



The Profiles & Enterprise Associates

ABOUT THE PEA

The PEA is a knowledge-based and resource-focussed organisation that focuses on five main areas:

1. Research and development
2. Education, training and certification
3. Resource development, mobilisation and services
4. Consulting
5. Social support and advocacy.

Our focus is to promote social development, increase individual and business capacity for productivity and growth, and enhance collaborative partnerships.

As a consultancy firm with a large pool of human capital, we focus on research in a wide field of endeavours like economics, marketing, health, energy, finance, environment, etc. We are also into publishing, resources development and mobilisation, carries out trainings (in-house or with us) and business and logistics support.

Our six different units are focussed on the different areas of business outlined above. We have The Consulting Enterprise, The Enterprise Support, The Research Enterprise, The Enterprise Academy, The Knowledge Enterprise and The Social Enterprise – each positioned to handle different functions. Click on any of these units or view our brochure for more information on these various services.

At The PEAssociates, our research outputs are living proof of our knowledge value in business and social development. We invite you to define and design your outcomes at The PEAssociates.

OUR BRAND: The PEAssociates' brand identity was developed to reflect our aspiration: "Thinking Development, Developing Thought," to further reflect our capital concepts of VALUES (meaning worth, importance, benefit, profit or significance: emphasising the critical role of capital in development), POWER (referring to capacity, ability, strength, skill, control, capability, authority or licence: showing empowerment that comes with capital appreciation or support) and LIFE (that is, existence, adaptation, energy, sparkle and functioning: demonstrating that capital is life).

The crust of our business is summed up as Research and Capital Development. These also define our direction, our goal, our drive and our vision. Research and Capital Development as the thrust and fulcrum upon which our whole business model derives its drive, thrives and lives, operates through mainly the following channels to achieve its goals:

1. The Research Enterprise;
2. The Enterprise Academy;
3. The CIAST;
4. The Enterprise Support; and
5. The PEAssociates itself.

The operating model is as follows:



VISION: Towards a Revolutioneered and Developed Enterprise: A passionate pursuit of distinction in research, service and development.

MISSION: Knowledge Advancement and Capital Development: To nurture talents, create capital, foster growth, in the service of humanity.

THE REVOLUTIONARY QUEST: THE MAKING OF THE ENTERPRISE

“Revolutions aren’t made by gadgets and technology. They’re made by a shift in power, which is taking place all over the world. Today, intellectual capital is at least as important as money capital and probably more so.” – Walter B. Writson (1919 – 2005)

The Urge for a Revolution

The Profiles & Enterprise Associates’ modest strive for a revolutionary footprint in the world’s quest for growth and development began with the Forum for Development Strategy (FDS) in 2002. FDS as a research and development outfit was conceived to provide discussions fora and research leadership for community growth and development. Development is key here because of the challenges faced by countries of the South. Therefore, at the throes of the revolution is development and growth. And today, this focus has not changed. **The Profiles & Enterprise Associates** is taking steps further in addressing

the connected chain of challenges of growth and development within human capital development, development tools and infrastructure, businesses and the society aggregate growth and development.

Thus, with the Forum for Development Strategy, the foundation for the revolutionary quest was laid. FDS was in reality being moulded in the womb of the revolution. We have suggested solutions to developing world's problems and the challenges in the world generally and we asked ourselves if we are doing it right, or doing the right thing or we need a reform of the existing ideas. These are the problems **The Profiles & Enterprise Associates** intends to confront using diverse strategies. And so what was literally being handled by FDS, **The Profiles & Enterprise Associates** has come to amplify because according to a U.S. clergyman, William Ellery Channing (1780-1842), "There are seasons...of inward and outward revolution, when new depths seem to be broken up in the soul, when new wants are unfolded in the multitudes, and a new and undefined good is thirsted for. These are periods when...to dare is the highest wisdom." And now, the enterprise revolutionary journey has begun!

