

RIL

OUTSOURCING

People Management

People Management is at the heart of all we do.
Easing business burdens is why we do it

Lagos • Ibadan • Abuja • Port Harcourt • Accra



Resource Intermediaries Limited



OUR CONTACT

NIGERIA:

Lagos: 23A, Bashorun R.I Okusanya Street off Admiralty Road, Lekki Phase 1, Lagos.
Tel: 234-1-2701698, 234-1-27016797

Abuja: Suite AO6 First Floor, Statement Hotel & Towers Plot 1002, 1st Avenue,
Off Ahmadu Bello Way, Behind Federal High Court, Central Business District, Abuja
Tel: 09078870006

Port Harcourt: 4, Senator George Sekibo Road, Off Dr. Peter Odili Road, Trans Amadi, Phc.
Tel: 234-84-865865

Ibadan: OGC Consult, 42, Kenneth Duke Way Bodija, Ibadan, Oyo State. 234 907 0214107

GHANA

Accra: 130/4 Otswe Close, Osu Ako-Adjei, Accra.
Tel: +1 930 294 2583, +1 930 291 9614

■ **Human Resource Outsourcing**

- Labour Broking
- Flexible Staffing
- Recruitment and expatriate placement.
- Payroll & Benefit Management
- Pre-employment Test
- Staff Verification
(Credentials, Guarantors and Referees)

■ **Others**

- Janitorial & Fumigation Services
- Capacity Building and Training.
Some of our courses include:
Attitude & Character Development
Leading with Emotional Intelligence
Contact Management
Power, Politics & Influence at work
Business Execution with Results
Ethics in Business etc

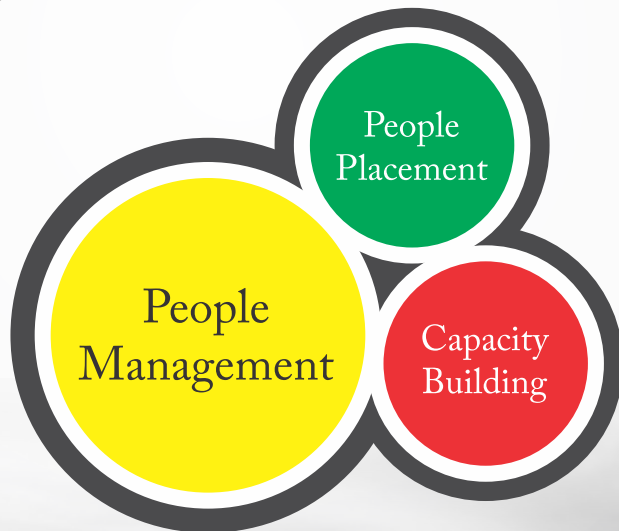
OUR SERVICES

The Company we keep - Nigeria & Ghana






Resource Intermediaries Ghana Limited



Accra: 130/4 Otswe Close, Osu Ako-Adjei, Accra. Tel: +1 930 294 2583, +1 930 291 9614
 Website: www.resourceintermediariesghana.com
 Email: info@resourceintermediariesghana.com

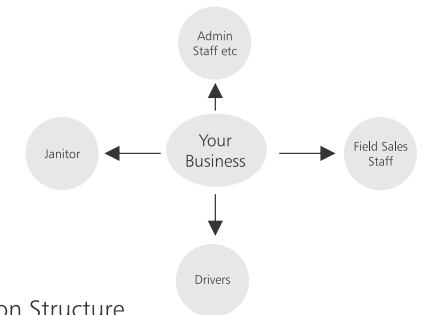
WHY YOU SHOULD OUTSOURCE

Traditional Office Administration
VS
 Outsourced Office Administration

Traditional Human Administration Structure

1. Multiple Vendors - Contract Staff, Secretaries, Cleaners, Drivers etc
2. Multiple Professional Relationships & Multiple Bills
3. Institutionalised knowledge passed on one vendor at a time
4. Management and integration left up to the client

