



Harnessing Innovation and Intrapreneurship to Supercharge Your Career

In today's fast-paced and competitive business landscape, innovation is not just a key driver of organizational success; it's also a critical component of individual career growth. Employees who cultivate an intrapreneurial spirit and innovate within their roles can unlock new opportunities, gain visibility, and accelerate their career trajectory. Let's delve into why and how employees should embrace innovation and intrapreneurship, offering practical steps to integrate these elements into their professional lives.

The Essence of Corporate Intrapreneurship

At its core, corporate intrapreneurship is about channeling entrepreneurial spirit within the confines of an existing organization. It's about spotting new opportunities, innovating, and driving growth—all while leveraging the resources and structures of your current company. This isn't just about creating value; it's about being proactive and taking ownership of your career trajectory.

The Game-Changing Benefits of Being a Corporate Innovator aka Intrapreneurship

Why invest extra energy in being innovative and intrapreneurial? The answer lies in the tangible benefits this approach brings, not just to the individual but to the organization as well.

- **Skill Enhancement:** In a world where soft skills like creativity and problem-solving are in high demand (a point emphasized by 57% of senior leaders on LinkedIn), intrapreneurship serves as a perfect arena to refine these abilities.
- **Career Advancement:** Evidence suggests that companies with robust intrapreneurial cultures witness 30% higher employee engagement and more frequent promotions.
- **Job Security:** In an ever-evolving job market, the real safety net is your ability to innovate. Dell Technologies predicts that 85% of the jobs in 2030 haven't been invented yet, highlighting the importance of adaptability.

Real-World Intrapreneurial Success Stories

Consider the stories of Spencer Silver and Art Fry, the 3M innovators behind the Post-it note, or Ken Kutaragi, the Sony intrapreneur who birthed the PlayStation and later led it. Their journeys underscore how intrapreneurial initiatives can lead to groundbreaking products and substantial career growth.

From Corporate Innovator to Entrepreneur: A Seamless Transition
Intrapreneurship doesn't just enhance your current career; it can also lay the foundation for future entrepreneurial endeavors. Industry giants like Marc Benioff of Salesforce and Julia Hartz of Eventbrite transitioned from successful corporate careers to pioneering their own companies, utilizing the skills, insights, and networks they developed as intrapreneurs.

Cultivating the Intrapreneurial Mindset

Embracing intrapreneurship requires a distinct mindset—a blend of innovation, risk tolerance, and strategic thinking. It's about being open to new

ideas, understanding the broader corporate goals, and being resilient in the face of setbacks. This mindset is your ticket to not only advancing your career but also contributing to your company's innovation and growth.

Practical Steps to Become a Corporate Intrapreneur

Let's consider a mid-level manager in a manufacturing company, who notices an opportunity to innovate in the area of waste reduction and recycling—a process improvement that could save costs and align the company with growing environmental sustainability trends.

1. Identify Opportunities:

Alex identifies inefficiencies in the company's waste management system, recognizing an opportunity to implement a recycling program that could reduce costs and enhance the company's sustainability efforts.

2. Build Your Network:

Alex starts building a coalition by engaging with colleagues and department heads, explaining his initial ideas, and seeking their input. He pays particular attention to influential figures whose support could be crucial in getting buy-in from higher-ups.

3. Develop a Prototype:

Alex chooses a department willing to pilot the recycling program. He collaborates with them to establish clear metrics for success, such as reduction in waste volume and cost savings.

Structuring the Pitch and Navigating Office Politics:

Pitch Preparation:

- **Problem and Impact:** Alex starts his pitch by highlighting the costs and environmental impact of the current waste management system, using data to underscore the inefficiency.
- **Proposed Solution:** He introduces the recycling program, detailing the expected benefits, such as cost savings and environmental impact.
- **Pilot Proposal:** Alex proposes a pilot program in one department, outlining the objectives, timeline, and success metrics.

Navigating Politics:

- Alex identifies key stakeholders and decision-makers, tailoring his message to address their interests and concerns.
- He leverages his network, especially those influential figures he connected with earlier, to advocate for his proposal.
- Recognizing potential objections, Alex prepares counterarguments and demonstrates flexibility in adapting his proposal to address concerns.

