



WISCAR ANNUAL LEADERSHIP AND MENTORING CONFERENCE

2020
YEAR BOOK

DEVELOPING WOMEN TO BUILD A BETTER NATION

CONTENTS

National Anthem

Our Keynote Speaker

Founder's Speech

Our Speakers

Programme Agenda

WISCAR Patrons

Advisory Board Members

WISCAR Secretariat

2020 Conference Planning Committee

About WISCAR

WISCAR 2020 In Pictures

Recipients of the Distinguished WISCAR Awards

Mentees/Mentees Testimonies

Our Sponsors

Our Donors Over the Years

Commitment Form

Appreciation

NIGERIA NATIONAL ANTHEM

Arise, O compatriots
Nigeria's call obey
To serve our fatherland
With love and strength and faith
The labour of our heroes past
Shall never be in vain
To serve with heart and might
One nation bound in freedom
Peace and unity

Oh God of creation
Direct our noble cause
Guide our leaders right
Help our youth the truth to know
In love and honesty to grow
And living just and true
Great lofty heights attain
To build the nation where peace
And justice shall reign



AMINA OYAGBOLA FOUNDER /CHAIRPERSON WISCAR

Amina Oyagbola is an independent director, business and management consultant and legal practitioner. She is the Managing Consultant, AKMS Consulting and Senior Partner, Oyagbola Chambers. She was a former Top Executive of MTN Nigeria Communications and brings her varied and rich experience to bear on several boards. With more than 35 years' experience, her career spans legal consulting, banking and finance, energy, and telecommunications.

A passionate advocate for diversity and inclusiveness, she is the founder and chairperson of WISCAR (Women in Successful Careers), a not-for-profit gender empowerment and strategic mentoring and leadership network for professional career women.

She was pioneer Director of the MTN Nigeria Foundation. During her tenure as HR Executive of MTN, she led a strategic transformation in the HR Function to improve business performance with the company becoming the 1st company in Nigeria to be accredited with the Investors in People Gold Standard in May 2015 and winning several other awards. She was nominated as HR person of the year in 2015 by People Magazine and presented with a Life-time Achievement award in 2019. She was also presented with an ALTON Award in 2019 for her significant contribution to the growth of the telecommunications sector in Nigeria.

Amina is a Fellow of The Africa Leadership Initiative - West Africa (ALIWA), part of the Aspen Global leadership Network, a fellow of the Institute of Directors, member CIPM and Chartered fellow CIPD UK.

She is a Chevening Scholar and a Certified Ethics Officer. She has an LLB from Ahmadu Bello University, an LLM from Trinity College, Cambridge and an MBA from Lancaster University. She is an alumnus of INSEAD, Harvard Business School, IMD and London Business School (executive education).

OUR KEYNOTE SPEAKER



NGOZI OKONJO-IWEALA

CHAIRPERSON, GAVI
NOMINEE, DG WORLD TRADE ORGANISATION

Dr Ngozi Okonjo-Iweala is a reformer, notable economist and international development expert with well over 30 years of experience. She is Chair of the Board of Gavi, the Vaccine Alliance and of the African Risk Capacity (ARC). She is Co-Chair of The Global Commission on the Economy and Climate.

She is the former Senior Advisor of Lazard. Dr Okonjo-Iweala sits on several other boards and was recently appointed as AU Special Envoy to mobilise international financial support for the fight against COVID-19 and WHO Special Envoy for Access to COVID-19 Tools Accelerator.

Dr Okonjo-Iweala is the first woman to hold the positions of Minister of Finance and Minister of Foreign Affairs in Nigeria. Prior to this, she spent a 25-year career at the World Bank as a development economist, working on economic development programs and policy reforms including trade policy in middle and low-income countries. She rose to the No.2 position of Managing Director at the World Bank, overseeing an \$81 billion operational portfolio in Africa, South Asia, Europe and Central Asia.

Dr Okonjo-Iweala was named Minister of the Decade, People's Choice Award (2020) by Nigeria's This Day newspaper. In 2019, she was named one of Transparency International's 8 Female Anti-Corruption Fighters Who Inspire. She has been ranked by Fortune as one of the 50 Greatest World Leaders in 2015, by Forbes as one of the Top 100 Most Powerful Women in the World consecutively for four years, by Time as one of the Top 100 Most Influential People in the World in 2014, and by the UK Guardian as one of the Top 100 Women in the World in 2011.

Dr Okonjo-Iweala holds a Bachelor's in Economics from Harvard University and a PhD in Regional Economics and Development from the Massachusetts Institute of Technology. She is an Angelopoulos Global Public Leader at Harvard University Kennedy School, a Fellow of the American Academy of Arts and Sciences and has received over fifteen honorary degrees. She is the author of numerous articles on finance and development, and several books including *Women and Leadership - Real Lives, Real Lessons*.

THE FOUNDER'S SPEECH

It is my distinct pleasure to welcome you all to our first virtual WISCAR Leadership and Mentoring Conference. Let me begin by thanking you for choosing to spend your Saturday afternoon with us. We are honoured that you have elected to join us today and hope that the program we have prepared for you will greatly surpass your expectations. Let us together dare to dream of a glorious future. A future in which every one of us will be champions of equality; a future in which all forms of discrimination and violence against women and girls will have been erased from our society; A future in which every citizen can aim for the stars without regard to gender, economic position, age, race or ethnicity. For that is why we are here today, we are here to dream in order to achieve.

In the words of Gautama Buddha, *“What you think, you become! What you feel, you attract! What you imagine you create.”*

As many of you know, WISCAR is a non-profit organization focused on empowering and developing women to build a better nation. WISCAR's flagship is the WIN with WISCAR Mentoring Programme. Its key features include:

- Mentor, mentee pairing
- Career seminars aimed at improving the personal, inter-personal and organizational effectiveness of the mentees
- Book reviews that encourage a reading culture, enhance knowledge, skills and work ethic
- Role Modelling and networking through Meet-A-WISCAR sessions and an Annual Conference.

Additionally,

- Several programmes, in partnership with Habiba Balogun Consulting, which are open to the public to bridge professional skills gaps; and

The classes are segmented into 3 levels of seniority:

- WIN 1 – for talented beginners with under 5 years' experience
- WIN 2 – for women with 5-10 years' experience
- WIN 3 – addresses women with over 10 years' experience aspiring to transition from middle management to general management and C-suite.

We kicked off 2020 with great excitement and every expectation to build on previous years. And then COVID-19 reared its ugly head. I am pleased to report that we man-

aged to seamlessly transition the WISCAR programmes into the virtual world. And, I believe that has made all the difference. The facilitators rose to the occasion, facilitated with aplomb, and communicated thoughts and ideas to the mentees with full impact, in spite of all the constraints.

Our 11th stream of mentees graduate today from the 12-month WIN I & II programme. It gladdens my heart to see their growth and their zeal to break glass ceilings in their various fields.

To the Mentees, I congratulate you on your graduation. I am confident that you will utilise the values and skills you have acquired from your program with WISCAR to drive for change in your organisations and in your communities. We look forward to hearing of your continued progress and accomplishments in all spheres. You have truly been a stellar example for the incoming stream of mentees whom I believe will also do great things.

I am also delighted to inform you that this year we successfully launched our WIN 3 program with 13 brilliant young women aspiring to top management positions. We could not have asked for better pioneers as a group. This cohort from varied sectors, have been equipped and enabled by a structured mentoring programme tailored specifically for their level of seniority. WIN 3 consists of three carefully designed masterclasses that build critical leadership competencies and skills required to develop leaders. The structure of the programme also equipped these young women with peer to peer mentoring as well as one-on-one mentoring from not, 1, not 2, but 3 top level executives.

This year WISCAR, as implementation partners, collaborated with UN Women Nigeria to deliver the Beijing +25 intergenerational Mentoring programme. This project provided worldclass mentoring to a group of 25 exceptional young women. It has been an honour and a privilege for us to work with UN Women on this strategic and transformational programme that passes the baton from pioneering gender activists to the next generation.

I am delighted to announce the launch of our WISCAR membership today. Becoming a WISCAR member provides you access not just to a thriving community of progressive women, but to opportunities including mentorship and capacity building. Today at the Conference we are offering a 15% discount on our membership registration fee, so do take advantage of this offer and register today! Details will be provided in the chat box.

