

SPECIAL PROJECTS UNIT PUBLICATION

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INTEGRITY IN LEADERSHIP: 20 DISTINGUISHED WOMEN OF EXCELLENCE IN NIGERIA (SERIES)

The year 2024 has been quite challenging for corporate governance in Nigeria. The infrastructure and security challenges in most parts of the country, coupled with dwindling oil revenue, combined to pose daunting challenges to organizations operation in Nigeria. As usual, coming out with a list of 20 Distinguished women of Excellence in Nigeria is a Herculean task judging from the array of many accomplished players who have distinguished themselves in one way or the other in contributing to the growth and steering their organizations to optimum market dominance. In this era of change, these women professionals have firmly distinguished their organizations as some of the best managed in corporate Nigeria that others should emulate.



GLADYS NWADITO MO' EKHATOR: A VISIONARY AMAZON

Her peers in the nation's oil and gas sector are few. Her reputation has become a reference statement of competence and resourcefulness while her accomplishments are ringing endorsements of value of genius and productivity of Vision. Mrs. Gladys Mo'Ekhator is an astute personality in the oil and gas service industry, exemplifying determination, expertise, and a commitment to excellence. With over two decades of experience, she has established herself as a visionary leader and strategist, expertly navigating the sector's complexities.

In 1997 Mrs Mo'Ekhator started her career at PPMC where she served as an intern. She moved to Sea Petroleum Group where she spent 3 years in various departments including Marketing, Shipping, and Liaison officer to NNPC/PPMC.

Gladys was responsible for coordinating business development relationships with the Directorate of Petroleum Resources and NAPIMS. Where she managed the loading operations at the refineries. She obtained experience from various organizations and made her mark as a key player in the industry especially in the areas of petroleum products sales and distribution.

She joined Sahara Energy in 2000 as Director for Sea support services and because of her vast knowledge and experience in shipping and trading, she became the Chief Trader for the downstream sector of the organization.

From 2005-2007 Gladys went on to make further impart in the area of offshore supply of Automotive Gas Oil, managing Sahara Energy's Offshore supplies to ExxonMobil platform, consolidating her significance as a key player in proficiency with various IOC's.

She moved to become the Executive Director, Business Development in Petroleum Brokers Limited in 2007. Her track record of setting the pace was evident in bringing about a turnaround in the company within a few months.

In 2011 she pioneered her own business operations with Bellpoint Energy Ltd, growing its business to become a premier oil and gas service delivery partner of major IOCs like Exxon Mobil, Total Energies, NNPC and Agip. Gladys Mo'Ekhator has won several awards for excellence in service delivery in recent times within Nigerian and abroad including the coveted Exxon Mobil Service Top Quality Service Delivery Award.

As Managing Director of Bellpoint Energy, Gladys Mo'Ekhator has demonstrated exceptional leadership, driving the company's growth and success. Her strategic acumen, combined with her ability to foster a high-performing team and optimize operational efficiency, has positioned Bellpoint Energy as a leading player in the energy sector.

Key accomplishments include:

- Foundation and Growth:** Conceptualized and established Bellpoint Energy, guiding the company through its early stages and nurturing its growth into a leading energy solutions provider.
- Operational Excellence:** Established unique operational efficiency resulting in streamlined processes, optimized resource allocation, and improved performance across all levels of the organization.
- Leadership Development:** Championed leadership initiatives to develop Bellpoint Energy as an organization, fostering a culture of innovation, collaboration, and high performance.

Awards And Recognitions:

- TOP 50 CEOs for 2024 - THE GUARDIAN NEWSPAPER (2024)
- THE MOST ASTUTE MANAGING DIRECTOR/CEO OF THE YEAR FOR BUSINESS INNOVATIVENESS & TACTICAL MANAGEMENT – NICA(2024)
- QUALITY SERVICE AND RESPONSIVENESS AWARD - ExxonMobil (2022/2023)
- FELLOW INSTITUTE OF OIL & GAS RESEARCH & HYDROCARBON STUDIES - Strategic Management – Operations, Process & Systems (2022)
- OUTSTANDING FEMALE ENTREPRENEUR AWARD - Rotary Club (2015)
- CERTIFIED BUSINESS ENTERPRISE - WeConnect International (2024)



NKIRU CHIME: QUINTESSENTIAL AMAZON WITH A KNACK FOR EXCELLENCE

She is one of the leading lights in the Nigerian Financial Sector, as evidenced by the numerous awards she has received throughout her career.



