



# Talent Agenda Series West Africa

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**Talent Agenda Series–West Africa**

The Radisson Blu Hotel, Lagos, Nigeria 25–26th April 2018

## Thank You for Taking Part in the Talent Agenda Series West African Conference

**Dear Participant,**

On behalf of Global Career Company and the Talent Agenda Series, I am thrilled to welcome you to the launch of our first ever conference in West Africa. We are very pleased that our new programme has gathered this group of expert human resources professionals and business leaders.

To ensure its success, we have filled our programme with top speakers from influential companies discussing the topics most relevant to business and HR in West Africa this year.

This conference's theme is "The Complete African Human Capital Conversation". Each of our conferences' focus is on a specific region within Africa, and this is the first conference run by the Talent Agenda Series that will focus on West Africa. However, like all our conferences, we will look at the region, the continent and the global market, as each is strongly influenced by the other.

We are very pleased to welcome you all to this conference, and our team would love a chance to speak to everyone so please take the time to introduce yourself.

We hope you enjoy the occasion and develop your understanding of the upcoming topics. We look forward to hearing your feedback.

Best Wishes,

**Rupert Adcock**

CEO

Global Career Company



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## Day One: Wednesday 25th April 2018

<b>07.00–08.00</b>	<b>Registration</b>
<b>08.00–08.45</b>	Welcome Coffee
<b>08.45–09.00</b>	<b>Special Keynote Address: Oscar Onyema, Managing Director, Nigerian Stock Exchange</b>
<b>09.00–09.45</b>	<p><b>The Leaders Panel – West Africa: Unlocking Regional Opportunities for People, Organisations and Industries</b></p> <p><b>Powered by:</b>  </p> <ul style="list-style-type: none"> <li>■ What are the current regional opportunities for human capital investment?</li> <li>■ What are ECOWAS and West Africa’s regional plans for the next 10–15 years and how can the private sector align with government to support this effort?</li> <li>■ How can both the private and public sectors support growing industry develop capacity in adequate time in West Africa?</li> <li>■ What role can higher education play in supporting sector development?</li> <li>■ How is the higher education sector working with private sector and vice versa to ensure that talent in Africa have access to jobs?</li> </ul> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>■ Omar Ben Yedder, Group Publisher and Managing Director, African Business Magazine</li> </ul>



<p><b>09:45–10:30</b></p>	<p><b>Panel Discussion: Corporate Social Responsibility, Capacity Building and Developing Critical Skills for Regional Development in West Africa</b></p> <ul style="list-style-type: none"> <li>■ Capacity development remains high on the list of the continent’s foremost challenges. There are efforts to build and strengthen Africa’s capacity development, particularly in the energy, aviation and technology sectors. Capacity development is associated with skills development and building a critical mass of human capital.</li> <li>■ What practical ways can both public and private sectors employ to encourage capacity development?</li> <li>■ What West African government initiatives are currently underway to support capacity development?</li> <li>■ How can we reverse the brain drain?</li> <li>■ Youth skills - higher educational support</li> </ul> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>■ <b>Dr Wura Abiola, Managing Director, Management Transformation</b></li> </ul> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ Amina Oyagbola, Management Consultant, AKMS Consulting</li> <li>■ Omoniyi Adejoro, HR Manager - Nigeria and Sierra Leone, Ericsson</li> <li>■ Paul Vermeij, Director of Human Resources, Bosch</li> <li>■ Maidie Arkutu, Vice President Francophone Africa, Unilever</li> <li>■ Professor Peter Stokes, Leadership and Development, Leicester Business School</li> </ul>
<p><b>10:30–11:00</b></p>	<p><b>Round Table Networking Coffee Break</b></p>
<p><b>11.00–12.00</b></p> <p><b>Powered by:</b></p>  	<p><b>Attract, Retain, Engage</b></p> <p>And now for something completely different... Willis Towers Watson and Global Career Company examine the latest data on engagement and attraction.</p> <p><b>Presented by:</b></p> <ul style="list-style-type: none"> <li>■ Alex Mugan, Managing Director, Global Career Company</li> <li>■ Nigel Bastow, Principal Consultant, Global Career Company</li> <li>■ Plang Jacob-Lot, Senior Recruitment Consultant, Global Career Company</li> <li>■ Crispin Marriott, Client Relationship Director, Willis Towers Watson</li> <li>■ Matthew McDonnell, Senior Consultant, Willis Towers Watson</li> </ul>
<p><b>12.00–12:30</b></p> <p><b>Powered by:</b></p>  <p><b>Nigerian Bottling Company Ltd.</b> <small>INC 1922</small> <small>(A member of Coca-Cola Hellenic Group)</small></p>	<p><b>Talent Insight from Nigerian Bottling Company</b></p> <p>Leaders from Nigerian Bottling Company give you a behind the scenes look at the talent trends and organisational responses in their business for 2018 and beyond.</p>

