

2024 Sharing Information on Progress (SIP) Report

Lagos Business School

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).”

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

Letter of Commitment

Lagos Business School demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



August 28, 2024

Renewal of Commitment to the UN Principles of Responsible Management Education.

Lagos Business School advances ethics, responsible management and sustainability primarily through the learning experience we deliver to students, executives and alumni. The School's Centre and Initiatives also play a critical role in driving knowledge creation, dissemination and impact on practice beyond the classrooms. Since our last SIP report, we have also introduced new milestones including progress in the environmental sustainability of our campus operations, the focus of our Centres and Initiatives in industry and partner engagement, and the lifelong learning opportunities for students and alumni classes.

This report brings to the fore the efforts of our community comprising professional staff, academic body (faculty, industry experts and practitioners), students, alumni and partners that help accelerate sustainable development action, especially in our country and communities. We remain invested in building responsible managers and leaders for Nigeria and Africa as we collectively pursue the realisation of our aspirations for our continent – a future that is inclusive, peaceful and prosperous for all as codified in the Africa Agenda 2063 and UN Sustainable Development Goals.

In the report, we share examples, initiatives and engagements that demonstrate this commitment. You will read about courses like the LBS MBA Personal Social Responsibility Projects (PSR), high-level forums for leaders and far-reaching conferences like the International Sustainability Conference that share knowledge on ethics, responsible leadership and sustainability thereby fostering dialogue and collaboration involving the private, public and nonprofit sectors. Lagos Business School's standards continue to be recognised globally as we maintain ranking as one of the top global business schools by Financial Times in its Executive Education 2024 rankings—second in Africa and 40th globally. Also, in recognition of LBS' dedication to delivering high-quality, world-class management education tailored to Africa, LBS is one of only seven business schools accredited in 2024 by the Association of African Business Schools (AABS) which is the foremost accreditation body for business schools in Africa.

I am pleased to reaffirm the commitment of Lagos Business School to the Seven Principles for Responsible Management Education which are summarised into Purpose, Values, Teach, Research, Partner, Practice and Share. In this annual Sharing Information on Progress (SIP) report, we gladly disclose our continuous efforts and improvements as we keep pushing our mission and the UN PRME Principles through the organisation-wide strategy, operational and workplace culture, academic programme, student and alumni activities, and industry engagement, especially through Centre and Initiatives

I am grateful for the support and commitment of the LBS community. Overall, we are happy to share our progress on projects, programmes and partnerships that took place in the period under review from July 2023 to July 2024, a truly transformational and impactful experience.

Professor Chris Ogbechie
Professor of Strategy and Dean

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Institutional Mission, Vision, and Strategy

The following outlines Lagos Business School's institutional mission, vision, and strategic approach to responsible management education.

Mission, Vision, Strategy or Purpose

Lagos Business School Mission.


Relevant Stakeholders


The community

Purpose

To develop responsible leaders and managers for Africa.

UNPRME 2024-LBS Mission, Strategy and Purpose

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Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

RME Leadership Accountability

At Lagos Business School, accountability for responsible management education is structured as follows:

Yes, but the role is formalized elsewhere within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member), but not in senior leadership team

Organisational Entity Accountable and Responsible for RME on behalf Lagos Business School

To know organisational entities accountable for and advancing RME at Lagos Business School

Lagos Business School (LBS) has several entities dedicated to advancing the school's focus on responsible management.



This includes the Business Ethics Department, which plays a key role in teaching and research. LBS Centre specialises in the themes and issues related to responsible management education: the Christopher Kolade Centre for Research in Leadership and Ethics (CK-CRLE) and the LBS Sustainability Centre (LBSSC).



Learn more at <https://lbssustainabilitycentre.edu.ng/> and <https://ckcrle.lbs.edu.ng/>

Organizational Structure for RME

The following organizational entities at Lagos Business School are responsible for RME:

- ❖ Research-Focused Entity
- ❖ Teaching-Focused Entity
- ❖ Community Engagement Entity



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.

RME Elements in Degree Programs

Lagos Business School integrates responsible management education into its degree programs through 4 different approaches:

Guest Speakers and Showcase Events

May 2024 Guest Session with Chief Executive of Stanbic IBTC Co.

A case study session with the Chief Executive of Stanbic IBTC Co with participants in the Owner-Manager Programme of Lagos Business School, Pan-Atlantic University and Strathmore Business School (SBS) Kenya.

