



WISCAR ANNUAL LEADERSHIP AND MENTORING CONFERENCE

———— **THEME:** ————
PLAYING BIG; TIME TO TAKE OUR PLACE

2021 YEAR BOOK

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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

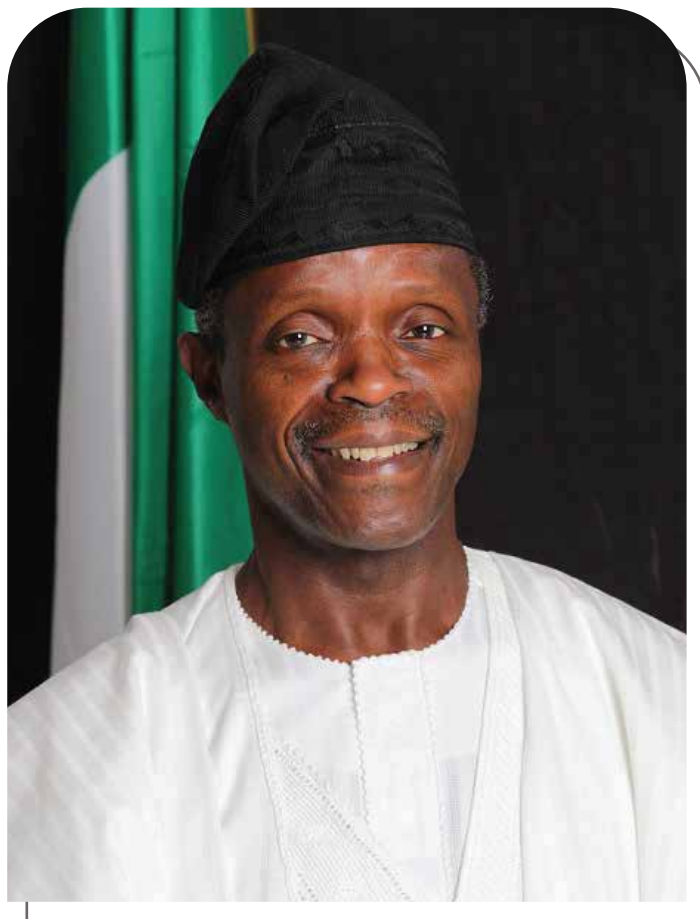
Great lofty heights attain

To build a nation where peace

And justice shall reign.



EVENT OPENING AND WELCOME REMARKS



HIS EXCELLENCY
PROF. YEMI OSINBAJO SAN, GCON

Vice President, Federal Republic of Nigeria



EVENT OPENING AND WELCOME REMARKS



DAME PAULINE TALLEN OFR

The Honourable Minister of Women Affairs
and Social Development

PROFILE OF WISCAR FOUNDER /CHAIRPERSON



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). She sits on several boards.

OUR KEYNOTE SPEAKER

Bola Adesola was appointed as the Chairperson, Ecobank Nigeria in July 2021. She is also the Chairman, Lagos State Employment Trust Fund. Bola retired from Standard Chartered Bank as the Senior Vice-Chairman, Africa in May 2021 and as Chairman of Standard Chartered Mauritius. She had previously served on the boards of Standard Chartered Bank Ghana, Cote D'Ivoire, and Cameroon, respectively, and between 2010 and 2019, was Managing Director and Chief Executive Officer of Standard Chartered Bank Nigeria and West Africa. Her banking career, Executive Director at First Bank of Nigeria Plc, and Managing Director of Kakawa Discount House, Nigeria. She also worked in Citibank in senior leadership roles in Nigeria and Tanzania. Bola has over 32 years banking experience and is an alumnus of Harvard Business School and Lagos Business School. Bola holds a Law degree from the University of Buckingham, UK and is an Associate of the Chartered Institute of Arbitrators, U.K., and Nigeria. She is an Honorary Fellow and former Council Member of the Chartered Institute of Bankers Nigeria, a founding Trustee of Financial Markets Dealers Association, and has served on the boards of Nigeria Interbank Settlement Systems Plc (NIBSS) and the Financial Institutions Training Centre (FITC).



BOLA ADESOLA
CHAIRPERSON, ECOBANK
NIGERIA LIMITED

Bola is also past Chair of the Bankers' Committee's sub-Committee on Economic Development, Sustainability and Gender. She is also a member of the Institute of Directors and of Women Corporate Directors. Bola's keen interest in FinTech led to her appointment to the Board of Trustees of the FinTech Association of Nigeria. She is a board member of Imperial Logistics Plc, an African focused provider of integrated market access and logistics solutions, listed on the Johannesburg Stock Exchange. She is also a trustee of the Healthcare Federation of Nigeria.

She has previously served as Board Member of the United Nations Global Compact (UNGC) from 2015, and 2018 she was elevated to Co Vice-Chair of the Board. An innovative and visionary leader, a skilled communicator and team builder, she remains an exceptional mentor and motivator to many. Her overriding passion and purpose is to help others find their voice, and having found it, for them to move from effectiveness to greatness. To this end, in 2001, Bola co-founded Women in Management, Business and Public service (WIMBIZ), now Nigeria's foremost and highly respected gender-oriented network for women, with global affiliations and she currently serves on the WIMBIZ Board of Trustees. Bola is married and is the proud mother of twin girls. She is an avid reader, extensively travelled, and an art enthusiast.

THE FOUNDER'S SPEECH PLAYING BIG; TIME TO TAKE OUR PLACE

I am delighted to welcome you all this morning to the 2021 WISCAR Annual Leadership and Mentoring Conference. Let me especially welcome those physically in the room with us today, **what a joy to be back!** after almost 2 years of trying to build back better from the global COVID 19 pandemic. To all of you online, thank you for joining us. We have taken the necessary steps to deliver what we hope will be a great virtual experience for you.

It indeed gladdens my heart to have the opportunity to see all our friends, partners, and supporters with your masks on. The COVID virus is still with us, so I urge you all to continue to observe all the protocols. This gathering tells a story of survival, resilience, determination and God's favour to keep going in spite of the challenges we have faced individually and collectively in the past year. The whole world has been affected by the COVID pandemic. May the souls of the departed rest in perfect peace. That you chose to join us this morning both physically and online is a blessing that we do not take for granted. Once again, a very warm welcome to you all.

It has been exactly 20 months since the World Health Organization (WHO) declared the COVID-19 outbreak a global pandemic that has since left the world recuperating from the global lockdown and devastating economic impact. The crisis also regressed some of the gains made to achieve gender equality and women empowerment. Thus, making the race to achieve gender equality and parity even more urgent! Against all the odds, we have seen and continue to see women continuing to press for progress and challenge the status quo. Women have demonstrated excellence in leadership at the frontlines in the COVID-19 pandemic recovery efforts and across key sectors of our economy.

So what has the landscape been for women in leadership? The percentage of women on boards in Nigeria as at August 2020 stood at 20%, well above the world average of 17%, the African average of 14% and West African average of 11%. Furthermore, in what many observers have described as a paradigm shift, the Nigerian banking sector witnessed a surge in the number of women at the top, with currently eight women serving as Chief Executive Officers /Managing Directors (MDs) of leading banks. This is the outcome of the gender friendly policies and targets put in place by the CBN several years ago.

Women are also leading and playing big in Power, Energy, Technology, Healthcare, FMCG and Hospitality sectors to name a few and **delivering on their mandates!** They include the Group Managing Director/-CEO AG Leventis (Nigeria) Limited, the Chairperson, Guinness Nigeria, MD Cadbury Nigeria, MD Maersk Nigeria, the President/Group CEO Transcorp PLC and the Managing Director/ CEO Shell Nigeria Exploration and Production Company (SNEPCO). There has indeed been some progress, the glass ceiling is being shattered, but there is still a long way to go.! We will be hearing from some of these leading women today.



In terms of women's participation and representation in politics and governance the story is different. The 2019 elections witnessed the return of only a few women in political leadership in Nigeria. Today, only seven out of 109 senators and 22 of the 360 House of Representatives members are women. Nigeria has never had a female Governor, female Vice-President or indeed President. This picture needs to change in 2023. So ladies, go and get your PVC and vote for or support female candidates.

At our Conference last year, themed "The Future We Want", we deliberated on the future we want for women and girls and for Nigeria. In the course of our work in 2021, we took forward some of the recommendations made by participants at our 2021 convening towards actualizing that future. We desire a future where all men and women are treated equally and have equal access to opportunities based on merit. A future where women's rights are treated as human rights. **We are here to stay! and we are ready to PLAY BIG and TAKE OUR PLACE** at all levels and across all sectors of society to contribute to the development of our nation in line with our mission to develop women to build a better nation.

