

# TAYO K. SOLAGBADE

## Location Independent Performance Improvement Specialist & Multipreneur

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**Web:** [www.tayosolagbade.com](http://www.tayosolagbade.com) [Flagship website]

[www.tayosolagbade.com/sdnuggets](http://www.tayosolagbade.com/sdnuggets) [Daily Multidisciplinary Self-Development Nuggets(SDN) Blog]

[www.tksola.com](http://www.tksola.com) [Response Generating Writing & Web Marketing Solutions]

[www.excelheaven.biz](http://www.excelheaven.biz) [Custom Excel-VB Solutions Development]

[www.thefarmceo.net](http://www.thefarmceo.net) [The Farm CEO™ Weekly Newspaper]

### Description

*"In 2002, I visualized myself writing (and developing other solutions) for clients for a living. Today, I LIVE my dream & help others develop and implement strategies to achieve theirs." - Tayo K. Solagbade*

I am a Location Independent Performance Improvement Specialist and Multipreneur (i.e. a highly versatile/multi-skilled entrepreneur), with a bias for delivering Best Practice solutions to Businesses.

Since 2002, I have earned multiple streams of income delivering personal development training and coaching, custom MS Excel-VB solutions, freelance writing/web marketing services, and best practice solutions.

In a previous life, before leaving to become self-employed, I served for seven years in Guinness Nigeria (from Shift Brewer to Training Manager, Production Manager & Technical Manager) - where over 4 automated spreadsheet apps I built, were used for brewery level reporting (see below).

On 1st April 2013, I relocated to Cotonou, Benin Republic (I read, write and speak French) to begin slowly traveling across the West African region as a Location Independent Multipreneur.

My key purpose is to deliver talks, seminars and workshops on his key areas of focus and interest to interested audiences while delivering my services and products, to clients on and off the web.

I have delivered talks to audiences in various groups and organizations, including the Centre for Management Development, University of Lagos and others.

In May 2012 I was the Guest Speaker at the Centre for Entrepreneurship Development's Annual Semester Entrepreneurial Lecture at Yaba College of Technology in Lagos.

When not working with clients, I function as the creative force behind my Daily Self-Development Nuggets blog (<http://tayosolagbade.com/sdnuggets>) - on which I publish my Weekly Public Speaking IDEAS newsletter and The Farm CEO™ Weekly Newspaper (<http://www.thefarmceo.net>)

## Summary

**Multipreneurial and energetic with excellent analytical, organizational, and creative skills.**

Adaptable and versatile. Especially skilled at building productive working relationships.

Possess high aptitude for analyzing problems, developing and simplifying procedures, and finding innovative solutions. A habit of Going the Extra Mile (whenever necessary) to get the job done, enables me deliver performances exceeding expectations for clients/customers.

- a. **Proven expertise** in advanced Excel spreadsheets programming for easier data analysis and report-generation. As an employee, my applications were adopted for formal reporting my last workplace. *Today, I develop custom spreadsheet applications for use by my clients for a fee.*
- b. **Highly proficient** in the use of advanced PC and Internet technology for VERY low cost, but high impact communication/business marketing. For instance, I **incorporate customised CGI automation** into new/existing websites – and develop comprehensive **Website Marketing Strategies driven by Automated Systems** - that enable business owners reach a larger pre-qualified audience at reduced marketing costs.
- c. **Proven ability** to motivate/coach and work effectively with persons from other cultures and all walks of life. Skilled in working within a multi-cultural environment with limited resources.
- d. **Over 7 years as a manager in a fast-paced multinational** corporation with a track record of producing extraordinary results working with minimal supervision – which led to early assignments to Senior Management secondments. (See **Experience - Paid Employment**)
- e. **Ability to learn very quickly and adapt to changing situations.** Rapid acquisition of new skills (via self-tutoring) relevant to achievement of set goals is a major strength, that equips me to constantly meet client stated expectations.

## Experience (Self-Employment)

**Period:** 2002 till Date

**DBA:** Self-Development Academy(SDAc) – **RC 492,204**

**Founder** (Self-Development/Performance Improvement Specialist)

The Self-Development Academy is a multipreneurial outfit specialised in combining low operational overheads, highly skilled manpower, intelligent use of technology and fluid collaborations - as the need arises - with competent professionals to deliver premium quality services at affordable rates. The SDAc Ltd is NOT a Non-Governmental Organisation (NGO).

