

Dr. Akhabue Esele

HEALTHCARE MANAGEMENT CONSULTANT

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About Me

A self-motivated and enthusiastic leader. I am eager to create positive changes in the Nigerian healthcare management system across public and private sectors. I am a medical practitioner, healthcare manager and certified management consultant with keen interest in organizational development, quality improvement and the strategic management of healthcare organizations at all levels for sustainable productivity and profitability.

Personal Data

Gender/Sex: Male
Date of Birth: September 12, 1984
Marital Status: Married
Home Town: Urohi
Local Govt Area: Esan West
State of Origin: Edo State
Nationality: Nigerian
WhatsApp: +234 912 388 7827
Postal Address: P.O.Box 7350, Wuse, Abuja - FCT, Nigeria

WORK EXPERIENCE

Regional Manager

Abuja and North Operations
Clearline International Limited (HMO)
290, Ikorodu Road, Anthony, Lagos, Nigeria
www.clearlinehmo.net

February 2022 - Current

Responsibilities

- *General Management:* planning, directing, coordinating the operations in the North region of the country with branch offices in five (5) states - Kaduna, Kano, Gombe, Borno and the Federal Capital Territory. Managing a matrix team at the regional office of the Health Maintenance Organisation (HMO).
- *Operations Management:* supervision of my team with periodic reports to the various levels of management including the Managing Director/CEO, General Managers (Operations & Stakeholder), Heads of Department (Quality Assurance, Client Service, Provider Relationship Management, Claims & Underwriting)

- *Quality Assurance*: ensuring that good quality care is given to our enrollees (insured clients) by healthcare providers in the region; reducing financial loss from healthcare providers due to errors, waste and abuse in medical claims and saving approximately Thirty Million Naira (N30,000,000) in Twelve (12) months for the HMO.
- *Third Party Administration (TPA)*: Reviewing health policy with the medical underwriting team for the management of clients and corporate organisation on third party basis as required.
- *Claims Management*: Review and processing of refunds to clients according to the NHIA operational guidelines.
- *Medical Auditing*: audit of healthcare provider claims to ensure compliance with the operational guidelines set by the National Health Insurance Authority (NHIA); Reports to the National Health Insurance Authority (NHIA) for claims reconciliation, verification and HMO compliance.
- *Stakeholder Engagement*: management and liaison with key stakeholders, official of statutory and regulatory bodies in the healthcare sector (NHIA, ANPMP, PHERMC etc) for quality improvement of healthcare services in Abuja and North region; facilitation and sensitization of participants during NHIA stakeholder's forum in State Secretariats like Nasarawa State, etc.
- *Client Service*: Coordination of Occupational Safety and Health (OSH) assessments for corporate clients and organizations. such as 7up Bottling Co, Arik Air, Vitafoam, Media Trust etc; resolution of client complaints
- *Training and Development*: Facilitation of the Workplace Stress Management presentation for staff (internal) and clients (external) to improve performance and enhance mental well-being.
- *Provider Relationship Management*: On-boarding of healthcare facilities; design and deployment of Quality Improvement sampling tools to our partner healthcare providers for improved service delivery.

Head of Faculty

Health and Medical Management Programmes
International School of Management
Victoria Island, Lagos, Nigeria
www.ism.edu.ng

August 2018 – Current

Responsibilities

- Curriculum development and design
- Teaching and executive training responsibilities

- Business strategy and development
- Recruitment of faculty members
- Strategic marketing of health management programs

Chief Executive Officer

Triplecord Health Limited
Lubge FHA, Abuja – FCT, Nigeria

March 2020 – Current

Responsibilities

- Strategic leadership of the healthcare organisation
- Management of hospital building construction and medical equipment installations
- Registration of the hospital complex as an accredited private healthcare institution with statutory regulatory bodies such as the Private Health Establishment & Regulatory Committee (PHERMC) and the National Health Insurance Authority (NHIA).
- Management of primary care and emergency medical conditions;
- Coordination of public health programs such as COVID-19 immunization, family planning and health education within the community
- Facilitation of periodic medical and management training programmes for the learning & development function of both clinical and non-clinical staff
- Supervision of the clinical team to work in compliance with standard treatment guidelines
- Coordination of mobile health and telemedicine services

Medical Officer

Department of Pediatrics and Child Health
Dalhatu Araf Specialist Hospital
Lafia, Nasarawa State, Nigeria
www.dash.org.ng

July 2017 – April 2018

Responsibilities

- Management and treatment of common childhood diseases and medical emergencies at the Special Care Baby Unit (SCBU) with the supervising consultant pediatrician
- Collaboration with the consultant pediatricians and nursing team for delivery of critical care for severely ill babies
- Coordination of public health programs for childhood immunization and management of referral cases
- Submission of monthly departmental report to the consultant pediatrician for review and quality improvement plan.
- National Youth Service Corps (NYSC) member

