

PRiME

an initiative of the
United Nations Global Compact



Sharing Information on Progress 2026

Lagos Business School

September 2026

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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.





Getting Started

This section provides foundational information about Lagos Business School, including key details and basic institutional data.

Mission

Lagos Business School is a community of people committed to creating and transmitting management and business knowledge based on a Christian conception of the human person and of economic activity relevant to Nigeria and Africa at large. We strive to be a world-class business school which will have a significant impact on the practice of management.

Vision

Developing responsible leaders to inspire Africa's growth

Strategy

STRATEGY

The LBS 2027 to 2031 Strategy Document is work in progress and will be shared in next year's report

Strategy Alignment

STRATEGY ALIGNMENT

Lagos Business School's approach to sustainability is to build on its strengths and history as a leading and reputed business school in Africa. We embrace and demonstrate an expanded definition/vision of sustainability that pursues the improvement of the human condition and the advancement of responsible management education. This will be achieved through respect for all members of the community, social justice, diversity and inclusion, work-life balance, workplace and campus safety, and wellness. LBS's strategic priorities directly align with advancing sustainable development, the common good for society and quality education. Through curricula, research, and partnerships engagements that emphasis ethical leadership, responsible management and sustainability. The various programmes and activities at the school also advance the UN Sustainable Development Goals (SDGs), Africa Agenda 2063 Goals and Responsible Business and Management. Specifically, our efforts are strongly aligned with:

SDG 2 (Zero Hunger) & Africa Agenda 2063 Goal 3 (Healthy and Well-nourished Citizens) and Goal 5 (Modern Agriculture for Increased Productivity and Production): Lagos Business School contributes to food security and agricultural transformation through its Agribusiness Management Programme(AgMP) and the Nigeria Cassava Investment Accelerator (NCIA). The NCIA, a strategic initiative hosted at LBS, is designed to catalyse investments in Nigeria's cassava value chain;

accelerating industrialisation, improving productivity, and strengthening rural economies. The AgMP at LBS equips agribusiness managers, financial sector leaders, investors, policymakers, farmers, value-chain actors, and agri-tech innovators and value-chain stakeholders with the strategic, technical and leadership skills to accelerate value-added agriculture, promote inclusive growth and advance sustainable food systems in Africa.

SDG 4 (Quality Education) and Africa Agenda Goal 2 (Well Educated Citizens and Skills revolution underpinned by Science, Technology and Innovation): By providing world-class, accessible management education tailored to African contexts, LBS retains top human capital within Nigeria and Africa, attracting international talent and diaspora professionals back to the continent. LBS develops responsible managers and leaders who shape public policy, build high-level businesses, and contribute to ecosystem innovation with locally relevant frameworks impacting SMEs and multiple stakeholders.

SDG 8 (Decent Work & Economic Growth) and Africa Agenda Goal 4 (Transformed Economies): By equipping leaders and entrepreneurs to foster inclusive and sustainable business practices through all degree and executive programmes. Additionally we advance the development outcomes through the Bank of Industry-Business Innovation Accelerator, the LBS Retail Academy, and the LBS HR Academy. Additionally, the Sustainable and Inclusive Digital Financial Services (SIDFS) initiative champions financial inclusion and digital transformation for underserved populations. Through research, advocacy, policymaker capacity building, and industry collaboration, SIDFS strengthens the ecosystem for inclusive finance. Its Product Innovation Lab supports the creation of financial solutions for the unbanked, while its Community of Practice promotes knowledge exchange and best practices across stakeholders.

SDG 13 (Climate Action) and Africa Agenda Goal 7 (Environmentally sustainable and climate resilient economies and communities): Through the LBS Sustainability Centre, we are combining theory and practice on sustainability, building leadership skills and supporting constructive dialogue and collaboration between business, government, civil society and academics to find solutions to critical sustainability challenges through business. Additionally, through our membership of the Business Schools for Climate Leadership (BS4CL) Africa initiative, we engage faculty and institutions across Africa to embed climate change responses and sustainable business practices into curricula, research, and outreach. BS4CL strengthens our collective capacity to drive climate action through management education and foster resilient, low-carbon economies.

As part of this commitment, Lagos Business School has actively contributed to knowledge-sharing and dialogue through collaborative engagements, including a webinar series delivered in partnership with BS4CL Africa and PRME. These sessions convened academics, practitioners, and policy stakeholders to explore themes around climate-related risks, sustainability strategy, and the role of business education in driving climate transition.

Through its involvement in BS4CL Africa, Lagos Business School contributes to a growing ecosystem of institutions working to embed climate considerations into curriculum design, executive education, and research. This collaboration strengthens the School's role in advancing climate-conscious leadership and supporting organisations in navigating the transition to more sustainable and resilient business models.

