

**TEXEM**

Insights that Inspire | Actions that Change the World

# Executive Education, Research, Consulting and Executive Sourcing.



**2020**

# content



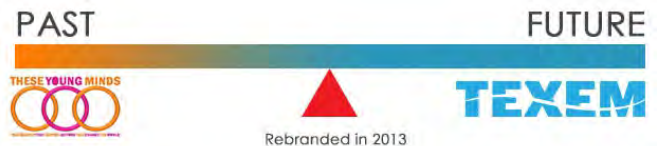
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## Our History

- These Young Minds was conceived in 2009.
- Incorporated in the UK in 2010.
- In 2013, These Young Minds was rebranded to These Executive Minds (TEXEM).
- By partnering with major global enterprises and top faculties as well as practitioners, we have developed a series of educational programmes that address the challenges facing business today, in terms of research,



## What we do.....

We design and deliver dynamic development programmes for directors and senior managers across the private and public sectors in Africa. Design and delivery of programmes are based on research which reflects the nuances of African organisations. Programmes also integrate global contextual challenges and opportunities and how they affect Africa.

## Executive Sourcing

With our wide range of networks, we could help you deliver the best quality and cultural fit candidates to your organisation and in the process achieve sustained competitive advantage. We recruit across all major industries. More information is available at: [www.texem.co.uk](http://www.texem.co.uk)

## Who attends our executive development programme

The ideal candidates for our programmes include:

- Entrepreneurs, Chief Executives, Government Ministers, Commissioners, Permanent Secretaries, Directors, Vice-Chancellors, Senior Managers engaged in leadership roles in emerging markets
- Managers, team leaders aspiring to climb the leadership ladder in their organisations
- Senior public sector cadres involved in policy and strategy formulation



## **INSTITUTIONS THAT WE HAVE PARTNERED WITH IN THE PAST**

We have had several successful projects to date in partnership with some of the following organisations:

- University of Cambridge
- University of Oxford
- London School of Economics and Political Science
- Manchester Business School
- University of Leicester
- Aston Business School

### **What we could offer you?**

- Open programmes
- In-plant programmes
- Design of curriculum
- Research
- Consultancy



Dear Distinguished Stakeholders,

### **INVITATION TO 2020 TRAINING PROGRAMMES**

Today's Competitive and highly volatile business environment calls for a new kind of flexibility that is not covered by conventional organisational wisdom. Specifically, African organisations such as yours face a unique set of social, economic, and political conditions that create a unique set of existential challenges—along with exciting opportunities. To move beyond survival, to profitable growth and sustainable success, organisations across the continent need exceptional, dynamic and strategic leaders.

To equip your organisation with the requisite capabilities and competence required to thrive in these increasingly dire socio-economic landscapes locally, regionally and globally, TEXEM UK is delighted to invite your organisation to our suite of Executive management programmes. These executive development programmes slated to hold in 2020 at Radisson Blu Anchorage Hotel, Lagos, Nigeria, Novotel Dubai, UAE and Novotel Birmingham, UK.

These programmes are on topical themes such as **Impactful Leadership: Strategies for Optimum Performance in an era of slow growth and Organisational Culture and impact on Strategy: Effective Rejuvenation for optimal return on investment**. Others are **Stimulating Superior Organisational Performance for success in a digital age, Strategic Leadership for profitable growth in a digital age, Strategies for Positive Change and Value Optimisation and Smart Strategies for sustainable growth of stakeholder value in difficult times**. All these programmes focus on different organisational needs and the requisite skillsets that leaders require to effectively transform organisations to become more innovative. These programmes are particularly apt in the face of the current challenging socio-economic landscape and, uncertain future and headwinds.

These programmes are designed and tailored to address the volatile, uncertain, complex and ambiguous operating landscape that presently characterises Nigeria. As you know, due to the difficult times that we live in, decision-makers must do more with less, survive and develop profitable growth and or excellent service delivery.

At TEXEM, we can help you achieve your potential through high-quality executive education, research and consulting initiatives. Texem programmes are delivered by some of the world's leading Professors and impactful practitioners. We aim to help enhance the effectiveness of executives and support organisations to succeed.

The strategic objective of these programmes is to equip participants with requisite skillsets that senior executives require to excel. A great feature of attending an executive education programme organised by TEXEM is that you will be engaged in a specially tailored executive development programme for your organisation to achieve your goals effectively and efficiently.

Best Wishes,



Alim Abubakre MBA, PhD

Chair, TEXEM

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**EXECUTIVE  
DEVELOPMENT  
PROGRAMMES**

**FOR**

**2020**

# TEXEM

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## LEADING WITH PERSONAL IMPACT DURING SLOW GROWTH

**on** March 4th -5th 2020.  
**at** Radisson Blu Anchorage Hotel,  
VI, Lagos.

**COST** ₦720,000

**For more information**

 (UK)+447425883791 (Emmanuel) 0814 944 6123 (Nurudeen) 0706 202 4242 (Mohammed) 0806 241 0977  
 2nd Floor, Berkeley Square House, Berkeley Square, London W1J 6BD, United Kingdom  
 [www.texem.co.uk](http://www.texem.co.uk), [exec@texem.co.uk](mailto:exec@texem.co.uk)



**FACULTY:**

**Professor Roger Delves**

(Professor of Leadership Practice, Associate Dean of Faculty, Ashridge Executive Education at Hult International Business School)



**Key Benefits**

The Leading with Personal Impact workshop will equip participants with the skills required to motivate their team to perform better. It will help them to inspire, to influence and to persuade both followers and other stakeholders, as well as show them why they should and how they can create places of psychological safety from which vibrant team cultures can grow and flourish. Upon completion, participants will be able to lead teams better, will be more emotionally intelligent and better able to communicate mission, vision and goals to critical stakeholders effectively.



# Leading with personal impact during slow growth

Date: March 4th -5th 2020.

VENUE: Radisson Blu Anchorage Hotel, VI, LAGOS.

