



## PRESS RELEASE ON NEW APPOINTMENTS AT APSS

The **Africa Private Sector Summit [APSS]** Board is happy to announce the following:

- A new corporate structure where Founders transition to Advisory Board with new invitations to create a 13-member Advisory Board and a 17-member Executive Board.
- The appointment of **Dr. Lucy Surhyel Newman as CEO** and **Prof. Sam Ndogo as Executive Director [ED] of the APSS**, after due vetting and approvals, on a three-year renewable convening contract basis, effective August 26, 2023.
- APSS will be **publishing a call for nomination of candidates** to be reviewed for potential admission as members of the Advisory Board and Executive Board with regional considerations of Africa's 5+1 regions.

In furtherance to this, the **APSS Chair Mr. Wendell Judson Addy** now hereby introduces Dr Lucy and Prof. Sam to APSS's community of sponsors, partners, members and friends, as follows:



**Dr Lucy Surhyel Newman., CPT – CEO, APSS**

Lucy likes to introduce herself as global citizen, proudly African, of Nigerian extraction and North Eastern Nigerian heritage. She is also a Lagosian by residence and marriage, happily married to Dr Rotimi Gabriel Olokodana and a mother to three interesting adult male personalities aged between 21 and 34 years, and a teen stepdaughter. Lucy recognises that it is a connected world; optimization is possible with viable partnerships and collaborations. She also believes failure is relative, because many of the currently disenfranchised can thrive, if empowered and effectively engaged. Moreso, Africa is beautiful with endless potentials. These perspectives shape her faith, family life, career and charitable endeavours.

Three years after taking a one-year career break in 2019, and having consulted in Africa, she decided to wrap it all up, by adding her voice to *the Africa we want journey*, in her new book titled *African Leaders' Tete A Tete: Navigating Entity Design and Prioritisation for Systemic Outcome*, published in 2022. She hopes the practical thoughts shared in the book which is a culmination of her works, nudges leaders in Africa and in the diaspora, including foreign entities that are friends of Africa, to explore more impressionable ways of contributing to the success of AfCFTA and Agenda2063.

Professionally, Lucy is an International Consultant, Policy Advisor and Author with high reputation for success at aligning Mandates, Strategy, Structures, Policies, Platforms, People and Systemic Culture, for outstanding performance in various roles within the C-Suit, as a Board Member, Consultant advising Boards, Professional Networks and Jurisdictions in Africa, on Policy. She also served as a juror on multiple award cycles for [a] the Central Bank of Nigeria [CBN]'s Sustainable Banking Awards and [b] the C.K. Prahalad Awards. Over all, Lucy has nearly four decades of experience from the Private, Public and Non-Profit Sectors as well as vast international travel and professional networking experience, that have enabled her interact professionally and privately across over one third of the countries in Africa, North America, Europe, Middle East and Asia.

In terms of work history, Lucy began her career with Borno Investment Company Limited [BICL], a state-owned Development Finance Institution [DFI] in 1987 as a Youth Corper and rose to become the General Manager of a subsidiary company in Lagos, ten years later. In 1997, she joined Omega Bank as Manager - Treasury Marketing & Product Development. In July 2000, she joined FSB International Bank, Plc, first as Manager, Marketing & Business Development. Later she became the Head, HR Development from 2002 to 2005. Through an industry-wide consolidation, she joined Fidelity Bank, PLC in January 2006 as the Head, HR Development/Group Head, HR Designate. In April 2006, she joined the United Bank for Africa Group, Plc first as Head, Talent & Performance Management, and then Head, Career & Reward Management. In August 2006 she proceeded to Price water house Coopers Nigeria as a Senior Consultant, in the firm's Business Advisory Performance Improvement Practice and was thereafter promoted Principal Consultant in January 2008. Lucy had a wonderful career at PwC's business advisory practice, up to April 2009 when she resigned to join the Financial Institutions Training Centre (FITC), as the Managing Director/CEO, in May 2009. Based on a sterling performance in the role, the FITC Board approved extension of her first term in 2013. In September 2019, she proceeded on a voluntary early retirement from full-time work to transition to independent consulting and proceeded on a one-year career break, during which she completed the INSEAD Business School International Director Certification on Corporate Governance Executive Programme in France. Thereafter, she went on to publish a book chapter which focused on Africa, in a professional manual that was a collaboration with other international authors, as well as several other articles which saw her fully transitioning into Policy Advisory, International Consulting and deeper into Authorship on issues of governance, transformational leadership, performance improvement and development applicable to Africa.

