

ONOCHIE ABRAHAM LAWRENCE
BRUSUBI ESTATE HIGHWAYS, THE GAMBIA
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DATE: 02/02/1987

Project Manager/Researcher/ Hr Consultant/ Author/ Lecturer/ International
Speaker/ Coach and Pastor

WORK SUMMARY

- PhD Human Resource Management with minor in Diplomacy
- Master's in International Human Resource Management
- Post-Graduate-Diploma in Strategic Management
- BA International Relations
- HR Consultant and Board Member of GYMHA, (Australia)
- Visiting Lecturer Sup De Co, International Business School
- Chief Human Resources Officer and President of Diplomacy Climate Way.CZ
- UN Resilience and Community Development Coordinator (The Gambia project 2017-2018)
- Academic Council Board Member-International Institute of Influencers (India)
- Honorary Governing Council Board Member UNACCC (India)
- With over 11 years experience in Human Resources Management, Strategic Organisational Development and Project Management Career
- Co-founder and Lead HR Consultant at Questor Consulting Services The Gambia
- Lecturer at American International University West Africa The Gambia, HR and Labour Management Department
- Author of 8 books published in 8 different languages across 130 countries and 6 international e-journals with a Co- Author leading paper on SSRN ranked top 10
- First National Coordinator to have successfully completed Gallup's World Poll Project in The Gambia in 2017, after 5 unsuccessful attempts with other Consultants.
- Former HR/ Project Director at GEEW with over 7 years in duty with proven expertise in strategic HR management i.e. planning and policy, HR business partnering, talent management, selection, compensation, benefits, payroll, training, staff development, cultural change, employee relations, performance management, strong people and communication skills.
- <http://linkedin.com/in/onochie-abraham-lawrence-7a567911b>
- https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=4104144

Core- Skills

- Microsoft Project > Project Management > People's Management > Fundraising >
- Strategic Planning
- Employee's Management > Strategic Human Resources Management and Analysis >
- Strategic Development > Recruiting > Training and Development
- Leadership > Problem Solving > Communication > Risk Management >

- Budget Management > Project Planning > Conflict Management
- Activate Listening

EXPERIENCE

1. INTERNATIONAL INSTITUTE OF INFLUENCERS: Academic Council Board Member-
November 2021 - Present (6 months) India
Responsibilities
Executive Strategic Advisory role and directing Stakeholders' Management and International Affiliations
2. UNAccc (UNITY OF NATIONS ACTION FOR CLIMATE CHANGE COUNCIL)
Honorary Governing Council Board Member- October 2021 - Present (7months) India
Responsibilities
 - Leading all UN SDG's Projects within West Africa and coordinating budgets with Stakeholders and delegates
 - Directing team performance conducting standards appraisals
3. CLIMATE WAY. CZ UNITY OF AFRICA Chief Human Resources Officer and
President of Diplomacy October 2021 - Present (7 months) Nigeria
Responsibilities
 - CHRO and President of Diplomacy office, is an executive , strategic and implementation of Way . CZ Group
 - Human Resources Operations: Duty of evaluating functions and responsibilities
 - Determine who fills senior management positions
 - Building teams
 - Overseeing the operations of 54 Countries and providing direct technical assistance to all countries' Administrators within Africa
 - Initiating external diplomatic relations with Governments, Stakeholders, and International Institutions
 - Providing technical and advisory supports to SDGs and Engineers teams
 - Engaging fully as a Board of Trustees in creating strategies and Directives for the smooth operation of Climate Way. CZ Unity of Africa
4. QUESTOR CONSULTING SERVICES Co-Founder & Lead HR Consultant February
2019 - Present (3 years 3 months)Banjul, The Gambia
Responsibilities
 - Advising management on the administration of human resources policies and procedures
 - Serving as internal consultant by analysing a company's current HR programs and recommending solutions
 - Developing, revising, and implementing HR policies and procedures

