



EMPLOYEE  
ENGAGEMENT &  
EXPERIENCE  
CONFERENCE

# 2025 Employee Engagement & Experience (E3) Conference 5.0



T H E M E

## Future-Proofing the Workplace: Harnessing AI for Unmatched Efficiency, Engagement, and Employee Experience



19th & 20th Mar 2025



9am



Hybrid

**For more Information, contact**

**Ujiro** ✉ [uemmanuel@fitc-ng.com](mailto:uemmanuel@fitc-ng.com) ☎ 08164006766 **Dr Adeola** ✉ [aagbato@fitc-ng.com](mailto:aagbato@fitc-ng.com) ☎ 08161261683

**To register click: <https://fitc-ng.com/e3-conference-2025>**

## Sponsors



# OVERVIEW

Since its inception, the E3 Conference has been a cornerstone event for fostering employee engagement, elevating workplace experiences, and driving meaningful conversations on the future of workforce development.

Each year, the conference has grown in scope and impact, supporting HR professionals, organizational leaders, and business decision-makers in navigating the evolving landscape of employee expectations, cultural transformations, and engagement strategies.

Now approaching its fifth edition, the 2025 E3 Conference will continue to build on these achievements by diving deeper into actionable insights, innovative tools, and holistic approaches that enhance the workplace experience. As we mark this significant milestone, the focus will be on celebrating progress while strategically equipping participants with the skills and knowledge to cultivate empowered, purpose-driven work environments.



# CONFERENCE OBJECTIVES

This conference provides a forum for business executives and leaders, to navigate the issues of the new and evolved world of work for improved employee experience, productivity and organizational performance. Speakers during this conference will:



**Reinforcing the Value of Engagement:** Demonstrate how high employee engagement drives productivity, innovation, and a resilient organizational culture.



**Expanding Perspectives on Employee Well-being:** Address the role of mental health and hybrid work models in crafting an inclusive and supportive workplace.



**Equipping HR Leaders for Future-Ready Strategies:** Offer tools, technologies, and methodologies that help HR teams adapt to changing workforce needs and expectations.



**Showcasing Proven Engagement Success Stories:** Highlight case studies and testimonials that bring real-world examples of impactful engagement strategies to life.

## CONFERENCE TOPICS

- 👁️ **The Human Element: Leading and Thriving in the AI-Powered Workplace**
- 👁️ **Building the Future-Ready Workforce: Collaboration, Innovation, and Human-Machine Synergy**
- 👁️ **The Human-AI Collaboration: Unleashing Potential Through Intelligent Automation**
- 👁️ **Upskilling for Tomorrow: Human-Centric Strategies in the Age of AI**
- 👁️ **The Regulatory Landscape for AI in the Workplace: Protecting Workers in the Age of Automation**

## MASTERCLASS TOPICS

- 👁️ **Specialization vs. Adaptability: What Skills Should the Modern Workforce Prioritize?**
- 👁️ **The Ethical Dilemma of AI in Recruitment: Bias, Fairness, and the Human Touch**



# TARGET PARTICIPANTS

The event is focused on attracting top professionals with interest in regulation, digital financial services, compliance, technology, fraud, risk, monitoring, reporting, financial crime, cybersecurity, data management, Financial technology and identity management.

**Executives and HR professionals  
in all sectors of the Economy**

**Leadership teams, Learning  
and Development Professionals**

**Executives from Tech companies  
and others with footprints  
in financial services**

**Team lead and Staff of  
regulatory agencies**

**Product Managers  
and Researchers**

**Media Influencers and  
Digital Transformation experts**

**Undergraduates in Social sciences,  
Human relations, et cetera**

**Aspiring human  
resource professionals**

# CONFERENCE ADVISORY BOARD MEMBERS

## BOARD MEMBERS

### CHAIRMAN



**Funke Amobi**

**Deputy Head Operations  
Stanbic IBTC Bank PLC**



**Emmanuel  
Michael**

**Director of Human Resources  
Eko Hotel and Suites**



**Dr. Omotola  
D. Adedapo**

**Head of HR, Sterling  
Financial Holding Co**



**Ejiro  
Ogunbanjo**

**Chief HR Officer,  
The Alternative Bank**



**Kingsley  
Ogirri**

**Group Head, HR,  
Providus Bank**



**Stanley  
Eluwa**

**HR Director,  
Promasidor Nigeria Ltd**

# AGENDA

## Day One

9:00am – 9:05am

Welcome by MC

9:05am – 9:15am

Opening Address

9:15am – 9:25am

Welcome Address

9:25am – 9:35am

Keynote Speaker

9:35am – 10:05am

Tea Break and Networking

10:10am – 11:10am

Plenary 1

11:10am – 12:10pm

Plenary 2

12:10pm – 1:10pm

Expert Debate 1

1:15pm – 2:15pm

Plenary 3

2:15pm – 2:30pm

Closing Remarks

2:30pm – 3:00pm

Networking/Lunch/Meet Up

## Day Two

Networking

Day 1 Recap

Plenary 4

Virtual Meet Up

Plenary 5

Expert Debate 2

Participants Experience Sharing

Closing Remarks

8:50am – 9:00am

9:00am – 9:10am

9:10am – 10:10am

10:10am – 10:40am

10:45am – 11:45pm

11:50pm – 12:50pm

12:50pm – 1:10pm

1:10pm – 1:30pm

# OPENING ADDRESS

**Funke Amobi** is a multiple award winning global human resource thought Leader. She is an Operations Management Executive with proven mastery in leveraging employee experience and customer experience for strategic business advantage.

She is currently the Deputy Head of Operations for Stanbic IBTC Bank PLC Nigeria, a member of Standard Bank Group (SBG). SBG headquartered in South Africa with operations in 19 African countries and other key financial centres is Africa's largest Banking Group ranked by assets and earnings. In this role, she is responsible for driving operational efficiency and optimization across Operations Shared Services which serves the Consumer High Networth Clients, Business Banking as well as Corporate & Transactions Banking segments. Her role also oversees business transformation programmes aimed at enabling differentiated customer experience and business growth.

Before this appointment which marked her transition into business, she was Regional Head, of People, and Culture Nigeria and West Africa for Standard Bank Group with the responsibility for shaping the people and culture strategy across six countries. She is known for astutely linking strategy, people, and superior business performance. Under her leadership, the People & Culture function for Stanbic IBTC Holdings PLC Nigeria was awarded over twenty awards nationally and internationally in recognition of excellence in human resource management, these include the Overall Winner, Large Corporates Employer of Choice 2017, Overall Winner CIPM HR Best Practice Award for 2016 & 2017, the Most Outstanding Employee Engagement Strategy Award for 2016, 2017 and 2018 as well as the Best Training. Learning & Development Strategy 2018, 2019 & 2020.

With about 30 years' experience in Human Resources (HR), Corporate Services and Banking Operations spanning the telecommunications, oil and gas, and banking industries in Nigeria, Funke has a wealth of experience as a certified HR management practitioner, with a unique specialist depth in talent management and organization development. Before joining Stanbic IBTC, she was the General Manager, Organization and Talent Development for MTN Nigeria Plc, A member of MTN Group Africa's leading cellular telecommunications company



**Funke Amobi**

**Chartered FCIPD, Chartered CCIPD,  
FCIPM, Professorial Fellow**

**Deputy Head, Operations  
Stanbic IBTC**

# CONFERENCE HOST

**Dr. Chizor Malize** is the Managing Director/Chief Executive Officer of Financial Institutions Training Centre (FITC). She has over two decades of professional experience that cuts across marketing, business process re-engineering, market growth strategy, reputation management and business consulting.