Establishing a Growth Culture

A departure from tradition to dynamism; **The Profiles & Enterprise Associates** is making a departure from norm to changes. **The Profiles & Enterprise Associates** is a research-intensive organisation keen on being a major contributor to individuals, businesses and nation's growth and development. To achieve this, we intend to collaborate internally, locally and internationally at all levels. So, **The Profiles & Enterprise Associates** intends to create the growth culture and also sustain same.

Agreeing with the fact that "If you feed people just with revolutionary slogans, they will listen today, they will listen tomorrow, they will listen the day after tomorrow, but on the fourth day they will say 'To hell with you!'" (attributed to Nikita Khrushchev: 1894-1971), we intend to define development as growth in a few years' time. **The Profiles & Enterprise Associates** intends to bring into existence sustainability – a marked departure from traditionalism to realism. This is the thinking of Jose Ortega y Gasset (1883-1955) that Revolution is not the uprising against pre-existing order, but the setting up of a new order contradictory to the traditional one. We must therefore not only establish this growth culture but also sustain it.

Yet, A Revolutionary Quest

The Profiles & Enterprise Associates' outspoken aspirations are to make a departure from theory to practice, a creation of life from norms, making discoveries out of unknowns, thus putting the existing social, economic, political and ethical structures in the right framework that would accommodate the revolutionary seeds. This is the wisdom William Ellery Channing seems to communicate, "These are periods when...to dare is the highest wisdom."

A Significant Strategy

The Profiles & Enterprise Associates' strategy is the Hand Factor, which is a 5-pronged service strategy namely RESEARCH, CONSULTING, EDUCATION & TRAINING, RESOURCES DEVELOPMENT & SERVICES and FAIRNESS.

Therefore, our business strategies and operations will develop analytics to

1. RESPOND to challenges and queries;
2. CLARIFY issues and bring understanding into them;
3. CREATE new platform for result-oriented endeavours; and
4. HANDLE requests professionally and delicately.

We believe that the three most important challenges facing businesses today are the adequate and quality availability of human, financial and knowledge capital. **The Profiles & Enterprise Associates'** establishment is a response to these.

The Profiles & Enterprise Associates aims to contribute significantly to capital availability and community resourcefulness through the following:

1. A focus on human capital development which is critical to the development and growth of the society. This will involve training and education.
2. Seek out synergies with businesses and people to create ideas and respond to challenges the society is faced with.
3. Create a resourceful capital development pool of structure including education, research, growth resources, and other services to ease difficulties.
4. Work with international organizations/institutions to widen our scope and exchange important resources.
5. Focus on sustainability and advocacy through capital development, business approach and social contribution for a balanced society.

The above-stated mission strategies are centred around **The Profiles & Enterprise Associates'** pentagon values and activities: **research, consultancy, training & education, advocacy & fairness, and resource development.**

And so, according to Van Goethe (1749-1832), "From today and from this place there begins a new epoch in the history of the world."

The PEAssociates: A Revolutionary Growth Market

"The whole cause of world revolution hinges on the revolutionary struggles of the Asian, African, and Latin American people who make up the overwhelming majority of the world's population." – Lin Biao (1907-1971).

The Profiles & Enterprise Associates is committed towards resource development and growth. It is committed towards fostering good development policies and practices among businesses and the larger society. It is committed to fulfilling the core vision of creating, impacting and implanting sound knowledge for growth and development. The quest for development is thus anchored on capital development. This revolves around the "culture of growth" we intend to establish within our business framework. **The Profiles & Enterprise Associates** is thus creating a revolutionary development market within the vicious circle of training and education, research and development.

We also have dynamic strategies through such units as the Enterprise Social, Enterprise Knowledge and Enterprise Support among the lots, by which we intend to birth discoveries and innovations, and impart humanity, making same a critical cultural character of our partners and clients. By this nobility, we will be creating inquiry minds, adventurous spirits and a prosperous society. These all, in the service of humanity, will put the world on a better foothold.