In terms of educational background, Lucy obtained her primary education from Shehu Garbai Primary School in Maiduguri, Borno State Nigeria. Thereafter, she proceeded to Federal Government College, Kaduna, Kaduna State for her Secondary School education and graduated in 1983. She attended Ahmadu Bello University between 1984 and 1993 when she obtained [a] A-levels from the School of Basic Studies, [b] a Bachelor of Science of Business Administration with majors in Financial Management, and [c] a Master's Degree in Business Administration with focus in International Business. In 2008, she obtained her Doctorate in business administration from the University of Phoenix in Phoenix, Arizona, United States, with a focus on Leadership and Performance. From 2019 to 2020, she enrolled for and completed the International Director Certification in Corporate Governance Programme, a one-year Executive Education Programme at INSEAD Business School, Fontainebleau, France. Lucy has affiliations to many professional networks including fellowships of the [a] Nigerian Institute of Management, [b] Institute of Information Management in Africa, [c] Chartered Institute of Directors Nigeria, [d] Certified Performance Technologist and Life Membership of International Society for Performance Improvement.

Lucy is a recipient of several personal recognitions and honours, including the Thomas F. Gilbert Distinguished Professional Achievement Award from the International Society for Performance

Improvement [ISPI], the ISPI's highest individual award. At ISPI, she also had the privilege of serving on the ISPI Global Board as elected International Director, representing members in 48 countries outside the United States, from 2012-2014. In addition her two very successful back-to-back tenures as the CEO at FITC Nigeria, a special purpose non-profit professional services firm with membership including the Central Bank of Nigeria, the Nigerian Deposit Insurance Finance Corporation and all Banks in Nigeria, with stakeholder base of over 1,570 organisations in Nigeria and abroad as at her departure in 2019, she also served as an elected Member of the Governing Council of the Chartered Institute of Directors [CIoD] Nigeria [2018-2020], Ex-officio member of the Governing Councils of the West African Bankers' Association [WABA] from 2009 – 2019, and Bank Directors' Association of Nigeria [BDAN] from 2009 to 2019, was a Member of the Advisory Board of the Stellenbosch University Business School's Centre for African Development Finance [CADF] from March 2019 to 2022, and has been a member of the Anap Foundation's Covid-19 Think Tank, from March 2020 to date amongst other board roles.



**Professor Sampson Ndoga – ED, APSS**

Prof. Sam Ndoga is a Leadership Development consultant, Extraordinary Research Professor at the University of Pretoria, an adjunct faculty International Leadership University, Associate Faculty at Centre for Creative Leadership (USA), May & Co (Germany) and Board Chair at Prowess Investment Managers, Director at Afrishift Solutions, AfriTrust Capital and J Life International.

Sam is also a co-founder of Africa Private Sector Summit [APSS] and Young Professionals Platform. He specialises in leadership and organisational development, focusing on the variant process items for each stage of evolvment. As an academic and practitioner, Sam has extensive continental and global experience working with Government, Corporate, NGOs and Religious institutions. His focus has been on personal and professional development for maximum impartation, synergies towards a high-impact team, and envisioning and implementing longevity in organisational effectiveness. This includes all aspects of corporate governance, ethics, change management, critical thinking and strategy execution.

Sam comes with a lot of conference speaking experience, academic seminars facilitation, and organising of global summits through which he has rubbed shoulders with leaders from various walks of life. Sam has some peer-reviewed and edited publications and is working on some forthcoming books focused on leadership and organisational development. In his philanthropic work, Sam loves work with emerging leaders to impart his knowledge and experience to the next generation to excel in their dreams.

In terms of experience, with nearly 20 years' experience in Leadership consultancy, training and coaching, and a footprint in over 32 African countries, Sam is proficient in prominent executive leadership assessments tools, conducting international workshops, presentations at international conferences and academic presentations and publications.

Because of his commitment to Afrocentric perspectives, Sam specialises in leadership curricular development with the view to providing contextually relevant training material based on current research towards best practices. His various role as an academic and practitioner assist with the articulation of ground-breaking perspectives that have been warmly received with different stakeholders.

**Signed:** September 9, 2023.



**Mr. Kingsley K. N. Asah**

Executive/ Board Secretary, Africa Private Sector Summit [APSS]