

THE LEAP

STAY INFORMED, STAY CONNECTED!

Volume 1 Issue 5
September Edition



What's that smell?

The Scent of the Workplace
Culture

Pg. 4

Coffee With Adedoyin Wilson

CIO Shares Her Professional
Journey and Achievements in
the Field

Pg. 15

Navigating Lagos Traffic on Two Wheels

My Journey as a Biker...

Pg. 6

GAZ



EDITOR'S NOTE

By *Gbemiga Lamikanra (Business Development Executive)*



Dear Readers,

Welcome to the September issue of The Loop! As we turn the page into the “Ember” months there’s a buzz in the air—much like the vibrant streets of Lagos during rush hour. We’re packing this edition with a mix of insights, inspiration, and a bit of adventure!

First up, don’t miss our exclusive interview with our Chief Investment Officer (CIO). She shares her candid thoughts on navigating the current financial landscape, offering a behind-the-scenes look at the strategies shaping our future. It’s a must-read for anyone looking to understand where we’re headed and a look at what it takes to be a leader.

Speaking of navigating, have you ever thought about ditching your car for a bike in Lagos? Our feature article, “Navigating Lagos on Two Wheels,” takes you on a wild ride through the city’s bustling streets. If you’ve ever wondered what it’s like to go car less in Lagos, this piece has all the thrills opportunities and experience of a biker in Lagos.

On a different note, we’re diving into the dynamic world of gaming. The gaming industry in Nigeria is booming, from casual mobile games to serious e-sports competitions. Our coverage explores how this fast-growing sector changes the entertainment landscape and opens up exciting new economic opportunities.

For those of you with a keen eye on the markets, our macroeconomic insights are packed with the latest trends and data. With so much happening globally, our expert analysis helps you make sense of the numbers and what they mean for us all.

But it’s not all serious business! Our People and Culture section takes a sensory turn this month with “The Fragrance of the Workplace.” Is our office culture invigorating, or does it need a little freshening up? We dive into the unseen elements that shape our work environment and how we can make it a place where creativity and collaboration truly blossom. Don’t forget to check out our Quiz and Entertainment sections! We’ve got some fun challenges and surprises lined up to test your knowledge and tickle your funny bone. It’s the perfect way to take a break and recharge.

We hope this issue of The Loop not only informs and inspires but also adds a little zest to your day. As always, we welcome your feedback and ideas—let’s keep this journey exciting and engaging for everyone.

Cheers to new adventures!

Gbemiga Lamikanra

Editor, The Loop



MISSION

Connecting markets,
creating value, and
promoting sustainability.



VISION

To be the most respected
multi-asset investment
and capital management
business in Nigeria.



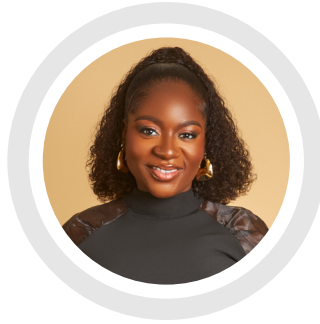
VALUES

Integrity, Customer Focus,
Innovation, Resilience,
Respect, Collaboration,
Leadership

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The Scent of the Workplace...

By Adedoyin Samo (Head, Corporate Services)

What's That Smell? The Scent of Workplace Culture.

When you walk into a room, one of the first things you notice—often subconsciously—is the smell. It can be fresh and inviting, stale and musty, or something in between. But have you ever considered how this idea might apply to workplace culture? Just like a scent, the atmosphere of a workplace can have a profound impact on how we feel, how we work, and how we interact with one another. So, what's that smell in your office?



Fresh and Invigorating

Some workplaces have a vibe that feels like a breath of fresh air. It is the kind of place where people greet each other with a smile, where ideas flow freely, and where there's a shared sense of purpose. This is the scent of innovation, collaboration, and transparency. Everyone feels empowered to contribute, and there's an underlying energy that pushes the whole team forward. It is the smell of a culture that's alive and thriving.



Stale and Musty

On the other hand, some workplaces feel like they've been stuck in the same air for far too long. Maybe it's the result of outdated practices, a lack of clear communication, or a general sense of complacency. In these environments, the air feels heavy, and motivation is hard to come by. This is the scent of stagnation—a culture where growth has slowed and where new ideas struggle to take root.



