



*Ph.D, Management Sciences, MSc Organizational Behavior, MBA Marketing,  
BSc Banking and Finance.*

### *Brief Profile*

Dr. Adeleke Oladapo Banwo professional experience spans over 25 years as an experienced International foreign expert, research scholar, banker, entrepreneur, strategist, lecturer, manager and administrator in different organizations in the public and private sectors. He enjoys writing and is the author of Postgraduate Pursuit in China: A Practical guide published by Jiangsu University Press, co-author of Organizational Behavior in Focus Textbook, which is one of the recommended textbook for lecturing organizational behavior at the postgraduate level in University of Lagos, Nigeria. His research publications published in reputable international journals enjoy good citations. His students and colleagues commonly call him Dr. Ade.

Dr. Ade earned his Doctorate Degree (Ph.D) in Management Sciences in 2017 in the School of Management of Jiangsu University, Zhenjiang, China, Master's degree (MSc) in Organizational Behavior in University of Lagos, Nigeria, Masters of Business Administration (MBA) and Bachelor's degree (BSc) in Banking and Finance in Nigeria. He was employed as the first Nigerian and African foreign expert in the Overseas Education College of Jiangsu University from 2017-2020 and participated actively in promoting the internationalization of the University, diversity inclusion, Postgraduate students management, volunteering and mentoring. In addition, he participated in several projects, providing consultancy to Chinese and Nigerian Enterprises and successfully facilitated several international collaborations with African Universities and Enterprises. Prior to this, he had developed core competencies in retail banking, credit administration, relationship management, branch management, microfinance, team management and business consulting in the banking industry. He was the recipient of several scholarships from Chinese Enterprises, Chinese Government and Jiangsu University and a recipient of a graduate scholar award at the 15th International Conference on Knowledge, Culture and Change in Organizations conference at the University of California at Berkeley, USA .

Dr. Ade has presented his research works in international conferences held in University of California at Berkeley, United States of America and Harvard University Boston, United States of America and recently participated and presented in the 2021 "Belt and Road" Forum for International Cooperation and Development on Agricultural Modernization "held in Jiangsu University.

Dr. Ade was an active volunteer and patron of Hand-In Hands International Students Volunteering Association of Jiangsu University for more than three years. His experience in Postgraduate education management, internationalization of Universities and capacity building has benefitted many Universities and students in different countries resulting in strong social capital and academic mentoring. He also participates in periodic peer review for many reputable journals.

## **Research Interests**

Research Interests: Entrepreneurship, Organizational Behavior, Environmental Behavior, Informal Economies, Small and Medium Enterprises, Business Management, International Education, Management, Groups Dynamics, Belt and Road Initiatives, International Students Management.

## **Education**

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| • Jiangsu University, Jiangsu, China   | <i>Ph.D. in Management Science &amp; Engineering</i> | 2017 |
| • University of Lagos, Lagos, Nigeria  | <i>MSc in Organizational Behavior</i>                | 2012 |
| • Abubakar Tafawa Balewa University    | <i>MBA (Marketing)</i>                               | 2001 |
| • Ogun State University, Ogun, Nigeria | <i>Bachelor of Science in Banking &amp; Finance</i>  | 1997 |

## **Scholarship and Awards**

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| • Ph.D. Presidential Scholarship, Jiangsu University       | 2013-2017 |
| • School of Management Scholarship, Jiangsu University     | 2013-2017 |
| • Chinese Government Scholarship for Self-Funded Students  | 2016      |
| • A&W Enterprise Award and Scholarship, Jiangsu University | 2013-2016 |

## **Honours/Distinction**

- Graduate Scholar Award (University of California at Berkeley, California, USA) (15th International Conference on Knowledge, Culture and Change in Organizations -February 2015). The award was received from the 'On the Organization' at the University of California for facilitation of conference sessions and presentation of research papers. The purpose of this Award was to recognize the scholarship and promote the professional development of Graduate Students by inviting them to act as facilitators, moderators, and contributors at the conference. Duties included introducing the sessions, making sure sessions begin and end on time, and facilitating question and answer sessions. In addition, promoted important discussions among fellow conference participants and potential collaborators. <https://organization-studies.com/about/history/2015-conference>