<b>12:30–13:30</b>	<b>Lunch</b>
<b>13:30–14:15</b>	<p><b>Panel Discussion: Gender, Diversity and Inclusivity in the Workplace</b></p> <p>Diversity has measurable positive impacts on long-term business results. It fosters the innovation and new ideas that are important in industries that are constantly changing. Gender equality is an essential element of an inclusive workplace and crucial for a high performing, talent-led organisation. Often inclusiveness helps us gain better insights into what our customers want, drives more creative thinking, maximises the talent pool and grows the bottom line.</p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ Ola Ehinmoro, HR and Corporate Affairs Director, Suntory Beverage and Food</li> <li>■ Amina Oyagbola, Management Consultant, AKMS Consulting</li> <li>■ Bunmi Pratt, Head of Human Resources, APM Terminals</li> <li>■ Chizoba Mojekwu, Director, Capacity Development, Central Bank of Nigeria</li> </ul>
<b>14:15–15:00</b>	<p><b>Panel discussion: Redefining the Talent Management Frontier for a Multi-Generational Workforce</b></p> <p>How will the talent mix of Millennials, Generation X and Baby-Boomers transform the workplace and traditional methods of working? What are the tools and systems needed to manage the potentially incompatible perspectives, differing needs and conflicting expectations of the different generations? How can you prepare your leaders to avoid stereotyping and unconscious bias and get the most from your team? Evaluate talent management for fostering a culture of innovation throughout, creating collaborative, effective and motivated employees and inspiring the results your business needs.</p> <p><b>Moderator: Wole Odeleye, Business Development Manager, Sage</b></p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ Clara Bot-Mang, Human Resources Director Sub Saharan Africa, General Electric</li> <li>■ Nglan Niat, Group Director HR Services, West and Central Africa, Schlumberger</li> <li>■ Patricia Aderigbibe, Group Head, Human Resources, United Bank of Africa PLC</li> <li>■ Audu Maikori, Chief Executive Officer, Chocolate City Group</li> <li>■ Louise Donaghy, Senior Representative, Leicester Castle Business School</li> </ul>
<b>15:00–15:30</b>	<b>Networking Break</b>
<p><b>15:30–16:15</b></p> <p><b>Powered by:</b></p> 	<p><b>Willis Towers Watson Presentation: Cyber Security: A people and culture issue. Using company culture to prevent risk</b></p> <p><b>Presented by: Crispin Marriott, Client Relationship Director, Willis Towers Watson</b></p>



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<p><b>16:15–17:00</b></p> <p><b>Moderated by:</b></p> 	<p><b>Panel Session: Creating a Culture of Leadership in Africa</b></p> <p>Leadership Development: Successfully Identifying, Shaping and Retaining Leaders of the Future</p> <ul style="list-style-type: none"> <li>■ What role can executive education play in filling the growing skills and capacity development need in Africa?</li> <li>■ Are there any plans by any of the international or African business schools to offer affordable programmes for those on modest incomes?</li> <li>■ What can US/UK business schools bring in terms of executive education particularly to develop business schools or partnerships with African business schools?</li> <li>■ How do business schools plan support the vocational skills sector?</li> <li>■ The competencies and attributes required to drive businesses in the new world of work.</li> <li>■ The different ways in which the leaders of the future will be defined, and how they speak to the more agile, flexible organisations of the future in which leadership is not merely top down.</li> <li>■ Who is responsible for recognising, rewarding and retaining high potentials? How should we develop the leaders of the future?</li> </ul> <p><b>Moderator:</b>  <b>Professor Emmanuel Adegbite, Professor of Accounting, Governance and Responsibility, Leicester Business School</b></p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ Professor Gbolahan Elias, Partner, G. Elias &amp; Co.</li> <li>■ Fidelia Osime, Organisation and Human Resources Director, Lafarge Holcim</li> <li>■ Tominiyi Oni, Human Resources Director, Friesland Campina</li> <li>■ Janet Adetu, Chief Executive Officer, JSK Etiquette Consortium</li> <li>■ Kamil Olufowobi, CEO, Most Influential 100</li> </ul>
<p><b>17:00–17:30</b></p> <p><b>Powered by</b></p> 	<p><b>Next generation systems for next generation people management</b></p> <p><b>Presented By: Wilson Dike, People Presales Lead, Sage</b></p>
<p><b>17:30</b></p>	<p><b>Summary and close of Conference by Chairman</b></p>

## End of Day One Cocktail Reception



## Day Two: Thursday 26th April 2018

08.00– 09:00	<b>Registration and Welcome Coffee</b>
<p data-bbox="172 488 341 519"><b>09:00–12:00</b></p> <p data-bbox="172 562 341 667"><b>In partnership with:</b></p> 	<p data-bbox="411 488 676 519"><b>Workshop with CIPM</b></p> <p data-bbox="411 524 1442 703">The Chartered Institute of Personnel Management of Nigeria (CIPM) aims to be the foremost people management institute in Africa. They will achieve this by pursuing their mission statement; to regulate the practice of Human Resource Management in Nigeria and promote excellence in the acquisition and application of knowledge and skills by practitioners, thereby contributing to sustainable national development.</p> <p data-bbox="411 745 845 777"><b>The objectives of the Institute are:</b></p> <ul data-bbox="411 790 1449 1171" style="list-style-type: none"> <li>■ To promote and develop the science and practice of personnel management in all its ramifications.</li> <li>■ To foster and maintain investigations and research into the best means, and method of applying the science and art of personnel management and to encourage, extend, increase and promote knowledge and the exchange of information and ideas.</li> <li>■ To develop and maintain high standard of professional competence and ensure that the management of human resource in Nigeria, both in public and private sectors, conforms with the best professional standards.</li> <li>■ To conduct research into and publish materials relating to the discipline of Human Resource Management.</li> </ul> <p data-bbox="411 1216 1394 1319">Attend this workshop to achieve a better understanding of the CIPM, achieve CPD Points and find out about their method of applying the science and art of Personnel Management.</p> <p data-bbox="411 1364 1374 1424"><b>Presented by: Innocent Oseghe, Chairman, CIPM Committee on Professional Development and Consultancy</b></p>





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**Talent Agenda Series–West Africa**

The Radisson Blu Hotel, Lagos, Nigeria 25–26th April 2018

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**Partners:**

AKMS Consulting Limited is a business and management-consulting firm that strategically intervenes and tailors solutions to meet its client's needs and objectives. Our boutique offerings are unique and achieve results not easily obtained without the experienced and highly skilled AKMS team and its partners.

With over 30 years experience in Nigeria and Africa in financial services, oil and gas and telecommunications. We are committed to the provision of excellent business and management solutions to our clients' business challenges at all times. Our core values are founded in our quest to offer ethical world-class services to our clients.

**Partners:**

Management Transformation Limited (MT) is an African-focused strategic management consulting firm with the mission to transform client organisations through their people whilst providing original solutions through our rigorous problem-solving approach in the areas of strategy formulation, enterprise transformation, project management/execution, public advocacy, risk management, business process reengineering, corporate governance and human capital consulting. Headquartered in Lagos, Nigeria, MT has worked extensively with supra nationals, public sector, conglomerates, manufacturing companies and financial institutions across the globe.