The PEAssociates and its Subsidiaries

The following are the subsidiaries of **The Profiles & Enterprise Associates** upon which its operating models are built:

1. Enterprise Research
2. Enterprise Support
3. Social Enterprise
4. Knowledge Enterprise
5. Consulting Enterprise
6. The Enterprise Academy

About The PEAssociates: What We Do

The Profiles & Enterprise Associates is a knowledge-based and resource-focused organisation that is concerned about the following five main areas of activities:

1. Research and development
2. Education, training and evaluation
3. Resource development, mobilization and services
4. Consulting
5. Social justice, fairness and advocacy

Our focus is to promote social development, increase individual and business capacity for productivity and growth, and enhance collaborative partnerships.

As a consultancy firm with a diverse and collaborative pool of human capital, we focus on research in wide areas as economics, marketing, health, energy, finance, environment, etc. we are also into publishing, resources development and mobilization, training (in-house, public, or general) and logistics.

Our six different units are focused on the different areas of business outlined above. We have the Consulting Enterprise, Enterprise Support, Research Enterprise, the Enterprise Academy, Knowledge Enterprise and the Social Enterprise – each positioned to handle different functions.

Further information about each of these units can be found in their different brochures.

At **The Profiles & Enterprise Associates**, our research works are living proof of our knowledge value in business and society development. We invite you to define and design your outcomes.

OUR BRAND: The Profiles & Enterprise Associates' brand identity was developed to reflect our aspiration: *Thinking Development, Developing Thought*, to reflect our capital concepts of VALUES (meaning worth, importance, benefit, profit or significance: emphasizing the crucial role of capital in development), POWER (referring to capacity, ability, strength, skill, control, capability, authority or licence: showing empowerment that comes with capital appreciation or support) and LIFE (that is, existence, adaptation, adaptation, energy, sparkle and functioning: demonstrating that capital is life).

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upon which our whole business model derives its drive, thrives and lives, operate through mainly the following channels to achieve its goals:

1. Research Enterprise
2. The Enterprise Academy
3. CIAST
4. Enterprise Support, as well as
5. The Profiles & Enterprise Associates.

The operating model below, is based on the following:

Development & Growth (Strategy, Stability & Maturity)

Certification & Association (Proving You, Networking & Mentoring)

Research & Capital Development

Resources & Logistics (Making Provisions for Tools, Society Mobility & Growth)

Education & Training (Learning)



The Executive Director's Message

The Profiles & Enterprise Associates' FIVE-PRONGED MANDATE: Lessons from the Contemporary Experiences

The Profiles & Enterprise Associates is primarily a for-profit business. Our approach is fundamentally using knowledge tools to achieve our goals notwithstanding what we do. So, we are operating in a

knowledge economy. Here, we do a lot of underground work on the strength of our research expertise to get the desired results.

With the establishment of **The Profiles & Enterprise Associates** in 2011, we essentially drew out five mandate points to promote our business goals. Taking a summary, we have *knowledge* and *responsibility* as our explicit instruments. Knowledge is usually referred to as power, and responsibility as an indication of change and growth. The impetus for these objective instruments is the isolated manner in which businesses and institutions have operated in developing countries in particular, focusing only on their basic goals – immediate production and profit – without making available further opportunities to make impact for more profitable operations.

The Profiles & Enterprise Associates' five-pronged mandate stands in contrast with these organizations' 'single' mandate – so to say. Abstract goods-producing companies having focused on a single line of objectives have left the society more less-impacted than they met it. For example, the university which is expected to define itself and make critical contribution to the society, but has always only gone through the tradition of admission and graduation of students without making distinct research and community services. This was not the case however in the 1970s up till 1980s. our five-pronged mandate therefore, is partly the result of the present global experience and the lessons learned from the past.

What are those lessons and experiences? The 1960-70s are often cited as a time when Nigeria and several developing countries' development policies were well defined and aligned with their goals, while today's experience prove otherwise. The educational sector of most Third World countries has collapsed and this has affected their economies.

The Profiles & Enterprise Associates learned a valuable lesson on how to positively impact the society following the present experience – *contribute to the deficit side of knowledge economy and this will grow the real economy*. This lesson is what births the five-pronged mandate (which we otherwise refer to the Hand Factor): CONSULTING, RESEARCH, TRAINING & EDUCATION, RESOURCES DEVELOPMENT & SERVICES and SOCIAL FAIRNESS.