Date

July, 2024 - July, 2024

Location

Lagos Business School Campus

Speakers

Dr Demola Sogunle, Chief Executive, Stanbic IBTC Holdings PLC

[Supporting Links](#)

Case Discussion Session on the Owner Manager Programme Participants

Integrating Responsible Management Education in Lagos Business School Degree Programmes

Lagos Business School's Integration of Responsible Management Education (RME) into its degree programmes

Lagos Business School (LBS) actively integrates guest speaker sessions and industry visits into degree programs, emphasizing the importance of ethics, sustainability and solutions to institutional and social challenges in Africa.

Chapters

Dr Demola Sogunle, Chief Executive, Stanbic IBTC Holdings PLC at OMP

Dr Demola Sogunle, Chief Executive, Stanbic IBTC Holdings PLC, joined in class to discuss a case study about Stanbic IBTC Co with participants in the Owner-Manager Programme of Lagos Business School, Pan-Atlantic University and Strathmore Business School (SBS) Kenya. The case study, "Beyond the Buzzwords: Concrete Sustainability Measures in Corporate Strategy," highlights Stanbic IBTC Holding's holistic approach to incorporating ESG initiatives into its corporate strategy.

Authored by Professor Chris Ogbechie (Dean, Lagos Business School, Pan-Atlantic University and Segun Jones (Hub lead, Lagos Business School Management Hub) in collaboration with Dr. Demola Sogunle (the case protagonist), this case study provides an in-depth exploration of how sustainability is woven into Stanbic IBTC Holdings' corporate strategy, highlighting its extensive benefits. During the class session, Professor Ogbechie underscored the importance of sustainability for modern businesses, emphasizing that true success is now measured not just by revenue targets but by a company's commitment to environmental stewardship. <https://managementhub.lbs.edu.ng/>



Fire-Side Chat on Advancing Bilateral Relations:

In October 2023, the LBS community hosted a fireside chat with the Canadian High Commissioner to Nigeria, Jamie Christoff, in a conversation themed "Advancing Bilateral Relations: Enhancing Trade, Investment and Educational Collaborations between Canada and Nigeria." The conversation was hosted by the Dean, Professor Chris Ogbechie, who kicked off the conversation by asking Mr. Christoff about the existing opportunities for business and investment between Nigeria and Canada.

Read the recap at <https://www.lbs.edu.ng/fireside-chat-canadian-high-commissioner-speaks-on-advancing-bilateral-relations/>



Course-Level RME Learning Goals

Sustainability and management education in Lagos Business School

The integration of sustainability and management education in Lagos Business School's MBA and Executive Programmes.

At Lagos Business School, ethics form the bedrock of all our programs, seminars, and courses. We are committed to developing responsible leaders who prioritize integrity and ethical decision-making in their professional and personal lives. This commitment is woven into every aspect of our curriculum, ensuring that participants not only gain business acumen but also the moral framework necessary to navigate complex challenges. Through open seminars and courses, we reinforce these values, fostering a culture of ethical leadership that extends beyond the classroom

Lagos Business School Full Time MBA Personal Social Responsibility (PSR) Projects

LBS Students are encouraged and supported to carry out community engagement activities and projects which exemplify responsible management in practice.

Department

MBA

Learning Object Subject

Sustainability & Personal Social Responsibility

Educational Level

Masters

Learning Outcome

Sustainable Development: Students should understand key concepts of sustainable development (SD), corporate social responsibility, sustainability (the environmental, social and economic dimensions)

Interactivity Type

Active

Learning Object Description

This course explores the concept of sustainable development and the practice and adoption of sustainability by businesses. Students are exposed to new and innovative ideas on how businesses can address complex socio-environmental issues- such as poverty, inequality, climate change, natural resource constraints and create positive value in society while remaining profitable.

[Supporting Links](#)

2023 Sustainability@LBS

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The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

Ethical Foundations of the MBA Programme

In Lagos Business School (LBS), ethics and sustainability are integral to the foundation of our MBA programme

At Lagos Business School (LBS), ethics and sustainability are integral to the foundation of our MBA program. We ensure that ethical content and sustainability principles are embedded across all courses, including short and certificate courses, seminars, and executive programs. This commitment is reflected in our program design and Expressions of Interest (EOIs), where ethical and sustainability content is mandatory.

By integrating these values into every aspect of our curriculum, we equip our MBA students with the knowledge and skills to lead responsibly in today's complex business environment. This approach not only aligns with our mission but also prepares our graduates to make decisions that positively impact society and the environment.

RME is in the signatory's educational vision, so that it drives the signatory's business model and all educational efforts, courses, programs, degrees, and non-degrees

Integrating Responsible Management Education into Our Business Model and Academic Framework

Lagos Business School (LBS) integration of Responsible Management Education (RME) in its core business model.