**COST**  
**₦720,000**

## **FACULTY:**

### **Professor Roger Delves**

(Professor of Leadership Practice, Associate Dean of Faculty, Ashridge Executive Education at Hult International Business School)

Leaders set the tone within organizations, and in this challenging socio-economic era characterized by slow growth, for organizations to succeed, exceptional performance is expected from leaders at all times. This two-day Leading with Personal Impact workshop examines how to strengthen your personal leadership skills to help build better teams, manage stakeholder environments, handle conflict, persuade others and deliver sustainable organizational progress. Roger Delves (Professor of Leadership Practice, Associate Dean of Faculty, Ashridge Executive Education at Hult International Business School) will be delivering the interactive workshop from 4-5th March 2020 and will work with participants to help them to maximise their personal leadership impact.

## **Key Benefits**

The Leading with Personal Impact workshop will equip participants with the skills required to motivate their team to perform better. It will help them to inspire, to influence and to persuade both followers and other stakeholders, as well as show them why they should and how they can create places of psychological safety from which vibrant team cultures can grow and flourish. Upon completion, participants will be able to lead teams better, will be more emotionally intelligent and better able to communicate mission, vision and goals to critical stakeholders effectively.

## **Why attend?**

Leaders who attend would:

- Learn how to behave consistently in a more emotionally intelligent way
- Learn how better to motivate individuals and teams for enhanced organisational performance in challenging contexts
- Consistently make a better personal impact on team members, stakeholders and senior leaders
- Better understand the personal experience of transformational learning and how to enact change in their organization.
- Understand and value the importance of a growth mindset in themselves and others.
- Demonstrate expanded capacity and skill as a leader.
- Access a network of engaged colleagues across sectors.
- Deepen their self-awareness and better access the choices available through their leadership role.

## **Themes**

- Identify how emotional intelligence can strengthen your organizational leadership
- Understand how a growth mind-set helps to obtain best performance from team members
- Explore the critical role of relationships within and between teams, within stakeholder environments and across an organisation
- Encourage and sustain a culture of innovation in your organisation.
- Identify and address the hindrances to high performance within teams and the role of the leader in addressing them
- Engage stakeholders for success
- Develop team and organisational culture and behaviour for success
- Lead, communicate and deliver change in a volatile socio-economic context.



Organisational Culture  
and impact on Strategy:

# Effective Rejuvenation for optimal return on investment



Date: April 13th - 16th 2020.  
VENUE: Novotel Dubai Al Barsha

## FACULTIES:



**Michael Bollingbroke,**  
Former CEO of Inter Milan Football Club  
and Chief Operating Officer Manchester  
United Football Club)



**Professor John Peters,**  
Royal Air Force Fighter, Prisoner of War  
and Former Chair of Association of MBAs.



**Clive Carpenter,**  
Board Director Par Excellence

## Cost: £3700

### Key Benefits

This Executive training programme empowers you with the skills necessary to identify, frame, and solve complex business problems, build cooperation among disciplines, and drive fundamental change across the organisation. You will emerge better prepared to develop winning strategies and contribute to your company's growth in a more strategic and impactful way.



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## Organisational Culture and impact on Strategy: Effective Rejuvenation for optimal return on investment

Date: April 13th - 16th 2020.

VENUE: Novotel Dubai Al Barsha

**COST**  
**£3700**

### FACULTIES:

- Michael Bollingbroke
- Professor John Peters, Royal Air Force Fighter, Prisoner of War and Former Chair of Association of MBAs.
- Clive Carpenter

Organisations need executives who are exceptional leaders—and who know how to harness culture to accelerate their organisation's strategic vision. Whether you have an overall profit or other strategic responsibility, you need to align your organisational purpose with your strategy. The four-day Organisational Culture and strategy executive development programme slated for April 13-16th 2020 at Novotel Dubai, Al Barsha will offer you an opportunity to learn how to leverage culture as a potent strategy execution tool.

### Key Benefits

This Executive training programme empowers you with the skills necessary to identify, frame, and solve complex business problems, build cooperation among disciplines, and drive fundamental change across the organisation. You will emerge better prepared to develop winning strategies and contribute to your company's growth in a more strategic and impactful way.

### Why Attend?

Executives who attend this programme will learn:

- How to apply creative thinking techniques to overcome challenges.
- How to implement creative problem-solving models to drive profitable innovation
- How to effectively diagnose problems and turn challenges into business opportunities
- How to develop and implement successful strategies that harness opportunities from organisational limitations.
- How to align leadership and strategy for effective governance

### Theme:

- Analysing organisational position in the industry
- Strategies for effective governance
- Building organisational resilience when the economic climate is unfavourable
- Harnessing competition as a source of continued innovation
- Leadership in crisis: avoid lasting damage to an organisation's reputation
- Why some strategies work and others fail

# TEXEM

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## Stimulating Superior Organisational Performance

for success in a digital age

**COST ₦720,000**

### FACULTY



**Professor John Peters,**  
Royal Air Force Fighter, Prisoner of War and  
Former Chair of Association of MBAs.

**Date: June 24th - 25th 2020.**

**VENUE: Radisson Blu Anchorage Hotel, VI, LAGOS.**

### Key Benefits

From this executive development programme, participants will learn how to manage and leverage disruption while leading digital transformation within their organisation. Executives will learn how to build a portfolio of proven strategies to grow profits effectively, improve efficiency, inspire stakeholders and promote symbiotic collaboration.



Call to find out more  
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# Stimulating Superior Organisational Performance for success in a digital age

Date: June 24th - 25th 2020.

VENUE: Radisson Blu Anchorage Hotel, VI, LAGOS.

**COST**  
**₦720,000**

## **FACULTY:**

**Professor John Peters,**  
Royal Air Force Fighter, Prisoner of War and Former Chair of Association of MBAs.

To succeed in this increasingly competitive landscape powered by virtual reality, artificial intelligence, augmented learning and big data, requires a refresh of the conventional strategic organisational approach to achieving sustainable success.

During this executive development programme, using case studies, discussion and audio-visuials, themes ranging from building interpersonal interactions for superior performance, how to unlock organisational value and how best to rejig your business model to reflect digital realities will be covered. Professor John Peters Royal Air Force Fighter, Prisoner of War and Former Chair of Association of MBAs will deliver this programme, on 24-25th June 2020 at Radisson Blu Anchorage Hotel, VI, Lagos.

## **Key Benefits**

From this executive development programme, participants will learn how to manage and leverage disruption while leading digital transformation within their organisation. Executives will learn how to build a portfolio of proven strategies to grow profits effectively, improve efficiency, inspire stakeholders and promote symbiotic collaboration.

