

Seyi ADEWALE *FIMC (CMC), MCIPM, MNITAD, AAPFN*

PERSONAL SUMMARY

Seyi, a Fellow of the *Institute of Management Consultants* and a *Certified Management Consultant*, has been in Executive Management position for 5 years and prior, in Senior Management position for 10 years. He has been promoting company interests, creating and growing company revenue streams, solving complex business challenges, and negotiating global contracts and thereby building consensus through win-win solutions, innovation, creativity, and out-of-the-box thinking. **For a comprehensive professional overview of Seyi, Please visit <http://www.seyiadewale.com>.**

AREA OF EXPERTISE

Contracts and Business Negotiations
Organizational Development
Human Resources Management

Corporate Sales & Marketing
Aviation Ground Handling
Corporate Trainings

Change Management
Station Management
Project Management

CAREER HISTORY

GENERAL MANAGER, Mainland Cargo Options Limited

Sept 2017 - Present

A Subsidiary of Nigerian Aviation Handling Company PLC (*nahco aviance*)

Achievements

- Upon transfer to this NAHCO Subsidiary as its 'CEO', overturned prevailing company's negative results (loss) into a positive results (profit); Revenue of last 3 months (Oct – Dec '17) of taking over leadership superseded revenue from prior 6 months (Jan – Sept '17); and **grew Revenue by 400% and Profit Before Tax (PBT) by 850% Half Year 2018 (Jan – Jun '18)** as compared with same period Year 2017.
- As the company Chief Responsible Officer with direct reporting to its Board of Directors, (revised) budget and assuring its performance till yearend and in 2018.
- Directly canvassed, secured and signed Contracts and Partnership Agreements with Sterling Bank Plc, Heneways Freight Services (PTY) Ltd of South Africa, Orbit Shipping of Dubai, Global Affinity Alliance (GAA)/ World Cargo Alliance (WCA).
- Personally secured Clearing and Forwarding Contracts with big institutions such as BUA Group, Dana Group, AirPeace Limited upon assumption of role.
- Restructured the company's business/ operations architecture to ensure efficiency and improved service delivery. This also impacted positively on reducing costs.
- Designed a Corporate Agency Model to boost reach and thereby secure new businesses that is improving company's revenue (profits).

CHIEF COMMERCIAL OFFICER, Commercial Division

Jan 2015 – Aug 2017

Nigerian Aviation Handling Company PLC (*nahco aviance*)

Achievements

- Ag. MD/ CEO, Nigerian Aviation Handling Company PLC (24 Aug – 23 Sept 2015).

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- **Reduced the company's current domestic debt by 40% within a 30-Day** Board of Director's target. Total recoveries was **₦154Million representing 92.50%** of target.
- Successfully negotiated **Cargo Tariff Increment Band/ Range between 20-30%** with stakeholders; ANLCA, NAGAFF & NCAA thus increasing company's revenue. This led to **additional revenue in excess of ₦400Million**, FY 2015.
- Speaker, Panelist and Resource Person at many International Events (Conferences) such as International GSE & Ramp Ops in Milan as main Speaker.
- Resolved many complicated international contracts emanating from rapidly changing global and macro-economic environment and outwitting competition in the process.
- Initiated and Pioneering **NAHCO Pharma Centre** Project to increase and diversify revenue. This project is code named Project CEIV has modest projected annual revenue of **₦390Million with 40% Profit Margin**.
- In partnership with IATA, certificated 100 CRFFN Members in preparation for IATA CASS.
- Organized first Nigerian Air Cargo Summit that was reported by the media as successful.
- Secured many new businesses for the company eg. Meridiana Air, Azman Air.
- Introduced Road Feeder Service (RFS) – New Business, in partnership with Creseada International Limited and Led NAHCO Team in its negotiation and consummation.
- Member, Executive Management Team and Management Tender's Board (MTB).
- Progressively growing market share and existing business with airlines eg. Ethiopian Airlines, Turkish Airlines, Rwandair etc.

SENIOR MANAGER, HR & OD Division

Sept 2012 – Dec 2014

(Manager, Learning & Development Centre)

Nigerian Aviation Handling Company PLC (*nahco aviance*)

Achievements

- Transformed the Learning & Development Department of the company into a world-class Learning Centre and in the process received IATA's Authorized Training Centre (ATC) Certification and British Airways Insignia Silver-Status Certification.
- Organized several events for Company including Main Resource Person at Company's Annual Retreat, Management Team Bonding, and Union-Management Parley.
- Writer of Company Policies including Security Programme, Standard Operating Procedures (SOP), Security Training Programme for NCAA's Final Approval.