Still, one would not have to go all the way to five-pronged mandate in order to obtain the good experience of the 1960s to 1980s. Another way to achieve some of these is to simply internalize the vision from the 1960s-70s, thus understanding that the optimal way to deliver on the five mandate goal is to pursue creativity and innovation, which in turn helps the real economy. In other words, a well thought-out policy can achieve the same desired outcomes with a single mandate as it can with an appropriately interpreted five-pronged mandate.

Today, in order to define our actual stand and deter deviation as is the norm with other knowledge-based services institutions, we outline our goals in the five-pronged mandate structure. We research, achieve result, rub it off on the society and yet, still duplicate some of these knowledge elements as an industry practitioner and push for a change towards a fair value and just society.

Though, it may be tempting to lose sight of the lessons and experiences of then and now, but we believe as having taken steps to establish sub-institutions within our company, these lessons and experiences remain as relevant as ever in helping us drive our vision. And as the world continues to charter pathways for a stable economy, we bring to the table a company that is though for-profit, but display a sense of both corporate and social value in adding to the individuals, businesses and the global community in business dealings and practices, human capital development, innovation and discoveries, and other social and economic-related services. And succinctly, the fundamental importance of research as our basic knowledge tool is critical for our performance and that of the real economy, as our bedrock principle of social and economic rejuvenation of all businesses and countries. This is the fulcrum upon which our

revolutionary drive derives its strength. Though ambitious and ambiguous our mission may seem to be, it is also definitive and instructive.

EConsult

The Profiles & Enterprise Associates is a reputable firm of experts dedicated to applying economic, science and quantitative principles to complex business and legal challenges. This is carried out through The Enterprise Consult.

The EConsult's experts' works are diverse. The EConsult applies rigorous research and consulting techniques as well as technical assistance expertise to a wide range of issues in social, economic, infrastructure, health, international development, business research and consulting practices.

The Consulting Enterprise (or, Enterprise Consult, and EConsult for short) is **The Profiles & Enterprise Associates'** frontline strategic unit representing the reputation of the group's experts dedicated to applying appropriate methodologies with a mix of economic, finance and quantitative principles to complex business, development and organizational challenges. The activities are diverse and include research, business deals, training and education, resource development and mobilization, as well as logistics supports.

The underlying tool of **The Profiles & Enterprise Associates'** activities is research. EConsult applies rigorous research and consulting techniques, as well as technical assistance expertise to a wide range of issues in social, economic, infrastructure, health, international development, applied sciences, business research and consulting practices.

The Profiles & Enterprise Associates undertakes consulting projects to help the individuals, corporate and non-corporate sectors, public system and government through analytical and problem-solving support, as well as provision of knowledge resources, and varieties of educational resources. Geography and time are no barriers to us.

EConsult, with the 'rock-solid' back-up of other constituent units provides the best and desired results for our clients. Its services are leveraged over these units and include the following:

- **Training & Education:** whether end-user training or train-the-trainer solution, EConsult makes these available in diverse ways and designs for your choice, to suit you, accommodate you and give you a large degree of flexibility. From economics, health and medical, finance and business to statistics, IT and the applied fields, as well as social, arts and behavioral sciences, you are sure to be well and adequately covered with appropriate tools and methodologies to get on course on your job, in your career and for optimal productivity.

Our pool of expertise is our strength in all these, towards getting your targets achieved. Trainings can be custom-designed or just follow our general course provisions, in-house or online, local or international. We organize coaching for organizations to gain and retain competitive advantage.

- **Business Supports:** these come in a variety of ways: logistics support,, resource mobilization, business development and business structural growth, finance and risk management, HR supports (outsourcing, employee training and human resourcing), publishing and publications, etc.

We carry out background checks, carry out consultancy trainings and execute organizations' business strategies.