Lagos Business School (LBS) integrates Responsible Management Education (RME) into its core educational vision, driving both our business model and all academic offerings. Our mission emphasizes ethics and sustainability, which are foundational to every course, programme, and degree we deliver. Ethics is a critical component across all programmes, ensuring that students are equipped to lead with integrity. Our commitment to sustainability is championed by the LBS Sustainability Centre, which offers open enrollment and customized programs focused on ESG for company executives and board members. Additionally, sustainability and ESG topics are increasingly embedded in key modules like Strategy and Social and Policy Environments of Business, reinforcing our dedication to educating responsible leaders who can navigate complex global challenges.

Chapters

Sustainability module in the Executive Education Senior Management Programme

Sustainability is a core component of the Senior Management Programme, embedded within the curriculum as a critical aspect of Business Strategy. Three Sustainability sessions are taken in the fourth module, alongside Strategic Management, Marketing Management, and Business Ethics sessions.

The Sustainability sessions aim to deepen participants' understanding of sustainability as a three-dimensional concept—encompassing social, environmental, and economic aspects (people, planet, and profit). These sessions emphasise the importance of considering the impact of business operations on people and the environment, alongside profitability. Topics such as fairness, equity, and especially social equity are explored, guiding participants to set both personal and corporate sustainability goals and develop actionable plans to achieve them.

Additionally, the Sustainability sessions highlight how companies can innovate sustainably, focusing on the development of new products and services that address the environmental and societal challenges. Case studies featuring real-world examples of companies that have integrated sustainability into their core business models are used to reinforce these concepts and provide practical insights.

ESG Materiality Assessment Programme

The first run of our ESG Materiality Assessment and Sustainability Reporting Programme which was held from April 23 to 26, 2024, was a robust mix of guided learning, exploration of concepts, exchange of ideas, practical group sessions and fun moments. Participants left with a better understanding on the know-what and know-how to determine material issues in their organisations, and create metrics that measure and integrate ESG priorities into strategy and business operations, eventually tacking performance for sustainability (non-financial) reporting especially in line with global standards - Global Reporting Initiative (GRI) Sustainability Reporting Standards and IFRS Sustainability Standards. [Linkedin post](#)

The Effective Director: A Sustainability Training for Sahara Group Board of Directors

ESG-related issues have become increasingly important for stakeholders tasked with operationalising know-how in their organisational business strategies. Investors and financiers, in particular, use this information to make judgments about where to put their money and make investment decisions. The role of the board is evolving and changing due to these pressures and in the energy sector, the need to harness ESG for transition in more sustainable energy systems is becoming more evident.

This programme provided participants with an understanding of the implications of sustainability and the ESG strategy for the energy sector. It also highlighted the major shifts in the energy sector, how the shifts can be advantageous taking cognisance of the diverse contexts of the operations of the Sahara



Group.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

RME Elements in Research

Lagos Business School incorporates responsible management education into its research endeavors through 2 different methods:

Required Research Reporting

Research Publications In Lagos Business School

Lagos Business School research on topics in responsible management and sustainability