Overpowering Perfume

Then there are workplaces that are just too much—like a room sprayed with too much perfume. In these environments, leadership may be overbearing, micromanagement is the norm, and employees feel suffocated by constant oversight. While the intention might be to keep everything under control, the result is often a stifling atmosphere where creativity and autonomy are lost. This is the scent of a culture that's trying too hard to be something it is not.

Subtle Fragrance

Finally, there's the subtle fragrance that's easy to overlook but essential to creating a pleasant atmosphere. In the workplace, this might be the small acts of kindness, the unspoken support between colleagues, or the quiet recognition of a job well done. These are the elements of culture that aren't always loud or obvious, but they make all the difference. It is the scent of a workplace where people feel valued and where the little things add up to something meaningful.

What Does Your Workplace Smell Like?

So, what is that smell in your workplace? Is it fresh and invigorating, or does it need a little airing out? Just like you might light a candle or open a window to refresh a room, sometimes workplace culture needs a little attention to keep it at its best. By being mindful of the atmosphere we create, we can ensure that our workplace is a place where everyone can breathe easy and thrive.

Let's make sure that the scent of our workplace culture is something we can all be proud of. After all, the smell of success is one that everyone wants to be around.

As the saying goes...

“Culture is the air we breathe. Make sure it is fresh enough to inspire and strong enough to sustain.”



Market Updates

By Abdulqadir Umar (Fixed Income Trader)



LOCAL

Fixed Income & Money Markets

Yields started to trend lower mid month as the DMO positions for lower borrowing cost and focus shifts to USD funding. The issuance of the first domestic dollar bond coupled with a lower bond offer in August compared to July (N190bn vs N300bn) caused market participants to reassess their outlook for domestic supply of securities.

In addition, robust system liquidity towards the tail end of the month drove secondary market demand for papers. Rates on treasury bills in the secondary market closed the month circa 18.50% versus 20.65% at the month's open.

Equities

The equities market declined in the month of August as the All-Share Index (ASI) posted a loss of 0.80%. This can be attributed to low investor interest in the stock market due to macro economic headwinds and higher yields in the fixed income and money markets. The bulk of activities on equities were around the banking names raising funds to meet up with the new capital requirement. We saw Zenith and FCMB join the list of banks that have tapped the market for fresh funds. We remain cautious of that space pending when market sentiment improves.

FX

Liquidity in the FX market remains thin with rates in the parallel markets staying above \$/N1,600 for most part of the month. Moves from the apex bank and DMO to shore up dollar liquidity did little to abate fears of further naira depreciation. The exchange rate was also pressured due to summer demand from travellers and international students.

Expectations of monetary easing from global central banks also buoyed bullish sentiments in most markets.

GLOBAL

Equities

Performance in the global equities space rose further as investor interest became broad based beyond tech names. Major indices such as the S&P 500 (+3.7%), FTSE 100 (+1.13%), and Nikkei 225 (+1.37%) saw low to mid cap stocks receive more interest as investors sought to diversify their portfolios in light of a shift in monetary policy from global central banks.

Currencies

A shift in the Fed's policy outlook resulted in a steep decline in dollar strength against its major pairs. The Dollar Index (DXY) which tracks the strength of the USD against a basket of currencies declined by 2.58% as market participants see more aggressive policy easing from the Fed compared to other global central banks. We expect this trend to be maintained in September as the Fed kicks off its rate cutting cycle.

Commodities

Recessionary fears in the two largest economies in the world – U.S and China impacted the demand for commodities in August. This capped speculative activities on most commodities leading to a mixed performance on the month for top commodities. Brent (-0.91%), Gold (+2,37%), Copper (2.11%).

My Journey as a Biker...

By Kolawole Abayomi (Finance Associate)

Early into my career, I found myself at a crossroads—a literal one, entangled in the notorious Lagos traffic. Day after day, the roads were packed with cars inching forward at a snail's pace, honking horns filling the air with a cacophony of frustration. The hours spent in traffic were hours lost, energy drained, and opportunities missed. The realization hit me hard: something had to change. That was when I decided to take up biking, not just as a means of transportation but as a lifestyle, a decision t

