



# PROPOSAL

## Seplat Learning Academy

September 2025

**VALUEBRIDGE**  
 CONSULTING

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# ABOUT US

We are ValueBridge Consulting, a strategy-led advisory practice that helps ambitious organisations navigate complexity, rethink their future, and unlock performance at scale. Our work sits at the intersection of strategic clarity, leadership alignment, and enterprise transformation. ***We are dedicated to driving tangible business outcomes through rigorous analysis, innovative strategies, and collaborative execution.***

Over the years, we've had the privilege of working with public and private sector institutions across West Africa—guiding their leadership teams through turning points, periods of high growth, and industry shifts. Beyond the properly planned strategy sessions, we are committed to enabling performance structures that ensure focus. We help businesses craft clear, grounded plans that deliver measurable results.

Our team comprises seasoned professionals with deep expertise in strategic planning, organizational development, and the Oil & Gas sector, ensuring that we bring both industry-specific knowledge and best-in-class consulting practices to every engagement.



# Your needs

## ...Our understanding

Global oil & gas sector faces volatility, regulatory pressure, and digital disruption. A Learning Academy is critical for safety, compliance, leadership, and digital readiness. Alpha Global Consulting offers unmatched expertise from global projects with Chevron, Shell, and Sasol. This proposal outlines a structured 6-month engagement to deliver strategy, blueprint, and ROI-focused roadmap

## ...Your Needs

- Seplat Energy employs 2,000 people across oil & gas value chain.
- Current challenges includes fragmented L&D, compliance gaps, weak leadership pipeline, poor digital readiness.
- Benchmarking shows Shell, Aramco, and Chevron have advanced academy models; Clear opportunity exists to elevate learning to world-class standards for Seplat.

ValueBridge Consulting delivers scale and global perspective.  
Proven track record in oil & gas academy design and leadership development.  
Our solution ensures compliance, safety, and sustainable ROI.



# Learning Trends in Oil & Gas

Some learning trends are shaping the Oil and Gas Sector

## Shift to Digital

Shift to digital-first learning (LMS/LXP, mobile micro-learning). Immersive technologies: VR/AR for safety and technical training making training accessible, scalable and immersive

## Measurable ROI

Linking training outcomes now tied directly to productivity, safety and performance KPIs.

## Personalized, Data-driven Learning Journeys

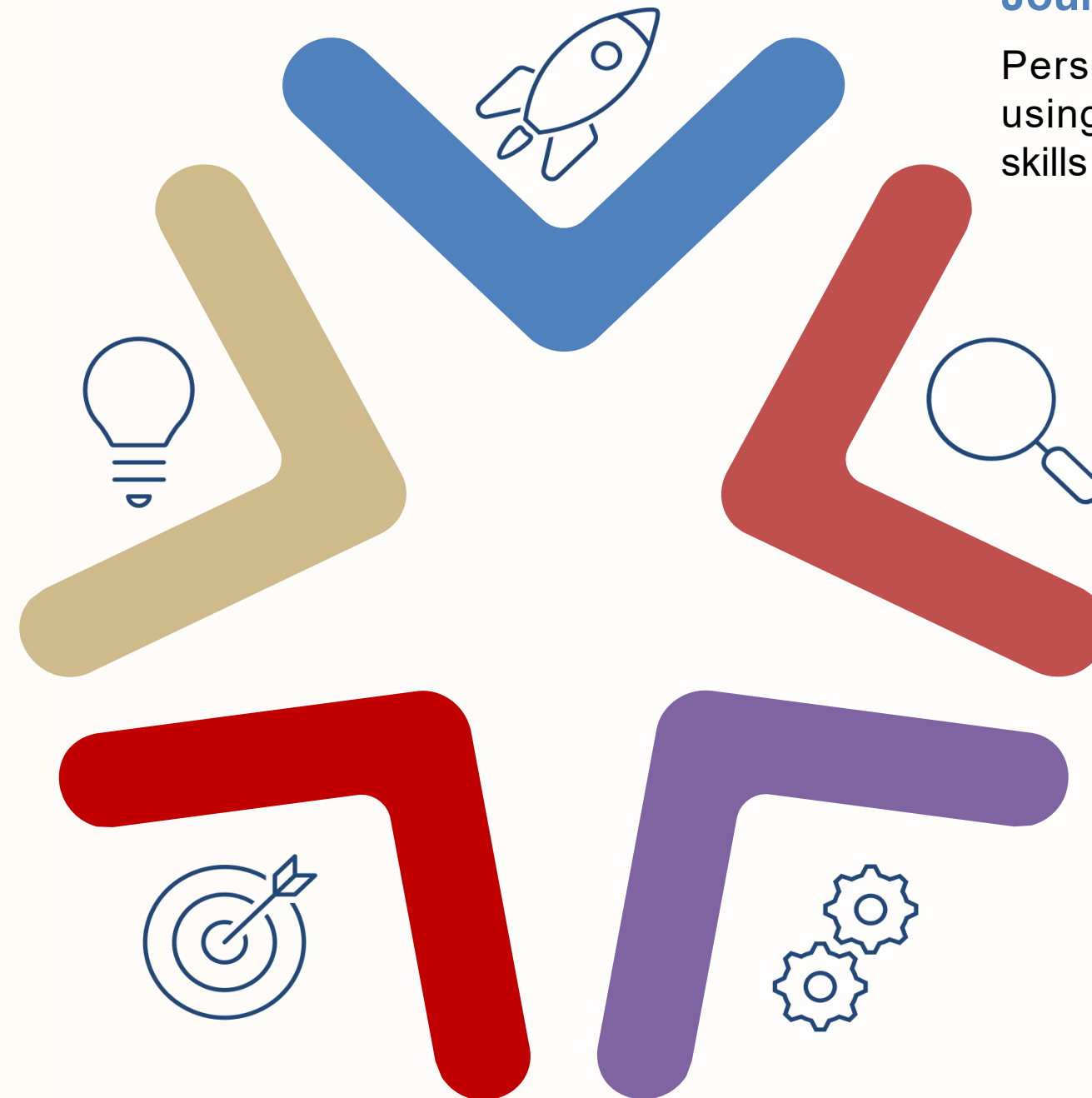
Personalized, data-driven learning journeys using AI. Adaptive journey's tailored to roles, skills gaps and career paths.

