



**LAGOS  
BUSINESS  
SCHOOL**

PAN-ATLANTIC UNIVERSITY

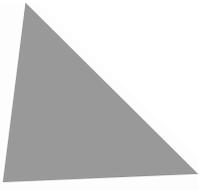


# THE HR ACADEMY

Professional Certificate Programme in  
Human Resources Management and Practice







# ELEVATE YOUR IMPACT

Transforming HR Leaders for Business Success

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**Dear HR Professional,**

It is with great pleasure that I welcome you to the Lagos Business School (LBS) HR Academy, an intensive and transformative programme designed to equip you with the knowledge, skills, and competencies required to excel as a 21st-century HR professional.

At LBS, we believe that organisations thrive or falter because of their people. While corporate strategies, technology, and infrastructure play significant roles, it is the people who drive real success. As HR professionals, you hold a strategic position in shaping the culture, leadership, and performance of your various organisations.

This programme is carefully created to bridge the critical gaps in leadership and people management, ensuring that you emerge as forward-thinking HR leaders and business partners. Throughout this journey, you will engage with experienced faculty, industry experts, and a diverse network of peers, all committed to fostering strategic agility, ethical leadership, and value-based people management.

Our case-study learning approach, interactive discussions and experiential learning will challenge you to think critically, make data-driven decisions and lead effectively in today's evolving business landscape.

Upon completing this programme, you will not only earn the Professional Certificate in Human Resource Management and Practice, but you will also gain membership into the prestigious Lagos Business School Alumni Association (LBSAA) and qualify for membership of the Chartered Institute of Personnel Management of Nigeria (CIPM). This, we believe, will be a key milestone in your career and professional growth.

I encourage you to take full advantage of this opportunity, actively engage, challenge yourself, and forge valuable connections.

Welcome to an exciting and impactful learning experience at the LBS HR Academy!

**Henry Onukwuba, FCIPM, LDS**

*Academic Director, HR Academy  
Lagos Business School, Pan-Atlantic University*

# Transformative OUTCOMES

*This programme is designed to deliver outcomes that will immediately elevate your HR practice. Participants can expect to learn:*



## **Data-Driven Decision-Making & Performance Management**

Gain skills in evidence-based HR, leveraging data for recruitment, performance evaluation, and employee engagement strategies.



## **Leadership, Communication & Emotional Intelligence**

Enhanced people leadership skills, effective communication, conflict resolution, and emotional intelligence for managing teams.



## **Talent Development & Workforce Diversity**

Expertise in hiring, managing a multigenerational workforce, fostering inclusivity, and strengthening employee engagement and motivation.



## **Change Management & Organisational Agility**

Ability to lead and manage change, navigate office politics, and adapt to evolving workplace realities.



## **Legal, Ethical & Industry Best Practices**

Knowledge of HR laws, ethical leadership, governance, employer branding, and insights from industry experts through experiential learning.

**These competencies will position you as a strategic business partner, leading organisational success and workforce development.**



# What our Alumni Say

## Yetunde Kio-Lawson

Deputy Manager,  
External resourcing,  
NNPC Limited

The clear insights provided and the qualitative live experiences shared by the facilitators is a trademark of what LBS is reputed for.

## Olabimpe Oladerin

HR Business Partner  
Aradel Holdings Limited

The programme was all shades of interesting, very intense in terms of the learnings and understanding which was of great benefit to me. The LBS team on this programme did a fantastic job. "WELLDONE GUYS".

## Jessica Yvonne Igbaboa

Acting HR Manager,  
Lekki Gardens Limited.

The HR Academy is a holistic programme that focuses on professional and personal needs. I did not expect access to and being taught by 18 highly professional and experienced faculty members from diverse industries and experiences. All teachers taught with professionalism, confidence, respect and humility.

## Njideka Afolami

Head HR,  
PAN ATLANTIC UNIVERSITY

This has opened my eyes to new possibilities. It was a wonderful programme.