The Catalyst: A Struggle with Lagos Traffic

Lagos is a vibrant city, bustling with energy and opportunities, but it is also infamous for its traffic woes. Commuting in Lagos often feels like a battle—one that leaves you exhausted before the day even begins. For years, I endured the daily appealing grind of trying to navigate through the congested roads, constantly frustrated by the delays and unpredictability. Public transportation was no better; buses were overcrowded, and hailing a ride during rush hour was nearly impossible. It was as if the city itself conspired to make commuting as difficult as possible. The frustration reached its peak one evening when I spent over three hours trying to get home—a journey that should have taken 30 minutes. Sitting in the stifling heat, surrounded by a sea of stationary vehicles, I knew I had to find a better way. That was when the idea of biking first crossed my mind. I had seen bikers zipping through the traffic with ease, seemingly not bothered by the gridlock that trapped everyone else. The thought of being able to bypass the traffic and reclaim those lost hours was incredibly.


Deciding to become a biker was not something I took lightly. It was a significant lifestyle change, one that required careful consideration. I had to weigh the pros and cons, consider the risks, and most importantly, determine if I was ready to embrace the challenges that came with biking in Lagos. But the more I thought about it, the more it made sense. The benefits of biking far outweighed the drawbacks.

Commuting in Lagos felt like a daily battle until I discovered biking. It cut through traffic, saved money, and even improved my health—all while reclaiming lost hours from the gridlock.

First and foremost, biking offered a solution to the traffic problem. With a bike, I could easily maneuver through tight spaces, bypass long lines of cars, and take alternative routes that were inaccessible to larger vehicles. The flexibility and speed that biking offered were unmatched. Additionally, biking was cost-effective. The rising cost of fuel and transportation had become a significant financial burden, but with a bike, I could save money on both fuel and maintenance. Another major factor was the health benefits. I had always struggled to find time for exercise, but biking provided a way to incorporate physical activity into my daily routine. It was a win-win situation—improving my fitness while also solving my commuting woes.



The Initial Challenges



While the decision to start biking was easy, the reality of transitioning to life on two wheels was far from simple. Just to blow your mind, after I got my first bike (Shimmer), I literally had to pack it at work because I had no idea on how to even start or move her. Before I got her, I had been watching YouTube videos and training. After one week of observing the bike, I took the bull by the horn by coming the following Saturday for practice. It wasn't easy at first but after several days of practice after work hours, I decided to ride her home. I have had days of nasty falls and scratches which has been a learning curve on my journey to becoming a pro rider. Another challenge was learning to ride confidently in the chaotic Lagos traffic. Unlike riding in less congested areas, biking in Lagos required a heightened sense of awareness and quick reflexes. The roads were filled with obstacles—potholes, pedestrians, reckless drivers, and unpredictable traffic patterns. It was overwhelming at first, and I had to constantly remind myself to stay calm and focused. Then there was the weather. Lagos is known for its unpredictable weather, with sudden rain showers and intense heat waves. Riding in the rain was particularly challenging, as the roads became slippery, and visibility was reduced. I quickly learned the importance of having waterproof gear and planning my routes to avoid areas prone to flooding.

The Evolution of My Biking Skills

As the months went by, I became more comfortable and confident on my bike. What started as a necessity soon became a passion. I began to appreciate the freedom and sense of adventure that biking offered. Each ride was a new experience, a chance to explore different parts of the city, discover hidden shortcuts, and enjoy the sights and sounds of Lagos in a way that I never could from the inside of a car. My riding skills improved significantly. I learned how to navigate through tight spaces, maintain balance in tricky situations, and handle the bike with precision and control. I also developed a keen sense of situational awareness, always scanning my surroundings and anticipating the actions of other road users. Biking had transformed me into a more attentive and cautious individual, both on and off the road. One of the most rewarding aspects of biking was the sense of community that came with it. I began to connect with other bikers, both online and in person, sharing tips, experiences, and advice. I have met with CEOs/MDs of top companies during several events and tours. But honestly, I doubt I will be able to convince my MD to join our team. The biking community in Lagos is diverse and supportive, with riders from all walks of life coming together to share their love for two wheels. Whether it was joining group rides, participating in biking events, or simply exchanging a nod of acknowledgment on the road, I felt a sense of camaraderie that I had never experienced as a car commuter.



