

RÉSUMÉ

Full Name: **AGWU KALU/Mr.**
Profession: **MANAGEMENT/SECURITY SERVICES CONSULTANT**
Date of Birth: **SEPTEMBER 10, 1955** Nationality: **NIGERIAN**

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EDUCATION:
University of Nigeria, Statistics, 1975 – 1979: (1st Degree)
University of Lagos, Computer Science, 1985 – 1986: (P G Diploma)
London School of Economics, Macroeconomics, 1992: (Cert. Course)
University of London, Financial Policy, 1996 – 1997: (P. G. Diploma)
University of London, Financial Management, 1997 – 1998: (Masters)

BRIEF PROFILE:

I am a security risk management professional with more than 18 years of safety and security expertise. My diverse background represents a unique blend of operational, technical, tactical, and managerial skills that provide practical solutions for the security issues facing industry, communities, and government today.

I am skilled in using numerous security assessment methods and adapting those methods to meet client objectives. I have helped develop security installations and workshops for numerous clients, have conducted security threat and vulnerability assessments, security audits, provided security countermeasure upgrade recommendations and I am very knowledgeable about countermeasures technology and selection.

I have developed serious partnership with some high profile international organizations involved in provisioning of high security, anti-terrorism and counter-insurgency training and advanced technology security hardware.

I am also an Industrial Engineer, a provider of general Management Services for multi-national corporations, indigenous companies and government organizations; providing such services as management consulting, project design, implementation, management, monitoring and evaluation.

In the area of management services, my proficiencies span across designing productivity improvement programs and cost reduction plans; benchmarking and improvement of competitiveness; efficient management of resources; human resources development and management; supply chain management/logistics; information and communications technology.

I have travelled extensively, attending international seminars, workshops and exhibitions on safety and security, productivity improvement and delivered several lectures at various local and international workshops.

KEY QUALIFICATIONS:

1. Adept in security operations management with more than 18 years experience and emphasis on security threat and vulnerability assessments, security audits and analysis, security countermeasure development and deployment; security and safety systems training.
2. Installed and maintained several pedestrian and vehicle access control systems; closed circuit television and remote surveillance systems; perimeter and facility burglary/intrusion detection and vulnerability containment; fire detection, alarming and suppression systems; visitors/crowd management and control systems; etc.
3. More than 30 years post-qualification experience as an Industrial Engineer, adept at analysing operational performances of corporations, businesses, and government agencies through the use of benchmarking software/metrics and other analytical tools;
4. Very well grounded in productivity improvement and cost reduction operations, system design and analysis, operations research, manpower/management development; security systems design, implementation and maintenance.

SECURITY TRAINING, WORKSHOP AND CONFERENCES ATTENDED

1. ***Terrorism and Security Risk Assessment Conference*** in Dubai, United Arab Emirate in January 2010 where I acquired the following skills and competencies:
 - o Understanding risk management principles and the function of risk assessment in security planning;
 - o Recognizing important characteristics of terrorism related risk and modus operandi;
 - o Conducting security assessments by utilizing qualitative risk assessment methodology;
 - o Designing prioritized security countermeasures strategies by utilizing cost-benefit analysis techniques.
2. ***Security Crisis Management Workshop*** in Munich, Germany - June 2008 where the topics covered included but not limited to:
 - o Security concepts for security management and crisis management
 - o Evacuation of employees working abroad
 - o Disasters at corporate headquarters
 - o Abduction and rescue
 - o Bomb-threats
 - o Planning and decision-making that affect security
 - o Security management procedures during crisis management
 - o Damage control
3. ***Pedestrian & Vehicle Access Control System*** in Wavre, Belgium – 2008. Trained on the deployment and maintenance of fast automated gates, underground barriers, bollards and directional spikes for airports, military installations and mission critical facilities
4. ***Physical Security Protection for Facilities***, an in-house training at Galaxy Control Systems, Maryland USA in 1998 on physical security systems covering installation, programming and maintenance of access control panels, electric locks, card/biometric readers, etc

EMPLOYMENT RECORD:

January 2011 – To Date

Principal Partner, CRS Consulting (<http://www.cost-reducers.com>)