## **Why attend?**

Leaders who attend the training would:

- Develop their interpersonal influencing skill
- Learn to build enduring organisations that meet the needs of stakeholders
- Learn to promote a trusting relationship in their organisation
- Leverage social capital for enduring success

## **Themes that would be covered:**

- Leader's interpersonal interactions that impact their ability to influence others
- Understand and synthesize the relationship between vulnerability, authenticity, and influence and learn how this could unlock organisational value
- Lead and inspire via high emotional quotient: lessons from case studies
- Managing Interpersonal Dynamics for High-Performance
- Developing greater self-awareness to become a more effective and authentic leader
- Sources and uses of power for the impact that lasts.



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# Leadership for profitable growth in a digital age

Date: August 17th - 20th 2020.

VENUE: Novotel, Birmingham, UK.

**COST** £3300

## Key Benefits

Executive leaders who attend this training will learn how to develop winning strategies, be able to work in all dimensions and develop the skill to engage stakeholders with unconventional methods. Upon completion, executives would have developed the skills and confidence required to lead in today's complex and dynamic operating environments.

## FACULTIES:



Professor John Peters,  
Royal Air Force Fighter, Prisoner of War and Former Chair of Association of MBAs



Ambassador John Buck



General Nick Parker



Michael Bollingbroke /  
Rt Hon. Mark Simmonds



Clive Carpenter



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# Leadership for profitable growth in a digital age

Date: August 17th - 20th 2020.

VENUE: Novotel, Birmingham, UK.

**COST**  
**£3300**

## FACULTIES:

- Professor John Peters, Royal Air Force Fighter, Prisoner of War and Former Chair of Association of MBAs
- Ambassador John Buck
- General Nick Parker
- Michael Bollingbroke/Rt Hon. Mark Simmonds
- Clive Carpenter

In these fast-paced times driven by digital realities, Nigerian organisations need strategic leaders who could inspire innovation and stimulate superlative performance. Leaders can make the difference between failure and success of organisations. This programme is designed to challenge you to redefine and develop the scope, breadth and potential of your role. Thus, this capacity development programme will equip executives with the skillsets that they require to have a holistic and sustainable outlook to success. Experiential and practical opportunities will enable participants to build their leadership thinking, behaviors and practice. Therefore, for the leader that seeks to grow and optimise their individual, team and organisational performance in this digital age, this programme is designed for you. Join Professor John Peters, Royal Air Force Fighter, Prisoner of War and Former Chair of Association of MBAs, Ambassador John Buck and General Nick Parker on 17th- 20th August 2020 at Novotel, Birmingham, UK.

## Key Benefits

Executive leaders who attend this training will learn how to develop winning strategies, be able to work in all dimensions and develop the skill to engage stakeholders with unconventional methods. Upon completion, executives would have developed the skills and confidence required to lead in today's complex and dynamic operating environments.

## Why attend?

Executives who attend this programme would:

- Learn how to develop winning strategies
- Learn to work in all dimensions of being an effective leader
- Learn to engage stakeholders with unconventional methods
- Develop new insights on how to learn and thrive in a volatile and uncertain future shaped by digital and non-digital disruptions.
- Understand how to reconceptualise your strategy to leverage core competence, to transform people and capabilities for enduring success

## Themes:

- Developing an innovative mindset for organisational success
- Evaluating, innovating and transforming the business model,
- Creating an innovative and profitable organisation via culture, structure and strategy
- The superiority of an ambidextrous organization: Lessons from case studies
- Elevating "speed & creativity" and embracing "frugality, scale & enhanced performance."
- Moving outside the conventional activities of leading



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**COST**  
**N720,000**

# STRATEGIES

## FOR POSITIVE CHANGE AND VALUE OPTIMISATION

Date: OCTOBER 21st - 22nd 2020.

VENUE: Radisson Blu Anchorage Hotel, VI, LAGOS.



**FACULTY:**

**Professor Rodria Laline**

(Visiting Professor of Harvard, INSEAD and IESE and  
Chair of Intrabond. Capital)

**Key Benefits**

This training will prepare you to work in all dimensions as an effective leader and equip you with new insights on how to learn and thrive in a volatile and uncertain future shaped by digital and non-digital disruptions.



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# Strategies for Positive Change and Value Optimisation

Date: OCTOBER 21st - 22nd 2020.

VENUE: Radisson Blu Anchorage Hotel, VI, LAGOS.

**COST**  
**₦720,000**

## **FACULTY:**

**Professor Rodria Laline**

(Visiting Professor of Harvard, INSEAD and IESE and Chair of Intrabond. Capital)

For organisations to move beyond survival to sustainable, profitable growth in these rapidly evolving economies, they need to develop the competence of how to achieve their goals efficiently and effectively. This executive development programme slated for 21st -22nd October 2020 at Radisson Blu Anchorage Hotel, VI, Lagos, will review all the above and more. The capacity development programme will be delivered by world-renowned Professor Rodria Laline (Visiting Professor of Harvard, INSEAD and IESE and Chair of Intrabond Capital).

## **Key Benefits**

This training will prepare you to work in all dimensions as an effective leader and equip you with new insights on how to learn and thrive in a volatile and uncertain future shaped by digital and non-digital disruptions.

## **Why attend?**

Executives who attend this programme would:

- Learn several approaches to assess an operational strategy
- Evaluate your operations strategy and its impact on client satisfaction and your organisation's performance
- Learn how to develop winning strategies
- Learn to work in all dimensions of being an effective leader
- Learn to engage stakeholders with unconventional methods
- Develop new insights on how to learn and thrive in a volatile and uncertain future shaped by digital and non-digital disruptions.
- Understand how to reconceptualise your strategy to leverage core competence, to transform people and capabilities for enduring success

## **Themes:**

- Tools for assessing an operational strategy and its performance
- Identify operational metrics that increase efficiency and effectiveness of an organization
- Identify processes and procedures to mitigate risk
- Develop smart strategies that will increase organizational performance
- Developing an innovative mindset for organisational success
- Evaluating, innovating and transforming the business model
- Creating an innovative and profitable organisation via culture, structure and strategy
- The superiority of an ambidextrous organization: Lessons from case studies
- Elevating "speed & creativity" and embracing "frugality, scale & productivity."
- Moving outside the conventional activities of leading



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## Smart Strategies for sustainable growth of stakeholder value in difficult times

**Date:** December 2nd - 3rd 2020.

**Venue:** Radisson Blu Anchorage Hotel, VI, Lagos.

### Key Benefits

The executive training program empowers you to develop winning strategies and enable you to work in all dimensions. You will be able to reconceptualise your strategy to leverage core competencies as well as gain new insights on how to learn and thrive in a volatile and uncertain future shaped by digital and non-digital disruptions.