She has led various strategic and transformational projects in the financial services sector, local and international, in strategy, product marketing, electronic banking, retail, wholesale, private banking and brand repositioning. Her financial services experience spans several institutions such as Valucard Nigeria Plc, Standard Trust Bank/United Bank for Africa and Access Bank Nigeria Plc. She launched and managed several of these Nigerian financial institutions in 8 African countries and the United Kingdom.

Prior to assuming the role at FITC, Chizor was a Founding Partner and CEO at Brandzone Consulting LLC. She led the firm's Consulting practice serving major international and indigenous organizations of repute while creating thought leadership to advance businesses. She has been a mentor to a number of new ventures and advisor to Executives. She holds a Bachelor's degree and a Master's degree in Business Administration (MBA) with specialization in Marketing. She is a professional member of the Chartered Institute of Marketing (CIM), London and Chartered Institute of Marketing, Nigeria. She is an Executive Education Alumna of the London Business School, UK and the Columbia University, New York, United States. She is a recipient of Marketing and Leadership awards. She won the award for Marketing Personality of the year 2016 and the African Leadership Excellence Award 2017.



**Dr. Chizor Malize**

**CIMLon, MIoD**

**MD/CEO, FITC**

# WELCOME ADDRESS

Esteemed guests, distinguished speakers, visionary leaders, and all our valued participants,

Good morning and a very warm welcome to the **2025 FITC Employee Engagement and Experience (E3) Conference 5.0**! It is an honor to host this gathering of brilliant minds, dedicated professionals, and thought leaders who are shaping the future of work.

This year's theme, **"Future-Proofing the Workplace: Harnessing AI for Unmatched Efficiency, Engagement, and Employee Experience,"** is both timely and critical. The rapid evolution of artificial intelligence is redefining the way we work, collaborate, and engage within our organizations. Additionally, the World Economic Forum (WEF) highlights that by 2025, 50% of all employees will need reskilling due to AI and automation. As leaders and professionals, we must embrace AI not just as a tool but as a transformative force that enhances employee experience, drives productivity, and fosters a thriving workplace culture.

Today, we embark on insightful conversations and knowledge-sharing sessions that will equip us with strategies to navigate the ever-changing world of work. The integration of AI into employee engagement and experience is not about replacing human potential; rather, it is about augmenting our capabilities, personalizing work experiences, and fostering an environment where employees feel valued, empowered, and motivated to excel.

According to PwC, companies that prioritize AI-driven employee engagement see up to 40% improvement in workforce productivity. Additionally, Deloitte reports that organizations with strong engagement initiatives achieve 23% higher profitability. As we engage in discussions on cutting-edge trends, innovative solutions, and practical applications of AI in the workplace,

I encourage you all to be open to new ideas, challenge traditional norms, and actively participate in shaping the future of work.

Throughout this conference, esteemed experts, industry leaders, and forward-thinking practitioners will provide deep insights into the transformative role of AI in employee engagement. Engaging panel discussions, compelling case studies, and interactive sessions will illuminate how AI can refine decision-making, tailor career development, and fundamentally reshape workforce management strategies to enhance both efficiency and employee satisfaction.

The future of work is here, and it is up to us to shape it in a way that benefits both organizations and employees. Let us seize this opportunity to gain new knowledge, build valuable connections, and commit to driving positive change in our workplaces.

On behalf of FITC, I extend my heartfelt gratitude to our distinguished speakers, sponsors, and all attendees for being part of this transformative conversation. Together, let us embrace AI-driven innovation and set new benchmarks for employee engagement and workplace excellence.

Once again, welcome to the **FITC Employee Engagement and Experience (E3) Conference 5.0**! I wish you all an insightful and impactful experience.

Thank you.

**Dr. Chizor Malize** CIMLon, MIoD

**MD/CEO, FITC**

**Chief Convener,  
The E3 Conference**



# CONFERENCE SPEAKERS



**Dr. Chizor Malize**

CIMLon, MloD  
MD/CEO, FITC



**Ehia Erhaboh**

Founder/  
Country Head,  
AI in Nigeria



**Funke Amobi**

Deputy Head,  
Operations  
Stanbic IBTC



**Emmanuel Michael**

SPHRi  
Director of  
Human Resources,  
Eko Hotels and Suites



**Dr. Omotola D. Adedapo**

GPHR, SHRM-SCP  
Head of HR, Sterling  
Financial Holding  
Company



**Dr. Godwin Idoko**

Senior Partner,  
Haynes & Atkinson  
Consulting



**Dr. Adeola Agbato**

FCTP  
Head, Insights &  
Policy Advocacy,  
FITC



**Kingsley Ogirri**

ACIPM, HRPL, HCIB  
Group Head, HR,  
Providus Bank



**Stanley Eluwa**

MCIPM, HRMP,  
SHRM-SCP, HRPL  
HR Director,  
Promasidor  
Nigeria Ltd



**Rachel Adeshina**

Chief Technology  
Officer, First Bank



**Mercedes Ifon**

Head, HR Strategy,  
The Concept Group



**Success Osideko**

MCIPD  
Talent  
Management  
Expert/Consultant



**Adetokunbo Ogunsanya**

Group HR Director,  
Inlaks Nigeria



**Ejiro Ogunbanjo**

FCIPM, PSM, SPHRi  
Chief HR Officer,  
The Alternative Bank



**Victor Adebayo**

MCIPM, FIMC, GPHR,  
SHRM-SCP, MBA  
Founder/CEO,  
Diversity Talent  
Management Ltd



**Chinedum Ade-Aruwaji**

Head, IT Service  
Delivery Management,  
Access Bank



**Isioma Mbanefo**

SPHRi  
Head, P&C,  
Sparkle Nigeria



**Oluwatoyin Puddicombe**

ACIPM SPHRi CCA EMBA  
Senior P&C Manger,  
Letshego Nigeria



**Dr. Elizabeth Okonji**

Chartered FCIPD, FILMMD,  
FIMC, CMC, Ph.D. (Hons)  
Founder, TGL Labs



**Adejoke Alli**

General Manager  
HR & Admin,  
Fidson Healthcare Plc



**Otamere Elegon**

Country Manager,  
Great Place to Work



**Olajumoke Akindolire**

ISMN, PHRI, ACIPM, FIMC/CMC  
C Suite HR Consultant



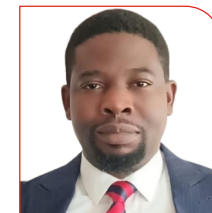
**Oyiza Salu**

FCIPM  
Chief Talent & Culture  
Officer, Polaris Bank Plc



**Adesola Aliogo**

Head P&C, Qore Inc



**Temitope Aloba**

HR Leader, Trainer  
& Nation-BUILDER

# PLENARY ONE

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## The Human Element: Leading and Thriving in the AI-Powered Workplace

The rise of AI and automation has sparked major changes in the job landscape. While these technologies are transforming how work gets done, humans still have irreplaceable abilities that will allow them to adapt and even thrive. This article explores strategies for people to maximize their value in an AI-driven workplace.

Developments in robotics, machine learning, and other AI technologies have enabled automation in roles ranging from manufacturing to white-collar professions. However, research indicates these shifts will create a net gain in new jobs requiring human strengths like critical thinking and collaboration.

