

Chenistry

NEWSLETTER



January - March 2025 13th edition

A collage of five vertical panels, each showing a close-up of a woman's face. From left to right: 1. A woman with dark hair and glasses. 2. A woman with dark hair and glasses. 3. A woman with dark hair. 4. A woman with dark hair. 5. A woman with red braided hair. The faces are partially obscured by a semi-transparent red overlay containing text.

Women in Chenist Accelerating Action

**Special Edition
for International Women's Day**

Accelerate **Action** for **Gender** Equality

As we commemorate International Women's Day (IWD) on March 8, 2025, we are reminded of the pressing need to Accelerate Action towards achieving gender equality.

This year's theme underscores the urgency of our collective efforts to dismantle systemic barriers and create a world where every woman and girl child can thrive.

At the current pace, it is projected that full gender parity will not be realized until 2158, approximately five generations from now.

This statistics is a stark reminder that our efforts must be intensified. The call to Accelerate Action is not merely a slogan; it is a mandate for decisive and immediate initiatives that drive tangible change.

At Chenist Consulting, we recognize that gender equality is not just about fairness, but about progress, productivity, and prosperity. We are committed to fostering an environment that provides more inclusion, more representation, and more recognition for women in the work place. We actively support women's career development by ensuring equal access to leadership opportunities, mentorship programmes, and capacity-building initiatives.

Whether single, married, or balancing career and family life, women at Chenist Consulting are given the flexibility and support needed to excel professionally and personally.

From executive roles to managerial or even project leadership, we prioritize the involvement of women at every level of our operations.

We understand that workplace dynamics, job responsibilities, and societal expectations often pose gender-related challenges. That is why we have established policies that support women in the workforce, ensuring that our workplace is not just accommodating but empowering.

Women are given the same opportunities as their male counterparts to thrive in leadership positions, ensuring fairness in promotions and salary structures.

Recognizing the dual responsibilities of many women, we have implemented hybrid work models and parental leave policies that support work-life balance. Our workplace fosters respect, inclusion, and a culture that actively combats gender biases and stereotypes.

The nature of work is evolving, and gender-related challenges must be addressed at all levels, industries and spheres of life - with forward-thinking policies. Organizations that champion gender equality are not just supporting women, they are creating environments that foster innovation, diversity, and long-term success. As we observe International Women's Day 2025, let us commit to turning conversations into action.

At Chenist Consulting, we are accelerating our efforts to empower women, redefine workplace inclusion, and create equitable opportunities for all.

We believe that when women rise, businesses and societies rise with them. Let us move beyond advocacy—let us act and accelerate now.



Women in Chenist- A Short Biography



Ekene

She's the communications strategist you want on your team! Brand management? Check. Positioning? Double-check. Strategic comms? She's got that on lock. Basically, she's a goal-getting, idea-dropping, comms queen, and she's here to slay!



Chekwube

The brain behind the hires. She's got a unique sense of picking talents and a heart that cares.



Victoria

The silent mastermind prefers to listen rather than talk. She has a knack for spotting patterns and connections that others miss.



Boluwatife

The creative freak. She is always coming up with video contents. Born to be behind the scenes, forced to be in front of the camera.

Chat with the Women in Chenist-Accelerating action

View the video on our Youtube page!



Question - How do you think the male allies and leadership teams can help close the leadership gap in the workplace?

Ekene: As we celebrate International Women's Day 2025, the conversation around leadership and workplace equality remains as important as ever.

One crucial factor in closing the leadership gap is the role of male allies and leadership teams in fostering a culture of fairness, meritocracy, and opportunity for all.

At its core, leadership is not about gender, it is about competence, capability, and delivering results. Yet, biases, whether conscious or unconscious, still influence decision-making in many workplaces, often leading to fewer women being considered for leadership roles.

Male allies and leadership teams have a responsibility to challenge these biases and advocate for the best person for the job, regardless of gender.

"If you're a guy that has a seat at the table and you're discussing who can genuinely get the job done, you should not be biased about whether it is a man or a woman. If a woman's name comes up and she is the best person for the job, then say it with your full chest, advocate for her as you would for any capable candidate. "This means creating transparent hiring and promotion processes, ensuring that women have access to mentorship and sponsorship opportunities, and actively working to dismantle the barriers that limit women's leadership potential.

Question- How do you think your spouse can help support your career growth and ambitions?

Ekene: I'll just keep it short and simple; career success is not just about hard work and opportunities, it is also about having a strong support system. One simple yet powerful piece of advice is: "Just marry someone that understands and respects your work." This means choosing a partner who not only acknowledges your dreams but actively

supports them, whether through words of encouragement, shared responsibilities, or simply being present.

Question: Have you ever benefited from any community driven initiative that has helped your career growth?

Victoria: It is inspiring to reflect on the many community-driven initiatives making a difference in the lives of women and young girls.

