

Professional Development Profiling Assessment

Prepared for:
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Introduction

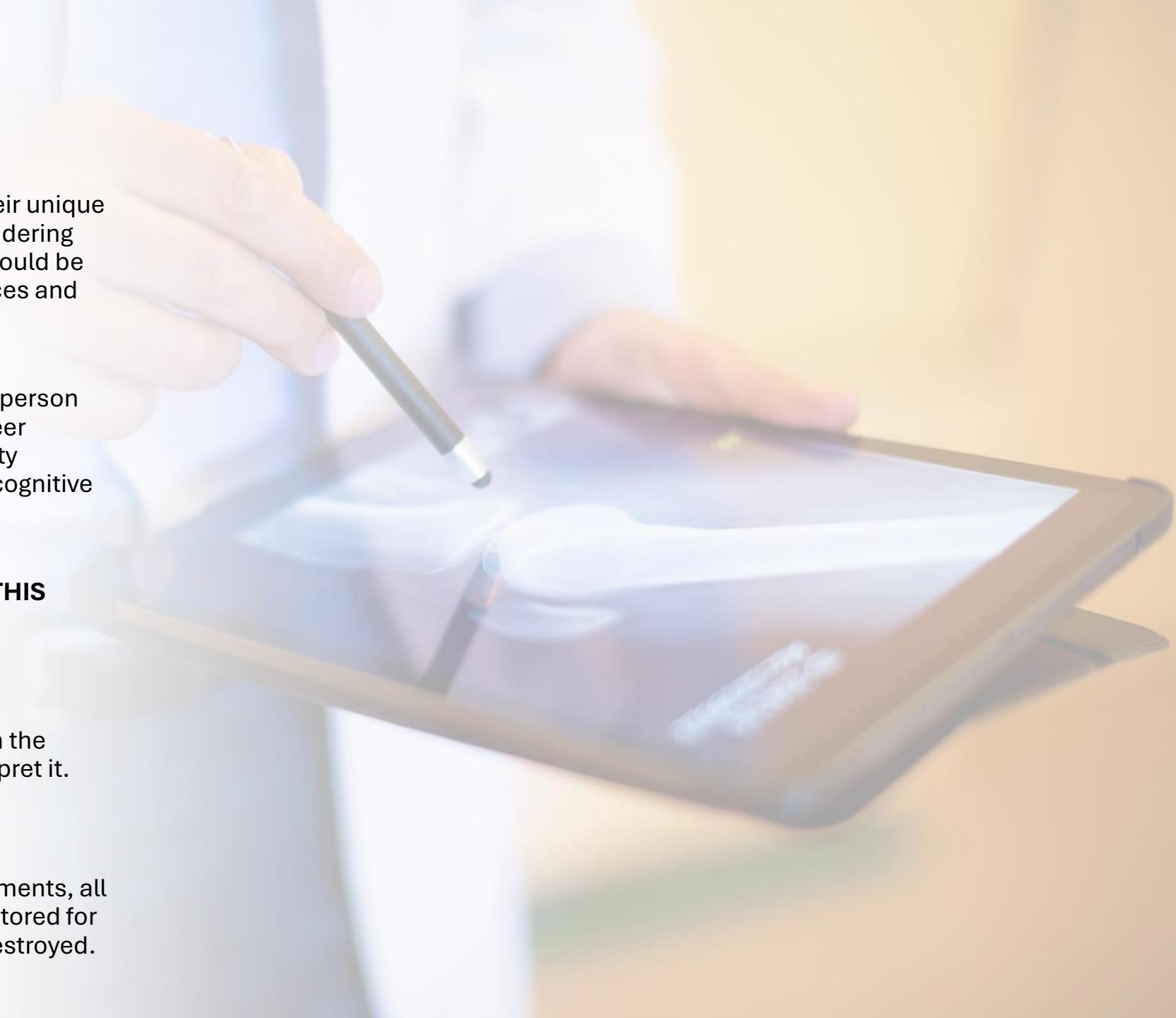
This profile aims to provide a comprehensive understanding of the individual. It illuminates their unique strengths and areas for improvement while considering future potential and compatibility. This profile should be used in conjunction with other information sources and remains valid for two years.

This report's conclusions were drawn from an in-person biographical and motivational coaching and career development exploratory assessment, personality assessments as shared by the individual, and a cognitive deduction.

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Introduction

TRB helps to create transformative leadership experiences, reshaping the future of leadership and professional development.