With AI handling repetitive tasks and data-based decisions, humans should hone abilities that machines lack, like creativity, empathy, leadership, and complex communication. Organizations will rely on human insight and judgment to provide a holistic perspective.





Lead Speaker

Panelists

Moderator



**Ehia Erhaboh**

Founder/ Country Head,  
AI in Nigeria



**Oluwatoyin  
Puddicombe**

ACIPM SPHRi CCA EMBA  
Senior P&C Manager,  
Letshego Nigeria



**Kingsley  
Ogirri**

ACIPM, HRPL, HCIB  
Group Head, HR,  
Providus Bank



**Ejiro  
Ogunbanjo**

FCIPM, PSM, SPHRi  
Chief HR Officer,  
The Alternative Bank



**Ehia Erhaboh**

Founder/  
Country Head,  
AI in Nigeria

**Ehia Erhaboh** is a PhD Researcher at the University of Bradford, UK, where his research explores the impact of AI-driven digital transformation on firm performance in sub-Saharan Africa. As the Co-Founder of AI in Nigeria, Ehia leads efforts to harness AI as a transformative tool, creating a platform that connects and empowers stakeholders in the AI ecosystem.

With over 25 years of experience, Ehia has held senior roles in financial services, technology, and payments sectors, including as Executive Vice President, Operations and Technology at Interswitch Group, Africa's leading payments integration company. In this role, he spearheaded strategies that optimized operations, enhanced digital capabilities, and supported business growth.

Ehia is passionate about the potential of AI to reshape industries and societies, advocating for technology deployments that prioritize people at their core. His visionary leadership continues to inspire innovation and sustainable transformation in the financial services sector and beyond.



**Oluwatoyin Puddicombe**

ACIPM SPHR CCA EMBA  
Senior P&C Manger,  
Letshego Nigeria

**Oluwatoyin Puddicombe** is an HR Professional and Career Fitness Coach with 20 years of multi-sectorial work experience spanning Aviation, Business Services, Consulting, Insurance, Broadcast Media and Microfinance Banking, acquiring skills and competences in Client Services, Relationship Management, and Human Capital Management. She is currently the Senior People and Culture Manager of Letshego Microfinance Bank, part of a pan-African holding company based in Gaborone, Botswana.

A graduate of the premiere university, the University of Ibadan, she holds an Executive Masters in Business Administration from the Quantic School of Business and Technology. She is an Internationally Certified Senior Professional in Human Resources, a Certified Career Analyst, Associate Member Chartered Institute of Personnel Management, Associate Member, Institute of Professional Recruitment Consultants, Nigeria and Project Management Certification from the Project Management College, UK. She is also an alumnus of WIMBoard from WIMBIZ, the Women in Management, Business and Public Service Women on Boards.

She founded Toyin Talks Talent (T3), a coaching and mentoring non-governmental organisation in response to her first hand experience of the negative impact of a mismatch between natural talents and course of study. At T3, young professionals are guided to find their career fit by discovering their talents, developing them through fit for purpose capacity building sessions so that they can deploy and demonstrate these talents in career and business.

Her passion for developing young professionals inspired her to launch the T3 Torchbearers Academy (T3TA) which is on a mission to empower the next generation of African professionals by providing them with practical skills, nurturing their talents and instilling values that drive success while navigating the world of work.

**Kingsley Ogirri** holds a First-Class Honours Degree in Sociology from the University of Lagos and a Postgraduate Degree (PGD) in Human Resource Management & Training from the University of Leicester, United Kingdom.



**Kingsley  
Ogirri**

ACIPM, HRPL, HCIB

Group Head, HR,  
Providus Bank

A Multifaceted and highly motivated people practitioner with over 14 years cross functional experience, Kingsley's expertise is in Talent Acquisition, HR Strategy & Analytics, Employee Engagement, Talent Management, Workforce Planning, Organizational Design & Transformation with a strong record of delivering results in highly complex business environments.

Up till joining us, he was the Group Head, Human Capital Management & Administration at Mixta Africa (An ARM Company) where he led the Company's human capital management and administration function(s) across subsidiaries in 5 African countries. He successfully implemented several people-oriented initiatives aimed at improving employee performance, retaining employees & improving organizational performance.

Kingsley has a comprehensive and strategic understanding of HR in large and complex organizations, and his experience cuts across financial services (banking & non-banking), real estate, and hospitality. He is passionate about motivating people to realize their full potential and developing effective leaders in the process.

**Ejiro Ogunbanjo** is a strategic HR leader with over 15 years of cross-industry experience, specializing in transforming organizations through innovative people and business solutions. Currently serving as the Chief Human Resource Officer at The Alternative Bank Nigeria, she excels in aligning people, processes, and technology to drive business impact.



**Ejiro  
Ogunbanjo**

FCIPM, PSM, SPHRI

Chief HR Officer,  
The Alternative Bank

Her expertise spans strategic workforce optimization, talent retention, and executive advisory, helping C-suite leaders navigate business strategy, product innovation, and scaling challenges. She has led HR functions across banking, technology, and payments sectors, delivering data-driven interventions that enhance productivity and profitability.

A recipient of multiple HR and business awards, she holds a Master's in Managerial Psychology and prestigious certifications, including SPHRI, FCIPM, and PSM I. Her ability to integrate HR excellence with business strategy positions her as a trusted advisor and catalyst for organizational growth.



# PLENARY TWO

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## **Building the Future-Ready Workforce: Collaboration, Innovation, and Human-Machine Synergy**

Recent projections suggest that AI systems will soon outperform humans in nearly every field. This evolution is not only reshaping operational dynamics but is also setting new benchmarks for efficiency and innovation across industries. As technology advances, the role of AI is expanding from back-office support to strategic decision-making assistance.

### Downsizing the All-Human Workforce:

Approximately 41% of employers globally are planning to reduce their human workforce by 2030. This trend is driven by the increased capabilities of AI systems, which can handle tasks more efficiently in many cases.

### Focus on Reskilling:

The goal is to foster a collaborative environment where human talent is enhanced by AI, rather than replaced. This reskilling effort is essential for creating synergy between technology and human insight, ensuring that the workforce remains agile and competitive.





Lead Speaker

Panelists

Moderator



**Dr. Omotola  
D. Adedapo**

**GPHR, SHRM-SCP**  
Head of HR, Sterling  
Financial Holding Co



**Emmanuel  
Michael**

**SPHRi**  
Director of  
Human Resources,  
Eko Hotels & Suites



**Isioma  
Mbanefo**

**SPHRi**  
Head, P&C,  
Sparkle Nigeria



**Oyiza Salu**

**FCIPM**  
Chief Talent &  
Culture Officer,  
Polaris Bank Plc



**Dr. Omotola  
D. Adedapo**  
GPHR, SHRM-SCP

Head of HR, Sterling  
Financial Holding  
Company

**Omotola Adedapo** is a versatile, award-winning HR leader with expertise in organizational strategy, people and culture transformation, leadership development, and HR consulting. With extensive experience across financial services, manufacturing, FMCG, retail, hospitality, and healthcare, she currently serves as the Head of Human Resources at Sterling Financial Holdings Company Plc.

A certified Global Professional in Human Resources (GPHR) and SHRM-SCP, Omotola holds a Bachelor's in Microbiology and a Master's in Industrial and Labour Relations from the University of Lagos. Passionate about career development, she leads *Career LEAP with Omotola DA*, mentoring professionals to launch, accelerate, and pivot their careers. She is also the founder of *HR Talent Hub NG*, providing HR consulting and training for organizations and professionals.

