

## **CENTRE LSD'S BROCHURE AND ACHIEVEMENTS FROM 2010-2024**

### **Acknowledgement**

The African Centre for Leadership, Strategy & Development (Centre LSD) extends its heartfelt appreciation to all who have contributed to its growth and success over the years. We are deeply grateful to our partners, donors, board members, staff, and volunteers for their unwavering support and commitment to the Centre's mission.

We acknowledge the invaluable contributions of organizations such as Action Aid; Canadian International Development Agency; Catholic Relief Service/USAID; Christian Aid; Cordaid; DFID; EU/UN Women; UK Foreign Commonwealth Development Office (FCDO); PLAC; Federal Government of Nigeria; Ford Foundation; IBP Spark; MacArthur Foundation; Malala Fund; NNRC; OSIWA; Oxford Policy Management; PACT; Palladium; PIND; PPDC; Trust Africa; UNDP; UNICEF and many others whose support has enabled the successful implementation of our programs. Our gratitude also goes to the communities, traditional leaders, and stakeholders who have collaborated with us to drive positive change and sustainable development across Africa.

To our staff, whose dedication and passion continue to inspire our work, we recognize your tireless efforts in advancing our vision. Together, we remain steadfast in our pursuit of strategic leadership and transformative change for the continent.

### **Acronyms**

- **Centre LSD:** African Centre for Leadership, Strategy & Development
- **ToC:** Theory of Change
- **USP:** Unique Selling Point
- **DfID:** Department for International Development
- **EU:** European Union
- **UN:** United Nations
- **PLAC:** Policy and Legal Advocacy Centre
- **PPDC:** Public and Private Development Centre
- **OSIWA:** Open Society Initiative for West Africa
- **IBP:** International Budget Partnership
- **CAMA:** Companies and Allied Matters Act
- **HYPREP:** Hydrocarbon Pollution and Remediation Project
- **NOSDRA:** National Oil Spill Detection and Response Agency
- **ERGP:** Economic Recovery and Growth Plan
- **MMSD:** Ministry of Mines and Steel Development
- **VUCA:** Volatility, Uncertainty, Complexity, and Ambiguity
- **OD:** Organizational Development
- **CSO:** Civil Society Organization
- **FOSTER:** Facility for Oil Sector Transparency and Reform
- **PERL:** Partnership to Engage, Reform and Learn
- **ECP:** Engaged Citizens Pillar
- **NOA:** National Orientation Agency
- **CISLAC:** Civil Society Legislative Advocacy Centre
- **ANEEJ:** Africa Network for Environment and Economic Justice
- **NITDA:** National Information Technology Development Agency

- **COMEN:** Community Empowerment Network
- **NTA:** Nigeria Television Authority
- **NGO:** Non-Governmental Organization
- **SAP:** State Action Plan
- **V2P:** Voice to the People
- **FCT:** Federal Capital Territory
- **AMAC:** Abuja Municipal Area Council
- **JADOC:** Journalists Against the Delay of Ogoni Clean-Up
- **ESHIRA:** Environmental, Social, Human Rights, Impact Assessment
- **C-CAGE:** Community-Led Collective Action for Girls Education
- **GBV:** Gender-Based Violence

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## **Executive Summary**

The African Centre for Leadership, Strategy & Development (Centre LSD) has been a catalyst for transformative leadership and sustainable development across Africa since its inception in 2010. This brochure highlights the Centre’s objectives, achievements, and strategic direction for 2024–2028, focusing on leadership development, strategic management, and environmental sustainability.

Centre LSD’s mission to empower citizens to transform society is anchored in its three pillars: Leadership, Strategy, and Development. With a strong track record in advocacy, governance, gender justice, and environmental initiatives, the Centre has achieved notable milestones, such as promoting transparent governance, advancing education, and addressing gender-based violence.

As the Centre positions itself for the next five years, its objectives include expanding leadership training, fostering strategic engagement, mitigating climate change, and enhancing livelihoods. With a network of committed partners, Centre LSD remains at the forefront of shaping a future of inclusive growth, equity, and strategic leadership across Africa.

## **Background**

The African Centre for Leadership, Strategy & Development (Centre LSD) was established in 2010 with a vision of fostering an African society characterized by strategic leadership and sustainable development. Registered with the Corporate Affairs Commission, the Centre was founded to address the critical challenges of leadership deficits, ineffective strategies, and inappropriate development approaches across Africa.

Rooted in its core values of diversity, feminism, integrity, and transformative change, the Centre has emerged as a leading organization in advancing leadership capacity, strategic planning, and sustainable development. Through its thematic pillars of Leadership, Strategy, and Development, Centre LSD has implemented impactful projects that span governance, climate change, education, and gender justice.

The founding and current members of the Board of Trustees (BOT) and International Advisory Council (IAC) have been involved in one form of work or the other to transform Africa. From their cumulative experiences, it was clear that the challenges constraining Africa's development can be seen in three areas, namely the absence of a dynamic, strategic, and visionary leadership; ineffective strategies; and inappropriate development approaches.

This brochure encapsulates Centre LSD's strides for the past 15 years and provides an overview of the Centre's strategic focus for 2024–2028, emphasizing its commitment to empowering citizens, driving evidence-based advocacy, and fostering partnerships that promote accountability and equitable development.

### **Centre LSD's Objectives in the next five years (2024-2028) are:**

1. To promote leader development and leadership development in Africa.
2. To develop capacity for strategy analysis, strategic management, and engagement with global, regional, and national development strategies.
3. To promote just, transparent, accountable, inclusive, and active citizens engagements in governance across Africa.
4. To promote clean and healthy environment and mitigate the challenges of climate change.
5. To improve peoples' standard of living through human capital development and poverty eradication.
6. To reposition Centre LSD as the leading organization for building strategic leadership for sustainable development in Africa.

### **1.2 Vision**

An African Society with Strategic Leadership and Sustainable Development.

### **1.3 Mission**

The mission of Centre LSD is to work with forces of positive change to empower citizens to

transform society.

## 1.4 Values

Centre LSD is guided by Eight (8) values, the acronym “**DFIDPATT**” defined below.

- a) **Diversity:** embracing all human beings irrespective of race, religion, sex or disability status.
- b) **Feminism:** promoting the full equality of men and women to opportunities and rights.
- c) **Integrity:** by striving to ensure that we match our words with action and that we walk the talk.
- d) **Dignity of the human person:** respecting the rights of all persons and according to everyone respect without discrimination.
- e) **Pan Africanism:** promoting African unity (of the continent and people), political and economic independence, African perspectives and searching for African solution to African problems.
- f) **Accountability:** the willingness to provide information and explanations to stakeholders, donors, and statutory organizations.
- g) **Transparency:** ensuring that our actions are open and verifiable.
- h) **Transformative Change:** acting as catalytic change agents to bring about positive political, economic, social and cultural changes.

## 1.5 Our Identity

Centre LSD is renowned for leadership (leader and leadership development), strategy (strategic management and certification), and sustainable development. Over the years Centre LSD has built expertise in capacity building (process of developing and strengthening skills, abilities, processes, and resources that individuals, organizations, and communities need to survive, adapt, and thrive in a fast-changing world. Furthermore, the Centre has quality professional staff, strong systems and structures, good programming approaches, strong values, credible reputation and goodwill.

## 1.6 Our Competitive Edge

Centre LSD has a niche in providing strategic leadership, strategic management (including certification), and advancing a people centered development approaches with a clear identity and edge in natural resource governance, open governance, male engagement for reduction of gender-based violence, and policy advocacy. It also has strong convening power to foster partnership to catalyze stakeholders from various sectors to take appropriate actions. The Centre also remains an authority in organizational development.

## 1.7 Our Approach

Centre LSD employs various approaches, such as collaborations, catalytic partnerships, involvement in networks and coalitions, issue-based advocacy backed by research, continuous learning and development for staff and stakeholders, strategic empowerment, and a right-based approach to interventions. These approaches collectively drive the organization's mission and

contribute to positive development outcomes.

### **1.8 Our Theory of Change (TOC)**

If Centre LSD builds the capacity of citizens on leadership and Strategic Management; establishes local, national, and international linkages; mobilizes, and empowers stakeholders to participate and deepen engagements on national and regional developments; with a clear mechanism to ensure even distribution of opportunities and access to resources in existence, then this will lead to people-centered development and a transformed society.

### **Centre LSD'S Unique Selling Point (USP)**

**1. Evidence-Based Advocacy:** At the heart of Centre LSD's advocacy strategy lies a profound commitment to Evidence-Based Advocacy, recognizing the systemic challenges in Nigeria. We acknowledge the prevalent dysfunction in public administration, characterized by corruption and patronage that often renders advocacy ineffective. Leveraging our extensive advocacy experience, we've identified key success factors, including consistency and focus, strategic timing, resonant messaging, identification of champions across sectors, constructive engagement with the government, effective leadership within the advocacy group, dynamic secretariat operations, and the crucial elements of passion, interest, and funding.

Our advocacy methodology is deliberately politically astute, pragmatic, flexible, and adaptive,

grounded in years of building trusted relationships within the public sector. It encompasses the following key characteristics:

- a. **Bottom-Up Engagement:** Actively involving communities at the local government level, with seamless linkages to state and federal governments.
- b. **Identification of Champions:** Recognizing and leveraging windows of opportunity presented by champions of change within the government.
- c. **Media Utilization:** Employing both conventional and social media to build external pressure and garner support for our advocacies.
- d. **Strategic Collaboration:** Providing support to initiatives by government agencies that aligns with our vision for positive change.

As part of the Centre's commitment to working with forces of positive change, it partners with organizations that share similar ideologies and values. By joining forces, the Centre collectively drive advocacy on critical national issues with other organizations. An illustrative example is the collaboration with the Justice Reform Team of the Federal Ministry of Justice on the Open Government Partnership (OGP) Project. This collaboration resulted in the amendment and signing of key laws related to anti-corruption, such as the Nigerian Financial Intelligence Unit Act, the CAMA II, and the Proceeds of Crime Act. The success in this endeavor was attributed to sustained advocacy efforts directed at the parliament and relevant government agencies.

Furthermore, Centre LSD involvement played a pivotal role in advocating for the environmental cleanup of the Niger Delta, leading to strategic engagement with Hydrocarbon Pollution and Remediation Project (HYPREP). The Centre also advocated for increased involvement of allied agencies like the National Oil Spillage Detection and Response Agency (NOSDRA) in the cleanup process. These accomplishments underscore its dedication to influencing positive change through collaborative advocacy efforts.

## **2. Our niche and impacts in Natural Resource Governance programming and Projects:**

Centre LSD's approach to the extractive sectors stands out as unique and strategic. Anchored on the government's determination to reform the natural resource sector for effectiveness and accountability, the Centre employs a methodology that is firmly rooted in the Mining Road Map developed by the Ministry of Mines and Steel Development (MMSD) which aligned with the Economic Recovery and Growth Plan (ERGP). Leveraging existing relationships with the MMSD and Ministry of Petroleum Resources, the Centre actively liaises and collaborates with these government bodies in the delivery of projects and programmes on natural resource governance.