4. Executing the Pilot:

Alex successfully launches the pilot program, but let's consider two possible outcomes when he seeks broader approval: one where he gets approval and one where he faces rejection. If Alex Receives Approval:

Alex implements the pilot, closely monitoring the program's progress and ensuring that the predefined metrics are tracked rigorously.

Article by Ethel Cofie

Ethel Cofie is the CEO and Founder of EDEL Technology Consulting, a leading IT consulting and innovation company, and has been recognized as one of the Top 5 Women impacting IT in Africa. With over fifteen years of experience, she has honed her expertise in the fields of technology, innovation, and entrepreneurship. In her current roles, Ethel serves on the Board of Old Mutual Insurance Ghana, offering her insights to steer the company towards growth and success. She also advises various fintech companies, contributing to the vibrancy and dynamism of the sector. As the chair of the ICT Skills Sector Board, Ethel works closely with Ghana's Education Ministry to enhance the ICT curriculum, playing a crucial role in shaping the educational landscape. Additionally, she is a member of the governing council of the Star Ghana Foundation, where she participates in initiatives that drive social and community development.

Ethel's involvement across these significant positions reflects her commitment to advancing technology and innovation while fostering impactful change in Ghana and beyond.

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The Democratic Republic Of Congo Appoints First Ever Female Prime Minister

On Monday, April 1st, 2024, Judith Suminwa Tuluka was appointed as the first ever female prime minister of the Democratic Republic of Congo (DRC). She succeeds former prime minister Jean-Michel Sama Lukonde. Her appointment follows a search for majority coalition in the National Assembly or the formation of government by President Tshisekedi.

In an interview on national television, Judith Suminwa said, "I am aware of the great responsibility ... We will work for peace and the development of the country."

As prime minister of the DRC, she will be responsible for pushing further the president's priorities of youth, employment, women and national cohesion.

Democratic Republic of Congo's President Felix Tshisekedi appointed the country's first-ever female prime minister, naming planning minister Judith Suminwa to the role.

An economist, she takes over as prime minister from Jean-Michel Sama Lukonde, following Tshisekedi's sweeping re-election as president on December 20.

Tshisekedi's inauguration for a second term in January kick-started a lengthy search for a majority coalition in the National Assembly – a key step before a prime minister could be named and a government formed.

Tshisekedi officially triumphed with 73.47 percent of the vote in December, and the election passed largely peacefully in a country long torn by violence and instability.

The opposition branded the ballot a sham. Voting was officially extended by a day due to logistical snarls, and polls were open for days afterwards in remote areas.

PM's challenges
Parties supporting Tshisekedi garnered more than 90 percent of the seats in parliament, allowing him to legislate with ease. The new prime minister will be tasked with pushing the president's declared priorities of employment, youth, women and national cohesion for the nation of about 100 million people.

Tshisekedi first became president in 2019 promising to improve living conditions in the DR Congo – which boasts mineral riches but has a largely impoverished population – and put an end to 25 years of bloodshed in the east.

The president failed to keep those promises, but he campaigned for a second term on his achievements

such as free primary medication, asking for another mandate to "consolidate" the progress.

According to the United Nations, some seven million people have been internally displaced by conflict in the DR Congo, one of the world's poorest countries.

The security situation has worsened in North Kivu province, where a Rwanda-backed rebel group M23 has seized swathes of territory over the last two years.

About Judith Tuluka Suminwa Judith Tuluka Suminwa is a Congolese politician. She served as Minister of Planning in the Lukonde government. She was appointed as Prime Minister on 1 April 2024, becoming the first woman to serve in the role.

Tuluka obtained a master's degree in applied economics at the Free University of Brussels and a diploma of additional studies in Work in developing countries.

She worked in the banking sector before joining United Nations agencies including UNDP where she was a national expert in a community support project in the east of the country. She then worked in the office of the Ministry of the Budget before becoming the deputy coordinator of the Presidential Strategic Watch Council (CPVS).

Tuluka was appointed Minister of Planning in the Sama Lukonde government on March 24, 2023.