## Increased Focus on Compliance and Safety

Increased focus on compliance and safety as core of learning. Stronger integration of regulatory and safety training as a business-critical priority.

## Blended Learning Models

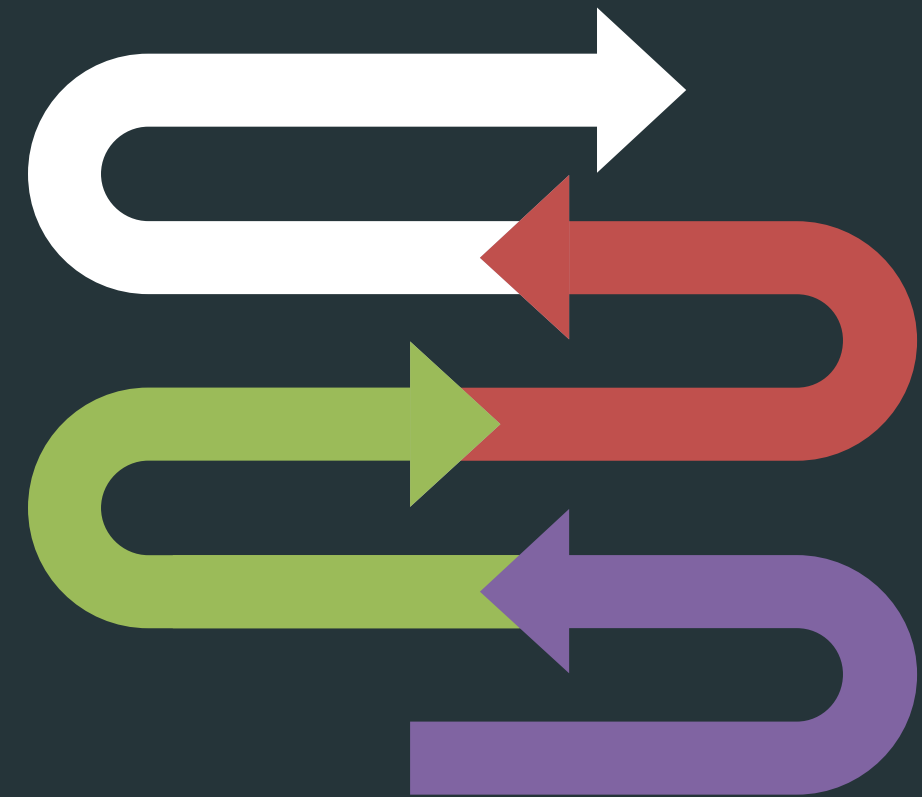
Blended learning models (classroom + digital + simulations). Mix of classroom, digital and simulations to reinforce skills and ensure practical application.





# OUR METHODOLOGY

Our approach and methodology to delivery is immersive, disciplined, and outcomes-driven. We design each engagement to help leadership teams think more critically, collaborate more effectively, and move forward with shared conviction.