Capitalizing on the renewed commitment to the growth and development of the Nigerian mining industry, the Centre aligns itself with the roadmap's strategic framework and concrete action plan. This includes developing minerals and steel, enhancing institutions and governance, improving stakeholders' engagement, attracting industry participants, improving ease of doing business, and

fostering an enabling environment. The imperative need for a team to oversee roadmap implementation led to the inauguration of the Mining Implementation and Strategy Team (MIST), of which Centre LSD became a crucial part.

The Centre's distinctiveness is further exemplified by its embrace of the Africa Mining Vision, aiming for transparent, equitable, and optimal mineral resource exploitation to foster sustainable growth and development, ensuring the benefit of Africa's natural resources to its people. In alignment with this vision, the Centre introduced the concept of DoMiningRight, comprising twenty principles delineating responsibilities for the government, mining companies, mining host communities, and civil society organizations. This approach aims to enhance revenue, promote economic diversification, improve people's welfare, protect the environment, and ensure sustainable development.

**3.Our unrivalled edge in Leadership Training and Programming:** Leadership, as defined by John C. Maxwell, entails a genuine willingness and true commitment to guide others toward achieving a common vision and goals through positive influence. Recognizing the paramount importance of leadership to the success of organizations and nations, Centre LSD has acknowledged the scarcity of leaders globally. Rooted in the belief that leaders can be nurtured into top strategists capable of envisioning the future and devising strategies to reach it, Centre LSD established the Leadership School in 2009.

The African Centre for Leadership, Strategy & Development (Centre LSD) Leadership School was founded to unravel the complexity of leadership, providing a framework to help individuals become exceptional leaders. The school is dedicated to both leader development—expanding individuals' capacity for effective leadership roles—and leadership development—augmenting organizations' capacity for fundamental leadership tasks such as setting direction, creating alignment, and maintaining commitment. The school aims to produce leaders capable of mobilizing others to achieve extraordinary feats in organizations and nations. These leaders will possess the skills to transform values into actions, visions into realities, obstacles into innovations, separateness into solidarity, and risks into rewards.

Centre LSD offers three leadership training programs:

- i. Leadership School (one year)
- ii. Leadership Institute (one week) for middle-level managers
- iii. Executive Leadership Course (one week) for chief executives.

With annexes in Warri, Port Harcourt, Jos, Abakaliki, and Benin City, Centre LSD has graduated 2,233 professionals from its leadership programmes at the headquarters and annexes. Almost a decade and a half, the Centre has consistently graduated students annually from this school, contributing significantly to leadership development.

**4.A Young Organization with Diverse Skills:** A crucial factor contributing to Centre LSD's success is its adeptness in recognizing and fostering young talents. Leveraging diverse capacity-building programs, internships, and volunteering opportunities, Centre LSD has cultivated a vibrant, dynamic, and skilled workforce capable of meeting the demands of project conceptualization, design, and execution in the 21st century. The organization employs a team-based structure, allowing staff to refine their leadership skills by leading small teams. This approach not only prevents the organizational size from stifling innovation but also grants teams the freedom to innovate and spearhead new approaches within their projects.

**5.Our Strength in Organizational Development:** Organizational development (OD) has become exceptionally crucial in today's world, marked by volatility, uncertainty, complexity, and ambiguity (VUCA). The VUCA world necessitates that organizations, including Civil Society Organizations (CSOs) and BMOs, explore innovative approaches to manage, motivate, and proactively adapt to rapid internal and external changes. Amid this swiftly evolving landscape and a shrinking civic space, OD assumes a pivotal role, guiding organizations to view changes as opportunities for renewal rather than threats.

In recent years, Centre LSD has consistently fostered the growth and resilience of organizations, focusing on targeted areas of organizational development. These include board governance, leadership and strategy management, strategic plan development, operational planning, GESI programming, conflict sensitivity, CSOs' statutory obligations, resource mobilization, procurement training, among others. Gratifyingly, these endeavors have resulted in enhanced organizational performance and sustainability for over one hundred organizations across Nigeria.

**6. Male Engagement Approach to gender programming:** Centre LSD adopts a distinctive approach to gender work, emphasizing male engagement. This involves mobilizing and collaborating with faith and traditional leaders to speak out and advocate against all forms of gender injustice in their respective communities. This initiative is facilitated through a movement called Side-By-Side and the Network of Men Leaders to End Violence Against Women in Nigeria (NML), an extension of the Global Network of Men Leaders launched in November 2009 by former UN Secretary-General, Mr Ban Ki Moon. Dr Otiye Igbuzor, a Centre LSD member, was part of the inauguration in Nigeria, leading to the formation of the NML.

Through these platforms, the Centre actively mobilizes men and boys to act, advocate, and unite in transforming practices and attitudes that fuel, perpetuate, and tolerate various forms of violence against women and girls in Nigeria. A notable achievement in our male engagement programs is the successful abolition of the "money woman" practice in the Becheve kingdom of Cross River State.

**7. A healthy relationship with Donors organizations:** Centre LSD donor and partners includes the UK Department for International Development (DfID) now Foreign Common Wealth Development Office (FCDO), Christian Aid, United States Agency for International

Development (USAID) through Pact Nigeria, Konrad Adenauer Stiftung, Friederich Ebert Stiftung and Canadian International Development Agency (CIDA), Open Society Initiative for West Africa (OSIWA) now Open Society Foundation (OSF), MacArthur Foundation, Ford Foundation, FOSTER, NNRC, IBP Spark, Malala Fund, United Nations Development Programme (UNDP), UN Women, Cordaid, PLAN International, Trust Africa, Palladium, Partnership Initiative in the Niger Delta (PIND), Trust Africa, PERL ECP, Action Aid, etc.

**8. Strong allies in Government (both at national and sub-national levels):** Centre LSD relates and engages government particularly in its advocacy work. The Centre often engages the National Assembly including its relevant committees. The Centre collaborates with key MDAs including Ministry of Mines and Steel Development (MMSD), National Orientation Agency (NOA), National Oil Spill Detection and Response Agency (NODSRA), Ministry of Budget and National Planning, Ministry of Environment, State Ministry of Education, National Assembly committees on Constitutional review, Office of the Senior Special Assistant to the President on SDGs (OSSAP-SDGs), etc.

**9. Strong Partnership with Other civil society organizations:** Centre LSD operates on a philosophy of collaborative impact, avoiding working in isolation. We actively engage with various Civil Society Organizations, including but not limited to Civil Society Legislative and Advocacy Centre (CISLAC), Policy and Legal Advocacy Centre (PLAC), African Network for Environment and Economic Justice (ANEEJ) HEDA Resource Centre, Community Life Project, GATES, Praxis Centre, Partners for Electoral Reforms, Women Empowerment and Reproductive Health Centre, Environmental and Rural Mediation Centre, Value Rebirth and Empowerment Initiative, Neferok Development Initiative, Development Initiative for Community Impact, New Foundation, New Initiative for Social Development, Priest Peace Justice Initiative, BANGOF, Stakeholders Democracy Network, Publish What You Pay, Kebetkache Women Development Centre, JDPC Nnewi, Social Action, Palladium, Lawyers Alert, Budgit, Connected Development, Mountain of Hope Foundation, Ignite Startup, Environmental Neighbourhood Watch Foundation, and others. This collaborative network enhances the collective impact and effectiveness of our initiatives.

**10. Strong Media Partnership:** The Centre has enjoyed a lot of support from the media including; Nigeria Television Authority, Radio Nigeria, News Agency of Nigeria, Aso Radio, AIT/Raypower Fm, Silver Bird Television, TVC, Rave TV, Core TV, Galaxy Television, Vision Fm, Greetings Fm, VON, Quest TV, Wazobia FM, Arm Forces Radio, Channels TV, Leadership Newspaper, Guardian Newspaper, Business Day, This day Newspaper, Daily Trust Newspaper, Blue Print, Daily Independent Newspaper, Wazobia Max TV, CoolFM, Nigeria Info, Classic/Beats FM, Daily Asset Newspaper, NTA, Liberty FM/TV, Arise TV and many more.

**11. Bottom-Top Model of Programme/Project Implementation (Our Ability to Link Community to State and to the National Level):** Centre LSD acknowledges communities as the second most vital unit of society, following families. This significance shapes Centre LSD's bottom-up model in both project conceptualization and implementation. Our methodology

guarantees that the reforms advocated for at the state, national, and international levels are rooted in the needs of local communities, with a special emphasis on the welfare of the poor and marginalized.

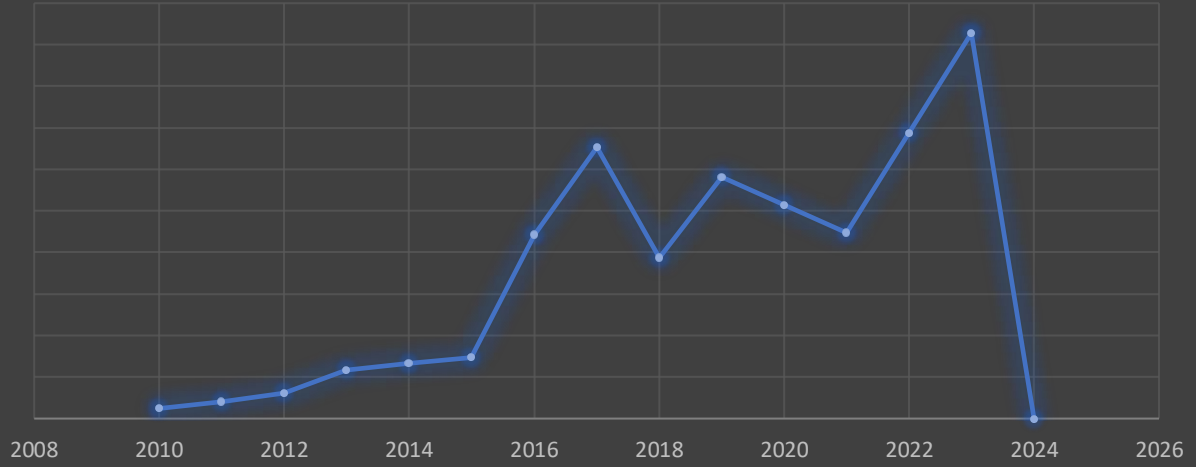
12. **Strong Partnership with International Organization:** Centre LSD is a member of the Civicus World Assembly on think Tanks, Publish What You Pay (PWYP), registered NGO with the United Nation Commission on Status of Women (CSW), etc.

