



AIG-IMOUKHUEDE  
FOUNDATION

# AIG-IMOUKHUEDE FOUNDATION

## NEWSLETTER

August 2022



### Notes from the Executive Vice-Chair

Welcome to the August edition of our newsletter.

One of our key strategic goals at the Foundation is to grow a generation of public servants who can drive and sustain the reforms that will lead to improved public service delivery. We recognise that while providing training programmes to build the capacity of the public sector workforce is important, good working conditions, an enabling organisational culture and appropriate incentives are necessary to motivate public servants to perform their best. We therefore adopt a holistic approach to our work with the public sector, developing and supporting a myriad of interventions, all aimed at increasing the effectiveness of public servants.

One such intervention is the Emily Aig-Imoukhuede Memorial Endowment Fund for Public Service Excellence, which provides annual cash prizes of N500,000 each to the country's 43 top-performing civil servants. Research shows that when employees feel valued, they are more motivated, engaged and committed to their organisations. It is therefore important to recognise and reward high performing civil servants, as this will incentivise them to approach their work with a renewed sense of purpose and commitment. The first recipients received their prizes at a ceremony in Abuja in August.

In August, we hit a significant milestone in the development of the Public Sector Performance Index, as we are now at the data collection stage of the project. To support the process, we hosted a workshop for the 10 ministries that will be involved in the pilot phase of the Index, enlightening them on the objectives of the Index and our data collection approach. Data collection is now fully underway and we look forward to sharing the results of the Index when they are released next year.

You can read more about these and other updates in this newsletter.

Ofovwé Aig-Imoukhuede  
Executive Vice-Chair,  
Aig-Imoukhuede Foundation.

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## RECENT UPDATES



### THE EMILY AIG-IMOUKHUEDE ENDOWMENT FUND FOR EXCELLENCE IN PUBLIC SERVICE



An appropriate reward and recognition system is a key enabler of increased employee productivity and organisational performance. To this end, we established the Emily Aig-Imoukhuede Memorial Endowment Fund for Excellence in Public Service to reward the country's 43 top performing civil servants with cash prizes of N500,000 every year. The endowment fund is a memorial to the late Pastor Emily Aig-Imoukhuede, who served in various roles in the public service, reflecting the way her values and her life positively impacted the people and organisations she was involved with.

The first recipients of the award, who received their cash prizes at a ceremony in Abuja on August 18<sup>th</sup> 2022, represent the very best of the civil service. These top-performing civil servants, as selected by the Office of the Head of the Civil Service of the Federation, were chosen based on criteria tied to the core values of the Civil Service. We made this financial commitment in recognition of the important role that the civil service plays in national development and the need to recognise and reward those civil servants who are excelling in the execution of their duties. It will also act as an incentive to other civil servants to motivate them to strive for professionalism and excellence in their work.

Speaking at the ceremony, our Chairman Aigboje Aig-Imoukhuede congratulated the awardees and encouraged them to continue to exhibit the core values of the Civil Service, as it was civil servants like them who would be drivers of the transformation of the Service. He informed the awardees that they were now ambassadors of the new Civil Service and urged them to be an example other civil servants could emulate.

The endowment that funds these cash awards for top performing civil servants forms part of the multi billion Naira funding commitment we are financing to support the reform of the Nigerian public sector.

You can watch highlights from the event [here](#).



### THE AIG-IMOUKHUEDE PUBLIC SECTOR PERFORMANCE INDEX MDA SENSITIZATION WORKSHOP





The Aig-Imoukhuede Public Sector Performance Index is being developed in collaboration with the Nigerian Economic Summit (NESG) to measure the impact that public sector activities have on the overall productivity and economic growth of the Nigerian economy and on the wellbeing of its citizens. The aims of the Index include driving public sector performance improvement and providing citizens with information about the performance of the public sector in an accessible manner so as to encourage increased citizen engagement and government accountability.

Prior to embarking on the data collection stage of the Index development, we organised a sensitisation workshop to educate the ten ministries participating in the pilot phase on the aims and objectives of the Index and to provide them with pertinent information that would facilitate data collection. It was also an opportunity to get their buy-in to ensure a smooth data collection process.

In addition to representatives from the pilot ministries, other attendees at the workshop included delegates from the Nigerian Economic Summit Group, Office of the Head of Civil Service of the Federation, National Bureau of Statistics, SERVICOM, and the Bureau for Public Service Reforms.



## ALUMNI UPDATE



Ada joined the inaugural class of the AIG Public Leaders Programme (PLP) because she wanted to develop the skills necessary to prepare her for the senior leadership role she would be assuming in the next level of her career. She states that the programme exceeded her expectations.

