



West Africa Business School

...Democratizing knowledge that links business with intelligence

RC 1652834

In collaboration with



**CHLOE Consultants
Pty Ltd, South Africa**

PRESENTS

Executive Development Programme for Senior Civil Servants and Government Officials in Liberia

**THEME: LEADERSHIP INNOVATION AND
TRANSFORMATION IN GOVERNMENT IN THE 4IR ERA**

- Sub Themes:** 1. Public Leadership and Strategic People Management
2. Transformational Leadership and Culture Transformation - Straight From The Horse's Mouth.

Date: 27 – 29 April, 2022

Venue: Royal Grand Hotel, 15th Street Sinkor / Tubman Boulevard, | Monrovia | Liberia



**Cross Section of Senior Civil Servants from Ghana, Liberia, Nigeria and South Africa at the maiden Africa Heads of Service, Permanent Secretaries and Directors Executive Retreat 2021 held in Accra, Ghana
Organized by West Africa Business School**

WELCOME • AKWAABA • BIENVENUE

About The Executive Programme

The world is changing and the Corona Virus presented us with an unprecedented “new normal” that has leapfrogged us into the *Fourth Industrial Revolution*.

Successfully transforming public organisations is impossible without the united efforts of women and men who genuinely wish to see projects carried out and common goals reached. Making the most of that human capital is a responsibility shared by managers at every level of an organisation’s hierarchy and its human resources specialists. This is a complex domain, however, and multiple projects for reforming human resources (e.g. new staff conditions, new HR policies, new management principles inspired by New Public Management) often lack coordination. Furthermore, most public organisations rely on their own resources and experiences and are reluctant to take inspiration from the many positive external experiences, from any federal level. All of these elements influenced the organisation of this course. It has been designed to develop synergies between public sector organisations and private sector entities and allow participants to truly experiment with personnel management.

New ways of thinking and behavior will be required to succeed in the new world, which will continue to be characterized by Volatility, Uncertainty, Complexity and Ambiguity.

Against this context lies the human leadership story, which is complex and it can be surfaced in many ways. Behind the leadership role lies the real you. A person with many life experiences. These often impact on your energy and influences how you may manifest your thoughts. This unique leadership experience helps you to find touch points with your true self.

The horse encounter uniquely holds the mirror for the leader to grasp his or her impact on others. The learning mission uses storytelling and real life visual equine experiences, to relate the paddock experience into a virtual context.

Why Horses?

Horses by nature live the values that many Organizations strive for, values, which many leaders try with great difficulty to instil in the hearts and minds of their teams.

- Horses don’t lie and you cannot lie to them.
- The old adage” straight from the horse’s mouth” applies in the process.
- Status does not impress them.
- Interaction with a horse touches one’s emotions – be it fear, excitement, or confidence.
- Learning is less threatening, because it is a more personal experience and feedback is direct from the horse’s mouth.
- Accomplishing a task involving a horse provides a wonderful metaphor when dealing with other intimidating situations either on or off the sport field.
- Horses are intuitive animals. They respond instinctively and are unburdened by the veneer of civility of humans.
- Horses mirrors human body language and emotions. We become aware of unconscious signals we send into the world.
- Horses are large and powerful animals – they provide a natural opportunity to overcome fear and develop self-confidence.
- Horses are like human, in that they are social animals with defined roles within their herd.

Why does the Ghana Civil Service and Government Officials need this training?

The Civil Service of any nation undoubtedly is the “engine” of the government. For a nation to be adjudged relatively good, its civil service must be upbeat in its performance. Civil Service defines the character and content of any government. The connection between training of civil servants and the performance of public administration is very strong. Civil Servants as key drivers of the image and structure of government’s operations are in the value chain of the public service to run a participatory governance process, which should enhance service delivery through professionalism and the building of a harmonious working relationship. Achieving ‘new civil service’ of our dream would mean redirecting the activities of government towards meeting the needs of its citizenry for the needed national development. This training solution by the West Africa Business School supports civil service, other professionals in the system and departmental functions to build a modern, innovative and effective Civil Service in this era of fourth industrial revolution (4IR).

Learning Objective

The key objective of the executive programme is to accelerate development of knowledge, skills, networking and professional practice of civil servants and senior government officials. The learning supports deepening of sustainable leadership and human resource management skills across the civil service system in Liberia.

