

Unlicensed digital lenders:

PAGE 6

Loan sharks target poor citizens, exploit, violate privacy rights

215 LENDERS REGISTERED, **47** DELISTED, OVER 71 APPS OPERATING ILLEGALLY

LOAN APPS DEPLOY COMPOUND INTEREST RATES

FIRMS EXPLOIT, ABUSE USERS' DATA

NASU, SSANU strike leaves certificates applicants stranded

NEWS PAGE 4

Banks show signs of illiquidity, borrow over N24tr from CBN less than three months

BUSINESS PAGE 17

Criminalise importation of Adire, Kampala fabrics, Reps urges FG

NEWS PAGE 3



Again, court refuses Kanu bail over terrorism charges

NEWS PAGE 7



Delta gov briefs Tinubu on Okuoma killings

NEWS PAGE 4

Reprisal: Ijaw Youth Council raises alarm over invasion, killing of 40 residents

NEWS PAGE 6



Man bags life jail for defiling neighbour's 11-year-old daughter

METRO PAGE 9

NEITI: Nigeria's federating units shared N10.14 trillion in 2023

PANORAMA PAGE 2



Get your ePaper, scan the code

Scan the code for a better reading experience. Get access to our independent, bias-free and exclusive news content. You can also subscribe here: epaper.guardian.ng



guardian.ng

SCAN QR CODE



Panorama

www.guardian.ng

Guardian Nigeria GuardianNigeria 08136370421 Guardiannigeria

SPOTLIGHT

Biden's diaspora council pushes for more engagement with Africa

From Tope Templer Olaiya, United States

AS part of activities to expand cultural and education exchange between Africa and the United States, the U.S. Chamber of Commerce yesterday held a special forum for their Advance With Africa programme in partnership with the President's Advisory Council on African Diaspora Engagement (PAC-ADE) at Spelman College, Atlanta, Georgia.

At the session, the PAC-ADE discussed its 2024 priorities and review proposed recommendations, including programmes to foster economic engagement through Diaspora business ties and opportunities to increase participation of members of the African diaspora in the United States related to trade, investment, economic growth, and development programs in Africa.

WEATHER REPORT

Sunny skies and hazy atmosphere anticipated over the Northern region. North Central should experience hazy atmosphere. Hazy atmosphere with few patches of cloud should prevail over Inland states of the South and the coastal belt, while isolated thunderstorms are expected over parts of Delta, Akwa Ibom, Rivers and Bayelsa states.

Potential impact

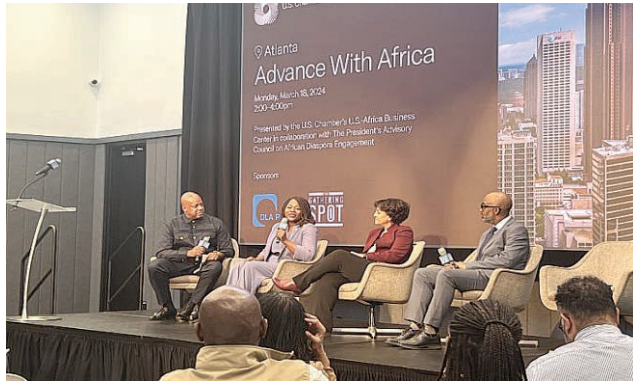
- (i) Dust particles are in suspension; use face mask if possible.
- (ii) People with respiratory issues should be cautious of the present weather situations.
- (iii) Children and the elderly to wear warm clothing at night.
- (iv) Special attention should be paid to your skin, eyes and lips. Moisturize your skin and lips as much as possible.

... DAY 3614

OUR GIRLS STILL MISSING

Tope Templer Olaiya, News Editor

@TopeTempler



Senior Vice President, Strategic Alliances & Outreach from the U.S. Chamber of Commerce, Rick Wade (left); Founder of Shea, Yeleen Rahama Wright; Council member of the President's Advisory Council on African Diaspora Engagement, Almaz Negash; and Chief Regulatory Affairs and Government Relations Officer of Flutterwave, Oluwabankole Falade at the U.S. Chamber of Commerce forum discussion in Atlanta...yesterday.

According to the Council on Foreign Relations, by the end of the century, one in three people in the world will be African, inhabiting a huge consumer market with vast growth potential. The United Nations (UN) also projects that Africa's population is set to double by 2050, reaching

2.5 billion people. This will create a massive demand for goods and services, presenting businesses with historic opportunities to build profitable, sustainable enterprises.

The forum was broken into two panels: the first panel,

"Advancing with Africa as an Export and Investment Destination", included Senior Advisor of U.S. Chamber of Commerce, Dana Banks; Council member of the PAC-ADE, C.D. Glin; Ambassador of Mozambique to the United States, Alfredo Fabião Nuvunga; and Director of Public Engagement U.S. Trade and Development Agency, Brandon Bradford.

In the second panel, "Making a Dream a Reality - How Diaspora can build business linkages to African Markets", included Senior Vice President, Strategic Alliances and Outreach from the U.S. Chamber of Commerce, Rick Wade; Founder of Shea, Yeleen Rahama Wright; Council member of the PAC-ADE and founder African Diaspora Network (ADN), Almaz Negash; and Chief Regulatory Affairs and Government Relations Officer of Flutterwave, Oluwabankole Falade.

Nigeria's transition to renewable energy on track, says Shettima

From Terhamba Daka, Abuja

VICE President Kashim Shettima has said Nigeria's energy transition journey as well as its resolve to embrace clean and renewable energy solutions remains on track under the administration of President Bola Ahmed Tinubu.

The Vice President stated this on Tuesday at the Presidential Villa during the signing of the joint venture agreement for the establishment of the Shiroro Generating Company, Nigeria's pioneer 20MW On-grid Solar-Hydro Hybrid project, between the Nigeria Sovereign Investment Authority (NSIA) and North South Power (NSP) Company Ltd.

Shettima noted that the event "marks a significant milestone and will boost the country's energy transition journey" and an affirmation of President Bola Ahmed Tinubu administration's resolve to embrace clean and renewable energy solutions. "The Federal Government of Nigeria under the able leadership of President Bola Ahmed Tinubu remains steadfast in supporting initiatives that drive economic growth, enhance energy security and protect our environment."

NEITI: Nigeria's federating units shared N10.14tr in 2023

From Kingsley Jeremiah, Abuja

THE Federal, state and local governments in Nigeria shared N10.14 trillion in 2023, the Nigerian Extractive Industry Transparency Initiative (NEITI) said yesterday in Abuja.

Of the fund, the Federal Government got N3.99 trillion, representing 39.37 per cent of the total allocation, the 36 states got N3.585 trillion representing 35.34 per cent and the 774 local government councils of the Federation shared 2.56 trillion equivalent

to 25.28 per cent. The Executive Secretary of NEITI, Dr. Orji Ogonnaya Orji, while announcing the report said the ultimate objective of the disclosure is to strengthen knowledge, awareness and promote public accountability of all institutions in public finance management.

A further analysis of the disbursements showed an increase of N1.934 trillion or 23.56 per cent when compared to the disbursement of N8.209 trillion shared in the corresponding year 2022. The review

attributed the increase to improved revenue remittances to the Federation Account due to the removal of petrol subsidy and the floating of the exchange rate by the new administration.

The report highlighted that while total revenues distributed from the Federation Account recorded an overall increase of 23.56 per cent in 2023, the increase accruing to each tier of government varied, largely due to the type of the revenue streams contributing to the inflows into the Federation Account.

RANDOM FACTS

- Wizkid is the Best Selling Afrobeats Artiste ever with over 55 million career sales.
- When you have to make a choice, and every choice is a bad one, it's called a zugzwang.
- Groaking is staring at someone eating in the hope that they will give you some of their food.
- Home Alone is the highest grossing comedy film of all time.
- Nigeria's coldest town, Gembu in Taraba State has a daytime temperature of 21°C. It is located on the Mambilla Plateau.

TODAY IN HISTORY

- Intl Day of Happiness
- World Storytelling Day
- UN French Language Day
- **2023 - Nigeria**
Kano State government imposed a dawn-to-dusk curfew following the declaration of the governorship election results in which the opposition candidate of the New Nigeria Peoples Party, Abba Kabir Yusuf, was declared winner. The Independent National Electoral Commission declared governorship poll in Adamawa State inconclusive.
- **2019 - Kazakhstan**
Kassym-Jomart Tokayev was sworn in as acting president of Kazakhstan, following the resignation of long-time president Nursultan Nazarbayev.
- **2017 - Nigeria**
Asset Management Corporation of Nigeria sold Keystone Bank, last of three nationalised banks to Sigma Golf Nigeria Ltd and Riverbank Investment Resources Ltd, a consortium of local investors.
- **2017 - Rwanda**
Pope Francis met with Rwandan Pres. Paul Kagame. Francis begged forgiveness for the sins and failings of the church and its members during 1994 genocide, and told Kagame that he hoped his apology would help the country heal.
- **2016 - UN**
Scientists warned that humans should brace up for the emergence of a new virus that could be deadlier than Ebola Virus Disease (EVD), which is Severe Acute Respiratory Syndrome (SARS) or Zika.
- **2015 - Worldwide**
A Solar eclipse, equinox, and a Supermoon all occurred on the same day.
- **2014 - Kenya**
Parliament passed a bill allowing men to marry as many women as they want, prompting a furious backlash from female lawmakers. Women are not allowed to marry more than one man. The bill awaits the president's assent before becoming law.
- **2013 - Nigeria**
Two survived after a boat carrying over 100 people capsized in a Calabar river.
- **2007 - Iraq**
Taha Yassin Ramadan (69), Saddam Hussein's former deputy, was hanged, the fourth man to be executed in killings of 148 Shiites following a 1982 assassination attempt against the former leader.
- **2006 - S/Arabia**
Millions of Shiite pilgrims, some of them flogging themselves with chains, surrounded a shrine in the holy city of Karbala to commemorate the 40th and final day of symbolic mourning for the Prophet Muhammad's grandson.

TODAY'S QUOTE



In this world of globalisation, we have fallen into a globalisation of indifference. We are accustomed to the suffering of others, it doesn't concern us, it's none of our business.

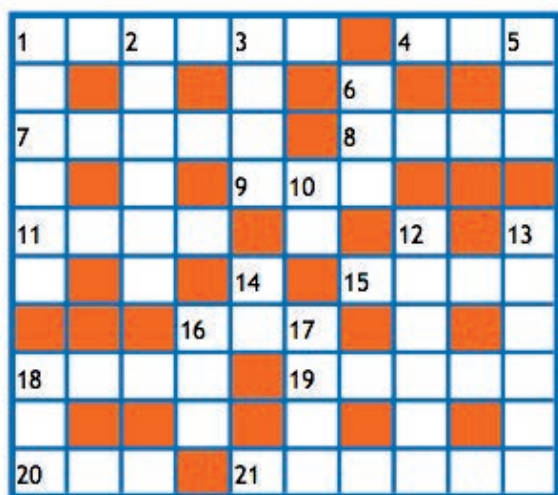
POPE FRANCIS

Do you want to know yourself better? Then discover silence.

The cross reminds us that there is no true love without suffering, there is no gift of life without pain. The world promises you comfort, but you were not made for comfort. You were made for greatness.

POPE BENEDICT XVI

CROSS WORD PUZZLE



ACROSS

- 1. Town in Imo State, (6).
- 4. 'Petrol' in America, (3).
- 7. Telegram sent abroad, (5).
- 8. World's largest continent, (4).
- 9. Furrow made by wheels, (3).
- 11. Man-eating giant, (4).
- 15. Staple Nigerian food, (4).
- 16. Professional, abbr., (3).
- 18. Kaduna State Governor, (4).
- 19. Farthest planet from the Sun, (5).
- 20. Small mischievous fairy, (3).
- 21. Animal excrement fertilizer, (6).

DOWN

- 1. Boat's heavy hooked device, (6).
- 2. Senate ex-President, (6).
- 3. Stratium, (4).
- 5. Mineral-water spring resort, (3).
- 6. Gentle stroke, (3).
- 10. Indicating readiness, (2).
- 12. LGA in Benue State, (6).
- 13. Very excited reaction, (6).
- 14. Indicating alternatives, (2).
- 16. Seize and hold fast, (3).
- 17. Defects in vision, (4).
- 18. Perceive with the eyes, (3).

© Olulana Olukayode

Check page 47 for solution to the puzzle

www.guardian.ng

Guardian Nigeria GuardianNigeria 08136370421 Guardiannigeria

Reps summons Pate, perm sec over \$300 million malaria fund

From Adamu Abuh and Nkechi Onyedika-Ugoeze, Abuja

HOUSE of Representatives Committee on Anti-Malaria, HIV/AIDS and Tuberculosis has summoned Minister of Health and Social Welfare, Prof. Mohammed Ali Pate, over alleged misappropriation of \$300 million meant to tackle malaria since 2021.

Also, to appear before the panel within the next 72 hours is the Permanent Secretary in the ministry, Daju Kachollom.

Led by Amobi Godwin Ogah, the committee threatened Kachollom with arrest if she failed to honour the invitation, having snubbed three earlier invitations.

The duo are to state their side of the story and clarify allegations of denying indigenous manufacturers from participating in the contract for procurement of insecticidal nets and other related products.

Ogah, who issued the summons during proceedings of the panel, decried Kachollom's previous attitude to such a sensitive issue.

He warned that the committee would not tolerate the attitude of civil servants, who

Nigeria needs over \$300m to bridge TB funding gap

take the parliament for a ride. The probe is in response to a petition from Seasons Law Firm on behalf of Rosies Textile Mills Limited, accusing the Ministry of Health and Permanent Secretary of denying indigenous manufacturers of insecticidal nets from participating in the contract for their procurement. FOR recording 479,000 cases (19 per cent) of the 2.4 million cases of tuberculosis (TB) reported in the African region

in 2022, the World Health Organisation (WHO) has charged Nigeria and other governments on the continent on increased funding for response to the disease. Consequently, over \$300 million is required to bridge the funding gap and check the ailment in Nigeria. Addressing a pre-world TB Day press conference yesterday in Abuja, WHO National Programme Officer for TB, Dr Amos Omoniyi, observed

that out of the 424,000 disease-related deaths in Africa in 2022, 97,900 (23 per cent) occurred in Nigeria.

He lamented that one person dies of TB every five minutes in the country even though the disease is preventable and curable.

Omoniyi revealed that Nigeria had a huge TB funding gap of 70 per cent in 2022 and was highly donor-dependent, as most of the funds for tackling the virus came from partners.

Read the remaining part of this story on www.guardian.ng



Member, House Committee on HIV/AIDS Malaria and Tuberculosis Control, Ibey Okwana Osanwa (left); Deputy Chairman, Isa Dogonyaro and Chairman, Amobi Godwin Ogah, during an investigative hearing over alleged mismanaged \$300 million meant for procurement of anti-malaria drugs by the Ministry of Health in Abuja... yesterday. PHOTO: LUCY LADIDI ATEKO

Criminalise importation of Adire, Kampala fabrics, Reps urges FG

From Sodiq Omolayo, Abuja

THE House of Representatives, yesterday, appealed to the Federal Government to ban and criminalise the importation of Adire, Kampala and other similar locally produced fabric into the country.

The resolution followed the adoption of a motion by Afolabi Afuape (APC-Ogun) at the plenary in Abuja. The sponsor said the call became necessary to protect the general local cottage industry and conserve scarce foreign exchange.

He argued that the influx of foreign imitations of Adire/Kampala, tie and dye into Nigeria's market had negatively impacted the local industry.

Afuape noted that the de-

velopment has led to a decline in the livelihood of local producers and job losses.

Adopting the motion, the House mandated its Committee on Commerce to collaborate with the National Directorate of Employment (NDE) to establish formal training and orientation programmes for local fabric producers.

The training, according to the lower legislative chamber, should be centred on skills, quality control, marketing, and business management.

The lawmakers canvassed proper monitoring by relevant agencies charged with evaluating the periodic progress of the Nigerian cottage industry.

CBN to unveil financial literacy curriculum in October

From Anthony Otaru, Abuja

AS part of renewed efforts to boost financial literacy among school children, the Central Bank of Nigeria (CBN) has promised to make the National Financial Literacy Curriculum available in October.

It explained: "As far as the curriculum is concerned, we are at the draft stage, and by October 2024, we hope to have ready the final copy of the National Financial Literacy Curriculum to be included in our secondary schools' curriculum nationwide."

Deputy Governor, Financial System Stability, Philip Ikeazor, gave the assurance yesterday at the opening of the Financial Literacy Fair in commemoration of the 2024

Global Money Week celebration in Abuja.

Represented by Head of Consumer Education and Evaluation Division of the CBN, Iwalan Lanre, he also revealed that since 2012, financial literacy campaigns have recorded 64 per cent success rate.

The celebration was themed: "Project your money, secure your future."

Earlier in his opening remarks, Director of Consumer Protection, Habib Amina, GMW, as a global awareness, seeks to educate young people from an early age on the importance of having the right knowledge or attitude and behaviour necessary to make sound financial decisions, and ultimately, achieve financial well-being for the future.

Think tank allays fears of implosion despite closure of 767 firms

From Adamu Abuh, Abuja

INDEPENDENT Media and Policy Initiative (IMPI) has allayed fears over the shutdown of 767 companies in Nigeria due to infrastructural deficits and economic downturn.

Rather, the think tank maintained that verifiable data indicate that the most populous black country has a robust investment climate under President Bola Tinubu's administration, contrary to the narrative of an econ-

Insists economy resilient, attractive to investors

omy short of investor's confidence.

In a policy statement by its chairman, Niyi Akinsiju, in Abuja, the group said it concluded after a comparative analysis involving Nigeria and some other jurisdictions, including India and the United Kingdom.

It noted: "Compared to the Manufacturers Association of Nigeria's announcement of 767 companies' shutdown in 2023, an apparent public

revelation to serve as a depression trigger for the country, people and government, the Small Business advocacy group in the United Kingdom frames the 345,000 business closures in that country as: 'More businesses closing down than starting up for the first time in 12 years'.

"This, by our consideration, is an objective rendition of data. It is obvious that the 767 companies' shutdowns in

Nigeria do not in any way come close to the 345,000 closures recorded in the United Kingdom in that same period.

"Neither can the number be compared to the 460,000 companies that shut down every quarter, that is every three months, in China or the 10,655 Micro, Small and Medium Enterprises' (MSMEs) shutdown in 2022-2023 in India."

Read the remaining part of this story on www.guardian.ng

Stakeholders canvass more as Nigeria's trade with ECOWAS hits N2.4tr

From Owede Agbajileke, Abuja

AS Nigeria's trade with the Economic Community of West African States (ECOWAS) hit N2.41 trillion in 2023, stakeholders have advocated increased regional commercial activities.

At a two-day workshop, comprising participants from regional civil society groups, policymakers, representatives of the bloc, academics, development practitioners, non-governmental organisations and other stakeholders, they maintained that trade remains the backbone of West

Africa's integration.

The event, which held in Abuja with the theme, 'West Africa under ECOWAS Vision 2050 and the Role of Civil Society', was put together by the West African Civil Society Initiative (WACSI) with support from Open Society Foundations (OSF-Africa), Oxfam West Africa (Sahel Programme) and ECOWAS Commission.

Speaking, the Head of Policy Influencing and Advocacy Unit of WACSI, Omolara Balogun, explained that the programme was to spark transformative discussions on the new ECOWAS Vision

2050 development agenda and the strategic role of civil society for effective implementation.

She listed the outcomes from the workshop to include a deeper understanding of Vision 2050, enhanced civil society commitment and ownership of the vision, as well as the identification of strategic actions to increase civil society's contributions to its implementation.

Balogun pointed out that the gathering marked a renewed partnership and collaboration between WACSI and the Office of the Vice President of the ECOWAS Com-

mission in the collective pursuit of the 'ECOWAS of People' through the effective popularisation and operationalisation of Vision 2050 among community citizens.

In their separate remarks, Acting Principal Programme Officer for Monitoring and Evaluation at ECOWAS Commission, Abiodun Abolade, and Oxfam Country Director, Nigeria, Hamzat Tijani, canvassed increased trade among member countries.

They explained that Vision 2050 seeks to consolidate the gains of Vision 2020.

Read the remaining part of this story on www.guardian.ng

TheGuardian
GUARDIAN PRINT
01 4489621-2
GUARDIAN COMMERCIAL
01 4489646
08136243622
GUARDIAN DIGITAL
0814 380 8843
GUARDIAN LIFE
0803 056 7059

For Advert Enquiry, Call:
0803 337 1431
ABUJA OFFICE
0809 594 5917
0808 583 5661

Read the remaining part of this story on www.guardian.ng

FG restates resolve to boost eastern ports

• As Oyetola commissions 4.8km road, others in Rivers

From **Obinna Nwaoku**,
Port Harcourt

MINISTER of Marine and Blue Economy, Adgboyega Oyetola, has said the Federal Government is poised to give Nigerian Ports Authority (NPA) the backing necessary to address factors responsible for the under-utilisation of national assets.

The minister gave the assurance in his address at the commissioning of the 4.8km road "D" project and Marine crafts at Onne Complex in Rivers State, yesterday.

He said the road and the mooring boats were another testament to the commitment of the ministry to max-

imise opportunities in the maritime sector.

Oyetola noted that the six mooring boats, which would ensure safety of vessels while berthing, was FG's way of further enhancing security and safety of the maritime space, emphasising that it would deepen efficiencies and full capacity in the utilisation of the strategic advantages of Onne and other Port complexes in the eastern axis and as well constitutes one of the tools deployed in actualising the Key Performance Indicators (KPIs) assigned to the ministry under the Presidential Performance Bond.

Minister to address cybersecurity issues

By **Clarkson Eberu**

MINISTER of Communications, Innovation and Digital Economy, Dr Bosun Tijani, is collaborating with Ethnos and One Identity/Quest for the launch of the Ethnos Cybersecurity Erudition Series.

The initiative aims to boost cybersecurity awareness and expertise among key stakeholders, particularly within the public sector.

In an age, where digital governance is becoming increasingly prevalent, cybersecurity emerges as a critical concern for governments worldwide.

While the integration of modern technologies has improved efficiency in governance, it has also introduced new vulnerabilities such as identity theft and phishing. Hence, the urgent need for comprehensive cybersecurity education and readiness.

A statement, yesterday, said the Ethnos Cybersecurity Erudition Series, which will be held next Tuesday in Abuja, seeks to address these pressing issues by providing a platform for security experts and public sector stakeholders to engage in informative discussions and knowledge sharing.

Obaseki sees export as solution to forex crisis

EDO State Governor, Mr Godwin Obaseki, has said the Federal Government can foreign exchange crisis by advancing fiscal policies to encourage manufacturers to boost local production and access necessary credit to boost exports of Nigerian products.

Obaseki said this when he received the National President of Manufacturers' Association of Nigeria (MAN), Francis Meshioye, with other executives, who were on a courtesy visit at the Government House, Benin City.

The governor, who said the survival of the nation's economy depended on the manu-

facturers' association, noted that Edo State was leveraging its unique advantage with the availability of raw materials for production and manufacturing to drive economic development.

Earlier, the National President of MAN commended the governor's strides in Edo's economy, making the state a leading destination for private sector investment.

He said: "With the Midwest as a hub for industrial activities, it's imperative for collaboration with the government to revive the manufacturing Industry in Edo State through policies and programmes to fast-track industrial growth.

stated: "The reversal of appointment is based on the fact that the critical criterion of seniority was not highlighted or even made reference to in the recommendation made to His Excellency, the Governor."

The letter, which was read during plenary, added: "While Mr Patrick Edi was employed before Mrs Catherine Ubi, her becoming a director before the other gives her the advantage of seniority."

In his remarks, the Speaker of the Assembly, Elvert Ayambem, reiterated the 10th Assembly's commitment to the promotion of deserving staff.

Edi replaces Ubi as C'River Assembly clerk

From **Tina Agosi Todo**, Calabar

CROSS River State Governor, Bassey Otu, has withdrawn the appointment of Mr Patrick Edi, initially appointed the clerk of the state House of Assembly and appointed Catherine Ubi as substantive clerk.

Recall there was tussle for the position of the clerk since after the tenure of the former clerk of the House, John Okon, expired.

The governor brought the tussle to an end yesterday when he, in a letter signed by the Secretary to the State Government, Prof Anthony Owan Enoh, and addressed to the Speaker of the House,



National Co-ordinator, Digital Resource Centre, Universal Basic Education Commission (UBEC), Prof Bashir Galandaci (left); Executive Secretary, Dr Hamid Bobboyi; Director, Quality Assurance, Helen Okoro, and Head, Capacity Development of the commission, Hafsat Kontagora, during a meeting on Effective Supervision of Basic Education in Nigeria, in Abuja... yesterday. PHOTO: LUCY LADIDI ATEKO

Delta gov briefs Tinubu on Okuoma killings

From **Terhemba Daka**, Abuja

DISTRAUGHT Governor of Delta State, Sheriff Oborevwori, was at the Presidential Villa, yesterday, where he briefed President Bola Tinubu on the events in the aftermath of Thursday's murder of 16 soldiers in the Okuoma community of the state.

"What is happening now is something that we did not bargain for, but we want to assure everybody that there'll be no more attacks on the villages, if there's been anyone that had happened in the past. We know that those who are culpable will be brought to book, but the innocent citizens will not be attacked," Oborevwori declared after he met with President Tinubu in the State House,

• Rules out further attacks in the area

Abuja.

Recall that the President had expressed displeasure over the killing of army officers and soldiers, who were on a peace mission in a Delta State community, describing it as a direct affront to the nation.

The President, thereafter, in a statement he personally signed, directed the military, who had expressed indignation following the incident, to immediately arrest the perpetrators with a view to bringing them to book.

Tinubu said: "Members of our armed forces are at the heart and the core of our nationhood. Any attack on them is a direct attack on our nation. We will not accept this wicked act."

Specifically, a lieutenant colonel, two majors, and one captain, along with 12 soldiers and a civilian, were ambushed and killed last Thursday in Okuoma, Ughelli South Local Government Area of Delta State.

The operatives were said to have gone to the Ijaw community to free one Anthony Aboh, an indigene of neighbouring Okoloba, who was allegedly abducted on Wednesday over a land dispute between the two communities.

The killings were also condemned by many, including Pan Niger Delta Forum (PAN-DEF), Northern Governors' Forum, Ijaw Youth Council (IYC), Urhobo Progressive Union (UPU), Alumni

Association of the National Institute (AANI) and Clement Ikolo, the traditional ruler of the Ewu Kingdom, where Okuoma is located.

But, speaking to newsmen after he met behind closed doors with the President, the governor said the situation was under control, saying that there would be no more further attacks in the area.

The governor was, however, not forthcoming on reports of reprisal allegedly carried out by the military and the number of casualties, saying that being a security issue, there are certain things he could not say in public.

"Mr President assured me that he is in support of peace and we both condemned the killing of the officers and the soldiers, who were on a peace mission," he said.

NASU, SSANU strike leaves certificates applicants stranded

FORMER students of University of Benin, who visited the school for their certificates and statements of results, were stranded yesterday, following nationwide warning strike by two non-academic unions in Nigerian universities.

The unions are Non-Academic Staff Union of Universities (NASU), and the Senior Staff Association of Nigerian Universities (SSANU), whose strike has entered the second day.

NASU and SSANU commenced a seven-day warning strike yesterday to demand payment of four-month outstanding salaries.

According to *News Agency of Nigeria* (NAN), offices where non-academic activities, such as students' registration, processing of certificates and others are carried out are under lock and key.

Officials of the two unions were seen enforcing compli-

ance in offices where some members of the unions resumed work.

One of the ex-students, Gloria Johnson, who travelled to Benin from Enugu for her statement of result, expressed her frustration as a result of the action.

"I feel terrible, I feel bad because I travelled a long distance to come to get my Statement of Result today. We were told to come today, but getting here, everywhere is locked and I am

told NASU is on strike.

"It spoilt all my plans and engagement because I was planning to go home tomorrow if I collect it today and continue with my business."

Sharing a similar experience, Rebecca Isibor, urged the Federal Government to accede to the demands of the striking university staff.

She said though she resides in Benin, she had to shelve many things to visit the school for her statement of result.

Impeachment: Edo Assembly directs CJ to probe allegations against Shaibu

From **Michael Egbejule**, Benin City

EDO State House of Assembly (EDHA), yesterday, passed a resolution directing the Chief Judge of the State, Justice Daniel Okungbowa, to set up a seven-man committee to investigate allegations of gross misconduct levelled against the Deputy Governor, Philip Shaibu.

EDHA passed the resolution at its plenary, as 19 out of the 24 members voted in favour of the resolution.

Earlier, the Speaker of the House, Blessing Agbebaku,

had told the House that the seven-day ultimatum given to the deputy governor to respond to the impeachment notice had expired.

Agbebaku said the impeachment notice was earlier served on the deputy governor on March 6, 2024, but due to the alleged evasion of service, the House ordered for substituted service.

He said the substituted service was published in the state-owned newspaper, the Observer newspaper, and Vanguard newspaper, respectively.

In a motion by the Majority Leader of the House, Charity Aiguobarueghan, and seconded by Nicholas Asonere, representing Ikpoba Okha Constituency, asked the chief judge to set up a seven-man committee to investigate the petition against the deputy governor.

Aiguobarueghan said the motion was in line with Section 188, Sub-sections 3 and 4 of the Constitution of the Federal Republic of Nigeria.

He noted that the failure of the deputy governor to respond to the petition with-

in the stipulated times would not stop the proceedings as provided in Section 188, Sub-section 3, where it was clearly stated that whether he responded or not, the House had a duty to perform.

"That duty as bestowed by Section 188, Subsection 3 of the Constitution of the Federal Republic of Nigeria. I am, therefore, moving a motion in pursuant to Section 188, Subsections 3 and 4 of the Constitution of the Federal Republic of Nigeria that is designed not to be argued.

Pharma West Africa pledges to nurture pharmacists, others with learning opportunities

By Silver Nwokoro

AN international trade exhibition dedicated to medicines, Pharma West Africa, has planned to host over 120 exhibitors and more than 2,500 pharmaceutical professionals from around the world, with the aim of nurturing them with accredited learning opportunities at its forthcoming conference.

Chief Executive, Jamie Hill, who spoke on the programme, said exhibitors would showcase aspects ranging from finished formulations for supply against prescription or for retailing in pharmacies and other outlets through to Active Pharmaceutical Ingredients (APIs), as well as machinery, equipment, technology and packaging.

"Major pharmacy and pharmaceutical organisations and trade bodies are partnering with Pharma West Africa to ensure the event appeals to anyone involved in the medicines supply chain," he said.

The exhibition/conference, which is to take place from March 20-22, 2024, at Landmark Centre, Victoria Island, Lagos, will be chaired by former Pharmaceutical Society of Nigeria Chairman and CEO/Founder of Pharmaplus Nigeria Ltd, Ahmed Yakasai, with the third day being hosted by Pharmaceutical Wholesalers Association of Nigeria (PWDAN).

"Being accredited for Continuing Professional Development (CPD) means pharmacists and others attending the conference can collect CPD points.

"The idea is to bring together representatives from the entire pharmaceutical industry from across the globe to Nigeria under one roof for three days. Unlike a few other exhibitions taking place shortly afterwards, ours is 100 per cent focused on pharmaceuticals. We are not sharing our platform with other industries, such as laboratories or medical devices.

"We are proud to be hosting over 120 exhibitors at the exhibition this year and even prouder to say that a huge percentage of our exhibitors – between 25 per cent and 35 per cent, will be Nigerian companies. This is in line with our focus as a business across our entire portfolio to support the major Nigerian brand and Nigerian businesses as much as possible," Hills said.

He added: "We really have a global spread of exhibitors who represent thousands of different pharmaceutical brands. I think it's important to be able to bring the number of international companies that we have to the shores of Nigeria for this exhibition to support local businesses in many ways, such as for distributors or retailers being able to find more cost-effective products."

Ondo guber poll: INEC warns against parallel primaries, last-minute waivers

From Sodiq Omolayo, Abuja

AHEAD of party primaries for the Ondo State governorship election, the Independent National Electoral Commission (INEC) has warned political parties against conducting acrimonious primaries, saying that the conduct of parallel primaries and the emergence of multiple candidates has become a frequent occurrence.

The commission also expressed worry over the manner parties within a

short period grant waivers and nominate persons who defected from other political parties as candidates for elections.

Chairman of INEC, Prof. Mahmood Yakubu, expressed the concerns, yesterday, during the first regular quarterly meeting between the commission and political parties in Abuja.

Yakubu noted that some of the infractions by the political parties always lead to unnecessary litigations among party members in

which the commission is always joined as a party.

He said: "For the Ondo State governorship election, party primaries will begin in the next two weeks on April 6, 2024 and end three weeks later on April 27, 2024. So far, 16 out of 19 political parties have indicated interest in participating in the election. I urge political parties to adhere strictly to their proposed dates and modes of primaries. Frequent changes as witnessed recently during the Edo primaries are not

only disruptive but costly.

"The commission cannot mobilise, demobilise and remobilise its officials for the monitoring of party primaries at the convenience of political parties. Parties should stick to their proposed dates and modes of primaries for certainty and optimal deployment of resources.

"Similarly, political parties should avoid acrimonious primaries."

Read the remaining part of this story on www.guardian.ng



Managing Director, Merit Healthcare Ltd., Dr Lolu Ojo (left); Director, Business School of Netherlands, Prof. Lere Baale; book reviewer, Prof. Mbang Femi-Oyewo; celebrant & guest of honour, Prof. Fola Tayo; Chairman of the occasion, Julius Adelusi-Adeluyi, wife of the celebrant, Mojisola Fola-Tayo and President, Pharmaceutical Society of Nigeria (PSN), Prof. Cyril Usifoh, during the book launch to mark the celebrant's 80th birthday in Lagos...
PHOTO: AYODELE ADENIRAN

FUOYE management accuses striking SSANU of complicity in death of asthmatic student

From Ayodele Afolabi, Ado-Ekiti

THE management of the Federal University Oye-Ekiti (FUOYE), yesterday, accused the striking Senior Staff Association of Nigeria Universities (SSANU) of complicity in the death of a student of the institution who was asthmatic and could not immediately get medical care due to ongoing strike that put the university clinic under lock and key.

The management of the institution noted that some universities did not shut down like FUOYE, saying that based on false information given to the national leadership of the union by the local chapter, the institution was invaded on Monday by hoodlums and shut it down.

Deputy Vice Chancellor (Administration), Prof.

• Union alleges VC using security agencies to intimidate members • Strike puts UI into darkness

Tajudeen Opoola, who led other top principal officers of the university to brief newsmen in Ado-Ekiti, warned that FUOYE management would no longer fold its arms and allow breakdown of law and order under the guise of strike.

"We lost a student this morning in FUOYE who had asthma because he could not be taken to our clinic as the facility is under lock and key. It is true that students are on holiday but not all of them are living on campus.

"This morning, I was in EKSU, the administrative block is wide open. People are going about their normal duties. I am using EKSU because it is the closest as far as this environment is concerned. In EKSU today, the clinic is func-

tioning. Total or comprehensive strike is not going on in EKSU. But the same leadership of EKSU SSANU went on air yesterday to incite the public and even led some hoodlums to invade our school based on a false narrative he was fed with by chairman of FUOYE SSANU.

"Our own chairman was the one who gave false information to the National President. Since he gave the impression that he had been beaten and harassed, the national president allegedly directed that the leadership of their union in Ondo, Osun and Kwara should proceed to FUOYE to rescue the chairman. It is that immunity that the EKSU chairperson used. But we hope he won't misuse the immunity.

"As a university, we are estab-

lished by law, and we have our own autonomy. We know when we can say stop. We are not going to deal with him, but the law will deal with the situation as appropriate. The university is not going to fold arms and allow anybody in whatever name or any union to come and occupy our place. We have a way of dealing with such. Nobody is above the law.

Meanwhile, in his reaction to the allegations by the management, the FUOYE SSANU Chairman, Oluwaseun Faleye, accused the Vice Chancellor, Prof. Sunday Fasina, of intimidating the leadership of the union because they refused to grant the school concession.
Read the remaining part of this story on www.guardian.ng

Adeleke moves to change Osun logo, seeks Assembly's approval

OSUN State Governor, Ademola Adeleke, has written to the House of Assembly, requesting for approval to change the state's logo.

According to the *News Agency of Nigeria (NAN)*, the request letter was read by Speaker of the Assembly, Adewale Egbedun, duringenary, yesterday.

In the letter, titled: "Presentation of the New Logo of Osun State

Government for Approval," the governor urged the Assembly to fast-track the approval, so as to make the new logo the official brand of the state.

"Further to the determination of this administration to redirect our state to a glorious path as well as assume her respected position among the comity of states in Nigeria, I present to the House of Assembly the new logo of Osun Government

(State of the Living Spring).

"The logo, State of the Living Spring, is the cornerstone of our identity, which communicates who we are to the outside world.

"I, therefore, urge the Assembly to fast-track every necessary legislative process on the new logo so as to make it the official brand of the Osun State Government.

"Attached herein is the proposed logo," the letter read in part.

The Speaker, after reading the letter, urged the House Committee on Judiciary, Legal Matters and Public Petitions to advise the House on the new logo.

The Assembly thereafter passed the Osun Senior Secondary Education Board Establishment Bill, 2023 for second reading, while the lawmakers made amendments to the State Healthcare Development Board Amendment Bill, 2024.

Ekiti govt vows to enforce anti-open grazing law

From Ayodele Afolabi, Ado-Ekiti

EKITI State Government, yesterday, said that cattle grazing would henceforth be monitored in the state and the law regulating it strictly enforced.

Chairman of the Farmers/Herders Peace Committee in the state, Brig-Gen. Ebenezer Ogundana (rtd), who stated this during a peace committee meeting in Ado-Ekiti, said that anybody caught contravening any section of the "Prohibition of Cattle and Other Ruminants Grazing in Ekiti State Law, 2016" would be prosecuted.

He recalled that the grazing law specifically stated that no cattle or other ruminants shall by any means move or graze at night, adding that cattle movement and grazing are restricted to the hours between 7:00 a.m. and 6:00 p.m."

According to him, Section 4, sub-section 1-3 expressly stated that any herdsmen found in possession of firearms and other offensive weapons shall be charged with terrorism, adding that any confiscated cattle shall be taken to government cattle ranches at Erinfun, Iworoko and any other designated areas as may be directed and any property or farm products destroyed by the cattle shall be valued by the agricultural officers and made to be paid for by the herdsmen.

He said: "Any unregistered herdsmen who commits a crime within the state shall on conviction be liable to five years imprisonment while any person within the state who harbours, aids or assists an unregistered herdsmen to graze on any land in Ekiti State shall, on conviction, be liable to two years imprisonment. Also, any person who intentionally kills any cattle within the state out of vengeance shall, on conviction, be liable to one year imprisonment."

Read the remaining part of this story on www.guardian.ng

Anglican Communion applauds Lagos State's safe schools initiative

THE Director of the Directorate of Sunday School, Diocese of Lagos Mainland (Anglican Communion), Olubanke Fasina, has praised the Lagos State government for creating the Safe Schools Lagos Agency (SSLAG) as part of its efforts to ensure safety in all schools in the state.

Fasina, who spoke after a safety seminar organised by SSLAG for Sunday Schools' teachers in the diocese, said the participants would spread the gospel of safety in their individual parishes.

The director, who noted that safety is all-encompassing, added that the participants would become pacesetters as far as safety in Sunday Schools is concerned in the country.

"We are going to make the Sunday Schools better," he stressed.

By Joseph Onyekwere (Deputy Editor, Features)

WORSENING economic downturn and attendant hunger may have widened the floodgate of activities for digital money lenders, with many loan sharks targeting poor and vulnerable Nigerians. The Digital Money Lenders (DMLs) all offer instant soft loans without the bureaucracy of traditional banking halls. But the challenge is the hidden interest rates on the credit, creditors' unlimited access to phone contact details of applicants, and the cyberbullying under the guise of name-and-shame of defaulters and also their contacts.

While the DML market gained ground during the COVID-19 era, the recent economic hardship has led to a new influx, the majority of which are owned by foreigners, especially Chinese. They offer loans in the range of N5,000 to N100,000-plus credits. Currently, there are 215 fully approved digital lenders registered with the Federal Competition and Consumer Protection Commission (FCCPC). However, there are over 100 unlicensed online loan platforms freely operating, and most are notorious for alleged exploitation and abuse of the privacy rights of Nigerians. Findings showed that the target is often the low-

- 215 lenders registered, 47 delisted, over 71 apps operating illegally
- 88 illegal firms on watch list • Better regulation underway – FCCPC
- Citizens Gavel: We received over 600 complaints lately

income earners who have accessible phone contacts. Because many borrow to feed, the rate of default is very high, and the debt recovery mechanism is uncensored, leading to glaring cases of breaches in the data privacy rights of Nigerians.

An Abuja-based lawyer, Ali Gaidam, had an experience with a digital lender that kept "bombarding" her phone with "easy loan" messages. Shortly after filling in the details on the app, he got a N10,000 loan at a 20 per cent interest rate and a maturity date of seven days.

According to Gaidam, the credit relationship went well until he defaulted at the 11th attempt.

"When I defaulted, which was sometime at the end of August, I began to receive multiple text messages from different sources saying they were Recovery Agents. The agents kept sending threatening messages to all my contact lists including my wife, colleagues, mother-in-law, and uncles. The harassment went further with several threats and curses and that I had been declared 'wanted'," Gaidam said.

A Lagos-based Emamoke James similarly had sour tales from NairaPlus loan

platform where her spouse submitted her details to acquire N13,500 at a 1.3 per cent interest rate, repayable in seven days. She narrated that "Because of default, the interest rates that have incurred on the debt is about N70,000 and that is not even the issue. But the life-threatening messages and insults are too much, and I have been the one suffering it."

Currently, there are over 71 unregistered loan apps notorious for defamation, harassment, and breach of data privacy rights.

Among them are: Mint Bag, Link Loan, Ncredit, Nownow, Money Naija, Speedloan, Cashpaddie, Careginance, Nairanaija, Cashrun, Swiftnaira, Cashhall, Kashkash, Onaira, Kwikcash, Newcredit, Tiger Credit, Link Loan, Easy Cash, Golden Wallet, Super Money, Cycle Lending Company, We Credit, Fincole NG, Easy Kash and L Credit. These digital lenders are not registered with FCCPC. They are not on the websites of approved firms.

According to FCCPC, 88 of such illegal firms are on its watchlist, while 47 offending firms have been delisted. There are also 10 such firms enjoying FCCPC's waivers because they are registered with the Central Bank of

Nigeria (CBN).

Associate lead at Citizen Gavel, a non-governmental organisation that works on consumer protection matters, Funmi Oderinde, a lawyer, said the organisation has received over 600 complaints about loan app defamation.

She explained that loan app defamation is a criminal offence in Nigeria, adding that such loan apps that engage in spreading damaging information against their customers are

liable to imprisonment for at least one year. "Another law that has been broken by this loan app is the Cybercrime Prohibit and Prevention Act of 2015, which provides a framework for prosecuting cybercrime. It states that any person, who knowingly or intentionally transmits any communication through a computer system or network to bully, threaten or harass another person or place that person in the position of fear of death, violence, or bodily harm, is liable to imprisonment of 10 years and a fine of N25 million.

"This is why we are trying to

put out a class action to put an end to loan app defamation in Nigeria. We want to ensure Nigerians will no longer be victims of such illegalities," she explained.

Oderinde said her organisation has cases of atrocities that are being committed by these loan apps to recover their debts from defaulters.

Her words: "This defamation must stop. At the citizen gavel, we are working with the government to stop this act. We discovered that the atrocities are committed by

CONTINUED ON PAGE 13



National Secretary, Inter-Party Advisory Council (IPAC) and Accord Party National Chairman, Maxwell Mgbudem (left); National Chairman, IPAC and Allied People's Movement (APM), Yusuf Mamman Dantalle and Chairman of Independent National Electoral Commission (INEC), Prof. Mahmood Yakubu during the INEC's meeting with leaders of political parties at the commission's headquarters in Abuja... yesterday.

PHOTO: LUCY LADIDI ATEKO

Reprisal: Ijaw Youth Council raises alarm over invasion, killing of 40 residents

From Ann Godwin, Obinna Nwaoku (Port Harcourt), Adamu Abuh (Abuja) and Julius Osahon (Yenagoa)

THE aftermath of the recent killing of 17 Nigerian Army personnel took a disturbing twist yesterday, as the Ijaw Youth Council (IYC) raised the alarm over an alleged invasion of Igbomatoru community in South Ijaw Local Council of Bayelsa State. It was learnt that troops of the Nigerian Army invaded Igbomatoru on Monday morning, burning houses and allegedly killing some persons.

The soldiers were said to have arrived in five gunboats. Confirming the incident, IYC, at a media briefing in Port Harcourt, alleged that the soldiers killed about 40 people.

IYC President, Alaye Theophilus, said the community was held hostage by the soldiers, and that many houses were burnt down. He questioned the rationale behind the alleged invasion, saying Igbomatoru had been peaceful until the military men arrived.

Theophilus further displayed gory pictures of bod-

- Bayelsa gov Diri, ex-gov Sylva trade accusations
- Senate investigates killing of army personnel, Reps mourns

ies on the streets and claimed that a humanitarian crisis was ongoing in the area. He added that military men were preventing people from exiting or entering the community.

Theophilus said: "Okuama community is not an Ijaw community and they are not boundary communities with Igbomatoru II either. We don't know the yardstick used in reaching this decision.

"We are saying that from today, the military should be professional in their engagement. We don't want to slide into the pre-amnesty era where the whole region was in a state of lawlessness.

"We cannot fold our hands and watch the Nigeria military, in this 21st century, kill our people like fowls. We are also calling on the military to explain to the Ijaw Nation, the reason for the invasion of Igbomatoru II community."

He added: "We condemn what happened in Delta State, where armed men killed over 16 soldiers that were going for peacekeeping. We don't accept that in the Niger Delta.

This is an act that no sane man will be happy about.

"Often, when we have some misguided youths act against security operatives, we experience invasion, burning down of communities. We want to ask if it is the same rule of engagement they apply in other zones of the country.

"We are appealing to the Nigeria military to ensure that there will no longer be reprisals while they are rooting for the culprits. What we are experiencing in Okuama is the burning down of houses and killings. We are calling on the President and Chief of Defence Staff to come to the aid of Niger Delta."

This came as current Bayelsa State governor, Douye Diri, and a former governor of the state, Timipre Sylva, traded accusations over the killings.

Sylva, who was the All Progressives Congress (APC) candidate in the November 11, 2024 governorship election, had berated politicians and particularly, the state government for arming non-state actors with guns and ammunition during the poll.

"I condemn in totality the killing of men of the Joint Task Force in Okuama, Delta State. This, again, shows why politicians should not arm irresponsible non-state actors. The last Bayelsa governorship election featured a lot of disheartening state sponsorship of gunmen.

"And today, we all see the result of that act of desperation and the unnecessary loss of precious Nigerian lives. My heart goes out to the families of those gallant soldiers that lost their lives," Sylva said.

Diri, however, took a swipe at the former governor, saying the statement was reminiscent of a pot calling the kettle black.

A statement by Diri's Chief Press Secretary, Daniel Alabraham, condemned Sylva's "introduction of politics" into the killing, adding that it smacks of insensitivity; coming at a time when true patriots were mourning.

It reads: "The military authorities should be allowed to conduct a thorough investigation into the sordid occurrence in Okuama.

Comments should be restrained at this time, while efforts are on to unravel the perpetrators.

"It is, therefore, very unfortunate and sad that Chief Sylva chose to play politics with the evil act of the killing of Nigerian soldiers, at a time patriots in our country are outraged and mourning.

"Introducing politics into the Okuama killing is insensitive, just as it is condemnable and akin to dancing on their graves. For those who know, this is like the pot calling the kettle black.

"Sylva's unending bellyaching and whining over the 2023 Bayelsa governorship election does not change the fact that it has been won and lost. He and his ilk should embrace this reality and join hands with our government to further the development of our state."

Meanwhile, the Senate, yesterday, mandated its committees on Army, Defence, Air Force and Navy to investigate the March 14 killing of the soldiers in Okuama.

This followed a point of order raised by Abdulaziz Yar'adua (APC, Katsina) during plenary. The motion was tagged: 'The killing of Nigerian Army Per-

sonnel in Okuama Community, Delta State, and the Necessity for an Urgent Investigation'.

The upper chamber urged the Federal Government to ensure that those responsible for the heinous crime were identified and apprehended.

It said they should be "brought to face the full consequences of their action through a fair and transparent legal process".

Raising Orders 41 and 51 of the Senate Standing Rules, Yar'adua, who is Chairman of Senate Committee on Army, described the incident as a serious threat to national security and the stability of the nation.