Biking as a Lifestyle Choice

As I settled into my new routine, biking became more than just a means of transportation—it became a lifestyle. I started to make conscious choices that aligned with my new identity as a biker. For example, I became more mindful of the environment, realizing that biking was a more sustainable and eco-friendly mode of transport. I also began to prioritize my health and well-being, recognizing the physical and mental benefits of regular biking. Biking also changed the way I interacted with the city. Instead of dreading my daily commute, I began to look forward to it. I started to explore new routes, take scenic detours, and stop at interesting spots along the way. Biking allowed me to experience Lagos in a more intimate and immersive way, appreciating the small details that often go unnoticed when you're stuck in a car. Another significant change was my attitude toward time. Biking taught me the value of time management and the importance of punctuality. Since I could predict my travel time more accurately, I became more disciplined in planning my day and sticking to my schedule. The days of being late due to traffic were over, and I could finally enjoy the peace of mind that came with being in control of my commute. This could include the development of bike-sharing programs, the creation of more bike lanes, and campaigns that raise awareness about the benefits of biking. Additionally, I would like to see more support for bikers in the form of training programs, safety workshops, and community events. On a personal level, I plan to continue..

The Impact on My Professional Life

Biking had a positive impact on my professional life as well. One of the most immediate benefits was the reduction in stress. Commuting by bike allowed me to arrive at work feeling energized and refreshed, rather than drained and frustrated. This, in turn, improved my productivity and focus throughout the day. I found that I was able to tackle tasks more efficiently and maintain a positive attitude, even during challenging moments. Additionally, biking gave me a newfound sense of independence and self-reliance. I no longer had to depend on public transportation or ride-hailing services to get to work. I could come and go as I pleased, without worrying about delays or cancellations. This flexibility was especially valuable on days when I had early morning meetings or needed to work late. I could simply hop on my bike and get to where I needed to be, without the stress of trying to find a ride. Moreover, biking became a talking point among my colleagues. Many of them were intrigued by my decision to switch to biking, and some even sought my advice on how to get started. It was gratifying to see that my lifestyle change was inspiring others to consider alternative modes of transportation. I also found that biking was a great way to network and connect with other professionals who shared the same interest.

The Challenges of Maintaining a Biking Lifestyle

Despite the many benefits, maintaining a biking lifestyle in Lagos is not without its challenges. One of the ongoing challenges is dealing with the city's infrastructure. While there are some bike-friendly areas, many roads in Lagos are not designed with bikers in mind. Potholes, uneven surfaces, and a lack of dedicated bike lanes can make riding difficult and dangerous. Advocacy for better infrastructure is crucial, and I have become more involved in local initiatives that aim to improve conditions for bikers. Another challenge is the social perception of biking. In a city where cars are often seen as a status symbol, biking is sometimes viewed as a less desirable mode of transportation. There are still misconceptions about biking being unsafe or inconvenient, and some people associate it with a lower social status. However, I believe that these perceptions are slowly changing, especially as more people recognize the practical and environmental benefits of biking. Weather remains a challenge as well. While I have learned to adapt to Lagos' unpredictable weather, there are still days when the conditions make biking difficult. On particularly hot days, the heat can be exhausting, and during the rainy season, staying dry is a constant battle. However, with proper planning and the right gear, these challenges can be managed.

The Future of Biking in Lagos

As I reflect on my journey as a biker, I am optimistic about the future of biking in Lagos. There is a growing awareness of the need for alternative transportation options, and I believe that biking will play an increasingly important role in the city's mobility landscape. With more people embracing biking, there is potential for significant improvements in infrastructure, safety, and public perception. I also hope to see more initiatives that promote biking as a viable and attractive option for commuters. This could include the development of bike-sharing programs, the creation of more bike lanes, and campaigns that raise awareness about the benefits of biking. Additionally, I would like to see more support for bikers in the form of training programs, safety workshops, and community events. On a personal level, I plan to continue..



Cartoon



There always seems to be ONE trouble-maker in the Company who gets a sick thrill from rebelling against our corporate culture!



The good news is that we were able to solve the work-life balance problem for our analysts... with more work.