SDG 17 (Partnership for the Goals) and Africa Agenda Goal 19 (Africa as a Major Partner in Global Affairs and Peaceful Co-existence): Through our local and global partnerships, we mobilise the critical resources, knowledge and action needed to make progress across the SDGs. Some partnerships at LBS include: Our Sustainable and Inclusive Digital Financial Services Initiative (SIDFS), which partners with the Gates Foundation to drive financial inclusion for underserved populations in Nigeria. Our LBS Sustainability Centre- partners with Nestle Nigeria PLC to deliver the Advancing Nutrition, Health and Environmental Awareness programme for media professionals in Nigeria, the Centre also partners with Ford Foundation to elevate the competencies of nonprofit professionals to deepen social impact and drive socio-economic development in Nigeria. Our LBS Business Innovation Accelerator (BIA) partners with the Bank of Industry (BOI) to equip SMEs with the skills, support and structure they need to grow their businesses.

SDG 2 (Zero Hunger), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure) and Africa Agenda 2063 Goal 3 (Healthy and Well-nourished Citizens) and Goal 5 (Modern Agriculture for Increased Productivity and Production): The Nigeria Agri-Business Data & Investment Hub, established in partnership with Augmentum Advisory, seeks to transform Nigeria's agricultural sector by developing a trusted, AI-ready data infrastructure that supports evidence-based policymaking, improves investment decision-making, and strengthens collaboration across the agricultural value chain. By addressing data fragmentation and enabling more efficient agricultural financing and productivity, the Hub contributes to sustainable food systems, agricultural transformation, rural economic development, and increased private sector investment.

SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities) and SDG 16 (Peace, Justice and Strong Institutions), alongside Africa Agenda 2063 Goal 17 (Full Gender Equality in All Spheres of Life) and Goal 11 (Democratic Values, Practices, Universal Principles of Human Rights, Justice and the Rule of Law): The Engendering the Nigerian Financial Services Ecosystem (ENFSE) initiative advances institutional reform by promoting gender-inclusive leadership and governance across Nigeria's commercial banking sector. Through engagement with financial institutions, regulators, professional associations, and development partners, the programme strengthens organisational policies, leadership pipelines, and accountability mechanisms to foster more equitable, resilient, and inclusive financial institutions.

SDG 4 (Quality Education), SDG 9 (Industry, Innovation and Infrastructure), SDG 17 (Partnerships for the Goals) and Africa Agenda 2063 Goal 1 (A High Standard of Living, Quality of Life and Well-being for All Citizens) and Goal 6 (Blue/Ocean Economy for Accelerated Economic Growth): The Nigeria AI Scaling Hub (NAISH), hosted by Lagos Business School with support from the Gates Foundation, is accelerating the responsible adoption of artificial intelligence for sustainable development. By strengthening Nigeria's AI ecosystem through improved infrastructure, talent development, and policy support, the Hub enables the scaling of innovative solutions in priority sectors, including healthcare and education, while supporting the implementation of Nigeria's National AI Strategy.



Institutional History

Institutional History

Lagos Business School (LBS), the graduate business school of Pan-Atlantic University, was established in 1991 with the vision of providing world-class management education relevant to the African context. From inception, LBS has emphasised ethics, professionalism, and service to society, principles that continue to define its unique identity.

Key milestones in LBS's journey towards the adoption of Responsible Management Education (RME) include:

1991 – Establishment: LBS was founded with a strong ethical orientation, embedding values of integrity, professionalism, and social responsibility into all programmes.

2002 – Pan-Atlantic University Integration: LBS became the graduate business school of Pan-Atlantic University, reinforcing its commitment to academic excellence and values-driven education.

2007 – Global Recognition: LBS became the first business school in West, East, and Central Africa to be listed in the Financial Times Executive Education ranking, positioning it among the leading institutions globally.

2010 – PRME Signatory: LBS joined the Principles for Responsible Management Education (PRME) initiative, formalising its long-standing commitment to advancing sustainable development and responsible leadership in Africa.

2016 – Champion Role: LBS was selected as a PRME Champion School, highlighting its leadership in embedding sustainability and ethics in management education across Africa.

2017 – SDG Integration: The School began explicitly aligning teaching, research, and outreach with the UN Sustainable Development Goals (SDGs), producing research, cases, and capacity-building programmes on sustainability, social impact, and inclusive growth.

2020 – Digital and Sustainability Expansion: LBS expanded its portfolio of executive education to include sustainability leadership, responsible business, and digital transformation in Africa.

2021 onwards – Thought Leadership in RME: Faculty research, case studies, and collaborations increasingly emphasised sustainability, ethics, and governance, positioning LBS as a thought leader in responsible management in Africa and Global emerging markets.

Over the years, our leadership and faculty members have played pivotal roles in embedding UNPRME, ethics and sustainability at the heart of LBS's mission.

Today, LBS continues to shape Africa's management practice by integrating responsibility, sustainability, and ethics into its curriculum, research, partnerships, and institutional culture; fully aligned with the Principles of PRME.

Graduates & Enrollment

2025 Statistics	Number
Graduates	140
Faculty & Staff at the University	474
Faculty & Staff at the Institution	373
Student Enrollment at the University	928
Student Enrollment at the Institution	663
Masters-Level Postgraduate Attendance	620
Doctoral Student Attendance	43
Certificate, Professional Development, or Continuing Education Attendance	2,092

Degrees Offered

Masters Programs

 Master of Business Administration (M.B.A.)