In moving forward, we must look back. Last year's conference theme was 'I do not walk alone', and in preparation for it we held a WISCAR mentoring walk. That walk signified many things, but perhaps most importantly, it projected the sense of community, togetherness and solidarity. Those are the hallmarks of WISCAR. We have continued this year with virtual walks in which our individual socially distanced steps aggregate to over one million steps.

These steps signify our singular and collective determination to walk into the future in order to achieve "*The future we want*" - this year's theme.

What is the future we want? And who are the "**we**"? Is it only women or are men included? Let us start with that. It is important for the progress of humanity that all groups identify with each other and with a central principle. That principle, I would suggest should be Alexander Dumas' "one for all and all for one". If men oppose women, their families and communities will not develop, and likewise if women treat men as the enemy, we will be sabotaging our dreams for ourselves. My call, today, is for a unity of purpose to achieve what is best for humanity, that all groups pull together to further transform our human race. In the context of Nigeria, we must leverage all our energies, including all genders and ability levels to transform our nation.

So, what is the future we want? It is a future of equal opportunity, equal access and equal rights in line with the SDG goals. It is a future in which respect is accorded according to the quality of your contributions rather than force of arms. It is one in which respect is accorded for your excellence of character and not for your ability to manipulate or deceive.

We have with us today an excellent array of panelists who will help us to achieve better understanding, not only of our dreams but of the challenges we will face in actualizing them, and share their own stories of how to triumph nevertheless. We have a distinguished key-note speaker of peerless appeal in the person of Dr Ngozi Okonjo-Iweala. We will end the conference by giving you the opportunity to engage in an intimate roundtable setting with a choice of 14 WISCAR role models and mentors to seek guidance and get your questions answered. Stay with us and you will get to meet and engage with all these phenomenal people.

We thank ALL our Donors and Sponsors for their generous financial and in-kind support in an exceedingly difficult year; without your support we would not be here. I thank our WISCAR Patrons and Advisory Board for their leadership and guidance.

I thank our amazing mentors for their giving spirit and labour of love. I thank all those who have contributed to making this conference a success. I especially thank the conference planning committee, Chaired by Folake Ani-Mumuney and WISCAR Staff led by Fabia Ogunmekan who have worked tirelessly to put this conference together. I thank all of you in advance for your active participation and for your generous donations to sponsor a young mentee through this free programme.

A portion of your donations will go towards our victim support fund to assist victims of gender-based violence.

Enjoy the conference!
Stay Safe!

Amina Oyagbola

WISCAR Founder and Chairperson
www.wiscar.ng

GOODWILL SPEAKERS



Zainab Ahmed is Nigeria's Minister of Finance, Budget, and National Planning. In that capacity, she is seeking to boost government revenue, with plans underway to raise value-added tax while taming public debt that is 'now estimated at more than \$80 billion. She previously served as executive secretary and national coordinator of the Nigeria Extractive Industries Transparency Initiative (NEITI). An accountant by training, she has extensive experience in public sector reform and management.



Atedo Peterside CON is the President and Founder of Anap Foundation, a non-profit organization committed to promoting Good Governance. He is the Founder of Stanbic IBTC Bank PLC and was its pioneer Chief Executive Officer at age 33 (then IBTC) from February 1989 until 2007 and then Chairman from 2007 until September 2014. He is the Founder and Chairman of Anap Business Jets Limited and is currently a Director of both The Standard Bank of South Africa Limited and Standard Bank Group Limited.

On 22 March 2020, he set up the Anap Foundation COVID-19 Think Tank of which he is Chairman.

Mr Peterside has a broad range of interests and sits on various Boards. He is the Chairman of ART X Collective Limited and Endeavour High Impact Entrepreneurship Ltd/Gte, a non-profit organization that provides mentorship and support to scale-up companies. Mr Peterside also serves on the African Advisory Board of the Prince's Trust International.

He obtained a B.Sc degree in Economics from The City University, London and a Master's degree (M.Sc) in Economics from the London School of Economics and Political Science.



President Ellen Johnson- Sirleaf is the first democratically elected woman president in Africa, leading Liberia from 2006-2018. A promoter of freedom, peace, justice, women’s empowerment and democratic rule, she led Liberia through reconciliation and recovery following the nation’s decade-long civil war, as well as the Ebola Crisis. In 2011, she won the Nobel Peace Prize for her work in bringing women into the peacekeeping process and has garnered further acclaim for her achievements fostering economic, social, and political

change. Recognized as a global leader for women’s empowerment, President Sirleaf has an unwavering commitment to improving the lives of Africans. Founding the Ellen Johnson Sirleaf Presidential Center for Women and Development brings together her past accomplishments with a platform for the future.



Aigboje Aig-Imoukhuede CON is the Founder and Chairman of the Africa Initiative for Governance. He is a lawyer, banker, entrepreneur, and philanthropist. Mr Aig-Imoukhuede holds a law degree from the University of Benin and was called to the Bar in Nigeria. He also holds a Trium MBA, awarded jointly by the London School of Economics, New York University, and HEC Paris. He is a Fellow of the Chartered Institute of Bankers of Nigeria and a Fellow of the African Leadership Initiative. He is the Founder and Chairman of Coronation Capital, prior to which

he was Group Managing Director and Chief Executive Officer of Access Bank Plc, where he led the transformation of the bank to rank amongst Africa’s leading banks.

In 2012, Mr Aig-Imoukhuede was appointed Chair of the Presidential Committee on the Verification of Fuel Subsidies. His oversight of the process is widely credited with saving Nigeria billions of dollars in fraudulent fuel subsidy payments.

Mr Aig-Imoukhuede is the Chairman of Friends Africa and the first African Co-Chairman of the GBC Health. He is also the immediate past President of the Nigerian Stock Exchange.



Phumzile Mlambo- Ngcuka is United Nations Under-Secretary-General and Executive Director of UN Women. Now in her second term (to 2021), she was first sworn into office on 19 August 2013.

As the head of the UN entity dedicated to gender equality and the empowerment of women, she is a global advocate and influencer, in 2018 being named the most influential person in gender policy around the world. She is a member of the G7's Gender Advisory Council.

She has led the organization's innovative work on disruption of society's norms, for example with the HeForShe movement's focus on male engagement in gender equality, or the Un-Stereotype Alliance's initiative to use advertising as a force for good to drive positive change. Through coalition and movement building among global leaders in public and private sectors, and with civil society, she is driving the role of women in leadership, and ending discrimination and violence against women and girls. She has a PhD in education and technology from the University of Warwick, United Kingdom.

PANELISTS



Yewande Sadiku is the Executive Secretary/-CEO of NIPC, Nigeria's foremost investment promotion agency. Prior to that, she was the Executive Director responsible for Stanbic IBTC Group's Corporate and Investment Banking business, ensuring the realisation of business opportunities in Nigeria's complex operating environment. She managed key relationships with regulators, and several of Nigeria's leading corporate and multinational clients. Ms Sadiku was previously Chief Executive of Stanbic IBTC's investment banking business.

In a 23-year banking career, Ms Sadiku handled assignments for clients in virtually every sector of the Nigerian economy, providing financial advice on a variety of assignments. She played an active role in the development of the capital market by participating in industry committees and chairing the Rules and Compliance Sub-Committee, which advised SEC on the rules that guide the operation of Nigeria's Investments and Securities Act for 12 years.

Ms Sadiku has an interest in bringing formal financing to the Nigerian film industry and raised funding for *Half of a Yellow Sun* (2014) a full feature film. She was awarded the Eisenhower Fellowship for International Leadership in May 2010 and was one of "35 International Women Under 35" featured in the October 2007 edition of *World Business Magazine*.



Monica Musonda is Founder & CEO of Java Foods, a Zambian based food processing company. Java Foods first product was “eeZee Instant Noodles”, which has become Zambia’s leading instant noodle brand.

Monica is a dual qualified English solicitor and Zambian advocate with over 16 years post qualification experience. She began her legal career working for the Attorney General of Zambia, where she advised on the privatization of state-owned enterprises. She also worked as Counsel at International Finance Corporation

and for the Dangote Group as Director Legal and Corporate Affairs. She was directly involved in Dangote Cement’s \$13bn listing on the Nigerian Stock Exchange as well as assisted the Group raise various debt instruments in the international market (in excess of \$3bn). Monica was the project lead responsible for the Group’s \$400m investment into Zambia to build the country’s largest integrated cement plant.

Monica currently serves as non-executive director on a number of boards including Airtel Networks Zambia Plc & Zambia Breweries (where she is chair). She is a nutrition advocate and sits on both the Scaling Up Nutrition (SUN) Lead Group and the Global Advisory Board for SUN Business Network. She is a 2013 Young Global Leader (World Economic Forum) and Archbishop Desmond Tutu Leadership Fellow.