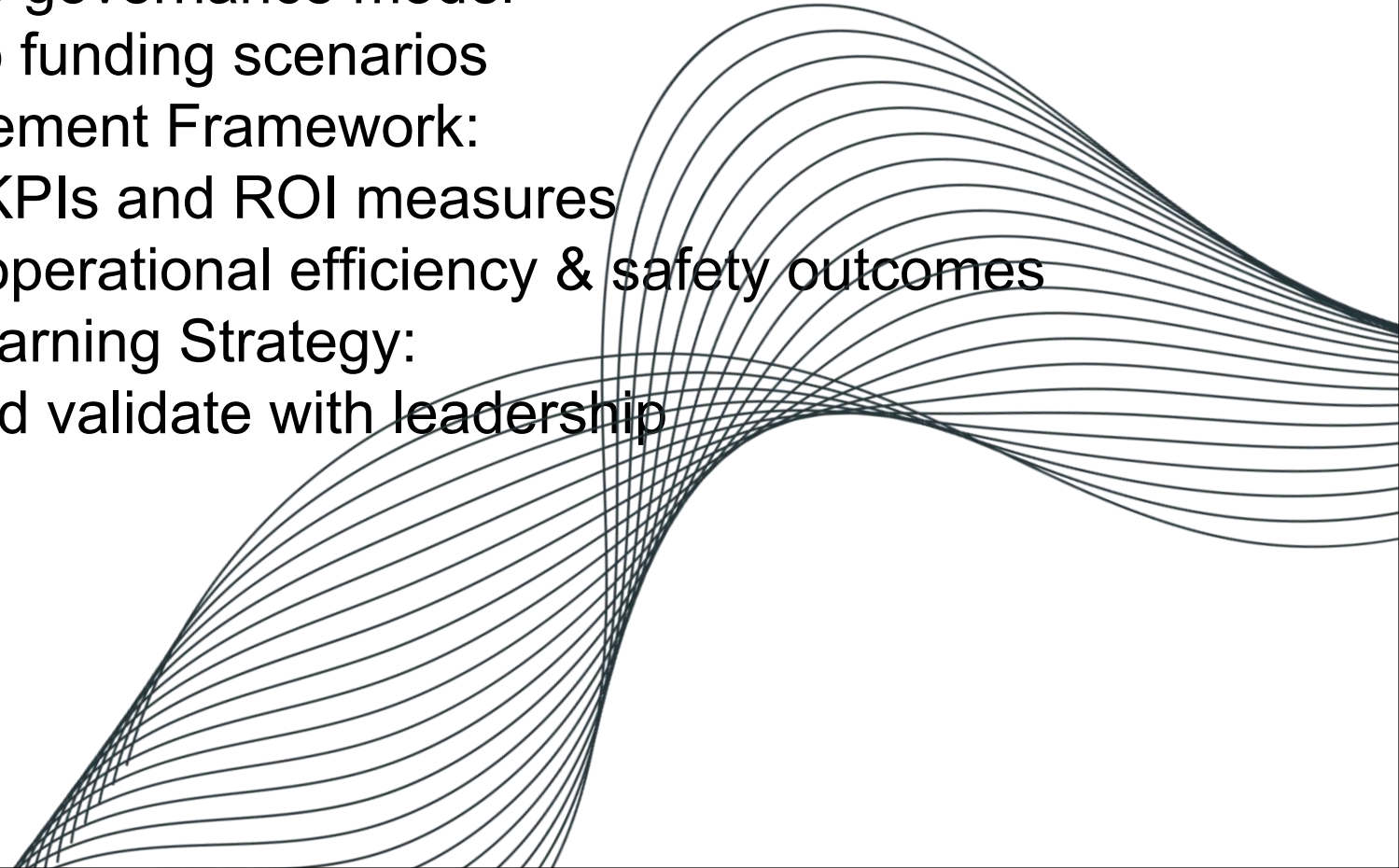
# METHODOLOGY 1/2

To address your challenge requires developing a multi-pronged strategy with delivery across four phases:

## Phase 1 - Diagnostic & Benchmarking (Weeks 1-6)

1. Kick-off & Governance Setup:
  - Project mobilization and governance structure
  - Stakeholder alignment workshops
2. Current State Review:
  - Collect L&D policies, training records, budgets
  - Map existing technical and leadership programs
3. Workforce Needs Assessment:
  - Conduct interviews with leadership & staff
  - Deploy skills gap survey
4. Benchmarking:
  - Compare with Shell, Aramco, Chevron
  - Identify HSE & technical best practices
5. Gap Analysis Report:
  - Deliver diagnostic and gap analysis report