"The recent tragic incident in Okuama community, Ughelli South Local Council of Delta State on Thursday, March 14, resulted in the loss of a Commanding Officer, two Majors, a Captain and 13 soldiers during a peace mission. This highlights a serious threat to national security and the stability of the nation. The tragic incident underscores the urgent need for justice and accountability without resorting to retribution," Yar'adua said.

Read the remaining part of this story on www.guardian.ng

Ex-UNN VC urges Nigerians to use made-in-Nigeria products, services

FORMER Vice Chancellor, University of Nigeria Nsukka (UNN), Prof. Benjamin Ozumba, has urged Nigerians and the three tiers of government to use Nigerian products and services.

Ozumba made the appeal, yesterday, at a press briefing, which was part of activities to mark his retirement from the university, as well as his 70th birthday anniversary.

He said that using locally made goods and services would boost the economy of the country.

Ozumba said that during his

tenure as UNN's VC, the university established a science park known as Lion Science Park, noting that the park was the first in the country.

According to him, a series of innovations are being exhibited in the park, but they are recording poor patronage from governments and individuals.

Ozumba, a Professor of Obstetrics and Gynecology, said that the science park could produce more than the number of tractors that the Federal Government required for agriculture.

Insecurity: Cleric lauds Imo CP on proactiveness, achievements

From Collins Osuji, Owerri

IMO State Police Commissioner, CP Aboki Danjuma, has been commended for his diligence, proactive disposition to duty, as well as his laudable achievements recorded within the short period of time in office.

General Superintendent, Miraculous Deliverance Gospel Mission, Nekede, Owerri, Prophet Dom Daniel Anyanwu, gave the commendation shortly after he paid a courtesy visit to the Imo Police boss at his office in Owerri, yesterday.

The cleric also applauded the

officers and men of the Command, especially the Anti-Kidnapping Unit operatives, led by CSP Oladimeji Odeyeyiwa for their efforts in addressing the security challenge in the state.

He described the posting of Danjuma to Imo State as divine, adding that God sent him to Imo to salvage the state; to restore peace, progress and security in the state.

Anyanwu said: "When you recall what Imo used to be before the coming of this CP, and where we are now, you will agree with me that God is involved in his posting here."

Jubilation over upgrade of Enugu dental college to university

From Lawrence Njoku, Enugu

STAFF and students of the Federal University of Health and Allied Sciences, Enugu, have expressed their gratitude to President Bola Tinubu for upgrading the status of the institution from College of Dental Technology and Therapy to a university.

The staff and students, who bared their minds at an occasion to celebrate the new status of the institution, also hailed the Minister of State for Health and Social Welfare, Dr. Tunji Alausa, for the success of the upgrade, saying it was his passion for quality healthcare delivery that

enabled the upgrade of the institution.

The Rector of the new university, Prof. John Emaimo, while commending the contributions of the university's staff through their dedication, said that the status of the university did not come to him as a surprise.

He said: "We already knew that this kind of good news will come one day, because we have had this proposal on the table of previous presidents, but it was not signed. That's why we insisted that every staff member must get prepared to fit into the new status."

6,000 Imo indigenes to benefit from free medical outreach by MNA

From Collins Osuji, Owerri

ABOUT 6,000 people are expected to benefit from a free medical care outreach programme organised by some Nigerians living in the United States of America under the aegis of the Mbano National Assembly (MNA).

The humanitarian medicare gesture, according to the organisers, which cost over N2 million, would provide surgical, ophthalmological, psychological and physiotherapy, among other health care services.

Speaking to newsmen at the opening ceremony of the medical mission, holding at

Mbano Joint Hospital, in Mbano Council of Imo State, the MNA President, Basil Njoku, said that the programme was borne out of the commitment of MNA members to help ameliorate health challenges of people in their community, as well as Nigerians.

Njoku said: "I could trace today's event to the year 2000, when this organisation, Mbano National Assembly was formed. Since then, Mbano people in the United States took it as a commitment every year to take care of their people here at home. Our people say health is wealth"

Again, court refuses Kanu bail over terrorism charges

From Ameh Ochojila, Abuja

A FEDERAL High Court sitting in Abuja, yesterday, refused to grant bail to the leader of the proscribed Indigenous Peoples of Biafra (IPOB), Nnamdi Kanu, over the terrorism charges against him.

Justice Binta Nyako declined to grant Kanu bail on the ground that the earlier application he filed had been

• Denies supporting violence in South East

refused. The court held that the only option open to Kanu was to go to the Court of Appeal to challenge the earlier refusal. The Judge also refused to give unfettered access to just anybody to visit Kanu in custody for security reasons.

The IPOB leader had on February 26 applied for a

fresh bail and predicated his request mainly on the ground that he may not be able to put up a good defence in the charges against him unless admitted to bail to have free access to his lawyers.

He also claimed to be suffering from acute hypertension and heart disease, among

others. The Federal Government, however, objected to the request on the ground that Kanu was once granted bail, but jumped and fled the country.

Justice Nyako asked the defendant to proceed to the Court of Appeal to ventilate his anger against the earlier decision of the court rather than coming back with the same request.

Meanwhile, the Federal Government, represented at the proceedings by Adegboyega Awomolo, is pressing for an opening of trial in the terrorism charges.

MEANWHILE, Kanu has disassociated himself from the violence in the South East, saying that the violence persisted because he was in detention.

He vowed that those behind the violence in the name of IPOB would not be spared. He spoke immediately the court rose, yesterday, after he was denied bail.

Kanu vowed that if released, there would be peace in the entire South East.

He said: "Anybody committing crime cannot go free. I swear. Anybody committing crime in the East cannot go free. They are doing it because I am in the Department of State Services (DSS) custody."



Nnamdi Kanu at the Federal High Court Abuja for his bail hearing...yesterday.

UN calls for collaboration as Nigeria's human capital devt declines

From Joke Falaju, Abuja

THE newly launched Human Development Index report for 2023/24 by the United Nations Development Programme (UNDP) has revealed that Human Capital Development has been on constant decline since 2019.

The report showed that the path of human development progress, which shifted downwards in 2020, has remained below the pre-2019 trend, threatening to entrench permanent losses in human development gains.

The report attributed the

decline to increasing deaths from violent conflicts and displacements, reaching the highest levels since World War II, rising temperatures with 2023 being the hottest temperature ever recorded, widening inequalities between countries at the bottom and countries at the top of the HDI. Other reasons, according to the report, are the rising feeling of stress, insecurity, sadness, and anxiety, which are reaching their highest levels since the Gallup surveys began.

The new analysis in the report, using data from the World Values Survey, showed

that only half of the global population feels in control of their lives, and that only one-third of people believe that their voice is heard in their political system.

It further pointed out that for Nigeria, while HDI value has moved upward by 22 per cent between 2003 and 2022, the human development remains low at 0.548, placing the country in a low human development category.

The Human Development Report (HDR) called for the need to change course, otherwise the world may not recover from the decline in human progress, warning

that the repercussion of not changing course and removing the gridlock will be seen in additional lives that will be lost, in opportunities that will be forgone, and in feelings of despair.

To change course, the report emphasised the need to capitalise on local and global connections, choosing cooperation over conflict. It said: "The report is an invitation to re-imagine cooperation by pursuing three ideas that it encourages the world to fight for. These include taking steps to lower tensions and push back on the divide hindering cooperation."

Abia secures \$125 million loan from IDB

From Gordi Udejah, Umuahia

GOVERNOR Alex Otti of Abia State has said that the Islamic Development Bank (IDB) has approved a loan of \$125 million to finance some of the capital projects in the state.

The governor made this known, on Monday, during the monthly media parley in Umuahia. He also disclosed that the African Development Bank (AfDB) approved another loan for the state.

According to him, the loans have not been drawn yet, but approvals are in place. The governor explained that the next line of action would be the perfection of documentation, loan agreement signed and conditions to be

• Otti to settle all pension arrears this month

met. He said that the government had received offers of loans from commercial banks in the country, but was yet to draw from any of them.

Otti said: "Of course, we are also financially enlightened as a government that we do not need to draw loans until we need them."

"Any time we have liquidity, we will repay so that we don't continue to accumulate interest."

Otti, a member of the Labour Party (LP), denied recent allegations by a major opposition party, accusing the government of securing N1.5 billion loan, saying: "they were lies."

The governor disclosed that the state government had just approved bursary awards for all students of Abia origin in different law schools in the country.

He said that the bursary awards were prior to requests by the students.

MEANWHILE, Otti, on Monday, again raised pensioners' hope when he announced that all arrears owed to them will be settled by the end of this month (March).

He said this during his monthly media parley at the Government House, Umuahia, tagged, 'Governor Otti Speaks to Abians,' reiterating that his passionate promise for upward review

of workers' salaries still stands, but pending when the funds become available, as a special committee on this has been set up.

He said: "I have not withdrawn my promise to increase workers' salary, but implementing it would depend on availability of funds; hence, a committee has been working on it."

Recall that the governor, on assumption of office in May 2023, pledged to settle arrears of workers' salaries and pensions by end of December 2023, but later extended it to first quarter of 2024 for all that were necessary, including biometric capturing of all workers and the verification of pensioners to establish their actual number.

Pate to deliver keynote at NDFF conference

COORDINATING Minister of Health and Social Welfare, Prof. Muhammad Pate, has been confirmed to speak at the Nigeria Development and Finance Forum (NDFF) 2024 Conference, a high-level gathering of public, private, social and international sector leaders billed for May 8 and 9, 2024, at Transcorp Hilton, Abuja.

The conference holds in Nigeria for the first time, after five previous editions in London, Washington DC and New York.

With the theme, 'The Road to Economic and Social Welfare Transformation', this year's conference aims to provide a strong backing for a holistic and transformative reform agenda for the Nigerian economy.

Convenor of NDFF and Chief Executive Officer (CEO) of Financial Nigeria International, Jide Akintunde, said the confirmation of Pate as keynote speaker is a mark of progress, as the Planning Group for the conference aims to bring together leaders critical to the objective of fostering fiscal reform, monetary stability and social welfare towards achieving sustainable economic progress in Nigeria.

Court adjourns Dawam's suit against removal as Plateau poly rector

From **Isa Abdulsalami Ahovi, Jos**

NATIONAL Industrial Court of Nigeria (NICN) sitting in Jos, Plateau State, yesterday, adjourned till June 20, 2024, for further mention in a suit filed by Dr John Dawam against his removal as Rector of Plateau State Polytechnic.

Joined in the suit are the Plateau State Government, including the Attorney General and Commissioner for Justice, Governor Caleb Mutfwang and Plateau State Polytechnic through originating summons seeking 16 reliefs.

Counsel to the plaintiff, Humphrey Dashe, told journalists, yesterday, that they instituted the suit NICN/Jos/04/2024 on February 26, 2024, against illegal suspension and removal of their client, Dawam.

However, the absence of the judge stalled the matter from being mentioned, yesterday.

Dashe harped on restraining the respondents from taking further action on the institutions, pending the hearing of the motion on notice.

According to Dawam, the originating summons was brought before the court under Section 256C (a), (d) and Section 36 of the 1999 Constitution (as amended), Order 17 Rule 1 & 2 of the National Industrial Court (Civil Procedure Rule 2017 and under the inherent jurisdiction of the court.



Federal Road Safety Corps (FRSC) and Jos Metropolitan Development Board (JMDB) officials evacuating vehicles on the highway to enforce Governor's Executive Order in Jos...yesterday.

PHOTO: NAN

Troops rescue 16 victims after 46 days in captivity

From **Danjuma Michael, Katsina**

SIXTEEN victims of kidnapping, including 10 women and six minors, have been rescued by troops in Katsina State after 46 days in captivity.

The victims, who were held by terrorists since February 3, 2024, were rescued Monday by troops from Combat Team 3 station, Maraban Maigora, in Sabuwa Local Council.

Spokesperson to the State Governor, Ibrahim Mohammed, said a credible source from the military disclosed this, and that the rescue operation was carried out during a routine patrol.

The statement quoted the military officer as saying that the rescued victims were among the 54 women abducted along Gamji/Dandume road early last month.

It added: "The rescued

- NAF air strikes hit terrorists' logistics storage in Niger
- Over 4,000 victims get N470 million support in Katsina

women and children were promptly handed over to the Chairman of Sabuwa Local Council, who reunited them with their relatives.

"Governor Dikko Radda commended the troops for their bravery and decisive action. While acknowledging the gravity of the situation, he reassured the public of his administration's unwavering commitment to eradicating banditry in the state."

MEANWHILE, the Air Component of Operation Whirl Punch (OPWP) has destroyed terrorists' logistics storage in Palele near Shiroro, Niger State.

Director, Public Relations and Information, Nigerian Air Force (NAF), AVM Edward Gabkwet, stated, yesterday, in Abuja, that the air strike east

of Palele in Niger followed confirmation of a cache of arms at the location.

He said the operation was executed with speed and precision, resulting in significant damage to the target area, including a secondary explosion confirming the destruction of arms and ammunition.

According to him, the weapons are believed to be part of the arsenal of a wanted terrorist.

"These strikes have, no doubt, degraded the capabilities of terrorist elements operating in the region to attack innocent civilians, especially in Kaduna and Niger states.

"The NAF, along with other surface forces, will continue to maintain dominance over areas of concern through

enhanced situational awareness, continuous patrols and targeted interdiction of terrorists' safe havens," he added.

Gabkwet appealed for support and information from the public on the movement of terrorists and other criminal elements, for prompt action.

IN A RELATED development, more than 4,000 victims of armed banditry and the Coronavirus Disease (COVID-19) in Katsina State have received more than N470 million.

The money donated by the state government in collaboration with the international donor agency, R.H. Equipt, is aimed at alleviating the economic hardship caused by these crises.

Launching the donation on Monday evening, Governor Radda said it was in fulfilment of his campaign promise last year.

Borno reduces out-of-school children by 60 per cent, says Zulum

BORNO State Government has reduced out-of-school children by over 60 per cent - from over two million to 800,000.

Governor Babagana Zulum disclosed this, yesterday, in Maiduguri at the inauguration of 27 local council education secre-

taries and the distribution of 57 school monitoring vehicles.

"Since assuming office in 2019, education has been a paramount focus of my administration. Initially, our efforts were directed towards rebuilding our devastated school infrastructure to provide access to

over two million out-of-school children in Borno.

"I am grateful that, by the grace of Allah, the number of out-of-school children has now decreased to less than 800,000," Zulum said.

According to the governor, the vehicles are to enhance mobility and effective monitoring, warning that they

must be used strictly for official purposes by authorised drivers.

He directed the Commissioner for Education to provide quarterly reports on the performance of each education secretary, as anyone performing below expectation would be replaced.

Gombe, UNICEF launch N11b four-year action plan on food

From **Rauf Oyewole, Gombe**

GOMBE State Government and United Nations Children's Fund (UNICEF) have launched a four-year Multi-Sectoral Strategic Plan of Action on Food and Nutrition (GMSPAFN), spanning 2023 to 2027 at the projection of N11 billion.

According to UNICEF, over 50 per cent of children and women in Gombe are

anaemic, contributing to the high rate of malnutrition, stunting, and wasting.

Speaking at the launch of GMSPAFN in Gombe, yesterday, the Chief of the Bauchi Field Office, Tushar Rane, urged the state to be committed to achieving the eradication of malnutrition in the state.

Tushar said the food and nutrition policy would guide the state to address the hindrances to food and

nutrition security from individual, household, community, and local government to state levels.

"The Costed Multi-sectoral Strategic Plan will promote diets, services and practices that support optimal nutrition, growth and development for all children, adolescents and women. The plan estimates that the interventions across the state would require a public investment of N11,169,423,741.16 with an

average yearly public investment estimate of N2,035,892,400 over the next four years (2023-2027)," he said.

Tushar, who was represented by the Field's Nutrition Specialist, Philomena Irene, said Gombe contributed N50 million as a counterpart contribution for the Child Nutrition Fund (CNF) to address all forms of malnutrition, particularly wasting, anaemia and stunting.

Court restrains action against patent medicine dealers in Kano

JUSTICE Abdullah Liman of the Federal High Court sitting in Kano State has granted an *ex parte* application restraining further action against patent medicine dealers in the state, pending the hearing and determination of the substantive suit brought before it.

The Sabon Gari medicine dealers had filed an application on enforcement of their fundamental human right over the seal of their premises in Sabon Gari and Mallam Kato area of the market by a team of security operatives, including the Army.

Under the auspices of the Nigerian Association of Patent and Proprietary Medicine Dealers, the traders are challenging the deployment of security agencies by the National Agency for Food and Drug Administration and Control (NAFDAC) and Pharmaceutical Council of Nigeria (PCN) to take control of their goods and harass its members.

Although NAFDAC and PCN had secured a judgment of the court directing the medicine dealers to relocate from Sabon Gari market to the Coordinated Wholesale Centre (CWC) in Dungurawa village, the traders insisted that harassment of its members was a violation of their fundamental rights.

UNIJOS urges constructive resolution of trade disputes

From **Isa Abdulsalami Ahovi, Jos**

UNIVERSITY of Jos (UNIJOS) has acknowledged the commencement of a seven-day national warning strike embarked upon by the Senior Staff Association of Nigerian Universities (SSANU) and Non-Academic Staff Union of Educational and Associated Institutions (NASU) in the institution from Monday, March 18, 2024.

However, it called for constructive ways of settling trade disputes, since the institution is committed to quality academic environment.

"Management urges all parties involved to prioritise peaceful and constructive dialogue in resolving any outstanding issue, as the university remains committed to ensuring a conducive and harmonious academic environment," he added.

The aggrieved workers, having notified the university authorities accordingly, UNIJOS management stated that it recognised the legitimate right of unions to embark on strike to pursue issues affecting their members.

In a statement, yesterday, the Senior Deputy Registrar of UNIJOS, Abdullahi Abdullahi, noted that the attention of management was drawn to what was initially intended as a peaceful withdrawal of services by the unions, but escalated to a situation where the gates to various campuses in the university were locked.

TheMetroSection

www.guardian.ng

Guardian Nigeria GuardianNigeria 08136370421 Guardiannigeria

CP deploys operatives to recover three missing kids in Imo

From Charles Ogugbuaja, Owerri

IMO State Commissioner of Police, Aboki Danjuma, has deployed operatives of the command to recover three missing children in the state.

Spokesperson for the command, Henry Okoye, who disclosed this yesterday, said the children from different parents went missing last Wednesday. According to him, they went to Afor Ogbe Market, Ahiazu Mbaise Local council of the state, close to their homes, to buy things at the market, but are yet to be seen.

Okoye gave the identities of the children as Master Ikechukwu Nnadozie, 10, of Umuosi, Oru Ahiara, Ahiazu Mbaise Local Council, currently a primary four pupil of Divine Warriors Academy, Mpam-Ekwereazu, Miss Chioma Ikechukwu Onuoha, 7, of Umuiwe Oru Ahiara, a primary two pupil of Central School, Oru, Ahiara and Master Chibuikem Okechukwu Onuoha, five, of

Umuiwe, Oru Ahiara, a pupil of Central School, Oru Ahiara, all in Imo State.

He said: "The command is still on the lookout for the children. It is a very sad incident, we understand what the parents feel. The command is highly committed to re-uniting the missing children back with their parents."

Citing the response made by the Force spokesperson, Muiywa Adejobi in Abuja, Okoye stressed: "Human trafficking and child labour are criminal offences in Nigeria, and they are punishable. These offences are not only criminal but also evil, dehumanising and barbaric. Stop them, and say no to these criminal acts. "They are alien to us and to our culture. We are aware and are used to the concept of "esprit de Corps" as part of our Africanism. We are black, we are nice."

A relation to the missing children had requested the public to contact Dr. Ifeanyi Nwachukwu with 08036705372 and Charles Ihejiere 07033707138, or any police station, Catholic or Anglican churches with useful information.

He said: "This happened in my kindred on Wednesday, March 13. Three children went missing at Afor Ogbe market day up till now, they are nowhere to be seen. Please use your good offices to alert your gallant men towards recovery of these innocent children."



CP Aboki Danjuma

Court remands blogger in Correctional Centre over alleged cyber-bullying

By Yetunde Ayobami Ojo

A FEDERAL High Court, Lagos has remanded a blogger and former member of Mountain of Fire and Miracle Ministries (MFM), Ayotunde Richards and Adewale Ajimisiybe at the Ikoyi Custodial Centre for alleged cyber-bullying and libel.

Justice Ambrose Lewis-Allagoa remanded the duo after their arraignment and non guilty pleas, pending when their bail applications would be heard and determined.

They were arraigned on 12 count-charge of conspiracy, cyber-bullying and libel.

The defendants were jointly charged on three-count charge of conspiracy to commit felony to wit: cyberstalking, libel and and defamation, while the blogger, Richard, was slammed with nine-count charge of defamation.

The prosecutor, Nosa Waltson Uhumwangho, while arraigning the defendants told the court that they committed the offences between December 2023 and February 2024.

He said that the defendants through a blogging platform named: 'Postreporters', a social network, made a report with the caption: "He is a criminal and behind all illegal acts-Ex-MFM church singer sues founder, Daniel Olukoya, others, seeks N15.5 billion in damages over illegal detention, breach of human rights."

The prosecutor also alleged that the blogger also wrote in another social media platform, "Moment of Truth" a social network which was captioned: "Daniel Olukoya, the Police Pastor "Mountain of Police and Alagbon Ministries", "A powerless clergy who depends on Ayoleyi Tawose to deal with his perceived enemies".

Man bags life jail for defiling neighbour's 11-year-old daughter

By Yetunde Ayobami Ojo

JUSTICE Rahman Oshodi of Lagos Sexual Offences and Domestic Violence Court has sentenced a man, Rasheed Wasiu, to life imprisonment for having sexual intercourse with his neighbour's 11-year-old daughter.

Wasiu was sentenced after he was found guilty as charged by the Lagos State government.

The state had in the suit marked LD/8444C/2018 and dated December 7, 2018, arraigned Wasiu for defiling the survivor on or about March 9, 2018, at about 8:00 p.m. at No18, Mustapha Street, Olodi-Apapa, Lagos.

The prosecutor said his offence contravened the provision of Section 137 of the Criminal Law of Lagos State, 2015.

Wasiu, however, pleaded not guilty to the charge when he was arraigned on December 10, 2021.

However, while delivering judgment, Justice Oshodi held that the convict lied during his evidence before the court.

According to the judge, the offence of defilement is grave and attracts a mandatory sentence of life



Special offences Court

imprisonment,

"Notwithstanding the overwhelming evidence against you, you continued to deny your offence. At sentencing, you showed no remorse. The evidence shows that you had sexual intercourse with an eleven-year-old girl.

"She was your neighbour's daughter. She was, to your knowledge, a child. You grabbed her in the toilet, pushed her to the wall and had sexual intercourse with her in a beastly manner. "This is unacceptable. You must be ashamed and punished according to the mandatory sentence. Therefore, the sentence I pass upon you is one of life imprisonment," the judge declared.

The court, therefore,

ordered that his name be registered as a sex offender in the Lagos State Sexual Offenders Register.

The convict had also pleaded not guilty when he was earlier arraigned before Justice Sybil Nwaka (now Justice of the Court of Appeal) on June 13, 2019, and in his defence, claimed that he was elsewhere at the time of the incident.

During trial, the prosecution called four witnesses to establish its case against the convict, while the defence called three witnesses to deny the allegation.

The prosecution tendered three documents as exhibits, namely; the extra-judicial statement of the survivor who testified as prosecution witness, three

(PW3), the extra-judicial statement of the survivor's father, who testified as prosecution witness four (PW4), and the defendant's extra-judicial statement who had testified as defence witness one (DW1).

The defendant's counsel, Yusuf Oyeibanji, had in his argument, urged the court to discharge and acquit Wasiu on the account that the prosecution was unable to establish the guilt of his client beyond a reasonable doubt and that the defence of alibi deflates the defilement allegation.

But the prosecuting counsel, Mr Babajide Boye insisted that it produced direct eyewitness and circumstantial evidence to justify the defendant's conviction for defilement.

Justice Oshodi, therefore, held that in criminal law, the prosecution must establish a crime against the defendant.

He cited Section 135 (1) of the Evidence Act 2011, to state that the standard of proof is beyond reasonable doubt.

The judge also rejected the defence of alibi and declared that the prosecution has proved the charge of defilement against the defendant beyond reasonable doubt.

Protest: Police nab eight commercial motorcyclists in Delta

From Monday Osayande, Asaba

THE Police in Delta State have arrested eight motorcyclists for embarking on a violent and destructive protest in Asaba Metropolis on Monday and impounded 53 motorcycles.

Some commercial motorcyclists popularly known as Okada riders had embarked on a violent protest within the Asaba metropolis, over alleged killing and maltreatment of their members by officials of the State Task Force.

The Task Force enforces the ban on late-hour operations in Asaba, when it is about 8:00p.m.

According to spokesperson for the command, Bright Edafe, who confirmed the arrest, the Assistant Commissioner of Police, Department of Operations, ACP Efeizomor George, on the directive of the Commissioner of Police, Abaniwonda Olufemi, led a

team of operatives to arrest what he called "recalcitrant motorcycle riders".

Edafe explained that the police team successfully carried out the raid to restore peace and further put a halt to the rancorous demonstration within the metropolis.

He said the command decried the violent protests because of the negative impact it had on the economic growth of the state.

Edafe, however, reaffirmed the command's commitment to ensuring that the state remained peaceful, even as he appealed to all and sundry to remain calm and be law-abiding at all times.

Meanwhile, the Director-General of the Delta State Capital Territory Development Agency, Chief Patrick Ukah, has called for calm over protests by Okada and tricycle riders in the state capital.

Ukah in a statement, after inspecting the scene of destruction yesterday, condemned the action of the protesters for the wanton destruction and vandalism of property at the Motorcycle and Tricycle Operators Association (COMTOA) Secretariat. He said the Agency was in touch with the Office of the Secretary to the State Government, the leadership of COMTOA, and representatives of the Arewa community with a view to resolving issues that led to Monday's rampage.

While appealing to residents of the capital territory for patience and cooperation, Ukah noted that Delta was known for communal living and warned that the state government would deal decisively with anyone found to be disobeying laws of the land.

He, therefore, called for calm while the government deals with the issues that led to the rampage.



CP Abaniwonda Olufemi



2, Olu Koleosho Street, Off Simbiat Abiola Way, Ikeja, Lagos
 www.compovine.com, 07030444481, 08133333207

HP ENVY, PAVILION AND HP 14 & 15

Screen: 13, 14 & 15.6 Inches
RAM: 4GB, 8GB & 16GB
Processor: Pentium, Core i3, i5 & i7
Storage: 256, 512 & 1TB SSD & HDD



Durable, Lightweight, Long battery life,
 Excellent productivity performance
 CPU optimized for designers and gamers.



LENOVO IDEAPAD

Screen: 11.6 Inches (Mini)
RAM: 4GB
Processor: Celeron
Storage: 128 SSD

Hurry to take advantage of
30% discount

DELL VOSTRO

Screen: 14 Inches
RAM: 4GB
Processor: Core i3
Storage: 1TB HDD

Co-located with
PHARMACONEX | LAGOS Medlab West Africa
In association with CPHI By Informa Markets

22-24 April, 2024
 Landmark Centre, Lagos | Nigeria

Africa's pharmaceutical manufacturing hub

REGISTER NOW TO ATTEND

Finished Dosage Form

Packaging Materials

EXHIBITION SECTORS

Machinery & Process

Active Pharmaceutical Ingredients & Generic APIs

Supporting Partners

Organised by

SCAN TO REGISTER

“This is one of the best training programs in my career.”

ABRAHAM ZAATO

Dep. Director, Research, Business Dev & Innovation
 Driver & Vehicle Licensing Authority (Ghana)
 Participant | Organisational Culture Certification Course
 Accra Cohort III



JOIN OUR

ORGANISATIONAL CULTURE CERTIFICATION COURSE

27-31 MAY 2024. LAGOS, NIGERIA

OTHER DATES: 13-17 MAY. KIGALI, RWANDA | 24-28 JUNE. NAIROBI, KENYA
 + 4 MORE DATES



More info:
africa@theculturefactor.com
 +234 1 448 9220
 +234 906 000 5242

Or scan the QR Code for more info and special deals on our international courses.





ProvidusBank invites you to the 5th Edition of **World Poetry Day with Wole Soyinka**

ENGAGING THE
QUINTESSENTIAL
POET



**UCHE
NWADINACHI**



**RUTH
MAHOGANY**



**EVELYN
OSAGIE**



**AKEEM
LASISI**



**SALAMATU
SULE**



**OCHOO
OKO OWI**



**MALIKA
BOOKER**
(United Kingdom)



**NGWATILO
MAWIYOO**
(Kenyan)



**NATHALIE
HANDAL**
(USA)

March 21, 2024

Eko Hotel & Suites,
Adetokunbo Ademola Street,
Victoria Island, Lagos

4:00 pm Prompt

RSVP Jahman Anikulapo - 08033076418 | Ayoyinka Falade - 09092290401

This World Poetry Day event by ProvidusBank is in support of contemporary Nigerian literature.



in collaboration with



and curated by Jahman Anikulapo of



STRICTLY BY INVITATION

Killing of soldiers: HURIWA seeks improved military, civilian relationship

By Bertram Nwannekanma

HUMAN Rights Writers Association of Nigeria (HURIWA), yesterday, condemned the dastardly criminal act of killing over a dozen soldiers and senior Army officers in Delta State, calling for improved relations between the military and citizens.

The group said the recent pre-meditated and callous killings of the 16 operatives, including some senior Army officers by gunmen in Okuoma community of Bomadi Local Council of Delta State, showed that there are many gaps which need to be filled to improve civil and military affairs.

The rights group in a statement by its National Coordinator, Emmanuel Onwubiko, said the action



Chief of Defence Staff, General Christopher Gwabin Musa

was clear evidence that the military institution is lagging behind in civil and military relations. He expressed consternation that many Nigerians are bereft of any knowledge of

the necessity of occasionally drafting in soldiers on internal security operations in aid of policing institutions.

According to the rights group, many Nigerians,

regrettably have raised posers as to why those military agents were sent on a peacekeeping mission in that part of Delta state that sadly resulted in high casualties.

"HURIWA believes that the military authorities must do more to bring about massive enlightenment and strategic advocacy campaigns to educate, inform and broaden the understanding of the military in carrying out internal security operations where the situation calls for such high profile intervention.

"It is only when the civil populace are made consciously and intentionally aware of the essence and telos of such strategic military

engagement that their fuller and active participation and collaboration can be obtained to avoid any possible conflicts.

"In the last five years, the armed forces have not done enough to bridge the gaps between civilians and the military components of the society," the group said.

HURIWA, therefore, called on the Chief of Defence Staff, General Christopher Gwabin Musa and the Service Chiefs to rejig and introduce transformative strategies to improve civil and military dialogues so as to win the hearts and minds of the citizens towards achieving the national security objective.

According to the rights group, the military hierarchy must adequately fund the

activities of that department of civil and military affairs so as to deepen the scope of continuous dialogues between civilians and the military.

Onwubiko said much more than just hosting occasional, periodic and mere academic seminars by the offices of the chiefs of civil military affairs of different segments of the Nigerian armed forces, there is need to bridge the increasingly yawning gaps between the civilians and their military counterparts.

The Rights group advocated the active partnership between the military and credible civil rights organisations in the areas of organising broad-based strategic civil military dialogues in atmospheres devoid of mutual suspicions.

Police nab suspected armed robber, recover AK-47 rifles, others

From **Obinna Nwaoku**, Port Harcourt
OPERATIVES of C4i Strike Force unit of the Rivers State Police Command have arrested one Samuel Nwokoma, a 25-year-old suspected armed robber and member of Blood Star cult group in Port Harcourt.

The arrest was in collaboration with the Diobu Vigilante group.

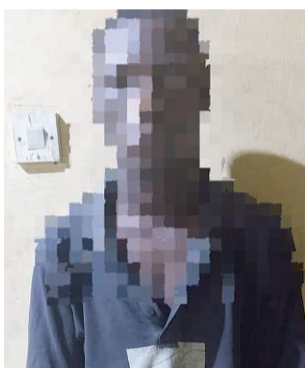
The suspect, according to police, was identified as being involved in a series of cult-related killings within the Diobu axis of Port Harcourt.

Spokesperson for the command, SP Grace Iringe-Koko, in a statement yesterday, said the arrest was based on credible intelligence.

Iringe-Koko noted that the suspect, during interrogation confessed to his involvement in two specific incidents, which led to the death of one Ede Sunday and George Johnson, recently at the Diobu axis of Port Harcourt.

She said: "On March 14, at about 8:30p.m., he and his gang attacked and fatally shot Ede Sunday, 32, at Nanka Street by Lumumba, Diobu, Port Harcourt.

"On March 16,, at about 8:35p.m., they also shot George Johnson, 28, in the chest at Ojoto Street by



Suspect

Emenike, Diobu, Port Harcourt.

"Despite receiving immediate medical attention at New Mile One Clinic Diobu, Johnson tragically succumbed to the injuries."

Iringe-Koko further stated that the police made a significant breakthrough when the suspect led operatives to the gang's hideout at Ogwu Waterside, Diobu, Port Harcourt.

She said upon the arrival of the police, the remaining gang members fled the scene and evaded capture by jumping into the river.

Iringe-Koko, however, said that a search was conducted at the hideout, where arms and ammunition were recovered, including three AK-47 rifles, one assault rifle,

six AK-47 magazines, one Beretta pistol, 274 rounds of 7.6mm live ammunition, 105 rounds of 6.55 live ammunition, nine rounds of 9mm ammunition, seven packets of Improvised Explosive Devices (IEDs), one long detonating wire and various types of charms.

MEANWHILE, Rivers State Commissioner of Police, Olatunji Disu, has described the recovery of those dangerous weapons and explosives as of utmost importance.

According to him, it not only neutralises immediate threat to public safety, it also highlights the commitment of the command in combating violent crimes within communities.

He said: "We assure the public that all necessary measures will be taken to ensure that all individuals involved in these criminal activities are apprehended.

"The Command remains committed to ensuring the safety and security of the community."

Disu urged members of the community to continue cooperating with the police by providing relevant information that may aid in the arrest of the remaining suspects.

Courts jail six Internet fraudsters in Ilorin

From **Mansur Aramide**, Ilorin

JUSTICES, Evelyn Anyadike of the Federal High Court and Adebayo Yusuf of the State High Court, all sitting in Ilorin, the Kwara State capital, have jailed six people for cybercrime offences.

They are Aransiola Oluwaseun from Odo-owa in Oke-Ero Local Council of Kwara State; Owoeye Adeyanju, from Ido Local Council of Oyo State; Idris Yekini from Alimosho Local Council of Lagos State; Abdulrahmon Abubakar from Surulere Local Council of Oyo State, Rafiu Ashimiu and Raheem Ayomide Monsur from Ita-Amodu, Kwara State.

The convicts were prosecuted by the Ilorin Zonal Command of the Economic and Financial Crimes Commission (EFCC) for offences bordering on cybercrime and fraud related offences.

Their conviction brings to 24 out of the 50 suspects, comprising 48 students of the Kwara State University

(KWASU), and two residents of Malete arrested during a sting operation by operatives of the EFCC over offences bordering on Internet fraud, also known as yahoo-yahoo on February 21.

A statement from the anti-graft agency stated that Aransiola was prosecuted on a one-count charge, which reads:

"That you, Aransiola Oluwaseun Stephen on February 2024 in Ilorin, within the jurisdiction of this Honourable Court, did cheat by impersonation when you pretended to be one Cindy Watson, a White

female, based in America, and in that guise induced one Randy Driskill to send you the sum of \$350, which you did received via gift cards, thereby committed an offence contrary to Section 321 of the Penal Code Law and Punishable under Section 324 of the same law."

Also tried on one-count charge was Adeyanju, which reads: "That you, Owoeye Adeyanju sometime in January 2024, at Ilorin, Kwara State within the judicial division of the Federal High Court, did fraudulently impersonate one Sara Beauty vide your Instagram account - sara_lyn120 with intent to obtain from one Taylor Johnson and did obtain the sum of \$80 through gift cards, thereby committed an offence contrary to Section 22(2)(b)(ii) of the Cybercrimes (Prohibition, Prevention Etc.) Act 2015 and punishable under Section 22 (2)(b) (iv) of the same Act."

All the defendants pleaded guilty to their respective charges when it was read to them.



One of the convicts

Group fetes orphans, elderly women in Delta

By **Tobi Awodipe**

ANON-GOVERNMENTAL Organisation (NGO), Delta Pikin Initiative, has feted 120 orphans and 30 elderly women through its yearly give back project, held in Warri, Delta State. The organisation's founder, Blessing Enyamuke, said the initiative with the theme: "Of One Hand," is aimed at supporting the vulnerable in remote communities across Delta State.

According to her, the project, which kicked off on February 26, at CleverMinds Educational Centre (a free

school for orphans) in Iyara, Warri; has over 100 orphan beneficiaries, who were taught the importance of education, while items like notebooks, stationeries, school uniforms and sandals, bags and food were distributed.

Noting the importance of caring for the elderly, Enyamuke said that providing good care to the elderly helps them from depression and feeling isolated.

The organisation also visited Our Lady of Peace Orphanage Home in Ugbromo, where 20 inmates received notebooks,

clothing, stationery, food supplies and financial aid.

"We further visited Fhupas Old People's Home, where we extended support to the aged. In addition to providing food and financial aid, we also offered caregiving services by assisting with cleaning and maintaining the home's surroundings," she said. Expressing gratitude towards the commissioner of environment, Delta State, Ejiro Jamani, other commissioners and donors for supporting the project, she urged other bodies and well-to-do individuals to emulate the gesture.

Group condemns misleading video of Bauchi school building collapse

From **Ernest Nzor**, Abuja

AGROUP, Bauchi Solidarity Alliance (BSA) has condemned the circulation of a misleading video on social media which claims to show a collapsed school building in Toro Local Council of Bauchi State.

BSA, in a statement by its chairman, Sani Dankande Toro, expressed their disappointment at the deliberate attempt to tarnish the image of Bauchi State and its Governor, Bala Mohammed.

He said: "Primarily, it is imperative to say that the configuration depicted in the video does not originate from any of the educational institutions within Bauchi State.

"Additionally, the vernacular or idiom utilised in the footage does not align with customary speech patterns of indigenous Bauchi residents. As conscientious members of the society, it is paramount that we do not succumb effortlessly to such erroneous information and fabrications.

"The governor has provided the necessary support, investment, and resources to ensure that the education system meets world-class standards. Investments in improved infrastructure, quality learning materials, and enhanced teacher training programmes have been made to enhance the quality of education in the state." The BSA called on the people of Bauchi to be wary in con-

suming information and to avoid falling prey to manipulation by external sources.

Toro added: "For the avoidance of doubt, the BSA remains steadfast in their support of Governor Bala Mohammed and his administration. We are committed to defending the integrity of Bauchi State and ensuring that progress and development continue to flourish. "The group's strong condemnation of the mischievous video serves as a reminder of the importance of upholding truth and transparency in public discourse.

"As responsible citizens, we must not allow ourselves to be swayed by sensationalised videos or inflammatory rhetoric."

215 lenders registered, 47 delisted, over 71 apps operating illegally

CONTINUED FROM PAGE 6

those apps that are not registered.

"This is in clear breach of section 35 of the Data Protection Act. It is a criminal offence for a digital loan app to access the details of their customers to recover its money."

Also, the Operations Lead at Gavel, Oluwafemi Ajibade advised Nigerians to patronise loan apps that are registered and licensed.

According to her, it is easier to hold such firms accountable for defamation and get justice than those that have no legal status. She pointed out that Nigeria can create a safer borrowing environment, protect borrower's rights, and ensure that loan apps serve as responsible and reliable financial resources for individuals in need.

The Executive Director, LightRay Media and Civic Intelligence Advocate, Lady Ejoro Umukoro said all Nigerians must come together to curb the menace.

"We need to come to that point where our citizens become more civic, intelligent, economically intelligent, socially intelligent, and financially intelligent.

"There's no way we want to

combat these crises if we also do not take self-accountability. There is so much to be done in terms of citizens' awareness, smartness and thinking strategies," she said.

According to her, the fact that all of those are happening and the Nigerian Communications Commission (NCC) is not even sitting up to analyse, monitor and investigate them is a shame.

"Even the Nigerian Bureau of Statistics (NBS) seems not to care about these loan app agents in Nigeria. Unfortunately, this is happening in Nigeria and Nigerians are left without protection.

"No law in Nigeria allows any business organisation to threaten your life, not even an individual can do that. It means that as a people, we need to know our rights.

"In a situation where a loan app needs to ask you for access to your camera, access to your audio, access to your images, you need to stop and think 'why will a loan company try to have access to a whole of these' which means they are data collectors," she exclaimed.

Umukoro advised Nigerians to patiently read

terms and conditions, before signing up for online apps.

She stated that some Nigerians are also gullible for taking loans from firms they do not know their addresses and also default in paying back, adding that the modus operandi of those firms is to exploit and abuse people's rights.

Director General, Confab for Human Rights Actualisation, Omemiroro Ogedegbe said the loan app operators and their managers have resorted to extreme tactics that cause emotional distress in Nigerians using obituary announcements, threat to life, defamation, among others.

These conducts, Ogedegbe said, violate the private and personal lives of citizens.

According to her, the transaction between the individual and the loan companies is private, therefore, disclosing it to a third party is a gross violation of the right to private personal life.

"The operators contact third parties upon default in payment, which ought not to be so. They are expected to contact the third parties and let them know of the intention of the loan seekers

to use them as guarantors," he advised.

Loan, he said, is a domestic and contractual obligation between individuals which is only enforceable by a civil litigation process.

"The act of arrest and blackmail is unlawful. The option open to the loan organisation is to file a civil action against the defaulters," she declared.

Managing partner at Whiteboard Partners LP, Oluwaseun Ojeleye believes that the activities of unregistered loan companies about data privacy in Nigeria have become a cause for concern.

The lack of regulation around loan sharks and data privacy in Nigeria, he noted, is worrisome.

"People's data is at risk, and there is little protection in place. This is a complex and multifaceted issue with many parties involved, including the government through its agencies like the National Information Technology Development Agency (NITDA), the FCCPC, the CBN and individuals.

"The government has a responsibility to enact laws and regulations that protect people's data. The FCCPC should enforce these laws and hold companies

accountable for their actions.

"The CBN should regulate the financial sector, including lending practices, and ensure that people's data is protected. And individuals should be educated about their data rights and how to protect themselves online," he advised.

Ojeleye suggested that the government should make new laws and regulations to better protect people's data, while advising the FCCPC and CBN to increase their enforcement of existing laws and regulations.

According to him, these actions could make a significant difference in protecting people's data privacy and if fully implemented, could make it more difficult for unregistered loan companies to exploit, harass, and defame citizens.

Meanwhile, FCCPC has said it would address the challenges this year. According to the regulatory body, default in repayment of loans accounts for the violation by lenders.

The immediate past Chief Executive Officer of the Commission, Babatunde Irukera, recently said the indebtedness to the DMLs has become a big industry

issue.

According to him, the Commission would be developing a new regulatory framework to address Nigerians' rising indebtedness to DMLs, known as loan apps.

While the Commission has succeeded in reducing abuse and harassment by the loan apps, he said, Nigerians taking loans from the platforms have continued to default.

Irukera said the rising debt could lead to the collapse of the digital lenders that are also playing critical roles in the economy.

He, however, stated that there is a reduction in the use of harassment and defamation of lenders by the loan apps, adding that such has instead led to an increase in defaulting by the borrowers.

"One of the big issues that we're seeing is that there's now a significant level of loan default because people are not able to use these unethical and inappropriate loan recovery mechanisms and I'm insistent that you cannot say to me that the only language Nigerians understand is to abuse them.

Read the remaining part of this story on www.guardian.ng

United Nations Children's Fund

UN House, Diplomatic Drive, Central Business District
PMB 2851, Garki
Nigeria



THE UNITED NATIONS CHILDREN'S FUND (UNICEF)

EXPRESSION OF INTEREST No. 2024/003-REOI LOCAL MANUFACTURING OF SQ-LNS IN NIGERIA.

UNICEF is committed to the prevention of all forms of malnutrition in infants and young children including stunting, wasting, micronutrient deficiencies and overweight. Small Quantity -Lipid-based Nutrient supplement (SQ-LNS) is a small supplement for the prevention of undernutrition and improves child survival, growth, and development. SQ-LNS is reported to have an impact on reducing the rate of stunting, wasting, anemia and child mortality. WHO (2023) estimates 149 million children under 5 to be stunted, 45 million to be wasted, and 37 million overweight or obese. In addition, almost half of all deaths among children under 5 years of age is linked to undernutrition. There is a need to include and integrate SQ-LNS within existing prevention programs. While UNICEF has globally approved suppliers of SQ-LNS, however having local producer(s) of SQ-LNS would better fulfil the UNICEF core principles in term of localization and sustainability.

Therefore, UNICEF is planning to further engage with local manufacturers who are interested in becoming suppliers of this strategic product to UNICEF locally in Nigeria as well as regionally and globally.

If you are manufacturing or have concrete plan to manufacture of SQ-LNS, and you are interested in collaborating with UNICEF, please complete the following questionnaire.

Please submit your response no later than **31st March 2024**.

Expression of interest can be submitted via the following link or QR code:

<https://forms.office.com/e/ydCE6igC73>



Deadline for submission: 31st March 2024.

NDDC ABUJA LIAISON OFFICE ANNUAL WORKSHOP/RETREAT

The Niger Delta Development Commission (NDDC) had organized a two days annual Workshop/retreat programme for all staff of the Abuja Liaison Office.

The theme of the retreat was **"CRITICAL THINKING AND TEAMWORK FOR EFFECTIVE ORGANIZATION"** with other topics considered in the retreat as Emotional Intelligence for Improved Efficiency, Using Critical Thinking for Professional Growth, Technology and Digital Skills: Staying updated with technology trends, Teamwork and Problem-Solving: Collaborative problem-solving techniques, and Personal Finance for Improved Performance

In his welcome address, the MD/CEO of Marg Education International Ltd, Mr. Godson Ideozu urged the participants to cooperate with the facilitators in order to achieve the objectives and goals of the retreat.



Delivering the Keynote Address, Mrs. Nwaeke Mary Efekehoba, Acting Director of NDDC, Abuja Liaison Office, stated that it was the first time that the entire staffs of NDDC Abuja Liaison Office were embarking on a retreat. The Acting Director further stated that the retreat was meant to sensitize the participants on how to use "Critical Thinking and Teamwork for Effective Organization" for enhanced productivity, which would also afford the participants with the requisite skills and orientations to enhance better productivity in the NDDC.

The dignitaries at the retreat included: Gbulgbu Sheila E, (Asst. Director, NDDC Abuja Liaison Office); Ekiyokere Diffa Osim (Asst. Director, NDDC Abuja Liaison Office); Ochuko Erivwo (Asst. Director, NDDC Abuja Liaison Office); Preseighe Adumein (Asst. Director, NDDC Abuja Liaison Office), Salihu Garba A. Dumswak Ph.D. (Asst. Director, Abuja Liaison Office); Anama Hope (Asst. Director NDDC Abuja Liaison Office), Harriet Okoya (Asst. Director, Abuja Liaison Office). Mrs. Tobore Olumoye (Resource Person); and Dr. John O. Ayinla (Resource Person). The retreat was conducted by Marg Education International Ltd.

Editorial

www.guardian.ng

Guardian Nigeria GuardianNigeria 08136370421 Guardiannigeria

Lessons of ICJ ruling on Israel's genocide in Gaza

THE landmark case of South Africa against Israel at the International Court of Justice (ICJ) has not ended the war in Gaza. Still, it has made some symbolic declarations on the crisis with more, equally remarkable rulings to look forward to in the months or years ahead. The lessons of the current 'soft orders' at a resolution of the conflict are significant.

Under the Genocide Convention of 1948, South Africa had taken the case against Israel to the United Nations' top court at The Hague in late December, arguing that Israel was committing genocide against Palestinians in Gaza. In an 84-page long submission, South Africa among other prayers called for the suspension of military activity in and against Gaza. Recall that Israel had launched a full-scale 'Operation Swords of Iron' reprisal on Gaza following the October 7, 2023, Hamas' invasion of Israel, in which 1,200 people were murdered, most of them civilians. According to the Hamas-run territory's health ministry, Israel's offensive in Gaza has killed at least 29,782 people, including those killed as a consequence of terror groups' own rocket misfires, as well as the 12,000 Hamas terrorists Israel says it has killed in battle.

The court heard arguments from both sides and made some rulings. First, the ICJ established a prima facie jurisdiction in the case, declared that some of South Africa's cases were plausible, and ordered some measures. The full trial and

final ruling could take months or years. In the interim, the court in a 29-page order said Israel must "take all measures within its power to prevent the commission" of forbidden acts under the Genocide Convention. These acts include "killing members of the group," referring to the Palestinians, and "deliberately inflicting on the group conditions of life calculated to bring about its physical destruction," according to the order published by the court. The court added that "Israel must take all measures within its power to prevent and punish the direct and public incitement to commit genocide."