**COST**

**₦720,000**



Professor Christian Stadler

Professor of Strategy,  
Warwick Business School.



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# Smart Strategies for sustainable growth of stakeholder value in difficult times

Date: December 2nd - 3rd 2020.

VENUE: Radisson Blu Anchorage Hotel, VI, LAGOS.

**COST**  
**₦720,000**

## **FACULTY:**

**Professor Christian Stadler**

Professor of Strategy, Warwick Business School.

The ability to confidently make the right decision at the right time is essential, especially during difficult times for any leader in an organisation. Facilitated by Professor Christian Stadler Professor of Strategy, Warwick Business School and happening on 2nd-3rd December 2020 at Radisson Blu Anchorage Hotel, VI, Lagos, the executive development programme incorporates creating an innovative and profitable strategy, elevating speed and creativity, scaling and productivity.

## **Key Benefits**

The executive training program empowers you to develop winning strategies and enable you to work in all dimensions. You will be able to reconceptualise your strategy to leverage core competencies as well as gain new insights on how to learn and thrive in a volatile and uncertain future shaped by digital and non-digital disruptions.

## **Why attend?**

Executives who attend this programme would:

- Learn how to develop winning strategies
- Learn to work in all dimensions of being an effective leader
- Learn to engage stakeholders with unconventional methods
- Develop new insights on how to learn and thrive in a volatile and uncertain future shaped by digital and non-digital disruptions.
- Understand how to reconceptualise your strategy to leverage core competence, to transform people and capabilities for enduring success

## **Themes:**

- Developing an innovative mindset for organisational success
- Evaluating, innovating and transforming the business model,
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## Our Methodology

- The TEXEM team will work closely with executives from your organisation in designing and delivering the proposed programme.
- This normally occurs at all stages from initial meetings, through agreeing a "discussion brief", the design process, further research and development activity (if needed) through to pilot and delivery.
- The TEXEM team will initially comprise of the CEO of TEXEM and the Faculty team.
- As the programme development process extends to delivery, a Client Relationship Coordinator will be added to the team to manage deployment, coordination and Quality Assurance.
- TEXEM uses an interactive partnership approach to customizing the programme
- Customisation at TEXEM is on multiple levels-by content, by teaching methods, by level of participants and by culture.
- Building projects into the customised programme design maintains momentum and embeds learning.
- More than 60% of TEXEM's customised programmes are around Leadership and Strategy.
- TEXEM's leadership programmes could include 3-5 days of intensive problem-solving activities and competitions with debriefs with TEXEM Coaches

## Executive Sourcing

With our wide range of networks, we can help you identify qualified senior managers for various positions in your organizations by meticulously screening candidates to match the skill sets, personality and organisational culture required for each role, conducting background checks and performing a broad range of competency and aptitude related interviews.

We could help you deliver the best quality and cultural fit candidates to your organisation and in the process achieve sustained competitive advantage. Our approach is very straightforward, offering transparency and excellence at every stage both for our clients and candidates.

Clients leave us to just get on with the whole process knowing we deliver – but a little information to enlighten you – for those who have not used us before.

## OUR FACULTIES



Professor Pawan Budhwar (PhD, MCIPD, FBAM, FHEA, AcSS)

A member of the Work and Organisational Psychology Group, Joint Director of the Aston India Centre for Applied Research and Joint Co-Editor-in-Chief of British Journal of Management, Pawan is globally renowned for his research into the international aspects of HRM, and has held many visiting professorships worldwide.

Pawan's research interests lie mainly in the linkages between HRM and performance in different international contexts. He conducts the majority of his empirical work in emerging markets, especially in India. Pawan's work is of great significance given the links with developments within the Indian economy and the scarcity of research in the field within this context. His previous work has been extensively used by academics, especially his three-level framework of factors influencing HRM in a given context. He has examined HRM systems in emerging markets and established links with social, cultural, political and legal contexts, and this is increasingly being referenced by other researchers.

He has received funding from a variety of funders such as the ESRC, Society for HRM (USA), British Academy, and ERDF to investigate a variety of HR aspects in different set-ups such as in Indian Call Centres, wherein he highlighted many people management related issues and challenges, and the problems emerging in this sector. Pawan regularly delivers keynotes at international and national events. He has received numerous awards for his research achievements.



Eur Ing **Prof. ANDREW D CHAMBERS**, BA, PhD, CEng, FCCA, FCA, FBCS, CITP, FRSA, FIIA  
**Professor Emeritus, Cass Business School**

Described in *The Times* Editorial (15 September, 2006) and again by The Centre for the Study of Financial Innovation (21 June, 2011) as '*a worldwide authority on corporate governance*', Andrew also runs Management Audit LLP specialising in advising on audit and corporate governance. Author of: *Chambers Corporate Governance Handbook* (2017), 7<sup>th</sup> ed. Bloomsbury, ISBN 978 1 78451 444 0, 1,200 pages; *Tolley's Internal Auditor's Handbook* (2<sup>nd</sup> ed., 2009, ISBN 9781405735674, 750 pps); *The Operational Auditing Handbook - Auditing Business & I.T. Processes* (2<sup>nd</sup> ed., Wiley, April 2010, ISBN 0470744766, 884pps); and seventeen other books on these subjects plus translations.

In December 2008 approvingly cited in House of Lords Debates on the Queen's Speech and the Banking Bill: on 8<sup>th</sup> as advocating that boards, and particularly NEDs, need assurance independent of management, requiring enhanced role of internal audit and the creation of a cadre of "super auditors" who can relate on even terms with board members; and on 16<sup>th</sup> as an authority on corporate governance.

The Specialist Advisor to the House of Lords' Economic Affairs Select Committee's Inquiry into *Auditors: market concentration and their role* (2010-12). One of seven members of the FSA/CIIA Committee on Internal Audit Guidance for Financial Services (2012-3).