For more information: <http://www.mtransformaton.com/>



## Biographies



### **OSCAR ONYEMA, CHIEF EXECUTIVE OFFICER, NIGERIAN STOCK EXCHANGE**

Oscar N. Onyema is the Chief Executive Officer of the Nigerian Stock Exchange, a position he assumed on 4 April 2011. Prior to this role, he served for over 20 years in United States financial markets and the Nigerian information technology sector. Mr Onyema is the Chairman of Central Securities Clearing System (CSCS) PLC, the clearing house for the Nigerian capital market; he is also a Council member of the Chartered Institute of Stockbrokers of Nigeria (CIS). He is the President of the African Securities Exchanges Association, and a Global Agenda Council member of the World Economic Forum.



### **OMAR BEN YEDDER, GROUP PUBLISHER, AND MANAGING DIRECTOR, IC PUBLICATIONS**

Omar joined the IC Group in March 2003, working across various departments. Having previously been an Associate Vice President in the Equity Finance team at Merrill Lynch, Omar brought a new and dynamic approach to IC Publications. He helped launch African Banker magazine and also the events department. He holds an Honours degree in Languages and Economics and a chartered management accountant qualification.



### **AMINA OYAGBOLA, MANAGEMENT CONSULTANT, AKMS CONSULTING**

Amina Oyagbola, a former Top Executive of MTN Nigeria Communications, founder of WISCAR and Managing Consultant of AKMS Consulting Ltd with over 30 years business and management experience covering legal and regulatory, human resources, corporate services and consulting in banking and finance, oil and gas and telecommunications. She is a Chartered Fellow, CIPD UK, a member CIPM, a Fellow of the Institute of Directors, is a Certified Ethics Officer, and a passionate advocate for diversity and inclusiveness. She is an alumnus of Ahmadu Bello University (LLB), Cambridge University (LLM), Lancaster University (MBA), INSEAD, London Business School, IMD and Harvard Business School Executive Education. Under her leadership MTN became the 1st company in Nigeria to be accredited with the Investors in People Gold Standard.

AKMS Consultants have successfully delivered bespoke solutions, training, mentoring and coaching, strategy and HR consulting services to a full range of blue chip national and multinational clients, as well as individuals and SMEs.



### **DR WURA ABIOLA, MANAGING DIRECTOR, MANAGEMENT TRANSFORMATION**

Wura is an expert on the topic of leadership and organisational behaviour in Africa and a Director in several companies including Beta Glass and PPS. Wura has served clients in the private and public sector in areas of organisational development, risk management, strategy, human capital development and finance for over two decades and has honoured invitations to deliver papers on these subjects. She is a Honorary Member of the Chartered Institute of Bankers Nigeria, a Certified Global Professional in Human Resources (GPHR) and a Senior Lecturer on the topic of Organisational Development at the University of Lagos. Before MT, Wura was a management consultant at McKinsey & Co. Wura has a B.Sc. in Accounting from the University of San Francisco; MBA and Ph.D. in Organisational Behaviour, from Imperial College London.

## Biographies



### **MAIDIE ARKUTU, VICE PRESIDENT FRANCOPHONE AFRICA, UNILEVER**

Maidie Elizabeth Arkutu has served as Managing Director, Executive Director of Unilever Ghana Limited since May 1, 2013. She previously served as Marketing Director and Non-Executive Member of the Board of Directors of the Company. She joined the Company from Coca-Cola East and Central Africa Business Unit, where she was Marketing Manager for the Horn Islands and Mid Africa Team. In that role, she headed the franchise marketing team of 11 French speaking countries, including DRC, Mauritius and Madagascar. After three years in that role, she joined ECABU's Stills team as the Project Manager for Project Nurture. Before joining Coca-Cola, she worked for over 10 years in Unilever Ghana, South Africa and French West Africa and has experience both in Brand Building and Brand Development. She holds a diploma in Marketing from the Chartered Institute of Marketing. She also holds a Masters of Business Administration degree from the Vrije Universiteit Brussels, Belgium, and a Bachelor of Arts degree in Economics and French from Vesalius College, Belgium.



### **OMONIYI ADEJORO, HR MANAGER, NIGERIA AND SIERRA LEONE, ERICSSON**

Omoniyi Adejoro graduated with a first-class degree in French from the University of Lagos, Nigeria. She also holds an MA in Modern International Studies from the University of Leeds, England as a Leeds-Guinness Scholarship Awardee. She is an Associate Member of the Chartered Institute of Personnel Management of Nigeria and the Chartered Institute of Arbitrators UK amongst other professional memberships. She started her HR career with Ecobank Nigeria, after working in customer services. She joined Ericsson in 2006 and currently holds the multiple roles of HR Manager for Nigeria and Sierra Leone and for the Support and Repair Function for Africa within Ericsson Market Area Africa and the Middle East. She believes in continuous learning and has attended various HR and business related courses in Europe and Africa. She is a career coach and has a passion for finding and developing new talent.



### **PAUL VERMEIJ, VICE PRESIDENT, HUMAN RESOURCES AFRICA, BOSCH**

Paul Vermeij has a broad range of HR experience in multinational companies. His role at Bosch as Human Resources Director is in both the Netherlands and the United States. In 2015 he relocated to South Africa to join the Africa Growth Task Force as Director Human Resources Region Africa. Bosch is currently implementing its Africa Growth Plan and Paul is responsible for setting up the HR structure and processes in the African continent.

Paul holds a degree in Human Resources and completed a Post Graduate training HR Strategy at Groningen University (Netherlands) and an Executive Management Course at Carnegie Mellon, Pittsburgh, USA.

