help detect potential health issues before they become a problem. Early detection gives you the best chance for getting treatment ▶



- ▶ early, before complications set in. By doing this, you are taking important steps toward living a longer, healthier life. The benefits of regular check-ups include: reduces your risk of getting sick, detecting potentially life-threatening health conditions early which increases the chances for treatment and cure. Routine medicals also limits risk of complications by closely monitoring existing conditions, increases lifespan and improve health, as well as helps to avoid costly medical services.



The New Year is a great time to start taking our health more seriously. We only have one life, let's take steps to make it a healthy one. Happy New Year!!!!!![BD](#)



Dr Monisola Adanijo FMCP a Cardiologist and the Medical Director at Naveen Healthcare.

With experience spanning over 20 years, she built her pathway in medicine and cardiology working in reputable medical centres such as Mecure Healthcare Limited, Barnes Hospital, Lagos University Teaching Hospital, University College Hospital, Ibadan, Chevron Hospital, Lagos to mention but a few.

Her passion for preventive cardiology led her to convene the Naveen Healthcare 10,000 Hearts Project, in order to help individuals detect, protect and correct cardiovascular diseases.

Skilled in cardiovascular diagnostic procedures and treatment, a fellow of the National Postgraduate Medical College of Nigeria, a member of Nigerian Cardiac Society, American College of Physicians, Hypertension society of Nigeria and an international associate of the American College of Cardiology. She also has a Diploma in Leadership and Management from the University of Washington, USA,

She launched the first TeleElectrocardiogram project in Nigeria and West Africa and does her part in contributing to good health and wellbeing, a Sustainable Development Goal (SDG3) of the United Nations.

Rev Chris and Lydia Abaga's wedding December 1980. Wedding venue CRCN Wukari Gongola (now Taraba)



Rev Chris and Lydia Abaga



Refreshing green smoothie recipe

Ingredients

- 1 medium ripe banana
- 1 cup of fresh, canned, or frozen pineapple
- 3 large handfuls of fresh spinach (washed)
- 1 cup of plain Greek yogurt
- 6 oz. water
- 1 teaspoon coconut oil (optional)

Instructions

1. Add the liquid and greens into your blender and blend on high until completely blended and no green chunks remaining.
2. Add in the remaining ingredients and blend until creamy and smooth, adding additional liquid as needed. BD



COVID-19: Arteta kicks against Premier League break

... As EPL says not considering to pause season

Arsenal boss Mikel Arteta does not believe a temporary suspension of Premier League action is needed to slow down the spread of coronavirus. On Tuesday, the Premier League confirmed 18 new positive COVID-19 tests in the week commencing December 21 – the highest number of positive results in a single round of tests this season.

Manchester City's game at Everton was postponed at four hours' notice due to a coronavirus outbreak at the Etihad Stadium on Monday, while Fulham's match against Tottenham on Wednesday was also called off. Eighteen positive cases surpasses the previous high of 16 recorded in the week commencing November 9, and mirrors the wider situation in England, with more people now in hospital due to the virus than at the peak of the first wave in April. There have been growing calls for a circuit break – a tight set of restrictions, likely including the suspension of games, designed to reverse the tide of the pandemic – but Arteta, who contracted COVID-19 in March, believes the Premier League's current system is working well. "We are all concerned with our own health and what is going on around us," he told a news conference ahead of the Gunners' clash with West Brom on Saturday.

"But at the same time, with all the protocols we have in place, everything we do around the training ground, around football matches, the fact that we play our sport outdoors, it minimises the risks a lot.

"If you see the records since we began to test, it is incredibly positive and I think as long as we can, we have to keep on doing that.

"Obviously we can't put anybody at risk but I think we have shown that the system is working.

"Okay, in the last week or so something has happened and I think we will have more restrictions and more tests to try to be as efficient as we were before, but I think it can work and I think we can carry on doing it."

Arteta is well aware that football is providing people with much-needed entertainment and escapism as restrictions tighten across the country. Given the comforting role it is playing for so many, Arteta believes it is important the sport continues in its current guise for as long as it is safe.

"Well, the importance of football in this society is massive I think," Arteta said.

"When you ask and you talk to people and discuss what it means to have football games in this difficult period for everybody where there is not so much to do, I think it's really, really important and what we have to do is just try to do it in a safe way, as we have been doing recently.



"I think there are many, many positives."

