

HUMAN CAPITAL OFFICE

ainablanks^on





People
— First

People First: Our Philosophy



Conventional wisdom dictates that corporate growth lies in marketing and chasing mandates. For us at Aina Blankson, our People remain our Number One Client and Mandate.

While we undoubtedly appreciate the importance of winning fresh mandates, our most important mandate of all is our people as they are the primary Clients, Owners and Leaders of the Firm.

The People First philosophy of Aina Blankson resonates through the fabric of the entire operations of the firm along four primary quadrants:

QUADRANT One

**Talent & Career
Management**

QUADRANT Two

**Remuneration &
Incentives**

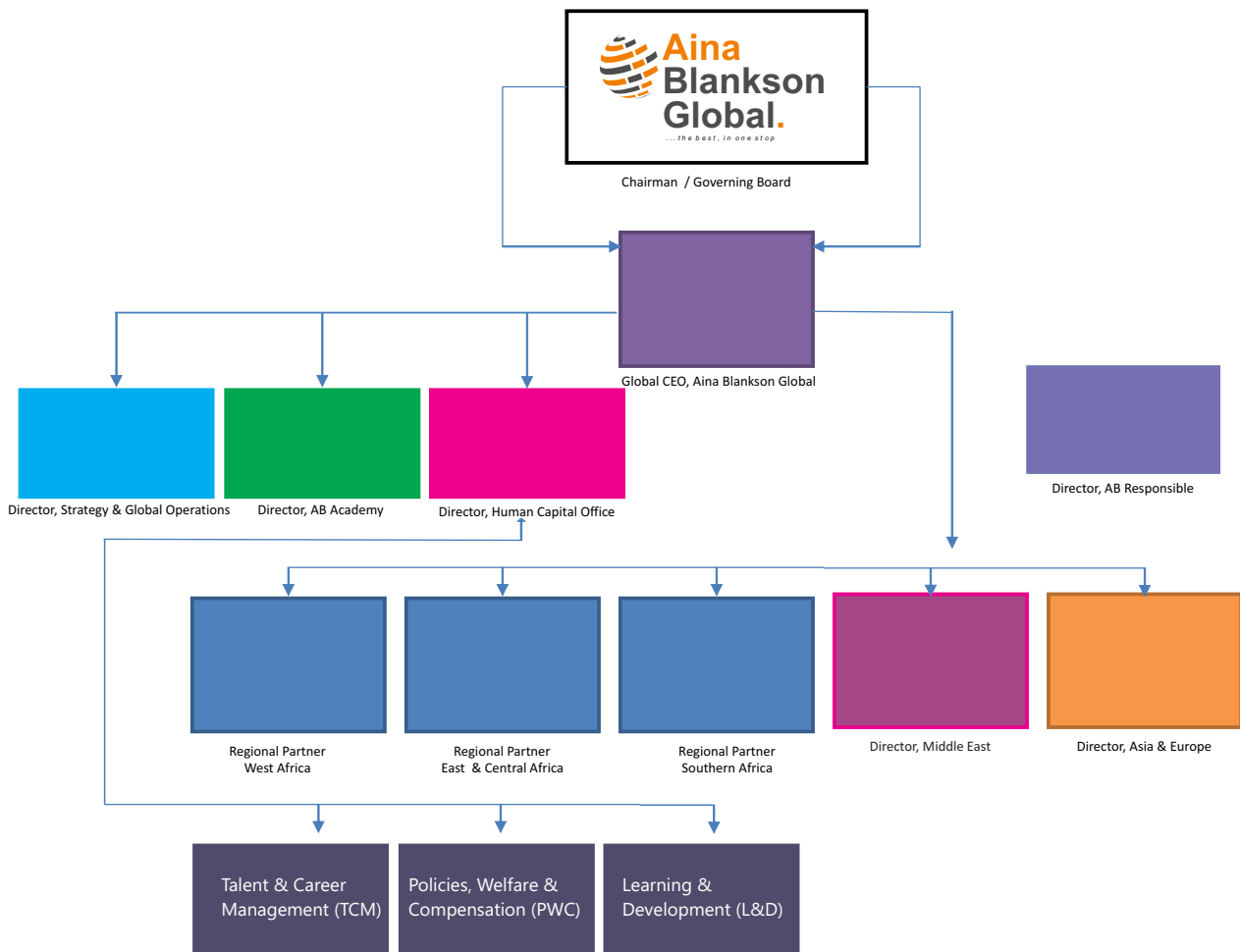
QUADRANT Three

**Training & Capacity
Development**

QUADRANT Four

**AB Culture &
Ethics**

How We Operate



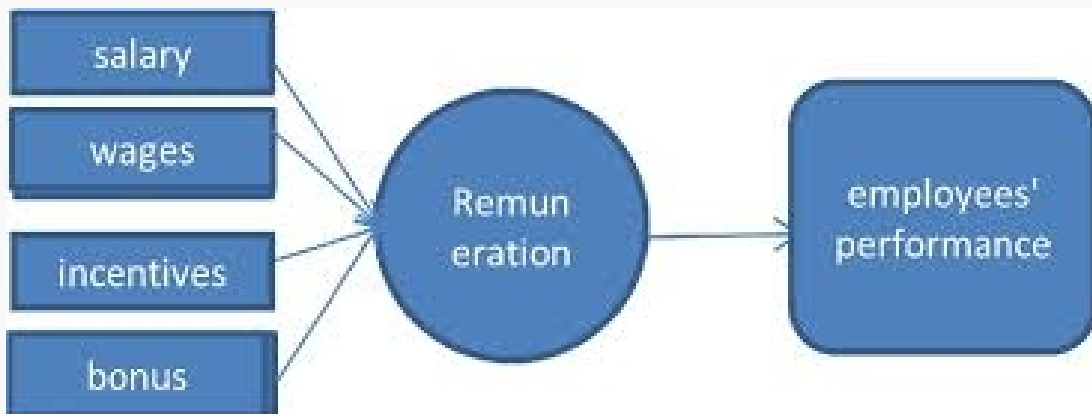
TALENT AND CAREER MANAGEMENT (TCM)



At Aina Blankson, we identify the required manpower needs, engage suitable hires, develop the skills and expertise of the staff to match the position. In this regard, we are better placed to achieve long-term business objectives and foster employee loyalty. The benefits associated with our people-centric approach include the following:

- A well-structured and clear approach towards staff career development and advancement within the Firm
- Improve business performance and achieve corporate goals.
- Attract, Motivate, Empower, and Retain top talents towards increased productivity and performance.

POLICIES, WELFARE AND COMPENSATION (PWC)



The Aina Blankson policies communicate the connection between the firm's vision and values and its day-to-day activities/ operations. Using our policies and procedures together gives AB employees a well-rounded view of their workplace which allows adequate knowledge of the culture that the firm is striving for, what behavior is expected of them, and how to successfully achieve both.

