



ISSUE: 03 (May, 2021)

CRIN Sets To Partner With NEPC



In his drive to attract funds to the Institute, the ED CRIN, Dr. Patrick Adebola, recently met with the Executive Director and CEO Nigerian Export Promotion Council, Barr. Olusegun Awolowo, at the Export House, Maitama, Abuja. The duo discussed extensively on how CRIN will partner with NEPC on the ₦50 billion Government Grant to the Council for export expansion. The Council recognized that Research and Development is a key element that will contribute to product and export expansion. As a follow up to this discussion, the ED has submitted a Concept Note detailing how CRIN can support the program and benefit from the fund particularly for Cocoa, Cashew, Coffee, Kola and Tea.



ED with Barr. Olusegun Awolowo and Prof. Adesoji Adesugba

The ED also met and discussed with the Honourable Minister of Industry, Trade and Investment, Otunba Richard Adeniyi as well as the Director General of Nigeria Export Processing Zone Authority (NEPZA), Prof. Adesoji Adesugba.



ED with the Minister Otunba Richard Adeniyi

CRIN Partners With PIND On Cocoa

The Executive Director, Dr. Patrick Adebola, welcomed the Partnership Initiatives in the Niger-Delta (PIND) Team to the Institute on Tuesday, 20 April, 2021. PIND is a Nigerian Non-profit Organization working with partners to build peace and equitable economic development in the Niger-Delta. Their mission was to partner with CRIN for the production of hybrid cocoa seedlings for farmers in the Niger-Delta States. Cocoa is one of the crops being promoted and funded by Chevron.



ED & Dr. Agbeniyi with the PIND team



CRIN Holds Management Retreat On Leadership And Managing Change Programs



There has been a major setback within the Institute's operations as a result of series of conflicts within the management system in the previous administrations. The present CRIN Executive Director (ED), Dr. Patrick Adebola, since assumption to office, had purposed in his heart to bring a lasting peace to the Institute. Consequently, CRIN procured the services of the ABNIF Professional Services, noted for Developing and Coordinating Target Training Programs, to plan and implement a management retreat aimed at fostering unity and team spirit in order to achieve targeted change leadership for the Institute. The retreat tagged: "Leadership and Managing Change Programs", was held at the Conference Hotel, Sagamu, Ogun State on 21 – 23 March, 2021. In his opening remarks, the ED emphasized on the need to build a strong

team spirit among the management members and strategize on how best to implement change leadership to effectively carry all staff along in the operational system of the Institute to achieve the set goals and objectives. He equally opined that the retreat will enhance the leadership knowledge and skills of the management members.



Change Leadership To Implement Change Within The Organizational System



This session addressed the importance and need for a change in the organizational leadership. The highlights of the session include: how to identify the desired change needed, qualities of a good leader leading the change process, levels of leadership (360° leadership), factors (internal and external) that will enforce or hinder the change process within the organization, key





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performance indicators and evaluation mechanisms for determining progress in change leadership. Some of the specific factors considered include: communication, interpersonal relationship, motivation and reward, performance appraisal, coaching and mentoring. The session was finalized by group exercises in using the change leadership tool kit.

session includes the 7 R's of change management, the four principles of change management, change management tools such as Flowcharts/Process Maps, ADKAR Analysis, Culture Mapping, Force Field Analysis, Stakeholder Analysis, Kotter's 8 Step Change Model, and Lewin's Change Model, amongst others. Some of the tools were used during the class discussions and group exercises.



Participants with MD of ABNIF Professional Services, Mr Ibukun Shodeinde (far left)



Emotional Intelligence for Guidance and Effective Productivity

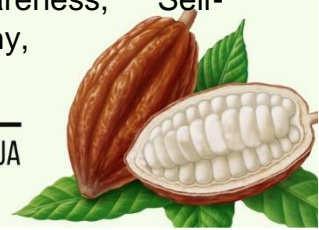
Change Management For Effective And Efficient Organizational Performance



The concept of change management in an organizational context was discussed. The Awareness, Knowledge, Desire, Ability and Reinforcement (AKDAR) change management cycle was used to buttress the discussion through exercises and group presentations. Some of the highlights in the



This session addressed the need for the leaders to be emotionally intelligent while leading and handling issues that affects them and their staff. The course was aimed at building self-awareness, self-control, and social skills of leaders to see the broader picture for every events, actions and/or issues that may arise in managing people. Some of the key highlights discussed in this session include Self-awareness, Self-regulation, Motivation, Empathy, and Social skills.