Indeed,

- It is time to give priority to our healthcare delivery system so that there is equity and access for ALL.
- It is time for women to be fully represented in political and private leadership- a minimum of 35% representation in line with the electoral reform.
- It is time for the gender imbalances and inequalities to be addressed
- It is time for the Gender and Equal Opportunities Bill, 2019, currently going through 2nd reading in the NASS to be passed into law.
- It is time for Constitutional review and Electoral reforms
- It is time to address gender-based violence and women's access to property and decision-making.
- It is time for the Child Rights Act to be domesticated in every state of the Federation
- It is time to take our rightful place as partners in progress for real development and our collective prosperity.

Women have always played an influential role in their homes and in public life enabling others to lead. What we have not always done so well is make our voices heard by stepping forward to lead to influence policy and decision making. Thus, showcasing and celebrating women exemplars and role models who not only inspire by their actions but who also pay it forward by lifting other women up through mentorship and sponsorship is part of the WISCAR ideal. Therefore, at the heart of this conference and the line-up of events that have been curated this year, is **role-modelling, mentorship** and the **celebration of excellence!** This conference will showcase leading women, playing big in their various fields, from social innovation to entrepreneurship, to the corporate world and Politics, in spite of the constraints. They are all women who are, driving change and transformation and making a difference.

It is our sincere belief and hope that at the end of this conference, we will all be inspired to take charge of our careers and our destiny to achieve our aspirations and dreams and be agents of change in our society.

Mahatma Gandhi said **“You must be the change you wish to see in the world”!** WISCAR is proud to have continued in 2021 to actualize its goal to accelerate change towards the good society that we wish to see. Through our advocacy, programmes, collaborations, and partnerships we have actively worked towards accelerating Women's development for leadership in the following ways:

Our flagship WIN with WISCAR Structured Mentoring Programmes are;

- WIN I – for talented beginners with under 5 years' experience
- WIN II – for women aspiring for senior management roles with 5-10 years' experience
- WIN III – addresses women with over 10 years' experience already in senior management and aspiring for C- Suite, Executive Management and Board roles. We enable readiness!

In 2021 we continued to build the capacity and capability of the next generation of young women through leadership development and structured mentoring programmes. Innovation is at the heart of our programming at WISCAR and we are proud to report that all of our mentoring programmes are now delivered online, thus ensuring that our programmes are accessible to even more aspiring mentees across Nigeria and beyond.

For those who may not be familiar, the key features of our WIN Programmes include;

- A careful matching of each mentee with a selected mentor to help the mentee begin to meet the realisation of her goals and ambitions.
- Career webinars aimed at improving the personal, interpersonal, and organizational effectiveness of the mentees.
- Book reviews that encourage a reading culture, enhance subject matter knowledge, strategic skills, and improve work ethic.
- Role Modelling and networking through Meet-A-WISCAR sessions.

Additionally,

- Several of our programs, in collaboration with our partners Habiba Balogun Consulting, are open to the public both women and men to bridge professional skills gaps; and add to their professional skill sets.

Our 12th stream of mentees of the WIN 1 & 2 programmes, a class of 40 young women located across Nigeria will be graduating today from the rigorous 12- month structured mentoring programme. We are extremely proud of them for their, open mindedness, their staying power, their resilience, their growth and determination. To this 12th stream of WISCAR Mentees, I salute and congratulate to you. You have already started making us proud as a cohort through your group project and pay-it forward initiative, organising and executing a 1-day mentoring session for young girls in secondary schools under the auspices of the WISCAR Grow and Learn Initiative (GLIN). We are confident that with the skills and guidance which you have acquired from your mentors and the several masterclasses and projects you have participated in, you can navigate any glass cliff, labyrinth or ceiling that you come across to quote the DG of WTO. We look forward to hearing your future stories of success. **See you at the very top!**

Following a popular call for applications we received well over 60 applications and following a rigorous selection process we admitted 11 qualified women in Senior Management across various sectors into our bespoke WIN III programme.

WIN 3 consists of carefully curated masterclasses that build the critical leadership competencies and skills required to develop senior female leadership talent and create a direct talent pathway to Executive Management and Boards. You will be hearing from one of the beneficiaries of the WIN 3 programme later today.

2021 Partnerships and Collaborations

In addition to our internal programs and activities, we were privileged to collaborate with several reputable organizations to scale our mission. As you may know, last year WISCAR collaborated with UN Women Nigeria on *“The Beijing +25 Intergenerational Mentorship Programme”* to mark 25 years post the Beijing conference. Following the successful execution of this pioneering mentorship programme; this year together with UN Women Nigeria, we launched 12-episodes of the *“Sheroes of Beijing Stories; Podcast Series”* powered by the EU/UN Spotlight Initiative. The podcast created an additional platform to increase access to these powerful inspiring **Sheroes**, and the mentoring conversations we were privileged to have with them.

The podcast series precedes the launch of a special book *“The Sheroes of Beijing; Telling the Nigeria Stories 25 years after the 4th World Conference on Women”*. Today, we will be launching this publication that has been carefully curated and shares the stories of twenty phenomenal women who participated in the 1999 Fourth World Conference on Women in Beijing, China. These women also served as mentors in the pioneering mentoring program. The book documents part of our history and should serve as a legacy resource for all women and men. We will be giving out a few **free** copies to participants so please watch this space!

Furthermore, we are delighted to announce a strategic collaboration with UN Women Nigeria. In September 2021, WISCAR was appointed **Private Sector Liaison to UN Women Nigeria** to strengthen private sector support and participation towards the acceleration of several UN Women, Gender Equality and Gender Empowerment (GEWE) initiatives. Our key mandate under this partnership is to sensitize private sector companies to become signatories to the UN Women & United Nations Global Compact - **Women Empowerment Principles (WEPs)**. The WEPs represent a fantastic framework with 7 simple steps that leaders can take to advance gender equality in the workplace, marketplace, and community. We implore private sector leaders who are present here today, to consider joining the WEPs community. More information on the WEP's and how you can become a signatory can be found in our Conference brochure.

Riding on the back of the WEPs and our work as Private Sector Liaison to UN Women, is our advocacy to end all forms of Gender based Violence against women. We are also advocating for the passage of the Gender and Equal Opportunities Bill, a bill which has suffered many setbacks but through consultative efforts with a wide range of stakeholders including private sector leaders, now has a strong opportunity to make it through its next round in the legislative process. The private sector has an interest and role to play in ensuring that this bill, which provides for a more inclusive and equitable society, where women are afforded the opportunity to participate across all spheres of life is passed ONCE and FOR ALL.

It is time! Our work as members of the UN Women Unstereotype Alliance also sees us advocating not only for fairer representation of women in advertising but as subjects of advertising campaigns.

We are profoundly grateful to FCMB for choosing us as partners once again to execute their 5th and 6th cycles of the She-Ventures Mentoring program. Through structured mentorship and strategic skills development, we are immensely proud to be part of the success stories of over 200 female SMEs impacted in these 2 cycles.

This year, we also concluded the first phase of our work with Alluvial Agriculture under a MasterCard funded programme to provide gender mainstreaming support and training for grassroots women champions, to scale up block chain farming to over 65,000 small holder farmer beneficiaries.

It has indeed been a fulfilling and Impactful year for WISCAR. We have touched many lives positively and have helped to accelerate the opportunities for women in leadership. We look forward with great anticipation to the returns on the investments made. Our key performance indicator remains skills and capability enhancement and the increased numbers of women in the leadership pipeline actualising their aspirations and shattering the proverbial glass ceiling to **take their place** in society.

We kicked off this year's Annual leadership and Mentoring Conference with our WISCAR Mentoring walk at the scenic Eko Atlantic City, where we walked to emphasize the importance of mentorship, role modelling, networks, and female leadership in our journeys to **Playing Big and Taking our Place**. We also hosted an insightful virtual youth panel with young leaders playing big in various sectors and nine (9) speed mentoring roundtable sessions with accomplished and experienced industry experts many of whom also served as WISCAR mentors.

Today's event is our flagship event and marks the Grand Finale of the WISCAR 2021 Annual Leadership & Mentoring Conference. We have a power-packed line up for you. Our esteemed panellists in the persons of; The MD/CEO Lotus Bank, **Kafilat Araoye**, **Fola Laoye**, the CEO of Iwosan Investments, **Owen Omogiafo** the President & Group CEO of Transcorp Plc, and **Lara Lana**, Managing Director, Maersk Nigeria, in a keynote panel session moderated by **Kayode Okikiolu**, well known Presenter/Reporter - Channels Television. Our panellists will share from their own personal experiences the importance of female leadership in economic growth and sustainable development of our nation.