Regarding the dire humanitarian situation in Gaza, the court said that "Israel must take immediate and effective measures to enable the provision of urgently needed basic services and humanitarian assistance." The court further called for the "immediate and unconditional release" of the hostages held by Hamas and other groups in Gaza. Israel must submit a new report within one month on the measures it is taking to comply with the order, according to the court.

South Africa, from the ruling, didn't exactly get her wish for a ceasefire in Gaza. Yet, the ruling is a rebuke of how Israel has waged the war—and perhaps more importantly to the conduct of Binyamin Netanyahu's government—but one that is unlikely to significantly constrain its ability to keep fighting Hamas. Expectedly, Israel's leaders have called the ruling outrageous, an infringement on their inalienable right to self-defence, adding that they

would continue fighting Hamas in Gaza regardless of the court's decisions.

But the affirmed plausibility of South Africa's claims by the court is landmark, especially given the provisional measures that were granted. The ruling permanently stains Israel with the label of genocide from 15 international jurists at the World Court. Israel has long justified its political violence vis-à-vis Palestinians as security measures or as actions in furtherance of its legitimate self-defence. The court essentially dismissed such justifications in this context. Experts are of the view that Israel and her allies would need to alter their conduct in Gaza to prevent a ruling in South Africa's favour on the merit of the case. The United States too has to be concerned about being complicit in genocide.

A most notable feature of the Court's opinion is its near-unanimity and judges voting in line with their conscience and not political alliances. ICJ President, Joan Donoghue (the U.S. judge) delivered a summary of the reasons and read the order with a calm and authoritative demeanor – though contrary to the position of the United States in this matter. In addition, where the ICJ is normally composed of a panel of 15 judges, two judges were appointed ad hoc by both parties for these hearings. Dikgang Moseneke (South

Africa) voted in favour of all six provisional measures indicated by the Court, whereas Aharon Barak (Israel) only voted in favour of measures (3) and (4). On the other hand, Judge Julia Sebutinde (Uganda), the first African woman serving at the ICJ, voted against all proposed measures as she attributes the origins of the dispute to politics and history rather than to legal matters to be settled by the Court.

South Africa's case against Israel is not completely unprecedented. In 2019, Gambia brought a case against Myanmar to the ICJ, alleging the country had committed genocide against the Rohingya people. The case of Russia's "special military operation" in Ukraine has also been brought to the Court, with Russia cleared of terrorism. However, the current case against Israel has elevated the ICJ's stature to a new level of renewed public attention to the workings of the International Court of Justice and the possibility of quietly de-escalating a raging international conflict. The war in Gaza is far from over and there is no international police force to enforce the Court's order to end it. But it is pleasing that the international system has not forgone dialogue and legal resolutions that should be binding on all.

LETTER

Towards achieving 95% digital literacy by 2030

SIR: The Director General of National Information Technology Development Agency (NITDA), Kashifu Inuwa, has reiterated his agency's commitment in collaborating with key partners to achieve 95% digital literacy coverage in Nigeria by 2030.

He made the affirmation at programme hosted by e-health Africa, emphasising the need for collective efforts to implement impactful digital initiatives.

There is no doubt in saying that digital literacy stands at the forefront of global progress, serving as the backbone for socio-economic development in the digital age. As a result, countries worldwide consistently seek ways to enhance their capabilities and harness the full potential of technology in various daily activities.

Nigeria was also not left back in this frantic race as this prompted the NITDA, the pioneer in technological advancement in Nigeria, to ambitiously envision achieving 95% digital literacy by 2030. It is not merely a

goal but a transformative journey. As NITDA embarks on this road, the challenges and opportunities that lie ahead shape a narrative that extends far beyond the boundaries of technology, touching the very essence of Nigeria's future.

In today's connected world, digital literacy is the pillar that empowers individuals, communities, and nations to handle the challenges of the digital era. It is a passport to inclusion, a catalyst for innovation, and a driver of economic growth.

Nigeria's aspiration to attain 95% digital literacy by the 2030 close underscores a profound commitment to equipping its citizens with the skills and knowledge necessary to thrive in the digital realm. However, this journey is not devoid of hurdles which need to be addressed for the vision to be realised.

The hurdles range from infrastructure barriers; urban-rural technology differences, educational landscape, and socio-economic factors, including the affordability of digital devices and internet services. Moreover,

awareness and perceptions surrounding digital literacy require refined strategies to dispel myths and create an understanding of its transformative potential.

In the pursuit of 95% digital literacy in Nigeria, a significant stumbling block arises from the challenges surrounding the infrastructure between urban and rural areas, contributing to an uneven distribution of digital resources. Urban centres often enjoy better connectivity and access to digital tools than their rural counterparts. Of course, the urban residents alone can't make up 95% of the Nigerian population, which implies the rural residents must also be heavily involved.

Consequently, there is a need for national awareness campaigns, local language outreach, hands-on demonstrations, storytelling and success narratives, and collaboration with media outlets.

Read the remaining part of this article on www.guardian.ng

Shuaib Shuaib Agaka, an NYSC member, wrote from Kano.



D. D. ONU ..

Opinion

www.guardian.ng

Guardian Nigeria GuardianNigeria 08136370421 Guardiannigeria

Mediation as ADR mechanism under NSCDC Amendment Act 2007(2)

By Debo Oladinni

Continued from yesterday

POWER and Equity Theory: This theory acknowledges the potential for power imbalances and inequities between parties in a mediation process. The mediator must be attuned to these dynamics and take active steps to ensure that both parties have a fair and equal opportunity to voice out their concerns and participate in the process. Hence, this may involve utilising specialised techniques, such as separate caucuses or changing communication styles, to ensure a level playing field. However, this theory has its limitations; for instance, with respect to family disputes according to Rachel M. Field, in her article titled- "Mediation and the Art of Power (Im) Balancing" quipped thus: "Relying on a mediator's ability to assess when a circumstance of power imbalance is extreme enough to justify termination, or to decide that a party is feeling intimidated, or that a settlement is unfair, places a woman's physical and emotional safety squarely in the hands of the mediator. This is too risky. Mediators too can fall prey to the charms of perpetrators of violence, and the tactical manipulations of those with the balance of power in their favour. Before an imbalance can be redressed by mediators, if indeed that is possible and I doubt that it is, the mediators must be aware of its existence.

If this information does not arise through questioning at intake (as well it might not if a woman chooses not to discuss it, it is hardly likely to be raised by the perpetrator),

it places the burden of a belated embarrassing (and unlikely) 'admission' on the part of the woman, or reliance on the mediators' skills in power imbalance identification." Emerging skills in mediation required by the peace and conflict resolution unit of the NSCDC

To be an effective and well-grounded mediator, there is a need for mediators to continuously develop and refine their skills to meet the evolving needs of parties to disputes and the rapidly changing landscape of conflict resolution. To stay up to date, with emerging trends and best practices in the dispute resolution field, mediators need to always embark on continued education, training, and professional development. Emerging mediation skills required by mediators include but are not limited to:

Emotional Intelligence: It is always paramount for a mediator to during the course of mediating a dispute to maintain a neutral and empathetic outlook, while helping parties navigate the murky waters of conflict. The level of emotional intelligence displayed by a mediator will help win the confidence or otherwise of the disputing parties.

Cultural Competence and Knowledge: Cultural competence refers to an individual's potential to function effectively in intercultural situations. The myriad conceptualizations of cultural competence can be broadly classified as intercultural traits (enduring personal characteristics that describe what a person typically does in intercultural situations); attitudes. Developing cultural competence helps us understand, communicate with, and effectively interact with people across cultures. It gives us the ability to com-

pare different cultures with our own and better understand the differences. As mediation often involves disputing individuals from diverse backgrounds, mediators need to be culturally experienced to decipher and respect cultural differences. This includes being aware of cultural norms, values, and communication styles.

Advanced Communication Skills: To be a well-grounded mediator, both excellent verbal and non-verbal communication skills are required. Advanced communication skills required by a mediator include active listening, verbal articulation, presentation skills, negotiation, reframing, summarising and paraphrasing to aid constructive dialogue and understanding.

Technological literacy and proficiency: There is no gainsaying the fact that technology has positively impacted how ADR cases are conducted. Hence, any mediator who desires to thrive successfully in the dispute management space must embrace new information technologies and empower him or herself to utilise the latest cutting-edge technological tools. In this wise, for the mediators in the Peace and Conflict Resolution Unit of the Corps to maintain a competitive edge in the dispute management sphere, it is inevitable for them to take advantage of emerging technologies and integrate modern innovations to boost efficiency and productivity.

Most humbly, I would also like to implore the NSCDC to also consider online mediation with respect to certain minor cases, which do not necessarily require the physical presence of the disputing parties. Based on data made available to me on request by

ACC. Oluwakemi Anjorin Olamiotan, the Peace and Conflict Resolution Unit of the NSCDC Osun State Command, between January 2023 and February 2024, handled 307 cases. However, with the possible introduction of online mediation in future, a significantly higher number of cases can be mediated upon by the NSDC.

Conflict Resolution Techniques: It is expedient for mediators to be knowledgeable about different conflict resolution techniques and models. As harped on earlier in my paper, mediators often utilise a combination of components from different theories (communication theory, interest-based negotiation, principled negotiation, and transformative mediation) to guide their approach to the specific circumstances of each dispute.

Ethical Decision Making: Mediators must strictly adhere to always, a strong code of ethics and make ethical decisions throughout the mediation process. In this wise, a mediator must maintain confidentiality, ensure parties willingly consent to the mediation process and effectively manage conflicts of interest that may arise in disputes. However, earlier in this paper, I have harped on the fact that the NSCDC does not have any law/regulation detailing the scope of the mediation process or guidelines for the scope of mediation services to be offered to the public.

To be continued tomorrow.

Oladinni is the Senior Legal Adviser to the Attorney-General and Commissioner for Justice, Osun State and delivered this paper at a seminar for senior officers of the NSCDC, Osun State Command, recently.

King Charles II, Stanley Meyer, water fuel car and Adam Smith

By Steve Obum Orajiaku

IN this unusual discourse, I promise to simplify the topic choice by connecting the dots and crossing the 'T's. The eminent names and phrasal formative words objectively transcend the ordinary. In their denotative terms, and in the concepts they are employed here, Charles II of England (May 29, 1630 - February 6, 1685) of Cabal Ministry; Adam Smith's (1722 - 1790) classic's topical phrase 'Creative Destruction'; Stanley Allen Meyer's (August 24, 1940 - March 20, 1998) Water Fuel Cell Car his killed brainchild.

How these brief chronologies and their respective pedigrees play out in the light of the subject matter is fascinating. The breakdown of this selected biographies commences with King Charles II of Scotland who reigned between 1649 and 1651 put fresh to the bone of the phenomenon of cabal. It became known as The Cabal Ministry.

The etymology of the word cabal cannot be either complete or elaborate without the mentioning of King Charles II of England. To this extent, his significance here suffices. Next to him is Adam Smith whose classic The Wealth of Nations (March 1776) became a game-changer and epoch-making literary masterpiece and instrumental in the rise of classical liberalism.

The Scottish-born social philosopher and political economist penned down his classic that centuries later still promises to impart tremendously for greater awareness and reality to those who found sufficient time to diligently read it. Again, in the meantime, thanks to Adam Smith's contribution here and beyond. Finally, the scapegoat, sorry our cannon fodder (the expendable soldier), Stanley A. Meyer. He probably would have been the world's human economic emancipator, particularly in the automobile industry, but for enigmatic cabals. Until his mischievous and untimely demise, Mr. Meyer claimed to have discovered vehicular mobility powered by mere natural water resources. But before it could see the light of day, his precious life was suddenly sniffed out quite gruesomely.

The heart of this write-up is critically anchored on the turbulent trajectory of what Mr. Smith coined Creative Destruction. Oftentimes, it scales through the shipwrecks and

stormy seasons that the subject must pass through. At other times like that of the hapless Stanley, it capsizes and flops. For the benefit of a few of us, let us rehearse the definition of the phrase Creative Destruction. Alongside the word CABAL, too.

According to Wikipedia, Creative Destruction is the 'process by which new firms and new products replace existing dominant firms and products.' One of the prominent characteristics of Creative Destruction is the accompanying stiff and swift persecution that often can upgrade to the ultimate sacrifice - death. 'If you miss the ball, don't miss the leg,' sort of aggressive coaching that violates the natural rules of the game. Once again, the keywords one must look out for when evaluating developments and whether they qualify to be regarded as Creative Destruction are the following...New, Advance, Products, Dislodging, Analogous, Status Quo, with Rewarding Antagonism, NAPDASRA. Therefore, think Creatively, think NAPDASRA.

In Nigeria, this terrifying narrative captures the uprising of the cabal elements against the revolutionary movement for good governance. They muster their arsenals from top to bottom including the government representatives to the hoodlums on the streets. They resist anything that answers sanity introducing fairness, equity, purpose, and even distribution to our governance system. Besides, the central essence of their existence of governance is to provide a coefficient and coordinating framework for the good of all, which is not just subverted but deliberately frustrated.

I will maintain my stand not to eulogise our weaknesses and failures by analyzing our national ills, but to muster energies on preferring workable solutions. The challenges are gigantic, no doubt, but not insurmountable. There is a need to eradicate subversive elements among us, whether they in political figures and players or thugs mixed multitude among the ordinary citizenry.

There are currently promising opportunities looking Nigeria in the face of which it only requires a foresighted political leader to take advantage of and thus rescue this capsizing ship called Nigeria. The BRICS bloc which consists of Brazil, Russia, India, China, and South Africa is making a bold step in the global economic currency supremacy. In no distant future, the dollar may lose its dominance in the world of business transactions.


The door is open to other Third World nations to join BRICS. Why Nigeria is still dragging her feet and playing hanky panky is best known to Nigeria's President Bola Ahmed Tinubu and his cabinet. The advantages of BRICS conscription are enormous. They are about to launch their currency. All things being equal when this BRICS currency hits the vault, the ground will shake. Yes, there will be an inevitable global earthquake in the financial system of the world. Consider the following.

If you throw up the question to the Google column, thus you will read... "The benefits include increased industrial and financial power, which allows these countries to be key players in international markets. Mathematical modeling of the global trade network suggests that a BRICS currency could dominate international trade, with a majority of countries preferring to trade with" The gains are indeed tremendous as it is fundamental.

The empowerment of our local currency because of massive industrialisation and recapitalisation has taken root. The government should jettison the reckless printing of the naira in a country that is running a consumer-based economy. The dearth of production index is our foundational albatross. The scanty companies in manufacturing ventures in Nigeria are already relocating to other industrialisation-friendly nations.

As I draw the curtain to a close here, I believe that Creative Destruction materials can learn from these advisory notes... "With every failure comes the experience and determination needed to do better." Therefore if you are resisted, recover and refire. Again, "The people who say you can't, and you won't are usually the ones who are scared you will."

What you should deduce from here is not to begrudge your detractors, but to appreciate them as those unintentionally deployed to push you to the pinnacle and so abide purpose-driven. And here is the bright side of the recluse condition... "Loneliness is the price you pay when you start to improve yourself." Don't grumble when you are deserted. Spare that time to dig deeper into your chosen course and be studious to a fault. You will only emerge again refined, re-branded, and ready to serve mankind, to the satisfaction of all and sundry.



NNPC Ltd/ TotalEnergies

International Masters Degree Scholarship | 2024 2025

Call for Applications

Annually, **TotalEnergies** in partnership with **NNPC Limited** and its corporate partners identify and sponsor young Nigerian scholars interested in pursuing master's degree programs in **management science, engineering and geosciences** (oil and gas related) at universities in France. The award is full board.

TotalEnergies welcomes applications from suitably qualified young Nigerians for the **2024/2025 NNPC Limited/TotalEnergies International Scholarship Scheme**.

TotalEnergies is a broad energy company that produces and markets fuels, natural gas, and electricity. A leading player in the energies industry with activities in more than 130 countries worldwide, we are committed to energy that is more affordable, more reliable, and cleaner, in compliance with the highest safety and environmental standards.

Eligibility

Interested applicants, who must have obtained a university degree (minimum second class upper) not earlier than five (5) years ago and must have completed the mandatory NYSC scheme should visit our website, www.careers.totalenergies.com for detailed information.

Only applications submitted via the listed website would be considered.

This advert closes three weeks from the date of publication.

Only short-listed candidates will be contacted.



Partners:



CRUDE OIL PRICE UPDATE

Brent crude: \$87.60 | WTI crude: \$83.74

FOREX MARKET UPDATE

I&E window: ₦1572.86

Banks show signs of illiquidity, borrow over N24tr from CBN in three months

By Geoff Iyotse

IN less than three months, covering January to last week, deposit money banks (DMBs) drew N24.13 trillion from the Central Bank of Nigeria (CBN) through the discount window to meet short-term obligations, a trend that points to some liquidity gap in the financial system.

The borrowings contained in financial data obtained from the apex bank suggest the banks could be battling inadequate liquidity behind the scenes, despite the

'doing-well' façade most of them wear.

The credit relationship between the banks and the Central Bank as shown by activities at the discount window (though not a sufficient factor in declaring an illiquidity crisis) shows that lending is skewed in favour of the regulator.

From towards the end of last year, activities in the window, which allows both CBN and DMBs to access funds to meet short-term obligations, have increased significantly.

Unlike previously, commercials borrow from the regulator much more than they deposit with the apex bank on average. Year-to-date, for instance, banks drew a total of N24.13 trillion or 94.4 per cent of the total transaction on the window.

Within the period, a paltry N1.44 trillion was deposited with the Central Bank as excess reserve in the form standing lending facility (SLF).

Whereas banks pay a monetary policy rate plus a premium on short-term loans,

otherwise known as the standing deposit facility (SDF), interest received on deposits with the apex bank via SLF are discounted and would necessarily meet certain conditions.

Analysis of data obtained from the apex bank's financial updates yesterday shows the SLF and SDF trends had pivoted last year with the relationship becoming one-way.

CBN's lending to DMBs in less than three months of the year was N24.13 trillion. The amount is about 135 per

cent of the total value lent to the operator last year, which was N17.84 trillion.

When annualised, the bank would have lent the commercial banks close to N100 trillion this year or over five times last year's value.

The value suggests commercial banks live in support of their regulator for important liquidity to meet short-term obligations - a serious considering bank failure has much to do with liquidity position than assets.

The current situation mimics the 2022 data. Then, the discount window closed with a net SLF of N11.54 trillion, which was about 3.5 times what the banks deposited with the CBN as excess liquidity.

Last year, the gap closed with SDF accounting for slightly above 40 per cent of

the value of transactions. But this year has seen an all-time uptick in the percentage of SLF that makes up the discount window, a trend that suggests the banks are visiting the CBN more often for liquidity or writing exceptionally high volumes of credits without sufficient liquidity to effect disbursement.

Interestingly, the discount window is not cheap for commercial banks. At the current anchor rate, banks borrow from the Central Bank at over 23 per cent interest rate whereas moderate risk (otherwise called prime) lending rate averages 18.75 per cent.

With the MPR current at 22.75 per cent, it suggests that prime borrowers are getting commercial credits from Nigerian lenders at a discount.



President, Chartered Institute of Bankers in Nigeria, Dr. Kenneth Opara (left); Director, Development Partnership Department, Lagos State Ministry of Economic Planning and Budget, Mobolaji Onimole; Deputy Managing Director, AGF West Africa, Sibi Lawson; Group Chief Executive Officer, African Guarantee Fund, Jules Ngankam; and Special Adviser to the Lagos State Government on Climate Change and Circular Economy, Titilayo Oshodi at the ninth edition of The Green Finance Conference, themed: The Role of Africa's Private Sector in the Paris Agreement on Climate Change; in Lagos.
PHOTO: SUNDAY AKINLOLU

Investors stake \$45 million in presidential CNG initiative

From Kingsley Jeremiah and Joke Falaju, Abuja

A MIDST federal government's commitment to addressing the challenges posed by the removal of the fuel subsidy, the Presidential Compressed Natural Gas (PCNG) initiative has received a boost with investors staking about \$45 million in the programme.

The Project Director of PCNG, Mike Olagbemi, while speaking at the Nigerian Army Auto Switch flag-off held at the Nigeria Institute of Transport Technology (NIIT) in Abuja revealed that the initiative has attracted investors in the oil and gas sector to invest in the establishment of the conversion and refuelling centres across the country.

He said: "We also have increased number of investments in refuelling centers we will have about 100 of them before the end of the year, NIPCO is investing 32; MRS, 10; BoVAS, 10 while the core partners of the Presidential CNG is investing in over 15 centre and the has attracted \$45 million.

Olagbemi also mentioned that CNG conversion centres have increased from seven to the cur-

rent 21 centres across the country, saying the centre would further increase to 45 centres by May 29. He said the aim was to have about one million conversion centres before 2027 and over 3,000 refuelling centres driven by 25,000 technicians.

To encourage investment in the sector, he disclosed that it has attracted presidential incentives, including tax and duty waivers as well as secured 80 regulatory standards by the Standards Organisation of Nigeria (SON).

While mentioning that energy security is necessary for the security of the country, he said Nigeria cannot keep depending on other countries for its energy security, assuring that Nigerians would soon start seeing the good in the fuel subsidy removal.

The Minister of Transportation, Said Ahmed Alkali, while declaring open the training stressed that CNG is environmentally friendly, cost-effective and an alternative fuel for mobility.

He mentioned that the training of the Nigerian army engineers was facilitated by NIIT with the support of the Ministry of Transportation for two weeks.

Government raises N475.67 billion in March bond auction

From Joseph Chibueze, Abuja

THE Debt Management Office (DMO) said it raised N475.67 billion from the March 2024 Federal Government (FGN) bond offer, slightly more than the N450 billion it had planned to raise.

The auction was conducted on March 18, 2024 and the result was announced yesterday on X, with DMO disclosing an overwhelming interest from investors, demonstrating confidence in Nigeria's economic sta-

bility. It added that investors showed a preference for longer-tenured bonds.

The amount raised in March is slightly higher than what was raised in January, about N418.197 billion and far less than what was raised in February, N1.49 trillion.

The Debt Office had targeted to raise N2.5 trillion in February.

The DMO had planned to raise N150 billion through a new three-year FGN March 2027 bond and N150 billion

each from the re-issuance of the 18.5 per cent FGN February 2031 seven-year paper as well as 19 per cent FGN February 2034 10-year paper.

According to the auction results, of the N298.6 billion subscription on the 19 percent FGN February 2034 10-year paper, the DMO allotted N275.85 billion aside from a non-competitive allotment of N113.2 billion at a stop rate of 20.45 per cent with bids ranging from 17.5 to 25 per cent.

It had raised N151.928 billion from the new issue of a three-year FGN March 2027 bond at a stop rate of 19.94 per cent with bids, ranging from 17 per cent to 25 per cent.

Also, it raised N47.886 billion from the 18.5 per cent FGN February 2031 7-year paper at a stop rate of 20 per cent.

In February, the debt office had raised two new bonds hoping to raise N1.25 trillion each from FGN February 2031 seven-year and FGN February 2034 10-year bonds.

Savannah acquires 49% share in Stubb Creek oil field

From Kingsley Jeremiah, Abuja

A British company, Savannah Energy PLC, announced, yesterday, that it has acquired 100 per cent of the outstanding share capital of Sinopec International Petroleum Exploration and Production Company Nigeria Limited (SIPEC) and Jagal Ventures Limited.

The acquisition, which saw the company signing separate share purchase agreements (SPAs) and valued at

\$61.5 million meant that the firm now owns 49 per cent share in the Akwa Ibom Stubb Creek oil field.

Savannah, in a release, also disclosed that it has published an updated competent persons report (CPR) compiled by CGG Services (UK) Ltd, covering its assets in Nigeria.

The company said SIPEC's principal asset is a 49 per cent non-operated interest in the Stubb Creek oil and gas field in Akwa Ibom, adding

that an affiliate of Savannah, Universal Energy Resources Limited, is the 51 per cent owner and operator.

According to the company, SIPC SPA will see Savannah Energy SC acquire a 75 per cent equity interest in SIPEC for cash consideration of \$52 million, payable on completion and subject to customary adjustments for a transaction of this nature from 1 September 2023.

The Jagal SPA will see Savannah Energy SC Limited

acquire a 25 per cent equity interest in SIPEC for cash consideration of \$7.5 million, payable on completion, plus \$2 million in deferred cash consideration payable in eight equal quarterly installments post-completion.

The transaction consideration is expected to be funded through a new bank debt facility arranged by The Standard Bank of South Africa Limited and the existing cash resources of the Company. Completion

under each of the SPAs is subject to the parties' satisfaction of customary conditions precedent, including certain regulatory approvals, as well as a mechanism ensuring that completion under both SPAs occurs simultaneously.

As at year end 2023, SIPEC had an estimated 8.1 million barrels of 2P oil reserves and 227 billion standard cubic feet of 2C Contingent gas resources.

SIPEC oil production is estimated at an average for 2024

of 1,400 barrels per day. Savannah's Reserve and Resource base will increase by approximately 46 MMboe following the completion of the SIPEC Acquisition.

It is anticipated that within 12 months following the completion of the SIPEC Acquisition, Stubb Creek gross production should increase by approximately 2.7 Kbpod to approximately 4.7 Kbpod through the implementation of a de-bottlenecking programme.

Government pledges to increase eastern port traffic

By **Adaku Onyenuchey**

The federal government has said it is poised to provide the facilitation and advocacy required to grow vessel traffic to the Eastern ports in the country.

The Minister of Marine and Blue Economy, Adegboyega Oyetola, disclosed this yesterday at the commissioning of 4.8 kilometers of road and marine craft at Onne Port, Rivers State.

Oyetola said deepening efficiencies and full capacity utilisation of the Eastern ports constitute one of the tools deployed to achieve the Key Performance Indicators (KPIs) assigned to the ministry under the Presidential Performance Bond.

The minister who expressed happiness that the Onne and Calabar Port Complexes have met the requirements of the International Organisation for Standardisation and are ISO certified said the newly commissioned mooring boats would further enhance the security and safety at the Eastern port.

According to him, providing an enabling environment for investors to patronise the Eastern ports is the top priority

of the ministry.

He said the road infrastructure constructed by the Nigerian Ports Authority (NPA) and the mooring boats are another testament to the commitment of the Ministry to maximise the entire gamut of opportunities conferred by maritime endowments, in line with the directives of President Bola Ahmed Tinubu.

Oyetola said the mooring boats will be used for safety berth and unberth vessels calling at various pilotage districts to further enhance the security and safety of the nation's maritime space.

The minister, however, assured stakeholders that he would continue to approve initiatives that would further enhance the performance of the seaports.

Speaking earlier, the Managing Director, NPA, Mohammed Bello-Koko, stated that the newly constructed road and deployment of the marine craft will positively impact cargo dwell time and win back huge revenues hitherto lost to terminal operators' inability to meet their performance targets on account of inaccessibility to their lease areas due to bad road.

'Nasarawa tech village, model of PPP success'

THE Nasarawa State Investment Development Agency (NASIDA) Managing Director, Ibrahim Abdullahi said the Nasarawa Technology Village is a testament to the power of collaboration between the public and private sectors in driving sustainable development.

He disclosed this at the weekend, saying the project exemplifies the transformative impact of strategic partnerships.

The technology village is spearheaded by NASIDA.

While noting that infrastructure development plays a pivotal role in shaping the economic landscape of nations, Abdullahi said it was in recognition of the important fact that NASIDA embarked on a mission to engage the private sector in driving the state's development agenda.

The Nasarawa Technology Village project, situated along the Abuja-Keffi Road corridor, was conceived as a catalyst for economic growth and job creation.

Through a competitive bidding process facilitated by NASIDA, ABS Blueprint

Modern Shelter Consortium emerged as the preferred partner for a real estate development spanning 67 hectares in Aso Prada, Karu Local Government.

Despite initial challenges, including securing financing and navigating regulatory processes, he said NASIDA, alongside its partners, demonstrated unwavering commitment and resilience.

"With support from InfraCredit and other stakeholders, the project received a groundbreaking N12.5 billion guarantee line, paving the way for its expansion and sustainability.

"The Nasarawa Technology Village project is a testament to the transformative power of public-private partnerships. It underscores our commitment to driving inclusive growth and creating opportunities for our citizens", Abdullahi said.

In addition to its economic impact, the centre incorporated a tech hub in partnership with Decagon Institute, aimed at nurturing local talent and fostering innovation in the technology sector.

its investee businesses in Africa, Asia and the Caribbean.

The report was launched yesterday at an event hosted in partnership with the Grantham Research Institute on Climate Change and the Environment and ODI, the global think tank.

The report revealed that 79 per cent of companies surveyed said that climate change was already impact-

2G reaches 90% of Africans as other networks lag behind

By **Adeyemi Adepetun**

DESPITE the expansion of mobile networks in many African countries, where about 600 million of the continent's 1.2 billion people are connected, coverage gaps persist, still posing a connectivity challenge.

Ookla, which revealed this in a new study, titled: "Sunsetting Networks in Africa will be Gradual and More Selective than in Other Regions," noted that if operators decided to rush the decommissioning of older networks, they could leave many people losing mobile access, thus widening the digital divide.

It noted that 2G is particu-

• S'Africa to shut down 2G, 3G by 2027

larly suitable for the region's large rural population because 2G base stations can provide good coverage across large distances.

This, according to Ookla, is why in many African countries 2G coverage of the population has reached or exceeded 90 per cent while that of 3G and 4G lag.

Ookla is a web service that provides free analysis of Internet access performance metrics, such as connection data rate and latency.

Further, the report observed that the prevalence of basic and feature phones across the continent

is another barrier. It said handset compatibility issues with newer technologies and the higher costs of smartphones and data plans represent significant hurdles for low-income populations, complicating the transition process.

Ookla said Speedtest Intelligence data showed that the 2G/3G share of connections has been trending down in Nigeria and South Africa throughout 2023. It said that by February 2024, 3G penetration in Nigeria was at 7.4 per cent and in South Africa at 4.3 per cent, with 2G penetration signifi-

cantly lower at 0.7 per cent and 0.4 per cent, respectively, suggesting that more subscribers in Nigeria than in South Africa spend the majority of their time on 2G/3G.

"According to the Nigerian Communications Commission (NCC), 67.6 per cent of subscribers used 2G or 3G as of December 2023. ICASA in South Africa does not publish detailed mobile connection technology data.

However, we can estimate that 2G/3G subscribers accounted for around 35-40 per cent of total connections in South Africa at the end of 2023 based on Speedtest



Edo State Governor, Mr. Godwin Obaseki (right), with the National President of the Manufacturers' Association of Nigeria (MAN), Otunba Francis Meshioye, during a courtesy visit, at the Government House, Benin City.

Umeoji emerges Zenith Bank's first female CEO

ZENITH Bank Plc has announced the appointment of Dr Adaora Umeoji as Group Managing Director/Chief Executive with effect from June 1, 2024, subject to approval by the Central Bank of Nigeria (CBN).

Umeoji will take over from Dr Ebenezer Onyeagwu, whose five-year term expires on May 31, 2024, after a very successful tenure, the bank said.

Umeoji is the first female GMD/CEO since the inception of the bank, and her appointment is said to be consistent with the bank's executive

transition tradition, succession plan and strategy of grooming leaders from within.

Umeoji has been the Deputy Managing Director of the bank since October 28, 2016 and has close to 30 years of cognate banking experience of which 26 years have been with Zenith Bank.

She is an alumna of the prestigious Harvard Business School where she attended the Advanced Management Program (AMP) and an alumna of Columbia Business School with a Certificate in the Global Banking Programme.

The appointee holds a bachelor's degree in Sociology from the University of Jos, a bachelor's degree in accounting and a First-class honour in Law from Baze University, Abuja.

She also holds a Master of Laws from the University of Salford, United Kingdom, a master's in business administration (MBA) from the University of Calabar and a doctorate in business administration from Apollon University, the United States.

She holds a Certificate in Economics for Business from the prestigious MIT Sloan School of Management and

has attended various management programmes at renowned Universities around the world including the strategic thinking and Management programme at Wharton Business School.



Umeoji

Four out of five businesses in emerging economies impacted by climate crisis

By **Benjamin Alade**

NEARLY four out of every five businesses in many of the emerging countries most vulnerable to the impacts of the climate emergency are already suffering the consequences of a rapidly changing environment.

The finding is contained in British International Investment's third annual Emerging Economies Climate Report - a survey of

ing their business, up from 68 per cent in 2022.

It also found that 72 per cent of corporates surveyed had experienced an extreme weather event in the last five years with droughts, floods and heat cited as the greatest cause for concern.

Other key findings included: 87 per cent of respondents agreed to some extent that they were concerned

about physical climate risks - up from 70 per cent in 2022.

At least 73 per cent of respondents agreed to some extent that they were concerned about the risks associated with a low-carbon transition - up from 66 per cent in 2022.

More respondents are concerned about climate change affecting business

growth and viability: 61 per cent thought climate change will affect the viability and growth of their business in the next five years compared with 56 per cent in 2022.

More respondents agreed that climate action leads to more long-term business success and 97 per cent agreed to some extent that organisations that take

steps to reduce their carbon emissions and reduce vulnerability to physical climate change risks will be more successful in the long term.

Many respondents (65 per cent) have adapted their business strategies in response to climate change and more are calculating their carbon footprint compared with last year (45 per cent).

Special Projects

UNIT PUBLICATION

www.guardian.ng

Guardian Nigeria GuardianNigeria 08136370421 Guardiannigeria



SPECIAL FOCUS ON NIGERIA'S INSPIRING AND DEFINITIVE CEOs IN 2023 (III)



Temitope Runsewe
CEO, Dutum Company Ltd.



Dr. Godwin Nwabunka
Founder, Grooming Centre



Omoruyi Edoigiawerie
Founder & Lead Partner,
Edoigiawerie & Co.



Lotanna Uzoka
Group Managing Director,
Kennedia Group



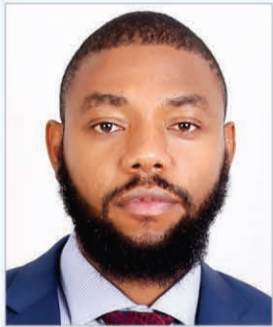
Adetokunbo Adeshile
MD, Aril Technologies



Mohammed Bello Koko
MD/CEO, Nigerian Ports
Authority (NPA)



Lare Ayoola
Chairman/CEO, Tranter IT
Infrastructure Services Ltd.



Innocent Ideweke
Chairman/CEO, Ligne Group



Lukman Shobowale
Co-Founder, Dukiya
Investments Ltd



Bayo Lawal
Co-Founder, Dukiya
Investments Ltd



Gladys Mo'Ekhator
MD, Bellpoint Energy Ltd.



Dr. Chiedu Nweke
Chairman/CEO,
Periwinkle Empire



Andrea Geday
MD, Provast Facility
Management Ltd.



Engr. Chilaka Ugorji
MD/CEO, Bridgsite Nigeria Ltd.



Adetokunbo Ajetunmobi
CEO, Capiva Investment



Abasiama Idaresit
CEO, Wild Fusion Holdings



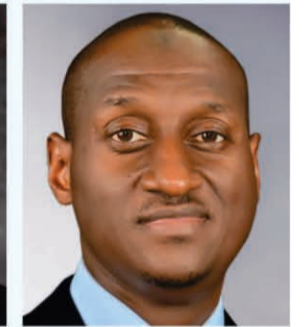
Ayo Bankole
CEO, Caladium Consulting



Dr. Elvis L. Abuyere
GMD/CEO, Skyewise Group



Mobolaji Oriola
CEO, Allen & Brooks



Salahudeen Tahir
CEO, SPE Nigeria Council



Chief Dr. Chika Emenike
Chairman/CEO, Tummy-Tummy
Foods Industries Limited



Dayo Odulate-Ademola
MD, Branch Nigeria



Kehinde Korede Ipaye
MD/CEO, Arbitos Oil & Gas Ltd.



Engr. Oluwale Oloyede
CEO, Greenpasture Dynamic
Land & Homes Ltd.



Patrick Uduma
MD/CEO, Icren Services Ltd.



Tobi Badmus
CEO, 8BM Freight System



Bababode Edun
CEO, Kingford Homes



Dr. Victor Adegbile
CEO, LAND Republic



Olajumoke Oduwole
CEO, KJK Africa



Tobi Akerele
CEO, Gidi Real Estate
Investment Ltd.



Henry Igbokwe
CEO, H.J Real Estate
Development Ltd.



Richard Salvador-Adebayo
CEO, Digisplash



Ajibola Bamidele
Managing Partner/CEO,
Certification Edge



Abdullah Mohammed
CEO, Sheltercraft Ltd.



Phaniel Lawrence
CEO, Greenpeak Shelters Ltd.



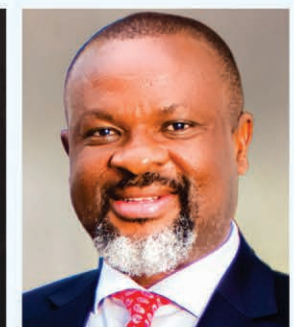
Ayobami Akindipe
MD/CEO, Ace Real Estate
Development Ltd.



Omowole Tobi King
MD/CEO, BuyLekkiNowNow



Dr. Yetty Ogunnubi
CEO, YD Limited



Dr. Young-Tobias Ekechi
MD/CEO, First Generation
Mortgage Bank

TEMITOPE RUNSEWE, REVEALING THE HIDDEN BEAUTY OF AFRICA THROUGH DESIGN AND DELIVERY OF PURPOSE-BUILT INFRASTRUCTURE WITH DUTUM COMPANY LIMITED

He grew the company's revenue by 50 percent to about \$10m within 3 years of coming on board. Temitope Runsewe, Managing Director of Dutum Company Limited, believes that results are the only evidence of hard work. His firm commitment to goals and outcomes of well thought out processes is legendary, and being at the helm of affairs of a leading construction and engineering firm in Nigeria with a proven track record of effectively delivering diverse projects and services to a broad base of clients is a good place to prove that point.

Before joining Dutum in 2009, Runsewe served as a Business Systems Analyst (Global Client Services) and Associate (Global Commodities Group) with JP Morgan Chase, London. In those roles he gained considerable experience and exposure with assessing and designing new business opportunities, including the understanding of key business drivers and development of business approaches.

Since Runsewe became MD, Dutum has completed iconic projects in Africa ranging from housing estates, Hotels, business and commercial buildings, Bridges, Airport Hangers, roads etc. Clients who have come to trust Dutum Company Ltd for delivering quality projects include The World Bank, Nigerian Governments at the Federal and State levels, Real Estate Firms, Hotel Chains, Banks, and Universities. In 2012, Dutum received the award for outstanding indigenous construction company in Nigeria by the African Leadership Magazine.

The construction industry expert earned a first class Bachelor of Science degree in Computing from Richmond, American International University, and an MSc in Analysis, Design, and Management on Information Systems from the London School of Economics (LSE). Throughout his 4 years at Richmond University, Runsewe was consistently featured on the University Dean's list and received the award for the most outstanding computer science- graduating senior in 2004. He has attended several executive programs at Lagos Business School and Harvard Business School.

Runsewe is involved in other entrepreneurial endeavors, including Stonebricks Development and Construction Formwork and Scaffold Limited, through which he continues to contribute to the advancement of the real estate and construction industry, leveraging his expertise to drive growth and success.

He supports the Nigerian community through the Tope Runsewe Community Development Initiative, Tope Runsewe Scholarship for The Poor, The Dutum LIFT Project, and serves as the Regional Chairman (Southwest) Nigerian Young Professionals Forum.

In this interview with Tijani-Alabi Fatai on his recognition as one of **The Guardian 50 Most Inspiring and Definitive Top CEO's in 2023**, Runsewe brings us up to speed on pertinent issues as it concerns Dutum Group, construction companies as tools for national development, challenges, amongst others. Excerpts....



As a company that has been at the forefront of delivering excellence, what strategies have you adopted in expanding your portfolio over the years?

Our approach to expanding our portfolio at Dutum involves a multifaceted strategy aimed at enhancing our offerings while maintaining our commitment to excellence. Central to this strategy is the implementation of significant structural changes within our organization.

We recognized the need to streamline our internal processes and optimize resource allocation. Through careful analysis and strategic planning, we restructured our organization to create a more agile and efficient framework. This involved breaking down silos, improving communication channels, and fostering a culture of collaboration and innovation. By enhancing



our organizational structure, we have positioned ourselves to respond swiftly to market dynamics and capitalize on emerging opportunities.

What makes your organization unique as an engineering and construction company?

Our uniqueness as an engineering and construction company stems from several key factors that set us apart in the industry. Firstly, our unwavering commitment to excellence is ingrained in every aspect of our operations. We prioritize quality and excellence in everything we do, from project planning and execution to client communication and stakeholder engagement.

Furthermore, our holistic approach to project management serves as a hallmark of our organization. We provide whole construction experiences with end-to-end solutions encompassing engineering, procurement, construction, and facility management services. This integrated approach enables us to streamline processes, optimize resource allocation, and with that, we provide complete customer experience.

Dutum has continued to raise the bar of excellence through the numerous services it renders; can you highlight some of these services?

At Dutum, we take immense pride in the diverse range of services we offer. Among these, our core focus lies in building construction and civil engineering. These services form the backbone of our operations and exemplify our commitment to delivering exceptional results. In addition to building construction and civil engineering, we also provide Engineering, Procurement, and Construction (EPC) services, as well as comprehensive facility management solutions.

How do you think we can build a stronger Nigeria through Infrastructure Development?

In the dynamic narrative of Nigeria's economic journey, infrastructure emerges as a critical determinant of progress and prosperity. However, amidst the nation's ambitions for growth, significant gaps in infrastructure persist, presenting formidable challenges to sustainable development and inclusive prosperity.

According to data from the Nigerian Bureau of Statistics and corroborated by the World Bank, the total infrastructure stock in the country currently amounts to only 32% of gross domestic product (GDP). This figure falls significantly short of the international benchmark of 70%, emphasizing the glaring inadequacies in Nigeria's infrastructure framework.

The ramifications of this deficit reverberate across various sectors of the economy. One of the most pressing challenges is the insufficient road

network linking commercial centers across the vast expanse of Nigeria. Poor road infrastructure not only impedes the efficient movement of goods and services but also contributes to increased transportation costs, hindering economic activity and exacerbating inequalities.

Additionally, Nigeria grapples with an acute shortage of affordable housing, particularly in urban settlements. The lack of adequate housing not only perpetuates urban congestion but also exacerbates social inequalities, as access to decent housing remains out of reach for many Nigerians.

The infrastructure deficit poses a formidable barrier to Nigeria's socio-economic advancement, thwarting its potential for growth and prosperity. Addressing these challenges is imperative to unlock Nigeria's economic resilience and foster inclusive development for all its citizens.

Pioneering Infrastructure Solutions: The Role of Construction Companies

Amidst the backdrop of Nigeria's infrastructure challenges, construction companies wield significant potential in bridging the deficit and catalysing progress. By undertaking strategic projects and implementing innovative solutions, construction companies play a pivotal role in transforming Nigeria's infrastructure landscape and driving socio-economic development.

At Dutum Company Limited, we recognize the pivotal role of quality infrastructure in enhancing the lives of Nigerians and propelling sustainable development. With over three decades of experience, we have positioned ourselves as a significant presence in Nigeria's construction sector, renowned for our steadfast commitment to excellence, innovation, and social responsibility.

Our extensive portfolio encompasses a diverse range of projects, spanning from road construction and transportation networks to educational facilities and healthcare infrastructure. Each endeavor is undertaken with an unwavering dedication to ethical construction practices, ensuring that integrity, safety, and sustainability remain paramount throughout every stage of the process. We firmly believe that by delivering infrastructure that endures the test of time and aligns with the evolving needs of society, we can contribute significantly to a brighter future for all Nigerians.

As we continue to grow and evolve, Dutum remains resolute in commitment to its mission: revealing the hidden beauty of the African continent through the design and delivery of purpose-built infrastructure that enhances socio-economic conditions. With an enduring dedication to excellence, innovation, and social responsibility, we will continue to spearhead

initiatives that reshape Nigeria's infrastructure landscape and drive progress for generations to come.

Given the peculiarities of the Nigerian business environment, what are the challenges faced in your sector and how have you been able to overcome those challenges as an organization?

Navigating the Nigerian business environment, especially within the construction sector, has been really challenging in recent times. One of the foremost challenges we face is the escalating prices of construction materials. To address this, we have implemented measures such as maintaining close relationships with our suppliers, constantly monitoring market trends to anticipate price changes. This enables us to secure long-term contracts when possible and stay ahead of the trend, thereby stabilizing costs and minimizing the impact on project budgets.

Inflation also gives rise to other complexities, especially when fixed contract figures are impacted by rising material costs. This scenario can create dilemmas for both clients and contractors, as the agreed-upon sum may no longer be sufficient to cover the increased expenses. To address this challenge, we prioritize proactive communication and transparency throughout the project lifecycle. We engage in open dialogue with our clients to discuss any potential impacts of inflation on project costs, ensuring mutual understanding and alignment from the outset.

Ultimately, our commitment to delivering value-driven and quality structures remains unwavering, even in the face of inflationary pressures.

What are the next big things for Dutum?

Looking ahead, Dutum Company Limited has several exciting initiatives on the horizon that will propel us into the next phase of growth and innovation.

Firstly, we are embarking on massive infrastructure projects in Nigeria that will not only address critical infrastructure needs but also drive economic development and improve the quality of life for millions of people. These projects represent a significant opportunity for us to showcase our expertise and contribute to the sustainable development of our nation.

In addition to our endeavors in Nigeria, we are also looking to expand our footprint to two other African countries. This expansion aligns with our vision of becoming a Pan-African leader in the construction industry. By leveraging our experience and capabilities, we aim to establish ourselves as a trusted partner for infrastructure development across the continent.

Furthermore, we are forging strategic partnerships with prominent estate developers across Nigeria. These collaborations will enable us to leverage our collective strengths and resources to deliver exceptional projects that meet the highest standards of quality and innovation. Through these partnerships, we are poised to redefine the landscape of real estate development in Nigeria and beyond.

We are also exploring the introduction of new services and products within the construction space. By diversifying our offerings, we aim to meet the evolving needs of our clients and stay ahead of industry trends. Whether it's adopting new technologies, introducing sustainable building practices, or enhancing our project management capabilities, we are committed to delivering excellence in every aspect of our operations.

Finally, we are actively seeking international partnerships to enhance our ability to deliver excellent service to our clients. By collaborating with leading firms from around the world, we can access specialized expertise, innovative solutions, and global best practices. These partnerships will further strengthen our position as a preferred partner for clients seeking world-class construction solutions.

DR. GODWIN NWABUNKA: EMPOWERING LOCAL PEOPLE WITH GROOMING CENTRE

Driven by a burning passion to help humanity, Dr. Godwin Nwabunka founded Grooming Centre in 2006, following his broad experience working with multilateral agencies and in the private sector. Having travelled across the world, seeing systems work and convinced that those successes could be replicated, Dr. Nwabunka took the bold step of leaving his comfort zone and floating the Centre to create sustainable impact at the bottom of the pyramid. In the past 17 years, under his leadership, Grooming Centre has expanded from one branch to a network of about 600 branches across 32 states and the Federal Capital Territory and has embarked on a digital transformation to provide value beyond its brick-and-mortar presence. With financial inclusion as one of the primary objectives of the organization, the Centre has provided over 12 million credits to MSMEs since inception, and non-financial interventions in key focus areas such as education, health, humanitarian relief, and community development through extensive corporate social responsibility initiatives.

Bringing vast experience from UNDP and UNICEF into Grooming Centre

Working at UN provided me the opportunity to travel very widely across the world, to experience different ways of doing business, different strategies of dealing with poverty, and increasing knowledge. I was frequently exposed to training, seminars, and new ideas, as the system is at the forefront of innovation and new thinking. Most of the things I learnt there formed the foundation of the work we do here at Grooming Centre.

For instance, at UNICEF, one of the mantras that we have is that whatever you do must be in the best interest of the child. So, at Grooming Centre we built our processes around the tenet that everything we do must be in the best interest of our members, the clients. By putting our members at the heart of what we do, we created an ethical obligation that prioritizes the organization's social performance as much as its financial sustainability. Again, in UNICEF, another mantra was do not harm the children; at Grooming Centre our watchword is "do no harm to our clients". We take that very seriously, and that was endorsed by Grooming Centre being the first institution in Sub-Saharan Africa to be certified for Client Protection Principles almost a decade ago, which we have revalidated twice. So, a lot of my experience has translated to fundamental principles that inform the work we do at the Centre, from documentation to administration, the transparency of our system, and the frameworks that govern operations.

The experience from the UN also prepared us in generating and managing partnerships for the work that we do. We have a sterling track record of working with major multilateral organs such as the World Bank Group, and international partners on a commercial and technical basis. We have a logical framework that ensures that everything we do is structured so that when we present ourselves to external partners, or for scrutiny via rating, it is not difficult for them to see that we run a serious operation. That experience was very fundamental and profound in the laying foundation of the success we have achieved at Grooming Centre.

