

LEAP!

leadership | effectiveness | accountability | professionalism

June 2017 / VOLUME XXVII

Values. Leadership. Ethics.

*71 Nigerian Youth Embark
on a Leadership Journey*

5 minutes
with Samson Abioye
Co-founder, Pass.ng

Student's Community Project Clears Clogged Drains

*Join LEAP's #LetsFixOurDrains
Campaign on Social Media*

Paving the Way for the Future of Growth and Profitability in Nigerian Businesses

LEAP hosts its 12th CEOs Forum

Leadership Success
...always starts with a vision

Developing dynamic, innovative and principled African leaders



For over 15 years, Leadership, Effectiveness, Accountability and Professionalism (LEAP) Africa has stayed true to its mission to equip a new cadre of African leaders.

Our journey started with the realization that we can transform Africa, one community at a time by changing the mindset of the people, promoting ethical leadership across sectors and influencing governance.

Our biggest achievements are seen through the lives we have touched. LEAP has inspired and equipped youth, business owners and social entrepreneurs to lead ethically while implementing initiatives that transform their communities, organizations and contribute to national development. LEAP achieves this through its training programmes, publications and most recently elearning.

The evidence of our research are documented as resources and curriculum for self-development and business sustainability. Our 11 books ranging from topics such as ethics, governance, talent management, succession planning and corporate culture are action-oriented guides to creating positive and lasting change in individuals, organizations and communities.

WHAT WE DO

Youth LEAP

Changing the mindset of youth, equipping them to lead ethically and motivating them to deliver positive change in their communities.

We offer innovative leadership and work readiness programmes for youth with the primary aim of equipping them to live productively, lead ethically and motivating them to deliver positive change in their communities by either executing community development projects or building sustainable social enterprises.

Biz LEAP

Supporting entrepreneurs in instituting systems and structures that are crucial for business sustainability.

Through our annual flagship event - The CEOs Forum - which we initiated in 2005 for business owners LEAP focuses on a theme relevant to building a sustainable enterprise. LEAP also offers business leadership training to entrepreneurs and has published resources on themes relevant to business sustainability including business ethics, corporate governance, succession planning and risk management.

eLEAP

Creating an online resource centre with technology enabled tools for developing innovative, dynamic and ethical leaders.

eLEAP brings together digital information and learning resources for youth, entrepreneurs and professionals. LEAP's premier elearning course, eIntegrity – focuses on values, ethics, corruption and moral courage, equipping our audience to be dynamic and principled leaders through interactive learning and animated scenarios that help build awareness on ethics and empower users audience to resist corruption.

OUR MISSION

To inspire, empower and equip a new cadre of African leaders by providing the skills and tools for personal, organizational and community transformation.

OUR VISION

To be recognized as the premier resource centre for developing dynamic, innovative and principled leaders, who will drive Africa's realization of its full potential.

OUR VALUES

- **Commitment:** We recognize, reward and celebrate passion, dedication and loyalty to the mission and vision of LEAP Africa.
- **Communication:** We practice clear, timely and consistent communication, recognizing this as the basis for effective teamwork, efficient problem solving and organizational success.
- **Excellence:** We demonstrate excellence in all our activities, going the extra mile to ensure that our programmes, services and operations are world class and of the highest standards.
- **Integrity:** We consistently demonstrate transparency and truthfulness in all our dealings.
- **Respect:** We recognize and celebrate the diversity in our society and demonstrate respect in all of our interactions with different stakeholders.
- **Result-Oriented:** We focus on outcomes, not activities. Through our programmes, we strive to change mind-sets and behaviour, inspiring, empowering and equipping our participants with tools, skills and support that they need to effectively lead positive change efforts in their companies and communities

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Leadership is visioning – Does your Teen have a Vision Board?

MEET OUR BOARD MEMBERS

Dr. Nadu Denloye
LEAP Africa Board Chair,
Director, CDNet Ltd/Gte

Ms. Rabi Isma
Director, Leadership and Organisa-
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Book Review

Rage 4 Change



I am passionate about Community Service and did a lot of community service as a student and as a corp member. Presently I run an initiative on Education and Health for school children concentrating more on the Reading Culture.

I got to know about LEAP Africa when I bought the book "Rage for Change". I attended a program and saw the LEAP stand mounted with books. The title of the book caught my attention so I scanned through; saw it was useful and bought it.

Although I have not participated in any of LEAP's programmes, I have been using the book to teach my students to become a better citizens with a cause to pursue, while also providing solutions to challenges anywhere they find themselves. I love to solve problems and I teach anyone I come by to do same. Recently I gave the book to a young pharmacist to get a light of who she is and what she needs to do to contribute to her society and she was grateful and learned a whole lot from the publication.

I often campaign on improving the reading culture among Nigerians while also helping and building others to start a cause they are passionate about. In one of the Schools I taught, they started a group after reading "the dirtiest city in the world". The book is so useful and will be for decades to come.

-- Bukola Olufemi Oyebanji

Bukola Olufemi Oyebanji is a Teacher by profession and a member of Junior Chamber International.

"Although I have not participated in any of LEAP's programmes, I have been using the book to teach my students to become a better citizens with a cause to pursue..."

Essential Steps for Creating an Ethical Organization



As an ardent reader and one who is committed to values-based leadership, I find this book "Essential steps for creating an ethical organisation" a MUST read for any person, business, or nation interested in a systemic fight against corruption.

The battle against corruption can be won, if we would all take responsibility to intentionally build an ethical culture within our organisation.

This 80-page mini book provides a practical guide on how to establish structures within the confines of best standard global practices. The case studies are simple and relatable to our work life experience. It is worthy to note that when we create an organisation with ethical culture, it absolutely has a great impact on our internal productivity and performance. It improves staff motivation, reduces attrition and above all creates a healthy and happier work environment. If the wisdom shared in this book is adhere to, then we would undoubtedly build strong and lasting businesses with ethical cultures.

The book highlights topics around the role of a leader, creating ethical relationships with stakeholders, managing conflicts of interest, curbing dishonesty, distinguishing between bribe and gifts, preventing sexual harassment and exhibiting personal ethics. We can and we must win the fight against corruption through our actions

-- Omowunmi Afolabi, CEO, Above the Line Consult

We tailor our research findings to the programme and activities we run. From case studies on business sustainability in the Nigerian landscape to inspiring content on community development and leadership, our publications provides a step-by-step guide on entrepreneurship and social impact initiatives. Have you considered adding LEAP's resource materials to your 2017 book reading challenge? We have 11 interesting titles available at several bookstores in Nigeria and four of these books have e-versions. Get them today!



AVAILABLE AT THESE LOCATIONS:

Debonair Bookstore; 294, Herbert Macaulay Street, Sabo Yaba.