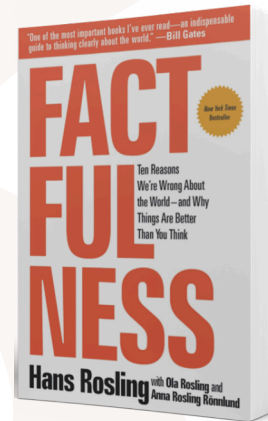
Book Review

By Gbemiga Lamikanra (Business Development Executive)

Factfulness: Ten Reasons We're Wrong About the World

BY HANS ROSLING

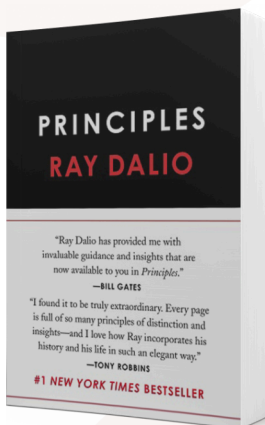
While not strictly a finance book, "Factfulness" offers crucial insights into understanding global economic trends and human behavior. Rosling's data-driven approach helps readers see the world as it truly is, providing a clear-eyed perspective that is invaluable for investors and financial professionals.



"Principles: Life and Work"

BY RAY DALIO

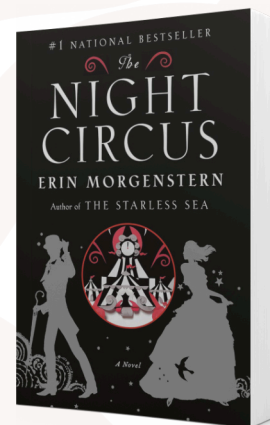
This book provides insights into how successful investors make money. Discover the unconventional principles that Ray Dalio, a legendary investor, used to achieve extraordinary success. This book is packed with wisdom on decision-making, leadership, and personal growth, making it an essential read for those aiming to excel in investment and business when most of their ideas fail. Through real-life data and stories, Lee Freeman-Shor highlights the habits and strategies that lead to investment success, offering valuable lessons for anyone involved in asset management.



The Night Circus

BY ERIN MORGENSTERNE

A fantastical novel about a magical competition between two young illusionists, set against the backdrop of a mysterious, traveling circus. The book's enchanting prose and imaginative world-building make it a captivating read for fans of magical realism.



The Vanishing Half

BY BRIT BENNETT

This novel explores the lives of twin sisters who choose very different paths—one lives as a Black woman and the other passes for white. Bennett's storytelling is both thought-provoking and poignant, delving into issues of race, identity, and family.



TGIF Groove: Team Bonding Edition

By Joy Ahaiwe (Social Media & Community Manager)



Last month, on August 9th, our team had a blast at our annual bonding event. The night kicked off with a delicious spread of food and drinks, setting the perfect mood for a fun-filled evening.

One of the highlights was our dance competition and charades game. Everyone was laughing and having a great time as we tried to outdo each other.

It was a fantastic reminder of how much fun we can have together, both in and out of the office.

These hangouts are more than just breaks from work. They're essential for building stronger relationships and improving our teamwork.

By embracing the **"work hard, play hard"** mentality, we're not only creating a more enjoyable work environment, but also a more united and motivated team.

Everyone had a fantastic time, and we're already looking forward to our next event. Who's excited?

The Emerging Gaming Industry in Nigeria

By Fawaz Larinde (Human Resources & Admin Officer)



Ever since I was young, I've had a deep passion for video games. I remember those days when I would eagerly spend my feeding money at the local arcade or on the latest game, just to immerse myself in another world for a few hours. What started as a hobby back then has evolved into a booming industry today, and I'm thrilled to see Nigeria beginning to take its place in this global arena.

The Rise of Gaming in Nigeria

The gaming industry in Nigeria is still relatively new, but it's growing rapidly. With a population of over 200 million people, a significant portion of whom are young and tech-savvy, Nigeria is perfectly positioned to become a major player in the global gaming market. The increased accessibility of smartphones and more affordable internet services have made gaming more popular than ever. Mobile gaming, in particular, has taken off, leading to a surge in interest from both players and developers alike. But beyond just playing games, there's a whole ecosystem forming around the industry, including game development, eSports, and content creation. Game streaming, for example, is an area that's starting to gain traction. As someone who has always loved video games, I see immense potential in this space. Game streaming not only offers a platform for gamers to showcase their skills but also opens up new avenues for revenue generation through advertising, sponsorships, and subscriptions.



Opportunities for Financial Organizations

For financial organizations, the burgeoning gaming industry in Nigeria represents a unique and untapped market.

