



(L-R) Hajia Aisha Usman (G.M. A&P), Executive Secretary, PEF (M)B, Mrs. Adefunke Sharon Kasali, Operations and Mr. Harold Okey Ubabukoh (G.M.,

## PEF (M)B CHARTING A TRANSFORMATION COURSE

**B**ernard M. Bass, a management expert in a 1985 study of leadership beyond expectations (The Free Press, London) describe the characteristics of a transformational leader thus: ***“The transformational leader in public service has the image of a benevolent father. The leader remained friendly and treated his junior colleagues as equals despite the leader being greater in knowledge and in experience.*** The leader provides a model of discipline, integrity, transparency and fairness with people. He sets clear and high level of performance. He encourages team followers with advice, help and support, recognition and openness. The leader gives followers a sense of confidence in his intellect, yet he is a good listener. He gives autonomy to followers and encourages their self development.”

A little over fifty years after attaining full nationhood from Brit-

ain our country Nigeria is still struggling to put in place proper structures necessary to eliminate moral and ethical contradictions and distortions slowing down our progress in nation building. Despite talk of paradigm shift in governance, public service, the way we conduct government business, adequacy in infrastructural provision and service to significantly improve the peoples standard of living in the lowest strata of the social system and there is nothing to celebrate. Are we jinxed to be the way we are today? Certainly not. Are greed, corruption, nepotism, sectionalism and survival of “the maddest” Nigeria’s second and

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middle names? The answer is capital No! This is right because from the beginning of independence it was not so. Since greed and corruption crept into our socio-economic and political landscape in the mid-seventies the country has witnessed culpable ideological, ethical, cultural and moral disconnect. The question that has remained unanswered over the years has been: which leader will be bold and courageous to get Nigeria out of the woods? Where do we go from here, one would want to ask innocently? And here we go.

The seventh democratically elected head of the government of the Federal Republic’s statement that he is not only concerned but very passionate about the welfare and high performance level of the team of technocrats and professionals he has selected and sent forth to work with him in his cabinet.

The accomplished male and female compatriots have the mandate to assist him to make good things happen for Nigeria and to

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(L-R) Mrs. Adefunke Sharon Kasali Executive Secretary PEF(M)B, with Mr. Harold Okey Ubabukoh (C.M. Operation)

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be far better than they met it on Thursday, 14th July, 2011 when he inaugurated the cabinet in Abuja. Ideally, he used the occasion to publicly announce his administration's 9-point Agenda specifically designed to fulfill his electioneering campaign promises to the people of Nigeria. The package consists of road maps for power, employment, agriculture, oil and gas, roads, education, health, transportation and security. These socio-economic development indicators will drive the present federal executive council in the next four years.

According to the president the hierarchy of public expectations range from power supply as a precondition for strengthening national productivity and generating employment for the nations vast army of unemployed youths.

The high point of the President Jonathan administration for the next four years is that the policy places strong emphasis on responsible leadership backed with the zeal, determination, commitment courage and the patriotic spirit to fight greed and corruption in their respective places of assignment to achieve the mandate.

For one thing, the government transformation agenda of the present democratic dispensation has thrown up challenges to all public officers, chief executives of Government parastatals and regulatory agencies to stretch their strength, skills and capabilities beyond limit in defence of the confidence reposed in them by the president as credible agents of societal changes in Nigeria.

Our focus in this edition is intended to highlight as well as examine in context the signifi-

cant relationship between the petroleum Equalization Fund (Management) Board (PEF(M)B) a regulatory agency of the Federal Government charge with the mandate of facilitating the trans-

portation and distribution of petroleum product nation wide and President Jonathan's transformational agenda.

This write up will make an effort within the limits of space available to identify its milestones in service delivery.

It is heart warming that a significant milestone has been achieved by the PEF(M)B in its determination to actualize its potentials and organizational vision of remaining relevant as a key player and responsible citizen in the oil and gas sector of the economy. This is basically because hence forth its latest scientific and technological corporate business solution branded "Project Aquila" will drive the fund's tracking of the movement of petroleum products nationwide. The "project Aquila" was unveiled to major stakeholders of the agency in Lagos last December and became operational, some of the funds 40 depots on the 18th of July, 2011 when it was flagged off at an impressive ceremony in Lagos. According to Mrs. Sharon Kasali, the Executive Secretary of the Board, "Aquila" is a Latin word for the eagle, a bird renowned for its immense speed and swiftness. From all indications, the branding of the electronic business solution adjudged to be more sophisticated, high-tech, high