Recognized among the *Top 100 Career Women in Africa* and *Top 100 Career Moms in Africa Leading Change*, she has also been named among *Top 300 Global HR Leaders* and *Top 10 HR Influencers in Lagos*. She serves on the advisory boards of FITC and The Iconic Brand Africa, contributing to HR thought leadership.



**Emmanuel  
Michael**  
SPHRI

Director of  
Human Resources,  
Eko Hotels and Suites

**Emmanuel Michael** is a Certified Leadership and Career Success Coach, a multi-award-winning strategic business leader, and a globally recognized HR thought leader with almost three decades of management experience, including 21+ years in HR leadership. He is passionate about developing people, driving business growth, and shaping the future of work.

He is the Director of Human Resources at Eko Hotels and Suites, leading a team of HR professionals in one of Africa's most prestigious hospitality brands. Emmanuel is also the current Chair of the HRCI Certification Council, overseeing global HR certification standards.

In 2017, he served as Interim CEO of Letshego MFB, a national microfinance bank in Nigeria.

He is also the Founder, Host & Lead Coach at HRwithEM®, where he focuses on leadership, career development, and employee experience.

A globally certified HR professional (SPHRI®, HRPL, MCIPM, MITD) and subject matter expert with the HR Certification Institute (USA), Emmanuel is also a Microfinance Certified Banker (MCIB). He actively mentors professionals through platforms such as The Cherie Blair Foundation for Women, CIBN, FATE Foundation, and GROW by Hacking HR.



**Isioma Mbanefo**

SPHRI

Head, P&C,  
Sparkle Nigeria

**Isioma Mbanefo** is a senior HR professional with over 14 years of strategic and operational HR experience across the UK, Europe, and Africa. As the HR Business Partner for WECA (West, East, and Central Africa) at Kantar, I operate on the senior EXCO team and drive major change in the business, managing relationships with key stakeholders and delivering cyclical performance activity.

She has extensive knowledge and credentials in many areas of HR, including rewards, employee benefits, organizational development, change management, and performance coaching. She is a registered change management practitioner, an associate of the Chartered Institute of Personnel and Development, and an associate of the Chartered Institute of Personnel Management of Nigeria. She has a master's degree in human resources, and is skilled at analyzing and presenting data-driven metrics and insights to drive the focus and execution of strategy.

She also inspires, coaches, and mentors individuals to exceed their potential and become future leaders. She is committed to creating a great workplace, empowering people, and building a sustainable workforce supporting business goals.



**Oyiza Salu**

FCIPM

Chief Talent & Culture  
Officer, Polaris Bank Plc

**Oyiza Salu** is a well-respected professional with over 20 years of experience in the financial services industry, spanning customer service, corporate banking, e-business, and human resource management. Her academic background includes a degree in Chemical Engineering from Ahmadu Bello University, Zaria, and an MBA from the University of Liverpool, UK.

Her expertise is in Leadership and Talent Development, HR Strategy & Transformation, Performance Management and Organizational Change. Oyiza is a certified coach who is passionate about empowering individuals and organizations to reach their full potential.

Professional Affiliations include Senior Certified Professional, Society of Human Resource Management (SHRM) USA, Global Professional in Human Resources (GPHR) from the Human Resources Certification Institute (HRCI) US, an Alumnus, Lagos Business School Advanced Management Programme (AMP 32), Honorary Member of the Chartered Institute of Bankers of Nigeria (CIBN), Member of the Chartered Institute of Personnel Management (CIPM), WIMBoard Africa Fellow, a Life Member of the Women in Management, Business and Public Service (WIMBIZ) and Member, HBR Advisory Council.

As a thought leader, she has served on various committees for the Chartered Institute of Bankers of Nigeria (CIBN) and Chartered Institute of Personnel Management (CIPM) and continues to share her expertise and inspire others through speaking engagements within and outside Nigeria.

She is on the Advisory Board of BettahLife Living Benefits, an #IAmRemarkable Official Facilitator, a Rising Tides Africa Mentor and a Volunteer Coach for the Refugee Jumpstart Coaching organization.

Oyiza is a family oriented mother and wife who serves as a Teacher with a Youth Ministry and is currently the Chief Talent & Culture Officer at Polaris Bank.

# PLENARY THREE

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## The Human-AI Collaboration: Unleashing Potential Through Intelligent Automation

Human-AI collaboration, or the strategic partnership between human intelligence and AI technology, unlocks potential by leveraging the strengths of both to achieve superior outcomes, particularly through intelligent automation. This synergy enhances productivity, creativity, and innovation by allowing humans to focus on complex tasks while AI handles repetitive ones.

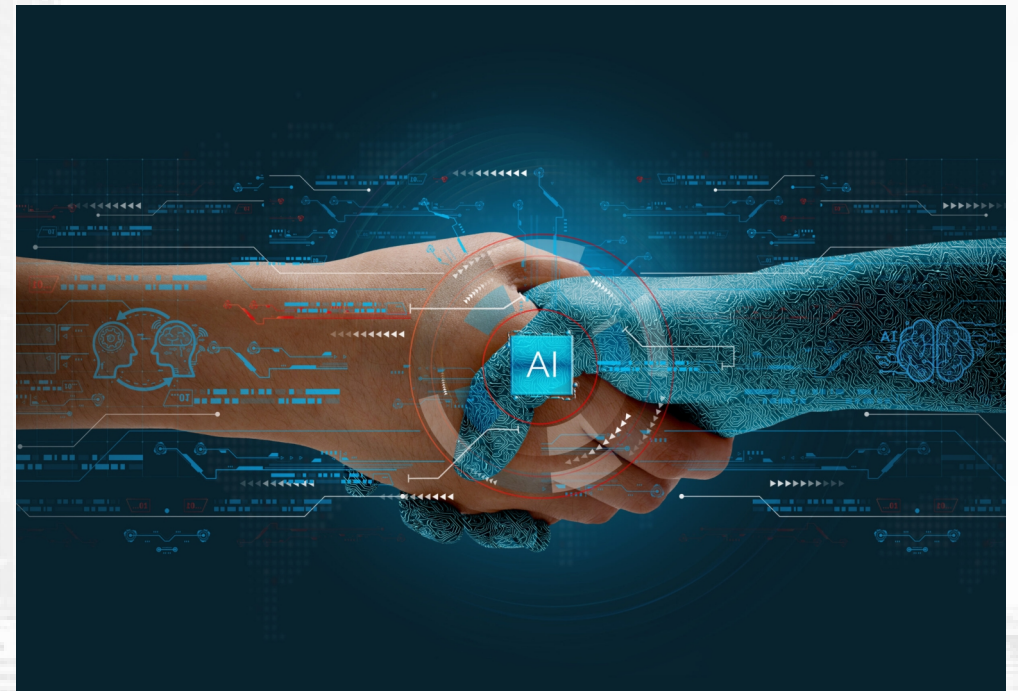
Human-AI collaboration involves using AI as a tool to augment human capabilities, rather than replacing them. It's about creating a symbiotic relationship where humans and machines work together to achieve goals that would be difficult or impossible for either to accomplish alone.

**Increased Productivity:** AI can automate routine tasks, freeing up human workers to focus on more strategic and creative work.

**Improved Decision-Making:** AI can analyze vast amounts of data quickly and accurately, providing humans with valuable insights to inform their decisions.

**Enhanced Creativity:** AI can serve as a creative catalyst, inspiring new ideas and expanding the boundaries of innovation.