We support the deployment of initiatives such as ethics and compliance programs, conducts business and strategy audits to examine processes, projects and practices and their appropriateness or results.

Where your needs seem to be beyond our local support capacity we engage our (additional) international partners, and work with you to define the challenge, identify possible solutions, to achieve the desired results.

Other business supports include marketing services, technical and IT consulting, managed services consulting, imports and exports, office space solutions, financing and as well as proposal writing and implementation for new and existing businesses needing restructuring.

- **Research & Development:** Our research unit benefits from a pool of experts of different fields including academics and industry professionals to get the best from a mix of theory and practice.

Our R & D services are aimed at impacting business and community for growth and development. We are into product research and development, market research and development, service research and development, and a wide range of other research services.

We are also into individually contracted works like writing and editing of bibliographies, research, books, magazines, journals and other publications. We support research projects.

- **Assessment, Evaluation & Certification:** we also undertake job testing, promotional assessment, tests, examinations and assessment for schools in papers and online, as well as certifications.

The Profiles & Enterprise Associates also undertakes all kinds of consultancy projects to individuals, businesses, organizations and public sector.

With our associates, analysts and partners, you can be sure of getting value for the services.

Contacts: profiles@peassociates.co.uk; +234-806-273-7777.

EResearch

The story of Enterprise Research (EResearch) cannot be told without due reference to the Forum for Development Strategy, the legacy organisation involved in social research and development since 2002 before the transition to EResearch..

EResearch is a strategy of **The Profiles & Enterprise Associates** provides multidisciplinary research approach to the problems and opportunities facing the global society in its quest for development and growth. Its focus is diverse though, but with special attention to developing countries, adopting case-level comparisons. EResearch fosters the development of a community of competent researchers and learners by providing guides, helps and directions on research contributions, as well as other individuals or organisations whose research interests complement and support the mission of **The PEAssociates**.

Enterprise Research (EResearch) bridges the worlds of education and commerce. It aims to share knowledge, resources and opportunities in support of business activities.

The purpose of EResearch is to assist, mentor and nurture interested individuals in applying for and conducting sponsored research projects thus facilitating a stronger research environment.

The following are the primary goals and objectives of EResearch:

- To serve as a think tank and prioritize research areas, critically evaluate and facilitate the best means of conducting research

- To provide training in research methods and applied for professionals, learners and industries
- To publish research works and findings

EResearch activities are built on three models namely *R&D Breeding* (referring to the aspect of building of human capacity in research & development), *R&D Supports* (referring to training and providing of knowledge support, mentoring and resource supports) and *R&D Services* (include product and services research & development; business consultancy and research; marketing, finance and economic research; medical, health, sciences and applied research; socio-economic and developments research; research, writing and editing consulting services; as well as provision of platforms for research exchange and release).

EResearch is involved in a number of local, national and international networks that support and enhance its knowledge and research activities.

These networks allow the sharing of best practice and importantly, foster collaborative projects, which are often multidisciplinary in nature. Networking plays a vital role in nurturing and exchanging research excellence.

ESupport

The Profiles & Enterprise Associates aims to have close links with business and industry through the function of the Enterprise Support. We can help you with your business challenges through knowledge sharing, research, resources and expertise.

ESupport bridges the world of education and commerce, sharing knowledge, resources and opportunities with prospects. ESupport focuses on business and enterprise supports. It engages in such projects like writing of books and bibliographies, novels, magazines, speeches, letters, journals, academic documents, research projects, movie scripts and proposals preparation.

Businesses or not-for-profit organizations often face strategic challenges, but may lack the skills or resources to address them. Here, our knowledge transfer partnerships can offer a way out. This is to encourage innovation and improve the effectiveness of an organization through collaboration with our entity.