We will, as is our custom be bestowing the 10th Distinguished WISCAR Award to a worthy recipient, a woman in leadership, a role model, a financial expert, and innovative leader **Mrs Bola Adesola**. After delivering what I know will be an inspiring keynote address, I will be engaging her in a fireside chat.

Before I hand over the microphone to our MC, Tokunboh George -Taylor. Permit me to specially acknowledge and appreciate all our sponsors and donors for their generous financial and in-kind support to WISCAR this year and from inception. Without your support and partnership, we would not be here today. May the work that we achieve together through your gifts of time, intellect and sponsorship continue to inspire and deliver the change we want to see in our world. I also wish to express profound appreciation to our Patrons, our formidable WISCAR Advisory Board, members of the various WISCAR sub-Committees and our selfless, inspiring, and growing community of WISCAR Members and

Mentors, Mentees, Alumni and volunteers for your continued support. We are first and foremost a leadership and mentoring network that depends on the generosity and commitment of others to succeed. I thank the 2021 Conference Planning Committee led by our Chairperson, Folake Ani-Mumuney for working tirelessly to deliver 4 unique events this year in line with our Conference theme. Finally, I thank the staff of the WISCAR Secretariat led by our Executive Director, Fabia Ogunmekan for their hard work and dedication to advance the WISCAR vision.

In closing I would like to leave you with these words from **Tara Mohr** author of the book **PLAYING BIG**.
'Playing big doesn't come from working more, pushing harder, or finding confidence. It comes from listening to the most powerful and secure part of you, not the voice of self-doubt.'

I thank all of you in advance for your active participation. To all of us in the room, and to our actively engaged online audience stay tuned and get ready to be inspired, because it is **TIME to be bold. It is time to LEAD, to PLAY BIG – and to Take Our Place.**

THANK YOU

AMINA OYAGBOLA

FOUNDER/CHAIRPERSON WISCAR

NOVEMBER 27TH 2021



GOOD WILL MESSAGES



**HON. GEOFFREY
ONYEAMA**

Geoffrey Onyeama is Nigeria's Minister of foreign Affairs. Onyeama was appointed Foreign Affairs Minister of Nigeria in November 2015 by President Muhammadu Buhari

Onyeama began his career as a Research Officer in the Nigerian Law Reform Commission Lagos from 1983 to 1984. He then worked as a lawyer with Mogboh and Associates in Enugu, Nigeria from 1984 to 1985. In 1985, he joined the World Intellectual Property Organization (WIPO) as an Assistant Programme Officer for Development Cooperation and External Relations, Bureau for Africa and Western Asia. He rose through the ranks at the WIPO to become Deputy Director General for the Development Sector in 2009. In November 2015 he was appointed Nigeria's Minister of Foreign Affairs by President Muhammadu Buhari. He holds a Bachelor of Arts (B.A) degree in Political Science from Columbia University, New York in 1977 and a Bachelor of Arts (B.A) degree in law from St John's College, Cambridge in 1980. He holds a Masters of Law (LL.M) from the London School of Economics and Political Science in 1982 and a Masters of Arts (M.A) in Law from St John's College, Cambridge in 1984.



**HON. ABIKE
DABIRI-EREWA**

Hon. Abike Dabiri-Erewa has several times been described as a sterling Nigerian amazon, an outstandingly brilliant broadcaster who later transmitted to an outstandingly, brilliant parliamentarian.

Fondly called "Mother of Teresa of the tube" because of her compassion for the less privileged, and now "Lady Diaspora" for pioneering efforts in putting Diaspora Affairs on the front burner.

A graduate of English from the University of Ife, and a Masters degree holder from the University of Lagos, she attended the Kennedy School of Government, Harvard University, USA.

Hon. Abike Dabiri-Erewa spent 15 years of meritorious service at the Nigerian Television Authority (NTA) and represented the people of Ikoro-du Federal Constituency in the House of Representatives from June 2003 to June 2015. She went on to become the Senior Special Assistant to the President on Foreign Affairs and Diaspora, now, Chairman/CEO Nigerians in Diaspora Commission (NIDCOM) a commission responsible for initiating policies that recognise and harness the potentials of Nigerians in Diaspora Networks and Organisations. Hon. Abike Dabiri-Erewa has been a voice for the voiceless and remains a symbol of hope and inspiration to many. She is married to Mr Segun Erewa and blessed with children and grandchildren.



COMFORT LAMPTEY

She 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



AYISHA OSORI

Ms. Osori is a lawyer, development consultant and communication strategist with 18 years experience in the public and private sectors. She is an advocate for women's rights in Nigeria and is a non-executive director on the board of the Nigerian Women Trust Fund. She has worked with the World Bank, UNICEF, and the National Democratic Institute on a wide range of projects focusing on women's economic and political empowerment, gender equality and good governance.

Ms. Osori, an Eisenhower Fellow, graduated from the University of Lagos and Harvard Law School, and was called to the Nigerian and New York State Bar in 1998 and 2000 respectively. In addition, she holds a Masters in Public Administration from Harvard Kennedy School.

Prior to her position as Director, Executive Vice President's Office for Open Society Foundations, she was the Executive Director of the Open Society Initiative for West Africa and served on the board for four years, three of those years as chair.



ADEOYE FADEYIBI

Adeoye Fadeyibi is a Power industry expert with extensive experience that has spanned over two decades in strategic positions. His dedication and excellence helped in his rise to the position of Gas Turbines installations director, Portfolio Manager and Sales Director for General Electric Energy covering the Middle East and African Regions. In 2013, he was appointed as pioneer MD/CEO of Transcorp Power Limited , Ughelli, Delta State a Generation Company that acquired Nigeria's largest gas fired power plant where grew the plant available capacity from 164MW to 634MW within 25 months. He was then appointed November 2017 as first to lead both generation and distribution post privatization where he currently serves as MD/CEO of Eko Electricity Distribution Company and he is leading the Company to achieving remarkable milestones in the Power industry space. He is a Fellow of the Nigerian Society of Engineers , Nigerian Institute of Mechanical Engineers , Institute of Directors and the Institute of Credit Administrators. He is also a member of the Council for the Regulation of Engineering in Nigeria. He is married with 4 children and has a passion for developing world class talent in the Nigeria power space.



PANELISTS

Kafilat Araoye is the MD/CEO of LOTUS Bank, Nigeria's Third Non-Interest Bank. She has over 30 years of Banking experience from areas of Core Banking, including International and Domestic Operations, Payments, General Management, Business Development, Risk Management, Human Resources, and Strategy. She started her career in 1988 at National Oil and Chemicals Marketing Company Plc and moved to Guaranty Trust Bank Plc in 1990 as the pioneer head of Human Resources. She was part of the GTBank team that implemented its core banking application amongst other critical assignments executed for the Bank. She left with accolades in 2015 as General Manager. She continued to consult for banks and other sectors through her consulting outfit until 2018 when she was appointed as the MD Designate for LOTUS Bank. Kafilat holds a BSc from the University of Ife, now Obafemi Awolowo University, and an M.Sc. from the University of Lagos, graduating as the best student in her class. She holds Islamic Finance certifications from Ethica Institute of Islamic Finance, the Chartered Institute for Securities & Investment/Bahrain Institute of Banking & Finance, and the Islamic Research & Training Institute. She has also attended various executive management courses at the Cranfield School of Management, Lagos Business School, Institute of Management Development, and INSEAD. Ross Business School, University of Michigan.



KAFILAT ARAOYE

Fola Laoye is co-Founder and CEO of Iwosan Investments Limited, a Health Investments Holding Company, dedicated to investing in Healthcare Infrastructure across Nigeria.

She was also Founder and CEO of Health Markets Africa, a healthcare advisory and investment company, and was Director at Investment Fund for Health in Africa (IFHA), a pioneer private equity fund focused on Healthcare in Africa.

She is a founding board member of Hygeia Group Nigeria, promoters of Hygeia HMO and Lagoon Hospital where she held various leadership roles over 18 years including CEO and Chairperson.

She is Chairperson of the boards of and Old Mutual Life Assurance and FSDH Asset Management. Her philanthropic roles include being Chair of the Elebute-LUTH Welfare Board, member of Harvard Business School Africa Advisory Board and she is also a member of the Africa Regional Board of the Young Presidents Organization (YPO).