**Better Outcomes:** By combining the strengths of both humans and AI, human-AI collaboration can lead to better outcomes in various fields, such as healthcare, finance, and education.





Lead Speaker

Panelists

Moderator



**Rachel Adeshina**

Chief Technology  
Officer, First Bank



**Dr. Godwin Idoko**

Senior Partner,  
Haynes & Atkinson  
Consulting



**Olajumoke  
Akindolire**

ISMN, PHRI, ACIPM, FIMC/CMC  
C Suite HR Consultant



**Adetokunbo  
Ogunsanya**

Group HR Director,  
Inlaks Nigeria



**Rachel  
Adeshina**

Chief Technology  
Officer, First Bank

**Rachel Adeshina** is the current Chief Technology Officer and former Chief Information Officer at FirstBank. With a focus on IT solution delivery, she leads the charge in integrating cutting edge technologies and driving digital transformation.

Rachel's role encompasses enterprise software development, process automation and digital innovations like Robotic Process Automation and Chatbots. Her leadership ensures that FirstBank remains at the forefront of technological advancements. With decades of experience in Banking and Technology. Rachel is a transformative leader. Her expertise spans IT architecture, strategic planning, infrastructure design, project management and disaster recovery planning, making her a pivotal figure in the industry. Rachel holds a Bachelor of Science degree in Mathematics and a master's in information technology from the University of Lagos. She is an alumnus of Lagos Business School and has earned credentials from Rutgers State University and Ralph Kimball University in the US. Rachel is a Project Management Professional and a member of the British Computer Society.

Rachel currently serves on the ICT sub-committee of the board of the Chartered Institute of Bankers, contributing her vast knowledge to the banking sector technological evolution.



**Dr. Godwin  
Idoko**

Senior Partner,  
Haynes & Atkinson  
Consulting

**Dr. Godwin Idoko Ogala** is a Deloitte DDI certified workshop facilitator and an accomplished coach with nearly two decades of experience in leadership, human resources management, and business analysis. He has held key positions such as HR Director at GREENILLE LNG, FoodCo Nigeria, Dorman Long Engineering, Four Points by Sheraton Lagos, and e.Stream Networks. Previously, he was the Learning Delivery Manager at MTN Nigeria Communications Limited from 2010 to 2016.

As a consultant, Dr. Ogala has worked with various firms on corporate strategy, Strategic innovation Management, organizational design, talent development, digital transformation and customer experience enhancement. He co-founded Haynes and Atkinson Consulting, where he serves as Managing Partner.

In addition to his practical experience, Dr. Ogala holds a Master of Business Administration in Service Excellence from the University of Wales UK and completed his doctoral studies (PhD) in Human Resources Management at Prowess University, Delaware USA. He is a fellow of both the Institute of Management Consultants in Nigeria (FCIHRM) and the Chartered Institute of Management Consultants (FIMC), further solidifying his position as a preeminent authority within the fields of management consulting and human resources management. His expertise includes HR, Learning Management, leadership, strategy, performance management, change management, Tech and customer experience management.

Passionate about empowering individuals and organisations, Dr. Ogala channels his extensive expertise into transformative leadership development initiatives. He is the convener of the Good to Great Managers Circle, The HR Best Practice International (HRBPi), and the Professionals Career Hub (PC-Hub) —dynamic digital learning communities where leaders connect, grow, and exchange best practices for success.





**Olajumoke Akindolire**

ISMN, PHRI, ACIPM, FIMC/CMC  
C Suite HR Consultant

**Olajumoke Akindolire** is a dynamic Human Resource Consultant with a diverse professional background spanning corporate communications, wealth management, business development, and the full spectrum of human resources—covering operations, systems, and strategic HR management. Her multidisciplinary expertise enables her to provide innovative, people-centered solutions that drive organizational growth and transformation.

With a strong focus on learning and development, Olajumoke collaborates with consultants to design impactful training programs, facilitate workshops, and organize corporate seminars and events that enhance employee performance and business success. Her approach integrates design thinking principles, ensuring that HR strategies are not only efficient but also innovative and adaptable to evolving workplace needs.

Passionate about sustainable development and impact-driven projects, she is dedicated to creating HR solutions that foster long-term business success, employee engagement, and social responsibility. Through her work, she helps organizations build resilient, forward-thinking workforces that align with their strategic goals.



**Adetokunbo Ogunsanya**

Group HR Director,  
Inlaks Nigeria

**Adetokunbo Agbede Ayo-Ogunsanya** is a seasoned Human Resources professional with over 20 years of experience spanning the telecommunications, management consulting, and technology industries. As the Group Human Resources Director at Inlaks Nigeria, she plays a strategic role in driving people management initiatives that enhance organizational performance, employee engagement, and business growth.

With a deep expertise in HR strategy, talent acquisition, performance management, employee relations, and learning and development, Adetokunbo has successfully designed and implemented transformative HR policies that align with corporate objectives. Her leadership has been instrumental in creating a dynamic and motivating work environment, fostering a culture of excellence, and attracting and retaining top-tier talent.

Throughout her career, she has been at the forefront of aligning human capital strategies with business mandates, ensuring that HR functions as a key driver of organizational success. Her ability to integrate people management with business objectives has led to improved workforce productivity, enhanced employee satisfaction, and long-term sustainability for the organizations she has served.

Adetokunbo is passionate about empowering individuals and teams through effective leadership, continuous learning, and strategic HR interventions. She remains committed to leveraging human capital as a competitive advantage in today's evolving business landscape.

# PLENARY FOUR

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## Upskilling for Tomorrow: Human-Centric Strategies in the Age of AI

Artificial intelligence (AI) is rapidly changing the nature of work and disrupting entire industries. While many predict widespread job losses due to automation, others argue that AI will in fact create new jobs and complement human workers in valuable ways. However, for humans to benefit from and thrive alongside AI, organizations and individuals must take proactive steps to continuously upskill and remain relevant in a technologically-advancing world.

Today we will explore the research around how AI is transforming different industries and jobs and outline practical strategies that organizations can implement to ensure their workforce remains adaptable and capable of integrating with AI systems through ongoing reskilling and education initiatives.

Many routine and repetitive jobs are at high risk of automation due to AI's ability to perform structured tasks more efficiently than humans. Roles like data entry clerks, telemarketers, and food preparation workers among others are predicted to shrink significantly as AI takes over routine manual labor (Manyika et al., 2017).





Lead Speaker

Panelists

Moderator



**Dr. Adeola Agbato**

Head, Insights &  
Policy Advocacy, FITC



**Adejoke Alli**

General Manager  
HR & Admin,  
Fidson Healthcare Plc



**Stanley Eluwa**

MCIPM, HRMP, SHRM-SCP, HRPL

HR Director,  
Promasidor Nigeria Ltd



**Olajumoke Akindolire**

ISMN, PHRi, ACIPM, FIMC/CMC  
C Suite HR Consultant



**Dr. Adeola Agbato**

FCTP

Head, Insights &  
Policy Advocacy,  
FITC

**Dr. Adeola Agbato** is an accomplished professional with over two decades of experience in banking, learning, and development. She is dedicated to developing and empowering talent to drive organizational sustainability and growth.

She holds a Doctor of Business Administration (DBA) in Leadership and Corporate Governance from Walden University, U.S., and a Master of Business Administration (MBA) from the University of Wales, U.K. She is also a Certified John Maxwell Speaker, Trainer, and Coach, as well as a Certified Training Professional accredited by the Finance Accreditation Agency (FAA), Malaysia.