VS



RIL's Outsourced Human Resource Administration Structure

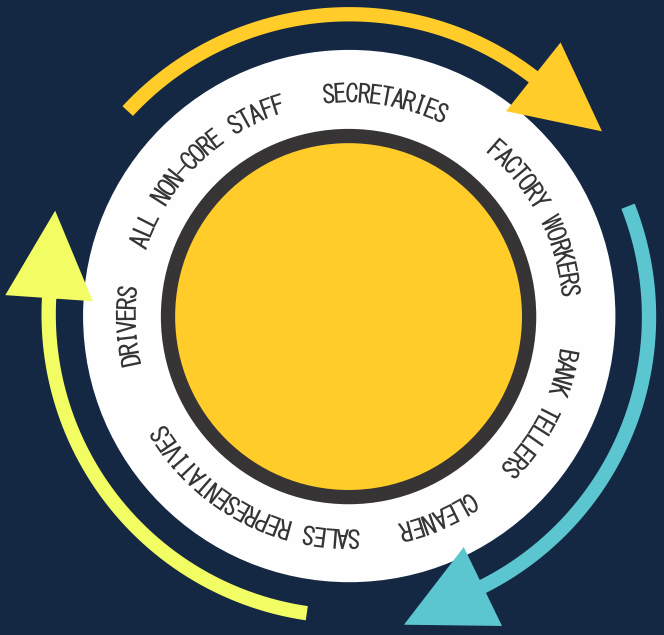
1. One Vendor Resource Intermediaries Limited
2. One Invoice from RIL for all services managed
3. Institutionalised knowledge passed at once
4. Management and integration handled by Resource Intermediaries Limited *(Or co-managed with you)*

All your Administration and HR requirements seamlessly integrated





GUIDE TO OUTSOURCING



GUIDE TO OUTSOURCING

Outsourcing simply means to transfer work responsibilities and decision rights to someone outside the business.

"While outsourcing is not necessarily right for all companies in all situations, it has significant economic advantages when done right and even does the society, at large, a huge benefit."

At the heart of Outsourcing is the User's focus on what their company does best (area of core competence), and then outsource to the RIGHT Provider what they do not do so well. This process provides expertise, flexibility, and scalability to the User, thus reducing waste while optimizing its operations. While Outsourcing may often be more expensive than full-time staffing in absolute terms, factoring in cost of expertise, flexibility and scalability would show that Outsourcing always provides economic value if the right Provider is engaged. In addition many people who would have otherwise being unemployed would secure employment amongst several other related social benefits of Outsourcing as a business model

THE CASE OF OUTSOURCING USING HUMAN RESOURCE MANAGEMENT AS AN EXAMPLE

Outsourced
 Training by Provider.
 Payroll administered by Provider
 Provider handles all interface with statutory agencies
 Provider enhances tactical and strategic planning
 Provides an outside perspective to the business for objective analysis of business

Self Managed
 Investment in training by self
 User carries burden of payroll administration
 Opportunity cost of time spent relating with statutory agencies is high
 Management gets bogged down with non-core low value activities
 User gets too close to the business and too involved to be objective

THREE LITMUS TEST QUESTIONS TO MAKING THE DECISION TO OUTSOURCE



1. Is this an activity of the business where its future leaders could come from?
2. Is the business so good at the activity that other businesses would hire it to do it for them?
3. If we started from scratch today, would the business build the capability or engage the process internally?

If the answer is 'No' to any of the above, then you may consider Outsourcing.

THE RIL ACADEMY

"Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young"- Henry Ford.

The RIL ACADEMY is the capacity building arm of Resource Intermediaries Limited, where we offer trainings with a difference. Our trainings are tailored to meet the peculiar needs of the organization. Our training proffer practicable solutions with a followup to implement same.

Our facilitators are seasoned professionals in their various fields with over 50 years of cumulative experience. We are accredited by the Center for Management Development (CMD), the national regulatory body for trainings in Nigeria. We also facilitate trainings outside the shores of Nigeria depending on the preference of our clients.

