

Suleman SHEHU [MBA, CHRC, MCIPM, CIHRM]

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PROFILE:

Strategic executive with 8+ years of experience partnering with C-suite leaders to drive enterprise strategy, executive operations, organizational transformation, governance, and cross-functional execution. Proven record of leading strategic initiatives, aligning executive priorities, improving operational performance, and enabling leadership teams to execute with excellence across complex organizations.

CAREER HIGHLIGHTS

- ✓ Directed enterprise-wide cross-functional initiatives across four business entities, improving execution, governance, and organizational alignment.
- ✓ Partnered with executive leadership to translate strategic priorities into executable business initiatives across multiple organizations.
- ✓ Directed enterprise-wide cross-functional initiatives involving Finance, Legal, Operations, Human Capital, Communications, and Corporate Services.
- ✓ Established governance structures, operational frameworks, and executive reporting systems that improved organizational effectiveness and decision-making.
- ✓ Led strategic planning, business performance reviews, and execution monitoring for multiple business units.
- ✓ Drove organizational transformation through process optimization, performance management, and stakeholder alignment.

SELECTED STRATEGIC INITIATIVES

Enterprise Operating Model Redesign | Corporate Strategy Development | Annual Business Planning | Leadership Development Framework | HR Digital Transformation | Governance Framework Implementation | Performance Management System | PMO Establishment | Org. Restructuring | Policy & SOP Development

WORK EXPERIENCE:

EaglePinPoint Group

Group Head, Corporate Development & Human Capital

Aug 2025 – To date

- ✓ Partnered with executives to develop and execute corporate strategy across four business entities.
- ✓ Served as a strategic advisor to executive leadership, coordinating enterprise strategy, annual planning, business performance reviews, and cross-functional execution across multiple business entities.
- ✓ Led corporate and annual business planning processes, driving performance monitoring and strategic alignment across multiple business entities to achieve organizational objectives.
- ✓ Provide strategic leadership in developing and implementing operational frameworks, HR policies, governance structures, and compliance initiatives that enhance organizational effectiveness.
- ✓ Coordinated cross-functional teams across Finance, Procurement, Legal, Operations, and Corporate Communications while driving business growth through strategic execution, process improvement, and regulatory compliance.

The Elevation Church

Human Capital Programs Manager

Aug 2022 – July 2025

- ✓ Led end-to-end planning, execution, and evaluation of strategic organizational programs.
- ✓ Designed program frameworks that aligned talent development initiatives with organizational goals.
- ✓ Coordinated cross-functional teams to deliver projects within scope, timeline, and budget.
- ✓ Managed senior stakeholder engagement, ensuring alignment, communication, reporting and timely decision-making.
- ✓ Developed monitoring systems to track performance, impact metrics, and program outcomes.
- ✓ Facilitated leadership development, mentoring, and capacity-building initiatives for emerging talent.
- ✓ Optimized operational processes, improving program efficiency, participant experience, and overall effectiveness.

Reposebay Human Resources Limited

Human Resource Consultant

March 2021 – July 2022

- ✓ Directed end-to-end HR operations, including recruitment, workforce planning, compensation and benefits administration, succession planning, and HR budgeting.
- ✓ Ensured organizational compliance with company policies, culture, values, codes of conduct, and applicable regulatory requirements while aligning practices with global standards.
- ✓ Provided strategic oversight of employee relations, staff welfare, performance management, and appraisal processes to drive workforce effectiveness and engagement.
- ✓ Developed and implemented talent management frameworks, including job documentation, promotion systems, internal communications, and merit-based career progression initiatives.

Access Bank Plc

Agency Field Officer (AFO)

March 2020 – February 2021

- ✓ Achieved 85% of monthly agent acquisition targets through strategic recruitment, onboarding, and engagement of agents and business partners.
- ✓ Increased agent transaction volumes by 80% by providing ongoing support, relationship management, and performance optimization for existing and newly recruited agents.
- ✓ Monitored sales performance against established targets, prepared daily performance reports, and supported customer service initiatives to drive business growth and operational efficiency.

Ascend Global

Head, Strategy & Human Resources

February 2019 – January 2021

- ✓ Formulate long-term goals and objectives in alignment with the organization's mission.
- ✓ Lead initiatives to identify and implement innovative solutions that enhance products, services, or processes
- ✓ Conduct market research and analysis to identify industry trends, competitive landscapes, and emerging opportunities.
- ✓ Identify and evaluate potential strategic partnerships, collaborations, and alliances.
- ✓ Provide mentorship and professional development opportunities for team members.

EDUCATIONAL BACKGROUND:

Nexford University – MBA (<i>in-View</i>)	Aug 2026
University of Maiduguri - PGD Education	March 2021
Usmanu Danfodiyo University Sokoto - B.Sc. Economics	Nov. 2017

CERTIFICATIONS/TRAINING

Advanced Strategy Dev. & Execution Training	March 2026
Member, Society of Human Resource Managers (SHRM)	
Chartered Human Resources Consultant (CHRC)	January 2024
Chartered Institute of Personnel Management (CIPM)	December 2023
Full Member, Chartered Institute of Human Resource Management (CIHRM)	December 2023
Pistis Life & Leadership Institute (PLLI) – Certified Start-Up Strategist	December 2022
Project Management Associate	July 2022

CORE COMPETENCIES:

Executive Leadership: Corporate Strategy | Corporate Governance | GCEO Support | Executive Communication | PMO Leadership | Change Mgt | Cross-functional Leadership | Strategic Execution | Risk Management
Human Capital: Organizational Dev | Talent Acquisition | Workforce Planning | Performance Management
Program & Operations: Program Mgt | Stakeholder Engagement | Policy Development | Project Management
Technology: HR/PM Tools | AI-Enabled Workforce Solutions | Analytics & Reporting | Digital Transformation

REFERENCES: Available on request