As a subject matter expert and facilitator, she has led training programs in corporate governance, management, and leadership while also overseeing projects and assignments within the financial services sector. In her current role as Head of Insights and Policy Advocacy, she has demonstrated exceptional leadership, successfully growing the department's revenue from zero to over 100% of its budget within the first year. She has also spearheaded large-scale hybrid and virtual industry conferences and published a doctoral study on Nigerian banking governance, leadership styles, and performance during the 2008/2009 global financial crisis.

Her expertise and contributions continue to make a significant impact in the industry and beyond.



**Adejoke Alli**

General Manager  
HR & Admin,  
Fidson Healthcare Plc

**Adejoke Alli** has been a dedicated member of the Chartered Institute of Personnel Management of Nigeria (CIPM) for nearly a decade, transitioning from a background in medical, commercial, and pharmaceutical sales & marketing to the HR space. Determined to align HR practices with global standards, she played a key role in positioning her organization for excellence.

Under her leadership, the organization earned its first CIPM award in 2014 for HR Best Practices, followed by the Best Learning & Development Initiative in 2015. Despite facing setbacks in subsequent years, she remained committed to continuous improvement, leveraging assessments to strengthen HR processes.

Her perseverance yielded remarkable results, with the organization securing multiple CIPM Optimization and HR Best Practices awards, including Best in the Healthcare Sector last year. At the recently concluded CIPM International Conference & Exhibition in Abuja, her team's dedication was further recognized with four prestigious awards, maintaining their position among the top three companies in HR Best Practices.

Beyond the accolades, her journey reflects a commitment to excellence, strategic leadership, and the power of vision-driven teamwork. She continues to demonstrate that indigenous organizations can compete at global standards, proving that sustained success is achieved through resilience, innovation, and an unwavering focus on excellence.



**Stanley  
Eluwa**

MCIPM, HRMP,  
SHRM-SCP, HRPL

HR Director,  
Promasidor  
Nigeria Ltd

**Stanley Eluwa** is a vibrant Human Resource professional whose goal is to support organizations succeed in today's Volatile Global Economy and Competitive Business landscape. He has consistently demonstrated a strong passion and competence for HR effectiveness and participated in organizational projects focused on enhancing business performance and improving business processes.

He is a Human Resource and customer focused professional with skills and capabilities in various areas of HR and with core competence in HR Strategy & Transformation, Talent Attraction, Development and Management, Organisation Development and Performance Management. He has sufficiently demonstrated these skills in key multinational organizations across Africa including Nigeria, South Africa, Ghana, Kenya, Benin Republic, Guinea Bissau and the UK.



**Olajumoke  
Akindolire**

ISMN, PHRI, ACIPM, FIMC/CMC

C Suite HR Consultant

**Olajumoke Akindolire** is a dynamic Human Resource Consultant with a diverse professional background spanning corporate communications, wealth management, business development, and the full spectrum of human resources—covering operations, systems, and strategic HR management. Her multidisciplinary expertise enables her to provide innovative, people-centered solutions that drive organizational growth and transformation.

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Passionate about sustainable development and impact-driven projects, she is dedicated to creating HR solutions that foster long-term business success, employee engagement, and social responsibility. Through her work, she helps organizations build resilient, forward-thinking workforces that align with their strategic goals.



# PLENARY FIVE

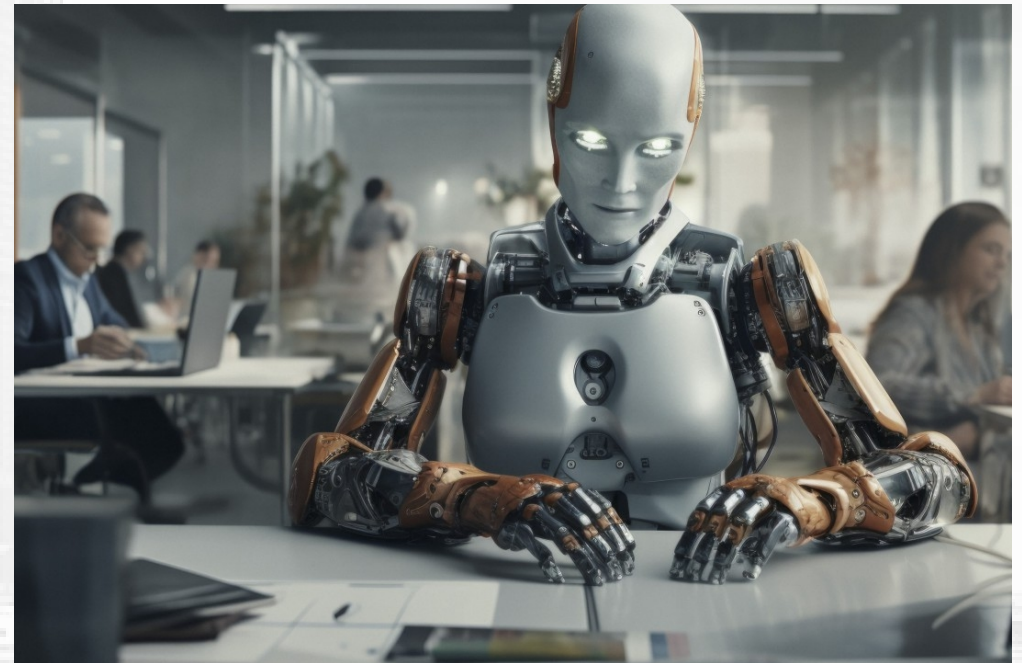
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## **The Regulatory Landscape for AI in the Workplace: Protecting Workers in the Age of Automation**

Across different sectors of the economy, the integration of artificial intelligence (AI) and algorithmic management tools is changing the experience of work. At present, these technologies' impacts on workers' autonomy, health, and safety are still being assessed and understood. They have increased employers' capacity to surveil and collect data on their workers, with a growing number of unfair labor practice charges and worker complaints revealing how employers are leveraging these tools in ways that affect organizing and collective bargaining.

Although there is currently no legislation at the federal level explicitly regulating the use of AI in workplaces, policymakers and regulatory agencies have recognized the risks such technologies can pose to workers' rights. National Labor Relations Board General Counsel Jennifer Abruzzo has called for more robust enforcement of existing labor law to protect workers from intrusive surveillance practices, citing concern over how such practices could interfere with workers' Section 7 rights.

In October 2023, the Biden administration issued Executive Order 14110 (Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence), directing federal agencies to guide the responsible development and use of AI.





Lead Speaker

Panelists

Moderator



**Otamere  
Elegon**

Country Manager,  
Great Place to Work



**Victor  
Adebayo**

**MCIPM, FIMC, GPHR,  
SHRM-SCP, MBA**  
Founder/CEO, Diversity Talent  
Management Ltd



**Chinedum  
Ade-Aruwaji**

Head, IT Service  
Delivery Management,  
Access Bank



**Temitope  
Aloba**

HR Leader,  
Trainer & Nation-Building



**Otamere  
Elegon**

Country Manager,  
Great Place to Work

**Otamere Elegon** is a seasoned financial and management executive with extensive experience in strategy formulation, business analysis, and marketing. His expertise spans multiple industries, including real estate, banking, information technology, and financial consultancy. Passionate about early-stage startups and companies with global ambitions, he has established himself as a skilled business consultant and strategist.