B & B Bookshops; 107a, Adeniyi Jones Avenue, Ikeja.

Laterna Ventures; 13, Oke-Awo Street, Victoria Island, Lagos.

CIBN Bookshops Plc; 19, Adeola Hopewell, Lagos.

NIIA Bookshops; 13/15, Kofo Abayomi Street, VI, Lagos.

Terra Kulture; Plot 1376, Savage, Off Ahmadu Bello Way, Victoria Island, Lagos.

CSS Bookshop; Bookshop House, 50/52, Broad Street, Lagos Island.

Florence & Lambard; Bookshop 202/204, Ikorodu Road,

Palmgroove, Lagos.

Veritas Books; 16, Oluwole Fadojutimi Street, Apples Estate, Amuwo Odofin, Lagos.

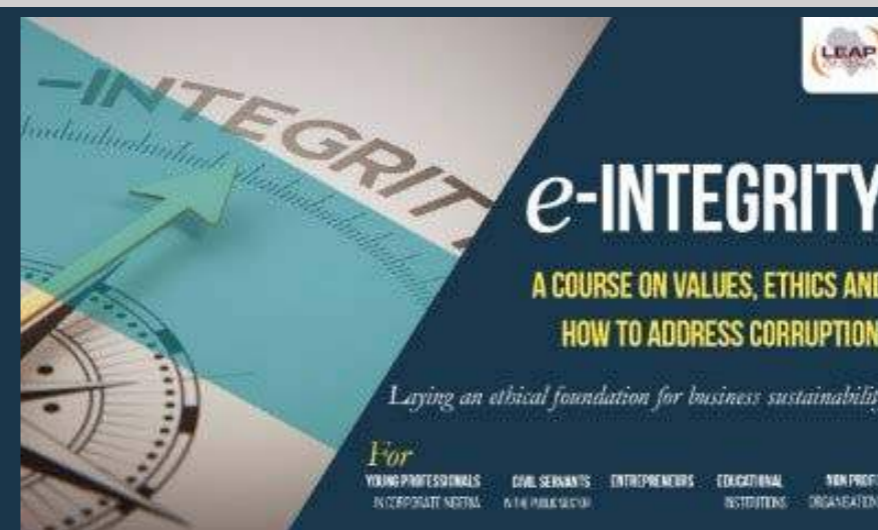
Options Book; House 142, Oyo Road, Ojo, Ibadan North, Oyo State.

Read on the Go ▶

Purchase copies of our eBooks on



For more information, please send an email to info@leapafrika.org



GET STARTED ON OUR VALUES/ETHICS COURSE

We are going digital and mobile! How would you like to benefit from our programme without necessarily being present in the room? Whether you are a large, small or medium scale business, LEAP's e-resource unit can help you build an ethically driven organization.

Values. Leadership. Ethics; 71 Nigerian Youth Embark on a Leadership Journey

“Those who govern us are as good or bad as the society that we have because it’s from the society, we employ individuals that lead us.”

This statement was made on why it is important for Nigerians to develop strong ethical standards that will enable them to live value-driven lives by Mr. Hope Nuka, Special Performance Lead, SNEPCo during LEAP’s Values and Leadership Skills Programme (VLSP).

Selected among a throng of over 2000 applicants, 71 young Nigerians (under 35 years) benefitted from LEAP Africa’s VLSP in partnership with NNPC/SNEPCo, on January 18 and 19, 2017 in



Living your values can be fun, fulfilling and exciting! Our participants during VLSP in January 2017

Lagos. The two-day training focused on soft skills that would engineer the leadership process in young people.

NNPC/SNEPCo partnered with LEAP Africa to tackle some of societies deteriorating values such as integrity, accountability, responsibility, excellence, hard work, and capacity building to develop a new generation of global shapers. NNPC/SNEPCo is investing in youth to become instrumental leaders of change. Put simply by Nuka, “What we are doing today, is our smallest contribution to prepare the future. If you ask me whether we stand to benefit anything, I’ll say yes.

But I wish we could do this in a larger scale and in multiple locations because you are the tomorrow that we have. That is why, what we have done is modest but it’s an investment into the future and we would also be one of the beneficiaries of what you are learning today”.

The VLSP curriculum was designed to stimulate a combination of individual and community development in young Nigerians. It is centered on values-driven leadership, and at this training, LEAP brought to fore the issues on ethics and corruption, which has become a cultural menace.

Values define the life you want to live. You determine the quality of your reputation through the ethical decisions you make on a daily basis. LEAP discussed in detail some pertinent questions raised in detail some pertinent questions raised on ethical issues, bringing clarity to the subject, with various scenarios such as,

how much information one discloses, in terms of reporting financial expenses from an official assignment.

Mr. Nuka who attended the training and interacted with beneficiaries also shared his views on how institutions are shaped by the society using law enforcement such as the Nigerian Police Force. According to him, “It’s from the society that we employ people that will be the Nigerian Police. What you have in society is what is replicated in the police force. The older citizens have probably missed it; in fact we are responsible

for recession in Nigeria today. It’s the younger generation that will likely pull us out of it”.

In a nation hugely populated by the youth, it is hoped that the desired effect of the VLSP will enable the younger generation to take a stand to abide by ethical codes of conduct that can reroute and prepare them for leadership both now and in the future. However, our inability to “speak up” as Nigerians, may hinder the progress that can be ours. Rather than identifying the root cause of a problem and taking the necessary steps to resolve it, we either misguidedly remain silent or inappropriately express our concerns. This is another factor that thwarts the process through which “change” can be realized.

We all need to speak up and stand up for what is true. It is important to let your voice be heard. You can express your displeasures respectfully not violently. And no matter how difficult that person(s) is, you can leave a lasting impression that challenges them to rethink their actions.

Acknowledging that “In leadership, self-awareness is a key determinant of success,” which emphasizes that all human beings must know who they are in-order to take on leadership roles and lead successfully. Notwithstanding, knowledge is not power. The application of knowledge is power. That is why, to stem the ravaging menace of corruption, individuals in authority must be representatives of an ethical society.

It is important for all, to conscientiously make the right decisions now, which will bring to reality the Nigeria of our dreams.

LEAP is resolute on its mission to inspire, empower and equip a new cadre of African leaders. We want to do more when we measure our impact through stories of dynamic young men and women found with the ability to confidently project themselves and take positive actions

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Our YDTP student is now an undergraduate!



Mezie Chinenye Chioma is currently a student at the University of Nigeria Nsukka Nsugbe Campus, studying Geography. In 2012, she was an SS1 student at St. John of God Secondary School, Awka and a participant of LEAP’s Youth Development Training

Programme, now iLEAD.