Doctoral Programs

 Doctor of Business Administration (D.B.A.)



Purpose

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

Letter of Commitment



Renewal of Commitment to the UN Principles of Responsible Management Education

Dear PRME Secretariat,

At LBS we remain committed to transforming lives, leadership and society through academia. This has been the goal of our programmes, partnerships and pivotal industry and scholarly engagements, which advance responsible management practices in alignment with the PRME principles.

Over the past year, LBS has hit some impact milestones. Our Doctor of Business Administration (DBA) programme has been granted full accreditation for five years by the National Universities Commission (NUC), Nigeria's federal agency responsible for regulating university education and ensuring quality within the Nigerian university system.

In the Financial Times Executive Education Rankings 2026, Lagos Business School (LBS) ranked 43rd globally in Custom Executive Education and 58th globally in Open-Enrolment Executive Education. The School was also ranked 1st in Africa for Custom Executive Education programmes and was the second-highest-performing Africa-based business school in the Open-Enrolment category, reinforcing its position as a leading provider of executive education on the continent. The 2026 rankings assessed 100 institutions worldwide in Custom Executive Education and 90 institutions in Open-Enrolment Executive Education. LBS was placed in the Tier II category for Custom Programmes, reflecting strong international performance and competitiveness, and in the Tier III category for Open-Enrolment Programmes.

In addition, we continue to hold our triple accreditation (AACSB, AMBA, AABS), a distinction shared by fewer than 5% of business schools worldwide. These recognitions affirm our position as one of Africa's premier business schools with strong global relevance. This year, in June 2026, further to our quest to drive digital solutions for sustainable development, we launched the [Nigeria AI Scaling Hub \(NAISH\)](#) in partnership with the Federal Ministry of Communications, Innovation and Digital Economy and the Gates Foundation to coordinate the scaling of mature Artificial Intelligence (AI) solutions in the country, with Lagos Business School serving as the host secretariat.

Not resting on our oars, our faculty, centres and scholars continue to generate insightful knowledge and research publications, spanning several key business subject matter areas. In May, 2026, our faculty, [Prof Bongo Adi's case titled "BudgIT: the dilemma of the Anti-Corruption Crusade" won 1st place at the Africa Case Conference](#) organised by Africa Case Lab at ESCA École de Management in Casablanca, Morocco. With 75 scholarly outputs and counting within the reporting year September 2025 to August 2026, our research output continues to help businesses, communities and decision-makers close the knowledge gaps needed to make advancements and impact across sectors in Nigeria and Sub-Saharan Africa.

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Institutionally, we do not take our values lightly, and our monthly Beliefs & Values Day remains vital to re-echoing and strengthening this glue which binds our community together. LBS' values conveyed as 'CRISP'—Community, Respect, Integrity, Spirit of Service, and Professionalism—continue to tailor the mindset and actions of our faculty, staff, students, and alumni, preparing them to become the new generation of leaders influencing - through management knowledge generation and dissemination - a new trajectory for the Africa We Want.

As we continue to contribute to Africa's unfolding transformation story, by ingraining values and service to humanity even through business and enterprise in our students and alumni, we remain committed to strengthening partnerships and engagements that address the continent's social, economic and institutional challenges. As a signatory to the PRME since 2011, Lagos Business School remains committed to driving the adoption of ethical values, responsible leadership and sustainability principles through management education.

Our North star remains our goal of developing responsible leaders who will drive Africa's development. Against this backdrop, we are glad to share our progress, challenges, and learnings with the wider PRME community through this report.

I would like to thank our staff (faculty and professional staff), students, executive participants, alumni, partners, and the wider Pan-Atlantic University community for their unwavering commitment and support. We will continue to cultivate responsible leaders who drive lasting prosperity, inclusion, and resilience across Africa.



Professor Olayinka David-West
Professor of Information Systems and Dean

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Definition of Purpose

At Lagos Business School, Purpose means advancing responsible management education that fosters ethical leadership and educating managers who will have significant positive impact on society. It reflects our mission to build leaders who create value through business and for society, while addressing Africa's challenges and contributing to the global common good.

Institutional Engagement

76% - 100% of faculty at Lagos Business School actively contribute to our work with PRME, advancing responsible management education, or addressing sustainable development challenges through their work.



Values

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



How We Define Values

As a management development institution, we hold a position of trust and confidence with an ever-increasing number of participants, corporate clients and partners. There are core values we hold in the highest regard to ensure that we are worthy of our stakeholders' good faith. Our Values are expressed through CRISP – Community, mutual Respect, Integrity, Spirit of Service, and Professionalism. These principles guide our teaching, research, and daily interactions, ensuring that we develop leaders who combine business excellence with ethical responsibility, and are poised for social impact, and sustainable development.

Who Champions Responsible Management Education at Our Institution

- ❖ Interdisciplinary efforts across business school
- ❖ Disciplinary efforts within business school
- ❖ Research or issue group, society, or club leading sustainability efforts
- ❖ Senior leadership office
- ❖ Student contributor

Student Voices

The following narratives demonstrate how Lagos Business School has influenced students' academic journey and personal growth.