In her free time, Monica mentors’ women entrepreneurs and is often called on to speak on issues related to women empowerment, entrepreneurship and nutrition. She holds a LL.B from the University of Zambia and an LL.M from the University of London.



Fred Swaniker is deeply passionate about Africa and believes that the missing ingredient on the continent is good leadership. In line with this, he has founded two organizations that aim to catalyse a new generation of ethical, entrepreneurial African leaders: African Leadership Academy and the African Leadership Network. Fred was selected as one of 115 young leaders to meet US President Obama at the first-ever President's Forum for Young African Leaders held at the White House in 2010. He has been recognised as a Young Global Leader by the World

Economic Forum, and was listed by Forbes Magazine among the top ten young 'power men' in Africa in 2011. Fred was also recognized by Echoing Green as one of fifteen "best emerging social entrepreneurs in the world" in 2006. He was a 2009 TED Fellow and is a Fellow of the Aspen Institute's Global Leadership Network. Fred began his professional career as a consultant with McKinsey and Company and has an MBA from Stanford Business School, where he was named an Arjay Miller Scholar, a distinction awarded to the top 10% of each graduating class at the business school. He was born in Ghana but has lived and worked in 10 different African countries.



Shola Akinlade is a software engineer. He is the co-founder of Paystack, Nigeria's foremost payment platform. Paystack serves over 17,000 businesses, and processes over 15% of all online payments in Nigeria. During its launch in January 2016, Paystack already had a waiting list of approximately 300 businesses. Shola started his career as a Management trainee (specialising in database management) at Heineken. Shortly after that, he spent the next 5 years working on a software called Precurio, an

open source collaboration platform like Dropbox, which was used by over 200,000 organisations.

While working on the software, he was approached by a number of banks to help them build their software. This was when he realised that there was a need to make payments easier for businesses in Africa. With his co-founder, Ezra Olubi they built the Paystack platform.

Shola was born in Lagos and went to St. Gregory's College for his secondary education. He proceeded to Babcock University, where he attained a degree in Computer

MODERATOR



Kadaria Ahmed is a media entrepreneur and journalist. She is the Co-founder and Executive Director of Daria Media Ltd. She is also the Managing Director of Koidi Radio Limited, owners of Radio Now, a terrestrial radio station in Lagos with an online presence for a global audience. She started her career at the BBC where she was a Senior Producer working on award-winning programs, Focus on Africa and Network Africa. Kadaria served as the editor of Next (Nigeria), the defunct award-winning publication. She

co-created, produced and presented “Straight Talk”, whose audience grew to over 4 million viewers globally. She was the host of The Core on Channels TV.

She also moderated a feature documentary on Nigeria's response to the COVID-19 pandemic.

In addition to being a sought after moderator for high profile events, she is a published writer and editor. Kadaria sits on the Board of Trustees of Mutual Assurance Benefits Plc and Academy Press PLC. She is also a member of the Nigerian Guild of Editors and the Nigerian Institute of Directors. She is the recipient of grants in support of her work in accountability journalism from leading donor agencies including the Ford and MacArthur Foundation.

Kadaria has an M.A in Television from Goldsmiths, University of London, and a Bachelor's from Bayero University Kano. She is a Chevening Scholar.

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ROUNDTABLE SPEAKERS



Comfort Lamptey is the Representative of UN Women to Nigeria and ECOWAS. Ms. Lamptey has an established track-record of working to promote women's rights and gender equality at the regional level in Africa, as well as globally. She has served in senior advisory and management positions with different UN entities in New York, Geneva and in countries across the Africa region. Her work within the UN spans assignments with the UN Development Programme, the UN Refugee Agency, the Department of Peacekeeping Operations and more recently

UN Women. She has worked extensively on issues of governance peace and security and has been instrumental in helping to establish the policy architecture on gender, peace and security in the context of UN peacekeeping



Suzanne Iroche Director Strategic Alliance Promotion Company Ltd, (Former MD/CEO FinBank PLC)

Suzanne Iroche has several years of broad-based experience in the Financial Services Sector in Merchant and Commercial Banking spanning the areas of Corporate & Institutional Banking, Correspondent & International Banking and Treasury. She began her career at First Bank of Nigeria, after which she joined International Merchant Bank and later moved to Chartered Bank Plc as a pioneer member of staff

to set up the Treasury Division. She later joined United Bank for Africa (UBA) Plc where she rose to the position of Executive Director Wealth Management and was responsible for Treasury and Correspondent Banking/Multilateral Agency business

and UBA subsidiaries in Asset Management, Trustees and Pension Custody. Her next assignment in UBA was as Executive Director Global Banking where she was responsible for the Banks regional expansion across the African Continent as well as for the supervision of global offshore operations of the Bank.

In 2009, she was appointed by the Central Bank of Nigeria as turnaround Managing Director/CEO of FinBank Plc as part of its Banking and Financial sector reform programme to ensure financial system stability in the Banking Industry.

Suzanne Iroche currently sits as an Independent Director on the Boards of Coronation Merchant Bank Ltd, Travelex Nigeria Business Solutions Ltd (a subsidiary of Travelex Group UK), Union Bank United Kingdom (UK) and UAC of Nigeria Plc. She is also a member of The University of Lagos Advancement Board and WISCAR Advisory Board.

Suzanne Iroche graduated with a BSc in Economics from the University of Lagos and a Master's in management from Kellogg School of Management, USA. She is an Honorary Senior Member of Chartered Institute of Bankers



Adenike Ogunlesi. is the founder & Chief Responsibility Officer of Ruff 'n' Tumble, the foremost indigenous lifestyle brand operating to international standards in the design, manufacturing and retail of children clothing.

Starting from the boot of her car, Adenike has turned Ruff 'n' Tumble into an instantly recognizable brand. As an entrepreneur of great vision and determination, she has built a reputation for being the best manufacturer of children's clothing, with a network of stores nationwide.

Adenike is the founding member and the first president of the Network of Entrepreneurial Women (NNEW) at the Nigeria Employer's Consultative Association (NECA). She was an advisory board member of the Enterprise Development Centre (EDC) at the Lagos Business School. She is an advisory board member and mentor at WISCAR (Women in Successful Careers), a mentor at the Mara foundation and an avid motivational speaker.

She is a winner of numerous awards and a finalist at the CNBC AABLA (All Africa Business Leaders Awards) in the category of the Business Woman of the year 2014 and 2015. She was appointed to the Board of Lafarge Africa Plc on March 11, 2015



Munira Shonibare is the CEO and founder of IO Furniture, its retail line PIQIT and a Director and co-founder of Ethniki, an affiliate.

She founded Interior Options in 1987, rebranding the company as I.O. Furniture in 2008 as the company expanded its services beyond interior design to include furniture manufacturing. In 2002, she co-founded a spin-off company from IO Furniture Ltd called Ethniki to pursue a line of African inspired furniture and accessories, design, production, and trading.

In 2020, she launched a retail line called PIQIT

by IO, a subsidiary of IO Furniture, that provides a retail lifestyle concept range of furniture and accessories.

Munira has successfully executed huge projects, most notably, the renovation of the 5-star Transcorp Hilton, Abuja, The Wheatbaker Hotel, Four Points by Sheraton Lagos and Cummins Head office to name a few. She is the founding President of the Interior Designers Association of Nigeria affiliated to the International Federation of Interior Designers and Architects.

Munira has a degree in Industrial Design from Ahmadu Bello University and a post-graduate diploma in Interior Design from Instituto del Arte il restauro in Florence, Italy. Munira speaks 5 languages, English, Italian, Yoruba, Epira and Hausa.



Folake Ani-Mumuney

Chairman FBN Insurance Brokers Ltd

Folake Ani-Mumuney leads the Marketing and Corporate Communications function globally for the FirstBank Group. Her career spans over 25 years across diverse sectors such as banking, aviation, manufacturing, oil & gas, amongst others.

Folake started her career with British Airways in the UK. She then served based out of Johannesburg for several years as Marketing Services Manager Africa from where she moved back to

the UK taking on the role of Manager Brands, Policies and Communication responsible for the Europe and Africa region.

Folake moved to Nigeria to take on the pioneer role of Chief Marketing & Corporate Communications Officer for the Dangote Group.

From there, Folake joined the FirstBank Group, where she serves as the Chief Image Maker. In addition, she is leading the turnaround of one of the strategic subsidiaries, FBN Insurance Brokers as the Chairman of the Board of Directors.

