



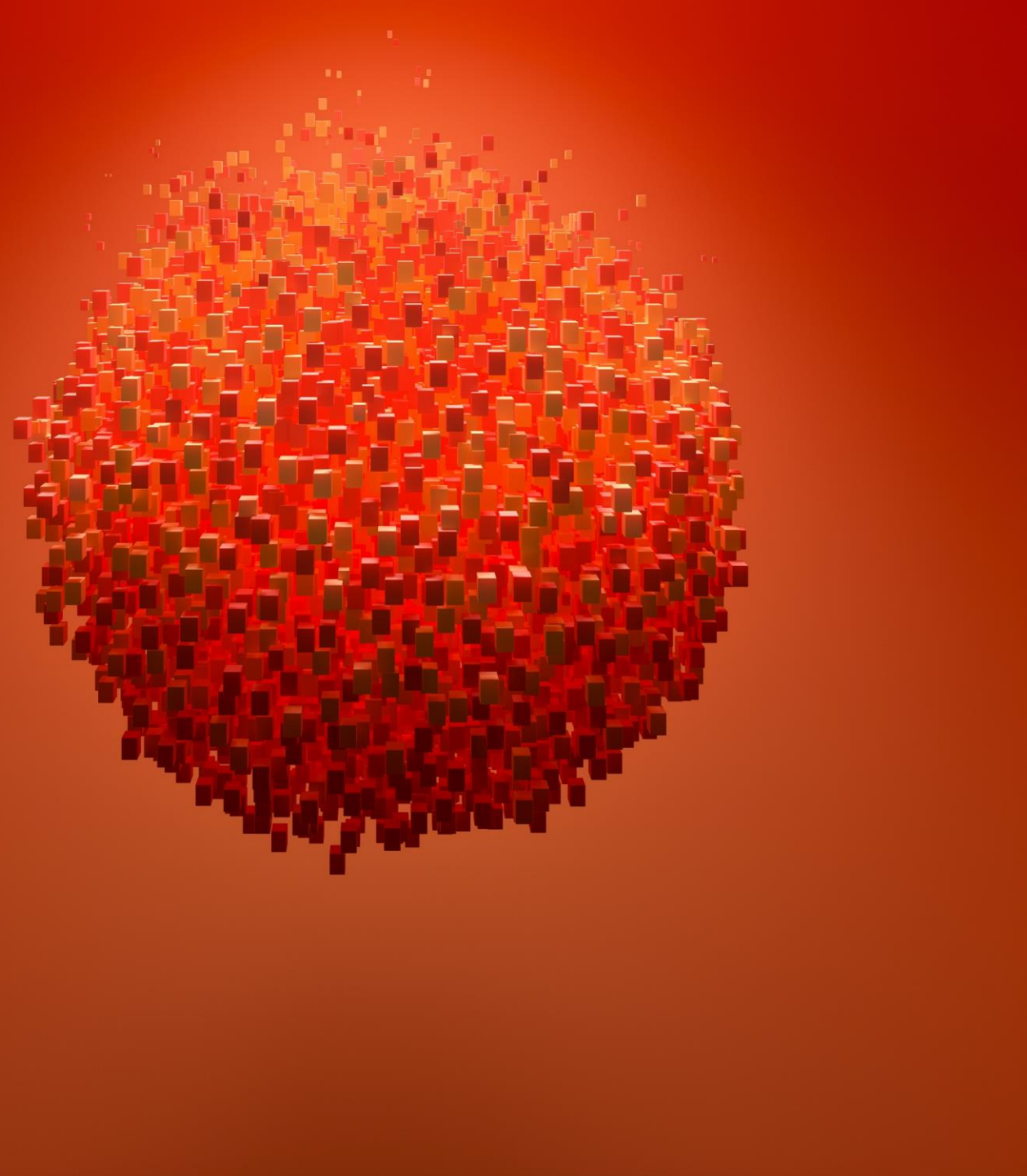
T . R . B

**Human Capital & Leadership
Consulting**



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About TRB



TRB is a premier independent consulting practice founded by Dr. Temitope Richard-Banji, a globally recognised Human Capital and Leadership expert with over a decade of experience.