Healthcare Administrator

Narrow Way Clinic
Benin City, Edo State, Nigeria

August 2014 – Current

Responsibilities

- Leading, goal-setting, role-modelling and driving the vision of the healthcare institution
- Management and leadership of medical and non-medical staff
- Restructuring and setting up of the human resource department of the hospital
- Developing performance and reward management systems for the hospital staff
- Management of medical and surgical cases with the clinical specialists and nursing team
- Ensure that a culture of safety and quality of care is maintained
- Strategic governance and stakeholder management with regulatory bodies to ensure Quality assurance and compliance with the operational guidelines of the National Health Insurance Authority (NHIA) and the Edo Health Insurance Commission (EDHIC)
- Work closely with the clinical and non-clinical managers to ensure compliance with standard operational protocols.
- Remote administration and management of the learning and development function for heads of units and team leads.
- Strategic management of external projects for the hospital as regards building expansion and facility registration
- Coordination of medical retainership programmes for corporate organizations to provide good quality and affordable healthcare

Medical Intern (House Officer)

Kubwa General Hospital
Federal Capital Territory Administration (FCTA)
Kubwa, FCT, Nigeria
www.fcthss.abj.gov.ng

October 2015 – October 2016

Responsibilities

- Management of medical and surgical cases under the supervision of clinical specialists in obstetrics & gynecology, pediatrics, medicine and general surgery.
- Preparation and presentation of monthly report to the head of department for review and quality improvement plans
- medical house officers during the period of internship at the hospital
- Preparation of surgery schedule for booked patients at the operating theatre.
- Received Award for “most outstanding house officer” in the department of obstetrics and gynecology

EDUCATION

a. ACADEMIC HISTORY

Commonwealth Executive Masters in Business Administration National Open University of Nigeria Abuja, Nigeria. www.nou.edu.ng	June 2025
Postgraduate Diploma in Family Medicine National Postgraduate Medical College of Nigeria Lagos, Nigeria. www.npmcn.edu.ng	May 2023
Bachelor of Medicine, Bachelor of Surgery Igbinedion University Okada, Nigeria. www.iuokada.edu.ng	November 2013
West African Senior School Certificate National Staff Secondary School Benin City, Nigeria. www.waecnigeria.org	June 2001
First School Leaving Certificate Patricia Primary School Benin City, Nigeria. www.medu.edostate.gov.ng	September 1995

b. MANAGEMENT CERTIFICATIONS AND TRAINING

Managing a Matrix Team Executive Mandatory Continuing Professional Education Programme Nigerian Institute of Management (Chartered) Lagos, Nigeria. www.nim.ng	March 2023
Professional Trainers' Development Centre for Management Development Abuja, Nigeria. www.cmd.gov.ng	March 2023
Certificate in Project Management Skills Metropolitan School of Business Management United Kingdom. www.msbm.org.uk	October 2021
Advanced Management Trainers' Development Centre for Management Development Abuja, Nigeria www.cmd.gov.ng	December 2020
Basic Management Trainers' Development Centre for Management Development Abuja, Nigeria. www.cmd.gov.ng	October 2020

<p>Certificate in Healthcare Management Program Enterprise Development Centre (EDC) Pan-Atlantic University Lagos, Nigeria. www.pau.edu.ng</p>	October 2019
<p>Certificate in Health Insurance and Managed Care Administration Institute for Health Insurance & Managed Care of Nigeria Abuja, Nigeria. www.ihimn-ng.org</p>	October 2019
<p>Professional Manager Certificate Nigerian Institute of Management (Chartered) Lagos, Nigeria. www.nim.ng</p>	August 2019
<p>Certificate in Management of Medical and Health Care Organisations International School of Management Lagos, Nigeria. www.ism.edu.ng</p>	June 2018
<p>Hospital and Medical Practice Management Programme ROVA College of Health Executives ROVA Business School Abuja, Nigeria. www.rbs.org.ng</p>	July 2018
<p>Certified Management Consultant (CMC[®]) Certificate Institute of Management Consultants Nigeria Abuja, Nigeria. www.imcnig.org</p>	May 2017
<p>Management Workshop for Health Professional and Administrators Centre for Management Development Abuja, Nigeria. www.cmd.gov.ng</p>	May 2017
<p>Certificate in Strategic Human Resource Management International School of Management Lagos, Nigeria. www.ism.edu.ng</p>	April 2017
<p>Setting Up a Human Resource Department Chartered Institute of Personnel Management of Nigeria Lagos, Nigeria. www.cipmnigeria.org</p>	March 2017
<p>Hospital Management for Effective Service Delivery Administrative Staff College of Nigeria Topo-Badagry, Nigeria. www.ascon.gov.ng</p>	July 2015

c. CONTINUING MEDICAL EDUCATION (CME)