We caught up with Chinenye to find out how she’s performing at the University.

A lot of things changed about me after the programme LEAP delivered in my school; starting from my appearance, how I address people and my thought process.

After the YDTP, I developed a courageous spirit, a mission to serve others first, a trusting heart and a powerful sense of purpose.

“After the YDTP, I developed a courageous spirit, a mission to serve others first, a trusting heart and a powerful sense of purpose and I was guided by my Counsellor Mrs. Ubo who was also our Coordinator.”

I was guided by my Counsellor Mrs. Ubo who was also our Coordinator. At my university for example, I have taken steps to come up with an innovative hostel based laundry service in order to make life easy for the students. My fears of approaching my school authority about my innovative ideas are gone.

Also, there are days when I have financial challenges, but I have learned to be more prudent by eliminating all unnecessary activities in my life.

I would definitely recommend LEAP’s Programmes. I have already started talking to my friends about it. And this is because it has made me a better person with a strong sense of purpose.

The young hawk who became a social entrepreneur



Meet Femi Aliu:

I grew up in a local suburb in Ogun State and with a very humble upbringing. I have had to sell puff-puff in class as a secondary school student and do menial jobs while growing; it has yet groomed me for what I am currently involved in.

Growing up taught me hard lessons, my dreams and aspirations stared me in the face with no hope of fulfillment and I decided to make lemonade of my lemons. I have since moved

the ladder, grown through the ranks as a result of my embrace of growth and innovations.

I am a Social Entrepreneur and my involvement in development has had a far reaching effect on me and beneficiaries of my goodly endeavors. Essentially, I train teens on 21st century skills with deliberate emphasis on leadership and entrepreneurship education through my incubator and her flagship project “Teens Enterprise Development Fellowship” which enables teenagers to leverage digital skills to make money.

In 2014, I participated in LEAP Africa’s Citi Employability Programme as a Student and I travelled all the way from Federal University of Agriculture, Abeokuta to Lagos to learn from LEAP. In this program, I heard of the “Johari Window” for the very first time, while engaging in various ethical case studies. I took away deep lessons on values and each lesson had a profound impression on me prior to my National Youth Service Corp and work experience in the labour market.

I have since embraced ethical leadership combined with integrity and character. I hold this dearly as I want to become an example for others ahead of me to learn from. Thank you LEAP for the opportunity to grow significantly.

NIGERIAN DOCTORS MUST PAY ATTENTION TO THEIR PROFESSION: RIP Chisom Anekwe – LEAP 2008 Alumni



With 2,300 children below five years of age and 145 child-bearing women dying every day, Nigeria has the highest maternal mortality rate in the world, according to UNICEF.

In May 2017, Chisom Anekwe, a 2008 LEAP Alumni lost her life during childbirth at a Specialist Hospital in Lagos. The events surrounding her death lead to a strong media engagement on the failures of the Nigerian health sector, as friends, family members and the LEAP Alumni network led the outcry against the alarming rate of maternal mortality in Nigeria.

Chisom’s death was a clear reflection of how grave health practitioners have fallen in upholding the creed of the professions; principles that do nothing but to create a sense of humanity in our world.

In a nation where we are skeptical about the individuals who should *Continued on Page 16*

Taking LEAP across International Borders



The Leadership Game with students of Amelia Gallegos Diaz Colegio, Ecuador.

LEAP's Youth Development Training Program (YDTP), now iLEAD was adapted as a mini-leadership training for thirty-five (35) youth in Riobamba, Ecuador.

The program, ¡LID!, was successfully implemented by Amaris Ifedi, on Friday, June 2, 2017 at Amelia Gallegos Diaz Colegio and included sessions on "Liderazgo" (Leadership) and the "El Juego de Liderazgo" (The Leadership Game) to inspire and motivate students to think differently about themselves and issues in their societies.

VLSP For Individuals Starts July, 2017



LEAP now offers a two-days programme for individuals. The Values and Leadership Skills Programme (VLSP) is a two-day interactive workshop designed to empower and equip participants with the knowledge and skills required to improve their personal effectiveness, perform optimally in the workplace and become principled leaders committed to promoting ethics in all facets of life. This program includes sessions on Self-leadership, Creativity and Innovation and Emotional Intelligence. Also included are components on Visioning, Goal Setting, Effective Communication (including Public Speaking) and Moral Ethics.

Send an email to nmadu@leapafrika.org for more information.

LEAP's Launches Online Store

LEAP is delighted to announce the launch of its first online store, enabling customers to purchase inspiring LEAP customized merchandize around the world. The store which was launched on June 1st is available on Suvenir.com. Check it out today and HAPPY SHOPPING!



LEAP joins ANDE



LEAP in April 2017 joined The Aspen Network of Development Entrepreneurs (ANDE). ANDE is a global network of organizations that propel entrepreneurship in emerging markets. Launched with 34 members in 2009, ANDE now comprises more than 260 members who collectively operate in more than 150 countries.

Students Clear Clogged Community Drain



When it rains in Lagos, one of the major challenges faced by residents is flooding as a result of clogged drains.

In June, we were at Randle Senior High, one of the six schools registered under the LEAP's iLEAD programme, sponsored by Citi Foundation. The students implemented an environmental project in their school communi-

ty in Apapa, Lagos State, working together to lessen the detrimental impact of clogged drains during the raining season.

The iLEAD change projects encourage students in public secondary schools to launch community service projects by working with various stakeholders to actualise their ideas.

WHY iLEAD?



Edoya Filicia - SS2, Clegg Girls

LEAP's training enables people to come out of from their shells. It helps people identify who they are. In a society whereby everything is chaotic terrorism is everywhere, it helps us to be responsible citizens and responsible citizens of tomorrow, that's why I love LEAP's Training.



Bukola Cecelia - SS1 student, Clegg Girls

As a student, iLEAD helps us to identify our strengths and weaknesses. It enables us not to feel shy but to be bold and courageous in every situation we find ourselves. It enables us to keep to time and make SMART goals. It also teaches us to make budgets and plan for future investments.

WHAT NEXT?

Although the programme completion typically ends after a period of 12 months, students are inspired to continue to excel in academics, to be active thinkers, and to be conscientious stewards of the world around them.

At LEAP Africa we view all children as inherently intelligent and uniquely talented. Our curriculum challenges students to think and act according to their own highest ability. This perspective has consistently enabled our students to achieve both academic and personal success.



Paving the Way for the Future of Growth and Profitability in Nigerian Businesses



The speakers on stage with our Board Members

The 12th Edition of LEAP Africa's CEOs Forum - a three part event of excellent discussions and innovative presentations concluded with great success on June 1st, 2017.