**Centre LSD yearly focus and income since Establishment**

YEAR	FOCUS	INCOME
2010	Year of laying foundation (staff, structures, systems & programmes)	12,263,475
2011	Year of consolidation & expansion	20,463,748
2012	Year of improvement of quality & expansion	30,994,314
2013	Year of strategy repositioning	58,379,068
2014	Year of institutionalization	66,029,791
2015	Year of building a high-performance organizational culture	73,212,038
2016	Year of empowering leadership & self-managed teams	220,929,541
2017	Year of quality improvement & consolidation	326,823,475
2018	Year of improving efficiency	193,519,966
2019	Year of upgrade	291,130,279
2020	Year of Strategic consolidation	257,677,134
2021	Year of Innovation and institutional positioning	223,799,581
2022	Year of Resilience: improving staff thoughts, behaviors, and actions	343,423,907
2023	Year of consolidating on our Unique Selling Point (USP)	464,035,903.08
2024	Year of Quantum Leap	1.386,440,104.65

**Centre LSD’s Income growth Chart.**

### CENTRE LSD'S INCOME FROM 2010-2014





**Projects implemented by the Centre and their Funders.**

S/N	Project Title	Grant Amount	Date of submission	Status (Successful, Unsuccessful, awaiting result)	Name of Funder
1	Community-Led Total Sanitation and Waste Management	N5,419,900	October 2010 – March 2011	Completed	Canadian International Development Agency
2	Enhancing Citizens' Participation in the Budget Process 1	\$28,349.49	March 2011 – May 2012	Completed	PACT
3	Community-Led Total Sanitation and Waste Management	N6,361,500	September -December 2011	Completed	Canadian International Development Agency
4	Review and Elaboration of a Comprehensive and Modern Teaching Curriculum in Relation to a Train-the-Trainers Seminar on Police Work and Human Rights for Police Colleges in Nigeria	N2,026,000	October 2011 -December 2011	Completed	Action Aid
5	Retreat on Strategic Plan for INEC	N9,549,000	October 2011	Completed	DFID

6	Consultancy Service for the Monitoring and Evaluation of the 2010/2011 Debt Relief Gains Funded MDGs Project and Programmes	N30,066,158.23	2011	Completed	FGN
7	Enhancing Citizen Participation in Budgetary Process in Bayelsa State	\$30,150.16	August 2012 – January 2012	Completed	PACT
8	Improving Accountability in Governance Through Citizens Procurement Monitoring	N24,000,000.00	September 2012	Completed	PPDC
9	Transparency and Accountability in the Oil and Gas Sector	N23,288,800	October 2012-February 2014	Completed	OSIWA
10	Consultancy Service for Delta State Lot B for the 2012 M & E MDGs Project and Programmes Under 2013 Appropriation Act.	N15,000.000	2013	Completed	FGN
11	Voice to the People 1.0	£158,533.96	May 2013 -March 2016	Completed	Christian Aid & DFID
12	Leadership Capacity Building Programme for Promising Youth in the Niger Delta	N33,862,280	January 2013 – December 2014	Completed	PIND
13	Dissemination of Findings from NOI Poll on Fuel Subsidy	N3,165,000	September 2014 – November 2014	Completed	Oxford Policy Management

14	Feed the Future	N175,099,204.93	October 2014 -September 2017	Completed	Catholic Relief Service/ USAID
15	Provision of Voter Education and Mobilization of Electorates for 2015 National Election (South-South Zone) Federal Republic of Nigeria	N14,412,900	2015	Completed	UNDP
16	Voice to the People 2.0	£94,825.65	May 2016 -March 2018	Completed	Christian Aid
17	Strengthening Civic Engagement and Advocacy for Effective Natural Resource Governance in Nigeria	\$262,757	May 2016 – September 2018	Completed	OSIWA
18	Creating Awareness on the UNEP Report	€18,327	October – December 2016	Completed	Cordaid
19	Improving Governance in the Extractive Sector	N2,942,100	October 2017 – December 2018	Completed	NNRC
20	Strengthening the Capacity of School/ Centre Based Management Committees in Shanga and Suru LGA in Kebbi State	\$38,041	March – August 2018	Completed	UNICEF
21	Governance Support to Federal Ministry of Mines and Steel Development (FMMSD) (FISCAL HOST)	\$435,500	November 2016 – October 2017	Completed	OSIWA
22	Achieving a Healthy & Sustainable Environment in the Niger Delta	€31,600	January – December 2017	Completed	Cordaid
23	Promoting Transparency and Accountability in the Governance Process through the Implementation of Open Government Partnership in Nigeria II.	\$ 400,000	March 2017 -April 2020	Completed	MacArthur Foundation
24	Capacity Building for Youth Interested in Political Office in Niger Delta	\$221,442	August 2017 – July 2019	Completed	Ford Foundation
25	Achieving a Healthy & Sustainable Environment in the Niger Delta	€29,949	January – December 2018	Completed	Cordaid
26	Side by Side Faith Movement for Gender Justice, Nigeria Chapter	£140,750	May 2018 – March 2022	Completed	Christian Aid

27	Enhancing Citizens' Engagement in the Social Investment Programme	N9,044,995	August 2018 – August 2019	Completed	Action Aid
28	Achieving a Healthy & Sustainable Environment in the Niger Delta	€34,188	January – December 2019	Completed	Cordaid
29	Promoting Peaceful 2019 General Election in Nigeria (START FUND)	£57,439.22	February – March 2019	Completed	Christian Aid
30	Research Program	\$25,000	July 2019	Completed	OSIWA
31	Quota System	\$100,000	2019	Completed	Ford Foundation
32	Strengthening Civic Engagement and Advocacy for Effective Natural Resource Governance in Nigeria	\$212,176	July 2019 – November 2021	Completed	OSIWA
33	Improving delivery of Sanitation Services and Access to Water in PHC facilities in Anambra State	N12,239,000	October 2019 – September 2020	Completed	IBP Spark
34	Male Engagement Program to End Violence and Harmful Practices Against Women and Girls in Lagos and Cross Rivers 1.0 (SPOTLIGHT)	N53,977,580	November 2019 – December 2020	Completed	EU through UN Women
35	Electoral Reform Advocacy (FISCAL Host)	\$50,000	December 2019 – May 2020	Completed	OSIWA
36	Community-Led Collective Action for Girls' Education in the Northeast of Nigeria	\$166,000	2019-2021	Completed	Malala Fund
37	Restoring the Social Contract, Empowering People in Fragile Context	€39,999	January – December 2020	Completed	Cordaid
38	General Support for Strengthening an Intersectional Approach to Gender and Natural Resource	\$225,000	October 2020 – September 2021	Completed	Ford Foundation
39	Implementation of Radio Programs (FISCAL Host)	\$49,450	April 2020	Completed	OSIWA
40	National Assembly Reforms (FISCAL Host)	\$30,000	June 2020-September 2021	Completed	OSIWA

41	Promoting Transparency and Accountability in the Governance Process through the Implementation of Open Government Partnership in Nigeria II.	\$ 520,000	February 2021 – February 2024	Completed	MacArthur Foundation
42	Support Strengthening Pan -African Citizens Voices for Security Sector Accountability	\$15,000	March 2021-January 2022	Completed	Trust Africa
43	Strengthening Civic Advocacy and Local Engagement (SCALE 1.0)	N46,780.094.02.	January-June 2021.	Completed	Palladium
44	Strengthening the capacity of Faith & Traditional Leaders to promote Gender Justice in Nigeria.	£55,000	May 2022 – December 2023	Completed	Christian Aid
45	Strengthening Local Advocacies and Awareness Creation for Improved Gender Justice in Nigeria	£80,000	May 2022-April 2023	Completed	Christian Aid
46	Male Engagement Program to End Violence and Harmful Practices Against Women and Girls in Lagos and Cross Rivers 2.0	N22,822,993	April 2022 – March 2023	Completed	EU UN Women
47	Joint Action Grant (FISCAL Host)	\$72,790	December 2022 – September 2023	Completed	Malala Fund
48	Strengthening Civic Advocacy and Local Engagement (SCALE 2.0)	N73,848,614.	February-October 2022.	Completed	Palladium
49	Strengthening Transparency in Governance and Electoral Process (STAGE)	N8,571,250	October 2023 - March 2024	Completed	FCDO through PLAC

51	Strengthen the technical and institutional capacity of selected Nigerian CSOs and BMOs for optimum performance (SCALE 3.0)	N101,788,082.35	April 16-2024 August 2024,	Completed	Palladium
52	Decolonization and Anti-Racism: Learning Curriculum Development	£ 10,000	December 2023 – March 2024	Completed	Christian Aid
53	Forum of CSO leaders in Government	\$20,000	May 2024	Completed	Ford Foundation
54	Strengthen an intersectional approach to natural resource governance and core support for institutional strengthening.	\$1,290,000.	2021-2025	On-going	Ford Foundation
54	Promoting Climate Action for Gender Justice	N102,016,400	31/07/24 8 Months	On-going	Christian Aid
55	Decolonization and Anti-Racism: Learning Curriculum Development	N20,812,967.40	January-October 2024	On-going	Christian Aid
56	Constitutional Inclusion of Women in Governance in Nigeria.	N47,702,056.00	July-Sept 2024	On-going	FCDO through PLAC
57	Promoting Transparency and Accountability in the Governance Process through the Implementation of the Open Government Partnership in Nigeria	\$283,990	January 2024 – December 2024	Ongoing	Mac-Arthur
58	Core Support for scaling up the Side-by-Side movement to mobilize religious and traditional leaders toward the implementation of GBV-related policies across Nigeria.	\$300,000	31/01/24 24 Months	On-going	Ford Foundation

## Programmes and Initiatives

### Thematic Focus & Strategic Directions

The Centre is founded and built on the bedrock of its three main pillars of Leadership, Strategy and Development. It has refined its interventions under these pillars to the following:

**LEADERSHIP PILLAR:** Centre LSD Leadership programmes have been restructured into three areas:

- Leadership School: One-year free leadership School training
- Leadership Programming e.g. SCALE, Leadership Mentoring etc
- Strategic Leadership Training under the Enterprise arm (ACLSD Global Consulting Ltd)

**STRATEGY PILLAR:** The programming under this Pillar are constructed around:

- Strategy Certification programmes e.g. ISMN (Chartered)
- Strategy Programming on SDG, Africa Strategy 2063; Nigerian National Development Plan and Sectoral Strategies.
- Strategic Management Training Programmes under the Enterprise arm (ACLSD Global Consulting Ltd).

**DEVELOPMENT PILLAR:** Centre LSD implements development programmes across Nigeria from community level and state to national and international levels with the strategy of maintaining local-national-international linkage. The Centre's governance programmes are conceptualized to improve transparency and accountability and increasing citizens' participation in governance especially in budget formulation and implementation.

The Centre's development programmes are organized around three areas:

- 1. Governance-** just, accountable, and responsive governance and active citizen engagement.
- 2. Environment and Climate Change-** Promote clean and healthy environment and mitigate the challenges of climate change.
- 3. Livelihood and Social Services-** Pursue human capital development, eradicate poverty, and improve the standard of living of the people. This is further detailed below.

**Governance-** just, accountable, and responsive governance and active citizen engagement. The following areas would be of primary focus:

- Election
- Budget
- Resource Governance
- Constitutions and Constitutionalism
- Civic Space

- Anti-Corruption, Transparency and Accountability

**Environment and Climate Change-** Promote clean and healthy environment and mitigate the challenges of climate change. Emphasis will be placed on:

- Niger Delta
- Oil Spillage and Gas Flaring
- Ogoni Clean Up and Cleanup of other Niger Delta areas.
- Desertification
- Pollution
- Climate Change

**Livelihood and Social Services-** pursue human capital development, eradicate poverty and improve the standard of living of the people.