## **Book Projects**

- Onokala, U & Banwo, A. O (2014) *Organizational Behavior in Focus*. OSI Publications Inc. Copyright @ 2014 OSI Publications Inc ,Indianapolis,USA. ISBN 978-0-9914401-1-5 (Recommended textbook used in teaching organizational behavior at postgraduate level in University of Lagos,Nigeria)
- Banwo, A. O (2019) *Postgraduate Pursuit in China: A Practical Guide*. Jiangsu University Press. ISBN 978-7-5684-0634-5
- Banwo, A. O (2020) *Dynamics of International Student Volunteering*. [Unpublished]
- 'Nigeria: A Great Nation' Maiden Magazine Edition of the Consulate General of the Federal Republic of Nigeria, Shanghai, China.

### **Adjunct Postgraduate Project Supervision**

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- Impact of work environment on organizational performance in the consumer products section in Nigeria(A Case study of Cadbury Nigeria Plc,Agidingbi, Ikeja, Lagos State
- Impact of Quality of Work Life on Turnover Intentions.
- Impact of Organizational Citizenship as a Tool for Improving Employee Performance.
- Impact of Work Stress Management Strategies on Employees Engagement among Male Employees in the Oil and Gas Industry.
- Effect of Monetary Incentives on Employee Performance (Case study: Nigeria Breweries).

### **International Conference Presentation**

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- International Journal of Arts and Sciences Conference, Harvard Medical School, Boston, Massachusetts, USA. (21-25 May 2018).  
**Title of Presentation:** Environmental Awareness and Other Variables that affect Pro-Environmental Behavior. <https://harv2018ijasconference.sched.com/list/descriptions/type/Social+Sciences+and+Humanities/CHINA>
- Conference: 2015 Knowledge, Culture, and Change in Organizations Conference (February 19 to 20, 2015).Venue: University of California at Berkeley, Clark Kerr Conference Center.  
**Title of presentation:** The Beautiful Bride of Nations: Micro, Small and Medium Enterprises and Gross Domestic Products Direction of Emerging Economies
- International Symposium on Economic and Trade Cooperation and Development along the Silk Road Economic Belt (May 12-13, 2016) Venue: Northwest University Xi'an City, China.  
**Title of Presentation:** Small and Medium Enterprises and the Silk Road.  
[https://researchgate.net/publication/303547991\\_Small\\_and\\_Medium\\_Enterprises\\_and\\_the\\_Silk\\_Road\\_-\\_China\\_and\\_Nigeria\\_Relationship](https://researchgate.net/publication/303547991_Small_and_Medium_Enterprises_and_the_Silk_Road_-_China_and_Nigeria_Relationship)
- 2021 Belt and Road Forum for International Cooperation and Development on Agricultural Modernization and Youth Development of China and Africa.

### **Some International Journal Review Activities**

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- Springer (Journal of Global Entrepreneurship Research)
- Springer (Journal of Industry, Competition and Trade)
- Springer (Journal of Innovation and Entrepreneurship)
- Taylor and Francis (Human Resource Development International)
- Emerald (Personnel Review)
- Dovepress (Psychology Research and Behavior Management)
- Journal of Developing Areas.

### **Scholarly Links**

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- Google Scholar: [https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=adeleke+banwo&btnG=](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=adeleke+banwo&btnG=)
- Publons: <https://publons.com/researcher/3113435/adeleke-banwo>
- Orcid: <https://orcid.org/0000-0002-1027-3972>

### **Training Programmes Attended**

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- Basic Principles of Marketing Workshop Lawrence N. Field Center for Entrepreneurship (Zicklin School of Business Baruch College New York .USA October 2009)
- Business Plan Basics Workshop Lawrence N. Field Center for Entrepreneurship

(Zicklin School of Business Baruch College New York .USA October 2009)

- Teller operations module course
- Fraud detection, prevention and control
- Workshop on improving customer relations in a competitive environment
- Basic credit/selling skills program for branch managers
- Workshop on conversion/transformation of community banks and non-governmental organization microfinance institutions (NGO MFIS) to microfinance banks organized by Central Bank of Nigeria
- Online Course on Fundamentals of Risk Management conducted by United Nations Institute For Training and Research
- SME Revolving Credit Training Program.