Across various sectors, these initiatives are empowering, educating, and creating opportunities that shape future leaders.

One notable example is WIMBIZ, an organization dedicated to supporting women in business and leadership. Through mentorship, networking, and professional development, WIMBIZ continues to break barriers for women in the corporate world. And they have this programme: "The Big Sister Program", which focuses on empowering young girls in secondary schools.

By providing mentorship and guidance, this programme helps girls build confidence and prepares them for successful careers.

Similarly, the EME Foundation is making strides in menstrual health and education, ensuring that young girls have access to the resources they need to stay in school and pursue their ambitions without limitations. While these initiatives start at a young age, they lay a strong foundation for future success, proving that investing in girls today leads to empowered women tomorrow.

As we mark this year's International Women's Day, let us celebrate these efforts and continue to support community-driven change that uplifts women everywhere.

Clients in the News



Emmanuel Asika, guest speaker/Tech and Digital Equity Leader(left): Ruby Igwe, Country General Manager, ALX Nigeria(middle), and Oluwatoni Ajewole, Activation Specialist, ALXNigeria, during the special Valentine's Day activity organized by ALX Nigeria.

ALX Pathway Scholars and Mastercard Scholarship Awardees, at Cool FM to celebrate the Mastercard Scholarship by ALX.



ALX Country Manager and Mastercard Scholarship awardees at the Mastercard scholarship ceremony organized by ALX in Lagos recently.

Clients in the News



L-R: Prof. Olayinka David-West, Dean, Lagos Business School, Pan-Atlantic University; Chief Information Security Officer, RMB Nigeria, Ifeyemi Ifedayo; Executive Director and the Group Chief Technical Officer Digital Jewels Africa; President of ISACA Lagos Chapter, Mr. Tokunbo Taiwo; Executive Director/Chief Investment Officer Ministry of Finance Incorporated (MOFI), Dr. Femi Ogunseinde and Executive Director, Business Development, Nigeria Interbank Settlements System (NIBSS), Mrs. Ngover Ihymbe-Nwankwo at the recently held RMB Economic Forum 2025 organized by Rand Merchant Bank Nigeria in Lagos.



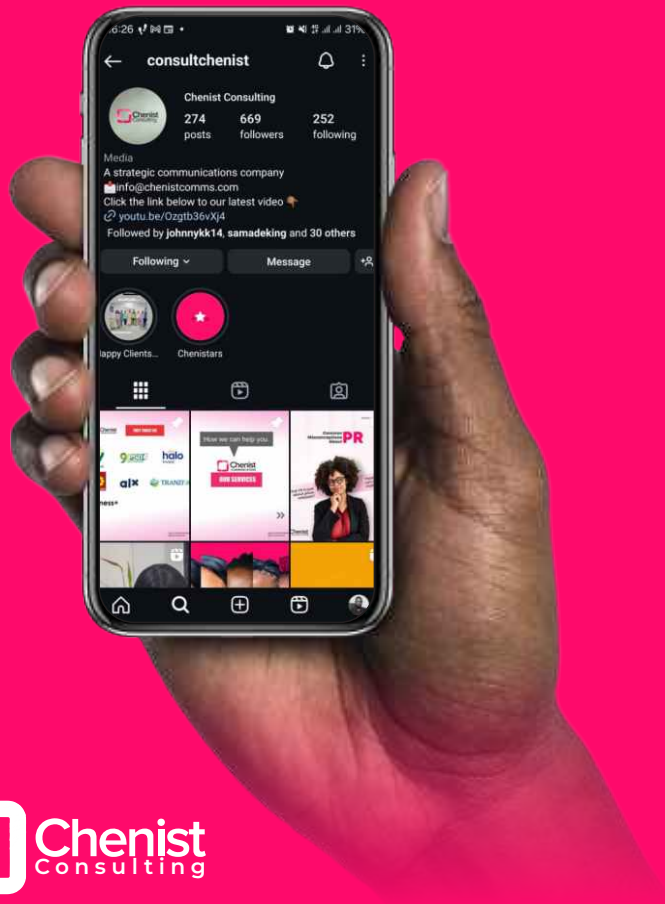
L-R: Partner, Tax Reporting & Strategy Pricewaterhouse Coppers (PWC) International Ltd, Mr. Kenneth Erikume; Chief Executive Officer, The CFG Advisory, Mr. Tilewa Adebajo; Chief Executive Officer of RMB Nigeria, Bayo Ajayi; Rand Merchant Bank Research Lead, Africa, Ms. Samantha Singh-Jami; Resident Representative for Nigeria International Monetary Fund (IMF), Dr. Christian Ebeke and Group Treasurer, Tolaram Group, Mr. Deepak Bhojak at the recently held RMB Economic Forum 2025 organized by Rand Merchant Bank Nigeria in Lagos.

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