“**...PEF(M)B  
home grown scientific  
cum electronic software  
'Project Aquila' is not only one  
of our finest examples of  
transfer of technology in Nigeria  
but also the beginning of  
larger territories to be  
explored and captured.**”

profile facility in the kitty of the fund compared with its earlier e-management project to check fraud and all kinds of sharp practices in the fund is to be in the mind of this writer most appropriate, adequate and befitting. Fundamentally, and naturally, if one examines or evaluates the brand name against the background and characteristic nature of what the EAGLE represents, it is a boldness, courage, and amazing strength. Unlike other birds in the animal kingdom, it is capable of mounting up to incredible heights far above the mountains. Even as other birds dive for cover and go into hiding when there is a storm, the eagle delights in the mighty winds of the storms blowing accompanied by flashing lightening and rambling thunder. The eagle rides upon the storm, using the currents which destroy things on the ground to carry him to heights invisible to human eyes. That is by no means all; available literature also reveals that contrary to expectations, the EAGLE (Aquila) does not flap its wings and try to struggle against the storm. Rather, he locks its wings, pick up the air thermals, rushes upwards and rides on them. Naturally, he locks his wings so that the element of nature do not deter its upward climb when he soars. The eagle fears nothing and is not deterred by anything. He soars and builds its nests on unassailable heights. His eyes are so shaped that it detects its food on the ground from there and at the speed of light dives to capture the prey.

It amounts to stating the obvious to posit that PEF(M)B home grown scientific cum electronic software "Project Aquila" is not only one of our finest examples of utilization of technology in Nigeria but also the beginning of larger territories to be explored and captured. It is most delightful and heart warming to know that the Executive Secretary of the fund has made bold to announce her preparedness and capacity to fight corruption among officials and marketers operating

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(R-L) Alhaji Muniru Baba, (GM, Finance and Account), Mr. Goddy Nnadi (GM, Corporate Services), Hajiya Aisha Usman (G.M, Admin and Personnel) Executive Secretary, Mrs. Adefunke Sharon Kasali and Mr. Harold Okey Ubabukoh (G.M, Operations)

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in the system to a standstill and she means what she says Nigeria parades many compatriots with guts to ride the storm like the Eagle PEF(M)B business solution and this CEO symbolizes.

There are likely to be reservations being expressed by a section of the system and the oil and gas industry who do not mean well for the Fund. The software for obvious reasons of the Nigeria factor requires regular updating and review considering that it is most likely to become target for demobilization by miscreants all over the place. Happily, the Executive Secretary of the Fund is undaunted, she is determined to deal decisively with those who are planning to undermine the smooth operations of the project Aquila and other of its activities to enhance effective performance. What Mrs. Kasali is trying to tell petroleum products diverters, hoarders and hackers is to say that they will be stoutly resisted. In the spirit and character of the eagle, the PEF(M)B is not afraid nor will be deterred by the activities of anti-social elements and

all kinds of industry challenges. By extension the fund is sending signals in the proverbial parlance that if the kite flies without perching, the professional and master hunter will shoot without missing targets.

The PEF(M)B has not kept any one in doubt

that it is the agency to be relied upon for serving as a vehicle for accelerating socio-economic development of the country in the distribution of petroleum products across the country. As for those who take pleasure in short-changing the society project Aquila comes handy to frustrate their wicked enterprises of diversion of petroleum products across our borders for cheap pecuniary gains.

Generally, PEF(M)B has done very well and acquitted itself so very creditably by carrying all its major stakeholders including its staff in the senior category, namely General Managers, Zonal Managers, Head of Unit in its Abuja corporate headquarters along. This was considered necessary to build confidence and create sufficient room for synergy and cooperation of all concerned in the project. So far, nothing was left to chance for all concerned to feel a sense of belonging when the Executive Secretary went the extra mile of addressing a Town Hall meeting of all Head Office staff and Depot/Zonal offices staff in the North. These face-to-face interactions

underscored the importance the CEO attaches to all shades of opinion and consultations as one of the imperatives of transformational leadership in a democratic platform such as we are currently operating. It is no wonder therefore that from the planning and the processing stage down to the launching of project Aquila, every staff became a potential and valuable repository and customer relations officer of PEF(M)B in the downstream petroleum products equalization distribution chain. The fund has continued to receive commendations from high and the lowly across the country for its initiative and ingenuity named project Aquila. Suggestions have however been made to the Board to go the extra mile and extend the business solution to include monitoring the quantity and quality of bridged products to their final destinations and from the loading depots.

Security is every body's business and should be considered so by the fund absolute dependence on technology and scientific devices require to be complemented by the human factor. The fund should therefore begin to think of involving Nigerians in communities these products pass through to the outlets as watch dogs on the understanding that we are all vital human resources in PEF distribution mix/chain. A sensitization campaign would be a starting point of action. ■

**By Aisha Jalingo**



Mrs. Chinenye Awodu inspecting the RFID Computer



Management staff of Conoil at the event