Journal Articles

1. Alegre, I., Berbegal-Mirabel, J., & Martin-Sanchez, V. (February, 2024). The role of experience and diversity on research consortia' performance: An exploratory approach. *Small Business Economics*.
2. Ojadi, F., Iheanacho, N., Clinton, C., & Maiyaki, S. (April, 2024). Customer satisfaction survey of the Bus Rapid Transit (BRT) service in Lagos. *Journal of Economics and Allied Research*.
3. Yoo, J., & Ohu, E. (April, 2024). Virtual reality versus TV: Comparing empathy, engagement, enjoyment, and usage intentions. *International Journal of Technology, Knowledge and Society*.
4. Aribasala, T., Alakwe, K. O., & Ogbu, S. (May, 2024). Financial public relations as a tool for building brand equity in Nigeria's emerging markets: A study of Stanbic IBTC and Meristem. *International Journal of Business Marketing and Management*.
5. Ojadi, F., & Orji, I. J. (June, 2024). Redefining supply chain sustainability: Introducing the context of extreme weather events. *Business Process Management Journal*.
6. Omoregie, K., & Odofin, S. (June, 2024). Corporate performance in Nigeria: Insights from economic-specific shocks. *Journal of Economics, Management and Trade*.
7. Madichie, C., Nwogwugwu, U., Ngwu, F., & Maduka, O. (July, 2024). Estimation of disaggregated import demand functions for Nigeria. *CBN Journal of Applied Statistics*.
8. Amah, O., Kolo, V., Aigbona, C., Okoro, C., Baderinwa, R., & Akanji, M. (July, 2024). Empowering women domestic workers: Qualitative investigation on the impact of digital financial services on their economic empowerment in Nigeria. *South African Journal of Information Management*.
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13. Adewoye, D., Mendy, J., Smart, E., Mordi, C., Egwuonwu, A., & Otubanjo, O. (2023, November). Africapitalism: The marketisation of philanthrocapitalism and neoliberalism in African entrepreneurial philanthropy. *Marketing Theory*, 23(4), 321-338. <https://doi.org/10.1177/14705931221108765>
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15. Ohu, E., et al. (2023, November). Boundary management preferences from a gender and cross-cultural perspective. *Journal of Vocational Behavior*, 140, 103710. <https://doi.org/10.1016/j.jvb.2023.103710>
16. Iheanachor, N., & Ozegbe, A. (2023, November). Economic globalization and economic performance nexus: Does the moderating role of governance matter? *International Journal of Management, Economics and Social Sciences*, 12(2), 79-92. <https://doi.org/10.2139/ssrn.4052367>
17. Iheanachor, N., Climent, R., Berenguer, K. J. U., & Ozegbe, A. (2023, November). Cross-cultural training and expatriate adjustment: An assessment of expatriates on assignment in African countries. *Management Decision*, 61(11), 3014-3031. <https://doi.org/10.1108/MD-06-2023-0709>
18. Tomisin, A., Adeola, O., Mogaji, E., Nguyen, N., & Mogaji, S. (2023, December). Empowering women agriculture entrepreneurs: Banks' role in achieving sustainable development goals. *International Journal of Bank Marketing*, 41(6), 1053-1074. <https://doi.org/10.1108/IJBM-07-2022-0310>

Books and Book Chapters

1. Adeola, O. (Ed.). (2023). Casebook of Indigenous Business Practices in Africa: Apprenticeship, Craft, and Healthcare - Volume 1. Pan-Africa.
2. Adeola, O. (2023). Introduction: A casebook of indigenous business practices in Africa. In O. Adeola (Ed.), Casebook of Indigenous Business Practices in Africa: Apprenticeship, Craft, and Healthcare - Volume 1. Pan-Africa.

3. Ezekafor, P., Nwoye, U., Adeola, O., & Adisa, I. (2023). Case studies on business ethics and values: Insights from the Southeastern Igbo of Nigeria. In O. Adeola (Ed.), *Casebook of Indigenous Business Practices in Africa: Apprenticeship, Craft, and Healthcare - Volume 1. Nigeria*.
4. Adeola, O. (2023). Advancing indigenous knowledge and building sustainable business structures in Africa. In O. Adeola (Ed.), *Casebook of Indigenous Business Practices in Africa: Apprenticeship, Craft, and Healthcare - Volume 1. Pan-Africa*.
5. Adeola, O. (Ed.). (2023). *Casebook of Indigenous Business Practices in Africa: Trade, Production and Financial Services - Volume 2. Emerald Publishing*.
6. Adeola, O. (2023). Introduction to casebook on indigenous business practices in Africa – Volume II: Trade, production, and financial services. In O. Adeola (Ed.), *Casebook of Indigenous Business Practices in Africa: Trade, Production and Financial Services - Volume 2. Emerald Publishing*.
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10. Uzo, U., & Nwokporo, E. (2023). Talent management in retail: The story of Grocery Bazaar. In N. Belinda & D. Butler (Eds.), *African Stories: A Quick Guide to Managing People in Retail and Hospitality. Nigeria*.
11. Azinge, E. (2023). Promoting strategic management systems for sustainable business models: Ideas and guidance. In IGI Global.
12. Attoh, U., & Odeniran, A. (2023). An interunion dispute in the hotel industry in Nigeria. In N. Belinda & D. Butler (Eds.), *Managing People in Retail and Hospitality in Africa: A Practitioner's Guide. Nigeria*.
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30. Carrim, N., Kwesiga, E., Anibaba, Y., & Nkomo, S. (2024). Diversity ideologies and practices in Sub-Saharan Africa. In *Diversity ideologies and practices in Sub-Saharan Africa*. Pan-Africa.
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Cases

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2. 2. Uzo, U., Saha, A., & Jones, S. (2023). **Moniepoint: Building trust through routes to market in Africa**. The Case Centre.
3. Amah, O. (2024). *Wilson's Juice Company: Micro-franchising reimaged*. The Case Centre.
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7. Nwosu, B., & Esara, E. (2024). Hotel management agreements in Nigeria: The Melange Abuja. Emerald Publishing.
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Technical Notes