We provide comprehensive support throughout the professional development journey. From personalised coaching and targeted capability-building programs to ongoing performance tracking and career planning, we ensure that individuals remain agile, confident, and equipped to achieve meaningful and sustainable career growth.

At TRB Professional Assessments, we recognise that intentional professional development is the foundation of sustained career growth and workplace impact. Our professional development service offering focuses on equipping individuals with the clarity, capability, and confidence needed to excel in their current roles while strategically preparing for future opportunities.

We partner closely with our clients to drive meaningful shifts in professional behaviours and strengthen individual and team capabilities. Our goal is to support professionals in embodying purpose, collaboration, accountability, and adaptability by fostering a culture of continuous learning, practical skill-building, and thoughtful experimentation.

Our holistic approach encompasses evaluating professional capabilities, career readiness, and development pathways. We leverage our extensive expertise and evidence-based assessment methods to identify strengths, define growth opportunities, and support individuals in building the competencies required to advance confidently in their careers.



Candidates Profile



BUSAYO ODEKU

**Corporate Lawyer | Chartered Company
Secretary | Governance and Compliance
Professional**

Busayo Odeku is a proactive and solutions-oriented corporate lawyer and chartered company secretary with nearly a decade of progressive experience in financial markets, corporate governance, legal advisory, compliance and regulatory support. She combines strong technical competence with clear thinking, sound judgment and a calm, structured approach to solving complex organisational challenges. She has built her expertise through roles in respected Nigerian law firms and in-house corporate environments, and she currently serves within the Legal and Secretariat function at FMDQ Group.

Her career reflects consistent growth in the areas of corporate administration, governance advisory, regulatory management, contract review and board support. Busayo has developed the ability to work independently and confidently in demanding environments, and she often assumes elevated responsibilities during periods of transition or increased workload. Leaders and colleagues value her reliability, analytical depth and ability to deliver high quality work even under pressure.

Throughout her professional journey at PUNUKA Attorneys and Solicitors, Udo Udoma and Belo-Osagie, and now FMDQ Group, she has provided legal and governance support that strengthens organisational structure and enhances regulatory compliance. Her understanding of corporate systems is complemented by strong interpersonal awareness, self-reflection and a commitment to continuous improvement. These qualities enable her to manage her responsibilities effectively while also identifying opportunities for personal and professional development.

Busayo is intentional about building her visibility, expanding her expertise and positioning herself for future career advancement. She has participated in local and international professional events such as the INTA Middle East and Africa Conference, where she interacted with global industry leaders and broadened her understanding of innovation and intellectual property trends. She has also contributed to specialised sector workshops focused on governance and commercial law, demonstrating her interest in thought leadership and industry engagement.

In addition to her professional life, Busayo maintains a balanced personal identity. She enjoys cooking, music, creative writing and social impact activities. Her involvement with the Sickle Cell Aid Foundation during her legal studies reflects her early commitment to community engagement and purposeful contribution.

With her strong governance background, thoughtful analytical skills and consistent record of dependable performance, Busayo is well positioned for senior level opportunities within the legal, governance and corporate compliance landscape. Her blend of professionalism, growth orientation and technical expertise makes her a valuable asset to organisations seeking a structured, dedicated and forward-focused legal professional.

Personal Characteristics

The following provides a behavioural overview of the Busayo Odeku across three fundamental aspects of personality:

Intellectual & Entrepreneurial Acumen	Motivation & Drive	Interpersonal & Leadership Style
<p>Busayo demonstrates high intellectual acuity, characterised by sharp analytical thinking, sound legal judgement, and strong problem-solving skills. From the coaching conversation, she exhibits the ability to distil complex organisational realities, interpret cultural dynamics, and recognise systemic issues that affect performance and visibility, such as understaffing and organisational undervaluation of the legal function.</p> <p>She reasons strategically, thinking not just about the present implications of her work but the next phase of her career, leadership, visibility, and long-term positioning.</p> <p>Her reflections about the organogram, internal perceptions, and the broader cultural environment illustrate a holistic and intellectually mature approach to career planning.</p> <p>Her articulation of concerns demonstrates clarity of thought, as she effectively connects operational workload, mental blocks, leadership readiness, and organisational constraints in a way that reflects strong self-awareness, systems thinking, and emotional intelligence.</p> <p>Overall, intellectually, Busayo is a high-capacity professional with the cognitive range to thrive in senior leadership.</p>	<p>Busayo is deeply motivated by growth, competence, and meaningful impact. Even though she experiences overwhelm, it is clear that she has a strong internal drive to excel and contribute at a higher level. For instance, she has “already been doing a lot of the work” of a leader and has taken initiative during organisational transitions, stepping up informally to lead despite workload pressures.</p> <p>Her motivation is also reflected in:</p> <ul style="list-style-type: none">• A desire to position herself for senior leadership.• Willingness to self-reflect and address mental blocks.• Interest in professional visibility, even if currently paused.• A history of previously engaging in public speaking, association activities, and professional development.• Commitment to finding strategic clarity for the next decade of her career. <p>Despite the weight of her role, her drive remains strong; what she needs is alignment, structure, and focus, not motivation.</p>	<p>Busayo’s leadership capacity is already evident and, importantly, recognised internally:</p> <ul style="list-style-type: none">• She has been informally leading the legal team following the resignation of the Group Head, providing consistency and holding the function together during transitions.• Management is beginning to lean on her more, signalling increasing trust and influence.• She has developed the courage to speak more confidently, raise issues, and assert her perspectives even when organisational culture is conservative or resistant.• She displays self-leadership, especially through improved reflection, clarity of goals, and intentionality. <p>Her influence is understated but powerful, rooted in competence, reliability, and the quiet authority that comes from being the stabilising force in a pressured environment. With proper visibility and strategic positioning, Busayo has the potential to transition seamlessly into a formal leadership role.</p>