The RIL Finishing School is an integral part of the RIL Academy that trains fresh out-of-school graduates on basic soft skills in preparation for the job market. This is against the backdrop that most graduates from Nigerian tertiary institutions lack what it takes to make them attractive to employers. The Finishing School pushed the boundaries by inviting applications from graduates of the school in a keenly - contested business plan competition for a N0.5M (Five Hundred Thousand Naira) grant in a bid to encourage entrepreneurship amongst youths.

Applications are received and successful short-listed applicant are made to defend same to practicing successful entrepreneurs.

Past winners are Tosin Fagbola, Deborah Akinoso, and Toyin Olanrewaju.

For more information on how you or your organization can benefit from our capacity building resources and program call 01-2701697, 2701698 or email info@resourceintermediaries.org you can also visit www.resourceintermediaries.org/training



OUR HUMAN RESOURCE OUTSOURCING PROCESS

Transfer Administration

Should you desire to transfer existing non-permanent staff from one or several other suppliers, we can provide a seamless transition and ensure that personnel are satisfied with the transfer.

Upon completion of the transfer process, transferred associates will undergo an induction programme to facilitate a smooth transfer process.

Registration

Each contract staff to be transferred to Resource Intermediaries Limited would be required to register with us. This gives the opportunity to obtain personal information on all our Associates.

Induction

To ensure RIL candidates are as effective and productive as possible, we always carry out site or branch based inductions, prior to commencement of assignment depending on whether we have an onsite presence or not. This induction will cover all of your site rules and regulations as well as basic Health and Safety matters (more in-depth if we are on-site ourselves).

Assignment

RIL would obtain details of bank accounts and where applicable facilitate in the opening of a bank account for our Associates - to ensure timely transfer of their monthly payments to their salary accounts.

RIL would notify you of Associates who have been transferred and seek approval for contracts to be issued, upon which, each approved assignee would be given a contract of employment, stipulating details of the terms of their contract with RIL, including their expected start date.

We value our associates and work very hard to ensure that they are happy motivating them to perform satisfactorily.

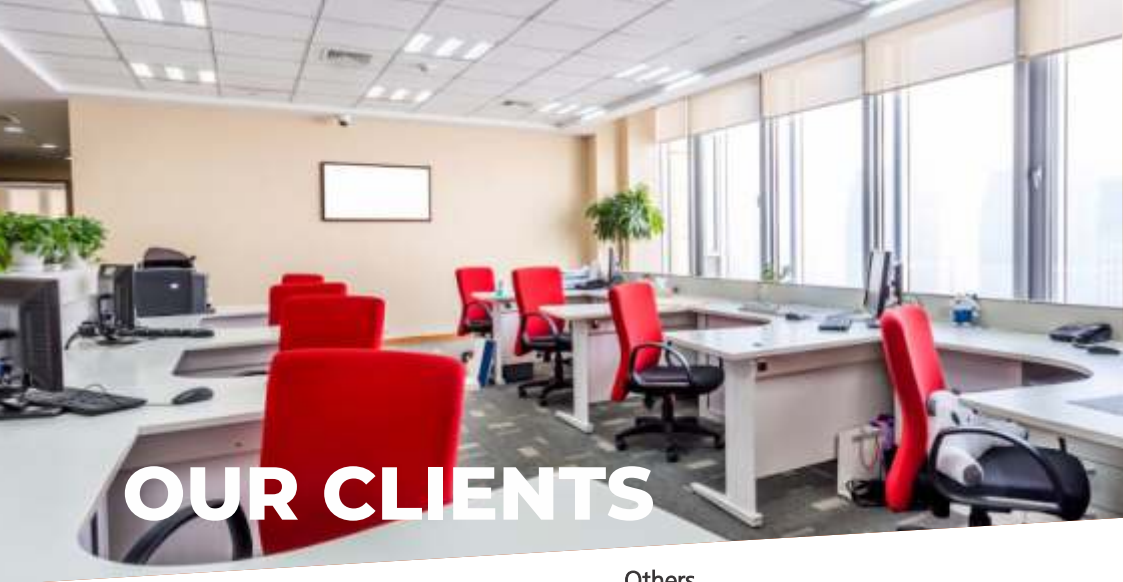
We also conduct a 'check in' on a regular basis with our outsourced staff, ensuring that they have an avenue to raise any queries or concerns they may have. This includes but not limited to:

- > pay queries
- > queries on work hours
- > assignment updates' duration
- > benefits
- > career management



OUR PEOPLE





OUR CLIENTS

Banks & Financial Institutions

Accion Microfinance Bank Limited
 Aiico Insurance
 Cordros Capital Limited
 EB-Accion Microfinance Bank Ghana
 GTBank Plc
 Heritage Banking Company Limited
 Homebase Mortgage Bank Limited
 KCMB Microfinance Bank Limited
 Keystone Bank Limited
 Pan-African Savings & Loans
 Polaris bank
 Stanbic IBTC Bank
 Fidelity Bank Plc
 Fundquest
 Sonora capital
 Cititrust Group
 Union bank

Conglomerates

Dangote Group,
 Fareast Mercantile Co. Limited
 IPNX Nigeria Limited
 Notore Chemicals & Plants Limited
 Sahara Energy Group
 Telnat Nigeria Ltd
 UPDC Plc.

...and many more

Others

Accra Kidney Clinic
 Amadeus Nigeria
 Ashford & McGuire Consulting
 Coldstone Creamery
 Company Limited (PHED)
 Denee Global Resources Limited
 Domino's Pizza
 Genesis Deluxe Cinemas
 Kenmae International Ventures
 Port Harcourt Electricity Distribution
 Primero Transport
 Sahara Energy
 Volta Catch Limited
 Landmark Africa Group
 Daytona Supermarket
 Aspom Travels,
 Sygnite engineering
 Lagoon Group
 Miniso

Manufacturing

Kraft Foods/Cadbury Nigeria Plc
 Mouka Foam Limited
 Unilever Nigeria Plc
 Intercontinental Distillers Limited
 Nigerian Bottling Company
 Fanmilk Plc
 Friesland Campina WAMCO
 Honeywell Flour Mills Plc



Resource Intermediaries Limited

RIL

E-LEARNING

• For RIL staff
 • Platform for self development

Visit: <http://rilelearning.org>

...easing business burdens
www.resourceintermediaries.org



OUR BOARD

Dr. Ebum Bamgboye Chairman

Dr. Ebum Bamgboye is a Consultant Physician and Nephrologist, with a special interest in Nephrology (Kidney medicine). He is the head of the Dialysis/Transplant Unit at St. Nicholas hospital and the Clinical Director of the Hospital.

Over the years, he developed one of Nigeria's most prestigious and functional Dialysis Units, which receives referrals from around the world. He is also the Head of the St. Nicholas Renal Transplant Unit. The Renal Transplant Unit has been running for over 16 years now and was the first unit in Nigeria and Sub-region to perform successful kidney transplants and has performed over 70% of all Kidney Transplants in the West African sub-region, over 160 transplants, till date.

Dr. Bamgboye is a Fellow of the Royal College of Physicians in England.

He is also currently a member of the Africa Subcommittee of the International Society of Nephrology and the Advisory Board, St. Nicholas Hospital, Lagos.

Dr. Bamgboye has served as Immediate National President of his professional association, The Nigerian Association of Nephrology, is concurrently President of the Transplant Association of Nigeria.

He also serves as the Chairman of the Court of Governors of the Lagos state University College of Medicine, appointed in March 2014.

Dr. Bamgboye has several publications to his credit, amongst which are:
Effectiveness of Oseltamivir Treatment in Human Influenza A (H5N1) Infections: An Updated Analysis. The 4th European Scientific Working group on Influenza Conference. Malta, 11-14 Sep 2011.

·Clinical Characteristics & Treatment Effectiveness in Possible Human Cases of H5N1. The Fourth European Scientific Working group on Influenza Conference. Malta, 11-14 Sep 2011.

·Strengthening Observational Evidence for Antiviral Effectiveness in Influenza A (H5N1). An article published in the Journal of Infectious Diseases, Oxford Journals, Volume 204 Issue 5 September 1, 2011 pp: 810-811.