**Vision:** *To be the foremost provider of products and services relevant to Self-Development/Workplace Performance Enhancement, Freelance Writing, Custom Excel/VB Solutions and Best Practice Systems Development in Africa - and one of the best in the world.*

**To achieve this goal, I've evolved a unique variant of a low-cost business model that allows me to be the only full time employee of the SDAc.** I promote this model for adoption by persons wishing to run businesses as independent professionals or solo entrepreneurs.

**Since October 2012**, I've focused my web marketing efforts on my most popular products to generate passive income via online and offline channels e.g. The Excel-VB Ration Formulator Software, the Pay slip Generator, my print and electronic books, my freelance writing etc. *Interested persons who want other solutions simply make contact with me to request them.*

#### 1). **FREELANCE WRITING SERVICE:**

- a. I help client ghost-write and publish physical books (and digital versions) at zero cost, using Internet Based Print On Demand systems so they earn royalties. I provide details based on my personal experience doing this (See <http://www.tayosolagbade.com/pod-letter.html>)
- b. I offer a Book Writing Support Service aimed at **(i) providing training** – via learning events like seminars, workshops etc - for persons interested in learning to do what I have done OR **(ii) helping intending authors/writers** who cannot spare the time **(ghost) write/publish** their books. Details of this service available on my website page linked above.
- c. Routinely explore opportunities to run learning events for writers/expert authors (with organizations within and outside Nigeria). E.g. I went on an exploratory two week visit to Ghana (25<sup>th</sup> June – 11<sup>th</sup> July 2005). I met with Secretary – Stephen Brobbey - of Ghana Publishers Association and also with President of Pan African Writers Association (PAWA).
- d. **Published:** 113 page paper back manual "**Ten Ways You Can Use Self-Development To Create The Future You Want**" – also called **Self-Development Bible™** and other books as **PHYSICAL BOOKS** at <http://www.lulu.com/sdaproducts>
- e. **Newsletters:** I help clients create branded e-mail marketing newsletters for marketing their products and services **(using tested and proven systems I use for my brand)**. I publish my **Speaking/Web Marketing IDEAS newsletter to promote Burt Dubin's Public Speaking Mentoring service** ([www.speakingsuccess.com](http://www.speakingsuccess.com)) to experts working across the African continent.
- f. **Articles:** I create article marketing content to help clients build name/brand recognition. Over 170 syndicated articles at [http://ezinearticles.com/?expert=Tayo\\_Solagbade](http://ezinearticles.com/?expert=Tayo_Solagbade)
- g. **Interviews:** I publish the CEO Spotlight Interview series at [www.tayosolagbade.com/csi](http://www.tayosolagbade.com/csi)

**2). CUSTOM WEB MARKETING SYSTEMS DEVELOPMENT:** to make websites active sales leads generation tools. Over 80% of clients who have requested this service already owned websites, but hired me to make the **online presence** more effective.

Between Nov. 03 and Jan 04, I taught myself to build commercial quality websites using Industry standard software viz: Adobe Photoshop, Macromedia Dreamweaver, Macromedia Flash etc. Since then, I have evolved my service to provide a unique solution called **Web Marketing Systems**. Clients have purchased this service from various industries e.g. Health (Audiology), Real Estate, Information Technology, Environmental Services, Hotels, NGOs etc.

My elaborate website presence attests to my ability to deploy wide ranging web solutions to achieve a variety of business marketing/branding objectives. In many cases, I have used one or more of my own websites, to convince a prospect to hire me. When they do, I TEACH them to use the website systems I build for them, the same way I do. *Those who do away with sloth and indifference, and apply themselves DILIGENTLY to making it work, reap sustainable rewards.*  
See [www.cbstudio.biz](http://www.cbstudio.biz) or [www.cbsolutions.tayosolagbade.com](http://www.cbsolutions.tayosolagbade.com)

**2). BUILT-IN MS EXCEL SOLUTIONS:** Develop Custom Pre-programmed Spreadsheet Applications for clients' data handling/report generation. Major time/effort savings and dramatic boosts in workplace productivity often recorded. Also provide Experiential Coaching in Excel/VBA. See [www.excelheaven.tayosolagbade.com](http://www.excelheaven.tayosolagbade.com)