- Water, Sanitation and Hygiene (WASH)
- Social Protection
- Education
- Health

Cross cutting themes indicated below will be mainstreamed in our programming.

- Monitoring, Evaluation and Learning (MEL)
- Gender and Women Rights
- Youth
- Disability

### **Our Strategy**

Centre LSD current Strategy Plan (2024-2028) is hinged on “Strategic Programming with leveraging our Unique Selling Propositions (USP) and Competitive Advantage for quantum resource mobilization for sustainable success.” This will drive Centre LSD’s projects and programmes for the next five years.

For the next five years, the Strategic focus of our programming and activities and the choices we will make among competing options will be guided and centred mainly along the following as detailed below.

**Strategic Objective 1: To promote leader development and leadership development in Africa.**

#### **Key Actions**

- Promote mentoring and coaching.

- Establish more leadership school centres across Africa.
- Design leadership programs for individuals & organizations.
- Develop bespoke sectorial leadership training programs for youth, SMEs, ecclesiastical, women, political, education and the Humanitarian.
- Translate leadership training materials into pidgins and other native languages for citizen engagements.

### **Outcomes**

- Improved individual and organizational leadership capacities within various spheres of influence across Africa.
- Improved participation of youths and marginalized groups in decision-making in Africa.
- Increased functional leadership school annexes in Nigeria and Africa.
- Improved leadership knowledge among citizens without language barriers.

## **2. Strategic Objective 2: To develop capacity for strategy analysis, strategic management, and engagement with global, regional, and national development strategies.**

### **Key Actions**

- Design, facilitate and implement strategic management training programmes for individuals and organizations across Africa.
- Collaborate with Institutions/organizations for ISMN certification in Nigeria.
- Facilitate the development of Strategy Plans (SP) for organizations across Africa.
- Develop programming for National, Regional, and Global development plans/agenda, such as SDGs, Nigeria Agenda 2050, African Mining Vision, Africa 2063, etc.

### **Outcomes**

- Enhanced skills for strategic thinking and management.
- Increased ISMN Certification in Nigeria.
- Improved capacity for strategy development in Nigeria and across Africa.
- Improved organizational capacity for strategy plans design and implementation.
- Increased National and sub-national level implementation of development plans.

## **Strategic Objective 3: To promote just, transparent, accountable, inclusive, and active citizen engagement in governance across Africa.**

### **Key Actions**

- Promote citizens' participation in electoral processes in Nigeria and Africa.

- Engage electoral management bodies for free, fair and transparency elections in Nigeria.
- Promote stakeholders' participation in the budgetary processes in Nigeria.
- Engage policymakers for enhanced policy formulation and analysis.
- Design programmes to protect civil actions and civic spaces.
- Design programme for marginalized and excluded group (women, girls, youths, PWD, etc.)
- Engage in constitutional reviews.

### **Outcomes**

- Strengthened democratic processes in Nigeria.
- Improved budget processes, budgetary allocations in critical sectors and efficiency in public funds utilization.
- Improved people-centric policies.
- Improved civil liberty.
- Strengthened implementation of policies on issues of GBVs, VAWS, etc.
- Improved constitution for good governance.

### **Strategic Objective 4: To promote a clean and healthy environment and mitigate the challenges of climate change.**

#### **Key Actions**

- Sensitize communities on WASH and waste reduction.
- Promote stakeholders' participation in natural resources and environmental governance and management.
- Deepen the Centre's work in the Niger-delta, particularly around gas flaring, oil spillage, climate change, while broadening its scope to include issues around desertification.
- Promote communities land use planning and support practices that promote soil health and reduce greenhouse gas emissions.
- Design bioenergy projects and initiatives that allow communities invest in and benefit from shared solar installations.

### **Outcomes**

- Improved community WASH practices.
- Improved management and governance of the environment and natural resources in Africa.

- Enhanced productivity of community lands for agriculture.
- Improved sustainable environmental practices and Land Management in Nigeria.
- Increased investment & use of green energy solutions.
- Increased collective investment and benefits from solar installations.

**Strategic Objective 5: To improve peoples' standard of living through human capital development and poverty eradication.**

**Key Actions**

- Promote poverty alleviation strategies such as social protection, CCT, etc.
- Promote Small & Medium Enterprises (SMEs) initiatives in Nigeria and across Africa.
- Promote education that empowers individuals for self-reliance and economic development and empowerment.

**Outcomes**

- Improved livelihood of citizens.
- Improved management of SMEs in Africa.
- Improved standard of living for Nigerians and Africans.

**Strategic Objective 6: To reposition Centre LSD as the leading organization for building strategic leadership for sustainable development in Africa.**

**Key Actions**

- Promote Centre LSD's visibility across Africa through conventional and social media.
- Strengthen the organizational systems for organizational resilience.
- Build and foster healthy organizational culture that will attract and retain quality staff.
- Build capacity of Centre LSD's staff for programming along the three thematic Pillars (leadership, Strategy and Development) of the organization.
- Deploy up-to-date technological tools and applications to enhance the Centre's work.
- Foster innovative organizational culture that fosters teamwork and values experimentation, risk-taking, and continuous learning.
- Recognize and objectively reward employees' innovative efforts and contributions to organizational development.
- Implant, Implement and evaluate the new strategy plan.

## **Outcomes**

- Improved Centre LSD's visibility across Africa
- Improved organizational resilience.
- Strengthened organizational culture.
- Improved staff capacity for multi-sectorial programming.
- Recognized as a real-time and technological driven organization.
- Improved innovative solutions.
- Improved staff retention.
- Improved organizational reputation and impacts across Nigeria and in Africa.

## Section 2

### Our Organizational Achievements Results

#### Centre LSD's Impacts and Achievements from 2010 till 2023.

##### Introduction

In the dynamic landscape of African leadership and development, the African Centre for Leadership, Strategy & Development (Centre LSD) stands as a beacon of success, achieving remarkable milestones in its thirteen-year journey towards fostering a society characterized by strategic leadership and sustainable development.

##### LEADERSHIP

At the heart of Centre LSD's success story is its unwavering commitment to redefining leadership in Africa. Recognizing the critical role of leadership in overcoming the challenges faced by the continent, the organization established a leadership school as a catalyst for change. This initiative, deeply embedded in Centre LSD's DNA, aims to address the historical leadership failures that have hindered progress in Africa.

Through strategic leadership training efforts, the Centre has not only produced visionary leaders but has also expanded its reach with annexes across different regions in Nigeria. Since its inception in Abuja in 2009, the leadership school has graduated 2,165 students from Centres in Warri, Port-Harcourt, Benin, Ebonyi, Jos and Abuja. The graduation ceremonies, marked by a long-standing partnership with Konrad Adenauer Stiftung (KAS) since 2010, symbolize a commitment to excellence.

##### 2. STRATEGY

Centre LSD's success story is further exemplified by its strategic capacity-building initiatives, recognizing the pivotal role of appropriate strategies in driving Africa's development. With a decade-long commitment to promoting strategic thinking, the Centre obtained an operating license from the Institute of Strategy Management of Nigeria, chartered (ISMNC) in 2021, solidifying its engagement in strategy programming and training. The Centre's impact is evident in the 165 participants trained on strategic thinking, Strategy development & Execution, Change management amongst others. Furthermore, Centre LSD facilitated the certification of fellows, full members, and associates into the ISMNC, contributing to a pool of strategically adept professionals.

In challenging the narrative of inappropriate strategies, Centre LSD actively engaged with regional and national strategies, including the MDGs, SDGs, Agenda 2063, Agenda 2030, Nigeria Vision 20-20, Nigeria Agenda 2050, and other key sectoral strategies. By interrogating and contributing to these frameworks, the organization plays a vital role in shaping the strategic landscape of Africa's development.

##### 3. DEVELOPMENT

The achievements under this pillar include the following:

##### ➤ Capacity Building

Centre LSD has sustained capacity building for individuals and organizations in several developmental and organizational issues.

The Centre has actively engaged in enhancing the capacity of individuals and organizations in critical areas such as leadership, strategy, entrepreneurship, conflict sensitivity, gender, social inclusion, livelihood, open government partnership, and leadership training for miners and indigenous communities. Notably, the Centre focused on youth capacity building in politics, aligning with the African Youth Charter's principles. Over the years, Centre LSD has successfully trained and empowered youths in Edo, Delta, and Bayelsa States, leading to increased youth participation in governance and the election of several youths to political positions. The Centre's initiatives have also contributed to advancements in women's involvement in leadership roles, increased organizational resilience, sustainability, and the promotion of gender justice.

### ➤ Governance

Creating a just, accountable, and responsive governance system, coupled with active citizen engagement, is essential for an inclusive society that is responsive to the needs and aspirations of its citizens. This constitutes the thrust of the governance work of the Centre defined by the following themes:

#### 1. Elections

##### i. Election Observation:

Nigeria has held 7 consecutive general elections since the return to civil rule in 1999. Centre LSD since its inception in 2010 engaged the electoral process including observations beginning with the 2011 general elections. The Centre has a pool of over 454 volunteers across Nigeria, among which it draws for its observation efforts. It successfully observed the 2023 Presidential & National Assembly general elections that held on Saturday February 25th, 2023. It also observed the off cycle Gubernatorial elections in Bayelsa and Kogi states held on Saturday 11th November 2023.



**2023 Presidential & National Assembly Election process ongoing at Sangere Primary School PU in Girei LGA, Adamawa State**

##### ii. Election Programming:

Apart from election observation, the Centre also engaged in election programming including election-related capacity building. Between 2017-2019, youths interested in politics in Niger

Delta were trained. The focal states were Edo, Delta and Bayelsa states. Initial target was 80 per state but ultimately 261(male and female) youths were capacitated including vying for elective and appointive positions. Over 120 impact stories of change stemmed from this training.

In 2023, it also implemented the STRENGTHENING TRANSPARENCY, ACCOUNTABILITY IN GOVERNANCE AND ELECTORAL PROCESS (**STAGE**) project. The core aspiration of that programme was to mobilize citizens and stakeholders in Anambra State to demand the conduct of Local Government Elections in the State. This is against the background that such elections in the third tier of administration was last conducted in January 2014.

### ➤ **Budget**

Budget is another key area of the Centre's governance work. The Centre promotes a participatory approach to budgeting to ensure that the needs and aspirations of citizens as it relates to agriculture, health, education, and infrastructure are captured in the budget. The Centre serves as the secretariat of the National Budget Group (NBG), a group of Civil Society and NGOs working on the budget. The group analyzes and engages government and citizens on the outcomes of its analysis and make recommendations for improvements.

Between 2011 and 2013, Centre LSD facilitated and enhanced citizens' participation in the budgetary process in Bayelsa State. It analyzed the Bayelsa State budget from 2007-2011 and proffered recommendations for an improved and inclusive budgeting process. The result of this engagement was a declaration of a state of emergency in the educational sector in Bayelsa state in 2012. It also influenced the embrace of the Medium-Term Expenditure Framework (MTEF) by the Bayelsa State Government, and this led to improved budgetary allocation to Education, Health, Agriculture, and infrastructure for the first time. The invitation and involvement of civil society organizations in budget defense by Ministries became a practice in Bayelsa State.

