

EDITORIAL NOTE

Dear Members, and guests, Welcome to the 1st Edition of the CIPM Ondo State Newsletter! We are delighted to share key updates from our branch activities as we strive to enhance the HR profession's impact across the state.

This edition highlights our strategic engagements, including institutional, courtesy, and advocacy visits, which have strengthened collaborations and underscored the value of professional HR management. These efforts reflect our unwavering commitment to excellence and the growth of our profession.

At CIPM, we are guided by our vision "To be the Institute of Choice for People Management" and driven by our mission "To promote Excellence in People Management through Value Creation, Optimisation of Human Potential, Standardisation and Regulation of Human Resource Management."

Thank you for your continued support as we work together to elevate HR practices in Ondo State and beyond!

Editorial Team



CIPM Ondo Set to Host 9th Annual Conference



CIPM Inducts 613 New Members in Lagos

The CIPM 2024 Induction Ceremony took place on September 5 at the Civic Centre, Lagos, welcoming 613 new members, including Mr. Ijeh Bekewei and Barr. George Asonja from Ondo State Branch.

Top Achievers Recognized Mr. Godwin Aodoungwu Iorhom was awarded best graduating student, while Miss Ohomoni Sinisola Comfort and Miss Raimot Oreoluwa Lemose were honored for excellence in HR specializations.

Mallam Ahmed Ladan Gobir, FCIPM, highlighted the upcoming International Conference and urged inductees to join local branches for mentorship. Congratulations to our new inductees.

CIPM Ondo State Branch Visits Lutheran World Relief, Office.



57TH CIPM INDUCTION CEREMONY HOLDS IN LAGOS



The 2024 CIPM Induction Ceremony took place on September 5, 2024, at the Civic Centre, Ozumba Mbadiwe Avenue, Victoria Island, Lagos. The event welcomed 613 new members through the Students, Practitioners, and Executive routes, including two esteemed members from our Ondo State Branch, Mr. Igeh Bekeweh and Barr. George Asonja.

The induction featured several highlights:

Outstanding Achievers Recognized:

Mr. Godwin Aodoungwu Iorhom was celebrated as the overall best graduating student, receiving a ₦250,000 cheque, books, and free access to the upcoming International Conference and Exhibitions (ICE), among other rewards. His win was particularly notable, as it "rescued" the men, given that female inductees had won the top spot for four consecutive years. A participant humorously remarked, "Mr. Godwin, you rescued men!"

Excellence in HR Specializations:

Miss Ohomoniu Sinisola Comfort was awarded for her outstanding performance in Labour Market Analysis, while Miss Raimot Oreoluwa Lemose received recognition for her excellence in Employment Relations.

Enlightening Lecture on People Analytics:

The induction lecture, titled "Strategic Decision-Making Through People Analytics," was a deep dive into how HR professionals can leverage data analytics to make informed decisions.

Key Addresses and Information Segments:

The President and Chairman of Council, Mallam Ahmed Ladan Gobir, FCIPM, delivered an inspiring opening speech. There were also informative sessions on the CIPM Cooperative Society, which began last year, and the upcoming International Conference and Exhibitions (ICE) in October. Members were encouraged to register early.

Mentorship and Branch Participation Encouraged:

New inductees were introduced to branch chairmen, particularly from Lagos and Ogun States, for mentorship and guidance. They were also encouraged to join their local branches and actively participate to share and exchange knowledge.

Key Takeaways for HR Professionals:

HR is a noble profession closely aligned with nurturing and developing human potential.

Stay involved and continuously network to remain relevant in the field.

Maintain ethical standards and be leaders with a difference.

Use data analytics to drive strategic decision-making in your organizations.

The ceremony concluded with a vote of thanks from the Vice President, Mrs. Chidimma Obiejesi, FCIPM, who expressed gratitude to all attendees and organizers for a successful event.

Ondo State Head of Service Stresses Importance of Human Resource Management



The Ondo State Head of Service, Mr. Bayo Philip, has highlighted the critical role of effective human resource management in driving the growth and success of any organization. He made this assertion on Tuesday while receiving members of the Ondo State Branch of the Chartered Institute of Personnel Management of Nigeria (CIPM) at his office in Akure, the state capital.