**Applications built from scratch for clients include the following:**

- a. **Menu-driven e-version** of Department of Petroleum Resources (DPRs) Environmental Guidelines and Standards for The Petroleum Industry In Nigeria (EGASPIN – 314 page document) -at the request of Environmental Accord Nigeria Limited for Statoil Nig. Ltd.
- b. **Hotel Restaurant & Bars Manager/Hotel Records Management System** – Two different versions built for different client hotels. Captured daily sales and expenses and generated report summaries, used for performance review, and decision making.
- c. **Hospital Cash Office Payments Monitor** - custom-built on request for old client - Med-In Specialist hospital, Lagos in 2009. Used by cash office to checks if intending patient owes money, before s/he can see the Doctor.
- d. **Livestock Ration Formulator** – used by farm owners (especially those who also purchased my handbook on feed formulation, to generate different feed formulas for compounding balanced rations to be fed to their farm animals).
- e. **National Health Care Database Records Handler/Reports Generator:** The client needed to find a better way to manipulate the survey data for useful data analysis/report generation towards decision making to be enhanced. They had discovered mySQL was limited in its data manipulation for report generation capabilities.

This led the MD to call me in. With my help, the survey data were exported from mysql, for each state into individual MS Excel worksheets. Using VBA code, and graphic user interfaces I built an MS Excel-VB driven application to generate data summaries by state, LGA and ward based on selections the user makes (from worksheet based drop menus) within minutes.

**Examples of auto-generated reports:** Number of Doctors, Nurses, Community Health Extension Workers per facility, per Ward, LGA, State, Region and Nationally. The program would cycle through the main database to extract and summarise relevant numbers for each criterion, then post them in a ready to print multi-page report format.

Just a few mouse clicks needed. This application saved them generating the same reports manually, in a process that would have taken weeks on end. Since 2008, when I did the first job, my mandates have been repeatedly extended (about twice a years), with the client recalling me to include new functions/extensions into the application.

**In March 2012**, I was given a new mandate to add another layer of automated reporting to the software. *This project in particular helped me demonstrate to prospective clients, that my MS Excel solutions are not limited to Financial Reporting.*

- e. **Automated Payslip Generator (Basic version)** – Built in 2007, and used by client companies in/out of Lagos. Advanced Pay slip Generator, built in March 2012 with modeless automated data entry form, and multi-payslip generation capability, and auto-chart plotter to compare departmental data etc. See tutorial videos on YouTube channel (**click link supplied below**).
- f. **Excel-VB driven Poultry Farm Manager** – built in 2009 for a 12,000 layer poultry farm. Generates daily, weekly monthly operations report that computes Mortality %, Feed Consumption Rate, Hen Day % and other important farm operations performance indicators, dealers and supplier records, simple cash book data entry, bank reconciliation reports, as well as (weekly, monthly etc) income and expense summaries.
- f. **Others:** Automated Invoice Generator; Personal Contacts Manager, Income and Expense Manager, General Accounts Manager, Church Records Manager, Membership Records Manager and others. See [www.excelheaven.tayosolagbade.com](http://www.excelheaven.tayosolagbade.com) .

Also see growing library of user-friendly demonstration and instructional videos in my Youtube channel at <http://www.youtube.com/user/TKSolagbadeSDAc> .

**3). FARM BUSINESS BEST PRACTICE SOLUTIONS:** Delivering products/services aimed at helping farm biz owners(& those aspiring) adopt practical and cost-effective systems for starting up or managing their farm businesses at LOWER COST, & with LESS EFFORT. See [www.iff.tayosolagbade.com](http://www.iff.tayosolagbade.com) or [www.boostyourfarmprofits.biz](http://www.boostyourfarmprofits.biz).

For instance, I have built custom Excel-VB driven software for client farms, used in measuring Farm Key Performance Indicators (KPIs) as well as generating Financial Reports for decision making.

With respect to 3. above, since 2006 I have maintained a highly popular Cost-Saving Farm Business Ideas website site ([www.iff.tayosolagbade.com](http://www.iff.tayosolagbade.com) ), as a precursor of the Farm Research/Extension Advisory Services Center I plan to establish in the future.