Folake serves on the Executive Committee of the World Federation of Advertisers (WFA). A past President of the Advertisers Association of Nigeria (ADVAN), Folake serves on many boards such as Junior Achievement Nigeria (JAN) where she is currently the Vice Chairman. Folake is also an Advisory Board Member of WISCAR and has served on the WimBoard Advocacy committee of WimBiz (Women in Business and Public Sector).

An Honorary Member of the Chartered Institute of Bankers of Nigeria, Folake is a Fellow of the Chartered Institute of Marketing UK, a Fellow of the National Institute of Marketing Nigeria and a member of the Institute of Directors Nigeria. An alumna of the prestigious Harvard Business School, Folake holds a first degree in Philosophy from the University of Lagos, Nigeria, a second degree in Law from the University of Buckingham, England and a Diploma in Business Computing Systems Analysis and Design.



Bukola Smith is the Executive director, Business Development at FCMB Group. She is a fellow of the Institute of Chartered Accountants of Nigeria, and a certified member of the Chartered Institute of Pensions. She has attended several courses globally, including Insead Business School, France.

Her banking career spans over 27 years working in different aspects of banking. At Fidelity bank, she was Treasurer for years and was later made Regional Head of Lagos Island Branches, Private Banking and Financial Institutions.

Bukola moved to First City Monument Bank (FCMB) Ltd. in November 2006 as the Group Head, Treasury and Financial Markets. Up until August 2011, she was the Senior Vice President (General Manager), Divisional Head in charge of Investment-Banking and Financial Markets. She was also Divisional Head of Group Internal

Audit between June 2012 and June 2015. Bukola became the Regional Director, Lagos in July 2015 and functioned in this capacity till April 2017. She is currently the Executive Director, Business Development, and in addition, sits on the board of CSL Stockbrokers and FCMB Trustee Limited.

In the last two years she has been actively involved in projecting women in business and was instrumental to setting up FCMB's proposition for Women owned/managed business branded 'SheVentures'.

Bukola serves as a mentor at Women in Successful Careers (WISCAR) from inception in 2008 till date. As a way of giving back to the society, she mentors with the I.N.V.E.N.T Leadership Summit and Mentorship Programme 3.0; where she speaks with pupils from various public secondary schools giving them the insight they need to make the right choices with respect to their course choices and career paths.



Funke Amobi is the Country Head, Human Capital for Stanbic IBTC Holdings Plc.

With over 25 years' experience in the human resources function, spanning across the telecommunications, oil and gas, and banking industries in Nigeria. Before joining Stanbic IBTC, she was the General Manager, Organization and talent Development for MTN Nigeria Plc.

Funke was a global finalist of the Professional Achievement Award in the 2015 UK Alumni Education Awards and was also awarded the 2015 HR Leader award in Nigeria by the HR People Magazine.

In February 2017, Funke was recognized among the 100 most influential HR persons globally.

She serves as Lead Faculty for Organisation Behaviour and Management in the Executive MBA suite of the University of Ibadan CEMAR Campus.

Funke serves as Chairperson of the TREM Career Academy. She also sits on the Advisory Board of Women in Successful Careers (WISCAR)

Funke's other board membership includes serving as a Non-Executive Director of Stanbic IBTC Asset Management Limited, a member of the Dean's Council/Advisory Board of Lancaster University Management School UK (LUMS). She is also a member of the Board of Trustees for Women in HR Initiatives.

Funke is a Chartered Fellow of the Chartered Institute of Personnel Development (CIPD) United Kingdom and was recently awarded the prestigious Chartered Companion status. She is a Member of the Chartered Institute of Personnel Management Nigeria.



Habiba Balogun is the Director and Principal consultant at Habiba Balogun Consulting Limited. an Organisation Effectiveness and HR Consultancy. She is a member of the Chartered Institute of Banker's Business and Government Relations Group and a trustee of International Coach Federation Nigeria Chapter.

Habiba has over 28 years experience in Strategy, Human Resource Management, Diversity & Inclusion and Organisation Development, working on four continents and across Nigeria including the North-East and Niger Delta.

She served on the board of Fate Foundation and is a board member of Women in Successful Careers. She is course director for the HBC Career series of female empowerment soft skills training offered by the WISCAR mentoring programme.

Habiba is a fellow of the Africa Leadership Initiative West Africa, part of the Aspen Global Leadership Network. She also serves as a director on the boards of Kudirat Initiative for Democracy (KIND) and Lagos Preparatory & Secondary School (LPSS).

Habiba is multi-lingual and speaks 6 languages (English, French, Spanish, German, Italian, Ebira). She holds a Bachelor's degree in French and Italian from the University of London, and a Master's degree in Organisational Management, including Leadership Coaching and Team Facilitation, from George Washington University, Washington DC. She is also an alumnus of Harvard Business School's Executive Education in Strategic Leadership in Financial Inclusion.



Tokunboh George-Taylor is the pioneering Managing Director of Hill+Knowlton Strategies Nigeria which opened offices in Lagos in January 2015. Prior to H+K, Tokunboh spent over 14 years at integrated energy group Oando Plc. where she was a part of the Group Leadership Council and held the following positions along the way - Corporate Services, Corporate communications and Oando Foundation along the way.

As MD of H+K, she is responsible for driving growth in Nigeria and providing strategic insight

and counsel to clients. She is well versed in the business operating landscape in Nigeria.

Tokunboh draws upon over 26 years of experience and her areas of specialization include Public Relations, Community Relations and Branding. She currently manages various clients across the following sectors – Corporate Brands, Information Technology, Finance, Education, Energy, Oil & Gas, Healthcare, FMCG, and Sports. Tokunboh has worked with local, regional and global clients such as Canon, Visa, LaLiga, Eat’N’Go, Eko Atlantic, OVH Energy, GBfoods, Procter and Gamble and Shell on executive development and media training, internal and external communications, advocacy, strategic guidance, stakeholder engagement and campaign development.

Tokunboh holds a Bachelor of Arts degree in Economics from the University of Wisconsin, USA.



Eyono Fatayi-Williams is the General Manager, External Relations for Nigeria LNG Limited. She has over 30 years of working experience positions in various industries, including oil and gas, banking, security, printing and manufacturing.

She joined Nigeria LNG in October 1997 and has held several management positions in the company. Before joining NLNG, she worked in Nigeria Security Printing and Minting Company, MBC International Bank and HACO, a Division of John Holt Limited.

She was NLNG’s first Nigerian IT and Telecoms Manager and was instrumental to developing and implementing the company’s unified IT and Telecoms platform. She was also the first Manager for the Commercial Administration of the Sales and Purchase Agreements governing marketing of company’s products at the commencement of delivery of volumes under Trains 4 and 5 contracts and beyond. As HR Manager, she was instrumental to implementing positive lifestyle-friendly HR policies which led to leading edge work life balance and alignment policies. She enjoys the membership of several professional bodies.

Eyono is an alumna of the University of Lagos and Leeds Metropolitan University with a Bachelor’s degree in Computer Science and a Master’s in Corporate Governance respectively. She has attended several management and leadership courses including the executive general management programmes of Cranfield University and INSEAD Business School. She is a John Maxwell Certified Coach, Mentor and Speaker.



Temitope Jemerigbe is the Chief Executive Officer of DKK Nigeria, an Advertising and Marketing Communications company. A member of several organisations, Tope has built a sterling career and her amazing achievements at DKK are worthy of note. She is a graduate of Mass Communication and holds a Master's Degree in International Management from the University of Liverpool. She is a member of the International Advertising Association and currently serves as Publicity Secretary on the Board of the Association of Advertising Agencies of Nigeria.

Tope is also the Chairman of the Committee of Women in Advertising.

Temitope is a motivational speaker and a strong believer in building the next generation of women. She is a member of WISCAR and a member of the Board of Trustees for The Lighthouse Network, both organizations focused on empowering women. She serves as a board member of the Sickle Cell Advocacy and Management Initiative (SAMI), amongst others



Lola Esan is the Director, Ernst & Young Consulting. She is an Organization Design, Transformation and Change Management professional with almost two decades professional experience from Nigeria, Switzerland and Mexico. She has multi sector experience and has worked extensively in the areas of ; Organisation Review and Restructuring, HR Transformation, Culture and Change Management, HR Measurements and Benchmarking, HR Function Effectiveness, Mergers and Acquisition, Talent Management and Competency Development for a wide array of clients within the public and private sectors.