The annual event which discusses pertinent issues in the Nigerian economy and champions ideas for entrepreneurs focused heavily on the theme "Managing Growth for Profitability" dwelling extensively on subthemes such as Corporate Governance and Leadership, Innovation and Marketing, Financial Planning and Management, People Management for Operational Success.

In an era where today's economic climate is challenging

“Behind every good leadership is good governance. Therefore failure to invest in good governance structures is a sure way to undermine ones leadership style and lose credibility.

Mrs. Fela-Durotoye

for many corporations, every entrepreneur needs to find its place in the rapidly evolving world order and maintain its standing and relevance in the sectors in which they operate. Having identified that scalability is one of the most important factors for entrepreneurs considering starting a new business or hoping to take a current business

to the next level, successful business growth depends on a scalable business model that increases profits over time, by growing revenue while avoiding cost increases.

To bring scalability, growth and profitability into sharp focus, over 800 SMEs gleaned knowledge from six (6) distinguished Nigerian business leaders who commenced the first segment of the Event. Professor Fabian Ajogwu, SAN, FCI Arb - Principal Partner, Kenna Partners, Dr. Edith Azinge - Executive Director, EMEDITH Consulting, Mrs. Tara Fela Durotoye - CEO, House of Tara International and Nnamdi Ezeigbo - Founder &



The Plenary session during the Forum



The 2017 Workshop participants

CEO, SLOT Systems conveyed their messages, using their personal experiences and case studies. By noon, LEAP delivered a bespoke Entrepreneurship workshop to 50 more attendees during a closed door workshop with invited speakers - Mr. Peter Bamkole - Director, Enterprise Development Centre (EDC), Mr. Adebayo Akinwunmi - Founding Partner, Hartford Green Consulting, Mr. Seyi Abolaji - CEO, Wilson's Juice Company and Mrs. Bisi Adeyemi - MD, DCSL Corporate Services Limited (DCSL).



Discovering LEAP! A cross-section of guests at the Forum

Highlights from the event include key takeaways such as Tara-Fela Durotoye's strong emphasis on corporate leadership. According to Mrs. Fela-Durotoye, behind every good leadership is good governance. Therefore failure to invest in good governance structures is a sure way to undermine ones leadership style and credibility.

Mr. Nnamdi Ezeigbo also presented various scenarios

on Innovation and Marketing saying product innovation will only get brands so far in their life-cycle, it however takes market innovation to ensure long-term success. He said, ideally, innovation should work itself into the entirety of a business culture, before it moves itself out into an organisation's marketing strategy.

While CEOs cannot control their employee's personality and attitudes, they can decide how to respond and address issues within an organisation says Mr. Peter Bamkole during his session on "People Management". He noted that the management challenge is to figure out how to keep the average employees motivated, sharing principles managers should apply to motivate average employees who can deliver on their objectives more proactively and seek additional tasks or challenges.

Every element of the event this year was tailored to give each business owner the opportunity to learn, share and network via a conference and a workshop that focused on the challenges small businesses face at varying stages of their life-cycle.

LEAP Africa is constantly coming up with innovative business programmes to keep its customers interested and engaged. In year 2018, the annual Forum will revamp its focus and target audience to the growing population of the youth. The forum next year will be positioned as the "Young CEOs Forum", providing a platform for a new generation of youth to secure new customers, create enterprise value and grow business exponentially in Nigeria.



Networking at the Business Connect Cocktail

Social Entrepreneurship; Challenging The Status Quo

Sponsored by:



Fellows in-session – Discussing the Importance Of Ethics – Where Values and Business Meet

ceremony in November 2016 before it progressed into its second phase in February this year providing an intensive residential workshop from February 6-10, 2017 at the Star Academy, Nigerian Breweries.

The workshop, led by the LEAP team and a line-up of external speakers well versed in business development and scalability, became a level playing field for the Fellows to expand their understanding in the areas of communication, networking, digital marketing, self-awareness, emotional intelligence, financial management, legal matters amongst other high interest topics. The SIP faculty who have become involved in the growth potential of these young innovators include

Mr. Joe Mbulu, Transformation Director, Union Bank Nigeria, **Mr. Dabesaki Mac-Ikemenjima**, Programme Officer, Ford Foundation, **Mrs. Osayi Alile**, Consultant and Director, Access Bank Nigeria, **Mr. Jide Adeyemi**, CEO/Chief Executive Brand Strategist, Big and Bold Communication.

Part of the key takeaways for a number of the Fellows is to be more self aware of the solutions they are providing to pare down the problems and the gaps in society. Emphasis on digital marketing, strategic planning, networking and the ability to tell compelling brand stories also left strong impressions on the fellows.



Mrs. Uche Pedro, Founder, Bella Naija and LEAP Director with some Fellows

How can we make society better?

This is a question that resonates with every social entrepreneur.

An integral part of development in Africa in the last two decades has been as a result of the rise of some spectacular groups of individuals changing the status quo to advance Africa. In year 2004, LEAP Africa began the Annual Nigerian Youth Leadership Awards (ANYLA) to recognize the phenomenal efforts of young men and women intensifying the pace for progress through their initiatives.

However in 2013, ANYLA evolved into the annual Fellowship programme titled the Social Innovators Programme (SIP), introducing a new component that builds the leadership and knowledge capacity of young founders/CEOs managing various social enterprises.

Through training and strategic support systems, the Fellows are equipped with the knowledge and skills needed to sustain and scale up their impact. At the annual Awards, LEAP presents the most outstanding Fellows awards in recognition of their creativity and social impact. The Fellows, representing diverse sectors of the economy, are united by their unwavering commitment to transform Nigeria, which ultimately transcends into their engagement for Africa.

Now in its fifth year with over 60 young leaders who are driving Africa's realization of its full potential, a week-long workshop was organized for 20 new entrants selected to join the programme. The SIP class of 2016/2017, currently funded by Union Bank Nigeria, officially began with an induction



For the full report on the 2017 SIPA Workshop, visit our blog: [LEAP Africa – Developing African Leaders](#)



Making Your Board Work

By Simi Olusola
(2016/2017 SIP Fellow)

When it comes to setting up an organisation, especially a not-for-profit (known in Nigeria here as Incorporated Trustees), getting the board right is one of the best things you can do for your organisation. It was not until I attended the Social Sector Management course of the Enterprise Development Centre, Pan Atlantic University that I realised I had gone about setting up my board the wrong way. The mistake I made was made much more glaring when I attended the LEAP's Social Innovators Programme (SIP) and got to learn much more. I hope you will learn from my mistakes, experience and new knowledge.

Making your NGO work is not just about you having passion and getting grants, your board plays a fiduciary role and you must have a solid board if you are going to get the benefits of that role. Those benefits abound, trust me, in the two months or so of having a strong board, my organisation has moved forward by at least 20%.

