

GADZAMA LLP

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Gadzama Launches Mentoring Programme for Young Lawyers



EDITORIAL

We are delighted to welcome you all to the 3rd quarter of 2016. Over the past few months, the firm has been involved in many activities. The firm has participated in various events hosted by the Nigerian Bar Association and other organizations throughout the country. We are excited to share all the details in this edition of the newsletter and sincerely hope you will enjoy reading it.

The inaugural J-K Gadzama LLP Hon. Justice Chukwudifu Oputa JSC (Rtd) Professional Training & Mentoring Programme held on Tuesday, 26th April 2016. Participants trooped in from all over the country. There were two interactive sessions with distinguished speakers, a formal dinner and accommodation was provided for participants from outside the Federal Capital Territory. The guest speakers and mentors for the inaugural programme were Hon. Justice Musa Dattijo Muhammad (JSC) and Ade Okeaya-Inneh (SAN). It was indeed a success and proved beneficial to participants as illustrated by the testimonials received thereafter. Certificates were presented to participants at the end of the programme. The firm looks forward to hosting the next session of the programme which promises to be better and more educative.

Still on equipping and positioning young lawyers for a brighter legal practice, the Nigerian Bar Association Young Lawyers' Forum held its Annual Summit in the beautiful city of Uyo, Akwa-Ibom State on the 27th-29th of April, 2016. The theme of the event was '**The Young Lawyer Beyond Litigation**'. It was a fruitful and indeed invigorating event that witnessed the congregation of hundreds of young lawyers across the country. Young lawyers were charged to explore emerging and trending areas of law such as cybercrime law, arbitration, corporate law, legal research, banking and insurance amongst others. Our Principal Partner, Chief Joe-Kyari Gadzama, SAN was a discussant at the summit and he x-rayed the topic: '**Generational gap and drive for change in the legal profession**'. You will find in this edition, the paper delivered by the learned silk for your reading pleasure.

In another development, the 1st day of May is traditionally declared a public holiday in Nigeria which is set aside to commemorate workers all over the country. This year was not different. Workers across the country trooped out in their respective states under the umbrella of the Nigerian Labour Congress (NLC) to mark the Workers' day. It was an opportunity for workers to jostle for a reconsideration

of their welfare package by the federal and respective state governments. One of the issues at the front burner was the clamour for the increase of the national minimum wage from N18,000 to N56,000. Workers also decried the non-payment of salaries and other benefits by some states and Federal Government, the increase in price of food stuff and other basic amenities, the unending fuel scarcity and the low value of the naira amongst other problems.

By way of extension, the push for the increase of salaries and reconsideration of the welfare of lawyers appears to be familiar in the legal profession. Lawyers, most especially the younger ones have on different fora expressed their displeasure over the meagre salaries and wages they earn from their seniors. In view of this, the former Director-General of the Nigerian Law School and Senior Partner in J-K Gadzama LLP, Dr Tahir Mamman, OON, SAN, while speaking at the Young Lawyers' Mentoring Programme of the Nigerian Bar Association (NBA) Lagos Branch, urged senior lawyers to pay 'living wages' to young lawyers to enable them develop their potential as the profession's future.

The Nigerian Bar Association national officers election is fast approaching. The election which is by way of universal suffrage is a departure from the delegate system and a commendable innovation by the current NBA leadership. It is a salutary development because it affords every lawyer the opportunity to choose their respective bar leaders at the various levels of the NBA through electronic means. However, in order to exercise this franchise as lawyers, one must have paid his practicing fees and branch dues on or before the 31st day of March, 2016.

This edition also features the presentation by Dr. Tahir Mamman, OON, SAN at the inaugural J-K Gadzama LLP Hon. Chukwudifu Oputa JSC (Rtd) Professional Training & Mentoring Programme held on Tuesday, 26th April 2016, photo speak, news from the firm and upcoming events.

This and previous editions of the firm's newsletter are also now available on the firm's website; www.jkgadzamallp.com for wider reach and accessibility.

We hope you enjoy reading this edition and we look forward to bringing you another edition next quarter.

