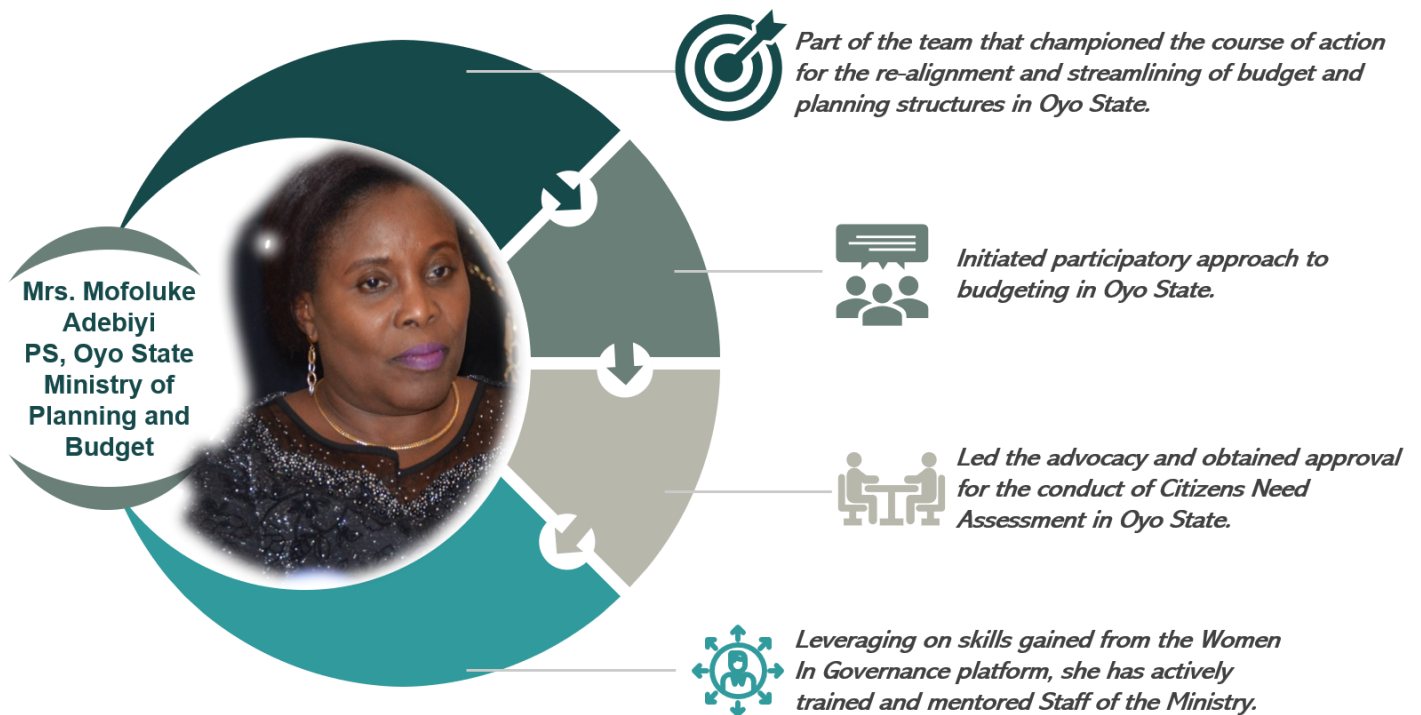


# THE FOUNDATION OF SUSTAINABLE CHANGE

## WOMEN OF CHANGE SERIES



Mrs. Mofoluke Adebisi has been active in the Oyo State fight against the COVID-19 pandemic. She is actively involved in the budget realignment aimed at redirecting funds towards the fight against the pandemic and its impact. Her contributions and skills have impacted on the state's ability to respond to COVID-19. She invokes her negotiation and conflict management skills learnt from the Women in Governance CoP to manage professional relationships as cases arise. As part of measures introduced to tackle and manage the COVID-19 pandemic, Oyo State established 10 Community-based Testing Centres to carry out rapid and mass testing of residents. Nutritional awareness is being embarked upon to help residents to boost their immune system through the use of natural food supplements. Additionally, decontamination of the state secretariat has been completed, and the state is working closely with the approved virology centre at University College Hospital to tackle the pandemic. The use of face masks has been made compulsory in Oyo State, in agreement with the directive from the Southwest Governors' Forum.



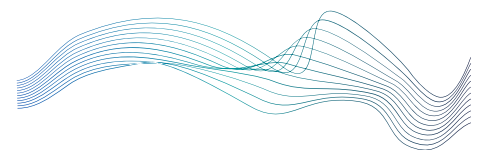
“The Women in Governance forum has transformed my life as an individual, and transformed me as a leader in Oyo State Government... ..the Women in Governance forum has been a learning platform and it has been an opportunity to share ideas with colleagues in other states, in other fields, in other sectors...”