During the meeting, Mr. Philip emphasized that one of the key strategies of the state government to achieve an efficient public service is through the continuous training and retraining of officers across all levels of the service. He reiterated the government's commitment to supporting members of professional bodies through human capital development initiatives and assured that the government would continue collaborating with relevant stakeholders like CIPM to achieve these goals.

"The need for a professional body like CIPM can only be understated. Moving forward, we will need you because we share a common value—professionalizing the human resource input in our public service and governance," Mr. Philip stated. He encouraged the CIPM to let their expertise benefit the system and assured them that the government would remain supportive of their activities.

"We will ensure we keep training officers, but we also want to see the value added to the system when you return from these trainings," he noted.

He further charged the CIPM members to bring their experiences and skills to bear in their service to the state and expressed his readiness to call upon them when needed to address issues in the public service

Mr. Philip also stressed the importance of applying acquired knowledge from training programs to improve the public service.

Earlier in the meeting, the CIPM State Chairman, Ayodeji Ageh, congratulated the Head of Service on his recent appointment and expressed the institute's willingness to collaborate with his office to enhance the effectiveness of the state's public service.

Mr. Ageh emphasized the mission of CIPM in promoting excellence in human resource management through value creation, optimization of human potential, and standardization.

"As a professional institute, we recognize the crucial role that effective leadership plays in the advancement of our collective goals. We, therefore, humbly seek your support and partnership in fostering collaboration between the state government and our institute to contribute positively to the development of the public service of Ondo State," Mr. Ageh stated.

The visit underscored the importance of collaboration between professional bodies and the government to foster growth and development in public service.

Reported by Sina Adeyeye, Director of Media, Office of the Head of Service.

CIPM Ondo State Branch Conducts Sensitization Tour at Johnvents Industries Limited

On August 15, 2024, the Ondo State Branch of the Chartered Institute of Personnel Management of Nigeria (CIPM) embarked on a sensitization tour at Johnvents Industries Limited, a renowned cocoa processing company in Ondo State. This visit was part of CIPM's continuous efforts to promote the adoption of professional HR practices in organizations across the state.

The CIPM delegation was warmly welcomed by the management team of Johnvents Industries, led by Managing Director Mrs. Caroline Omotosho and HR Manager Mrs. Pamela Elekwachi, ACIPM, who also serves as the Vice Chairman of the CIPM Ondo State Branch. The visit featured a guided tour of the factory, conducted by Mr. Friday Agbro, the Quality Control and Assurance Manager. The delegation observed the company's end-to-end production process, from raw material intake to final product packaging, gaining insight into the organization's commitment to customer satisfaction, employee welfare, and compliance with international HR and safety standards.

After the tour, Mrs. Omotosho expressed her gratitude to the CIPM delegation, stating it was an honour to be included in CIPM's outreach activities. She reiterated Johnvents Industries' commitment to upholding high standards in production and human resource management. She also pledged her support for the CIPM branch and announced that she, along with some team leaders from Johnvents Industries, would become CIPM members.

Mr. Lebile Sola, ACIPM, Chairman of the CIPM Ondo State Branch, explained the purpose of the visit as part of a broader initiative to raise awareness about the importance of professional HR practices. He encouraged participation in the upcoming Ondo State Conference on September 20th and the National Conference from October 14th to 17th, which will focus on human capacity building, enhancing organizational productivity, and showcasing products and services.

During the visit, Mr. Jatuwase Igbekele, FCIPM, commended Johnvents Industries for its contributions to cocoa production in Ondo State and its positive impact on the local economy. He presented a gift to the management as a token of appreciation for their efforts and dedication.

The event concluded with a vote of thanks from Mr. Ayodeji Ageh, the immediate past Chairman of the CIPM Ondo State Branch, who thanked Johnvents Industries for the warm reception and comprehensive explanation of the company's production processes.

As the apex regulatory body for Human Resource Management in Nigeria, CIPM remains committed to promoting excellence in people management through value creation, optimizing human potential, and standardizing HR practices across the country.



CIPM Ondo State Branch Gains Access to NYSC Orientation Camp for Advocacy



There was a burst of excitement on Thursday, August 22, 2024, as the long-standing bureaucratic barrier preventing the CIPM Ondo State Branch from accessing the NYSC Orientation Camp in Ikare-Akoko was lifted, thanks to the intervention of the NYSC State Coordinator, Mr. Sam Amaramiro Pepple. During a meeting held at the NYSC Secretariat in Igbatoro, Akure, Mr. Pepple announced that the CIPM Ondo State Branch would be granted a special pass to enter the Ikare-Akoko Orientation Camp. This move is part of CIPM's advocacy drive to promote professional HR practices among corps members.