Nkiru is a seasoned financial services industry leader, who is known for her visionary leadership style that inspires people around her to embrace change, push boundaries and strive for excellence. She has a strong finance background which has provided an edge in her career, her experience spans financial management, risk management, taxation, and operations management, gained through about a decade of experience in the financial service industry including Banking, Insurance, Asset management and Pensions. She has a proven history of driving strategic initiatives to improve performance and generate sustainable growth. She has led organizational transformation through change management and stakeholder engagement and is known for her drive for operational excellence and process optimization.

Nkiru started her career in KPMG, where she rose to the position of Manager, Audit and Business Advisory, and has functioned in several senior and executive leadership capacity across several organizations. She is currently the Ag. MD/CEO of The Infrastructure Bank Nigeria PLC and a Director at Transkredit Finance Company Limited where she serves as the Chairman of the Audit Committee. She has a BSc. in Microbiology from the University of Benin. She is an Associate Chartered Accountant (ACA) from the Institute of Chartered Accountants of Nigeria (ICAN), an Honorary senior member of CIBN, and has undertaken the CFO programme at the Wharton School, University of Pennsylvania. She is also pursuing her MBA at the Alliance Manchester Business School.



Founded in 1983, Udo Udoma & Belo-Osagie is a multi-specialisation full service corporate and commercial law firm with offices in Nigeria's key commercial centres. The firm's corporate practice is supported by a company secretarial department, Alsec Nominees Limited, which provides a full range of company secretarial services and our sub-firm, U-Law which caters exclusively to entrepreneurs, MSMEs, startups, and growth businesses across several industries, including the FinTech industry. It is designed as a one-stop-shop for all basic business-related legal needs, providing high-quality support in a simplified and straightforward manner at super competitive prices. We are privileged to work with diverse local and international clients to create and implement innovative practical solutions that facilitate business in Nigeria and beyond. When required, we are well-placed to work across Africa with a select network of leading African and international law firms with whom we enjoy established relationships.

JUMOKE LAMBO

Designation: Partner
Areas of Specialisation: Telecommunications, Media, & Technology (TMT), Data Protection, Aviation, Employment Law, General Corporate Advisory, Business Establishment, Corporate Immigration.



Provide a brief overview of your background.

My name is Jumoke Lambo. I am the youngest of five children born to Abdul Karim Ohimai Amu (OFR) and Morayo Yeside Amu. My early formative education was done in Jos, Kaduna and Lagos. I attended Methodist Girls High School, Yaba and also Ellerslie Girls School, Great Malvern, UK, where I obtained my O Levels and A Levels. I obtained my LL.B. Degree from the University of Bristol in 1988 and was called to the Nigerian Bar in 1989.

What influenced your choice of law as a profession?

I knew from a very young age that I wanted to be a lawyer, driven by a desire for everyone to be treated fairly. I believed then and still do now that the law is, and should be, the medium through which principles of justice, equity and fairness are assured, and everyone's fundamental rights should be respected, guaranteed and protected. Mr. Femi Okunnu, SAN (CON), my mother's brother-in-law and father's childhood friend, was also a major influence. His impeccable professionalism and engaging discussions about the law and current affairs greatly inspired my legal career aspirations.

Who have been the most influential people in your life and career?

God continues to be my greatest influencer. My parents shaped my work ethic and character through their lifestyle of hard work, uncompromising integrity and patriotism. They were servant leaders who chose to serve and not to be served. In their public service to Lagos State and Nigeria they were extremely dedicated and proud to serve. My sister, Mrs. Arike Davies, has been a solid rock of support and inspiration to me. Her humility, selflessness and constant prayers have kept me moving forward, even at the most challenging moments. Many other mentors have also helped to mold me into who I am today.

Can you share some of the most memorable experiences from your career?

A standout moment was working with the Federal Government of Nigeria on reviewing the telecommunications framework, which transformed the sector and sparked my interest in telecommunications law. My secondments to Etisalat Nigeria and Union Bank were also pivotal in broadening my perspectives, allowing me to see and embrace new opportunities; enhance my understanding of in-house counsel and how to work more efficiently using various tools that are constantly being developed and refined.