- Conducting audits of HR activities to ensure compliance
 - Presenting training sessions related to specific HR programs
5. AMERICAN INTERNATIONAL UNIVERSITY: Lecturer September 2017 - Present (4 years 8 months)Banjul, The Gambia
- Responsibilities**
- Undertaking teaching and research responsibilities within Human Resource and Labour
 - Management and Research Supervisions
6. GENDER EQUALITY AND EMPOWERMENT OF WOMEN: HR/ Project Director- January 2009 - January 2016 (7 years 1 month)Banjul ,The Gambia
- Responsibilities**
- Provided leadership and consulting support to management on matters of reinforcing culture, setting goals, designed policies, implemented strategic objectives, proactively identified and solved risks
 - Introduced and fostered comprehensive interview guides that improved candidate quality through testing both analytical and interpersonal attributes.
 - Conducted Talent Review and Succession Planning sessions to determine organizational deficiencies and built development plans to fill gaps.
 - Demonstrated proficiency in budget preparation and on timely basis to meet requirement for both staff and stakeholders and implemented strategies that promoted stakeholders trust and the accomplishment of seven (7) projects

Projects Completed

1. GALLUP WORLD POLL - THE GAMBIA PROJECT: National Coordinator -2017
- Responsibilities**
- Supported with obtaining ethical approval for the project from the relevant government institution.
 - Supported with translations and back translation of project instruments from English to local languages- Mandinka, Puular and Wolof.
 - Supported with recruitment and Field coordination/management of field consultants.
 - Handled project finance in The Gambia-disbursing funds to field teams for project implementation as needed
2. UN RESILIENCE AND COMMUNITY DEVELOPMENT- National Consultant The Gambia project 2017-2018)

Education

Doctorate Degree

INTERNATIONAL UNIVERSITY BAMENDA

1. (IUB)Doctor of Philosophy - PhD, Human Resource Management. Minor in Diplomacy (June 2019 - June 2022) Grade: On Review , Country: Cameroon

Master's Degree

2. ROME BUSINESS SCHOOL: Master's degree, International Human Resources Management (February 2016 – November 2017) Grade: Distinction , Country: Rome, Italy
3. IPAM: Post-Graduate Diploma, Strategic Management (January 2014 -August 2015) Grade: Distinction: The, Gambia
4. IPAM: Graduate Diploma, International Relations (June 2008- June 2013)
5. AGAPA CHRISTIAN THEOLOGICAL SEMINARY INTERNATIONAL- Doctor of Ministry and Divine June -2014)

PUBLICATIONS AND JOURNALS

Books

1. Boko Haram Insurgency in Nigeria: Emergency and Onslaught
<https://www.amazon.com/Boko-Haram-Insurgency-Nigeria-Onslaughts/dp/6202679468>

2. **THE WONDERS OF TALENT MANAGEMENT AND ACQUISITION SYSTEMS: ATTRACTING AND RETAINING THE RIGHT CANDIDATE FOR THE RIGHT JOB (LAP LAMBERT ACADEMIC PUBLISHING (FEBRUARY 22, 2021)**
[HTTPS://WWW.AMAZON.COM/WONDERS-TALENT-MANAGEMENT-ACQUISITION-SYSTEMS/DP/6203461911](https://www.amazon.com/Wonders-Talent-Management-Acquisition-Systems/dp/6203461911)

3. Ethics to Business, Profitability and Sustainability in Africa: “Impacts and Consequences” A Theoretical and Empirical Study of Ethics within Management.
<https://www.amazon.co.jp/-/en/Lawrence-Abraham-Onochie/dp/6202795840>
4. Time Management and Remote Work: The Growing Of New Work Arrangements: From On-Site to Off-Site- Office (LAP Lambert Academic Publishing (2021-02-04)
<https://www.amazon.com/Wonders-Talent-Management-Acquisition-Systems/dp/6203461911>