The programme is designed to enable participants acquire necessary strategic capabilities that will enhance organisational performance in Liberia civil service system. The knowledge acquired in this learning exercise would help senior public servants improve leadership and decision making to enhance Liberia’s competitiveness in line with the country’s vision for the future. This learning intervention will provide senior civil/public servants the opportunity to reflect on their leadership style and enhance their overall positive impact in delivery of effective, efficient, best practice and inclusive services to the general public and their communities.

Target Audience/ Who Should Attend?

- Senior Government Officials, Ministers of States and Directors in Ministerial Departments & Agencies and Offices of the President and Vice President.
- Directors, Deputy Directors and Assistant Directors in Civil Service and Ministerial Departments & Agencies;
- Directors General in Ministerial Departments & Agencies,
- Chief Executives in Federal and Regional Government Owned Companies (GOCs)
- Commissioner and Executive Secretaries in Ministerial Departments & Agencies,
- Civil Service Directors and HODs in Federal & Regional Govt. Ministerial Departments.
- Directors of HR and ICT in Federal & Regional Govt. Ministerial Departments.
- Directors of Finance and Admin in Federal & Regional Govt. Ministerial Departments.
- Directors of Legal Services in Federal & Regional Govt. Ministerial Departments.
- Chief Medical Directors of Health Institutions and Hospitals in Federal & Regional Govt. Ministerial Departments and Agencies.
- Heads of International Institutions, Diplomatic Missions, Donor Agencies and Development Partners working with the Governments of Liberia.

Methodology:

The training session is designed to allow maximum delegate interaction, and it encompasses lively and interactive 'discussion', rather than a formal lecture type session. Approach: Workshop style, subject-matter expert presentation, group discussion, participative contributions.

Structure of the Blended Virtual, In Person Experience

The workshops will be presented, In Person with a Virtual Equine Immersion. It will be presented in 4 Modules, capturing the learning of the life experience, leadership innovation and human resource management in the digital age.

Module 1 - *Public Leadership and Strategic People Management.*

Module 2 - *Authentic Leadership through the equine lens.*

Module 3 - *Change and Transformation, from the Paddock to the Board Room.*

Module 4 - *Scenario Planning and the Way Forward.*

Learning Outcomes

Module 1 - Public Leadership and Strategic People Management

At the end of Module 1, delegates will learn and be able to:

- Understand 21st century leadership and governance in public sector,
- Explain strategic people leadership and strategic people management
- Provide an overall view of the strategic people management in the public service in the 4IR era.
- Demonstrate the responsibilities and resources that people managers and specialists have for contributing to each one of the processes of developing new people policies, new management principles inspired by emerging new public management strategies.
- Share the latest conceptual developments and provide an overview of the current people practices used in public services organisations, of leadership methods and of public people management;
- Provide a space in which to exchange experiences and insightful conversation regarding the following trending issues:
 - ✓ Diversity and Inclusion.
 - ✓ The rise of emergent strategy.
 - ✓ Reinventing workplaces
 - ✓ Leadership Contagion.

Module 2 - Authentic Leadership

At the end of Module 2, delegates will be able to explain:

- Johari Window
- Relationship between Leadership Competency and Business Results
- Define Authentic Leadership (Congruency)
- Authentic Leadership through the equine lens (virtual equine experiences)
- The journey from Politeness to Honesty
- Energy Management

- List the reasons, why they should lead anyone.

Module 3 - Change and Transformation

At the end of Module 3, delegates will be able to explain

- VUCA world
- Reasons that are causing Volatility, Uncertainty, Complexity and Ambiguity in their work environment
- Difference between Change and Transformation
- Emotional Response to Change (deconstruction and reconstruction)
- Building blocks for Change
- Mental Models required to survive in the Post Corona world.
- A real life equine virtual experience, to practical demonstrate, the different emotional responses to change.

Module 4 - Letting Go and the Way Forward

At the end of Module 4, delegates will be able to:

- Identify which boundaries, will be required to thrive in the post corona world
- System Theory
- Whole Brain Living - Neuro based decision making and emotional intelligence
- Scenario Planning - Identify their Probable and Desired Futures
- Identify what are the things, that they need to let go off, in order to move forward into the “new world”.
- Partner with an Accountability Partner, to ensure transfer back to the workplace.
- Stepping Into A New Future.