FOLA LAOYE

She holds an MBA from Harvard Business School and a Bachelors Degree in Accounting from the University of Lagos, Nigeria. She is a Chartered Accountant and is a Member of the Institute of Chartered Accountants in England & Wales and the Institute of Chartered Accountants of Nigeria.

Fola was nominated as a Young Global Leader by the World Economic Forum in 2011 and in 2013 she was awarded the Harvard Business School Africa Business Club Leadership Excellence Award.

Owen Omogiafo is the President and Group CEO of Transnational Corporation of Nigeria Plc. Before her appointment, she served as the MD/CEO of Transcorp Hotels Plc where she was responsible for driving positive transformation both in Transcorp Hilton Abuja and Transcorp Hotels Calabar. In 2020, Owen was listed among 100 Most Influential African Women by the Avalanche Media Group and was also recognized as one of 2020's Top CEOs and received a "Next Bulls" award by Business Day Media and the Nigerian Stock Exchange. To mention a few, in 2018 she was named in the YNaija! Power List for Corporate Nigeria while in 2019, she was recognized as one of the Top 100 Female CEOs in Africa by Reset Global People as well as one of Nigeria's Leading Ladies in Corporate Nigeria by Leading Ladies Africa; and was also recognized by The Guardian Newspapers as one of Nigeria's 100 most inspirational women. Owen holds a BS.c in Sociology & Anthropology from the University of Benin, an M.Sc.in Human Resource Management from the London School of Economics and Political Science and is an alumnus of the Lagos Business School and IESE Business School, Spain. Owen has over two decades of corporate experience in organisational development, human capital management, banking, change management, hospitality, and energy. Her experience includes working at the United Bank for Africa as HR Advisor to the GMD/CEO, and at Accenture as an Organization and Human Performance Consultant, specializing in Change Management. She is a member of the Chartered Institute of Personnel and Development UK, a certified Change Manager with the Prosci Institute, USA, and is a member of the Institute of Directors Nigeria. She sits on the Board of Avon Healthcare Limited in a Non-Executive capacity and is a member of the Finance, Investment & Risk Committee as well as the Audit & Governance Committee of the company.



OWEN OMOGIAFO

Lara Lana is the first female and first Nigerian to become Managing Director of Maersk, Nigeria. For almost 20 years, Lara has garnered solid experience within the Maersk Group where she has held various positions in West Africa, the United Kingdom, and Denmark for various business units. Since June 2020 Lara has been responsible for the business planning and execution of Maersk in Nigeria through the effective optimization of the company's product portfolio, creating value for Customers, and strengthening partnership with stakeholders.

Lara is passionate about diversity; she invests herself in supporting women to maximise their potentials wherever it is they find themselves and realise their dreams whatever it is these may be.



LARA LANA

Kayode Okikiolu is a TV anchor with Channels Television.

He's a co-host on one of the most watched breakfast shows on the continent, Sunrise Daily and also anchors the flagship News At 10.

He has interviewed regional and global newsmakers, including top UN officials, Diplomats, Governors, Ministers and members of the National Assembly. He is a member of largest demographic in Nigeria, the Youth and continues to highlight issues that concern them.

He studied Psychology at the prestigious University of Ibadan and is an Associate of the Chartered Institute of Personnel Management (CIPM). He is married to his beautiful Wife, Ara and they have a precious daughter



KAYODE OKIKIOLA



Temie Giwa-Tubosun studied International Public Management from the Middlebury Institute of International Studies. She has over 10 years of health management experience with the Department For International Development (DFID), World Health Organization, UNDP, and the Lagos State Government. In 2014, the BBC listed her as one of the 100 Women changing the world. She was also recognized as an African Innovator by Quartz and the World Economic Forum. She is the Founder and CEO of LifeBank; Africa's healthcare supply chain engine. The company helps hospitals discover essential medical suppliers and delivers them in the right condition and on time.



**TEMIE
GIWA-TUBOSUN**

Onajite Emerhor heads Google for Startups in Africa, where she leads the strategy and implementation of Google's foremost pan-African accelerator programs and initiatives to enable growth stage technology companies to build and grow with Google. She engages with partners, programs and initiatives to support startups across the continent, leveraging her expertise to influence the policy and investment landscape. Onajite is passionate about equity and equality for women, and she leads Women Techmakers in Sub-Saharan Africa, an initiative to promote, support and build a community for women to thrive in technology.



ONAJITE EMERHOR



Folake Owodunni is the co-founder and CEO of Emergency Response Africa (ERA), a health tech startup that is changing the way medical emergencies are managed in Africa. ERA is building the largest network of First Responders, emergency vehicles, and hospitals, and connecting people in urgent need to help using technology. Folake has a Masters in Global Health & Development from University College London, and a Master's in Business Entrepreneurship & Technology (MBET) from the University of Waterloo in Ontario, Canada. She has over 12 years of experience working in healthcare, marketing communications, and management consulting, with companies in Nigeria, the United States, and Canada. She is certified as a First Responder with the Canadian Red Cross and is passionate about making fast, reliable emergency medical care accessible to all Africans.



FOLAKE OWODUNNI

Melissa Basque Roux works as the AFAWA Officer for Nigeria and Central Africa. Melissa's role includes delivering substantial, innovative and measurable results related to increasing access to financial services and markets for women-owned SMEs as well as support the knowledge and banking agenda for banking women-owned SMEs.

Before joining the African Development Bank, Melissa was working with the International Finance Corporation (IFC) as a Gender and Energy Specialist in the Gender and Economic Inclusion Group. In her position, Melissa led IFC- Energy2Equal— a flagship regional gender initiative in the renewable energy sector. Melissa brings 14 years of experience working in strategy consulting and in the energy sector. Prior to joining the IFC, Melissa led the World Bank's Lighting Africa activities in West Africa.



**MELISSA BASQUE
ROUX**

Passionate about entrepreneurship and impact, Melissa is also an entrepreneur at heart. She has launched and managed ventures in the tourism and hospitality businesses. Melissa holds a Master of Arts from the Johns Hopkins University School of Advanced International Studies (SAIS) in International Relations and International Economics as well as a bachelor's in business administration from HEC Montreal where she specialized in Finance and Economics.

Kemi Onabanjo-Joseph is an Associate Partner with McKinsey & Company where she serves public and social sector clients (governments, development institutions, major philanthropic organizations, etc.) across West Africa on economic development and human capital development topics. She is an alumnus of Covenant University and holds an MBA from INSEAD Business School where she was elected as valedictorian. She is currently the President of the Covenant University Alumni Association and holds several other leadership positions. Kemi serves on several NGO boards and has participated in multiple fellowships, such as the Mandela Washington Fellowship and the Nigeria Leadership Initiative. She actively volunteers her time and skills as a core member of the 'Life Series with Ibukun Awosika' team and she was a member of the WIMBIZ 2019 Conference Planning Group, to mention a few. She is a regular speaker at conferences and has received several awards and recognitions over the years, with respect to her career and humanitarian accomplishments. She was recently recognized as one of the Top 100 Career Women in Nigeria in 2021. She is passionate about helping young people, especially women, navigate their career and life journeys with intention. She is also strongly desirous of national development and is keen to see Nigeria unlock its full potential. Kemi actively explores the world through travel and she documents her travel adventures and experiences on www.kemionabanjo.com.



**KEMI ONABANJO-
JOSEPH**

Samson is an experienced community organizer and development practitioner with over a decade experience in constitution building, governance reform, electoral governance, civic engagement, and political organizing. He is highly skilled in legislative advocacy, political party development, NGO management, social movements, and youth development. He has facilitated policy documents on electoral reform, international development cooperation, constitution review, public governance, and political inclusion. He provides strategic policy advice to parliamentary committees, electoral commissions, political parties, civil society organizations, and academic institutions. Samson is invested in building strong democratic institutions, promoting people-centered legislation and policies, and building communities of active citizens to drive social change.

He serves as the Executive Director of Yiaga Africa and Convener, Not Too Young To Run. He is a member of the Board of Advisers of International IDEA, an intergovernmental organization that supports and promotes democracy around the world. He is a founding member of the African Movement for Democracy (AMD), a network of activists and youth leaders dedicated to deepening democracy in Africa.



SAMSON ITODO

He holds a bachelor and masters degree in Law from the University of Jos and a Master of Public Policy from the University of Oxford. He is currently engaged as a member of the steering committee designing Nigeria's Medium-Term Development Plan (2021 – 2025) and Nigeria Agenda 2050 and he was the co-chair of the Focal Group for the Nigerian Youth Investment Fund, a fund established by the government of Nigeria to fund youth enterprise and innovation.

