



OMOKUNBI ADEOTI

(MBA, FCIPM, IOD, SCGN, GPHR, SPHRI, SHRM-SCP, CXAC)

'Kunbi Adeoti is a highly accomplished Strategic HR and Business Leader with more than 25 years of experience driving transformation across startups, multinationals, and large conglomerates in Sub-Saharan Africa. She has a proven track record in building future-ready organizations through restructuring, mergers & acquisitions integration, digital transformation, and leadership development.

Currently, she serves as Chief People Experience Officer at Leadway Group, where she oversees Human Resources and Customer Experience across 11 entities, including Leadway Assurance, Leadway Hotels, Leadway Capital & Trusts, Leadway Asset Management, Leadway Properties, Leadway Vie, Leadway IARD, Anakara Services in Côte d'Ivoire, Leadway Health, and Leadway Pensions. Under her leadership, Leadway has achieved measurable impact through improved workforce capabilities, stronger employee engagement, and sustained growth in Net Promoter Score (NPS) and Customer Satisfaction Score (CSAT), directly contributing to revenue performance. She has also managed large people budgets, executed complex HR transitions, and fostered a culture of learning, innovation, and performance.

Her career spans Standard Chartered Bank, Alcatel-Lucent, Airtel Networks, Zain Nigeria, Celtel Nigeria, Vmobile and Econet wireless, where she played critical roles in HR strategy, governance, customer service management, and organizational transformation, supporting functions such as transaction banking and wealth management. Prior to these she worked with boutique consulting firms.

Beyond her corporate leadership, 'Kunbi is deeply engaged in governance and thought leadership. She serves as an Independent Non-Executive Director (INED) on several boards, including Leadway Health, Ouranos Technologies Limited and is a Management Board Member of Pistis Life and Leadership Institute. (PLLI) She is a Fellow of the Chartered Institute of Personnel Management (CIPM), a member of the HR Forbes Council, the European Mentorship and Coaching Council, a Member of Society for Corporate Governance and the Institute of Directors (IOD) Nigeria. She has also served on CIPM's Strategic Planning & Implementation Committee and as an elected council member.

A multiple-award recipient, she was recognized as Peak Performing Woman of the Year in both 2023 and 2024. She is an active contributor to professional bodies, including the Society for Human Resource Management (SHRM), and is a licensed HR practitioner locally and globally. She frequently speaks on leadership, HR strategy, and career development, and has been recognized for her contributions to advancing HR practice in Africa.

Through her mentoring academy (KAMA), 'Kunbi has dedicated herself to activating, accelerating, and amplifying the potential of emerging leaders, further demonstrating her commitment to talent development and societal impact.

Catalogue of some activities in CIPM

Year	Activity
2006 (August)	Student Member, CIPM
2016 (April)	Rapporteur, 8 th Special Human Resource Forum
2016 (May) - 2017 (March)	Facilitator for Setting up HR Department
2016	Facilitator, Operating as Business Manager
2016 - 2018	Member, IDC (Institutional Development Committee)
2018	Initiator, SHRM-CIPM Partnership
2018	Compere, Annual Public Lecture
2018	Optimizing Organizational Performance Through HR Policies Development- Apapa PPCA KSS
2019	Initiator, Membership Insurance Scheme
2019 (25 th -27 th , April)	Facilitator, Human Resource Clinic, Lagos State 17 th Annual Conference, Abeokuta
2019 (18th, July)	Compere, Special Human Resource Forum, Eko Hotels
2019 - 2021	Member, D-SPIC Lagos State Branch
2020	Initiator, SMEDAN - CIPM Partnership
2020	Pioneer and enabler, Framework of HR Internship, Ready-to-Market
2019/2020- 2020/2021	Two time Elected council Member
2021 (20th, January)	Member, Electoral Committee of CIPM Lagos State Branch for the 2021 Election.
2021 (12th, March)	Facilitator, The Young HR Practitioners Career Growth, Apapa PPCA.
2022 (March)	Leading Strategic HR Intervention
2022 (August)	Managing Risks in HR Function
2022 (October)	Design and Implementation of Performance Improvement Plans
2022 (October)	Speaker, Technical Session, 54 th Annual Conference Port-Harcourt, “Emerging Leadership Models to Drive Sustainable Change.”
2022	Speaker, Lagos State Branch Conference: “Regulatory Compliance as a Strategic Imperative for Value.”
2023 (July)	Managing Corporate Transformations
2023	Assessor, HR Oscars 2023

2023 (December)	Leading Strategic HR Intervention
2024	Speaker, Technical Session, 56 th ICE, Abuja “Ethical Leadership: Nurturing Organizational Culture & Building Trust through People-Centric Decision Making”
2017-2024	Facilitator, Membership Induction (3 different times)
2020 September	Subject Matter Expert, Curriculum Study Pack Review
2021 - 2026	Member, Strategic Implementation and Planning Committee (SPIC)

1. Has mentored over 200 HR and Non HR individuals
2. Runs and Supports HR Professional Group of over 500 Members

CIPM Forward- Manifesto

A Blueprint for the Future of HR in Nigeria

Proposed by Omokunbi ‘Kunbi’ Adeoti, Candidate for Vice President, CIPM

At a moment when work itself is being reshaped by technology, demography, and global mobility, the Chartered Institute of Personnel Management of Nigeria stands at a crossroads. The question is no longer whether change is coming, but whether HR will merely respond to it or actively shape it. This blueprint sets out a clear ambition: to position CIPM and its members as the architects of Nigeria’s future of work, trusted stewards of talent, ethics, productivity, and human-centred leadership in an age increasingly defined by artificial intelligence. This vision reframes CIPM not simply as a professional body, but as a national institution with a mandate to influence how Nigeria prepares, protects, and deploys its human capital.