Student Voices - MBA Student

My MBA journey at Lagos Business School (LBS) has been a truly transformative experience for me. As a financial reporting expert with close to a decade's experience in the energy industry, one of my core motivations for enrolling in an MBA program was to hone my strategic decision-making skills and be able to offer valuable insights to my stakeholders. I can boldly say that I have achieved this goal and more.

Beyond building a generation of strategic business leaders, LBS emphasizes ethics as a strong foundation for long-term viability and sustainability whether as a career-oriented individual or as an entrepreneur. Ethics was embedded into every core course, which made me internalize ethics as a key consideration for any decision to be made.

I particularly appreciate that LBS is intentional about building responsible leaders who not only care about their impact on their work and society but also recognise the importance of strong family relationships. The Family Day event was a very memorable one, which ingrains the fact that charity must indeed begin at home. Responsibility first to self, family, work and society have now become a part of my personal ethos and one that I will always appreciate Lagos Business School for.

– Ifesanmi Tolu-Alao, MBA Student, Lagos Business School

Student Voice – Executive MBA Participant

My MBA studies at Lagos Business School have been a defining professional journey, reshaping my view of leadership and entrepreneurship from a purely commercial lens to one grounded in ethics, stewardship and sustainable value creation. Through Responsible Management Education (RME) principles, I now approach strategy, finance and enterprise with sharper questions: who is affected, what harm is prevented, and what lasting value is created. These principles now guide my decisions at the workplace and in my family business, where I balance financial returns with social and environmental responsibility.

I am currently undertaking my Personal Social Project, titled “Save the Need”, it’s envisioned on the sustainability concept. This project has further strengthened my mindset on the principles of RME. It has helped me connect purpose with commercial structure by addressing a real problem, building a viable business model, and driving impact into the enterprise while aligning with UN sustainable Development Goals (SDGs).

Overall, the LBS MBA Programme, which is embedded with RME principles, has deepened my capacity to lead with purpose, discipline, and responsibility. It has not only strengthened my academic work but also redefined what sound leadership means: creating value for people, the planet and the enterprise.



Student Voice – DBA/Doctoral Researcher

My business education journey began at Lagos Business School, where I first learned about ethics, taking CEP 1 in 1992 while still building Chams. Many years later, I am back at LBS for my DBA with more than four decades of successes and failures, risks and recoveries, mistakes and lessons. LBS DBA 2025 has now given new meaning to these experiences.

My ethics education at LBS challenged me to move from asking 'What works?' To the larger question of 'What is right? What is sustainable? Who benefits, and who bears the cost?' My DBA has deepened this inquiry. I no longer focus on individual leaders. I am learning to look beyond them and to build institutions that outlive them. It takes more than good intentions. Leadership requires values that become governance structures, transparent processes, accountability mechanisms and systems that

will outlast their founders. I now understand what I used to call giving back as teaching young people the value of character, responsibility and commitment to community before they become tomorrow's managers, entrepreneurs and institutional leaders. LBS taught me to ask critical questions. Now I can say responsible management is personal. Building institutions that not only succeed in our lifetime, but which endure and retain their ethical values and sustainability is worthy of being handed down.

– Demola Aladekomo, DBA Candidate, Lagos Business School



Student Awareness

51% - 75% of students at Lagos Business School are aware that we are a PRME Signatory Member.

Student Engagement

51% - 75% of students at Lagos Business School actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.

Values Voices

Values Voices

As an industry partner of Lagos Business School, I have witnessed firsthand how the School's commitment to values translates into action. Collaborating on executive education and sustainability initiatives, we have seen how LBS consistently emphasises integrity, inclusivity, and social responsibility. These values not only shape the leaders they train but also influence the organisations and communities they serve. Partnering with LBS assures us that we are working with an institution deeply committed to advancing responsible business and societal impact.

— Tiekie Barnard, CEO, Shared Value Africa



Values Voices

At Lagos Business School, values are a lived reality for everyone in our community; faculty, staff, alumni, and partners. As faculty, I find that our classrooms are not only spaces for management education but also for shaping ethical leaders who contribute to impacting their organisations and communities. Every lecture, case study, and discussion reinforces that business success must be grounded in responsibility and service to society.

— Dr Arinze Nwokolo, Faculty Member, Lagos Business School



Values Voices

As a member of staff, I appreciate the School's monthly Beliefs and Values Day, where we pause to reflect on the principles that guide our work and hold the fabric of our academic community together. These monthly sessions remind us that our roles go beyond administration — we are custodians of LBS's identity as a values-driven institution.

— Greg Asiegbu, Manager, Business Innovation Accelerator, Lagos Business School



Values Voices

My time at LBS informed my entrepreneurial mindset and my pivot from career to entrepreneurship. It broadened my perspective on how I approach business, understand leadership and discharge responsibility. The LBS values of integrity, professionalism, service, and community continue to guide how I lead and inform the impact I seek to create within my organisation and society.

Celebrating Values

The following demonstrates a way in which our institution celebrates values in various specializations.