Abosedé Alimi is a tri-sector leader with over 18 years' experience working across the nonprofit, private, and public sectors as a development professional. She began her career in development with ActionAid International Nigeria and coordinated Corporate Social Responsibility and Sustainability for Keystone Bank, First Bank and Samsung Electronics West Africa, respectively. Abosedé was also the Director, Strategy, Funding and Stakeholder Management at the Lagos State Employment Trust Fund (LSETF) as part of a team creating jobs in Africa's largest city by population, Lagos. She Chairs the Gender sub-committee of the Crosscutting Technical Working Group of the Nigeria Medium Term National Development Plan Team and is a Vital Voice VV Engage fellow. She has a degree in Political Science/Public Administration from Igbinedion University, an



ABOSEDE ALIMI

MSc in Communication for Innovation & Development from The University of Reading and a Master in Public Administration (MPA) from the Harvard Kennedy School where she was recognized with the Josephine Vernon awards as the most outstanding Edward S. Mason Fellow and the Women and Public Policy Programme Barbara Jordan Award for Women's Leadership at the Harvard Kennedy School.

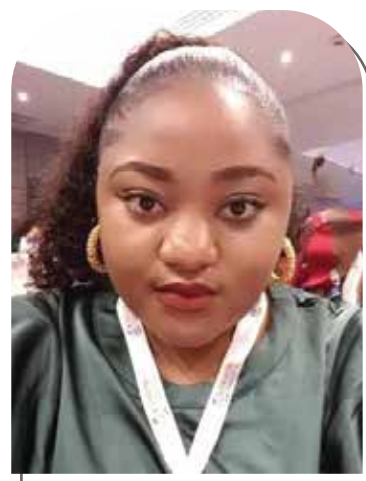


Blessing Ocheido is a practicing pharmacist, published writer, human rights advocate and the Director General of Platinum Interventions Care Initiative – a non-profit organization focused on empowering persons with disabilities, alleviating the suffering of internally displaced persons and taking children off the streets to enroll them in schools.

As a disability rights advocate, Blessing rolled out the viral campaign #RampUpNigeria to address the accessibility challenges of persons with disabilities in Nigeria, and to push the government to implement the Disability Rights Act. With the success of #RampUpNigeria, Blessing has installed disability ramps in public secondary schools in Abuja, empowered mobility challenged students with mobility aids and continues to hold awareness marches. As a Pollination Project Grantee, she has

ensured even more accessible schools in her community. Blessing also popularized the Disability Rights Act in Nigeria, collaborating efforts with other social media influencers.

Blessing is a United Nations Youth Steering Committee member on Beijing+25, an Enterprise for Peace Scholar and a 2021 One Young World Ambassador. Blessing has won several awards, including a humanitarian award from Voice Global recognizing her advocacy to reduce inequalities in Nigeria.



BLESSING OCHEIDO

Femi Taiwo serves as the Executive Director of LEAP Africa- one of Africa's leading youth- focused and youth-led leadership development organisation. Prior to this position at LEAP, Femi was the founding Executive Director of Eagles HOPE Foundation (aka H.O.P.E- Helping Other People Excel), a non-profit initiated by the Covenant University Alumni Association. Femi is an alumnus of LEAP Africa's Social Innovators Program and has received various awards for Youth leadership and Community Development. As part of his career journey, Femi also worked in GlaxoSmithKline implementing professional development programmes for young physicians and spent a year at a market research consultancy in the United Kingdom. Femi is extremely passionate about leadership and enterprise development, youth development and youth-led development. He seats on the Board of United Nations Global Compact (Nigeria Local Network), the Covenant University Alumni Association among others. Femi completed an Executive Education Programme at Harvard Business School.



FEMI TAIWO



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OUR EVENT MCs

Tokunboh George-Taylor is the pioneering Managing Director of Hill+Knowlton Strategies Nigeria which opened offices in Lagos in January 2015. 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, Advocacy, Public Affairs, Community Relations, Marketing and Branding in the Telecoms, Information Technology, Finance, Education, Energy, Oil & Gas Sector. Before joining H+K Strategies, Tokunboh spent over 14 years at integrated energy group Oando Plc in Lagos where she was part of the Group Leadership Council, heading up the Corporate Services and the Corporate communications/CSR divisions. She was also the pioneering Director of the Oando Foundation. Whilst at Oando Plc., she also led the communications team for local and international fund raising and the listing on the Johannesburg Stock Exchange. Tokunboh holds a Bachelor of Arts degree in Economics from the University of Wisconsin, USA. She is a member of the Nigerian Institute of Public Relations, Chartered Institute of Public Relations, Public Relations Association UK and Institute of Directors, She is also a fellow of the Africa Leadership Initiative-West Africa and a member of the Aspen Global Leadership Network. She is the Acting Chairman of the Oando Foundation, Board Member of Legacy Office, Advisory Board Member of Terra Kulture & Studios Limited, Advisory Member of CSR-in-Action Advocacy, Member of the Board of Governance for Greenwood House School and Vice Chairperson of the Wiscar PR, Events and Marketing Committee.



**TOKUNBOH
GEORGE-TAYLOR**

Fabia Ogunmekan is a Lawyer and Corporate Executive with 20 years' experience working in the fields of law and development across Corporate Organizations and Non-profits in the healthcare, gender and entrepreneurship sectors. She holds a Master of Science in Nonprofit Management from the Cass Business School, City University London, BL from the Nigerian Law School and Bachelor of Laws degree from the University College London. She is a 2008 Alumnus of the Lagos Business School's Senior Management Programme. 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,



FABIA OGUNMEKAN

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 nonprofit 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 as Executive Director.

Unekwu Nwaezeapu is a Marketing Communications professional with eleven years post-NYSC experience. She has worked with Marketing Consulting Agencies across PR, Digital and Experiential expertise for reputable multinational and Nigerian companies and brands such as Coca-Cola, Nestle, Diageo, Eko Hotels and more, in the last eight years. Unekwu holds a Master of Science in Media and Communications from the prestigious Pan Atlantic University in Lagos. She has attended a number of capacity building courses in the areas of Marketing and is a Member of the Chartered Institute of Marketing, UK.. Before her career in Marketing Communications, she spent three years at ABB working in Project Support functions. She commenced her career in Marketing Communications as a temp in 2013 with SoulComms in the role of Communications Associate & Project Support. She moved to Sponge Africa where she spent four and a half years honing her skills in Digital Marketing. After two years, she rose to the role of Group Head, Business Unit to deliver the financial projections of the organization through careful strategizing and execution of marketing efforts on behalf of client partners.