Mr. Pepple, who has a wealth of experience in both private and public service sectors, emphasized the importance of CIPM certification for HR professionals, noting the institute's reputation for delivering quality services and offering unique, cutting-edge opportunities to its members both within Nigeria and globally. He highlighted the commitment of the newly appointed Head of Service of the Federation, Mrs. Didi Esther Walson-Jack, OON, mni, to reforming HR practices in the public service by ensuring that the right people are placed in the right roles.

As the 21st Chief Executive Officer of NYSC, Ondo State, Mr. Pepple encouraged public servants to consistently add value in their workplaces, stating, "Let's help the places where we work, let's do our best and continue to add value."

He expressed appreciation to the CIPM team for their visit and officially endorsed the branch's plan to conduct HR-related activities at the NYSC Orientation Camp in Ikare-Akoko.

Earlier, the Chairman of the CIPM Ondo State Branch, Mr. Sola Lebile, commended the NYSC scheme for its significant impact on Nigerian youth, regardless of their backgrounds. He noted that the visit aimed to foster a collaborative relationship with NYSC, particularly during the orientation workshop, to engage with corps members and to sensitize the NYSC management about the upcoming State Conference in September and the International Conference and Exhibitions (ICE) in Abuja in October. To mark the occasion, Mr. Lebile presented a souvenir to the Coordinator on behalf of the CIPM President and Chairman of Council, in recognition of his contributions and to commemorate the August visit. The visit concluded with a vote of thanks delivered by Mr. Sunday Omirin, who appreciated the NYSC management for their warm reception.

Acknowledgment to the CIPM Team Members:

Sola Lebile, Pamela Elekwachi, Natasha Abayomi, Sunday Omirin, Akintan Akinyemi, Nene Ogunleye, Oluwasesan Tope, Femi-Ayodele Recheal, Gbadebo Oyewo, Adetula Seyi.

The Chartered Institute of Personnel Management of Nigeria (CIPM) remains committed to advancing the HR profession by building strategic partnerships and engaging in advocacy to promote professional HR practices across sectors.



CIPM South–West Zone Explores DEIB Initiatives in 3rd Annual Public Lecture



The flyer features a central title 'SOUTH-WEST ZONE 2024 Public Lecture'. Below the title, a 'KEYNOTE SPEAKER' section shows a portrait of Oluseyi Fasanya, MCIPM, HR Director at DHL. To the right, a 'PANEL' section shows four portraits: Dolapo Agbede, ACIPM (Disability Inclusion Advisor at JONAPWD), Dr. Michael Ogu, MCIPM (Head, Culture & Employee Experience at Polaris Bank Ltd.), and Adaku Oliver-Nnona (Founder/Lead Consultant at PhoenixRize People Dev. Solutions Ltd.). At the bottom, the theme is stated as 'THEME: DIVERSITY, EQUITY, INCLUSION & BELONGING FOR BUSINESS EFFICIENCY AND SUSTAINABILITY'.

In a world where the business landscape is rapidly changing, organizations are increasingly recognizing the importance of Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives to drive efficiency and sustainability. The South–West Zone of the Chartered Institute of Personnel Management of Nigeria (CIPM) recently held its 3rd Annual Public Lecture, focusing on the transformative impact of DEIB in the workplace.

The event brought together HR professionals from across the South–West states—Lagos, Oyo, Ondo, Ekiti, Ogun, and Osun—underscoring the region’s commitment to fostering inclusive workplace environments. The lecture highlighted how integrating diverse perspectives, ensuring equitable practices, fostering inclusion, and managing bias effectively can significantly enhance workplace dynamics and organizational success.

The planning of this well–attended event was led by a dedicated committee, which included the Chairman and Vice Chairman of the CIPM Ondo State Branch. Under the leadership of Mr. Emmanuel C. Anigbata, FCIPM, HRPL, Chairman of the Southwest Zone Public Lecture Planning Committee, the event provided a platform for HR professionals to delve deeper into strategies for implementing DEIB initiatives effectively within their organizations.