Some of the knowledge transfer tools are

- **Business (or Organizational) Consultancy & Research:** These two are handled by the respective duo of EConsult and EResearch. The two also draw on the expertise and knowledge base of the other units. Our expertise also enhances collaborative research, product development, up-skilling and knowledge transfer.
- **Economic Research & Intelligence:** **The Profiles & Enterprise Associates** provides analytical and economic solutions that evolve strategic intelligence to the individuals, businesses and organizations. These solutions are also useful to public policymakers.
- **Other Enterprise Support Services:** These other services include the following:
 - Small business research which nurtures entrepreneurial ideas, enhances small business development, transfer business intelligence, finance mobilization strategies as well as solves set-up and logistics challenges.
 - HR profiling and resourcing which involve recruiting and profiling of candidates/employees of organizations for the right positions that match their skills.

- Background checks: running of enquiries, queries and confirmation status on documents, individuals and entities, locally and globally.
- Logistics support which includes resource mobilization.
- Resource development which includes research, publications and publishing.
- Execution of company's business strategies.

ESupport also engages in physical and virtual business office support services like office usage for hours/days/months/year(s), conference/meeting/seminar/workshop/lecture room rentage, physical and virtual business address, postage address, secured forwarding of postal mails as per your instructions, as well as telephone call/receiving assistances with local and international phone numbers.

Other services offered are:

- Office machines support including printing and photocopying (colour and black)
- Faxing, laminating and document binding
- Postal, courier and mail despatch
- Full computer support
- Office assistant support
- Audio-visual equipment
- Stationeries and office supplies
- Email and internet
- Tele-conferencing and video-conferencing
- Business/company registration
- Events management
- Business and financial advisories
- Travel and lodging arrangements
- Stock and safe keeping, etc.

ESocial

The Profiles & Enterprise Associates posits two positions: a sense of responsibility and a desire for a sane society. In any way, both positions represent a service in excellence and leadership in the dignity of livelihood and sustenance of humanity.

ESocial areas of activities are as follows:

- Corporate Social Responsibility (CSR)
- Social and environmental responsibility which includes the formation and adherence to safety, health and environmental (SHE) policy and logistics supports

- Human and enterprise supports which includes entrepreneurship trainings, skill trainings, funding of various types of trainings
- Provides platform for advocacy and social fairness
- Community meetings tailored towards social cohesion and community development.

Trending Now...

- Entrepreneurial Research, Education & Development
 - R&D: Research & development is the bedrock of our activities. **The Profiles & Enterprise Associates** provides an enabling environment for the blossoming of research with special reference to young scholars researching in areas of interest to **The Profiles & Enterprise Associates** and of importance to global development.
 - R&D Education: **The Profiles & Enterprise Associates** supports undergraduate and graduate research through enhancing human capital capability via knowledge transfer, funding and career catalysis.
 - Entrepreneurship Education and Business Skills Transfer: **The Profiles & Enterprise Associates**, through the College of Entrepreneurial Strategies (CES) at CIAST and ESupport has the responsibility to transfer entrepreneurial education and skills for successful business venturing.
- Partnering for Social and Community Development: In order to enhance social cohesiveness and development, **The Profiles & Enterprise Associates** organizes fora and meetings to foster such, supports community initiatives and make available publications to enhance all these. Such other works include public health interventions, educational development, promotion of social justice and socio-economic fairness.

ESocial also performs the following:

- Undertakes research in education, innovations in training methodology, impact of educational policies, rural entrepreneurship and innovative credit delivery system in the field of entrepreneurship.
- Dissemination of valuable research findings to the academic fraternity at large through ***The Profiles Journal of Entrepreneurship Research***.

All these will be done in conjunction with The Enterprise Research.

ESocial is vested with the responsibility of bridging the academia, training, research and consultancy in the field of Entrepreneurship. Applied research and consultancy needs to be effectively supported by solid theoretical insights, if the entrepreneurship movement is to be institutionalized throughout the globe.

- Presently, there is a **PEAssociates** ESocial Continuing Education Sponsorship Supports for staff of small business organizations in Entrepreneurship and Skill Development which is delivered entirely online. Inquire for more information.
- Also, training on social business and entrepreneurship comes up every quarter. Find out more.