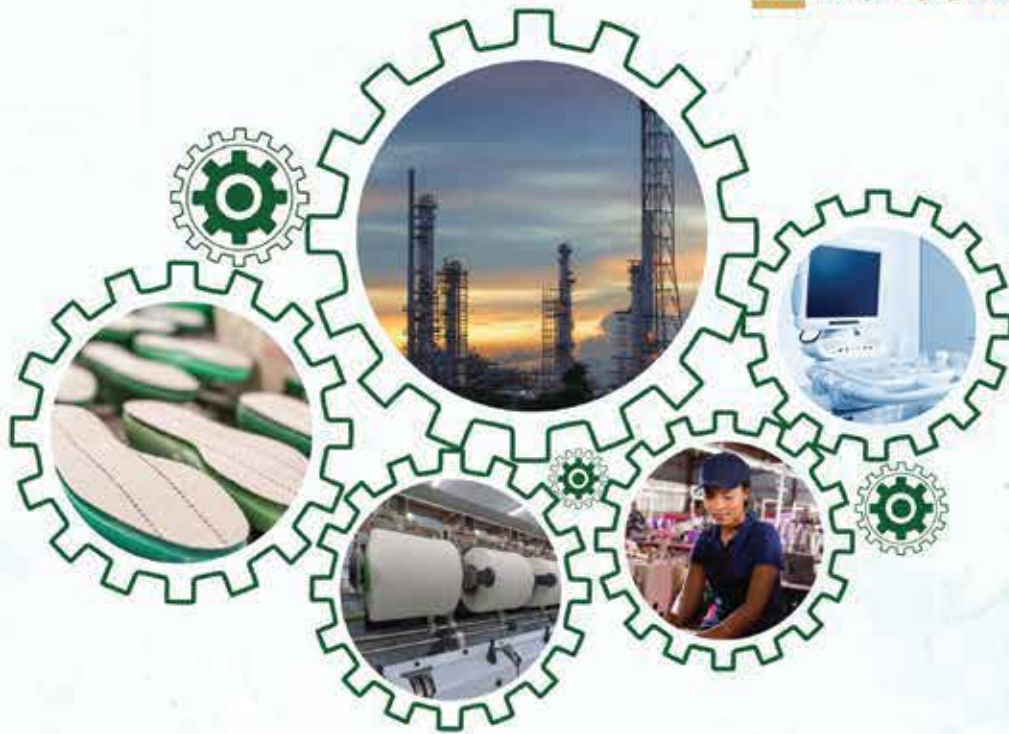


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PROGRAMME

AGENDA

<u>Activity</u>	<u>Time</u>
Guests Arrival & Registration	9am- 9.50am
Networking	9am-9.50am
National Anthem	10.00am-10.05am
Goodwill Messages	
1. Abike Dabiri- Chairperson NIDCOM	
2. Comfort Lampitey-UN Women Country Rep Nigeria & ECOWAS	10.05am-10.30am
3. Mr. Geoffrey Onyeama- Minister of Foreign Affairs	
4. Professor Yemi Osinbajo-GCON Vice-President, Federal Republic of Nigeria	
Founder's Speech - Amina Oyagbola	10.30am-10.45am
Short Interlude	10.45am-11.00am
Keynote Panel	11.00am-12noon
Kayode Okikiolu-Channels TV- Moderator	
1. Kafilat Araoye- MD/CEO, LOTUS Bank	
2. Fola Laoye- CEO, Iwosan Investments	
3. Owen Omogiafo- President/Group CEO, Transcorp	
4. Lara Lana- MD, Maersk Nigeria	
Short Interlude/WIFTI FILM	12noon-12.05pm
WIFTI short 3 minute Film	
Keynote Speech and Fireside Chat	12.05pm- 1.15pm
Bola Adesola – Chairperson, Ecobank Nigeria	
Amina Oyagbola - Founder Chairperson, WISCAR	

Video Citation of the DWA-	1.15pm-1.20pm
Presentation of DWA Award	1.20pm- 1.30pm
DWA Response & Pictures	1.30-1.40pm
Recognition of In-coming Mentees 13th stream WIN 1 & 2	1.40pm-1.45pm
Recognition of WIN 3 Mentees	1.45pm-1.55pm
Recognition of 2021 Stream 12 Mentees (Outgoing)	1.55pm-2pm
Short Interlude- WEPs Video	2pm- 2.05pm
Introducing the Sheroes of Beijing-	2.05pm-2.10pm
<i>Remarks by Comfort Lamptey</i>	
Launch of the book-	2.10pm- 2.30pm
<i>Voices from the book</i>	
Vote of thanks and closing &	2.30pm-2.40pm
Announcements, Photos, Press, Interviews/Lunch	2.40pm-3.00pm



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Founder/ Chairperson



ADEBAYO OYAGBOLA
Advisory Board Member



SUZANNE IROCHE
Advisory Board Member



**BOMA AYOMIDE ALABI
SAN, OON**
Advisory Board Member



ADENIKE OGUNLESI
Advisory Board Member



HABIBA BALOGUN
Advisory Board Member



FUNKE AMOBI
Advisory Board Member



FEMI LIJADU
Advisory Board Member



MUNI SHONIBARE
Advisory Board Member



MARYAM UWAIS
Advisory Board Member



FUNKE OPEKE
Advisory Board Member



TOKI MABOGUNJE
Advisory Board Member



FOLAKE ANI-MUMUNEY
Advisory Board Member



BUKOLA SMITH
Advisory Board Member



LOLA ESAN
Advisory Board Member



INYANG OSAZUWA
Advisory Board Member

WISCAR SECRETARIAT



FABIA OGUNMEKAN
Executive Director



KEMI OGUNBONA
Programmes Manager



CHINWE ONWUZIRIKE
Programmes Officer



GILLIAN FRANK-PEPPLE
Communications Officer



ABISOLA PETERS
(Project Officer UN Women)



VIVIEN ASANA
Accounts Team



MARY KATAMBI
NYSC Intern



JENNIFER ODIMEGWU
Accounts Team

2021 CONFERENCE PLANNING COMMITTEE MEMBERS



FOLAKE ANI-MUMUNEY
Chairperson



**TOKUNBOH
GEORGE-TAYLOR**
Vice Chairperson



BUKOLA SMITH
Chair Fundraising Committee



FOLABOMI SALAMI
Member



RABI ADETORO
Member



AYO AYENI
Member



CHIOMA AFE
Member



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FUNMILAYO FALOLA
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FEMI ADEYEMO
Member



YEWANDE FAJINGBESI
Member



ADEMORAYO A. APARA
Member



OLABODE RUTH OMONE
Member



MARY AJUDONU
Member



ADEBIMPE SANUSI
Member

OUR 2021 ROUND TABLE SPEAKERS



DR. OMOBOLA JOHNSON

Chairman, Guinness



F. BOMA AYOMIDE ALABI OON

Senior Advocate of Nigeria (SAN)
& Founding Partner, Primera
Africa Legal



MARYAM UWAIS MFR

Special Advisor to the President
on Social Investments



FUNKE OPEKE

CEO, MainOne



FUNKE AMOBI

Regional Head, People &
Culture for West Africa in
Africa Regions Standard
Bank Group



TITILAYO AKISANYA

Founder & CEO, Theta Consulting



EUGENIA ABU

Ace Broadcaster and
Journalist/ CEO, Eugenia
Abu Media



OMASAN OGISI

GM Corporate Affairs,
MTN Nigeria



DR. JUMOKE ODUWOLE

Special Adviser to the President
on Ease of doing business

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.



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THE W.I.N WITH WISCAR JOURNEY

The 3 Phases of the WIN Model



- Why mentoring?
- What goals would you like to achieve?
- When do we measure the outcomes?

- Initiate a Mentoring Agreement •
- Initiate reflective questions •
- Initiate development plan •



- Evaluate measures of success
- Outline powerful next steps
- Outline critical milestones



WISCAR IN PICTURES

2020 VIRTUAL ANNUAL CONFERENCE

2020 Distinguished WISCAR Award Recipient Dr. Ngozi Okonjo-Iweala
with WISCAR Founder Amina Oyagbola



The Founder, Amina Oyagbola with Members of the 2020 Planning Committee;
Folake Ani- Mumuney, Chairperson, Habiba Balogun, Members of the WISCAR
Secretariat and Fred Swaniker Founder African Leadership Academy

INTERNATIONAL WOMENS' MONTH 2021



Our Founder and Chairperson Amina Oyagbola and Executive Director Fabia Ogunmekan, joined a number of WISCAR Advisory Board Members Bayo Oyagbola, Muni Shonibare, Habiba Balogun, Nike Ogunlesi, Folake Ani-Mumuney and Mentors on various speaking platforms to mark International Women's Month advocating for gender equity and inclusivity across all spheres of life



An Inter-Generational Dialogue on Women's Leadership in the Private Sector convened by UN Women Nigeria and WISCAR.

WISCAR Advisory Board Dinner



In the past year, we have virtually celebrated 5 distinguished women of the WISCAR Advisory Board on their promotions and groundbreaking achievements; **Bukola Smith** on her appointment as the new MD/CEO of FSDH Merchant Bank, **Funke Amobi** on her appointment as **Regional Head People & Culture for West Africa in Africa Regions - Standard Bank Group**, **Lola Esan** on her promotion to **Partner at EY (Ernst & Young)**, **Toki Mabogunje** on her investiture as President of the **Lagos Chamber of Commerce and Industry** and **Boma Ayomide Alabi SAN** on her elevation to the rank of **Senior Advocate of Nigeria (SAN)**.

We decided to physically celebrate their achievements and that of our other Advisory Board Members for their continuous contributions to WISCAR's growth and Impact, and for also breaking the glass ceilings in their various sectors.



2021 STRATEGIC PARTNERSHIPS



UN Women Country Representative to Nigeria & ECOWAS Comfort Lamptey and members of her team at the WISCAR Secretariat for strategic discussions.