### **Research and Journal Publications**

1. Ametepe,P.K.,Banwo,A.O. and Arilesere,M.S.(2022), ‘Amoral Behavior,Control Climate,Job Security and Fraudulent Intentions Among Bank Employees’, International Journal of Ethics and Systems <https://doi.org/10.1108/IJOES-06-2022-0146>
2. Banwo,A.O.,&Momoh,B.(2022). The Contextual Dimensions of Informal Economy and Entrepreneurship.Management &Economics Research Journal,4(2),63-82. <https://mer-j.com/merj/index.php/merj/article/view/228#>
3. Banwo, A O., Onokala,U.,& Ametepe,P.K(2021).Overview of Institutional Change Contexts and Dynamics.In Dynamics of Institutional Change in Emerging Market Economies (pp.87-105).Springer Cham.
4. **AO Banwo, J Du and U Onokala (2015). The Impact of Group Cohesiveness on Organizational Performance: The Nigerian Case**. International Journal of Business and Management; Vol. 10, No. 6; 2015, ISSN 1833-3850 E-ISSN 1833-8119, Published by Canadian Center of Science and Education. <http://www.ccsenet.org/journal/index.php/ijbm/article/view/44385>
5. AO Banwo, J Du and U Onokala (2015). **Influence of Education, Experience, and Location on Work Satisfaction in Micro, Small and Medium Enterprises in Nigeria**. Journal of Management and Sustainability; Vol. 5, No. 2; 2015. ISSN 1925-4725 E-ISSN 1925-4733, Published by Canadian Center of Science and Education. <http://www.ccsenet.org/journal/index.php/jms/article/view/46347>
6. AO Banwo, D Jianguo, and U Onokala (2015). **Symbiotic Innovative Relationships of Small and Medium Enterprises**. Journal of Advanced Management Science Vol. 3, No. 2, June 2015. <http://www.ioams.com/uploadfile/2014/0707/20140707102856266.pdf>
7. J Du and A Banwo (2015). **Promoting SME Competitiveness: Lessons from China and Nigeria**. American Advanced Research in Management. 2015. Vol. 1, No. 1, 1-12. [https://www.researchgate.net/profile/Adeleke\\_Banwo2/publication/301552764\\_Promoting\\_SME\\_Competitiveness\\_Lessons\\_from\\_China\\_and\\_Nigeria/links/571912dc08ae986b8b7b305a.pdf](https://www.researchgate.net/profile/Adeleke_Banwo2/publication/301552764_Promoting_SME_Competitiveness_Lessons_from_China_and_Nigeria/links/571912dc08ae986b8b7b305a.pdf)
8. U Onokala and A Banwo (2015). **Informal Sector in Nigeria through the lens of Apprenticeship, Education and Unemployment**. American Advanced Research in Management 2015. Vol. 1, No. 1, 13-22. [https://www.researchgate.net/profile/Adeleke\\_Banwo2/publication/307545859\\_Informal\\_Sector\\_in\\_Nigeria\\_through\\_the\\_lens\\_of\\_Apprenticeship\\_Education\\_and\\_Unemployment/links/57c7ecf708aefc4af34c9991/Informal-Sector-in-Nigeria-through-the-lens-of-Apprenticeship-Education-and-Unemployment.pdf](https://www.researchgate.net/profile/Adeleke_Banwo2/publication/307545859_Informal_Sector_in_Nigeria_through_the_lens_of_Apprenticeship_Education_and_Unemployment/links/57c7ecf708aefc4af34c9991/Informal-Sector-in-Nigeria-through-the-lens-of-Apprenticeship-Education-and-Unemployment.pdf)