Her areas of expertise within the Human Capital realm include; HR Analytics, Organisation Design, Employee Performance Management, Reward Strategy and Execution, Project Management as well as Learning and Development.

Lola is also a certified PRINCE2 Practitioner with 'hands-on' experience executing projects using this methodology within the local environment



Ibukunoluwa Oyedeji is the Chief Financial Officer of Ecobank Nigeria Limited. Prior to this, she was the Country Head of Securities, Wealth and Asset Management Business for the Ecobank Group. She was also the Managing Director of the EDC Fund Management Limited, a member firm of the Ecobank Group.

Before joining the Ecobank Group, Ibukun had worked with FBN Capital Asset Management (Now FBNQuest Asset Management) Limited as Head of the Fixed Income & Money Market department. She had also worked at Guaranty

Trust Bank Plc (now GT Bank Plc).

She also worked with Goldman Sachs International, HSBC Global Markets and Morgan Stanley International - all in the United Kingdom. She has over 20 years' experience in fund and asset management, credit analysis, treasury management and securities trading.

Ibukun holds a Bachelors' degree in Economics from the University of Ibadan Nigeria and a Masters' degree (MSc) in international securities & Investment Banking from ISMA Centre, University of Reading, UK. She is a CFA Charterholder, Fellow of the institute of Chartered Accountants of Nigeria (FCA) , an Associate of the Chartered Institute of Stockbrokers (CIS) of Nigeria and a Honorary Senior member of the Chartered Institute of Bankers Nigeria (CIBN).

Ibukun currently serves on the Board of Accion Microfinance Bank. In addition to this, she is the Vice President to the CFA Society Nigeria. She also serves on the Board of Personal Financial Planning GTE, a not for profit body registered by the SEC to promote financial planning in Nigeria.

Ibukun is a fellow of the Aspen Institute Finance Leaders Fellowship (FLF) and a member of the Aspen Global Leadership Network.

OUR MASTER OF CEREMONY



Habiba Balogun is the director and principal consultant of Habiba Balogun Consulting Limited, an Organisation Effectiveness and HR Consultancy. She is a member of the Chartered Institute of Banker's Business and Government Relations Group and a trustee of International Coach Federation Nigeria Chapter.

Habiba has over 28 years experience in Strategy, Human Resource Management, Diversity & Inclusion and Organisation Development, working on four continents and across Nigeria including the North-East and Niger Delta.

She served on the board of Fate Foundation and is a board member of Women in Successful Careers. She is course director for the HBC Career series of female empowerment soft skills training offered by the WISCAR mentoring programme.

Habiba is a fellow of the Africa Leadership Initiative West Africa, part of the Aspen Global Leadership Network. She also serves as a director on the boards of Kudirat Initiative for Democracy (KIND) and Lagos Preparatory & Secondary School (LPSS).

Habiba is multi-lingual and speaks 6 languages (English, French, Spanish, German, Italian, Ebira). She holds a Bachelor's degree in French and Italian from the University of London, and a Master's degree in Organisational Management, including Leadership Coaching and Team Facilitation, from George Washington University, Washington DC. She is also an alumnus of Harvard Business School's Executive Education in Strategic Leadership in Financial Inclusion.

OPEN SESSION HOST



Amina Oyagbola is an independent director, business and management consultant and legal practitioner. She is the Managing Consultant, AKMS Consulting and Senior Partner, Oyagbola Chambers. She was a former Top Executive of MTN Nigeria Communications and brings her varied and rich experience to bear on several Boards. With more than 35 years' experience, her career spans legal consulting, banking and finance, energy, and telecommunications. A passionate advocate for diversity and inclusiveness, she is the Founder and

Chairperson of WISCAR (Women in Successful Careers), a not-for-profit gender empowerment and strategic mentoring and leadership network for professional career women.

She was pioneer Director of the MTN Nigeria Foundation. During her tenure as HR Executive of MTN, she led a strategic transformation in the HR Function to improve business performance with the company becoming the 1st company in Nigeria to be accredited with the Investors in People Gold Standard in May 2015 and winning several other awards. She was nominated as HR person of the year in 2015 by People Magazine and presented with a Life-time Achievement award in 2019. She was also presented with an ALTON Award in 2019 for her significant contribution to the growth of the telecommunications sector in Nigeria.

Amina is a Fellow of The Africa Leadership Initiative - West Africa (ALIWA), part of the Aspen Global leadership Network, a fellow of the Institute of Directors, member CIPM and Chartered fellow CIPD UK.

She is a Chevening Scholar and a Certified Ethics Officer. She has an LLB from Ahmadu Bello University, an LLM from Trinity College, Cambridge and an MBA from Lancaster University. She is an alumnus of INSEAD, Harvard Business School, IMD and London Business School

OPEN SESSION MODERATOR



Fabia Ogunmekan is the Executive Secretary, Women In Successful Careers (WISCAR). She is a Lawyer and Corporate Executive with 19 years experience working in fields of law and Non-profits in the healthcare, gender and entrepreneurship sectors.

She holds a Master of Science (MSc) in Nonprofit Management from the Cass Business School, City University London (2016), BL (2001) from the Nigerian Law School and Bachelor of Laws degree (LLB) from the University College London (1998). She is a 2008 Alumnus of the Lagos Business School's SMP33.

She commenced her Career in Legal Practice with the firm of the The Law Union Barristers and Solicitors in Lagos State Nigeria, later joined Pro-Natura International Nigeria as Corporate Administrative Secretary and thereafter joined Hygeia Nigeria Limited occupying different management and executive roles, culminating in her role as Head of Group Legal and Regulatory Compliance.

In 2015 she took time off to pursue her interest in development and work in the non-profit sector through a Masters in Nonprofit Management at the Cass Business School, London. Upon completion of her Masters programme she joined the Tony Elumelu Foundation as Alumni Engagement Manager. After a short stint in independent consulting she joined Women in Successful Careers (WISCAR) as Executive Secretary.

She is a facilitator at the Lagos Business School's Nonprofit Leadership and Management Programme, a 2018 Rise Up Leader, a Steering Committee Member of The Reach Foundation and also sits on the Boards of Montgomery Security Vaults, The Foundation for Cancer Care and The Sanitaid Foundation.

ALUMNI SPEAKERS



Folake Owodunni has a background in public health and business. She is a Certified First Responder with experience working in health-care, non-profit, and management consulting in Nigeria, the United States, and Canada. Together with Ghanaian Developer, Maame Poku they founded ERA to solve big problems in Africa's healthcare system using technology.



Morolake Ojuola is a seasoned administrator with 5year+ experience in her career portfolio. She speaks the language of Senior Management Executives by providing top-notch, structured support to ensure they are effective& efficient enough to focus on the "big picture". Her core skills cut across leading, motivating, coaching & driving teams to live their best lives by delivering value to organizations, supervising Hiring processes as it is critical to unlocking organisational productivity. An international speaker &

facilitator par excellence, she is able to take charge of a room and communicate complex principles in simple, engaging & practical ways.

She is currently pursuing a Masters Degree at Brandenburg University of Technology, Germany.

PERFORMING ARTISTES



Ranti Inimoyan is an opera and crossover recording artiste versatile in folk, jazz and pop music. She won 'Best Alternative Music Video' at the 2016 Nigeria Music Video Awards for her debut folk recording 'Iwe Kiko'. In High school she won first place in the Shell Schools' Competition and sang in the 2001 Musical Society of Nigeria (MUSON) Festival. Ranti studied Chemical Engineering at the Illinois Institute of Technology (IIT). Upon graduation, she worked as a refinery engineer and directed her church choir.

Ranti moved back to Nigeria in 2011 to pursue a music career while working as an Environmental Engineer. In 2015, she left engineering to focus fully on her music career. She has since released songs and music videos including 'Iwe Kiko', 'Bamiwo', 'There is a Fire', 'HeartBeat' and 'O Holy Night'. On the concert and festival stages, some recent performances include:

- The One Africa Music Fest at the Dubai Festival Arena in November 2019
- National Anthem at the Nigerian President's 2019 Swearing-In Ceremony
- Nigerian Economic Summit in October 2019
- 250th Anniversary of Alexander van Humboldt by the German Consulate
- South Africa National Day Celebration at the South African Consulate.

She has performed in operas staged in Africa, Europe and the States:

- 'Norina' in Donizetti's 'Don Pasquale'
- 'Donna Anna' in Mozart's 'Don Giovanni'
- 'Pamina' in Mozart's 'Magic Flute' to mention just a few.