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- Initiated and Spearheaded company's *EU Third Party Regulated Certification* and thus assisting airlines in their ACC3 validation; first of its kind in West Africa.
- Council Member and Signatory to African Aviation Training Organization (AATO) on behalf of Company and Country: <https://www.icao.int/ESAF/Pages/meetings-2012-aato.aspx>
- Direct activities won the Company an award as *Best in Human Capital Management* from Industrial Training Fund (ITF), 2013.
- Set up the Learning Management System (LMS) for the Company.
- Flawless Airline Audits of Learning & Development Department from inception to date.

REGIONAL SALES DIRECTOR, AFRICA

Apr 2009 – Sept 2012

SilkWeb Consulting & Development (www.silkweb.com)

Achievements

- Principal Resource Person for ILT such as Objective Setting for Oando PLC Subsidiaries, EI, Presentation and Communication Skills for GTBank Gambia, Business Plan Appraisal for SMEDAN, Adaptive Leadership for NPA, Performance Management for FIRS, Excellent Communications Skills for Wema Bank PLC.
- Main Speaker, 'Lifting Ethical Standards' in Public Sector (Series) for EKITI State Public Sector Leaders/ Directors.
- Developed ELearning Solutions for several Banks including Diamond Bank, First Bank and GTBank.
- Designed the Competency Framework for Ecobank PLC.
- Performed Needs Assessment for StanbicIBTC.

SENIOR CONSULTANT/ GROUP HEAD- PEOPLE & ORG. DEVELOPMENT

Apr 2008 – Apr 2009

Human Capacity Development Consultants (HCDC)

Achievements

- Won many Briefs for the Firm including Stanbic IBTC, MTN, Oando PLC.
- Negotiated many contracts including Etisalat's Companywide Recruitment Exercise for 38 Roles including Senior Management positions.
- Project Manager for AMCON's National Recruitment Exercise.

MANAGER, INVESTMENT & LIFE GROUP

Apr 2002 – Mar 2008

Fortune Assurance Company Limited

Primary Responsibilities

- Responsible for the Training & Development (*Agents, Agencies, and New Staff*).
- Responsible for over 500 Agents/ Marketers Nationwide.

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- Responsible for Agent's/ Sales Force Recruitment.
- Manager, Fortune Assurance Trust Management Scheme (*FAT Scheme*).

HR MANAGER

Jun 1999 – Mar 2002

Eleganza Cooler Household Limited

Summary of Work Activities

- Organized workplace in line with new Human Capital Management orientation with other factors of production.
- Head - Production Improvement Committee.
- Resolved company issues with Government Bodies/ Agencies to be in sync with appropriate regulations governing manufacturing plants and workers management.

Professional Masters' Degree (MILR) at University of Ibadan

Mar 1998 – Jun 1999

Regional Marketing Coordinator – Middle Belt Zone

Nov 1992 – Feb 1998

AgSeed / Premier Seeds (*Subsidiary of Leventis Group*)

Summary of Work Activities

- Sales & Marketing
- Product Distribution
- Enlightenment Campaigns, Public Workshops & Sensitization Programs
- Partnership with Agricultural Development & Cooperative Societies
- Managing all Stores and Store Keepers within Region

OTHER LEADERSHIP APPOINTMENTS

Non-Executive Director

EAC Trustees Limited (Subsidiary of Emerging Africa Capital Ltd)

Jul 2018 - Date

Council Member

Association of African Aviation Training Organization (AATO)

Aug 2016 - Date

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EDUCATION, MEMBERSHIPS, TRAININGS and CERTIFICATIONS

MASTERS IN INDUSTRIAL & LABOR RELATIONS (<i>MILR</i>) University of Ibadan	Oct 1999
BACHELOR OF SCIENCE HONORS, ZOOLOGY University of Ilorin	Sept 1991
WEST AFRICAN SCHOOL CERTIFICATE (<i>7A's, 1c</i>) Government College Ibadan	Jun 1987
PRIMARY SCHOOL LEAVING CERTIFICATE Bodija International School, Ibadan	Sept 1982
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FELLOW The Institute of Management Consultants	Feb 2018
ALUNMUS – Making Strategy Work The Wharton (Executive) School, Philadelphia	Apr 2016
FULL MEMBER Chartered Institute of Personnel Management	Mar 2015
FULL MEMBER Nigerian Institute for Training & Development (<i>NITAD</i>)	Dec 2012
ASSOCIATE MEMBER Association of Pension Funds of Nigeria (<i>APFN</i>)	Apr 2009
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AVIATION LAW FOR MANAGERS - <i>Passed with Distinction!</i> IATA Training & Development Institute	Dec 2017
IATA SGHA/ SLA & NEGOTIATION SKILLS IATA Training & Development Institute	June 2014
IATA TRAIN-THE-TRAINERS IATA Training & Development Institute	Feb 2014
IATA STATION/ GROUND HANDLING MANAGEMENT IATA Training & Development Institute	Nov 2013

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ORACLE HRMS
Oracle University/ New Horizon, Dubai

Oct 2012

ORACLEBI DISCOVERER PLUS 10G

Sept 2012