Judith Suminwa Tuluka is one of the 16 women of the DRC's government. She has proven herself in the agencies of the United Nations system and in the technocratic circle of the President of the Republic. Judith Suminwa holds a master's degree in Labor Sciences - Administration and Personnel Management; orientation Labor in Developing Countries from the Université libre de Bruxelles (ULB). She also holds a Bachelor's degree in Applied Economic Sciences; option Financial Management, Facultés Universitaires catholiques de Mons (FUCAM) - Belgium. She is a graduate in accounting from the "Ecole de promotion et de formation Continue" (EPFC) in Brussels. Judith SUMINWA was a senior expert in international development with experience in different country contexts and experience in change management. She is an expert in development formulation and programming, coordination, strategy management, budget monitoring and program monitoring and evaluation. She has over 20 years of national and international experience in the field of Democratic Governance and Peacebuilding, including security governance. She is also experienced in public finance, including budget

reform monitoring and linkage to civil service modernization.

Prior to assuming the position of Minister of State in charge of Planning, Judith Suminwa was the Deputy Coordinator in charge of administrative and operational issues for the Presidential Strategic Watch Council (PSWC).

Source: <https://www.france24.com> , www.wikipedia.com , www.eiti.org



Benefits of Walking Meditation

By Gustav Addo

Continued from previous edition (Edition 6)

3. The components of each movement. This meditation involves very purposefully paying attention while very slowly doing a series of actions that you normally do automatically. Breaking these movements down in your mind may feel awkward, even ridiculous. But you should try to notice at least these four basic components:

- the lifting of one foot;
- the moving of the foot a bit forward of where you're standing;
- the placing of the foot on the floor, heel first;
- the shifting of the weight of the body onto the forward leg as the back heel lifts, while the toes of that foot remain touching the floor or the ground.

If you use a wheelchair, you might try to notice:

- the placing of your hands on the hand rims;
- the pressure of pushing your hands and arms forward and down;
- the releasing of your hands off the hand rims;
- the rolling and direction of the chair.

4. Speed. You can move at any speed, but in Kabat-Zinn's Mindfulness-Based Stress Reduction (MBSR) program, this meditation is slow and involves small movements. Most important is that it feels natural, not exaggerated or stylized.

5. Hands and arms. If you are walking, you can clasp your hands behind your back or in front of you, or you can just let them hang at your side. If you are using a wheelchair, move your hands and arms as you normally would. Do whatever feels most comfortable and natural.

6. Focusing your attention. As you move, try to focus your attention on one or more sensations that you would normally take for granted, such as your breath coming in and out of your body; the movement of your feet, legs, and arms; the contact of your body or wheelchair with the ground or floor; your head balanced on your neck and shoulders; sounds nearby or those caused by the movement of your body; or whatever your eyes take in as they focus on the world in front of you.

7. What to do when your mind wanders. No matter how much you try to focus your attention on any of these sensations, your mind is bound to wander. That's OK—it's perfectly natural. When you notice your mind wandering, simply try again to reorient your attention toward one of those sensations.

8. Making this meditation part of your daily life. For many people, slow, formal meditation is an acquired taste. But the more you practice, even for short periods of time, the more it is likely to grow on you. Keep in mind that you can also bring mindfulness to movement at any speed in your everyday life, and even to running, though of course, the pace of your steps and breath will change. In fact, over time, you can try to bring the same level of awareness to any everyday activity, experiencing the sense of presence that is available to us at every moment as our lives unfold.

Nigeria's Ancient Ilorin City: Archaeologist Uncovers More Than 1,000 Years Of History

Ilorin, the capital of Kwara State, is a Nigerian city with a long and rich history. However, much of its distant past is not well known. Archaeology is now uncovering more of this history and the relationships of Ilorin to other ancient parts of the Yoruba world.

Situated in north-central Nigeria and predominantly Yoruba-speaking, Ilorin gained prominence in the late 1700s. It was a significant northern province of the Oyo empire, which was active between the 1500s and early 1800s.

Thanks to its strategic location between the savannah and forest regions of present-day Nigeria and its connection to the Oyo empire, Ilorin evolved into a center of inter-regional trade networks, craft production and cultural exchanges by the 1800s. The city was renowned for trade in horses, agricultural produce, and crafts such as lantana stone beads, textiles and pottery within the Yoruba-Edo worlds and across west Africa. Ilorin also served as a trading hub for enslaved people.

In addition, in the 1800s, Ilorin became integrated into the Islamic emirate system under the Sokoto caliphate. This integration resulted in significant socio-political changes and contributed to the expansion of the city.

While oral traditions and written sources have preserved much of Ilorin's history, the longer-term occupation of the city before the 1800s remained largely unknown until recent archaeological research. This contrasts with the situation in Ilorin's surrounding communities like Igbominaland, Ede and Osogbo, where archaeological studies have provided insights into their settlement histories.