CRIN Trains Farmers In Edo North Senatorial District On Cocoa & Cashew

A team of CRIN Scientists, Dr. A.V. Oyedokun, H.A. Otuonye and E.E. Agbebaku, were in Ogute Oke via Okpella, Edo State for a training workshop between 9 – 11 April, 2021. Cocoa and cashew farmers from the 6 Local Government Areas (LGAs) - Akoko Edo LGA, Etsako West LGA, Owan West LGA, Etsako East LGA, Owan East LGA and Etsako Central LGA - making up the Edo North Senatorial District, Edo State were trained on Cocoa and Cashew Production Practices, Value Chain Analysis and the Socio-economic aspects of the two crops.



CRIN Scientists with the Chairman, Anamero Idofo Anamero Foundation



Cross section of participants from Owan West and Etsako East LGAs



Cross section of participants from Akoko Edo and Etsako West LGAs



Cross section of participants from Owan East and Etsako Central LGAs

CRIN Attends NACETEM Workshop

The sensitization workshop, organized by the National Centre for Technology Management (NACETEM), Obafemi Awolowo University, Ile-Ife, Osun State on April 15, 2021, was aimed at Socio-Economic Relevance of Science and Engineering (S&E) Survey, Policy Implications of S&E Survey in Nigeria, Key Findings of Previous NACETEM Research Project and Survey Questionnaire. Participants were drawn from various Research and Development (R&D) Institutes, Dr. P.E. Aikpokpodion and Dr. A.O. Akinpelu represented CRIN at the event.





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Cocoa Seedlings Available In Ajassor

Staff in CRIN Ajassor Substation, Cross River State, under the supervision of the Head of Station, Dr. Eghosa O. Uwagboe and his plantation managers; Mr Samson Odedele and Mr Oluwasegun Ajayi, are working hard to ensure that the nursery targets as directed by the Management of the Institute headed by the Executive Director, Dr. Patrick Adebola, is achieved. The nursery work started in January 2021 and a sum total of 80,000 seedlings have been propagated, while the maintenance is ongoing for distribution to farmers. CRIN Ajassor Substation is set to promote the campaign for a better CRIN and proactive productivity of CRIN mandate crops and other activities as embarked upon by the Executive Director.

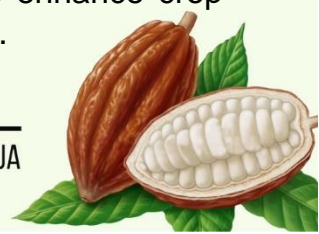


Staff of the Month: Mr. Nathaniel Effiong



Mr. Udoh Nathaniel Effiong aka Elder Nath was born on 18th July, 1962 at Ukat Nsit, Isi Ibom Local Government Area (LGA), Akwa Ibom

State. He had his First School Leaving Certificate from Ukat Nsit Primary School, Isi Ibom LGA, Akwa Ibom State. He attended Community Secondary School, Ekukunela, Ikom LGA, Cross River State where he had his WAEC certificate. He is a qualified Plumbing Technician with Trade test: Class III, Class II and Class I. Mr Effiong started his career at CRIN Ajassor Substation, Cross River State as a casual staff in 1985 before he was appointed as a messenger on 16th July, 1986. He rose to the post of Senior Foreman in 2014 based on his plumbing qualifications. Despite his area of specialization, he is involved mostly in field work with passion to ensure that the Institute's plantations are properly maintained for quality harvest. He is very humble and diligent at work. He achieves the set goals and objectives with little or no supervision from his superiors. He pleads with the management at the headquarters to employ more field staff to enhance crop productivity in the Substation.





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PhD Defense: Dr. C. I. Iloyanomoh



Congratulations to Dr. C. I. Iloyanomoh for successfully defending her PhD thesis on “Growth and early field establishment of cacao (*Theobroma cacao*) as influenced by organic

fertilizers and rock phosphate” at the University of Ibadan, (UI) on April 19, 2021. In her submission, she noted that cocoa is an important source of beverage and foreign exchange earnings, but its growth and field establishment is limited by nitrogen and phosphorus deficiencies. Inorganic fertilizers which could supply these nutrients could cause soil and environmental pollution. Organic Fertilizers (OF) and Rock Phosphates (RP) are potential nutrient sources that are more environment-friendly, but their use to improve growth and field establishment of cacao have not been adequately documented. Therefore, growth and early field establishment of cacao in response to OF and RP applications were investigated by her in Ibadan, Oyo State and Owena, Ondo State. Dr. Iloyanomoh’s results markedly revealed that Sole or combined *Chromolaena odorata*, cocoa and kola pod husks at 10 kgN/ha and rock phosphate at 16 kgP/ha improved growth and early field establishment of cacao in Ibadan and Owena, Nigeria. Dr. Iloyanomoh is a Principal Research Officer in CRIN.

