



**ICE
2022**

**54TH INTERNATIONAL
CONFERENCE
& EXHIBITIONS**

**LEADING PEOPLE;
GROWING NATIONS**



VENUE

Obi Wali International Conference Centre,
Port Harcourt, Rivers State

DATE

October 17 - 21, 2022

**WELCOME ADDRESS BY
THE PRESIDENT & CHAIRMAN OF THE GOVERNING
COUNCIL OF CIPM,
MR OLUSEGUN MOJEED, FCIPM
AT THE 54TH INTERNATIONAL CONFERENCE AND
EXHIBITION
OCTOBER 17-21, 2022.**

 **ICE** | 54TH INTERNATIONAL
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**LEADING PEOPLE;
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THEME: LEADING PEOPLE, GROWING NATIONS

PROTOCOLS



Your Excellencies

- The Vice President, CIPM, Mr Henry Unuakpor, MCIPM
- The National Treasurer, Mrs Chidinma Obiejesi, MCIPM
- Registrar/CE, Ms. Oluwatoyin Naiwo, FCIPM
- The Immediate Past President, Mr Wale Adediran, FCIPM
- Esteemed Council Members

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- Esteemed Council Members

PROTOCOLS



- Past Presidents here present both physically and virtually
- Distinguished Fellows
- Presidents and Leaders of Professional Associations and HR Institutes
- Our Esteemed Speakers
- Panellists and Discussants

PROTOCOLS

- Members of our beloved Institute
- Delegates from participating African Countries
- Captains of Industries
- Eminent members of the Press
- Distinguished Ladies and Gentlemen





**His Excellency
Ezenwo Nyesom Wike, CON
Executive Governor of Rivers State**

- Thank you for hosting us in the beautiful Garden City of Port-Harcourt.
- CIPM is indeed delighted to return to the Treasure Base of the nation after twenty-three (23) years.

Journey to the Garden City

At the 53rd edition of this Conference, we decided to change the host city from Abuja to Port Harcourt because:

- (1) we are a Pan-Nigerian Institute and
- (2) we want to explore other geo-political zones and cultures.



Why name change?

- This conference is no longer just national but global, hence the name change

- Attracting over 3,000 delegates from Nigeria and across the globe, ladies and gentlemen, the International Conference and Exhibitions remains the best and the biggest gathering of People Management professionals in Africa.

- To everyone who is proud to be a member of this prestigious Institute, just as I am, please join me in a rousing applause to celebrate the CIPM!



Since we last gathered...



1. Professional Examinations:

- now written quarterly and with huge successes.
- Prize range and value have received significant boost.
- The next phase will be on-demand examination allowing self-paced certification

Since we last gathered...



2. **Fellowship Investiture:** Our own National Award ceremony.

- This year, we have a record number of thirty-nine (39) recipients of the Institute's highest grade of Fellow (FCIPM).
- They have been assessed and certified by the Membership Committee and the Board of Fellows respectively. Good things are happening. One of the recipients last year is now our brand-new Registrar.
- The investiture ceremony for these accomplished HR professionals, to formally decorate them with their new grades would take place during the Gala Night on Thursday at the EUI Centre. Please do not miss it.

Since we last gathered...

3. On mentoring and reverse mentoring, we activated the '**Cohortorial Membership Engagement platforms**' for a starter.

These are multigenerational platforms for strengthening relationships and learning among the various generations of our membership.



Since we last gathered...



4. Our technology and digital transformation
 - We launched our state-of-the-art website.
 - We successfully deployed our Call Centre which has been attending to members flawlessly.

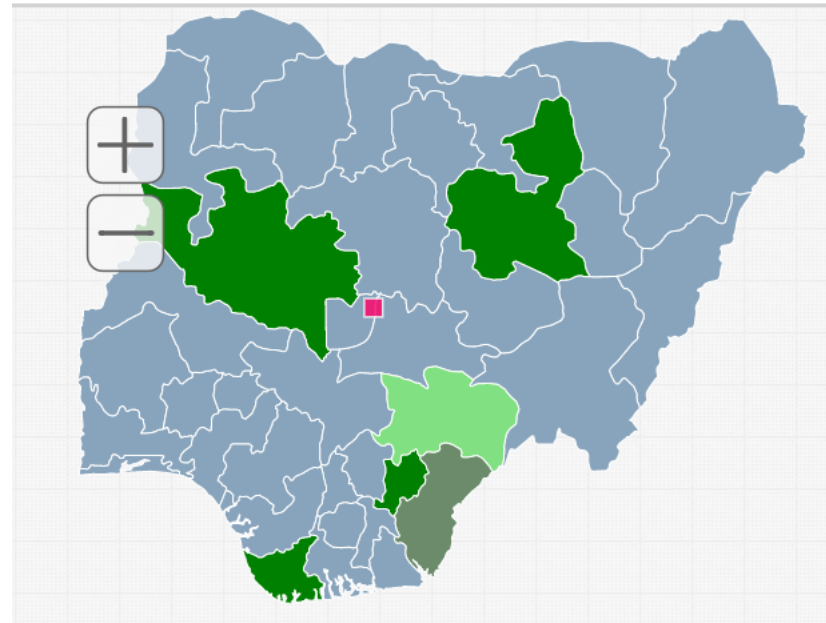
5. We have now trademarked all our HR Awards under the brand name **‘HR Oscars’**.

