

# CHINWENDU OBIANYO

ACIPM, PHRI, M.Sc., BL, LLB

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## PROFILE

My experience spans a decade in Human Resource Management and Business Management, six of which are in supervisory positions. Over the years, I have successfully deployed great skills in talent acquisition and management whilst retaining top talents for various organizations.

Currently, I work as a Human Resource Business Partner (HRBP) and a Business Manager as I lead a team responsible for the end to end management of employees deployed to various clients whilst managing the clients alongside.

I understand not just the principles of HR but the Strategic Business of HR with Return on Investment as a major focus whilst juxtaposing employee welfare with cost effectiveness.

## PROFESSIONAL EXPERIENCE

### **WORKFORCE GROUP** (November 2019– Date)

#### **HRBP / Head, Strategic Business Growth - Outsourcing**

- **Strategic Planning:** I participate actively in the development and creation of my organisation's strategy whilst identifying the effect and implications of the strategy across different functions.
- **Workforce Planning:** work with organisations to analyze their current workforce, forecast and ensure they have the right people with the right skills needed to perform now and in the future.
- **Recruitment and On boarding** - work with business managers to assess, select, hire the right candidates and onboard them in line with the organizational criteria and requirement.
- **Employee Engagement Strategies:** set up and drive engagement strategies for attraction, motivation and retention of employees.
- **Rewards and Benefits Administration:** support payroll administration in coordinating salary reviews, negotiate and manage HMO administration and pension remittances
- **Performance Management:** develop KPIs, track and conduct performance appraisal of team members and associate employees
- **Learning and Development:** identify training plans, develop training programs for all employees and facilitate trainings for team members, outsourcing division and associate staff.
- **HR Budget and Control:** prepare and review HR budget alongside set budgets and ensure costs are within approved limits
- **Legal and Compliance:** draft and review SOPs and SLAs, negotiate contract terms, professional fees and employees' benefits with clients
- **Business Management:** manage strategic key accounts, advice on best practices whilst managing employee life cycle.
- **Exit management:** manage exit and replacement of staff with utmost professionalism whilst offering outplacement advice to exiting employees.

## EDUCATION

### **UNIVERSITY OF WEST LONDON - 2010**

**MSC** - International Business Management

### **NIGERIAN LAW SCHOOL, ABUJA - 2007**

**BL - Law**

### **UNIVERSITY OF NIGERIA, NSUKKA - 2006**

**LLB- Law**(Second Class Upper)

## CERTIFICATIONS & MEMBERSHIPS

- Associate, Chartered Institute of Personnel Management of Nigeria -2020
- Professional in Human Resources International 2019
- Associate, Chartered Insurance Institute of Nigeria - 2017
- Member, Chartered Insurance Institute, UK - 2014 (Certificate in Insurance)
- Associate, Chartered Management Institute, UK - 2011

## SKILLED IN

- Workforce Planning
- Talent Acquisition and Management
- Employee Relations & Welfare
- Performance Management Tracking
- Learning and Development
- Change Management
- Client Relationship Management
- Strategic Planning and Business Management

## RELIANCE HMO

(July 2019- Oct 2019)

### Business Manager - Corporate Business Division

- Spearheaded the development of new market entry strategy and business plans geared towards aiding the company's expansion aspiration
- Sourced, deployed, managed channels and participated in the development and sale of a diverse range of health maintenance products for SMEs and Corporate clients.

## ALLIANZ NIGERIA INSURANCE PLC

### Positions Held:

- a. **Head, HNI Team, Auto Dealerships and Corporate Partnerships** (January 2016 – June 2019)
- b. **Head, Product Research, Development and Distribution** (February 2015 – December 2015 )

### Head, HNI Team, Auto Dealerships and Corporate Partnerships

- Recruited, supervised, mentored and coached Sales Executives in building effective relationships and providing seamless execution of the company's business process.
- Coached Partnership Sales Executives, supervised, and closely monitored the teams' activities with particular emphasis on management and retention of accounts whilst ensuring key performance indicators are met.
- Signed up and managed corporate business partnerships with loan portfolio of Commercial banks, Micro Finance banks, online platforms, Auto Dealers and Leasing Firms.

