

# **Nigerian Red Cross Society**

## **National Headquarters,**

### **Abuja**

#### **Organizational Development Department**

##### **Good Governance**

Good governance which entails providing direction and focusing on the broader picture and the long term. The Organizational department continued to assist with optimal relationship between National Headquarters and 37 branches in defining and achieving partnership, roles, responsibilities and lines of authorities. All these are being diplomatically asserted and spelt out to branches so that we can have a “well functioning National Society”. It’s a daunting task that is being pursued, so that; management and governance can continue to co-exist harmoniously in mutual, balance and cooperative attitude. By so doing, branches are being encouraged to have compliance with legal controls as enshrined in our statutes with little or no hitches at all. This will bring about helpful direction for branches in making decisions about people, priorities, programmes and services that will ultimately project Red Cross humanitarian image.

##### **Organizational Development and Change Management**

OD department being the cooperation and interface between the National Headquarters and state branches on one hand, and other partners and organizations on the other hand, has continued to handle and manage the transitional changes as presently being experienced at the National Headquarters with strategic focus and good end product in mind. Though this is abstract, yet it has remained the backbone of any successful organization that can either make or mar the organization. These efforts are being translated to tangible products from our programmes and services in terms of quality deliverables to vulnerable people and impact made in the affected communities among others. Selling and managing change to all our branches and partners is a herculean task that will continue to be sustained with vigour and humanitarian zeal

##### **Bauchi Mission to Resolve the Internal Crisis**

Bauchi State Branch of the Nigerian Red Cross Society of late has been on top of the National Headquarters priority list, due to its protracted crisis resulting from its continuous appointment and removal of three branch secretaries within 4 months and the deterioration of the Branch. All these have not gone unnoticed by the NHQ and if not nipped in the bud it can affect healthy branches that are far and near, and cause bandwagon effect.

These now prompted National Headquarters to swiftly move to Bauchi using some governance members [Alhaji (Dr.) Yakasai Danyaro-National DM Adviser as Leader of the team, Barrister Godwin Uggah-National Legal Adviser, Alhaji Musa Babangida-National Branch Relations Adviser and Head of Organizational Development as Secretary] to listen to the problems from all angles and stakeholders; and resolve all issues with elderly wisdom once and for all with a road map forward.

At the end of the mission, some prominent citizens were appointed as caretaker committee. The committee is headed by the Hon. Justice, Sabo Suleiman Darazo (rtd) former Chief Justice of Bauchi state. Other committee members are Alh. Baffa Ahmed Ningi former Director with the Fire Service; Representative of State Ministry of Health; Representative of State Emergency Management Agency (SEMA); Alh. Umar Sambo Ilelah; Barrister Suleiman Kobi; Mrs. Tabitha Caleb Shawalu and Mallam Mohammad Bashar Adamu as Branch Executive Secretary.

These names were already submitted during advocacy visit to His Excellency, Alh. Sagir Aminu Saleh, Deputy Governor, Bauchi State, Emir of Bauchi, His Royal Highness, Alh. Rilwanu Sulaiman Adamu and Bauchi state Commissioner of Police, Alh. Mohammed Ladan. It was accepted one after the other by all. Advocacy visit was also made to the Department of State Security Services (SSS). It was agreed during the visit that, 150 officers and men from Police, SSS and FRSC would be trained free-of-charge in Competence Based First Aid, while these 3 commands while provide hall, feeding and transportation for their men to attend the training in 6 batches.



Figure 1-2: Advocacy Visit to Bauchi State Commissioner of Police, Alh. Mohammed Ladan by the NRCS, NHQs Representatives: National DM Adviser - Alh. (Dr.) Yakassai Danyaro, National Branch Relations Adviser - Alh. Musa Babangida, National Legal Adviser - Barr. Godwin Uggah & Head of Organizational Development - Andronicus Adeyemo with Staff & Volunteers of Bauchi Branch.



Figure 3-4: Advocacy visit to His Excellency, Alh. Sagir Aminu Saleh, Deputy Governor, Bauchi State and Emir of Bauchi, His Royal Highness, Alh. Rilwanu Sulaiman Adamu. This was done in order to reposition the branch.