Important Note:

- This **face to face/In person** training is exclusively designed for senior civil servants and government officials from federal and regional government ministries, departments, agencies and government owned companies (GOCs).
- For reason of efficiency, effectiveness and proper management of learners, the maximum class size for the executive training is 40 people only.
- List of participants from federal and state government ministries, departments, agencies to be provided by Office of the Head of the Civil Service (**OHOCS**) or respective ministries, departments, agencies/parastatals.

Programme Fee

The course fee is structured in a way to make it affordable to state government ministries, departments, agencies and also easy to make payment as follow:

1. Programme fee for delegates/participants from Liberia:

- **Single price early-bird** – US\$1,500 per person (register & pay before 22 April 2022)
- **Group Price** – US\$1,250 per person for up to 20 or more people from one government MDA/GOC/organisation (register & pay before 22 April 2022).
- **Normal Rate** – US\$1,500 per person (register & pay after 22 April 2022).

The programme fee covers the following:

- Honorarium for Course Leaders for Three full day’s quality F2F training.
- Buffet Lunch, 2 Tea/coffee breaks and refreshments daily,
- Flight ticket, Visas, Airport transfers, Hotel Accommodation and living expenses for Course Leaders

- Venue hire, Whiteboard or Flipchart, Video Projector or Large Screen, Projection Screen, Good Internet Connection and Laptop Computers
- Professional fee for 5 days research and project work to prepare training content
- Printed course notes or Flash drive loaded with course notes or both,
- Leather seminar folder and Certificate of attendance.

How To Make Payment of Programme Fee:

Please make payment of course fee by *swift transfer* to the below bank account details:

Beneficiary: West Africa Business School

USD Account Number: 5070520959

Bank Name: Zenith Bank Plc

Swift Code: ZEIBNGLA

Bank Address: Plot 84 Ajose Adeogun Street, Victoria Island – Lagos

NOTE: Registration and Payment Terms and Conditions:

- The course fee excludes VAT and Withholding Tax.
- Registration & payment of course fee must be received by closing date to enable organizers have time to customize names of the delegate/participants in the appropriate programme materials and brochure.
- Payments of fees is by e-transfer, certified cheque or bank draft in favour of West Africa Business School before programme commencement date.
- The programme fee is payable without deduction of withholding tax or any other tax thereof.
- **Cancellation and Substitutions Clause:** For any reason whatsoever, participants who have registered for the programme, may decide to cancel their registration. Cancellations must be submitted in writing by email to wabs.edu@gmail.com. All cancellations received on or before 15 April,2022 are entitled to a refund of 50% of the course fee paid. No refunds or credits will be given to registrants who cancel after 15 April,2022 or who fail to attend the programme. Substitutions for paid registrants may be made at any time up to 25 April, 2022. No changes will be accepted after this date. In the event that
- **Covid 19 or other Pandemic Clause:** In the event that Covid 19 or other Pandemic health risks leads to total travel restrictions to the effect that an in-person delivery of the course cannot be achieved safely, The West Africa Business School (WABS) reserve the right to change the course date, venue or delivery method to a virtual platform. This change will be put in to place with a minimum 2 weeks' notice, should this situation occur, and WABS will not refund any course fee nor re-negotiate their costings with registrants prior to delivery of the content

Programme Logistics

Date: 27 – 29 April, 2022 (3 days)

Time: 8:30 am - 5:00 pm daily

Venue: Royal Grand Hotel, 15th Street Sinkor / Tubman Boulevard, Monrovia.

How To Register For The Programme

Fill the attached registration form or send names of your participants by email to:

wabs.edu@gmail.com and copy info@westafricabusinessschool.com You can also call and talk to the Programme Manager on **Tel:** +2348027922649, **WhatsApp:** +2348143002943 by 8.00am – 5.00pm Monday - Friday.