## Biographies



### **PROFESSOR PETER STOKES, PROFESSOR OF LEADERSHIP AND DEVELOPMENT, LEICESTER BUSINESS SCHOOL**

Vice-President/Country Director – EMRBI; UK Ambassador – AGRH. Snr FEMRBI, FHEA, FRSA, FCMI Professor of Leadership and Professional Development in the Leicester Castle Business School, De Montfort University (Leicester, UK). Previously he was Deputy Dean (2012–2015), Acting Executive Dean (2012–2014) and Director of Research and Knowledge Transfer (2014–2015) at the University of Chester (UK). He has taught, researched, published and reviewed extensively in leading journals in the areas of, among others: Management Learning and Development, Human Resource Management and Business Ethics, Values and Character. His work regularly appears in world-class journals. He has held visiting professor/advisor roles in businesses and university management schools in: France, Holland, Spain, Ireland, Germany, Senegal (West Africa), Vietnam, Morocco, Uzbekistan, Hong Kong, China, India and Dubai. He is fluent in French and Spanish and has a working knowledge of Swedish. He has also applied his work through national and international knowledge transfer and consultancy projects across a range of business sectors encompassing utilities, construction, publishing, aerospace, diplomatic, emergency services and local government. He currently holds positions on major international bodies including: Vice-President–Business Relations and UK Country Director for the EuroMed Research Business Institute (EMRBI); and, UK Ambassador for the Association Francophone de Gestion des Ressources Humaines (French Academic HR Association).



### **ALEX MUGAN, MANAGING DIRECTOR, GLOBAL CAREER COMPANY**

Alex Mugan is a graduate of the University of Cambridge with an MA in History, whose curious professional background includes stints as a semi-professional football manager and a chef. At Global Career Company, Alex's teams produce the Talent Agenda Series, Careers in Africa, and Employer of Choice Study, in addition to supporting the delivery of Recruiting Excellence for Africa by positioning the biggest brands to meet the brightest talent through GCC Search. This combination of remit and exposure gives them a unique insight into the challenges and opportunities of the African talent market.



### **NIGEL BASTOW, PRINCIPAL CONSULTANT, GLOBAL CAREER COMPANY**

Nigel worked at Standard Bank for a number of years as Global Head of Resourcing, based out of South Africa and London, working extensively across the Bank's African offices. Prior to this, he headed up EMEA Resourcing for RBS and Barclays. Nigel comes with over 20 years' experience hiring executive level appointments for these major banks and a variety of other leading organisations combined with a track record managing client expectations at the highest level.



### **PLANG JACOB-LOT, SENIOR RECRUITMENT CONSULTANT, GLOBAL CAREER COMPANY**

Plang Jacob-Lot has over 15 years' Executive Search and recruitment experience working on senior assignments within the Financial Services, Public Sector, Utilities, Energy, Technology and Construction industries, sourcing candidates globally for clients based in Europe, Middle East and Nigeria (his home country). Plang has covered the Africa region for over 10 years working with some highly reputable organisations. He was formerly Head of Talent Acquisition Africa at Standard Chartered Bank, responsible for setting up and managing the delivery of the end-to-end recruitment process in 14 countries.

## Biographies



### **CRISPIN MARRIOTT, CLIENT RELATIONSHIP DIRECTOR, WILLIS TOWERS WATSON**

Crispin has been consulting in the Human Capital arena for over 25 years. He is a recognised global expert on Employee Engagement. Crispin has delivered and managed some of the world's largest and most complex global cultural assessment and Engagement survey systems. He has personally delivered such survey systems for clients in over 40 countries worldwide.

Further to running large scale global projects Crispin has a particular interest in the effective design and interpretation of survey data in a cross-cultural context. Notably, Crispin was responsible for creating the first ever national Norms of employee opinion in South Africa and other African countries where he has conducted employee research since 1991. Additionally, Crispin has specific expertise in the area of working with senior and leadership and management teams to turn data into insights and action and also has a specific expertise in using survey data to drive effective integration in an M&A environment. With further experience in design and implementation of psychometrics, Crispin has a unique perspective on both individual and organisational level assessments and how they can be utilised in developing and embedding culture change. Crispin holds a Master's degree in Psychology from the University of Oxford.



### **MATTHEW MCDONNELL, SENIOR CONSULTANT, WILLIS TOWERS WATSON**

Matthew is a Senior Consultant in Towers Watson's Organisational Surveys and Insights Practice, based in London. He has been with the firm for 15 years, and has designed and implemented employee engagement and culture research projects across a range of major global organisations across retail, FMCG, Finance, Media, Mining sectors. He has in-depth experience helping them identify and prioritise actions to improve their business performance through their people. He has also worked on several survey engagements across Africa presenting results and working with local management teams in a variety of markets to understand some of the organisational challenges they have and implement action plans following employee survey results. Matthew is a chartered Occupational Psychologist.



### **BUNMI PRATT, HEAD OF HUMAN RESOURCES, APM TERMINALS**

Bunmi's current role involves supporting over twenty business locations and functionally managing over 7,000 employees in Africa. With over 12 years' experience under her belt, her forte in Human Resources spans across Resourcing, Talent Management, Change Management, Labour Relations, Organisational and Leadership Development. She is recently working in South Africa as a Project lead for an HR transformation project. Bunmi's experience cuts across several roles in a number of fortune 500 organisations; Fast moving consumer goods industry and



### **CHIZOBA MOJEKWU, DIRECTOR, CAPACITY DEVELOPMENT, CENTRAL BANK OF NIGERIA**

Chizoba is an experienced Senior HR practitioner with extensive organisation development, change management and Human resources transformation experience. She has over 25 years' experience across multiple industries and has led several engagements geared at transforming HR functions and improving HR service delivery within the energy industry – from HR process design to HR management system implementation. She is passionate about making work fun and working in a fun environment. She has experience in: Organisation Design and Development, HR Strategy alignment, Business Capability Development, HR Design, Culture Development, Learning Management, Leadership and Strategy Support, HR Process Design, Change Management and Customer Management.