What advice would you offer to women aspiring to reach the top in the corporate world?

Dream big and aim for the top. While obstacles will always exist, your biggest hindrance to success is you. Success comes through hard work and integrity. Trust in the Lord with all your heart and lean not on your own understanding. Surround yourself with accomplished women who have successfully navigated your chosen career path who can mentor you on your journey to success.

FOLAKE ELIAS-ADEBOWALE

Designation: Partner
Areas of Specialisation: Oil & Gas, Private Equity & Venture Capital, Mergers & Acquisitions.



Provide a brief overview of your background.

I am a corporate partner at Udo Udoma & Belo-Osagie, specialising in M&A, Private Equity, and Oil & Gas. With over 28 years of practice since qualifying for the Nigerian Bar, I hold a Jurisprudence degree from Oxford University and a Master of Laws from University College London. My early education was at Corona School Victoria Island, Queen's College, and Felixstowe College. My work involves domestic and cross-border transactions across diverse sectors and industries. Outside dealmaking, I am drawn to initiatives that empower women, support victims of abuse, uplift children, and foster business growth.

What influenced your choice of law as a profession?

The versatility of law, reflected in my parents' and siblings' diverse legal careers, influenced my choice. I was especially drawn to its practical impact and the creative power of legal language in problem-solving—shaping arguments, resolving disputes, and crafting precise solutions.

Who have been the most influential people in your life and career?

My family, including my siblings, have profoundly shaped my values and work ethic. My father's principles, my grandmother's and mother's independence, my husband's wisdom and humour, and my daughters' resilience have influenced me. I am grateful for mentors, friends, and "egbons" whose brilliance and emotional intelligence support have been enduring sources of influence.

Can you share some of the most memorable experiences from your career?

All transactions are adventures—unique rollercoaster rides with dips and highs that require innovation and stamina. Watching diverse stakeholders align to achieve mutually beneficial outcomes is addictive and incredibly rewarding. Coupled with independent recognition for my specialisations, these experiences have been memorable.

What advice would you offer to women aspiring to reach the top in the corporate world?

Work hard, and smart. Cultivate a strong work ethic, a positive mindset, and seize opportunities for growth. Learn from mistakes—fail forward. Stay resilient, embrace your strengths, and speak up for yourself and others. Actively seek mentors and supportive networks, and prioritise balance, health, and faith.

YINKA EDU

Designation: Partner
Areas of Specialisation: Banking & Finance, Capital Markets, FinTech, Compliance & Investigations, Pro Bono



Provide a brief overview of your background.

I'm Yinka Edu, a partner at Udo Udoma & Belo-Osagie (UUBO), a leading commercial law firm in Nigeria, with over two decades of experience in finance law. I've had the privilege of working on high-profile transactions and projects across various sectors. Inspired by my parents—my father, Elder Simeon Moronfolu Olakunri, SAN, and my late mother, Chief Mrs. Olutoyin Olakunri, Africa's first female chartered accountant—I pursued law as a career to make a meaningful impact.

What influenced your choice of law as a profession?

My father, a former Chairman of the Body of Benchers, instilled in me a strong ethical foundation in the law, which has guided my career. My mother, a pioneering woman who balanced a demanding career with family life, taught me resilience and the importance of giving my best to every role I take on. Their example continues to inspire my professional and personal life.

Who have been the most influential people in your life and career?

I've been fortunate to have strong mentors who've shaped my journey. My husband, a fellow lawyer and litigator, has been a pillar of support, offering invaluable perspectives on my work. My mother-in-law, Ms. Turrie Akerele-Ismail, the first female Solicitor General of the Federation, has also been an incredible source of guidance. I'm also grateful for the mentorship of prominent female lawyers, including Mrs. Funke Adekoya SAN, Miss Sena Anthony, and Mrs. Kofo Dosekun, the first female finance lawyer I encountered early in my career.

Can you share some of the most memorable experiences from your career?

Some of the highlights of my career include presenting a new feature of the Total Merger to the SEC's senior management—a moment that was both challenging and rewarding as I helped secure approval for something I had helped develop. Another proud achievement was leading UUBO's initiative to support startups and SMEs through U-Law, a platform designed to provide legal support and foster innovation in the entrepreneurial sector.