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Chapters

Sustainability Centre Insight Articles

- **Guaranteeing Sustainability and Resilience for Nonprofits:** Research on nonprofit organisations especially in Africa show that a number of factors stifle long-term success, slow down impact progress and increase extinction rates. Ideally, nonprofits exist to serve uniquely crafted purposes but some run out of their course without fully accomplishing their mission, others are around for the long term, but there is a high level of nonprofits going out of business in Africa . Be that as it may, many nonprofits mobilise different business models to execute their mission and vision which can lead to phenomenal success and impressive impact . Where a nonprofit will wind up and how it will, is dependent on factors related to the organisation's management of self-sustainability and resilience in a constantly changing operating environment. [Learn more here](#)
- **Sustainable Waste Management: Economic Spin-Offs of At-Source Waste Separation:** Scientists across the globe are raising alarm over the increased waste production in urban cities which is fueling climate change, and slowing speedy transition into the circular economy model. As currently practised in many cities across the globe, waste generated is unsegregated at source and this increases land, air, water pollution and ocean plastic accumulation, shrinks biodiversity and carbon sink, contaminates non-renewable resources, depletes the environment, spikes cost of waste management, and inflates the cost of waste processing, among others. This

has led to a call for a more efficient, sustainable, and cost-effective model of waste management across the value chain starting with at-source segregation of wastes.

[Learn more here...](#)

- **A Review of Corporate Sustainability Practice in Africa:** Corporate sustainability is a holistic approach to conducting business while achieving environmental, social, and economic (including financial) goals and managing 'footprint' to create more value for all stakeholders. In this insight series, LBSSC's team of experts and researchers explore the various ways businesses on the continent are embedding sustainability. Parts 1 and 2 take a deep dive into Creating Shared Value (CSV), a concept invented by Harvard professors Kramer and Porter and how it is currently practised using case studies of select organisations in Africa. [Read more here.](#)

Part 1 - The Competitive Advantage of the Creating Shared Value (CSV) Approach

Part 2 - Creating Shared Value (CSV) in Business Strategy and Execution

Dedicated Research Funding

Lagos Business School Responsibility Research Funding

Lagos Business School funded research projects

Lagos Business School (LBS) prioritizes research that enhances responsible management and social impact.

Chapters

Fairwork Nigeria Ratings 2022: Towards Equitable Work for all Platform Workers

The "Fairwork Nigeria Ratings 2022: Towards Equitable Work for All Platform Workers" report, authored by Olayinka David-West, Kemi Ogunyemi, and colleagues, provides an in-depth analysis of the gig economy in Nigeria. Published by Fairwork, Oxford, this industry report evaluates the working conditions of platform workers, focusing on the principles of fairness and equity.

The study highlights key areas for improvement in the treatment of gig workers, offering valuable insights and recommendations to enhance their working conditions and ensure fair practices within the sector. This research underscores the importance of equitable work environments and contributes to the broader dialogue on improving labor standards in the gig economy.

Impact of Digital Financial Services (DFS) on Women's Economic Empowerment in Nigeria

The research report, "A Qualitative Investigation on the Impact of Digital Financial Services (DFS) on Women's Economic Empowerment in Nigeria," authored by Dr. Amah and Chinedu Okoro, explores how DFS influences the economic empowerment of women domestic workers in Nigeria.

Sponsored by the BRAC Institute, this comprehensive study highlights the current challenges faced by these workers and how DFS can address these issues. The findings underscore the importance of promoting and protecting women's rights and improving their working conditions in Lagos through effective use of digital financial tools. [View LinkedIn post.](#)

CAPSI- WITS-MASTERCARD FOUNDATION PROJECT

Contribution (s) of the Non-Profit Sector to African Economies with specific focus on the creation of dignified and fulfilling work for young people in Africa.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

Partnership Approaches for RME

Lagos Business School partners with external stakeholders to advance responsible management education through 2 different approaches:

Knowledge Translation and Dissemination

Lagos Business School Partnership Engagements

Inform readers about Lagos Business School partnerships that focus on informing.

Business Schools for Climate Leadership (BS4CL) Africa

The Business Schools for Climate Leadership Africa (BS4CL Africa) comprising Lagos Business School, Pan-Atlantic University, American University in Cairo School of Business, Strathmore University, ESCA School of Management, Gordon Institute of Business Science (GIBS), and Stellenbosch University. Through this partner platform we are glad to contribute to contextually relevant knowledge creation and dissemination on the crucial topic of climate change and Africa's resilience in the face of economic opportunities and challenges it presents.