## Biographies



### **OLA EHINMORO, HR DIRECTOR, ANGLOPHONE, WEST AFRICA, SUNTORY BEVERAGE AND FOOD**

Mr Ola Ehinmoro is an International HR professional with strong operational and strategic experience developing and implementing talent acquisition, development and engagement across multiple industries and at country, regional African and global levels with specific experience in leading Talent differentiation, employer branding, diversity and inclusion, organisation design, culture/employee engagement and employee/labour relations. Mr Ehinmoro has held positions at 7up, Indemnity Finance, Guinness Nigeria Plc, Nestle, Lafarge. In 2016, Mr Ehinmoro joined Suntory Beverage Nigeria Ltd as Human Resources and Corporate Affairs Director to help grow this company in Nigeria and Africa. Suntory is a Japanese company and the third largest global beverage company behind Pepsi and Coca-Cola. In this role, he has led the foundation building actions on Organization, Talent and performance management strategy, employee and union engagement, CSR Strategy and external relations to enable a solid business take-off in Nigeria

Outside of professional duties, Mr Ehinmoro was President of Nigerian Professionals in Egypt between 2011 and 2012 and was President of Bunu Interest Group – a philanthropical organisation supporting the less privileged Bunu people, Kabba/Bunu Local Government area of Kogi State



### **AUDU MAIKORI, CHIEF EXECUTIVE OFFICER, CHOCOLATE CITY GROUP**

Audu Maikori is a Nigerian lawyer, entrepreneur, social activist and public speaker. He is founder and president of the Chocolate City Entertainment. He is best known as a judge of Nigerian Idol's first season. He won multiple awards during his career, including the International Young Music Entrepreneur of the Year award in 2007. Chocolate City Limited was registered in October 2003, Audu partnering with Paul Okeugo and his brother Yahaya Maikori as directors of the company. Later that year he alongside Paul Okeugo and two other partners produced first event under 'Chocolate City' banner in partnership with British American Tobacco, which held at the University of Maiduguri. Audu was introduced to a song called Na Ba Ka by an artist named Jeremiah Gyang's by label Six Foot Plus. In January 2005, Chocolate City signed Jeremiah Gyang under a recording and management contract and re-released the album 'Na Ba Ka'. In mid 2006, M.I was signed up to Chocolate City. In 2012, after a corporate restructure, Chocolate City Group was formed with renowned business man and lawyer Hakeem Bello-Osagie joining the board as Chairman. Four companies were formed to constitute the group namely Chocolate City Music, Chocolate City Media, Chocolate City Distribution and STM with Audu appointed as President of the Group.



### **CLARA BOT-MANG, HUMAN RESOURCES DIRECTOR, GENERAL ELECTRIC**

Clara is an experienced Human Resources professional, Consultant and Project Manager with over 18 years work experience managing and working with a diverse workforce within a multi-industry, diversified infrastructure & technology company. She has worked with highly successful FMCG multinationals, global pharmaceutical businesses, not-for-profit organisations and HR consultancy businesses. Clara have worked in several key HR leadership roles (both generalist & specialist) with responsibility for Sub Saharan Africa, several West African countries including Nigeria.

## Biographies



### **LOUISE DONAGHY, SENIOR REPRESENTATIVE, LEICESTER BUSINESS SCHOOL**

Louise Donaghy is the Head of Business Development and Executive Education at Leicester Castle Business School and previously, until April 2017, was the Head of Employer Engagement at Loughborough University and Loughborough University London. Louise has also worked for the Higher Education Academy as a Project Manager and as a Business Manager in the care industry. For the most part Louise's career has focussed on forging beneficial relationships and partnerships between industry and Higher Education and being responsible for the employability development and progress of university students and graduates. She grew the number of graduate recruiters at Loughborough University from 45 to 400 and designed a sector leading curriculum based initiative called 'Enterprise Through the Curriculum' at Loughborough University London, which included all students taking part in a range of employability initiatives as part of their postgraduate university experience. Louise has grown functions and subsequent teams both in the Midlands and in London and is now working in a start-up environment at a new business school in Leicester, responsible for setting up a unit that offers a range of contemporary and cutting-edge executive education courses for business professionals in the 21st Century. She is passionate about providing an environment for all students to flourish and develop entrepreneurial thinking and abilities and is involved in creating innovative and creative community spaces in the Midlands.



### **NGLAN NIAT, GROUP DIRECTOR, HR SERVICES, WEST AND CENTRAL AFRICA, SCHLUMBERGER**

Nglan has over 18 years of human resources management experience, 16 of these with Schlumberger where she has been asked to take on numerous HR management positions of increasing responsibility across geographic challenges. Her key expertise includes: Employee and Management Development, International HR Management, Compensation & Benefits in complex international environment, Succession Planning, High Value Identification, Training and Development, Staffing, Employee Relations, Performance analysis, Employee stock plan, HR Integration and HR communications. Nglan has spent 12 years in international assignments and is currently the Group Director HR Services for West & Central Africa for Schlumberger based in Lagos. Nglan holds an MBA, with specialisation in Human Resources Management from HEC Montreal (University of Montreal's business school). Within Schlumberger, Nglan is active in ConnectWomen, an internal community run by and for women which empowers women to achieve their full potential through networking, mentoring, development, and community outreach. Via the network Schlumberger women obtain and provide guidance on careers, discuss concerns and help the company understand specific issues affecting women.



### **WOLE ODELEYE, BUSINESS DEVELOPMENT MANAGER, SAGE**

Wole is a Technology Business Executive with vast experience and expertise, and is currently the Senior Sales Executive with Sage Software. He has worked on complex development initiatives spanning Technology Business Incubation, Business Process Outsourcing, Enterprise Solutions development, process integration, software design and development, and technical support of ICT Infrastructure and business applications. He has vast experience in Sage, Oracle and Microsoft technologies as well as IT Governance and Compliance. Wole believes that no two companies are alike, and neither are their business technology requirements, and companies seek to accommodate a wide spectrum of business needs. From helping clients identify their business requirements, to sharing ideas and expertise with technology teams, to performing implementations, the skills he offer help make ICT projects smooth and successful ones.

