

**BRIEF PROFILE OF OLUSOLA ABIMBOLA JOSEPH,  
BA. MSC, PGD, FCIPM, FITD, HCIB**

**SUBJECT MATTER EXPERT (SME)**

Sola is a Subject Matter Expert with core competences in the fields of Corporate Governance, ERP, Strategic Human Resources Management, Organizational Design & Development, Corporate Manpower Planning, Business Continuity Planning, Change Management, Performance Management System, Quality Management System, Six Sigma, Balanced Scorecard, Management of Organization Diversity, Equality and Inclusion, Crossing Organisation Boundaries Reinforcing Alignments (COBRA) and Teambuilding.

He commands leadership skills and effective communication skills both in writing as well as oral. He deployed these management tools and strategies in achieving corporate organization objectives in companies where he worked over the years. His HR Management and L & D career spans over three (3) decades and cuts across HR/Management Consulting, ICT, Engineering, Manufacturing, Merchandising, BMO, Trade, Insurance and Banking sectors where he functioned as either GM/Head HR or GM/Head, L & D of so many Organizations including SGS Inspection Services Nigeria Ltd, IGI and John Holt Plc respectively.

He is a quintessential Gentleman and the Initiator/Coordinator of The HR Community Platform where FAQ on HR issues are discussed.

## **IMMEDIATE PAST EMPLOYMENT**

As the immediate Past CEO of The Nigerian Institution of Estate Surveyors and Valuers (NIESV), he had responsibility for the overall leadership, administration, management, growth and development of the Institution as well as handling a wide variety of Strategic and Administrative duties. In addition, as Secretary to the Governing Council, he coordinates the Governing Council, Executive Council Meetings, Annual General Meeting (AGM) and other Meetings from time to time. He is also responsible for the management of the Institution's annual budget, performance management and strategic goals.

## **PREVIOUS PROFESSIONAL CAREER**

A seasoned and accomplished Human Resource Professional, some of the professional career positions he has held are as follows:

- Two-Term Director, Chartered Institute of Personnel Management (CIPM)
- Director of Membership Development Directorate (2010 – 2013)
  
- Director, Special Projects (2013 - 2016)
  
- Assistant Director, Human Resources & Admin, Industrial & General Insurance (IGI) Group (Monarch Communications)
  
- GM, Human Resources, Income Electrix
  
- GM/Head, Human Resources, SGS Inspection Services Nigeria Ltd, affiliate of SGS Group, Geneva, Switzerland
  
- GM/Head, Manpower, Training & Development, John Holt Plc, (affiliate of John Holt, Liverpool, UK)
  
- Head, Human Resources, NBM Bank (affiliate of Belgolaise Bank of

Brussels, member of Fortis Group, Belgium)

- Head, Human Resources Devcom Bank Ltd

- Senior Bank Executive/Deputy Head, Human Resources, Equity Bank of Nigeria (formerly Meridien Equity Bank, member of Meridien Int'l Bank London, BIAO), former subsidiary of Intercontinental Bank now Access Bank.

## **EDUCATION & PROFESSIONAL QUALIFICATIONS**

Sola has a BA in History/Religions (1988). He went on to obtain a Master of Science (MSc) degree in Industrial Relations and Personnel Management (1991) from University of Lagos. During the programme, he was adjudged the best student in 'Corporate Manpower Planning'.

He is a Fellow of CIPM (FCIPM, 2012) and had served as a Member of both Membership and Learning & Development Committees of the CIPM. He is also a Fellow (FITD, 2018) of Nigeria Institute of Training and Development (NITAD) as well as a Honorary Member (HCIB, 2021) of the Chartered Institute of Bankers of Nigeria (CIBN). Sola is currently a Doctor of Business Administration (DBA, 2022-2025) student with the University of Lagos Business School (ULBS).

## **LANDMARK ACHIEVEMENTS**

One of the landmark achievements recorded in his role as the Director of Special Projects is the CIPM Millennium Building Project which he delivered to the Institute from commencement to completion. The building project is a state-of-the-art architectural masterpiece.

This further exposed him to the Real Estate Sector and also prepared him for the CEO role at the Nigerian Institution of Estate Surveyors and Valuers. Here, he was able to replicate the same feat he achieved in CIPM by coordinating the

construction of their Corporate Headquarters in Gudu, Abuja.

## **CURRENT AREAS OF INTERESTS**

Sola is currently on the board of three budding organizations as Chairman, namely; Daniel Peterson Consult (HR Consulting), Youth Entrepreneurship Advocacy & Rehabilitation Network (YEARN-NGO) and Solara Ventures (Merchandise).

## **MINISTERIAL ASSIGNMENT**

Sola is a Pastor - In- Charge of Province in the Redeemed Christian Church of God (RCCG).