UN Women Private Sector Leaders Engagement Forum on the Women Empowerment Principles (WEPs)

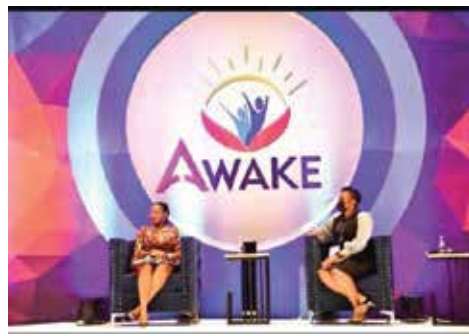


How to join the WEPs

Fill in online application on the WEPs website - see <https://www.weps.org/join>



Alluvial/WISCAR Women Champions Training Held at Nafli Hall, NAF Conference Center and Suites, Abuja



WISCAR at the 2021 Annual National Women's Conference themed AWAKE. WISCAR Founder represented by **Lola Esan**, Member of the WISCAR Advisory Board. The conference was organized by The Committee of Wives' of Lagos State Officials (COWLSO)

OUR PROGRAMMES

WISCAR WIN I & II Mentoring Programme





WISCAR WIN 1 & 2 Mentees 2020 Sponsors Delegates



Abiodun Adegbesola



Yemiye Damini Oyetan



Adeniyi Anselmus Ayo



Deborah Niyoka Aroh-Iyemaka



Rabiat Akinwami



Adeniyi Aisen Ojo



Lekanla Odehina Eyo



Adebunmi Aderogba



Oyedunni Afolabi Pius

Developing Women to Build a Better Nation



WISCAR WIN III Mentorship Programme



Delapo Shunfemi Agbede



Rashidat Alaka



Amaka Chikere Odi



Fatima Omosalewa Lawal



Ngo Damene



Adebunmi Ayotunde Afolabi



Rita Izobit Ifidon



Adebunmi Adebunmi Adebunmi



Fatima Ibrahim Hanu



Yelende Mulu



Elizabeth Shoyemi

Developing Women to Build a Better Nation

Meet-A-WISCAR Mentoring Journeys



Meet-A-WISCAR 'Mentoring Journeys' series on the 1st of July 2021. Our speakers, **Bukola Smith**, MD/CEO of FSDH Merchant Bank, **Hamdiah Ambah**, Former MD/CEO FSDH Merchant Bank and **Suzanne Iroche**, Former MD/CEO Finbank.



Meet-A-WISCAR 'Mentoring Journeys' on the 8th of October 2021. Our Speakers **Elohior Aiboni**, MD , Shell Nigeria Exploration and Production Company Limited (SNEPCo) and former GM Development for Shell Nigeria's Deepwater Business, **Beatrice Spaine**.

WISCAR /HBC Strategic Skill Masterclass





Our WISCAR Career Series and amazing facilitators

2021 WISCAR ALUMNI Grow and Learn Initiative (GLIN) Program



WISCAR GLIN Girls and Boys from Auntie Ayo International School with the Stream 12 Mentees



How can more women become architects of the world?

By taking the lead from inspirational women like you. Thank you for all you've done, and continue to do, to help close the gender gap.
#WomenFastForward



The better the question. The better the answer.
The better the world works.

EY

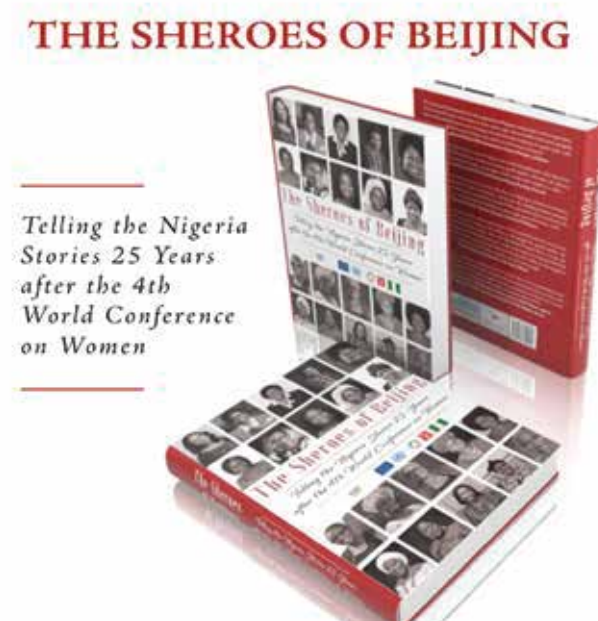
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2021 WISCAR Mentoring Walk – Playing Big; Time to Take our Place

This Year the WISCAR Mentoring Walk held at EKO Atlantic City emphasized the importance of #mentorship, #rolemodelling, #networks and #femaleleadership in our journeys to Playing Big and Taking our Place.



INTRODUCING THE SHEROES OF BEIJING E-BOOK AND PODCAST



Following the successful execution of the pioneering Beijing +25 Intergenerational Mentoring Programme by UN Women Nigeria and WISCAR, we launched “The SHEROES of Beijing Podcast series”. This podcast series precedes the launch of a special ebook titled The SHEROES of Beijing, which tells the Nigeria Stories 25 years after the 4th World Conference on Women'. You can listen to the 12 episodes on all podcast platforms



It is with great pleasure and delight that we introduce the 'Write to Speak'. A collection of stories told by 58 African women leaders from 23 African nations about their individual journeys edited by WISCAR Patron Amb. Nozipho January-Bardill. The book deals with several issues on social justice and gender equality. The authors write of barriers, hurdles, struggles and the proverbial glass ceiling. WISCAR Founder, Amina Oyagbola contributed to the anthology, told the WISCAR story.

The book is currently available as an e-book for download on kindle at [amazon.com](https://www.amazon.com) or [amazon.co.uk](https://www.amazon.co.uk).

RECIPIENTS OF THE DISTINGUISHED WISCAR AWARDS



**Dr. Ngozi
Okonjo-Iweala CFR**

Director General of the
World Trade Organization

Year 2020



**Amina J.
Mohammed OFR**

Deputy Secretary General-UN

Year 2019



**President 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 2017



**Rear Admiral Itunu
Hotonu**

First Female Rear Admiral
in Nigeria

Year 2016



**Ifueko Omoigui
-Okauru**

Fomer 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 CON**

Former & First Female
Chief Justice of Nigeria

Year 2012

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M - **Measurable** Results
S - Tailored **Solutions** to your challenges

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MENTOR/MENTEE TESTIMONIALS



OLAJUMOKE JANET

MENTEE

Mrs. Inyang's words that will forever remain with me:

- Whatever I find myself doing, I must ensure to do it well
- Never say NO to promotions
- Always ask questions, be inquisitive
- Define what balance means to me and make it work for you
- Take a pause, revitalize, refresh and then continue
- Celebrate your every Win and always be grateful to God

WISCAR has challenged me to be a better person, focus on my goal, remain positive, and be the best I can be

I truly believe that mentoring is a 2-way street! It is about sharing experiences and both parties benefit - so, I have my own selfish reasons for adding this on my plate. But, every mentorship journey is different! In truth the success/outcome is dependent on the parties involved. How much time are both parties willing to invest in the relationship amidst the crazy day-to-day realities? To manage expectations, it is good to agree on the modalities upfront.

That said, with COVID, there was a need to deploy more informal tools to communicate. And who knows, overall...at least for me, this may have been a blessing in disguise because the communication was pretty much as required rather than wait for a structured meeting invitation.

This year, I was lucky to meet the award-winning Jummy (Olajumoke Ogunjobi) It was pretty much one award or the other i.e. Team Player, CEO rChampions Club. And no surprise that she received her best award for the year recently; which was a promotion. She has the right work ethics, extremely smart and understands her business; so she is able to add value beyond her traditional job. She only needed to hear what was already in her head and she will go on to enrich and execute brilliantly. I have no doubt that she will be a great WISCAR Alumni.

My AMAZING Mentorship Journey all started on January 13th, 2021. I was introduced to the most amazing woman – Mrs. Inyang Osazuwa, my Mentor. This day coincidentally was my birthday, it couldn't have come at a better time.

Within a few months of meeting Mrs. Inyang, I have been able to manage my Team better, which was my major challenge, and better prioritize my work to maintain a healthy work-life balance. I got the best team player award, celebrated as one of the best staff of 2021 at work, and was promoted to a team lead position as well.



INYANG OSAZUWA

Senior Manager Organization
Effectiveness MTN
MENTOR



NIMMA JO-MADUGU

MENTEE

I joined the programme because I was lost as to the next steps I should take in my career. One could say I had hit both a fork in the road and a plateau, I could neither decide which path to take nor did I have the motivation to move forward. Participating in this programme gave me the opportunity to see other possibilities I had not considered, and I learned valuable skills and tips from the books we reviewed and the facilitators we had. I am extremely grateful for my mentor, Mrs Doyin Pearse, it was comforting and inspiring to learn from someone who has succeeded on the path I am on. Most importantly she helped me sieve through my thoughts, goals and aspirations. I started the programme with scattered and lofty ideas, and I am ending it with a more focused mind set and a good set of tools to help me achieve my goals.

