

## Communication Unit's team building workshop encourages staff to embrace change and innovation

On 20 October, the Communication Unit came together for a one-day team building workshop to develop a culture of positive innovation, creativity, openness, teamwork, problem solving, service, and efficiency among staff members.

The workshop with the theme, "Innovating for change: Growing our business"; was an opportunity for the participants to enhance communication, camaraderie, and the culture of "one for all, all for one" among the team members. Head of Human Resources, Lilian Mendoza, led her team of facilitators: Lade Oke and Helen Adeniji, supported by Akinsoji Akinyemi, Adenike Sanusi, and Toba Alofe. There were about 50 participants including one from Abuja.

In her opening remarks, Katherine Lopez, Head of Communication, welcomed the team and encouraged them to use the opportunity to meet, interact, and learn about the work going on in different sub-units, especially the Knowledge Center and Data and Information Management Unit, because they recently joined the Unit. She further urged the team to have an open mind during and after the team building program and "digest" as many useful lessons as possible from the various activities. She reiterated the need to be on the same page and look at the bigger picture in terms of their respective roles



*Communication Team Building*

and emphasized the importance of aligning with the strategic vision, mission, and goal of the Institute.

Participants had fun while learning the significance of working and staying together, building and sustaining trust, team dynamics, collaboration, interdependence, leadership, openness, determination, focus, personality appreciation, and brainstorming. The feedback from participants was positive; they all appreciated Kathy for her leadership and the wonderful idea of having the team building workshop, which they agreed was timely and would

help redirect and reenergize the team to deliver on their mandate. Participants also deliberated on critical issues, posed questions and gave suggestions on the way forward. The entire team expressed delight and appreciated the HR team of facilitators for guidance and a well-organized, fun-packed event.

On behalf of the HR team, Lilian Mendoza appreciated the Communication team for the opportunity to facilitate the team building program and commended the HR team for a job well done!

## A grade 1 and grade 7 perspective of Santa's visit to IITA International School

### Grade 1

Santa came on Thursday in a fire truck and Santa was a woman. The elf helped Santa to enter her grotto. We went into the hall for a dancing competition. Mr P (Head Teacher, IITA school) called grades and we came to dance. Mr P also called grades to go to Santa. After that we went to say goodbye to Santa then we went back to eat our snacks.

**Priscilla Lewechi-Uke**

### Grade 7

The pleasant surprise that Santa brought with him on his arrival cannot be measured. Eager, curious children awaited the coming of Santa with joy and



*IITA International School 2018 Christmas party*

excitement. You could see it on their faces – their little eyes drawn to attention, darting every which way they thought Santa could possibly come from.

Then suddenly you hear it, a faint sound in the distance. One by one faces turn to the direction. “Listen” one says, “It’s



Santa takes his leave



Santa arrives in a fire truck

coming from over there”. Guesses of what vehicle Santa is going to arrive in, quietly fill the air. An ambulance, a fire truck, a wheelbarrow, and even on his own two legs!

The sound grows louder. It sounds like a siren. It is a siren, and from what vehicle? It is a fire truck. The chants of Santa’s name grow louder as the fire truck pulls into the school grounds. The children all rush into the hall as Santa

goes to his grotto. Class by class, troop in to see Santa and collect their gifts.

After Santa had emptied his bag, he went back into his fire truck and drove away. As he goes hails, cheers, applause, and thanks from the students fill the air.

**Lucy Okungbowa**

## FMS Team Building 2018: Everyone counts!

Team building events create time to focus on the importance of team work and what is needed to evolve and sustain a high performing team. It was a huge decision and appeared inconceivable that the Facility Management Services would be able to successfully pull the event off! But, the Head of FMS, Waheed Quader fondly referred to as “General Quader”, his able service chiefs and 3-man planning committee—“Marshals” (Ali Ismaila, Bamidele Buraimoh, Musendeeq Oyedeji) in collaboration with Human Resources and the unalloyed commitment of Hilde Koper (DDG-CS), made the planning and execution of the 2-day team building seamless and exceptionally professional!

The team building was held at Abeokuta, Nigeria with the theme: “Everyone counts” and a total of 210 participants. The HR team of facilitators was led by Lade Oke (HRM-NRS), Helen Adeniji, Adenike Sanusi, Adekunle Fatai, Akinsoji Akinyemi, and supported by Esther Taiwo, Wale Olagunju, and Toba Alofe. The participants were split into six teams for Day 1 activities titled “Identifying with the theme”. It was exciting and hilarious to see the various groups showcase their hidden talents—indeed, IITA’s got talent!