From **Europe to Africa, the Middle East to North America**, TRB has partnered with Boards, CEOs, and senior leadership teams to **redefine leadership excellence and organisational performance**. Our expertise spans **HR transformation, executive talent management, leadership development, and culture evolution**, delivering solutions that align people strategies with ambitious business goals.

At TRB, we believe **people are the most powerful drivers of change**. That's why our consulting practice is built on a **human-centred, evidence-based approach**. We help organisations manage change and lead it with **clarity, confidence, and impact**.

We are known for our ability to:

- **Design high-impact leadership pipelines** that prepare organisations for long-term success.
- **Transform HR functions** into strategic enablers of growth and innovation.
- **Build inclusive and resilient workplace cultures** that empower talent and foster engagement.
- **Equip senior leaders with future-ready skills** to navigate disruption and seize opportunities.

Our approach blends **strategic foresight with operational excellence**, using advanced analytics, design thinking, and leadership science to deliver **tailored solutions that stick**. Whether guiding a global organization through complex transformation or coaching C-suite executives to maximize their leadership impact, TRB is a trusted partner in shaping **thriving, future-ready enterprises**.



About TRB

Mission

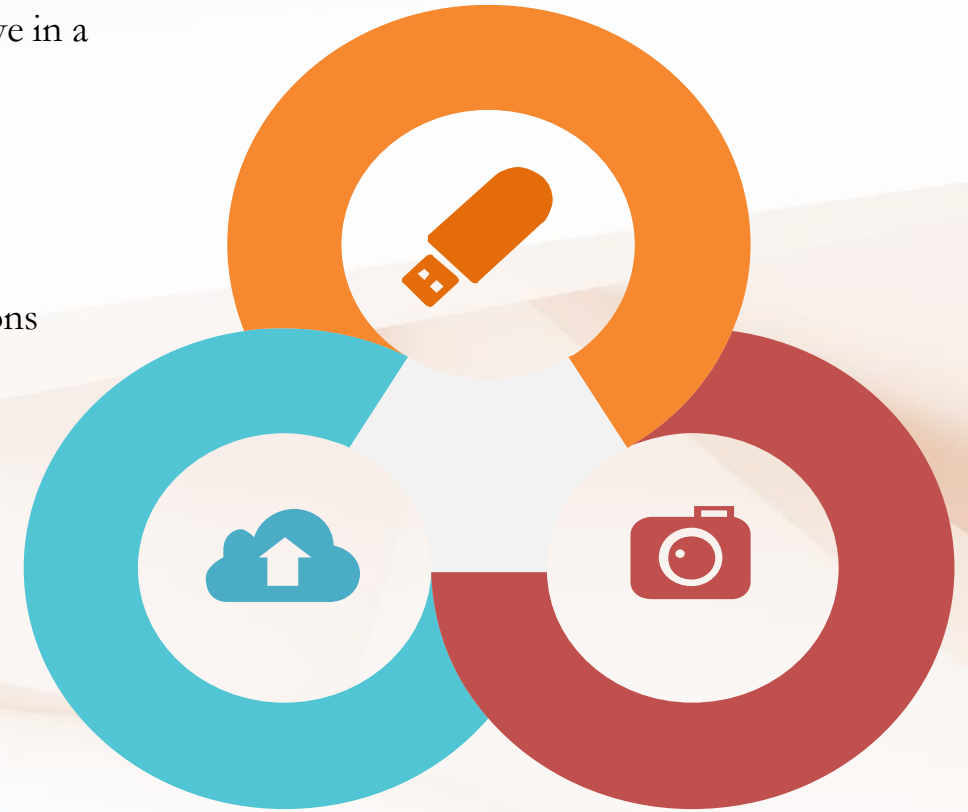
To empower organisations and leaders to unlock their highest potential by transforming people strategies, fostering inclusive cultures, and building sustainable leadership pipelines that thrive in a rapidly changing world.