Maryam Bukar Hassan (a.k.a Alhanislam) is a renowned poet and an exponent of the spoken word, who has performed at major festivals and events both locally and internationally. Maryam has performed in various high level events including the Ake Arts and Book Festival, TEDx Argungu, NEXT Level U.S.A and the Sustainable Development Goals (SDGs) conferences. African Union 8th high level dialogue conference 2019 gubernatorial inaugural lecture in Kaduna to name a few Maryam is an instructor on Sapphital learning platform, where she has courses on spoken word poetry and poetry

kids, she is a published author of the works "many a rhyme and reason" and "in the heart of silence" and a resident artist of the "FIVE COWRIES INITIATIVE". She is an activist on violence against women and children and has gained vast recognition for her video on domestic violence, titled: 'VIOLENCE HAS NO RELIGION' on YouTube.

She is the founder of Alhanislam Tutoring Services which is aimed at life coaching, counselling, speech therapy, and poetry. She is the co-founder of creative kiddies Nigeria; She is the C.E.O of VARIETEA.



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Programme

AGENDA

TIME

Arrival of Guests	1.30pm-2.00pm
Onboarding of Delegates	2.05pm- 2.10pm
National Anthem by Ranti Inimoyan	2.10pm- 2.15pm
Goodwill messages <ul style="list-style-type: none">• H.E Zainab Ahmed - Hon. Minister of Finance• Atedo Peterside -President and Founder ANAP Jets Chair• Aig Imoukhuede - Chair and Founder Africa Initiative for Governance• Ellen Johnson Sirleaf- Former President of Liberia• Phumzile Mlambo—Ngcuka - ED UN Women	2.15pm -2.31pm
Founder's address by Amina Oyagbola	2.31pm-2.36pm
Success story from WISCAR Folake Owodunni Morolake Ojuola	2.36pm-2.41pm
Music and Spoken word Theme: The Future We Want Artist: Maryam Bukar Hassan	2.41pm-2.46pm
Moderated panel with representatives Moderator: Kadaria Ahmed Panelists: <ul style="list-style-type: none">• Monica Musonda• Yewande Sadiku• Fred Swaniker• Shola Akinlade	2.50pm-3.50pm
Recognition of WISCAR Graduants	3.55PM-4.00pm
Stretch Break	4:00pm-4.05pm
Fireside with Dr. Okonjo-Iweala- In Conversation with Amina Oyagbola	4.10pm-5:10pm

Citation

Presentation of the Distinguished WISCAR Award Recipients' Response

5:10pm-5:23pm

Virtual Roundtable Sessions (Meet-A Woman in a Successful Career) Roundtables

5:23pm-6:03pm

Vote of thanks by Folake Ani-Mumuney and Fabia Ogunmekan

6:03pm-6:13pm

Programme

WISCAR PATRONS



Hon. Justice Aloma Mukhtar CON



Ambassador Nozipho January-Bardill



Chief Olufemi Adesanya

WISCAR ADVISORY BOARD MEMBERS



AMINA OYAGBOLA
FOUNDER/CHAIRPERSON



ADEBAYO OYAGBOLA



SUZANNE IROCHE



**BOMA AYOMIDE
ALABI SAN, OON**



ADENIKE OGUNLESI



HABIBA BALOGUN



FUNKE AMOBI



FEMI LIJADU



MUNI SHONIBARE



MARYAM UWAIS



FUNKE OPEKE



TOKI MABOGUNJE



FOLAKE ANI-MUMUNEY



BUKOLA SMITH



LOLA ESAN



INYANG OSAZUWA

WISCAR SECRETERIAT



FABIA OGUNMEKAN
EXECUTIVE SECRETARY



KEMI OGUNBONA
PROGRAMME MANAGER



CHINWE UMAH
PROGRAMME OFFICER



GILLIAN FRANK-PEPPLE
PROGRAMME INTERN (NYSC)

2020 CONFERENCE PLANNING COMMITTEE



FOLAKE ANI-MUMUNEY
CHAIRPERSON



TOKUNBOH GEORGE- TAYLOR
VICE CHAIRPERSON



BUKOLA SMITH
CHAIR FUNDRAISING
COMMITTEE



FOLABOMI SALAMI
MEMBER



TOSIN ADEOSIN
MEMBER



DAMILOLA ADEKANMBI
MEMBER



FARIDAH ABDULLAH
MEMBER

ABOUT WISCAR

WISCAR (Women In Successful Careers) is a non-profit organization focused on empowering and developing professional women to contribute to development and growth in Nigeria and indeed Africa. The WIN with WISCAR Mentoring programme is a structured mentoring program that provides strategic career advice, inspiration, guidance and support to young career women to help unleash their potential, navigate career pathways, foster ambitions and nurture dreams.

The organization has earned a reputation for building a formidable network of focused women who will facilitate a new chapter of experience in the workplace and in organizations. Since its inception in 2008, inspired by ALIWA (Africa Leadership Initiative West Africa). WISCAR has equipped several professional women with relevant skills and competencies to effectively manage their careers, assume leadership positions and contribute to nation building.

OUR VISION

To institute a high-level career and mentoring network for entry/mid-career level professional women to aid progression and help them achieve their career aspirations; and influence the institution of gender-friendly policies in institutions.

OUR MISSION

Developing women to build a better nation.

OUR GOAL

To initiate and promote the emergence of a highly motivated, and talented female workforce that are not only valuable role models, but also agents of positive cultural and policy change within their respective organizations and spheres of influence.

FOCUS

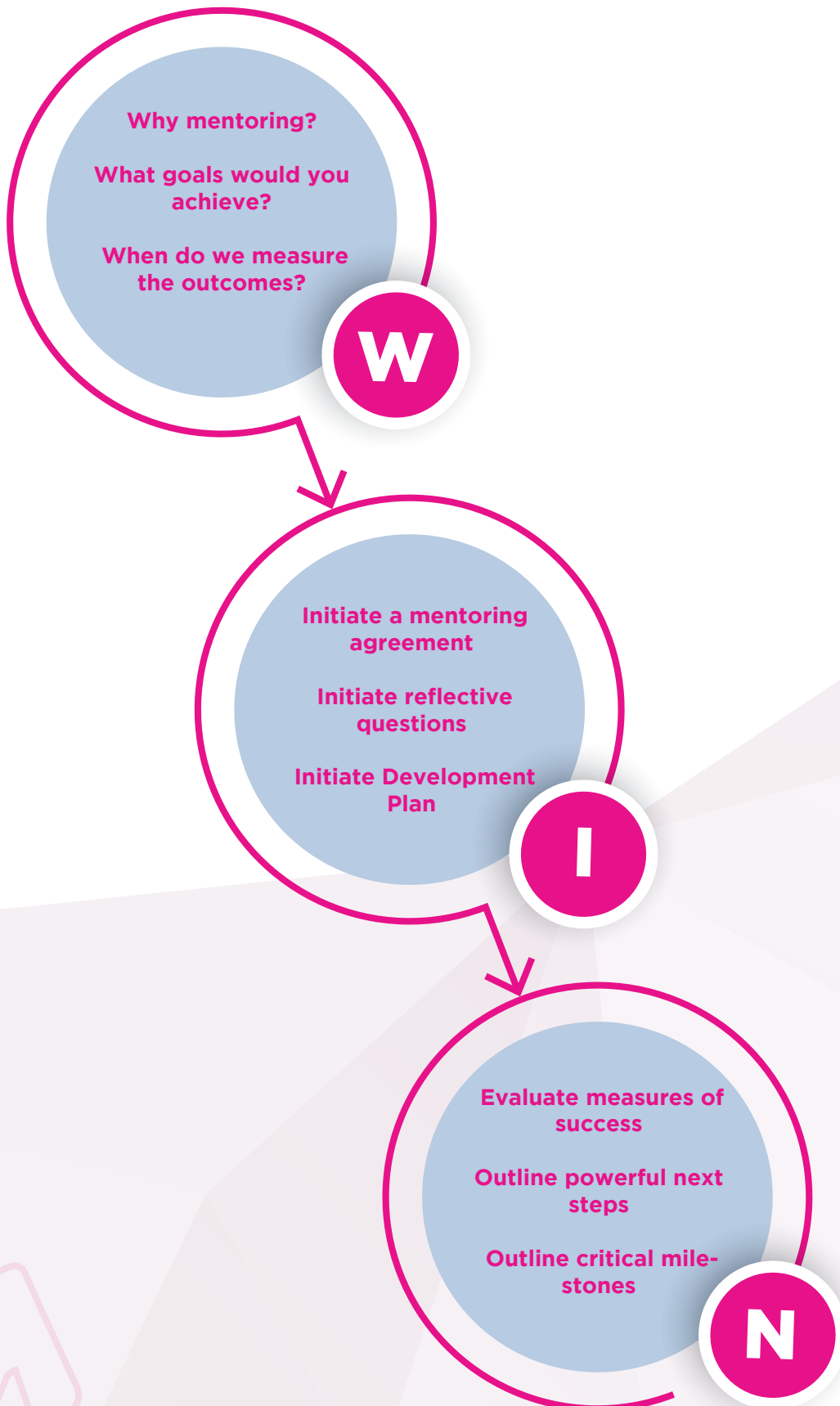
WISCAR is aware of the myriad of gender related issues that require urgent attention in our society. Nevertheless, we have chosen the following as our key focus areas;

Building and upskilling leadership capabilities; through structured role modelling and mentoring programmes for women who have chosen to pursue a career in private and public sector.