## Odeyemi Deborah Oluwasayo

DM Skills tools, Competency  
NNPC Limited

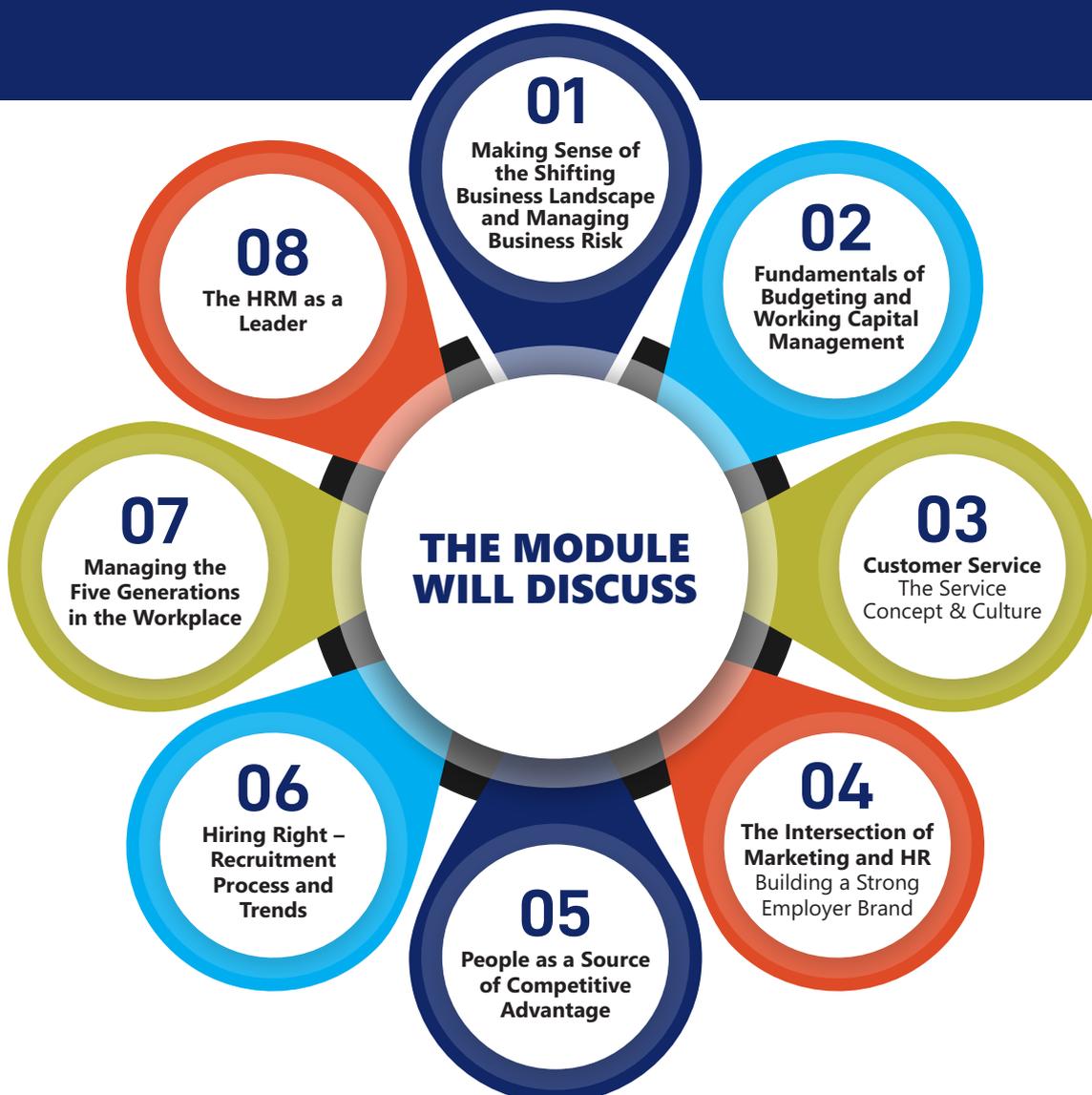
It helped me discover more of myself, and I had a confidence boost as an HR Manager, having been equipped with the necessary tools/knowledge.