**Prof Roger Delves**, Professor of Practice in Leadership Associate Dean Ashridge Executive Education at Hult International Business School. Roger was former Dean of Qualifications and Professor of Leadership Practice at Ashridge Executive Education. His special interests are helping others to understand the roles of authenticity, emotional intelligence, ethics, values, principles and integrity in leadership, and the development of ethical decision making methodologies. Roger has an MA in English Literature from St Catherine's College, Oxford and is a Fellow of the RSA (Royal Society of Arts). He is qualified in a range of psychometric tools and has designed and led tailored, open and qualifications programmes. He has taught across most of Western Europe and in Turkey, the UAE, Saudi Arabia, The Lebanon, Rumania, Qatar, America, Canada, Singapore, Malaysia, Russia, Brazil, Australia, Ghana, Kenya, South Africa and Nigeria. Roger previously worked for the international advertising agency DMB&B (D'Arcy Masius Benton & Bowles) where he was a UK Board Director. He spent several years as Principal Consultant at Ellis Hayward/Academee and then six years as a Programme Director within Cranfield's Centre for Customised Executive Education. He has been at Ashridge since April 2008. He is the co-author of *The Top Fifty Management Dilemmas* (Pearson, 2014), and of *Branded Britain* (Bloomsbury), due to be published in 2017. He is also co-editor of *Inspired Leadership* (Bloomsbury), published in late 2016.



**Professor Neal Hartman** - Head of the Managerial Communication group at the MIT Sloan School of Management.

Professor Hartman consults with executives and organizations around the world on presentation and writing skills, organizational change, leadership, teams, and cross-cultural communication. His teaching of management communication and intercultural communication emphasizes working in teams, conflict and conflict resolution, leadership, and cross-cultural communication. He teaches the following courses for MBAs, Sloan Fellows, and Executive MBAs: *Communication for Leaders*, *Advanced Leadership Communication*, *Strategic Leadership Communication*, and *Strategic Communication for Executives*. Hartman has lectured on cross-cultural, leadership, and organizational communication issues, and has taught in the International MBA Programs at Tsinghua, Fudan, Lingnan, and Yunnan Universities in China, Sung Kyun Kwan University in Seoul, South Korea, and the Lisbon MBA Program in Portugal. He has also served as the co-lead facilitator with Enterprisers, developed through the Cambridge-MIT Initiative, and now Ideas to Innovation with Cranfield University in the UK, to develop the entrepreneurial skills of Ph.D students.

Hartman holds a BA in music theory and composition and an M.Ed in higher education administration from the University of South Carolina and completed coursework toward the Ph.D in organizational communication at the University of Texas at Austin.



**Ambassador Dr Peter Collecott**

Dr Peter Collecott CMG Peter Collecott is a senior British diplomat who has served on five continents in major countries, developed and developing, and is an expert on the emerging politico-economic world order, and on climate change and sustainable development. As Ambassador to Brazil he transformed the UK's relationship with Brazil through clear strategic focus and personal advocacy. In particular, he brought together the main Brazilian experts on climate change and related issues such as agriculture to put together a report on the Economics of Climate Change in Brazil, which has proved influential in the Brazilian policy debate. In his early career he worked in the Arab world and in London on Middle Eastern issues, including involvement in ending the Iran/Iraq conflict; and on EU issues, including heading up the EU/Economic part of the Embassy in

change in the FCO as Finance Director and then Head of the Administration. Following his retirement from diplomatic service Peter acts inter alia as an adviser to major British multinationals with interests in Brazil, and as a Special Advisor to The Prince's Charities' International Sustainability Unit, where he is engaged on issues such as climate change, deforestation and global food, water and energy security.

He also acts as an "independent" diplomat, and lectures on Brazil and the emerging world order, and on sustainable development issues. Recent Career History British Ambassador to Brazil (2004-08) Director General Corporate Affairs and Board Member, Foreign and Commonwealth Office (2001-03) Director Resources (CFO), Foreign and Commonwealth Office (1999-2001) Professional Qualifications PhD in Mathematics/Theoretical Physics Qualified Mediator (ADR Group) Languages German; Portuguese (Brazilian).



**Clive Carpenter (UK)**

Vice Chairman, Business Council for Africa

Clive is an international banker and company director with a proven track record in management at board level. He holds the definitive qualification in corporate governance. He has nearly 40 years' experience in business and finance, principally within the banking industry and latterly in private sector development.

Much of this experience has been gained in the highly challenging environments of African countries. He has specialist skills relating to operating in Kenya and Nigeria, countries with which he maintains extensive contacts at all levels. Clive holds a number of board appointments and consultancy posts.



**Ambassador John Buck**

Former UK Ambassador John Buck is an experienced and capable facilitator between business and governments. His vast experience qualifies him in the fields of energy; EU and UN issues; Southern and South East Europe; international negotiation; alternative dispute resolution, mediation, foreign policy, diplomacy, corporate diplomacy, government relations.

Following an early career as a probation officer and social worker, John spent more than 25 years with the British Diplomatic Service (including as British Ambassador to Portugal) before joining a leading British energy company as Group Director, Government and Public Affairs. He now represents clients in their negotiations and dealings with governments. He also delivers executive training in negotiation and diplomatic skills to senior representatives of international organisations.

During his Foreign Office career, John was involved in EU, UN and human resource issues and was posted to Bulgaria, Cyprus and Portugal. He was Principal Private Secretary to successive Cabinet Ministers in the Cabinet Office and Director for Iraq in the FCO during the year following the 2003 military intervention. John's final post from 2004-2007 was as Ambassador to Portugal, where he focused on EU issues and supported partnerships between British and Portuguese companies in the IT, renewable energy and water sectors.

During his time in the energy industry John had responsibility for a global network of government relations specialists in the company's most important overseas assets. Specific projects included developing an improved framework for the assessment and mitigation of political risk; advising on the political context in West African countries; building relationships with the authorities in South American countries to support the company's commercial partnerships; deepening government relationships in Central Asia to underpin operations and business development; and ensuring good understanding of UK Government policy, leveraging UK Government resources when necessary to support the company's ambitions and operations overseas.