Vision

To be a globally trusted partner for organisations seeking innovative, human-centred solutions that drive transformational change, future-ready leadership, and enduring business success.

Core Values

- **Integrity:** We lead with honesty, transparency, and strong ethical principles.
- **Excellence:** Delivering world-class solutions that exceed client expectations.
- **Collaboration:** Co-creating strategies with clients for sustainable impact.
- **Innovation:** Leveraging data, design thinking, and cutting-edge practices.
- **Inclusivity:** Championing diverse leadership and equitable workplaces.
- **Empowerment:** Developing leaders who inspire and influence positive change.



Consulting Focus



HR Transformation

- Recruitment and Talent Management
- Performance and Compensation Strategy
- Workforce Planning and Analytics
- Digital HR and Process Automation
- Employee Relations and Compliance

Organizational Development

- Organisational Design and Structure
- Succession and Workforce Planning
- Learning and Development Programs
- Cross-functional collaboration and Team Dynamics
- Process Improvement and Innovation



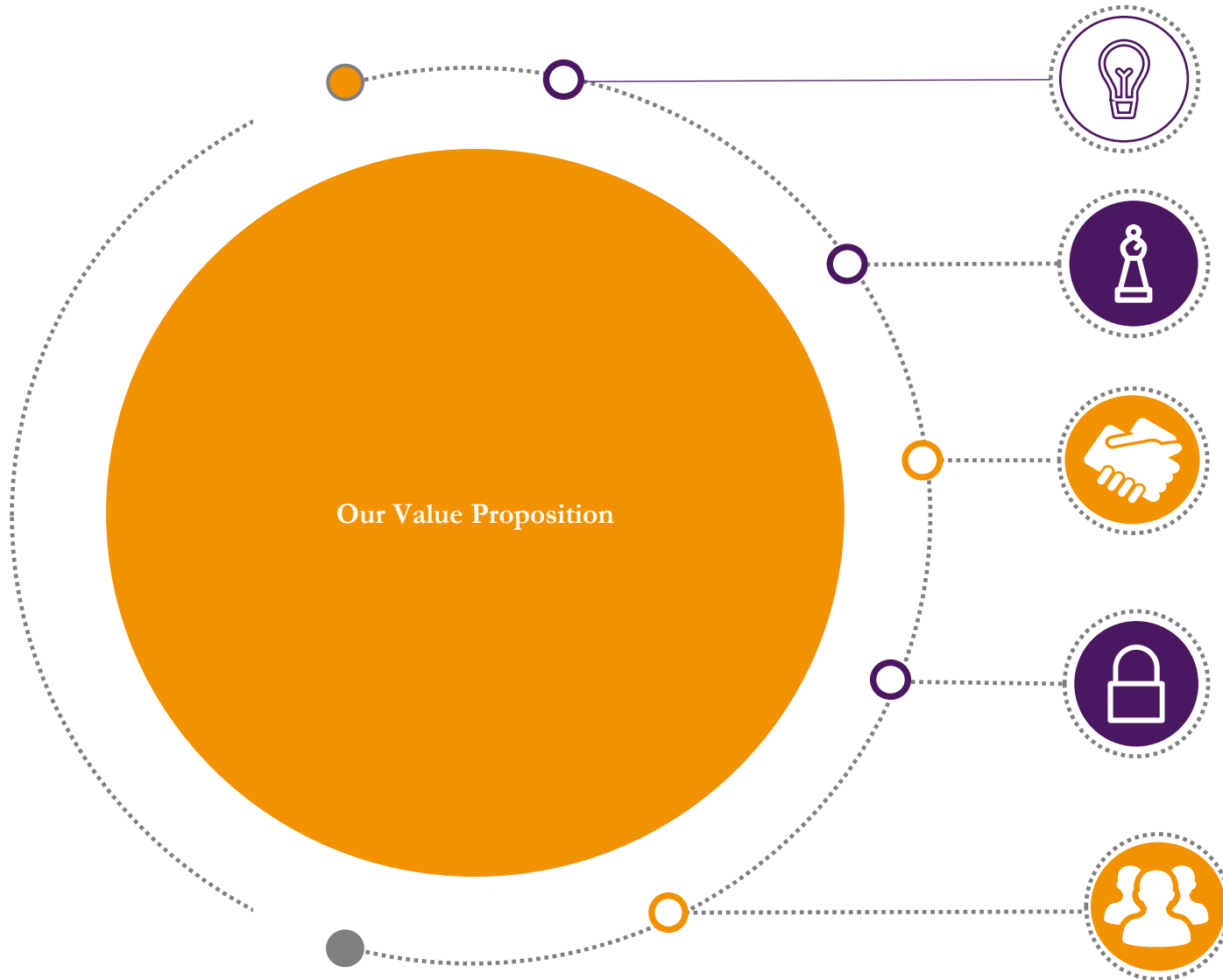
Culture and Change Management

- Cultural Assessment and Alignment
- Change Management and Adaptability
- Diversity, Equity, and Inclusion Initiatives
- Employee Engagement and Communication
- Values and Behavioural Change Programs

Leadership Assessment and Development

- Leadership Assessment and 360 Feedback
- Executive Coaching and High-Potential Development
- Emotional Intelligence and Conflict Management
- Competency Modelling and Skills Development

Value Proposition



In-depth Knowledge of Sector

TRB brings expertise to the forefront, catering to a diverse clientele spanning Private sector, Foundations, Multilateral and UN agencies, International NGOs and Development Finance Institutions.

Deep Understanding of your Sector