Currently serving as the Group Chief Strategy Officer at Primewaterview Holdings Limited, he previously held key roles in Corporate, Commercial, and Retail Banking at First City Monument Bank Plc and Bank PHB Plc (now Keystone Bank Plc). His experience also includes leadership positions as Head of Business Development & Strategy at Global Alpha Consultants Limited and Head Analyst at New Africa Business Development & Investment Company. He holds a B.Sc. in Biochemistry from the University of Benin and an MBA from Ambrose Alli University, Nigeria. He is currently pursuing a Doctor of Business Administration (DBA) at Heriot-Watt University, Scotland.

A distinguished communicator and facilitator, he has spoken at numerous strategies, business development, and leadership seminars. His participation in international conferences, including the Chief Strategy Innovation Summit in New York and the Sub-Saharan African Property Investment Summit in London, underscores his thought leadership in the field. With over 26 years of post-graduation experience, he continues to drive strategic growth and innovation in his industry.



**Victor  
Adebayo**

MCIPM, FIMC, GPHR,  
SHRM-SCP, MBA

Founder/CEO,  
Diversity Talent  
Management Ltd

**Victor Adebayo** is a seasoned Human Resources and Business leader. His experience span several industries including Oil & Gas, FMCG, Finance, Maritime Logistics, Consulting, Automobile and Manufacturing Conglomerate. He has held titles such as Chief Operations Officer, Human Resources Director and several others. His span of control and influence cuts across the entire African Continent and the Middle East. He led departments such as Strategy & Business Intelligence, Human Resources, Administration, Security, Safety, Health & Environment, Sales Operations, Manufacturing Operations and Distribution Operations. He is an alumnus of organisations such as African Global Logistics, CIG Group Africa, Airtel Networks Limited, Summit Chanrai Group, FBN Quest Merchant Bank, General Electric Oil & Gas, Procter & Gamble, Zenith bank and DTL Systems and Education Consulting. He led transformation projects in organisations such as Nigerian Electricity Regulatory Commission, HealthPlus Limited and many more.

He was a director on the board of Seamless HR, A HR technology firm, and Fly Networks an education consulting firm.

He attended Executive learning sessions at Harvard Law School participating in the Leadership and Negotiation program and attended the London School of Economics and Political Science graduating with an A+ Distinction at the Strategic Decision-Making program. He obtained his bachelor's and master's degree from Obafemi Awolowo University.

He holds two global HR practice certification "GPHR and SHRM-SCP" and one Nigerian HR Certification "MCIPM" from the prestigious Chartered Institute of Personnel Management (CIPM). He is a Certified Management Consultant and a Fellow, Institute of Management Consultants. He is a conference speaker and an active participant in learning, leadership, and strategy sessions.

Victor is a conference speaker, an International Compere and an astute teacher/facilitator. His areas of facilitation include Strategy, Human Resources, Customer Services, Sales and Business Development, Leadership, and general soft skills. He is married to Dr. Omotooke Adebayo a consultant radiologist and together they have three lovely angels. Victor also pastors a group of youth churches in his local assembly.



**Chinedum  
Ade-Aruwaji**

Head, IT Service  
Delivery Management,  
Access Bank

**Chinedum Ade-Aruwaji** is a highly accomplished IT service delivery professional with over 14 years of experience driving business transformation through strategic technology solutions. As the Head of IT and Service Management at Access Bank Nigeria, she plays a pivotal role in ensuring seamless service delivery, optimizing business processes, and enhancing customer experiences through innovative IT solutions.

With a strong background in service level management, business and process control, and IT governance, Chinedum has successfully led high-impact initiatives that address complex business challenges. Her expertise lies in aligning technology with organizational goals, improving operational efficiency, and implementing best-in-class service management frameworks.

Chinedum's leadership in IT service delivery has contributed significantly to Access Bank's ability to maintain operational excellence, drive digital transformation, and enhance service reliability. Her ability to blend technical proficiency with strategic vision makes her a sought-after expert in IT service management, customer experience optimization, and digital banking solutions.

She is passionate about leveraging technology to create sustainable business value and is committed to fostering innovation within the financial services industry.



**Temitope  
Aloba**

HR Leader, Trainer  
& Nation-BUILDER

**Temitope Aloba** is a seasoned human resources professional recognized for his results-driven approach and unwavering commitment to excellence. With nearly two decades of diverse experience spanning Sales & Marketing, Relationship Management, and Human Resources, he has built a strong foundation across industries, including Banking, Telecommunications, Insurance, FMCG, and Government sectors. His career journey began in Sales & Marketing roles at Diamond Bank, AXA Mansard, and Wapic Insurance, followed by a tenure as a Relationship Management/Customer Care Officer at MTN Nigeria. Temitope's transition into HR saw him excel in key roles, including:

HR Business Partner at MacTay Consulting, managing national outsourcing projects and a diverse workforce portfolio while engaging critical stakeholders across the value chain.

Employee Service Manager at Phillips Outsourcing, overseeing critical HR operations for a large group of employees nationwide. Head of HR/Admin at Jawura Environmental Services Limited, driving strategic HR leadership.

Currently, Temitope serves as Managing Partner at TEGSYL Consulting, an HR management consulting firm in Nigeria. Through TEGSYL, he provides HR functional training to hundreds of HR managers and professionals while leading transformational HR projects that enhance organizational capabilities across Africa.



# EXPERT DEBATE SESSION ONE

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## Specialization vs. Adaptability:

### What Skills Should the Modern Workforce Prioritize?

The central question is whether to specialize in a particular area or pursue versatility across multiple domains. This dilemma reflects the broader tension between depth and breadth in career development. Specialization involves focusing deeply on a specific aspect of front end development, such as UI design or front end architecture, while adaptability entails possessing a broad skill set and the ability to adapt to various tasks and technologies.

Both approaches offer unique advantages and challenges, making it essential for developers to carefully consider which path aligns best with their interests, career goals, and the demands of the industry.





**Dr. Elizabeth Okonji**

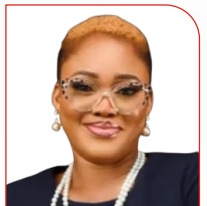
Chartered FCIPD, FILMMD,  
FIMC, CMC, Ph.D. (Hons)

Founder, TGL Labs

**Dr. Elizabeth Okonji** is a seasoned HR leader with over 2 decades' corporate HR experience, after pivoting early from a career in IT. She is the Founder of TGL Labs – a Business Coaching company. She also serves as Fractional Chief People Officer and Strategic Advisor to a couple of tech startups. Her passion for helping people and teams develop a culture of growth drives her to partner with businesses and individuals to unlock their full potential, offering tailored solutions for growth and personal development.

Elizabeth's fresh and daring approach to optimising people and culture for organisations undergoing transformation has earned her recognition as a trailblazer in People & Culture leadership. Some of these recognitions include a Ph.D., a feature among the Top 20 Disruptive People Leaders in Nigeria, a Lifetime Achievement Award, and most recently, an international feature among the Most Visionary Women Leaders in HR. Her journey to becoming an accomplished C-Level HR Leader included serving at organisations such as Renmoney, Afriglobal Group, Interswitch Group, MTN Nigeria, and Resourcery Plc., consistently delivering measurable results across geographies and industries, driving strategic business initiatives, and fostering a culture of innovation and excellence.

Elizabeth is an accredited coach with the International Coaching Federation (ICF), an international speaker, a certified learning experience facilitator, and a certified management consultant. Her other credentials, apart from her Masters in HRM, include Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD); Distinguished Fellow of the Institute of Leadership Management & Manpower Development (ILMMD); and Fellow of the Institute of Management Consultants (IMC). She is a member of the Certification Faculty and Experts' Council of Hacking HR and serves as Lead Ambassador for Transform Global's Lagos Chapter.