**Professor Rodria Laline** (Visiting Professor of Harvard, Insead and IESE and Chair of Intrabond. Capital)

Professor Rodria Laline has been CEO of global research and development collaborations with IBM, ING, Hewlett-Packard, Digital Equipment Corporation, Honeywell Bull, Elsevier Science, Oracle Corporation, Siemens and Philips. She was co-founder of the Global Chipcard Alliance and board member of the Open Software Foundation. She has lived and worked in Japan, China, Hong Kong, Singapore, Indonesia, Malaysia, Australia, the Netherlands, Spain and America. Rodria founded Intrabond Capital and Intrabond Holdings with offices in San Francisco, Shanghai, Hong Kong and New York.

The company's portfolio includes global operating companies and public institutions. She holds a number of non-executive board directorships. In governance and advisory work, she takes a particular interest in technology and business, institutional innovation and cross-border governance convergence. Rodria is certified by the American Association of Corporate Board Directors (NACD) on the role of boards in strategy and risks. She is co-founder of the annual Maximize Your Board's Potential Program at Harvard Faculty Club, was director of corporate governance programs at Nyenrode University and has been assistant professor in business studies at the University of Amsterdam.. She regularly lectures on governance, including at INSEAD, BNY Mellon Standish, IESE Business School, ESAA Erasmus University, ASRE Governance & Real Estate, ICLIF Financial Institution Director's Education (FIDE), Price Waterhouse Coopers (PWC), Asea Brown Boveri (ABB) SCM, School of Creative Leadership (THNK), ING Banking Group, and KADIN Indonesia.





**Professor Nigel Nicholson (Professor of Organisational Behaviour; Faculty Advisor for Electives; Chief Examiner, London Business School).**

Professor Nigel Nicholson has been a Professor at London Business School since 1990. Before becoming a business psychologist he was a journalist, and he is a frequent commentator in the media on current business issues.

He is widely known for pioneering the introduction of the new science of evolutionary psychology to business through a stream of writing, including an article in Harvard Business Review in 1998 and his book *Managing the Human Animal*.

His current major research interests include the psychology of family business, personality and leadership, gender issues and people skills in management. He has published over 20 books and 200 articles in these fields, as well as on topics such as innovation, organisational change and executive career development.

Professor Nicholson led a major research project on risk and decision-making among finance professionals, culminating in the book

*Traders: Risks, Decisions and Management in Financial Markets*, published in 2005. His book on family firms, *Family Wars*, was published in 2008. His latest book, taking a fresh look at leadership through the lens of biography and self, is the “I” of *Leadership: Strategies for Seeing, Being and Doing*.



**Rt. Hon. Mark Simmonds** (Deputy Chair Commonwealth Investment Council, Privy to Her Majesty, Queen of the UK and Former Minister for Africa)

*Former UK Foreign and Commonwealth Office Minister with responsibility for Africa, the Caribbean, Conflict Prevention and International Energy*

He serves on several international roles including as Senior Consultant to Kroll, Chairman of the advisory board of Invest Africa, Deputy Chairman of the Commonwealth Enterprise and Investment Council and senior advisor to Bechtel. He was appointed to Her Majesty's Privy Council in February 2015. He is a Non-Executive Director of AIM-listed vertically integrated fertiliser company, African Potash. As well, the Rt. Hon. Mark Simmonds is Honorary Vice President of Flora and Fauna International.

The Rt. Hon. Mark Simmonds served as a Member of the UK Parliament for 15 years and chaired the United Nations Security Council on two occasions. He was appointed to Her Majesty's Privy Council in February 2015.

He has travelled extensively throughout Africa and has a detailed knowledge of the political, economic and regional makeup of the continent. He has focused on enabling, facilitating and driving inward investment into Africa across a range of key economic sectors including financial services, hydrocarbons, infrastructure, energy, healthcare, real estate and agriculture.



**John Peters Former Chair of Association of MBAs, Top Word Leadership Speaker and Survivor Par Excellence. Has been Visiting Professor in many UK Universities (E.g. Aston and Henley Business School)**

John Peters came to the world's attention in January 1991, when his bruised and battered face flashed onto television screens around the world as a prisoner of war. It was his disfigured image that became a potent symbol of Saddam Hussein's ruthless aggression. He has written two best-selling books and the documentary, 'Tornado Down' was Independent Documentary of the Year and a BAFTA Award Nominee. He has extensive international TV, radio, PR and media experience.

John is an experienced international consultant working with senior leaders. He has followed Mr Nelson Mandela on stage in South Africa, followed Heads of State and spoken for Royalty. At home with corporate, government or third sector audiences, he speaks on resilience, leadership, dealing with uncertainty, agility and high-performance mindset.

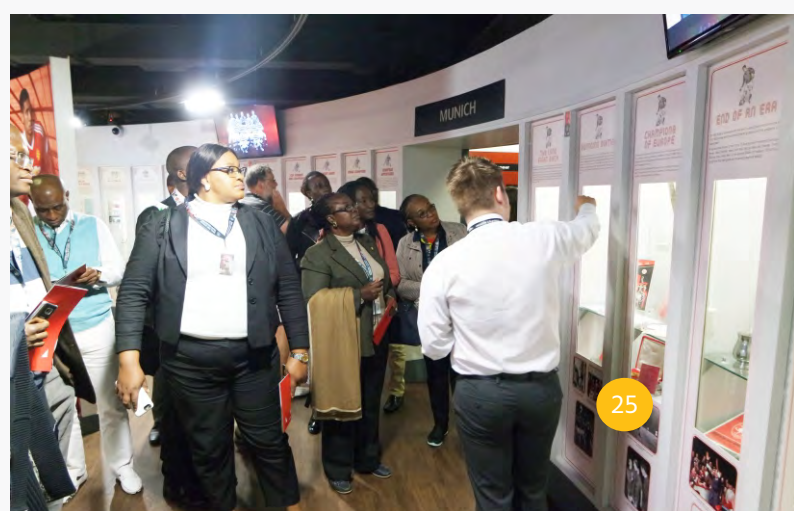
On leaving the RAF, he founded Monkey Business, providing business critical development, consulting and coaching - through a leadership lens for senior business teams. Working internationally with corporates, governmental and the Third Sector, Monkey Business provides business critical development, consulting and coaching through a leadership lens. Using his Gulf War, POW experience, international media exposure, award-winning Human Factors development programme and instruction in high-performance aviation and 20 years' consultancy business, John challenges leaders' approach and provides practical tools that can be applied immediately in the workplace.