Here are a few key opportunities:

Investment and Funding:

The gaming industry is ripe for investment, particularly in areas like game development, eSports, and streaming platforms. Financial institutions can offer venture capital or loans to startups in this space, helping to nurture and grow the industry. By supporting local developers and entrepreneurs, financial organizations can play a pivotal role in shaping the future of gaming in Nigeria.

Digital Payment Solutions:

As the gaming industry expands, so too does the need for reliable and secure digital payment systems. Financial organizations can develop and promote payment solutions tailored specifically for gamers and developers, such as in-game purchases, subscriptions, and micro transactions. Additionally, integrating these payment systems with popular gaming platforms can drive further adoption and usage.

Financial Services for Gamers and Streamers:

With the rise of game streaming and eSports, many gamers are turning their passion into a full-time career. Financial organizations can offer specialized services for these individuals, such as savings accounts, investment plans, and financial advice tailored to the unique needs of content creators and professional gamers.

Sponsorship and Partnership:

Financial institutions can also explore sponsorship opportunities within the gaming industry. This could include sponsoring eSports teams, gaming events, or even individual streamers. Such partnerships not only provide visibility for the financial organization but also help support and grow the gaming community in Nigeria.

Conclusion: A New Frontier for Growth

The gaming industry in Nigeria is more than just entertainment; it's a new frontier for economic growth and innovation. As someone who has spent countless hours (and coins) on video games, I'm excited to see this industry take off in my home country. Financial organizations that recognize the potential of gaming and invest in it now will be well-positioned to benefit from its growth in the years to come. Game streaming, in particular, is an industry to dive into. It offers a platform for creativity, competition, and community building—qualities that resonate deeply with the Nigerian spirit. By supporting the gaming industry, financial organizations can help unlock new opportunities for the youth, drive economic growth, and tap into a market that's only just beginning to reveal its potential.



By Joy Ahaiwe (Social Media & Community Manager)

COFFEE WITH *Adedoyin Wilson-Diamond*

CHIEF INVESTMENT OFFICER

Please introduce yourself

Hi, I'm Adedoyin Wilson-Diamond, Chief Investment Officer, CFG Africa.

What inspired your career path?

My love for money... hahaha, I'm kidding. I studied Pre-Law with plans to attend Law school, be at Lawyer and eventually end up on the bench as a judge. However, plans changed after my first year as a Mortgage broker where I did a lot of rate and cash negotiations on behalf of clients. It served as my first introduction to the financial world which I enjoyed, and it propelled me to dig deeper into the industry and from there I journeyed and ended up in Treasury/ investments. I never attended law school, but decided to do an MBA instead.

How do you stay updated with industry trends and developments to inform your investment strategies?

There is a popular saying, buy the rumor, sell the fact. which simply implies that the art of investing boils down to aggregating and processing information daily.

As such, My No 1 rule is to stay hungry for information as that shapes my investment and execution strategy. That said, I am an ardent reader, I read a lot of books, articles, research notes follow up with local and international financial news while conducting extensive research to aid my decision making in line the company/client's objectives.

What personal values or principles guide your approach to investment decision-making?

I never invest in what I do not understand. This is not to say I am close minded, No, I am open minded enough to explore and analyze every opportunity whether it sounds plausible or not initially. The essence of research and thorough analysis is to bridge the gap between my initial understanding and my final decision. The outcome of research should highlight the risk and return of every opportunity and that essentially guides my final decision.

Secondly when investing, I think about every investment from the perspective of a broad portfolio and not just an isolated opportunity. In other words, how does this investment shape my portfolio and how does it align with overall investment objective. This is where the concept of asset allocation comes from recognizing the limits around specific asset classes as well as the opportunity for diversification of the portfolio

Lastly, I believe in active portfolio management. There is a long debate between active and passive portfolio management strategies. Whilst there is empirical data to support the superiority of passive portfolio management especially in more advanced markets, The emerging market space, especially Nigeria, I believe the volatile nature of our market supports an active portfolio management posture. As such, I take a dynamic approach to portfolio management consistently utilizing the tactical levers around my strategic asset allocation as a tool to expressing my views on the market as a way of taking advantage of the volatility in the market.

Can you share insights on some of the best investment decisions to make across different fields like fixed income, equities, and other related areas? Which of these sectors is currently performing the strongest, and what should we expect from them in the nearest future?

