

# VALOREM



A quarterly publication of Dinamico Consulting.

DECEMBER 2022 EDITION

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DINAMICO  
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**PRICE**  
is what you pay;  
**VALUE**  
is what you get.  
- Warren Buffet

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# EDITORIAL

We have had the idea of a periodic publication for quite some time now. Interestingly, we sent quarterly newsletters to our clients between 2013 and 2015 but due to unforeseen circumstances, this practice fizzled out. However, the flames remained albeit without any fire. As part of our resurgence and rebranding efforts, we have decided to revive this concept and this time around, with a lot of extra value as our brand tagline resonates.

Valorem would be a quarterly publication that would be released in March, June, September, and December every year. In this periodical, we would be providing rich content and thought leadership across topical issues that relate to the current realities in our space. We believe our readers would gather rich insights from this publication. We would also talk about what we do and ways we believe we can continue to add value to you.

In this first issue of Valorem, we share our thoughts as follows:

In **Like a Butterfly**, our Principal Consultant, Olugbenga Sile tells the story of Dinamico Consulting using the butterfly analogy to explain our evolution, our current strides, and our hopes for the future ahead.

Peculiar Adeyemi gets battle ready as he analyses the conflicts stakeholders struggle with in **Curriculum Wars: Academic vs Extra-curricular. Keeping the Balance**. He approaches this topic from the eyes of the students, the parents, and the school.

Ebenezer Adelaja takes the conversation to our wonderful parents in **Intentional Parenting: Counting the Cost** where he dwells on the three important seasons in a child's development and what parents must know and do at each stage.

In a no-holds barred conversation, Sarah Sile discusses the relevance of additional academic assistance outside the four walls of the school in **Educational Support Systems: Are these relevant today?**

Some members of our Capacity Building and Development team also share their personal experiences with their students in the individual and group classes across the academic and extra-curricular focus areas in **Our Tutors Speak**. We also share a photo speak of our team.

This first edition of Valorem promises to be engaging, informative and enlightening. We would be happy to have your feedback and of course above everything else, your patronage and support. Here's wishing you a Merry Christmas and Happy New Year in advance!

GB.



# LIKE A BUTTERFLY

- *Olugbenga Sile*

In simple language, the term 'evolution' refers to the gradual development of something. This definition depicts the reality of earlier forms of existence and a continual development into new or different forms.

Let us take the case of a butterfly for instance. There are four stages in the metamorphosis or development of a butterfly. First, the adult female butterfly lays its eggs on a plant. These tiny eggs go on to develop and are hatched into larva. This is the feeding stage during which it splits its skin and sheds it at least 4 times. During this stage, the larva can grow as much as 100 times its original size as at the time of hatching.

The pupa soon emerges as the larva is fully grown. This stage represents the transition stage. During this stage, it usually looks like nothing is going on, but big changes are happening inside as special cells that were present in the larva begin to grow rapidly and go on to form the eyes, legs, wings, and other parts of the adult butterfly. Finally, the adult butterfly emerges in its most beautiful and appreciable form.

At Dinamico Consulting, we can absolutely relate to the story of the butterfly. Like the butterfly, we have also evolved through different stages. We started out as a home education service and business writing content provider and over the years, we have evolved to a point where our services are diversified across two major areas – Brand Support & Brand Representation Services and Capacity Building & Development Services.

Our Brand Support & Brand Representation Services have seen us work with personal and corporate brands alike to craft their brand ideas and help with their implementation and execution, basically telling their stories in a most simplistic yet engaging manner. We undertake business writings – proposals, business plans and feasibility study reports, among other business content. We are poised to deliver bespoke services with each individual client's peculiarities and preferences in mind thereby creating a unique brand identity that resonates with the brand's vision and objectives.

Our Capacity Building & Development Services have raised the bar with the inclusion of Board Games as a Service where we have developed a full-fledged curriculum for age categories from 6 to 18 years and the adult categories in Chess, Scrabble and Monopoly. Our private tutorial classes have also taken a new dimension with more personalized approach to teaching our students in both academic and extra-curricular settings, adaptable as physical or virtual (online) classes. We recently partnered with Leverage-Edu, an international educational outfit that has assisted thousands of students get placements in top universities around the world.