Engaged in all aspects of management consulting

January 2005 – To Date

Managing Director/Chief Executive, Anadal Technologies Limited

I am responsible for the executive administration of the company. At Anadal Technologies Ltd, we sell, install and maintain various security systems, work closely with international organizations and manufacturers of advanced technology security systems involved in:

- Provisioning of training for security operatives and professionals
- Radio "Jammers" for Improvised Explosive Devices;
- Under Vehicle Bomb Detection Systems;
- High Security Access Control System, using RFID;
- Long Range Wireless Solar Powered Surveillance System;

Among my other responsibilities include but not limited to:

- Providing general safety and security consultancy services to organizations
- Preparing internal and external training/human resources development programs; conducting training activities
- Performing security and vulnerability risk assessment and preparing the associated reports

May 1994 – December 2004

Managing Director/Chief Executive, Analysed Data Limited

Responsible for the day-to-day management of the business

- Provided general management consulting service and Information Systems Management services to corporations
- Designed, implemented/supervised Database Management Systems development, Research and Surveys, Feasibility Studies and Polls
- Developed Productivity Improvement and Cost Reduction programs, Benchmarking Metrics and Competitive Analyses
- Involved in the Design, Analyses, Monitoring and Evaluation of Projects and Financial Investments; Determination of project payback periods and Return on Investment Analyses
- Facility Design and Management; Layout Planning; Organization and Methods; Production Management; Wages and Incentives Design; Design/development of Industrial engineering training programmes;
- Developed training packages and programs for specific and general disciplines and participated in human resource development programs within and outside the company; Arranged international training programs for the public sector
- Provided Security Advisory Services to Commercial Organizations; deployed physical security systems; organised security training programs
- Managed the procurement, sales, installation and maintenance of various security systems; performed security audits, vulnerability assessment and risk analysis
- Responsible for all foreign purchases/procurement functions and also foreign training of our staffers at the plants of the companies we represent in Nigeria

May 1988 - April 1994

Work Study Manager, Nigerian Breweries Plc (Heineken Subsidiary)

Provided Management Services, reporting to the Managing Director – Tech

- Involved in designing work systems and procedures aimed at improving the overall efficiency of the technical division in particular and of the Company in general.
- Identified key areas of waste and opportunities for improvement, while at the same time, coming up with cost-effective ways of managing productivity and maximizing resources.
- Responsible for fleet management; planning, preparation and monitoring budgets for capital equipment items; purchase of delivery vehicles and fork lift trucks; monitoring/analysing fleet performance; development & maintenance of database of freight rates for third party transporters.
- Organized training programs for staff and management in the areas of productivity improvement and waste control, supervisory management, Information Technology, safety and security
- Involved in the investigation of inappropriate practices resulting in losses and recommending to management, appropriate actions to be taken to redress the matter and avoid future re-occurrence.
- (vehicles and forklift trucks)
- Designed work methods; prepared job descriptions for new and existing positions; carried out job evaluations and participated in management promotion interviews; carried out return on investment analyses to justify new projects and investment proposals.

September 1985 - April 1988

1. Productivity Development Manager, Nigerian Bottling Coy PLC.

- Involved in a Coca Cola International project called Total Management Impact – TMI, designed to improve the productivity of the bottling plants using the systematic approach of planning, defining unit missions, setting goals, implementation, tracking key indicators that move the business
- Trained personnel of Coca Cola bottling plants on how to manage by TMI and track performance by holding regular review meetings, evaluating results, and comparing results with established standards
- Developed and maintained a central databank of key indices of operation for measuring plants performance, which formed a basis for interplant comparison. (This led to intense competition between the plants, resulting in tremendous productivity gains and overall increase in the Company's bottom line.)
- Extensively travelled to plant locations nationwide to assess improvements in productivity and adherence to standards and attainment of goals

2. Group Adviser Assistant, A. G. Leventis & Company (Nig) PLC.

- Conducted recruitment tests for prospective employees of the Leventis Group, while at the same time developing test norms for use at the Staff Development Centre of the Group in the assessment of new employees and appraising existing staff for promotion and high assignments.
- Lecturer in production management, cost reduction techniques and productivity improvement methodologies who come for training at the staff development centre
- Carried out other duties assigned to me by the Group Staff Development Adviser

August 1980 - July 1985

Group Industrial Engineer, Michelin (Nigeria) Limited.