During the Gala Night, we shall be recognizing companies that have distinguished themselves in the HR value chain. They went through a comprehensive assessment process.

Since we last gathered...

6. To further establish the Institute's presence in Nigeria's six (6) geo-political zones

- We inaugurated the Adamawa State Branch
- Resuscitated 6 inactive State Branches namely:
 - Bauchi
 - Bayelsa
 - Benue
 - Cross River
 - Ebonyi, and
 - Niger



Since we last gathered...



7. On the global stage, your Institute is making you proud.
 - Recognizing Nigeria's leading role in Africa, yours sincerely was recently elected as the Secretary-General of the African Human Resource Confederation (AHRC).
 - That means we are now the African HR Secretariat, and by extension, I would be having an observer seat on the board of the World Federation of People Management Associations (WFPMA).

I can keep going on and on but rest assured that this is what we do at the CIPM **by delivering value through people.**

Strong-based Historical Foundations

Dear professional colleagues, let me say this again; we have history, and we have a goodly heritage as handed over to us by our forbearers.

Your Institute continues to wax stronger in her commitment to the vision of **being the Institute of Choice for People Management.**

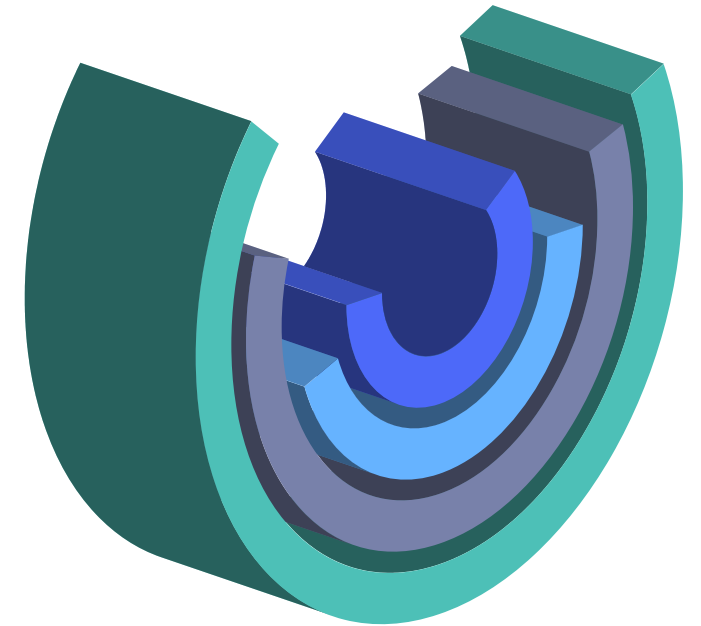
The Institute has continued to build on this foundation to remain relevant in the people management agenda in Nigeria and across the World.



Strong-based Historical Foundations

By this token, the CIPM's International Conference & Exhibition was designed to bring people managers and professionals together, rallying around a common goal to continue to evolve and excel.

This gathering is very remarkable because as business leaders, decision-makers, entrepreneurs, managers of people and other resources, our day-to-day decisions affect the entire nation.



Strong-based Historical Foundations

Let me take at this juncture take a pause to pay homage to our founding fathers and leaders, who in their good thinking, established what we now know today and love to associate with – the CIPM

They are the giants on whose shoulders we stand today and can have the foresight of a progressively brighter future for people management profession.



Strong-based Historical Foundations

Please permit me to recognise two veterans and elders of our Institute who are joining us virtually, one from Lagos and the other from the UK –

our indefatigable Pa Azuka Diali, FCIPM

Pastor Mrs Olufunmilayo Green, FCIPM.