I will now highlight some things you should take into account in order to make your board work.

Do not be in a rush:

When I registered Aspilos Foundation, I was in such a rush as someone had told me I could get some computers donated to us by an international agency but that I had to be registered first. So I went into it in a rush, it did not help that CAC did not have adequate information and it also did not help that the lawyer I hired did not explain things well to me. Take your time and learn about the process and do things right the first time so you do not have to overhaul like I did. By the way, we never did get the computers.

Have the right people:

Do not pick just anyone to be on your board. Avoid picking your friends and family members except you are setting it up together. You should have the following people on your board:

- A legal expert
- A financial management expert
- A business development expert
- A subject matter expert
- A PR/branding expert

Have an odd number board:

This is mainly for voting purposes. You do not want a case where you are voting to take a decision and then you have a tie. We have seven (7) Board members.

Get people who can pull your ears when you are going wrong:

There is no one on my board that if they call me, I won't answer. Everyone on that board can tell me where I am going wrong. Do not pick people that do not have any form of influence over you. I remember the first meeting we had, I was so nervous and was shaking even though I knew and had a relationship with all but one of them personally beforehand. They are people I respect a lot so I had to put on a good performance if not the best. Thankfully, they were understanding and helped boost my morale that day. So get people that you have no problem listening to.

Do not look for high profile people:

A number of us make the mistakes of looking for rich and popular people because we think they will attract funding to our organisations or will support us financially. That is not always true. Stop thinking that way. If your organisation has grown to a point where its credibility, impact and sustainability is not a question, it will attract funds on its own. Having high profile people then only becomes a bonus. It is not a bad thing to have high profile folks on

your board but ensure that they have the skills you need and the time to work with you. Also ensure that they are people with clean slates.

Do not be afraid to let your board members go:

This is for those like me who set up their board the wrong way or have a non-functional board. Do not be afraid or slow to let the people go. One thing you should not do is to burn bridges! Even if the board member was a toxic person, you try to sever the relationship with the person without burning bridges. The point I am making here is that you should not hold on to people if they are not doing your organisation any good. My board members, though good, smart and solid people, were not what the organisation needed at the time. I reached out to them and informed them that I would be taking them off the board.

Set up committees:

For Aspilos, our board has 4 committees: internal affairs (finance, HR, compliance etc), external affairs (branding, partnerships, fundraising etc), programmes and strategy development, and audit. For Aspilos, each board member is on 2 committee and each committee (except the audit) has a task which has a clear deadline. I am still working on getting the committees to deliver seeing we are still new.

Do not be the Chair of your board:

With my first board, I was the chair. This is not best practice and is not good for the image of your organisation. It also has ramifications on your remuneration from the organisation.

Have a tenure:

Your board members are not life members, you as the founder may be a life member though. Decide how many years the members stay on for. I would advise that the tenure should be as long as the tenure for your strategic plan. If your strategic plan is for three years, the board tenure should be the same too so that you bring in people as needed for each stage of your organisation. Note however that you should not change everyone at once, have one or two people who will stay on for an extra year or two or even longer so that you do not always have a brand new board. That does not work well for continuity.



To read Simi's full article, visit our blog: [LEAP Africa – Developing African Leaders](#)

Leadership is Visioning; Why your teen should have a vision board

Holiday camps for teens is a much needed break from the academic year where creativity, adventure, thrills, smiles and plain old good times are the priority.

According to our finding, teens need educational programmes today, like never before. Reason being that young boys and girls are under tremendous pressure; Self-doubt and a myriad of harmful habits that restrains them from living their highest potential. Even kids who have a strong support structure face obstacles.

In the first and second quarter of the year, 60 students from various secondary schools in Lagos were beneficiaries of LEAP's annual LEAD The Way Programme for teens. The programme which first began during the Easter Holiday was also hosted in the month of June.

Below is a picture of a young girl holding a sketch showing her goals during the vision board activity at the Easter edition of our annual youth leadership programme, LEAD The Way (LTW).

The programme which held from April 10-14, 2017 brought to light lessons on patriotism and introduced the United Nations Sustainable Development Goals (SDGs), an ambitious plan for tackling obstacles faced in many communities around the world. (See picture below).



Their Creativity is bring home the future - A teen presenting her vision board at LTW

Reflective and experiential, the children also paid a visit to LOTS charity foundation, a registered charity organization that caters to the needs of street kids and vulnerable children run by Tolulope Sangosanya.

In June, LEAP partnered with Centre4Tech for a 10 days leadership/STEM training to 25 JSS3 students of Loyola Jesuit College at LEAD The Way.

LEAD The Way provides opportunities for students to catch a vision for the bigger picture of their lives. Students who have participated in our annual teen programme surpass their peers in academic performance. They also exhibited notable improvements in work habits and behavior. These findings underscore the importance of high quality engagements.



Why Lead The Way?

13 year-old Sashe Ojuba's says she would rather attend a Leadership/STEM training programme than laze around during the long holidays.

"Usually during the holiday, I spend it maybe, learning one or two things or I re-read what I didn't understand during the school term or spend the rest of the holiday lazing away. But now, I realize I can't use my time like that. I have to be productive I can't just laze away for so many months"

I'm very happy I attended LEAP's youth leadership programme, LEAD The Way. The first week, I found out some of my bad habits and I have already begun to discuss with my parents on what I can do to change them. The programme is helping me to step out of my shell and see the things I am doing wrong. In terms of time management. It has helped me to look at my life differently. I have always wanted to be something in the line of computers and now I am actually getting hands-on experiences and I enjoy every bit of it.

Two of my favorite sessions "Making a Social Innovator" and "Leadership for Change" inspired me. I was shown examples of people who made a difference in the communities. An example is the story of a young boy whose glasses got broken. He realized some people don't have access to glasses, so he set up a board for people to donate old glasses and he reused their old lenses to give others who never had. It made me realize you don't

need a lot of money to make an impact in your society. Right now, it's sort of helping me to focus less on myself and more on other people.

Before now, I did not understand the relationship between leadership and values-14year old Adanna Okoli at British International School.

"I learned to step up and take charge and how to communicate more effectively. The Programme also had me think about some things that I didn't really think had anything to do with leadership. I thought about my values, what I stand for and how that affects the type of leader you are"

My favorite session at LEAD The Way was the session on Patriotism. It was very interactive and we discussed stuff like "Will you die for Nigeria". To be honest, I didn't really want to come but it was my mum that forced me. I knew it would be beneficially but I came and it's been really beneficial. And I have enjoyed it more than I expected.