Celebrating Values

At Lagos Business School, CRISP — Community, mutual Respect, Integrity, Spirit of Service, and Professionalism embodies our values. These values are non-negotiable as conveyed in our mission and exemplified in our academic, culture, and institutional community life.

Community: We foster a sense of belonging, collaboration, and support within our organisation and the communities we serve.

Mutual Respect: We treat every individual with dignity, fairness, empathy, value diversity, and maintain a positive work environment.

Integrity: We are honest, ethical, and accountable in all our actions and decisions.

Spirit of Service: We are happy to go above and beyond to meet the needs of our customers, clients, and stakeholders.

Professionalism: We maintain high standards of conduct, competence, and ethical behaviour in our work.

These values remain our ethos and guiding compass to shaping leaders who deliver professional excellence with ethical responsibility and societal impact.

—Samuel Ashimolowo, Human Resource Manager, LBS





Teach

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



How We Define Teach

At Lagos Business School, Teach means equipping students and executives with knowledge, skills, and values that integrate ethics, sustainability, and responsible leadership into management and how business is run. Through case study method, experiential learning, and tech-supported instruction models we prepare leaders who can innovate responsibly, address Africa's challenges, and contribute to global sustainable development.

Courses that support RME

Lagos Business School reports 1 course in 2025 that support responsible management education and sustainable development goals.

Business Ethics | MBA 812

The Business Ethics and Corporate Responsibility course prepares MBA students to lead with integrity in complex, dynamic business environments. Built on the humanistic management tradition of Lagos Business School, this course posits that business is primarily a human endeavor intended to serve the common good while creating long-term economic value.

Students examine the ethical, legal, and social dimensions of managerial decision-making, exploring how personal values, corporate culture, and institutional pressures intersect. Designed specifically for future business leaders operating in emerging markets, the course equips participants with practical analytical frameworks to resolve ethical dilemmas, foster governance, and drive sustainable growth.

1. **Managerial Outlook:** Our students develop a broader approach to business decision-making. They learn to give due weight to long-term sustainability, stakeholder trust, and responsible value creation, rather than focusing on short-term returns alone.
2. **Crisis Preparedness:** We build the confidence and judgement students need to navigate ethical dilemmas, governance challenges, and reputation-sensitive situations under pressure. Graduates are equipped to respond decisively and responsibly when the stakes are high.
3. **Career Trajectory:** Our graduates are better prepared for senior leadership, governance, compliance, and board-level responsibilities, where effective oversight and accountability are critical.
4. **Societal Footprint:** We enable students to apply their business knowledge to ventures and initiatives that respond to socio-economic challenges and contribute to sustainable development across Africa.



Teaching Awards

In 2025, 3 awards were given to faculty and educators at Lagos Business School.

Best Research Paper in its track

Granter: 62nd MBAA International Conference in Chicago

Grantee: Professor Louis Nzegwu, Oyetola Grace, and Ezeala Obinna

Award Description:

Lagos Business School, Pan-Atlantic University continues to strengthen its contribution to global management scholarship through faculty-led research that bridges academic rigour with practical organisational relevance.

A recent study titled “Emotional Intelligence Among Marketing Team Leaders: Impact on Team Dynamics and Firm Performance”, co-authored by Professor Louis Nzegwu, Oyetola Grace, and Ezeala Obinna, received international recognition at the 62nd MBAA International Conference in Chicago, where it was awarded Best Research Paper in its track. The study, selected from over thirty research presentations, explores the critical role of emotional intelligence in shaping team cohesion and organisational performance, reinforcing the importance of human-centred leadership in contemporary management practice.

Beyond its academic contribution, the research provides practical insights for organisations, highlighting how leadership capabilities such as emotional intelligence can significantly influence team dynamics and overall effectiveness. This recognition reflects Lagos Business School’s broader commitment to producing research that not only advances academic discourse but also informs responsible management practice and leadership development in real-world contexts.

1st place at the Africa Case Conference

Granter: Africa Case Lab at ESCA École de Management

Grantee: Prof Bongo Adi

Award Description:

In May, 2026, our faculty, Prof Bongo Adi’s case titled “BudgIT: the dilemma of the Anti-Corruption Crusade” won 1st place at the Africa Case Conference organised by Africa Case Lab at ESCA École de Management in Casablanca, Morocco.



Runner-up in the Research category at the 2026 Principles for Responsible Management Education (PRME) Education Awards

Granter: United Nations Global Compact

Grantee: Dr Kelechi Chijindu Nnamdi

Award Description:

A notable achievement was the international recognition of Dr Kelechi Chijindu Nnamdi, Postdoctoral Research Fellow at the Centre, who was named a runner-up in the Research category at the 2026 Principles for Responsible Management Education (PRME) Education Awards on June 28, 2026, a global initiative of the United Nations Global Compact. Dr Nnamdi's research on the Impact of Home-Grown School Feeding Programme on Primary School Attendance and Literacy in Nigeria, was recognised for its contribution to advancing educational outcomes and inclusive development through evidence-based research with tangible societal impact. The recognition, awarded from a competitive pool of 43 submissions from 22 countries, underscores the Centre's commitment to producing high-quality research that supports the Sustainable Development Goals (SDGs) and contributes to global conversations on sustainability, equity, and responsible management education.