Managed 3 workshops with 322 operators and 12 supervisors; responsible for their production output & performance, wages design & administration;

- Involved in designing and implementing integrated systems of men, machines, materials and information to produce the most efficient way of achieving desired results at the lowest possible cost.
- Responsible for the efficient and smooth running of three preparatory workshops with a manning of 422 and 12 Supervisors
- Designed and managed wages and incentives (production related pay) systems for the operators; and developing and implementing scrap reduction programs and safe work practices
- Determined staffing requirement for production departments and manpower planning for the company in general
- Prepared and installed new work methods, job description, carried out job evaluations and provided training on supervisory management and safety.

September 1979 - August 1980

Planning Officer, Gongola State Ministry of Education.

- Responsible for determining requirements for schools, with respect to pupils' enrolment, teachers and physical classrooms requirements.
- Reorganized the educational system by introducing the concept of "Day Secondary Schools" in contrast to the prevalent boarding system.
- Published the first "State Educational Handbook", seven years after the creation of the state.

HONOURS AND PUBLICATIONS:

1. **Best Young Manager in Nigeria, 1987** - First in a national competition for practicing managers below 40 years of age, with a paper titled "**Cost Reduction and Productivity Improvement; Means and Methods**", organized by The Nigerian Institute of Management.
2. Presented a paper titled "**Productivity Improvement Schemes**" - at the **First National Productivity Conference** in Owerri Nigeria, 1988
3. Short-listed with two other **International Consultants** for the **Asian Productivity Organization Salary Survey** in 1988.
4. Developed and set up the **Production Planning Department of Nigerian Breweries PLC** in 1989, followed by a visit to Heineken Breweries in The Netherlands to tailor it to Heineken's standard
5. Presented a Paper titled **The Competitiveness of Nigerian Enterprises** at **The National Workshop on Promoting Productivity and Competitiveness**, organized by the Financial Institute Training Centre – FITC, Nigerian Employees Consultative Agency, International Labour Organization, National Productivity Center, in Lagos Nigeria (2004)

INTERNATIONAL EXPERIENCE/EXPOSURE

- Worked with Heineken Breweries in Holland in arrangement with Nigerian Breweries PLC in 1988 to understudy their production planning system with a view to establishing a production planning department in Nigerian Breweries Plc.
 - Carried out a survey on behalf of Trackdata Systems of US in New York towards the development of its proprietary stock trading system.
 - Travelled extensively to the Netherlands, Germany, Belgium, Spain, United Arab Emirate, The United Kingdom and The United States of America for security and life safety workshops, conferences, seminars, exhibitions and trade fairs.
 - Participated in several International Conferences on Productivity Improvement and various seminars/workshops by the International Labour Organization, etc.
 - Attended many international Information Communications and Technology trade fairs and security exhibitions and conferences in Europe, United States of America and the Middle East
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PROFESSIONAL TRAINING

- Trained by Michelin Nigeria Limited as an Industrial Engineer in Port Harcourt, Nigeria and Claremont Ferrand in France – 1980 - 1983
 - Trained at Galaxy Control Systems Maryland, USA facility on the installation and maintenance of enterprise-class pedestrian access control system; time and attendance management system; and CCTV systems – 1998
 - Spent 2 days in 1999 at NAPCO Security Systems, Inc. facility in New York, USA training on deployment of intrusion and fire alarm systems
 - Trained at Automatic Systems BV plant in Wavre Belgium on the installation and maintenance of high security pedestrian and vehicle access control gates – 2008
 - Constantly participating in Webinars
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MEMBERSHIP IN PROFESSIONAL SOCIETIES:

- NIGERIAN INSTITUTE OF MANAGEMENT;
- AMERICAN INSTITUTE OF INDUSTRIAL ENGINEERS;
- AMERICAN SOCIETY FOR INDUSTRIAL SECURITY
- NIGERIAN INSTITUTE OF INDUSTRIAL ENGINEERS;
- NIGERIAN-BRITAIN ASSOCIATION