PhD Defense: Dr. Osita Ibe



Congratulations to Dr. Osita Ibe for successfully defending his PhD thesis on “Attenuation of radio communication signals by rain at millimeter wave band at some locations in Nigeria” at the University of

Ibadan, (UI) on April 22, 2021. In his submission, he noted that Millimeter Wave (MMW) radio systems operating at 30 to 300GHz band provides higher bandwidth, frequency reuse and communications security, but suffers greatly from attenuation by rain. The design of radio communication equipment has been based on predicted rain rate and attenuation from the International Telecommunication Union-Radio (ITU-R) model. However, such equipment fails in the tropics because rainfall in this region is more intense with larger drop sizes than those in the temperate regions on which the ITU-R model was based. Thus, Rain Rates (RR) and attenuation information from the tropics are needed for the design of radio communication equipment for the region. His study was, therefore, aimed at estimating rain induced attenuation of radio communication signals at some locations across Nigeria. Dr Ibe’s results indicated that the estimated specific, path attenuation and clear signal bands varies from the ITU-R predictions for Nigeria. This will help in the millimetric frequency band for the design of 5G and higher bandwidth radio equipment for tropical region. Dr. Osita Ibe is an Assistant Chief Program Analyst in CRIN.





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May Birthday Galore

Hearty birthday celebrations to the staff members that will be celebrating their birthdays this month. Wishing you all the very best in your life endeavours. Congratulations!



Fajutu Kayode Samuel	02-May
Adejoro Matilda Ozemwogie	03-May
Dogo Genesis	03-May
Nwaolise Felicia	03-May
Oludayo Gbolagade	04-May
Agboluaje Ganiyu Ojo	05-May
Apanisile Olusola	05-May
Daniel Mezack Andrew	05-May
John Muo	05-May
Kolawole Oluwaseun	05-May
Oguntoyinbo Waheed	05-May
Oladejo Adeleke Omineye	05-May
Oladimeji Lynda Taye	05-May

Orisasona Taye Matthew	05-May
Taiwo Banke Motunrayo	05-May
Ayidu Temitope	06-May
Olaniran Omolara Caroline	06-May
Oluyole Kayode Akanji	07-May
Ogundeji Adekunle Kayode	08-May
Adekanbi Aderemi Adeniyi	09-May
Asunbo Oluwadamilola	09-May
Buari Rasheed	09-May
Alih Mohammed	10-May
Imumolen Jeffery	10-May
Makinde Bunmi	10-May
Atanda Jamiu Folorunsho	11-May
Adeoye Stella Abosede	12-May
Dada Olayinka Alfred	12-May
Osinowo Oluwabukola Fadekemi	12-May
Falana Maria	13-May
Owolabi Iyabo Olufunke	13-May
Oyeniran Adejoke	13-May
Wada Sunday	13-May
Oyeledun Ibukun Olanike	14-May
Sobowale Ibrahim Olalekan	14-May
Boluwade Sunday	15-May
Ehimme Charles	15-May
Elugbe Ofenume Monday	15-May
Eubodaghe Monday	15-May
Oyemuwa John	15-May
Solomon Oluremi	15-May





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Adeyemo Stephen	16-May	Oladipupo Olabisi	25-May
Ajayi Aremu John	16-May	Yahaya Lateef Eugene	25-May
Odugbela Oluwasina	16-May	Adenuga Omotayo	26-May
Oloyede Ade Samuel	16-May	Ogunjobi Taiwo Elizabeth	26-May
Onanuga Odutola	16-May	Olayiwola Iyabo	26-May
Salami Mufutau	16-May	Olubisaye Dare Joshua	26-May
Adeleke Sunday Akanji	17-May	Shittu Abu Sadik	26-May
Dauda Oluwatoyin	17-May	Agbor Charles Eyang	27-May
Omoregie Osayawe Martins	17-May	Akanji Azeez Abiodun	27-May
Orimiloye Philo Olotie	17-May	Olorunmota Rosemary Temilade	27-May
Asogwa Evaretus Uche	18-May	Magaji Jonathan Danladi	27-May
Nome Peter	20-May	Tiku Godwin Bissong	27-May
Oshodi Veronica	20-May	Bakare Abibat	28-May
Ayegboyin Kayode Olufemi	21-May	Ganiyu Olubode	28-May
Bello Jelili Ademola	21-May	Oloyede Amos Adegbola	28-May
Ganiyu Bolanle Risikat	21-May	Adewale Temilade Olujope	30-May
Irouna Samuel Uchechukwu	21-May	Adio Stephen	30-May
Onatunde-Onanuga Joseph O.	21-May		
Nduka Beatrice Abanum	22-May		
Nweke Nwankwo	22-May		
Ogunwolu Qudus	22-May		
Oyebanjo Temitope Omotayo	22-May		
Okunade Oluwasegun Olufemi	23-May		
Onojo Joseph	23-May		
Ene Amaka Perpetua	24-May		
Awe Funke Christiana	25-May		
Muritala Wasiu	25-May		
Ndah Alfa	25-May		
Ogunkunle Gbadebo	25-May		