Educator Recognition

At Lagos Business School, we recognize educators for quality of teaching in the following ways:

- ❖ Course evaluation scores
- ❖ Faculty promotion and tenure consideration
- ❖ Institutional recognition events
- ❖ Professional development opportunities
- ❖ Publication or research support

Teaching Voices

The following statements demonstrate ways in which educators at Lagos Business School support sustainability and responsible management in their classrooms.

Teaching with music

I discovered music as a learning facilitator, bridge builder, and strong bonding element between participants in sessions, helping participants to recall easily, motivating them to deliver tasks easily and sustaining their attention in learning sessions.

As a result, I have increasingly incorporated music into my teaching at Lagos Business School as a simple but intentional way of enhancing the learning experience for executive participants. Music can help create the right atmosphere at the beginning of a session, provide a refreshing transition between learning segments, and serve as a crescendo or reflective close-out to a class.

For me, the value of music in teaching goes beyond entertainment. Carefully selected music can evoke emotions, stimulate reflection, reinforce key messages, and make learning more memorable. When a song connects meaningfully with the subject being discussed, participants often recall the lesson through the music long after the session has ended.

A robust learning experience for executives requires more than simply transferring knowledge; it requires creating an environment in which people are open to learning, questioning, processing, connecting and applying new ideas. Music comes to rescue in creating this environment, hence, making learning more engaging, human, and enduring.

— Dr Silk Ogbu – Associate Professor, Lagos Business School



Teaching with music

At Lagos Business School, our faculty continuously innovate to ensure that students are not only exposed to theory but also equipped to solve real-world sustainability challenges.

One of our approaches is the case study method, with LBS faculty writing African-focused cases that highlight ethical dilemmas, social impact, and responsible business practices. These cases allow students to grapple with decisions that balance profitability with accountability to society and the planet.

Our experiential learning pedagogy also ensures that students engage directly with communities and organisations. For example, sustainability projects and field immersions enable them to apply classroom concepts to pressing challenges such as waste management, financial inclusion, and gender equity.

Additionally, faculty integrate SDGs across courses by embedding modules on ESG reporting, responsible finance, and inclusive leadership. This multidimensional approach ensures that our graduates leave not just as managers, but as responsible leaders prepared to address urgent challenges confronting the region and the globe.



— Chinwe Ajene-Sagna, Faculty, Lagos Business School

Barriers to Innovative Curriculum

In 2025, Lagos Business School identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Budgetary limitations
- ❖ Curriculum inertia
- ❖ Overloaded faculty
- ❖ Time constraints
- ❖ Industry misalignment

Barriers to Innovative Pedagogy

In 2025, Lagos Business School identified the following barrier to innovating, updating, or taking risks in existing pedagogy:

- ❖ Resource constraints



Research

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

How We Define Research

Lagos Business School (LBS) defines research not merely as an abstract or theoretical exercise, but as a systematic, discipline-based, and applied inquiry aimed at transforming the practice of management and advancing socio-economic growth in Africa. LBS anchors its research philosophy around three core pillars: Relevance, Rigor, and Contextual Impact

Research vs Research for RME/Sustainable Development

14 Peer-reviewed articles were published by Lagos Business School from this past calendar year. **vs** **6** Peer-reviewed articles were published by Lagos Business School from this past calendar year in support of RME.

Research Funding

In 2025, Lagos Business School was awarded funding for research that is:



**Institution
Specific**



Local



National



International

Socializing Research

In 2025, Lagos Business School contributed research findings to:

- ❖ Community organizations
- ❖ Government and policy makers
- ❖ Industry and business networks
- ❖ Local media
- ❖ National media
- ❖ Open-access platforms
- ❖ Public events and lectures
- ❖ Research collaborations
- ❖ Social media and digital outreach

Research Awards

In 2025, Lagos Business School was awarded 1 research award for responsibility- and/or sustainability-related research.



Runner-up in the Research category at the 2026 Principles for Responsible Management Education (PRME) Education Awards

Granter: United Nations Global Compact

Grantee: Dr Kelechi Chijindu Nnamdi

Award Description:

A notable achievement was the international recognition of Dr Kelechi Chijindu Nnamdi, Postdoctoral Research Fellow at the Centre, who was named a runner-up in the Research category at the 2026 Principles for Responsible Management Education (PRME) Education Awards on June 28, 2026, a global initiative of the United Nations Global Compact. Dr Nnamdi's research on the Impact of Home-Grown School Feeding Programme on Primary School Attendance and Literacy in Nigeria, was recognised for its contribution to advancing educational outcomes and inclusive development through evidence-based research with tangible societal impact. The recognition, awarded from a competitive pool of 43 submissions from 22 countries, underscores the Centre's commitment to producing high-quality research that supports the Sustainable Development Goals (SDGs) and contributes to global conversations on sustainability, equity, and responsible management education.