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GENERATIONAL GAP AND THE DRIVE FOR CHANGE IN THE LEGAL PROFESSION

Being the Text of Lecture Delivered by

CHIEF JOE-KYARI GADZAMA, OFR, MFR, SAN, FCIArb. (UK)

At the Young Lawyers' Annual Summit, Uyo, Akwa Ibom State

On Thursday, 28th April, 2016

INTRODUCTION

It gives me great pleasure to be invited to speak at this Nigerian Bar Association Annual Young Lawyers' Summit. I thank the leadership and the organizers for finding me worthy to undertake this all important task and I thank you for doing me the honour.

Before I proceed, I must commend the National Chairperson of the Nigerian Bar Association Young Lawyers' Forum (YLF), my learned brother, Barbara Omosun and the entire members of the Executive Committee of the YLF. I must also commend the Members of the Planning Committee of the Young Lawyers' Annual Summit and indeed the entire members of YLF for working tirelessly and diligently to put together this Summit.



Chief Joe-Kyari Gadzama, SAN delivering a paper at the summit

I also want to commend your wisdom for the choice of this very important topic for this Speech, aptly titled, '**GENERATIONAL GAP AND THE DRIVE FOR CHANGE IN THE LEGAL PROFESSION**'. The topic indicates your understanding of our collective aspiration as indispensable stakeholders in the Justice Sector, the Bar, Profession and indeed as a Nation in bridging the gap currently separating older and young members of the Bar. I have no doubt we will all return enlightened and reinvigorated to tackle

existing and contemporary challenges in different spheres of legal practice to resuscitate legal practice in Nigeria.

We must admit that the generational gap in the legal profession has been lingering on for quite some time now and there is a need for this gap to be bridged post-haste. There is a growing chasm between the old lawyers and young lawyers, the “new wigs”. I must hasten to add that there will always be generational gap. However, what is needed is the creation of opportunities for the young to grow and blossom.

Due to technological advancement in global affairs today, lawyers and law firms are expected to equip themselves with the requisite technological know-how in order to ensure that their operations are up to date with global trends. Most senior lawyers have neglected to align themselves with these global trends; therefore making it difficult to explore new frontiers and new opportunities which technology affords the legal profession. Young lawyers on the other hand, are ardent followers of new and emerging technological trends, and therefore have proper understanding of how the technology works and how it can aid the practice of law. Unfortunately, these young lawyers are mostly faced with under-equipped law firms that do not fancy the use of technology in their legal practice. This automatically limits the young lawyer who is confined to the old ways.

Although, seminars have been organized to address the issue of generational gap, it is still very much existent and requires continuous attention to ensure that it is substantially covered, to ensure the growth of the legal profession in Nigeria. Change in any sphere is always a slow and laborious process which requires consistency and dedication before it can be achieved. The legal profession in particular, being a

conservative profession, is definitely not exempt from this ponderous process.

Today's law firm employers often have many issues on their plate, the most important of which is to make sure their firm is productive and profitable. One of the keys to a healthy firm is a solid and robust firm culture with happy and engaged employees. If an employee is not happy, their work is bound to suffer. When this happens, it frequently translates to decreased productivity or they may even choose to leave for another firm – both of which put the law firm at risk of losing clients and, in turn, revenue. This is perhaps indicative of the significantly high job mobility in the legal profession, particularly amongst the young lawyers.

UNDERSTANDING GENERATIONAL DIFFERENCES

In all spheres of life, generational gap is a norm. However, in the legal profession, due to changes in law, practice, procedure and ethics, it appears more profound. As young undergraduates, we were taught Nigerian Legal System. At that time, we were told that Nigeria belonged to the Common Law family. Secondly, Shari'a Law was seen as part of Customary Law. Today, Nigeria belongs to three families of law – Common Law, Shari'a Law and Customary Law with their distinct characteristics. The courses taught in the Universities today are different from the ones that we were taught. I was not taught Petroleum Law, Law of Taxation, Arbitration Law, among others and yet the younger lawyers, now have the opportunities of doing more courses than we did. Thus, in understanding generational differences, we must take into account the interest of the old and the young.