### ➤ **Natural Resource Governance**

Natural Resource Governance is one of Centre LSD's core programming areas. Over the past eight years, Centre LSD has deepened its engagement in the sector by conceptualizing and implementing the “**Strengthening civic engagement and advocacy for effective natural resource governance in Nigeria**” project in Ebonyi, Ekiti, and Taraba States. Centre LSD mentored Women in Mining in Nigeria (WIMIN) and supported them in establishing state chapters in the three states, integrating them into the national body. The development and popularization of the 20 principles of doing mining right (#DoMiningRight) were undertaken, alongside the mobilization of artisanal miners into forming Mining Cooperatives to access capital and other incentives from the government and development partners and facilitating the linkage between miners and the government.

Under the "**Strengthening an Intersectional Approach to Natural Resource Governance**" project, Centre LSD also collaborated with the National Bureau of Statistics (NBS) to produce the first nationally accepted evidence of the forms and prevalence of Gender-Based Violence (GBV) in the extractive sector. Centre LSD played a pivotal role in enhancing the legal and institutional framework of the Nigerian extractive sector through strategic collaboration with the Ministry of Solid Mineral Development. The two entities jointly undertook a comprehensive review and subsequent launch of updated guidelines for the drafting of Community Development Agreements (CDAs) in the solid mineral sector.

The revised CDA guideline, in sync with Centre LSD's quest to strengthen an intersectional approach to natural resource governance in Nigeria, mandates the inclusion of all demographics such as women, persons with disabilities, youths, and other marginalized groups in the preparation of CDAs. This inclusive approach ensures that these erstwhile groups are actively involved in the planning, execution, and oversight of community development projects by mining companies in host communities.

Additionally, the Centre produced a documentary titled "Voices from the Pits" to increase awareness of gender and intersectional issues in the natural resource sector and to draw the attention of policymakers and relevant stakeholders to key concerns. The video documentary captured the experiences of 12 mining host communities from six states in the six geopolitical zones of Nigeria.

Summary of Centre's achievements in the natural resource governance sector:

- Championed and popularized the 20 principles of doing mining right, #DoMiningRight.
- Advocated for the creation of a Solid Mineral Ministry in Taraba State.
- Formed the Mambila Mining Cooperative and Magakap Cooperative in Ngoroje Community of Sardauna Local Government of the State.
- Facilitated the linkage between miners and the government, leading to one of the trained miners under Bipem Gashaka Miners Multi-Purpose Cooperative Society Mining in Gashaka, Taraba State, obtaining a grant from the Central Bank of Nigeria through the Directorate of Employment to boost his mining activities. He has also registered his own company (WEZAN multipurpose company) with the Mining Cadastral Office to obtain a small-scale mining lease.
- Brokered peace and collaboration between the Ministry of Solid Minerals in Ebonyi State and the miners in the state. A forum for regular dialogue with Miners, Companies, and Traditional Rulers was consequently created.
- Artisanal miners and elders in the Agalegu Ndifu Alike community were able to use lessons from Centre LSD training to engage and negotiate with the management of Royal Salt Company, the major mining company in the community, to respect the spirit and letters of the Community Development Agreement (CDA) entered between the company and the community. As a result of this engagement, Royal Salt provided employment to 355 youths of the community, constructed roads, gave scholarships to

five community youths in higher institutions, and opened a N600,000 annual education endowment fund.

- In Ekiti State, miners formed and established two major cooperatives, Ekiti State Alliance Gems Miners Association, and Ijero Feldspar Miners Multi-Purpose Cooperative Society. The relationship between the State government and the miners has become very cordial.
- Through the Centre's intervention, the Ministry of Solid Minerals in Ebonyi State developed a database of miners in the State.
- Established Ameri Miners Cooperative in Agalegu Ndifu Alike in Ebonyi State.
- The State government also developed a database of miners, and they meet every Tuesday of the week. For ease of communication with the miners, the then Ekiti State Governor, Dr. Kayode Fayemi, appointed a Liaison Officer to liaise with the Miners from time to time.
- As a result of the training on negotiation, the relationship between the Federal Mines Office at the State level and the miners has improved. The office supervises the development of the Community Development Agreement (CDA) between the miners and the Leadership of the Ijero Community.
- Registration and formalization of Ekiti state miners' operations with the Artisanal and Small-Scale Mining Office.

### ➤ Civic Space

In recent times, the civic space in countries around the world is shrinking fast and under threat with the increasing activities of governments across the globe using laws, policies, and practices that inhibit the ability of citizens to exercise their rights and the freedom of civil society actors to operate freely without fear or intimidation. In Nigeria, this is aptly the case as past government activities contravened the international human rights law and the fundamental rights provisions in the Nigerian Constitution which guarantees freedom of peaceful assembly and expression. In Nigeria, between 2015 and 2023, citizens, especially journalists and bloggers were arrested merely for expressing critical opinions on both conventional and social media platforms. Intimidation and arrests of journalists and bloggers, protesters, activists, etc. have become problematic and a concern to peaceful assembly and freedom of speech.

Accordingly, the African Centre for Leadership, Strategy & Development over the period 2016 - 2018 intensified its engagement and activities to expand the civic space in Nigeria. A key action in this regard was the mobilization of a joint CSO action for the public hearing on the NGO Bill. A joint Press Release was produced with the Centre facilitating and leading the process of quashing the Nigerian NGO bill. Organizations and individuals outside Nigeria were part of the engagement. Allies from South Africa, Kenya, and Uganda linked up with the Centre LSD social media campaign on the Bill. The ultimate result was that the National

Assembly quashed the NGO bill and other anti-people bills.

### ➤ **Anti-Corruption, Transparency and Accountability**

Centre LSD's anti-corruption work is focused on promoting transparency, accountability, citizen engagement, and service delivery at the national, sub-national, and local government levels. Over the years, the Centre has collaborated with state and non-state actors in its efforts to contribute to the fight against corruption in the country. One such effort was with the CLEEN Foundation on the "Access Nigeria Project," aimed at building a relationship with the Economic and Financial Crimes Commission (EFCC) and accessing information and promising practices to push for more effectiveness in public organizations.

From 2013 to 2016, the Centre monitored the Debt Relief Gains of the Millennium Development Goals (MDGs) projects in Delta State and ensured that the MDGs projects and programs implemented using the debt relief gains were delivering value and improving the lives of ordinary Nigerians and bettering communities.

Centre LSD's engagements on open government partnership (OGP) were a major contributor to the Act by the national assembly that made the Nigerian Financial Intelligence Unit (NFIU) a separate body from the EFCC. Advocacies on the OGP were also instrumental in the addition of a section on beneficial ownership in CAC registration requirements. These measures have gone a long way toward reducing corruption in the public sector.

### ➤ **Open Government Partnership (OGP)**

Through the Open Government Partnership (OGP), Centre LSD, between 2017 – 2023 increased citizens' awareness and participation in governance; deepened the co-creation principle; improved synergy and mutual collaboration between state and non-state actors. It influenced twenty-five (25) states of the federation to sign up to the OGP and embraced its principles. In these years, Centre LSD built the capacity and knowledge of over 500 Civil Society Organizations on the OGP; supported the development of State Action Plans (SAP); strengthened the Open Alliance both at the national and sub-national levels.

In addition, the Centre contributed to the culture of openness, accountability, and inclusion in governance across Nigeria; provided a framework that currently supports the anti-corruption fight through enhanced laws and regulations with the review of relevant anti-corruptions laws where it also made necessary recommendations to stakeholders. The Centre also provided support to MDAs in achieving their commitments on the OGP including National Orientation Agency (NOA), Federal Ministry of Justice (FMoJ), SERVICOM, National Information Technology Development Agency (NITDA). It expanded its OGP focus beyond the state level to the local governments by collaborating with other like-minded NGOs, to influence the onboarding of Federal Capital Territory (FCT) Area Councils (AMAC, Gwagwalada, and Kwali). Through rallies, new and traditional media engagements, the Centre popularized the OGP principles to reach twenty million citizens across Nigeria.

### ➤ **Voice to the People (V2P)**

The Voice to the People (V2P) project, funded by UKAID in partnership with Christian Aid was aimed at enabling communities and citizens to hold duty bearers to account, for improved responsiveness and service delivery, supported by evidence-based learning and advocacy in the Southeast and Kaduna State in the Northwest.

Under this project, the Centre commissioned, produced and published a total of Eleven (11) research reports on annual budgets, procurement, due process, internally generated revenue, Paris club refund, bailout funds, southeast regional development, southwest regional development, and Local Government Elections Manual. These led to issue-based advocacy and stakeholders' engagement. Apart from bringing issues that affect the poor and marginalized groups to the limelight, the Centre improved the skills of partners in different areas of programming. It enabled community groups like the Community Empowerment Network (COMEN) to effectively monitor projects in their respective communities. COMEN got organized and actively used the community charter of demand developed to engage their duty bearers and hold them to account.

The collaboration between traditional rulers and government officials in this project further upped COMEN visibility at the grassroots and in the State. This ensured more inclusive programming, involvement of women in governance and decision- making at the local level in Anambra, Enugu, and Kaduna states.

### ➤ **Constitution and Constitutionalism**

Centre LSD always advocates for citizen participatory and process-led constitutional review processes. The Centre contributed to constitutional review processes in Nigeria, particularly on issues of federalism, local government autonomy, and women's participation in governance and decision-making. Centre LSD in 2018 campaigned for local government autonomy, where it mobilized civil society organizations across the country for a national engagement. Representatives from across each state were given the responsibility to coordinate and mobilize other CSOs in their states to engage lawmakers to vote for the Local Government autonomy bill during the concurrence at the state level.

### ➤ **Environment and Climate Change**

Centre LSD has done extensive work in environment and climate change in Nigeria. As part of Centre LSD's effort to restore the social contract in the Niger Delta and particularly on the clean-up of Ogoni land and the Niger Delta region, the Centre implemented the project "Achieving a Healthy and Sustainable Environment in the Niger Delta." This project was a lobby and advocacy project that engaged critical stakeholders in the Niger Delta, including government, hydrocarbon pollution remediation programme (HYPREP) traditional and community gate keepers, women, youths, and persons with disabilities on the challenges of resource governance in Niger Delta – impacts of Oil Spillage and Gas Flaring; (Pollution, Desertification, and Climate Change).

The Centre championed a campaign for the clean-up at both national and community levels. This engagement produced results including the birthing of Journalists Against the Delay of Ogoni Clean-Up (JADOC) charged with the responsibility of reporting around the clean-up, triggered a mutual push and support for the amendment of the NOSDRA Act, created a platform for interaction and harmonization of the Strategic Partners (SP) position on the Environmental, Social, Human, Rights, Impact Assessment (ESHRIA),-which was presented at the House Committee on Environment and Habitat public hearing on the review of the 1992 EIA Act in 2018, instituted an annual National Summit which provided room for the discourse on the clean-up of the Ogoni land, and adopted a quarterly press briefing on the UNEP report to influence stakeholders including the government and its agencies, and oil companies to take their roles forward.