Journals

1. The Effectiveness of Motivation on Employees Performance Towards Achieving Organizational Goals:A Literature Examination of Employees Motivation
1Lawrence Abraham Onochie, Email:lawrenceonochie@yahoo.com. 2 Ozirigbo Benjamin Ebere Email:bozirigbo@aiu.edu.gm
<https://eoi.citefactor.org/10.11216/qsj.2021.06.51877>
2. Onochie, Lawrence A and Jallow, Ya Adam, COVID-19 Social Distancing: Impacts and Consequences to Human Association (A Review of Psychological Trauma Caused by

- Corona Virus) (June 01, 2020). Available at SSRN: <https://ssrn.com/abstract=3636229> or <http://dx.doi.org/10.2139/ssrn.3636229>
3. The Changing Nature of Employees' Orientation: "Staff Retention and Turnover Reduction" An Empirical Study In The Gambia's Public And Private Sectors, Onochie Abraham Lawrence (<https://www.isteam.net/gambia2021>
<https://doi.org/10.22624/AIMS/iSTEAMS-2021/V28P6>)
 4. Microfinance And The Development Of Micro, Small And Medium Enterprises In The Gambia
https://www.globalscientificjournal.com/journal_volume9_issue5_May_2021_edition_p_6.html
 5. Onochie, Lawrence A, The Changing Nature of New Employee Orientation: 'Staff Retention and Turnover Reduction' an Empirical Study in the Gambia's Public and Private Sectors (April 25, 2020). Available at SSRN: <https://ssrn.com/abstract=3585208> or <http://dx.doi.org/10.2139/ssrn.3585208>
 6. Onochie, Lawrence A, A Literature Review of Remuneration as an Evidence in Promoting Employee Retention in the Public Sectors (July 16, 2020). Available at SSRN: <https://ssrn.com/abstract=3680259> or <http://dx.doi.org/10.2139/ssrn.3680259>
 7. Onochie, Lawrence A, The Impact of Team Management on Workers' Productivity (September 4, 2020). Available at SSRN: <https://ssrn.com/abstract=3689525> or <http://dx.doi.org/10.2139/ssrn.3689525>
 8. Onochie, Lawrence A, The Challenges Affecting Stress Management within Organizations and its Consequences on Employees' Performance: " Concepts and Theoretical Models", April 30, 2020, Available at SSRN: <https://ssrn.com/abstract=3589801> or <http://dx.doi.org/10.2139/ssrn.3589801>
 9. Onochie, Lawrence A, Human Capital Planning as a Tool for Organizational Growth and Development in the Banking Industry 'A Case Study of ECOBANK The Gambia' (August 24, 2020). Available at SSRN: <https://ssrn.com/abstract=3679647> or <http://dx.doi.org/10.2139/ssrn.3679647>

Global Institutional Membership

1. Global Academic Council Board Member (**EST Global Inc**) <https://www.intfab.org/>
2. Academic Council Board Member (**International Institute Of Influencers**) <https://iilearnings.com/international-influencers/>
3. Honorary Governing Council Board Member (**Unacc (Unity Of Nations Action For Climate Change Council)**) <https://unacc.org/>
4. Executive Board Member (International Journal of Emerging Multidisciplinaries (IJEMD) is an international, peer-reviewed, academic open access journals <https://ojs.ijemd.com/index.php/home/index>

Global Impact

1. <https://bookauthority.org/books/best-boko-haram-insurgency-books> Ranked top 7 of 20 Best Boko Haram Insurgency Books of All Time as featured on CNN, Forbes.
2. <https://www.frontrunnersinnovate.com/onochie-lawrence-is-helping-to-bank-the-unsdgs/>
3. <https://www.laboutiqueafricavivre.com/s/46842/lawrence-abraham-onochie>
4. <https://www.preprints.org/manuscript/202104.0153/v1>
5. <https://www.bookdepository.com/author/Larry-Abraham>
6. <https://www.adlibris.com/se/sok?filter=author%3ALawrence%20Abraham%20Onochie>

