

ADEOSUN OLUYEMI THEOPHILUS

(GPHR, SPHRI, MCIPM, HRPL, MBA, M.Sc, B.Sc)

Winner "Outstanding Paper Emerald Awards 2022 Literati"

Globelics Phd Academy 2018 Alumni | Africalics Phd Academy 2018 Alumni
Majaro Street, Off Onike Round About, Yaba, Lagos – 08025320606 – oluyemiadeosun@gmail.com

ACADEMIC RESEARCHER & HUMAN RESOURCE PROFESSIONAL

STRATEGY & PLANNING ~ ORGANIZATIONAL DEVELOPMENT ~ RESEARCH & ADVOCACY

Business Leadership
HR Service Delivery
Industrial & Employee Relations
Project Management and Budgeting
Team Development & Leadership
Performance & Change Management
HRIS, HR Analytics,
Policies & Procedures & Process
Improvement
Total Rewards, Payroll & Benefit
Administration
Multi-State Labour Laws
Employee Wellness Programs
Global Talent Management
Consulting, Training & Audit
Diagnostic, Design, and Deployment
Risk Management & Compliance
Workplace Culture
Strong Presentation & Facilitation
SAP Database Management
Research & Advocacy
Facilitation & Training

Top-performing accomplished and skilled Human Resource Executive with over 19+ years of experience across high-profile industries including Oil and Gas, Telecommunications, Energy & Electricity. Broadcasting, Real Estate, Advertising, Consulting & Volunteer work. Offers professional expertise and a diverse range of skills within organizational strategy development, business partnership, change management, employee relationship and Union management, and administrative expert HR roles. Applies big picture leadership abilities to implement HR strategies that drive organizations' performance and strengthen business systems—strong background in staff training, development, and supervision. Launches lead and motivate high-performing teams committed to achieving mutual goals and a shared vision. Visionary thought leader, talented in handling HR transformational, culture revamp projects, and a functional human resources department within organizations. Exhibits a great understanding of local and international employment laws. Utilizes sound judgment, has a strong business acumen and excellent assessment skills to address complex organizational issues. Embraces challenges with a unique blend of creativity and practicality. Valued, trusted, and respected business partner recognized for exceptional work ethic, integrity, and high professional standards. Competent ISO Auditor conversant with ISO 9001 -2008/2015 Standards. I have requisite knowledge of quantitative research methods, qualitative research methods, and mixed-method approaches. Proficient in Use of Stata and Eview Softwares and undertaking credible fieldwork with Researchers both in the Academia and Industry with ease. Key Research Interest include Economics of Entrepreneurship | Human Capital | Business Innovation Economics | Development Studies | Industrialization | Strategy .Published 48 papers in peer review journals.

SUMMARY OF WORK EXPERIENCE

Lagos Business School - the Sustainable & Inclusive Digital Financial Services Initiative (SIDFS).- Pan African University
Research Fellow | January 2024 – Till Date

- Development of research projects, review of the relevant literature, data gathering, application of appropriate theory and empirical analysis, development and assessment of results, development of implications and recommendations, and the writing and presentation of reports and other study products to stakeholders
- Presentation and publication of high-quality papers.
- Apply analysis involving anything from simple data regression models up to and including advanced econometric analytics, as well as graphic representation of conclusions and results.
- Undertake a careful and insightful evaluation and interpretation of all analytical results. The candidate will assess and interpret results in the context of existing literature and recommendations.
- Organize time effectively so that research results are produced by set deadlines that support overall project timelines.

- Provide an evaluation of all implications of the results and develop carefully considered recommendations for practical and effective responses based on data analysis.
- Engage in stakeholder consultation and partner development meetings to guide analysis.
- Regularly updates project team on data collection and analysis, as well as prepare and present reports of results using excellent technical writing skills.
- Engage with project and research teams and external research collaborators to ensure consistency and organization within research projects, as well as to build and sustain research momentum.

ETERNA PLC | March 2023 – Till December 2023 (www.eternaplc.com)

HEAD HUMAN RESOURCES

Design and implementation of strategies and policies aimed at attracting, measuring, developing and managing the organization's talent and ensuring the continuous improvement of the organization's culture.