### ➤ **Strengthening an Intersectional Approach to Gender and Natural Resources Management**

Centre LSD in 2021, commenced the implementation of the 4-year Ford Foundation grant titled “General Support for Strengthening an Intersectional Approach to Gender and Natural Resources Management, and Project Support for Institutional Strengthening (**BUILD**)” In the first year, Centre LSD operationalized her 3 pillars of leadership, strategy, and development, by appointing/engaging 3 new directors. Other results in this first year were the establishment of the IT department; system strengthening; staff capacity building; produced research on the forms and prevalence of gender-based violence in the extractive sector, which was done in collaboration with National Bureau of Statistics (NBS); capacity building for women in the extractive sector; influenced the increase of the number of women working in the extractive sector in Ekiti, Ebonyi and Taraba state; and many more.

In 2022, Centre LSD continued the implementation of the BUILD+4, between that period and now, Centre LSD's efforts resulted in collaboration with the Ministry of Mines and Steel Development (Now Ministry of Solid Minerals Development) and stakeholders’ review, and official launch of the revised guidelines for Community Development Agreement in Nigeria. The ceremony was presided over by the Minister of Solid Minerals Development, Mr. Dele Alake, on November 16, 2023, in Abuja. The meticulous process of revising the CDA guidelines involved extensive consultations with key stakeholders, including host community members, the Miners Association of Nigeria, women in mining, civil society groups, academia, legal practitioners, youths, persons with disabilities, and government representatives across all the six geopolitical zones of Nigeria.

The Centre under this grant established the Natural Resource Governance Group to promote the uptake and harmonization of mining best practices in the West Africa sub-region. The group currently has eighty-five active members who engage via WhatsApp. The members were drawn from Civil Society Organizations, the Miners Association of Nigeria, Women in Mining, the Ministry of Mines and Steel Development, the Federal Ministry of Environment, the Media Initiative on Transparency in Extractive Industries (MITEI), Persons with Disabilities (PWDs), and community leaders.

While most members are from Nigeria, more West African countries are currently being included to the group. The WhatsApp group link is: <https://chat.whatsapp.com/Hgd6e2xDKzmKfhjykTZd8x>

Additionally, the Centre produced a documentary titled “Voices from the Pits,” to increase awareness of gender and intersectional issues in the natural resource sector and to draw the attention of policymakers and relevant stakeholders to key concerns. The video documentary captured the experiences of twelve mining host communities from six states in the six geopolitical zones of Nigeria. The documentary trailer released in mid-November 2023, was shared by 131 individuals on Facebook, viewed by 39,000 persons, and reached a total of 107,189 people on Facebook and Instagram.

### ➤ **Improved Livelihood for Poverty Eradication and Social Security in Nigeria.**

Over the last decade, Centre LSD has played a pivotal role in contributing to poverty eradication, advancing human capital development, and enhancing the standard of living for people across Nigeria and Africa. This impact has been particularly pronounced through key projects such as the Feed the Future Nigeria Livelihoods Project implemented from 2014-2019. This initiative focused on improving agricultural practices, including post-harvest storage for nutrient-rich crops and livestock. The project adopted a market-oriented approach, diversifying production, and assisting vulnerable families in broadening their income sources. Focal area was Dange/shuni, Rabah LGA (Sokoto state), Danko Wasagu, Birnin Kebbi LGA (Kebbi State) and Bwari LGA in the Federal Capital Territory (FCT).

Notably, between 2021-2022 Centre LSD facilitated strong and comprehensive nutrition and entrepreneurial training in Adamawa, Taraba & Ekiti States activities. Through these efforts, numerous vulnerable families successfully graduated into the Prosperity pathway. The distribution of cash transfers played a crucial role in meeting nutritional needs, recovering assets, and overcoming barriers to income-generating activities. Additionally, the project significantly enhanced the institutional capacity of government systems to implement poverty reduction programs, fostering mutual accountability between the government and citizens.

The Centre LSD Feed the Future project, achieved substantial milestones, including:

- **Capacity Building:** Centre LSD supported 8 caseworkers, 64 liaison supervisors, and 281 liaisons through training and mentoring. This effort aimed to deliver services and key messages on nutrition and hygiene to twelve thousand households.
- **Livestock Management Training:** Collaboration with community agricultural field agents led to the training of 281 liaisons on livestock management, covering aspects such as housing, breed identification, fattening, and addressing common health challenges.
- **Homestead Gardening:** The capacity of 345 liaisons was built on homestead.

gardening, enabling them to mentor households through the establishment of demonstration plots. As a result, 2168 households established home gardens, contributing to increased nutrition and dietary diversity scores.

- **Cash Transfer Impact:** The successful cash transfer cycle of 15 months benefited 1240 households, initiating 279 new businesses and improving 348 existing ones. This economic boost was particularly impactful in Danko Wasagu and Birnin Kebbi, with detailed analyses of new and improved businesses.
  - **Community Engagement:** Over the 3-year engagement process, Centre LSD reached out to 3,047 Class B Households (Year one) and 5,825 Class C Households (Year two), fostering a comprehensive and sustained impact on communities.
  - **Child Health and Nutrition:** A total of 122,410 beneficiaries were trained on child health and nutrition, with a focus on reaching 5,099 caregivers through households and caregiver group sessions. Furthermore, 23,524 children under 5 received essential nutrition and health services, including malnutrition screening and referrals.
- **Strengthened Water, Sanitation, and Hygiene (WASH) practices in Communities.** Centre LSD through her community-led total sanitation project eradicated open defecation and introduced regular sanitation exercise in Durunmi 3 and Ruwan Fulani in Abuja Municipal Council Area (AMAC) and Kuyizhi Community in Kuje Area Council of the FCT. At the point of entry into the communities, there was a clear absence of toilets in Durunmi 3 and Ruwan Fulani. Open defecation was the order of the day. Residents defecate and fling the same through their windows because of the absence of toilet facilities. On entry into Durunmi 3, what you see is a waste heap that may have existed for ages. It was a den of flies with faces and other waste adorning the heap. The only toilet in the community was located close to a borehole where they get water.

At Kuyizhi Community, the baseline findings were not remarkably different. Only one household had a toilet out of thirty-four households. Occupants of houses defecate in the surroundings which flows into their drinking water sources (streams) during the rains. Hygiene was a big issue. People defecate and do not bother to wash their hands after defecating. Oral fecal transmission was rampant, causing Malaria, typhoid fever, etc. All of these changed after Centre LSD intervened in these communities. Some of the results were:

- **Improved hygiene practices** – All 34 households in Kuyizhi Community now have toilets built and maintained by themselves with hand washing facilities.
- **Institutionalized bi-weekly sanitation exercise** - There is a regular bi-weekly sanitation exercise in the community. It started in 2012, and it is still maintained to date.
- **Provision of a mini-clinic** – Centre LSD in one of its outside meetings with civil society organizations shared the Kuyizhi community success story of hygiene and

cleanliness, and the Nigeria Red Cross immediately took special interest in the community and built a two-bedroom clinic and maternity for them. The facility is functioning effectively and has been taken over by the Kuje Area Council with a Nurse posted to the facility since 2013.

- **Removal of the waste in Durumi 3:** After the successful advocacy visit by Centre LSD to the Abuja Environmental Protection Board (AEPB), it led to the introduction and enforcement of the use of waste bags by residents for effective waste disposal and evacuation. Officials of the AEPB also evacuated the heap of waste that had been in the community for a long time.

➤ **Education: *Strengthening the Educational System in Nigeria.***

Centre LSD has contributed to the improvement of the Nigerian educational system through increased school enrolment, retention, and completion in northern Nigeria.

**(i) Educate A Child Project (EAC)**

In 2017, the Centre began the implementation of the ‘Educate A Child Project (EAC)’ in Kebbi State. This project was conceptualized to address the low-level school enrolment, especially for the girl child in the state and region at large. Children in northern Nigeria are out of school for so many reasons including negative attitudes towards ‘western’ education, the cost of education, negative perceptions of formal education, and the low value placed on girls’ education by society.

Key results after the intervention were an improved system of accountability and transparency in the management of schools in Kebbi state; Contribution to the enhancement of life chances for OVCs through education by coordinating the enrolment drive in Shanga and Suru LGA of Kebbi state; developed Bill of Quantity for 15 micro grant benefiting the school and monitored the grant implementation; improved transparency and accountability for the 267 School Based Management Committees (SBMC) and Centre Based Management Committees (CBMC); improved learning environment and education quality in the state and many more.

**(ii) Community Led Collective Action for Girls Education (C-CAGE)**

The Community Led Collective Action for Girls Education (C-CAGE) project in Adamawa state was conceptualized to address the barriers to girl child education across Numan, Song, and Maiha local government areas (LGA), each representing the three senatorial districts. The project was targeted at girl child enrollment, retention, and completion in public primary and secondary schools in the state.

The Centre under this project built the capacity of 275 education stakeholders through training on leadership, Advocacy, and community mobilization. A total of 1,451 girls were enrolled back to school and the perception that boys’ education was of more value than those the girls changed. Before the training, most community leaders felt the education of boys was of more value compared to that of the girl child.

The Centre created 25 Safe Spaces with 1072 girls spread across the safe spaced otherwise known locally as “Masu Son Ilimi” (Advocate/Lovers of Education). The 1072 girls in the safe spaces were taught how to read and write, numeracy, hygiene and reproductive health, and livelihood skills. Scholastic materials were distributed by the Centre LSD to 952 girls and paid levies for 140 girls.

This model was adopted by the critical stakeholders in the state including state and national legislators, Council Chairmen and well-meaning individuals to support cause of girlchild education in their respective LGAs. Centre LSD’s advocacy contributed to the improvement in education infrastructure and employment of more teachers in the state. Centre LSD in collaboration with 5 members of Education Champion Network (ECN) in Nigeria, developed an education manifesto which has been adopted by Adamawa State government.

**(iii) The Centre also facilitated the review” of education policy on quota System:** The project, “Quota system - research and convening on the effectiveness of affirmative action policies in Nigeria's education system” was implemented with support from the Ford Foundation from 2018 – 2019. This project produced research that initiated the conversation on reviewing the national quota system in the education sector, in Nigeria.

➤ **Gender: Centre LSD, contributing to the pursuance of transformational change for gender justice in Nigeria.**

Centre LSD has been instrumental in spearheading transformational change for gender justice in Nigeria since 2012. Recognizing the deeply ingrained patriarchal and religious dynamics within Nigerian society, the Centre’s focus has been on addressing the root causes of gender-based violence and discrimination.

One of the primary areas of intervention for Centre LSD has been the eradication of sexual and gender-based violence (SGBV) in Nigeria. Given Nigeria's religious diversity, with approximately 50% Muslim, 40% Christian, and 10% adhering to African Traditional Religion, cultural and religious beliefs often perpetuate discriminatory attitudes towards women. Legislation and women's empowerment initiatives alone are insufficient without tackling the underlying patriarchal structures that sustain such norms.