The Global Chief Executive Officer Africa (GCEO-A) Programme, is an intensive leadership development programme jointly delivered by [Strathmore Business School \(SBS\)](#), [Yale School of Management](#) and [Lagos Business School, Pan-Atlantic University](#). The 3-module programme is designed for c-suite executives and organisational leaders, helping them navigate the challenges of operating in emerging markets. It focuses on global strategy, leadership, and innovation while offering insights into managing organisations and leading people across diverse markets and cultures.

Sustainable and Inclusive Digital Financial Services Project

Through its Sustainable and Inclusive Digital Financial Services initiative @sustainable_dfs, Lagos Business School is pleased to be catalysing financial inclusion through research and advocacy. The project is unique in its impact supporting Nigeria's financial inclusion efforts by operationalising the Aso Accord on Economic and Financial Inclusion. Led by the Associate Dean, Professor Olayinka David-West, SIDFS' involvement includes the development of a governance and operating model for coordinating financial inclusion efforts in the country, aligning the mandates, obligations, and responsibilities of the various regulators, operators, and implementing partners.



SIDFS recently wrapped up the 3rd Cohort of Product Innovation Lab ! At the Product Innovation Lab we teach Product designers how to build financial products with a strong focus on using the Human Centred Design approach to cater to the needs of the underserved and unbanked. The program brought together leading financial service providers to collaborate and innovate, pushing the boundaries of what's possible in the industry.



LBS Sustainability Centre - Specialised Capacity Building Programmes

The Lagos Business School Sustainability Centre (LBSSC), a globally celebrated leading knowledge hub worked with several partners to design and deliver engagements and programmes that connect the theory and practice of sustainability. These partnerships have helped to accelerate the advancement of the sustainability practice ecosystem in Nigeria and on the continent as a whole. In 2023 alone these partnerships saw the Centre reach over three thousand individuals with direct participation from over fifty (50) countries across the globe. The Centre partners include Ford Foundation West Africa, Aspire Coronation Trust (ACT) Foundation and Access Corporation, Global Reporting Initiative (GRI) Africa, Shared Value Africa Initiative, Nestle Nigeria PLC, IHS Towers Nigeria Ltd, Tolaram Group, Lagos Free Zone, Sahara Group, Circular Economy Innovation Partnership (CEIP), World Economic Forum Global Plastic Action Partnership (GPAP), Africa Business Coalition for Healthcare and many more. The Centre partnerships outcomes include :

Nonprofit Leadership and Management Programme (NPLM) Youth Academy Programme

which is supported by the Ford Foundation. NPLM provides a deep understanding of nonprofit leadership, including how to define strong mission statements, manage operational and financial controls, improve organisational capacity, strengthen fundraising and revenue-generation efforts, marketing, volunteer management, governance and sustainability. NPLM participants develop leadership abilities required to advance their nonprofit organisations and establish new relationships, groups, and networks in the nonprofit ecosystem.



Leadership Programme for Sustainable Waste Management is a capacity-building programme that advances leadership development and trains young leaders on innovative and sustainable methods of waste collection, removal, processing, recycling and disposal. The certificate programme is also geared towards providing technical advice, business skills training, deepening the understanding of sustainability concepts. In all, the programme is geared towards improving the operational and financial viability of waste management businesses. This programme is supported by the Aspire Coronation Trust (ACT) Foundation.



Sustainability Law Review Forum

The Sustainability Law Review Forum by the American Business Council Nigeria and the Lagos Business School Sustainability Centre hosted stakeholders from the legal practice, government, companies in the energy sector, civil society, and academia. The forum explored and shared documentation and research about the Pathway to Implementation for a Successful Energy Transition in Nigeria.



LBS Breakfast Meeting on Sustainable Healthcare

The Lagos Business School Special Breakfast Club partnered with the African Business Coalition for Health (ABC Health) with support from the LBS Sustainability Centre, successfully hosted members of the organised private sector on November 1, 2023 as part of its monthly breakfast session series, which focuses on critical sectors of the economy. The breakfast meeting-themed 'New Opportunities in Sustainable Health Investments' focused on the healthcare sector and the abundant opportunities that abound in that space for long-term investments.