What advice would you offer to women aspiring to reach the top in the corporate world?

To women starting their careers, I offer the following advice:
Embrace Multiple Roles: Understand that there will be times when you need to focus on different aspects of your life—career, family, or personal well-being. It's okay to shift priorities.
Be Kind to Yourself: Don't be too hard on yourself when balancing demands becomes challenging. Know when to take a step back and recharge.
Stay Open to Innovation: Embrace new technologies and ideas. The world is evolving, and so should we.
Seek Mentorship: Learn from others' experiences. Mentorship can provide invaluable insights and support.
Cultivate Resilience: Never give up on your goals, no matter the obstacles. Resilience will carry you through.

OZOFU 'LATUNDE OGIEMUDIA

Designation: Partner
Areas of Specialisation: Employment, Corporate Advisory, Private Equity, Mergers & Acquisitions, Pro Bono



Background Overview

I am a partner at Udo Udoma & Belo-Osagie (UUBO), leading the General Corporate Advisory team and co-heading the Pro Bono team, with specializations in mergers, acquisitions, private equity, and employment law. I've been with UUBO throughout my career, advancing from intern to partner. This August, I became the chairman of the Nigerian Bar Association Section on Business Law (NBA-SBL), and in January 2025, I will take on the role of Deputy Managing Partner at UUBO. My background is shaped by strong academic influences—my parents were dedicated public servants and educators at the University of Benin. My education includes Queen's College Yaba, a law degree from the University of Ibadan, the Nigerian Bar, and a master's degree from University College London.

What influenced your choice of law as a profession?

My parents. I had intended to go into fashion design but my parents gently nudged me to read law. However, the decision to stay in practice was mine, and this came after I had begun to practise as a commercial lawyer and realised that I could carve a niche for myself in the areas of law that best suit my personality. This, for instance, is why I helped build the firm's pro bono practice, and engage in regulatory and legislative advocacy through my involvement in the NBASBL and the Nigerian Economic Summit Group.

Influences and mentors

The Bible is my strongest influencer—it is my manual for life and I find in it so much guidance, comfort and instructions for living a meaningful, impactful and successful life. In this regard, I have had numerous influences such as Sam Adeyemi, Kenneth E. Hagin, Fred Price, and Cece Winans.

In terms of people who inspire me, my husband inspires me to be deliberate and temperate in all I say and do. I am also inspired by my parents who always prioritised principles, ethics and helping others; my sisters—each for their unique strengths; and the partners at UUBO, particularly Dan Agbor, who mentored me as I grew in my career.

Memorable Experiences

Being asked to chairing the technical advisory committee that drafted the Companies and Allied Matters Act 2020 was topped only by the moment I received a message on 7th August 2020 informing me of President Buhari's assent to the CAMA 2020, making it our new company law in Nigeria. Other memorable experiences including leading the team that organised first virtual conference of the NBASBL in July 2020, however this was recently topped by my inauguration in August 2024 as the chairman of the NBASBL, and only the second woman ever to hold this office.

Advice to aspiring female lawyers:

Decide early if you want to pursue law and aim for the best firms. Build skills diligently, balance work with personal life, and lean on a strong support system. Embrace sacrifice when necessary, but honour family and personal time whenever possible.



LOLADE OSOSAMI

Designation: Partner
Areas of Specialisation: Mining & Metals, Taxation, Oil & Gas, Corporate Advisory, Compliance & Investigations



Share a brief summary of your background.
 My name is Lolade Ososami. I was called to the Nigerian Bar in 1991. I started my career in the petroleum industry as an in-house lawyer and later joined Udo Udoma & Belo-Osagie first in 1996 as an Associate and Consulted on tax law until 2004. I later returned in 2018 as a Partner and Head of the taxation and mining teams.

What led you to choose law as a profession?
 As a young student during my O'level studies in the UK, I was introduced to the "General Principles of English Law" as one of my subjects. I was quite intrigued by the cases and thoroughly enjoyed how it was taught by our tutor who was an English Barrister. I saw Law as a way to influence policy that can shape the society I live in. This was the basis of my thesis in my final year at University of Jos, titled: *Law as a Tool for Social Engineering [1990]*, and has continued to foster my interest and participation in policy and reform in taxation and the extractive sector.