## AXA MANSARD INSURANCE PLC.

### Positions Held:

- a. **Senior Financial Planner, HNI Team** (January 2014 – January 2015)
- b. **Deputy Financial Planner, HNI Team** (January 2013 – January 2014)
- c. **Assistant Financial Planner, HNI Team** (January 2012 – January 2013)

- Researched and developed new sales processes and products whilst using low-cost distribution channels.
- Managed and retained accounts of High Net worth Individuals.
- Delivered sound satisfactory customer service to clients which led to referrals of prospects from existing clients.
- Monitored market trends and identified opportunities for new product development.
- Maintained up to date competitor knowledge, monitored competitor's products, carried out research on competitor product features, mix and product development strategy.
- Planned and executed the launch of new products, activation campaigns and print media campaigns along with the Branding team to drive sales.

## ALLIANZ NIGERIA INSURANCE PLC

### Adhoc Responsibilities

- Assisted the Human Capital Team with the testing and assessment of entry level employees.
- Assisted the Human Capital Team with advertising for roles online and sourcing for candidates for Bancassurance Agents, Agency Sales Executives and Partnership Sales Representatives
- Assisted the Human Capital Team with interviews and selection for full time staff.
- Managed and resolve all employee relations and welfare related issues in the Retail Division as I acted as an advocate for the group.
- Facilitated trainings for new members of staff in the Retail Business Division on Organizational Culture, product knowledge and processes and policies

## EAGLE SEARCH & RESCUE SERVICES

### Manager, Human Resources& Administration

(September 2011 - December 2011)

- Coordinated recruitment exercises including advertisement, sourcing for resumes, scrutiny of resumes, short listing, interviewing and selection of qualified candidates.
- Developed recruitment materials, tools and strategies to attract potential candidates to the company.
- Screened potential candidates, conducted background checks and verified documentation.
- Forecasted and proposed the company's recruitment budget including expenses on recruitment materials and advertisement.
- Maintained a working relationship with recruitment agencies to attract the best talents to the company.

**WINALITE, NIGERIA.**(January 2011 – September 2011)  
**Business Manager**

- Marketed and engaged in direct sale of company’s products via multilevel marketing system
- Conducted monthly performance management review for zonal members
- Registered new distributors, Sales Representatives and delegated roles to cluster Team Leads
- Led a team of thirty two Sales Representative, met and surpassed my targets and earned monthly bonuses

**FOCUS CARE LINK, LONDON.**

**Positions Held:**

- Payroll Analyst - (June – September 2009)**
- Human Resources and Administrative Officer (July 2010 - December 2010)**
  - Coordinated recruitment exercises including advertisement, sourcing and scrutiny of resumes, short listing, interviewing and selection of qualified candidates.
  - Developed recruitment materials, tools and strategies to attract potential candidates to the company.
  - Screened all potential candidates, conducted background checks and verified information.
  - Sorted, arranged, summed up time sheets and processed staff wages.
  - Carried out general administrative duties and any other duty delegated by the Managing Director.

**WINALITE, NIGERIA.**

**Adhoc Responsibilities – Human Resources and Administrative Officer**

- Sourced, interviewed and recruited new members
  - Mentored, coached, guided and assisted new members in strategic and management of their channels
  - Organized trainings, prepared training materials, sourced for presentation venue, logistics and trained new Sales Representatives.
- Conducted zonal and regional trainings and seminars for prospects and facilitated seminars

**CAPITAL OIL AND GAS INDUSTRIES LIMITED**

(October 2007- December 2008)

**Legal Assistant to the Company Secretary**

**REMARKABLE TRAININGS ATTENDED**

|                                                                  |                                                 |
|------------------------------------------------------------------|-------------------------------------------------|
| HR Transformation; Strategic weapons for winning - 2020          | The Business of HR - 2019                       |
| Human Resource Management Essentials (Certification Edge) - 2019 | Change Management (Alison) – 2016               |
| Mentoring and developing talents for succession - 2018           | Business Development and Corporate Ethics-2014  |
| Leading Highly Effective Teams - 2017                            | Effective Business Communication - 2013         |
| Solving Business Problems, Organizational Risk Management - 2016 | Team Building, Negotiation Skills & Tools- 2012 |
| Anti –Money Laundering and Terrorism Financing- 2015             | Managing People & Performance (CMI, UK) – 2011  |

**ADDITIONAL INFORMATION**

**GENDER** – Female

**HOBBY** – Globe Trotting

**ADDRESS** - House 36, “F” Close, 21 Road, Festac Town. Lagos