



NFOM Lessons Learned 2010 - 2012

E. Onuoha Anene, President & CEO



Saturday August 25th, 2012

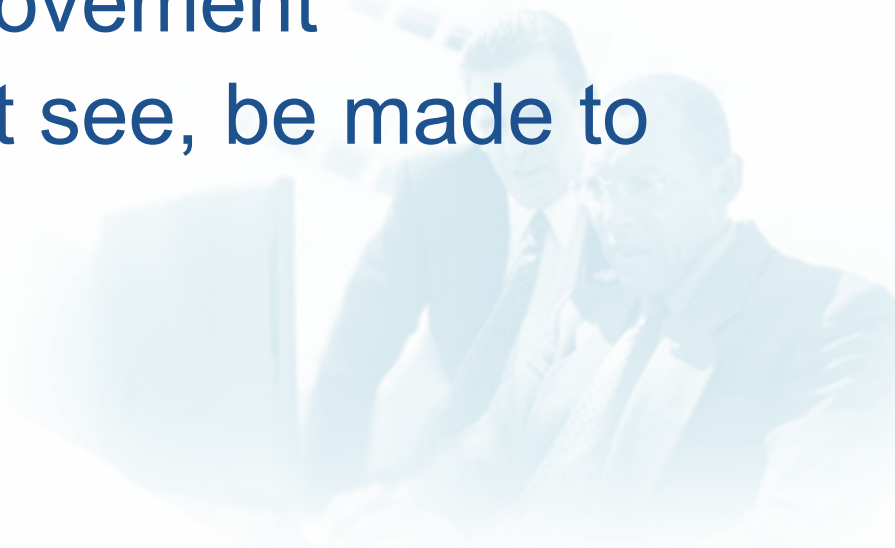


Food for thought

- Approach
 - Historical Perspectives
 - Rational Problem Solving
 - Management Consultant's View Point
 - NOT a victory lap; a serious attempt to address our issues
- Motivation
 - As a parent in this part of the world
 - As a professional
- Audience
 - Friends and peoples of goodwill with interest in our native country - Nigeria



Why Lessons Learn?