The issue of generational gap has been reflected in all aspects of legal practice in Nigeria. Its effects are evident in areas such as remuneration, work ethics, employment structure, technology, advocacy, brief writing and law office management. As such, these generational differences in law firms present challenges to law office administration.

If generational differences are not properly understood, firms may face problems with recruitment, retention and job satisfaction. In a profession where nearly one-third of young lawyers leave their first law firm within three years, management can only benefit by understanding the impact of generational differences. Firms must be innovative and unafraid to try new and bold

approaches to managing the generations. To alleviate this problem, it is important that a firm's recruiting committee consists of lawyers cutting across different generations. Unless they are very empathic, a recruiting committee consisting of only the firm's senior partners is not likely to understand all of the issues necessary to ensure that the firm can attract the best candidates.



A cross section of participants

A firm's website can be its most valuable recruiting tool if it offers as much information as possible on the website; focusing more on firm innovation and what it is like to work at the firm. A firm's website should include information on career path, internship programmes, core practice areas, training, mentorship programmes, rewards, work/life balance, diversity and partnership. For example, our website at J-K Gadzama LLP has it that we have kick-started the Hon. Justice C. A. Oputa, JSC (Rtd.) Professional Training and Mentoring Programme which held on Tuesday, 26th April, 2016. For a generation raised on sound bites and instant access to information, the firm's website can be critical to obtaining vital information which will aid the young lawyer in making a choice. It is imperative that recruiting materials, both electronic and written, include information that is relevant to a diverse candidate base. Young lawyers need to understand that the legal profession is not easy. When recruiting, employers must be upfront and honest about lifestyle issues. Many young lawyers will want to know how work/life balance issues are handled in your firm. This is a duty older lawyers must take upon themselves to ensure that legal practice in Nigeria today is fully effective and not discriminatory against any generation.

This generational gap also refers to the difference in the opinion of the young and senior legal

practitioners on the way legal practice in Nigeria should be conducted. In this regard, the following gaps come to mind:

SPHERES OF GENERATIONAL GAP

1. The Mode of Client Service

Most law firms completely shut the younger lawyers out of the client-attorney relationship or interviews or interaction with clients. The young lawyers who usually prepare processes on behalf of the clients should be given the opportunity to meet with these clients and also build their experience in client interview and maintaining relationships with clients. On the occasion they are granted access to client interviews, their role should not be relegated to a secretarial one. They should be afforded ample opportunities to contribute meaningfully and directly to the process by being allowed to engage and interact with the client. This builds the young lawyer's confidence and team spirit within the firm. An approach that carries everyone along in the firm should be adopted in order for them to work effectively and also ensure that lawyers of different age are permitted to attend client interviews and meetings.



Chief Joe-Kyari Gadzama, SAN with other discussants on the high table

Allowing a young lawyer to be involved in such relationships should not be abused. What we should discourage is 'poaching' of clients. If a young lawyer has an excellent working relationship with the principal and the young lawyer takes part in such interviews, the practice has been that when the young lawyer is leaving the law firm, he is allowed to retain some of the clients. What is inappropriate is for young lawyers to discreetly leave the law firm and start dealing with the clients of the principal based on privileged information that he acquired while working for the principal. While we are concerned with the survival of the young wigs, we should also be concerned with the large overhead of the principals.

2. The Model of Law Firms

A lot of senior legal practitioners still insist on the old paper way of running a law firm whereas in the present day most modern firms now dispense largely with paper and embrace electronic platforms like websites, e-mails, social media platforms such as Twitter, Whatsapp, Facebook, LinkedIn, among others. The firm's website avails them access to the global community, thereby vastly increasing the range of prospective clients. The e-mails enable them interact within the firm and with the clients faster instead of the old-fashioned method of writing a letter and sending it via postal services, which is more often than naught too slow in this fast-paced world we currently live in. Social media platforms such as having an office Whatsapp groups enable law firm share information instantaneously and on the go amongst each other. The foregoing practices are currently explored in J-K Gadzama LLP and have been immensely useful in the daily running of the firm. In fact, we have extended this modern practice to create an association of both present and past counsel in chambers which is called The Long Table. This fosters a continuous link and serves to maintain relationships between the present counsel on the one hand and former counsel on the other hand, by meeting regularly and sharing mutually beneficial ideas, knowledge and experience. If change must come to the legal profession, the more senior members of the bar who have not started embracing these electronic platforms must consciously learn to.