TO DELIVER THE EXPECTED LEARNING OUTCOMES, THE PROGRAMME IS STRUCTURED AROUND A SERIES OF MODULES, EACH BUILT UPON THE PREVIOUS ONE

## Module 1

# THE HRM AS A BUSINESS PARTNER

In today's competitive business landscape, HR professionals play a crucial role in driving organisational success by understanding market shifts, managing risks, aligning workforce strategies with financial goals, leveraging people for competitive advantage, and fostering a strong service culture. These enhance employer brand and transform people management from a support function to a key business partner.





## Module 2

# INTERPERSONAL EFFECTIVENESS AND TALENT LEADERSHIP

HR professionals significantly influence workplace culture, employee engagement, and organisational change. They need strong self-leadership and self-awareness, effective communication and emotional intelligence to manage and motivate talent, improve performance, and navigate office power dynamics, thereby enhancing individual and organisational success.

### The module will discuss:

01

Self-Leadership and Behavioural Competencies for the HRM

02

Effective Communication Skills

03

The Emerging Workplace Realities and Implications for HR Managers

04

Talent and Performance Management

05

People Leadership and Emotional Intelligence

06

Strengthening Employee Engagement

07

Employee Recognition and Motivation

08

Managing Power and Office Politics

09

Leading and Managing Change



## Module 3

### THE BUSINESS SENSE OF HR MANAGEMENT

HR managers must align human resource practices and strategy with organisational goals, using evidence-based and data-driven metrics. In the 21st century workplace, with various generations in the workplace, team building and team leadership take centre stage. The HR professional must see himself/herself as the organisation's image maker and must build the competence and confidence to deliver inspiring messages to the various stakeholders of the organisation.

#### The module will discuss:

Evidence-Based HR – Working with Data

01

Effective Team Building, Bonding and Leadership

04

Reward Strategy and Link to Business Performance

02

Legal & Regulatory Framework of HRM

05

The HRM as the Organisation's Image Maker

03

Perspectives from Industry Experts

06

This module also features experiential learning, including company tours.



# KEY PROGRAMME DETAILS

## PROGRAMME DURATION



Participants will have fifteen days of in-class sessions over three modules



You need to complete all the modules in eighteen to twenty-four months to earn the LBS Alumni status.



₦ 4,200,000.00



# HENRY ONUkwUBA

Henry is a Senior Fellow and full-time faculty at Lagos Business School (LBS), Pan-Atlantic University. He is the Academic Director of the Lagos Business School HR Academy and was the Academic Director of the Global Chief Executive Officer Africa (GCEO Africa) Programme from 2019 – 2024.

Henry leads classes in Leadership, Human Resource Management, Organisational Behaviour, Management Communication and Negotiation at the HR Academy, the Global CEO Africa, the executive and modular MBA classes, Owner Manager Programmes, Senior Management Programmes, custom programmes and other executive programmes at Lagos Business School.

He is also the Academic Director of the Sports Business Management Programme and was responsible for developing the curriculum for The Business of Sports, Media and Entertainment course, which he teaches on the LBS Modular MBA programme.

Before joining the full-time faculty team in 2006, Henry held various senior administrative positions at the School as Director of Executive Education, MBA Director, and Director of Alumni Relations, with responsibilities for both alumni relations and advancement. As alumni director, Henry and his team won the CASE Circle of Excellence Bronze Prize in the category of annual alumni programmes in 2013.