Centre LSD adopts a multifaceted approach to promote gender justice and combat SGBV. This approach involves engaging men as champions of gender equality, collaborating with traditional and religious leaders to advocate for gender-equitable norms and laws, and harnessing the power of social and traditional media to challenge negative gender narratives.

**Some of the key results in Centre LSD gender-related interventions include:**

- 1. Network of Men Leaders to End Violence Against Women in Nigeria (NML):** Centre LSD has played a pivotal role in establishing and coordinating the

NML, which comprises 450 members across twenty-three states in Nigeria. This network includes diverse stakeholders such as security agents, religious leaders, and community elders. Through various initiatives, including partnerships with UN Women and other organizations, the NML has successfully intervened in cases of intimate partner violence, leading to no repeat offenders between 2013 and 2018.

**2. Side by Side Faith Movement for Gender Justice:** Centre LSD serves as the national secretariat for this global movement, which mobilizes faith and traditional leaders to advocate against gender injustice. By engaging religious and traditional leaders, Centre LSD has facilitated significant changes, such as the inclusion of women in traditional councils and the denouncing of gender-based violence by prominent traditional figures.

**2. Spotlight Initiative:** Centre LSDs participated in the EU-UN-funded Spotlight Initiative as an implementing partner on male engagement in Lagos and Cross River state from 2020 – 2023 has put many men in the driver’s seat in advocating for gender justice and women empowerment. In Implementing the project, Centre LSD collaborated with male-dominated groups and traditional councils to promote gender-equitable norms and behaviours.

- **(i) Abolition of the "Money Woman" Practice:** Centre LSD's intervention led to the eradication of the "money woman" practice in the Becheve kingdom of Obanliku LGA of Cross River State. This harmful practice, resembling child-bride/infant marriage, perpetuated injustice against young girls. By mobilizing local stakeholders and community leaders, Centre LSD facilitated the signing of a law abolishing this practice. This significant achievement marked a critical step towards protecting the rights of women and girls in the region.
- **(ii) Legislative Reforms:** In collaboration with local government legislative councils, Centre LSD contributed to the enactment of a by law prohibiting child marriage and other forms of harmful practices against women and girls in Obanliku LGA of Cross River State. This legislative reform represents a tangible commitment to upholding gender justice and safeguarding the rights of vulnerable populations in the LGA.

### **Centre LSD’s Work on Ending Sexual and Gender-Based Violence in Nigeria.**

Nigeria is a highly patriarchal and deeply religious society. According to a 2001 report from the World Factbook by the CIA, about 50% of Nigeria's population are Muslims, 40% are Christians and about 10% belong to African Traditional Religion (ATR). Most anti-women behaviours, attitudes, and norms have their roots in either religious or traditional beliefs. Legislation and women empowerment efforts will not yield the desired results without addressing the underlying patriarchal structures that reinforce them. Men who perpetrate Violence Against Women and Girls are emboldened and driven by cultural and religious beliefs fueled by a misinterpretation of religious scriptures and socio-cultural norms.

Centre LSD deploys a strategic and holistic approach in its work of promoting gender justice and ending Violence against Women and Girls in Nigeria by engaging men and making them champions of gender equality; engaging traditional and religious leaders who are the custodians of cultural and religious beliefs and making them advocates of gender-equitable norms and laws and engaging social and traditional media practitioners to change negative gender narratives. These approaches have not only improved men's capacity to advocate for gender justice but have also influenced the change of norms to address the root causes of patriarchy, thereby creating a more gender-equitable society.

### **Side by Side Faith Movement for Gender Justice**

To consolidate the gains of the gender interventions, the Centre in 2013 began to mobilize and work with faith and traditional leaders to speak and advocate against all forms of gender injustice in their various localities. In 2013, The Network of Men Leaders to End Violence Against Women in Nigeria (NML) - an offshoot of the Global Network of Men Leaders - launched in November 2009 by the former UN Secretary-General, Mr Ban Ki Moon, of which Dr Otive Igbuzor a member, was inaugurated in Nigeria and a Network was formed. The aim was to mobilize men and boys to Act, Advocate, and Unite to change the practices and attitudes that incite, perpetuate, and condone all forms of violence against women and girls in Nigeria.

From the time of the inauguration till now, Centre LSD has been the Secretariat of the network. NML currently has 450 members across twenty-three states in Nigeria. Members are made up of security agents like the Police, Gender Desk officers in MDAs, religious leaders, respected elders of the community, etc.

The NML has executed projects in partnership with UN Women, the National Agency for the Control of Aids, and Cordaid at separate times. The major task of this network is to mobilize male champions to eliminate all forms of violence against women and girls in Nigeria. Members of the network also engage in mediation and provision of alternative dispute resolution in cases of domestic violence between intimate partners.

Between 2013 and 2018, members of the NML have intervened in at least ten cases of intimate partner violence with no repeat offenders. Centre LSD also serves as the national secretariat for the Side-by-Side Faith Movement for Gender Justice in Nigeria. Side by Side is a growing global movement of people of faith who want to see gender justice become a reality across the world (<http://sidebysidegender.org/about-us/>).

Some of the major outcomes recorded in the project include Government, Faith leaders, Traditional Leaders, media, and Citizens are now committed to challenging barriers to gender justice in Nigeria; deepened knowledge of Faith and Traditional leaders on gender justice in Nigeria; inclusion of women in traditional councils.

A typical example is in Ekiti State, where the Ajero of Ijero Kingdom now appoints female traditional leaders; through Centre LSD's intervention, the Tor-Tiv of Benue State placed a sanction on any person caught in the act of gender-based violence; the then Emir of Kano,

Sanusi Lamido Sanusi inaugurated a committee saddled with the responsibility of social reforms in the state. The co-chair of the side-by-side movement was made to chair the committee and they produced a bill to take care of all forms of gender injustice in Kano State. In 2020-2023 Centre LSD was part of the implementing partners in the EU-UN-funded Spotlight Initiative. As one of the Implementing Partners under UN Women, Centre LSD implemented the project in Lagos and Cross River States and worked with men and boys to promote gender equality, elimination of Violence Against Women and girls (VAWG), Sexual and Reproductive Health and rights (SRHR), Gender Based Violence (GBV), and Harmful Practices (HPs). During its implementation, the Centre collaborated with key male-dominated groups and the traditional council of chiefs in Calabar, Odukpani, Yaba, and Ikorodu communities to promote gender-equitable norms, attitudes, and behaviours.

Some of the key stakeholders the Centre worked with included the Traditional Council of Chiefs of Obanliku LGA to host town hall meetings with all the clan heads and village heads; the community development committee of Igbogbo-Bayeku local council development area (LCDA) of Lagos state, where we reached about 170 household heads; the Iwaya council of Imams and scholars and reached about 40 Islamic clerics; Becheve youth congress, with 92 youth leaders reached; town hall meeting with leaders of male-dominated groups in Odukpani LGA of Cross River State and reached about 72 persons. We also organized a Train-the-Trainer workshop for 173 leaders of male-dominated groups in Calabar, Obanliku, Yaba, and Ikorodu.

One of the key results of this intervention is the **abolition of the “money woman”** practice in the Becheve kingdom. It was a cultural practice in the form of a child- bride/infant marriage, where incredibly young girls were traded and exchanged for commodities, debts, livestock, foodstuff, etc. These little girls as young as 6 years old are made to live with the old man who “purchased them” and marry them as wives. At the demise of the original owner, she is then passed to another eligible male in the man’s lineage. She is passed from hand to hand until she eventually joins her ancestors. But with this abolition, a decree was made and signed into law, abolishing this barbaric practice in Becheve kingdom, of Cross River State.

### **International Advisory Council**

1. Pharm. Joel Omonigho, United Kingdom
2. Dr. Omano Edigheji, South Africa
3. Dr. John Ojediran, Nigeria
4. Mr. John Samuel, India
5. Mr. Brian Kagoro, Zimbabwe

### **MEMBERS OF BOARD OF TRUSTEES**

Names	Sex	Positions
<b>Kyauta Agmadalo Giwa</b>	Female	Chairperson
<b>Comrade Hauwa Mustapha</b>	Female	Vice Chairperson
<b>Kemakolam Ernest Okechukwu</b>	Male	Secretary
<b>Ms. Pamela Esiri</b>	Female	Member
<b>Dr. (Mrs.) Ufuoma Ahwefeada</b>	Female	Member
<b>Alaba Adekunle</b>	Male	Member

### **Centre LSD's Management Team**

#### **Mr. Monday Osasah Bsc. MPA. FSM. -Executive Director**

Monday Osasah is a capacity building professional, advocate of good governance and open society. His career of over 15 years traverses' various fields including manufacturing, journalism, and the nonprofit. He trained as an economist and holds a master's degree in public administration from Delta State University but has strong flair for journalism. He is a member and fellow of two institutes: Institute of Management Consultant of Nigeria and Institute of Strategic Management Nigeria (ISMN). He works at the African Centre for Leadership, Strategy & Development (Centre LSD) as Executive Director. He is married and the marriage is blessed. He loves reading and takes delight in supporting others.

#### **Emenike Umesi PhD., MBA, CEM -Director of Leadership**

Dr. Umesi is a Disaster Science Fellow, Certified Emergency Manager, and a Certified business continuity planner. He holds a Ph.D. in Development studies, an MBA in Management, and a certificate in Nuclear and radiological emergency planning from the Harvard University School of Public Health. He has published several academic papers and has held senior management positions in both private and public sectors of the economy.

#### **Mr. Itia Otabor FSM, FMCDI, LDS-Director of Strategy**

Itia is a Strategic Management Professional. He has over thirty years of varied career experiences and exposure. He holds a BSc in Chemistry from the University of Ibadan and an MBA in Strategic Management from Ogun State University. He is a Fellow of both Institute of Strategic Management, Nigeria (ISMN) and Mentoring and Career Development Institute (MCDI). A founding member of Learning and Development Network International (LDNI)

in Nigeria where he is a Certified Learning & Development Specialist.

**Dr. Margaret Fagboyo FSM, MPIA-Director of Development**

Dr (Mrs.) Margaret Fagboyo is a Multi-disciplinary Development Practitioner with demonstrated 23 years' experience in International Development, Multilateral and Institutional Partnerships. She worked with DFID for 18years and served as former Special Adviser to the Ekiti State Governor on Development Partnerships and SDGs

She has a master's degree in public administration and international Affairs from the University of Lagos and a First Degree from the University of Ado Ekiti, in Guidance & Counselling. She was awarded Honorary Doctorate Degree (Honoris Causa) in Public Administration by Charisma University, Turks and Caicio Islands, British Overseas Territories of the United Kingdom in July 2021. She has served in various positions of responsibility, including Member of Ekiti Economic Development and Investment Summit; and Member, Federal Government's National Technical Working Group on National Poverty Reduction and Growth Strategy (NPRGS).