- Advisory services to the executive management on how to evaluate the effectiveness of the organization's talent.
- Head hunting for senior management roles within the organization.
- Coordinate activities involved in sourcing for qualified internal and external applicants.
- Cultivating a culture of excellence and developing clear objectives for talent acquisition.
- Presenting hiring, talent, and employment-related reports to members of the executive management team.
- Align talent to L&D programmes to ensure the achievement of organizational goals.
- Provide management with Business Intelligence and data analysis to support management decision making and service improvement.
- Develop efficient systems for collection data on staff performance.
- Gathering and analysing cross-functional performance data
- Presenting statistical performance analysis and recommending solutions
- Design and review policies related to employee performance
- Identify, report and resolve workplace or interpersonal barriers to performance
- Keep abreast of recruitment practices in the labour market and advise departmental head accordingly.
- Contribute through data gathering and analytics to the development and roll out of HR strategy and initiatives by the Head HR
- Review/ maintain/ update the organizations structure, job descriptions and manning levels in line with business need and requirement.
- Coordinate staff placement on organizational structure and development of career and succession plans.
- Identify training needs for business units and individual executive coaching needs. Participates in evaluation and monitoring of training programs to ensure success. Follow up to ensure training objectives are met.

Accelrex Holdings . (Payment, Agency Banking & Financial Services in Nigeria, Kenya, Ghana, Congo; Holding Company for Global Accelrex, SLS Micro Finance Bank, Accelrex Networks) **March 2022 – Feb 2023**

Group Head Human Resources

Key Accomplishments

- Pioneer Group Head Human Resources and built systems, policies and structures from the scratch

Ikeja Electric PLC. Lagos... www.ikejaelectric.com

April 2019 – March 2022

Head of Employee Relations

Leading the HR function, providing strategic HR consultation to senior management, and developing partnerships with all organization areas. Drives the implementation of the organization's HR strategy related to Employee Welfare and other related practices with the team leads. Ikeja Electric (IE) is a part of the Sahara Group with over 4000 Employees. I currently manage a team of 45 people (Including 9 HRBPs) across the HR value chain.

Key Accomplishments

- Part of the team that closed out the Condition of Service (Cos) with the two Unions that had been pending for 5 years.

- Development of Medical, Leave, Teleworking, Work too, Dress Code, Exit, Disciplinary Policies, etc
- Introduction of IE Innovation Hub

COURIERPLUS LIMITED • Lagos www.courierplus-ng.com

January 2018 – April 2019

Courierplus is the biggest indigenous logistics and Distribution service company with a presence pan Nigeria, Kenya, Ghana, the Benin Republic, with over 450 Employee Strength. I managed a team of 9 people.

Head of Human Resources and Administration

Key Achievements

- Development of companywide competency metrics
- Creation of an electronic and manual database for both existing and exited Staff
- Designed HR Analytics and Report for the first time in company history
- Development of policies like Training & Development, Career Management, Recruitment, Payroll and Performance appraisal, and Admin processes.
- Development and Implementation of the Leadership training program.
- Comprehensive Background Check and update of all Employees.
- Amicable resolution of multiple and lingering employees related to legal cases
- Developing good rapport with Union executives and achieving industrial harmony.

RUSSELLSMITH OIL SERVICE LIMITED • Lagos www.russellsmithgroup.com

April 2017 – December 2017

RusselSmith is an ISO 9001:2008 certified Integrated Oil Service Solutions provider, incorporated to serve the global Oil and Gas Exploration and Production Industry needs.

PEOPLE MANAGER (MEMBER OF THE SENIOR MANAGEMENT TEAM)

Responsible for overseeing, advising, and providing guidance on Recruitment & On-boarding, Training & Development, People Services frameworks of the company.

PREVIOUS ROLES

TECHNOLOGY DISTRIBUTIONS LIMITED • Lagos www.tdafrica.com

2015-2017

Technology Distributions Limited (TD) commenced business in May 1999 as the pioneer ICT distributor in West Africa and currently represents HP, Microsoft, APC, Epson, IBM, Dell, Canon, Cisco, D-Link, Huawei, Lenovo, Zinox, Toshiba, I-Direct & Samsung. As the first manufacturer-accredited local distributor for the sub-region, TD, with the OEMs' support, successfully confronted the myriad challenges posed by the hitherto unstructured market.