Who have been the most influential people in your life and career?
 My family has been the most influential people in my life. My career influencers include Senator Udoma Udo Udoma, Dr. (Mrs.) Myma Belo-Osagie, Mr. Daniel Agbor, and Prof. Yinka Omorogbe.

Share a notable moment from your career.
 A notable moment in my career was when my team succeeded in the landmark tax case of *Emenite Limited v. FIRS* in 2021 where the Tax Appeals Tribunal ruled that taxpayers were no longer required to deposit 50% of a disputed amount in a tax case.

Offer guidance to women aspiring to reach the top in the corporate world
 My advice to any woman who is aspiring to get to the pinnacle of their career is: do not seek validation from others. Strive to be excellent at what you do and your work will speak for you. Do not stop learning new ways of achieving your goals. Stay humble and open doors for others where you can. Do not lose your values and let your motives be pure. Finally, "Don't look down!" – This is my proverbial way of saying when the accolades start to come, stay the course.

ONYINYE OKAFOR

Designation: Partner
Areas of Specialisation: Banking & Finance, Corporate Advisory



Provide a brief overview of your background.
 I am Onyinye Okafor, a partner in Udo Udoma & Belo-Osagie. I specialise in banking and finance (including projects and infrastructure, and fintech), insolvency and corporate advisory. I advise on complex transactions, both in the cross-border and domestic spaces including foreign exchange issues, structured finance such as derivatives, and banking regulation. I am very skilled in drafting finance, security and investment contracts. I have been involved in legislative reforms including advising on the netting provisions in the Companies and Allied Matters Act; I train lawyers and clients; and I am a member of the Sustainable Finance Sub-Committee of the Debt Capital Market; the Legal & Risk Management Thematic Area Meeting of the Financial Centre for Sustainability; as well as the BRIPAN. I have written articles on finance related areas which have been published in international journals such as Thomas Reuters, IFLR Cross-Border Financing Report, ICLG, etc. I have also been ranked by Chambers Global, IFLR 1000, Legal 500 and Who is Who legal. I graduated from Nnamdi Azikiwe University Awka, and was called to the Nigerian Bar in 2004. I hold a Master of Law degree in Finance from the Institute for Law & Finance, Goethe University Frankfurt Germany. My work experience includes brief stints at Bafin, the German Federal Financial Regulatory Authority, and Dentons, a UK law firm.

What influenced your choice of law as a profession?
 My father was my major influence. Although he was an accountant, and I had wanted to follow in his footsteps; he wanted me to be a lawyer - he didn't force me - and I was glad to do so. Another influence was a book that I read at the time - *Rage of Angels* by Sidney Sheldon - and after that, I just wanted to be a lawyer - someone that proffered solutions.

Who have been the most influential people in your life and career?
 My God is the most influential person in my life and career, followed by husband, my father, and my family.

Can you share some of the most memorable experiences from your career?
 These include the commissioning of the Aba Independent Power plant because of the vision, passion, hard work, and integrity that went into that project; the global rankings - a testament of hard work; and notable transactions such as Unicem, Obajana, Eleme, the MTNN financing transactions, other financially innovative transactions, Which I cannot reveal for confidential reasons.

What advice would you offer to women aspiring to reach the top in the corporate world?
 Develop yourself in your key areas of interest and expand your network by building relationships with industry stakeholders. Work hard, be open to criticisms and embrace challenges as opportunities for growth. The most important of them all is embrace God and let him guide you.

ADEOLA SUNMOLA

Designation: Partner
Areas of Specialisation: Banking & Finance, Energy & Infrastructure, Compliance & Investigations



Provide a brief overview of your background.
 My name is Adeola Sunmola, a Partner at Udo Udoma & Belo-Osagie. I was born and raised in Lagos, Nigeria. As a child, I attended Chrisland School and the prestigious Mayflower School for my secondary education. I then studied law at Olabisi Onabanjo University (formerly Ogun State University). I was called to the Nigerian bar in 2005. I specialize in corporate law, focusing on banking and finance, energy (power), projects and infrastructure, and compliance and investigations.