The Premier League says it has no plans to suspend the season despite a rise in positive coronavirus tests. **West Brom manager Sam Allardyce has called for a football "circuit break" but the Premier League says it has not discussed pausing the season.**

"The league continues to have confidence in its Covid-19 protocols to enable fixtures to be played as scheduled, and these protocols continue to have the full backing of the government," it said.

"With the health of players and staff the priority, the league is also fully supportive of how clubs are implementing the protocols and rules."

Sheffield United have confirmed they had "numerous positive tests" in the latest round of testing.

Although the Premier League is to continue as planned, fans will once again be banned from attending football matches as more areas of England are to be placed under tougher coronavirus restrictions from midnight.

Liverpool is to be moved into tier three of the government's restrictions for England, which means fans will no longer be allowed into Anfield or Everton's Goodison Park.

The two grounds had been the only Premier League stadiums permitted to allow up to 2,000 fans inside under tier two restrictions.

Many other areas of England, including parts of the North West, the North East and the Midlands are moving into the toughest tier four restrictions. **BD**



Solskjær says change in mentality has reignited Man United form

Ole Gunnar Solskjær has insisted no Manchester United player can “fake” their way in his team because of the transformation in mentality since he took over two years ago.

United will begin 2021 in second place, three points behind Liverpool and with a game in hand on the leaders, after the late victory against Wolves at Old Trafford on Tuesday. Solskjær’s side were below par yet still claimed all three points with Marcus Rashford’s stoppage-time strike.

Yet while Solskjær played down the suggestion of a title challenge given United have played only 15 matches, he believes the side is a different proposition now to when he replaced José Mourinho in December 2018.

“There is a real change in mentality,” the Norwegian said. “One, they are two years older than when I came. Two, some of them are really strong personalities that we’ve brought in and they have been a really good influence. We have competition for places which means you cannot go around and think you can just fake your way being part of this team. You only deserve to be in a team that you contribute to.

“Everyone has realised they are privileged to be part of Man United, such a fantastic club with a fantastic history. When you’re here, enjoy it as much as you can and maybe you’ll experience some fantastic times. We’ve got winners like Juan Mata and Nemanja Matic: they don’t play every single game but they are so influential in the group and the build-up to games and during games when they’re not playing.”

Against Wolves, Solskjær selected Matic and Paul Pogba in midfield and both performed admirably. Yet the 47-year-old admitted dropping Scott McTominay and Fred had been difficult because of their recent displays – even if the manager is happy to see competition in his squad that could help their cause in the long haul.

“That’s just the way it’s going to be,” Solskjær said. “Players will have to be angry with me until the next time they play because, believe you me, they’re not happy when I tell them they’re starting on the bench.

“That’s part of being at Man United, you’ve got top players everywhere. We know that throughout the season if you’re going to win something you have to contribute. It’s like [against Wolves]: Anthony [Martial] came on and did really well for half an hour. Luke [Shaw] came on and did really well.

“We have a strong squad and have rotated a lot. We’ve not really called it a settled XI because I don’t think this season is going to be about that anyway. It’s going to be about the squad. It’s going to be about the 25 players. Towards the end of the season that will help us – when you leave Scott and Fred out it’s not easy because they deserve to play every game, but Nemanja and Paul played so well against Everton.” **BD**





Koeman admits Barcelona title challenge over

Ronald Koeman concedes it will be "very difficult" for his Barcelona side to challenge Atletico Madrid and Real Madrid for the LaLiga title this season.

Barca were held to a 1-1 draw by struggling Eibar at Camp Nou, Ousmane Dembele salvaging a point for the hosts after Kike Garcia had put Jose Luis Mendilibar's side ahead.

Martin Braithwaite had earlier missed a penalty for Barca – his fourth consecutive failure from the spot – as Koeman's men dropped points for the eighth time in 15 LaLiga games this season.

The result left them seven points behind the Madrid clubs despite having played two games more than leaders Atleti, and Koeman acknowledged a title tilt is now unlikely.

"You have to be realistic and admit that it will be very complicated," he said.

"In life nothing is impossible, but now there is a big difference in points with the leader, Atletico, who are doing very well, winning almost all their games and conceding very few goals. It's going to be very difficult."

Barca were without talisman Lionel Messi, who had been given extra time to recover from an ankle injury.

Since his debut in October 2004, the Catalan giants have won just 55.9 per cent of their LaLiga games without him (W66 D39 L22), compared to 73.7 per cent with him in the side (W368 D83 L48).

Barcelona are next in action against bottom side Huesca on Sunday.^{BD}

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