Our Corporate Social Responsibility (CSR) vehicle, Project B.U.I.L.D which is an acronym for Birthing Unrivaled and Innovative Leaders with Dynamism aims to provide free leadership-oriented trainings across selected conversations for children between the age of 6 and 18 with a focus on grooming the leaders of the future. We believe this initiative is particularly important in these changing times when children are easily influenced by their external environment and what they see, hear, and feel.

Project B.U.I.L.D takes the conversations directly to these budding ones with the hope of ensuring they overcome these potential negative influences and stand out in their generation as true leaders of tomorrow.

2022 has seen us continue to build on our foundations and we look forward to 2023 and indeed the coming years with a lot of hope and belief. We would be introducing some new features into our Capacity Building and Development Services with a more automated service including our Attendance Records, Client Feedback Report and including more Virtual (Online) classes in addition to the existing ones we currently have. We would also be exploring the Tutor Exchange Program to give our clients a taste of variety and showcase our versatility. We also look forward to having more partners join us to indeed make a difference in our world as we continue to redefine the concept of value in service delivery.

*Olugbenga Sile is Principal Consultant of Dinamico Consulting.*





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# CURRICULUM WARS

## Academics **VS** Extra-curriculars; KEEPING THE BALANCE

- Peculiar Adeyemi

We live in a very traditional society and until now, majority of Nigerian schools, parents and stakeholders in the education sector see academic work as the true representation of intelligence and wisdom. Thus, a child is not considered intelligent if they do not ace all their papers, especially Mathematics, English, Sciences etc. As such, the focus has become so streamlined on success in schoolwork that any other 'distraction' would not be tolerated. For such a mindset, extracurricular activities would likely fall in this category of distractions. The downside to this however is that we succeed in raising a generation of academically smart but socially unintelligent children who eventually find it hard to stand out on life's biggest stages.



Let us review some research on the implications of extra-curricular activities on the academic performance of students? A U.S study revealed that students who pursue extra-curricular activities get better grades than students who are not interested in extra-curricular activities. The same research also indicates that individuals achieve better grades in studies when they participate in numerous extra-curricular activities, independent of the backgrounds from which they come. Now this should strike you to conviction as to how important extra-curricular activities can be to an individual. In addition to better exam grades, the activities also have a good impact on students' personalities, shaping their behaviour and attitudes towards life.

Extra-curricular activities normally take place in groups that allow the students to develop their competitive nature, encouraging them to conduct themselves better in a community.



The activities come in different forms, such as participation in athletics, boardgames, music, painting, drama, sports, and other school and college social events. Extra-curricular activities also help to improve the learner's leadership skills. By participating in such activities, the student would shine in a career, while retaining their usual interest in academic study. Students seek balance between extra-curricular activities and academic interests, which will positively contribute to their learning development and their future plans.

Below are some of the ways that will help to build a better balance between academics and extra-curricular activities:

### **1 Choosing a specific extra-curricular activity.**

Can a student get better at any type of extracurricular activity? Yes surely!! In such an activity they should develop participatory spirit but allocating significant amount of time to the activity is also very important and choosing the best specific activities for participation too. When the stress to bring better grades in the studies for various subjects continues to grow, it would not be possible to take up every available activity in the colleges and schools in extra-curricular programs. With this, it is crucial that the student chooses one or two activities, but must ensure that they have a fundamental interest in the specific activities chosen. If the student is interested in engaging in debates and writing essays, choosing each of these interests and creating a plan to enhance these activities would become suitable for them. The student must devote a set time during a specific day to the practice of writing debates and essays at home or in the hostel.

### **2 Creating a timetable to strike a balance**

Some students build their timetable to learn subjects such as physics, chemistry, mathematics, etc. but they neglect that maintaining a regular schedule for the practice of extracurricular activities in both things could create balance. As with regular reading of books for various topics, extracurricular activities require daily practice. It keeps interest alive in activities such as devoting time to the students and finding ways to excel in these activities. For example, if a student is interested in playing Chess, daily practice of the sport gives them the opportunity to play better and free from mental stress. The student could set a certain amount of time per day for daily practice and during this, they could refine their defending, attacking, and thinking skills, which are very important parts of the game.