What I personally advocate is that law firms should have a website so that the firm will have web-based email addresses. Similarly I will subscribe to a Whatsapp that is restricted to members of the law firm and strictly monitored. Access to the law firm's webmail should also not be abused. It is strictly for official use and not social media chat or other sites that should not be accessed by members of the bar.

Having said this, the clients' base also determines the nature of legal practice. If we assume that all clients are computer literate, embracing IT will be the norm. However, where we have clients that are still not IT-compliant, we must have a blend of hard and soft copies. After all, we render service. The nature of our clients will influence the type of service that we render.

3. The Sphere of Client Service

Traditional legal practitioners who set up their firms

in a particular jurisdiction are inclined to restrain themselves to such jurisdictions. Jurisdiction here can be domestic or international. However, modern practice championed by the current generation of lawyers demand practice across states, this is particularly made possible by the computer age where documents can be prepared in another jurisdiction and sent either via email or courier services to the client outside the state the firm is situate in. In a similar vein, such letters as status reports sent to clients can now be emailed immediately after court and the hard copy sent later. This brings about efficiency in the legal profession.

While it is conceded that every generation of lawyers diverge in their opinion as to how to bring change in the legal profession, there is no gainsaying that any solution that is central and geared towards serving the popular good will not be opposed.

4. Research Methodology in Law Firms

In most law firms in Nigeria, it is evident that the most prominent means of research is still the good old fashion method of going to the library and putting in the work. This is possibly because the partners who own such law firms do not believe in searching for information electronically. The evolution of electronic search mechanisms has not quite dawned on them yet as they believe that there is no substitute for law reports and actual books. How can this be seen as a generational gap problem? Well, the partners are usually much older than employees who know the advantages of these means but cannot do anything other than suggest the idea and be hopeful that is adopted by the office.

Certainly, younger lawyers who have wide technological knowledge can teach the older generations about emerging technology that can help streamline work processes for everyone. Since they are generally the most comfortable and eager to learn how to use new software, you can make them the point person for all those initiatives. It will make them feel included and valued, while the older lawyers can provide the younger generations with wisdom from their years of work experience, fostering a give-and-take work environment.

5. Advocacy and Brief Writing

As a law student, advocacy and brief writing were areas where legal practice, especially litigation was focused on. We took delight in carrying out research

when writing the brief of argument and setting out the brief in a methodical order. At that time, there was no front-loading. A brief is prepared and then there will be oral submissions in court to adumbrate on the issues.

The various court Rules have been changed to provide for front-loading. At the hearing, you merely adopt your written brief. What this is taking away from legal practice is the oral advocacy skills of lawyers. As young lawyers therefore, what you miss from advocacy is gained from brief writing. You must, therefore, develop skills that will enrich your briefs. In other words, the quality of your briefs should speak for you.

6. Effect of Globalization

In the past, in looking at jurisdiction it was more of magisterial districts or judicial divisions within a country. Thus a law firm may be based in Maiduguri and have branches in Kano, Jos, Abuja and Lagos. However, with globalization, legal practice is easily extra-territorial. This can be achieved by having offices in other jurisdictions or partnership arrangements. Similarly, one can easily be an associate of foreign law firms.



Chief Joe-Kyari Gadzama, SAN with some Young Lawyers at the summit

In order to be a partner or associate, being called to the respective Bars of various countries may be mandatory. This depends on the nature of legal practice. If it is solicitor's work or purely commercial practice, being called to other bars may not be a requirement. However, to appear before courts in other jurisdictions, you must get called to the bars of these jurisdictions. This is a charge to you, young lawyers. As you yearn for changes in the legal profession, you must equip yourself to practice in more than one jurisdiction. For instance I am of the

Lincolns Inn in the United Kingdom. This gives me flexibility and ability to practice in the UK. I did this at an old age. I do not see why you cannot do this now and re-direct your practice.