Agenda / Programme of Activities:

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|---------------------------------|---|
| Day 1 | 27 April 2022 |
| 08:00 - 09:00 Dubai Time | Arrival/Registration |
| 09:00 - 09:30 Dubai Time | Welcome/Opening remarks <ul style="list-style-type: none"> • Introduction to the Executive Retreat, Presenters & Delegates • Outline of content, aims and objectives |
| 09:30 - 10:30 Dubai Time | Keynote 1: The Future of Work in the Civil Service: A Post Pandemic Vision. Guest Speaker: Mr. James A. Thompson Director General & Head of the Civil Service Agency (CSA) Liberia |
| 10:30 - 11:00 | Tea/Coffee Break |
| 11:00 - 12:00 Dubai Time | Keynote 2: 21st Century Leadership and Governance in Public Sector. Special Guest Speaker: CHRP Dorcas K. N-Wainaina, OGW Global HR Transformation Project Advisor, World Bank |
| 12:00 - 13:00 | Keynote 3: Leadership Innovation and Transformation in Government in the Fourth Industrial Revolution (4IR) Era. Special Guest Speaker: Prof. Ndubuisi Ekekwe The Johns Hopkins University Professor; Entrepreneur; Faculty @ Tekedia Institute; USA Harvard Business Review writer since 2009 Young Global Leader World Economic Forum 2013 |
| 12:45 - 14:00 | Networking Lunch |
| 14.00 - 15.00 | Keynote 4: Strategic People Leadership and Strategic People Management. Special Guest Speaker: CHRP Dorcas K. N-Wainaina, OGW Global HR Transformation Project Advisor, World Bank |
| 15:00 - 15.30 | Tea/Coffee Break |
| 15:30 - 16:00 | Summary/Days wrap |
| 18:00 - 19:00 | Welcome Cocktail |
| Day 2 | 28 April 2022 |
| 08:00 - 08:30 | Arrival/Registration |
| 08:30 - 09:00 | Recap of Day 1 and Introduction to Presenters |
| 09:00 - 09:45 | Introduction and Context Transformational Leadership and Culture Transformation: Straight From The Horse's Mouth |
| 09:45 - 10:30 | Johari Window Change vs Transformation |

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| 10:30 - 11:00 | Tea/Coffee Break |
| 11:00 - 12:45 | Authentic Leadership through the Equine Lens Change and Transformation through the Equine Lens |
| 12:45 - 14:00 | Networking Lunch |
| 14.00 - 15.00 | Leadership Circle 360 Leader - Competencies to Leading Down |
| 15:00- 16.00 | Changing Organizational Culture - Seven Levels of Consciousness Personal Values Evening Opportunity |
| 16:00 - 16.30 | Tea/Coffee Break |
| 16:30 - 17:00 | Summary/Days wrap |
| Day 3 | 29 April 2022 |
| 08:00 - 08:30 | Arrival/Registration |
| 08:30 - 09:00 | Recap of Day 2 |
| 09:00 - 09:45 | Check In & Review of Values Mental Models required to strive in the Post Corona World |
| 09:45 - 10:30 | Whole Brain Living - Neuro based decision making |
| 10:30 - 11:00 | Tea/Coffee Break |
| 11:00 - 11:45 | Scenario Planning - The Cone of Possibilities |
| 11:45 - 12:45 | Unconscious Bias Generational Theory |
| 12:45 - 14:00 | Networking Lunch |
| 14.00 - 15.00 | The Way Forward - Critical short /medium- and long-term goals |
| 15:00- 16.00 | Leadership Exercise, Experience Sharing – Practical Case Studies |
| 16:00- 16.30 | Summary, Evaluation and Check Out |
| 16:30 - 17:00 | Tea/Coffee Break |
| 17:00 | Close / End of programme |

DISTINGUISHED SPEAKERS & SPECIAL GUESTS OF HONOUR

CHRP Dorcas K. N-Wainaina, OGW

Global HR Transformation Project Advisor, World Bank



CHRP Dorcas has led as the CEO/Executive Director of the Institute of Human Resource Management. The most Transformative and first female CEO of The Institute for three years. Her role provided overall leadership in the regulation of The HR Profession in Kenya. Her accomplishments earned her Order of The Grand Warrior (OGW) decorated by H.E. The President of Kenya in 2018. She is currently engaged with World Bank as Technical Advisor on Organizational HR Transformation.

CHRP Dorcas is an accomplished HR professional with a vast range of demonstrable skills and delivery spanning 20 years. A certified SPHRi, CHRA, CHRP, MBA and currently on her PhD research among other HR qualifications. Her experience focuses on People Management, HR strategy, employee Capability building, Organizational review and restructuring and change management. She is a transformative leader and prolific speaker and facilitator. She lived and worked in Khartoum during the Darfur crisis of 2004 and has lived and worked in Kampala and Chapel Hill-US. Her French speaking skills led her to oversee HR operations in Franco-phone countries. She is currently Senior Director, International HR Operations at Feed The Children Inc. Dorcas has worked for various International organizations providing HR leadership in multiple countries in Africa, Asia and Latin America. A widely travelled HR professional, she has a deep appreciation of how culture impacts on people management. She is passionate on building leadership capabilities for both men and women. Enjoys golf and doesn't miss watching 'Living Golf' on CNN!