Greatest Passion That Has Helped in Driving Grooming Centre

Seeing the everyday impact of our work remains the greatest driver for us. You know, it is said that the face of poverty is a child or a woman. When there is a crisis, those who suffer most are the children and women. For instance, a child should be in school, get health care, grow up in a conducive environment and develop properly. Every parent wants their child to grow up and become better and so when a child is hawking goods when he/she is supposed to be in school, it usually isn't deliberate. When you ask questions, it all comes down to poverty, livelihood, and lack of income.



Being able to sustainably provide solutions to livelihood and income problems is a source of fulfilment. Access to credit and other financial services allows many women microentrepreneurs generate income to educate their children and run their households and creates a multiplier effect of benefits to the larger economy. At the UNDP, I worked extensively on Small and Medium Enterprise Development, Economic Planning, Private Sector Activities, amongst others, ensuring that those sectors formed the engine of growth in the economy. Even my PhD thesis was on Small and Medium Enterprise Development. So, it has been a point of satisfaction for me to align my education, my experience, and my passion to work at the base of the pyramid and transform lives.

Grooming Centre's Impressive Corporate Social Responsibility Programmes

We have provided research grants to undergraduates and post-graduates over the past 5 years, more than N150 million for that alone. The grants are to encourage young people in the tertiary institutions who are doing their research to begin to look at the bottom of the pyramid and the broad opportunities for learning that exist within the enterprise development space. We also have a scholarship for secondary school students, called the Lady Kate Okafor Scholarship Scheme, in honour of one of our former Governing Council members that we lost. She was an educationist to the core. We started with 500 annual scholarships to fully cover senior secondary education for the beneficiaries, and we are now giving a thousand scholarships per year.

We also give scholarship to secondary schools; we call it Lady Kate Okafor Scholarship. She was one of our governing board members whom we lost: an

educationist to the core, the scholarship is in honour of her; it's been held continuously over the last 7 years. We started 500 Scholarships in a year and now we do almost a 1000 a year. Over the years we have done close to N500 million over the past 6 to 7 years.

Also, 5 years ago, we started the Grooming Talent Hunt. It began like a joke while watching one of these talent shows, and I told a friend that this can happen locally too. Now it is growing big, and we are very excited. We believe that talent exists and can in Nigeria. Last year's had entries from all over the country with over 2000 entries and this year will be bigger. Going forward we also want to set up talent clinics, even though you don't win, we can work with participants to brush their skills.

Also, we can link you up to other programmes like the Grooming Empowerment Trust (GET). The Trust provides venture capital through grants and concessional funding that helps young people who have bright ideas gain access to funding and mentoring through its accelerator programmes. We try to create networks so that beyond coming to compete, we can take your ideas, work with you, and develop it into enterprises that will create jobs and help to tackle poverty. So, we are always on the lookout on how to add value at the bottom of the pyramid.

Grooming Success Stories

We have lots of success stories from our clients. In 2021, we published a coffee table book titled Stories of Impact, chronicling the testimonies of 30 women at the base of the pyramid who took bold steps in transforming their lives, and the role Grooming Centre played in those journeys. We measure our impact through internal and externally implemented socioeconomic impact assessments, and

the data shows the level of progress we have made in our mission to empower people. We are intent on documenting and telling our story, to show that these things can be done, and we do not need to reinvent the wheel with regard to harnessing the power of women and the power of the informal sector to catalyze socioeconomic development.

We are also proud to have recorded success at institutional level. We were recently honoured at the Global SME Finance Awards 2023, organized by the International Finance Corporation (IFC) and the G20, in the category of Best Financier for Women Entrepreneurs. We have been consistently rated in the top 10 institutions globally for institutional and social performance in microfinance by MicroRate, the foremost rating agency for our sector.

Challenges surmounted

The past few years have been very interesting and challenging but have also offered the opportunity for us to continuously enhance our operations for sustainability. COVID-29 came and changed our mindset with the way we delivered value to our clients, because of the lockdown. Everyone was at home, but people still needed to eat and do basic trade and services for survival. Whether or not the system is working, there are some basic things that must occur. We found out that we were a high-contact organization; we began to work vigorously on our digital resources. Even though we had started our digital journey before then, we had to reinforce so that we could connect with our clients. We had to completely change our processes. Despite the changes during COVID-19 and the fact that all staff were at home, we were able to meet all financial obligations to our staff and stakeholders.

We found out that one step is to digitize our processes at the back end for efficiency, but our clients must be put into consideration regarding the development of channels to serve them. Consequently, we developed our SmartBiz platform that enables our clients to manage their inventory and their cash flow. We are integrating that portal with our enterprise software so we can gain better insights into our clients' behaviour, preferences, and desires.

Last year, the redesign of the Naira and demonetization exercise dealt a huge blow to the bottom of the pyramid where cash still reigned supreme. As such, the informal economy was crippled for the first quarter of the year, and effectively for the first half of the year. Things have picked up since then, despite galloping inflation and depreciation of the exchange rate, albeit slowly. We are still striving and optimistic that we can provide value to microentrepreneurs and small businesses as the economy stabilizes over the next 12 months.

DR. VICTOR ADEGBILE, Resourceful CEO, Promoting Excellence And Innovative Ideas In The Real Estate Industry Through Land Republic

Hard work can be painful to many professionals, whose lives are devoid of purpose. For young Dr. Victor Adegbile, it is just a vehicle through which his intellectual capacity and integrity have been brought to global reckoning.

As a relatively young business leader and real estate guru, Adegbile has continued to bring innovation and inventive judgement to bear as a thoroughbred manager with flair for deploying innovative ideas and cost-effective execution in real estate management. This has placed him among The Guardian 50 most inspiring and definitive top CEO'S in 2023.

Adegbile is the CEO/Co-Founder at Land Republic Limited, a fast-growing Real Estate investment firm in Africa that leverages on 21st century tech innovations to provide workable solutions and a simplified real estate investment experience for its clients.

A relentless entrepreneur, Adegbile is a widely acclaimed salesman with an incredible knack for closing major real estate deals in record time. He also trains active and intending Realtors across Africa, on how to replicate his outstanding sales track-record; so far, he has trained over ten thousand individuals on how to achieve results in the Real Estate Industry.

He has a track record of passionately aiding investors across the globe to maximally utilize the real estate industry in creating generational wealth and increasing their net-worth substantially overtime.

Pursuant to the 2021 Declaration on Sustainable Partnership of the France Government and Africa by His Excellency, President Emmanuel Macron at the New Africa-France Summit in Montpellier, France and the resolutions therewith and by the special recommendations of the Office of the Special Youth Envoy to the Nouveau Sommet AFRIQUE-FRANCE, he was conferred with the Honorary Award Of Young African Leader.

With numerous prestigious awards to his name, he is well on his path to redefining youthful ambition and purpose in a bid to positively transform lives indefinitely. Recently, he was awarded the Professional Doctor of Real Estate Management by the CIPRMP, Ghana.

At the center of his grand achievements is the major objective of transforming Africa's Real Estate Landscape. Explaining his journey in the real estate industry in Nigeria, he said, "My professional journey commenced at the University of Ilorin during my undergraduate days in the Chemistry department. It was there that I first encountered the realm of real estate, and since then, it has been an incredible journey. The driving force behind my passion for real estate lies in assisting individuals in wealth creation and multiplying their financial resources. Research reveals that real estate stands out as one of the oldest and safest means of multiplying one's money. Notably, 90% of the world's Millionaires have achieved their wealth through real estate, prompting me to focus on this enduring and reliable investment avenue."

When asked to rate the level of professionalism being operated at Land Republic, he responded that "Land

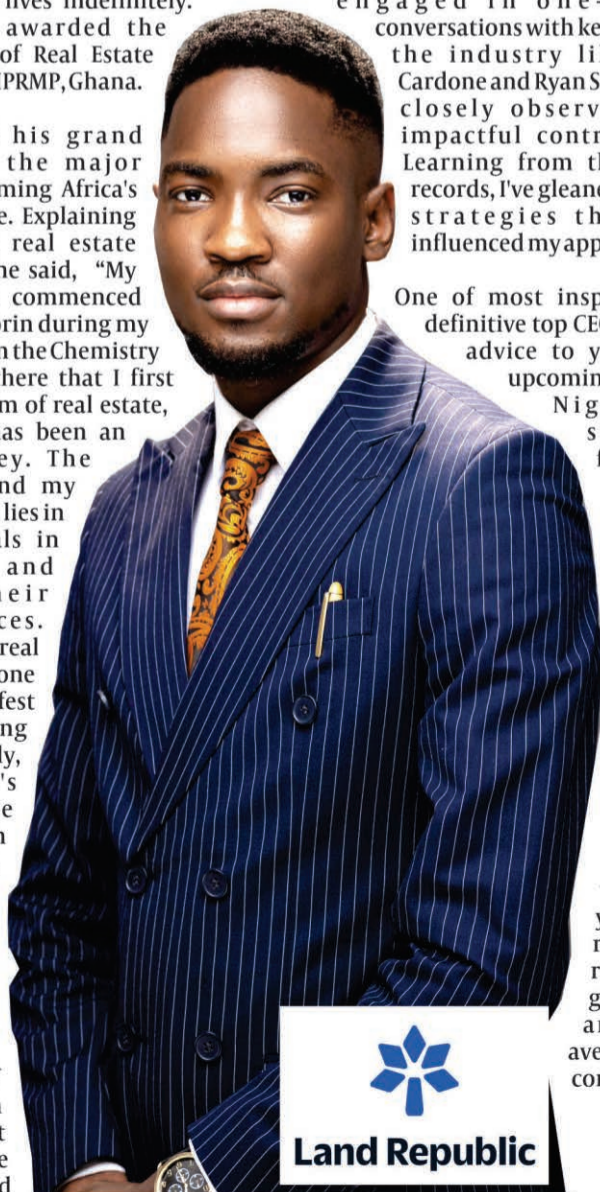
Republic has demonstrated remarkable success. In the company's early stages, alongside my co-founder Ayodeji Ajuwon, our primary focus was the digitalization of the real estate process. Our mission centers on simplifying real estate investment and empowering young individuals to become proud asset owners. Core to our values is innovation, reflected in our client portals designed for seamless transactions. We set ourselves apart through sustainability, eco-friendly practices, and community engagement.

One of the most rewarding aspects of Land Republic is our ability to transform real estate from being "boring" to "exciting", customizing its rigid traditional set-up and bridging the cultural age gap, so that young adults can become proud asset owners in their prime."

Talking about his challenges in the industry, the young CEO with a difference said, "The initial challenge we encountered was trust issues. Trust was a significant issue in our industry, given the prevalence of scams. To overcome this, Land Republic implemented swift land allocation processes, ensuring clients received documents within a very short period of time, thus earning their trust."

Advising the government to better the real estate sector of our country, he advised the government and made his explanations "I recognize the government's limitations and the need for private individuals to contribute. For instance, in Moniya-Iseyin Axis, after Governor Seyi Makinde constructed the road, Land Republic was among the first developers to enter the market, attracting numerous investors. Moniya-Iseyin corridor is now one of the most thriving investment spots in Ibadan. I suggest that the government facilitates our work by providing essential infrastructure like electricity and roads. Once these are in place, private developers can take charge of further development. Access to good roads, water, and electricity encourages people and fosters development." He continue on those who have added to his idea and approach in the real estate sector, "While I haven't engaged in one-on-one conversations with key figures in the industry like Grant Cardone and Ryan Serhant, I've closely observed their impactful contributions. Learning from their track records, I've gleaned valuable strategies that have influenced my approach.

One of most inspiring and definitive top CEO have this advice to young and upcoming CEO's in Nigeria, he said, "My first advice to young individuals is to pursue legitimate endeavors and avoid involvement in scams. Secondly, if building wealth is your goal, real estate remains a genuine and viable avenue worth considering."



AJIBOLA BAMIDELE: Leading the Charge in Bridging Knowledge Gap, Fostering Global Careers Via Certification Edge

In the dynamic world of professional development, Ajibola Bamidele stands as a beacon of leadership and innovation. Holding an impressive array of 12 global certifications, including PSM, CBAP, PBA, ACP, GPHR, SHRM-SCP, SPHRI, PHRI, CSM, PSM1, CAP, and RMP, Ajibola Bamidele is the Chief Executive Officer and Founder of Certification Edge - a pioneering Nigerian global certification company dedicated to narrowing the knowledge gap in individuals and propelling them towards global career opportunities.

Bamidele's entrepreneurial spirit extends to CEED Academy, a business consultancy firm for executive development that focuses on fortifying businesses. Under his guidance, these ventures have left an indelible mark, having assisted over 20,000 individuals in gaining global recognition in their careers. Furthermore, his strategic acumen has played a pivotal role in scaling businesses by an impressive 400% annually.

With over two decades of core experience, Bamidele's professional journey has been nothing short of remarkable. He transitioned seamlessly across diverse career fields, from teaching and fashion designing to marketing at UBA, practicing as a medical professional, engaging in network marketing, and finally assuming the role of CEO and Managing Director of Certification Edge and CEED Academy. His journey commenced in 2005 and has been marked by breaking several milestones. Driven by a passion to bridge the academic gap on a global scale, Bamidele addresses the challenges faced by average graduates in securing global opportunities. His firm belief in the untapped potential within Nigeria and beyond led him to establish initiatives to empower individuals, recognizing the critical link between knowledge capacity and global career opportunities. Bamidele emphasizes that "It is a flat world now; there are opportunities to live in one place and work in another. Practices in your country are not the only practices; there are standard practices globally, so I decided to bridge this knowledge gap for the betterment of Nigerians."

Ajibola Bamidele's success is rooted in princi-

ples that have guided him throughout his journey. He underscores the importance of the seed time and harvest, emphasizing the necessity of embracing the process in any journey. His philosophy on hard work extends beyond physical labor, advocating for constant improvement and a relentless pursuit of betterment. A staunch believer in a growth mindset, he states, "When opportunities come my way, I do not shut it down because I am not used to it. I believe I can learn, grow, and build skills that yield results."

The CEO encourages being shameless and MAD (Make A Difference), challenging individuals to break limiting barriers in their minds to achieve greatness. Reflecting on the challenges faced during the management of his businesses, Bamidele draws strength from his humble beginnings, emphasizing the importance of looking within during challenging times.

Certification Edge focuses on up-skilling individuals for global relevance, offering courses in collaboration with international examination bodies. Specializing in human resources, business analysis, project management, and agile practices, Certification Edge not only equips individuals for career excellence but also for global relevance.

Meanwhile, CEED Academy zeroes in on entrepreneurs, recognizing their substantial impact on the economy. He believes that for businesses to thrive, the management team, sales team, and customer service must be outstanding. Highlighting the direct correlation between thriving businesses and reduced unemployment, he recalls observing Amazon advertising for hires during a recent visit to the United States, a testament to the positive effects of business success on employment rates. In conclusion, CEED Academy's ultimate goal is to assist entrepreneurs in making informed decisions and ensuring the thriving of their teams for the betterment of the nation. Ajibola Bamidele's visionary leadership continues to shape the landscape of professional development, leaving an enduring legacy in the pursuit of knowledge, excellence, and economic growth.



MOHAMMED BELLO KOKO: Integrity-Driven Professional, Highly Committed Strategist, Turning the Tide At NPA

FOR Nigeria to attain her position of respect in the comity of nations in critical areas of economic, infrastructure and human capital development, professionals like Mr. Mohammed Bello Koko, the Managing Director and Chief Executive Officer, Nigerian Ports Authority (NPA) remain one of those that the nation looks up to. Over the years, Mr. Mohammed Bello has carved a niche for himself through managerial acumen and professional dexterity in execution of his responsibilities earlier in the banking sector and currently at the Nigerian Ports Authority (NPA).

Arguably, one of the articulated Chief Executive Officers in Nigeria, Mohammed Bello has distinguished himself not only as a reputable technocrat but has also demonstrated a high degree of commitment in all his private and public dealings.

Born about fifty-five (55) years ago in Sokoto, North-West, Nigeria, the young Bello attended and completed his secondary school education at the Federal Government College, Sokoto in 1986. As a brilliant and focused student, he proceeded to the Usman Dan Fodio University, Sokoto for his Bachelor of Science (B.Sc) degree in Management Studies and Master's degree in Business Administration (MBA) in 1992 and 1995, respectively. Imbued by his penchant for continuous learning, subsequently, he proceeded further to Harvard Kennedy School, USA, where he bagged an Executive Certificate in Public Leadership.

He started his professional career with FSB International Bank PLC from 1996 to 2004 and permeated all major sections of banking and functioned across several strategic portfolios including Banking Operations, Credit-Risk Management, Treasury Operations, Retail Banking and Corporate Marketing that found him in charge of Energy sector and Public sector, thus responsible for managing account of several multinational oil and gas companies, public sector relationship.

As a highly dedicated professional with strong desire to achieve his organisation's corporate goals, Bello Koko, later moved on to Zenith International Bank PLC in 2005, where he grew at various times to be Branch Head, Zonal Head. Public Sector and also large corporates from where his exceptional contribution to the bank's globally acknowledged profitability and balance sheet in the period 2005 to 2015 earned him numerous awards in the organisation and a spot in the bank's Executive Management Team as Deputy General Manager and Zonal Head. Having served meritoriously in the private sector, in 2016, Mr. Bello Koko was appointed by President Muhammadu Buhari, *GCFR*, as Executive Director Finance and Administration of the Nigerian Ports Authority (NPA), a position he held with distinction and integrity till May 2021, when he was appointed Acting Managing Director of the prestigious Agency.

Indeed, his sterling performance as Ag. Managing Director evidenced by plugging of income leakages, unprecedented growth in revenue and improved operational efficiencies that led to significant increase in container traffic to Onne Port and the demonstrated resolve to open up the other Eastern Ports of Warri, Calabar and Rivers convinced the then President Muhammadu



Buhari to confirm Bello Mohammed Koko as substantive Managing Director and Chief Executive Officer of NPA on February 15th, 2022.

Since his assumption as the CEO of the Authority, Mr. Bello Koko has been in the business of tackling the challenges confronting the organization and has succeeded in changing the narratives positively. In fact, the Nigerian seaports today have become the beautiful bride and preferred destinations to the Nigerian importers, and even within the West Africa sub-region. Also, the unprecedented revenue growth and prompt remittances to the Consolidated Revenue Fund (CRF) of the Federal Government has proved to all and sundry that Bello Koko is a man of integrity with strong determination to contribute immensely to the growth and development of the Nigerian economy. Moreso, under his leadership, he has helped in the creation of new businesses and attendant job opportunities including the Barge Operations Services, which apart from reducing pressure on the roads has grown about two billion naira (N2b) business both from direct and indirect investments.

In addition, the licensing of additional truck parks to increase capacity of trucks servicing the Lagos Ports, Licensing of over ten Export

Processing Terminals (EPTs) to facilitate exports at Nigerian Sea Ports and this has helped to provide a one-stop-shop for export where quality control, cargo assessment by all government agencies and issuance of good-to-ship clearance will be obtained.

Furthermore, the Enforcement of Minimum Safety Standard on tracks accessing the Port are inspected, certified and issued stickers to assure safety and sixty-five percent reduction in number of accidents recorded arising from improved standards of trucks operating within the port premises.

Another striking achievement of this seasoned administrator and committed professional is the provision and installations of over Eighty-six (86) Buoys for Warri and Calabar Pilotage Districts, for proper channel marking and route mapping. The Authority under the leadership of Mr. Bello has also acquired Harbour Crafts (Tugboats) Pilot Cutters and Patrol Boats to eliminate delays associated with berthing and sailing of vessels and improve efficiency at the ports. Also, worthy of mention is the Dry-docking of various Marine Crafts to increase the fleet of Marine Crafts available for vessel support operations, procurement and deployment of Security Patrol Boats (SPBs) to all Pilotage Districts to address incessant attacks of vessels

along the channels and at Port waterfronts.

In line with the vision and mission statements of NPA, viz: "To be the Maritime Logistics hub for sustainable port services in Africa" and the mission "To deliver efficient port service in a safe, secure and customer friendly environment", Bello has left no stone unturned in ensuring the achievement of this mission. Indeed, the upgrading of the Nigerian Ports Authority website to a real-time fully interactive platform, as well as, upgrading the Daily Shipping Position Portal to be more user-friendly. Similarly, the signing of Memorandum of Understanding (MOU) with the National Bureau of Statistics (NBS) for digitalization and exchange for effective integration of the ports statistics with National Database, are geared toward achieving this mission.

From the foregoing, there is no gainsaying that Mr. Mohammed Bello Koko is one of Nigeria's Most Inspiring and Definitive Top Chief Executive Officers of the year. Thus, in recognition and appreciation of his commitment and enormous contributions to economic and social-cultural development of Nigeria, Mr. Bello Koko has been honoured by many organizations and institutes within and outside the country. These include: the National Productivity Order of Merit (NPOM) Award by the Federal Government of Nigeria, Maritime ICON of the Year 2022, by Champion Newspaper. He was also honoured with Fellowship Award by Association of National Accountants of

Nigeria (ANAN); Fellow of Institute of Strategic Management of Nigeria (ISMN); A Member of the Nigerian Institute of Management (NIM) and has attended several domestic and international training courses and conferences..

Meanwhile, it is noteworthy that Mr. Bello Koko - a seasoned professional and technocrat is synonymous with value creation, is not one

of those who got to where they are by whom they knew. His record of accomplishments and milestones at the Nigerian Ports Authority is a reflection of the fact that his journey to the top of his professional career has been the product of his commitment, dedication, hardwork, honesty and tenacity. He is a man who is known for ethical conduct and transparency. Undoubtedly, he has worked several years in the banking sector without any stain on his records.

Succinctly, the completion of the Lekki Deep Seaport, rehabilitation of dilapidated port access roads, ending port congestion and traffic gridlock on the port access roads, through the enforcement of Electronic Call-up system, the unprecedented revenue growth just to mention but a few have proved to all and sundry his determination to create more positive impact in the Nigerian economy.

Finally, it is imperative to state that Mr. Bello Koko whose achievements and legacies speak louder than words remains a man of integrity, a catalyst of economic development, a visionary leader, an agent of positive change and a seasoned administrator. His innovativeness, pragmatic and exemplary leadership qualities, mentorship, as well as his many insightful solutions to the plight of the stakeholders continue to stand him out above his contemporaries.

Engr. Chilaka Ugorji: Leadership Style Based on Teamwork, Innovation And Excellence To Grow Bridgsite Nigeria Limited Into a Global Brand



BRIDGSITE
Nigeria Limited

Bridgsite Nigeria Limited is an indigenous engineering and construction services company engaged in the provision of solution oriented, cost effective and responsive high quality constructions. A company of international repute that provide services in the area of Oil and Gas marginal field development, engineering design, procurement & construction of Oil & Gas facilities and public infrastructure, specialist maintenance services for mechanical equipment, technical consultancy and manpower, onshore and offshore logistics support, dredging, shore protection & piling services, land and marine logistics, approved local agent/marketer for Promat-Fendolite, Aquatech, Polytron lubricant and viper drones.

Due to its culture of excellence and outstanding performance over the years, Bridgsite Nigeria Limited has received numerous awards and recognitions from prestigious organization, all thanks to the man at the helms of affair who is a pragmatic and result oriented MD/CEO with impressive administrative skills; Engr. Chilaka Ugorji.

Chilaka, has recorded giant strides since the establishment of the company. He is an alumnus of University of Lagos and Member of Council for the Regulation of Engineering in Nigeria (COREN) with over 28 years of relevant experience in different positions within the Oil and Gas Industry, and he has supervised and managed multi-million dollar engineering projects.

In this interview with Tijani-Alabi Fatai on his recognition as one of the 50 Most Inspiring And Definitive Top CEO's In 2023, the Bridgsite boss speaks on some of the innovations brought on board, challenges, the vision of the company amongst others. Excerpts....

As a company that has been at the forefront of delivering excellence, what strategies have you adopted in expanding your portfolio over the years?

Our Innovations and Expertise: We continually learn and improve from our past performances. We do this by investing in new technologies and finding innovative solutions for our clients. We listen, we build trusting relationships, and we stand behind our work.

Quality and Safety: We pride ourselves in our commitment to high-quality work and adherence to safety standards.

Client Relationships: We maintain strong client relationships and they always contribute

to repeat business and positive referrals.

Given the peculiarities of the Nigerian business environment, what are the challenges faced in your sector and how have you been able to overcome those challenges as an organization?

Economic Fluctuations: Bridgsite Nigeria Limited has learned how to navigate through economic downturns by diversifying our client base and strict cost management.

We continuously evaluate the trends in the business environment and team, would evaluate these challenges and create the best solutions to adopt in order to mitigate the prevalent business risk.

This is a continuous exercise which involves all departments to make their inputs and share their thoughts. These solutions, when implemented, have always created a relatively positive outcome.

Regulatory Compliance: Remaining compliance with all the industry regulations can be a tough challenge. However, staying compliant with industry regulations has always placed us in an advantageous position in the oil and Gas industry.

Talent Acquisition: Getting the right talent can be tough, but over the years we have adopted strategies for recruiting skilled personnel. Currently, we have an excellent team of experienced personnel to handle projects from commencement to completion. Many of our personnel have been with Bridgsite for over 10 years and counting.

What are the important lessons that have helped shape your career as a CEO?

Leadership Style: My leadership style is essentially based on team work, engaging my team to put in their best at all times, focusing on innovation and excellence at all times. Fundamental to this is that all personnel are recruited purely on the basis of their expertise, irrespective of race or gender. The project team leads of any project are selected without any bias and it is based purely on their competence and track records of performance and integrity.

Self-belief: To trust one's instincts and be true to one's self. To clearly understand one's strength and weaknesses and to seek knowledge and collaborate with more knowledgeable partners in the specific area were one does not have the required level of knowledge or expertise. To have a positive mindset always, to be able to think clearly and be resilient in the face of daunting business trials and to mitigate and manage risks.

Adaptability: I always adapt fast to changing market conditions and emerging industry trends. During the Covid, while most companies shut down completely, Bridgsite was operating, engaging managers online, planning and strategizing and reorganizing. As Covid was waning, the organization has already developed and action plan which helped the company to navigate the general business downturn that was triggered by the COVID.

Learning from Mistakes: I always learn fast from challenges and mistakes, most times I learn from other companies' mistakes and try to avoid them or mitigate it as much as is practicable. This has been a key lesson in shaping my career.

What are the next big things for Bridgsite Nigeria Limited?

To become one of the leading solutions Companies in the Oil and Gas sector by integrating emerging and tested technologies and standards. Plans are also in motion for expanding Bridgsite operations globally and entering new markets.

Provast Limited Has Built a Reputation of Consistent Delivery of Quality, Speed, Efficiency and Overall Client Satisfaction – Andrea Geday, MD

A man of many ideas, Andrea Geday, sits at the helm of affairs of a conglomerate of impressive businesses that encompasses the value chain of premium real estate in prime locations. He is co-founder of the mother company, El-Alan Construction, founded in 1982, is a leading construction company in Nigeria which birthed Panther Investments Limited, Provast Limited, Alan Carey Technical and Logistics, Woodstyles Limited, VACC Technical, Soft Solutions, Redleaf Solutions and ETIWA-Tech. Geday is a member of the Board of Directors of several companies including Panther Investments Nigeria Limited, he holds a Bachelor's degree in Production Engineering and a Master's degree in Construction Management both in England.

El-Alan, is world class construction brand that has printed its name in the sands of time, and today is one of the fastest growing and most dynamic construction and civil engineering companies in Nigeria. It has delivered high quality integrated construction solutions for over three decades.

Provast Limited is a joint venture between Panther Investments Limited and Shell Trustees (now Shell Nigeria Closed Pension Funds Administrator Ltd), created in 1997. The company has expanded its operational and service offering to cater to a wide spectrum of construction needs in both the public and private sectors. Their portfolio of work comprises successful projects in the residential, commercial and industrial spaces, working with clients across all sectors and with differing budgets.

This impressive group of companies are certainly big timers where luxury is mentioned in the real estate and construction industry. Elalan constructs, Provast provide facility management services, VACC is an MEP company, Alan Caray supplies sanitary and plumbing materials and equipment, Woodstyles is a bespoke joinery and cabinetry manufacturer. Redleaf provides security equipment and ETIWA- Tech the vocational institution. El-Alan is a major player in the construction industry in Lagos state, with business footprints in different parts of Nigeria. El-Alan builds and Provast provides Integrated Facilities Management for these properties. Geday, a dynamic and inspiring character, commented on the strategies adopted to expand Provast's portfolio, saying that with over 26 years of industry excellence, his business focus is to deliver excellence at all times. In his words "Our expansion strategies over the years have evolved to become multifaceted as we keep our focus on innovation, client satisfaction, and market demand. "Provast's vision is to be recognized as a role model organization providing long term innovative facility management solutions that preserve the quality of our client's assets, enhance their return on investment, add value to their brand and improve their overall business performance." Hence we cannot deviate from the mark, "excellence".

Some of the key strategies deployed over the years in order to enhance our reputation as a leading brand and sustain long-term visionary growth and success in the industry includes;

Diversification of Services; Provast Limited has expanded in her service offerings beyond traditional facility management to include a wide range of integrated services such as power management, facility consulting services, workplace optimization, technology solutions, 24/7 facility maintenance service with its full component of mobile technicians. This allows us to cater to diverse client needs and provide comprehensive solutions. Provides expert project management services for construction and renovation projects, from inception to completion, including project planning, budgeting, scheduling, procurement, and quality control to ensure projects are delivered on time and within budget.

Market Segmentation: We identify specific industry sectors and niche markets where there is a fast-growing demand for integrated facility management so that built assets will retain and improve on their asset integrity and

businesses can concentrate on their core and strategic business. By understanding the unique requirements and challenges of each market segment, we tailor our services to meet their needs effectively". Provast also specializes in property management services by overseeing all aspects of property ownership and operation on behalf of property owners, which includes rent collection, lease management, tenant relations, and property maintenance to maximize returns and enhance asset value.

He continued, "Other strategies include:

Geographical Expansion: We've strategically positioned ourselves in all three regions in Nigeria by establishing partnerships, acquisitions, and setting up branch offices. This allows us to tap into new markets and serve clients in different regions.

Client-Centric Approach: Client satisfaction is paramount to our success. We prioritize building long-term relationships with our clients by understanding their unique needs, providing personalized solutions, and delivering exceptional service quality consistently.

Continuous Improvement: We foster a culture of continuous improvement and innovation within our organization. By staying abreast of industry trends, evolving client needs, and technological advancements, we continuously refine our service offerings and operational processes to stay ahead of the curve. Provast is ISO 9001:2015 Quality Management Standard certified.

Talent Development: Our people are our greatest asset. We invest in training, development, and empowerment of our employees to ensure they have the skills, knowledge, and motivation to deliver excellence in service delivery and client satisfaction." With our focus on quality delivery and excellence, the need to have a well-grounded team of staff became inevitable as this was a major gap within the industry. This need gave rise to the creation of our training school known as ETIWA-Tech, a West African vocational institute focused on equipping our vast team of technical staff with best-in-industry training. Training is in both practical and theoretical knowledge and expertise in the different trades within the construction and building sectors, such as HVAC, plumbing, Electrical etc. ETIWA also provides such training services to external clients, thus delivering excellence to our customers, whilst contributing to the improvement of quality delivery in the construction industry at large. Poised to give its best to clients, Geday explained that Provast Limited offers comprehensive facility management services tailored to the specific requirements of each client, including maintenance, cleaning, security, landscaping, and day-to-day operations management to ensure the smooth functioning of facilities.



PROVAST
INTEGRATED FACILITIES MANAGEMENT

Tobi Badmus: Top Logistics Expert Driving 8BM Freight Systems Ltd With Visionary Leadership And Utmost Integrity

Intelligent, hardworking, and dynamic personality, Tobi Badmus is blessed with ingenuity to achieve uncommon feats. As the CEO of 8BM Freight System, this versatile and enterprising manager has shown the stuff he is made of, through business initiatives and visionary leadership that has positioned the company to be at the forefront of logistic industry in Nigeria and beyond. A logistics and haulage company that aims to fill the institutional void in supply chain management through data analytics and technology. Founded in 2020, the company has since provided services to numerous businesses in industries such as manufacturing and distribution, technology, and FMCG. It has also served companies such as Olam, AFEX, Dangote, Alluvial, and many others.

A unique brand name, 8BM prides itself in offering its clients a streamlined and effective logistical framework, enabling timely and cost-effective logistics. Tobi, a proud child of an educationalist, a technocrat, and a prominent community leader who instilled in him the ambition and drive to succeed, Chief Ajadi Badmus, the Asiwaju of Osogbo Land, boasts of over 12 years experience in the agriculture value-chain in a variety of capacities including operations, internal compliance, and control, sales, trade executions.

Tobi, who is a graduate of Agronomy from the prestigious Ladoko Akintola University of Technology, also holds certificates in Financial Accounting from IESE Business School, Fundamentals of Management from the University of California, and Entrepreneurship in Emerging Economies from Harvard Business School.

Due to his unwavering commitment to excellence, the 8BM boss was honored with the prestigious "Icon of Youth Inspiration" award by

the esteemed Arewa Youth Advocacy for Good Governance (AYAGG), in recognition of his significant contributions to youth empowerment and leadership development in Nigeria.

When asked about strategies being deployed at 8BM Freight System to expand its portfolio over the years, a results-driven leader who is determined to build an effective supply chain system to build the African economy, Tobi said the strategy has always been "Client first" as this is what the company truly embodies. "When we are to provide services for our customers we ensure to be proactive with their needs so that we can meet them before they need them. What this leads to is a high service standard that ensures that all our customers' needs are met every time. Additionally, we are always improving our processes and structure to better support our customer. We understand each customer and shape the customers team around their needs to ensure total efficiency" he disclosed.

He maintained that this and many other different approaches to logistics as differentiated 8BM Freight System from other logistic companies, in his words, "When we look at a logistical problem or challenge, we understand the stakeholders at play and ensure that we understand the need of each

stakeholder. This allows us to have a bird's eye view of the situation and leads us to our solution and the problems that might be arise. This allows us to stay ahead and plan properly. Furthermore with our extensive data that we have been keeping, we can forecast market behavior and beat the market rate by advising our clients when to move"

The soft-spoken 8BM Freight System boss stressed that the company offers superior service to customers around the globe, with a team of experienced professionals who provides efficient and reliable services that ensures client cargo is handled with the utmost care. He assures that client's cargo is in safe hands as they are dedicated to the highest standards of quality and safety. "With 8BM, you can trust us to get the job done right, on time and with the best customer service in the industry", he said.

Tobi is no doubt a principled genius considering his managerial acumen, administrative prowess and business intelligence which he has always deployed since he became the CEO, commented on lessons that shaped his career as a CEO, he said he is a man that is always guided by the fact that a lot of the time when people speak, there are a lot of things going through their mind so their words might not fully capture what they are trying to say. So he learnt to truly listen without any judgment and ask

the right questions, which has therefore, made him to understand that everyone has a reason they speak. "So if you understand everyone very well, then you can be able to help solve problems."

Commenting on the challenges facing business in Nigeria and his sector in particular, the man with a never say die spirit posited that every country has its peculiar challenges and Nigeria is not an exception, but in his views, these challenges are surmountable as they have devised means to tackle it effectively. "The Nigerian business ecosystem is really peculiar and it has its own challenges that anyone will face. Within our sector one of the initial challenges we faced was ensuring the safety of our client's goods. In the beginning we didn't have any way and we only trusted our partners but now, we managed to come up with an intensive method of ensuring our drivers cannot abscond with goods, and this has also helped in our chase for speed and performance. Sometimes some drivers can be a bit laid back in their speed and performance but we have developed a way to ensure that this is adequately checked to see if there are any other challenges that cause poor performance on the part of such driver, and if there is none, we black list a driver for the bad performance".

An entrepreneur of repute with vast exposure, he therefore disclosed that the year 2024 is going to be a bigger year for 8BM Freight System as there's a lot in the pipeline for the company and its esteemed clients. Saying that 8BM is updating all its systems and data and aiming to achieve a higher market share in the industry, adding that the company is also working on finance models for stakeholder in the industry to improve efficiency of trucks and much more. "You have to make sure you stay tuned to our social media channels to get all the details", he stressed.



A LEGAL ARCHITECT OF INNOVATION:

OMORUYI EDOIGIAWERIE, REDEFINING THE STARTUP LEGAL LANDSCAPE IN NIGERIA

In a rapidly evolving landscape of technology and innovation, few legal professionals have made as profound an impact as Omoruyi "Uyilaw" Edoigiawerie. With a career spanning over 15 years, he is the founder and lead partner of Edoigiawerie and Company LP (aka EandC Legal) where he and his team have continued to seamlessly navigate the complex intersections of law, technology, and business, earning him a reputation as a trailblazer in the legal community. In a testament to his entrepreneurial spirit, he has ventured beyond traditional legal practice. His involvement in the startup sector showcases a unique ability to bridge the gap between legal expertise and business innovation, further solidifying his standing as a multifaceted leader in the tech ecosystem.

Early Years and Educational Background:

Uyilaw as he is fondly called, embarked on his legal journey with a stellar academic foundation, earning his law degree from the Prestigious University of Lagos where he bagged his graduate and post graduate degrees. His insatiable curiosity and passion for the intersection of law and technology became evident early on, laying the groundwork for an exceptional career.

Landmark Cases and Transactions:

Uyilaw's career is characterized by a series of landmark cases and transactions that have left an indelible mark on the tech and innovation ecosystem. He and his team have masterfully navigated high-stake negotiations, representing both established tech giants and burgeoning startups. EandC Legal is particularly renowned for giving clarity to startups in the areas of tech and innovation law, and their joint expertise in artificial intelligence, data protection, and corporate governance and commercial legal practice, unequivocally showcase their legal acumen and strategic proficiency.

With a robust client base that spans across big tech to growing startups, tech media companies, to fintech, edutech and agritech companies, Uyilaw is

leading his team united by shared values and processes to provide a consistent high-quality service with speed and efficiency. The firm's clients continue to give glowing recommendations as a result of the immense level of legal support and security that they enjoy with the firm by drawing from their founder's wealth of experience and his desire to reshape the legal practice of law.

With the mantra "when it comes to thinking, we don't need a box", EandC Legal prides themselves in practicing law and servicing clients on their own unique terms and are credited to have hand-held startups who started from a zero-transaction record to a monthly record of 3 billion naira in transactions.

Thought Leadership and Advocacy:

An accomplished author, Uyilaw wrote a bestseller for startups – the business of running your business adjudged to be "a must-have for every entrepreneur". Beyond the courtroom and boardroom, Uyilaw has consistently contributed to shaping the legal discourse in technology and innovation. A sought-after thought leader in the tech and innovation ecosystem, delivering keynote addresses, and participating in panel discussions on cutting-edge legal issues, Uyilaw has become a respected authority on matters relating to law, tech and innovation as well as contemporary fiscal and economic issues. His weekly business column has in no small way improved the body of knowledge in the startup environment.

Insights on Contemporary National Issues:

As far as technology is concerned, Uyilaw opines

that fragmented regulation is the major challenge stifling the growth of innovation in Nigeria. The world today is tilting towards technology and there is no choice but to upgrade and that is what technology is doing. Data is the new oil; the miners of this oil are the technology-driven businesses, and they must be the baby of every pragmatic and forward-thinking government.

On impact assessment for the 2024 budget, Uyilaw is of the opinion that the problem with budgeting in Nigeria has been implementation and impact assessment. In his words, "The President has set up a Special Unit headed by Hadiza Bala Usman with the primary objective of monitoring and evaluating all the ministries and

inter-departmental agencies because from what we can see, the budget office has not been up to speed in impact assessment. The budget is good; it talks of the Renewed Hope Agenda. He hopes that it will be implemented adequately and for someone in the commercial space, he is excited about the N100 billion stability funds for the MSMEs".

On revamping the economy, he advised that Nigeria should focus on ensuring that the government puts Nigeria in a position where we can attract proper Foreign Direct Investments (FDIs). He stated that in the last one or two years, the contributions of FDIs to our economy, our GDP, are barely one per cent. The World Bank identified three key challenges which are; lack of effects, structural defects, and insecurity. These are the key things that are hampering investments.

Impact on Regulation:

Recognizing the pivotal role of effective regulation in fostering innovation, Uyilaw has

been at the forefront of advocating for forward-thinking regulatory frameworks. He and his team have actively engaged with governmental bodies, serving on advisory panels, and contributing to the development of policies that balance the need for innovation with legal safeguards. He played a crucial role in the drafting and enactment of the Nigeria Startup Act 2022, setting a precedent for responsible and innovation-friendly legal environments within the Nigerian Startup ecosystem while EandC Legal served as ecosystem partners on the Nigeria Startup Act Project.

Mentorship and Industry Influence:

Uyilaw's impact extends beyond legal strategy and policy shaping; he is also dedicated to nurturing the next generation of legal professionals who will open their eyes to new aspects of legal practice and the stage for the future. He regularly handholds young lawyers as they seek to find a career path. His influence is palpable in the success stories of those he has guided.

Recognition and Awards:

The legal and business communities have duly recognized his contributions, with him receiving prestigious awards such as the ESQ Legal Awards for 40 under 40 legal awards for excellence, Nigeria Bar Association Award for Excellence, The Entrepreneur Africa Award for Excellence in Professional Services, the Business Day Award for top 100 fastest growing SMEs in Nigeria as well as several recognition awards including the recognition award presented to him by the Lagos State Government through its Agrinnovation initiative. The Nigeria Startup Act also recognized him for his meritorious contribution and extraordinary support all through the stages of the implementation of the Nigeria Startup Act. These accolades underscore his exceptional skills, leadership, and dedication to advancing the field of legal knowledge in the Technology and innovation ecosystem.



Adetokunbo Adeshile, Gifted Resourceful Engineering Guru Taking Aril Technologies To Global Recognition

Mr. Adetokunbo Adeshile is the Managing Director of Aril Technologies Limited, an engineering and technical services provider dedicated to providing top quality industrial solution and products to her numerous clients in Nigerian power, energy, oil & gas, infrastructural and manufacturing/production industry which has strong technical alliances with leading international companies in the United States of America, United Kingdom, Germany, France, Switzerland, Italy, Japan and other parts of the world.

Born in Lagos State to the family of late Deacon Michael & late Mrs. Abiodun Adeshile. Young Adetokunbo had his primary school education at St. Agnes Primary School, Sabo, Yaba. He had his secondary school education at Egan Grammar School, Egan, Igando. He went ahead to obtain a degree in Mechanical Engineering at the prestigious Lagos State University. He is proficient in Automation & Control, (SCADA, DCS, PLC, RTU, HMI), Instrumentation and Control, Metering/Custody transfer, Calibration and re-certification and Project Management. He possesses requisite expertise in NIPEX tendering/bidding documentation, Front-End Engineering Design (FEED), Detailed Engineering Design (DED), HSE and Project Quality Control and Assurance.

Mr. Adetokunbo is a cornucopia of ineffable virtues, repository of complex ability, paragon of excellence and a bastion of moral rectitude. His profound academic brilliancy, extreme tact, enormous resourcefulness and unquenchable penchant for impeccable credentials have earned him enviable feats of being a member of different Professional bodies as well as being a recipient of different certifications, few among which are: Adroit-Mitsubishi Electric SCADA Factory Automation in South Africa,

Isoimpianti terminal automation and flow metering solution in Italy, ISA CA (International Society of Automation) on Certification and Prof

essional Member Certificate), Rockwell Automation Control systems in UAE, Instrumentation Design and Implementation; by IHRDC, Project Management Professional, Helicopter Underwater Escape Training by Falck Prime Atlantic (HUET) approved by OPITO, Nigerian Institute of Safety Professional (SPDC ACCREDITED), Basic Offshore Safety Induction and Emergency Training and Electrical Safety Authorization, NFC 18 510 French Standard.

Adeshile worked with reputable indigenous oil & gas service company and an exploration & production (E&P) company where he managed the company offshore oil & gas FSO and production rig platform as company-man before joining his partners, Ajibola Olabintan and Olabanji Oladapo to form Aril Technologies Limited. His dint of hard work, unparalleled integrity, administrative prowess and debonair charisma led to his ascendancy to the zenith position of the Managing Director of Aril Technologies Limited.

A man of complex abilities, Adeshile is a precocious, gifted and assiduous young man. He is a visionary leader and a prominent figure in Nigeria's engineering solutions landscape, known for his exceptional technical skills, leadership skills and innovative approach to business management.

As the Managing Director of ARIL Technologies Limited, he has spearheaded the company's growth and success, steering it through challenges and driving it towards greater heights of achievement.

With a keen understanding of the complexities of the business environment and engineering solutions gap in Nigeria, Adeshile has demonstrated remarkable acumen in navigating

the company through turbulent

enteconomic times.

Despite facing headwinds such as weakened economic development, increased inflation, and lingering security issues, he has successfully led ARIL Technologies Limited to maintain operational effectiveness, efficiency, and visibility in the market. Adeshile's leadership philosophy revolves around building and maximizing the potential of Nigerian local content, fostering emotional intelligence, and promoting critical decision-making.

He believes in the power of mentorship, coaching, and up-skilling to empower his team members and drive organizational success. Under his guidance, ARIL Technologies Limited has cultivated a culture of innovation, resource management, and excellence, enabling the company to achieve its goals and objectives even in the face of adversity addressing several pertinent issues facing the business sector in Nigeria, with focus on the oil and gas as well as manufacturing industries.

The oil and gas industry are facing challenges such as technical expertise, pipeline vandalization (security threat), transparency and regulatory environmental complexities. In solving most of these challenges, Adeshile has led the successful delivery of SCADA projects for better transparency and visibility to oil and gas products. He has led the successful delivery of Pipeline Intrusion and leak detection projects, as well as access control and cathodic protection systems on pipeline projects. He has led the successful completion of several oil and gas servicing projects which also involves training in order to reduce technical expertise skill shortage.

In a challenging economic environment marked by declining GDP growth and increased inflation, he has implemented strategic reforms to adapt to changing market dynamics and ensure the company's resilience. By embracing innovation, prudent management of resources, and effective problem-solving, Adeshile has positioned ARIL Technologies Limited as a frontrunner in the engineering technology sector, driving sustainable growth and contributing to the stability of the nation's economy.

Adetokunbo Adeshile's remarkable accomplishments as the Managing Director of ARIL Technologies Limited underscore his status as one of Nigeria's most inspiring and definitive top Chief Executive Officers. His leadership, innovation, and commitment to excellence have not only propelled the company to greater heights but have also contributed significantly to the growth and stability of Nigeria's economy.

As he continues to inspire and empower others in the business community, Adeshile remains a beacon of leadership and integrity, deserving of recognition and accolades for his invaluable contributions.



Engr. Oluwale Oloyede, MD/CEO, Greenpasture Dynamic Land And Homes Limited



Housing Estate) at Karshi Abuja. Due to his uncommon display excellence over the years, a detribalized Nigerian, kind-hearted philanthropist and a devout Christian, Oluwale has also received numerous awards and recognitions, including; Meritorious Service Award, November 2016 by Foursquare Gospel Church, Garki Abuja, Award for Selfless Contributions to the Development of Foursquare Gospel Church, Dafa District, Award for the Most Outstanding Real Estate Services Company of the Year Award 2023 (Awarded to Greenpasture Homes) by Pan African International Magazine, August 2023, Award for Recognition of the Company's Strive towards ensuring Adequate Shelter for All (awarded to Greenpasture Homes) by Prime Excellence Recognition Award, December 2023, Award for the Most Innovative and Reliable Real Estate Developer of the Year (awarded to Greenpasture Homes) by Real Estate Conference and Recognition Award 2023, May 2023, Merit Award for Beacon of Hope for Africa's Development (awarded to Wale Oloyede) by All-Africa Students Union, December 2023, Meritorious Award for Purposeful and Visionary Leadership as the MD/CEO of Greenpasture Dynamic Land and Homes by Greenpasture Homes Staff, December 2023, Award of Excellence and Outstanding Contribution to the Growth and Development of the Nigeria Real Estate Industry Most Especially in the Area of Infrastructure (awarded to Wale Oloyede) by Keysquare Homes and Properties Ltd., December 2022. In this brief interview with the Guardian on his recognition as one of the 50 INSPIRING AND DEFINITIVE TOP CEOs IN 2023, the Abeokuta born CEO speaks on the journey, challenges, Innovations as it concerns GreenPasture Dynamic Land and Homes Limited, amongst others. Excerpt.....

As a company at the forefront of delivering excellence through real estate development, what strategies have you

adopted to expand your portfolio over the years?

We don't just build houses, we first listen to the people and identify their needs, and then we meet them. We are very strategic in opening new sites; our goal is to keep it simple and affordable. As much as we are in business to make a profit, we don't make profiteering our goal, but excellent service delivery. We discovered that as more clients get satisfied with our products and services, they refer more friends and family. This has helped us greatly.