Henry initiated the annual LBS Dean's Cup tournament in 2011 and has directed the tournament since its inception. Before joining Lagos Business School in 2008, Henry was Managing Director of Hebon Consult, a human resource consulting firm. Henry has considerable banking experience. He was the CEO of Consolidated Business Support Services Limited, CBSL, the human resource management subsidiary of one of the top banks in Nigeria. He was also Group Head, Corporate Resources and Communication at Finacorp Building Society Limited, and National Publicity Secretary of the Mortgage Banking Association of Nigeria.

Henry won the Best Graduating Student Prize in Political Science at the University of Jos, Nigeria. He holds postgraduate degrees and a diploma in Industrial Relations and Personnel Management, Mass Communication and the Executive MBA from Lagos Business School. He is an alumnus of the Advanced Management Programme (AMP) of the IESE Business School, Barcelona (2015 - 2016), and of the International Teachers Programme, London Business School (2018 - 2019). Henry is a Fellow of the Chartered Institute of Personnel Management (CIPM). He is a Member of the Governing Council and the Chairman of the Professional Development and Learning Committee of the CIPM. He had served for three years (2021 – 2024 as the chairman of the Education Committee of the Institute.

Henry is a Learning and Development Specialist (LDS), a Certified Gender Equality Advocate, and a Certified Behavioural Consultant.

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# DR BELINDA NWOSU

Dr Belinda Nwosu is a faculty member of the Organisational Behaviour and HRM Department at Lagos Business School, Pan-Atlantic University. She holds a Doctorate in Business Administration from the University of Southampton, UK, with other degrees in hospitality and statistics.

Her main research interests centre around human behaviour in business contexts with applications in the service sector, especially tourism and hospitality. She has explored gender, HR leadership, sustainable HRM and governance in tourism, employee work ethic, employee behaviour and service climate. She has several journal and book chapter publications, including the first comprehensive study on the issues facing human capital development in the hotel industry in Nigeria.

Her teaching areas in the field of organisational behaviour include teamwork, conflict management, emotional intelligence, motivation, leadership development and change management.

Before joining LBS, Belinda worked as a Senior Consultant at W Hospitality Group. She also worked in Vocational Education and Training at Wavecrest College of Hospitality for several years. In both these roles, Belinda engaged in several initiatives to develop human capital for the service sector, especially in the design, development, and delivery of targeted training interventions, consulting projects and speaking engagements.

Belinda is a Fellow and Trustee of the Institute of Hospitality (UK), a recipient of the 2022 Paul R. Lawrence Fellowship in case research and a Certified Hotel Industry Analyst with STR Global. In addition, she volunteers as an advisor with Wonder Foundation, a UK-based charity dedicated to empowering women and girls through quality education and access to good work.





# DR TUNDE EKPE

Dr Tunde Ekpe lectures on the MBA, and Executive Education programmes at Lagos Business School, Pan-Atlantic University. She is an accredited executive coach, psychometric profiler and also the Director of Optimentus Ltd based in Oxford, United Kingdom.

Her research and teaching interests include Psychometric Profiling, Strategic Human Resource Management, Leadership, Teambuilding, Communication, Organisational Learning and Development, and

Assessment and Development centres.

For over 30 years, she has consulted in Africa and around the world, delivering services to multinationals in the private sector as well as multilateral organisations such as the United Nations and Africa Capacity Building Fund. Her global consulting work covers executive leadership assessment and development, executive coaching, organisational development and organisational transformation. She has also trained HR managers, coached women for board positions and run leadership development workshops.

She earned her Bachelor's degree in Economics from Manchester University, a postgraduate diploma in Psychology from the Open University UK, Masters in Organisational Psychology from City University London and her Doctorate with the Work and Organisational department of Aston University. She is a Chartered Psychologist and Associate Fellow registered with the British Psychological Society and a Fellow of the Institute of Chartered Accountants of Nigeria. She also holds a Non-Executive Director diploma facilitated by the Financial Times of London.