At Aina Blankson, we ensure our welfare and compensation packages are up to date to keep our staff motivated and attract and retain the right talents in the firm. Our policies ensure Aina Blankson complies with relevant regulations, and demonstrate professionalism, efficiency and stability. This leads to stronger business relationships and a better public reputation.

LEARNING AND DEVELOPMENT (L&D)



At Aina Blankson, L&D has become an integral part of our business strategies. It is a systematic process designed to improve and develop employees' skills, competencies, and knowledge for the good of the firm. It is also an effective strategy aimed to cultivate a culture of shared learning and motivates employees to perform better.

L&D team creates a culture where employees can learn and develop new skills. L&D is an integral part of the Aina Blankson talent management strategy aimed to attract, acquire, nurture, and retain quality employees. At Aina Blankson, we take the time to analyze training needs and implement strategies to address those needs to better equip and drive employee engagement and continuous professional development in collaboration with AB-Academy.



We remain committed to our People
centric philosophy as the comfort,
happiness and career growth of our
staff underpins the success of the
Aina Blankson Brand





Kehinde Aina, SAN



Enquiries: ab@ainabblankson.com | ainabblankson.com | ainabblanksonglobal.com

ainabblankson

Africa HQ
5/7 Ademola Street,
off Awolowo Road
South West Ikoyi, Lagos, Nigeria

 (+234) 1 454 7772 - 3
 (+234) 1 454 8882 - 3
 (+234) 906 902 2222
 (+234) 906 903 3333

 www.ainabblankson.com
 ab@ainabblankson.com