What makes your organization unique as a real estate development company?

Customer satisfaction and business with integrity and fear of God. I believe it is God's blessings that make one rich and that when you satisfy your clients, they will say good things to others about your products and services. We've built an organizational culture of customer satisfaction and at the heart of it, we ensure quality service delivery, value for money and time, address complaints promptly, and ensure our workers too are well motivated.

GreenPasture Homes has continued to raise the bar of excellence through the numerous services it renders; can you highlight some of these services?

Yes, we are a real estate development company! We buy bush and turn it into habitable cities. We build houses, buy massive land, balkanize, and develop it to smaller plot sizes that individuals can afford to build (we call it 'site and services'), we do construction, property management, property consultancy services, architectural designs, real estate agency, etc.

Given the peculiarities of the Nigerian business environment, what are the challenges faced in your sector and how have you been able to overcome those

challenges as an organization?

The challenges of the real estate sector are numerous! One, we still have a huge housing deficit in Nigeria and that is not going to change any time soon if we are not intentional about it. There are still a lot of issues with land acquisition for housing development, then the ever-skyrocketing cost of building materials, lack of adequate funding and access to funds for housing development, administrative bottlenecks in getting building approvals or permit and registration of land titles, etc are major challenges affecting our sector. But through it all, God is helping us. We keep our eyes on the goal and approach every challenge with a positive mindset. When need be, we seek professional help or advice. These have kept us moving despite the odds.

What are the important lessons that have helped shape your career as a CEO?

God first! Don't bite more than what you can chew! Never say never! Don't waste resources. Do the right things and do it right. No shortcuts! Do business with good conscience and the fear of God. Be bold enough to make new moves, be polite enough to ask for bits of advice and help and be humble enough to accept criticism and learn from your mistakes. You don't know everything; therefore surround yourself with wise and trusted people.

What are the next big things for Green Pasture Homes?

By the grace of God, we are starting our Karshi low-cost mass housing this February 2024 and we want everyone to key into it. We are also looking forward to being part of the massive Federal Housing Authority Diaspora Smartcity Project in the Kabusu district of the FCT Abuja. These projects will transform people's lives and make them happy homeowners.

Greenpeak Shelter | **FMAFSSHP**
FEDERAL MINISTRY OF AGRICULTURE AND FOOD SECURITY STAFF HOUSING PROJECT, APO - KABUSA, FCT

Federal Ministry of Agriculture And Food Security Staff Housing Estate Phase I&ii, Apo-Kabusa, Abuja

 ND0M	 N65M	 N23M	 N43M
 N55M	 N35M	 N95M	

ENJOY 5% DISCOUNT ON FULL PAYMENT.
INITIAL DEPOSIT OF 20% AND 12 MONTHS PAYMENT PLAN

Suite B63, Block B, Efab Mall, Area 11 Karki Abuja. ☎ +234(0) 810 071 8567 +234(0) 8187398772
✉ info@greenpeakshelters.com 🌐 www.greenpeakshelters.com

Greenpeak Shelter | **GRACE ESTATE KARSHI** | www.greenpeakshelters.com
Greenpeakshelters

400SQM
Housing 3 bedroom bungalow for **2.3M**

500SQM
Housing a 4 bedroom bungalow for **2.6M**

30% INITIAL DEPOSIT

☎ **08100718567**
ORDER NOW

⚡ Electricity
♿ Accessible Road
GET 5% DISCOUNT ON OUTRIGHT PAYMENT

Suite b63, Efab Mall, Garki, Area 11 Abuja

WITH a commendable track record of driving growth, improving efficiency, and maximising profit, **Lotanna Uzoka**, *ACIPM, FIMC, CMC*, is a woman of many parts who currently sits as the Group Managing Director of Kennedia Group, which comprises Kennedia Consulting Limited (KCL) - a cutting-edge HR Professional Services Company and Kennedia Health Maintenance Organisation (KHMO) - a world-class Health Services Company.

A highly accomplished Group Managing Director with over 20 years of experience leading and scaling businesses in a variety of industries, including tech, telecommunications, cyber security, real estate, finance, FMCG, construction, Power, Oil and Gas. Her leadership is marked by strategic acumen, innovative solutions, and a profound understanding of the Human Resources landscape, focused on spearheading transformative growth, significantly enhancing turnover and productivity, navigating diverse business environments, and delivering exceptional quality services to a range of clients, from startups to large corporations.

Committed to fostering a positive, productive organisational culture, people excellent performance, ensuring alignment with shareholder interests, and driving substantial growth, Lotanna possesses a broad range of competencies including strategic direction, business development, financial and risk management, operational excellence, and employability strategy. Her approach balances analytical skills with a visionary mindset, consistently leading teams to exceed market expectations.

A graduate of Political Science from the University of Jos, Nigeria, Lotanna began her professional career within the banking industry at the popular United Bank for Africa (UBA), former Standard Trust Bank; and then proceeded to the Managerial role, at Iberia Airline, as the Manager of Corporate Communications. In 2007, she joined Phillips Consulting Limited, where she worked for a decade, as the Recruitment Support Manager, and as the Head of Business Development, managing profit, people, process, and performance. Dedicated to continuous learning, creativity, and innovation, Lotanna founded the Kennedia Consulting Limited in 2017 and has remained the Managing Director/CEO till date. With a passion of maintaining relevant and impact leadership while ensuring that her values align greatly to the United Nations Sustainable Development Goals (UN-SDGs), Lotanna created the Kennedia HMO, and continues along the growth trajectory. She is a Full Member of the Chartered Institute of Personnel Management (MCIPM), a Fellow of the Institute of Management Consultants (FIMC), a Certified Management Consultant (CMC), and a Full Member of the Association of Outsourcing Professionals of Nigeria (AOPN).

Speaking on the greatest passion that pushed her far in her career, Lotanna stated that "My career path has been a very interesting journey, and I can confidently state that no one can achieve anything worthwhile career-wise, without passion. Passion often arises from within, driven by personal interests and desires. It is something you do because you genuinely love it, not necessarily because of external rewards or expectations. When you are passionate about something, you are naturally drawn to it, and the mere act of engaging in that activity or pursuing that interest becomes intrinsically rewarding.

Passion is what draws the right people to want to learn from or work with you. It is what makes you likeable, relatable, and intriguing. My greatest passion is developing people. This passion has brought me thus far in my career. My focus is on building people, empowering people, and ensuring they have access to the tools to build their own better future. My energy grows exponentially from developing people, building ventures, growing businesses, attracting new customers, hiring new employees, motivating old employees, satisfying my clients at every interaction, and building a people-oriented and result-driven organizational culture. I am relentlessly impatient with the status quo, and I constantly strive to surpass my personal and corporate goals year in, year out. This narrative is what we are known for at Kennedia Group, where I oversee Kennedia Consulting Limited and Kennedia Health Maintenance Organization (KHMO)."

She stressed further that "As a premier player in the Nigerian Human Capital Development



'At Kennedia Group, our drive is to change the HR business landscape within Nigeria, Africa' – Lotanna Uzoka

and Retooling Business Industry, our level of professionalism and astuteness involved in handling our operations are unparalleled. This is because we know that, regardless of the industry, leaders play a big role in how an organization or team develops. Based on the dynamic operations at Kennedia Consulting Limited and Kennedia HMO, I strategically adopted the inclusive leadership style - the ability of a leader to create an environment that embraces diversity and ensures that all team members feel valued and included.

As an Inclusive leader, I actively seek out and appreciate diverse perspectives, experiences, and backgrounds, fostering what we now call the "Kennedia Culture" where everyone can thrive and contribute their best. Having a background understanding that diversity is not merely a buzzword but a real asset that fuels holistic creativity, innovation, and problem-solving, I ensure that my professional outlook and astuteness constantly embodies Teamwork, WOW-ing Customer Service, Innovation, Commitment and Excellence (T.W.I.C.E). This defines our core values within the Kennedia Group. Building these genuine relationships helps people feel respected, valued, and appreciated. That is, in an environment of respect and appreciation, everyone can be more comfortable extending themselves, taking risks, giving honest feedback, and bringing their diverse experiences and perspectives to the work. These quality relationship networks promote open communication and support an environment of inclusivity."

On the milestones and other innovative approach that the company has brought to impact the industry in particular and Nigeria's economy in general, the cutting-edge HR Professional informed that "Since its founding in 2016, Kennedia Group has continued to create bespoke solutions and professional business advisory services to all shareholders. Our extensive network of professional talents and consultants ensures that we have the right strategy for every problem unique to every industry. We are fast-paced, meticulous, and thorough with our approach to business headaches, extensive in our application and

with each client, and unique in our approach and service. The drive to change the business landscape of the HR space within Nigeria and Africa as a whole, one business, and one professional at a time is at the forefront of all our operations. Our strategies are innovative, cutting edge, and scalable to bring services and solutions, proven to be effective in not just guaranteeing business success but eliminating complications that grow from poor planning and execution.

As one of our people's strategy pillars, Kennedia Group takes an innovative approach to performance management - a continuous feedback system that promotes transparency and accountability in the workplace Kennedia Group is also committed to creating an inclusive culture where employees feel valued and respected. We have employee resource groups, knowledge sharing sessions, interactive team building and bonding initiatives, company-wide book review sessions that support diversity, equity, and inclusion initiatives and offer training and development programs to help employees build their DEI skills. Kennedia's approach to flexible work arrangements appeals to employees, allowing them to balance their work and personal lives better and encouraging a highly supportive company culture."

In her response to what steps government needs to take to address obvious challenges in the nation's human capital development in order to fast-track economic development and wealth creation, the trainers' trainer pointed out that "Poverty is a serious economic and social problem that afflicts a large proportion of the world's population and manifests itself in diverse forms such as lack of income and productive assets to ensure sustainable livelihoods, chronic hunger and malnutrition, homelessness, lack of durable goods, disease, lack of access to clean water, lack of education, low life expectancy, social exclusion and discrimination, high levels of unemployment, high rate of infant and maternal mortality, and lack of participation in decision making. Because poverty has deleterious impacts on human wellbeing, its eradication has been identified as an ethical, social, political, and

economic imperative of humankind. Thus, the eradication of poverty and hunger were key targets in the Millennium Development Goals that the United Nations adopted in September 2000, and continue to be a priority in the pursuit of the Sustainable Development Goals that the United Nations General Assembly subsequently adopted in January 1, 2016. We need to come to terms with the fact that "National prosperity is created, and not inherited!" Drawing insights from Nigeria's National Development Plan (NDP 2021-2025), the Federal Government of Nigeria has already adopted strategic steps towards economic development and wealth creation. This is a laudable and commendable feat. This integrated and multi-sectoral development approach recognizes the multi-faceted and interlinked nature of sustainable development, which calls for interventions to be tackled simultaneously through a coordinated approach to implementing development programmes.

To achieve this, however, the plan needs to be guided by some strategic objectives, namely, establishing a strong foundation for a concentric diversified economy; investing in critical physical, financial, science and innovation infrastructure; building a solid framework and enhancing capacities to strengthen security and ensuring good governance; and enabling a vibrant, educated, and healthy populace. If this plan is effectively and strategically implemented; by 2025, we would have achieved an average economic growth of 4.6 percent. Cumulatively, we would have lifted 35 million people out of poverty and created 21 million full-time jobs. We would have also raised revenue to GDP ratio to 15 percent as well as improve health and human capacity development of the population."

Concerning the toughest decision she ever made and the lessons learnt, the award-winning HR strategist explained thus: "Some decisions are so complex that you must be highly intelligent and well informed just to be unperturbed about them. Topline growth is one of those, especially when it comes to exiting an organisation you love and have worked with for almost a decade to explore the dividends of entrepreneurship - creating a new business venture. The challenges are vast, and it's difficult to know how, or even whether, to move forward. I had mixed feelings. Should I stay or exit? Should I move on to the next big thing in my life or just remain an employee? How do I leave all my colleagues, who over the years have grown to be buddies and like my family. It was a tough decision!

However, after a series of thought-provoking self-analysis and personal meditations, I decided to take the giant leap of moving on the growth trajectory from being an employee to being an entrepreneur. That decision finally gave birth to the Kennedia Group. Becoming an entrepreneur is, almost by definition, entering a world of uncertainty. If you are the type of person that excels in a world of uncertainties and the associated opportunities, then you will love being an entrepreneur.

Ultimately, after Kennedia Group was borne, I began to ask myself why I didn't metamorphose into an entrepreneur earlier. (laughs). Some people start business because they want to sustain themselves and their families. For me, it was a different ball game. I just wanted to make the world a better place and I was driven by a sense of purpose and passion of developing people, building ventures, creating valuable systems, alleviating poverty, providing job opportunities for our dear Nigerian youths, building a people-centered and result-driven organizational culture.

So, my piece of advice to all who desire to step into the "uncertain world of entrepreneurship" is to just do it! Don't look back! Don't be afraid of the nay-sayers. Just roll your sleeves up and get on with it. Enjoy the journey. Have fun. Tons of it. You will need to be brave, take risks and believe in yourself. You will also need to be able to solve problems and admit when something has gone wrong. Staying positive, thinking creatively and being solution-minded are all valuable skills that will serve you well in life, as well as business."

Sharing her views on how Nigeria can create more award-winning CEOs, the Kennedia Group boss submitted that "As the pinnacle of leadership within organizations, CEOs play a crucial role in shaping company strategies, driving growth, and inspiring teams. I believe that when a CEO receives recognition through business awards, it reflects positively on the organization as a whole. It enhances the company's reputation, attracts clients and investors, and creates a sense of trust and confidence in the market."

Adetokunbo Ajetunmobi: Tech Savvy Amazon Bestriding Nigeria's Financial And Real Estate Market With Capival Investment Limited



She is an accomplished investment banker and a real estate expert, a resilient go-getter whose exemplary life of hard work is worth emulating. Adetokunbo Ajetunmobi, Chief Executive Officer, Capival Investment Limited, is an administrator blessed with ingenuity to achieve uncommon feats.

With over 18 years of remarkable experience in the financial sector, spanning corporate strategy and development, liability generation, financial advisory, funds/portfolio management, and real estate management, Ajetunmobi has indeed made a name for herself as one of the few high flying financial experts with the intellectual prowess capable of effecting a positive change in the financial sector of the country as evident in how she has positioned Capival Investment Limited as one of the top and better managed Investment companies in Nigeria.

In this interview with Tijani-Alabi Fatai, on her recognition as one of the 50 Top CEO's in Nigeria, the quintessential banker spoke on pertinent issues as it concerns Capival Investment Limited and the country as a whole. Excerpts...

As a company that has been at the forefront of delivering excellence through provision of innovative financial solutions, what strategies have you adopted in expanding your portfolio over the years?

It is a great privilege for me to lead a company deeply dedicated to delivering outstanding financial solutions tailored to the unique needs of Nigerians. Our vision over the years has been guided by a profound understanding of the local financial landscape, ensuring our approach aligns with the specific dynamics of Nigeria. Central to our strategy is a strong focus on a customer-centric approach. Recognizing the diverse and dynamic nature of the Nigerian market, we prioritize understanding the distinct financial needs and preferences of different segments through extensive market research and customer engagement. This approach informs our product development, ensuring that our solutions are relevant but also accessible and impactful for the Nigerian people.

In addition, we place significant emphasis on cultivating strategic partnerships within the Nigerian financial ecosystem. Collaborating with local banks, fintech companies, regulatory bodies, and other stakeholders has been instrumental in expanding our reach, accessing new markets, and enhancing our services. These partnerships leverage local expertise, infrastructure, and networks, fortifying our market position and facilitating sustainable growth.

What makes your organization unique as a financial firm?

At Capival, we pride ourselves on distinct qualities that set us apart in the market. Firstly, our deep understanding of the local market and dedication to serving Nigerian needs make us stand out. Rooted in the community, our products address Nigeria's financial challenges, offering tailored solutions for individuals, especially across the commercial hub of Lagos, and investment plans all across Nigeria. Our focus on innovation and technology demonstrates our forward-thinking approach. Investing in digital solutions like

mobile banking apps enhances accessibility and efficiency, empowering customers to manage finances seamlessly.

Additionally, our commitment to financial inclusion distinguishes us as socially responsible. We strive to reach underserved populations, providing affordable services and resources to improve financial well-being. We build trust and long-term relationships with our customers through integrity, transparency, and ethical conduct, solidifying our reputation as a trusted advisor in Nigeria's financial landscape.

Capival Investment Limited has continued to raise the bar of excellence through the numerous services it renders; can you highlight some of these services?

We're dedicated to providing a diverse range of services tailored to our client's needs. Firstly, we offer flexible personal loans for various purposes with competitive interest rates and swift approval processes, which ensure convenience and accessibility for our customers.

Additionally, our investment services help clients grow and preserve wealth over time. From wealth management to planning for the future, our experienced team offer personalized guidance and access to diverse investment opportunities for confident decision-making.

We also have a unique product called CASA by Capival- This is a rent/home financing for individuals seeking support for their rent or new home ownership. This has proven to be a popular product for us as many Nigerians who have engaged CASA by Capival have been able to mitigate their inability to pay rent or finance new homes.

Lastly, our financial advisory services empower clients to navigate complex decisions. From budgeting to proper planning of finances, we offer step-by-step guidance for building financial security and success. Delivering with excellence and integrity, these services reflect our commitment to helping clients achieve their financial aspirations.

What are the important lessons that have helped shape your career as a CEO?

As a CEO in the Nigerian financial sector, my journey has been shaped by crucial lessons that have deeply influenced my career trajectory and leadership style. Firstly, I've learned the value of continuous learning and self-improvement. Staying updated on industry trends and best practices through ongoing education keeps me ahead in our rapidly evolving business landscape.

Secondly, effective leadership requires a clear vision and a sense of purpose. Articulating a compelling vision inspires the team towards common goals, fostering unity and commitment.

Lastly, building strong relationships based on trust and integrity is fundamental. Prioritizing open communication and empathy cultivates collaboration, innovation, and mutual growth within the organization.

What are the next big things for Capival Investment Limited?

I'm excited about the future of Capival and the opportunities ahead for us. Despite the rapidly evolving financial sector, our commitment to innovation and customer value remains steadfast. Here's what's on our radar:

Firstly, we're heavily investing in expanding our digital offerings to ensure seamless customer access. By enhancing our mobile banking app and launching easy digital solutions, we aim to meet the needs of our tech-savvy customers and drive growth in the digital economy.

We're exploring opportunities for expansion into new markets and customer segments within Nigeria and beyond even to the West African region. By diversifying our geographic footprint and customer base, we're positioning ourselves for sustainable growth and market leadership.

Lastly, we're investing in talent and innovation, nurturing a culture of creativity and collaboration. By empowering our teams to drive innovation, we're poised to capitalize on emerging opportunities and overcome challenges in the dynamic financial services landscape. With the vibrancy and agility of the Capival team and our customer-centric approach,

we're confident in delivering value, driving growth, and achieving our strategic objectives.

Capival 

SALAHUDEEN M. TAHIR: UPHOLDING INTEGRITY AND ETHICAL VALUES AT SPE NIGERIA COUNCIL

He did not get to the top by a stroke of luck but by hard work and professionalism. Salahuddeen M. Tahir is a name that reflects painstaking and determined focus and efforts to attain success. A man with an impressive display of talents, he always holds his head high when others around him are losing theirs.

A graduate of Geology and Petroleum Engineering, Tahir has over 20 years of experience in the oil and gas industry having started his career with the Nigerian National Petroleum Corporation (NNPC) which is now (NNPC) Limited. He is currently the Head, Assets & Investments Management, NNPC Gas & Power Investment Services (NGPIS), a business arm of NNPC Ltd., where he leads asset management and strategic investments towards operating and maintaining of existing as well as actualization of Power, LNG, and Gas Based Industry initiatives for the company.

In this interview with **The Guardian**, Mr. Salahuddeen M. Tahir, Chairman, The Society of Petroleum Engineers (SPE), Nigeria Council brings us up to speed on the activities of the Council, challenges, projections, amongst others. Excerpts.....

What makes SPE Nigeria Council unique?

The Society of Petroleum Engineers (SPE), Nigeria Council, being the Nigeria arm of SPE International, a worldwide organization with more than 119,000 members in 138 countries engaged in the exploration and production of oil and gas and related energy resources, is unique for several reasons. Firstly, SPE provides unparalleled insights, shared expertise, life-long learning, and community strength to fuel the success of our members and the future of the industry.

SPE manages key industry resources, including OnePetro and PetroWiki, in addition to publishing magazines, books, and peer-reviewed journals. We host more than 100 conferences, workshops, and other events each year around the world.

Our community of members share knowledge; connects with others in their disciplines and local chapters, and supports and recognizes member achievements in the industry. Our strength means that the Society of Petroleum Engineers is an integral part of the story of your career. SPE members share and benefit from the unmatched expertise and diversity of our community. As you continue your career journey, SPE remains the organization where your story is also our story.

SPE Nigeria Council has continued to raise the bar of excellence through the numerous services renders to her members; can you highlight some of these services?

The Society of Petroleum Engineers (SPE) Nigeria Council offers a suite of services that significantly enhance the professional lives of its members. This includes professional development opportunities such as training programs, workshops, and conferences designed to keep members abreast of the latest industry developments and enhance their skills. e-Mentoring gives SPE members a way to contribute to the E&P industry by sharing industry insights and practical career advice with young professionals or by helping university students with academic and career direction. Networking is a key component, with access to events, conferences, and forums that facilitate connections with industry peers, encouraging knowledge sharing and the building of professional relationships.

Additionally, SPE provides a wealth of technical resources, including publications, research papers, and industry reports, ensuring members are well-informed about emerging technologies and trends. Community engagement is also a cornerstone, with SPE organizing outreach programs and volunteering opportunities to promote sustainable development and social responsibility in the energy sector. Lastly, SPE depends greatly on the talents of volunteers to accomplish the work of society and fosters a culture of collaboration and continuous learning by allowing peers to nominate experts in their fields appointed by the Distinguished Lecturer Committee to share their knowledge with SPE members through visits to local sections, further contributing to the collective

growth and expertise of the industry.

Given the peculiarities of the Nigerian business environment, what are the challenges faced in your sector and how have you been able to overcome those challenges as a body?

In the unique context of the Nigerian business environment, the Society of Petroleum Engineers (SPE), as a non-profit professional association, faces several sector-specific challenges. One key challenge is

ensuring continuous professional development amidst rapid technological advancements in the oil and gas industry. To address this, SPE has embraced online interaction and virtual platforms, making training and workshops more accessible to our members across various regions of the country and extending even to other African countries. Networking, which is crucial for professional growth, faces geographical limitations in a vast country like Nigeria. This issue has been tackled by establishing sections around the country, ensuring the good spread of our events, and hosting virtual events that build connections regardless of physical distances.

As an example of the spread of our events, the Nigeria Annual International Conference and Exhibition (NAICE) is held in Lagos, the Oloibiri Lecture Series and the Energy Forum (OLEF) are held in Abuja. These are among the numerous flagship programs held by our local sections that make up the Nigeria Council of SPE.

Additionally, as a non-profit, securing adequate and sustainable funding is a significant challenge. SPE addresses this by exploring diverse funding sources, including sponsorships, partnerships with industry stakeholders, and event fees, enabling us to maintain our independence and integrity. Finally, engaging and retaining a diverse membership base in a dynamic industry requires continuous effort. SPE develops member engagement programs and consistently adds value to the membership experience to ensure ongoing participation and loyalty.

What are the important lessons that have helped shape your career as a CEO?

Throughout my career until becoming the CEO or Chairman of the Society of Petroleum Engineers (SPE) Nigeria Council, several vital lessons learned have shaped my approach and leadership style. Firstly, the importance of clear and effective communication cannot be overstated. Being able to articulate my vision, goals, and expectations clearly to the team and partners has been fundamental in building trust and ensuring alignment towards our collective objectives. Alongside this, I've learned the value of building a strong and cohesive team. Surrounding myself with talented and dedicated volunteer individuals and investing in their development has been essential for the success of our organization.

Adaptability and resilience have also been crucial. In the ever-changing business environment, particularly in the energy sector, the ability to pivot and navigate through challenges and uncertainties is vital for the sustainability and growth of the Council. These ties in with the power of strategic thinking and decision-making. Being able to think long-term, analyze complex situations, and make informed decisions has been key to steering the Council in the right direction, balancing risks, and seizing opportunities.

Learning from failure has also been a significant part of my journey. Embracing setbacks as learning opportunities and understanding the root causes has led to continuous improvements and growth within the Council. Lastly, maintaining a strong ethical foundation has been paramount. Upholding integrity and ethical values in all our decisions has helped build trust and respect with employees, customers, and stakeholders, ensuring that we lead by example in the industry.



LUKMAN SHOBOWALE AND BAYO LAWAL: Savvy, Pragmatic Entrepreneurs, Providing Unmatched Real Estate Solutions To People Of Diverse Status

Lukman Shobowale and Bayo Lawal's meteoric rise, in the fast paced Nigerian real estate sector, is a remarkable one - of grit, creativity and an embodiment of the triumphant entrepreneurial spirit. Focused, hardworking and disciplined, the Co-founders and CEOs of Dukiya Investments, place premium on collaboration, team building engagements, and joint and pragmatic execution approach to handling business challenges. Beyond their exemplary strength of character, the diversified trainings they have acquired, from reputable institutions in different continents, have instilled a profound sense of appreciation for the mechanics and operational dynamics of business processes and resources management in them.

Over the last three years, the reputable real estate development and construction company has successfully developed and delivered real estate projects in 12 locations, while expanding to other locations in Africa, Europe and Central America.

In response to their recognition by *The Guardian* as being amongst "Nigeria's Most Inspiring and Definitive Top CEOs in 2023", the vision-driven entrepreneurs, who were recently awarded as Entrepreneur of the Year 2023 by The Future African Awards, and as The Entrepreneur of the Year at the Real Estate Conference and Recognition Award (RECRA 2023), took us through their professional journeys, Dukiya Investments success and other issues.

LUKMAN SHOBOWALE

Rising Beyond Humble Background

A BRIEF summary of my background can be likened to that of a lily in the mire. I grew up with some of the most unfortunate circumstances but I was able to rewrite my fortune by God's grace. I am an alumnus of the University of Ilorin, where I studied History and International Studies before I proceeded to Ajayi Crowther University for a Masters in Business Administration in 2021. I also attended the Lagos Business School for Owner Managers Programme and the Rome Business School for another MBA. I am an author.

Diary of An Entrepreneurial Journey

It was way back in my NYSC days that I discovered a deep-rooted passion for land banking and real estate development. As a sales associate, I sold over a million dollars-worth of properties in my first year, proving my innate ability to excel in the field. At that moment I knew without a doubt that I had found my true calling in life.

Beyond the sales and big figures, I was inspired to delve into the entrepreneurial world by the desire to contribute to the housing deficit in Nigeria, as well as re-define the property ownership journey for Nigerians through our real estate company, Dukiya .

However, I have to admit that my journey as an entrepreneur journey thus far has come with its fair of challenges, ups and downs, the usual rigamarole of running a business in Lagos, Nigeria, and issues ranging from infrastructural problems, government policies, inflation, as well as fantastic moments that make me bless the day I chose this path.

Nigerian Business Environment and Real Estate Development

Based on my observations, the Nigerian business environment in the last 5 years has been challenging, and policymakers need to take decisive actions to improve the ease of operations for real estate companies in the country. These actions could include implementing more favourable policies that would promote investment in the sector, upgrading infrastructure, and simplifying bureaucratic procedures to make it easier and more efficient to do business. Furthermore, there should be more incentives for local investors to invest in the real estate sector, which would help stimulate the local economy and create more job opportunities. Both the government and private sector must work together to improve the business environment in Nigeria and make it more appealing to foreign investors.

An Insight Into Dukiya Investments' Uniqueness

Dukiya is a real estate company solely dedicated to reinventing comfort, building smiles, and leading our clients' home. There are several real estate companies out there on the market but what sets us apart is how we introduce a tradition of endless possibilities to our clients by offering them unmatched property solutions in strategic locations in the country. **More On Dukiya Investments' Growth Factors**

I think our success in maintaining steady growth and corporate integrity from inception to this moment is thanks to our commitment to corporate values such as integrity, versatility, teamwork, and prompt delivery of our projects. We experience challenging times too as an organization, however, because we uphold strong ethical standards and focus on customer satisfaction above our own needs, we are able to defy the odds and emerge from the challenge stronger than ever. **Envisioning Dukiya Investments' Continuous Growth**

So far, the Dukiya brand has gone beyond being a household name in Nigeria, we have introduced our mission of reinventing comfort, building smiles, and leading people home, to foreign countries, the US, UK, South Africa, Brazil, etc.

In the coming years, our vision for Dukiya Investment is to be the best real estate company in Africa, providing unmatched real estate solutions to people from all walks of life.

Advice for Young Entrepreneurs, CEOs

My advice to young entrepreneurs who aspire to achieve excellent results in the business world is that they should thirst for knowledge, be very curious and take calculated risks. Surround yourself with a team of talented individuals who share your vision and work ethic. Be constantly reminded also that there is nothing like overnight success in the real world, it is the

hard work you put in over the night that determines if you would come off looking like an overnight success or not.

BAYO LAWAL

JOURNEY to National Reckoning: From Salesmanship to Real Estate Development Concerning my upbringing, I was raised by a single parent, and that alone came with its fair share of challenges both emotional and psychological. I have my own family now and the void that existed before has been filled and I fare better. Careerwise, I didn't study real estate in school, my programme was Political Science, but I ventured into the world of sales and property investment in 2017. In my early days as a salesperson, I struggled badly but eventually aced it, so much so that in my third year, I was recognized as the best-seller in the company.

While working as a realtor, I wore other hats effectively beyond my role as a salesperson. Due to my adaptability and competence, I worked in Strategy & Growth carrying out staff members' assessments, team members' diagnoses, and SWOT analysis, I also organized insightful trainings to sharpen the skills and expertise of my colleagues in the firm. These contributed greatly to the company's growth & development, increasing its organizational power by 70%. The experiences I built in my early days in the real estate industry helped me transition fluidly into my current role as co-founder of Dukiya Investment.

I have always been an entrepreneur from my days of selling books and phones and carrying out laptop upgrades and software installations for the student community in my school. Even as a student, I already had a registered business on campus, and at some point, I ventured into fashion design and learned how to sew for two years. As an undergraduate, my entrepreneurial spirit positioned me to lead my team to the finals at a Global Entrepreneurship competition, and we made it to the finals two times in a row.

During my service year as a corp member, my friend turned partner, and I received a call to work at a particular real estate company. After working there for a few years with quite an impressive sales record as high ticket closers and mile-long experience in the real estate industry, we took the bold step of starting Dukiya Investments. At that point, my previous experience as an entrepreneur served as a quality background experience for us to get started. Impact of Nigeria's Ease of Doing Business on Real Estate Companies The same issues we face now in the entrepreneurial world are still the same issues we grappled with five years ago, inflation, hostile business environment,

government regulations, infrastructure, high cost of doing business, and a host of other limiting challenges. For the sector I operate in, the real estate sector, our processes can be improved considerably if policymakers streamline the regulatory process and reduce the amount of bureaucracy involved in obtaining permits and licenses. Another step could be to provide tax incentives for real estate companies that invest in affordable housing or other socially beneficial projects. Additionally, policymakers could work to improve infrastructure and transportation, which would make it easier for real estate companies to access and develop new properties. Finally, creating a more stable and predictable economic environment could also be helpful, as this would give real estate companies more confidence to invest in new projects.

Dukiya's Unmatched Real Estate Solutions It is humbling and quite fulfilling to receive positive feedback from clients, prospects, and high-network individuals, about the great work we do as a company and the excellent results we have achieved right from inception.

As it is commonly said, Rome wasn't built in a day; we didn't get here by chance. The praises people sing of Dukiya now is all thanks to the work we do behind the scenes and our commitment to bringing excellence to the table at every juncture.

Our services at Dukiya Investments revolve solely around building and construction. However, beyond bricks and mortar, Dukiya Investment is a real estate company providing unmatched real estate solutions to people from all walks of life with the sole objective of reinventing comfort, building smiles, and leading our clients home; and that is our brand's unique factor that clients can testify to in all our projects.

Dukiya Investments Core Corporate Values An organization without core values is like a boat without an anchor; it can be easily tossed to and fro without a sense of direction. What has contributed to our progress thus far is our clearly defined core values as an organization alongside our commitment to being a living representation of the values we claim to uphold, namely: integrity, versatility, teamwork, and prompt delivery. Our singular effort of being intentional about our brand's values has helped us achieve the great results people see now.

Dukiya Investments' Growth Strategy Currently, the Dukiya brand is less than 5 years in the market, yet we have successfully expanded our mission to foreign countries such as the US, UK, South Africa, Brazil, and more. Our vision for the future is to become the leading real estate company in Africa, offering unparalleled real estate solutions to people from all background. Aside from building systems and structures for your business, the major work that would determine the quality of the business or organization you build is your internal qualities and values. To be an exceptional business owner let all you do be hinged on the core value of integrity, also build a thick skin, resilience, and doggedness; you'll need all that in your arsenal to stand out from the crowd.



Dukiya

INNOCENT IDEWELE, COMMITTED TO TOPNOTCH SERVICE DELIVERY WITH LIGNE GROUP



Innocent Idewele, Chairman/Chief Executive Officer (CEO) of the Abuja based Ligne Group of Companies Limited, is not your ordinary run-off-the-mill personality. He presides over the Ligne Group's conglomerate as a consummate entrepreneur and core professional with robust expertise, experience and temperament of a team leader determined to remain a key player in the global economic space.

In this insightful expose, Idewele who holds a first degree degree in Economics from the University of Abuja, speaks passionately and glowingly about the Ligne Group, its formation, objectives, mission, vision, operations, niches, successes, challenges and future prospects, echoing that the company is wired to be a global market leader in its diversified line of businesses.

The CEO opens this scholarly narrative with what Ligne Group represents in terms of its' formation, operational modus operandi and other germane issues that make the Group the toast of all times.

His words, "Ligne Group of Companies Limited is a company that is duly registered by the Corporate Affairs Commission with its head office Garki II, FCT-Abuja with the aim of providing professional Engineering and Construction Services/Management. The company has a desire to effectively meet the increasing demands and needs for Engineering and Construction services in Nigeria. We also provide specialized services in design, planning and execution of Engineering and Construction services, transportation, supply of plants and equipment.

The firm has the reputation for

efficiency and fast delivery of services to our numerous customers. We have well qualified and experienced engineers and professional men to form a solid team for effective execution of vital Engineering and Construction services, transportation and supplies to clients' specification and satisfaction using the most modern methods."

He also gives a detailed explanation of the class of projects the company has capacity and capability to execute as not limited to Civil engineering, Mechanical engineering works, Building, Structural engineering Design and Construction, Project management which include, General maintenance, Electrical engineering works, Transportation of equipment and other Transport service and Supplies of machinery and technical tools and well-head completion tools to the oil industry, among others.

Idewele further illuminates what guiding principles and philosophy propel the Ligne Group's drive for excellence in value adding delivery.

"We have a well-trained safety outfit to ensure accident-free operations. The company has a standard safety policy manual, which is strictly adhered to by all employees. This attests to the fact that company is yet to have any operational injury resulting to disability or fatality since inception. This is an enviable record which we cannot be compromised".

On the Ligne Group's laudable mission and vision, the CEO adds: "Our mission is to focus on our customers' needs in order to provide the highest quality construction services. Our staff is committed to excellence, and they will ensure our clients receive added value in all their

dealings.

Our vision is to become one of the leading construction firms, while delivering quality projects that consistently exceed international standards and provide exceptional customer satisfaction.

So, a nutshell, our uniqueness is anchored on the company's culture, values, mission, and vision, and it is also shaped by its people, leadership style, structure, and the way it operates."

He further amplifies other factors that make Ligne Group an outstanding brand of repute, linking the company's niche to innovation, adaptability, and the organization's history, explaining that the Ligne Group stands for excellence, service, competence, doggedness, tenacity, among others driving and result-oriented imperatives.

"Ligne Group has continued to raise the bar of excellence through the numerous services it renders.

Idewele who life's trajectory is a mix grill of the 'good, the bad and the ugly', talks about the vital lessons that have shaped and prepared him as Ligne Group's helmsman.

He affirmatively says, "As we journey through life, we pick up lessons that teach us to be better at what we do and make us stronger, for me, I have learnt these lessons which include embracing failure. This enables me learn from mistakes, and failures is crucial for growth and innovation.

I also cherish every communication, because clear and transparent communication



is key for aligning teams and stakeholders. I am equally an advocate of adaptability, and this idea, to me, means being able to adapt to changing market conditions and trends is essential for long-term success. Other virtues I hold dear in my everyday life is empathy. Here, I talk about understanding and empathizing with employees, customers/clients, and partners fosters better relationships and decision-making."

The Ligne Group's helmsman,

who says he believes in continuous learning, adds "This implies keeping up with industry trends and evolving technologies ensures staying ahead in the competitive landscape.

I am also a compulsive team builder. I believe in surrounding oneself with talented and diverse teams and empowering them to succeed is vital for achieving goals, among other life-changing virtues"

The foremost entrepreneur further discloses the challenges the Ligne Group face given Nigeria's present harsh economic realities, explaining how the company is withering the present business storm.

He echoes: "At Ligne Group, we have adopted result-oriented strategies to remain in business despite the hard economic realities. Due to the current situation in the country, we have encountered various challenges such as decreased consumer spending, reduced demand for products/services, cash flow issues, increased competition, and difficulty accessing financing."

To overcome these challenges, we have focused on these strategies of cost reduction, and by this I mean, we have identified areas where costs can be reduced without compromising quality or productivity. This might involve renegotiating contracts with suppliers, optimizing operational processes, or reducing unnecessary expenses," he said.

Another window of opportunity the Ligne Group has tapped into for better performance is diversification.

According to Idewele, "We explore diversifying product lines or entering new markets to mitigate the impact of economic downturns in specific sectors.

There is also customer retention where the focus is on maintaining strong and enduring relationships with existing customers/clients through excellent customer service and loyalty programmes to ensure repeat business."

Other strategies deployed by the firm include, innovation which entails investing in research and development to innovate products/services or improve efficiency, which can lead to a competitive edge even in a tough economy."

Idewele also talks about financial management as its niche, amplifying: "We monitor cash flow closely, reduce debt where possible, and explore alternative financing options such as venture capital, angel investors, or government grants.

Also, the Ligne Group explores the gains of strategic partnerships by collaborating with other businesses or firms for strategic partnerships to share resources, expand market reach, and reduce costs.

"We also stick to the adaptability dynamics, by this, I mean, we stay agile and be willing to adapt

business strategies based on changing market conditions. This might involve pivoting business models, adjusting pricing strategies, or reallocating resources."

The goal-getting and resourceful CEO, enthusiastically unveils the unquantifiable advantages the Ligne Group has derived in implementing these far-reaching strategies.

"We have been able to navigate through the challenging economic times more effectively and emerge stronger on the other side." Idewele further reveals the strategies the Ligne Group has adopted in expanding its portfolio over the years.

According to him, these include market research. "We identify new market segments or niches where our products or services can be introduced.

There is also product development, which means that we create new products or services that complement our existing offerings or cater to emerging needs in the market.

On acquisition, the Ekpoma born CEO says "We acquire other companies or products to broaden our portfolio quickly and enter new markets, and we enter into partnership or collaboration by forming partnerships or collaborations with other companies to offer a wider range of products or services. We also go into diversification, and by this, we explore unrelated markets or industries to reduce risk and capture new opportunities.

Others are deepening innovation by continually innovating within our existing products or services to maintain competitiveness and capture market share.

We explore geographic expansion which entails venturing into new geographic regions to reach untapped markets or expand our customer/client base.

He informs that the company is also into brand extension, echoing: "we extend our brand into new product categories or industries that align with our brand identity and values."

Idewele who prides himself as a passionate life time learner who also sees every challenge as an opportunity to get better and stronger, predicts that for the Ligne Group to remain a leading brand globally, it must wholesomely embrace digital transformation, leveraging Artificial Intelligence (AI) and automation, focusing on sustainability and ESG initiatives, expanding into emerging markets, and enhancing customer experience through personalization and technology integration, aviation, amongst others.

"It's essential for companies to continuously innovate and adapt to stay ahead in today's rapidly changing business landscape", he concluded.

Mobolaji Oriola, Founding Partner, Allen & Brooks; Diligent Arbitrator And Nation's Pride



ORIOLO

HARDWORK, diligence and dedication to work have been his watchwords; that is why those who know him would never question his phenomenal rise as a professional, and that is the same reason every young and ambitious lawyer would always see him as a role model.

Oriola, Founding Partner, Allen & Brooks is not just a lawyer and, he is also an investor, humanitarian and a rare

administrator who has been contributing greatly to the development of law profession, as evident in how he has managed the affairs of Allen & Brooks, an award-winning full service law firm providing local, foreign, and multinational clients with a diverse array of legal and advisory services across multiple sectors. A firm with a very deep understanding of the legal terrain and regulatory matters combined with sound business judgment borne out of direct experience across different markets.

Over the years, Oriola has gotten legal training and work experience from firms and companies such as Shell Nigeria Exploration & Production Company, Aluko & Oyeboade, SPA Ajibade & Co and Perchstone & Graeys, with extensive experience spanning advising several top-tier Nigerian, international and multinational clients on energy and natural resources, Fintech, property development (purchase, construction, lease & sale), power/metering, license transfer, entertainment, arbitration, High Net-worth Individuals wealth planning, company restructuring, international business expansion and business strategy.

Abasiama Idaresit, Eclectic Thinker Making Positive Disruptions in Tech Space with Wild Fusion Holdings



IDARESIT

DESCRIBED in many quarters as a passionate and highly resourceful Nigerian, Abasiama is an administrator par excellence who has raised the bar in the Nigerian Tech Space and indeed, Africa beyond measure. Since the establishment of Wild Fusion, which has now metamorphosed into a Technology Holding Company known as Wild Fusion

Holdings, a company with Digital Marketing, Licensed Agency Banking, Fintech Infrastructure and Digital Services Subsidiaries across Nigeria, Ghana and Kenya, Idaresit keeps setting records and breaking them with remarkable ease.

A man of humane character, a silent achiever and a man whose personality recognizes dexterity at all times. Idaresit is a very enthusiastic, pragmatic, highly focused and result oriented individual with crystal clear vision.

On the strategy espoused in expanding its portfolio, the alumnus of the London School of Economics, Abasiama said the company started off as a Digital Marketing agency and that has been successful alongside the new subsidiaries. In his words "Our ethos and organisational culture has been instrumental to our success and the expansion of our client portfolio. Quality Service and Products, Value to Customers and Excellence are very key components of our DNA. These values are sector, geography and market agnostic. We have retained a number of our clients for over 10 years in Nigeria and Ghana. We have thrived and will continue to thrive despite facing significant challenges".

A recipient of Unity Bank's Humanitarian Award and Professor Smaranda Leadership Award, who is also a nominee for The Future Awards Africa Prize for Lawyers. Mobolaji spoke on strategies adopted in expanding the firm's portfolio over the years, being a company that delivers excellence. "It's interesting to have been recognised as a firm that has been at the forefront of delivering excellence and I appreciate the comment. Our major strategy for expansion is ensuring that we handle our clients need in most efficient manner possible. We deliver an excellent job to all our clients and they then tell others about their experience with us. That then attracts other people to us. Our major driver for expansion in terms of clientele is through referrals from existing clients." He disclosed

He stressed that Allen & Brooks is firm that is very unique from others due to the fact that they are relatively young, full of energy, tenacious, and full of drive and flexibility that is required in a fast pace environment to meet all the diverse needs of their clients. In his words, "From Energy to Technology, Media & Entertainment, Dispute Resolution, Finance and others, we are able to deliver the same level of excellence across board. We are also one of the most cost efficient law firms in Nigeria and clients appreciate that about us."

On some of the services rendered at Allen & Brooks, the Chairman, YLC under the Nigerian Bar Association's Section on Business Law, and Deputy Secretary, International Commercial Arbitration Committee, International Law Association (Nigerian Branch), Mobolaji,

Talking about some of the services rendered at Wild Fusion Nigeria, He elucidated that Wild Fusion Nigeria is actually a subsidiary of Wild Fusion Holdings, although the most known of all their businesses, adding that Wild Fusion Nigeria, Wild Fusion Ghana and Wild Fusion Kenya are all full Service Digital Marketing Agencies in these markets and they offer services ranging from Digital Strategy, SEO, Paid Media, Creative to Content Marketing, just to mention a few. "We also have a licensed Agency Banking Subsidiary and Lending Infrastructure Company as our subsidiaries. These two Fintechs are also key subsidiaries driving technology penetration across Africa. Excellence is a key cultural attribute of Wild Fusion and this we have embedded in our services and products including our training programmes that has a particular module 'Business Ethics' with a strong emphasis on Excellence. Acculturating new hires and existing employees is very critical to delivering on excellence", he said.

The Wild Fusion boss, who believes that challenges are a constant in business anywhere in the world, and one must see them as opportunities that propels one to move to the next level, he therefore highlighted some of the challenges associated with doing business in Nigeria, saying that there are a number of challenges militating against business in his sector, and these challenges ranges from dealing with external and internal stakeholders, to unpredictable macroeconomics, to dearth of

pointed out that Allen and Brooks is a full service firm that handle all forms of legal and business advisory needs for local and international clients, saying that their service offering are divided into practice areas which includes; Banking & Finance, Business Advisory, Dispute Resolution, Energy & Natural Resources, Media & Entertainment, Real Estate and Infrastructure, Private Clients and HNI Management, Technology, Telecommunications, Tax, Wills and Probate amongst others.

Commenting on the lessons that shaped his career as a CEO, Mobolaji who is also a member of the Nigerian Bar Association, the Institute of Chartered Arbitrators, Nigerian Gas Association, International Bar Association, and an alumnus of the prestigious Harvard Business School, posited that the power of mentorship and education cannot be overemphasized as these have been the primary lessons that have shaped him as a CEO, "I have very successful people in my line of work who are my mentors. They guide me, shatter mental barriers and show me the path that should be taken. Secondly will be education. In addition to being a Lawyer, I have taken Executive courses on subject areas around Entrepreneurship, Business Strategy, from top universities like Harvard University. I don't stop learning. I'm currently doing an MBA and I also just accepted into the University of Oxford Private Equity Programme for the 2024 cohort", he disclosed.

He therefore enjoined Nigerians to follow the firm on their social media platforms and observe their activities as they maintain their fast paced growth.

infrastructure or talent flights, and to FX liquidity issues. He said "In a bid to finding solutions to the highlighted challenges as a company, we modified our working hours making it a lot easier and flexible for our employees to work remotely. This we have seen has reduced the cost of commuting which was quite burdensome and improved our talent retention efforts. With our FX liabilities, we have been able to negotiate flexible payment terms and relied on our international operations to insulate or ring fenced our Nigerian operation from the FX headwinds. These headwinds isn't peculiar to Nigeria alone, the Ghanaian cedis has had its fair share of FX fluctuation challenges. Having a diversified Holdco in product, services and geographical spread also helps in mitigating some of these risks or challenges."

The highly principled tech guru with a penchant for excellence, Abasiama stressed that Wild fusion Holdings is with a vision to continue consolidating on its 15 years investment and dedication to Africa and Technology in order to deliver on stakeholders returns including external stakeholders like the societies and countries they operate, adding that the company is currently raising fund in order to drive this consolidation and roll out. "We will not only continue to remain a clear market leader but we will become a global leader showing the world what investing in the African Technology sector yields in the long run and with consistency despite hurdles, challenges and headwinds. He posited.

DR. ELVIS L. ABUYERE, BLESSED WITH UNCOMMON INGENUITY TO ACHIEVE EXCEPTIONAL FEATS WITH SKYEWISE GROUP

DR. Elvis L. Abuyere, the GMD/CEO of Skyewise Group, is a remarkable Nigerian entrepreneur with over 15 years of professional experience in banking and business management. His illustrious career includes stints at Skyebank PLC and First Bank PLC, where he achieved significant business results across various domains such as Finance and Accounts, Marketing, and Procurement Unit. Additionally, he excelled in Human Resource Management.

Dr. Abuyere embodies self-motivation and goal-oriented thinking. He tackles life's challenges head-on, employing an analytical negotiation style coupled with a positive mindset to devise effective solutions. His academic journey led him to earn a PhD from Escae University in Banking and Business Management. He is also a proud member of the Chartered Institute of Leadership and Governance (USA).

Driven by a relentless pursuit of success, Dr. Abuyere ventured into entrepreneurship, strategic management, and business development. He founded the Skyewise Group, which has diversified into various sectors. His commitment to humanitarian service earned him recognition, including the prestigious Excellence in Business Management Award at the Africa Value Awards in July 2021.

Under his leadership, the Skyewise Group has emerged as a prominent player in the Nigerian automobile and financial services industry. Their commitment to sustainable investment platforms and value-driven solutions sets them apart. From humble beginnings in Ikorodu, Dr. Elvis Abuyere's unwavering vision transformed obstacles into profitable ventures, propelling him to success.