Introduction to Infectious Disease Preparedness European Centre for Disease Prevention and Control ECDC Virtual Academy. www.ecdc.europa.eu/en	April 2023
Advanced Life Support in Obstetrics (ALSO) Faculty of Family Medicine National Postgraduate Medical College of Nigeria Abuja, Nigeria. www.npmcn.edu.ng	August 2022
EI Certificate: Emotional Intelligence for Doctors Royal College of Physicians, London www.rcplondon.ac.uk	December 2021
Advanced Cardiovascular Life Support (ACLS) Resuscitation Council of Southern Africa Cardinal Academy of Emergency Care, Lagos www.resus.co.za	October 2021
Basic Life Support (BLS) American Heart Association Angel & Eagle Global Rescue Services Limited, Abuja www.cpr.heart.org	September 2021
Advanced Medical Emergencies Advanced Medical Life Support (AMLS) Resuscitation Council of Southern Africa Cardinal Academy of Emergency Care, Lagos www.resus.co.za	June 2020
Advanced Trauma Management International Trauma Life Support (ITLS) Resuscitation Council of Southern Africa Cardinal Academy of Emergency Care, Lagos www.resus.co.za	February 2020
Certificate in Health and Safety at Work Health, Safety and Environment (HSE) Level 1 United Kingdom SHE Organisation Novelle Center, Abuja, Nigeria www.nouvellecenter.com	March 2019
Certificate in Risk Assessment Practical Application Health, Safety and Environment (HSE) Level 2 United Kingdom SHE Organisation Novelle Center, Abuja, Nigeria www.nouvellecenter.com	March 2019

Certificate in Environmental Awareness

Health, Safety and Environment (HSE) Level 3

United Kingdom SHE Organisation

Novelle Center, Abuja, Nigeria

www.novellecenter.com

March 2019

Basic Abdominal Ultrasound

Afro-Asian Institute of Medical Sciences

Limi Hospital, Abuja

www.limihospital.net

May 2014

Basic Obstetrics and Gynecology Ultrasound

Afro-Asian Institute of Medical Sciences

Limi Hospital, Abuja

www.limihospital.net

May 2014

PROFESSIONAL ASSOCIATIONS

- Member, Nigerian Institute of Management (NIM)
- Member, The Association of Occupational Health and Wellbeing Professionals
- Fellow, Institute of Management Consultants (IMC) Nigeria
- Member, Nigerian Institute of Training and Development (NITAD)
- Member, Nigerian Medical Association (NMA)
- Fellow, Institute of Health Insurance & Managed Care of Nigeria (IHIMN)
- Member, Association of Private Medical Practitioners of Nigeria (ANPMP)
- Member, Society for Quality in Healthcare in Nigeria (SQHN)
- Member, Occupational Safety & Health Association (OSHA) UK
- Associate, Royal College of Physicians (RCP) London
- International Member, American Academy of Family Physicians
- Member, Society of Family Physicians of Nigeria

CONFERENCES AND SEMINARS**World Day for Health & Safety at Work**

Occupational Safety and Health Association (OSHA) UK

28 Apr 2023

www.oshassociation.org

- A Safe and Healthy Working Environment is a Fundamental Principle and Right at Work
- The Economics of Safety, Health and Well-being

Annual Healthcare Summit 2022 Health Financing

Strathmore University Business School, Kenya

28 Nov 2022 – 29 Nov 2022

www.strathmore.edu

- Health Financing: the issues, the successes, the challenges
- NHIF Overview
- Key highlights on amended NHIF Acts and Rules
- Investing in human health by unlocking the power of the genome
- Resource collection & resource mobilization
- Spotlight address, PharmAccess Foundation
- Resource and Risk Pooling
- Spotlight address, KEMSA
- Purchasing
- Spotlight address, ThinkWell
- Payer Provider Engagement
- Way Forward: Resolutions and Policy Directions

5th Abuja Cardiovascular Symposium 2021

Cardiocare Multispecialty Hospital, Abuja

2 Dec 2021 – 3 Dec 2021

www.cardiocare.ng

- Practical Approach to Cardiovascular Medicine and Emergencies
- Basic Life Support and Introduction to Advanced Cardiovascular Life Support
- Electrocardiogram (ECG) Interpretation and Practical Sessions
- Hypertension Management in the Outpatient Department and Emergency
- Diabetes Mellitus Management in the Outpatient Department
- Management of Chest Pain and Myocardial infarction