Through this medium, I continuously investigate, document and publish best practice ways of cost-effectively managing farm businesses using locally sourced materials, indigenous knowledge/skills and Best Practice Process Management Techniques. My Practical Livestock Feed Formulation Handbook (on sale since 2003), and many published articles, are examples.

#### **Applications built/Products Sold for Farm Business Owner Clients/Customers:**

- a. **Practical Livestock Feed Formulation Handbook** – on sale in print and as PDF (see <http://www.lulu.com/sdaproducts>)
- b. **Excel-VB driven Livestock Ration Formulator** – built to complement the feed formulation handbook. See sales page at [www.cbstudio.biz](http://www.cbstudio.biz).
- c. **Excel-VB driven Poultry Farm Manager** – built in 2009 for a 12,000 layer poultry farm.

#### **4). LEARNING EVENTS**

- a. Delivered Talk titled "**Ten Ways You Can Use Self-Development To Become A High-Flyer At Work**" at Corona School's Trust Council. Engaged to deliver same talk to all 6 branches in Lagos.
- b. (VC Approved) Talk "**Ten Ways You Can Use Self-Development To Create The Future You Want**" at University of Lagos. Talk converted to a FREE ten week e-mail course – and later into book now on sale via Internet.
- c. Led staff seminar at Center for Management Development(CMD) - Management Village -Shangisha, Lagos.**(Presented 45-page Research paper: Self-Development As A Tool For Achieving Career Advancement.** My published **Self-Development Bible™** is partly based on findings from this research work.
- d. Conducted **Advanced(Power User™) Experiential Coaching in MS Excel, MS Power Point and MS Projects** for MTN Nigeria Matori, Lagos.
- e. Delivered Experiential Coaching Talk on "**Achieving Continuous Interpersonal Effectiveness**" to fourteen (14) management trainees at Tantaliser's Headquarters in Festac (Invited by Impact Consulting).
- f. Periodically deliver trademark one-hour talks to business owners about use of Public Speaking for Business Marketing (PSBM)™, sometimes getting hired afterwards.
- g. **Partnership:** In May 2010, Burt Dubin appointed me Sole Agent for his Speaker Mentoring Service (Speaking Success System™) on the African continent.
- h. **Guest Speaker** at the Centre for Entrepreneurship Development's **Annual Semester Entrepreneurial Lecture** in May 2012 at Yaba College of Technology in Lagos. *Topic was **Relevance of Institutional Entrepreneurship Programme Toward Achieving Vision 20:2020***

## Experience(Paid Employment)

### Background

I joined Guinness Nig. Plc in October 1994 as Graduate Management Trainee. Started work as Shift Brewer, Beer Packaging Shift Manager. Extra role as a Best Practice/ World Class Manufacturing Process Management Champion. Promoted Training and Technical Development Manager and acted as Production Manager, later Technical Manager.

I voluntarily resigned as Technical Training and Development Manager(TTDM), Benin Brewery, in Dec. 2001 (with departmental/brewery level send-forth ceremonies organized for me) in order to start my business (**See Experience - Self-Employment**).

### **2000/2001 - Guinness Nigeria Plc, Benin City, Edo state "**

Promoted from Brewer to **Technical Training and Development Manager - TTDM** (i.e. from Sept. 2000)

- Before resuming as TTDM, nominated to attend the Institute Of Brewing's (IOB) International Brewing Course in the UK for 6 weeks (in September/October 2000).