HEAD, HR & ADMIN DEPARTMENT (MEMBER OF THE SENIOR MANAGEMENT TEAM)

FIELDCO LIMITED • Lagos www.fieldcolimited.com

2013-2015

Fieldco Limited is a major player in the Real Estate Sector, focusing on Development, Facility Management, Procurement, and Property Transactions. It has a Staff size of about 100 people and Outsourced Personnel of over 100 employees. Some prominent clients include Shell, Halliburton, and Transocean.

HEAD, SHARED SERVICES (MEMBER OF THE SENIOR MANAGEMENT TEAM)

E- MOTION ADVERTISING • Lagos www.emotionadvert.com

2011 - 2013

E-Motion Advertising has as core investors Kinnevik Investment from Sweden and ARM Investment of Nigeria. They are both ventures capitalist who runs on ethical practice and good governance.

HEAD, HUMAN RESOURCES (MEMBER OF THE MANAGEMENT TEAM)

GLOBACOM LIMITED • Lagos, Nigeria

2007 - 2011

SPECIAL ASSISTANT TO THE ED-HUMAN RESOURCES/ HR BUSINESS PARTNER FOR CUSTOMER CARE DEPARTMENT (EXECUTIVE DIRECTORS OFFICE WITH PARTNER RESPONSIBLE FOR NIGERIA, BENIN & GHANA OPERATIONS)

GENERIS SOLUTION • Allen, Lagos

2004 - 2007

HUMAN RESOURCE CONSULTANT

CERTIFICATIONS, PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

- Member Human Resources Certification Institute (SPHRi & GPHR) 2020
- Member Chartered Institute of Personnel Management (CIPM) 2011

For publications, please check below:

- https://www.researchgate.net/profile/Oluyemi_Adeosun
- <https://scholar.google.co.za/citations?hl=en&user=4hT1S-YAAAAJ> |Google Scholar

GOVERNMENT SECONDARY SCHOOL • Jalingo, Taraba State
ECONOMICS TEACHER (NYSC-NUMBER A872537)

2003 - 2004

EDUCATION**PH.D. ECONOMICS (IN PROGRESS – AWAITING VIVA)**

University of Lagos, Akoka | Lagos State | 2021 – Date

MASTER OF PHILOSOPHY ECONOMICS

University of Lagos, Akoka | Lagos State | 2016 – 2021

MBA EXECUTIVE

OBAFEMI AWOLOWO UNIVERSITY | Ile-Ife, Osun State | 2006-2008

M.SC. ECONOMICS

University of Lagos, Akoka | Lagos State | 2005 – 2006

B.SC. ECONOMICS

UNIVERSITY OF ILORIN | Kwara State | 1999 – 2003

INTERIM JOINT MATRICULATION BOARD (IJMB – A-LEVEL)

KWARA STATE POLYTECHNIC | Ilorin, Kwara State | 1998

SENIOR SECONDARY SCHOOL CERTIFICATE

The International School, University of Ibadan | Oyo State | 1991 – 1997

RESEARCH WORK & ACADEMIC CONFERENCES**Conferences & Academies**

- Presented a research paper on “Human Capital Accumulation and transition to skilled employment in Nigeria” at the Crescent University Ogun State Annual Economic Conference 16th to 18th May 2018.
- Co-Author paper entitled “Learning process and innovation in the informal sector: a case study of the auto-mechanic sector” presented at Africa Innovation Summit (AIS), June 6 to 8 June 2018, in Kigali, Rwanda
- Participated as a Scholar at the 6th Africalics PHD Academy in Marakkesh Morrocco September 20th to October 3rd 2018. Presented a paper entitled “Entrepreureship Development in Sub-Saharan Africa : Evidence from GEM data”
- Participated as Poster Presenter on” Entrepreneurship Development Innovation and Economic Growth in Nigeria “at the 16th GLOBELICS conference Accra Ghana October 24th to 26th 2018
- Participated as a PhD Scholar at the 13th Globelics Doctoral Academy, IERI, Tshwane University of Technology, Pretoria South Africa during 03-14 December 2018. Presented a paper entitled Multi-Sectorial Analysis of Learning and Innovation in Small Businesses in Lagos, Nigeria
- Participated at the Science Forum South Africa, Science and Technology, DST, Republic of South Africa at the CSIR, International Convention Centre, Pretoria, South Africa, 13th and 14th December 2018.
- Participated as PhD scholar at the International and Interdisciplinary Research School for PhD Students and Postdocs (Political Science and Economics) Organized by ISSER – Institute of Statistical Social and Economic Research, Accra, Ghana, and Ruhr University Bochum, Germany January 12 to February 2nd 2019. **(Sponsored by Volkswagen Foundation)**
- Participated Via Skype as PhD scholar at the Herrenhausen Conference in Hannover, Germany. Conference Theme – The New Role of the State for the Emergence and Diffusion of Innovation.