- Good Business Practice
 - Behaviors to Encourage or Discourage
 - Reaffirms a Shared Vision & Collective Legacy
 - A Feedback for Improvement
 - So those who cannot see, be made to feel
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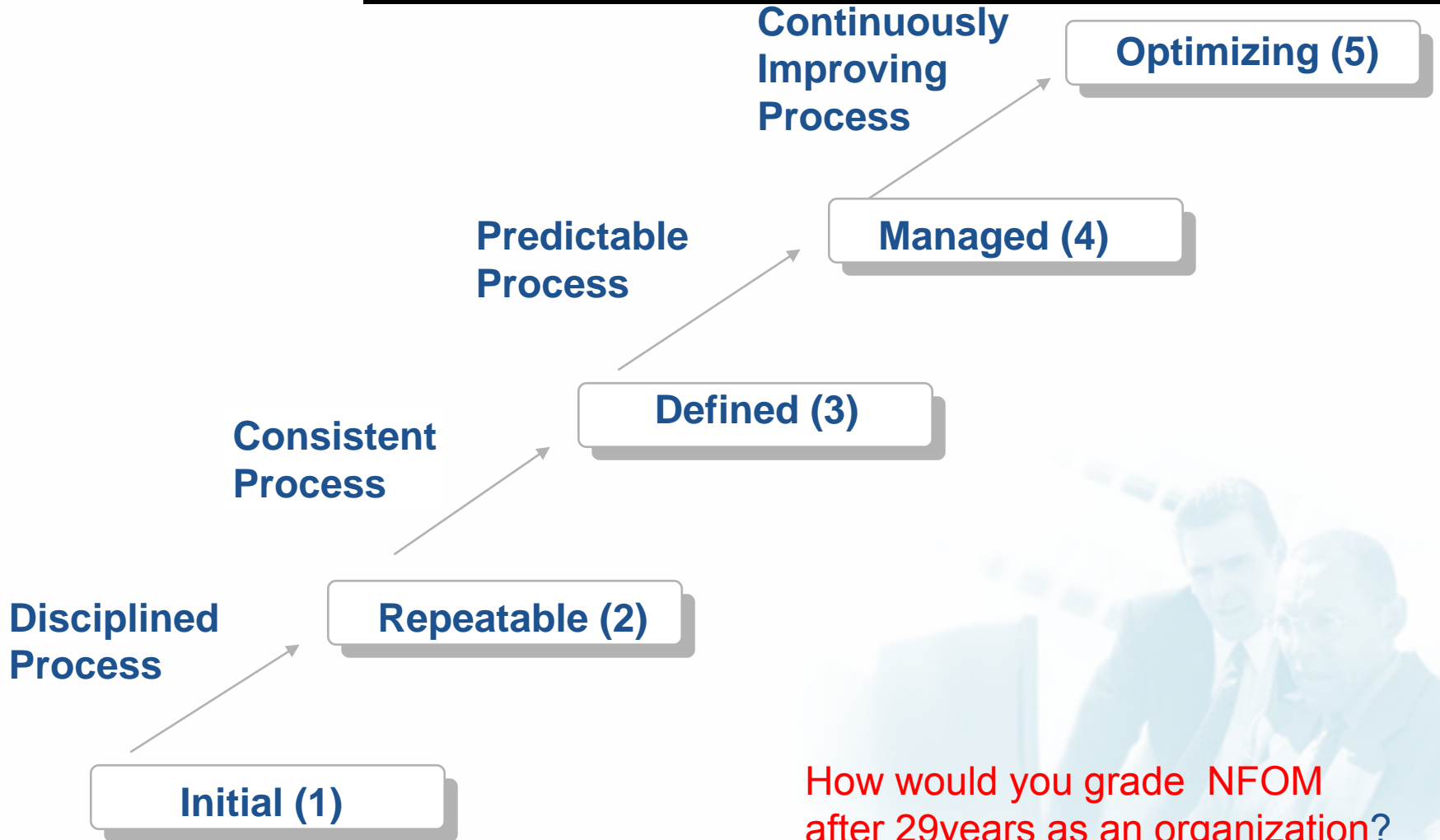
Examples of Lessons Learn