### 3 Leadership is Key

Leadership is the first mandatory requirement in every sort of extracurricular activity. If a student displays leadership in these events, it demonstrates that their acts in academics and extracurricular activities have been well balanced. Once again it shows that the student has the right level of investment in both the valuable aspects of their personality and career development overall. Extra-curricular activities give the opportunities to grow skills and the student could meet the desired goal for their career with leadership initiatives. Research has shown us that extra-curricular activities build interest in the students and motivate them to engage more in academic research. Such exercises are only instrumental in keeping everything integrated for better accomplishment.

In conclusion, we can denote that academic-based activities are very important to an individual as it makes a person smart and literally clever, and that extra-curricular activities acts as a catalyst to the reaction of academics on the individual as it converts the smartness and book-cleverness of the person to intelligence which then make the person brilliant in other aspects of their career whilst retaining the interest of academics and the extra-curricular activities they are involved in.

It is surely a beautiful thing to be able to keep the balance between academics and extra-curricular activities. A student who is well-balanced between academics and extra-curricular activities is a very great asset to the community.

*Peculiar Adeyemi works with Dinamico Consulting's Capacity Building & Development Team as an academic and extracurricular activities instructor*



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- Ebenezer Adelaja

## INTENTIONAL PARENTING: COUNTING THE COST

A popular Yoruba adage says, 'it takes two people to produce a child, but it takes an entire community to nurture that child'. This was an undisputed truth in the days when the streets were safe, and our society had a greater dose of positive influences in its nooks and crannies. It is sad that we can no longer confidently boast of the validity of this statement today as our streets are now bedeviled with such magnitude of wrongdoing and unacceptable behaviours that make the ears to tingle. Child trafficking, child prostitution, pedophilia and so many vices plague our societies today.

In the 21st century, a lot has changed and the exponential rate of technological advancement has shaped our lives significantly, including the way we do parenting. The availability of various social media platforms has both its advantages and the downsides. As the days are changing, so must the way we do parenting keep evolving lest we find ourselves ineffective in our duty as parents.

Intentional Parenting puts an obligation on would-be parents to give birth to just the number of children they can conveniently cater for. This involves planning the family size such that they can provide the necessities and luxuries to cater for the innocent kids who have been 'summoned' to be part of their lives.

The advancements in medicine have also given a myriad options and methods to plan family size.

Children undergo different physiological changes in the course of their growth and development. I would like to term them as 'seasons' and each of these seasons require specific approaches to them.

## **DIFFERENT GROWTH SEASONS, DIFFERENT APPROACHES.**

### Season 1: Age 0~5

John Locke, the 18th century renowned philosopher opined that the mind of a child at birth can be described as 'tabula raza' or a blank slate. In other words, that our mind is empty when we were born, and what we expose ourselves to from birth till now is what constitutes our mindset. Our experiences have shaped us to become who we are in one way or the other. A child learns mostly by observation in the early years and simply by watching parents' actions and mannerisms.

Great care must be taken during this period to portray a good example to the child at home as the parents relate with one another. As a parent, you should be deliberate about creating an atmosphere of love around your child. Love in action where everyone in the family, parents and siblings care for one another and have one another's back. Core family values including the spiritual values of the family will be impressed on the child during this age. These are the early formative years in a child and the impression made upon them during this season will last a life time.

### Season 2: Age 6~12

During this season in a child's life, having successfully subjected to implantation of family values and other features, it is time to take it further. Parents should teach their wards during these years to take responsibility. Teaching a child to take responsibility for actions and understanding that life operates on cause and effect will go a long way to raise a child whom you can be proud of. This is also the season to teach a child to be submissive to authority. The Holy Bible says, 'train up a child in the way he should go and when he is old, he will not depart from it'. This is also the time for the child to learn to accept 'no' for an answer, when necessary, especially from the parents, and that they cannot always have their way. Most importantly, it is the time to lay the foundation of a lifelong friendship with your child as this is ultimately what parenting relationship should turn to eventually – mentorship and friendship.