*"I was excited to be plugged into a network of forty-nine other leaders similar to me, who not only shared my ideals for public service leadership but brought to the table rich and practicable knowledge on how to surmount the knottier public service challenges, and more specifically, serving with integrity without compromising results or disenfranchising others while doing so. The program, its learning platform, tools, and the environment where the learning took place stimulated open conversations and deep self-reflection. It challenged me to thoroughly dissect problems using theoretical and practical models proven in other climes."*

PLP candidates carry out a capstone project in their organisations, using learnings they have gained from the programme. Ada's project was titled "Improving Internal Communication." She noted that due to the hierarchical nature of the public service, information moves top down, meaning that a lot is lost in translation and there are missed opportunities to communicate shared management decisions emotively. This is exacerbated when appropriate communication channels are absent or where information is transmitted through third parties.

To tackle the problem, Ada first held focus group sessions with a cross-section of staff members from different cadres of her organisation. The sessions explored the positive impact that effective internal communication could have on staff morale and productivity and on organisational outcomes.

After submitting the findings and recommendations from the focus group to the Executive Secretary of her organisation, Ada received approval to set up a team tasked with developing a framework to implement the recommendations of the focus group. These include strategic communication training for supervisors, introduction of post-meeting communiques to all staff members and regular departmental sessions to discuss corporate issues, operational plans and challenges regularly. She recognises, however, that change will not come quickly.

Ada took two major learnings from the PLP. The first is learning to focus on the bigger shared common goal when making tough decisions. The second is a renewed understanding of what leading with integrity means in the public service. She believes that the practical, solution-proffering approach to dealing with these and other important issues as taught by the programme faculty from the Blavatnik School of Government, University of Oxford would be beneficial to help all public sector leaders navigate their time in the service.

*"Currently, the Office of The Head of Service of the Federation is seeking to restore the old values of the Civil Service to those that the leaders who ran before us left behind, and that we would be proud to espouse. The PLP is thus coming at an opportune time for Nigeria and Africa as a whole. Through the programme, a new generation of public service leaders is being prepared for success in service, so we can leave behind a positive legacy."*



2018 AIG Scholar Tobechukwu Nneli is a Research Associate at ODI (previously called Overseas Development Institute) an international think tank that uses research to effect transformational change across the world.

Tobechukwu says being an AIG Scholar and studying at the Blavatnik School of Government, University of Oxford was an unforgettable experience and the knowledge and networks he built from the opportunity are unparalleled.

*"Beyond academics and the classroom experience, the Oxford and BSG community had*

*some of the most brilliant minds I have met, and I made the best use of these resources as much as I could."*

After completing his degree, Tobechukwu joined ODI, where he works to implement research programmes across Nigeria. Thematic areas he has worked on include governance and public sector reforms, education, health, and migration. Through these programmes he has built working relationships with the Federal Ministry of Finance, Budget and National Planning and state governments including Jigawa, Kaduna and Kano states. He also facilitated a research and capacity building partnership, focused on policy communication and political economy analysis, between ODI and Nigerian government's primary socio-economic think-tank, the Nigerian Institute of Social and Economic Research (NISER).

Tobechukwu says that although he would have liked to work directly in the public sector itself, in his current role, he is still able to make a positive impact on the development of the country.

*"Upon graduation, access to senior government officials for the purpose of providing technical support or joining the public sector was challenging. However, working with a global affairs think-tank and leveraging relationships with other development partners has enabled me to get access and support some very senior government officials including the Minister for State, Budget and Planning as well as Director-General of NISER".*

Tobechukwu is currently working on the Partnership for Learning for All in Nigeria (PLANE) programme, which aims to deliver a more inclusive and effective education system and improve learning outcomes for students in their pre-primary and primary years. He provides political economy analysis, including analysis of institutions and power relations)and scoping reports, in order to support strategic and programming decisions.



#### AFFILIATE UPDATE

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# Expression of Interest

The Private Sector Health Alliance of Nigeria invites all prospective bidders to apply for eligibility and subsequently bid for the furnishing and provision of basic medical equipment to:

- *Model Boji Boji-Agbor PHC, Ika South LGA, Delta State and*
- *Jumberi PHC, Katagum LGA, Bauchi State.*

For terms and conditions, prospective tenderers may visit

<https://bit.ly/TenderInvite>

[www.pshan.org](http://www.pshan.org)

For more information, [visit](#)



## OPPORTUNITIES

**Job Vacancy: Monitoring and Evaluation Officer**



# WE'RE HIRING

## MONITORING & EVALUATION OFFICER

 Lagos, Nigeria

### How To Apply

Please email your resume and cover letter to [humanresources@nssf.ng](mailto:humanresources@nssf.ng) with subject "MONITORING AND EVALUATION OFFICER".

Only short-listed candidates will be contacted.



The Nigeria Solidarity Support Fund is recruiting to fill the position of Monitoring and Evaluation Officer

Interested applicants should send their resumes and cover letter to [humanresources@nssf.ng](mailto:humanresources@nssf.ng).

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