February 19th to February 22nd 2019. One of the 30 Grantees selected globally and one of 10 that presented papers. (Grant sponsored by Volkswagen Foundation). Presented a paper entitled Government Support for SMEs Innovations.

- Participated at Africa Young Graduates and Scholars (AYGS) Conference, which take place from **18 - 20 March 2019**, at the University of Johannesburg, South Africa. Organised by Human Science Research Council and African Institute of South Africa.
- Participated at University of Lagos, Faculty of Social Science Global Conference 2019, July 1st to 3rd 2019. Presented a paper entitled “Migration, Urban Mobility and Regional Development.
- Participated at the 4th AfricaLics International Conference held between **22 - 24 October 2019**, at the University of Dar es Salaam, Tanzania. Organised by The Science, Technology and Innovation Policy Research Organisation (STIPRO) in Collaboration with the Tanzania Commission for Science and Technology (COSTECH), the University of Dar es Salaam (UDSM) in Partnership with AfricaLics. Presented paper entitled “University Internship Systems and Preparation of Young People for World of Work in the 4th Industrial Revolution”
- Participated at the 2nd Biennial Conference of African Research Universities Alliance (ARUA) conference held between **18 - 20 November 2019**, at the University of Nairobi, Kenya. Presented paper entitled “University Internship Systems and Preparation of Young People for World of Work in the 4th Industrial Revolution”
- Participated and passed the course *Economics of Innovation* offered by Community of Learning for African PhD students (CoLA) a joint collaboration training by United Nations University | Maastricht Economic Research Institute on Innovation and Technology | Maastricht Graduate School of Governance | Maastricht University November 1 to 30 2019.
- Participated and passed the course *Entrepreneurship In Developing Countries* offered by Community of Learning for African PhD students (CoLA) a joint collaboration training by United Nations University | Maastricht Economic Research Institute on Innovation and Technology | Maastricht Graduate School of Governance | Maastricht University November 1 to 30 2019.
- Participated and passed the course *Governance In Theory and Practice* offered by Community of Learning for African PhD students (CoLA) a joint collaboration training by United Nations University | Maastricht Economic Research Institute on Innovation and Technology | Maastricht Graduate School of Governance | Maastricht University November 1 to 30 2019.
- Participated at the 2020 annual conference “Evidence to enhance inclusive growth” on 5-6 November in Maputo, Mozambique organised by United Nations University. Presented a paper entitled “Migrant Youth Transition From Informal To Formal Jobs”.
- Participated at the African Research Universities Alliance (ARUA) Center of Excellence for Unemployment and Skills Development International Conference (ARUA, CoE-USD 20200 held between **2 - 4 December 2020**, at the University of Lagos, Nigeria. Presented paper entitled “Small and Medium Enterprise Formation and Nigerian Economic Growth: Focus on Employment Potentials”
- Participated as a **Resource Person/Facilitator** at the 8th Africalics PHD Academy in Nairobi Kenya which will be held at Jaramogi Oginga Odinga University of Science and Technology (JOUST) in Nairobi, Kenya from 13th to 24th June 2022. Anchored the session on the PHD Journey and Provided feedback on Participants Papers and Served as Judge on the Policy presentation context by participants.
- Participated at the 3rd Edition of African Research Universities Alliance (ARUA) Center of Excellence for Unemployment and Skills Development International Conference (ARUA, CoE-USD 20200 held between **26th – 28th of July 2022**, at the University of Lagos, Nigeria. Presented a paper entitled “**Do Government Policy Discourage Entrepreneurship Educators? A Case Study Of The Integrated Payroll And Personnel Information System**” and was co-author for a 2nd paper entitled “**Microfinancing and Women Entrepreneurship: Do Loan Repayments have Effects on the Wellbeing of Women Entrepreneurs?**”