·Macrolides and anti-inflammatory agents in the treatment of avian influenza (H5N1). XIV International Symposium on Respiratory Viral Infections. Istanbul, Turkey, 23-26 March 2012

·The clinical presentation of H5N1 avian influenza in children. An article published in the Journal of Clinical Infectious Diseases 2012:55 (1 July)

·Determinants of Antiviral Effectiveness in Influenza Virus A Subtype H5N1. An article published in the Journal of Clinical Infectious Diseases 2012; doi: 10.1093/infdis/jis509

·Recognizing true H5N1 infections in humans during confirmed outbreaks. This is an open-access article distributed under the Creative Commons Attribution License. (Received 21 January 2013 – Accepted 15 May 2013). J Infect Dev Ctries 2014; 8(2):202-207. doi:10.3855/jidc.3329

·Challenges of Practice in a Resource Limited Environment: Focus on Africa. Presented at the 10th Conference on Kidney Disease in Disadvantaged Populations, a Satellite Symposium of the WCN 2015, Cape Town, 17-18 March 2015

·Sustainability and Diversity: Bridging the gap: Transitions between and within dialysis and transplantation. Presented at the ISN World Congress of Nephrology 2015, Cape Town, South Africa, March 13-17, 2015



Olusoji Oyawoye
Managing Director/CEO

Olusoji Oyawoye is a 1987 Bachelor of Science graduate of Economics who also holds both a Postgraduate Diploma and a Masters Degree in Business Management. With a wealth of experience in all facets of banking spanning nineteen years, the last five in Executive Management capacity, Olusoji recognised to possess exemplary people skills, which has seen him lead several turnaround initiatives in his career. He is an Associate Certified Outsourcing Professional (aCOP) of the International Association of Outsourcing Professionals (IAOP) in USA, a Fellow of the Association of Outsourcing Professionals of Nigeria (FAOPN) and a Member of the Institute of Directors of Nigeria (MIoD).

Olusoji is part owner of Resource Intermediaries Limited, a Human Resource Outsourcing company in Lagos, where he has been as MD/CEO since 2006, a non-executive director in three other companies in Nigeria and Ghana, and a non-executive Chairman of a Microfinance bank. He is a capacity builder and motivational speaker who is generally driven by a desire to develop skills and best practice competencies in managing business's Human and Administrative assets.

Outside professional pursuits, Olusoji is a John Maxwell certified Leadership coach, mentor and speaker. He has also been certified as a Maxwell DISC Behavioral Analysis Trainer. He is six books on relationships, entrepreneurship and finding one's purpose in Life a publisher with several published articles, six books on relationships, entrepreneurship and finding one's purpose in Life and Editor of Skribble Magazine, a bi-annual magazine.

He is also three times past President of his alma matter Federal Government College Lagos, Ijanikin Old Students Association, 2014 to 2016, 2000 to 2002 and 1994 to 1996.



Ido Ohiwerei
Director

Idode Ohiwerei holds both Bachelor of Environmental Science and Bachelor of Architecture degrees.

He practices as an Architect with a wealth of experience spanning 16 years.

He is the Principal Architect of Detailed Designs, a firm of Architects and Builders with offices in Dolphin Estate, Lagos.

Idode specializes in project management, renovation & refurbishment as well as construction (turn-key projects).

Idode Ohiwerei has handled several jobs most prominent of which are the design and supervision of Nigerian Tobacco Company's National Head Quarters in Ikoyi Lagos, renovation and reconstruction of Access Bank Plc. Marina branch and Petroleum Trust Fund's rehabilitation of Government College Bomadi, Design and Construction of Bankers Warehouse Cash In Transit Center in Ilupeju, to mention a few.



Osarieme Ezekiel

Director

Osarieme Olubunmi Ezekiel obtained a first degree in English in 1984, thereafter went on to obtain a degree in Law (LL.B, Hons). She was called to the Nigerian Bar in 1990. In 1997, she acquired a Masters in Business Administration. With a career in banking that spanned over twenty years, Ms. Ezekiel has in-depth knowledge of the financial services industry, spanning several sectors.

Having worked as Company Secretary/Legal Adviser of a commercial bank for several years, she has immense experience in the critical areas of Corporate Governance and Compliance issues.