## Phase 2- Learning Strategy Development (Weeks 7-12)

1. Strategic Alignment:
    - Executive workshops to prioritize learning areas
    - Align with corporate KPIs
  2. Governance & Funding:
    - Propose governance model
    - Develop funding scenarios
  3. Measurement Framework:
    - Define KPIs and ROI measures
    - Link to operational efficiency & safety outcomes
  4. Draft Learning Strategy:
    - Draft and validate with leadership
- 

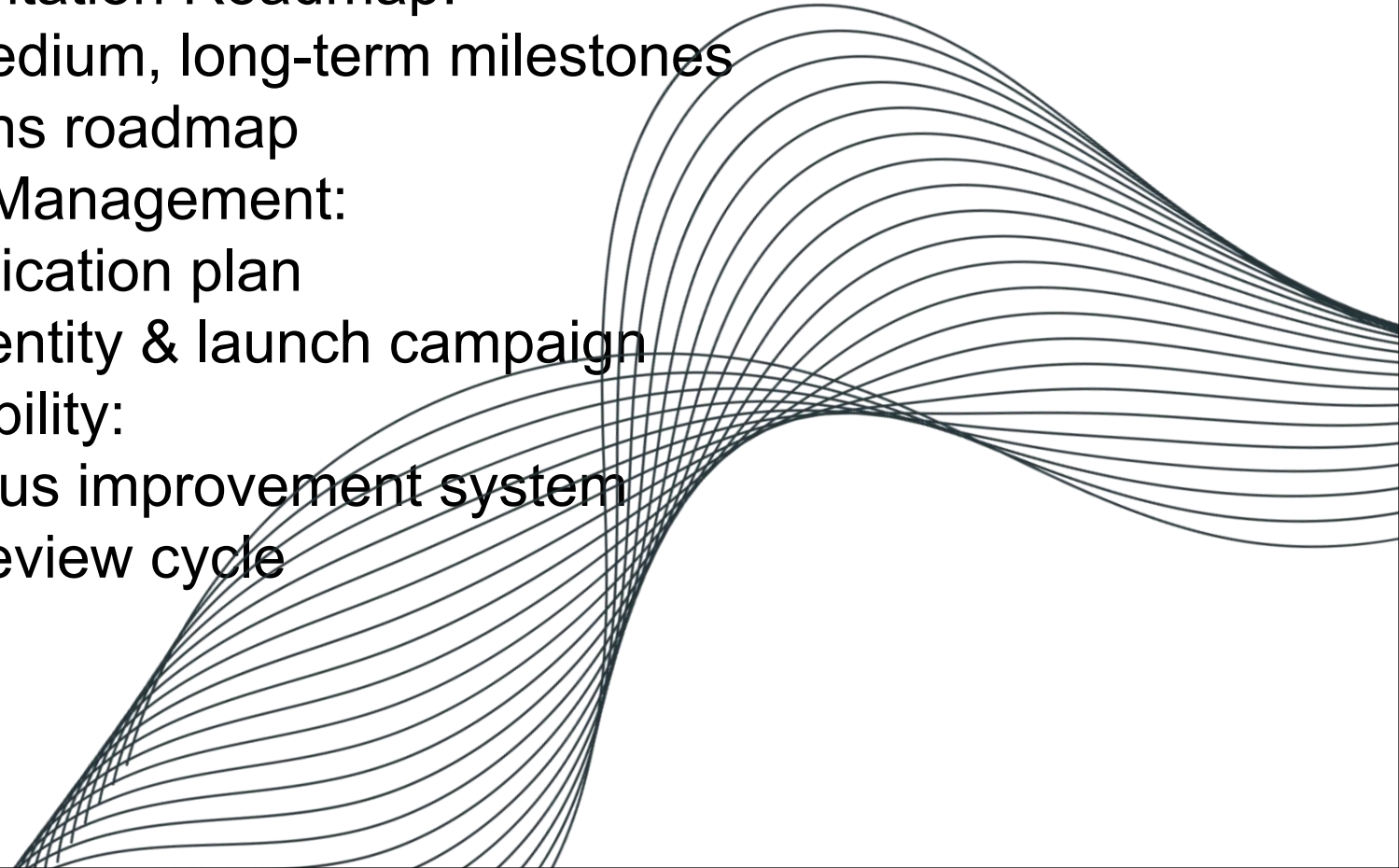
# METHODOLOGY 1/2

To address your challenge requires developing a multi-pronged strategy with delivery across four phases:

## Phase 3 - Academy Blueprint (Weeks 13-20)

1. Define structure (academy director, faculty, curriculum managers)
  - Roles & responsibilities matrix
2. Curriculum Pathways:
  - Technical & Engineering tracks, - HSE compliance modules
  - Leadership programs, Commercial & trading courses
  - Digital & future skills
3. Technology Architecture:
  - Select LMS/LXP,
  - Plan VR/AR integration and Mobile-first adoption
4. Faculty & Partnerships:- Onboard SMEs
  - Partnership with universities & vendors

## Phase 4 – Business Case & Implementation Roadmap (Weeks 21–24)

1. Business Case Development:
    - Estimate CAPEX/OPEX for academy,- Cost-benefit analysis
    - Present ROI model to leadership
  2. Implementation Roadmap:
    - Short, medium, long-term milestones
    - Quick wins roadmap
  3. Change Management:
    - Communication plan
    - Brand identity & launch campaign
  4. Sustainability:
    - Continuous improvement system
    - Annual review cycle
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# KEY OUTPUTS/DELIVERABLES

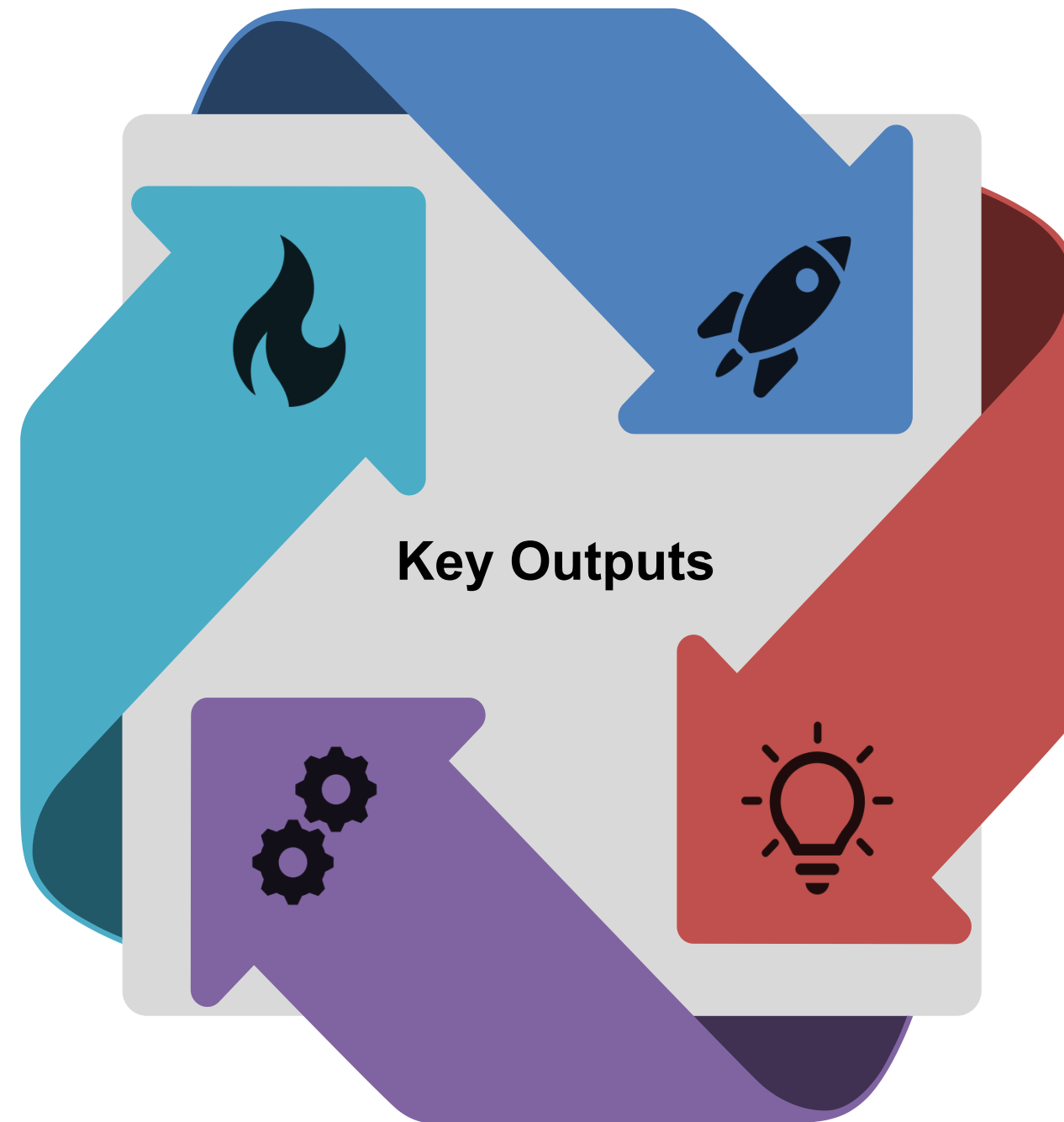
Some key deliverables and output to be delivered on the project will include

## Learning Needs Assessment Report

Comprehensive analysis of skills gaps, compliance needs, and future capability requirements.