Investment in fixed income securities is the best investment choice now considering the high yields. 1yr Treasury bills currently has an average effective yield of 22%, while a 10yr bond is at 20%. There are also FX investment opportunities in the Eurobond space as well as investing in the first Nigerian Dollar bond. Yields are expected to trend downwards in the fixed income space, so it's a good time to lock in your investment now while you enjoy returns over the years. On the equities side, we are negative to neutral in the short term, but we see an opportunity in the medium to long term especially in Banking when the effect of recapitalization feeds through as well as downstream oil and gas depending on how the market deregulation plays out.

What do you see as the biggest opportunities for growth and expansion in our investment portfolio?

I believe Nigeria is experiencing a significant economic transition which will give birth to new and unique organizations within both existing and emerging sectors of the economic landscape. At CFG Africa, we are very open minded, and as such we are positioned to support the emergence of these organizations and that will lead to new investment opportunities in the capital markets that will drive growth in the near future. We also believe difficult economic conditions give birth to resilient organizations and the reality is there is no better time to be investing other than now. Whilst we recognize the difficulty of the present times, our role as active investors is to seek out the gold in the midst of the fire.



How does the company prioritize sustainability and social responsibility in its investment decisions?

We are quite passionate about ESG principles, and we do our best to express those principles as a matter of responsibility. This is captured in our mission statement and expressed in our daily activities. We are also quite conscious of the need to be inclusive and as such we have also developed ethical investment products that captures the need of this unique client segment. In all we are positioned to be a responsible organization.

How does the company adapt its investment strategies to changing market conditions or economic trends?

Like I said earlier, At CFG Africa, we take a dynamic approach to Asset allocation, whereby we are able to use the tactical levers around our strategic asset allocation as a tool to expressing our market views. In other words, if we have a negative view on an asset class, we will reduce our allocation to that asset class and increase where we believe there will be a positive effect whilst ensuring an adequate portfolio hedge in case there are surprises along the way.

Can you discuss any upcoming initiatives or projects aimed at driving growth for the company?

Everyone should watch the space! At CFG, we are always cooking.

Some of the qualities or skills essential for success in the financial investment field are Negotiation skills, ability to solve complex problems, people oriented, good communication skills and a strong thirst for knowledge.

How do you stay informed about global market developments? Do you have any go-to resources?

Financial times, Harvard business review, Economist and Bloomberg news. When I'm time constraint, I quickly browse through the financial highlights on Bloomberg news.

How do you balance short-term market movements with long-term investment strategies?

Short term market movements are largely caused by market volatility which can sometimes be predicted and taken advantage of for quick wins. We revisit our investment strategy, monitor and rebalance the portfolio in order to take advantage of quick movement (whether upwards or downwards) in the market. An example would be an opportunity to exit a short-dated instrument at a profit and position to purchase a longer dated instrument with a higher yield as opposed to holding the short-dated instruments to maturity and worry about re-investment risk.

What advice would you give to young professionals aspiring to pursue a career in investment management?

Stay updated with trends and financial news, be patient and adaptable as you grow and build relationships.

If you weren't in the investment industry, what career do you think you'd be pursuing?

A career in Law

Can you share a memorable experience or lesson learned from your career that has shaped your approach to investing?

There's an old saying, if its too good to be true, then it probably is. I remember the influx of ponzi schemes in my early days in the Nigerian financial market and people who were educated and you never expected would fall for these schemes did. A good number of people pulled their funds from legitimate investments in a bid to take advantage of the high returns from these ponzi schemes. Unfortunately, they got burnt as they earned zero return and lost their capital. Lesson learnt; make sure your investment has underlining and verifiable assets, ponzi schemes do not.

Do you have a Favorite book or movie that inspires your work?

7 Habits of Highly Effective People by Stephen Covey.

What's one piece of advice you've received that has stuck with you throughout your career?

Be like a dry sponge dipped in water and soak up all the information you need. My first Treasurer said this to me as a newbie in the Treasury unit and I live by it.

How do you inspire and manage your team to achieve business goals?

I focus on creating a supportive and collaborative environment where each team member feels valued and motivated. Regular communication, setting clear goals, and providing opportunities for professional development are key. I also emphasize the importance of aligning individual goals with the company's vision to ensure everyone is working towards a common objective.