EKnowledge

The Profiles & Enterprise Associates, through Enterprise Knowledge aims to share knowledge and skills with individuals and businesses through our knowledge-based resource persons and materials. This can be in partnership with any of the other units but mostly the Consulting Enterprise, The Enterprise Academy, the Enterprise Research and the Enterprise Support.

EKnowledge areas of activities include:

- Publishing
- Bookshop & library
- Creation of a Knowledge Economy project
- Organization of conferences, for a and workshops on knowledge resources and transfers
- Research & mentoring
- Consulting & contract job executions in the following areas: library and bookshop project, the use of mobile computing in a company/institution, publication and publishing, etc.

The EAcademy

The Enterprise Academy (EAcademy) is the operating model upon which the educational and training services of **The Profiles & Enterprise Associates** revolve. The Enterprise Academy is designed as an educational and training institute providing one-stop shop for diverse educational and training needs of both the individuals and organizations. It offers both distance and contact learning opportunities providing a diverse range of education and trainings with different distinct sub-units handling these services.

This EAcademy will serve the variegated global community – both the individuals and businesses (including the public sector). In view of the large scale unemployment countries are currently experiencing, it will not only help add new insights and skills but also induce entrepreneurial skills.

We at **The Profiles & Enterprise Associates** have recognized the immense potentials of human capital and thus seek to create opportunities and resolve attendant entrepreneurial and functional skills challenges inherent therein.

Because of the complexities which today's market economy presents, The EAcademy is structured to follow this instance, adopting both distance and contact type education and training. While e-learning is the primary mode of training, the correspondence and blended modes are as well used as the case may be, in programs delivery.

The e-learning format consists of fully rich online tools that include webinar, email, interactive and e-board facilities. These enable virtual and timely communication and the sharing of resources as well as make available training supports where necessary. It will also make provision through the availability of social media like facebook and LinkedIn for group study and resource-sharing.

The quality of training provided will be ensured through experienced facilitators in their different businesses and industries. By this, we intend to collaborate with resource persons who will bring their skills into practice, bringing theories into reality. This quality will also be enhanced through association and collaboration with other institutes, locally and internationally, training of our resource persons on the methodology, contents and business sense of education, with an emphasis on applied and reported research. The EAcademy is designed to provide both research and working skills for enterprise excellence.

While quality is yet the hallmark of the EAcademy training and educational provision, we are much inclined towards making our services affordable. We offer lower prices and with some programs that are of utmost important in building entrepreneurial skills, they are offered free of charge both to individuals and employees of small and medium scale enterprises. In some cases, the best students, through competitive business plan awards, are supported both financially and strategy-wise in putting their entrepreneurial skills into reality. This allies very well with our goal of enhancing business education and entrepreneurial growth.

The following goals and objectives define the activities of The EAcademy:

1. Meeting the high demand for skill-enhancing and training
2. Continuously provide up-to-date knowledge needs of businesses, organizations and the global society in general
3. Provision of practical foundational knowledge in management for application to other areas of endeavours
4. Meeting students and clients training objectives relative to his/its interests and goals
5. Enhancing a mix of theory as the basis of mind inquiry and practice for the production of a fruitful knowledge for enterprise growth and development.
6. Offering need-based education and training by giving professional and vocational orientations to the programs
7. The provision of essential services that would most impact positively on the attitude and intellect of users
8. The establishment of a credible and sustainable investment contributing to both human and economic development of the nation with attendant effect on other businesses and investments in the environs along with a chain of job creation.

The EAcademy's operations will consist of knowledge enhancement and skill growth. Its strategies and channels of operations are therefore defined distinctively, one from another. The following units which make up The EAcademy are the channels through which the education and training operations will be carried out, and are briefly defined below:

a) Enterprise Institute of Professional Advancement & Certifications (EIPAC): EIPAC provides training and supply support for consulting services in the areas of business analysis, project management, quality and information security as well as in the applied categories of a number of professional fields. It provides remote trainings to global clients. It is focused on improving business performances through professional development of employees of organizations. This can be through on-the-job skills acquisition programs, corporate business training services or public trainings.