- Balance Scorecard



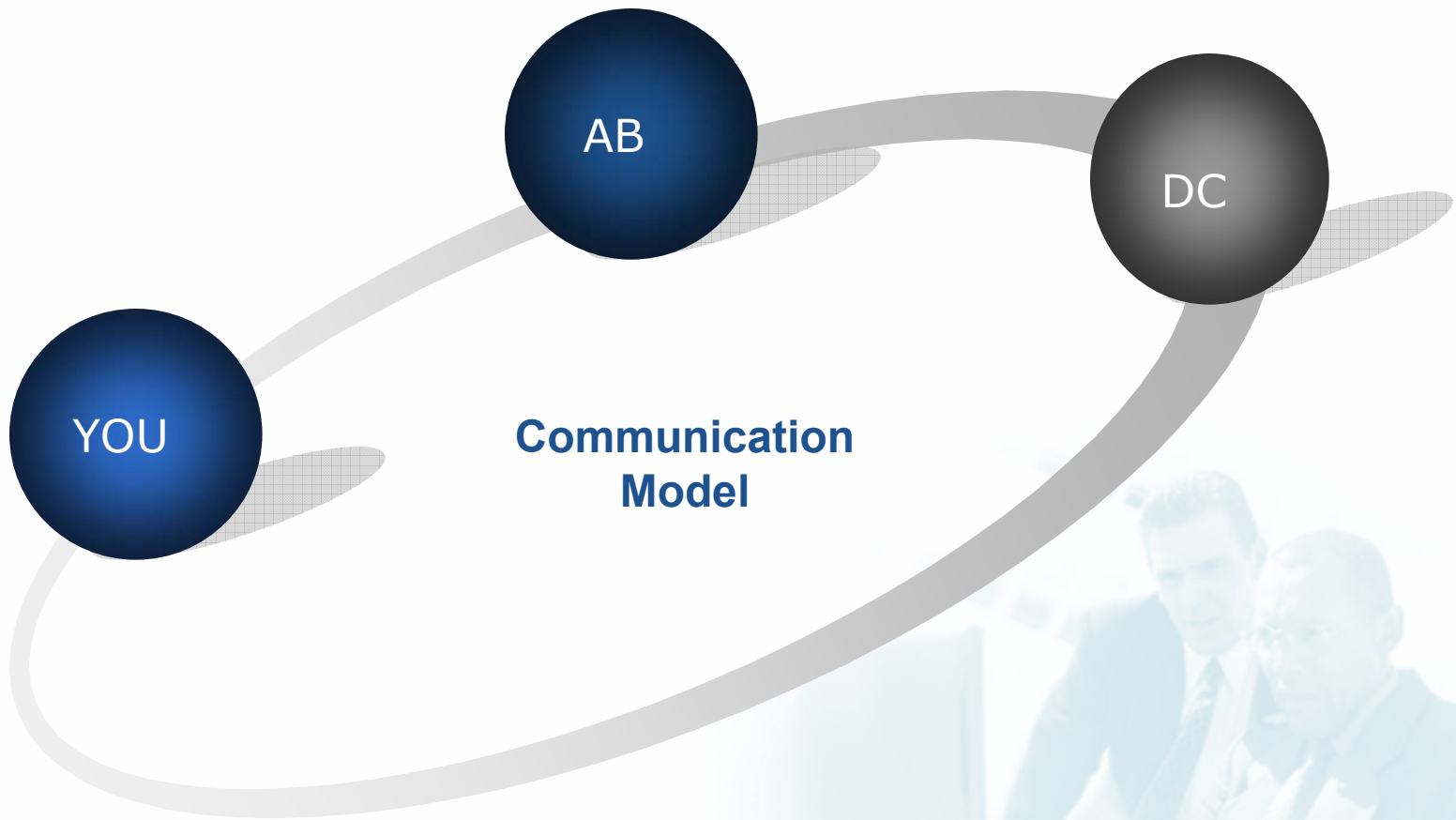


Organization Maturity Levels



How would you grade NFOM after 29 years as an organization?

Examples of Lessons Learned





Examples of Lessons Learn

- Jet Propulsion Laboratory – Culture of intellectual confrontation

 - My NFOM Historical Perspectives
 - Member since 1986,(Late James Onuosa, Dagogo Obomanu, Phillip Omoregieva, Godfrey Uwanogho, Edwin Dike etc. as contemporaries)
 - Drafted original Constitution with Cystus Aguwa
 - Never served on any administration
 - Auditor – Bob Oshodi incident in conjunction with Charles Amanze
 - Physical Fights at Northwest Activity Center
 - Bendel, Rivers & Odua Associations preeminence & emergence
 - 17years later Constitution Review Committee & Campaign Chair
 - Legal Battles of the last 2 years
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Supremacy of NFOM Constitution

- A properly constituted General Assembly of NFOM (includes the BOD, Executive and membership) remains the ultimate decision making body of the Foundation.
- Article XI, Part I Section II (e) delegates to the Secretary General, the sole authority and power to convene meetings and issue Agendas on behalf NFOM for such events to be a legitimate NFOM event.

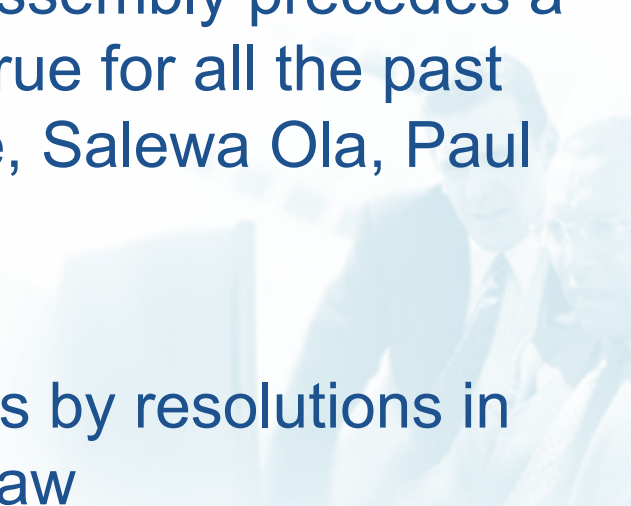
Supremacy of NFOM Constitution

- That Article V, Part II 3(a), NFOM Constitution, 2004 version requires Presidential candidates running for the Office of the President “Must maintain at least **two years of active membership** in good standing”, also, “**must have a thorough understanding of the organizations constitution**”.