## Season 3: Age 13-18

This is obviously the toughest season of parenting. It is tough because your child will verify everything you have taught. It is tough because they can think for themselves now and decide what to do. Yes, it is tough because hormones are on the high side and they want to explore and try things out. If you have built friendship with your child between age 6-12, the ride will be easy. Most parents make this mistake of trying to be too authoritative at this age and then they lose their wards, not because of death but because the children will simply shut them out and seek for advice outside, which is always disastrous, more often than not.

Friendships and trust are the necessary ingredients to successfully navigate this season with your child as a parent. You will want them to trust you enough to tell you everything and make you a confidant. You will want to trust your child as well, enough to follow your counsels knowing you want the best for them. We must ensure our kids are vulnerable with us during this season; only then can we understand them, see through their eyes, feel their struggles, fears and hopes, and lead them victoriously through the storms of the teenage years. After this season, your child is now an adult; friendship and mentorship should continue, with mutual respect and trust.

Conclusively, parenting cannot be delegated. You would do this at your own peril. You will need to give attention to your seeds before your seeds can become great on the earth. From helping with homework to listening to them telling you how the day went, it is a whole lot of work but the reward will be worth it. Amram and Jochebed raised Aaron, Moses and Miriam, three children who turned their generation around for good. There is nothing more fulfilling than looking back over the years and seeing the successes your children have become.

*Ebenezer Adelaja is the founder of Coding Kids Africa, a movement dedicated to empowering children and teenagers with in-demand tech skills.*

*He is a team member of Dinamico Consulting's Capacity Building & Development team.*

## BOARD GAMES AS A SERVICE



Board Games Session at Watersprings International School, Akure



Intra - School Chess Tournament at Preston International School, Akure



Board Games Session at Mabest Elementary, Akure

# BOARD GAMES AS A SERVICE



Board Games at St. Louis Nursery and Primary School, Akure



Adult Games Sessions at Hangout Café, Akure



64Spots Chess Challenge. June 2022





## EDUCATIONAL SUPPORT SYSTEMS:

Are they relevant today?

- Sarah Sile

A few weeks ago, precisely on 14th November 2022, I received a call from a potential client, and we had a rather interesting conversation.

The first term examinations were due in about a week, and he wanted to engage our home tutorial services to brush up his son for the examinations. I explained our processes to him and sent him our corporate profile for his further review. He called back moments later.

“You people are expensive o!” he said. “*Kilode?*”

I smiled. “Considering the value we bring to the table, I assure you we are not sir,” I said. “Our fees are negotiable however.”

“My son must score 100% in all his exams,” he insisted.

I had to laugh a little.

“It's true now. I can't pay school fees as high as I pay in his school, and still pay you guys again and I cannot be guaranteed of 100% performance.”

“I will be as honest with you as possible sir,” I began. “Your son's performance in the forthcoming examinations depend on a number of factors, of which our service would be one of those factors.”

I went on to explain to him that we would need to do our quick assessment of the child first before we could make any promises. This would involve us physically meeting with the child and having a brief interaction which would take any time between 15 minutes and an hour. This interaction would allow us to analyze the child and determine his strengths and possible challenges. We would also identify his social and academic dispositions and determine the best tutor for him. By the end of that interaction, we would be able to give the client our assurances on what was possible and what was not.

“Besides, remember that his examinations would begin in barely a week sir,” I added. “We would do our best to ensure he achieves the best he can in this examination with all the support we can bring to the table.”

The phone conversation took about twenty minutes and thankfully, he was convinced, and we sent him our Service Level Agreement for his sign-off and scheduled a meet-and-greet with the boy the same day. Our tutor started the class the next day. It was a tough and grueling experience as we had to work extra hard to address some of the challenges we identified and race against time to ensure he was ready for the examinations. The classes continued all the way through the examinations.