CEO Connect Forum Nigeria on Creating Shared Value Approach to Sustainability

On June 26, 2024, Lagos Business School and partners hosted the CEO Connect Forum Nigeria which also doubled as the official launch of Shared Value Nigeria held at The Wheatbaker Hotel Ikoyi. The forum was co-hosted by Shared Value Africa, the LBS Sustainability Centre and ZER Consulting Africa. The event was convening to promote the Creating Shared Value (CSV) approach to sustainability among CEOs and business leaders in Nigeria.



Innocent Chukwuma Social Impact Youth Fellowship and Youth Conference

The ICSI Youth Fellowship is a 6 Months fellowship programme for young social impact champions. The fellowship is supported by Ford Foundation and the 2023 Cohort of the Innocent Chukwuma Social Impact Youth Fellowship Programme commenced in the month of June. This year, we had Nineteen (19) youth fellows. The fellowship equipped the youth fellows with the necessary knowledge and skills to deal strategically with complex challenges and opportunities in their careers, organisations and communities. The fellowship also initiates and hosts the Social Impact Youth Conference. In 2023 this was themed 'Diversity and Inclusion: Advancing Social Impact in Nigeria', held on Saturday, September 9th, 2023, at the Lagos Business School. It was a convening of social sector practitioners, thought leaders, and change-makers passionate about making a positive difference in society. The event was organised by the [2023 Fellowship Cohort of the ICSI Fellowship](#).



Collaborative Problem Solving

LBS partnering activities that involve problem-solving

Highlights of problem-solving partner engagements at LBS

Lagos Business School has a strategic focus on using responsible management education to address and include outcomes on social and institutional problems in Africa. Beyond the classroom and traditional research, LBS contributions through partnerships cut across a number of sustainable development issues on the continent.

SIDFS Collaboration with Federal Government of Nigeria. LBS SIDFS is proud to be at the forefront of Nigeria's journey toward comprehensive economic and financial inclusion, evidenced by the federal government's recent initiative. Vice President Kashim Shettima has launched a groundbreaking operating model aimed at transforming Nigeria into a \$1 trillion economy by 2030, demonstrating the administration's commitment to uplifting underserved communities and promoting sustainable growth.



During the kick-off meeting, Vice President Shettima highlighted the administration's dedication to providing access to capital and eradicating poverty through strategic legislative interventions and policies. This aligns perfectly with our mission at SIDFS, Lagos Business School, to drive economic development and innovation. We are honored to collaborate with the federal government, particularly through funding support from The Gates Foundation, to operationalize the Aso Accord on Economic and Financial Inclusion. Our Program Lead, Prof. Olayinka David-West, praised the administration's proactive stance on financial inclusion. Our involvement includes capacity-building initiatives and high-profile training for key government officials to enhance practical knowledge on financial inclusion.

Sustainable and Inclusive Digital Financial Services (SIDFS)'s Product Innovation Lab brings Financial Service Providers(FSPs) together for collaborative sessions focused on identifying key trends, tackling challenges, and sharing practical solutions to enhance Human Centred Design (HCD) in product development. The lab focuses on questions like how do you drive innovation and transformation in innovation? Are people at the center of your designs?



LBSSC Hosts National Plastic Action Partnership (NIGERIA NPAP)

The Global Plastic Action Partnership (GPAP), hosted at the World Economic Forum, collaborated with the Nigeria Federal Ministry of Environment to launch the Nigeria National Plastic Action Partnership (NPAP). The Lagos Business School Sustainability Centre (LBSSC) is the host organisation for the Nigeria NPAP Secretariat. Nigeria's NPAP is a locally led platform that will shape a more sustainable and inclusive country through the eradication of plastic pollution. Through multi-stakeholder activities designed for all, the Nigeria NPAP will bring public, private and civil society leaders together to develop joint solutions to the plastic pollution crisis, both nationally and globally. The Nigeria National Plastic Action Plan (NPAP) Launch officially in Abuja, Nigeria on Thursday, May 18, 2023. NPAP Task Force were also inaugurated in Lagos and Abuja focused on (1) Policy, (2) Behavioural Change, and (3) Innovation Solutions to curb plastic waste pollution.





Practice

We adopt responsible and accountable management principles in our own governance and operations.

RME Policy Implementation

Lagos Business School has implemented 1 policy to support its commitment to responsible management education:

No, but RME is stimulated organically rather than through policies (a narrative explaining why will be prompted with this option)

Ethics-Focused Culture and Integrated Approach to Sustainability and Social Responsibility

LBS began and remains focused on ethics and this takes several expressions in implementation - programme content and courses, learning experience and case studies, Sustainability and Social Responsibility initiatives on campus and by Centres.

The school is also developing a school-wide sustainability and social responsibility policy which puts the culture and activities in a codified document for reference and guidance.

