

Abiola Abike Arogundade

M.Sc. Human Resource Management | Mini MBA (HRM) | ACIPD

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Executive Profile

Strategic Human Resources and Organizational Development Executive with nearly 20 years of progressive leadership experience driving business transformation, organizational restructuring, culture change, workforce strategy, and executive advisory across diverse industries. Proven track record of partnering with Boards, CEOs, founders, and senior leadership teams to align human capital strategy with corporate objectives, strengthen governance, build scalable HR functions, and improve organizational effectiveness.

Experienced in leading enterprise-wide HR transformation initiatives, succession planning, talent management, employee engagement, performance management, industrial relations, and change management. Founder and Lead Consultant of BeeEx Human Resources Consulting, delivering high-impact consulting engagements for established organizations and start-ups. Recognized for combining strategic insight with operational execution to deliver sustainable business growth, improved employee experience, and enhanced organizational performance.

Core Executive Competencies

- Board & Executive Advisory
- Strategic Human Capital Management
- Organizational Development, Design & Restructuring
- Culture Transformation
- Change Management
- Workforce Planning
- Executive Succession Planning
- Talent Management & Leadership Development
- Performance Management
- Employee Engagement & Experience
- HR Governance & Compliance
- Compensation & Benefits Strategy
- Industrial & Employee Relations
- HR Digital Transformation

Professional Experience

Founder & Lead Consultant

BeeEx Human Resources Consulting | January 2021 – Present

Executive HR Consulting | Organizational Transformation | Culture Change

Selected Executive Achievements

- Directed high-impact management consulting, organizational restructuring, and culture transformation engagements for C&F Porter Novelli and Electronic Payplus Limited, strengthening governance frameworks, operating models, workforce effectiveness, and organizational performance.
- Designed and established end-to-end Human Resources functions for high-growth start-up organizations, including Ideas Origin Media, Fifi Integrated Media, and Riverly Finance Company Limited, implementing scalable HR operating models from inception.
- Developed HR strategies, organizational structures, employee handbooks, policy frameworks, recruitment systems, performance management processes, compensation structures, and talent management frameworks aligned with business objectives.
- Served as a trusted strategic advisor to founders, CEOs, and executive leadership teams on organizational design, workforce planning, change management, HR governance, and people strategy.
- Implemented people management frameworks that enhanced organizational culture, improved employee experience, strengthened compliance with labour laws, and increased leadership accountability.
- Partnered with executive leadership to align human capital strategies with corporate vision, supporting business expansion, organizational readiness, and long-term sustainability.

Selected Consulting Engagements

- Electronic Payplus Limited – Organizational restructuring and culture transformation.
- C&F Porter Novelli – Management consulting and organizational transformation.
- Ideas Origin Media – HR department establishment.
- Fifi Integrated Media – HR function design and implementation.
- Riverly Finance Company Limited – HR strategy and department setup.

Head, Human Resources

Electronic Payplus Limited | March 2024 – Present

Key Executive Achievements

- Partnered with the Board and executive leadership team to formulate enterprise-wide human capital strategy aligned with business growth and transformation objectives.
- Developed and presented quarterly HR Board reports with actionable insights on talent strategy, workforce analytics, organizational development, compliance, and diversity, equity & inclusion performance, contributing to increased Board approval of HR-driven initiatives.
- Designed and implemented a comprehensive succession planning framework for critical leadership roles, strengthening leadership pipeline readiness and reducing time-to-fill for executive positions.
- Led enterprise-wide employee engagement and culture transformation initiatives, improving engagement, leadership effectiveness, and organizational alignment.
- Oversaw talent acquisition, performance management, leadership development, compensation and benefits strategy, and HR systems transformation.
- Guided organizational change initiatives and reinforced a strong, values-driven culture during periods of business transformation.

Executive Responsibilities

- Advise the Board and executive team on human capital strategy and workforce planning.
- Translate Board directives into actionable HR strategies aligned with corporate objectives.
- Lead succession planning, talent management, employee development, and performance management.
- Oversee HR governance, compliance, compensation strategy, and HR digital transformation.
- Drive organizational development and culture-building initiatives.

Head, Human Resources

Ideas Origin Media | July 2023 – February 2024

Key Achievements

- Led the design and implementation of a new performance management system, resulting in improved employee performance and accountability.
- Partnered with cross-functional leadership teams to deliver strategic projects on time and within budget.
- Strengthened recruitment processes and workforce planning, contributing to improved organizational performance.
- Developed employee training and development initiatives aligned with business priorities.

Head, Human Resources

C&F Porter Novelli | January 2022 – July 2023

Key Achievements

- Implemented a strategic employee learning and development initiative leveraging free online learning platforms, generating cost savings of over ₦20 million.
- Managed recruitment across multiple departments, contributing to improved employee retention.
- Developed and implemented employee retention programs that enhanced employee satisfaction and engagement.
- Strengthened HR support for managers in performance management, employee relations, and workforce development.

Human Resources Manager

Pentagon Plastic Industries Limited | January 2017 – December 2021

Key Achievements

- Managed HR operations for over 100 core employees and approximately 500 factory employees within a business generating annual revenue of up to ₦1 billion.

- Led the reorganization and harmonization of factory employee trade union relationships with core employees, reducing industrial disputes and improving productivity.
- Oversaw recruitment, onboarding, performance reviews, wage reviews, workplace investigations, disciplinary procedures, and health & safety compliance.
- Led and developed a team of junior Human Resources Officers.

Human Resources Officer

Media Imperial Limited | April 2010 – December 2016

Key Contributions

- Managed recruitment, onboarding, employee orientation, and staff development processes.
- Monitored employee performance and provided guidance on HR policies and procedures.
- Supported payroll and benefits administration.
- Maintained accurate employee records in electronic and digital formats.

Branch Administrator

Intercontinental Bank Plc | February 2007 – March 2010

Key Contributions

- Handled branch-level HR and administrative functions.
- Supported Head Office Human Capital Management on staff-related matters.
- Managed staff databases, payroll records, office expenses, and administrative reporting.
- Ensured compliance with banking regulations and company policies.

Education

- University of Liverpool, United Kingdom — M.Sc. Human Resource Management
- Institute of Management, Technology & Finance, Portugal — Mini MBA in Human Resources Management
- The Federal Polytechnic Ilaro — Higher National Diploma, Secretarial Studies

Professional Certifications & Memberships

- Associate Chartered Institute of Personnel and Development (ACIPD), UK
- Finance for Non-Finance Professionals — Coursera
- Human Resources Management — Great Learning
- Strategic Human Resources — LinkedIn Learning
- Creativity and Problem Solving — Ace
- Team Building — Ace
- Strategic Management Development Program — CIBN

Technical & HR Systems

HRIS | Applicant Tracking Systems (ATS) | Learning Management Systems (LMS)
| Microsoft Office Suite | Workforce Analytics | HR Reporting

References

Available upon request.