What influenced your choice of law as a profession?
 Although I originally intended to study accounting, my less-than-stellar math grades led me to pursue law instead. It's a decision I have never regretted. What I find most fulfilling about practicing law is the opportunity to work on projects that create a meaningful and lasting impact. I particularly enjoy finance and project work because it allows me to witness the tangible results of the support that I provide, whether in the form of goods or services that come to life as a result.

Who have been the most influential people in your life and career?
 Professionally, I am fortunate to have partners who have all supported my career aspirations particularly two incredible sponsors—Yinka Edu and Aniekan Ukanpanah—both of whom have played pivotal roles in my career development. My late father, Wale Adeyiye, and Dr. Tai Solarin, the founder of my secondary school (Mayflower School), instilled in me the values of hard work, integrity, and ethics at a young age. My mum and siblings have also played a fundamental role in my life, keeping me grounded and constantly reminding me, not only through words but by action, of how far we've come. I wouldn't have reached the heights I have in my career without the unwavering support of my husband, Azeez Sunmola, who's a steadfast champion of my ambitions.

Can you share some of the most memorable experiences from your career?
 Here are a few highlights:
 • Contributing to the successful completion of deals during Nigeria's power sector privatization.
 • Advising on landmark infrastructure projects, including supporting the sub-concessionaire on the pioneering Lekki Deep Sea Port Project.
 • Being involved with the Nigerian chapter of Women in the Profession (an initiative of the Cyrus R. Vance Center for International Justice) and serving as an officer on the Women Lawyers Committee of the International Bar Association has also been incredibly fulfilling.

What advice would you offer to women aspiring to reach the top in the corporate world?
 • Success is driven by determination, focus, consistency, and persistence.
 • It is possible to maintain a healthy balance between family, work, and other desirable commitments.
 • Building and nurturing strong networks and relationships is just as crucial as excelling in the technical aspects of work.

AMINA IBRAHIM

Designation: Partner
Areas of Specialisation: General Corporate Advisory, Mergers & Acquisitions, Corporate Immigration, Real Estate, Mining & Metals, Regulatory Compliance



Provide a brief overview of your background.
 I graduated with a Bachelor of Laws (LL.B) degree from Ahmadu Bello University and was subsequently called to the Nigerian Bar after completing my studies at the Nigerian Law School. As a Partner at Udo Udoma & Belo-Osagie (UUBO), I oversee the firm's Abuja practice, leveraging my expertise as a generalist to navigate complex legal issues. My practice focuses on the intersection of corporate commercial law, regulatory compliance, and government relations, with a keen emphasis on risk management. This unique blend of specialties enables me to provide comprehensive solutions to clients, drawing from my experience in multiple areas of law. I am who you call if you need a problem solved.

What influenced your choice of law as a profession?
 Growing up, my mother was, and remains, the most noble and inspiring woman I know. A lawyer by profession, she had an unmatched intellect, and she set an exemplary standard that I naturally aspired to follow. Her dedication, passion, and commitment to justice have been a guiding force in my own journey to becoming a lawyer. I strive to emulate her values and make her proud.

Who have been the most influential people in your life and career?
 The Noble Prophet Muhammad (peace be upon him) has been a profound source of guidance and inspiration in my life. My mother, too, has been a constant source of motivation and encouragement, playing a significant role in shaping my values and career. I also draw inspiration from exceptional individuals who embody excellence, perseverance, and resilience, serving as powerful role models and motivating me to strive for greatness.

Can you share some of the most memorable experiences from your career?
 One of the most memorable moments in my career was advising on a landmark M&A deal that set a new precedent in Nigerian corporate law. This complex transaction demanded meticulous attention to detail and innovative problem-solving. However, what truly makes every transaction unforgettable for me is the opportunity to bring my clients' goals to life. There's no greater fulfillment than seeing a client's vision become a reality, and that's what drives my passion for corporate law.

Offer guidance to women aspiring to reach the top in the corporate world:
 Be a problem-solver. In the corporate world, challenges are inevitable. Focus on developing solutions that are innovative, effective, and sustainable.



OYINDAMOLA EHIWERE

Designation: CEO, Alsec Nominees Limited
Areas of Specialisation: Corporate Governance, Company Secretarial Services



Provide a brief overview of your background.