## **SOCIAL LIFE/PASTIMES**

- Member, MicCom Golf Club, Ada, Osun State
- GODI Health & Fitness Centre, Surulere, Lagos

Sola plays golf, football, table tennis, squash, Scrabble, loves to take long walks and an avid reader. He has travelled wide across the globe and has presented papers to a wide range of audiences at seminars and conferences and is listed in the Osun State Manual, a version of the annual publication of 'Who Is Who' published from the stable of Visionlink Media Ltd.

- Joined CIPM As A Graduate Member (Graduate) On 25th May, 1993
- Became An Associate (ACIPM) On 5th Of June 1996
- Became A Full Member (MCIPM) On 5th August 2005

- Became A Fellow (FCIPM) On 27th Of July 2012
- Membership No. - 1/5201

### **Academic Qualifications**

- ORDINARY LEVEL WASC. 1982 (IGBOBI COLLEGE, YABA)
- ADVANCED LEVEL GCE, 1984 (BAPTIST ACADEMY, LAGOS)
- BA, HIST & RELS, 1988, (LASU, PIONEER STUDENT)
- MSc IRPM, 1991 (UNIVERSITY OF LAGOS)
- PGD, RCBC 1998
- Final Year, Doctor of Business Administration (DBA Class) 2022 – 2025, (UNIVERSITY OF LAGOS)
- Contributions to the Institute (e.g. Chapters, Branch, Council, Sponsorship, Projects etc.)
- Member, Training & Special Programmes Committee (2009)
- Member, Learning & Development Committee (2010)
- Served as Resource Person & Faculty in the Institute's Training Programmes.
- CIPM Letter of Appreciation dated 17/09/07 – As Lead Discussant in a Workshop on 'Performance Management' for Management & Staff of UAC –
- CIPM Letter of Appreciation as a Resource Person dated 13/08/08

- Former Director with the Institute for a period of six (6) years (2010 – 2016)
- Director of Membership Development (2010 – 2013)
- Director of Special Projects, Coordinated the CIPM Millenium Building Project (2013 – 2016)
- I was part of the Steering Committee that resuscitated the then moribund Lagos Island PPCA between 1993 and 1997 with the likes of Messrs Gadzama of SCOA and A.D. Awulu of Equity Bank
- Member of the Lagos Island PPCA, 1993 - Date
- Member, Organizing Committees of several Annual Lectures and Conferences (for both Lagos State Branch & Lagos Island PPCA) 1996 - 2010
- Attended Annual National Conferences 1997 - Date
- Attended Annual Public Lectures on yearly basis
- Attended AGM yearly – 1997 - Date
- Attended SHRF yearly from inception (2009 till date)
- Member, Membership Committee (2006-2008)
- Letter of Co-option as a Member of Membership Committee dated 31/10/2005
- Letter of Re-Appointment as a Member of Membership committee dated 23/06/2006

- Letter of Appreciation as for excellent performance in Membership Committee in 2006/2007
- Letter of appointment as a Member of Training & Special Programs Committee dated 8/07/08
- Letter of Invitation to Resource Persons' Forum dated 31/07/08
- Facilitated in 'HR for Non HR Managers' Course for new staff of Nigerian Bottling Company in 2008 held at Mainland Hotel Facilitated in ACP on Saturdays during Refresher Programs.
- Facilitated on "Culture Transformation: A Quest for Organisation Excellence" at the Knowledge Sharing Session of the Lagos Island Chapter on January 9, 2020

#### **My Four (4) Strategic Thrusts within the Institute's Strategic Plan**

##### **1. ACCREDITATION:**

To pursue with passion and vigour and ensure that we take full advantage and benefit of the recently approved accreditation of CIPM Certificate and its inclusion in the Scheme of Service of the Federal Government by the Council of Establishment for the purpose of career enhancement in the Public Service is by enrolling more members from the Public Service.

**2. GOVERNMENT RELATIONS/NATION BUILDING:** To foster more harmonious relations with the various arms of Government with a bid to making the Institute more visible and its voice heard on issues of national discourse and interests

##### **3. A TRULY NATIONAL OUTLOOK FOR CIPM:**

To emplace a workable zonal structure for the Leadership and Governing Council of the Institute and make it more national in outlook instead of its current lop-sidedness and skewness to one region of the country.

#### **4. FURTHERING GLOBAL PRESENCE FOR CIPM:**

To leverage on the achievements of the outgoing Leadership and continue to put the CIPM brand in the global space by collaborating with international sister institutes that have similar people management orientation and objectives.

**VOTE IN-DEPTH KNOWLEDGE AND HISTORY OF THE INSTITUTE**

**VOTE EXPERIENCE AND INTEGRITY**

**VOTE OLUSOLA ABIMBOLA JOSEPH**