## Biographies



### **PATRICIA ADERIBIGBE, GROUP HEAD, HUMAN RESOURCES, UNITED BANK OF AFRICA**

Patricia Aderibigbe serves as Group Head of Human Resources at United Bank for Africa Plc. Mrs. Aderibigbe is responsible for UBA Group's Human Resource function across 19 African countries and its international subsidiaries. She served as the Chief Operating Officer of Heirs Holdings Limited and enabled integration across its business interests. From 1998 to 2012, she served as the Chief Operating Officer and Executive Director of ElanIT, where she played a pivotal role in its transformation. She has a background in Human Resources and strategic and operational business management. Her background is firmly rooted in Human Resources, organisation and leadership development, Executive coaching as well as business operations, spanning over two decades, gained from working in 18 countries in Europe and now in Nigeria. She is a Fellow of the Chartered Institute of Personnel and Development, a life member of the Institute of Directors, UK and served as a member of the UK employment tribunals until recently. Mrs. Aderibigbe holds degree is in English and Literature from the University of Benin. She has a Master's degree in English and Literature from University of Ibadan and obtained postgraduate qualifications in Human Resources, Employment Relations and Law from Kingston University, UK.



### **FIDELIA OSIME, ORGANISATION AND HUMAN RESOURCES DIRECTOR, LAFARGE HOLCIM**

An astute professional, Fidelia was recognized by and named to the exclusive membership organization; Cambridge Who's Who, for demonstrating dedication, leadership and excellence in human resource alignment and strategies. The first female director in the history of Unilever in Nigeria, she worked in various countries and served on the Board of Unilever Nigeria Plc in executive and non-executive capacities. Fidelia is currently Country Organization and Human Resources Director at Lafarge Africa Plc. In this role she is responsible for aligning the HR strategy to business strategy whilst serving as the business partner to the executive team led by the Country CEO. She holds several degrees, is a member of several professional bodies and an alumnus of the Stanford Graduate School of Business. She is also Member of the International Faculty at Haggai Institute for Advanced Leadership Training, Inc.



### **JANET ADETU, CHIEF EXECUTIVE OFFICER, JSK ETIQUETTE**

Janet Adetu FCCA, AICI FLC AMC, a certified Executive Business Coach with expertise in Corporate Protocol, Professional Image, Personal Performance & Leadership Development. Janet is also a certified Emotional Intelligence Assessor as well as a member of the John Maxwell Leadership Team. Janet holds a BSC honours in Economics, an MBA and is a qualified Chartered Accountant; a fellow with the Association of Certified Chartered Accountants (ACCA).

Janet is the CEO /MD of JSK Etiquette Consortium an affiliate of the JSK Consulting Group with over 25 years' experience in the corporate sphere. Janet has multitudes of exposure in international business ethics, personal and corporate image, personal performance cultural life styles, dress codes and international protocol techniques; she draws on her experiences as a seasoned financial auditor working for two top accounting firms KPMG and Ernst & Young.

Janet's passion is to build leadership growth potential with protocol distinction. Janet is a go getter championing the cause of professional civility, image enhancement, reputation management & attitudinal change in the working environment in Nigeria and beyond. Along with her amiable team Janet has masterminded many projects to help improve the bottom line of all clients. As an etiquette lifestyle connoisseur Janet says, "we should all aspire to be inspired with panache, transform our potential and step into the "new you".

## Biographies



### **KAMIL OLUFOWOBI, CEO, MOST INFLUENTIAL 100**

Kamil is a true embodiment of a global thinker making local impact who has lived, schooled, worked and/or visited 30+ countries on 5 continents. He considers himself a “global citizen” with a passion for Africa. “With a focus on Africa, I create global networks to build a world driven by EXCELLENCE and with over 15 years of global work experiences, I have developed solid global commercial acumen with a proven track record to lead teams and deliver outstanding results. I have in-depth understanding of business networking, negotiations, relationship and project management skills”.

He has a Master’s degree in Global Affairs with concentrations in Economics, International Relations and International Law from the Centre for Global Change and Governance at Rutgers University, New Jersey, USA.



### **PROFESSOR GBOLAHAN ELIAS, PARTNER, G ELIAS & CO.**

Gbolahan Elias is a partner in G. Elias & co. one of Nigeria’s leading business law firms. His oil-and-gas sector work includes advising on (a) an investment in and divestment from OML 25, (b) an NNPC–chevron US\$1.2bn “gas-for-power” project financing, (c) the merger that created Gas Orwell, a leading oilfield service company, (d) longstanding cause célèbre arbitration over an oil



### **PROFESSOR EMMANUEL ADEGBITE, PROFESSOR OF ACCOUNTING, GOVERNANCE AND RESPONSIBILITY, LEICESTER BUSINESS SCHOOL**

Emmanuel Adegbite serves as Professor of Accounting, Governance and Responsibility at De Montfort University, UK. Until recently, he was the head of the department for accounting and finance. He previously held senior academic positions at the University of Birmingham and at Durham University. His widely cited research on management accounting, corporate governance, corporate social responsibility and corporate finance, has been published in world leading academic and professional outlets. He received an award for Excellence in Research in 2014 at Durham University. He was awarded the ‘Celebrated Nigerian Award UK’ for his contributions to education in September 2016. In December 2016, he received from the European International Business Academy – the ‘International Business Review Best Journal Paper of the Year Award’. In April 2017, he was nominated for the Vice Chancellor’s OSCAR Award for his Outstanding Contribution to Research Excellence at De Montfort University. His research, in collaboration with others, has secured close to £500,000 in funding. Emmanuel is a Visiting Professor in Corporate Social Responsibility at the Toulouse Business School, France.