7. Continuing Legal Education

One other area where generational gap and the drive for change should be pursued rigorously is in the payment of practicing fees and participation in the Continuing Professional Development (CPD) Programme of the Nigerian Bar Association. You must endeavor to pay your practicing fees as and when due, that is, not later than 31st March of each year. Unless you do this, you cannot sign documents, pleadings, affidavits, depositions, applications, instruments, agreements, letters, deeds, memoranda, reports, legal opinions or similar documents, neither can you process or file such documents as a legal practitioner, legal officer or adviser.



Chief Joe-Kyari Gadzama, SAN (2nd right), Clinton Osemwengie, Esq of J-K Gadzama LLP (left), Madu Joe Gadzama, Esq of Wole Olanipekun & Co (2nd left) and Chris Okougha, Esq of J-K Gadzama LLP (right)

According to Rule 11(1) of the Rules of Professional Conduct for Legal Practitioners, a lawyer who wishes to carry on practice as a legal practitioner shall participate in and satisfy the requirements of the mandatory CPD. This is one way drive for change in the legal profession should be maintained. To meet this requirement, you are required to participate in the following activities:

- Attendance and participation in accredited courses.
- Lectures, Seminars, workshops and conferences on law approved by the Nigerian Bar Association.
- Writing on the law and its practice in books or journals and newspapers approved by the Nigerian Bar Association.
- Study towards professional qualifications approved by the Nigerian Bar Association.
- Other approved means of acquiring legal professional knowledge and experience.

It is a requirement of the Rules of Professional Conduct that a lawyer shall be certified as having satisfied the requirement of CPD Programme if, and only if, during the relevant year he earns the number of credit hours of participation in the programme which is required under the rules made by the Nigerian Bar Association. In the absence of rules in this regard, the Rules of Professional Conduct has provided for the number of credit hours required for each year.

The drastic change expected in this regard is that very soon, the Annual Practising Certificate shall only be issued to lawyers who have been certified as fulfilling the requirement of the CPD Programme.

I acknowledge that legal education prepares you essentially for litigation. One way of acquiring other skills is through continuing legal education. One area that is gaining ground is training in Arbitration and Alternative Dispute Resolution (ADR). This area has created generational gap with the older lawyers focusing on litigation and learning to acquire new skills late in life, while the younger ones are immediately exposed to these skills. You must take advantage and excel in acquiring such new skills.

THE ROLE OF THE NBA

The NBA should focus on the empowerment of members, promotion of professional development and continuing legal education, through the following Programme of Action:

1. Development of Efficient Welfare - Support Programmes for Lawyers:

- Functional Welfare Support Programme for young members of the Bar (via increased access to facilities and services available at the National Secretariat at a subsidized rate and access to loan facilities from partnering banks, etc).
- Functional Welfare Support Programme for Aged members of the Bar through various health programmes and packages.