## Learning Strategy Document

Clear roadmap linking business goals to learning priorities, frameworks, and delivery approaches.



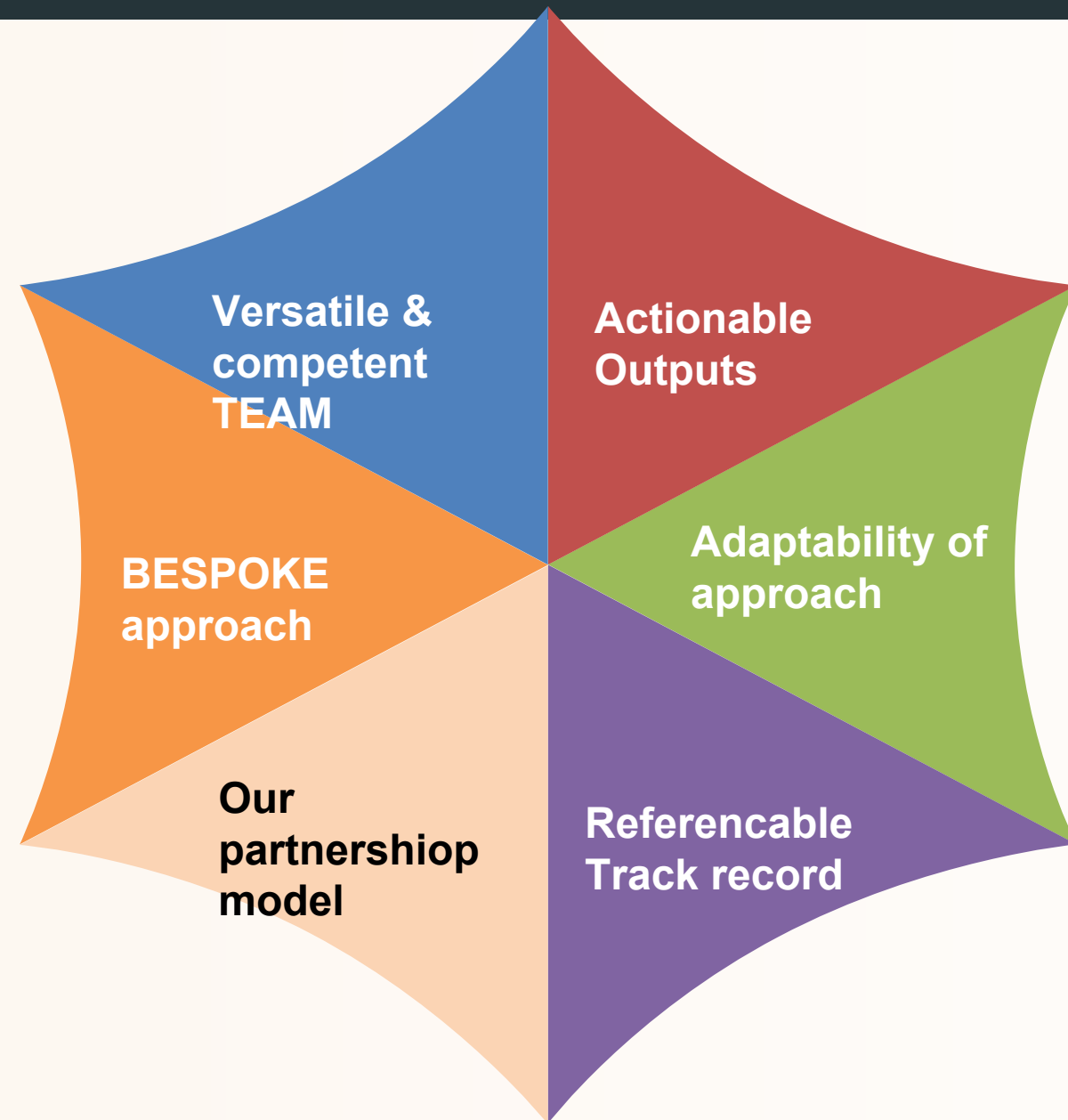
## Detailed Learning Academy Blueprint

Design of governance, curriculum architecture, delivery models, and technology enablers.