### **TOMINIYI ONI, HUMAN RESOURCES DIRECTOR, FRIESLANCAMPINA**

Mr Tominiyi Oni is the Human Resources Director at Frieslancampina. He is also a member of many other influential Human Resources groups, including:

- Member Chartered Institute of Personnel Management (CIPM)
- Member Chief Learning Officers Business Intelligence Board
- Board Member Institute of Mentoring
- Member Human Capital Institute (HCI)
- Initiator Port Harcourt HR Roundtable

## Biographies



### WILSON DIKE, PEOPLE PRESALES LEAD, SAGE

Wilson Dike is a Human Resource Consultant who works as the Presales Lead for Sage X3 people, the flagship Human Capital solution for Sage in West Africa, helping showcase Sage X3 to prospects across Africa and demonstrating how basic and futurist human capital challenges are handled on the solution. Wilson is an advocate of an inclusive work environment, and he strongly believes that a happy workforce is the key to a healthy and productive work environment. Wilson is part of the team that is currently implementing Sage X3 people in 18 countries across Africa for a Global Bank. Wilson holds a Bachelor's Degree in Information Technology from the Federal University of Technology Owerri.



### INNOCENT OSEGHE, CHAIRMAN, CIPM

Innocent Oseghe is the Chairman of the CIPM committee on Professional Development and Consultancy and managing partner at HFP consulting in Lagos. He is certified in running assessment and development centres, as well as administering and interpreting occupational and personality questionnaires. He is also accredited as a management development trainer by the Centre for Management Development. He has over 21 years' experience in management consulting, supply chain management, and hands on HR management experience, which spans corporate strategy, production and raw material planning, HR planning, recruitment and selection, psychometrics and organisational development, career and performance management, succession planning and management.

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The Internet of Things and Industry 4.0 is changing the way every business operates. The fusion of online technology with physical processes is opening the way to "Smart" organisations that provide superior, automated service.

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## Upcoming conferences

TALENT AGENDA  
EAST AFRICA   
A Global Career Company Initiative

**19TH–20TH SEPTEMBER 2018,  
NAIROBI, KENYA**

Entering its fourth year, this market leading conference has seen us most recently partner with The Institute of Human Resource Management in Kenya to deliver training programmes for HR leaders alongside key market trends for the region. We are delighted to return this year, bringing leaders together for discussions of disruption from the perspectives of both technical innovation and familiar socio-economic and political themes.

TALENT AGENDA  
SOUTHERN AFRICA   
A Global Career Company Initiative

**23TH–24TH OCTOBER 2018,  
JOHANNESBURG, SOUTH AFRICA**

Returning for its fifth year, the region's pre-eminent human capital conference brings organisations together to discuss the latest trends and techniques in human capital management for organisations in Southern Africa, as well as Southern African organisations focused on regional integration and expansion into Africa as a whole.



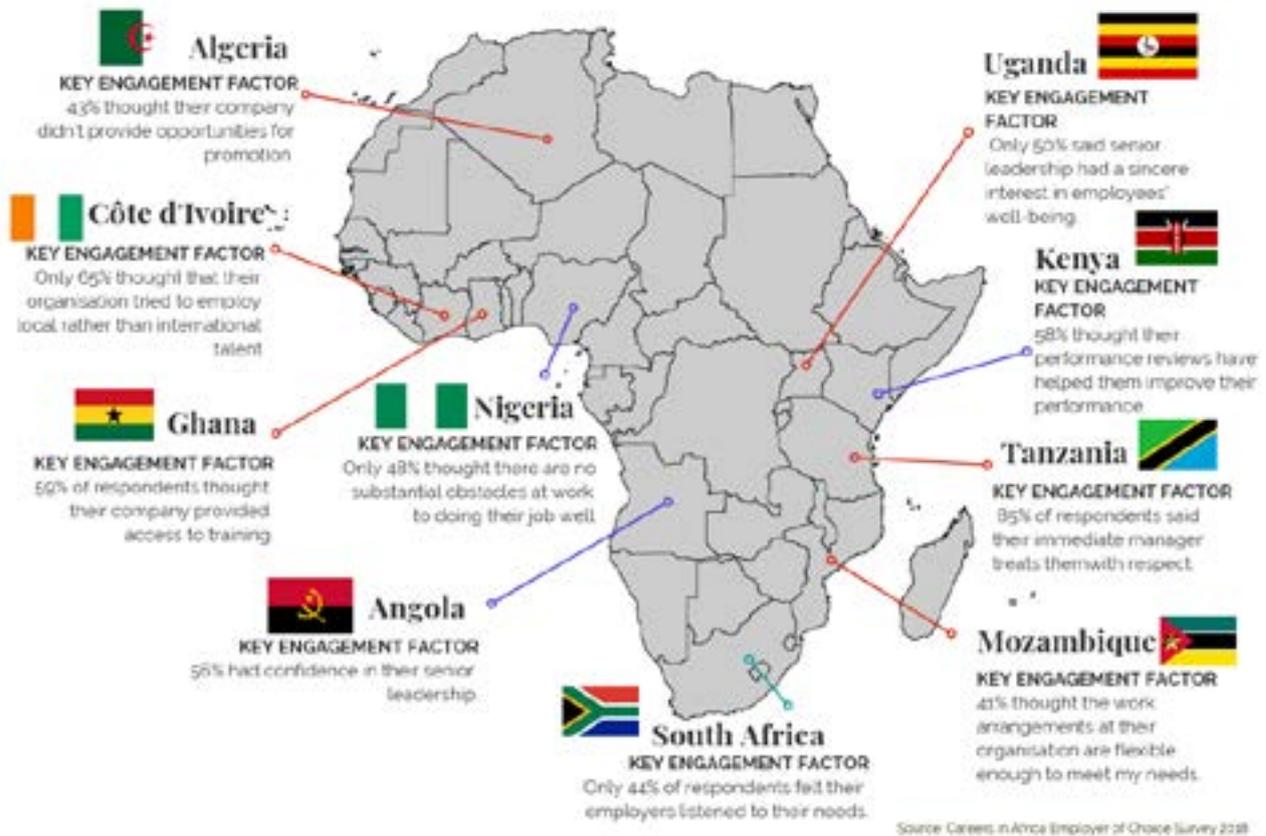
## Additional information

### A sneak peek at some of the information gained through our Employer of Choice Surveys.

Global Career Company’s mission is to provide connected, world-class human capital solutions for Africa. We aim to do this by developing and sharing a deep understanding of Africa’s talent by connecting people. By putting people together, for knowledge sharing and for recruitment, we further the aims of individuals and organisations. Global Career Company exist to help others achieve their goals, and through that, to achieve our vision. The Talent Agenda Series is a subsidiary of Global Career Company, along with GCC Search, and Careers in Africa. Each of these sections of the business aim to fulfil the same goals, with different but united approaches. A method for achieving these aims if our Employer of Choice Surveys run alongside our Platinum Partners Willis Towers Watson.