...I have been able to benefit from the leadership and management course, then the conflict management course and the mentorship and advanced management course...what I have learnt, I apply in my job every day.

Mrs. Mofoluke Adebisi, Permanent Secretary, Oyo State Ministry of Economic Planning & Budget ”

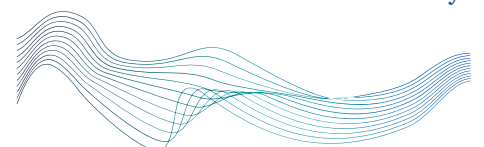
## Realignment of Planning and Budget in Oyo State

At one of the Women in Governance sessions, Mrs. Adebisi brought up the challenge of the separation of budget from planning in her state. Following discussions with her counterparts from Ekiti and Osun States during the Budget and Planning Community of Practice, PERL, in collaboration with DAWN Commission, conducted an architecture scan of the Budget and Planning structures across the Southwest states. The scan revealed that the planning and budgeting architecture in Oyo State was structured differently from the other states. Following the agreement to streamline systems across the South West, the results of the scan were presented to the current administration in Oyo State. This culminated in the realignment of the planning and budget functions under one Ministry, and Mrs Mofoluke Adebisi was retained as the Permanent Secretary of the new Ministry.



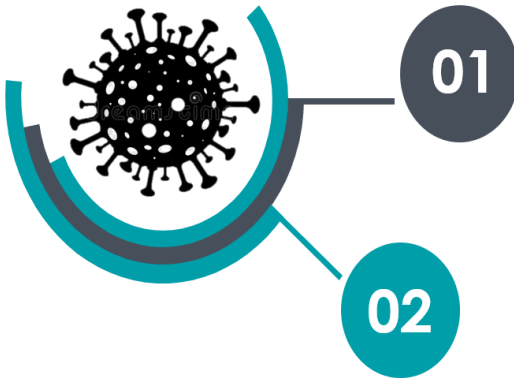
**From the Budget & Planning Community of Practice and Women in Governance meetings, we realised the challenges of Oyo State compared to other states in terms of budgeting. This led to the Sector scan by PERL and DAWN Commission.**

Mrs. Mofoluke Adebisi





Mrs. Adebisi has played a crucial role in the COVID-19 response in Oyo State. Some of her contributions to the efforts of the COVID -19 committees are highlighted below.



## 01 Breaking New Ground

- ✓ She invoked her negotiation and conflict management skills learnt from the Women in Governance CoP to manage inter-government relationships.

## 02 Budget Review

- ✓ Alignment of budget aimed at redirecting funds towards the fight against COVID-19.

### Other Measures taken by the Oyo State Government

- ✓ Establishment of 10 Community-based Testing Centres to carry out rapid and mass testing of residents.
- ✓ Nutritional awareness is being embarked upon to help residents boost their immune system through the use of natural food supplements.
- ✓ Decontamination of the state secretariat.

“ For the first time in the history of budgeting in Oyo State, a participatory approach to planning and budgeting was initiated as an effective alternative to the MDA-only approach. With my team at the Ministry, we advocated for a Citizens’ Needs Assessment (CNA) and received the Governor’s buy-in and approval. This initiative resulted in the incorporation of a significant number of citizens demands into the revised 2020 Oyo State budget. Thanks to the PERL programme that actively advocates for this. ”



Do you know that the Handout that I have from Women in Governance is like a working dictionary for me? Sometimes... I go back to brush up my memory so that I apply my learning even at this time of COVID-19.”



## Participatory Budgeting in Oyo State

“ First thing I did after the Women in Governance training was to train and mentor my management staff. I also told them to look out for junior ones that are productive... They identified some staff and we gave them the opportunity to improve their education. Today about 4 younger staff are going through distance learning programmes at University of Ibadan. We support them and give them time to study. ”

In her new role, Mrs Adebisi is running with the vision of WinG. She is a leader and manager who is not only practicing but also stepping down the knowledge from the Women in Governance. Mrs Adebisi loves to leave situations better than she finds them. For the first time in Oyo State, a participatory approach to planning and budgeting was initiated. According to Adebisi, adopting a participatory approach to planning and budgeting proved to be an effective alternative to the MDA-only approach.