Summary of Strengths

The following highlights Busayo's key strengths areas.

Professional Competence: Busayo's professional competence is one of her strongest distinguishing qualities. With nearly a decade of legal experience spanning in-house and external advisory roles, she has built a deep, practical understanding of corporate governance, regulatory frameworks, and organisational dynamics. This competence enables her to navigate complex issues with maturity and deliver well-reasoned solutions even under pressure. As she continues to sharpen her technical mastery, this strength will remain a powerful anchor, strengthening her credibility, enhancing trust from stakeholders as a dependable expert capable of taking on broader responsibilities.

Strategic Awareness: Busayo demonstrates an exceptional ability to see beyond day-to-day tasks and grasp the broader strategic implications of her work. She understands the cultural and structural nuances of her organisation, including how leadership perceptions evolve and how departmental positioning influences visibility. This level of awareness reflects not only intelligence but professional maturity. By continuing to cultivate this strategic lens, she will be better equipped to make decisions that align with long-term goals, anticipate challenges before they arise, and influence outcomes.

Leadership Readiness: Even though she is not formally appointed into a leadership role, Busayo's actions already reflect natural leadership readiness. She has stepped up during periods of instability, especially following the resignation of senior team members, providing continuity, stability, and guidance. This shows initiative, resilience, and the capacity to operate at a higher level. As she continues leaning into these responsibilities with confidence, she will further build the behavioural muscle needed to transition seamlessly into senior professional roles where autonomy, accountability, and decision-making are essential.

Self-awareness and Emotional Intelligence: One of Busayo's most valuable strengths is her capacity for honest self-reflection. She recognises her emotional blocks, understands how overwhelm affects her performance, and acknowledges areas where internal resistance slows her progress. This form of emotional intelligence is rare, and it positions her for accelerated development. By continuing to engage in reflective practices, she will deepen her self-management abilities, make more intentional professional choices, and navigate challenges with greater composure and clarity.

Initiative and Ownership: Busayo consistently demonstrates initiative, whether in handling increased responsibilities, supporting recruitment efforts, or managing side consulting to expand her capabilities. She takes ownership of her development and is proactive in seeking solutions rather than waiting for direction. This strength will continue to propel her forward, enabling her to design her career rather than simply react to circumstances. Sustaining this behaviour will ensure she remains adaptable, resourceful, and ahead of emerging opportunities.

Growth Orientation: A defining feature of Busayo's professional identity is her desire for continuous growth. She actively seeks clarity on the next decade of her career, remains open to mentorship and coaching, and consistently thinks about how to improve her professional visibility and readiness. This growth mindset is a major catalyst for long-term advancement. If she maintains this disposition, by staying curious, seeking learning opportunities, and embracing constructive feedback, she will continue to evolve into a more confident, capable, and well-rounded professional.

Summary of Developmental Area

The following highlights Busayo's key development areas.

Overcoming the Mental Block Against Visibility: Busayo experiences a psychological barrier when it comes to external visibility, despite fully understanding its importance. This block is tied to workload, overwhelm, and a belief that she must create mental space before engaging publicly. Addressing this area means recognising that visibility is not an optional add-on but a strategic career investment. She can improve by starting small, sharing one post, writing short reflections, or participating in low-pressure industry conversations. With gradual exposure, her confidence will build, and visibility will become a natural extension of her professional identity.