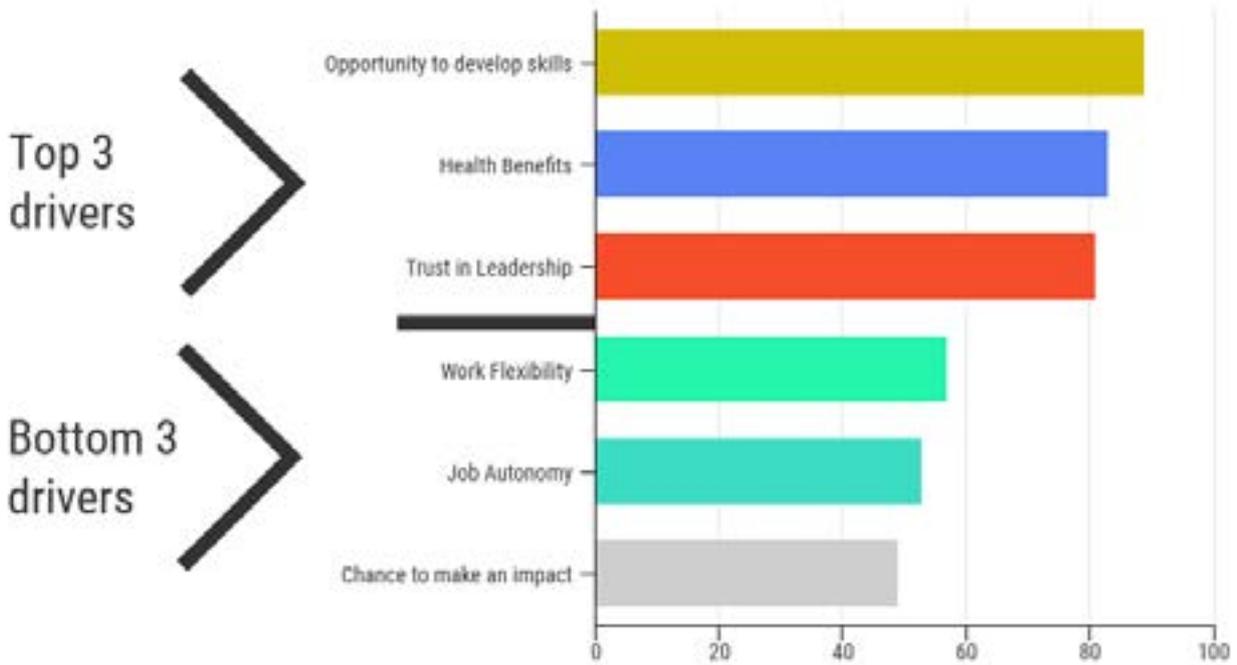
Please take a look at the following pages to see a small selection of the stats and insights from our Employer of Choice Studies, taken to discover ways to further develop, attract and engage new talent and, unlock and enable the power of Africa’s human capital.

### Lack of confidence in leadership across Africa

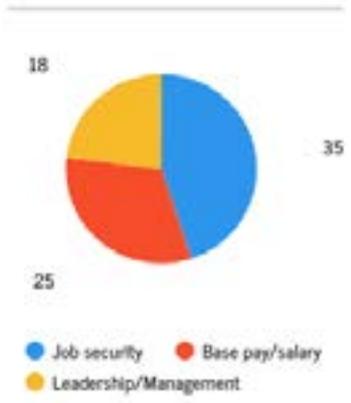


# Employees are demanding opportunities to develop new skills and more challenging work

## Most important and least important drivers

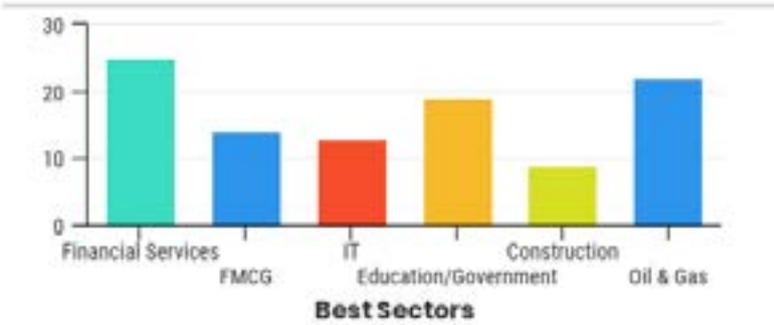


Employees felt that opportunities to develop skills were the most important drivers to join a company whereas retirement benefits were the least important



### Why do people stay?

Job security was the most important reason to consider remaining at organisation



Financial Services remains the most popular sector to work in, followed closely by the Oil & Gas sector

Source: Careers in Africa Employer of Choice Survey 2018

## Flexibility at the workplace – Key driver for women in Africa



Source: Careers in Africa Employer of Choice Survey 2018

## Thank you for attending the Talent Agenda Series West Africa.

We hope you have enjoyed yourself and have developed your understanding of these issues.

We would be pleased to hear your thoughts on this event and look forward to see you at a future Conference.

**Best wishes,**

The Talent Agenda Series Team

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