## Implementation Roadmap & Sustainability Plan

Phased rollout plan with timelines, resources, and mechanisms to sustain continuous learning.

# Why US



We bring more than strategy tools—we bring strategic perspectives. We understand the dynamics of the Energy businesses in Africa, the delicate balance of board-executive collaboration, and the need to link vision to execution.

- We customise every engagement to fit your business context—not a one-size-fits-all template.
- We're not afraid to ask bold questions or challenge group-think—respectfully and constructively.
- We leave you with outputs you can act on—not just workshop notes.
- Most importantly, we ensure your leadership team walks away clear, aligned, and energised.
- We treat your strategy session as a defining moment—not just another meeting.
- We help you bridge bold ambition with real-world execution.
- We leave your team more aligned, confident, and ready to lead together.

# Selected Clientele

Some of our select clientele we have provided similar services to include:





# Selected Case Studies

## ***Case Study 1: Chevron Learning Academy Redesign***

- Background: Chevron needed a redesign of its learning academy for its staff.
- Intervention: Designed a new governance and curriculum model.
- Approach: Benchmarked Shell and Aramco academies, created blended learning pathways.
- Results: Reduced training duplication by 30%, improved compliance training completion to 95%.



## ***Case Study 2: Utility Company Leadership Development***

- Background: A large utility had weak middle-management pipeline.
- Intervention: Built a leadership academy for 3,500 employees.
- Approach: Designed modular leadership programs with coaching and mentoring.
- Results: Pipeline strengthened, 60% of graduates promoted within 2 years.

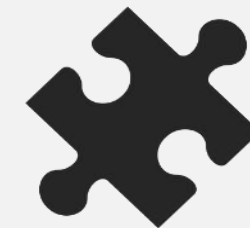


# Selected Case Studies



## Case Study 3: Mining Firm Digital Training Transformation

- Background: Mining firm faced safety compliance issues.
- Intervention: Introduced digital-first training with VR safety modules.
- Approach: Gamification and VR lab deployment.
- Results: Safety incidents reduced by 40% in 18 months.



# MEET THE TEAM



**Tomi Oni**



**Seun Babalola**



**Chizoba Mojeku**





# Tominiyi Oni



## Summary Profile

Dynamic and results-driven business and HR executive with 30+ years leadership experience across B2B, B2C, FMCG, Oil & Gas, Regulatory, Manufacturing, Consulting, and Non profit sectors, in Nigeria, the UK, Norway and the Netherlands.. Proven ability to transform HR into a strategic business enabler, integrating people strategies with aggressive business growth. Expertise in leadership development, organisational change, HR technology, and multi-market workforce improvement.

## Key Expertise Areas

- **Multi-Sector Business Strategy Experience:** Tomi has worked on business strategy projects at Diageo (partnership with McKinsey & Co), SEC (partnership with Accenture), Royal FrieslandCampina, Continental-Reinsurance,, etc.
- **Third Sector Organisation Strategy:** For the past two years, Tomi has been helping organisations in the UK's third sector develop business strategies and business plans cascaded from the strategies.
- **HR Strategy & Business Alignment:** Over 25 years of experience crafting and executing HR strategies across diverse sectors and cultures, driving high performance and organizational goal achievement.
- **Organizational Development & Transformation:** Proven ability to lead organizational strategy reviews, design competency frameworks, and implement successful restructuring programs.
- **Change Management Expertise:** Skilled in managing complex change initiatives, including workforce reductions, digital transformations, and post-merger integrations, while maintaining positive labor relations.
- **Process Improvement & Automation:** Demonstrated success in streamlining HR processes, automating systems, establishing HR shared service centers, resulting in significant cost savings and improved efficiency.
- **Leadership Development & Coaching:** Experienced in designing and facilitating leadership development programs and providing executive coaching.
- **Global Process Improvement:** Proven ability to improve work processes across borders, conduct workforce planning, and align talent acquisition with business demand.
- **Multi-Sector Experience:** Extensive experience across sectors/boarders -Oil and Gas (Shell), FMCG (Royal FrieslandCampina, Guinness), consulting (PWC, Pecten Consulting BV), and public service (SEC).
- **Education & Certifications:** BSc & MSc Psychology (Industrial); certifications in Coaching, MBTI, WP, and OT.
- **Professional Memberships:** Member of CIPM, MCDI, CIMC, BPS, and IIM UK.

## Relevance to Falcon Corporation Project

- Tominiyi's extensive experience in business and HR strategy is directly related to proposed Falcon project
- His expertise in OD, change & Transformation and process improvement will be crucial in ensuring the successful translation of strategy to action at Falcon.
- His multi-sector and multi-culture experience and the ability to design/implement leadership development programs and executive coaching will help Falcon Corporation build a strong leadership pipeline.