**Mercedes Ifon**

Head, HR Strategy,  
The Concept Group

**Mercedes Ifon** is a highly accomplished human resource professional with over 12 years of extensive experience across diverse sectors, including technology, aviation, logistics, travel, consulting, and telecommunications. As a strategic business partner, she excels in organizational development, restructuring, global talent acquisition, cross-cultural leadership, and agile HR solutions. She has a proven ability to build HR departments from the ground up, aligning them seamlessly with organizational objectives and significantly enhancing talent management processes.

Her impact extends far beyond traditional HR roles. She has provided invaluable counsel and mentorship to over 3,000 professionals across Nigeria, Dubai, Ghana, the UK, and Ireland. Moreover, she has successfully implemented impactful HR programs for organizations in various sectors, consistently driving improved performance and fostering a positive work environment.

Beyond her professional achievements, she is a passionate public speaker, sharing her expertise on strategic HR practices, career advancement, leadership, and social innovation. As a certified United Nations SDG Advocate, specializing in SDGs 5 and 8, she demonstrates a deep commitment to social change. She actively champions gender equality by addressing rape culture and providing support to girls and women recovering from traumatic experiences. Additionally, she serves as a Superintendent of Police in the Supernumerary Unit, contributing to public safety and community development.

Ultimately, she is driven by a desire to be a beacon of hope and a catalyst for change, inspiring others to reach their full potential through her unwavering passion, dedication, and strategic vision.

# EXPERT DEBATE SESSION TWO

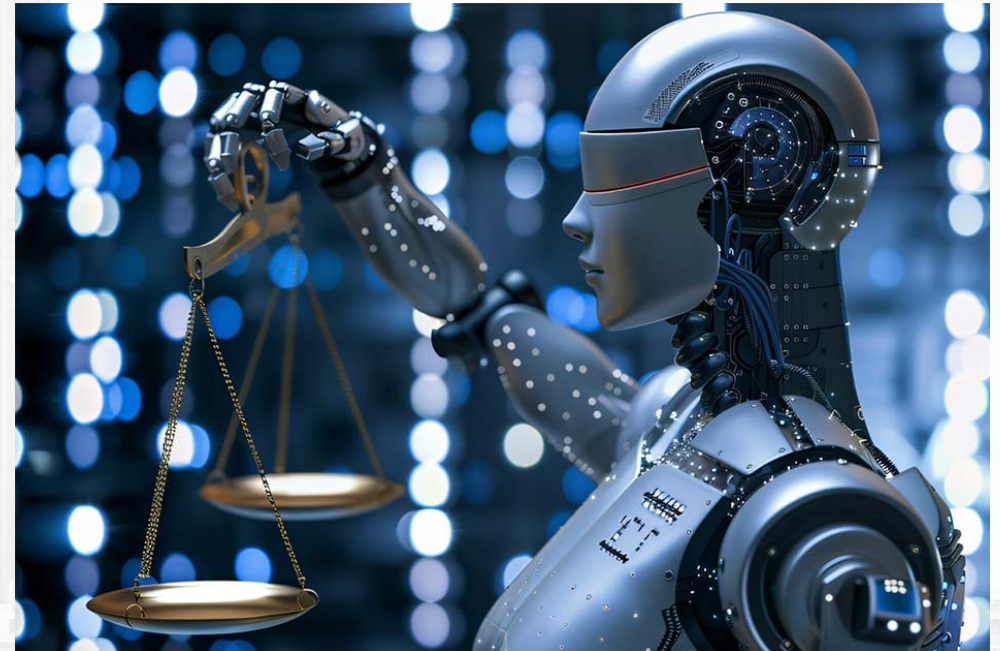
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## The Ethical Dilemma of AI in Recruitment: Bias, Fairness, and the Human Touch

Artificial Intelligence (AI) is revolutionising the way organisations identify, assess, and hire prospective candidates. While the adoption of AI in this field brings undeniable benefits, it also raises critical ethical considerations that demand thoughtful exploration. In this blog post, we delve into the ethical dimensions surrounding the use of AI in talent acquisition and the imperative for organisations to strike a balance between innovation and responsibility.

AI in talent acquisition has the potential to streamline and optimise the hiring process, but it's crucial to ensure that these systems remain unbiased. Algorithms are only as impartial as the data they are trained on. If historical hiring data reflects biases, AI systems can inadvertently perpetuate and even exacerbate those biases.

Organisations must be vigilant in reviewing and auditing their AI algorithms regularly to identify and rectify any biases. Additionally, transparency in the recruitment process is paramount. Candidates deserve to know if AI is playing a role in their assessment and how these systems operate to ensure fair and equitable treatment.







**Success  
Osideko**

MCIPD

Talent  
Management  
Expert/Consultant

**Success Osideko** has designed and executed the following in his over 10 years career. Performance Management, Strategy & Recognition Designed and launched digital employee recognition for 2000 employees to improve employee experience and drive a culture of appreciation in the organisation. Designed a strategy development framework to provide a structured approach for clarifying, communication, obtaining employee input and developing a team strategic objectives and goals. This framework also made it easy for internal resources to facilitate departmental strategy sessions thereby improving cost efficiency objective.

Skilfully navigated the cascade of the corporate scorecard set by MTN Group to MTN Nigeria executives (two grade levels above). He championed requests for KPIs revisions to the MTN Group and successfully secured buy-in for MTN Group agenda with MTN Nigeria executives to arrive at a corporate scorecard that both sides were happy with (a win-win).

He has an excellent written communication skills, drafted reports on the company performance scorecard for the consideration of the MTN Nigeria Board, documented several policies and procedures on performance and recognition for employees, and drafted bit-sized communication to simplify complex issues for employees.

As a member of the MTN Nigeria Internal Faculty, I have designed curriculum and facilitated several training workshops and strategy sessions on leadership, mentoring performance management, people management and culture. As the Ag General Business Partnering with oversight for the recruitment function, he championed the measurement of candidates experience during the recruitment process through the deploying of candidate satisfaction survey to increase the quality of our recruitment process and reduce the turnaround time. he has a keen eye for talent and have successfully recruited talented employees into both technical and commercial roles.

Impact outcome of his deliverables include improvement of organization net promoter scores and a recorded ten-point year on year increase relative to the 2020 result.



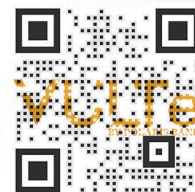
**Adesola  
Aliogo**

Head P&C, Qore Inc

**Adesola Aliogo** is an accomplished and driven Human Resources Management professional and leader with years of practical knowledge and experience in the FMCG, Fintech, Management Consulting, Banking and Logistics Industries. Highly skilled in innovating and implementing people management strategies across the HR value chain. Passionate about building the right culture, collaborating effectively with relevant stakeholders on various initiatives to deliver value to both people and leadership.

She has been actively involved in several projects geared at enhancing Employee Engagement and improving HR service delivery. Skilled in communicating and collaborating effectively by relying on excellent interpersonal skills, outstanding customer service and solid expertise in human resources management.

Interests includes HR Operations, Talent Acquisition, Learning and Development, Employer Branding, Performance Management, Employee Engagement, Culture Promotion, HR Strategy, Coaching, Mentoring, Employee Relations, Conflict Resolution.



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