TRB possess a profound comprehension of your industry dynamics and operational intricacies, coupled with a keen insight into your overarching vision and strategic frameworks.

Agile and Collaborative approach

TRB fosters an agile and collaborative work practice across our global network. This environment empowers our professionals to seamlessly share insights and expertise across multiple projects, ensuring the delivery of top-tier solutions to our clients worldwide.

Quality research database across the globe

With a proven track record of delivering impactful results, TRB earned the trust of leading industry clients by providing tailored solutions.

Competent & Experienced team

Our team comprises seasoned experts adept at crafting HR, Leadership and Culture solutions, programs and Frameworks for prominent entities across various industries.

Client Exposure



THE WORLD BANK



AGRA
Sustainably Growing
Africa's Food Systems



LLOYDS

PRIMARK

BRITISH AIRWAYS

NetworkRail

DIAGEO



African Population and
Health Research Center



CROP
TRUST

Gold Standard®



FEDERAL GOVERNMENT OF
NIGERIA



ADDOSSE
MICROFINANCE BANK



Special
Olympics
Nigeria



WOODLAND
NIGERIA LIMITED



BANK OF INDUSTRY
...transforming Nigeria's industrial sector.



Guaranty Trust Bank (Ghana) Limited



BOUNDLESS HANDS AFRICA
INITIATIVE FOR WOMEN & CHILDREN



About the Managing Partner



Dr Temitope Richard-Banji
HR Transformation, Leadership
& Culture Professional.

Dr. Temitope Richard-Banji (TRB) is a **strategic and people-focused HR Executive** with over **13 years of global experience** spanning **HR transformation, talent strategy, executive development, and organisational design**. A globally recognised consultant and leadership advisor, he has delivered transformational HR and leadership solutions across more than 38 countries, partnering with major organisations to solve complex talent challenges, build resilient cultures, and prepare leaders for the future of work.