- Article V Part III requires the Electoral Commission to report directly to the **President for guidelines**.



Supremacy of NFOM Constitution

- Per practices and traditions of NFOM (over 20 years), a properly constituted General Assembly precedes a NFOM General Election, this is true for all the past Presidents including Edwin Dyke, Salewa Ola, Paul Eleobua and Chile Chuku.
 - The General Assembly functions by resolutions in accordance to Roberts Rule of Law
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Lessons Learned - 1

Supremacy of NFOM Constitution

So, what authorized these behaviors that led us to this abyss?

With sober reflections and soul searching, we can begin to find answers

Thank God for a society that relishes the rule of law



Rule of Law

RANDALL P. UPSHAW

Fax: 248-569-1442

Jul 21 2011 03:25pm P003/003

STATE OF MICHIGAN

IN THE 3rd JUDICIAL CIRCUIT COURT FOR THE COUNTY OF WAYNE

NIGERIAN FOUNDATION
OF MICHIGAN, INC.,

Plaintiff,

-vs-

BERNARD ONWUEMELIE,

Defendant.

Case No. 11-001729 CZ
Honorable GERSHWIN A. DRAIN

RANDALL P. UPSHAW (P43574)
Attorney for Plaintiff
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11341 Woodward Avenue
Detroit, MI 48202
(248) 722-2364

NOTICE OF HEARING

To: Clerk of the Court

Aziz Khondker
Attorney for Defendant

PLEASE TAKE NOTICE, that an Evidentiary Hearing on Plaintiff's Motion to Show Cause shall be heard on **Monday, August, 1, 2011 at 8:30 a.m.**, before the Honorable Gershwin A. Drain, Wayne County Circuit Court - 2 Woodward Avenue, Coleman A. Young Municipal Center, Room 1411, Detroit, Michigan 48226 (313) 224-2474, or as soon thereafter as counsel may be heard.

Respectfully submitted,


RANDALL P. UPSHAW P43574
Attorney for Plaintiff
17373 W. Twelve Mile Rd.
Lathrup Village, MI 48076
(248) 569-7776

Dated: July 21, 2011


PROOF OF SERVICE

The Undersigned certifies that the foregoing instrument, was served upon all parties to the above cases to each of the attorneys of record herein at their respective addresses disclosed on the pleadings on this 21st day of July, 2011.


US Mail
 Hand Delivered
 Fed. Express
 Fax
 UPS
 Other (EMAIL)

Signature
JANICE GERSHWIN

Colossal Failure of Leadership & Passive Membership

- Collective passivism encourages bullying and intimidation
 - Leadership is about standing on other people's shoulders, not superiority or Lordship over them
 - Very few people can do extra ordinary things
- 


We Live in a Country where The Rule of Laws Applies

- Being Nigerians in America, do not make this concept irrelevant - You do not exonerate and execute for the same crime
 - We all need to respect our institutions for us to grow
 - Freedom of speech has its limitations – impersonation has its consequences
 - Sometimes, we need a legal clarifications to flush out our assumptions and problem solve our conflicts
 - We need credible and sustainable solutions
- 


We Need to Engage Professionals in our Communities

- Discourages a culture of “ignorance glorification”
 - Rebuffs the notion that “riff raffs” participate in NFOM affairs
 - Encourages intellectual honesty and discourages ethnic and parochial tendencies
 - Accelerates our growth
 - Lowers our operating costs
 - Volunteer organizations are incubators for leadership training not a profession
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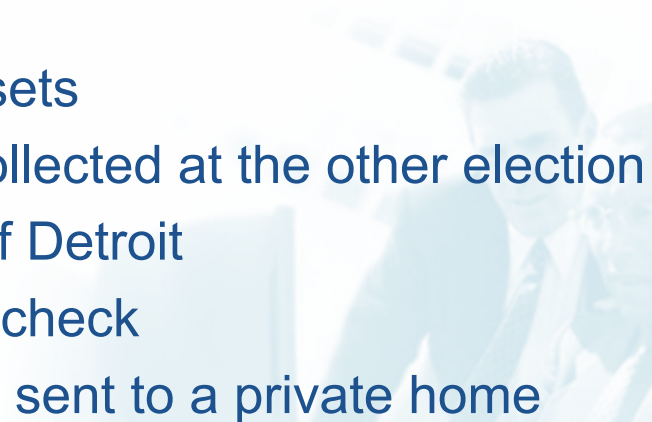
Say in Public What You Say in Private