Participants were encouraged to see DEIB as more than just a compliance measure but as a strategic approach to business growth and sustainability. By creating inclusive and supportive environments, organizations can harness the full potential of diverse talents, drive innovation, and enhance productivity.

The lecture also provided an opportunity for networking and knowledge exchange among CIPM members and other stakeholders. The discussions reaffirmed the importance of continuous learning and adopting best practices to stay ahead in today’s competitive business environment.

Members interested in being part of future events and discussions on DEIB initiatives and other HR topics can register and participate in upcoming activities. Further details and inquiries can be addressed through the provided channels on the accompanying flyer.

The CIPM South–West Zone remains dedicated to advancing HR excellence through promoting DEIB and other vital HR practices that contribute to sustainable business outcomes.

CIPM Ogun State Branch Partners with FUTA for 2024 Career Conference and Launches HR Club



The Chartered Institute of Personnel Management of Nigeria (CIPM), Ogun State Branch, in partnership with the Federal University of Technology, Akure (FUTA), successfully organized the 2024 FUTA Career Conference, an impactful event designed to connect students with industry professionals and provide them with valuable insights into the rapidly evolving world of work.

The conference featured a series of engaging sessions where students interacted with seasoned HR practitioners, gained a better understanding of industry trends, and learned about the skills and competencies required to thrive in today's competitive job market. The event underscored CIPM's commitment to nurturing future talent and empowering young professionals with the knowledge and tools needed to build successful careers.

A significant highlight of the conference was the establishment of the HR Club at FUTA, an initiative aimed at deepening students' understanding of Human Resources and fostering a culture of continuous learning and professional development. The response from the student body was overwhelmingly positive, with over 170 enthusiastic students signing up to join the newly formed HR Club. This enthusiasm reflects a growing interest among young talents in the field of HR and their eagerness to engage with professional networks early in their career journey.

The event was further enriched by the presence of key CIPM leaders, including the Chairman of the CIPM Ondo State Branch, Mr. Sola Lebile, ACIPM, and the Vice Chairman, Mrs. Pamela Elekwachi, ACIPM. Their participation and contributions added immense value to the discussions, offering deep insights into the role of HR in shaping organizational culture and driving business success.

Sean Olabode Badiru, MCIPM, Chairman of the CIPM Ogun State Branch, expressed pride in the successful collaboration with FUTA and the impactful outcomes of the event. He emphasized the importance of such initiatives in bridging the gap between academia and industry, preparing the next generation of HR professionals to lead with competence, innovation, and integrity.

CIPM Ondo State Branch Visits Akure Study Center to Assess Progress and Challenges

On July 20, 2024, the leadership of the CIPM Ondo State Branch took a significant step by visiting the Akure Study Center, located at Oyemekun Grammar School, to assess its activities and progress. The study center plays a crucial role in preparing individuals pursuing the Institute's student (examination) route to become certified HR professionals.

The three-member team, led by the State Branch Chairman, Mr. Sola Lebile, ACIPM, included Mrs. Nene Ogunleye and Mrs. Oluwasesan. They were warmly received by the Center Coordinator, Engineer Adeniyi Oladipo Osasusi, who provided a detailed overview of the center's operations, prospects, and challenges, including concerns about low enrollment numbers.

Currently, the center has four in-person students and three virtual students enrolled. During the visit, the team had the opportunity to meet Miss Tosin Adeniyi, one of the students, who was encouraged by the Chairman to stay focused and committed to her studies.

Engineer Osasusi further elaborated on the center's examination process, which consists of five stages: Foundation, Intermediate I, Intermediate II, Professional Exam I, and Professional Exam II. He mentioned that the exams for the current diet would be held from September 13 to 14. To support the students' learning experience, e-copies of study packs are provided, and sometimes physical students are given access to virtual lectures as additional support.

The visit was not just about discussions; it was also an opportunity for the CIPM leaders to motivate the students. Each team member left a token gift for Miss Tosin and took some photos to commemorate the visit, reflecting their support and commitment to the center's growth.

The CIPM Ondo State Branch recognizes the need to provide continuous support to the Akure Study Center to enhance its performance and attract more students. With the center being a vital extension of the branch's educational and professional development efforts, ensuring its success is paramount.

For those with less than seven years of post-graduation experience, the student examination route is an excellent pathway to becoming a certified HR professional. Remember, "No pain, no gain!"