# DR UCHE ATTOH

Dr Uche Attoh is a member of faculty at Lagos Business School, where he heads the Organisational Behaviour and Human Resources Management department. He served on the Industrial Arbitration Panel, where, following a Federal appointment, he had for eight years presided/participated in Tribunals constituted for the purpose of adjudicating over Trade Disputes and Labour-Management Conflicts in accordance with the Trade Disputes Act and other Labour and Employment Laws.

Prior to this appointment, Uche worked for over a decade at GlaxoSmithKline Nigeria Plc, where, as Human Resources Director and Company Secretary for West and Central Africa, he played pivotal roles in the company's successful change and turn-around programmes. In particular, he led the Legal and HR integration of SmithKline Beecham with Sterling Health and SmithKline Beecham with GlaxoWellcome, consequent upon the respective mergers.

Before joining GlaxoSmithKline, Uche was Director of Industrial Relations of the Nigeria Employers' Consultative Association (NECA), and in over a decade, he gained international HR experience through ILO secondments/fellowship to organisations in the USA, UK, Ireland, Germany, Brazil, Norway, Kenya and Ghana; the experience enabled him to promote international best practices in the organised private sector through his membership of statutory tripartite institutions as National Labour Advisory Council, National Salaries and wages commission and the committee for the restructuring of Trade Unions.

Uche is a lawyer, holds a Master's degree in Administration and is an alumnus of the International Institute for Labour Studies, Geneva.



# ABOUT LAGOS BUSINESS SCHOOL

Established in 1991, Lagos Business School is the graduate business school of Pan-Atlantic University, owned by the Pan-Atlantic University Foundation (PAUF), a non-profit foundation registered in Nigeria. LBS was founded on inspiration from the teachings of Saint Josemaria Escriva, the founder of Opus Dei.

Lagos Business School (LBS) is changing the face of business locally and globally, by developing business professionals with high standards of business ethics, professionalism, and deep knowledge of general management practices. LBS has been ranked every year, since 2007 by the Financial Times of London, among the top global providers of open enrollment executive education and in custom executive education since 2015. In its 2024 Executive Education ranking, Lagos Business ranked #40 worldwide and continues to provide high-quality business education among the world's best.

## THE LAGOS BUSINESS SCHOOL EXPERIENCE

Developing responsible leaders to inspire Africa's growth

Education at LBS is comprehensive, drawing on the experiences of a multinational faculty and participants. Learning is participant-centred and uses the case study method. Activities are held on the school's purpose-built facilities, which serve more than 3,000 participants yearly from indigenous and multinational companies. LBS has a robust alumni association with more than 8,000 members.



# ABOUT LBS HR ACADEMY

Accelerate your career in Human Resources with the LBS HR Academy and gain the Professional Certificate in Human Resource Management & Practice – Professional Stage.

The LBS HR Academy is your strategic partner in professional growth, specifically designed to empower mid-level HR managers, organisational development managers, and middle-level line managers with the essential human resources capabilities needed to excel in mid-level management roles.

## Our intensive programme provides a dynamic learning environment where you will:



**Gain practical expertise:** Learn core human resources functions and their effective application in real-world business scenarios.



**Learn from the best:** Benefit from the insights and guidance of our expert faculty, seasoned professionals dedicated to your development.

