

Profile of Dr. Michael Ogu

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

He is currently the **Chief Operating Officer at The Talent Optimization Company Limited**. He was previously Group Chief Human Resources Officer at Canary Point Holding Limited and Head, Culture & Employee Experience, at Polaris Bank Limited.

He has over 18+ 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 Optimisation, and HR Diversity and Inclusion Awards: June 2025.
- Member, Ad-Hoc Committee on the 21st President's Investiture: July 2024.
- Member, Panel of Assessors–HR Best Practice Awards, HR Optimisation, and HR Diversity and Inclusion Awards: June 2024.
- **Chairman, Communications, Brand Management, and Public Relations Committee, Chartered Institute of Personnel Management of Nigeria (CIPM): May 2024 till date.**
- Member, Specialist Certification Ad-Hoc Committees on Performance Management and Learning & Development: May 2024–August 2024.
- **Elected Council Member: May 2024 to date.**
- Member, Panel of Assessors–HR Best Practice Awards, HR Optimisation, 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–August 2024.
- General Secretary: Chartered Institute of Personnel Management of Nigeria, Lagos State Branch (CIPM Lagos): March 2023–March 2024.
- Member, Panel of Assessors–HR Best Practice Awards, HR Optimisation, and HR Diversity and Inclusion Awards: August 2022.
- Member, Coaching and Mentoring Committee, Chartered Institute of Personnel Management of Nigeria (CIPM): December 2021–December 2022.
- Chairman, Communications, Brand Management, and Public Relations Committee, Chartered Institute of Personnel Management of Nigeria (CIPM): December 2021–December 2022.
- Member, Panel of Assessors–HR Best Practice Awards, HR Optimisation, 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–December 2023.
- Member, Strategic Planning and Implementation Committee of Council, Chartered Institute of Personnel Management of Nigeria (CIPM): July 2021–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.
- Master of Ceremony: 57th International Conference and Exhibitions (October 27th–30th, 2025).
- Master of Ceremony: 2025 CIPM CEO–CHRO Forum (July 17th, 2025).
- Master of Ceremony: 2024 CIPM CEO–CHRO Forum (July 24th, 2024).
- Master of Ceremony: 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 am honoured to present my manifesto, reaffirming my unwavering commitment to serving our prestigious institute and its distinguished members as an **Elected Council Member**.

My focus aligns with all the Strategic Thrusts outlined in the **Institute's 2025–2027 Strategic Plan** (i.e. Fortifying Institutional Frameworks, Enhancing Internal Capacity and Capability, Growth and Membership & Culture and Innovation).

If re-elected into office, I pledge to provide visionary, strategic, and results-driven leadership, ensuring that our collective efforts drive meaningful progress for our members' professional development and overall growth. I will champion an environment of collaboration, transparency, and accountability, with a relentless focus on delivering tangible value to every CIPM member.

My key priorities are:

- **Strengthening Capacity:** Empowering our members and the CIPM HQ Team with the tools, knowledge, and mindset necessary for peak performance. I will advocate for robust, data-driven learning and development programmes that equip HR professionals with the capabilities to thrive in an evolving business landscape.
- **Enhancing Visibility:** Building on CIPM's growing presence across traditional, digital and social media platforms, position the Institute as the foremost authority on HR and people management in Nigeria and Africa. I will also drive initiatives to showcase members' success stories and achievements, reinforcing CIPM as the Institute of choice for people management.
- **Driving Innovation:** Leveraging forward-thinking and agile leadership to drive sustainable and disruptive innovation that ensures successful outcomes. I will advocate for a CIPM Digital Hub, a dynamic platform for resources, networking, and certifications, fostering continuous learning and professional growth.

I am deeply committed to upholding the highest standards of quality, professionalism, and ethical leadership, remaining steadfast in advancing CIPM's vision, mission, core values, and code of conduct. Together, we can elevate our noble profession, enhance HR's impact in Nigeria and beyond, and drive the continued growth and success of CIPM.

I humbly seek your support, trust, and confidence on this journey, as I seek re-election into office as an Elected Council Member.

Your vote is an investment in a stronger, more innovative, and more influential CIPM—one that truly serves its members.

Thank you.