She currently serves as the Director of Development at the African Centre for Leadership, Strategy & Development (Centre LSD), a leading international NGO and think tank in Nigeria dedicated to building strategic leadership for sustainable development in Africa.

**Mrs. Victoria Udoh. BSc, MSc, MSM, – Director, Monitoring, Evaluation and Learning (MEL)**

Victoria has over 17 years of progressive work experience in the development sector, in programming, fundraising, capacity building, training facilitation, organizational development, monitoring, evaluation and learning, community sensitization, communication, research, developing multimedia learning materials, writing impact stories of change, and many more. She has an M.Sc. Economics, B.Sc. Economics, postgraduate certificate in German Language, from Germany. She is currently the Director of Monitoring, Evaluation, and Learning with the African Centre for Leadership Strategy & Development. She is a member of the Institute of Strategic Management Nigeria (ISMN). She is the Team Lead of the Centre LSD SCALE organizational development project. Victoria is an experienced. Victoria is a trainer and vast in several areas of development work but with core competence in Leadership, M&E, capacity building, project design and Gender.

**Martina Nomsule- Director, Finance and Administration**

Martina Nomsule is a Chartered Accountant. Her career of over 16 years spans various sectors such as Hospitality, Manufacturing and Development Sector. She holds a Higher National Diploma (HND) in Accounting and MSc (in view) in Forensic Accounting and Auditing from Kaduna State Polytechnic, and Nasarawa State University respectively. She is a member of the Institute of Chartered Accountants of Nigeria (ICAN) and the Institute of Strategic Management, Nigeria (ISMN).

### **Dr Otive Igbuzor PhD – Founding Executive Director**

Dr. Otive Igbuzor is the Founding Executive Director of the African Centre for Leadership, Strategy & Development (Centre LSD) and General Overseer of the Palace of Priests Assembly (PPA). He has held prominent roles, including Chief of Staff to the Deputy Senate President, International Head of Campaigns at ActionAid International, and Country Director of ActionAid Nigeria. He also served as a Commissioner at the Police Service Commission and contributed to democratic development as Programme Coordinator at the Centre for Democracy and Development (CDD). A former lecturer at Delta State University, he has published extensively on democracy, development, and governance, authoring 10 books and numerous scholarly articles.

Dr. Igbuzor holds degrees in Pharmacy, Public Administration, and International Relations, including a Ph.D. in Public Administration. A fellow of the Pharmaceutical Society of Nigeria and the Institute of Strategic Management, he has been a leader in civil society, serving on several boards and receiving global recognition for his advocacy, including an appointment to the UN's Global Network of Men Leaders to end Violence Against Women. His contributions to leadership, policy, and human rights continue to inspire change.

### **Meet Centre LSD's Staff**

#### **Amodu Lawal – Programme Coordinator**

Lawal Amodu holds a Bachelor of Art Degree in History from Ahmadu Bello University Zaria in 1998. He also obtained a Master of Art Degree in history from the University of Jos, Jos, in 2006. In 2007, Lawal began his career in the non-governmental sector with Global Rights, Nigeria as a Programme Intern. Since then, he has grown through the ranks in different organizations including Centre for Democracy and Development (CDD) as Programme Officer, Citizens Forum for Constitutional Reform (CFCR) as Secretary, West African Civil Society Forum (WACSOF) as Programme Officer and currently, with African Centre for Leadership, Strategy & Development (Centre LSD) as a Programme Coordinator.

#### **Pastor Offiong Enang: Women Right Officer**

Pastor Offiong Enang is a seasoned development expert with over 20 years of experience leading NGO offices, managing programs, and fostering partnerships. Passionate about rights-based, gender-responsive, and sustainable programming, she has held leadership roles such as Project Manager, Country Representative, and Executive Director with organizations like CEDPA, Plan International, and GADA. Her background also includes experience with Shell Petroleum Development Company and the Cross River National Park.

Pastor Offiong holds an M.Ed. from the University of Calabar and certifications from Plan International UK and Harvard Business School. She is an active member of strategic platforms like the Association for the Advancement of Family Planning in Nigeria and the Cross River State GBV Taskforce. Currently, she serves as the Women's Rights Coordinator at the African Centre for Leadership, Strategy, and Development (Centre LSD).

### **Vincent Dania – Programme Coordinator**

Vincent Dania is a seasoned project manager and Information Technology consultant with over a decade of experience in designing and implementing projects aimed at facilitating economic opportunities and fostering participation in decision-making for women and marginalized groups. He possesses a robust background in data analysis, demonstrating proficiency in interpreting and utilizing insights from datasets to strategically plan interventions and inform decision-making processes. Vincent holds a BSc in Microbiology from the Federal University of Agriculture, Makurdi, a Google Professional Data Analytics Certificate from Google, an Executive Certificate in Advanced Writing and Reporting Skills from the Pan Atlantic University School of Media and Communication, Lagos, and a master's degree in information technology from the University of the People, California.

### **Ese Tracy Irhezaen - Communications Coordinator**

Tracy oversees creating visibility for Centre LSD within and outside Nigeria. She develops and implements the organization's communication strategy, produces content for publications, newsletters, and press releases, and fosters relationships with media outlets and stakeholders. Tracy also coordinates multimedia materials, documents success stories, organizes media events, and evaluates communication campaigns. With over 12 years of media experience, she excels in engaging with media houses and enhancing the Centre's social media presence. Tracy holds a B.A. in English, a Basic Certificate in Production, and an M.A. in English.

### **Jeremiah Osogbue-ICT Officer**

Jeremiah is an ICT professional with over 12 years of professional experience in ICT Sector, he is a graduate of Computer Science from Federal Polytechnic Bida, He has since then also been Certified by Google as a Digital Marketer, Udacity, as a Full Stack Web Developer, Opswat Academy as a Cyber Security Expert. and FreeCodeCamp. he is currently pursuing two more Certificate at Harvard and Brian Young University as a Full Stack Developer. Jeremiah Joined CentreLSD as an IT Officer and has since then taken the Department to Sowing Heights

### **Eunice Agbedo- Social Media Marketer**

Eunice is the Social Media Marketer for Centre LSD. She holds Post Graduate Diploma in Education and Bachelor of Science (Chemistry) from the Federal University of Agriculture, Abeokuta. She is a certified digital marketer, and a member of the Institute of Strategic Management, Nigeria. Eunice loves gardening, art, and photography.

### **Wale Oluwadare Babalola-Finance Officer**

Wale is a Nigerian Finance Officer and Consultant with over a decade of experience working with reputable NGOs. He holds a Higher National Diploma in Banking and Finance from Federal Polytechnic Ado-Ekiti, Postgraduate Student in Business Administration from the National Open University of Nigeria, and ICAN Student. Babalola has worked as a Finance Manager with various NGOs and has consulted for various agencies and NGOs. His duties include budget forecasting, financial planning, monthly bank reconciliations, financial reporting, knowledge of financial regulations, proper filling of funds, documentation of project financial records, disbursing and monitoring funds, tracking funds, logistics, procurements, and budget preparation. Babalola has successfully implemented over 45 projects without any mismanagement of funds from various organizations.

### **Oiza Rasheed-Human Resources**

Oiza is an Accountant with over 8 years of cognate experience in the development Sector A graduate of the Kaduna Polytechnic, Kaduna State Nigeria. She holds a Higher National Diploma (HND) in (Accounting) and is a member of the Nigeria Institute of Management (NIM). She has an International Diploma in Human Resource Management and a Certificate in Effective Performance Management. And Chartered Institute of Personnel Management (CIPM).

### **Essien Nyong- Programme Officer**

Essien Nyong is a graduate of peace studies and conflict resolution from the National Open University of Nigeria and an associate member of the Nigerian institute of strategic management, a political and environmental activist with passion for good governance having interest in governance issues around youth and women inclusion through evidenced based research, capacity building and advocacy. bringing years of practical experience in governance and political party administration to bear in the civil society sector.

### **Godiyah Y. Mshelia-Manager\**

Godiya is an accomplished and highly organized administrator. She is a member of the Institute of Strategic Management, Nigeria, (ISMN). She holds an MSc in Peace and Conflict studies and has over 5 years practice experience. She has professional experience in managing complex projects in charity organizations. She is enthusiastic about making a difference in the world."

### **Theresa Owoicho-Finance and Admin Assistant**

Theresa is a diligent intern currently gaining valuable experience in the accounting department of CentreLSD. She is a resilient accountant, with meticulous attention to details and a commitment to accuracy, she holds a bachelor's degree in accounting from Federal University of Agriculture, Makurdi. she is enthusiastic about providing reliable financial insights, developing her skills, and expanding her knowledge of accounting principles and software in the field of accounting.

### **Mfon Blessed Etim-Assistant Programme Officer**

Mfon Blessed is a Computer Scientist, a Data Analyst, and a Girl Child Education Advocate

with Four Years of experience in the Development Sector and Broadcast Media Industry. She holds an HND in Computer Science from Dorben Polytechnic Abuja, Nigeria.

### **Praise Ocheikwu-Assistant Programme Officer**

As the Personal Assistant to the Executive Director, Praise plays a pivotal role in ensuring smooth operations within the organization. His responsibilities include managing the Executive Director's busy schedule, handling travel arrangements, and coordinating meetings and appointments. With meticulous attention to detail and excellent organizational skills, Praise ensures that the Executive Director's time is optimized, and priorities are effectively managed. With a background in Food Science and Technology (BSc), Certified Project Manager with Google.

### **Akaroese Ahweyevu- Mukoro-Media Intern**

Lawyer | Digital Content Creator | Social Media Strategist

Akaroese Ahweyevu-Mukoro is a practicing lawyer with over seven years of experience, she holds a Bachelor of Laws (LL. B) degree from Girne American University, North Cyprus, and completed her Nigerian Law School program in Abuja.

Driven by a passion for storytelling and showcasing impactful work, Akaroese transitioned into the media space, combining her legal expertise with creative pursuits. She currently serves as a social media intern at Centre LSD, where she focuses on crafting compelling content that resonates with diverse audiences.

To enhance her skills, Akaroese has completed several courses in digital marketing, content creation, and mobile videography. Her dedication to excellence and innovation allows her to create memorable stories that inspire and engage. When she's not working, Akaroese enjoys exploring new ideas and honing her skills to stay ahead in the ever-evolving digital landscape.

### **Oderhohwo Ovietobore: IT Intern**

Elvis is a skilled professional with a BA in Fine and Applied Arts from Delta State University, Abraka, and certifications in Strategic Management and Leadership. He has diverse experience across Education, Hospitality, and Leadership, currently contributing at the African Centre for Leadership, Strategy, and Development (Centre LSD).

As an Art Teacher in various institutions, Ovietobore nurtured creativity and mentored students, while in hospitality, he excelled in supervisory roles, enhancing operations and customer satisfaction. As General Manager of Goochi Bakery, he demonstrated entrepreneurial and strategic leadership, overseeing daily operations and staff management.

Fluent in English, Yoruba, and Urhobo, Ovietobore is a collaborative communicator with expertise in creativity, problem-solving, and social media strategy. His adaptability, innovative mindset, and commitment to lifelong learning drive his contributions to organizational success.



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