Advocating; for gender equity with a particular emphasis on inclusivity and parity in the workplace.

We believe that with the empowerment of increasing numbers of professional women, they in turn will empower others and unlock the potential of women; enrich the talent workforce, contribute to growth and development and help build a better nation.

THE W.I.N WITH WISCAR JOURNEY



WISCAR IN PICTURES



2019 Distinguished WISCAR Award Recipient Amina J Mohammed with WISCAR Founder Amina Oyagbola, UN Women Country Rep Comfort Lamptey, Minister of Women Affairs H.E. Pauline Tallen, Commissioner for Establishment LASG Ajibola Ponnle, British Deputy High Commissioner Harriet Thompson.



Presentation of Distinguished WISCAR Award to Amina J. Mohammed



Members of the WISCAR Advisory Board Members with 2019 Distinguished WISCAR Award Recipient



Keynote Panel Discussions with Madam Comfort Lamptey (Country Rep UN Women), Hon Tolu Akande-Sadipe (Member Federal House of Reps), H.E Chief Sharon Ikeazor (Hon. Minister for State for Environment), Cecilia Akintomide (Director First Bank), Funmi Omo (MD African Alliance) and Mr. Frank Aigbogun (Publisher Businessday)



Chairperson of the Conference Planning Committee Mrs. Folake Ani- Mumuney



Cross section of participants at the Conference



2019 Distinguished WISCAR Award Recipient Amina J. Mohammed with WISCAR Founder Amina Oyagbola, Member Federal House of Reps Hon. Tolu Akande Sadipe, Minister of Women's Affairs Dame Pauline Tallen, 2019 WISCAR Mentees Graduands

LUNCH RECEPTION IN HONOUR OF THE 2019 DISTINGUISHED WISCAR AWARD RECIPIENT



Amina J Mohammed, recipient of the 2019 Distinguished WISCAR Awards with WISCAR Founder and distinguished guests



Cross Section of Distinguished Guests and Advisory Board Members at the Lunch Reception.

2020 MENTOR-MENTEE INTRODUCTORY COCKTAIL



Mentees and Mentors Stream 11 WISCAR Introductory Cocktail



Cross section of mentors at the Introductory Cocktail 2020

2020 STRATEGIC PARTNERSHIPS

UN Women Nigeria Beijing+ 25 Intergenerational Mentorship Programme powered by WISCAR.



Pictures from the Close out Ceremony of the Beijing+25 Intergenerational Mentoring Programme held in Abuja in November 2020

Evening Reception at the Norwegian Embassy.



Evening Reception at the Norwegian Embassy with the Founder of WISCAR Amina Oyagbola, UN Women Country Rep Comfort Lamptey, Norwegian Ambassador Knut Eiliv Lein, Counsellor & Deputy Head of Mission Mrs. Ingrid Skjolaas, UN Women/WISCAR Mentors Moji Makanjuola, Amina Laden Baki, Eugenia Abu and the UN Women/ WISCAR Mentees Abiodun Essiet, Lauretta Ofure, Rinsiola Abiola.

INTERNATIONAL WOMENS MONTH 2020

The month of March is always a busy one for WISCAR. Below images from various speaking engagements and advocacy initiatives from engagements with BOI, FCMB, Olajide Oyewole LLP, JNCI and Shell.



SCREENING OF THE DOCUMENTARY MONEY MARRIAGE ON SUNDAY 8TH OF MARCH 2020



WISCAR @ SOCIAL MEDIA WEEK February 26th 2020

Forces for Change: The role of technology in accelerating a culture of Diversity and Inclusion an event hosted by WISCAR, with Advisory Board Members Toki Mabogunje, Lola Esan, Fabia Ogunmekan WISCAR ES and other distinguished panellists Nike Adeyemi ED Fate Foundation, and Tobi Obasa IT/Technology Specialist.





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View the report at www.wiscar.ng



THE IMPACT OF COVID-19 ON WORKING WOMEN IN NIGERIA



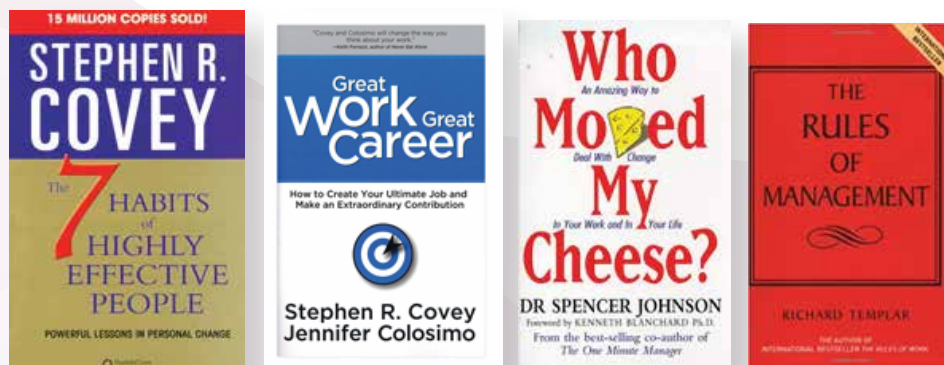
View the report at www.wiscar.ng

2020 SCHOOL OF EXCELLENCE - CAREER SEMINARS



Cross Section of our Esteemed Facilitators Mrs. Titi Akinsanya, Mrs. Funke Amobi and Mr. Ajibola Opeoluwa Calebs with mentees from the 2020 Stream 11 Cohort

BOOK REVIEWS



As usual this year the mentees reviewed four books. They are The 7 Habits of Highly Effective People by Stephen R. Covey, Great Work, Great Career by Stephen R. Covey & Jennifer Colosimo, Who Moved my Cheese by Dr. Spencer Johnson and The Rules of Management by Richard Templar.

Mentees were equipped through the book reviews to become avid readers and appreciate the value of reading and self-discipline in accomplishing career goals. Mentees were able to enhance their knowledge, skills, improve their work ethic and effect changes to positively impact progress in their professional lives.

2019 WISCAR ALUMNI GROW & LEARN INITIATIVE (GLIN) PROGRAM



WISCAR GLIN Girls from Ansarudeen School receiving their certificates

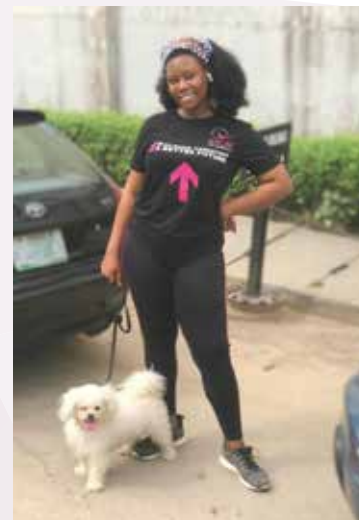


GLIN Girls with WISCAR Alumni in facilitated structured mentoring sessions.

2020 WISCAR VIRTUAL WALK - THE FUTURE WE WANT

This year, with regards to COVID guidelines, the WISCAR mentoring walk was deployed virtually. While walking individually, we all walked collectively towards the future we re-imagine for our great nation, for women folk and our continent.

Below images is a cross-section of the WISCAR ABMs and Community, as we walked over 1,000,000 steps towards the future we want.