The client sent a copy of the son's result when it was released yesterday, 16th December 2022 and it was impressive. In his exact words, “I am glad I chose you guys! He has really improved within this short period. Can you continue throughout the holidays, except for the public holidays. I don't want us to lose this momentum at all.”

This was one of the many success stories we recorded this term. Well, the boy did not score 100% in all his subjects, but his performance was remarkable enough to show that there had been significant improvement in the limited time we had.

I decided to tell this story (with the client's permission) to demonstrate the fact that Educational Support Systems remain relevant even today.

You might ask: Should a child who attends a good school with qualified teachers and in a right learning environment still need educational support? This is a valid question, and the natural answer would likely be 'no' but today's reality would mean one should think twice before responding in the negative. Are Educational Support Systems still relevant today?

First, it is important to define the term: Educational Support Systems. Basically, this refers to any system designed to provide learners with needed accommodations and supplementary aids and services to meet their needs. From careful research, we understand that an average student grasps only about 40% of what is taught in the school classroom and the remainder is learnt outside the classroom through different means including but not limited to further study, practice, revisions, homework, discussions, and general activities. I would like to place emphasis on 'average child' here which refers to the general sample size of students. This of course makes provision for a very few exceptional students who may be able to grasp much more than 60% to 80% of what is being taught in the classroom.

In the past, as students, many of us had these educational support systems in the style of fathers, mothers, older siblings, or other relatives. However, the changing times have seen a tremendous acceleration in the rat race where the struggle to survive and put food on the table has taken center stage, thus leaving little or no time for these traditional educational support systems. It is safe to say that these traditional systems hardly exist in about 90% of Nigerian homes today, thus creating a huge gap that could go on to negatively affect the child someday if not filled.

In today's world, the contemporary Educational Support Systems have replaced the traditional ones, helping to bridge this gap, and making up for some of the deficiencies of the school system. These are really not deficiencies in the true sense of the word but realities. The teacher to learner ratio is usually between 1:10 and 1:20 in the best schools and in some schools could rise to between 1:30 to 1:50. Considering the individuality, assimilation and learning pattern of each child, this reality affects the possibility of giving each child the individual attention required and education support systems help provide the needed medicine for the pain.

The question however is: How do you recognize the right platform to provide this service? With many platforms jumping on the bandwagon to take advantage of this situation, it is important to choose the right alternative that would give value for your money as a wrong decision would likely make a bad situation worse. At Dinamico Consulting, we have painstakingly put together a team dedicated to providing a service that would leave an indelible mark on all our learners and our success stories continue to speak for us. While we do not claim to be perfect, we are certain choosing us would be a wise decision you would be glad you made.

*Sarah Sile is Partner, Capacity Building & Development Services and Director of Operations of Dinamico Consulting.*



# Back to School PROMO



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# OUR TUTORS SPEAK

My experience with my client has indeed been a wonderful and good experience. Interestingly, I wasn't the tutor originally assigned to the client but was to hold forte until the assigned tutor was available. I guess fate designed things differently as my first class with the students turned out to be such an impactful one that they requested that I continued, and the consult made the relevant arrangement. Teaching them has been a beautiful experience and I could say we have learnt from each other as well. The experience has also given me an opportunity to work on myself and constantly make attempts to stay on top of my game. My students are also very inquisitive and so I try to stay abreast of relevant information. The management of the consult have also been wonderful and made working so easy. I am proud to a member of this great and amazing family.

## - D.A.O

Tutoring children has been fun for me. The kids I tutor are quite young and interesting and they keep me on my toes. I cannot afford to be unprepared. Their parents have also been very supportive, and I admire how much they love their children and try as much as possible to get involved with them. Despite their busy schedules, they don't abandon their children to the tutor or schools alone. As a result of this, the work has been a joint effort and it has yielded great results.

## - O.M

I believe one of the duties of a teacher is to inspire confidence and creativity in the student. At the initial stage of tutoring one of my students in App development, he believed programming was difficult and indeed it was a struggle for him. We broke the deadlock when I gave him a task one day after teaching him and I told him he could do it. After some errors and corrections, he finally got it and the joy on his face was priceless. That marked a turning point, and he has never been the same since then. He has developed in his confidence and belief in his ability, and he is indeed making good progress towards becoming a top player in the next generation of innovative software developers.