EIPAC offers both standard and tailored training solutions and services as follows:

- i. standard training structure and curriculum
- ii. tailored-made programs for companies and organizations
- iii. skills evaluation
- iv. program design
- v. course delivery
- vi. post-training support.

EIPAC is the hub of the professional training services of The EAcademy in this integrated educational and training model. EIPAC seeks to make professional and continuing education accessible to all persons and organizations helping to overcome areas of complex constraints. It aims at empowering graduates to be job-ready, and the working persons to acquire and apply knowledge and skills to career and work for enterprise excellence through flexible and interdisciplinary study with focus on personal growth, professional advancement and service to the society.

The following are the highlights of EIPAC professional training offerings

- ***Professional & Class-Based Certifications (PCBC)***: The PCBC programs are field-based certifications. The focus here is to produce graduates who can demonstrate competencies in the analysis of their chosen areas, and have mastery of their fields.
- ***Corporate Training & Workplace Education (CTWE)***: Trainings offered here include public courses, sponsored programs, in-house trainings, short training programs, etc. Some of these programs can be customized, serving the exclusive interest of the working people. Much of the trainings come with own specific goals warranties. The corporate trainings are much more directed to organizations while the workplace education are individualized though some of the programs offered can be subscribed to by organizations.
- ***Continuing Education & Professional Advancement (CEPA)***: The type of trainings provided includes work-based continuing education and corporate-blended business education (professionally blended). Since business education is at the forefront of today's knowledge acquisition, we will very much do a lot of underground work here, bringing out the very best of resources for learners. The continuing education model serves as bridging qualification to both professional and career advancement especially for those unable to have much education. It is offered with the goal of achieving social enterprise objective of The Profiles & Enterprise Associates.

b) The E-Institute: Also referred to as, E-Institute or E-Institution. It is a provider of e-learning and contact training and education for career and business growth. It integrates most of the EAcademy's partnerships and collaborations. Through the E-Institute, we are able to offer training and educational services to both local and global audience. It seeks to employ flexible delivery channels like web-based facilities and off-campus mode for programs delivery. It intends to collaborate with such institutes like OAU Distance Learning Centre, UI Distance Learning Centre, Unilag Distance Learning Centre, UniAbuja Distance Learning Centre, Chartered Institute of Administration, Ladoke Akintola University of Technology, as well as other notable institutions whose training and educational services will be of great benefits to the society.

c) **Capital Institute of Applied Sciences & Technology (CIAST):** CIAST is an institute that connects academic with career goals especially at the foundational level. Its programs integrate lifelong learning with knowledge, skills and career (aspirations and progression) to help learners pursue their personal interests and goals; develop intellectual, analytical and critical thinking abilities; and provide service to their communities. The pedagogies applied are traditional, applied and adult-learning, delivered through traditional contact, accelerated and distance learning modes. CIAST will essentially delivers entrepreneurial strategies through such trainings like professional and business skills mastery, offer certain vocational trainings, and serve as the platform for international knowledge-sharing and acquisition. Here, there will be mix of programs especially applying business, vocational, academic and professional courses in the modules structure. This is in line with stimulating learners' mind for intellectual reasoning and analytical thinking thus helping to drive innovation and creativity for work excellence and critical entrepreneurial skills acquisition. **CIASTGlobal Business School** as part of **CIAST** operates independently offering exclusively business and management programs.

d) **Other Integrated/Supported Service Platforms**

- **Work-Integrated Learning (WIL):** The WIL programs give the opportunity to young graduates to undertake a work experience placement as part of their training with us. This model is known by various names as internship, practicum placement, experiential learning, industry-based learning, industry placement and professional practice.

WIL will play a valuable role in preparing graduates for employment, by giving them the opportunity to apply and consolidate knowledge gained in their courses, develop professional work practice, experience workplace culture, explore career options relevant to their disciplines and develop professional networks. We intend to make them work-ready to be able to compete well at the job market. This training model is integrated with both CEPA and CIAST.

Further information is available at www.theenterpriseacademy.co.uk; Email: info@theenterpriseacademy.co.uk