Yolanda Sing (Mrs.)

Leadership Coach & CEO Chloe Consultants Pty Ltd,

Winner of 'Best Education and Training Company Awards 2020' in South Africa



Expertise: Leadership Development (Equine) , Change and Transformation, Global Human Resource Management.

Having held many senior strategic Human Resources roles in the Financial Services and Retail Industries across various countries, including Africa, Middle East, South East Asia, Europe and USA, she is well equipped to assist individuals and teams to unlearn, learn and transform. Her current edge is assisting people to understand their leadership roles, in their own unique circles of influence. Her international experience provided her with a comprehensive context – this ensures understanding of what is required to succeed in today's multinational and virtual business world; a world filled with complexity, ambiguity, volatility and uncertainty. Having successfully managed her own Consultancy for the past 12 years, Yolanda has evidences of her versatility and talents as a professional facilitator and also her entrepreneurial competence. She has successfully developed a blue print for her unique offering in South-Africa, Dubai, Qatar, United Kingdom and Kenya. She is highly skilled in working with Transformation and the associated changes that is required to establish "great" cultures. Her method for individual and organizational transformation is unique, as she utilizes "equine partners" "to become part of the learning intervention; they provide authentic experiences and feedback on the effectiveness of our communication styles. She has applied her learning to develop Emirati women in the Middle East. She has also published her first book "Power in the Paddock".

Education: B.P.L, Hons B (B & A), M.B.A, Hons Bachelor of Arts in Psychology, Leadership Circle - Qualified Assessor, Results Coaching Systems - Executive Coach.

Mr. Obasi NGWUTA – B.Sc., MBA, AMNIM, MBPMI, ACISI



Obasi Ngwuta is a veteran of the financial services industry having worked in consulting, stock broking, insurance and banking sectors for 23-years. He is the Founder & Chairman of Africa Bancassurance Academy and also Director General/Chief Executive Officer of West Africa Business School, a foremost regional training institution for business, leadership and management education in Sub-Saharan Africa. Mr. Ngwuta was at various times Head of Bancassurance and Relationship Manager SME Banking at Standard Chartered Bank Nigeria; Group Head, Business Solutions Development at UBA Insurance Limited; Head, Products, Branding & Marketing Support at UBA Metropolitan Insurance Limited; Head, Corporate Planning & Risk Management at Sovereign Trust Insurance Plc; and

General Manager, Operations at Intellbank Consulting Ltd. Mr. Ngwuta is a graduate of University of Science and Technology, Enugu (ESUT) where he obtained his Bachelor of Science (B.Sc.) in Insurance & Risk Management and Obafemi Awolowo University (OAU), Ile-Ife where he obtained his Master in Business Administration (MBA) degrees. Mr. Ngwuta is a long-time member of the British Project Management Professionals (BPMP), Centre for Management Development (CMD), Nigerian Institute of Management (ANIM), Chartered Insurance Institute of Nigeria, Chartered Institute of Securities & Investments UK as well as Risk and Insurance Managers Society of Nigeria (RIMSON) where he was the chairman of the technical and education committee for many years. Mr. Ngwuta is the Author of many books including the most popular 546-page bestselling professional insurance book titled “Modern Insurance Business Management” published by Nigeria Insurers Association (NIA) in 2007.