SELECTED PUBLISHED PAPERS

1. **ADEOSUN, Theophilus Oluayemi** & ODELEYE, Taye Anthonia, Human Capital Accumulation And Transition To Skilled Employment In Nigeria. Crawford Journal Of Business & Social Sciences (CJBASS), VOL. IX NO. 1, MARCH 2019: 31-40, ISSN 2141-9094; website: www.cjbasscru.org
2. **ADEOSUN, Theophilus Oluayemi**, Impact Of Expatriates On The Growth Of Nigerian Economy,. Crawford Journal Of Business & Social Sciences (CJBASS), VOL. IX NO. 1, MARCH 2019: 41-48, ISSN 2141-9094; website: www.cjbasscru.org
3. **Adeosun, Oluayemi Theophilus** & Faboya Omolara Morounkeji “health care expenditure and child mortality in Nigeria”. 03-Jan-2020). DOI (10.1108/IJHCQA-10-2019-0172). International Journal of Health Care Quality Assurance. Emerald Publishing
4. Shittu, A. I. and **Adeosun O.T**(2020). Innovations in Government and Public Administration of Land in Lagos State. *African Journal on Land Policy and Geospatial Sciences*, 3(1), 78-91.
5. **Adeosun, O.T** and **OHIANI, A.S.** (2020), "Attracting and recruiting quality talent: firm perspectives", *Rajagiri Management Journal*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/RMJ-05-2020-0016>
6. AI Shittu, **OT Adeosun**, D Ugbede, L Umeh (2020), “[Motivations of Female Entrepreneurs in Housing Business and Implications for Sustainable Development of Affordable Housing in Lagos](#)” African Journal of Housing and Sustainable Development (AJHSD) 1 (Number 1).
7. **Adeosun, O. T.**, & Popogbe, O. O. (2020). Population growth and human resource utilization nexus in Nigeria. *Journal of Humanities and Applied Social Sciences*.
8. Popogbe, O., & **Adeosun, O. T.** (2020). Empirical analysis of the push factors of human capital flight in Nigeria. *Journal of Humanities and Applied Social Sciences*.
9. Popogbe, O. O., & **Adeosun, O. T.** (2021). Incidence of Poverty among Small-Scale Business Workers in the University of Lagos. *Unilag Journal of Humanities*, 9(2), 88-103.
10. **Adeosun, O. T.**, Shittu, A. I., & Aju, S. I. (2021). Innovation capabilities of women enterprise in informal settings. *Journal of Enterprising Communities: People and Places in the Global Economy*.
11. Owolabi, T. J., & **Adeosun, O. T.** (2021). Succession planning and talent retention: evidence from the manufacturing sector in Nigeria.
12. **Adeosun, O. T.**, & Shittu, A. I. (2021). Learning and innovation in youth-owned small businesses. *Rajagiri Management Journal*.
13. **Adeosun, O. T.**, & Owolabi, K. E. (2021). Gender inequality: determinants and outcomes in Nigeria. *Journal of Business and Socio-economic Development*.
14. **Adeosun, O. T.**, Shittu, A. I., & Ugbede, D. (2021). Disruptive financial innovations: the case of Nigerian micro-entrepreneurs. *Journal of Business and Socio-economic Development*.
15. Mabe, F. N., Owusu-Sekyere, E., & **Adeosun, O. T.** (2021). Livelihood coping strategies among displaced small scale miners in Ghana. *Resources Policy*, 74, 102291.
16. **Adeosun, O. T.**, & Owolabi, T. (2021). Owner-manager businesses and youth employee perceptions. *Journal of Business and Socio-economic Development*.
17. **Adeosun, O. T.**, & Gbadamosi, I. I. (2021). Impact of non-oil sectors on GDP/capita in selected African countries: evidence from panel analysis. *World Journal of Science, Technology and Sustainable Development*.
18. **Adeosun, O. T.**, Shittu, A. I., & Owolabi, T. J. (2021). University internship systems and preparation of young people for world of work in the 4th industrial revolution. *Rajagiri Management Journal*.
19. **Adeosun, O. T.**, Asare-Nuamah, P., & Mabe, F. N. (2021). Vulnerability analysis of Nigeria's agricultural output growth and climate change. *Management of Environmental Quality: An International Journal*.
20. Aju, S. I., & **Adeosun, O. T.** (2021). Constraints to participation in the management of cooperative societies: insights for women in Awka community. *Journal of Enterprising Communities: People and Places in the Global Economy*.
21. **Adeosun, O. T.**, & Shittu, A. I. (2021). Small–medium enterprise formation and Nigerian economic growth. *Review of Economics and Political Science*.
22. Shittu, A. I., & **Adeosun, O. T.** (2021). Learning and innovation in informal settings: The case of automobile workshops in Lagos metropolitan area. *African Journal of Science, Technology, Innovation and Development*, 1-16.
23. **Adeosun, O. T.**, & Shittu, I. A. (2021). Business incubation initiatives and innovation capabilities of micro-sized enterprises: Exploring the software ICT value chain. *African Journal of Science, Technology, Innovation and Development*, 1-12.