Managing Overwhelm and Capacity: The sense of overwhelm Busayo feels is a direct result of structural understaffing and competing demands. This affects her ability to pursue development activities, and if unaddressed, it can push her into burnout. Improving in this area requires developing strong boundaries, prioritisation strategies, and delegation habits. She can create weekly planning systems, break major tasks into manageable segments, and communicate workload constraints more openly. By mastering capacity management, she will free up mental and emotional bandwidth to pursue her long-term career objectives more sustainably.

Consistent External Positioning: Although she has experience in speaking engagements and association activities, Busayo's visibility has dwindled in recent years. Consistent professional positioning requires deliberate and regular engagement, both online and offline. She can improve by building a structured schedule for posts, attending selected professional gatherings, or contributing expert opinions within her field. Over time, this consistent presence will strengthen her brand, expand her network, and create new opportunities for professional recognition.

Strategic Confidence: While Busayo has become more confident speaking up in leadership settings, there is still room to broaden her assertiveness and strategic communication. Strengthening this area means fully embracing her value, trusting her judgement, and recognising that her insights carry weight. She can improve by preparing talking points before key meetings, practising executive communication styles, and reflecting after each engagement to reinforce progress. As her confidence stabilises, she will influence conversations more effectively and shape organisational perception more powerfully.

Prioritisation and Delegation: Busayo often carries a heavy workload, partly because she takes ownership naturally and partly due to the limited size of her team. However, high-capacity professionals must learn to prioritise what matters most and delegate where appropriate. She can improve by categorising her tasks into strategic vs. operational, automating repetitive processes, and clarifying responsibilities within the team. Mastering this skill will reduce stress, increase efficiency, and enable her to focus on higher-value responsibilities that align with her career goals.

Balancing Short-term Demands with Long-term Growth: Busayo sometimes navigates tension between performing well in her current role and investing in her future trajectory. Improving in this area means intentionally carving out time for long-term development, whether through learning, visibility, networking, or market exploration. She can set monthly development goals, allocate dedicated hours for professional growth, and periodically assess her progress. With this balance, she will not only excel in her present role but also steadily build the foundation for the next phase of her career.



90-DAY ROADMAP TO ACHIEVE

HER GOALS

Goal:

Position Busayo for senior leadership roles internally or externally while increasing professional visibility and creating clarity for next-stage career progression.

Focus Area	Actions (Month 1)	Actions (Month 2)	Actions (Month 3)	Success Markers
1. Professional Positioning	Review & refine CV; articulate 10-year experience clearly and quantify achievements.	Update CV further based on roles applied for.	Finalise leadership-focused version of CV.	CV differentiates her as leadership-ready.
2. LinkedIn Optimisation	Optimise profile headline, "About" section, and experience. Improve banner and profile picture.	Add accomplishments, media, and recommendations.	Activate "open to work (senior roles)" if appropriate.	Profile reflects leadership presence and clarity.
3. Job Search Strategy	Apply for 5 jobs per week (managerial/legal leadership roles). Track applications.	Maintain 5 applications/week . Begin reaching out to recruiters.	Apply to targeted high-fit roles; conduct screening interviews.	Minimum of 60 targeted applications in 90 days.
4. Career Visibility & Thought Leadership	Publish 1 LinkedIn or Instagram post per week , topics: legal insights, leadership learning, or career reflections.	Increase to 2 posts per week . Start resharing industry articles with short commentary.	Increase to 3 posts per week . Seek one speaking engagement or panel opportunity.	Consistent online presence; increased engagement.
5. Internal Positioning & Leadership	Speak confidently in leadership meetings, show strategic thinking, and document contributions.	Propose 1–2 improvements or initiatives within the legal function.	Present a mini leadership-oriented report or team improvement plan.	Leadership begins to view her as dependable and ready.
6. Managing Overwhelm & Capacity	Begin delegating where possible; support recruitment pipeline by recommending candidates.	Build personal workflow system (weekly planning, priority mapping).	Review progress, adjust workload boundaries, and improve time management.	Reduced feeling of overwhelm; clear structure.
7. Accountability & Tracking	Identify an accountability partner and set weekly check-ins.	Continue check-ins; refine goals based on progress.	End-of-quarter review with accountability partner.	Consistent progress with reduced friction.
8. Career Clarity & Long-term Planning	Define priorities for internal vs. external growth.	Evaluate feedback, progress, and market responses.	Update 1-year and 3-year career plan.	Clear direction for the next decade of her career.

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