Hon. James A. Thompson

Director General & Head of Service, Civil Service Agency of Liberia



Hon. Thompson's background is in Management and Development Studies. He holds a bachelor's degree in management (cum laude) from the University of Liberia and an MA in Development Studies from the University of Ghana. He is an experienced consultant with over 25 years of experience in the field. Over these years, he has undertaken numerous assignments in the public, private, and non-governmental sectors, spanning a variety of subjects, including socio-economic research, organizational development, policy development, human resources management, strategic planning, and training, among others. He is also an experienced manager, having

managed organizations in the private and non-governmental sectors. In recent years, Mr. Thompson has been active in rebuilding and reform efforts in Liberia, following years of war. His work has involved strategic planning, policy development, and numerous institutional reform initiatives, including the restructuring of Liberia's largest traders' organization— the Liberia Marketing Association, strategic planning and organizational development for public institutions and non-governmental organizations, and civil service reforms. Between 2007 and 2010, he served as a Public Sector Reform Advisor with the Liberia Civil Service Reform Program (CISREP). In those three years, he advised the Government of Liberia on a variety of reform issues and helped draft the 2008 Civil Service Reform Strategy for the Government of Liberia. In 2018, Mr. Thompson joined the Government of Liberia for the first time as Deputy Director General for Human Resource Management and Policy. He was appointed Director-General in 2019.

About the Organizers

About WEST AFRICA BUSINESS SCHOOL (WABS)



WABS was established in response to the need for a high-quality professional development, corporate training and executive education institute to address the needs of working professionals who have the desire to continue professional and academic training while remaining in the workforce. The school was formerly registered on 7th May 2002 with the Nigeria Corporate Affairs Commission (RC.1652834) as a private regional training institution. In the beginning, West Africa Business School started with organizing corporate seminars, workshops and soft business short courses.

In January 2010, the school launched specialized strategic business conferences, leadership programme and management training courses across Africa focusing mainly on the financial services industry. Today, West Africa Business School (WABS) has become a house-hold name and a global brand, well known in Africa for delivery of world-class Corporate Training, Government Human Capital Development, Professional Education, Executive Education, Business Intelligence and Research Services. WABS proclaims that learning and development of human capital consolidates the structure of organizations worldwide. It ensures intelligent strategic action at every level, and gives individuals the tools and awareness to hone that strategy. With continuous learning, leaders of organizations ***make world-class expertise an integral part of that organisation.*** Instead of relying on outside support, you enhance the capabilities of your managers and leaders to address challenges. And by exposing senior people to leading edge-thinking, you ensure your business has the strategic drive to succeed. WABS provides corporate training, skill development, research information and consultancy services. WABS has very unique specialist individual and corporate training programmes that are practically challenging and rigorous, drawing on the strengths of the school's first-class faculty of world-renowned scholars, business managers and management development consultants of repute. WABS research into the latest business challenges existing in all corporate sectors in Africa, both old and new from everywhere to reach everyone involved in the subject matter. We then transform the idea into reality by creating business meetings, which bring people together to learn, network and progress. WABS offers corporate training short courses specializing in industries such as: *Financial Services, Energy (Oil & Gas, Power, Water), Telecoms, Manufacturing, Transport & Logistics, Hospitality & Healthcare, Government Ministries, Departments, Agencies and much more.*

The WABS is registered and recognized by important government regulatory institutions such as Federal Ministry of Education, Federal Ministry of Justice, Corporate Affairs Commission (CAC), Industrial Training Fund (ITF) and accredited by Centre for Management Development (CMD) as a management training institution in Nigeria. Also, WABS Director General/Chief Executive Officer has attended various government approved training programme of the Centre for Management Development (CMD) in compliance with regulatory requirements.

About CHLOE Consultants Pty Ltd.



CHLOE Consultants was founded by Yolanda Sing, an ex HR Executive, who has worked internationally in 15 different countries.

The company specializes in

- C – Coaching
- H – Human Resource Consulting
- L – Leadership Development
- O – Organizational Development
- E – Equine Assisted Learning

CHLOE Consultant has successfully developed a blue print for her unique offering in South-Africa, Dubai, Qatar, United Kingdom and Kenya. The method for individual and organizational transformation are unique, as the Company utilizes “equine partners “.to become part of the

learning intervention. No previous horse-riding experience is required, as all the exercises are done from the ground. Post Covid, a **Virtual Transformational Leadership Immersion** has been developed. The Company has won multiple awards over the years.

- 2020 – Most Innovative Leadership Training Consultant - Corporate Vision, Education and Training Awards.
- Was featured in the South African, Most Influential Women Magazine during 2015/2016
- In partnership with Rentokil Initial has won the UK HR Award, for the best in Learning and Development - November 2011.

Further enquiry in respect of this programme should be addressed to:

Director General/CEO

West Africa Business School

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Phone: +2348027922649

‘Every individual has the potential to create change, whether in their life, their community, or the world. The transformative power of education is what unlocks that potential’.