Research Voices

The following statement demonstrates a way in which researchers at Lagos Business School bring sustainability and responsible management into their research.

Research Voices

At Lagos Business School, research is not carried out in isolation but in close collaboration with partners that enrich its relevance and impact. The Lagos Business School Sustainability Centre works with international development agencies, foundations, and corporations to generate actionable insights on sustainability, responsible leadership, and inclusive growth.

Applying significant impact research enables the School to deliver an effective learning experience and support the solving of social and institutional business problems in Africa. These collaborations ensure that research outcomes are translated into practice, influencing both business and policy.

LBS also partners with government institutions and civil society organisations on projects that address governance, social entrepreneurship, financial inclusion, and climate resilience. By engaging with industry networks, think tanks, and community organisations, the School ensures that its research directly informs the decisions of those shaping Africa's future.

Through these partnerships, Lagos Business School reaffirms its mission to produce knowledge that is both academically rigorous and socially impactful, advancing responsible management education across Africa and beyond.

-Adebayo Ajao, Research Manager, LBS



Research Barriers

In 2025, Lagos Business School identified the following barriers to conducting research related to sustainability and/or responsibility:

- ❖ Funding challenges
- ❖ Ethical concerns
- ❖ Data access and management
- ❖ Time constraints

❖ Regulatory and legal restrictions



Partner

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

Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ AMBA (Association of MBAs)
- ❖ EFMD (European Foundation for Management Development)
- ❖ Financial Times
- ❖ Association of African Business Schools

Student Organization Partnerships

- ❖ PRME Students
- ❖ Sustainable Development Solutions Network (SDSN) Youth

Partnerships

The following provides more details on 3 key partnerships at Lagos Business School.

Stanbic IBTC

A partnership to deliver the annual Sustainable Finance Summit

Ford Foundation West Africa

Ford Foundation West Africa supports the Lagos Business School Sustainability Centre to deliver the Nonprofit Leadership and Management Youth Academy, with the aim of developing the next generation of nonprofit leaders. The Foundation also provides endowment funding for the Innocent Chukwuma Social Impact Chair and Fellowship (ICSICF).

Sterling One Foundation

Sterling Foundation partners with LBS Sustainability Centre to drive thought leadership in ESG and social impact through the African Social Impact Summit and the ESG web forum series co-delivered by both partners.

Partner Voices

The following statements from our partners demonstrate ways in which our collaborations at Lagos Business School support sustainability and responsible management education.

Partner Voices

Our partners affirm the value of collaboration with Lagos Business School in advancing responsible management and sustainability.

Corporate partners highlight the School's role in shaping business practices. Through LBS education, knowledge partnership and knowledge forums like the annual Stanbic IBTC Sustainable Finance Summit co-delivered with the LBS Sustainability Centre, our managers and customers better integrate ESG principles into their strategy and operations which helps us deliver on our annual ESG and sustainability aspirations.

– Kingsley Nnadozie, Head, Sustainability, Risk and Capital Management, Stanbic IBTC Holdings Plc



Launch of the Nigeria AI Scaling Hub (AISH)

LBS is a leading voice in driving collective action and industry support ecosystems. The Nigeria AI Scaling Hub (AISH), hosted by Lagos Business School and funded by the Gates Foundation, is a flagship initiative designed to catalyse Nigeria's artificial intelligence ecosystem.

The Hub brings together stakeholders across government, academia, industry, and the development sector to address critical gaps in high-performance computing infrastructure, technical talent, and regulatory frameworks, while supporting the operationalisation of Nigeria's National AI Strategy. This ecosystem-building role was further demonstrated through LBS's participation in the official launch of the Nigeria AI Scaling Hub (NAISH) and the unveiling of the Scaling AI for Development (SAID) Challenge on June 26, 2026 in Abuja. The launch convened key stakeholders from across these sectors to strengthen collaboration around the adoption and scaling of responsible AI solutions for sustainable development.

Through the Hub, LBS supports the validation and scaling of responsible, inclusive, and high-impact AI solutions across priority sectors, including maternal health, malaria prevention, and education. By connecting global best practices with local innovation and fostering collaboration across sectors, the initiative seeks to move promising AI solutions from pilot concepts to scalable national applications, contributing to inclusive digital transformation and sustainable development in Nigeria.



Innocent Chukwuma Social Impact Chair and Fellowship (ICSICF) and Non-Profit Leadership and Management (NPLM) Youth Academy programme

Civil society organisations and development agencies, such as the Ford Foundation commends the School's research and community focus. "LBS research has helped us co-design solutions that create measurable social impact through the Ford Foundation sponsored Innocent Chukwuma Social Impact Chair and Fellowship (ICSICF) and Non-Profit Leadership and Management (NPLM) Youth Academy programme that focuses on elevating the leadership and management skills of young nonprofit professionals to help them better contribute to sustainable development of the continent by bettering social impact.

— Oumar N'diaye, Programme Officer, Ford Foundation, West Africa

Flagship Project: Partnership in delivering the Nonprofit Leadership and Management (NPLM) Youth Academy Programme which improves competencies. Research and training on non-profit management, grant writing, financial management, and social entrepreneurship, empowering nonprofits, and local communities with sustainable business solutions.