Music Review

By Gbemiga Lamikanra (Business Development Executive)



Timeless Journey

BY SIMI

An exploration of love and self-discovery, Simi's new album blends Afropop with soulful melodies. Standout tracks include "Story of Us" and "Dreams," offering something for both upbeat and reflective moments



The Ascension

BY BURNA BOY

A genre-bending album that incorporates Afrobeats, reggae, and hip-hop. With songs like "Rising Tide" and "Fire in the Night," Burna Boy continues to push musical boundaries and deliver powerful messages.



Gemini

BY TEMS

Tems' latest release is a soulful dive into themes of duality and personal growth. The album's unique blend of R&B and Afrobeats, with tracks like "In Between" and "Falling for You," showcases her distinctive sound.



MMS

BY ASAKE & WIZKID

This track is a reflective piece that touches on themes of life's unpredictability, spirituality, and the struggle for purpose. From Struggles to Success



Iseoluwa

BY FIREBOY

In "Iseoluwa," he combines elements of Afrobeat and introspective lyricism to deliver a powerful message about life, faith, and perseverance.

Puzzles

Theme: Finance & Places

X L N Y Q J I I D F Q D C Y O
 E V I Z I I I S C Q F L C T I
 R W Z B W E A L A B A K L I L
 O D K Y B S L U P G J J H U O
 F E K P A Q X D G U W U X Q F
 S R J U P B K M U R B T N E T
 R I N O I T A L F N I U R C R
 I V M K B D I I C M G K I B O
 Q A A V L E N E M O C N I L P
 Z T R G E X V U L Q R E V C T
 F I I V G I Y A Z F U N D S U
 X V N F D F B H F R B H D J K
 C E A Q P M Q R E M U T U A L
 T S J W W Z O Z H O Y D C S F
 U R P F C O M M O D I T I E S

YABA
 GDP
 YIELD
 BRT
 INFLATION

ALABA
 MUTUAL
 FIXED
 EQUITY
 FOREX

FUNDS
 INCOME
 PORTFOLIO
 COMMODITIES
 MARINA

BALOGUN
 DERIVATIVES

Movies to Watch

By Gbemiga Lamikanra (Business Development Executive)



The Equalizer 3 (2023)

Rating: ★★★★★

Denzel Washington returns as Robert McCall, delivering justice in his own way. This action-packed thriller is perfect for those who love high-stakes drama and intense fight scenes..

Where to watch: **NETFLIX** *Currently showing*

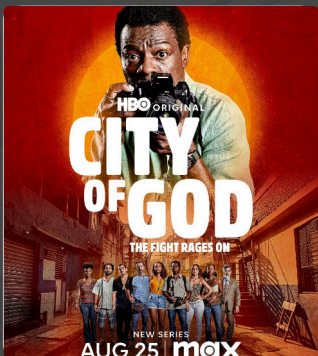


Past Lives (2023)

Rating: ★★★★☆

A poignant romantic drama that explores themes of love, destiny, and missed opportunities as two childhood friends reunite after decades. A beautiful film for those who enjoy a deep emotional journey.

Where to watch: **prime video**

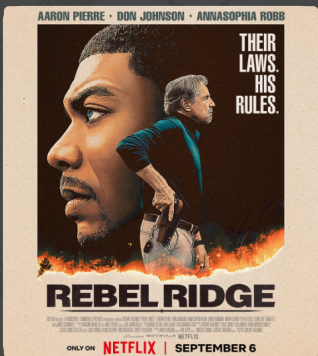


City of God (2002)

Rating: ★★★★★

A powerful Brazilian crime drama set in the slums of Rio de Janeiro, known for its gripping storytelling and stunning cinematography. An unforgettable watch.

Where to watch: **HBOMAX**



Rebel Ridge

Rating: ★★★★☆

A former Marine confronts corruption in a small town when local law enforcement unjustly seizes the bag of cash he needs to post his cousin's bail..

Where to watch: **NETFLIX** *Currently showing*



Sheriff: Narko Integriti

Rating: ★★★★★

Sheriff and Nazri, police officers from different departments, team up to take down Tony, a ruthless drug kingpin running a methamphetamine syndicate responsible for numerous deaths, known as the Meth Killer.

Where to watch: **NETFLIX** *Currently showing*

SEPTEMBER CELEBRANTS!!



Justus George

03



Abayomi Kolawole

08



Elizabeth
Yakubu-Daniel

16



Abayomi Funmilola

20



Adaugo Madumare

26

HAPPY

Birthday



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