Ms. Ezekiel currently works at Oakwell Partners, a multi-disciplinary commercial law firm, as Managing Partner and also consults for various corporate organisations.

A passionate advocate of Alternative Dispute Resolution (ADR), Osarieme is a leading mediation practitioner with over a decade as a CEDR UK accredited mediator. Osarieme mediates in several commercial, construction, partnership, family as well as community disputes and carries out training on mediation. A key part of her work is corporate governance training for a major regulatory body in the financial industry and advisory services on disciplinary process for major multi nationals (MNCs)

She leads a team of advisors on compliance and contract issues on a major PPP new city development project with a state government in Nigeria.

Osarieme has participated in various international programmes including that of the University of Pepperdine Faculty of Law, Straus Institute for Dispute

Resolution. She is on the Panel of Neutrals of the Lagos Multi-Door Court House and the NCC (Nigerian Communications Commission). She is also on the Faculty of the University of Lagos/NCMG College of Negotiation. Osarieme is on the Dispute Resolution Panel of the Nigerian Electricity Regulatory Commission (NERC).

Being a qualified trainer, she is a sought after facilitator for several professional bodies and corporate organisations. She is versatile, multi-talented, a consensus builder and an excellent administrator.

OUR EXECUTIVE MANAGEMENT



Ademolasoye Awonaike
Chief Operating Officer

Ade Awonaike is a graduate of Economics with specialty in Finance and Credit from Kharkov State University Ukraine and an MBA in International Business Relations from Lagos State University, Ade has worked with Citizens Bank, Broad Bank and NNB International Bank Plc prior to the banking consolidation in Nigeria, all in managerial capacities for over 10 years. He joined Resource Intermediaries Limited in 2006 as a pioneer staff and rose from the position of a Senior Associate to become the Chief Operating Officer. Ade was pivotal to the setting up of Resource Intermediaries (Ghana) Limited where he also sits on the Board.

He is an Associate of the Nigerian Institute of Management, an Affiliate of Marketing Institute of Singapore and Member London Chartered Institute of Bankers and most recently sits on the African Regional council of the International Association of Outsourcing Professionals (IAOP).

Ade has attended several conferences in the United States of America bothering on Outsourcing as a Management practice and Organized the first Outsourcing Master Class in Africa. Ade has attended many Management and Leadership courses including The Manchester Management Development Programme (MMDP) at the University Of Manchester Business School. Ade facilitates several soft skills, Management and Leadership trainings for various Organizations in different industries. He is married with two children.



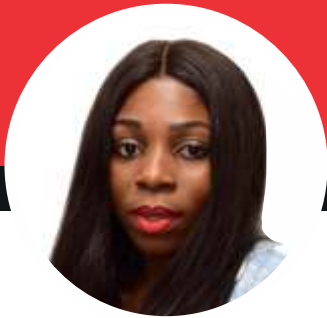
Sylvester Ojugo
Group Head, Finance & Administration

Sylvester Ojugo is a graduate of Accountancy who holds a Postgraduate Diploma in Management. He is an Associate member of the Institute of Professional Financial Managers United Kingdom and also an Associate Member of the Chartered Institute of Management Accountant of Nigeria. He is also a professional member of the International Association of Outsourcing Professionals.

He is a Certified International Management Consultant and has attending several international courses which include Sustaining Effective Financial Control & Financial Consulting from London Business Training & Consulting.

He joined Resource Intermediaries Limited at inception and has over 22 years cognate experience primarily from the private sector of the economy to include Finance and Management Accounting.

His passion apart from Accounting and Finance includes reaching out to young, unmarried and married people and helping them find their purpose in God. He is a certified Counsellor of the Canadian Institute of Christian Counsellors and a Pastor with Glory Christian Ministries.