- Functional Welfare Support Programme for members of the Bar living with disabilities and those who become incapacitated in the course of their professional pursuit.
 - To champion the establishment of a minimum wage baseline for the engagement of young lawyers based upon and taking account of location and business environment.
 - Setting up of a Loans Board to give loans with little or no interest to deserving lawyers for setting up law offices or partnerships, e.t.c.
 - Enhancing the life insurance policy for lawyers for better negotiated and improved benefits.
 - Setting up of a Pension Scheme for lawyers.
 - Initiate Health Insurance Policy in collaboration with the National Health Insurance Scheme (NHIS) for all interested lawyers and their family members to guarantee easy access to quality healthcare and benefits.
- 2. Enhanced Continuing Legal Education for improved Professional Development:**
- **Incentives for Young Lawyers:** The NBA should initiate incentives for young lawyers to be able to attend NBA, IBA and other similar conferences for desired professional growth, networking and development.
 - **Mentoring of Young Lawyers:** The NBA should develop a mentorship programme for young lawyers by senior lawyers and judges of superior courts, both serving and retired, and also establish a Cross-Border Mentorship Programme for Young Lawyers;
 - **Development of CLE Curriculum:** The NBA should focus on the development of a rich professional curriculum for Sections and Fora geared at improving the legal skills and professional abilities of our members.
 - **Moot Court Competition:** The NBA should support and strengthen Intra and Inter-University Moot Court Trial sessions for students of Faculties of Law, as well as international competitions for mentorship in the ethics of the profession and to expose them to the rudiments of practice and advocacy early.
- **Collaboration with the Nigerian Law School:** The NBA should foster collaboration with the Chartered Institute of Arbitrators and other ADR institutes to ensure that Mock Arbitration is introduced into the syllabus of the Nigerian Law School.
 - **Student Wing of the NBA:** As a follow up to cultivating the right ethics in young and prospective lawyers, The NBA should create a law student affiliation programme that enables Law students to interact with the NBA via an online portal that will give them access to e-copies of Journals and publications of the NBA and equally provide an online interaction platform with members of the bar that will be selected to engage in the mentorship programme.
- 3. Bar Practice Fees/Stamps/Car Stickers:**
- The NBA should initiate programmes to economically empower young lawyers to be able to pay the annual practising fees, branch dues and annual conference fees with ease.
 - The NBA stamp and seal policy which has fought quackery to a standstill should be enhanced by ensuring that all stamps are produced and promptly delivered to the respective branches/members in good time.
 - Bar practice license should be accessed electronically and printed by financially up-to-date members.
 - The NBA Car Stickers should be serialised as non-lawyers should be strictly prohibited from its abuse as is currently the case.
 - The NBA affinity cards should be made available to members promptly, upon meeting the requirement for issuance.
- 4. Gender/Affirmative Action**
- The NBA should ensure that female lawyers are given more visibility and representation in committee composition and NEC membership.
 - The NBA should enhance the partnership with the

International Federation of Women Lawyers (FIDA, Nigeria) for improved service delivery.

- The NBA should champion the move for recognition of the rights of women and children.

5. **Academic Forum of the NBA:**

- The NBA should urgently look into the plight and concerns of law teachers with a view to reengineering, inspiring and encouraging them for the overall benefits of our students who are the future lawyers and leaders. The lingering controversy whether law teachers should be allowed to practice must be urgently resolved one way or the other and the matter put to rest with a view to allowing them have practical experience for enhanced teaching.
- The NBA should work with the Nigerian Association of Law Teachers (NALT) to ensure that the interests of Law Academics are adequately promoted and protected.
- The NBA should put machinery in place to encourage Law Academics to participate and contribute to the activities of the Bar by strengthening the Academic Forum.
- Liaising with educational institutions to ensure that law lecturers are properly remunerated.

6. **Accountability & Transparency:**

- The NBA should ensure effective and accurate dissemination of information on all the activities and affairs of the Association to all members via a quarterly briefing that will be circulated electronically immediately after NEC meetings.
- Transparency promotes accountability and as such, board appointments, the finances of the Association and all major dealings of the NBA should be run in an open and transparent manner.
- For the first time in the history of the NBA, I was the first to be refunded some money after retiring accounts at the Jos 2005 Conference as Chairman, Conference Planning Committee (CPC). The Vice Chairman and the Secretary of the 2005 CPC were Sir G. Ofodile Okafor (SAN) and Chief Akuro George respectively. The Committee generated

the sum of N73,535,627.00 only and N13,000,000.00 was released to the Committee which had a credit balance of N1,100,325.00. The sum of N577,000.00 was refunded to me as excess retirement (leaving a credit balance of N523,325.00) after the firm of Messrs. Ade, Adebambo Adelalu & Co., Chartered Accountants of No. 34, Akinremi Street, Anifowoshe, Ikeja, Lagos appointed by the President of NBA, audited the CPC's accounts.