### **Mission to Kaduna for BEC Election**

National Headquarters closely worked together with Kaduna branch for nearly four months in order to put all the necessary modalities in place for BEC election. At the end of the technical guidance and supervision, a transparent election was held using all the democratic instruments in a free and fair atmosphere devoid of rancor and bickering that produced the new executive committee members.

The newly elected Chairperson for Kaduna branch is Mrs Mallam Laurentia along side 11 other exco members.

National Headquarters was ably represented by the National Branch Relations Adviser, Alh. Musa Babangida and Head of Organizational Development, Mr. Andronicus Adeyemo.



**Figure 5-6: Kaduna New & Old Exco Members with NHQs Representatives in a Group Photograph after the Election, and; Newly Elected Chairperson, Mrs. Mallam Laurentia with Alh. Musa Babangida, National Branch Relations Adviser**

### **Update on 37 Branches Current Status**

As a result of the forms that were sent out to all the branches late last year, OD department was able to generate new and update the existing branches data relating to the time when the present branch executive committee members came on board, time of their next election, number of exco and management members among others. These will enable NS plan for branches elections, governance workshops, capacity building at various levels, know the healthy and sick/weak branches and how best to assist such categories. Categorization is still ongoing, and with the presence of Federation in Nigeria now, OD department will be greatly assisted in setting up modus operandi and how best to analyse data that are being generated in order to effectively assist all the branches.

The table below strictly relates to BEC election for the Branches

#### ***Table 2: Branches Status***

<i>Branch Status</i>	Branches Who Had Conducted BEC Election and Operating Within Statutory Tenure	<b>Branches Whose Tenure Had Expired</b>	Branches With Caretaker Committee	Branches Who Are Due for BEC Election This Year (2013)	Branches Who Are Due for Election in 2014
Branches Affected	Abuja, Adamawa, Akwa-Ibom, Anambra, Benue, Borno ,Cross-River, Delta, Ebonyi, Edo, Enugu, Imo, Kaduna, Kano, Kebbi, Lagos, Nasarawa, Niger, Oyo, Plateau, Sokoto, Taraba, Yobe, Zamfara.	Bayelsa, Ekiti, Gombe, Jigawa, Katsina, Kogi, Kwara, Ogun, Ondo, Osun, Rivers	Abia, Bauchi, Ekiti, Ogun, Ondo, Osun,	Abia, Bauchi, Bayelsa, Benue, Borno, Cross-River, Delta, Ekiti, Gombe, Jigawa, Katsina, Kebbi, Kogi, Kwara, Lagos, Nasarawa, Niger, Ogun, Ondo, Osun, Rivers, Yobe	Adamawa, Ebonyi, Imo, Oyo, Plateau, Sokoto, Zamfara
<b>Total</b>	<b>24</b>	<b>11</b>	<b>6</b>	<b>22</b>	<b>7</b>

Out of 22 branches that are due for election this year, only one had conducted election. Hence, NS is soliciting the support of all the branches and Participating National Societies (PNSs) in order to carry out governance workshop for all these Branches including the back log ones that are yet to be trained.

#### **BRANCH DATA**

We are currently building up a data base for the branches based on entries on volunteer recruitment. Below is a volunteer data entry from branches for the period in review.

**Table 2: Showing New members registered**

<b>S/N</b>	<b>BRANCH</b>	<b>NUMBER ON VOLUNTEERS</b>
1.	Abuja, F.C.T	99
2.	Rivers	42
3.	Ogun	54
4.	Cross River	42
5.	Borno	11
6.	Yobe	35
7.	Adamawa	21
8.	Akwa Ibom	89
9.	Taraba	7
10.	Enugu	22
11.	Lagos	35
	<b>TOTAL</b>	<b>457</b>

**Table 3: Showing Membership categories Registered**

<b>S/N</b>	<b>Categories</b>	<b>Total number</b>
1.	Bronze	65

2.	Detachment	180
3.	School Unit	28
4.	Service Group	71
5.	Associate	61
6.	Junior Unit	34
	<b>TOTAL</b>	<b>439</b>

### **Production of ID Cards for Volunteers and Staff**

In order to continue to motivate and properly identify our numerous volunteers in all categories of membership. ID Cards request were made and produced for the following branches: Abuja, Akwa Ibom, Adamawa, Borno, Cross River, Enugu, Kaduna, Kano, Lagos, Ogun, Rivers, Taraba and Yobe.