- Using self-taught skills(in my spare time), I **developed Excel VB Automated Excel Training Records Database package**, as a temporary alternative to the off-the-shelf application expected from the IT department. Package used during the ISO 9002 Standards Organisation of Nigeria (SON) certification audits (Aug. 2001) in Benin/Lagos Breweries.
- About 3 months after resuming as TTDM, **successfully completed secondment as acting Production Manager** (i.e. Head of Brewing department) for 5 weeks. Major capital maintenance projects requiring prolonged shutdowns executed during this period.
- **Conducted Site Wide Training Needs Analysis Questionnaire Survey**, based on which appropriate Training courses/programmes were arranged and/or conducted for Staff and Managers. "
- **Successfully deputized for Technical Manager** between late July and End August 2001 (i.e. all through preparations for – and actual conduct of – the ISO 9002 certification audits).
- **Nominated and trained as Brewery ISO 9002 Audit Champion/Internal Auditor**. Was ISO champion for Training department. The department scored NIL (Zero) non-conformity during the final SON certification audits.
- **Successfully facilitated preparation of 100 item Pre-Selection test questionnaires** for first stage of personnel recruitment exercise for new bottling Line 6. Worked with Certified Psychologist from Psytech UK to conduct Psychometric tests for pre-selected personnel during second stage recruitment exercise.
- **Attended one-day Test Administrators training**, and sat/passed formal certification test. Received certificate of my qualification as Certified Test Administrator from Psytech UK (Sept. 2001).
- **Produced a Self-Managed Development Training Guide** for Engineering Trainees (Staff Induction Trainees) in the brewery's Training department (December 2001): to enable a trainee equip himself with knowledge/skills that will enable him fit into any technical department in brewery.
- **Produced a comprehensive Training Module** for a 2-day In-house Train-The-Trainer Course. Facilitated two runs based on requests from departmental heads.
- **Designed comprehensive color Information Leaflet** on Guinness Benin for new employees on induction - adopted for use by the Human Resources Services department (following formal e-mail commendation from the HR Manager)
- **Produced a detailed 2-page Flow Diagram** of the entire brewing and bottling processes in Benin Brewery (from raw materials into bottle/out to trade). Routinely issued to new employees visiting brewery on induction or to visitors on excursion.

**1998/2000 - Guinness Nigeria Plc, Benin City, Edo state  
Shift Brewer - Production Department (Nov. '98 - Aug. 2000)**

- **Lead-Facilitated** implementation of Best-Operating Practice (BOP) On-The-Job Training Assessments for Velo (Hot Wort Filter) Operators (Feb/Mar. '99).

- **Received personal commendation letter** (dated 11th October 1999) **from Technical Manager** on implementation of Five S (5S) Workplace Organisation Systems.
- **Received personal commendation letter** (dated 09 March 2000) from **Acting Production Manager** for developing an automated additives usage computation spreadsheet for Malta Guinness brews.
- **Developed a Lotus spreadsheet-based On-The-Job Training Assessment format** for use in final assessment of Velo Filter Operators towards BOP licensing. Assessment format was formally adopted for use by Training & Technical Development department (Feb. '99).
- **Derived – and formally proposed\* for adoption – a formula for estimating Brewery Percentage (%) Brewhouse Efficiency** to complement the existing parameter, Brewhouse Turnaround Time. \*Production Manager forwarded proposal to Headquarters for consideration by Senior Management. *It featured in the monthly Benin Technical Review Meetings minutes from July to December 1998: Ogba brewery was advised to test/develop an adaptation of the formula.*

**1998/2000 - Guinness Nigeria Plc, Benin City, Edo state**  
**Acting. Technical Training and Development Manager - TTDM (Relieved substantive TTDM between Apr. '98 - May'98 and Aug.'98 - Oct.'98)**

- Proposed and implemented complete input of all staff Training Records (1996 – 1998) into brewery's DOS-based HR database package – PS2000.
- Developed Lotus spreadsheet macro program to automate generation of Quarterly Training Reports for Corporate Training Group review meetings.
- Developed auto-printing spreadsheet versions of paper-based Brewery's Internal Technical Audit forms. These were then made accessible on the intranet for timely and convenient access by internal auditors. > 90% savings in auditors' time, and expenses on photocopies were made.
- **Personally produced complete Training Modules for:**
  - Filler machine Best Operating Practice (BOP) Maintenance
  - Technicians' Training.
  - Velo (Hot Wort Filter) BOP Maintenance Technicians and Process Operators Training.
  - Fork Lift Truck Drivers' Training.

**1996/98 - Guinness Nigeria Plc, Benin City, Edo State**  
**Shift Brewer - Production Dept. (Feb. '96 - Jun.'96/Feb.'97 – Mar. '98)**

- Key member of "Project Insight" (company-wide initiative aimed at reduction paperwork and development of functional record-keeping formats computerisation) team for brewing operations. Designed new spreadsheets process data recording and report formats agreed upon.



- Proposed and implemented the use of Cumulative Sum Deviation charts (CUSUM Charts) for trending of important beer quality parameters.
- Developed four separate Lotus spreadsheet macro programs, which replaced pre-existing manual report preparation systems. > 95% Savings in report generation times. (1997/99).
- Passed Associate Membership Certification Examinations – earning AME certification from the Institute of Brewing (IOB) – now Institute and Guild of Brewing, UK.

