



COMPANY

# PROFILE



**DexNova**

*Build a future...*



# WHO WE ARE

Founded in 2009 with offices in Lagos and Port Harcourt, Dexnova is a leading Nigerian professional service firm with focus on building and sustaining organizations' capability through recruitment, outsourcing, training, and management consulting services. Together with our strategic partners we provide transformation and innovative services with cutting-edge technologies to our numerous clients.

# Company Overview

Dexnova is a leading consulting powerhouse in Nigeria. We began our operations over a decade ago and have grown due to excellent relationships with our clients and value delivery. We started out small, with just a few people and a small office in Port Harcourt, but today we have our head office in Victoria Island, a first-class, high profile business district in Lagos and another operational office in equally high profile GRA Phase 3 in Port Harcourt with several people working inside them.

Our focus as a company is to collaborate with our clients to help them build and sustain their organizations' capability so they can deliver on their strategic business objectives. This will do through our excellent recruitment, outsourcing, training, and management consulting services.

We achieved our success because of how successfully we integrate and collaborate with our clients. One complaint many people have about consultants is that they can be disruptive. Employees fear outside consultants coming in and destroying the workflow. Our clients face no such issues. Dexnova has strategic partnership with some local and international professional bodies and together we provide transformation and innovative services with cutting-edge technologies to our numerous clients.

## OUR CORE VALUE

- Act with integrity in all our dealings.
- Align with the law of the land.
- Commitment to continuous improvement.
- Collaborative work methods.

## OUR VISION

To be an internationally recognized company in the strategic solutions space offering innovative human capacity development and management consulting experiences for businesses and their people.

## OUR MISSION

To collaborate and build excellent delivery capability in organizations across Africa through strategic initiatives and human resource capacity development, ensuring value is delivered to all stakeholders.

# ABOUT US





# OUR SERVICES AT A GLANCE



## Human Resources Management

- ▀ Staff Outsourcing
- ▀ Recruitment
- ▀ Succession planning & Talent pool management
- ▀ Learning & Development

## ISO Implementation & Certification Audit

- ▀ ISO 22301 – Business Continuity Management System
- ▀ ISO 27001 – Information Security Management System
- ▀ ISO 20000 – IT Service Management System
- ▀ ISO 45001 – Health & Safety Management System
- ▀ ISO 9001 – Quality Management System
- ▀ ISO/IEC 38500 – IT Governance Management System

## Project Management

- ▀ Managing Project and Programs
- ▀ Project Support
- ▀ Project Management Office (PMO) Deployment



## DexNova HR Solutions

Dexnova's HR Management Solutions is an all-inclusive HR Services that provides you with the freedom to operate your business effectively. As your business grows you need the ability to maintain and manage your business and do what you are good at...running your business.

Dexnova will plan, direct, and coordinate the administrative functions of your organization. We oversee the recruiting, interviewing, hiring, and onboarding of new staff; consult with top executives on strategic planning; and serve as a link between your organization's management and your employees.

Our Managed HR Solutions bring reduced operating cost to your Human Resources Department, while ensuring the latest regulation and best practices, safeguarding state and federal compliance.

We take away the HR headaches so you can focus on serving clients and growing your business.

# DexNova HR Solutions

Dexnova's HR Solutions provides our clients a cost-effective solution for the administration of their Human Resources department. We offer businesses, large and small, integrated HR Management, Outsourcing, Recruitment, Training, Payroll, and Benefits Administration. Areas that often need streamlined in larger businesses or functions smaller businesses do not yet have the resources to handle are our areas of expertise.

As a leading Human Resource Management solution company in Nigeria, we take the time to customize each company's HR needs with the right services to keep your business operating in a Safe, Accommodating, and Productive environment! We work closely with your company to offer the best resources that allows you to stay focused on the operations of your business, while remaining in the scope of changing labor laws, benefits administration, Workers' Compensation laws, and payroll management. Dexnova's expert services has been assisting businesses for more than 10 years. We are dedicated to offering the very best Human Resource Management services available such as:

- ▶ Staff Outsourcing
- ▶ Recruitment
- ▶ Capacity Building
- ▶ Payroll administration of outsourced staff
- ▶ Succession planning & Talent pool management
- ▶ Labor/Trade union relations





## **DexNova ISO Implementation & Certification Audit**

Dexnova Consulting Ltd. assists organizations to implement ISO certifications based on the requirements of the global standards. We support organizations in aligning their policies, procedures, processes, and systems according to the expectations of the international standards. Our implementation methodology allows organizations to develop a Management System that ensures corporate governance and compliance to any global standard being implemented. We have qualified and experienced ISO Implementers, Management System Consultants & Auditors to work with your organization in ensuring your ISO certification objectives are achieved.

