

Profile of Dr. Michael Ogu

Dr. Michael Ogu is a seasoned expert in human resources, learning and development, talent management, executive coach, and behavioural change management.

He is currently the Head, Culture and Employee Experience at Polaris Bank Limited. He has over 16 years of multidisciplinary, multicultural, and multisectoral experience across diverse climes, markets, and industries. Dr. Ogu earned his Bachelor's Degree in Chemical Engineering from Nnamdi Azikiwe University, Awka, and his Master's Degree in Public and International Affairs from the University of Lagos. He also holds a Doctor of Philosophy Degree in Leadership and Talent Development (Honoris Causa) from Myles Leadership University.

A Full Member of the Chartered Institute of Personnel Management of Nigeria (CIPM), Dr. Ogu's Service Record to the institute includes:

- Member, Panel of Assessors–HR Best Practice Awards, HR Optimization, and HR Diversity and Inclusion Awards: August 2023.
- Member, Research and Publications Committee of Council, Chartered Institute of Personnel Management of Nigeria (CIPM): July 2023 till date.
- General Secretary: Chartered Institute of Personnel Management of Nigeria, Lagos State Branch (CIPM Lagos): March 2023 to March 2024.
- Member, Panel of Assessors–HR Best Practice Awards, HR Optimization, and HR Diversity and Inclusion Awards: August 2022.
- Chairman, Communications, Brand Management, and Public Relations Ad–Hoc Committee, Chartered Institute of Personnel Management of Nigeria (CIPM): December 2021 to December 2022.
- Member, Panel of Assessors–HR Best Practice Awards, HR Optimization, and HR Diversity and Inclusion Awards: September 2021.
- Member, Body of Competence and Knowledge (BoCK) Validation Ad-Hoc Committee: Chartered Institute of Personnel Management of Nigeria (CIPM): August 2021.
- Member, Conference Planning Committee of Council, Chartered Institute of Personnel Management of Nigeria (CIPM): July 2021 to December 2023.
- Member, Strategic Planning and Implementation Committee of Council, Chartered Institute of Personnel Management of Nigeria (CIPM): July 2021 to July 2023.
- Assistant General Secretary/Public Relations Officer: Chartered Institute of Personnel Management of Nigeria, Lagos State Branch (CIPM Lagos): May 2021–March 2023.
- Chairman, Conference Planning Committee, Chartered Institute of Personnel Management of Nigeria, Lagos State Branch (CIPM Lagos): May 2019–April 2021.
- Member, Learning and Development Committee of Council, Chartered Institute of Personnel Management of Nigeria (CIPM): May 2019–March 2020.
- Chairman, Programmes Committee & Ex–Officio; CIPM Lagos State Branch, Apapa Chapter (March 2019–March 2021).
- Vice Chairman, Conference Planning Committee, Chartered Institute of Personnel Management of Nigeria, Lagos State Branch (CIPM Lagos): November 2018–April 2019.
- Member, Training, Research and Publications Committee, Chartered Institute of Personnel Management of Nigeria, Lagos State Branch (CIPM Lagos): May 2018–November 2019.
- Member, Membership Committee of Council, Chartered Institute of Personnel Management of Nigeria (CIPM): January 2018–December 2018.
- Moderator/Anchor: 54th Annual General Meeting (April 28th, 2023).
- Master of Ceremony: 54th International Conference and Exhibitions (October 17th–21st, 2022).
- Master of Ceremony: 46th Induction Ceremony (August 25th, 2022).
- Master of Ceremony: 45th Induction Ceremony (May 27th, 2022).
- Master of Ceremony: 44th Induction Ceremony (December 16th, 2021).
- Master of Ceremony: 53rd Annual National Conference (November 24th–26th, 2021).
- Master of Ceremony: 43rd Induction Ceremony (August 26th, 2021).
- Rapporteur: 52nd Annual National Conference (November 24th–28th, 2020).
- Rapporteur: 51st Annual National Conference (October 22nd–24th, 2019).

Manifesto of Dr. Michael Ogu

Dear Esteemed Members of the Chartered Institute of Personnel Management of Nigeria (CIPM), I humbly present to you my manifesto, which underscores my commitment to serving our prestigious institute and its members with unwavering dedication as an **Elected Council Member**.

I intend to focus on the **Membership Perspective** as contained in the Institute's **2022–2024 Strategic Document**. As an Elected Council Member, I pledge to provide visionary and goal-oriented leadership that aligns with strategic imperatives in this area.

I will work tirelessly to foster an environment of collaboration, transparency, and accountability, ensuring that our collective efforts are geared toward achieving tangible results for the **professional development and empowerment of our members**.

Some of the key deliverables I intend to drive include:

- Champion the development and implementation of impactful programmes and initiatives tailored to address the current and future challenges faced by our members. These initiatives will encompass continuous professional development opportunities, industry-academia collaborations, and the promotion of best practices in HR management.
- Actively seek and create opportunities to ensure that our members receive tangible returns for their membership subscriptions. This includes advocating for professional recognition, facilitating networking and knowledge-sharing platforms, and fostering strategic partnerships that contribute to the growth and advancement of our members.
- Work with other members of the Governing Council and the HQ Team to enhance operational efficiency and responsiveness and ensure that our members receive prompt and high-quality service delivery.
- Transforming the capabilities of our members for increased impact, and influence through targeted bespoke leadership capacity enhancement, coaching, mentoring and exchange programmes.
- Work closely with internal and external stakeholders and partners to amplify CIPM's thought leadership and influence while staying rooted in the impactful work we do locally. We will exchange ideas, strategies, and best practices that will elevate the human resources profession in Nigeria to new dimensions, heights and frontiers.

I pledge to uphold the highest standards of quality and professionalism while staying anchored to the institute's vision, mission, core values and code of conduct. Together, we will forge a path towards excellence, elevating the status of our noble profession and contributing to the growth and development of the CIPM.

I humbly seek your support, trust and confidence as I pursue this aspiration of becoming an Elected Council Member, assuring you that your vote will be an investment in a brighter future for the Chartered Institute of Personnel Management of Nigeria (CIPM) and its esteemed members.

Thank you.