Furthermore, Dr. Abuyere established a foundation to empower Nigerian youth,

fostering self-reliance through regular entrepreneurial initiatives. He has been able to empower over 1000 young people in Abuja and within Nigeria.

His journey from adversity to achievement exemplifies resilience and integrity, making him a true icon in the Nigerian Business landscape.

Through his astuteness, the forward thinking and visionary Skyewise Group boss, who is also a man with ingenuity to achieve uncommon feats, has garnered several prestigious awards and recognitions throughout his illustrious career, including Excellence in Business Management Award: Dr. Abuyere received this well-deserved accolade from the Africa Value Awards in July 2021. His exceptional leadership and strategic acumen set him apart in the business world. SME CEO Award: Business Day newspaper recognized Dr. Abuyere as the SME CEO of the Year in 2021. His commitment to excellence and innovative thinking contributed to this remarkable achievement. Best Investment and Automobile Brand Award (2022): Under Dr. Abuyere's guidance, the Skyewise Group emerged as the best investment and automobile brand in Nigeria. This prestigious recognition highlights their commitment to value-driven solutions and sustainable investment platforms.

Abuyere's journey from adversity to success exemplifies resilience, integrity, and a relentless pursuit of excellence.



His impact on the Nigerian business landscape continues to inspire aspiring entrepreneurs and business leaders alike.

The well grounded entrepreneur, Abuyere shared light on navigating entrepreneurship challenges in Nigeria, insights and solutions, saying that the economic landscape in Nigeria during the first half of 2023 has been marked by a decline in real Gross Domestic Product (GDP) growth, influenced by global economic challenges. He added that the impact of these challenges, coupled with domestic policies, has created a complex environment for businesses. He therefore identifies the challenges faced by entrepreneurs in Nigeria and suggests solutions to help young entrepreneurs navigate these issues.

Challenges Faced by Entrepreneurs in Nigeria:
Economic Downturn:

Issue: The weakened economic development has led to decreased economic growth, increased inflation, poverty, crime, and job losses in the informal sector.

Solution: Entrepreneurs should focus on diversification, exploring new markets, and adapting their business models to the evolving economic landscape.

Reform Implications:

Issue: Critical reforms, such as the elimination of the petrol subsidy and FX market changes, have negatively impacted businesses.

Solution: Entrepreneurs should closely monitor policy changes, adapt quickly, and advocate for policies that

promote business growth and sustainability.

Security and Political Tensions:
Issue: Lingering security challenges, labour agitations, and political tensions create uncertainties for business owners.

Solution: Entrepreneurs should invest in robust security measures, engage in social responsibility initiatives to address community concerns, and stay informed about the political landscape.

Operational Effectiveness:

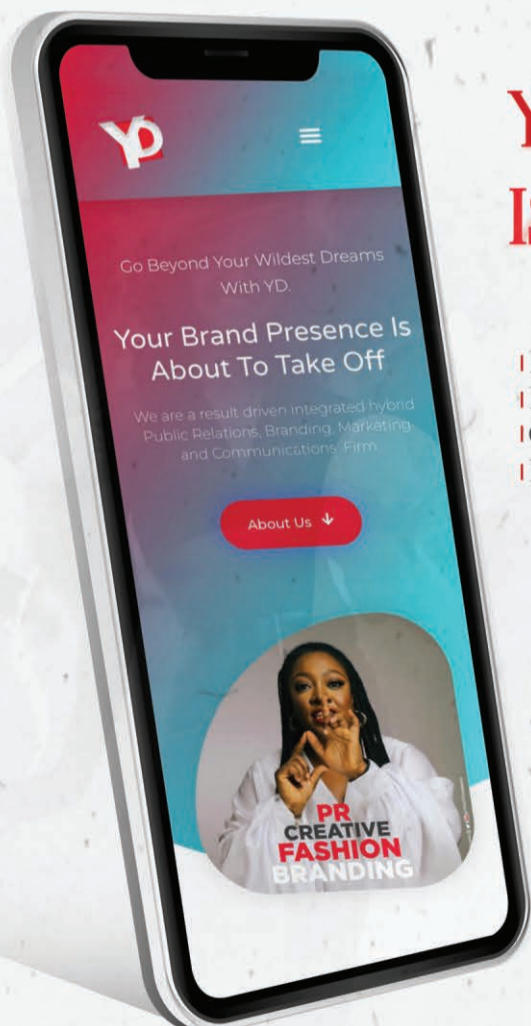
Issue: Achieving operational effectiveness amidst economic challenges.
Solution: Focus on building and maintaining relationships, practicing emotional intelligence, effective problem solving, and critical decision-making. Adopting organizational skills and time management is crucial for optimizing operations.

Issue: The need for resilience and innovation in the face of economic downturns.

Solution: Entrepreneurs should prioritize continuous learning, mentorship, and coaching. By fostering a culture of innovation and embracing responsibility delegation, businesses can adapt and thrive.

In light of the challenges faced by entrepreneurs in Nigeria, it is imperative to adopt a proactive approach and implement strategic solutions. Entrepreneurs should leverage their creativity, resilience, and innovative thinking to navigate the complexities of the business environment. The Guardian's 2023 Annual CEO Series, focusing on "Nigeria's Fifty (50) Most Inspiring and Definitive Top CEOs In 2023," serves as a testament to the importance of recognizing and celebrating the outstanding efforts and contributions of business leaders to the stability and growth of the nation's economy.

As an esteemed member of the Skywise Group, your recognition in this series underscores the significance of integrity-driven corporate practices in navigating challenges and inspiring the next generation of entrepreneurs.



YOUR BRAND PRESENCE IS ABOUT TO TAKE OFF!

- | BRAND STRATEGY
- | DIGITAL COMMUNICATIONS
- | PUBLIC RELATIONS
- | WEB & GRAPHICS DESIGN
- | CONTENT MARKETING
- | BUSINESS PLAN
- | EVENTS

A result-driven integrated hybrid PR, marketing communications firm...



+234 818 838 1280 www.TheYDCompany.com
 yd@yettyd.com @TheYDCompany



Dr. Chiedu Nweke: The Bulldog of Periwinkle Empire

DR. Chiedu Nweke is an admirer of transglobal out-of-the-box brands like Uber, Airbnb, TikTo ketc that have defied odds to create businesses where nobody ever believed there exist. These businesses are products of fresh ideas and out-of-the-box challenges. This is where to situate Dr. Nweke and his brand Periwinkle Empire.

After masterminding the reclamation of Lakowe Lakes, Agbowa Timber Village and Orange island, he founded Periwinkle brand which has grown into a global concern.

As the Chairman and CEO of Periwinkle Empire, he oversees the design, development, construction, and administration of a wide variety of major premium and luxury housing developments and residential complexes in Nigeria.

A hands-on professional and brilliant leader whose vision is to build a firm that would become the most trusted brand in the real estate business in Nigeria, Dr. Nweke holds a degree in law from the University of Nigeria, a Master's degree in Law from the Lagos State University and a doctorate degree in Business Administration (DBA), from the University of Nigeria, Nsukka. He is also a member of several professional bodies including the Nigerian Bar Association (NBA).

He has extensive experience in Law, with almost three decades in the practice and 15 years holding top management positions in reputable shipping and oil and gas companies. He was the Managing Director and Executive Officer of the West Africa Waste Management Limited, an oil waste treatment company servicing major oil and gas companies such as Shell, Exxon Mobil and AGIP. He was also a key contributor to both Shenker Shipping Limited and Lintel Shipping Limited.

He has been involved in large scale reclamation as a partner in FW Dredging limited. He was involved in the sand filling of Lakowe Lakes, Adiva Estate and Townville in Lagos for ARM Properties Limited. He was involved in the reclamation and sand filling of Agbowa Timber Village, Ikorodu, Lagos.

He also founded Orange Island and was pioneer Managing Director and CEO of Swampsea Construction Company Limited the technical arm of Orange Island Development Company Limited. In these positions, he supervised some of the biggest real estate and infrastructure development in Nigeria.

He is very dedicated and committed to providing real estate opportunities locally and internationally and to attain the company's vision of becoming the preferred real estate group in Africa. His management strategy is total reliance on brand.

The Periwinkle brand which he founded in 2017 is already a global brand. Periwinkle Empire strives to create long-term value for its investors, brand, and development partners through innovation and creativity. It provides secure luxury and investment solutions to investors. Periwinkle Empire is the developer of the following projects: Atlantis Towers located in Victoria Island, Pan Atlantis Towers, Maison Beverly located in Eko Atlantic City, Chateau Riveria which is located on Queens Drive Ikoyi, Magnolia Towers located in Orange Island, Lekki Phase One. Some of the Projects developed within Periwinkle Lifestyle Estate are Oxygen Condos, Ixora Homes and Casa Lunaria, and others currently under development such as, The Maison Manhattan, Maison Belvoir,

MaisonEnchante, MaisonMagnifique, MaisonChancelier, Chateau D'avenue, Chateau L'eau Terrace, Blue Signatore Hotel, Periwinkle Mall, Chateau La'Mer Terrace. Periwinkle Empire are also the developers of Bethlehem City in Awka, Anambra State.



Dr. Nweke's passion for creating new developments led him away from law into the dredging and Real Estate Development business. In his words, "I have been in the dredging business for over 25 years now. I was one of the driving forces that pioneered massive dredging in Lagos. The beauty of it all is that, just when we were about to conclude the Lakowe project, I said to myself "This is an opportunity for me to do something in the Real Estate Industry in Lagos State. We then went further to apply to Lagos State Government for concession that led to Orange Island, then Periwinkle Empire," he recounted.

He added, "While I was working on Orange Island, Oba Saheed Elegushi, Kusenla III, invited me to get involved in the reclamation of his portion of Ikate Kingdom. "Initially, it had housed a lot of shanties, and made it unfit for any development, nobody saw the potentials. In the process of reclamation, we discovered a lot of periwinkle shells and that gave rise to the name 'Periwinkle'. I recall how the Oba laughed so hard when I informed him that I had named the reclaimed portion 'Periwinkle'. To him he felt I had chosen the

worst of names, but now people and even himself have seen the Vision blossom.

He was asked about the challenges he is encountering as a Real Estate Developer, he said: "The major challenge I have faced personally in the real estate sector is funding. In other Countries what

you need is to have an idea of what you intend to build and with that, proceed to your bank and show them your feasibility, showing that there is a market, and they will support you with funds to build. They also offer mortgage services to interested buyers, but here in Nigeria, nobody funds the developer or the buyer. This is purely a cash economy and ultimately survival of the fittest."

He further added that, "The critical thing for the Nigerian Government is to understand that the operating environment is not good and the inconsistency in policies do affects businesses. There is what we call the PESTEL Analysis. That is what is used to test a good operating system. In Nigeria, if we put this PESTEL Analysis into test, you would find that most businesses are in trouble because of the harsh operating environment. When we started this business, the exchange rate was N450 to a dollar, now its N1,800 to a Dollar, so you can see the policies made by the government have completely derailed what we are doing, and as it is, there is no fall back for the developer. So, we as a brand, just have to bear the burden of the rise in prices of cement which has moved from N2,000 to

N12,000, movement of 1 ton of reinforcement from N180,000 to 1,100,000, and Sand from N23,000 to N130,000 a truck. The price differential has been more than 400% in regards to all the key materials we use in constructing and these are situations caused by government policies. We need a good stable environment for the real estate business to thrive and sadly we don't have it. Some people are talking about relocation from Nigeria to overseas, how do you as a developer, sell properties to people who are trying to leave the country?"

Periwinkle Empire has been striving to create long-term value for its investors, brand and development partners in spite of the challenges, through innovation and creativity, the Group provides secure investment solutions to investors." We have become a market leader, and have set the standard in the Nigerian real estate industry. We are founded on sincere honesty and deep trust, customer satisfaction is paramount to our business, and we are passionate about exceeding customers' expectations. Our team at Periwinkle Empire have successfully developed and are currently managing ground-breaking developmental projects across Nigeria, with many more in the works. We are focused on providing premium and first-class services that help our clients and investors purchase premium smart homes crafted for the ultra-modern lifestyle. " As a result, we are adaptable and creative in meeting our customers' needs."

Our luxury and premium residences are elegantly crafted to satisfy customers highest living requirements and are located in upscale neighborhoods throughout Nigeria's major cities. In the Nigerian real estate industry. We at Periwinkle Empire believe that providing our customers and clients with a life-changing experience is more important than building homes, which is why we established Periwinkle Condos Limited, a subsidiary of Periwinkle Residences Limited, with the mission of providing luxury apartments and investment opportunities to investors who share our vision of premium condominium developments.

Dr. Nweke enumerated, "With over 16 Projects currently under construction; 3 Completed and delivered, and other Multi-Billion Naira development projects on the way, we are transforming expectations and experiences; one home at a time. We do a lot more than just build homes and apartments at Periwinkle. We are establishing a foundation of trust that every successful connection is built on. Everything we do revolves around establishing mutual relationship with our partners. We try to walk in the shoes of our esteem subscribers, to ensure that we provide them the comfort that they desire."

Periwinkle Residences Limited has won a number of awards for ground-breaking innovations, including the Luxury Lifestyle Award 2021, for Best Luxury Residential Development, among others.

The Aare Atunluse of Ikate kingdom, believes in showing gratitude to the same community that gave him the huge break. As part of Periwinkle Empire's CSR engagements, he has deliberately invested back in the Ikate community that used to be shanties by providing gainful employment to the people.

He advised all young and upcoming CEOs thus: "I advise Nigerian upcoming CEOs to be hardworking, focused, determined for success and above all maintain trust at all level of transactions because that has been his passion and drive in the real estate industry over the years."



Dr. Yetty Ogunnubi, Global Brand Management and PR Expert, Blazing the trail with YD Limited



DR. Yetty Ogunnubi, also known as 'Yetty', is the CEO of YD Limited and The YD Company, an award-winning PR and Brand Management agency. With over 19 years of experience in Public Relations and Brand Management, she is highly regarded as a business development, PR, and marketing expert. Dr. Yetty specializes in the fashion, arts, and corporate sectors, offering services such as PR, marketing, image branding, project management, and event coordination. She has successfully executed publicity campaigns for a diverse portfolio of clientele, including SMEs, corporations, and governments. Dr. Yetty has also organized fashion and corporate exhibitions, creative events, and press conferences, enhancing the visibility and reputation of emerging and established brands.

In addition to her role as CEO, Dr. Yetty holds an impressive academic background. She has earned a Doctor of Philosophy (PhD) in Brand Strategy & Communication (Honoris Causa) and is a fellow of the Chartered Institute of Marketing (CIM MCIM). She is also a certified Management Consultant (CMC) and a

Certified Management Specialist (CMS) from the London Graduate School. Dr. Yetty is recognized as a Fellow of the Institute of Management Consultants (FIMC) and is renowned for her entrepreneurial accomplishments in the fashion industry.

Born into a prominent artistic family known as KNATHA in Nigeria, Dr. Yetty inherited a creative spirit. She spent her early years between Lagos State and Ogun State and later relocated to the United Kingdom. While establishing herself as a fashion entrepreneur in London, she made significant contributions as a writer and editor for esteemed fashion magazines in the UK. Her talent and creativity also extend to illustrations featured on book covers, products, and various art projects.

Throughout her career, Dr. Yetty has been involved in numerous ventures, showcasing her versatility and passion for the industry. In 2009, she collaborated with her iconic uncle, Lemi Ghariokwu, a renowned artist, to create fashion pieces using his cover art

for FELA TOUR (Arts Own Kind). Her fashion designs have been featured in international magazines, blockbuster movies, and music videos. In 2012, she co-produced Uber Africa Unmasked UK, a reality TV show aimed at discovering the next top African-inspired designer.

Recognizing the growing demand for PR and branding services, Dr. Yetty founded her PR agency, The YD Company, a PR, Marketing Communications firm that specializes in corporate, consumer, and lifestyle brands.

YD Company is a hybrid Public Relations Company that is committed to delivering result-driven solutions for its clients, with expertise ranging from creating brand images and unique stories to managing events and penetrating markets. The company prides itself in the delivery of professional and international standard offerings mixed with the ingenious local blend tailored to specific branding requirements and considerations of its clients.

Dr. Yetty's proficiency in communications and brand management led to an array of accolades, including the Pride of Africa Award at the 2018 PFW Africa Event and the ForeMag PR Person of the Year award in 2018. She was also honored as one of the BusinessDay Top 100 fastest-growing SMEs in Nigeria for 2023.

Olajumoke Oduwale, Designing Innovation And Excellence To Future Generations With Kjk Africa

OLAJUMOKE Oduwale, CEO, KJK Africa and Alajo App; is a woman of substance and destiny. She is emblematic of a self-made Amazon who early in life identified what she wanted to be and went for it. The story of her life is unique in the fact that it teaches that a woman is a product of her mind. As a creative and highly resourceful woman, she is an apostle of the saying that "if you conceive it, you can do it."

There is no gainsaying that this young woman has registered her name amongst great women-achievers and have also shown that she is not somebody to be pushed aside when the roll is called for experts of international repute in the Nigerian-tech space.

A technical product developer, digital transformation expert, and a Forbes 30 under 30 award recipient, Olajumoke, obtained a B.Sc and M.Sc in Systems Engineering from the prestigious University of

Lagos and she has over 15 years experience in tech, having developed the expertise and experience to help non-tech businesses venture into the tech space with ready to market products and services.

Olajumoke's experiences are acknowledged and recognized globally, which is a testament to her dedication to excellence and innovation. Earlier this year, she received a special invitation from the lovely and brilliant Dr. Ngozi Okonji Iweala, WTO, Director-general, at the World Government Summit 2023, to speak on Opportunities for Africa arising from Digital Trade at the World Government Summit, a Summit that took place in Dubai, UAE. She was also accepted into the Women Founders Africa's Inaugural Edition of Google for Startups Accelerator in Africa. Recently, Alajo was selected as Top 200 Startups in the world, at the TechCrunch StartUp Battlefield in San Francisco



and Alm High, Amazon's AI BootCamp Female Founders across Europe, Middle East and Africa; amongst other prestigious selections.

Under her leadership, KJK Africa, was chosen to represent Africa as one of the 20 of over 5,000 business applications in Africa, at the "Bocconi for Africa" Conference by Universita Bocconi, Milan, Italy. I have been trained on Entrepreneurship and Business Management in Nine (14) Topnotch Accelerator programs and enterprise development centers in Africa, North America and Europe.

Talking about KJK Africa, she said the company is one of Nigeria's leading Software Design and Development Company that delivers end-to-end software product engineering services to help corporate organizations and government agencies improve productivity and scale revenue. According to her, KJK Africa build to satisfy a strong market demand and has helped its clients make about \$20 million in revenue since 2018.

She stressed that KJK Africa will continue to deliver value through its core

HE is a dynamic manager with disruptive ideas whose professional engagements have provided innovative solutions to complex business challenges in the real estate sector. Phanel Lawrence, the Chief Executive Officer of Greenpeak Shelters Limited, is not only a serial entrepreneur; he has guided many people towards achieving their set goals as a seasoned business coach and mentor of exceptional calibre.

Beyond managing the integrity-driven real estate company, he is holding influential positions on the boards of several companies, including Ozaz Power Company, Greenpeak Energy Services Ltd, NEXUS Multipurpose Cooperative Society (NMCS), and the Halima Gimbiya Foundation (HGMF).

Driven by his desire to surpass his father's achievement, he pursued his dream with determination and the right principles. According to him, "I grew up assisting my father in his business. Though my father is from Taraba State, but he had the Ibo business mentality and he wanted me to succeed him in his business. Afternoon my secondary school education, I was at home for about 6 years doing business with my dad. Though the family business was flourishing, I was feeling a void in me because I knew I have a higher purpose to fulfil in life beyond what I was doing in the village. Subsequently, I decided to further my education without my dad's approval and support. I proceeded to the University of Jos where I did a Diploma course in Theatre Art, and that laid the foundation for other trainings and certificates I have achieved. I later came to Abuja in search of opportunities, and after years of putting my vision

services which includes; Research and Know-Your-Product Services, Research and Know-Your-Product Services, Product Development Services, MVP (Minimum Viable Product) Solutions, Software Engineering services, Product maintenance and Product rescue.

On challenges facing the I.T Sector, the KJK boss, disclosed that unavailability of steady power supply, high rent, logistics challenges, dearth of experienced tech talent, and fluctuating forex are some of the challenges experienced by businesses in the I.T sector. Saying that KJK Africa has reduced the impact by running a decentralized work system, which allows team members to meet physically as needed, an approach that allows KJK Africa to provide customers and potential customers some rebate in service fee without reducing the quality of our service delivery or commitment.

PHANUEL LAWRENCE: A Real Estate Disruptor, Committed To Making Greenpeak Shelters A Firm For All Seasons



to work, Greenpeak Shelters was birthed on July 15, 2016. I chose the path of entrepreneurship because I saw the time and financial freedom it gave my father."

Established in 2016, Greenpeak Shelters, under Phanel's leadership is combining excellent services with tailor made solutions for unique real estate experience; Mshel Homes is building an enviable corporate reputation by making its clients realty dreams a reality. With each design, be it a new home, an apartment, or a unique office space, the company tells a story that resonates with the clients and the society. In testament to his managerial competence, the integrity-driven company has been acknowledged for introducing contemporary designs, smart homes and a suitable real estate investment platform within the city of Abuja.

In pursuit of its corporate mission, the Phanel Lawrence led company is primarily focused on planning, designing and overseeing the development of new real estate project, offering expert advice on real estate matters, market trends and investment strategies, and it offers real estate education and training. In testament to its continuous corporate growth, the Abuja based firm has the Grace Estate, Karshi, Nasarawa, Rainbow Estate and Brookville Estate, Asokoro Extension, Abuja amongst its projects, and it is handling the Federal Ministry of Agriculture and Food Security Staff Housing Project, located in Apo - Kabusa, FCT.

Known for his meticulous

attention to detail, Phanel is dedicated to surpassing client expectations, and he is leading a dedicated team of professionals towards providing excellent solutions. Proud of Greenpeak Shelters' impactful journey, he ascribed the Greenpeak's achievements to hard work, teamwork, innovation and adaptability. In his words, "The Nigerian business environment has been very tough; inflation has continued to be on the high, amidst rising insecurity, high cost of funds and infrastructural challenges. We have sufficient economic policies, but the implementation has been very poor, and that is why we are where we find ourselves now."

However the challenges may be, for us at Greenpeak Shelters, we have continued to be relevant because we look for opportunities in these challenges. We are focused on value creation rather than just building houses. Our approach is not just to provide houses for people to buy and live in, we guide our clients towards creating wealth from the properties they acquire. Not every property is an asset, so our approach is looking beyond shelter, because we have been focused on value creation, and that is what makes us thick. We are big on investment because we are looking at housing from value creation, not just as personal shelter. Hard work and teamwork have really helped us, these can't be substituted. Also, we have continued to evolve and adapt. Our adherence to these corporate principles has made us a reputable real estate firm for all seasons."

She maintained that the Nigerian business landscape has been experiencing an economic contraction, reducing the purchase power of company's who want to digitally transform their business or develop an enabling software to deliver services to customers efficiently but KJK Africa's flexible payment options and product development partnership plans allow businesses to build their technology at a reasonable cost.

Olajumoke who attained success through dynamism, ideas, hard work and determination, she therefore disclosed that since its inception, KJK has had steady and meaningful growth, as they have currently set sights on becoming a major player in Nigeria and Africa's tech space - the IBM of Africa in 10-20 years. "We can achieve this goal through hard work, diligence, and

determination. In the end, KJK will be a symbol of innovation and excellence to the future generation of Africans."

"For the next 5 years, we will be focusing significant resources towards developing proprietary SAAS products to enable Nigerian and African businesses deliver services to their consumers conveniently and swiftly. These products that will provide a tangible solution to problems faced by growing businesses. Companies in Nigeria have a high failure rate due to several reasons, which includes slow adoption of technology, unavailability of funding, hostile operating environment, high cost of operation, poor understanding of the market. I plan to position KJK as the IBM of Africa, expanding through partnerships with talents and business experts in Africa," she stressed.

YOUNG-TOBIAS ENEJI EKECHI: A Portrait of Professional Excellence, Vastly-Experienced Banker, Providing Affordable Housing Via FGMB

NOTWITHSTANDING the historical underdevelopment of Nigeria's mortgage system attributed to economic hurdles, restricted financial access, high interest rates, stringent lending criteria and substantial down payment requirements, there are still a number of operators who stand tall. Thus, one of these outstanding drivers of the Nigerian mortgage system who has proved his mettle in the sector is Dr. Young-Tobias Eneji Ekechi, Managing Director/CEO, First Generation Mortgage Bank Limited. A financial expert of international repute, seasoned entrepreneur and one of Nigeria's highly cerebral professionals making innovative and immense contributions to growth of the nation's business landscape.

With over 23 years diverse work experience in the financial services sector, Dr. Young-Tobias Ekechi's core competences include Project Structuring & Financing, Business Process Re-engineering, Operations and Technology, Control and Compliance, as well as Mortgage Administration. His various academic and professional qualifications include a BSc degree in Economics, Master's in Business Administration, an MSc degree in Financial Management, as well as a PhD (*Honoris Causa*) in Financial Management. A Fellow of the Institute of Management Con-

sultants (FIMC), Institute of Credit Administration (FICA), Institute of Corporate Administration of Nigeria (FICAN), and an Associate of the Institute of Directors (IOD), Young-Tobias started his banking career in 1999 with Citibank before joining Access Bank Plc in 2007, ASO Savings and Loans PLC in 2008, Transitional Council Chairman of Ngor -Okpala Local Government Area of Imo State between August 2011 and July 2012, as well as First Generation Mortgage Bank Ltd in 2018. Focused, innovative and result-oriented, the housing finance guru through FGMB has championed strategic business partnership with Nigeria Mortgage Refinance Company (NMRC) which resulted in the successful refinancing of mortgages for Nigerians. On affordable housing, Young-Tobias facilitated the packaging and processing of over 826 mortgages at a single digit interest rate (9.9%) valued at over N6 Billion through FGMB between January 2021 and December 2023. With a strong foundation, FGMB has built trust and credibility among customers that spans several years through a long-standing presence in providing reliable mortgage services. Additionally, the bank has a personalized Mortgage Bank approach to banking, by understanding and meeting the unique needs of customers, the bank gained a reputation for reliability and attentiveness ensuring that it consistently demonstrates its commitment to customer providing innovation and tailored financial solutions to meet their specific needs. This commitment to excellent customer service has ensured the Bank stays ahead of the curve in the ever-evolving mortgage banking sector.

In its quest to ensure better service delivery while meeting the needs of 21st Century technology, the bank has implemented advanced technologies and reliable banking infrastructure that supports strong emphasis on its operations and one that demonstrates a commitment to innovation. By leveraging technology and constantly improving its

processes, First Generation Mortgage Bank has been able to offer efficient and convenient services to customers. It has established various software upgrades and integrations, including migration to a more robust core banking software, internet banking and a mobile app to enable it to satisfy its increasing customer base.

FGMB strives to understand the unique customer needs and preferences by offering personalized solutions and guidance throughout the mortgage process. The bank's dedicated team of professionals provides expert advice and support, ensuring that customers remain satisfied with services. This allows the bank to efficiently process mortgage applications, handle transactions and provide timely assistance to its customers. Moreover, the bank's professionalism and ability to adapt to market changes were essential in establishing its enduring brand presence. By closely monitoring industry trends and adapting their strategies accordingly, the bank has consistently met the evolving needs of customers. Furthermore, First Generation Mortgage Bank has built an extensive network, collaborations and strategic partnerships with other institutions, reputable developers, builders, customers and other stakeholders and regulators alike enabling it to provide a wide range of products and services. This without doubt has enhanced its competitiveness and allowed the bank to cater to a diverse customer base. FGMB has contributed immensely towards bridging the huge housing deficit in Nigeria by financing over 5,000 affordable homes to resident Nigerians and those in the diaspora at a single-digit interest rate of 9.9%. FGMB, in partnership with various real estate developers, has funded over 22 housing projects. As testimonials for some notable business achievements reflecting his exceptional career records within the past three years, the Catholic Knight of St. John International, a renowned chorister and a lover of football, has received several recognitions and awards

from within and outside Nigeria. These include: Business Innovation & Excellence Special Award of Excellence in the Financial Industry 2021 by the National House Fair; "Mortgage Financier of the Year 2022" Award by the Africa Housing Awards; "Best Indigenous Mortgage Bank of the Year" - 2020 and 2021 by the National House Fair; Recognized by *The Guardian* as one of the "Sixty (60) Nigeria Leading Real Estate CEOs, 2022"; "Mortgage Person of the Year 2022" by the Africa Housing Awards; "Most Innovative Mortgage Bank in 2021" by the Africa Int'l Housing Awards; Recognized by *The Guardian* as one of the "Fifty (50) Most Impactful and Award-Winning CEOs that Contributed to Nigeria's GDP Growth in 2021"; "Most Customer-Friendly Bank in 2021" by the National Peace Awards; amongst others.



Tobi Akerele: Young, Innovative and Dynamic Real Estate Realtor Providing Innovation Through Gidi Real Estate Investment Limited

Every indigenous CEO in the Real Estate industry in Nigeria desires to be reckoned with, but only a few whose diligent application of technical knowledge, skills and organizational competence have provided innovative solutions to complex projects, have been able to distinguish themselves. No doubt, Tobi Akerele, the Chief Executive Officer, Gidi Real Estate Investment Limited, is among these few.

Akerele is a dynamic entrepreneur and seasoned architect, young and goal oriented individual and entrepreneur with over 10 years of work experience who has demonstrated the ability to lead diverse teams of professionals to higher levels of success over the years.

Commenting on the business growth strategy of Gidi Real Estate Investment Limited, the astute CEO informed, "Our business growth strategy is simple: we fostered a culture of corporate family whose primary objective is to meet our

clients' needs, thereby ensuring that we achieve our mission of resolving Africa's housing deficit.

"I came this far as a CEO due to my unrelenting desire to solve Nigeria's housing problems and create new, innovative means to improve Africa's real estate, by ensuring shelter that cut across classes. Our business growth strategy is simple: we fostered a culture of corporate family whose primary objective is to meet our clients' needs, thereby ensuring that we achieve our mission of resolving Africa's housing deficit", he explained.

While I acknowledge that preserving a moral and ethical corporate environment is an evolving issue, I wouldn't say that we face any difficulty. This is



because our team at GIDI are professionals who understand the value the company stands for. Beyond that, we are more than colleagues, we are a corporate family. My family as I like to call them realise that our motto 'Building Africa' involves each and every one of us.

However, depending on trends and circumstances we often implement new means to ensure that our corporate setting remains healthy".

Tobi Akerele has an impressive track record in acquiring, managing and monetizing real estate assets to maximize Return on Investment.

Speaking on the housing deficits bedeviling the nation, Akerele stressed the need for partnership

amongst the various stakeholders in the sectors. His words: "It's simple: encourage government-private sector partnership while making policies that will facilitate the growth of the industry and free it from its numerous roadblocks".

He further explained that Gidi Real Estate Investment Limited is continuously working towards the growth and development of the economy through high investment in the real estate sector.

"To be at the forefront of Africa's real estate through the development of novel housing solutions that cuts across all classes. We are currently developing Africa's first aqua city, called the Eko Beach City. We developed the people's choice real estate investment in Epe, called Epe Gardens. We sold out our first major building project whose campaign encouraged the contribution of subscribers centered around the theme 'Building together' in 17 days".

GLADYS NWADITO Mo'EKHATOR: Astute Professional, Proof of Unwavering Determination, Unparalleled Expertise, With An Unyielding Commitment To Excellence

MRS. Gladys Mo'Ekhatör stands as a champion in the realm of the oil and gas service industry, her journey a testament to unwavering determination, unparalleled expertise, and an unyielding commitment to excellence. With a career spanning more than two decades, Gladys Mo'Ekhatör has carved her niche as a visionary leader, trailblazer and strategist, navigating the complexities of the sector with finesse and resilience.

In 1999, commencing her professional career at PPMC, Gladys embarked on her trajectory as a youth corps member, laying the groundwork for a career that would reshape the landscape of women's involvement in the industry. Her tenure at SPG saw her enhancing her skills across diverse departments, from business development to marketing and shipping, as well as assuming pivotal roles as a liaison officer to NNPC/PPMC, DPR, NAPIMS and other regulatory bodies. She progressed in overseeing the loading of vessels at refineries and left an indelible mark, with her sterling work ethic and vibrant energy in the business of petroleum products business development, trading, and distribution.

In 2003, Mrs. Gladys Mo'Ekhatör joined Sahara Energy, where she, leveraged on her deep understanding of petroleum products shipping and trading to drive unprecedented growth for the group. In 2005 for the recognition of her prowess, she advanced to the role of Director for Sea Support and was subsequently appointed as the Chief Trader for the downstream sector, orchestrating landmark offshore supplies of Automotive Gas

Oil to ExxonMobil platforms, cementing her reputation as a stalwart in offshore product supply.

Transitioning to

Petroleum Brokers Limited in 2007 as Executive Director for Business Development, Gladys wasted no time in spearheading the transformation of the organization making a remarkable turnaround within a few months of resumption. Her visionary leadership and strategic acumen propelled the company to new heights, setting benchmarks for excellence and innovation.

In 2011, Mrs. Gladys Mo'Ekhatör embarked on her entrepreneurial expedition as the Managing Director of Bellpoint Energy Ltd, pioneering business operations with her typical unwavering resolve. Under her stewardship, Bellpoint Energy has grown and emerged to be a model of service excellence, forging formidable partnerships with industry majors such as ExxonMobil, Total Energies, NNPC, and Agip. Garnering accolades along the way for outstanding service delivery. Gladys's visionary leadership has propelled Bellpoint Energy to the vanguard of the Nigerian oil and gas services sector, earning it a rightful place among the leading organizations.

As the Managing Director of Bellpoint Energy Limited, Mrs. Gladys Mo'Ekhatör continues to chart new frontiers, her unwavering commitment to excellence serving as a beacon for the industry. With her visionary leadership, resolute spirit, and unparalleled expertise, Gladys epitomizes the essence of success, making her a luminary whose legacy will endure for generations to come.

BellPoint Energy Limited is a premier organization within Nigeria's dynamic energy sector, offering comprehensive services spanning both downstream and upstream petroleum operations. Our commitment extends beyond conventional services to pioneering innovative solutions that empower individuals and enterprises to generate value.

Originally established as a petroleum trading company, BellPoint has evolved into a multifaceted organization, now providing integrated marine logistics solutions. Our fleet of diverse vessels caters to a spectrum of needs, complementing our expanded offerings in advanced energy logistics, procurement, and engineering services tailored to the upstream sector. Collaborating with leading global Original Equipment Manufacturers (OEMs), we ensure top-tier products and service delivery to our esteemed clientele.

With ISO 9001:2015 certification as a testament to our quality management systems, BellPoint is unwavering in its dedication to excellence. Our guiding ethos revolves around the perpetual pursuit of being the preeminent provider in petroleum logistics, marine operations, as well as Engineering, Procurement, and Construction (EPC) activities. Upholding international standards, regulatory compliance, and ethical integrity, we consistently surpass expectations, delivering superior outcomes for our clients.

Spanning across Nigeria, our operational footprint encompasses state-of-the-art facilities and a robust product market presence. Continuously strategizing to address the evolving landscape of Nigeria's energy needs, we remain steadfast in our mission to meet and exceed expectations while navigating the challenges inherent in energy demand dynamics.

While describing the greatest passion that influenced her career success, the Bellpoint Energy boss noted that "In my career, I find passion in various aspects, but my greatest motivation stems from the fulfillment I derive from making a significant difference in forging advancement in whatever I do, in wherever I am, at whatever organization I belong to. With that clarity in mind, I develop an innate enthusiasm and channel my abilities to achieve and to succeed. This drives me to strive to create value from nothing to leaving a positive legacy wherever I am.

Commenting on the level of professionalism and astuteness involved in handling Bellpoint Energy Limited's operations as a premier player in the Nigerian Oil and Gas industry, Gladys affirmed that she strives to be highly professional always and firmly believe in the principle that anything worth doing deserves to be done well and with integrity. In her words, "I refrain from cutting corners and meticulously analyze all available options before making pragmatic decisions. I endeavor to create a positive brand, encourage successful interpersonal relation-

ships and always think of a lasting reputation of integrity with customers and partner organizations. Also, I believe an extensive technical expertise complements my keen attention to detail, further enhancing my perception when making key decisions.

Additionally, the exceptional dedication of the staff at BellPoint Energy significantly contributes to our collective success. My professionalism was acknowledged through my appointment as a committee member tasked with determining the specification sheet for Aviation Turbine Kerosene (ATK) by the Department of Petroleum Resources (DPR) while working with the Major Oil Marketers Association of Nigeria (MOMAN)."

Speaking about the milestones and innovative approaches initiated by Bellpoint Energy and its impact on the industry in particular and Nigeria's economy in general, Gladys Mo'Ekhatör emphasized that "Reaching significant milestones has been pivotal in her organization's journey, such as evolving from a small startup with a single product in 2013 to a major player in multi-products and services company among some of the International Oil Companies in the country. Securing partnerships with major trading organizations, participating in global energy conferences and winning awards as recognition for excellence are some of our noteworthy achievements"

Similarly, our recent initiative of introducing BellPoint Energies which focuses on renewable energy and sustainability projects, while investing in research on other unique forms of alternative energy speak to our organization's innovation drive while our additional presence in strategic locations both global and local markets mark significant progress in our expansion. Each phase of our growth representing a milestone in itself.

Regarding our approach, prioritizing customer satisfaction remains paramount. We approach every project with utmost diligence, treating each one as if it were the most important. Diversifying from downstream operations to upstream and renewable energy reflects our commitment to sustainability and environmentally friendly transformations. Furthermore, we prioritize Corporate Social Responsibility initiatives, underscoring our dedication to making a positive impact beyond business operations."

Concerning ways to address obvious challenges in Nigeria's Energy Sector in order to fast-track economic development and wealth creation for the country, she noted that "The government must enact policy reforms aimed at fostering a more conducive business environment. Prioritizing investment in local content development will bolster Nigerian participation in the oil and gas sector, alongside advancements in research and technology. Upholding regulations that align with international standards is crucial to eliminating sub-standard companies and services in the sector.

Furthermore, ensuring that officials receive comprehensive training is essential to prevent the circumvention of regulations and the granting of undue exceptions. Addressing foreign exchange challenges is imperative to removing barriers hindering the full engagement of oil and gas players in the market."

While recalling what she considered the toughest decision ever made and the lessons learnt, the offshore product supply stalwart said "Well, my toughest decision was resigning from a secure job to establish BellPoint Energy Limited. Launching the company was daunting as I lacked the necessary financial resources. However, I relied on my technical expertise and experience to gradually secure funding and initiate operations. This experience instilled in me the importance of facing challenges with determination and perseverance, reinforcing my commitment to my principles. Additionally, it underscored the necessity of adhering to ethical practices and avoiding shortcuts."

As regards past awards and recognitions attributed to her leadership and advice on how more award-winning CEOs can emerge in the country, Mrs. Gladys Mo'Ekhatör disclosed that "Some of my awards and recognitions include: Fellow Institute of Oil & Gas Research & Hydrocarbon Studies, Exxon-Mobil Quality Service and Responsiveness Award - 2022 and 2023, Customer Appreciation Award - Energy Shield Petrochemical Ltd- 2022; Outstanding Female Entrepreneur Award- Rotary Club of Ojodu - 2015; Distinguished Customer Award - Fidelity Bank- 2014 and 2015; Certified Business Enterprise - WeConnect International.

Meanwhile, to have more award-winning CEOs in the country, I will encourage the government to promote entrepreneurship by creating favorable business environment and initiatives that supports free enterprise. Also, I will encourage young professionals to cultivate a disciplined and structured personal regime driven by transparency and integrity with good work ethics in their various fields, this will set them on the right path to being successful in their chosen endeavor.



BellPoint
ENERGY LIMITED

BABABODE EDUN: A DYNAMIC CEO, BALANCING VALUE, COST AND PRODUCTIVITY BETWEEN BUYERS AND SELLERS IN REAL ESTATE THROUGH KINGFORD HOMES



Bababode Edun

MR. Bababode Edun, Managing Director Kingford Homes is an astute real estate investor. He has developed an affinity with real estate since he was a boy largely because his father was a serial real estate investor. His background in investment banking has greatly contributed to his success in the real estate sector in Nigeria and abroad.

He obtained a bachelor's degree in Economics from Igbinedion University, Okada and completed a master's degree in Risk Management from Glasgow Caledonian University, United Kingdom. He is a member of the Chartered Insurance Institute, UK, and the Institute of Risk Management, UK. He is highly articulate, smart, focused and determined in achieving his targeted goals. A great philanthropist whose future plans for youth development is to bridge the gap for young leaders to attain self-driven initiative in the development process of Nigeria.

He founded Kingford Homes to provide affordable luxury homes. Kingford Home and its affiliates are ranked among Nigeria's top developers with prominent leadership in the commercial and residential real estate sector for more than 10 years. The company has attracted great records and recommendations in the real estate world as they sacrifice their time and resources into projects. Mr. Baba Bode is aware that for many people, purchasing a house in Nigeria is a difficult and scary process. When buyers choose agents to represent them, the agents are encumbered with huge responsibilities. He does not only understand these responsibilities, but also lives them every day as he

represents his clients. Kingford provides real estate investment that is simple, profitable, and secure. He continues to find groundbreaking solutions to clients' demands and issues while keeping an open mind with the correct teamwork attitude.

Speaking of those who have been his backbone in the industry, with their support and mentorship, Mr. Bababode said he has several mentors, the likes of Mr. Fatimileyin, the MD/CEO of Diya Fatimileyin and Co. who has been in the industry for over 30-40 years. "He has mentored us as a father, a leader and professional in the real estate industry. He is one of our major role models," Mr. Bababode said. "Also, we have another great mentor that has been a good backbone and support, Chief Dr. Bisi Onasanya. A former MD and CEO of First Bank PLC, He is a father and a mentor. Another is a brother of mine, Mr. Yemi Edun, a great backbone. There are a lot of them but another that I am going to mention is a special man, very detailed - Mr. Dan Ngerem, a great and go-to man. These are major mentors to mention a few that have guided us, protected us and mentored us."

When speaking on professionalism, Mr. Bababode who has been able to handle professionalism per excellence, is of the view that a city that has no rules has no crime. "There are rules regulations and we all know this. Apart from the fact that the organisation sets rules, we also come together to add to or subtract from the rules so we are all in agreement on the rules and regulations guiding the organization and what has to be done professionally must be done professionally."

As a key stakeholder in real estate sector, he mentioned

that the same factors that affect every day transaction also affect the real estate sector such as inflation, lack of industrialization of most of the raw materials that are being used. He emphasized on the need for government to ensure that raw materials used are produced in the country.

When speaking on the housing deficit in Nigeria, he said, "we have a lot of complaints from our customers about the mortgage rates which is 20-25% interest. This is extremely high. The government should find a way to work with mortgage companies and lending companies to provide support for individuals that meet the criteria to request for mortgage which should be single digit because there is nowhere in the world where we have double digits mortgage rate. The housing deficit is crazy, we have 28 million housing deficits and I don't know how we can overcome that. Everybody who's working and making some money is expected to be able to afford a house by mortgage. These are the ways you can easily reduce housing deficits."

As a passionate CEO about growth and mentorship, Mr. Bababode said in clear terms that he has been mentoring young agents for the past five years with whom he transacts. "Like they say, if you walk alone, you go far but if you work in a group, you go farther," he said. When asked what his advice for aspiring CEOs is, he said,

"Whatever you put is what you will get. Those who are working and putting in all efforts haven't seen results, not to talk about you that are not putting any effort. The more effort you put, the more you get and you need to be prayerful".

Abdullah Mohammed: Focused, Challenge-Driven Architect, Putting Vision To Work At Sheltercraft

DRIVEN by his desire to use his architectural knowledge and managerial competence for the provision of solutions that create value in the real estate sector, Abdullah Mohammed established Sheltercraft Limited few years ago to provide premium and luxurious housing and other real estate services, and he has been resilient in sustaining in putting his vision to work.

Inspired by his family background to study Architecture, his ability to transform his passion into a productive venture has provided employments for many people who are providing services through the Sheltercraft platform. Speaking on this, he stated that "My family background greatly inspired my career path. My father was a quantity surveyor and I grew up visiting building sites with him. In fact, during the military era, my father was Chairman of the Task Force that built what we now call Gwarinpa Estate. I was really fascinated by what I saw whenever I go to sites with him, and that really pushed me to become an architect.

Continuing, he noted that "Later, I decided to set up a platform through which my professional ideas can be expressed, and that led to the establishment of Sheltercraft Limited. Shelter is the pillar of wealth and the refuge of any civilization; it should be a temporary haven to its inhabitants. We at Sheltercraft Limited are in the business of fulfilling the insatiable desires of homeowners. We have evolved and are now providing services in the full cycle of real estate. We understand that we are still growing, and when we can't handle project alone, we partner with reputable firms to deliver the best quality and give high return on Investments to our clients."

Sheltercraft Limited's ability to constantly deliver projects ahead of schedule is attributed to the high professional capacity it commands. Its culture of teamwork enables it bring together the best professionals which underscores its ability to deliver the best solutions to complex clients' problems at the shortest possible time.

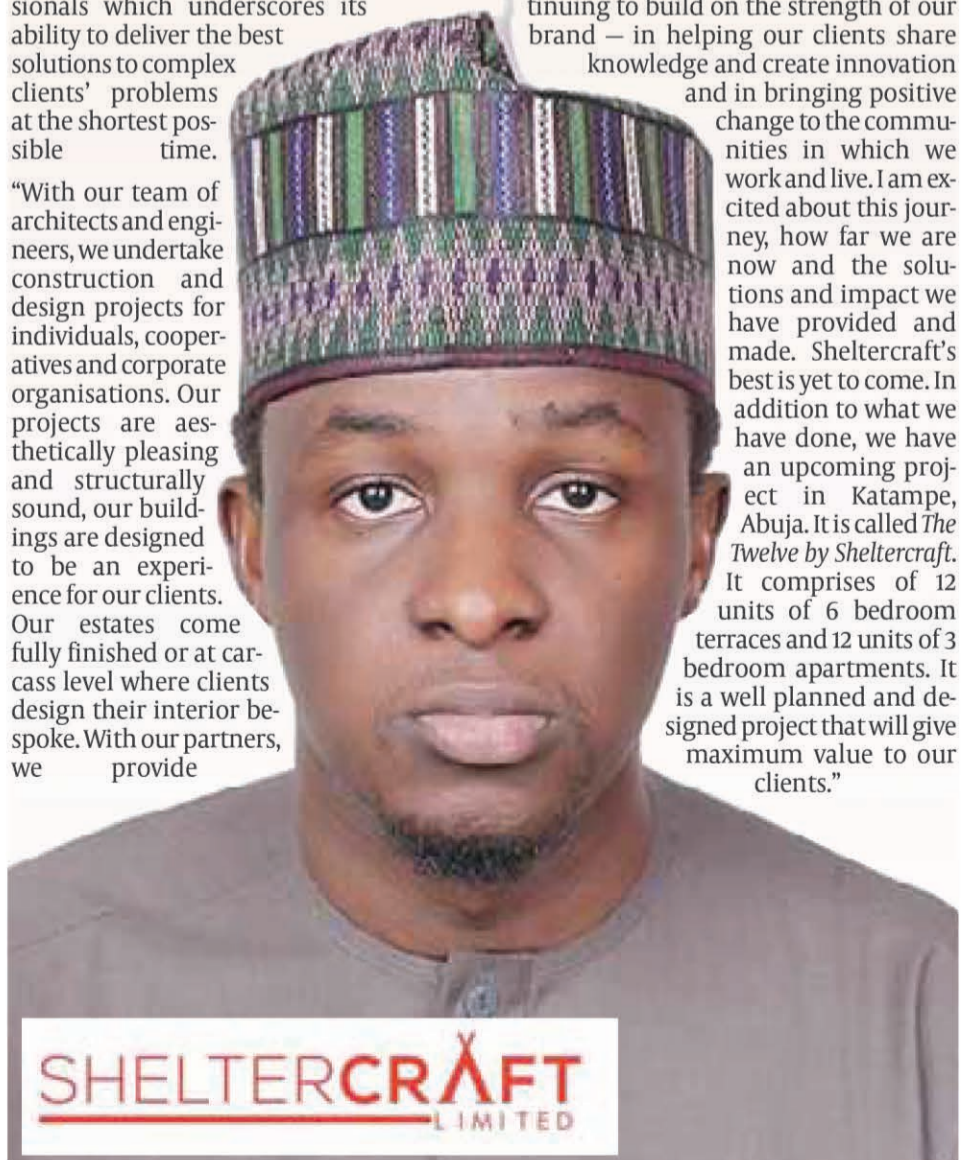
"With our team of architects and engineers, we undertake construction and design projects for individuals, cooperatives and corporate organisations. Our projects are aesthetically pleasing and structurally sound, our buildings are designed to be an experience for our clients. Our estates come fully finished or at car-cass level where clients design their interior bespoke. With our partners, we provide

clients with variety of interior design options and finishing. Looking at some of our completed projects like the Upland Mall, in Kado and Jahi Ornate, both in Abuja, one can see that we prioritize quality," he explained.