# Seun Babalola

## Summary Profile

Oluwaseun Babalola is a seasoned strategic consultant with over 23 years of experience in corporate strategy, human resource management, organizational development, and performance improvement. His expertise spans public sector reforms, corporate governance, and HR strategy, with a strong track record in delivering high-impact solutions for government institutions, multinational corporations, and oil & gas firms. Seun specializes in designing and implementing strategic frameworks that enhance organizational efficiency and workforce effectiveness.

## Key Expertise

- **Strategic Planning & Corporate Transformation:** Led the development of strategic plans for key government agencies and multinational corporations, ensuring alignment with long-term national and business goals.
- **HR Strategy & Organizational Development:** Designed HR strategies, policy audits, and competency frameworks to drive workforce performance, including in oil & gas and financial services.
- **Public Sector Reforms & Institutional Strengthening:** Provided expert guidance on ministerial functional reviews, parastatal mergers, and performance management systems for federal agencies.
- **Oil & Gas Sector Advisory:** Developed HR and corporate strategies for leading oil & gas firms, enhancing talent management, operational efficiency, and compliance with industry standards.
- **Performance Management & Policy Implementation:** Spearheaded the rollout of employee performance management systems and capability assessments for organizations seeking transformation.

## Relevance to Falcon Corporation Project

- Oluwaseun's extensive experience in strategic planning and organizational development will be crucial in developing Falcon Corporation's 5-year strategic outlook and objectives.
- His expertise in change management and stakeholder engagement will ensure that the strategic plan is effectively implemented and aligned with the needs of all stakeholders.
- His experience in facilitating strategy and business planning sessions will be invaluable in guiding the 2-day leadership and board strategy session.
- His experience in the Nigerian environment will be very useful.
- His ability to work with and understand both the private and public sector will be very important.
- His experience in organization design will be useful in ensuring the strategy implementation can be achieved.





# Chizoba Mojekwu



## Summary Profile

Chizoba Victoria Mojekwu is a seasoned professional with 32 years of experience in C-suite leadership, consulting, and strategic transformation, spanning the oil and gas sector, public service, telecommunications, manufacturing, and international development. She has a proven track record in driving organizational change, strategy development, and leadership alignment, making her an invaluable asset for Falcon Corporation's 5-year strategic outlook.

## Key Expertise Areas

- **Strategic Leadership & Planning:** 30+ years of experience aligning leadership teams, developing 5-year strategic plans, and executing transformation projects across sectors.
- **Oil & Gas Industry Expertise:** Led strategic initiatives for SEPLAT, Shell, Mobil, and Total, including post-merger integrations and competency frameworks.
- **Change Management & Organizational Development:** Managed complex change processes, including Mobil's divestment to SEPLAT and MTN Group's post-merger integrations in challenging markets.
- **Leadership Alignment & Team Building:** Facilitated high-impact leadership retreats for SEPLAT, MTN Group, and ECOWAS, driving team cohesion and strategic execution.
- **Capacity Development & Learning:** Built CBN's learning department from scratch, quadrupling employee learning hours through digital platforms and global partnerships.

## Relevant Experience for Falcon Corporation's Strategy Project

1. **Oil & Gas Sector Strategy** – Spearheaded strategic reviews and leadership alignment sessions for SEPLAT, Shell, and Total, ensuring clear business priorities and execution frameworks.
2. **Change Management & Post-Merger Integration** – Successfully managed Mobil's transition to SEPLAT and harmonized structures across MTN Group's subsidiaries in Afghanistan, Sudan, and Syria.
3. **Strategic Planning & Performance Alignment** – Designed corporate performance systems for ECOWAS Bank and World Bank-funded ministries, ensuring long-term goal alignment.
4. **Leadership Retreats & Execution Focus** – Expert in driving boardroom discussions into actionable business outcomes.
5. **Proven Track Record & Certifications** – Fellow of CIPMN, Harvard Kennedy School alumnus, and HRCI-certified, with a consistent history of delivering measurable results.



# Our Fees

S/N	Description	Amount
1	Diagnostic & Strategy	\$ 95,000
2	Blueprint Design	\$ 155,000
3	Roadmap & Business Case	\$ 65,000
	<b>Total</b>	<b>\$ 315,000</b>

**Our fees are exclusive of V.A.T. and Withholding Tax, Training Venue, Feeding, and logistic arrangement (accommodation, feeding and travel) outside Lagos where required.**

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YOU