We have developed the competency and capability to help implement the following ISO standards: -

- ▀ ISO 22301 – Business Continuity Management System
- ▀ ISO 27001 – Information Security Management System
- ▀ ISO 20000 – IT Service Management System
- ▀ ISO 45001 – Health & Safety Management System
- ▀ ISO 9001 – Quality Management System
- ▀ ISO/IEC 38500 – IT Governance Management System



# DexNova Project Management

Precise execution of projects and programs is imperative to cost containment, sustainability, growth, and profitability. DexNova Consulting project management professionals are the perfect fit to help guide, lead, and support your mission-critical program and project initiatives. Our trusted professionals help you maintain focus on critical project activities to attain desired business results.

Our Project Management Services include:

**Managing projects and programs:** Helping clients effectively managing projects of all sizes. This can be done through our full-time on -site program and project managers.

**Project Supports:** DexNova Consulting has a specialized pool of expert Project Controllers, Planners, and Schedulers who average over 10 years of experience in Project Audits, Risk Assessments, Post Project Reviews, Project Management Mentoring, Project Rescue Services, and Project Control (planning, scheduling, and reporting).

**Project Management Office (PMO) Deployment:** Effective and consistent project management practices are a key factor in the success of projects and therefore the success of the organization. Establishing a Project Management Office (PMO) enables you to establish PM best practices and achieve consistency in the use of those practices on all projects. DexNova Consulting PMO implementations have resulted in major improvements for our clients.





## DexNova Learning & Development

The biggest challenge facing companies today is skills gap. Dexnova consulting Ltd helps your organization develop a scalable, company-wide learning culture that keeps your employees on the cutting edge. With Dexnova, you can maintain a training program for your employees that is both effective and budget-friendly.

Our Human Capacity development program has helped a lot of organizations reduce HR costs, maintain employee's morale and productivity, as well as protect them from further expenses.

DexNova Consulting delivers practical, cost-effective and innovative training supported by new e-learning methods. Our training participants learn from accredited, licensed business improvement professionals with practical experience from varied industry and consulting backgrounds locally and abroad.

# DexNova Learning & Development



**Classroom  
(Physical/Virtual) Training**

**Online Training**



# DexNova Learning & Development



## COURSES

- Project Management Professional (PMP)
  - Certified Business Analysis Professional( CBAP)
  - Primavera (Basic and Advance)
  - PRINCE2(Foundation and Practitioner)
  - ITIL
  - COBIT 5
  - TOGAF 9.2
  - Cost Engineering Certification (CCP/CCT)
  - Business Continuity Management (ISO 22301)
  - Quality Management System (ISO 9001)
  - Occupational Health and Safety Management (ISO 45001)
  - Information Security Management (ISO 27001)
  - IT Service Management (ISO 20000)
  - Agile Certified Professional (ACP)
  - Certified Maintenance & Reliability Professional (CMRP)
  - Chartered Institute of Procurement and Supply (CIPS Level 1-5)
- Over 150 Soft Skills courses