24. Adegbite, W. M., & **Adeosun, O. T.** (2021). Fourth Industrial Revolution Skillsets and Employability Readiness for Future Job. *Global Journal of Social Sciences Studies*, 7(1), 35-49.
25. **Adeosun, O. T.**, & Popogbe, O. O. (2021) Severity of Poverty amongst Entrepreneurs in Slum Settlement: A Case of Makoko Community, Lagos State, Nigeria.
26. Djoumessi, Y. F., AWODUMI, B., **ADEOSUN, O.**, & AHABYOONA, F. (2021). Modelling the Impact of Electricity Access on Labour Market Outcomes in Uganda.
27. Asare-Nuamah, P., Antwi-Agyei, P., Dick-Sagoe, C., & **Adeosun, O. T.** (2022). Climate change perception and the adoption of innovation among mango plantation farmers in the Yilo Krobo municipality, Ghana. *Environmental Development*, 44, 100761.
28. **Adeosun, O. T.**, Owolabi, K. E., Eshiet, I. C., & Owolabi, T. J. (2022). Exploring the transition from informal to formal jobs and its consequent impacts on the livelihood of migrant youths in Lagos metropolis. *Journal of Enterprising Communities: People and Places in the Global Economy*, (ahead-of-print).
29. **Adeosun, O. T.**, Gbadamosi, I. I., & Odior, E. S. (2022). Macro-economic variables and mortality rate nexus: focus on Nigeria. *Review of Economics and Political Science*, (ahead-of-print).
30. Gbadamosi, I. I., Ayoola, F. J., & **Adeosun, O. T.** (2022). Crude Oil Price and Macroeconomic Variables Nexus: Impact on Nigeria's Economic Growth. *African Journal of Mathematics and Statistics Studies*, 5(3), 126-141.
31. **Adeosun, O. T.**, & Gbadamosi, I. I. (2022). FORECASTING THE NIGERIA FOREIGN EXCHANGE, LEVERAGING ON THE ARIMA MODEL.
32. **Adeosun, O. T.**, Adegbite, W. M., & Owolabi, T. J. (2022). Remote working and covid-19: Determinants of productivity output in service firms. *Social Sciences, Humanities and Education Journal (SHE Journal)*, 3(3), 381-394.
33. Ohiani, A. S., **Adeosun, O. T.**, Adegbite, W. M., & Adejare, B. O. ORGANIZATIONAL CLIMATE MEASURES AS A PREDICTOR OF EMPLOYEE COMMITMENT IN THE NIGERIAN BANKING SECTOR.
34. **Adeosun, O. T.**, & Adegbite, W. (2022). Human resource professionals and readiness for the future of work. *EUREKA: Social and Humanities*, (5), 39-50.
35. Isiaka, M. A., **Adeosun, O. T.**, & Okewale, A. T. (2022). SOCIAL MEDIA USAGE AND PERFORMANCE OF SMALL AND MEDIUM ENTERPRISES IN NIGERIA.
36. **Adeosun, O. T.**, & Shittu, I. A. (2022). Business incubation initiatives and innovation capabilities of micro-sized enterprises: Exploring the software ICT value chain. *African Journal of Science, Technology, Innovation and Development*, 14(7), 1776-1787.
37. Isiaka, M. A., **Adeosun, O. T.**, Talabi, A. A., & Lamidi, L. O. (2022). RELATIONSHIP BETWEEN PUBLIC DEBT AND EXPORTS IN NIGERIA: A GRANGER CAUSALITY AND THRESHOLD ANALYSIS APPROACH.
38. **Adeosun, O. T.**, & Adegbite, W. M. (2023). Professional Certification and Career Development: A Comparative Analysis between Local and Foreign Certifications. *Management & Economics Research Journal*, 5(1), 1-14.
39. ISIAKA, M. A., FABIYI, O. D., **ADEOSUN, O. T.**, & LAMIDI, L. O.(2023) ECONOMIC IMPLICATIONS OF LAND USE CHANGE IN LAGOS STATE USING GIS-BASED DATA.
40. **Adeosun, O. T.**, Odior, S. E., Shittu, I. A., & Adegbite, W. M. (2023). Industrial Sector Performance, Human Capital Development and Economic Growth in Nigeria. *International Research Journal of Business Studies*, 16(2).
41. **Adeosun, O. T.**, & Adegbite, W. M. (2023). Low Earnings and Moonlighting in Unprotected Labour Market among Public and Private Sectors Employees in Nigeria. *Journal of studies in Social Sciences and Humanities*, 9(3), 200-213.
42. Olohunlana, A. O., Shittu, A. I., **Adeosun, O. T.**, Popogbe, O., & Olohunlana, D. S. (2023). Women entrepreneurship and microfinance: implications on the mental well-being of informal traders in Lagos, Nigeria. *Journal of Humanities and Applied Social Sciences*.
43. **Adeosun, O. T.**, & Adegbite, W. M. (2023). Evaluating employee engagement drivers in Nigeria's downstream electricity sub-sector. *International Journal of Research in Business and Social Science (2147-4478)*, 12(7), 168-178.
44. Owolabi, T. J., & **Adeosun, O. T** (2023). Graduate Unemployment in Nigeria: An Interrogation into the Survival Strategies of Lagos Youths.
45. **Adeosun, O. T.**, & Owolabi, T. (2023). Owner-manager businesses and youth employee perceptions. *Journal of Business and Socio-economic Development*, 3(2), 97-117.