### **NYSC Batch C Orientation 2012 and Batch A 2013 Pre-Orientation Course:**

OD department rigorously followed-up this assignment, that positively culminated in our branches sending four red crossers per branch as paramedics to NYSC orientation camp thereby increasing red cross visibility and membership drive coupled with additional humanitarian services rendered to thousands of corps members and staff. This was an achievement as in the past; many branches were short changed by being under-represented.

OD department also participated in the NYSC batch A 2013 pre-orientation course. This was held in Asaba, Delta State.



**Figure 7: Group Photograph taken during the NRCS, NHQs Interactive & Annual Planning Meeting with the 36 Branches.**

### **NRCS, NHQs Interactive Meeting with the 37 Branches, 24<sup>th</sup>-27<sup>th</sup> January, 2013, Lokoja, Kogi State.**

This meeting was held between the Branch Secretaries and NHQs management staff headed by the Secretary-General, Mr. Bello Hamman Diram with the following objectives: information sharing (status of the NS), interact with Management of the

NS, chart a step-by-step way forward for the NS and harmonize efforts and work as one National Society. At the end of the meeting, challenges confronting NS were tackled with the way forward in form of solution to the identified challenges, while 16-key point agenda were arrived at in the communiqué. This was unanimously adopted by all the 36 branches that attended as a working document for the NS. The last interactive and annual planning meeting was held in 2008 between the NHQs old management staff and branch secretaries. It was temporarily suspended due to paucity of fund and other obvious reasons.

### **Rejuvenation of ID card Machine**

The NRCS ID card machine that has been out of work for some months before we came on board was effectively and efficiently rejuvenated and put back to work in the first two (2) weeks of resuming work for the benefit of National Headquarters, Branches, members, volunteers and staff

### **Resource Management**

The OD department is gradually laying a good foundation for this through improved and effective communication, providing information, reports and advice on techniques and strategies appropriate to the branches on how best to deploy their various resource which include but not limited to members and volunteers, skill and technical expertise, good will, material

### **Updating Branches Contacts:**

As a result of changes that had taken place in some branches with respect to new chairmen, branch secretaries, deaths and changes to emails, telephones among others. All these are presently being compiled and finalized to be shared with the branches and movement partners

### **YABC PROJECT**

Youth as Agents of Behavioural Change is a project initiative aimed at abating social vices among youths in our communities.

The project was funded by Lebara Foundation UK, through IFRC . Three branches - Adamawa, Zamfara and Cross River were beneficiaries.



## **YOUTH CAMP**

*The 13th International Youth Camp was held at the Nigeria NYSC Orientation camp Kubwa, Abuja from Sunday 8<sup>th</sup> to 14<sup>th</sup> October, 2012.*

Twenty-six (26) Branches and 1 external National Society (Ethiopia) from Africa attended with 240 registered campers comprising of 55 female and 210 males.

### ***Camp theme***

*Youth shun violence; help build our nation*

## **IMPACT**

The camp made positive impact on youths in the following areas:

- i. various lecture sections especially from ICRC and NEMA better exposed the youths to Red Cross structure and mandate
- ii. Nigerian Red Cross youths had the opportunity of exchanging ideas on Use of Non violence actions with youths from other branches and National Societies
- iii. Campers had the opportunity of making new friends and exchanging cultural ideas
- iv. For some youths, that was an opportunity to visit Federal Capital Territory.

### **Global Youth Conference: Vienna, Austria, 9<sup>th</sup> - 13<sup>th</sup> December, 2012**

Head of Organizational Development represented OD department actively by projecting the image of Nigerian Red Cross and participated in all the conference thematic areas. The four broad thematic areas are: 1. Youth promoting humanitarian values and life skills; 2. Youth as Innovators; 3. Youth as beneficiaries and, 4. Youth as Leaders.