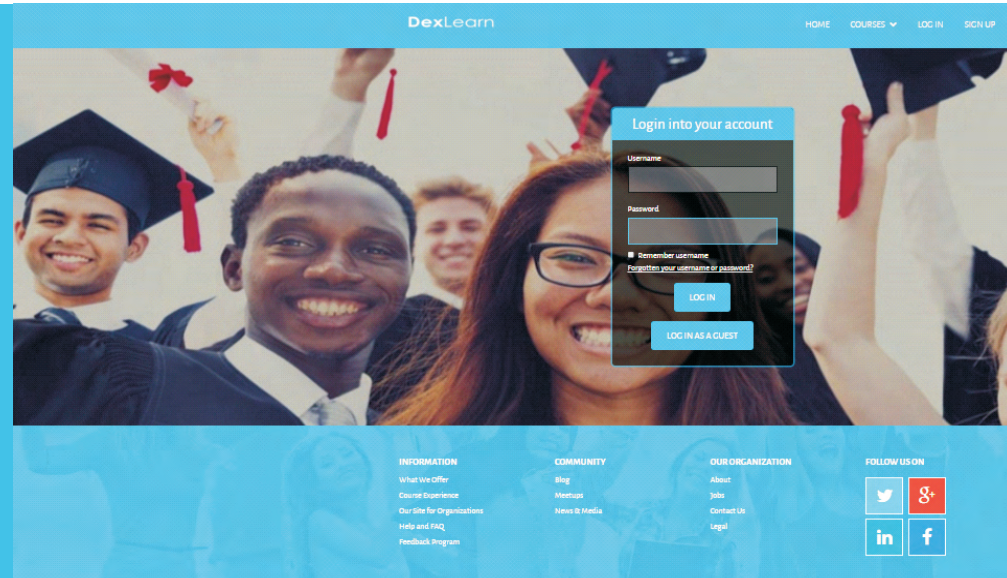
# DexNova E-Learning Solutions

The way we learn is changing globally and the people/organization that realize this and do something about it will be in the fore front of development and business success. Whether the effort is reskilling at business unit level or a company-wide aspirational transformation, companies cannot simply push the button on critical workplace learning even as they move to cut cost and reduce time spent off-work because of training.

Dexnova is ready, and we are no stranger to delivering critical tools and information in the virtual world. We have been building and enhancing e-Learning Courses since 2015 with the launch of our world-class e-learning platform **[www.dexlearn.com](http://www.dexlearn.com)** which contains over 150 soft skill and some professional courses. We have been teaching Live Virtual Classes for more than two years now. More recently, we have been offering our exam prep materials in the cloud. In short, you can trust us to provide the quality tools, information and training your employee need, wherever they are.

# DexNova E-Learning Solutions

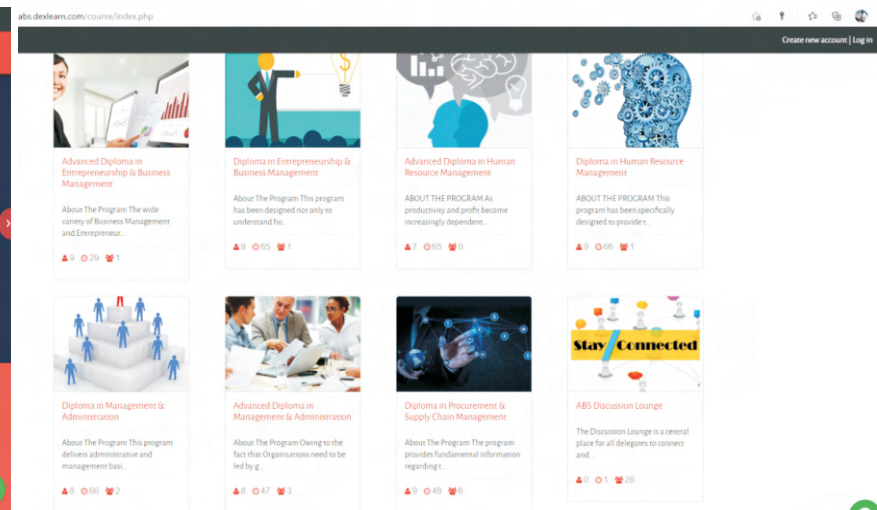
**DexLearn**



Dexlearn is an online learning management system of DexNova Consulting Limited. It contains over 150 soft skill courses and some professional certification courses such as PMP Exam Prep, Prince 2 Exam prep, ITIL, Six Sigma, Scrum, CBAP/CCBA.



# DexNova E-Learning Solutions



## Aquila Business School

Aquila Business School is an initiative of Dexnova Consulting Limited, Nigeria in collaboration with Chartered Institute of Management and Leadership, USA.

The objective of the business school is to provide recognised and affordable Diploma and Advanced Diploma programs in Management courses in order to advance professional and career prospects of the participating students. These Diploma and Advanced Diploma also serve as gateway to becoming the Associate and Fellow of the Chartered Institute of Management and Leadership, USA.

# **BOARD OF DIRECTORS**





**Ituah  
Ighodalo**  
CHAIRMAN

Pastor Ituah Ighodalo is a Pastor, an Accountant, a Thinker, a Social Reformer and a Writer. He obtained a B.Sc combined honours degree in Economics and Accounting in 1982 from the University of Hull, England, qualified as a Chartered Accountant in July 1986 and attended a Business Management Course at the Harvard Business School, Boston in 2011.