For me the most exciting thing we have done was the trip to Dustbin village. It was quite thrilling almost like an adventure but at the same time it was very thought provoking because you see how people less than an hour away live, the poverty, the dirt and really for a lot of us it was quite inspiring and makes you want to take charge and make a difference in our community.

I would recommend this camp to people my age because at first they probably would not want to come, but then you come and you enjoy it, you learn a lot and meet like loads of friends that you normally wouldn't have met.



5 minutes with Samson Abioye, Co-founder, Pass.ng

Co-founder and CEO, Pass.ng, Samson Abioye is on a mission to improve the falling standard of education in Nigeria by ensuring student gets higher results in major exams in the country.

Here's an insight into how he is achieving his objectives and more.

What do you do at Pass.ng?

As the Co-founder and CEO of Pass.ng (www.pass.ng), I see to the coordination of the team's activity and resources towards achieving our set organization goals and vision together with my co-founders; Abayomi Akanji and Imole Oluayemi.

Who is your initiative aimed at?

Our initiative Pass.ng is aimed at students studying for major exams in the country. For instance, on Pass.ng e-testing platform, we've got a plethora of contents built for students sitting for Unified Tertiary Matriculation Examination (UTME) often referred to as JAMB which helps them prepare intensively by way of simulating the exam.

What made you choose this type of business?

The massive examination failure rate witnessed in our national examinations fueled the passion for creating a solution to address this coupled with the fact that I have always wanted to see in practical terms how technology can positively solve our local problems. This idea was born out of a passion to equip a friend who had failed his JAMB examination four (4) times with the right tools needed to adequately prepare him ahead of the next exam.

How long has your company been in the making, and who is the team behind the business?

The company was incorporated in the last quarter of 2014. The team behind the business is made up of the Co-founders, Abayomi Akanji who is a first class graduate of computer science and Imole Oluayemi who happens to be the product lead and a host of other important people.

What are your company's goals?

Currently most of our national examinations records a high failure of 70%, our goal

as an organization is to reduce this to the barest minimum by giving everyone access to quality and affordable educational resources.

What is your business background, and what got you interested in startups?

Before co-founding Pass.ng, my business background has been building softwares and AI systems for organizations and running software development training for individuals and organisations.

What is unique about your business?

Our uniqueness as an organization is the ingenuity and innovative drive to deliver resources and solutions to millions of Nigerians from the comfort of their mobile device at a good price.

How does Pass.ng stand out against its competitors?

With an endorsement from the examination body JAMB, Pass.ng contains plethora of educational resources designed to help each student prepare adequately by simulating different examinations electronically. It tracks users progress and performance, it's fully mobile and available offline. Students can access our website (www.pass.ng) free of data charges due to our partnership with Facebook Internet.org initiative.

What is your own assessment of the quality of Education in Nigeria?

The quality of education in Nigeria is below standard compared to her counterpart across the world. This is also a reflection of the government's investment over the past decades. According to UN, 10M children are out of school in Nigeria making it the highest rate recorded in sub-saharan Africa. A mere percentage (less than 25%) of our national budget is allocated for education which further weakens the already aging infrastructure.

What do you think is the difference between growing a business in an emerging economy like Nigeria, compare to growing a business in other African countries?

I think the most part of African countries is still in the emerging economy phase which is absolutely a big opportunity for development. However there are big infrastructural gaps which should have served as the bedrock for growing businesses. For instance, we are daily tasked with providing power to keep the office running, this is one of the basic things that should have been provided by the government

How do you advertise your business?

We employ the use of digital platforms and most importantly referrals from people who have trusted our brand and the credible service we offer.

How did you initially raise funding for Pass.ng?

We secured our first round of investment from 440.NG and L5LAB.

What's the current runway, and what are your future funding plans?

We are considering taking our next round of investment for expansion and product development.

What has been your biggest achievement so far as a startup owner?

My biggest achievement has been seeing 60% students who used Pass.ng for their exam preparatory platform passed their exams in one attempt.

To what do you attribute your success?

We attribute the success we've achieved so far to our numerous users, our mentors who have been supporting and guiding us, to team that has been working relentlessly making sure our solutions meets users needs and ultimately to God.

What has been your biggest challenge so far as a startup owner?

My biggest challenge so far has been instability on the side of the government in setting policies especially in the education sector.

Would you ever consider expanding to other African countries and why?

Yes we will expand to other countries. Infact, at the moment we have users calling from other African countries requesting for their test prep.

Where do you see yourself in 5 years?

I see myself running a Pass.ng that has contributed immensely to our educational system and the development of talents in Africa.

What Does Success Look Like for the Company?

Achieving a 90% success rate for everyone using Pass.ng to study for their academic needs.

How would your employees and co-workers describe you?

Oh well, maybe someone who loves excellence and like keeping tabs on the big picture. But I'd leave them to answer that anyway.

What do you like to do outside of work?

Outside of work, I like speaking and motivating youths to maximise their potentials and channel their energy rightly. I also like volunteering for a social good, travelling to new destinations, music and spending quality time with my family.

Money or job satisfaction – What would it be?

Hnnmm, Job satisfaction. I believe money as a function of value exchange which can be derived from Job satisfaction.

If you could give one piece of advice to someone thinking about starting a business, what would it be?

Start small, keep connecting the dots and don't be afraid to fail. The only people that fail are those that don't try again.



The LEAP Institute 2025 – Prototype

Our lives are interconnected more than we know. Hence our minds must be empowered and transformed if we are to achieve a sustainable future. We are building a movement to transform Africans by bolstering the conditions and factors that foster resilience, impact and success through the LEAP Institute project.

By 2025, LEAP expects to have impacted about 10 million Africans directly and gained momentum in building ethical leaders and businesses to drive Africa's realization of its full potential. With your support this unique Institute, will enable us to deliver sustainable solutions which are fit for purpose.

Would you like to change the narrative of the African youth?

Contact us today to find out how you can support a vision that is at the heart of progressing a viable future for Africans. To learn more about how you can donate to this project or other sponsorship opportunities, please contact; ftaiwo@leapafrika.org

NIGERIAN DOCTORS MUST PAY ATTENTION TO THEIR PROFESSION: RIP Chisom Anekwe – LEAP 2008 Alumni

Continued from Page 7

uphold the highest regard for human life, regardless of the raging challenges, there should be a sense of concern and a solution driven mindset to change the narrative of stories the media churns out on a daily basis.

Medicine, for one is about compassion, service, integrity, excellence, professionalism, altruism, and trustworthiness, values that have always and will continue to guide the profession. These values are the basis for the principles, duties and policies that follow.

Like many organisations/associations, these values are clearly stated but never practiced either because members do not understand the purpose of their values or have neither the will power to live up to the standards expected. Developing a strong moral compass could also be a failure here, when people do not have clearly defined codes of conduct.