### **1995/97 - Guinness Nigeria Plc, Benin City, Edo state "**

#### **Shift Manager - Packaging Dept. (Nov '95 - Jan.'96/Jul.'96 - Feb. '97)**

- Successfully identified and rectified false beer wastes recorded from 3.5% to 1.5% during Beer Waste Reduction Project on Bottling Line 5 using a concept(TWUF)\* which I derived using spreadsheet tracking.
- Entered paper on "Statistical Process Control and Target Setting" in 1997 Nigerian Institute of Management's Young Managers' Competition (placing 5th at the National Finals in Lagos). **TWUF(Total Waste Unaccounted For)™**, and its usefulness for mass balancing in waste estimations featured in the paper.

## **Education**

- B.Sc (Second Class Upper Division Honours) Agricultural Extension Services.
  - **Awarding Institution:** 1987–1992 University of Ibadan, Ibadan, Oyo State, Nigeria.
  - **Best Graduating Student - Second Class Upper Division Honors**
- Passed Associate Membership Certification Examinations –AME Certification.
  - **Awarding Institution:** 1997 - Institute Of Brewing (IOB) – now Institute & Guild of Brewing, United Kingdom
- Passed Psychometric Test Administrators training for Psytech UK.
  - **Awarding Organisation:** 2001 – Psytech International, United Kingdom

## **Awards**

- Best Graduating Student – 2nd Class Upper Division Honors (5.9 CGPA; 1<sup>st</sup> class = 6.0)
- 5th Place, National Finals of Nigerian Institute of Management's Young Manager's Competition(1997)
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- **Handball:** (a). Merit Award, Sports Council, University of Ibadan ('92); (b). Distinguished Service Cross Independence Hall, UNIBADAN(1992).

## **Courses/Workshops**

## 1] Self-Sponsored

- **Certificate Course in Application packages** (July – Dec. '94) – Covered Word Perfect, Lotus 1-2-3. Organised by Lagos City Computer College, Ikeja, Lagos.
- Jan/Mar. 1999 -**Intensive Course in French Language** (George Richards' Institute, Benin Branch). \*My tutor was Cameroonian. I spent 3 weeks (Jul.'99) in Cameroon, to consolidate my learning (self-sponsored). Visited Cameroon in 2001 on company assignment further helped. Now read, write, speak French. Achieved intermediate fluency: communicate fairly easily with French-speaking persons who cannot speak English.
- **Small and Medium Scale Food Production And Export**(Nov. 1999).  
  
Organised by Bashy Group Limited during Success Digest during Success Digest Magazine's Business Opportunity Expo.
- **Internet Mastermind Summit**(April 2000). Organised by Sunny Obazu-Ojeagbase during his Success Digest Magazine's Business Opportunity Expo.
- **Microsoft Visual Basic Training Course** (Jan – Feb. 2002). Organised by Netsoft Systems Ltd., Falomo, Ikoyi, Lagos. I attended this to compare VB to Excel VB in terms of delivering custom solutions for financial/ management reporting. I chose Excel VB(see **Why** at [www.excelheaven.biz](http://www.excelheaven.biz) or [www.excelheaven.tayosolagbade.com](http://www.excelheaven.tayosolagbade.com)).
- **Five Month Apprenticeship in Ornamental/Catfish Production**(May –Sept. 2002) at Aqua Fish (Production/Research) Farm – Abesan Estate, Ipaja, Lagos. Organised by Muyiwa Adediran - Aquatic Revelation Institute.

## 2] Employer Sponsored

- “Continuous Process Improvement” - Lagos Business School, 1998.
- Advanced Productivity in Microsoft Excel, PowerPoint and Microsoft Word (Dec. 1998) organized by Bi-Trax Company, Inc. (Microsoft Certified Solution Provider and Authorised Technical Education Center) for Guinness Nigeria Plc.
- International Brewing Science and Technology Course, UK (Sept. – Oct. 2000).
- 14 – 15/03/2001 - High Performance Coaching Workshop(Lagos Sheraton Hotel)
- Coaching Conversations Facilitators' Workshop (24 – 27/04/2001 at Hotel Akwa Palace, Douala).
- First Level Manager Skills Development Facilitator's Course (13 – 17/08/2001 at Gateway Hotel Ijebu-Ode, Ogun State).