He commenced his professional career in 1982 at Pricewaters House now Price Waterhouse Coopers (PWC) and later founded Ighodalo & Co., a professional public Accounting firm in January 1987. In October 2004, Ighodalo & Co. merged with 3 other firms to form SIAO/RSM Nigeria becoming arguably the 5th largest accounting practice in Nigeria, today.

Pastor Ituah is a Fellow of the Institute of Chartered Accountants of Nigeria and a fellow of the Chartered Institute of Taxation Nigeria; he is a member of the Nigerian Institute of Management, a Member of the American Society of Industrial Security and a member of the American Institute of Management.

Pastor Ituah is on the board of several companies, several charitable organizations and NGOs most of which he serves as the Chairman. He is also on the board of the Pastor E.A Adeboye Professorial Chair for Mathematics (UNILAG), The Bassey Andah Foundation and he Chairs the Christopher Kolade Chairs Endowment Foundation. He is also the Chancellor of Wellspring University, Benin City. He is on the Council of the Nigerian British Chamber of Commerce (NBCC) and the Nigeria Employers Consultative Association (NECA). He has also sat on various government panels' (State and Federal) and has been an adviser/consultant to government at different levels since 1991. He is presently a member of the Nigerian Council on Privatisation.(NCP)



Mr. Olusegun A. Oshinowo was the Director General of Nigeria Employers' Consultative Association (NECA) from 2000 till 2018. Mr. Oshinowo served as a Director of Nigerian-German Chemicals PLC. And was on the board of several organizations including Nigeria Social Insurance Trust Fund (NSITF), Nigeria Labour Advisory Council, National Pension Commission (PenCom), National Orientation Agency, and the National Health Insurance Scheme. In addition, at various time he was a member of the governing board of International Labour Organization, International Organization of Employers and Pan-African Employers Federation. He holds a B.Sc Business Administration and an MSc in Industrial Relations & Personnel Management from the University of Lagos, Nigeria. He is a fellow of the Chartered Institute of Personnel Management, Nigeria.

**Mr. Olusegun  
A. Oshinowo**  
NON-EXECUTIVE  
DIRECTOR





**Tokunboh  
George-Taylor**  
NON-EXECUTIVE  
DIRECTOR

Tokunboh draws upon over 26 years of experience and her areas of specialization include Public Relations, Advocacy, Public Affairs, Community Relations, Marketing and Branding in the Telecoms, Information Technology, Finance, Education, Energy, Oil & Gas Sector.

Before assuming her present position as the pioneer Managing Director of Hill+Knowlton Strategies Nigeria in 2015, Tokunboh spent over 14 years at integrated energy group Oando Plc in Lagos where she was part of the Group Leadership Council, heading up the Corporate Services and the Corporate communications/CSR divisions. She was also the pioneering Director of the Oando Foundation, where she led the team that developed the Foundation's framework and also established the foundation in Nigeria, US and the UK. Whilst at Oando Plc., she also led the communications team for local and international fund raising and the listing on the Johannesburg Stock Exchange.

Tokunboh returned to work in Nigeria in 2001 after working as Senior Account Manager in London with one of the UK's leading technology and consumer public relations agencies, handling the media campaigns for B2B clients in the telecommunications sector.

Tokunboh holds a Bachelor of Arts degree in Economics from the University of Wisconsin, USA.

She is a member of the Nigerian Institute of Public Relations (NIPR), Chartered Institute of Public Relations (CIPR), Public Relations Association UK (PRCA) and Institute of Directors (IOD). She is also a fellow of the Africa Leadership Initiative-West Africa and a member of the Aspen Global Leadership Network. She is the Acting Chairman of the Oando Foundation, Board Member of Legacy Office, Advisory Board Member of Terra Kulture & Studios Limited, Advisory Member of CSR-in-Action Advocacy, Member of the Board of Governance for Greenwood House School and Vice Chairperson of the Wiscar PR, Events and Marketing Committee.





**Olusegun  
Olaniyan**  
NON-EXECUTIVE  
DIRECTOR

Engr. Olusegun Olaniyan, C. Eng is a Project Management Professional (PMP) with over 15 years' experience in Civil Engineering and Project Management in Telecommunications, Building Construction, Water Engineering and Management, Road Construction, Hydropower, Renewable Energy and Municipal Infrastructure Projects. He is the MD/CEO Dexnova Construction Project Management (DCPM) Ltd, a subsidiary company of Dexnova Group.