With a clear mission of his professional engagements, and in spite of challenges he is encountering as a Chief Executive Officer, Abdullah Mohammed has been putting the resources at his disposal to best use, and this is making it possible for him to continue to create value. Highlighting the challenges being encountered in the sector, he explained that, "The challenges involved with running businesses in Nigeria are getting enormous, and the real estate sector also has the ones that are specific to the sector. The number one problem is lack of policy consistency which sometimes affect long term planning. Nigerians are very creative and hardworking, but policies that can optimise their growth must be put in place. It is disturbing that every administration and Minister prefers to start something new, rather than continue with some of the good ones they meet on ground.

In Abuja where we are operating, the last 8 years was tough, and with this current administration and its removal of subsidy on petroleum and floating of the Naira, it has become tougher. The astronomical increase in the price of cement and other building materials is really affecting ongoing and new projects in this sector. For us at Sheltercraft, our integrity has been a plus during this challenging period, and this has endeared us to our clients. We don't involve in incessant price increase or compromise quality to maximize profit. We value our clients and we sit with them to arrive at acceptable price variation whenever the need arises."

Looking ahead, Abdullah informed that "We are focused on accelerating the execution of our growth strategy while continuing to build on the strength of our brand - in helping our clients share knowledge and create innovation and in bringing positive change to the communities in which we work and live. I am excited about this journey, how far we are now and the solutions and impact we have provided and made. Sheltercraft's best is yet to come. In addition to what we have done, we have an upcoming project in Katampe, Abuja. It is called *The Twelve by Sheltercraft*. It comprises of 12 units of 6 bedroom terraces and 12 units of 3 bedroom apartments. It is a well planned and designed project that will give maximum value to our clients."



Chief Dr. Chika Emenike: Distinguished Industrialist with high managerial prowess, providing unrelenting job opportunities to individuals, a philanthropist determined in promoting food security, providing an outstanding development to national economy.

CHIEF Chika Emenike, Founder, Chairman and Chief Executive Officer of Kotec group of companies is a strong and determined personality, never relenting on his quest for ground breaking achievements. The decision of attaining a degree at a later age to further develop his intellectual capacity was a drive to self-development surmounting all barriers.

Having had his early education in Urualla and Nnewi in the 1980s. In 2020, he went further to obtain a Bachelor of Science degree in Economics at Novena University in Delta state.

His trading experience started thirty years ago with the start of Chitec Motors Nigeria Ltd. As a determined and growth-oriented person, he geared his passion for business into the establishment of Kotec group of companies limited, incorporated in 2001 as a holding company.

His business acumen is highly commendable with the growth of his other subsidiary companies which includes, Kotec Industrial company Ltd. --Trading on motorcycle spare parts, O'xtophers International Company Ltd --Trading on general goods, Target Automobile Company Limited--Manufacturers of target automobile spare parts, Event Beverages Ltd.--Manufacturers of



Event table water, Tummy-Tummy Foods Industries Limited -Manufacturers of Tummy-Tummy Instant noodles, Kotec Brick Tiles Ltd.--Manufacturers of Kotec Brick Tiles, Kotec Aco Board Ltd, Regime Gas Company Ltd. ,Rento Hotel & Suites Ltd., Mangrove Delicious Foods Ltd and Surefit Services Ltd.

Chief Chika, an illustrious business man started a noodles company, Tummy tummy, in 2009. The demand for the noodles has grown over the years with the opening of production lines to meet daily demands. With the introduction of unique flavoring spices, it attracted huge response in the market. Speaking on the position tummy-tummy food industries is working to attain in the next few years, Chief Chika hinted that the brand will "become a major player in the food industry in Nigeria especially in south east".

Kotec group of companies has played its part in nation building by granting employment opportunities to over three-hundred thousand Nigerians in his factories and trading outfits. Chief Chika has helped several individuals in the establishment of their business by providing financial assistance and linking them to his foreign partners. One of his admirable traits is sponsoring and empowering projects and programs of organisations, groups and individuals who have ideas planned out without the financial capacity to execute them.

As a devoted Christian, he built St. Michael's Catholic Church Urualla which was dedicated by Bishop Augustine Ukwuoma, Catholic Bishop of Orlu Diocese on 27th November 2021. Chief Dr. Chika Emenike belongs to so many religion associations among which is the Catholic Charismatic Renewal Movement of Nigeria. He is also the patron of so many other associations.

Being a person of social prominence, he belongs to many clubs and associations among which are: Diamond Fitness Club, Lagos, Owerri Sports Club, Nnewi Sports Club, Kotec Warriors Sports Club etc.

Kotec company has provided impactful social responsibility over the years with outstanding focus on poverty alleviation. During the 2012 flooding in Anambra and Imo states, the company provided support with food and materials to communities ravaged by flood. Also, during the

2020 covid-19 pandemic, food items were distributed to Anambra and Imo states as palliative. Other noticeable contributions are the empowerment of the disabled and widows in the communities, pipe borne water and road construction, the building of Urualla civic center project and the administrative block at the permanent site of Nnamdi Azikiwe university teaching hospital, Nnewi.

AWARDS

In recognition of his immense contribution, Chief Chika Emenike has received several awards and titles both locally and abroad, Starting with the black legend African Achiever - Ghana 2009 , EGPDF-Guinness African Industrialist of the year - Ghana 2012. Best SME entrepreneur - Central Bank of Nigeria 2011. Community Service Award - Rotary International District 9140, Award of International Peace Advocate - UN POLAC 2014, Standard Organisation of Nigeria Award - 2015, Industrialist Award - Panthers Sports Club - 2015, Award from the Armed Force Command and Staff College JAJI - 2020 , Chieftaincy title of Ojichukwu Nnewi by Igwe Nnewi in Council, Chieftaincy title of Iheadikanwanne by Eze Umueshi in Council , Award of the National Productivity Order of Merit by His Excellency; Muhammadu Buhari, GCFR, President Commander-in-Chief of the Armed Forces, Federal Republic of Nigeria - 2022 and the Honorary Doctorate Degree in Business Administration, Imo State University Owerri, February 2023.

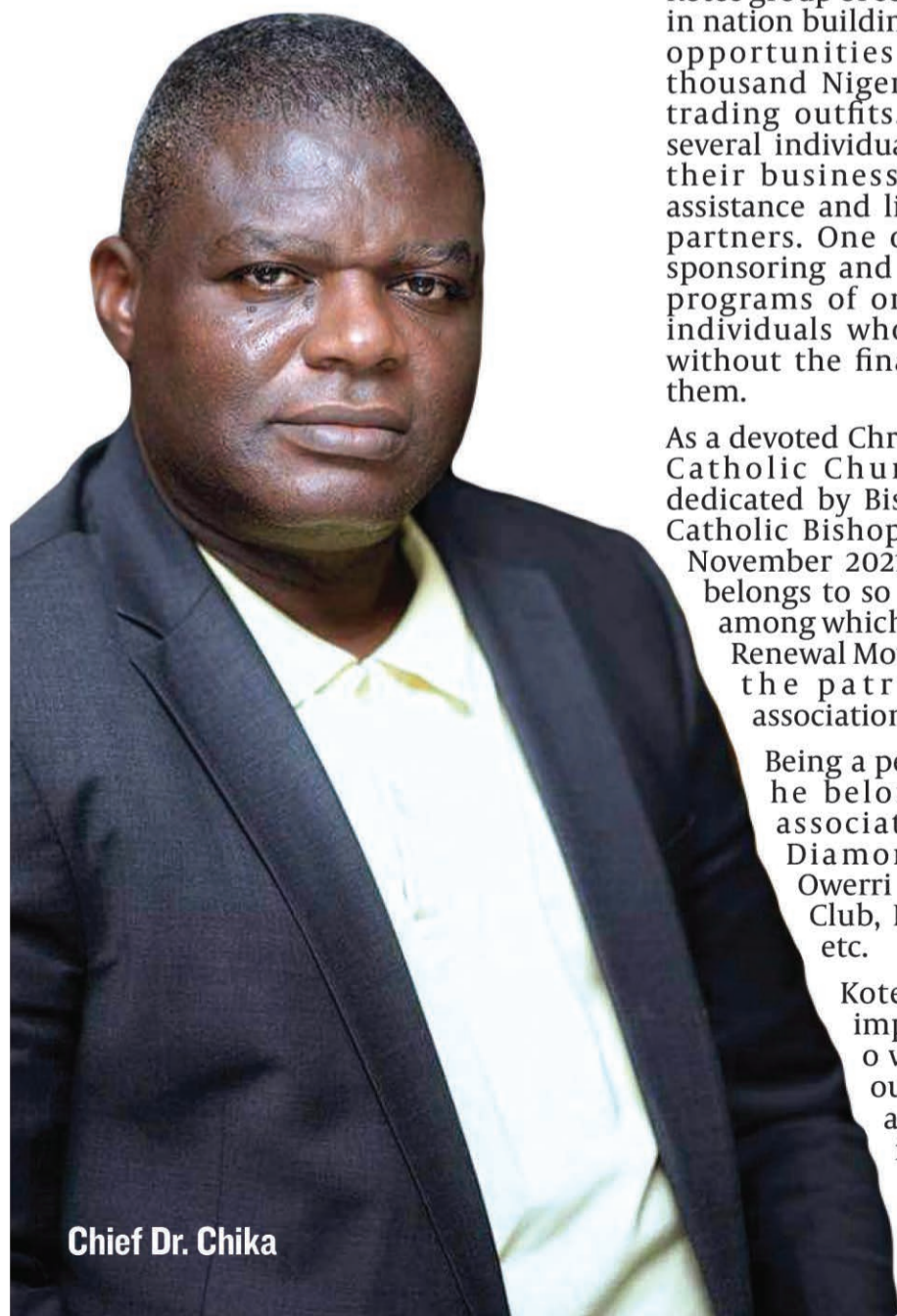
Expressing his innovations and impressive management practices in handling these numerous companies, he noted that he has been able to achieve this by Keeping watchful eyes on expenditure and always seeking alternative solutions to problems.

"Customer-focused mindset in the design, development, production and marketing of our products including after sales management coupled with the effective use of indigenous engineers in solving engineering problems in our organizations. Also, by Placing more value on staff talent and retention. Talented staff is the key to business survival"

CHALLENGES AND SOLUTIONS

Pin pointing on some challenges and how government can address these issues, he calls for "Harmonization of taxes and levies payable to states and removal of multiple taxations to manufacturers. This will reduce the tax burden and cost of manufactured goods.

"There should be genuine support to manufacturers by way of cheap funding and provision of infrastructures like good roads and rail network and improvement of the power sector especially expansion of gas pipeline projects to manufacturing hubs. Government should encourage local production of goods by banning the importation of goods that can be manufactured locally."



Chief Dr. Chika

Patrick Uduma: High Caliber, Resourceful Oil and Gas Expert Making Waves With ICREN Services Ltd

Mr. Patrick Uduma, Managing Director/Chief Executive Officer, Icren Services Limited, is a man whose character speaks integrity, his expertise defines efficiency and his life is a roadmap for professionals who believe that hardwork and playing according to ethics is recipe for career satisfaction. He is a high caliber, competent and resourceful Oil and Gas Expert with excellent proven track record.

With a background experience in banking industry, Uduma joined the environmental engineering industry over a decade ago and has since achieved recognition as an exceptional operator in project execution and delivery. In his decade of experience, he has coordinated his team to execute to completion over 60 projects in various locations involving; Clean up of oil spills, Containment, Recovery and Evacuation of Spilled crude, Environmental Assessments, Remediation of impacted sites, Post certification impact assessment.

Uduma is also a Mediative Leadership Expert with a known profile on the subject of leadership that spans across the African continent. His leadership ideologies and self-developed, tested and proven principles are operational in several governmental and non-governmental institutions in various African countries where he had been a keynote speaker and a trainer. Some of these countries where he has shared his astute leadership principles and thoughts include but not limited to Rwanda, Togo, Benin Republic, Uganda, Kenya, Ghana, and, of course, Nigeria.

As a global Mediative Leadership Expert, he is the founder and convener of StandOut with Patrick Uduma (@soistandout), a Non-

Governmental Organization (NGO) aimed at challenging the status quo and redefining standards. More to his passion for excellent leadership is the establishment of various supportive platforms through which quality leaders are groomed for quality leadership. These platforms include StandOut Radio, iLead Change and the Boy-Child Project.

He leads a formidable team as the Managing Director/Chief Executive Officer at Icren Services Limited (www.icrenltd.com) and iMD Mart (www.mdmartngltd.com). A seasoned executive with over 15 years of experience in the Oil and Gas industry and a business and financial coach, who has trained over 8,000+ leaders; this qualifies him as a leadership expert. He is also on the board of reputable organizations: HIVE Africa; Equip Africa; National Bamboo Farmers, Processors and Marketers Association of Nigeria; CAREHUB Foundation; Centre for Creative Development Strategies and many more. An Alumnus of the prestigious the University of Port Harcourt, fellow of The Chartered Institute of Commerce in Nigeria (FCICN), Institute of Information Management Africa (FIIM), and The Institute of Oil and Gas Research and Hydrocarbon Studies (FIOGR), Patrick has also received numerous awards and recognitions which includes; Nigeria's 100 Most Innovative CEOs 2020 – The



Guardian Newspaper; Business Excellence in HSE Compliance – Nigerian National Legacy Awards 2021; CEOs award from The Shell Petroleum Development Company (SPDC) Nigeria Limited, just to mention a few.

Guided by the principle of achieving success, Patrick has also undergone various trainings and courses which have fortified him with the requisite skill-set to deliver client needs, including; OSR Training with Vikoma

International Ltd, 2006, Slow Water and East Water Booming Techniques Portland, Oregon 2011, Norwegian Oil Spill Control Association Seminar 2010, Helicopter Underwater Escape Training (HUET), Oil Spill Familiarization Course, Southampton UK, 2010, 2012, 2014, NOSCA Seminar and OPV 2013, 2014, MCA Accredited IMO Level 1 Trainer.

Commenting on the mode of operation at Icren Services Limited, the forward thinking Patrick posited that ensuring that they maintain the status of being one of the sought after and globally recognised environmental engineering company that thrives on operational excellence has always been a guide in all their projects. In his words, “Technological progress in our modern days has become the most important factor

governing every aspect of our lives. The constant evolution of science to solve both problems created by man and problems created by science itself cannot be taken lightly or ignored. To this end, I recognize and utilize innovative standard of excellence while executing all projects.”

He maintained that Icren Services Limited was founded upon an ambition to impact the physical and corporate environment with unparalleled excellence and quality delivery, and at the core of the company's success is a genuine interest in global environmental conditions and engineering needs, saying that this fuels their desire to meet client needs with the topmost efficiency, based on the principles adopted, and on the continuing innovative approaches they apply to meeting the client's needs.

On services offered at Icren, The highly experienced professional, disclosed that Icren Services Limited started off as Icren General Services but has since expanded into the provision of environmental engineering services including; Engineering, Procurement and Construction for Oil and Gas, Oil Spill Response, Control and Cleanup, Soil and Ground water Remediation, Production of Containment Boom, Waste Management Services, Training and Personnel Outsourcing and Marine Engineering Services.

“With clients like SPDC, Total, Exxon Mobil, and NAOC, ICREN has been involved in the management of several spill clean-up and remediation projects, showcasing the best practices and ensuring compliance with stipulated laws and regulations with maximum success in these areas”, he stated.

Damola Richard Salvador, Unwavering Commitment to Global Excellence in Creative Strategy and Content Marketing with Digisplash

DAMOLA Richard Salvador is an enthusiastic, pragmatic, highly focused and result oriented media expert who has succeeded in raising the bar when it comes delivering excellent result and organizational skills; a role model of note who has carved a niche for himself through expertise and knack for interpreting and distilling brand needs, an attribute that has led to an admirable level of respect across industries.

He holds a BA (Honours) in Business & IT from the Dublin Business School, and he is also an associate member of ARCON, a member of the FORBES BLK community, a member of the Chartered Management Consultants, a certified speaker, and a trained speaker and leader from the John Maxwell Leadership team who has spoken at various Industry events, including; Creativity Festival, ImpactHer, Women in Tech events, Marketing Edge, Hervest and BusinessDay to mention a few.

Often described in many quarters as a man with strong creative and strategic skills, Damola has over 14 years of relevant experience in his field of practice, and he has successfully managed campaigns for global brands such as Coca-Cola, Phoenix Browser, Diageo, Suntory, The World Bank, Reckitt Benckiser, Etisalat, to mention a few.

As the Chief Executive Officer and Lead Strategist of Digisplash, a content-led, integrated marketing and award-winning advertising agency and Polareef Studio with a modern photography and video production Studio in Lagos, Damola led the firm to make its debut at the 18th edition of the LAIF Awards, where they secured a recognisable presence by winning 7 awards, including 1 gold, 4 silver, and 2 bronze medals, totaling 39 points, as Digisplash

entered 13 categories and emerged victorious in 7, a notable accomplishment underscoring the agency's capabilities. The LAIF Awards encompassed six major categories, receiving over 550 entries from 19 creative agencies registered under AAAN.

In a testament to his unwavering commitment to excellence and giant stride at Digisplash, Demola and Digisplash have received numerous awards and recognitions including; 2022 Marketing Edge Young Creative Personality of the Year, Best Young Digital Agency of the Year 2023, award by the Brand Journalists' Association of Nigeria, Marketing Edge 2022 Outstanding Young Creative Agency of the Year, Marketing Edge Outstanding Loan App of the Year for MoneyPal by Zedvance, Marketing Edge Outstanding Beauty Soap of the Year for Diva's Secret, Fintech Awards Best Fintech campaign of the year 2019 for Zedvance, 2018 Gold, 2022 Silver Cannes Lion Award for Digital, 2022 Silver Cannes Lion Award for Digital, 2022 Silver Cannes Lions Award for Film, 2018 Pitchers Silver Integrated Campaign of the year, 2018 Pitchers Bronze Integrated Campaign of the Year, Public Sector Campaign of the Year 2017, MADCON top 100 Agencies in Dubai in December 2019 & 2022, Nigerian Marketing Award 2022 Digital Agency of the Year and a recipient of the BusinessDay Top 100 Fastest Growing SMEs in 2022.

Commenting on the strategies

adopted in expanding its portfolio, the Digisplash boss posited that the company is on a mission to helping brands stand out in what he described as a crowded media ocean, using the philosophy of “ThinkLikeaShark” which simply means to create daring, disruptive, intuitive (insight-driven) and wavy (relatable and trendy) campaigns.

In his words “With an objective to create brand love, we ensure our campaigns are hard to forget, leaving a lasting impression in the minds of our target audience. Growth is always the result of offering value, and with the current national and global economic challenges, organizations define effectiveness through bottom line results. This is evident in the demand for growth and performance marketers. An advertising campaign for example may win significant creative awards for technical achievement while failing to win a single new customer. At Digisplash, we provide real value and ensure we help our partners reach not only their

marketing goals but also business objectives and long-term goals”.

A marketing professional of international repute, he maintained that the company prides itself in its innovative approach and healthy work culture which are attributes that sets them apart uniquely from others. He stressed that innovation is inherently found in creativity. “We are a content-driven marketing agency with the understanding that people are

not loyal to platforms or channels but quality content. So, we focus on high-quality content on whatever platform we are communicating on. I would say our creativity is what makes us truly unique. We are not platform or channel-biased.”

“Secondly, talking about a healthy work culture; people tend to associate agency life with toxic traits. However, that is quite the opposite at Digisplash. According to Lencioni, “an organization is healthy when it is whole, consistent, and complete, and when its management, operations, and culture are unified. Healthy organizations outperform their counterparts, they are free of politics and confusion, and they provide an environment where star performers never want to leave. In summary, we ensure we foster a collaborative culture that offers opportunities to learn grow and contribute whilst appreciating meritorious work.”

On some of the services being rendered at Digisplash, A dynamic and inspiring character, Damola said the company offers services that add value to the clients, such as, Strategy, Content and Distribution, amongst others. According to him “On strategy, every great accomplishment starts with a great strategy. With the business goals and objectives in mind, we craft a strategy that hits the sweet spot. We're not a one-size-fits-all agency. Our strategies are insights-driven, with our offerings cutting across Brand Development, Campaign Strategy & Execution, Digital Strategy, Market Research & Analysis and Content strategy. On Content, we create unforgettable experiences. Our creative and production team creates sticky, engaging content on whatever platform your audience is on. From Social content, to radio jingles, television commercials, social videos, motion graphics, mixed reality, design, brand manuals, websites or landing pages, we create content that stop thumbs scrolling and keep eyes glued. Lastly, on distribution, it's one thing to have great content, it's another thing entirely to put it in front of the right audience. We find and win the audience. Through owned, earned, and paid distribution, we help brands stay always on and amplified.





**PUBLIC NOTICE
FEDERAL MINISTRY OF ENVIRONMENT**

PUBLIC DISPLAY ON THE REVALIDATION OF ENVIRONMENTAL IMPACT ASSESSMENT (EIA) STUDY OF HINCKLEY E-WASTE RECYCLING PLANT AT IGBESA, ADO-ODO/OTA LOCAL GOVERNMENT AREA, OGUN STATE BY HINCKLEY RECYCLING NIGERIA LIMITED.

In accordance with the Environmental Impact Assessment (EIA) Act CAP E12 LFN 2004, which makes it mandatory for proponents of all new major developmental activities to carry out EIA for their proposed projects, the Federal Ministry of Environment hereby announces a twenty-one working days public display for the draft Environmental Impact Assessment (EIA) report submitted by Hinckley Recycling Nigeria Limited. The display is for the public to make inputs that shall enable the Ministry take appropriate decision on the EIA of the project.

The Display Centers are:

- * Headquarters, Ado-Odo/Ota Local Government Area, Ota, Ogun State
- * Ogun State Ministry of Environment, Abeokuta, Ogun State.
- * Federal Ministry of Environment Field Office, Abeokuta, Ogun State.
- * Federal Ministry of Environment, Environmental Assessment Dept. (Environment House), Central Business District, Abuja, F.C.T.
- * www.ead.gov.ng

Brief Project Description:-

The proposed facility involves the storage, handling and recycling of e-waste on an acquired land area of about 4,904m² at Igbesa, Ado-Ota, Ogun State, Nigeria. The main purpose of the facility is for the storage, handling and recycling of e-waste and company aims to maintain steady and efficient Storage and recycling of Electronic Appliances to the citizens of the country via the recycling plant.

Duration of Display:

Date: 18Th March- 15th April, 2024
Time: 8:00am- 4:00pm daily.

ALL COMMENTS RECEIVED SHOULD BE FORWARDED TO THE HONOURABLE MINISTER, FEDERAL MINISTRY OF ENVIRONMENT ON OR BEFORE 22ND APRIL, 2024.

**SIGNED
PERMANENT SECRETARY
FOR: HONOURABLE MINISTER**

Stay focused on your Business, while we handle the Product.

We build **Powerful Software Applications**, that satisfies a strong market demand, since 2014. Our forte is, an agile and dedicated team of brilliant minds who rock in Custom **Web and Mobile Applications, Enterprise Development Solutions, and Business Technology Consulting.**

Forbes | Goldman Sachs | DISRUPT | SDA Bocconi | OXFAM | AWIEF | enpact | THE WORLD BANK

hello@kjk.africa | www.kjk.africa | 0817 472 0879, 08086045502

H.I REAL ESTATE DEVELOPMENT LIMITED

Spreading the realization that you can be a Land owner anywhere and everywhere. We are also a Real estate developer, We aim daily to provide the best and standard services to our clients.

OUR CURRENT PROPERTIES



Meet Our Brand Ambassador

Official Geh Geh

NEXFORD CITY PHASE 1 & 2

Phase	300SQM	500SQM
Phase 1	N6.8M	N10M
Phase 2	1.7M	2.5M - 3.750M

LOCATION: KETU EPE

QUEENS BOULEVARD

Pre-Launch Price	Launch Price
1.750M (250SQM)	2.750M (250SQM)
2.8M (465 SQM)	3.8M (465 SQM)

Location: Edo - Ogwashi Road, Ogwashi-Uku Village Delta state

Royal Castle Villa Estate

For as Low as 10K PER SQM

Available in: 250 SQM, 300 SQM, 400 SQM

Office Address: No 1 Alhaji Raheem Kotun Drive, Value county Estate by Ogidon Bus stop Sangotedo Lekki Ajah, Lekki Lagos State Nigeria

GAINESWOOD ESTATE

NEW SELLING PRICE

2.1M (150SQM)	3.4M (300SQM)	4.7M (500SQM)
---------------	---------------	---------------

SOLD OUT

+2348130845932

Email: info@hirealestateltd.com

www.hirealestateltd.com

Omowole Tobi King : A Strategic CEO With Penchant for Excellence



success, leveraging his multifaceted expertise in real estate marketing, advisory, and property development. His visionary leadership has propelled the company to unprecedented heights, earning it a distinguished reputation for integrity, innovation, and client-centric service delivery.

A Legacy of Achievement

Dr. King's journey towards entrepreneurial excellence is paved with remarkable milestones and accolades. His academic journey, culminating in a Bachelor's of Science Degree in Economics from The North American University Benin Republic, laid the foundation for his illustrious career. Complemented by studies in Project Management at New Horizon and certification as a Google-certified digital marketer, Dr. King embodies the fusion of academic rigor and practical acumen.

He has been a strong advocate for female and youth empowerment in the real estate sector. In line with his belief, he has employed and trained many young women and men, sponsored

scholarships for disadvantaged children, and supported women entrepreneurs.

Honors and Recognition

Among his myriad achievements, Dr. King's crowning glory remains his honorary doctorate degree in real estate development and strategic business management from the esteemed European-American University. His illustrious career has been further adorned with the prestigious national outstanding leadership award by NAUS, underscoring his indelible imprint on Nigeria's real estate landscape.

The CEO of BuyLekkiNowNow Realty, was also honored with a National Leadership Award by the CAGAI Foundation on Thursday, 7th September 2023. The award recognized his excellence, empowerment, and contribution to Nigeria's economy and society.

Visionary Leadership and Impact

Renowned for his proficiency in business strategy, sales, negotiations, and digital marketing, Dr. King's strategic foresight has reshaped the contours of Nigeria's real estate industry. His unwavering commitment to excellence, coupled with a relentless pursuit of innovation, has not only propelled BuyLekkiNowNow Realty to the zenith of success but has also inspired a

new generation of aspiring entrepreneurs.

Conclusion:

In the annals of Nigeria's corporate history, Dr. Omowole Tobi King emerges as a luminary, a trailblazer whose visionary leadership and unwavering commitment to excellence have redefined the paradigm of success in the real estate sector. As BuyLekkiNowNow Realty continues to chart new frontiers of innovation and distinction, Dr. King's legacy of inspiration and impact serves as a guiding light for future generations of entrepreneurs and visionaries alike.

BuyLekkiNowNow Realty offers affordable and eco-friendly properties to Nigerians in one of the fastest-growing and most desirable areas in Lagos. The agency has developed several projects and partnered with various stakeholders to support community development initiatives. Among the company's projects are : Alumoni, a go to spot for healthy communal living and thriving successful businesses, which is strategically located Ejirin - Ketu Epe, Fadaka City, an eco-friendly city with zero carbon emission, and Flora City, a peaceful estate that affords its residents the opportunity to experience a combination of nature and technology.

In the bustling landscape of Nigeria's real estate sector, one name stands out as a beacon of innovation, strategic prowess, and unwavering leadership - Dr. Omowole Tobi King. As the Chief Executive Officer of BuyLekkiNowNow Realty, Dr. King epitomizes the essence of excellence, earning accolades and admiration as one of the country's most inspiring and definitive top CEOs in 2023.

Pioneering Excellence

At the helm of BuyLekkiNowNow Realty, Dr. King orchestrates a symphony of

HENRY IGBOKWE: A RESOURCEFUL ENTREPRENEUR, TRANSFORMING H. I. REAL ESTATE INTO A BEACON OF INNOVATION AND RELIABILITY



HENRY

He is a dynamic Chief Executive Officer who has continued to demonstrate the ability to lead diverse team of professionals to higher levels of success, in the fast paced Nigerian real estate sector. Ambassador Henry Chinedu Igbokwe's developmental vision and competence is placing H. I. Real Estate Development Limited on a path of sustainable growth,

which is creating a relationship of shared prosperity with the company's clients and stakeholders.

A resourceful professional from a humble background, the Madonna University graduate of Business Administration is showing how entrepreneurial passion can be transformed into successful ventures, through his diligent application of hard work, professionalism, adherence to standards and integrity.

Explaining his journey in real estate development and management, he said: "I love business, and I have done several menial works, including bricklaying to survive in the past. However I have been passionate about innovation, construction, and buildings, and I have strived to make impact in everything I do. A friend introduced me to real estate, advised me to buy land. Instead of buying land, I saw a strong desire to do more. It has not been an easy journey, I was a top-selling realtor, I brought over 70 million to the



company within two months as the top-selling realtor of the year.

"That achievement further strengthened my desire to create more value in the real estate sector by making it easier for more Nigerians to achieve their realty dream through the provision of real estate solutions. And because of how passionate I am about this, and the level of integrity with which I have been operating, H. I. Real Estate Development Limited, despite being a young organization, now has over 4 estates and it is expanding. People who invest in the company are happy about the growth and interest, the company celebrated one year in December 2023. All this is possible because of God."

Established with the mission of simplifying land and house acquisition, and making real estate investment worthwhile

for Nigerians of different classes and income brackets, H.I. Real Estate Development Limited deals in buying lands, housing development and construction, and has expanded its operations beyond Lagos State. The fast growing real estate firm currently have estates in Lagos, Anambra State, and Ibadan and it is expanding to Enugu, Delta, Kogi State, and Abuja.

Committed to powering prosperity and reduction of the housing deficit in Nigeria through the provision of innovative real estate solutions and investments, the company has to its name the Gaineswood Estate in Akodo, Ibeju Lekki, Nexford City Phase 1 and Nexford City De Annex, Ketu Epe, Lagos State, the Royal Castle Villa in Awka, Anambra State, and the Vision 2040 is its newest project.

On the uniqueness of these projects, Amb. Igbokwe said, "All our properties are strategically located, we don't rush to buy land, we carefully opt for the best. Also, there is an Instant allocation which most companies lack and people complain about. There is also security and an assurance of return on investment which is important in this economy. At H.I., we just don't follow the trend of things, the interest of

our clients is paramount, and we are focused on improving on our competence and corporate reputation through our adherence to our corporate values : love for humanity, integrity and accountability. Within a year, we have over 400 clients and we are counting more."

The challenges of managing a real estate firm is enormous, however, Amb. Igbokwe opined that H.I. is focused on making innovation, excellence and reliability the hallmark of its operations. "We just started, we are learning, growing, and expanding. Certainly, innovation and excellence are a must for the company, our words should be our bound. Next five years we are expanding and H.I. will be known not just in Nigeria but the world at large."

Drawing inspiration from his background and achievement, he advised aspiring CEOs this: "You are not a nobody, never look down on yourself or your past. Every journey is a story, continue writing and remain focus.

Surely you will feel alone, no one understands you. Hold on to your beliefs, don't get distracted, and continue striving. You may not achieve it immediately but it must surely come to pass."

LARE Ayoola, chief executive officer of Tranter IT, a distinguish tycoon who is adept at envisioning and nurturing business opportunities across diverse sectors. With an educational background from the University of Sussex and a post graduate diploma in Theology, Lare exhibits outstanding leadership prowess. His versatile skill set extends to technology-based industries, where he excels as a problem solver, optimizing profitability through tailored designs to meet specific business needs.

As the founder and primary contributor to the funding and growth of various companies within his group, including Tranter IT Infrastructure Services Limited (IT), Swifttalk Limited (Communications), Tranter International Limited (Construction and Supplies), La Mango Entertainment Limited (Hospitality), and IoT Africa Networks Limited, Lare Ayoola consistently exceeds the expectations of clients and customers, boasting a 99% success rate in delivering exceptional services and products.

Lare Ayoola's relationship management traits is highly visible with his relationship with renowned entities such as Shell Petroleum, Elf Petroleum, Total, Schlumberger, Lafarge, Manage Engine, Zoho, Microsoft, Sigfox, Nigerian Agip Oil Company, Coca-Cola, Heineken N.V., World Health Organization, Food and Agriculture Organization, FHI (Family Health International), Unilever, and BanyanGlobal.

Throughout his career, Lare Ayoola has made a significant impact across key sectors of the economy, including Oil and Gas, Information Technology Infrastructure, Digital Economic Enablement, Industrial Internet of Things (IIoT), Agriculture, Manpower Development and Job Creation, International Trade and Finance, and Construction.

His impressive portfolio includes long-term relationships and major contracts with prominent international oil companies such as Shell, Total, Agip, Exxon Mobil, and Chevron, as well as successful partnerships with midstream oil companies like NLNG, PHRC, WRPC, KRPC, and Indorama Eleme Petrochemicals.

In the banking and finance industry, Lare Ayoola has fostered long-term relationships with over 75% of the sector, including Union Bank, Sterling Bank, Wema Bank, FCMB, Zenith, UBA, First Bank, Providus Bank, Access Bank, Lotus Bank, Fidelity Bank, Taj Bank, Unity Bank, as well as leading insurers like Leadway Assurance, Old Mutual, and Consolidated Hallmark.

As the Group Executive Chairman, Lare Ayoola has founded and built several companies, employing over 500 staff members, including over 320 engineers. Other notable ventures under his leadership include Bullseye Digital Manpower Limited, MyShroom Africa Limited, Remelca Health Services, Cellsonic Wellness Africa, and Superior International, LLC (USA).

In recognition of Lare's exceptional entrepreneurial journey, valuable international connections, industry expertise, and commitment to economic empowerment, he has been giving several awards ranging from 2018, Tranter IT Infrastructure Service Limited was awarded the ManageEngine Awards for its invaluable sales contribution to ManageEngine. In the year 2021, the Nigerian Technology

Lare Ayoola: Promoting outstanding leadership through innovative techniques, providing sustainable manpower productivity, making positive impact in the growth of Nigeria's economy

Awards presented Tranter IT Infrastructure Services Limited with Software Service Provider of the Year, Technology Solutions Provider of the Year, and Technology Services and Support Company of the Year 2021. Tranter IT Infrastructure Services Limited was awarded the Most Outstanding ICT and IOT Solutions Company of the Year in 2022 by Africa Digital Awards. The Cyber Africa Awards Honours honored Tranter IT Infrastructure Services Limited for Excellence in IOT Innovation on December 9, 2021. Development in Africa Merit Awards presented Africa's best IT support professionals of the year 2020 to Tranter IT Infrastructure Service Limited. Tranter IT Infrastructure Service Limited was awarded the Top 100 fastest-growing SMEs in Nigeria by BusinessDay Awards. Yaba College of Technology honored Mr. Lare Ayoola with an Entrepreneurship Award on September 18, 2010. The Tech Unite Africa Awards presented Tranter IT Infrastructure Service Limited with IOT Networks Africa and Tech Innovation Company of the Year in 2021. Enterprise of Ecosystem Support Awards presented Tranter IT Infrastructure Service Limited with Best Technology Supportive Partner for SMEs across Africa in December 2020. Lastly, the Titan Tech Hall of Fame Awards awarded IOT as the most innovative IOT Company of the year.

His passion for the success of Nigeria and the elevation of Nigerians to global leadership positions underscores his vision and mission, characterized by his perennial drive and hard work to contribute meaningfully to society.

With Lare's quest for building sustainable economic growth through manpower development he asserted that "Nigeria is rich in natural resources, but is also very rich in human resources and technical ability and is more than adequately well-endowed to succeed in the service industry with a boost in



discipline-selective manpower development. Given the huge agricultural and natural resources base Nigeria can also do very well in the manufacturing industry with better R & D and manpower technical development. I need to mention that, in my opinion, the issue of inadequate power supply that has been a millstone around the neck of our manufacturing industry will soon be resolved as technology, knowledge, and the present determination to come out of the 'darkness', over-takes, and overcomes, the negative political agendas and economically retrogressive special interests.

The local and international outsourcing industry in Nigeria, with reference to technology services, banking and financial services, consulting, medicine, wellness and care giving will soon become a major contributor to the GDP of our nation. Our English speaking local manpower, when well trained, well oriented and given access to affordable financial resources to engage in entrepreneurial activities, will be a major positive and nation building force to be reckoned with in the modern industrial era.

At the heart of our approach is the recognition that investing in both the development and the deployment of our human capital is paramount. We understand that the future belongs to those who are not only empowered but are also equipped with the necessary skills and knowledge to harness the power of technology and science. That's why for twenty years now, our organization has been dedicated to the mass development of high-productivity, technical and science-based manpower equipped with the ability to add significant value locally and internationally. By building and nurturing a skilled workforce, we are laying the foundation for a knowledge-based economy that can thrive across various sectors,

including the services, manufacturing, agriculture, and agro-allied industries.

As the CEO of Tranter IT, I am deeply committed to driving this agenda forward, particularly through the lens of manpower development, the service industry and local manufacturing. When we look at the great strides and development that have taken place in certain countries that have focused on the service industry we must not ignore that industry and the tremendous benefits that can come from it. Some countries in the world have benefitted substantially from just the provision of services even in the absence of natural resources in their territories. They have proven that the service industry can be a great economic force in a country that understands and has the passion for the service industry.

In furtherance, he noted that "Central to our vision is the integration of technology into every aspect of production, industry and commerce. We believe that by leveraging modern tech-based productivity tools including smart technology and the brilliant energy-efficient and productivity-boosting smart solutions we offer today, we can add value and unlock new levels of efficiency and innovation. From smart and precision agriculture techniques that optimize crop yields to advanced manufacturing processes that enhance quality and volume of production, technology and skilled manpower hold the key to unlocking untapped potential and enabling sustainable economic growth.

Our efforts, however, extend beyond the confines of the factory or technology floors. We recognize the critical role that agriculture plays in driving economic growth, particularly in developing countries. That's why we are championing initiatives aimed at implementing smart agriculture practices. By harnessing the power of data acquisition using smart (IoT) wireless devices, data analytics and other cutting-edge technologies, we can boost agricultural productivity, minimize the risks and hence exponentially increase the number of investors in the sector and ensure a stable and adequate food supply for our growing population. More than ever before food security shall guide the policies of our nation and we shall play our contributory role.

We are keenly focused on the agro-processing sector, which adds the much needed significant value to raw agricultural produce that makes the agriculture sector more attractive and successful. By establishing agro-processing factories that leverage local raw materials, we can create new economic opportunities while reducing our country's reliance on economically draining and job-killing imports. We should be a net exporter of value added agricultural produce since we certainly have all that it takes to achieve that position. This not only enhances our economic resilience but also fosters inclusive growth by empowering local communities and the nation as a whole.

In conclusion, the path to sustainable economic growth is paved with investments in manpower development, local manufacturing, outsourcing services and technology-driven innovations, agriculture and value-added agro-allied production. By embracing these principles, we can unlock new opportunities, drive productivity gains, and chart a course towards a brighter future for all. As we celebrate our 20th anniversary this year, we invite you to join us in commemorating this milestone. Be on the lookout for exciting updates and events on our website and social media pages.



Ayoola

Opinion

www.guardian.ng

Guardian Nigeria f GuardianNigeria 08136370421 Guardiannigeria

Becoming a business owning family member: Who is in or out?

By Bukola Osikomaiya

WHETHER in nations, communities, sports, religion, associations, or families operating a business, there are requirements for becoming a member. These entry requirements vary from organisation to organisation, depending on the common project the organisation seeks to achieve. Whether simple or complex, these entry requirements pre-qualify members for certain benefits and confer specific responsibilities.

In the case of families, particularly affluent families that own successful businesses, which is our focus in this article, membership and responsibilities must be clearly defined. My opinion in this article will be aimed at educating and sensitising affluent families on the need to be intentional and seek professional intervention when defining membership into the family which by implication, dictates the family business ownership.

When intertwined with the business, family membership takes another turn than the regular. This is because a lot is dependent on the strength, competence and professionalism of the business owning family. It is no longer as simple as it should be. Marriage or birthright do not always pre-qualify one for ownership of the family business. Ownership has to be intentional and well-thought out with clearly thoughtout pre-qualification criteria.

Certain pertinent questions should be raised before admittance into the family business, and the implications of the proposed positions on admittance should be analysed. Membership should not be assumed as there are various dynamics at play like the Bermuda triangle of love metaphor, where significant wealth comes with complexities that challenge the dynamics of money, power and love.

Unlike companies where membership can be terminated by contract or exit from shareholding, family membership is based on kinship. While a company derives its value from its economic success and hence assesses the members according to their contribution to this success, families are directed towards providing security and safety to their members and furnishing them with the required capabilities for leading a successful life.

Ideal families support the weak while ideal companies promote the strong. What looks right according to one philosophy can be wrong when

seen from the perspective of the other one. Hence, there are expectations from families and these expectations must be defined to manage potential conflicts, disappointment and hope.

Expectations like expecting to become automatically qualified to be an owner or a manager of the family business, by birthright should not be the case. Ownership and management require a special act. For the sake of fairness, the rules that apply to this procedure must be set out clearly. Here are a few questions that can help families set their rules of membership in ways that meet their objective;

Who belongs to the business family and how is it involved, how many owners can the business carry, who can become a shareholder and are we using lineage or family mentality?

Each of these questions will be analysed as they apply to membership in a business owning family.

Who belongs to the business family?

The business family comprises more than just the owners. However, while the children and spouses of the owners are also members of the family, this does not mean that they are automatically part of the business family. Every family has to decide who is part of the owner family apart from the owners. As with the issue of who can be an owner, the issue of 'outside' partners is subject to social and sometimes, cultural changes. The excluding equation "in-laws = out-laws" no longer holds true. Today's relationships are much more complex and are like a sword that cuts both ways.

First, partners are no longer only seen as a potential cause of risk for peace in the family, but also as support, enrichment, and co-educators of the next generation. On the other hand, the integration of partners is becoming more difficult due to the growing instability of partnerships/marriages, especially when it comes to matters that have to be kept secret. Each family walks its own line between inclusion and exclusion.

This is sufficient reason to define as exactly as possible who belongs to the business family and who does not. The rights, privileges and responsibilities of each status have to be clearly defined. The key is to establish a system that fosters fairness, clarity, and a sense of belonging for all involved members. It is also important to document clear membership criteria in the family constitution, once the family can agree on what their objectives are. This is one certain way

to avoid possible future conflicts.

How many owners can the business carry?

In the bid to promote equal treatment in the family, the expectation might be to open up membership into the business owning family, to include everyone with blood ties or at the very least, all the children of the founder. In determining how many owners a business can carry, it is important to carefully consider the business perspective alongside the family perspective. A possible trimming of the family tree may have to be discussed for some of the reasons stated below. Many family businesses are too small to satisfy the economic needs of a growing number of family members.

A retail shop or a growing small business might support one owner family, but not several. Some families have put together umbrella ownership structures to address fragmentation of ownership and retention of economic value of the business. This could also potentially manage culture fall-outs that may arise from selective ownerships where a younger child gets more from ownership than an older one.

Ownership growth should correspond with business growth in earnings and size for dividends to remain constant. Otherwise, dividends from the business may no longer be able to maintain the owners' level of economic satisfaction. A positive way to look at this is that the decision for growth on the part of the owners also forces the family business to walk a path of growth. If you do not want this, you must limit either the number of owners or the financial expectations of the successor generations.

Another possible reason to discuss trimming the family tree is that a growing number of owners also increases the potential for conflict. Every shareholder conflict destroys economic and emotional capital. The sibling partnership and the cousin consortium are deemed especially prone to conflicts. Permanent sole ownership through a trust or other structures, lends itself as an attractive alternative to eliminate the destructive power of these conflicts.

Experts like to point out that family businesses with sole ownership for several generations survive longer than companies with a growing circle of owners. Owners of large family businesses often find it difficult to take appropriate actions, because the socially accepted norms that make trimming the family tree seem natural and that provide accepted selection criteria no longer ex-

ist. Nonetheless, a reasonable decision has to be made as part of defining the future ownership of the business as neither the business nor the family will profit from closing one's eyes to reality.

Who can become a shareholder?

The owners have to define the circle of family members who are eligible for company ownership. These decisions are binding and have to be made in a way that can be understood by all stakeholders. There are no generally applicable rules. The decision as to who can be an owner of a family business depends on changing social norms, culture and other prevalent objectives.

The traditional middle-class family model consisting of a father, a mother and children has been succeeded by more complex models. Blended families with children from several marriages of both partners, unmarried couples, single parents with children born out of wedlock or non-biological children, artificial insemination and surrogate motherhood are no longer rarities. Today's families have become quite colorful and cannot be defined in a simple way. Every owner family has to decide for themselves what the family is, who is part of it and who can be an owner. Automatic limitation to "marital biological offspring" may not exactly work in today's world.

Family or lineage mentality?

Locally, most family businesses are still at the sole ownership stage. In the next few decades, however, these business would have become more diversified in ownership, from sole ownership to sibling partnership or cousin consortium, and so on. At the diversified stage, the owners will have to determine whether the shareholders and family members see themselves as one big family or if they think and act accordingly based on a lineage mentality.

The lineage mentality was popular in patriarchal times, because the aggregation of shareholders in manageable lineages facilitates efficient authoritarian leadership and perpetuates the balance of the sibling partnership. The lineage mentality is therefore seen as a way to reduce conflicts. Lineage mentalities usually arise during the transition from the sibling partnership to the cousin consortium. They are particularly important for voting, assigning committee posts and free transfer of shares. Nowadays, they are on the retreat.

Osikomaiya is a family wealth advisor in Meristem Family Office.

Read the remaining part of this article on www.guardian.ng

Otu's retooling of Cross River economy through agriculture

By Linus Obogo

LESS than a year into his first term, Governor Bassey Otu, is firmly but confidently steering the ship of Cross River State steadily to the coast of economic reawakening as could be gleaned from his recent inauguration of a multi-stakeholders committee to explore ways and means of bolstering palm oil, cocoa and coffee value chain in the state.

In optimising Cross River's agro potentials, Governor Otu is living up to what his aggregate experience as a shrewd business administrator, banker and parliamentarian conferred on him. With its enormous size, Cross River State is South South's bastion of huge, diverse agro production.

For example, the Northern and Central Cross River State are huge cocoa belts and the crop is massively produced there in commercial quantity. In fact, after Ondo State, Cross River State comes next in cocoa production.

Similarly, the Southern and some parts of the Central area of the state produce palm oil in export proportion, thereby making Cross River State the second largest oil palm producer in Nigeria after Edo state.

With a robust roadmap for the re-engineering of Cross River State in his kitty, the state governor, Senator Bassey Otu is leaving no one in doubt about his determination to walk the state through the corridors of economic greatness by broadening the frontiers of the state's economy.

This was exactly the import of the governor's timely recognition of the cocoa, coffee and palm oil value chain as a treasure trough and an unmined gold the state is sitting on.

Economic experts are of the view that if and when properly harnessed, Cross River State's cocoa, palm oil and coffee, whether traded within Nigeria or exported abroad could attract handsome revenue to the state, big enough to surpass its average monthly federal allocation and consequently leapfrog the state into an economic Eldorado.

For example, palm oil and all the by-products of palm seeds and palm trees such as palm kernel oil, palm kernel cake, palm kernel shell, empty fruit bunches, mesocarp fibres, and brooms among others, according to a recent disclosure by the National Palm Produce Association of Nigeria, was capable of contributing \$20billion annually to the Gross Domestic Product, GDP.

What this means for Cross River State is that as the second-highest grower of palm seeds and producer of palm oil in Nigeria, the state is indeed sitting on a gold mine.

From the foregoing, it is obvious that the Otu-led administration's well-thought-out plan to bolster palm oil, cocoa and coffee production in the state speaks to the enthralling trinity of economic growth, prosperity and progress which underpin the governor's People First agenda and policy of his administration.

To maximise the huge economic accruals from cocoa and palm oil productions, Governor Otu has set the machinery in motion for the establishment of six new cocoa estates in the state which must be in line with climate and biodiversity considerations.

In affirming agriculture as Cross River State's hope for economic revival the governor has disclosed his administration's earmarking of 3.5 million oil palm seedlings for planting this year. This is in addition to launching the transparent and digitally managed N30billion commercial agric development fund, called Project Grow.