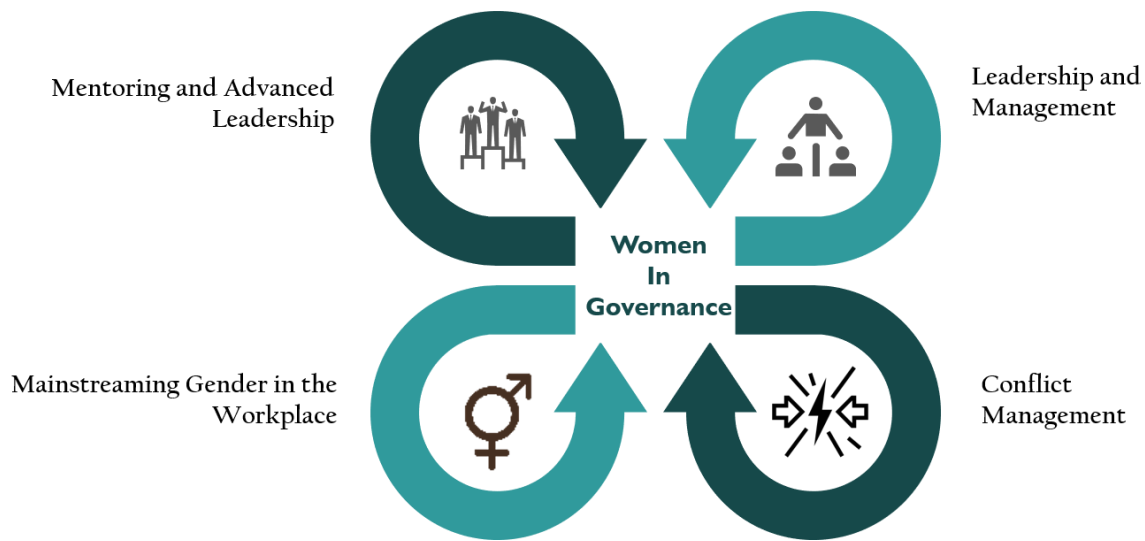
With her advanced leadership skills learnt during the WinG sessions, she advocated for a Citizens' Needs Assessment (CNA) and received the Governor's buy-in and approval. Being an advocate of best practices and inclusive development, Governor Seyi Makinde of Oyo State led discussions throughout the flagoff of the citizens' consultation exercise. This initiative resulted in the incorporation of a significant number of citizens' demands into the Oyo State 2020 budget. Mrs Adebisi hopes that the next round of citizens' consultations would be more robust as learnt from her colleagues in Ekiti and Osun States. The Women in Governance forum has been beneficial to Mrs. Adebisi's career development. The WinG learning experiences have developed her capacity in vital areas such as leadership, emotional intelligence, conflict management, etc.



## Mentoring Staff for Competence & Capacity

Mrs Adebisi's solution-driven approach to issues reflects a level of competence and capacity that she attributes to "the best training she has attended". The comprehensive nature of her development through the PERL Women in Governance intervention has left its mark on her work, interactions and decisions as a leader and manager. This has led her to mentor and train her management staff to improve the quality of services at the Ministry of Budgeting and Economic Planning. Through women like Mrs. Adebisi, the Women in Governance initiative is grooming a generation of women who would greatly enhance the quality of service to all. It is exciting and promising that Mrs. Adebisi has put the technical and leadership tools provided by the Women in Governance training to good use. With the supportive leadership style and cooperation of her Commissioner, Barrister Adeniyi Farinto, who is also a member of Budget and Planning CoP supported by PERL, Mrs Adebisi, together with her team, is promoting what promises to be a very efficient and responsive Ministry. From a "slightly timid" beginning in public service to a bold and assertive leader and manager today, Mrs. Mofoluke Adebisi is our quintessential Change Agent.

# The Women In Governance Initiative



The Women in Governance Community of Practice (CoP) was officially launched on the 28th of February 2018, just ahead of International Women's Day with 15 members and the theme: “Stronger Together.” By March 2020, its membership had grown to 52. Since the launch of the Community of Practice, there have been three training programmes to improve the overall performance of these change agents to deliver better services, while a training on Gender Mainstreaming in the Workplace was conducted for women in leadership positions in the Southwest in September 2019. The first, held in February 2018, provided AWARD certified leadership and management skills building through well-defined modules and team building activities. In September 2018, there was a second Community of Practice gathering for a one-day conflict management training. In January 2019, the expanded Community of Practice met again for an AWARD certified four-day advanced leadership and mentoring training, following the identification by the women to understand and deploy mentoring skills within their organisations to optimise performance.

The Ministry of Planning and Budget in Oyo State stands as a testament to the confidence and unrelenting desire of a resourceful Change Agent. Mrs. Mofoluke Adebisi grew in ranks within the civil service and rose to the position of Permanent Secretary for the Oyo State Ministry of Economic Planning and Budget. Before her ascent to this position, she and her team in the then State Planning Commission, championed the course of action that led to the reform of the planning and budget structure in Oyo State. Mrs. Adebisi is a perfect combination of a visionary leader and empathetic manager who honed her skills, years of training and experience through technical support received from the Women in Governance (WinG) initiative. From structural transformation and transparency to mentoring and training management staff, as well as to Oyo State’s response to the COVID-19 pandemic, Mrs. Adebisi consistently showcases lessons from the PERL Women in Governance intervention. The PERL Women in Governance initiative was designed to support women to increase their capacities as Change Agents through the provision of technical support, networking and peer-learning opportunities.

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