Annual National Management Conference (ANMC) 2020

Nigerian Institute of Management (Chartered), Nigeria

17 Nov 2020

www.nim.ng

- Managing the Impact of COVID-19: Survival Strategies
- COVID-19: Lessons learnt in the Health and Education Sector - The Way Forward
- COVID-19: Diversifying the Economy for Self-Sufficiency and Reliance
- Tackling Insecurity Challenges: An Imperative for National Development

Live2Lead: John Maxwell Leadership Conference 2017

John Maxwell Company, Abuja

10 Oct 2017

www.live2lead.live

- 40-Week Leadership Challenge by Cheryl Bachelder
- Intentional Leadership by John C. Maxwell
- Leadership coaching by Kate Onakomaiya

Health Resources Management

National Postgraduate Medical College of Nigeria, Lagos

6 Mar 2017 – 10 Mar 2017

www.npmcn.edu.ng

- Principles and application of management
- Strategic management
- Health Care Planning, Policy Formulation and Evaluation
- Health Resources Mobilization and Allocation
- Human Resources Management and Performance Management
- Sustainable Development
- Problem Solving and Decision-Making Skills
- Emotional Intelligence, Leadership and Management of Change
- Risk Management and Legal Aspects of Medical Practice
- Financial Management and Material Resources Management
- Quality Assurance and Equity in Health
- Public Private Partnership
- Financial Planning for Physicians

Advanced Research Methodology

National Postgraduate Medical College of Nigeria, Lagos

5 Oct 2016 – 7 Oct 2016

www.npmcn.edu.ng

- Research conceptualization
- Sourcing relevant information and critiques of literature (search engines)
- Ethics and best practices, monitoring and appraisal
- Sampling techniques & Use of statistical methods in research
- Meta-analysis, evidence-based medicine and sourcing resources for research
- Manuscript writing: what to publish, pitfalls, communication skills and general principle
- Sourcing funds for research

LEADERSHIP AND VOLUNTEERING ACTIVITIES

Member (Volunteer)

Faculty of Business Management
Joseph Business School (JBS)
Lagos, Nigeria. www.jbslagos.org

July 2020 – Current

- Facilitation of Business Management courses for executives and delegates in the Entrepreneurship program.
- Curriculum design and review with the dean of school and other faculty fellows.
- Management consulting and business advisory for business management executives.

Public Relations Officer

Association of Nigerian Private Medical Practitioners (ANPMP)
Federal Capital Territory (FCT) Chapter, Nigeria. www.anpmp.org

July 2022 – Current

- Develop public relations campaigns and media relations strategies for the association
- Collaborate with internal teams and maintain open communication with key stakeholders in the healthcare sector
- Edit and update promotional material and publications
- Prepare and distribute press releases via social media (WhatsApp etc)
- Organize public health events (e.g. world health days, press conferences)
- Seek opportunities for partnerships, sponsorships and advertising with the association
- Address inquiries from the media and other parties where necessary
- Track media coverage and follow global and local healthcare trends
- Prepare and submit monthly public relations reports

Mentor (Volunteer)

Facilitating Change & Personal Leadership
Chartered Management Institute (CMI)
London, United Kingdom. www.managers.org.uk

29 Jul 2017 – 5 Jun 2021

- Mentoring undergraduate students and corporate executives on facilitating change and personal leadership.
- Working with the team at the Chartered Management Institute (CMI) UK Mentoring Service.
- Working according to the mentoring policy and terms of service.

Member

Medical Sub-Committee
Annual National Management Conference
Nigerian Institute of Management (Chartered)
Abuja, Nigeria. www.nim.ng

July 2019 – November 2020

- Provide emergency medical response & care to the participants during the 2019 Annual National
- Management Conference (ANMC) of the Nigerian Institute of Management (NIM)
- Preparation of the medical budget for provision of emergency response services
- Procurement of emergency medical supplies
- Coordination of the emergency response team which included members from the Federal Road Safety
- Corps (FRSC), National Emergency Management Agency (NEMA)
- Submission of report to the Chairman, Medical Subcommittee for the Annual National Management Conference

INTERPERSONAL SKILLS AND ATTRIBUTES

- Self-Awareness and Empathy
- Effective Collaboration and Team Work
- Diplomacy in handling personal and corporate affairs without being hostile
- Conflict Management
- Negotiation
- Adaptability and Agility
- Fluency in written and spoken English Language
- Good application of digital tools and software like Microsoft Office

HOBBIES

- Watching medieval movies
- Listening to inspirational songs
- Travelling and social tourism
- Golfing and playing board games
- Playing Basketball
- Water colour painting

REFERENCES

Dr. Barbara Akinbuwa
Consultant Family Physician
Federal Medical Centre
Makurdi, Nigeria
Tel: +234 805 689 9818

Mr. Francis Adeola Binuyo
Head, Curriculum Development QAM&E
Centre for Management Development
Abuja, Nigeria
Tel: +234 806 033 1617