9. AO Banwo, J Du and U Onokala (2017). **The determinants of location-specific choice: small and medium-sized enterprises in developing countries.**: Journal of Global Entrepreneurship Research 2017, Publisher: Springer Berlin Heidelberg. <https://link.springer.com/article/10.1186/s40497-017-0074-2>
10. AO Banwo and J Du (2020): **When the good outweighs the bad: organizational citizenship behavior (OCB) in the workplace.** Human Resource Development International, 2018 Publisher: Taylor and Francis <https://www.tandfonline.com/doi/full/10.1080/13678868.2018.1449546>
11. U Onokala, AO Banwo and FO Okeowo (2018): **Predictors of Pro-Environmental Behavior: A Comparison of University Students in the United States and China.** Journal of Management and Sustainability, 8(1), 127 <http://www.ccsenet.org/journal/index.php/jms/article/view/71795>
12. AO Banwo and J Du (2019): **Workplace pro-environmental behaviors in small and medium-sized enterprises: an employee level analysis.**Journal of Global Entrepreneurship Research 2019, Publisher: Springer Berlin Heidelberg. <https://journal-iger.springeropen.com/articles/10.1186/s40497-019-0156-4>

### **Courses Taught**

#### Undergraduate Level

- Organization Theory and Behavior
- Foundation programs for Undergraduate Students

#### Postgraduate Level

- Strategic Innovation and Change
- Organizational Theory and Practice
- Human Resource Planning
- International Human Resource Management
- Strategic Human Resource Management
- Adjunct Lecturer for Business Communications (Chinese Masters Students).
- Adjunct Lecturer for Organization Behavior, Marketing for International Masters Student.

### **Details of International Education Management and Administrative Experience**

- Handled the boarding process for Postgraduate Students.
- Management of Postgraduate Academic Club.
- Successfully initiated and managed the Belt and Road Faculty Doctoral Programs with 13 African Universities.
- Designed and Implemented skills and leadership training for Undergraduate and Graduate Students.
- Convened International Conferences and Seminars for Postgraduate Students.
- Participated in several Chinese -Africa Seminars and Forum.
- Initiated strategies for the Internationalization of the University.

### **Service to the Community (with status and dates)**

- Participated in the relief support services during the Hurricane Sandy in Bayonne, New Jersey (Oct-Dec 2012)
- Patron, Universal Hand in Hand Volunteers, Association, Jiangsu University: This is a volunteer position that requires my providing strategic leadership and guidance to the student volunteers. (2017-2020)
- Supervised Covid-19 volunteering and coordination of essential relief items for international students (2020).

**Uganda Christian University and Islamic University in Uganda**

**(March 2022- Date)**

Position: Senior Lecturer

- Lecturer for Organizational Theory and Organizational Behavior (Undergraduate)
- Postgraduate level: Handle lectures in International Human Resources Management, Strategic Human Resources Management and Human Resources Planning, Strategic Innovation and Change
- Participate and Organize Seminars and Trainings.
- Research Publications and Project Supervision.
- Provide technical aid and support to Universities in Uganda.
- Conduct capacity building programs and forums to develop student's competencies and knowledge sharing.

**Freelance Lecturer, Researcher and Consultant**

**(June 2021-February 2022)**

- Project Supervision Support and Trainings.
- Organize trainings and lectures for Undergraduate and graduate Students.
- Provide business consulting to small and medium-sized enterprises.
- Undertake scholarly research and publications.
- Provide International educational support and consultancy.

**Executive Assistant and Consultant**

**July 2020-Nov 2020**

**Consul General, Nigeria Consulate Shanghai, China**

- Provided daily strategic support, research findings and data analysis to the Consul General.
- Attended top-level meetings with the Consul General.
- Developed and implemented strategies to improve the organizational workflow and productivity of the Consulate.
- Pioneered and supervised the publication of the maiden edition of the consulate magazine.
- Executed periodic briefings and facilitated projects, meetings and visits aimed at fostering bilateral relationships.

**Foreign Expert /Adjunct Faculty**

**July 2017-Dec 2020**

**Overseas Education College, Jiangsu University**

***Major achievements:***

- Africa Belt and Road Collaborations: Initiated and facilitated the establishment of 14 Belt and road Faculty Ph.D. Collaborative agreements with the Universities in 13 African Countries.
- African International Students Recruitment and Management: Initiated and managed the African Student recruitment and referral network team.
- Participated in designing value propositions proposals and collaboration agreement for High School student referral and recruitment programs.
- Identified and collated database of African High Schools for marketing, promotional and visitation purposes. Successfully used customized email
- Student Affairs: Provided strategic leadership, advisory and mentorship to postgraduate and undergraduate students through promotion of engagement activities, training and peer support systems.
- Database Analysis: Reviewed the student diversity demography and implemented strategies to increase student enrollment from the less represented student population
- Enrollment Strategies: Suggested strategies to improve the quality of applications to the University and

generate income for the University and thus improving productivity in the Admissions department