BOOK CHAPTER CONTRIBUTION

46. Chapter 1 - The Effect of Rural-Urban Mobility on Regional Development | Book Title | Readings In Un-Sustainable Development Goals (Sdgs) And The Lagos Region| Publisher Faculty of Social Sciences University of Lagos
47. Chapter -27 Government Support For Small And Medium Enterprises Innovation
48. Chapter -9 Testing The Predictive Power Of Prior Entrepreneurial Experience And Its Implications For Graduate Entrepreneurship In Nigeria

Other Academic Work:

- Impact of Globalisation on banking services in Nigeria with particular emphasis on Information Technology (Long Essay submitted to university of Ilorin) 2002 for the award of BSc. Honours Economics. (64 pages).
- Impact of Information Communication Technology (ICT) on Human Resource productivity in Nigeria. (Dissertation Submitted to University of Lagos Postgraduate School) 2006 (90 pages).
- Impact of Information Communication Technology (ICT) on Profitability in Nigeria Banks. (Dissertation Submitted to Obafemi Awolowo University Postgraduate School) 2008 (78 pages).

Book Publication. Empower yourself: The making of a legend (a publication on self-motivation (126 pages).

AWARDS

- Winner “Outstanding Paper Emerald Awards 2022 Literati for the paper entitled “ Gender inequality: determinants and outcomes in Nigeria” published in the Journal of Business and Socio-economic Development
- Won best Paper Award as Co-Author at the at the 3rd Edition of African Research Universities Alliance (ARUA) Center of Excellence for Unemployment and Skills Development International Conference (ARUA, CoE-USD 20200 held between **26th – 28th of July 2022**, at the University of Lagos, Nigeria. The paper entitled “Microfinancing and Women Entrepreneurship: Do Loan Repayments have Effects on the Wellbeing of Women Entrepreneurs?”
- Award Recipient at the he Association of Elite Human Resource Professionals AEHRP 2023

SPECIAL PROJECTS

- Worked on Budget and Data analysis for Statisense www.statisense.com , @statisense on a pro-bono basis
- Worked on Data analysis Projects for The Partnership for Advocacy in Child and Family Health Project (PACFaH)
- Programme Lead. Young and Excellent Club (YEC).
- Facilitated training on Monitoring and Evaluation for Paradigm Shift Initiative (an NGO)
- The Platform: Young Professionals Bootcamp www.youngprofessionals.ng .It is an initiative targeted at a high potential Nigerians aged 20 -25 years old via Intensive in-residence boot camps and series of ongoing engagements and mentorship programmes.