## Research/Papers/Books

- **“Attitude of Farmers towards involvement of Farmers' Organisations in Extension Services: A case study of Agege Local Government Area of Lagos State”**. Unpublished

Bachelors' Degree Research report, Department of Agricultural Extension Services, University of Ibadan, Oyo state, 1992.

- **“Statistical Process Control and Target Setting(In Manufacturing) ”**: A paper presented at the Western Zonal (Ibadan) and National Finals (Lagos) of the Nigerian Institute of Management's (NIM) Young Managers' Competition, 1997. Won 2nd place at the Zonals, and placed 5th at the National finals. Written based on my experiences in Guinness Benin.
- **“Performance Management and Employee Motivation”** -A paper presented at the Western Zone (Ibadan) of the Nigerian Institute of Management's (NIM) Young Managers' Competition, 1999(6th at zonal finals).
- **“Lessons From Our Problem-Solving Experiences at the Mash Filter”**. Unpublished Secondment Report, Guinness Nigeria Plc (April 2001). I wrote this unsolicited report to distill learnings from my secondment experience(as Production Manager), and e-mailed it to over 12 managers who requested it.
- **"Potential Applications Of Automated Spreadsheet Applications In Business"**(May 2002) – White Paper explaining how business users can achieve dramatic savings in time, effort, and money if they adopt custom spreadsheet software instead of commercial applications.
- **“Self-Development As A Tool For Achieving Career Advancement”**(A Practical Guide Based On Experience) – 45 page Management Research paper presented at the Center for Management Development(Sept 2002).
- **“25 Avoidable Mistakes No One Will Warn You About In Starting Your Own Business In Nigeria”**(Feb 2003) - 80 page Entrepreneur's Survival Reference Manual based on my start-up entrepreneurial experiences in Nigeria.
- **“A “System” That Can Produce Millionaire African Writers”**(Oct 2005) - A special report – based on my personal experience - about how Internet based Print-On-Demand (POD) publishing companies make it possible for Africans, to publish physical books at zero cost, and earn foreign currency from their sales). See [www.tayosolagbade.com/pod-letter.html](http://www.tayosolagbade.com/pod-letter.html)
- **Ten Ways You Can Use Self-Development To Create The Future You Want (2005)** – printed via Print On Demand publishing and shipped to buyers worldwide ([www.lulu.com/sdaproducts](http://www.lulu.com/sdaproducts))
- **Practical Livestock Feed Formulation Handbook (2003)** – 70 page exposition on the practical use of the Pearson Square Computation method in formulating rations for different kinds of livestock (on sale in print since 2003, and as E-book since 2007)
- **Proven 5 Step Formula for Learning ANY Language in 3 Months or Less** (Featured on NTA 2 Channel 5's Morning Ride on Saturday 3rd August 2002) – (on sale in print since 2002, and as E-book since 2007)
- **An Introduction To Fertilizers, & Fertilizers Management & Calculation** (FREE PDF)
- **Why You Keep Failing To Achieve Your Writing Goals! (Subtitle - 10 habits that are holding you back and how to overcome them)**: E-book on sale at [www.lulu.com/sdaproducts](http://www.lulu.com/sdaproducts)

- **Practical Guide to Commercial Rabbit Farming** (*Origin & History | Breeding | Housing | Nutritional Requirements & Feeding | Health Management | Slaughtering | Packaging | By-Products Utilization | Record Keeping | Marketing | Cooking Recipes*) – **Work in progress**
- **A Handbook of French Language Study for English Speakers** (*Designed to provide both English speaking persons a basic linguistic guide to French. Gives a snapshot of the basic vocabulary and expressions needed by a “learner” to functionally integrate into French speaking communities*)

## Special Skills/Interests

- **French:** I read, write and speak the French language. It is the primary means of communication in my base, the Francophone Benin Republic.
- Freelance writing, Self-Development, Public Speaking, Spreadsheet Programming, Problem-Solving (*especially adaptation of PC/Internet Technology to make personal or work-related task easier and less-expensive to do*), Handball, and Reading.



**Tayo K. Solagbade**

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**\*Sole Agent in Africa**, for Burt Dubin's ([www.speakingbizsuccess.com](http://www.speakingbizsuccess.com)) mentoring service.

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