With this move CIPM Ondo State Branch is moving in the right direction, committed to developing future HR leaders!



Fresh Venue, Fresh Insights: A Memorable June 2024 Meeting Filled with Delightful Experiences



The CIPM Ondo State Branch June 2024 meeting was a remarkable event that offered attendees a blend of unique experiences, leaving a lasting impression on all present.

First, the meeting was held at a new and refreshing location—the Public and Intergovernmental Relations Office in Alagbaka, Akure. This was an idea that had been considered for years, and it was finally brought to life. The elegant edifice and the fresh ambiance of the hall provided a welcoming atmosphere, making the experience memorable for all attendees.

Second, it was a moment of celebration as congratulatory letters were presented to two of our esteemed leaders, Mr. Igbekele Jatuwase, ACIPM, and Dr. Olumide Asere, in recognition of their recent appointments and inauguration as Permanent Secretaries in the State Public Service. While not a physical medal, this acknowledgment celebrated their outstanding qualities, exemplary performance, and well-deserved elevation in service.

Third, the learning segment of the meeting featured our very own ICT expert, Mrs. Pamela Elekwachi, ACIPM, who delivered an insightful session on the world of Artificial Intelligence (AI). She demonstrated how AI can simplify tasks, from document storage to easy retrieval, and how HR professionals can leverage AI to enhance productivity. Her engaging lecture left the audience wanting more, and she could have gone on if not for the time constraints.

Fourth, adding an element of surprise to the meeting, some members who wore their branded shirts were rewarded with recharge cards. This unexpected gesture brought joy to the recipients and added a delightful twist to the day's proceedings.

The meeting ended on a high note, with members gathering for a group photograph to mark the historic day, coming together as one big family, which we truly are! We extend our heartfelt appreciation to all attendees and express our gratitude to the management of the Intergovernmental Relations Office for graciously allowing us to use their facility.

The June 2024 meeting was indeed filled with memorable moments, underscoring the unity and continuous growth of the CIPM Ondo State Branch.

CIPM Ondo State Branch Visits Lutheran World Relief, Akure Office.

As part of its advocacy efforts and commitment to forging strong corporate networks, the Chartered Institute of Personnel Management of Nigeria (CIPM), Ondo State Branch, paid a courtesy visit to the Akure office of Lutheran World Relief (LWR) on Tuesday, May 7th, 2024.

The delegation was warmly received by Mr. Nene Ahuah Akwetey-Kodjoe, the Chief of Party for the USDA Food for Progress TRACE Project Nigeria at Lutheran World Relief, along with other members of the management team, including the Head of the HR Department, Mr. Foluso Ajodeji, FCIPM. The welcoming atmosphere set a positive tone for meaningful engagement and collaboration.

Leading the delegation was the Chairman of the CIPM Ondo State Branch, Mr. Sola Lebile, who was accompanied by all executive members. In his address, Mr. Lebile appreciated Lutheran World Relief for its crucial role in accelerating the growth of rural economies and reducing global poverty. "We believe that our visitation today will produce positive outcomes," he remarked, emphasizing the potential benefits of the visit.

The visiting team discussed possible collaborations in HR-related areas, exploring avenues where both organizations could align their efforts. They also inquired whether Lutheran World Relief could consider diversifying its focus areas. However, Mr. Akwetey-Kodjoe highlighted that their current project, Traceability and Resilience in Agriculture and Cocoa Ecosystems of Nigeria (TRACE), specifically targets increasing productivity in the cocoa value chain through climate-smart agriculture and expanding the cacao market via traceability.

He made it clear that the organization's focus, as established by its sponsors, remains firmly on these key objectives.

Despite the focus on the cocoa value chain, a strong connection was established between CIPM Ondo State Branch and Lutheran World Relief, with both parties agreeing to continuous engagement, especially among CIPM members working within the organization. The visit opened doors for potential future collaborations, building on the shared goal of professional development and sustainable practices.

A highlight of the visit was the presentation of a branded souvenir by Mr. Ageh Ayodeji, the Immediate Past Chairman (IPC) of the CIPM Ondo State Branch, to Mr. Akwetey-Kodjoe, marking the importance of the engagement and fostering goodwill between the organizations.