Lagos Business School's responsible management practices are driven by the organic culture and mission-focused nature of the institution. The school is also developing a school-wide sustainability and social responsibility policy which will put the culture and activities in a codified document for reference and guidance.

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Ethics Foundation

LBS has ethics as a foundational concept for all teaching, sustainability is also a core pillar in the school's strategy and takes expression in the implementation of sustainability (ESG) outcomes related to different aspects of the school's operations. Beyond degree programmes, ethics content is also a requirement in all short/certificate courses, seminars and executive programmes (i.e. Ethics content is compulsory in programme design and Expressions of Interest (EOI).

Activities and Processes

LBS Faculty, Centres and Initiatives lead projects, programmes and research initiatives focused on several thematic areas related to sustainability, ethics and social development priorities as outlined in the UN Sustainable Development Goals and Africa Agenda 2063 Goals. These activities also involve a strong connection to the industry with external guests and experts presenting lectures and seminars, advising students and collaborating with faculty. Activities range from industry reports to stakeholder forums like conferences, symposiums, fairs, and webinars.

The school utilise technology and support services like recycling to advance the sustainable use of resources and reduction of waste in the campus operations. The maintenance unit manages this in line with the school's ISO 19001 quality management system. Progress and performance is monitored by the LBS management board.

Institutional Aspiration Targets

Lagos Business School has set aspiration targets in 3 different areas:

- ❖ Building and Real Estate Targets
- ❖ Internal Transportation Targets
- ❖ Student EDI Targets



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.



Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, Lagos Business School operates with the following approach:

Full Transparency Disclosure

Web-Accessible Report about LBS Sustainability Centre

The adoption of responsible business conduct by the business community in Africa remains at the core of what we do at the Lagos Business School and the LBS Sustainability Centre. This annual report for 2023 shares our activities in the Decade of Action to achieve the Sustainable Development Goals (SDGs), we are even more poised to promote social justice, environmental stewardship and economic viability. In the course of the year, climate-related crisis has battered several lands across the continent, disrupting supply chains, displacing millions and causing knock-on effects on poverty rates. As a result, the necessity for synergies and stronger partnerships have never been more expedient to realise our aspirations for a more inclusive, prosperous and resilient Africa. We are especially grateful for your partnership and support in 2023, and it is our pleasure to convey a comprehensive account of our impactful initiatives in 2023. The reports are accessible at <https://lbssustainabilitycentre.edu.ng/publications-resources-and-reports/>

Author

Lagos Business School

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LBSSC Website

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Report

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90 Pages

[Supporting Links](#)

LBS Sustainability Centre Annual Reports
Links

View document  Download document 

Reports from Pan Atlantic University and LBS Centres and Initiatives

Provide readers with information on activities of LBS and LBSSC

In line with the Principles for Responsible Management Education (PRME), our commitment to the "Share" principle underscores the importance of transparency and collaboration. By openly sharing our progress, challenges, and plans, we engage with our stakeholders and contribute to the advancement of responsible management in our home country Nigeria and across the globe. The following sections outline our reports, communiqués, and reflections on engagement and activities carried out by LBS centres and initiatives a priority in our stakeholder's engagement, accountability and continuous improvement.

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Consolidated Annual Report of the Pan-Atlantic University

The consolidated report shares the progress of all the schools of the university. Lagos Business School's details are available on [pages 34 -51](#). The business school's effort and impact has been recognised by several world-class accreditations, rankings and besides the quality bar set at world standards, LBS programmes also stand out because of the emphasis on professional ethics and service to the community.

Reports by LBS Centres and Initiatives

In

keeping

with

the mission of LBS and the impact purpose of the school's centres and initiatives, the engagements and progress of these interventions are periodically reported at project, programmes and initiative activity and impact levels. Some of these sharing include:

Annual Reports -

[LBS Sustainability Centre Annual Reports 2022](#)

[LBS Sustainability Centre Annual Report 2023](#)

Email Campaigns

[End-of-Year Summary Email Campaigns](#)

[CKCRLE Leadership and Ethics Digest](#)

Communiques and Newsletters

[Leading Change for Sustainability and Circularity in Facilities Management](#)

[Climate Change Implications for Food and Nutrition Outcomes: The Role of the Media](#)

[Chief Executive Forum on Sustainability Business](#)

[The Leadership Imperative for Sustainable Development](#)

Parent Institution Report on Website about School's performance

LBS Section of the Consolidated Annual Report of the Pan Atlantic University accessible at
<https://pau.edu.ng/annual-reports/>

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[Supporting Links](#)

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