My doctoral research on Ilorin archaeology sheds new light on this period. It uncovers more than 1,000 years of human occupation in the city before the 1800s. This research started the process of unraveling the city's previously unknown settlement history and its connections to wider Yoruba worlds. The material evidence from this research takes various forms, including material technology, settlement

patterns, architecture, rituals and food.

My research investigated 10 units of various sizes, seven of which were excavated. It documented a diverse suite of material culture, including



abundant potsherds of various types, potsherd pavements, rock-based or stone tools, animal remains, shell and metal. I compared these findings from Ilorin with those from the wider Yorubaland, focusing particularly on the major centers of Ile-Ife and Oyo.

Ile-Ife occupies a central place in Yoruba history and civilization. Claimed to be the harbinger of Yoruba civilization, it is associated with important material evidence, including terracotta, early glass making and potsherd pavements. Oyo served as the capital of the Oyo empire, which collapsed in the early 1800s.

Potsherds and potsherd pavements

My research on early Ilorin centered mainly on potsherds. In archaeology, potsherds tell us a lot about the characteristics of past societies and how they interacted with their environment.

Potsherd pavements stand out as an ancient architectural feature linked to the social complexities of west Africa. Potsherds are broken pieces of ceramic materials and potsherd pavements are paved ways, floors or courtyards made of potsherds. They are sometimes combined with stones, pebbles or cobbles. They can be laid flat or on edge in a pattern. Potsherds and potsherd pavements provide insights into past technology, innovation, economy, social identity, architecture and rituals. They can also expand

understanding of social interactions on a regional scale.

Ilorin potsherd pavements present an ideal case study of regional interactions.

The Oyo empire's capital was about 60km north-west of Ilorin. Despite their connections, the two societies had different kinds of potsherd pavements. The Oyo kingdom featured flat-laid potsherd pavements while Ilorin's were edge-laid in herringbone patterns. This could strongly indicate a disconnection between the two centers during prehistoric times.

The varied patterns observed in potsherd pavements suggest variations in technological choices among the artisans responsible for crafting these architectural structures. Patterns may also be determined by the culture responsible for the innovation. Ilorin's edge-laid patterns are similar to those found widely in the Ile-Ife area, about 235km to the south-west. Evidence in Ilorin of buried pot remains, potentially used for ritual purposes, is also suggestive of finds at Ile-Ife and some of its surrounding towns.

My findings

My research used archaeology as its prime source of data to investigate the development of the Ilorin cultural landscape, focusing on Okesuna, one of the city's early quarters. I chose Okesuna because of the concentration of archaeological remains there, particularly potsherds and potsherd pavements.

The excavations also yielded rock-based or stone tools, animal remains, shell and metal objects. A combination

of radiocarbon dates and potsherds analysis from Ilorin produced chronological information spanning from the mid-sixth to the pre-16th centuries AD. This covered around 1,000 years of human occupation in the area before the west Africa Atlantic contact.

The research in Ilorin is the first to document a first millennium AD pottery assemblage outside significant known centralized polities of Yorubaland such as Old Oyo, Ile-Ife and Benin. It is the first record of people living in the area such a long time ago.

The dates also suggest that the early Ilorin area was more developed than previously believed. It must have served as a significant socio-political unit at the same time as or

even earlier than some important Yoruba land centers, including Ile-Ife and Old Oyo.

Early Ilorin may have been a center of innovation which facilitated free-flowing interactions across regional borders, uninhibited by pressure from major centers.

Ancient politics

My research demonstrates how archaeological evidence continually reshapes our understanding of the ancient politics in areas situated on the borders of major centers.

It shows that the settlement patterns of modern societies are an inadequate yardstick for defining pre-modern societies. This highlights the fluid and transient nature of culture. It also underscores the complexity and significance of these areas as contact zones of social interactions and cultural exchanges.

Written by Dr. Bolaji Owoseni

Dr. Bolaji Owoseni is an archaeologist of the pre-19th century Yoruba region of Nigeria, West Africa. She has written papers on settlement development in the Ilorin Yoruba area between the 6th and the 12th centuries, on community/public engagements, and on archaeological perspectives in Nigeria.

Source: www.phys.org, www.wikipedia.com