Shola Adekoya
Group Head, Business Development
(Branding and Strategy)

Shola Adekoya is a Law graduate from the Obafemi Awolowo University, Ile-Ife. She is an Associate of the Chartered Institute of Personnel Management (ACIPM) with a wealth of experience in Company Secretarial Duties, Training Facilitation, Public Speaking, Sales, Marketing, Business Development, Human Resource Management and Outsourcing. She is a corporate member of the International Association of Outsourcing Professionals (IAOP) and a member of the Association of Outsourcing Professionals of Nigeria (AOPN). With over 10 years of work experience, spanning the Maritime, Legal and Human Resource Industries, Shola is recognised for her excellent business sense and salesmanship.

Shola Adekoya has worked in several departments at Resource Intermediaries Limited (RIL) and currently heads all the Regional Business Development units in RIL Nigeria. Over the years, she has been actively involved in generating new businesses for the organization and managed the deployment of staff processes from sourcing, recruitment, deployment, training and management of staff. She also heads the BUNKer, Lekki and Yaba recently birthed by RIL and she seats on the Executive Committee of the same organisation.

Outside her professional pursuits, Shola has a passion for Children's Vocational Development, Entertainment, Music, Professional Dancing and Fashion. She runs a business that handles children entertainment/events and she is director on the board of an entertainment company. She also holds a leadership role at her local Church, whilst combining these with occasional coaching and counselling opportunities. She is a Trainer, Mentor and Public Speaker who is driven by the desire to impact lives, develop skills and make changes towards positive advancement.



Joseph Adegbogun
Group Head, Operations

Joseph is a graduate of Marketing and also holds a Post Graduate Diploma (PGD) in Management Science as well as an MBA in Human Resource Management with years of experience in Office Administration and Human Resource Management. He has worked in several organizations in different economic sectors, thereby having varied experiences which he has brought to bear in his current function.

He has been able to consistently align human resources strategy with business goals and achieved significant improvements in key business metrics such as employee turnover, profitability and productivity.

Over the years, Joseph has left impressive footprints in various fields such as Employee Relations and Engagement, Staff Welfare and Development, HR Administration, Compensation & Benefits, Performance Management Systems, People Placement & Structuring, Change Management and Organizational Development.

Joseph Adegbogun is currently the Group Head, Operations of Resource Intermediaries Limited, an indigenous organization with specialty in People Management, People Placement and Capacity Building.



Opeyemi Bello
Group Head, Business Support Services

Opeyemi Bello, a graduate of Microbiology is an Associate of the Chartered Institute of Personnel Management (ACIPM) also holds an MSc. in Industrial Relations & Personnel Management (MSc. IRPM).

Opeyemi has consulted for various organizations in the Banking, conglomerates and financial services industry, proffering Human Resource solutions to various companies.

She is a passionate HR Generalist with over ten years of work experience in Human Resource Administration, Management, Learning & Development, Talent Sourcing & placement and has been able to align strategic human resources with the business goals.

She brings to the role a wealth of experience gathered from working with collaborators and rendering varying services to the company over the years.

Opeyemi who has great people management and problem-solving skills loves to read, watch movies and meet new people.

She is currently the Group Head; Business Support Service at Resource Intermediaries Limited and she seats on the Executive Committee of same Organization.



Oyeb Itaya
Head, Internal Control

Oyeb is a graduate of Accounting and also hold a Diploma in Data Processing and Information Technology. He is an Associate Member of Institute of Strategic Management Nigeria (ISMN). He is a member of Nigerian Institute of Management. An Assistant Superintendent of Police (Spy ASP).

He has vast experience in Manufacturing and Service Industries as an Accountant. Oyeb is a detailed person and has passion for Data Analysis. Prior to his current role as Head of Internal Control from 2014, he had served as an Accountant with RIL. He has worked with reputable Organizations like UAC as a Statistician and host of others.

Oyeb is a devoted Chorister who ministers in songs and a Teacher. His best game is football. He has strong passion for Scrabble. He has received several awards from different Organizations for exceptional performances.

He is happily married to Mrs. Comfort and are blessed with a male child.



OUTSOURCING SERVICES THAT MAKE YOUR BUSINESS STAND OUT

**LOWER
STAFF
COSTS
NO
DOWN-
TIME**



Human Resource Management

Learning & Development

People Management

Capacity Building

People Placement

www.resourceintermediaries.org