Committee Member 2016 till date | Alumni Coordinator 2016 to 2018 | Bootcamp Programme Lead and Coordinator 2019 till date

- Facilitator/Lecturer at Chartered Institute of Personnel Management Ikeja Study Center for CIPM Students 2022 till 2023.
- Facilitator for SPHRi, PHR, GPHR exams with various centers 2021 till date.
- Facilitator at NHRP HR Academy 2021 till 2023.
- Facilitated several training programs for Consulting Firms, Faith Based Organisation both Physical and Online.

International Experience: Travelled to South Africa, Egypt, UAE, Morocco, Rwanda, Ethiopia, Ghana, Mali, Ivory Coast, Benin, Togo, Niger, Tanzania, Senegal, Cameroon, Kenya.

TRAINING & SEMINARS ATTENDED

- HR Academy| Professional Certificate Program in Human Resources Management Practices| Lagos Business School. (Completed) August 8th 2022 -March 2023.
- 54th Advanced Course on Human Resource Management, Labour and Employee Relations (NECA) November 2021.
- Strategic Human Resources in Modern Times. August 2020 www.udemy.com
- 12th Special Human Resources Forum. “Learning from the Law: Critical Considerations on the New World Realities. CIPM, 20th August 2020.

- Managing Talent in Disruptive Times (CIPM, July 2020)
- Certified Publons Academy Peer Reviewer. June 2020 www.publons.com
- Research Ethics Training Curriculum, FHI 360, June 2020
- Senior Professional In Human Resources International Training. Ciel Consulting, June 2020
- Competency-Based Interview Skills, Human Capital Partners, May 2019.
- Basic Time Series Econometrics – Centre for Economic Policy Analysis and Research University of Lagos (April 2018)
- Crisis Management (RusselSmith) April 2017
- ISO 9001 -2015 QMS Foundation Course (Bureau Veritas) May 2017
- ISO 9001 -2015 QMS Internal Auditors Course (Bureau Veritas) May 2017
- ISO 3100 Risk Management – Principles & Guidelines (Bureau Veritas) June 2017
- OHSAS 18001-2007 Organisation Health and Safety Management System - Internal Auditors Course (Bureau Veritas) August 2017
- Finance for Non-Finance Managers (Tom Associates) March 2016
- Designing & Implementing Compensation & Benefits Programmes (HR Professional Network) September 2016
- Career Advisor Training (Kuder) September 2016
- Employee Engagement and Productivity in a Recession (LBS) December 2016
- MS Dynamics (ERP) Payroll and HR Module (TD) June 2015.
- ISO 9001 – 2008 Management Systems May 2014.
- ISO 9001 – 2008 Quality Management Systems Internal Auditor May 2014.
- Mastering Human Resource Management (LBS) June 2014.
- Talent Management and Succession Planning (LBS) March 2013.
- OrangeHRM (HR Management Software) July 2012.
- Optimizing Survey Reports for Value Creation (KPMG) November 2012.
- Transformational Leadership; How Leaders Change Teams, Companies, and Organisations Professor Michael A. Roberto July 2011.

LEADERSHIP ACTIVITIES

- Company HR Representative, Nigerian Employers Consultative Forum (NECA) 2019 – March 2022
- Past Director Division F Toastmasters International. www.toastmasters.org
- Elected Leadership Council Member (Member of the Governing Council) | Chartered Institute of Personnel Management of Nigeria CIPM (Official LinkedIn Account)Chartered Institute of Personnel Management of Nigeria CIPM (Official LinkedIn Account)May 2021 – May 2022 and May 2023 to May 2024
- Chairman CIPM SME/MSME Committee (Member of the Governing Council) | May 2021 – May 2023.
- Founder HR Mentorship Network. A team of over 4750 HR Professionals. Providing training, networking and growth opportunities via Whatsapp, Virtual Sessions and Physical hangouts.
- Youtuber (OluyemiAdeosun) with over 4000 followers and 250 HR Domain videos.