The death of Chisom is a sad loss to us all. Like many families who have lost a love one, a return to our personal and professional values will lessen the huge failures in our system; where men and women are committed to the highest standards of behavior and structures are in place to control operations.

Most professionals never take the time to think about their values, write them down, and clarify them. However, the more we live and work in alignment with our values, the more likely we are to live a life we are proud of rather than one we regret.

What values do you associate with in your profession? Looking at the National Anthem (Arise, O compatriots) of our nation, can Nigerians live up the ethical values that strengthens its success as a Nation?

VOLUNTEERING AT LEAP



I decided to apply for an internship program at LEAP Africa after getting to know the organization's amazing work at The Platform Young Professionals Bootcamp organized by Covenant Christian Centre. I met a representative of the organization at the programme and told him about my intention of learning and experiencing the organizational process of driving change in Nigeria and Africa. I have volunteered with various youth led organizations and organized various community led projects during my na-

tional service year. I was particularly impressed about LEAP core areas of focus. I worked with the e-LEAP unit, the arm of the organization responsible for creating electronic and online resource for her e-learning platforms and e-courses. My key task was to research and develop contents for her new Creativity and innovation module.

As a result of LEAP's core values and ethics, I was inspired all the more to live out these values in my everyday life and walk the talk. In the course of developing contents for the new module, I learnt a lot about Creativity and Innovation. I had to read texts and publications, conducted an online survey, held interviews and discussions on my findings with the team tasked with the project. I gained other valuable skills that are of immense value to my growth in the development space.

At LEAP Africa, there is a culture of "Happy Hour" moments at the end

of the month where all staff members relax and hangout together. This builds team spirit and cordial relationship amongst the staff. Everyone was willing to help with challenging tasks. I experienced two birthday celebrations and a send forth for a staff. The love in the organization is amazing.

In the immediate future, I see myself as a facilitator of national development and growth. I see myself helping youths and college students to find their career path in the development space by assisting them identify various ways their talents and passions can contribute to the growth of skilled manpower in the development and social sector scene in Nigeria.

Olasunkanmi Olaniran, a content creator and a social innovation enthusiast with a passion to create sustainable civic tech solutions.



I have had impressions of LEAP Africa from different passive sources for some time, but the first contact of substance came at the "Cost of Corruption" discussion organized by BudGIT in November of 2016. Mrs. Ndidi Nwuneli was one of the panelists, and I thought she did a great job at that event. I had done some research about her organisation before attending the event, and was very impressed with the focus on building ethical leadership in Nigeria and Africa for at least the past 10 years.

The values espoused by Mrs. Nwuneli and LEAP Africa felt very relatable to me, and I thought it would be a good chance to learn firsthand; how to be ethical, accountable and professional in my behavior, so I applied to volunteer at LEAP. It felt good to be accepted, beginning towards the end of January 2017 and I was expected to serve for about two weeks.

My main assignment was Donor Mapping, under the guidance of Kehinde Ayeni. Working with an existing template, I was able to search and curate a list of potential local and foreign donors and partners whose interests aligned with those of LEAP Africa, in terms of leadership trainings, social entrepreneurship, women empowerment and valuable education. It was an explorative research duty that gave me new insights into the workings of several donor organisations, especially the plethora of opportunities that are available for serious and dedicated social enterprises. It was demanding, requiring focus, patience and attention to detail. But the one week it took to complete, produced a very satisfying experience.

In my second week, I developed content for the e-learning platforms. It was even more challenging than the first week because it required critical thinking and innovative perception skills. However, the supportive work environment under Nissi Madu and Daniel Emenahor made it worthwhile.

Over the course of the two weeks, I had an enriching experience in the period I volunteered. In fact, the thrill of looking forward to a new day of work made up for any fatigue of mind or body from a previous day's exertions.

The team at LEAP are a professional group of people who hold each other accountable for their work. Team members are closely knit, cheerful and look out for each other like a family.

In my short time, I had the pleasure of eating as many birthday cakes as I had tasks!

LEAP Africa is definitely one of the best places to hone one's skills for a professional mindset towards work, and my advice to any young person who has the opportunity to work or volunteer is to have a genuine excitement towards learning and to not be afraid to contribute. I had never heard of Donor Mapping before LEAP Africa, but I would probably charge a good bill for that type of work right now.

Needless to say I have taken my experience with me to other endeavours, especially the emphasis on non-situational ethically appropriate conduct, as well as critical thinking and an innovative mindset. As a daily writer for an online news platform, those are competencies that I have had to continuously build and improve upon.

I look forward to another opportunity to interact with LEAP, even as I hope to set myself up as a professional in policy-relevant research and communication projects.

Thank you LEAP Africa, but this isn't goodbye!

Alexander O. Onukwue is a writer and blogger. He is also a postgraduate student of Research and Public Policy at the University of Lagos.



ALIWA announces graduation of 17 new fellows



ALIWA's most recent class (Karfi Kuo) graduate May 2017

On 14th May, The Africa Leadership Initiative – West Africa (ALIWA) in partnership with the Aspen Global Leadership Network (AGLN) announced the graduation of her 5th class in ten years. The Africa Leadership Initiative West Africa is a program aimed at raising a new breed of community spirited leaders who have achieved notable success in their fields – to tackle the core developmental needs of our country.

The recently graduated fellows were nominated through a rigorous selection process based on their track-record of compelling achievements and participated in a two-year long class comprising of four residential seminars. During this time, they each had to commit to carrying out a high-impact Leadership Venture of their own choosing – vetted and approved by their peers.

Of the initial 25 Ghanaians and Nigerians that registered at the beginning of the 2015-2017 session, 17 Fellows graduated; 10 of whom are Nigerians. The class was named 'Karfi Kuo' meaning 'Group of Strength' which originated from the Hausa (Nigeria) and the Twi (Ghana) dialects. The graduation of the 'Karfi Kuo' class took place at the historic Aburi region in Ghana. The Nigerian Fellows of the class are:

- Ayisha Osori; Consultant, *Founder of Advocates for Change & Social Justice, and former Chief Executive Officer of the Nigerian Women's Trust Fund*
- Ayodeji Adewunmi; *President and Chief Executive Officer of Jobberman*
- Clare Omatseye; *Founder and Managing Director of JNC International Nigeria Ltd*
- Kelechi Ohiri; *Chief Executive Officer, Health Strategy and Delivery Foundation (HSDF)*
- Mohammed Abu Ibrahim; *Chief Executive Officer, Environmental Management & Dev. Systems*
- Muhammad Sani Abdullahi; *Commissioner, Budget and Planning, Kaduna State, Nigeria*
- Olaniyi Yusuf; *Managing Director of Accenture Nigeria*
- Sanyade Okoli; *Chief Executive Officer, Alpha African Advisory Limited*
- Tokunboh George-Taylor; *Managing Director of Hill+Knowlton Strategies Nigeria*
- Waziri Adio; *Executive Secretary, Nigeria Extractive Industries Transparency Initiative (NEITI)*

Fellows from the Inaugural Class 2002, Totum Bonum 2006,

Sankofa 2009, and Muje Ghangeria 2012 were at the graduating ceremony.