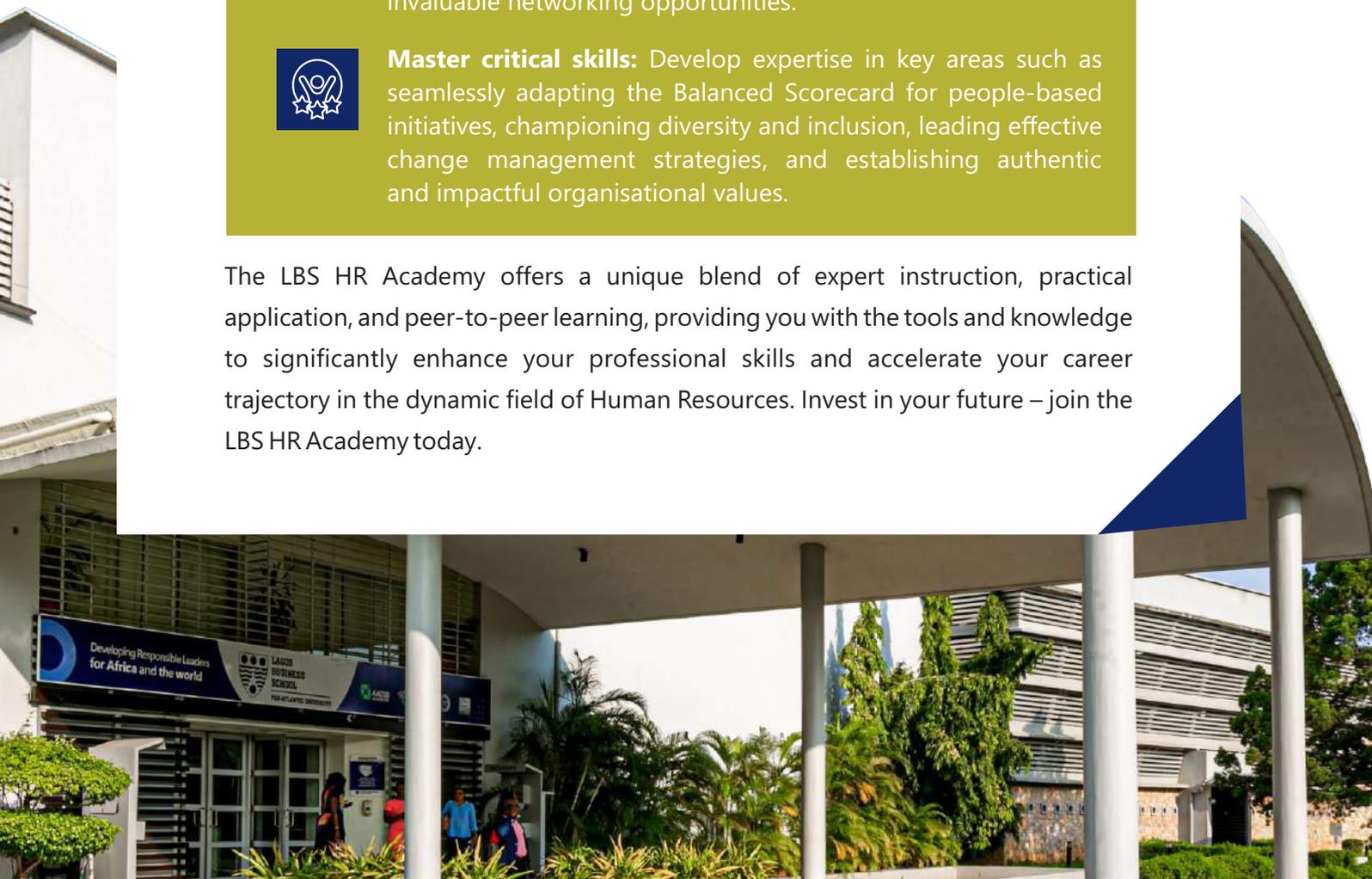


**Collaborate and innovate:** Work alongside peers from diverse sectors of the economy, sharing challenges and co-creating solutions, enriching your learning experience and fostering invaluable networking opportunities.



**Master critical skills:** Develop expertise in key areas such as seamlessly adapting the Balanced Scorecard for people-based initiatives, championing diversity and inclusion, leading effective change management strategies, and establishing authentic and impactful organisational values.

The LBS HR Academy offers a unique blend of expert instruction, practical application, and peer-to-peer learning, providing you with the tools and knowledge to significantly enhance your professional skills and accelerate your career trajectory in the dynamic field of Human Resources. Invest in your future – join the LBS HR Academy today.





# CONTACT US

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