

African Billionaire Entrepreneur, Tony Elumelu steps down as Group Chairman of UBA Group: A Legacy of Africapitalism, Vision and Determination

After years of steering one of Africa's biggest banks, Tony Elumelu has officially stepped down as the Group Chairman of United Bank for Africa (UBA), and Emmanuel Nnorom is now the man in charge.

The bank confirmed the leadership change in a post shared across its social media platforms on Wednesday, officially welcoming Nnorom as its new Group Chairman

Continued on next page



Beyond the Checklist: Why True Safeguarding Requires a Whole-School Ecosystem

By Dr. Mohamed Rifaie – Founder, NileED / Educational Consultant & International School Director

When most people hear the term Designated Safeguarding Lead (DSL) or look at a school's safeguarding team, they picture a specific, isolated group: the principal, a few senior leaders, a school counselor, and perhaps a disciplinary officer. On paper, this team exists to execute policy, manage crises, and ensure compliance.

But if we look beneath the surface of true child protection, we find a glaring misconception. Safeguarding is often treated as an administrative checklist managed by a selected few. In reality, a functional safeguarding culture requires looking at the school, not as a hierarchy, but as an ecosystem. To protect the child at the center, we must expand the DSL framework to include the very people who form the perimeter of a student's daily life: support staff and non-educational faculty.

Continued on next page

BixHRWisdom: Let's Talk Collective Agreements (CA) – What a lot of African Workers and Employers miss

By Esther Fefoame (MBA, PEM.ADR, CIHRMP, CHR.G)



The New Group's Chairman, Emmanuel Nnorom assumed office on August 21, 2026, following Elumelu's retirement after completing the maximum tenure allowed for non-executive directors under the Central Bank of Nigeria (CBN) corporate governance guidelines.

Tony Elumelu transformed the United Bank for Africa (UBA) from a single-country institution into a major pan-African financial powerhouse.

Tony Elumelu and the United Bank for Africa (UBA) Story: In 1997, Tony Elumelu led a group of investors to take over a struggling Crystal Bank, which he rebranded as Standard Trust Bank. He set a goal to make it a top-tier bank in Nigeria within seven years, achieving the feat in just five years. He also spearheaded the historic 2005 acquisition and merger of STB with the older, larger United Bank for Africa (UBA). This transaction stands as one of the largest and most ambitious mergers in sub-Saharan African banking history.

Following the merger, he served as the Group Managing Director and Chief Executive Officer, rapidly scaling UBA's footprint. Under his executive leadership, the bank expanded outside Nigeria into 20 African nations, establishing footprints in key global financial hubs including London, Paris, and New York..

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The Blind Spot: Why Support Staff Form the Real Frontline

A child's day at school does not begin and end at the classroom door. Long before a student sits down for a Math lesson, they pass through the school gates, greet the security personnel, and interact with administrative staff.

Excluding non-educational staff from the safeguarding loop creates massive blind spots. Consider the unique vantage points these roles hold:

- **Security Personnel:** They are the literal gatekeepers. They observe the body language of parents during drop-offs and pick-ups. They notice if a child flinches away from a guardian, or if an estranged relative is loitering near the premises.

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“The Mango Tree Wisdom Series”: African Proverbs and Their Practical Meanings; “Anoma antu a, obua da”



“Anoma antu a, obua da”

Origin: Ghana; Akan (Twi)

Literal Interpretation: If a bird does not fly, it goes to bed hungry.

Meaning

A bird must leave its nest and use its wings to search for food. If it stays put, it finds nothing.

The Ghanaian, Akan proverb “Anoma antu a, obua da” translates literally to “if a bird does not fly, it sleeps hungry” (or the idle bird goes to bed hungry). It means that success, survival, and progress require active effort, movement, and diligence; sitting idle yields no results.

Some other ramifications of this African proverb include:

1. Show up daily and put in the effort. Your job or business will not grow without active input.
2. Take the first steps on your plans. Reading, learning, and trying new things require physical and mental movement.
3. Do not let fear freeze you in place. Like a bird taking a leap into the air, you must risk movement to gain rewards and overcome fear.

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BixHRWisdom: Let’s Talk Collective Agreements (CA) – What a lot of African Workers and Employers miss

By Esther Fefoame (MBA, PEM.ADR, CIHRMP, CHRG) – Industrial Relations & ADR Specialist & Managing Partner, EF and Associates Ltd.

One thing I have noticed in working with unionized workplaces is that when people hear Collective Agreement (CA), the conversation often goes straight to Money:

- Salary increases
- Allowances
- Bonuses
- Benefits

Of course, these are important.

But a Collective Agreement is much more than the monetary provisions.



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