TRB has a proven track record of **partnering with Boards, CHROs, and CEOs** to drive **enterprise-wide change** across consulting, development finance, Fintechs, FMCG, Global Development, non-profit, and corporate sectors.

He is adept at **building high-performing HR functions**, embedding **inclusive leadership practices**, and enabling **sustainable culture transformation**. Recognised for shaping future-ready organisations, he expertly aligns **talent strategies with business vision**, fosters **agile operating models**, and champions **diversity, equity, and inclusion** at the executive level.

With extensive experience **leading geographically dispersed teams**, TRB has coached senior leaders globally, designed **bespoke leadership frameworks**, and managed **end-to-end executive recruitment and succession pipelines**.

He is particularly known for **navigating complex transformations**, from **mergers and acquisitions** to **large-scale digital HR initiatives**, while maintaining employee engagement and strengthening stakeholder trust.

As a **trusted advisor to top executives**, TRB brings a **unique blend of strategic foresight and operational excellence**, enabling organisations to **unlock leadership potential, accelerate change adoption, and build cultures that thrive in disruption**.

Beyond his professional achievements, TRB is **deeply passionate about human potential and community impact**. He is a dedicated **mentor to young Africans**, helping shape the next generation of leaders across the continent through the foundation he started (**ENGEN Foundation**). Personally, he enjoys **playing football, travelling to explore new cultures, and discovering unique culinary experiences** around the world.

TRB is also an accomplished **author of two books**, including *Work Readiness Made Easy*, and continues to share insights that guide professionals and organisations in navigating the evolving world of work.

Education



SWISS
SCHOOL OF
BUSINESS RESEARCH

PhD, Leadership & Organizational
Development



Nottingham
Business School
Nottingham Trent University

Masters, Management & Investment
Strategies



BABCOCK
UNIVERSITY
ILISHAN - REMO, NIGERIA.

Bachelors in Accounting & Finance



HARVARD
UNIVERSITY

Advanced Design Thinking



Human Resource & Change
Management



**LAGOS
BUSINESS
SCHOOL**
PAN-ATLANTIC UNIVERSITY

Leadership & Management

Professional Certifications



Notable Transformation Projects

- Led the leadership assessment for the Director General recruitment at Global Green Growth Initiative, South Korea.
- Directed organisational design, career pathways, and competency framework development for OPEC Fund, Vienna, Austria.
- Developed an outplacement and exit strategy framework for the Green Climate Fund, Republic of Korea.
- Spearheaded HR transformation and organisational redesign for Gold Standard Foundation, Geneva, Switzerland.
- Project-managed the Managers' Coaching Program for the International Monetary Fund (IMF), Greenpeace International, African Development Bank and many more.
- Conducted executive assessments and profiling for over 60 senior management roles across the UK, USA, Europe, and Africa.
- Facilitated leadership development sessions for over 50 senior leaders.
- Designed a new talent management framework, including change strategy and interventions like stakeholder analysis, communications, change impact assessment, and training.
- Created an HR strategy aligned with business goals, outlining short- and medium-term priorities for the team member life cycle.



Notable Transformation Projects



- Led leadership assessments to identify successors and first-time manager candidates.
- Developed a coaching framework using the GROW model for leadership.
- Designed three graduate internship programs for non-profit and banking sectors in Africa and Canada.
- Led the setup of a World Bank-funded project in Nigeria, establishing team structures, policies, and performance management.
- Directed executive development planning and implemented learning and development initiatives.
- Led the recruitment of four female CEOs for commercial and merchant banks in Nigeria.
- Managed the culture and change process for the Nigerian Stock Exchange Demutualization, including change framework, roadmap, impact assessments, and leadership alignment.
- Designed a culture handbook and redefined the Nigerian Stock Exchange's new working methods.
- Led culture integration for a bank M&A, creating strategy and plans to embed a unified post-merger culture.
- Facilitated leadership alignment sessions to shape and reinforce a cohesive culture strategy informed by employee engagement metrics.



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