Hilde Koper (DDG-CS), joined the FMS team on day 2 with warm welcome messages from the Management team. She also appreciated Waheed Quader and his service chiefs for their wonderful contributions in supporting IITA’s research aimed at achieving its set goal. She encouraged everyone to utilize the learnings in all the activities delivered by the HR team and have fun!

“General” Quader also welcomed his team and shared some very insightful



Facility Management Services Team Building

information on the importance and choice of the theme: Everyone counts! Using the typewriter as an illustration, he emphasized that every note was important in communication; a missing letter in a statement or not using the space bar could cause confusion in a message. He re-emphasized that every member of the FMS team and the casuals were important in achieving results in the team, hence, everyone counts!

The FMS team learned about effectiveness of leadership, delegation, improved communication, being proactive, determination, following through and adherence to IITA’s SOP, trust, collaboration, problem solving, motivation, managing conflict, efficiency, and effectiveness in ensuring productivity and positive business results for IITA. The team also took advantage of the unique heritage of the State as they visited the wild life park within the resort

and Olumo Rock.

The 2-day program came to a delightful end with an activity that ensured that the FMS team were properly aligned and committed to the success of the Unit and overall goal of the Institute. Lade Oke (on behalf of the Head of HR, Lilian Mendoza) appreciated Waheed Quader, the planning committee, and the entire FMS for the opportunity to facilitate the team building program. She also appreciated the HR team that made it happen.

Waheed Quader in his closing remarks also appreciated the entire HR team for their commitment and flawless delivery of the team building program. He presented an appreciation gift on behalf of Hilde Koper to the 3-man planning committee for a job well-done. FMS...everyone counts!

# IITA International School December production of the traditional folk tale “Chinye”

At the International School of IITA we spend much of our time thinking and reflecting on what it means to be internationally minded. We do celebrate fashions, festivals, foods, flags, and famous people from around the world but to be truly internationally minded we must be tolerant, respectful, caring, and exhibit empathy and forgiveness, every day. In this story, from our host country Nigeria, we made deep connections to such universal ideas and concepts.

For over three months we practiced and prepared for our December production. All the main characters, including Chinye and Andama, learnt their lines and practiced and rehearsed until their performance was the best they could present. Every grade level prepared and learnt their dance numbers, from Pre-school as Bush Babies to Middle School’s soldiers trying to protect Chinye. The choir relentlessly ran through their songs again and again until their voices soared into the Nigerian sky over Chinye’s village, and our community showed their support by filling out the school hall, both nights. Congratulations to the whole school community for a superb performance.



December production

## IITA International school Grade 3 FMS trip

On Friday, 16 November we visited FMS as a continuation of our Unit of Inquiry visits to learn more about our community. We headed to the office of the Deputy Head of FMS, Mr Akeredolu, and after exchanging greetings and introductions, he explained to us about FMS.

We learnt that FMS stands for Facilities Management Services and it is a support unit of IITA. There are seven sub-units in FMS and these are:

1. Scientific equipment unit – which deals with all the equipment the scientists use in IITA.
2. Refrigeration and Air conditioning – for all the A/Cs and refrigeration in IITA for scientists and residents
3. Construction unit - for all the building that takes place in IITA, buildings, roads and pavements
4. Heavy equipment and fabrication – for all the big machines
5. Building & grounds unit – the one which deals with grass cutting, field maintenance and cleaning
6. Automotive unit – for the vehicles, mechanics, and drivers in IITA
7. Utility unit – for gas, water, and electricity in all the buildings in IITA.

As he mentioned each, he gave information which we linked to what we learnt from the Finance Unit. It was from his explanation we got to know how important FMS is to IITA. Each Unit works with FMS every day, so if FMS does not function well, people in IITA will not be able to do their work properly.

Mr Akeredolu told us that some of the equipment in FMS is old, so no longer



Grade 3 visit to FMS, flanked on the right by Martins Akeredolu - Deputy Head-FMS

functions properly. He also mentioned that the staff need more training to keep up with the needs of the community. Currently FMS is a unit with about 350 workers who fall into different divisions. All the workers do their work wholeheartedly to keep IITA going.

We were thankful and remembered our PYP attitude appreciation. We appreciated the time he took to explain to us and to answer all our questions and finally sharing with us the biscuits and sweets. We were reflective, we improved our attention span as Mr Akeredolu spoke to us, compared to our first trip.

Thanks to our teacher for taking us to FMS.

### Quotable quote

*“Christmas is a season not only of rejoicing but of reflection”*

- Winston Churchill

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