## - E.A

## OUR TUTORS SPEAK

One of my students had once performed below expectation in one of his subjects and he pleaded with me not to inform his mum. Naturally, I had to inform the consult, but I was at a crossroad between breaking his trust and a sense of duty to inform his mum. Thankfully, with the help of the consult, we employed some diplomacy and informed the mum of the situation and gave him a soft landing with a promise from him that he would do better. The way we handled the matter worked and he showed significant improvement in his exams, and we remain best buddies today.

### - N.O

It's been a wonderful experience working with Dinamico Consulting. I always enjoy the formality, the hospitality and the family-driven love that radiates around the management and the team as well as the clients and the students I am assigned to work with. Through a lot of ups and downs and sometimes really challenging situations with tutoring my students, I have learnt a lot and also found a way to create a balance whilst also keeping the mentor-mentee relationship I built with my pupils/students. My actions are influenced by my love for teaching and impacting knowledge, which made even the tough times relatively easy, of course with God's special grace. To crown it all I must say that Dinamico Consulting has really been an all-round outstanding establishment, and the clients I've been assigned to work with have been amazing too. I am grateful for the opportunity to be part of this positive-minded and value-driven organization.

### - A.P

Working with Dinamico Consulting has been an eye opener for me and giving me a fresh perspective on relationship with children. It was quite challenging at first especially considering I was teaching young children for the first time but with the right guidance, things have become quite comfortable now.

### - O.P

## OUR TUTORS SPEAK

I have learned a great deal of patience working with my students in board games. There were moments I got quite frustrated because I was not seeing the commensurate results of my efforts, but I also learnt to try new approaches and the story has changed. In fact, two of my students won the tournaments in their respective classes.

**- D.A**

My students are in a different geographical location, so we take the classes virtually. Seeing it was their first time having an online teacher, we had challenges initially, but we have since settled in and the classes have been going well. Their parents have also been very helpful, and the students have recorded remarkable improvements.

**- O.S**

COMING  
SOON



# INTER-SCHOOL CHESS TOURNAMENT

CAN YOUR SCHOOL CLAIM THE CROWN?

CATEGORY 1  
08 -12 YEARS

CATEGORY 2  
13 -17 YEARS



## SCHOOL PRIZES

Winner	<b>N250,000</b>
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2nd Runner-Up	<b>N100,000</b>
3rd Runner-Up	<b>N50,000</b>
5th to 8th:	<b>N25,000 each</b>

## INDIVIDUAL PRIZES

### CATEGORY: 08 TO 12 YEARS

Winner	<b>N20,000</b>
1st Runner-Up	<b>N10,000</b>
2nd Runner-Up	<b>N7,500</b>
3rd Runner-Up	<b>N5,000</b>
5th to 8th:	<b>N3,000 each</b>

### CATEGORY: 13 TO 17 YEARS

Winner	<b>N25,000</b>
1st Runner-Up	<b>N15,000</b>
2nd Runner-Up	<b>N10,000</b>
3rd Runner-Up	<b>N7,500</b>
5th to 8th:	<b>N5,000 each</b>

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# OUR TEAM



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Sile**



**Sarah Sile**



**Ayodele Fasusi**



**Olayemi  
Philips**



**Terhemba  
Desmond**



**Okeke  
Nnamdi**



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**Bada  
Femi**



**Makinde  
Funmilayo**



**Olowookere  
Marvelous**



**Labiran  
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# WHAT'S NEXT?

## LET'S DO BUSINESS

We would be happy to do business with you. This is possible in a few steps as follows:

### STEP 1

Contact us through any of our available channels.

### STEP 2

Our representatives would respond to you and help you to determine the perfect service package.

### STEP 3

Upon your request, we would share our service level agreement containing all relevant information, deliverables and timelines for your review and sign off.

Once this is completed, we are good to go!

We look forward to welcoming you on board!

# CONTACT US

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