Engr. Olaniyan has a first degree in Civil Engineering from Obafemi Awolowo University, an MBA from Federal University of Technology, Akure and M. Eng in Civil Engineering (Hydraulics & Hydrology) from Universiti Teknologi Johor Bahru Malaysia.

He is Registered Professional Civil Engineer (C. Eng.) by Council for the Regulation of Engineering in Nigeria (COREN), Engineer-In-Training registered with Association of Professional Engineers and Geoscientists in Saskatchewan (APEGS) Canada and Project Management Professional (PMP)

Before moving to DCPM Ltd as Managing Director/CEO, Segun has worked as Senior Site Engineer for NicomTech Nigeria Limited, Project Manager (Consulting) Plus Resources Limited and Assistant Chief Engineer, National Agency for Science and Engineering Infrastructure (NASENI) and Executive Director, Projects at Dexnova Consulting Ltd.

He is a member of various professional bodies such as Project Management Institute (PMI) USA, American Society of Civil Engineers (ASCE) USA, Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) Canada.



Adewole Festus Oriade has over 20 years of corporate management experience in project management, organization strategic development and business process improvement in various sectors of Nigerian economy such as banking, oil & gas, marine and consulting.

Since he left banking in 2006, Adewole has worked in downstream oil sector at management level after which he worked as an independent consultant to the United Nations Office in Geneva (UNOG) for over 3 years on project management for sustainable development. He developed project management for sustainable development programs for Egi land in Rivers State, trained several Project Managers and coordinates several projects on behalf of United Nations Institute of Training and Research (UNITAR) in Egi land. He has also worked as a consultant on capacity development to African Management Services Company (AMSCO)-a UNDP project.

## Adewole Oriade

CHIEF EXECUTIVE  
OFFICER

Adewole is on the faculty of Novartis African University where he teaches Project Management Fundamental in West Africa country's offices of Novartis. He is also a member of faculty of X-Academy of the Nigeria Stock Exchange teaching Strategic Project Management.

With a Master's degree in economics and MBA from Obafemi Awolowo University, Adewole has the power of abstraction to focus upon the essential features of management problems and to construct rigorous argument to help evaluate ideas that can move organisation towards its strategic goal.

He is a certified Project Management Professional of the Project Management Institute, USA and has served as President of the Nigeria Chapter of the Institute. He is also a member of Chartered Management Institute, UK; International Institute of Business Analysis, Canada; Association of Outsourcing Professionals of Nigeria and a Fellow of Association of Enterprise Risk Management Professionals.



MADUKA AUGUSTINE ONWUKEME is a Corporate Attorney with nearly a decade of legal practice experience that cuts across corporate and foreign investment transactions, commercial dispute resolution, ICT and intellectual property transactions as well as taxation.

He holds the membership of the Chartered Institute of Arbitrators (CIARB), Lagos Court of Arbitration (LCA), Institute of Chartered Secretaries and Administrators of Nigeria (ICSAN), Chartered Institute of Taxation Nigeria (CITN) and a host of other professional bodies.

He was appointed Company Secretary/Legal Adviser to Dexnova Consulting Limited in 2018.

**Maduka  
Augustine  
Onwukeme**  
COMPANY SECRETARY



# THE TEAM





**Adewole Oriade**  
Chief Executive Officer



**Michael Effanga**  
Learning & Development/COO



**Ngozi Akwarandu**  
Relationship Management



**Pius Ibharoga**  
Business Development



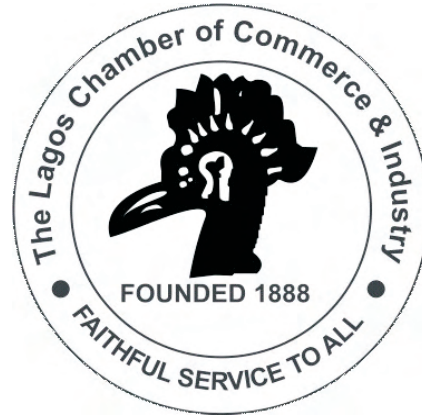
**Chiamaka Obiorah**  
Account Management



**Funmilola Oparinde, Esq.**  
Legal & HR Administration



# Our Partners



**PECB**



# Our Clients





[enquiries@dexnovaconsulting.com](mailto:enquiries@dexnovaconsulting.com)



[www.dexnovaconsulting.com](http://www.dexnovaconsulting.com)



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