



# Statement of Personal Commitment & Manifesto

**Name:** Dr. Sabastine N. Okeke

**Membership Grade:** Fellow

**Membership Number:** 1/1300765

**Elective Position Sought:** Elected Council Member

## 1. Introduction and Core Commitment

I, **Dr. Sabastine N. Okeke, FCIPM**, submit this manifesto to express my unwavering commitment to the advancement of the Chartered Institute of Personnel Management of Nigeria (CIPMN). My passion lies in driving excellence in human resource management, enhancing professional standards, and ensuring our Institute remains the premier voice for people management in Nigeria. My core value proposition is built on Commitment, Innovation, Professionalism and Merit (CIPM).

## 2. Contributions to the Institute

My commitment to CIPM is demonstrated through consistent service:

- **SPIC Participation:** I have served and still serve in the Strategic Planning Implementation Committee (SPIC) of the Institute, currently serving as the Vice Chairman of SPIC. I am probably the longest serving member of SPIC in recent history of the Institute.
- **Active Participation in Strategic Planning and Leadership Retreats of the Institute:** I have been involved in the Design, Conceptualization and Development of the Institutes Strategic Plans in the past 6 Years. I was also involved as a Participant in the Institute's recent Leadership Retreat.
- **Membership Certification Modules and Induction Speech:** I have Actively Participated in facilitating several Lectures for Practitioners Route members. I have also been appointed as the Guest Speaker during a recent Induction of New Members at the RCCG, Mowe, Ogun State
- **Governance/Succession:** I have remained very committed in Professional Governance practices as it affects Human Resources Management. I also would remain committed to the ongoing efforts of the Leadership of the Institute to evolve a strategic and workable Leadership Succession Plan for the Institute.

## 3. Plans Towards the 2025-2027 Strategic Plan

As Member of SPIC that led the Process of creating the 2025-2027 Strategic Plan of the Institute, and further as a Fellow of the Institute, I am committed to continue to support the CIPM 2025-2027 vision of being the "Institute of choice for people management". I will focus on the following four strategic thrusts:

### A. FORTIFYING INSTITUTIONAL FRAMEWORK:

Strengthen CIPM's influence through strategic partnerships with governmental bodies and institutionalise a transparent and merit- based leadership succession process.



**B. ENHANCING INTERNAL CAPACITY AND CAPABILITY:**

Position CIPM as a globally recognised, innovative institute by enhancing partnerships, promoting the use of technology, and driving thought leadership in human capital management.

**C. GROWTH AND MEMBERSHIP:**

Increase student enrolment, member retention, and active participation in CIPM's professional programmes by fostering engagement and professional success.

**D. CULTURE AND INNOVATION:**

Establish a professional culture where CIPM's core values are fully integrated, ensuring accountability and fostering a sense of belonging among all members.

**4. Conclusion**

I am committed to dedicating my time, experience, and energy to the Council to bring these plans to fruition. I would be urging my colleagues to vote for a proactive, results-oriented, and passionate leadership team, with myself as an Elected Member of Council.

**Dr. Sabastine Okeke, FCIPM**

**Tuesday, 5th May 2026**