- Discourages parallel narratives
 - Creates credibility and integrity in leadership
 - Facts become more relevant in our community
 - We do not have to “Double Dare” ourselves in the public
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We Need Some Humility in Our Community

- Long titles, excessive self-importance, posturing, strutting
 - Noise and distraction
 - All hat no cow
 - A redefinition of being Nigerian
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- Need to collectively tone it down and listen to some silent voices in our community, they may have some breakthrough ideas.
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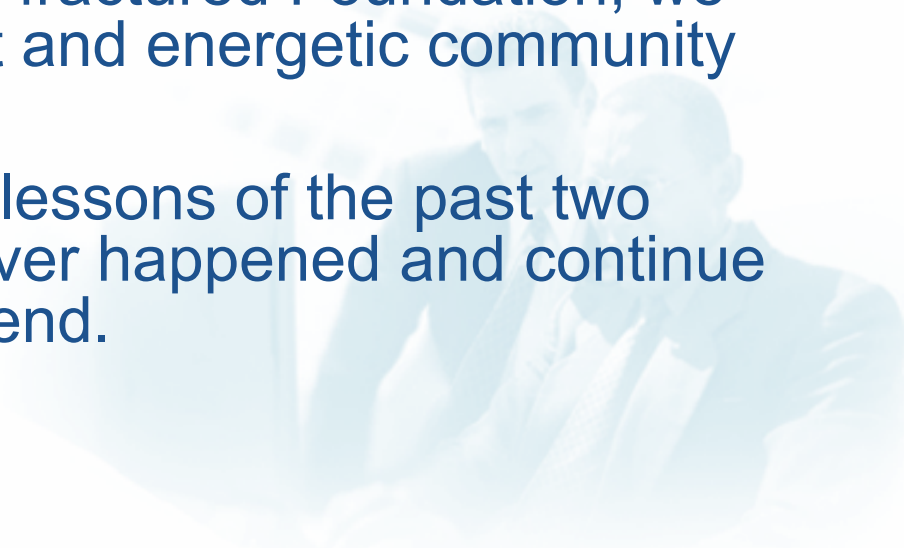
We All Need to Learn and Grow

- Strengthen our areas of ignorance
 - Some other Nigerians MAY know something you don't
 - Reject a selective definition of fraud
 - Need to reconcile all Foundation Assets
 - \$12,000 Membership dues collected at the other election
 - \$5,000 refund from the City of Detroit
 - \$800 cash in lieu of bounced check
 - \$2,000 refund from Comerica sent to a private home
- 



Moving Forward

- Our community deserves a strong and vibrant organization that is devoid of self-aggrandizements and over inflated egos.
- We need a constituency that respects its laws, has unbiased sense of fair play, consistency and integrity in its undertakings and in its institutions
- No one group benefits from a fractured Foundation; we are better off as ONE vibrant and energetic community
- We can collectively learn the lessons of the past two years or pretend that they never happened and continue the stampede over the deep end.





Questions?





NFOM Town hall Agenda

Theme: Engage. Communicate. Reset. Grow

1. Administrative

E. Onuoha Anene

2. Welcome Address

Prof. Kiumi, U of M, Dearborn & Bernard Onwuelie, President NFOM

3. Keynote Address

Lessons of the past 2 years by E. Onuoha Anene



NFOM Town hall Agenda

Theme: Engage. Communicate. Reset. Grow

4. Town Hall Brainstorming Session

Joe Nwabueze - Moderator

- What do we want to be?
- What must we do to get there?
- How do we get there?
- How do we know we are there?
- When do we plan to be there?
- Any other suggestions

5. Closing Remarks

Livinus Madu, Vice President, NFOM