- University –Enterprise Collaboration: Successfully managed projects that created internship and business opportunities for International students with Chinese Enterprises

**Doctoral Candidate School of Management**

**2013 –2017**

***Jiangsu University***

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- Participated in research projects on Chinese Small and Medium Enterprises
- Research, write and publish scholarly papers
- Assisted in Undergraduate student’s mentorship and counseling
- Provided consultancy to Chinese small and medium sized enterprises
- Managed the administration of Doctoral candidates Groups.
- Provided strategic support to the Dean of Overseas Education College

**Business Manager**

**Dec 2009 – Sept 2012**

***Biotech Audio-visual Limited***

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- Initiated and developed business relationship with Nigerian Breweries. This positively affected the organization’s profitability
- Redesigned the operational process and business strategy of the company
- Co-ordinated all project design and execution of orders of Blue-chip clients; Production Order, the process of importation, port clearance, logistics, and delivery
- Responsible for the request for proposals (RFP) responses and management of key client’s accounts and orders.

**Branch Manager - NAHCO Business Office**

**May 2009 – Dec 2009**

***Diamond Bank Plc.***

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- Revived the dwindling performance of the branch by providing strategic direction for the staff in the branch. Achieved a deposit growth of over 80% with six months while also reducing the loss position of the branch
- Initiated and developed strategic relationships with blue-chip organizations and high network individuals within the branch’s operating area. Identified and developed packages to meet the business needs of these key accounts

**Team Leader, Business Banking Unit**

**April 2007 – May 2009**

***Diamond Bank Plc.***

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- Supported the branch manager in managing the activities and growing the profitability of the branch. Acted as relief branch manager when necessary
- Managed a team of eight relationship officers in Business Banking and Personal Banking. The team mobilized over N100Million every month. Consistently ensured the team achieved growth in target achievement.

**Head Specialized Retail Group**

**Aug 2006 – March 2007**

***MIC Microfinance Bank***

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- Designed and implemented deposit mobilization strategies, which results in a 54% growth within three months
- Administered and disbursed 115 loans with a value of N18.34m to microfinance clients

**Relationship Officer**

**Dec 2005 – July 2006**

**Oceanic Bank International Plc.**

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- Consistently mobilized deposits for the bank and achieved set targets monthly
- Performed credit analysis and packaged loans to meet customer needs follow the standard banking procedures

**Product Coordinator, Esusu Gulf Guaranteed**

**2002- 2005**

**Gulf Bank of Nigeria Plc.**

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- Coordinated the entire operations of Esusu Gulf Guaranteed product
- Built an effective customer database system to monitor the customer life cycle
- Communicated strategic intent and research findings to management and subordinates
- An adopted market-based approach to increase income by an average of 10% in each location
- Developed strategies to undercut the competition and retain market dominance of about 65%

**Product Supervisor, (E.G.G).Gulf Bank**

**2000 –2002**

- Developed and managed four major markets in Lagos – Ikeja, Apapa, Balogun, and Trade-fair access points. Was responsible for launching the product in these markets. Increased quality-volume patronage and trained staff on how to the unique selling points of the product to increase our market share
- Generated 45% volume inflow from Balogun,30% from Ikeja and 25% from Apapa and Trade-fair branches

**Product Supervisor, Esusu Gulf Guaranteed.Gulf Bank of Nigeria Plc.**

**1999 –2000**

- Developed and maintained a customer database profile (birthdays, account history, inflow, and outflow pattern).
- Attracted 200 corporate clients using flexible service strategies and increased the portfolio balance by 30%.
- Evaluated feedback from customers and amended product features to meet customer preferences

**Cash Officer Gulf Bank of Nigeria Plc.**

**1998 –1999**

- Handled new account opening inquiry, documentation and customer grievances and complaints
- Supervised attaches during bulk counting, balancing of account books and evacuation to the vault.