- High Performance Leadership with Mayors of Moscow (simultaneous translation)
- Change Management. Top 50 Civil Servants in Cabinet Office, HM Government, UK
- Senior Leadership Programme, NATO
- Board of travel business of £4bn turnover, 10000 employees.  
Developed dysfunctional Board into leadership team and introduced values organisation-wide programme.
- Board of leading terrestrial TV Company was not expected to achieve estimated sales of £180 million. Our solution re-energised the team. £205 million sales achieved.
- Provision of cultural change programme to regional directors of a major Bank following an acquisition/merger. Within 3 months the Bank achieved record sales.

Following a major safety incident, conducted a culture/leadership programme for a utilities company, achieving every stretch target and ½ bn investment.

With particular areas of interest being uncertainty, organisational learning, trust and failure, he is currently writing a book on leadership and is the author of LEAP!©, the online Leadership Effectiveness and Agility Profile. He runs numerous Executive MBA programmes for business schools. He is Associate Professor at the Academy of National Economy and Public Administration in Moscow and Kingston Business School. He ran the Blue Executive MBA in Copenhagen and a Mini-MBA in Kuwait. Working internationally, clients include Capital One, the Mayors of Moscow, Singapore Institute of Management, Lloyds Bank, NATO, Survitec and Costain. He has been Chair of the Association of MBAs, (the international MBA gold-standard accreditation), is a Trustee of the Royal Air Force Club, a RAFA Ambassador and is Governor of Worcester Royal Grammar School 20 Patron to KidsOut, a charity supporting disadvantaged children.









## Proposed In-plant programmes.

In addition to the open programmes organised by TEXEM, TEXEM UK could also offer tailor-made programmes that address the needs of a specific organization.

Therefore, following the success of our various executive development programmes for CEOs, Chairs of Boards, Permanent Secretaries, Director Generals and Government Ministers, TEXEM UK, is delighted to offer senior executives in your organisation an in-plant programme. This in-plant could be scheduled to take place at a convenient time and a location at any part of the world. Any of the faculties listed in this brochure would deliver this proposed in-plant if approved.

This potential executive developed programme tailored for your organisation could be delivered in Dubai, London or Nigeria. The proposed programme will cover themes such as developing winning strategies, authentic leadership in downturns, stimulating performance with limited resources and influencing during turbulent times. From decision making to stakeholder engagement, leadership to accountability, policymaking to governance, the rollercoaster pace of change in the external environment have immense implications for the processes of creating public value and safeguarding the social contract.

TEXEM presents this programme for your organization to improve your policymaking credentials and better translate your vision.

This programme is contextually relevant and would cover critical skillsets that senior executives need to succeed in delivering efficient service in a safe, secure and stakeholder friendly environment. Thus, this proposed in-plant programme would provide relevant skillsets that executives' urgently need to lead strategically for results, inspire a culture of innovation for superior performance in the face of the current challenging economic outlook. As you know, the present socio-economic landscape is characterised by headwinds, increased inflationary pressures, and dwindling government revenue. This programme would draw on recent cutting-edge research, through hands-on exercises, facilitate dynamic exchange with faculties and peer to peer learning for executives. Thus, upon completion, participants will make the most of emerging opportunities available even during these dire times to secure excellent service delivery

**Cost: £20,000 (if the programme takes place when the faculties are in Nigeria to deliver TEXEM programmes)**

Analysis of our fee proposed for the services is presented below.

### Development cost:

- Development of programme aims and objectives
- Draft design of programme agenda and session objectives -Identification and briefing of faculty and contributors

## **Delivery costs:**

- Programme delivery
- Fees and expenses for faculty (flights, hotel accommodation, transport within country, meals and other sundry costs)
- Fees and costs for contributors
- Design of programme materials and associated print costs -Delegate coordination: registration, correspondence

## **Other topics that we could be delivered for Executive In-Plant Programmes include:**

We present the following indicative programmes; these are intended to be suggestive only at this stage. We would seek to agree with your organization the final design for the training to be offered under a suitable title:

### **I. Superior Leadership, Better Risk Management & Effective Board Governance in Challenging Times**

- Developing Innovation in the Board Room
- Monitoring and improving the risk profile of the organization
- Excelling in the Value-adding process

### **II. Strategies for Results-Driven Change Management.**

- The programme has been designed to empower executives to respond to organizational challenges it will equip executives with the skills required to bring about the needed reforms.
- It also aims to develop the skill sets that senior executives need to excel in their dynamic operating environments.
- Executives who participate in the programme 'Strategies for Results-Driven Change Management' will acquire the skills and competencies required to boost organisational performance.
- Build resilience by developing the executives' capacity to manage change.

### **III. From Strategy Formulation to Execution in Austere times.**

While forming a strategy is a vital component of business activities, the effective implementation of those strategies is often overlooked. The process of successful implementation of winning strategies in austere times would be covered.

The programme will examine how organisational strategies are formed and how best they can be implemented to boost organisational performance.

### **IV. Inspiring an Innovative Organisation for Sustainable Competitive Advantage.**

- Strategies for developing an innovative organization
- Developing a creative culture for competitive advantage
- Fostering agility across the organisation
- Managing organizational politics for excellent results.
- Optimizing decision-making process amid uncertainty

## Our Faculties

Our faculties include:

- Professor Pawan Budhwar (PhD, MCIPD, FBAM, FHEA, AcSS)
- Professor Andrew D Chambers
- Professor Neal Hartman
- Professor Nigel Nicholson
- Professor Rodria Laline.
- Professor John Peters
- Ambassador Dr Peter Collecott.
- Clive Carpenter, Vice Chairman, Business Council for Africa.
- Ambassador John Buck.
- Rt. Hon. Mark Simmonds (Deputy Chair Commonwealth Investment Council, Privy to Her Majesty, Queen of the UK and Former Minister for Africa)

Therefore, senior executives who attend these programmes will:

- ü Boost their capacity on how to Overcome Board Blind spots and Develop a Meaningful Role
- ü Learn the act of communication and taking actions
- ü Build a high-performance culture in influencing and driving change.
- ü Develop fresh perspectives on how to be Strategic Leaders and Preserve Enterprise value for Effective Governance in a recession
- ü Gain new insights on how to implement their vision of high-performance leadership
- ü Develop expertise in decision-making

## Participants

CEOs, executive directors, chairmen of boards, directors of boards, business leaders, senior management executives and key decision-makers in both the private and the public sector. These individuals are potential customers and partners for your organisation.