"Cocoa, coffee and palm oil are crops in which Cross River State enjoys unchallenged comparative advantage in the country. And determined to derive maximum return on our advantage, we have, after careful consideration, come up with this model of having key stakeholders to achieve our dream in an organised and cooperative manner", Governor Otu had told the committee headed by Professor Susan Ohen and whose terms of reference include a seven-year strategic master plan that outlines strategies that enhance cocoa, coffee and oil palm cultivation, productivity and quality; to design value chain policies for cocoa and oil production in a such a manner that it encourages direct investment, support

farmers and address market dynamics."

There is no doubt that Governor Otu's intervention on the side of boosting cocoa and palm oil production in Cross River will address the concerns of stakeholders like Dr. Edemdem Ayito who owns New Palm Oil Processing Factory, a 10-tonnes per day palm oil facility located in Kasuk Qua, Calabar. Dr Ayito had lamented some time ago that "we have a lot of Palm oil in Cross River but there is no value addition."

In the words of Peter Strople, "Legacy is not only leaving something for people, it's leaving something in people". Keen followers of Otu's people-oriented government are confident that as he strides along with energy and purpose in the socio-economic and infrastructural retooling of Cross River, he will, at the end of his tour of duty in 2031, leave an indelible legacy of good governance in the hearts of the people and life-changing achievements which history will record in his favour.

And if to give validity to Governor Otu's agro-economy vision, some high-net worth financial institutions are already seeking collaboration with the state government in the area of agriculture.

For instance, just recently, the Chairman, as well as the Managing Director/Chief Executive Officer of Fidelity Bank Plc, Mr. Mustapha Chike-Obi, Dr. Nneka Onyali-Ikpe respectively, along with other directors of the bank had made a high profile visit to the Governor Otu, seeking to forge a partnership in agriculture.

The visit of Fidelity Bank which came barely two days following the inauguration of Prof. Susan Ohen's Committee was no doubt, an indication that the bank had carefully cracked through the governor's vision.

And by deliberately seeking to forge alliance with the governor's developmental roadmap in agriculture, Fidelity Bank is confident that Otu is putting in place an investment plan and a behavioral discipline that are sure to get Cross River State where it should be headed.

Obogo is Special Adviser on Media and Publicity to Governor Otu of Cross River State.

‘Why parliamentary system of govt will not work in Nigeria’

Former minister of communications, Adebayo Shittu, in this interview with ROTIMI AGBOLUAJE, disagrees with those clamouring for a return to the parliamentary system of government. Instead, he urges Nigerians to give President Bola Tinubu more time to fix the broken economy he inherited from the previous administrations.

What is your view about the clamour by some federal lawmakers that Nigeria should return to the parliamentary system of government?

PEOPLE don't understand how we came about the presidential system of government. The parliamentary system means that the Prime Minister will be a member of the House of Representatives. Just like any other member, his loyalty is mainly to his constituency. With the parliamentary system of government, Nigeria will have serious instability in government, because once there is a vote of no confidence to any kind of conspiracy, the Prime Minister is gone.

The presidential system of government is like in a business, you have the chief executive officer. He must tour all parts of the country to get elected. He must see himself as being responsible, not just to the small corner of his local government, but to the entire country. He can be held responsible and he is assured of certainty of term. He makes decisions on behalf of the country. So, for me as a business-conscious person, and someone who knows the importance of a business-like approach to governance, the presidential system is where to go.

How will you react to the hardship Nigerians are going through under the APC government?

I think President Bola Tinubu needs time. It's a well-known fact that if you want to start a farm, the first thing to do is the acquisition of land. Let's assume that Nigeria is a farmland you want to cultivate, then you have to plough the land. It takes time, depending on how big the farm is. Thereafter, if it is a yam farm, you have to make ridges and plant seeds. At least, it will take some months to one year before the farmer can have a productive outcome. For every enterprise, you need time, particularly for a mismanaged and devastated economy like Nigeria. If one comes in as a new leader, there's no magic he or she wants to adopt. One needs time, planning, resource deployment and all of that to make an impact. It is only thereafter that one hopes to start harvesting.

You will agree with me that the major problem people have with Tinubu is not that he removed the subsidy. I'm saying this because the three front-line presidential candidates in the 2023 polls agreed that the subsidy ought to be removed if Nigeria were to tread on the path of greatness. One thing, which has caused a lot of these problems is the fact that Nigeria has been living on borrowed time.

Nigeria produces crude oil but it doesn't refine petrol, diesel and other products. Rather, the country exports crude oil overseas, using dollars to refine it and bring it back here. The cost of refining and transportation is dollar-denominated.

The only thing I blame on our government, the Buhari-led government of which I was part, is the fact that in 2015 when we were campaigning, we promised that we would revive the four refineries. Unfortunately, in eight years, we couldn't do even one of the refineries. I think that's the greatest problem. But, now to continue to sustain the Nigerian oil industry on borrowed money, called subsidy, is no longer feasible.

Some players in the oil sector said the subsidy has returned partially. What do you have

to say about this?

I'm not aware of it.

But all the economic data are pointing to the fact that subsidy has returned? What is the cost of petrol now per litre? A litre is N650. So, how do you then say that the subsidy has been returned?

The experts in the field are saying that Petrol should be sold for above N1,000, going by the exchange rate and cost of oil at the international market?

In Nigeria, there are all sorts of speculators, speculating on all kinds of issues just to present themselves as experts.

What will you say to food scarcity and hunger in the land?

There is no food scarcity in Nigeria but a skyrocketing price. There is no market you go to where you won't find food to buy. But the prices have been skyrocketing because of the mischief and greed of many traders in the food market. If a yam farmer in Oyo, or Ogbomosho, sells a tuber of yam for N500, and suddenly increases it to N1,500. What is the determinant of that? Was that tuber of yam imported into Nigeria? Did they have to pay customs duties? What is the explanation for it? A lot of our people deliberately and out of mischief, created a sense of desperation in the food industry. I agree, there's no money because people over the years have been jobless. So, when the price goes up, it creates a kind of desperation. So, I believe the government has a duty. We have silos all over the country. The government should find a way of getting food to the market and possibly buy from wherever they can get and make it available at a very cheap price.

You have tried many times to become governor of Oyo State without success, are you still interested in the race?

If God wills, but I'm not desperate to become governor. I always tell God that if he loves the people of Oyo State, he should make me governor. I know what I have learnt from the late Chief Obafemi Awolowo, who distinguished Yorubaland as a pacesetter in education, industrialisation, civilisation and every good thing that everybody is talking about now. I had the exclusive privilege of learning politics directly from the late sage.

There is information that you want to set up an ICT university. Can you confirm this and when is it taking off?

I hope within the next one year, it's going to start in Ibadan by God's grace. When I was a minister, I initiated the idea that the government should establish ICT University. And how did the idea come about? Early in my life as a minister, some young graduates of Computer Science came to me to seek financial support to go to India. There's an institute in India called the Indian Institute of Information Technology. They

“The presidential system of government is like in a business, you have the chief executive officer. He must tour all parts of the country to get elected. He must see himself as being responsible, not just to the small corner of his local government, but to the entire country. He can be held responsible and he is assured of certainty of term. He makes decisions on behalf of the country.”

said they were going to acquire skills there. I was wondering, what was the essence of going to that university, when they were already graduates. They said all they took away from Nigerian universities were paper qualifications. They said they were not skilled and job-ready. For the first time, I heard from them the term job-ready. So, they said the practice is when they graduate from Nigeria, they will go to that institute in India for six months or one year to acquire a skill. It is from there they would become job-ready and can get a job.

So, I reasoned that if I gave these two people money, what of many other graduates of Computer Science from Nigerian universities? It would be better if I go to India to study that institute and replicate it here, so that people could have a place where they can acquire skills without payment of transportation and school fees in dollars. So, I went there, and was convinced that we could do something similar in Nigeria. I therefore

established a committee. At that time, Professor Julius Okogie was just retiring from the National Universities

Commission (NUC). I got him appointed as chairman with about 20 others as members.

They gave me a full report with all the information. I took this memo to the Federal Executive Council, armed with additional information that Singapore with less than two million people already had two ICT universities, and New Zealand with about five million population had about three. Unfortunately, it was knocked down. Many of our ministers had been compromised by certain forces who did not want me to take over a small establishment linked to the Nigerian Communications Commission (NCC).

Some argued that the government already had enough universities. They brought all kinds of very baseless arguments. At the end of the arguments, President Buhari commended me for my hard work on this memo. But unfortunately, he said I could see that it was an over-ambitious project. So, we had to step it down. I felt really bad. That was my saddest day in government. People could not see into the future. After we left the meeting, a few sympathetic ministers advised me to wait for another six months to re-present it. I decided to execute it as a private initiative. So, I started from that moment to look for land. It will soon take off in Ibadan.

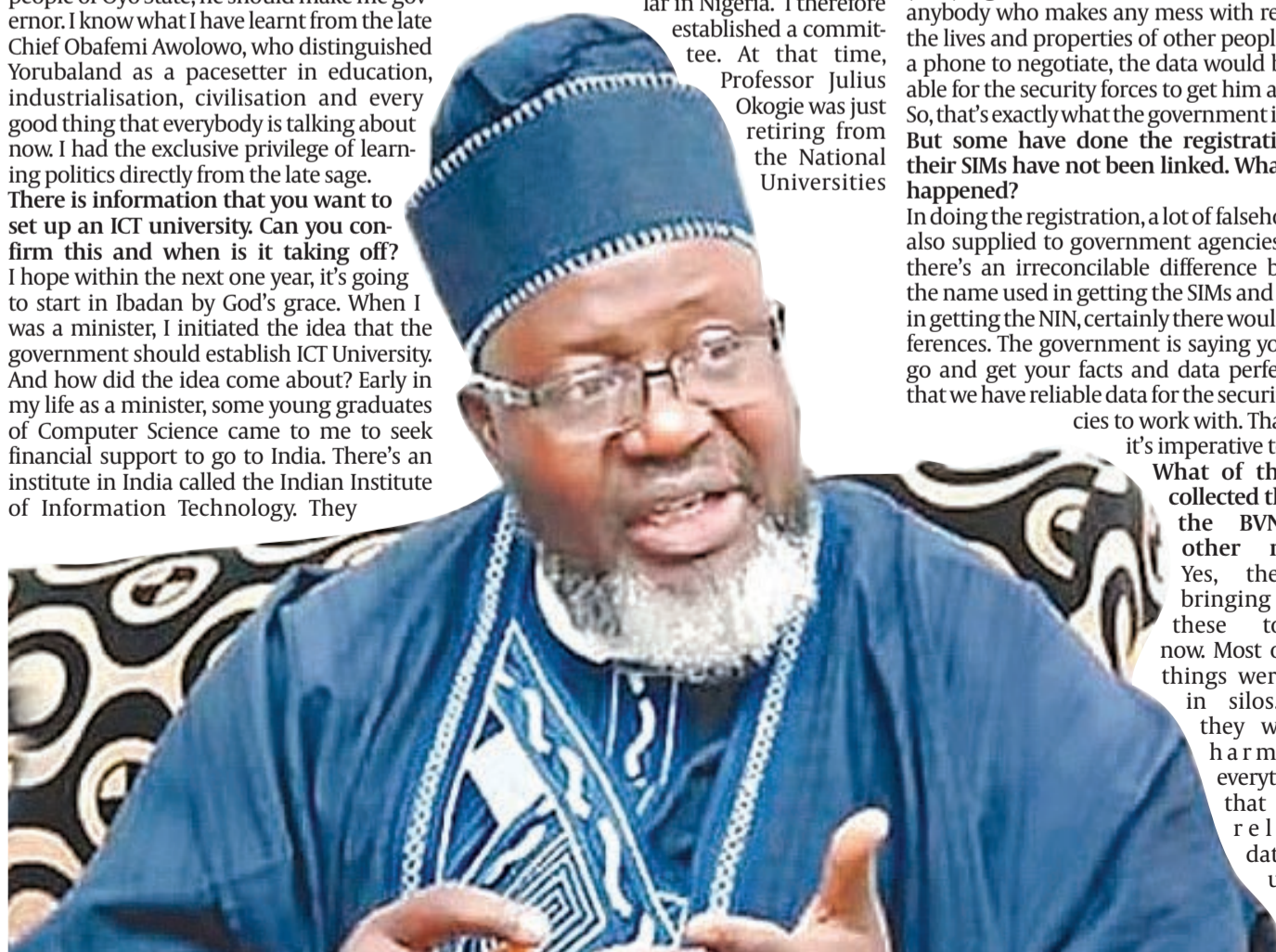
As a former minister of communications, how do you feel with complaints of some Nigerians losing their SIM cards to endless registration and verification exercises by service providers?

They won't lose their SIMs. It's just a question responding to regulations on the usage of SIMs. The government wants to have a record of everybody who owns a SIM for security purposes. Today, when kidnappers abduct people, they use their phones to negotiate for ransom. And the government finds it difficult to trace the details of those people who are bandits. With the National Identification Number (NIN) registration, once it is linked with SIMs, anybody who makes any mess with regard to the lives and properties of other people, using a phone to negotiate, the data would be available for the security forces to get him arrested. So, that's exactly what the government is doing. But some have done the registration, yet their SIMs have not been linked. What really happened?

In doing the registration, a lot of falsehood was also supplied to government agencies. When there's an irreconcilable difference between the name used in getting the SIMs and the one in getting the NIN, certainly there would be differences. The government is saying you must go and get your facts and data perfected so that we have reliable data for the security agencies to work with. That's why it's imperative to do it.

What of the data collected through the BVN and other means?

Yes, they are bringing all of these together now. Most of these things were done in silos. Now, they want to harmonise everything so that there's reliable data for usage.



Shittu



CHANGE OF NAME

www.guardian.ng Guardian Nigeria GuardianNigeria Guardiannigeria Guardian Nigeria - C00264288

ABDUL: I, formerly known as Miss Abdul Talatu now wish to be known as Mrs Yakubu Talatu. All former documents remain valid. General public note.

ABIODUN: I formerly known as Ajitoni Isiaka Abiodun now wish to be addressed as Ajitoni Isiaka Adegbola. All former documents remain valid. Public note

ADDITION OF NAME/CORRECTION OF DATE OF BIRTH: My name was written as Mayowa Okunade, now wish to be known as Mayowa Juliana Okunade, My DOB is 16-08-1983 not 16-08-1981. All former documents valid. Public note

ADDITION OF NAME: I formerly Kwubiri Ruth now wish to be addressed as Ekwe Yosef Bethel Ruth Oziemonu. All former documents remain valid. Public note

ADDITION OF NAME: I, formerly known as Atuyota Akpojaro now wish to be addressed as Atuyota Akpojaro Zyare. All former documents remain valid. General public note

ADDITION OF NAME: I, formerly known as Christian Isiugo now wish to be known as Obinna Christian Isiugo. All former documents remain valid. General public take note

ADDITION OF NAME: I, formerly known as Jomote Loretta now wish to be addressed as Jomote Loretta Khadija. All former documents remains valid. General public take note.

ADDITION OF NAME: I, formerly Jaboro Susan now wish to be addressed as Jaboro Susan Oghenekevwe. All former documents remain valid. Public take note

ADDITION OF NAME: I, formerly known as Miss Tisa Louise now wish to be known as Mrs Tisa Louise Chukwumeka. All former document remain valid general public note

ADETOYESE: I formerly known as Temitope Dorcas Adetoyese now wish to be addressed as Temitope Dorcas Awe. All former documents remain valid. Public note

AIDEBFO: I formerly known as Aidebfo Tina Omole now wish to be addressed as Kalu Tina Omo. All former documents remain valid. Public note

AKINJOLA: I, formerly Akinjola Isaac Iretunde now wish to be known as Akinjola Ehimeh Iretunde Isaac. All former name remain valid. General public note.

ALEX : I, formerly known as Miss Alex Cecilia Ndidi now wish to be addressed as Mrs Egba Cara Amaka. All former documents remain valid. General public note.

ATANDA: I, formerly known as Atanda Soliudeen Opeyemi, now wish to be addressed as Atanda Soliu Opeyemi. All former documents remain valid. Public take note.

AYUBA: I, formerly known as Mildred Ayuba now wish to be addressed as Mildred Aaron Jaktu. All former documents remain valid. Public note

BAMIDELE: I formerly known as Bamidele Olukemi Modupe now wish to be addressed as Abodunrin Olukemi Modupe. All former documents remain valid. Public note

BASSEY: I, formerly Miss Sifon Okon Bassey now wish to be addressed as Mrs Sifon Anietie Ekpenyong. All former documents remain valid. General public note.

CHIMEZIE: I, formerly Mr. Chimezie Uchenna now wish to be addressed as Mr. Ukachu Enyinnaya Uchenna Ahumaraezeama. All former documents remain valid. Embassies and Public note

CHINEDU: I, formerly known as Chinedu Monica Oluchi now wish to be addressed as Okechukwu Monica Oluchi. All former documents remain valid. Public note.

CHUKWUMA: I, formerly known as Ojieh Emmanuel chukwuma now wish to be known as Ojieh Emmanuel Nana. All former documents remain valid. General public take note

CONFIRMATION OF NAME: I, Kemaona Emina and Kemaona Ifechukwude Emina refer to one and the same person. All former documents remain valid. General public note.

CONFIRMATION OF NAME: That I, Alihu-Odianjor Doris and Odianjor Alihu Doris. L. All former documents remain valid. Public take note.

CONFIRMATION OF NAME: That I, Muhammed Bashiru Zainab Atinuke is same person as Bashiru Zainab Atinuke. All former documents remain valid. Public take note.

CONFIRMATION OF NAME: That Osin Freda, and, Osin Freda Efeomonti, is one, now wish to be addressed as, Hayble Freda Efeomonti. All former documents remains valid General public take note.

CONFIRMATION OF NAME: This is to certify and confirm that Okechukwu Ngene, Dennis Okey Ngene, Dennis Mark And Dennis Okechukwu Mark Refers to one and same person but now wish to be known and addressed as Mark Dennis Okey. All former documents remain valid. General Public take note.

CORRECT ARRANGEMENT OF NAME: I, Uche Chidiebube Jasper, wish to arrange my name as Uche Chidiebube Jasper, instead of Uche Jasper Chidiebube. All former documents remain valid. General public note

CORRECTION DATE OF BIRTH: I, Ade Harold Igbe date of birth was wrongly written on NIN, 24/6/1996. Correct date of birth now 24/6/1998. All Banks and public take note

CORRECTION OF NAME AND DOB: My name was wrongly captured as Haruna Achi instead Achi Haruna, DOB is 04/05/1975 instead of 20/12/1985. All former documents remain valid. Public note.

CORRECTION OF NAME AND DOB: My name was wrongly captured as Haruna Achi instead Achi Haruna, DOB is 04/05/1975 instead of 20/12/1985. All former documents remain valid. Public note.

CORRECTION OF NAME: My name was wrongly writing as Adekunle Remilekun Olatoyosi, instead of Adekunle Remilekun Olawale. All former documents remain valid. Public take note

CORRECTION/RE-ARRANGE OF NAME: My name was wrongly arranged on my International passport as Adeniyi Daniel Moyinoluwa instead of Adeniyi Moyinoluwa Daniel. All former documents remain valid. Public note.

CORRECTIONS OF NAME: My Name was wrongly written as Ali Airohuenle Gideon, Ali Airohuenle Uduevbola instead of Ali Airohuenle Uduevbolo. All former documents remain valid. Public take note.

DOZIE: I, formerly known as Miss Dozie Cornillia Chimankpam now wish to be known as Mrs Omeiri Chimankpam Cornillia. All former document remain valid general public note.

EBEHUNG: I formerly known as Akobi Emmanuel Ebehung now wish to be addressed as Akobi Emmanuel Ebenyin. All former documents remain valid. Public note

EKOGIWE: I, Formerly Miss Ekegiawe Faith now wish to be addressed as Mrs Kamme Faith Ekhoro. All former documents remain valid public take note.

EKPAKPALE: I, formerly known as Miss Daniella Oghenyerhovwo Ekpakpale, now wish to be addressed as Mrs. Daniella Oghenyerhovwo Ayeni. All former documents remain valid. General public note.

ENWEREMADU: I formerly known as Enweremadu Joe Emmanuel now wish to be known as Jeremiah Emmanuel Joe. All former documents remain valid. General public note.

EPUNDU: I, formerly Miss Epundu Favour Chioma now wish to be addressed as Mrs Egwuonwu Chioma Florence. All former documents remain valid. General public note.

FAMOTEMI: I, formerly known as Oluwaseun Elizabeth Famotemi, now wish to be addressed as Oluwaseun Elizabeth Esan. All former documents remain valid. General public take note

IDOGUN: I, formerly Miss Akpoyovbe Idogun, now wish to be addressed as Mrs. Akpoyovbe Adebowale. Documents bearing former name remain valid. Public note.

IDONOR: I, formerly known as Idonor Ruth Ufuoma now wish to be addressed as Eson Ruth Ufuoma. All former documents remain valid. General public take note.

IKPONMWOSA: I formerly known as Izegebuwa Monica Ikponmwosa now wish to be addressed as Izegebuwa Emokpare. All former documents remain valid. Public note

IRABOR: I formerly known as Miss Irabor Paulina Ebosetale, now wish to be addressed as Mrs Ojiesebholo Paulina Ebosetale All former documents remains valid, general public take note.

ISAMA: I formerly known as Isama Immaculata Ifunanya now wish to be addressed as Hongsermeier Immaculata Ifunanya. All former documents remain valid. Public note

JOMBO: I formerly Miss Blessing Oghenekome Jombo now wish to be addressed as Mrs Blessing Oghenekome Dimoko. All former documents remain valid general public take note.

MADUBUEGWU: Formerly Miss Madubuegwu Rosemary Nkem, now wish to be known and addressed as Mrs Nwachie Rosemary Noyelum. Former documents remain valid. General Public note

MIKE: I formerly known as Onyedum Uchenna Mike, now wish to be addressed as Onyedum Chidiebere Arinze, all former documents remain valid, passport office, Banks, public note.

MUONEME: I, formerly Miss. Victoria Nneka Muoneme, now wish to be known as Mrs. Victoria Nneka Ujah. All former documents remain valid. ESUT, general public note.

MUOTOE: I formerly known as Muotoe, Celestina Ijeoma now wish to be addressed as Aranonu, Celestina Ijeoma. All former documents remain valid. Public note

NOSIRU: I, formerly Known as Nosiru Idris Alao now wish to be addressed as Taofeek Idris Alao, all former documents remain valid. Public take note

NWATU: I, formerly Miss Nwatu Somtochukwu Nancy, now wish to be known as Mrs. Chihaha Somtochukwu Nancy. All former documents remain valid. General public take note.

NWEKENGOR: I formerly known as Nwekengor Nneamaka Anthonia now wish to be addressed as Obi-Okafor Nneamaka Anthonia. All former documents remains valid. General public take note.

NWIYI: I formerly known as Mabel Ngozi Nwiyi now wish to be addressed as Ngozi Mabel Nwiyizoba. All former documents remain valid. Public note

NZEKWU: I, formerly known as Nwakaego Nwadiafor Nzekwu now wish to be addressed as Mrs Chugbo Nwakaego Nwadiafo. All former documents remain valid public take note.

OBAYEMI: Obayemi Oluwatimileyin Eniola now wish to be addressed as Salajo Timilehin Eniola. My DOB is 08-07-1999 not 12-01-1999. All former documents remain valid. General public take note.

OBOZUWA: I, formerly Miss Obozuwa Itsemhe Doris now Mrs. Edogawerie Itsemhe Doris. All documents bearing former names remain valid. General public note.

ODIAH: I formerly known as Miss Odiah Esther Kewe now wish to be addressed as Mrs Isaac Esther kewe. All former documents remain valid. General public note

ODOH: I formerly known as Odoh Sarah Ifunanya now wish to be addressed as Onyemehi Sarah Ifunanya. All former documents remain valid. General public note.

OFFOR: Formerly known as Offor Chimamanda Jessica now wish to be addressed as Echesirim Jessica Chimamanda, All former document remain valid public note

OFFOR: Formerly known as Offor Victory Ikechukwu now wish to be addressed as Echesirim Victory Ikechukwu, All former document remain valid public note

OFORNEME: I formerly known as Andrew Joy Oforneme now wish to be addressed as Andrew Maria Young. All former documents remain valid. Public note

OGBONMWAN: I formerly known as Ogbonmwan Osas Jane now wish to be addressed as Alfred Osas Jane. All former documents remain valid. Public note

OGECHI: I formerly Mrs James Ahuchogu Ngozi Ogechi now wish to be addressed as Mrs Ahuchogu Ngozi James. All former documents remain valid. General public take note

OGUNLEYE: I formerly known as Ogunleye-Akhagbe Maureen Ihuoma now wish to be addressed as Chiedo Maureen Ihuoma. All former documents remain valid. Public note.

OKOLO: I formerly known as Okolo Osikhena Patrick now wish to be known, Called and addressed as Matthew Osikhena Patrick. Former documents remain valid. Public note.

OKONKWO: I formerly Uchechukwu Tochukwu Okonkwo now wish to be addressed as Uchechukwu Tochukwu Ozurumba All former documents remain valid. General public note

OKORO: I formerly known as Okoro Nnewogo Rebecca now wish to be addressed as Mrs. Rebecca Nnewogo Johnson. All former documents remain valid. Public note

OLADIRAN: I, formerly Oladiran Tunde now wish to be addressed as Oladiran Babatunde Oluwasegun. All former documents remain valid. Public note.

OLANIYAN: I formerly known as Olaniyan Olayinka Rasheedat now wish to be addressed as Ojetola Rasheedat Olayinka. All former documents remain valid. Public note

OLUWASEMILORE: I, formerly Saibu Oluwasemilore Foyeke now wish to be addressed as Saibu Oluwaseun Foyeke. All former documents remain valid. General public note

OMARARA: Formerly known as Omarara Adekunle Tobi now wish to be addressed as Chika Michael Chukwudi. All former documents remain valid public take note.

OMENKA: I formerly Miss Faith Onahi Omenka now wish to be addressed as Mrs Faith Onahi Ubochi. All former documents remain valid. General public take note

OMOLEYE: I, formerly known as Miss Adefunke Oluwaseun Omoleye now wish to be known as Mrs Adefunke Oluwaseun Omodunmiju. All former documents remain valid. General public note.

ONI: I, formerly Miss Oni Christiana Ibukun now wish to be addressed as Mrs. Olasehinde-Oni Christiana Ibukun. All former documents remain valid. General public take note.

ONUOHA: I, formerly known as Onuoha Nancy Onyemeachi now wish to be addressed as Ajayi Nancy Onyemeachi. All former documents remain valid General public take note.

ONWUNEME: I formerly known as Joy Ogechi Onwuneme now wish to be addressed as Joy Ogechi Solano. All former documents remain valid. Public note

OPARA: I, formerly known as Miss Opara Nkechi Grace now wish to be addressed as Mrs. Ideh Nkechi Grace. All former documents remain valid. General public take note

OSE: I, formerly known as Igbafen Emmanuella Ose now wish to be addressed as Ojiekpon Patience Emmanuella. All former documents remain valid. Public note.

OSSAI: I formerly known as Ossai Precious Ozioma now wish to be addressed as Mrs. Precious Ozioma : I formerly known as Aigbekaen. All former document remain valid. Public note

OWO: Formerly Miss Owo Hope Chinaza. Now wish to be known and addressed as Mrs. Olawaye Hope Tobi. Former documents remain valid. General public take note.

OYINLOYE: I formerly known as Oluwaseun Oluwatobi Oyinloye now wish to be addressed as Oluwaseun Oluwatobi Onyibia. All former documents remain valid. Public note

OZOVEHE: I formerly known as Ozovehe Aijimoh Omobolanle now wish to be known, Called and addressed as Obaudu Aijimoh Omobolanle. Former documents remain valid. Public note.

RAJI: I, formerly Miss Aishat Adejumo Raji now wish to be addressed as Mrs Aishat Adejumo Amanda. All former documents remain valid. General public note

SUMALA: I formerly known as Adizetu Sumala now wish to be known, Called and addressed as Smaila Zuwetu. Former documents remain valid. Public note.

TEMITAYO: I formerly known as Fagbemi Temitayo Emmanuel now wish to be addressed as Fagbemi Temidayo Emmanuel. All former documents remain valid. Public note

TIJANI: I, formerly Miss Tijani Oluwabukola Esther now wish to be known as Mrs Masanwoola Oluwabukola Esther. All former documents remain valid. General public note.

UGERU: I, formerly known as Oghenemine Rosemary Ugeru now wish to be known as Oghenemine Rosemary Ohwojehero. All former documents remain valid. General public note.

WURAOIA: I formerly known as Ogundimu Olufunmilade Wuraola now wish to be addressed as Ogundimu Olufunmilade Tonia. All former documents remain valid. General public note.

TheGuardianSports

www.guardian.ng

Guardian Nigeria GuardianNigeria 08136370421 Guardiannigeria

Finidi George to lead Eagles against Ghana on Friday

By Christian Okpara

THE Nigeria Football Federation (NFF), yesterday, announced that Finidi George would be in charge of the Super Eagles when they meet Ghana's Black Stars in a friendly match in Marrakech, Morocco, on Friday.

George was an assistant coach to the now departed Jose Peseiro when the Portuguese led the Super Eagles for two years up to the just-concluded Cote d'Ivoire 2023 Africa Cup of Nations. The 52-year-old former Ajax Amsterdam and Real Betis winger, who made a scoring debut for the fatherland in an Africa Cup of Nations qualifying match against Burkina Faso at the National Stadium, Lagos on July 27, 1991, has been appointed by the NFF to hold the reins in the meantime as a group of 22 players take on Ghana and Mali in this month's international window. On his debut in 1991, George, who also featured for Calabar Rovers and Sharks FC in the domestic scene before heading to Europe, scored one

and made four assists for legendary 'goals father' Rashidi Yekini (of blessed memory), and also assisted the latter to score Nigeria's first-ever FIFA World Cup goal against Bulgaria in Dallas, USA on 19th June 1994.

George scored the goal that took Nigeria to her first FIFA World Cup finals when he put Nigeria ahead against hosts Algeria in a crucial qualifier in Algiers on October 8, 1993. The match eventually ended 1-1 and earned Nigeria a ticket to the finals in America.

On Friday, George, from a family of football stars (elder brother Alari and younger brother, Igeniwari of blessed memory, were established players), will bellow instructions from the touchline, 21 months after he began to understudy Portuguese José Santos Peseiro, who led the Eagles to the runner-up position in Cote d'Ivoire.

Meanwhile, the NFF has revealed that 12 of the 22 players expected for the game had arrived in Morocco's

fourth-largest city, with defenders Gabriel Osho and Tyronne Ebuehi, and forwards Victor Osimhen and Taiwo Awoniyi having been knocked out by injury. At the team's Adam Park Hotel in Marrakech are goalkeepers Stanley Nwabali and Olorunleke Ojo, defenders Calvin Bassey, Semi Ajayi, Jamilu Collins, Bruno Onyemaechi and Benjamin Tanimo, midfielders Alex Iwobi, Raphael Onyedika and Alhassan Yusuf, and forwards Moses Simon, Nathan Tella, Cyriel Dessers, Fisayo Dele-Bashiru, Sadiq Umar and Ademola Lookman. Goalkeeper Francis Uzoho, defender Chidozie Awaziem, midfielders Frank Onyeka and Wilfred Ndidi, and forward Kelechi Iheanacho were being expected in Marrakech by yesterday, the NFF said, adding that only Turkey-based defender Bright Osayi-Samuel is being expected today.

After Friday's clash with Ghana, the Super Eagles will also take on the Les Aigles of Mali at the same Grand Stade de Marrakech on March 26.

Nigeria, Ghana battle for women football gold medal

By Gowon Akpodonor

FLYING Eagles' early exit notwithstanding, Nigeria still has a chance to celebrate a football gold medal at the ongoing 13th African Games in Ghana, if the women's U-20 team can conquer their Ghanaian counterparts in the final tomorrow. The Nigerians, on Monday, booked their final ticket by beating Uganda 2-0 with goals from Adaobi Judith and Chiamaka Christabel Okwuchukwu.

The victory calmed the nerves of some Nigerians, who are yet to overcome the disastrous outing of the Ladan Bosso-led Flying Eagles, who crashed out in their group stage, losing two matches against Uganda and Senegal.

Only the hosts, Ghana, now stand between Nigeria's U-20 women's team and the gold medal. Ghana defeated Senegal 3-1 in the second semifinal at the Cape Coast Sports Stadium to book an epic final with archrivals, Nigeria, with

two first-half goals from Tracy Twum and Ophelia Serwaa Amponsah.

Speaking on his team's performance so far, Coach Chris Musa Danjuma said: "We should have put away some of the chances we created in the first half, but we are happy to get two second-half goals and reach the final. It is an opportunity to retain our gold medal from the last edition in Morocco and we will do everything to win and make Nigerians happy. "In as much as we are not thinking about revenge, we know that we have unfinished business with Ghana. Our primary objective is to retain our gold medal in the African Games and by doing that, we would have sorted out the unfinished business."

The 'unfinished business' that Danjuma referred to was the WAFU B U20 Championship hosted by Ghana last year, in which the host nation edged out the Falconets in the final in Kumasi to win the regional title.

World's top runners set for Abuja City Half Marathon

By Christian Okpara

SOME of the world's best runners have registered to participate in the Abuja City Half Marathon, which holds in the Federal Capital Territory on April 20. The race has Premium Trust Bank as the title sponsor. Speaking in preparations for the race in Lagos on Monday, Nilayo Sports Management's Managing Director, Bukola Olopade, whose firm is organizing the event, said due to the high standard attained in the maiden race, the Abuja City Half Marathon was being considered for a bronze label by the international half marathon body.

Olopade said: "That's our target, as we prepare for this year's edition, coming up on April 20. It doesn't come cheap. It will be a record for a half marathon to attract a bronze label after just two editions," he emphasised.

Also speaking on the race, the technical director of the Abuja City Half Marathon,

Yusuf Ali, who doubles as Chairman of Edo State Sports Commission, explained that under the target, this year's edition will witness participation from numerous elite athletes from all over the world.

"Apart from that, every runner will bear chips and their name brands. We will also install spy cameras and other requirements for securing a label will be met," he said. Ali pointed out that the time returned at the race would be key to attaining the bronze label.

In his speech, Managing Director of Premium Trust Bank, Emmanuel Efe Emeffiem, assured that the bank's involvement in the Abuja City Half Marathon was an eloquent demonstration of his management's commitment to the ideals of the bank.

"We are committed to the rapid development of sports in the country. We also support athletes in achieving their dreams."

IOC warns athletes, countries to stay away from Russia-organised games

FACING a Russia-organised potential rival to the Olympics, the IOC, yesterday, urged sports and political leaders not to participate in the Friendship Games due to launch weeks after the Summer Games in Paris.

The IOC denounced diplomatic moves to promote the inaugural event in September as "a cynical attempt by the Russian Federation" to bring politics into sports. "The IOC strongly urges all stakeholders of the Olympic movement and all governments to reject any participation in and support of, any initiative that intends to fully politicize international sport," it said in a statement

published during a meeting of its executive board chaired by Bach.

Russian President Vladimir Putin decreed last year to start organising summer and winter events under the banner of the Friendship Games, paying tens of millions of dollars in prize money.

The games aim to counter the country's increasing isolation in international sports — and growing tensions with the IOC and Bach — since the military invasion of Ukraine in February 2022.

At the United Nations in New York four months ago,

Russian diplomat Maria Zabolotskaya used a debate on an Olympic truce for Paris to invite the world to the Friendship Games, citing her country's support for "honest and fair competitions."

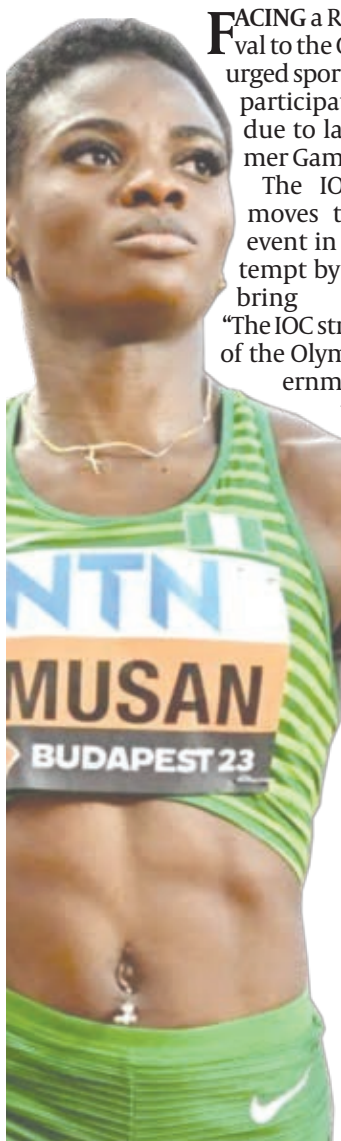
The first games are scheduled in Moscow and Yekaterinburg in September, with a prize fund reported by Russian media totalling 4.6 billion rubles (\$50 million). The Friendship Games aim to launch within weeks of the August 11 closing ceremony at the Paris Olympics, where the IOC does not pay prize money for medalists.

Cameroon clears 17-year-old AFCON star of age cheating

WILFRIED Nathan Douala made the news when he was picked for the Cameroon national side for two reasons: the first being that he was the youngest player at this year's AFCON at 17 years old, and the second being that there were doubts that the first reason was true. There were immediate question marks over the age of the player from the moment his name was announced. Cameroonfoot described him as "The most mature 17-year-old in the world," while Le Monde suspected that the Douala was a 23-year-old they

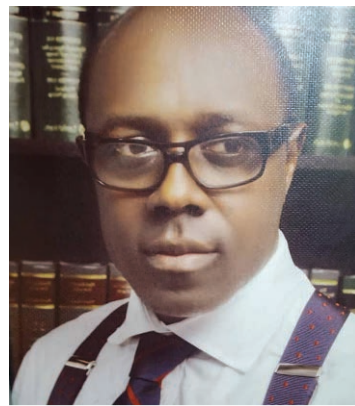
had previously interviewed years before who at the time went by the name Alexandre Bardelli. The two players bore a striking similarity having the same tattoos in the same spots, as well as the same scar, while even the number that Bardelli had left the interviewer to keep in contact happened to now be that of Douala's mother.

Douala was suspended on March 10 for alleged false identity, and it appeared as if the story would be over for a footballer who had begun to impress in the Cameroon league with his club, Victoria United FC.



SOLUTION									
A	K	W	A	T	E		G	A	S
N		A		I		P			P
C	A	B	L	E		A	S	I	A
H		A		R	U	T			
O	G	R	E		P		B		F
R		A		O		F	U	F	U
				P	R	O		R	R
S	A	N	I		P	L	U	T	O
E			N		I		K		R
E	L	F		M	A	N	U	R	E

'Femi D. Ojumu e-mail: info@balliolmyers.com
Tel: 07016303208



Finidi George to lead Eagles against Ghana on Friday /47



The pursuit of justice and asserted politicisation of appellate courts

An appellate court is a superior competent court of record to which appeals lie from lower courts. It therefore encompasses High Courts, Courts of Appeals and Supreme Courts in countries with a common law heritage.

Common law, in this context, implies those countries with legal systems emanating from English jurisprudence, applying the concept of stare decisis or the doctrine of binding legal precedents; justice according to the rule of law; application of the rules of equity; evidence-based trials and decisions; and, crucially, judicial independence.

The latter point is key, because a politicised appellate judiciary, one driven by partisan-political motives, cannot be independent. The logical extraction of that postulation, is that a judiciary which is not independent, of necessity, cannot, in the honest exposition of the word, deliver justice!

What then is justice? The concept of justice has different meanings in different contexts including mob justice, natural justice, distributive justice, procedural or technical justice, restorative justice, substantial justice *et al.*

Mob justice, by its very definition, is anarchic, because here, a baying mob arrogates to itself the role of prosecutor, judge, jury and executioner all at once; the corollary of mob justice is often instant death.

For example, A, is accused by a neo-fundamentalist sect, of violating a sacred text, and is instantly lynched. Mob justice is the anti-thesis of justice according to law, it constitutes an injustice; and is therefore criminalised in civilised and progressive societies.

Rational minds understand natural justice to be anchored on equity and fairness; do unto A, as you do unto B, devoid of irrational considerations such as bias, ethnicity, ideological leanings, partisan political beliefs and religious creed. In his seminal *tour de force*, *A Theory of Justice* (1971), the philosopher, John Rawls, contends that the aim of justice is: i.) the optimisation of liberty constrained only by the limits of protecting liberty itself; ii.) generic equality, as regards basic liberties of social life, and the distribution of social goods, albeit strictly constrained by the exception of inequalities which afford the greatest possible benefit to the least well-off in society; iii.) "fair equality of opportunity" and the disqualification of inequalities underpinned by circumstances of birth or wealth. In short, the focus of distributive justice is the equitable allocation of goods, opportunities and resources in a given society.

The concern of procedural or technical justice is, justice according to what the law says it is; devoid of ethical, ideological considerations and notions of distributive justice. Indeed, the 1873-1875 Judicature Acts, UK, were enacted to remove the extreme harshness and rigidity of the common law, and embed equitable principles of fairness and natural justice into the jurisprudence of the English legal system and those countries, like Nigeria, Canada, Australia, *et al.*, with a common law patrimony.

Those equitable principles survive until this day, albeit applied at the discretion of each appellate tribunal. Whereas, restorative justice, within the criminal justice realm, concurrently aims to punish offenders and rehabilitate them for the harm which they have caused to their



victims; whilst empowering the latter to take a proactive role in those processes.

On its part, substantial justice incorporates elements of equity, fairness, natural justice, procedural and restorative justice in executing justice according to law. This point was eloquently emphasised by Lord Denning, in *The Due Process of Law* (1980) viz "by due process of the law, I mean the measures authorised by the law so as to keep the streams of justice pure: to see that trials and inquiries are fairly conducted; that law fully available; and that unnecessary delays are eliminated..."

Furthermore, the Nigerian court obliquely addressed the essence of substantial justice in *Owner MV 'Cape Breton' v Ganic Nig. Ltd.* (2007), All FWLR (Pt.372) 1825 viz: "The law is never intended to work injustice or to shut out a party. It is not the purport of the law that it should work injustice... For indeed, the purport and essence of the law would be lost if such oratory, technicality or dexterity were allowed to subdue the justice of a case."

Now then, with greater clarity on the conceptions and the aspirational pursuits of justice emerges, important posers. Does the constitutional law doctrine of the separation of powers as between the executive, legislative and judiciary imply a hermetic seal between them? The answer is no, relying upon the statutory authority of sections 4, 5 and 6, of the 1999 Nigerian Constitution (as amended) which allocates the powers of the government between the legislature, executive and the judiciary.

Thus, section 4, vests legislative powers in the National Assembly for federal laws; and legislative powers in the respective State Houses of Assembly for state-wide laws. Section 5, vests executive powers at federal level in the President or those acting on his delegated authority; and, in the governor, regarding exec-

utive powers at state level and those acting on his authority.

Equally, section 6 (1) and 6 (2), of the Constitution, respectively, divides judicial powers between federal courts and state courts. To that extent, a degree of high-level coordination to meet the aims of justice and public policy in safeguarding social order will be necessary between the judiciary and other arms of government. Thus, high-level coordination and politicisation of appellate judges are patently distinct and discrete.

Appellate judges are, ultimately, appointed by democratically elected partisan political leaders, who are elected to govern, in the national interest, in progressive democratic societies. Does it follow that those appellate judges are politically beholden to their partisan-political appointers and therefore devoid of judicial independence?

Again, this must be answered negatively. Someone must appoint appellate judges. That appointer will neither emanate from planet Jupiter nor Pluto!! In a representative pluralistic democracy, which is the norm in the majority of progressive societies, the appointer individual, or appointer authority, will typically command democratic legitimacy endorsed by the prevailing constitutional order.

And the judiciary, as illustrated above is part of government, albeit fulfilling the pivotal function of executing justice according to law. Accordingly, in the absence of any compelling evidence connecting appellate judges to their partisan-political appointers' which compromises their judicial integrity; that assertion is *non sequitur*.

Do ideological leanings play a role in the decisions of appellate courts? Yes. Whilst appellate judges are presumably appointed on the basis of their competence, intellectual capacity, unimpeachable integrity, judgment, neutrality, tact, and demonstrable detachment from partisan politics, the fact of that the matter is that they are neither from planet Mars nor Uranus!

They are all earthlings!! They see, they hear, they feel and they read. They have their own concealed, or not so concealed ideological leanings, and presumably feel the pulse of public opinion. The United States Supreme

Court (USSC) exemplifies the latter proposition given its ideological "conservative" and "liberal" leanings in its decisions which are binding on all lower courts.

Take the decision of the USSC in *Roe vs Wade* 410 U.S. 113 (1973), where the Court in a seminal seven (majority) to two (dissenting) ruling, established that the U.S. Constitution protected a woman's right to an abortion. However, in 2022, almost 50 years after the original 1973 decision, the Supreme Court in *Dobbs vs Jackson Women's Health Organisation* No 19-1392, 597, US (2022), overruled *Row vs Wade* (1973); and decided on ideological lines, that there was no constitutional right to abortion after all.

The decision was supported by six U.S. Supreme Court Justices, appointed by the conservative Republican Party Presidents, notably Justice Alito and Justice Clarence Thomas, appointed by President George H. Bush; Justice Neil Gorsuch; Justice Brett Kavanaugh; and Justice Amy Coney Barrett, appointed by President Donald Trump; and Chief Justice John Roberts appointed by President George W. Bush. Three U.S. Supreme Justices appointed by liberal Democratic Party Presidents, notably Justice Stephen Breyer, appointed by President William Clinton; Justice Sonia Sotomayor and Justice Elena Kagan, appointed by President Obama dissented.

In the final analysis, the appellate judiciary is evidently part of government, in the wider sense of the word, and there is a clear separation of powers between the executive, legislative and judicial arms of government. However, that "clear separation of powers" is not so separate as to entail a hermetically sealed barrier between the judiciary, executive and legislative arms of government. The effective and pragmatic administration of justice, and the sustenance of social order, demands a degree of policy coordination which is not the same thing as verifiable politicisation of the appellate judiciary.

Nevertheless, appellate judges are, as can be established by the striking case of *Dobbs vs Jackson Women's Health Organisation* (supra), which overruled the *Roe vs Wade*, influenced to a greater or lesser extent by their ideological leanings. That phenomenon highlights a material risk, of a spectre of politicisation of appellate decisions in the U.S. at least.

This will only heighten the desperation by partisan-political appointers for appellate judicial appointees who closely reflect their ideological world view. It is imperfect most certainly, but then again, that is an exemplification of the workings of separation of powers in representative democratic climes.

It is by no means perfect and that imperfection can only be corrected by the people themselves, or their elected representatives, who will ultimately decide which political order, guidelines and legislation best suits their lives, social construct and legitimate aspirations.

Ojumu is the Principal Partner at Balliol Myers LP, a firm of legal practitioners and strategy consultants in Lagos, Nigeria, and the author of The Dynamic Intersections of Economics, Foreign Relations, Jurisprudence and National Development.

The effective and pragmatic administration of justice, and the sustenance of social order, demands a degree of policy coordination which is not the same thing as verifiable politicisation of the appellate judiciary.

Published by The Guardian Group, Rutam House, Isolo, Lagos Tel: 01-4489600
Abuja Office: Plot 415 Olu Awotesu Street, Off Idris Ibrahim Crescent, Off Obafemi Awolowo Way, Jabi District, Abuja. Tel: 08163413350, 09055922776
Advert Hotlines: 01-4489619, 0803371431, advert@guardian.ng; Circulation Hotline: 07038746449
All correspondence to Guardian Newspapers Limited, P.M.B. 1217, Oshodi, Lagos, Nigeria.
E-mail: Letters@guardian.ng; www.guardian.ng
Editor: OLUWAFEMI F. ADEKOYA ABC (ISSN NO 0189-5125)

What The Guardian stands for

Conscience, Nurtured by Truth

- The Guardian is an independent newspaper, established for the purpose of presenting balanced coverage of events, and of promoting the best interests of Nigeria. It owes allegiance to no political party, ethnic, community, religious or other interest groups. Its primary commitment is to the integrity and sovereignty of the Federation of Nigeria, and beyond that, to the unity and sovereignty of Africa.
- The Guardian will at all times uphold the need for justice, probity in public life, equal access to the nation's resources and equal protection under the law of Nigeria for all citizens.

- The Guardian journalist must whole-heartedly subscribe to the 1979 Code of Conduct for Nigerian journalists as amended in 1998.
- The Guardian believes, therefore, that it is the moral duty of every journalist to have respect for the truth and to publish or prepare for publication only the truth and to the best of his knowledge.
- It is the duty of The Guardian journalist to resist and refrain from earning other than his just salary or allowances from his employers: not to demand, and to refuse any reward if offered in cash or kind for publishing news or comments.
- The motto of The Guardian is Conscience Nurtured by Truth.

Please report any of our erring journalists to these dedicated telephone numbers: 014489600, 07098147948, 07098147951 Or our e-mail: Complaints@guardian.ng