Mrs. Amina Oyagbola, an Alumni member and Chair of the Board of Directors shared a few words of wisdom at the event saying, "We will ensure we continue to strengthen the Fellowship and make it what we want it to be. We owe equal responsibility and accountability to prove that Africa can indeed rise and take her proper place on the World Stage"

ALIWA Founder, Ken Ofori Attah also shared how he felt it was time for Africans to start taking responsibility for their various countries while building opportunities for Africans. Dr. Omobola Johnson, Partner TLcom Capital and former Minister of Communication Technology, Nigeria finished up by congratulating the graduates. She emphasized on the need for fellows to take ownership of their new title by transitioning from "Success to Significance" for younger Africans.

Others present at the event were Alumni Fellows including Dr. Orode Doherty Country Director Africare Nigeria, Mr. Kwaku Sakyi Addo Ghana NCA Board Chairman, Ms. Esi E. Anshah from the Ghana Board and David Langstaff, the senior moderator of the Programme.

ALIWA has successfully graduated 87 Fellows from West Africa, 39 of whom are Nigerians who have passed through the Fellowship Program over a period of ten years. These Fellows join the Aspen Global Leadership Network (AGLN), a growing, worldwide community of entrepreneurial leaders from business, government and the nonprofit sector – currently more than 2,400 "Fellows" from over 50 countries. The 'Fellows' share a commitment to enlightened leadership, using their extraordinary creativity, energy and resources to tackle the foremost societal challenges of our times. All also share the common experience of participating in the Henry Crown Fellowship or one of the dozen Aspen Institute leadership initiatives it has inspired in the United States, Africa, China, Central America, India and the Middle East.

“
We will ensure we continue to strengthen the Fellowship and make it what we want it to be. We owe equal responsibility and accountability to prove that Africa can indeed rise and take her proper place on the World Stage
”

Appreciation List

Individuals

Adaeze Winnie
Dr. Edith Azinge
Dr. Nadu Denloye
Mr. Abdullahi Idris
Mr. Abubakar Mahmoud (SAN)
Mr. Adebayo Akinwunmi
Mr. Adekunle Osilaja
Mr. Adesina Kehinde.O.
Mr. Alex Onukwue
Mr. Awayimijana Allison Otana
Mr. Ayanbeshishie Solomon Unimke
Mr. Babatunde Dabiri
Mr. Bright Chinule
Mr. Charles Anudu
Mr. Chike Maduegbuna
Mr. Chinaza Onuzo
Mr. Dabesaki Mac-Ikemenjima
Mr. Damsa Orduen
Mr. David Omololu Aiyeola
Mr. Deji Olatunde
Mr. Dipo Adesida
Mr. Duke Segun Abodunrin
Mr. Folu Ayeni
Mr. Ibrahim Adebayo
Mr. Jide Adeyemi
Mr. Joe Mbulu
Mr. Julius Essey
Mr. Nnamdi Ezeigbo
Mr. Olumide Lawson
Mr. Oluwaseyi Adeyera
Mr. Oluwatobi Talabi
Mr. Omololu Fagbule
Mr. PeterBamkole
Mr. Rufai Oseni
Mr. Samson Oyenekan

Mr. Segun Olukoya
Mr. Seyi Abolaji
Mr. Seyi Bickersteth
Mr. Simon Kolawole
Mr. Sukanmi Olaniran
Mr. Tunde Obasa
Mr. Udemefun Ufot
Mr. Wale Oyewole
Mr. Deji Olatunde
Mr. Emmanuel Iruobe
Mrs. Amuche Okeke
Mrs. Bisi Adeyemi
Mrs. Clare Omatseye
Mrs. Ekene Onyiuke
Mrs. Juliet Chiazor Ehimuan
Mrs. Nathalie Ebo
Mrs. Ndididi Nwuneli (MFR)
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Ms. Omowunmi Adenuga-Taiwo
Ms. Perpetua Ibezim
Ms. Rabi Isma
Ms. Timi Onafeso
Ms. Uju Nwachukwu
Prof Fabian Ajogwu

Organizations

African lead
Bank of Industry
Citi Bank, CocaCola
Cogito
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Dugo
Edo State Ministry of Education
Embassy of the People's Republic of China
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LEAP Speaks

LifeSkills Class at The AjegunleLIFE Centre, Lagos (Paradigm Initiative of Nigeria) | January 12th 2017
"The Art and Act of Leadership, Vision & Goal Setting, Self Awareness/Self Confidence"

Oxbridge Academy, Ikeja, Lagos | January, 25, 2017
"What Problem Do you Plan To Solve with your Career"

Nigerian Girl Guides Association, Lagos | February 15, 2017
"Team Building for Leadership"

Nigerian Girl Guides Association, Lagos | February 16, 2017
"Team Building for leadership"

Women to celebrate International Womens' Day | March 8, 2017
Joined over 100 organized by International Women's Society in Lagos

The African Management Services Company (AMSCO) | March 14th,2017
"Skills For Economic Growth"

Nigerian Youth SDGs Summit, Lagos | March 29, 2017

DFID in collaboration with DAWN Commission, Ibadan | March 30th, 2017
"Ease of Doing Business in South-Western Nigeria"

Ideation Hub Africa, Lagos | March 30th, 2017
"Equipping the Nigerian Development Sector for Economic Growth & National Prosperity"

University of Ghana Business School, Accra | April 5, 2017
"LEAP Africa's Employability Programme-Successes and Lessons Learnt"

The African American Institute in Kenya | May 4, 2017
"Educating Africa's Next Generation"

First Bank Sustainability Centre, Lagos Business School | May 4th, 2017
"Educating Africa's Next Generation"

New Heritage Baptist Church | May 13th 2017
"Leading Through Vision"

First Bank Sustainability Centre, Lagos Business School | June 14th, 2017
"Fostering Sustainable Partnerships - NGO/ Donor Relationship"

Afrissance, ScopePedia, Lagos | June 17th, 2017
"Project Management Workshop"

FATE Foundation, Lagos | June 22nd, 2017
"Scaling Entrepreneurship - How State-led Efforts Can Unlock The Youth Potential"

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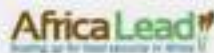
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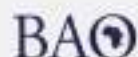
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