**TEXEM's unique selling points include, but not limited to the following:**

- Good reputation in offering tailored, relevant and context-rich executive education programmes which is relevant and has impact on the bottom line.
- Network of key stakeholders in Europe and North America that we have worked with in the past, which we could deploy towards delivery of executive development programmes.
- Impressive track record on customer satisfaction with 60% of our delegates being repeats customers.
- Understanding of the challenges that organisations face and committed, distinguished advisory board, which have a passion for the growth of Africa.
- Great networking opportunities with very senior executives as participants and over six hundred years of experience of participants and faculties in every programme thus steepening the learning curve of participants via peer to peer learning moderated by world renowned faculties.
- Great value for money for quality and tailored programmes

**Some of our clients past & present:**



## Some of our past programmes:

- Developing Interpersonal Influence, addressing Vulnerability, and achieving Authenticity for value creation at the Radisson Blu Anchorage Hotel VI, Lagos on the 16<sup>th</sup> and 17<sup>th</sup> of October 2019.
- Designing a Flexible Organisation and Engaging Innovative Ideas for a Competitive Edge at the Radisson Blu Anchorage Hotel VI, Lagos on 28th and 29th of August 2019
- Developing Efficient and Effective Leaders for Success in era of Slow Growth and Low-Performance at the Eko Hotel and Suites VI on the 19<sup>th</sup> and 20<sup>th</sup> of June 2019
- Creating Effective Boards and Directors (Master Class) at the Eko Hotel and Suites VI on the 10th and 11th of April 2019
- Inspiring Innovation for Sustainable Superlative results on the 14<sup>th</sup> and 15<sup>th</sup> of November 2018
- Harnessing Big Data: Insights and Action for Strategic Outcomes on the 3<sup>rd</sup> to the 6<sup>th</sup> of September 2018
- Developing and Leading High-Performance Organisations for Superlative results on the 18<sup>th</sup> and 19<sup>th</sup> of July 2018
- Strategic Leadership for Results Driven Change Management on the 24<sup>th</sup> and 25<sup>th</sup> of May 2017 at the British Residence, 3 Oyinkan Abayomi Drive, Ikoyi.
- Leadership for High Performance in Difficult Times on the 9<sup>th</sup> of March 2017, at the British Deputy High Commissioner's Residence, 3 Oyinkan Abayomi Drive, Ikoyi, Lagos.
- Strategic Leadership, Risk Management and Effective Governance in a Recession 'on the 27th of October 2016 at the British Deputy High Commissioner's Residence, Ikoyi, Lagos.
- Strategic Leadership for Superior Performance in Turbulent Times 31st of May-3rd of June 2016 in partnership with Manchester Business School, University of Manchester.
- Corporate Responsibility for Effective Governance in partnership with the University of Oxford, 7-10 December 2015.
- Leaders in Africa oil and gas summit in partnership with University of Oxford 22-23 October 2015.
- Leading and managing human capital in partnership with Aston Business School 21-24 July 2015.
- Strategy and Performance for Sustainability in partnership with University of Oxford, 8-11 December 2014.
- Strategic Leadership for Senior Leaders in Emerging Countries in partnership with Aston Business School in Birmingham, United Kingdom, from November 26 to 29, 2012.
- Bridging the Gap Between Sustainability and the Board in partnership with University of Oxford October 2011.
- Sustainable Revolution in partnership with London School of Economics and Political Science February 2011.

# Testimonials

Highly interactive and very practical. High profile speakers with excellent pedigree and track record of professional achievements. Provided networking among participants.

**Previous TEXEM delegate, Dayo Babatunde, Senior Partner, Ernst and Young**

I would like to use this medium to express my appreciation to the organizers of this conference and I wish them best of luck in their endeavors.

**Previous TEXEM delegate, Hon. Tijjani Ibrahim Kiyawa, Member, House of Representative, National House of Representative**

I regard the These Executive Minds Executive Education programme as the best I have attended in recent times. Not one of them, but the very best as it was humanly perfect

**Previous TEXEM delegate, Peter Atolo Irene, CEO, International Energy Insurance Company**

The content of the program has been rich and educative, refreshing, enlightening and thought provoking. I enjoyed this program and I am looking forward to another program.

**Previous TEXEM delegate, Andy Uwejeyan, Managing Director A&J Construction Company Ltd.**

I found this program very, very rewarding. In the past I always had a way of thinking that the matter of sustainability related only to policy matters but during this program it has been broken down into the company level and for me there are a number of take-aways that I hope to begin implementing once I get back home.

**Previous TEXEM delegate, Frank Algbogun, CEO and Publisher Businessday**

My experience in this program has been quite enormous...

The organizers, we saw that they prepared for us and they were quite good, quite sociable, and quite academic and we had discussion platforms that were divided into groups. On a general note, TEXEM is laying a foundation that will grow like an iroko tree. On this note I want to thank the CEO of TEXEM, Alim Abubakre and his colleagues for making it possible for us to attend.

**Previous TEXEM delegate, Godson Mark Torukuru – Chair Bayelsa State Internal Rev. Service**

... The issues discussed actually changed my view about the government... The session is quite illuminating and is quite fascinating in the sense that in developing economy like Nigeria, government actually plays a big role.

Previous TEXEM delegate, Olanrewaju Bakare –Director of Finance and Strategy, Pan African Capital.

"It's very insightful and a worthy programme on Leadership and Executive Management. It has opened my eyes to understanding that to be an effective leader, you also have to be an effective follower. I need to surround myself with people better than me and learn from them".

**Hakeem Muriokunola, Lagos State, Head of Service.**

"I'm not surprised because I know the pedigree of TEXEM. The beautiful thing about TEXEM is that they adapt their Training courses to take into Cognisance the Environment in which they operate".

**Kolade Aiyelabola, Associate Director, Oak Pensions.**

"The programme is an excellent one, it's a world class Institute, looking at the quality of Materials, the quality of the Facilitators, I think it's a world class programme, it could be anywhere in the world and it's a good standard".

**Glory O. Idehen, Director of E-Training, C.B.N.**



# Education Brochure



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