With an MBA from the University of Lagos and as a Fellow of the Institute of Chartered Secretaries and Administrators of Nigeria, I built my career on a foundation of governance and excellence. Starting in human resources and administration, I discovered my passion for corporate governance and company secretarial practice, which have been my focus for nearly 25 years.

Now, as the CEO of Alsec Nominees Limited, I lead the company secretarial and corporate governance arm of Udo Udoma & Belo-Osagie, helping businesses thrive through effective governance strategies. My journey has been about finding purpose in ensuring transparency and integrity at the highest levels.

What influenced your choice of profession?

My choice of profession was influenced by my passion for corporate governance and a fascination with how well-run organisations operate. I have always been inspired by the structure, integrity, and professionalism that come with good governance.

Who have been the most influential people in your life and career?

The most influential people in my life and career are my parents and my mentor when I started practicing as a Chartered Secretary and Administrator.

Can you share some of the most memorable experiences from your career?

When I was awarded the Distinguished Chartered Secretary and Administrator of the Year in 2022 and when my company, Alsec Nominees Limited, won the Award for Excellence (Corporate Governance Public Practice) at the 2024 Dinner/Awards of the Institute of Chartered Secretaries and Administrators of Nigeria.

What advice would you offer to women aspiring to reach the top in the corporate world?

Be focused, hard-working, willing to learn and be a good team player.

VICTORIA MADEDOR

Agribusiness Expert (BDSP Consultant)



Victoria holds a B.Agric in Agricultural Economics from the University of Benin, Edo State, Masters in Business Administration (MBA), MSC Agribusiness Development, MBA International Agribusiness and currently pursuing a PHD in International Agribusiness. She is an experienced Business Development Consultant with a focus on the Agricultural Sector and an Oracle Certified Administrator. While Victoria's previous roles had a leaning towards Information Technology, upon joining BOI-ITC, her passion for the agro-allied sector was re-ignited as she began to work on developing the businesses of SME's in that sector. In other to successfully understand the SME space she has undergone several trainings with London Business School (MOOC), Lagos Business School, Metropolitan School Of Business UK, and Centre for Development Innovation, Wageningen UR Netherlands.

An experienced Business Development Adviser with a focus on the Real Sector and currently Group Head Business Advisory at BOI Investment and Trust Company Limited. She has volunteer as mentor for Google Accelerator Launch Pad (2017), Lagos State Government Ready Set Work Program (2017), International Business Accelerator (2018).

Victoria is a resource person for several organizations including the prestigious Lagos Business School, Lagos State Government, Edo State Government, Nigeria America Chamber of Commerce, MyFarmbase Africa, Invest Africa Magazine, JMSF Agribusiness on World Bank Project, Postharvest Loss Alliance for Nutrition and Global Alliance for Improved Nutrition, World Food Programme as a policy evaluator, mentor for the AU-IBAR under the AWARFA project.

NGOZI CHINWA OLE

LL.B (First Class Hons); BL; LLM (Scotland); PhD (Scotland); Ex Cert (Calgary)
 Energy Law Consultant (Director), Alliance Law Firm/Senior Lecturer, Federal University Oye-Ekiti

Ngozi Chinwa Ole is an Energy Law Consultant (Director) at Alliance Law Firm, Nigeria and Senior Lecturer/ Former Acting Head of Public Law at Federal University Oye-Ekiti, Nigeria.

Alliance Law Firm is an IFLR top-tier law firm with offices in various parts of Nigeria, including Lagos, Abuja and Port Harcourt. In Alliance Law Firm, she coordinates the Energy and Natural Resources Team on a consultancy basis. Ngozi is a barrister and solicitor of the Supreme Court and an International Certified Energy Negotiator. Given this, she has overseen the negotiation of various energy contracts. She has also represented clients' interests in multiple facets of energy transactions, including commercial, legal, and technical ones. Ngozi has given independent expert opinions to international arbitration bodies on the interpretation of energy contracts, including the International Chamber of Commerce, Romania. As reiterated, she is a Senior Lecturer and Former Acting Head of Public Law at Federal University, Oye-Ekiti (FUOYE), Nigeria. In the same place, she is also the Director of the FUOYE Law Clinic. As the Director of FUOYE Law Clinic, she coordinates the provision of free legal services by law students to some communities in Ekiti State. Ngozi was and is currently affiliated with various research bodies in the world. She is a member of the African Centre of Excellence for Water and Environmental Research (ACEWATER), Redeemers University, Nigeria. She heads the Environment and Water Regulation Unit of ACEWATER. She was an associate member of the Aberdeen University Center for Energy Law (AUCEL) and the Environmental Rights in Cultural Context Group of Max Planck Institute, Halle. Ngozi is a member of the International Energy Law Training and Research Centre, Trinidad and Tobago. She is a UNESCO Groundwater Youth Ambassador.