This courtesy visit was the first public outing of the new executive committee, which assumed office in March of this year. It marked a positive start for the branch's leadership, demonstrating their commitment to networking and promoting professional HR practices across organizations in the state.

Gratitude was extended to everyone who contributed to the success of this visit, with special appreciation to Mr. Foluso Ajodeji, FCIPM, a distinguished Fellow of the institute, who has been actively involved in the State branch's activities since his transfer to Ondo State.



CIPM Ondo State Branch Hosts AGM and Elects New Executive Members

On Thursday, 28th March 2024, the Ondo State Branch of the Chartered Institute of Personnel Management (CIPM) held its Annual General Meeting (AGM) and election of new executive members. This event marked a pivotal moment for the branch as a new leadership team was elected to guide the branch's activities for the upcoming term.

The AGM saw active participation from members who attended both physically and virtually, demonstrating a strong sense of community and commitment within the branch. The newly elected executives expressed their gratitude to all who made time to participate in the election process, including those who, despite not being present, were with the branch in spirit.

The new executives took the opportunity to commend the contributions of their predecessors, who have laid a strong foundation through their dedication and effective leadership. Building upon this solid groundwork, the new team is determined to aim for even greater achievements in the branch's growth and impact.

Emphasizing their commitment to advancing the branch's objectives, the newly elected executives outlined their strategic goals: expanding the membership base, encouraging more professionals to become CIPM-certified, and enhancing member engagement.

They aim to turn passive members into active participants and further motivate the already active members to increase their involvement. Additionally, the new leadership plans to intensify engagements with CIPM headquarters and other key stakeholders to ensure strategic guidance and alignment with the institute's broader goals.

In his address, the new chairman also gave special recognition to the outgoing executive committee, led by Ageh Ayodeji, for their outstanding work and leadership over the past two terms. The achievements of the previous leadership have set a high bar, and the new team is committed to continuing this trajectory of excellence.

As the new executives embark on their tenure, they call on all members to maintain their support and commitment to the branch. The success of the branch relies on the collective effort and active participation of its members, and the new leadership team is confident that, with everyone's support, the branch will continue to be a significant force in the Nigerian HR space.



Countdown to the Conference: CIPM Ondo Branch Partners with ODIRS for a Groundbreaking Event

With just nine days to go until the CIPM Ondo State Branch Conference, we are thrilled to announce a significant boost to our event preparations. The Ondo State Internal Revenue Service (ODIRS), under the leadership of its Chairman, Mr. Bayo Rojumbokan, has pledged strong support and collaboration with our branch to ensure the conference is a resounding success.

In a meeting held on Tuesday, Mr. Rojumbokan warmly welcomed the CIPM delegation, led by Branch Chairman Mr. Sola Lebile, to discuss areas of partnership. Responding to a request for collaboration, Mr. Rojumbokan enthusiastically confirmed that ODIRS will actively participate in the conference by setting up an information stand and contributing to discussions, particularly around tax issues—an area critical to all HR and business professionals.



Mr. Lebile also seized the opportunity to explore further collaboration avenues, specifically requesting sponsorship for ODIRS members to attend the International Conference and Exhibitions (ICE) in October. He encouraged follow-up discussions with Mrs. Jemilat Yusuf, Head of HR at ODIRS and a proud CIPM member, to bring this to fruition.

This partnership underscores our branch's ongoing commitment to building meaningful corporate networks and enhancing the quality of discussions at our events. It's also a testament to our proactive engagement with key stakeholders to drive impactful conversations and learning.

As we countdown to the CIPM Ondo State Conference, happening from 19th to 20th September 2024, we remain excited about the valuable insights and opportunities this event promises. If you haven't registered yet, now is the time to join us for an unforgettable experience filled with networking, learning, and growth.

Highlights from CIPM Ondo State Branch Learning Sessions



The CIPM Ondo State Branch has held several impactful learning sessions this year, featuring distinguished speakers and thought leaders in the field of Human Resources. These sessions have covered a wide range of topics, providing valuable insights and practical knowledge to our members. Below are the highlights of some sessions:

1. **Soft Skills vs Artificial Intelligence**

Facilitator: Mr. Ayodeji Ageh (Immediate Past Chairman, CIPM Ondo Branch)

Summary: In this enlightening session, Mr. Ayodeji Ageh focused on the importance of soft skills in the workplace amidst the growing influence of Artificial Intelligence (AI). He emphasized that while AI is transforming various aspects of HR and business processes, it cannot replace the critical soft skills that humans bring to the table—such as empathy, communication, and relationship management. Mr. Ageh urged HR practitioners to remain mindful of their interpersonal skills and how they interact with colleagues and stakeholders to foster positive and productive relationships.