This is why I love this profession. It is a lifetime endeavour.



Conference Objectives and Highlights

Ladies and gentlemen, so, the 54th ICE, themed **Leading people, Growing Nations**, is all about **PEOPLE and performance**.

The world has recently witnessed unprecedented levels of crisis and turbulence, ranging from the global economic recession to the COVID–19 Pandemic, then to the Great Resignation, and the Russian war on Ukraine amongst others.

Nation states especially on the African continent are currently facing leadership gaps, which have stifled their growth and development on various frontiers – economic, political, sociocultural, technical, and human capital development.

Conference Objectives and Highlights



These unprecedented changes have now placed a demand and a burden for a new approach to leading people, and ultimately leading and growing nation-states.

An approach that requires leaders at all levels to step up their game and demonstrate vision, transparency, integrity, empathy, accountability, humility, nimbleness, authenticity, respect, trust, and openness as well as principled values and competencies sufficient to ignite personal and national transformation.

Recent events in the world have proven that effective leadership is vital for growing people and, eventually, growing nations.

Conference Objectives and Highlights



The CIPM's International Conference and Exhibition is a major platform for intellectual and creative discourse

The discourse covers various themes of contemporary global and national importance delivered by recognized Thought Leaders.

Conference Objectives and Highlights



At this 54th edition of the International Conference and Exhibition, we are here to:

- enhance the Human Resource profession through deeply insightful learning sessions
- encourage the development of the next generation of Human Resource Practitioners in Africa
- actively promote high standards of ethics and integrity based on a deep understanding of the Nigerian Labour Law
- draw a strong link from Academia into the world of work in which HRM is delivered and practiced
- maintain and enhance CIPM’s brand and image as Nigeria’s HR regulatory body

Conference Objectives and Highlights



Let me assure you that our carefully selected speakers and discussants are ready to facilitate insightful conversations that will bring a lot of learnings which we can take back to our various organisations and communities.

To all our special guests, speakers, and discussants from across the globe, YOU ARE WELCOME.

Thank you for honouring our invitation. To our ever-supportive sponsors across the different categories, we sincerely appreciate your partnership.

Enjoy all that this conference has to offer

LEARN

Take meaningful lessons from our line-up of power-packed sessions.

DISCOVER AT EXHIBITION

Visit the exhibition booths, our exhibitors are ready to welcome you



NETWORK

Ensure you build relationships through physical and e-networking sessions

HAVE FUN

And of course, HAVE FUN! Port Harcourt is still Garden City and a place of great hospitality



Appreciations to...



My wonderful team:

- Our Vice President, Mr Henry Unuakpor, MCIPM
- Our National Treasurer, Mrs Chidinma Obiejesi, MCIPM
- Our Registrar/CE, Ms Oluwatoyin Naiwo, FCIPM
- Our IPP, Mr Wale Adediran, FCIPM

Appreciations to...



Chairmen of various Committees of the Governing Council, especially –

- The Chairman of the Conference Planning Committee, Mrs Sa’adatu Faruk, MCIPM and her team,
- And the Local Organizing Committee led by Mr Kennedy Dike, MCIPM – who is also the Vice Chairman of the Conference Planning Committee

Appreciations to...

- The Chairman, Professional Development and Learning Committee, my good friend, Mr David Ukagwu, FCIPM and his team
- Chairman, Board of Fellows, and his team
- Chairman, Membership Committee
- Branch Chairmen, present and past
- The energetic HQ teams

Thank you all for keeping this hope alive.

Finally, to all our delegates joining us physically and virtually, there would be no conference of any sort without you. I appreciate you for being part of this event.



In closing...



I want to borrow a saying from the 35th American President, John F. Kennedy, ‘ask not what your country can do for you; rather, ask what you can do for your country.’”

At the end of the 54th ICE on Thursday, October 20, **ask yourself,**

- **what can I do for the HR profession?**
- **what can I do for my company? and**
- **what can I do for my country to take us to the best level ever?**

In closing...



Jane Goodall once said, *'what you do makes a difference, and you have to decide what kind of difference you want to make.'*

In this vein, let us go out and make a positive and effective difference.

In closing...



I wish us all a fruitful Conference. On this note, I say *Anumeka O*.

God bless you all

God bless the CIPM

God bless the Federal Republic of Nigeria

We Move!!!

Olusegun Mojeed, FCIPM

President & Chairman of the Governing Council

Chartered Institute of Personnel Management of Nigeria (CIPM)