From HR Administration to National Workforce Leadership

As we all know, the future of work is already here, and HR professionals sit at its centre. In this new reality, CIPM’s role must expand beyond certification and compliance. It must become Nigeria’s workforce architect, shaping how people data becomes national advantage, how technology translates into productivity, and how policy becomes lived workplace reality.

Kunbi Adeoti’s professional journey mirrors this evolution. Her experience spans banking, telecommunications, insurance, pensions, hospitality, and healthcare, giving her a rare vantage point across Nigeria’s economic landscape. She understands the language of the boardroom and the lived realities of the workforce. This blueprint reflects that balance, positioning HR not as a back-office function, but as a strategic force in national competitiveness.

Building Future-Ready Skills and Workforce Resilience

Nigeria’s greatest risk, is not automation itself but an unprepared workforce. This calls for CIPM to step decisively into the role of national convener for reskilling and talent readiness. Under this blueprint, the Institute’s influence stretches into education reform, lifelong learning, and employability pathways that align with real labour-market demand.

CIPM must help shape curricula, promote modular learning and micro-credentials, and work closely with universities, regulators, and initiatives such as 3MTT to accelerate practical competence in digital, analytical, and green-economy skills. By tracking emerging skill gaps and global demand trends, CIPM can guide organisations and professionals to invest in learning that truly matters. The outcome is a workforce that remains globally competitive while firmly rooted in Nigeria’s development priorities.

Humanising Digital and AI Transformation

Technology must serve humanity, not displace it. This creates a natural leadership space for CIPM. As AI reshapes recruitment, performance management, and workforce analytics, HR must become the ethical compass of the workplace.

This blueprint positions CIPM as the standard-setter for responsible AI in people management, championing fairness, transparency, data protection, and mental well-being in an always-on digital economy. Kunbi Adeoti's background in customer experience and people analytics reinforces a simple but important truth: data and empathy are not opposites. When properly governed, they strengthen each other. In this role, CIPM members become trusted stewards of innovation, ensuring progress does not come at the cost of dignity, inclusion, or trust.

Redefining Employment in a Gig and Hybrid World

Work is changing faster than labour laws can keep up. Employment relationships are increasingly fluid, crossing borders, platforms, and traditional organisational boundaries. This blueprint boldly positions CIPM as the leading voice in redefining modern work arrangements in Nigeria.

That means engaging policymakers, regulators, and organised labour to develop fair and practical frameworks for gig workers, remote professionals, and hybrid talent models. It also means advocating for protections around pensions, healthcare, mental health, and the right to disconnect, while ensuring organisations remain productive and competitive. With her governance experience and board-level exposure, Kunbi Adeoti is well placed to lead this dialogue with credibility and balance. The message to members is clear: CIPM will not watch work change from the sidelines; it will help design the rules of the new labour market.

Elevating the HR Profession and Its Influence

We will further position CIPM as an Institution with influence. Institutions that matter shape policy, public thinking, and long-term outcomes. Under this blueprint, CIPM strengthens its voice in education policy, labour reform, AI governance, and national competitiveness. The goal is not just growth in membership, but growth in stature.

Kunbi Adeoti's profile reflects this aspiration. As a Fellow of CIPM, an independent non-executive director, and an active participant in global HR thought leadership spaces, she embodies the elevation this blueprint seeks for the profession. CIPM members should see themselves not just as practitioners, but as strategic leaders whose insights shape organisations, industries, and the wider economy.

What This Means for Members and the Nation

For individual members, CIPM Forward represents a shift from compliance-driven practice to strategic human capital leadership. It promises stronger relevance, future-proof skills, ethical clarity in digital transformation, and a louder collective voice in national conversations.

For employers and policymakers, it positions CIPM as a trusted partner in workforce reform, productivity growth, and social stability. For Nigeria, it strengthens the institutional backbone needed to compete in a global economy increasingly defined by talent quality rather than resource endowment.

This blueprint is not just a campaign document. It is a call to action for HR professionals to step into the front seat of Nigeria's economic and digital transformation. Kunbi Adeoti's candidacy is framed not as personal ambition, but as continuity with reform, credibility, and execution. Under her Vice Presidency, CIPM moves decisively from managing people to shaping the future of work itself.

CIPM Forward is about leadership that is strategic, humane, and ready for the decade ahead