RECIPIENTS OF THE DISTINGUISHED WISCAR AWARDS



**Amina J. Mohammed
OFR**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Deputy Secretary
General-UN

Year 2019

★



**Present Ellen Johnson
Sirleaf**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

President of Liberia 2006-2018,
First Democratically Elected
Female President in Africa -

Year 2018



**Dr (Mrs) Omobola
Johnson**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Chairperson of the Global Alliance
for Affordable Internet & Former
Minister of Communications
Technology

Year 2018



**Rear Admiral Itunu
Hotonu**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

First Female Rear Admiral in Nigeria

Year 2016



**Ifueko Omoigui -
Okauru**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Former FIRS Executive Chairperson

Year 2015



Oby Ezekwesili

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Former Vice President World Bank
& Former Minister of Education &
Solid Mineral

Year 2014



Ayo Obe

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Human Rights Activist

Year 2013



**Honourable Justice
Aloma Mariam Mukhtar**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Former & First Female Chief Justice
of Nigeria

Year 2012



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MENTOR/MENTEE TESTIMONIALS



ZAINAB ANIFOWOSE
MENTEE

I joined the WISCAR mentoring program through an advert a friend of mine (past Wiscar mentee) shared with me.

My main objective was and still is to find the right motivation and tutoring in order to enhance my career as a child psychologist and teacher.

I would say that in just 5 months of the Mentoring program I have learnt a lot.

My highlights are always the career seminars and book reviews, the level of interaction that the facilitators allow and their level of achievements in their various sectors, leave me in awe and with a

sense of reaffirmation that I too can achieve greater things. And honestly, I am glad that we are still able to go on with the Mentoring program despite the present pandemic situation. I am sincerely excited for the rest of the year and all I stand to gain from being a Wiscar mentee.



ADENIKE ONAFESO
Head of School, Corona
Primary School Ikoyi
MENTOR

Zainab is a pleasant, soft-spoken lady. It has been a pleasure meeting and interacting with her over the past months.

She set clear goals at the beginning of the programme and displayed a high sense of commitment to achieving them. These were however partly hindered by the COVID -19 lockdown. I wish Zainab all the best and encourage her to keep pressing on.



ODINAKA EZEObELE
MENTEE

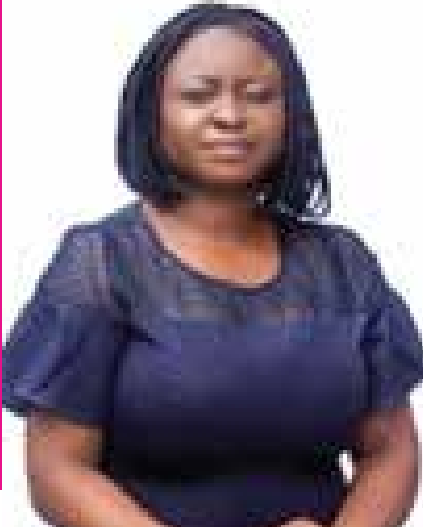
My name is Odinakachukwu Ezeobebe, I am a business advisor and public policy researcher. Initially, I joined WISCAR because I wanted to make a career change to public policy and was looking for a pathway. The biggest lesson, I learnt from my journey through the WISCAR curriculum and mentorship is that - I am the driver. My mentor, Ms. Fola Laoye, has been incredibly supportive through this journey, she has given me unlimited access in the short time that we have known each other. She has made me accountable to the goals I set for myself, with her encouragement and advice, I have less room for procrastination and I am held accountable to the goals I set. I recently applied and was

accepted into the Executive Masters Public Administration program at the School of International & Public Affairs, Columbia University. I couldn't have done it without the mindset shift



FOLA LAOYE
Founder/ CEO, Health Markets
Africa
MENTOR

I have had a most rewarding time engaging with my Wiscar mentee Odinaka Ezeobebe. We started the year with reviewing the areas where she felt she needed the most support and she very quickly created a "to do" list out of that which we have then been tracking at subsequent meetings. She has been extremely organized and good at following up on our discussions. She has also been really open and pleasant and we've been able to discuss several aspects of life which in turn has taught me several things along the way! We have kept in touch and plan to do so going forward. Really glad for the Wiscar Mentorship program which brought us together.



UNEKWU NWAEZEAPU
MENTEE

Since my induction in November, my experience has been positive and inspiring. I have had a rare privilege of meeting women who have been generous with knowledge and experience sharing. Sessions I have had on networking, advocacy and efficiency have inspired a paradigm shift. We are hardly at the halfway mark and I am eager to see what the rest of the journey will bring.



TEMITOPE JEMERIGBE
CEO DKK
MENTOR

The WISCAR mentoring program is a well-structured initiative that seeks to nurture the next generation of female leaders, by tapping into the wealth of experience and network of the current female leaders. I am both proud and privileged to be a part.

It's been a rewarding year with Unekwu. She is a self-motivated woman, who is surely made for the top. Unekwu is very deliberate in her approach to tackling challenges and is good at multitasking. She managed to keep her job and balanced family life, while running her master's degree. She knows how to reach out and communicate her challenges and is good at giving feedback every step of the way. I enjoyed every

bit of our time together. For me, learning is both ways as we are on a reading journey together. Here is wishing her the best as she takes on The Future She Wants boldly.



SANDRA MENINWA
MENTEE

My WISCAR journey has been one of self-discovery and the feeling of solidarity, that I am not alone as a woman and as a professional. My Mentor, Mrs. Adebimpe Ayo-Elias, has been a very strong support system in guiding me towards making better decisions in my workplace and in helping me define my career progression goals. Thank you WISCAR for this amazing opportunity. I look forward to more opportunities to grow and flourish as a Mentee



ADEBIMPE AYO- ELIAS
MENTOR

The WISCAR Mentoring program has been a great experience for women leaders across every industry in Nigeria. As a Mentor, I have been privileged to work with quite a number of exceptional women and this has offered me an opportunity to give back to the society and add value to an excellent program.

Mentoring Sandra Meninwa has been a pleasure. At the beginning, we set out some goals that she needed to achieve and we designed action plans to drive its accomplishment. We have a great Mentor - Mentee relationship and she was very accessible and open to growing within the program. It has been very easy to work with her to achieve milestones that were set out initially.

Most of the goals we set were around building confidence in her capacity to deliver above expectations within her workplace, driving transformation in her organization regardless of the office politics and understanding the dynamics involved in managing the multiplicity of complex profiles within the organization. This is aside academic and life goals set to be achieved during the duration of the program.

Overall, it has been quite an amazing learning experience for both me and my Mentee and I commend WISCAR for an excellent work.



CATHERINE OKONJI
MENTEE

"Being a part of the WISCAR Mentoring Program has been one of the best decisions I ever made. I have been exposed to many ideas and concepts that have led to an improvement in both my career and myself. I'm most especially grateful to my mentor, Mrs Funke Amobi who is always available to talk to me and guide me. I entreat every woman to join the WISCAR Mentoring program, you won't regret it"



FUNKE AMOBI
Country Head Human Capital,
Stanbic IBTC Holdings
MENTOR

I have had the privilege of serving as a mentor on the WIN with WISCAR programme since it's inception. As I reflect on the journey I can submit that every mentoring relationship starts with great expectations and ends with great promise, this has been my recurring experience as a mentor on the WIN with WISCAR programme.

WISCAR mentees already come on board with clear goals for their mentoring journey which makes it very easy getting started with your mentee. Experience sharing has been very useful in connecting with my mentees and I find that the learning is both ways as the months go by, I take away lots of insights from sharing their

dreams and aspirations whilst they also benefit from the stories of my career journey. Most importantly, the joy is shared when my mentee calls to say "an appraisal session with her line manager we had talked about went well" or "a very important presentation she was anxious about making at work which we discussed went really well". All of these emphasizes the value of a structured programme with measurable results. My journey as a mentor remains fulfilling and filled with relationships that continue to add value long after the mentoring programme ends.

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Your commitment to this worthy cause is very much appreciated.

Each year WISCAR continues to advance its mission of “Developing Women to Build a Better Nation”. Through the WISCAR Mentoring Program and rich career seminars in the WISCAR School of Excellence we have empowered thousands of women.

By supporting the WISCAR ideal of “Developing Women to build a better nation”, you are not only contributing to the advancement of professional women you are contributing to nation building.

We continue to work tirelessly to achieve our objectives and goals, achievements only made possible by thoughtful and generous contributions from forward-looking individuals and organizations like you.

Once again, thank you for your valued contribution.

We trust that we can count on your continued support as we work together to build a better nation



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WISCAR MENTORING CENTRE:

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Email: info@wiscar.org

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