2. **Goal Alignment:** Integrating Individual and Team Efforts with Organizational Objectives and Goals

Facilitator: Mr. Foluso Ayodeji Wilson, FCIPM (HR Manager, Lutheran World Relief)

Summary: Mr. Foluso Ayodeji Wilson delivered a comprehensive lecture on aligning individual and team efforts with the overarching goals of an organization. He defined goal alignment as the process of ensuring that all employees' activities are coordinated and aligned with the organization's strategic objectives.

He highlighted the importance of synergy among staff to maximize efficiency, productivity, and overall success. Mr. Wilson also provided practical steps to achieve organizational goals, such as effective communication, regular review and adjustment of goals, and designing Key Performance Indicators (KPIs) to track progress. He further stressed the importance of training and rewarding staff as critical motivators to enhance performance.

3. **Navigating Through Career Highs and Lows:** Recipes for Success

Facilitator: Pastor Kayode Ogundele, FCIPM (Former Head of Service, Ondo State)

Summary: In a deeply inspiring session, Pastor Kayode Ogundele shared his insights on navigating the ups and downs of a professional career. He emphasized that achieving success in one's career requires continuous preparation and personal development. He encouraged members to keep learning and investing in their growth, regardless of the challenges they may face. Drawing from his own experiences in public service, Pastor Ogundele provided practical advice on how to remain resilient, stay focused, and keep developing oneself even when faced with adversity. His personal anecdotes served as a powerful illustration of the importance of perseverance and self-improvement in building a successful career.

These sessions have provided our members with valuable tools and insights to navigate their careers effectively and contribute meaningfully to their organizations. We look forward to more engaging and informative sessions in the coming months.

Ondo CIPM Members Unwind at Nibanola Resort

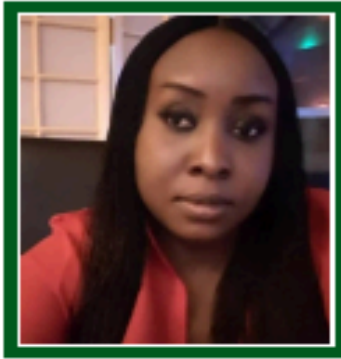
On Saturday, December 23rd, 2023, CIPM Ondo State Branch members had a fun-filled day at Nibanola Resort, Ondo Town, where they took a break from their busy schedules to relax and enjoy nature.

The group, consisting of adults and children, engaged in various activities, including a tour of the resort, a scenic climb up the 560-step hill, and a boat ride by the lakeside.

The event also featured a tour of the resort, lively music, storytelling, games, and a dance contest, which brought members closer together. The visit ended on a high note with members expressing their satisfaction and looking forward to more bonding activities in the future.



ONDO STATE EXECUTIVE



Asana Natacha Abayomi, ACIPM
GENERAL SECRETARY



Gbadebo Sheun Oyewo, ACIPM
FINANCIAL SECRETARY



Pamela Elekwachi, ACIPM
VICE CHAIRMAN



Olusola Lebile, ACIPM
CHAIRMAN



Akiyemi Akintan, ACIPM
ASST. SECRETARY/ PRO



Nnenna Daphne Ogunleye, MCIPM
EX-OFFICIO I



Sunday Lade Omirin, ACIPM
EX-OFFICIO II



Toluwatope Oluwasesan, ACIPM
TREASURER



Ageh Ayodeji, ACIPM
IMMEDIATE PAST PRESIDENT (IPC)

ABOUT US

CIPM ONDO STATE BRANCH

The Ondo State Branch of the Chartered Institute of Personnel Management of Nigeria (CIPM) is a dynamic hub for HR professionals, dedicated to promoting excellence in people management and organizational development. As a vital arm of Nigeria's premier HR professional body, the branch is committed to advancing the standards of the HR profession within the state and beyond.

CONTACT US

- **Meeting Venue**

Ministry of Finance Hall, State Secretariat Complex, Alagbaka, Akure, Ondo State.

- **Meeting Date**

Last Thursdays of the Month

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