Flagship Project: Building Youth and Enterprise Leaders Capacity in the circular economy and environmental conservation practice and executive training for policy leaders and regulators to drive policy alignment, industry growth and sustainable business practices in waste management for public sector leaders.

Our engagement with Lagos Business School has been instrumental in strengthening our knowledge exchange forums which convene multi-sector players to advance the practice on sustainability, responsible leadership and far-reaching social impact.

The knowledge and perspectives gained through our collaboration have enhanced the outcomes of our forums and helped achieve the objectives of the forums



SDSN PARTNERSHIP

Student-focused collaborations also affirm LBS's impact. "SDSN's partnership with LBS in delivering the annual Conference of Youth on Environment and Climate (COYEC) empowers young leaders to develop real-world solutions to climate and sustainable development challenges.

— Emmanuel Ola-Olowoyo, United Nations Sustainable Development Solutions Network (SDSN Nigeria) Network Coordinator





Practice

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

How We Define Practice

At Lagos Business School, Practice means embedding responsibility and sustainability into purpose, programmes and culture of the institution through governance and management processes across our operations. From energy-efficient campus management to quality management policies and ethical standards and values of the school, we model the values we teach serving as a real life case study of responsible management.

Institutional Policies and Practices

- ❖ Accreditation body recommendation documents
- ❖ Buildings/real estate
- ❖ Curriculum guidelines
- ❖ Ministry of education recommendation documents
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Monthly Beliefs & Values Day reinforcing ethics and responsibility for staff and students
- ❖ Employee equity, diversity, inclusion

Policy Documents Related to RME and/or Sustainability

LBS Training Policy.docx

[View document](#)  [Download document](#) 

LBS Quality Policy

[View document](#)  [Download document](#) 

Practice Voices

The following statements from stakeholders at Lagos Business School demonstrate our commitment to sustainable and responsible practices.

Practice Voices 1

At Lagos Business School, the Practice Principle is embodied not only in academic policies but also in the daily commitment of our internal stakeholders.

Head of Operations: “Our goal is to ensure that sustainability is integrated into every aspect of campus operations—from energy use to water management—so that our facilities reflect the responsible leadership we teach.”

—Ademola Arimolade, Head, Operations, LBS



Facilities and Energy Services Team

We have introduced solar-powered energy-efficient systems, reduced paper use through digitisation, and eliminated single-use plastics to further strengthen our waste management processes, helping the School lower its environmental and carbon footprint.

— Innocent Aisuan, Facility Manager, LBS



Groundskeeping and Maintenance Staff

We are proud to maintain a green and eco-friendly campus. Our recycling efforts, energy-efficient solar-powered campus and green landscape contributes to a healthy and inspiring learning environment

— Paul Anobia, Head of Maintenance, LBS



Administrative Staff

Through monthly Beliefs & Values Day, we are reminded to model integrity, service, and professionalism in our work—values that extend to sustainability practices within our offices.

— Patricia Iloba, Director, Administration, LBS



Share

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



How We Define Share

At Lagos Business School, Share means transparently communicating our successes, challenges, and lessons on sustainability and responsibility with internal and external stakeholders. Through reports, research, media, and partnerships, we foster collective learning, amplify impact, and inspire collaborative action within our community and across global networks.

Engagement Opportunities

Lagos Business School offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Boards and advisory committees
- ❖ Annual reports
- ❖ Community events and consultation forums
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Sustainability-focused research and collaboration Opportunities

Communication Audiences

Lagos Business School communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Faculty and staff
- ❖ Media and public relations channels

Sharing Voices

The following statements from stakeholders at Lagos Business School demonstrate our commitment to sharing and learning from sustainability and responsible management practices.

Sustainability Centre Communications

We document and publish reports, case studies, and impact stories that showcase faculty research, student projects, and community partnerships. These outputs are shared across academic networks, NGOs, and policy platforms.

—**Abam Inyang, Partnerships and Communications, LBS Sustainability Centre**

Faculty and Programme Directors

Responsible management is strengthened when we create spaces for honest reflection and shared learning. Through seminars, public lectures, and engagements with alumni, corporate partners, and executive participants, we encourage open conversations about our successes, challenges, and lessons learned, recognising that meaningful progress comes from learning together and continually improving our practice.

—**Prof Kemi Ogunyemi, Faculty Director, LBS**

Communications & Public Relations (Central Marketing Team)

At Lagos Business School, transparent communication is central to our culture of accountability. Communications & Public Relations (Central Marketing Team): We actively share the School's progress through press releases, social media, internal and external newsletters, and up-to-date global rankings. By telling our story, we amplify our impact and inspire wider adoption of responsible business practices.

— **Rutherford Ejimonu, Digital Marketing & Strategy Manager, Central Marketing**



Communication Barriers

Lagos Business School faces the following barriers in transparent communications:



Engagement
gaps



Media visibility



Audience
reach



Bureaucratic
delays



Donor
sensitivities



Inconsistent
updates



SIGNATORY

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