Ngozi holds an LLM in petroleum law and a PhD in energy and environmental law from the University of Aberdeen, Scotland. Ngozi holds an executive certificate in CNG and Gas from the University of Calgary, Canada. Before the latter, she obtained a first-class degree in law with several academic awards, including the Gani Fawehinmi Endowment Award for Best Graduating Law Students in Nigeria. She was also the best-graduating student in the Bar part 11 exams for the Augustine Nnamani Nigerian Law School 2012 campus. She is a recipient of several awards and grants, including the Association of International Energy Negotiators 2018 Conference Scholarship Award, Recognition of Excellence in Service as the President of the University of Aberdeen AIEN Club, International Ambassador of Peace Award, NULAI/Open Society Initiative Award on Clinical Legal Education, Abuja Chamber of Commerce Domestic Gas Summit Award 2023, Lexology Influencer Award 2023, LASU Law Student Association Award for Advancement of Legal Education, Women in Energy, Oil and Gas Energy Sherone Award 2024, Mondaq Thought Leadership Award on Environmental Law 2024, Guardian Newspaper recognition as one of the 25 Exceptional and Most Value Adding Female Professional in Nigeria etc.



Before joining Federal University, Oye-Ekiti, She taught energy law-related courses at the University of Aberdeen, Scotland; the University of West Indies- Trinidad and Tobago; the University of Ibadan Centre for Petroleum, Energy Economics and Law; Redeemers University, Nigeria. She is a visiting scholar at the University of the Gambia, where she teaches postgraduate students in petroleum law. She teaches Oil and Gas Law at Federal University Oye-Ekiti, Ekiti State. Ngozi has examined postgraduate students in the field of petroleum law in various institutions, including the University of South Africa, Pretoria and the University of Ibadan,

Ibadan. She is a reviewer and member of several journal editorial boards, including the Kampala University International Faculty of Law Journal Uganda; the African Journal of Law, Ethics and Education (AJLEE); Castle Law Journal; and Oil Gas and Energy Law Journal.

Ngozi has informed policy changes through advocacy, lobbying and scholarly activities. She is well-written and has over sixty scholarly publications and twenty non-scholarly publications to her credit. Most publications cut across themes like decommissioning energy facilities, unitisation, licensing, risk governance, renewable energy support and governance, etc. Her publications feature in top-tier international energy law journals and outlets like Oxford University Press, International Bar Association's Journal of Energy and Natural Resources Law; the Journal of World Energy Law and Business (JWELB); Oil, Gas and Energy Law (OGEL); European Journal of Energy and Climate. She has researched renewable energy, fossil fuel strategies, water sanitation, and management. The product of this research has been published in Springer Nature, Wolter Kluwer, Taylor and Francis Pub etc. She led the international research on the Regulatory Support for Off-grid Renewable Electricity sponsored by Routledge. The research outcome was published as an edited book by Taylor and Francis Inc.

Ngozi has presented her scholarly research at several international and national conferences on energy law, including the 44th Conference of the International Association for Energy Economics (IAEE) 2023; NBA-AELN Training on Marketing Plastic Waste 2024. She is a member of various international and national organisations like the Association of International Energy Negotiators (AIEN), Society of Petroleum Engineers (SPE), OGEL Forum, OGEMID, Centre for Petroleum Information, Nigerian Gas Association (NGA), Renewable Energy Association of Nigeria (REAN), Common Wealth Law Teachers Association, Women in Energy, Oil and Gas (WEOG) e.t.c. Ngozi is the organising secretary of the Association of Environmental Lawyers of Nigeria. In the latter capacity, she has organised several conferences and seminars. She holds several certification including an associate ship membership of the Privacy Hub. Ngozi runs a mentorship line where she connects University students with the *crème de la crème* of the oil and gas industry to facilitate their journey into the professional world.