"When one person mentors, two lives are changed..." Kevin Sessums"

'The above quote aptly describes my experience as a mentor at WISCAR. I have met and mentored amazing, focused, and talented young female professionals in the past two years. In addition to mentoring them, I had the opportunity to learn invaluable personal lessons through our various sessions. I appreciate WISCAR for the opportunity to contribute positively to the career development of young female professionals in Nigeria.'



DOYIN PEARSE

General Counsel Siemens Energy
MENTOR





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**ODINAKACHUKWU
NWOYE**

MENTEE

It wasn't until I joined the WISCAR mentorship programme that I realized how much I had to learn about taking full charge of my career development. I had thought I was doing enough and ought to be grateful for how much I had accomplished at the time.

My mentor, Mrs Lola Esan changed my mindset entirely through her sincere, constructive and insightful feedback which guided and continue to guide me in actively seeking opportunities for career growth and enrichment. One of her book recommendations, "Nice Girls Don't Get the Corner Office" by Lois P. Frankel opened my eyes to how much I had been settling when I am worthy of so much more. The book reviews and career seminars organized by WISCAR were accompanied by real-life examples and guidance on how to apply all the theoretical knowledge to make necessary improvements in one's career plan.

This greatly infused me with confidence as I watched these changes yield tremendous benefits for me. Thus, I remain forever grateful to WISCAR for the wonderful opportunity to have learned so much from exemplary women who by their lives, continue to show us that excellence is possible for women who intentionally seek it, regardless of existing societal barriers.

Thank you WISCAR.

***'A mentor is someone who allows you to see the hope inside yourself.'* – Oprah Winfrey.**

This quote could not be more apt in describing the gift that comes with the privilege of being a mentor.

Many times our interactions took me back to my journey as a WISCAR Mentee, eleven years ago. The experience had a phenomenal impact on my career and I could not miss the opportunity to pay it forward.

I could relate with my Mentee's experiences. I learnt a lot from her perspectives to issues. It has been most rewarding to see her confidence and courage blossom such that in our time together, she has made very definitive decisions about her career.

Personally, I also find that the experience has positively impacted my emotional quotient and enabled me have more impactful conversations in my personal and professional interactions.

Finally, in a world where distractions and demands on time can sometimes create the feeling of guilt that one is not impacting society enough, making the commitment to mentor, finding the time to nurture another individual's progress and seeing the results, can be incredibly satisfying!



LOLA ESAN

Partner EY
MENTOR



**DR. ADANNA
MAUREEN**

MENTEE

The WISCAR Mentorship Program was a great success. It was impactful & rewarding from a professional development perspective. The highlight of the programme was the book reviews & career seminars which included time/people management, leadership & political awareness, and organizational dynamics to mention a few. These activities immensely aided my personal & professional growth.

My mentor, Dr Ilegbune Oge, has been exceptional. Our mentor- mentee relationship was successful because we both invested time & were committed to holding up our responsibilities. Her kindness and willingness to share every opportunity with experience & wisdom while listening closely, helped me to set SMARTer Goals. As a mentor, she always tried to help me become a better version of myself. Her constant support has been invaluable. Thank you Dr Oge. This is the beginning of a life-long mentorship relationship. Once again, thank you Dr. Oge and thank you WISCAR.

I was pleased but nervous when I was approached to be a Mentor in the WISCAR programme. Pleased because I had always wished to be a mentor in a formal structured setting like the WISCAR mentorship programme and nervous as I had to figure out what the expectations would be from my mentee, from WISCAR and of course mine.

I decided to intentionally apply what I identified as the 3A's of mentoring: Available, Analytical and Active listening. I must admit that my Mentee Dr. Ada Mmaduagwu, a young, ambitious, focused and hard-working Optometrist made applying the 3A's a real stimulating experience.

It has been an honour to be invited into her dreams, her hopes and her fears and to observe how her journey has evolved in the past year. I am quite proud of her and I know her future is not just bright, but will be impactful.

In 2021, I say to people that I have acquired 3 adopted daughters, 3 young Ladies in very different career spaces whom it has been my pleasure to meet, to advice and to learn from and Dr. Ada is one of them. We recently had a virtual meeting a few days ago with her in Abuja and me in Lagos. It was positive and full of hope for the future.

Thank you to the WISCAR team for this programme and for the invitation to be part of it.



DR. OGE ILEGBUNE

Head of Strategy, Outreach &
Development Lakeshore Cancer Centre
MENTOR

OUR 2021 INTERNS



Gracia Bonire

My experience as a volunteer has helped me immensely with my personal and professional development. I have become more aware of the challenges and rights of women, especially during the COVID-19 pandemic, which has made me much more grounded and self-aware.

I love how much I grew in the short amount of time I worked with WISCAR. I had the opportunity to develop leadership and communication skills, and to also learn how to tackle new challenges.

It was and still is amazing to be part of an organisation that works towards advancing a female-led world. By making women successful, confident and the ability to balance work-life harmony.

The experience truly shaped the woman I am becoming, pushing me out of my shell. Now I feel more than ready to take life by the horns.



Opeoluwa Oguntoye



Dara Laoye, 2021 intern receiving her welcome pack



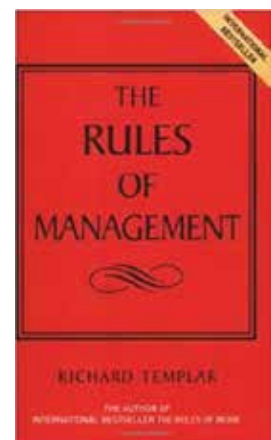
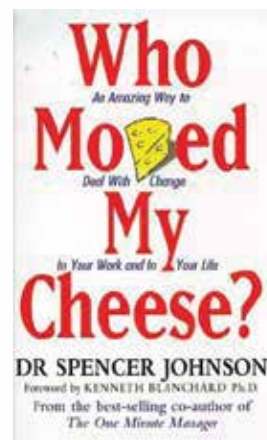
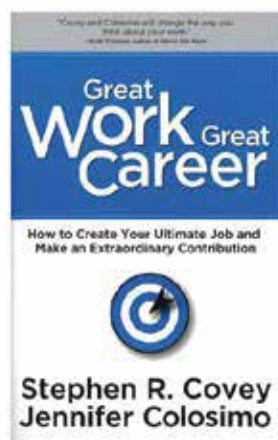
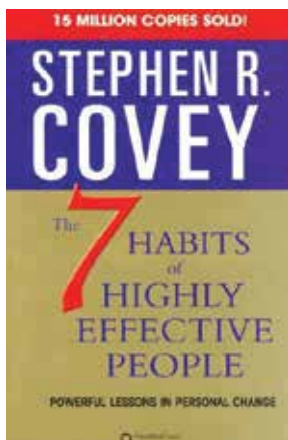
OJOMA MOMOH

MENTEE

I became a WISCAR mentee as I was transitioning from Education into Human Resources and my experience on this journey is largely responsible for helping me stay the course. The Mentoring program has influenced my outlook on the world of work, building my skillset, refining my expectations and practical tools on managing myself and others largely. The books studied in the program were a much-needed guide that became a workplace manual for me especially as my mentor reemphasized them during a meeting.

Having Mrs. Funke Amobi mentor me has been humbling especially as she reached out more than I did. At the start of the program, I was out of a job due to the pandemic but she encouraged and coached me till I secured one. She has ignited in me by simply being, the audacity to reach for more, to show up and deliver value.

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.

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Meet Our Mentors



OLUFUNTO IGUN
International Development,
Business and Philanthropy
Strategist



TEMITOPE JEMERIGBE
CEO, DKK Nigeria



MUNI SHONIBARE
Founder/CEO, IO
Furniture Ltd



TOKI MABOGUNJE
President, Lagos Chamber
of Commerce and Industry



KEHINDE DANIEL
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NIKE OGUNLESI
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Account Name: WISCAR Ltd by Guarantee

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- Free use of WISCAR Board room subject to availability and discount on the training room at the WISCAR Secretariat
- WISCAR Annual Conference participation fee
- Consideration of mutually beneficial partnership opportunities
- Preferential Selection for WISCAR Mentoring Programmes and other similar opportunities
- First to receive information about mentorship and other WISCAR opportunities before the general public
- Opportunity to advertise products and services in our brochures and newsletters at applicable discounted rates
- Inclusion in WISCAR WhatsApp Closed Community



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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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Email: info@wiscar.org

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Website: www.wiscar.ng