7. **Provision of Legal Aid Service Scheme:**

The NBA should sustain and enhance the partnership with the National Human Rights Commission and Legal Aid Council in conjunction with the NBA Human Rights Institute and Human Rights Committees of the various branches.

8. **Pro bono Services:**

The hallmark of legal services is anchored on helping people have access to justice. The NBA should create a synergy with Legal Aid institutions and organisations in a bid to offer free legal services to indigent members of the society. For instance, I have offered my services *pro bono* to the NBA and have defended the Association on several occasions, especially in the case of *Obed Nnaemeka Emeh v. The General Council of the Bar & 16 Ors (Unreported) M/629/2000* before his Lordship Hon. Justice Adeniyi of the Lagos High Court. This is one way that lawyers can give back to society. Above all, we must stand firm as a vanguard of hope for the teeming masses whose rights are violated or threatened by oppressors day in, day out.

9. **Discipline within the Legal Profession:**

The dignity of the profession has recently been undermined through some unprofessional and/or perceived acts of some members. This situation underscores the need for the Bar to have a leader that can firmly address issues of discipline amongst its members and ensure timely action to preserve the integrity of the profession.

10. **Improved interaction among the NBA Sections, Fora and Committees;**

- The NBA should ensure the avoidance of duplication of the activities of Sections and *fora* within branches to ensure a clear understanding of the activities of these committees and their functions and facilitate maximum reach at the branch level.

- The NBA should adopt a participatory strategy that will increase the role of all lawyers in the NBA so that members can make inputs in the governance of our great Association and by extension, the profession.
- The NBA should increase the membership and participation of young lawyers in NBA Sections, *Fora* and Committees, thereby making them more relevant and productive.
- Faith based lawyers' groups like Muslim Lawyers' Association of Nigeria (MULAN), Christian Lawyers' Fellowship of Nigeria (CLASFON), Catholic Lawyers' Association of Nigeria and regional bodies like Eastern Bar Forum (EBF), Arewa Lawyers' Forum (ALF), South West Lawyers' Forum (SWLF), Mid West Bar Forum (MBF) and Middle Belt Lawyers' Forum (MBLF) should be recognised and engaged to function within the regulations of the profession and the Bar.

11. Conferment of the rank of Senior Advocate of Nigeria (SAN):

Numerous Applicants for the rank of Senior Advocate of Nigeria (SAN) deserve the honour and conferment of that rank. Yet, many senior lawyers who qualify to be Senior Advocates are denied the privilege on account of limited slots for each year. The NBA should pursue a process that will ensure that we raise the best standards for the conferment of the rank of Senior Advocate of Nigeria (SAN), so that all those who meet these standards are conferred with the rank, regardless of their number.

12. Amendment of the 2015 NBA Constitution:

While universal suffrage and e-voting should be sustained and further enhanced, the 2015 NBA Constitution should be amended to reflect the yearnings and views of majority of members of the Association on various fundamental issues.

13. Amendment of the Rules of Professional Conduct for Legal Practitioners 2007:

The NBA should put machinery in place to amend the Rules of Professional Conduct for Legal Practitioners 2007 (RPC) to reflect the current realities of practice.

14. Inclusiveness:

The NBA should run an inclusive Bar. All members

should be carried along, given a sense of belonging and treated fairly. The NBA should convene an all NBA Leaders' Retreat.

CONCLUSION

Managing law firm staff is a challenge, but challenges present opportunities. By developing a clear understanding of generational differences among lawyers in your firm, you will make notable improvements in your strategies for recruiting, retaining and rewarding lawyers in the firm.

One of the effective ways of bridging the generational gap is to improve communication among the senior lawyers and the young ones. Senior lawyers should be more receptive of ideas from the young lawyers. The drive for change is now and every lawyer must ensure that this gap is reduced to the minimum. Thus it is not a one-way traffic. Both the old and young lawyers must make deliberate effort to bridge the gap.

Brainstorming sessions and workshops that will bring all your employees together is very important. The more time they spend together, the more comfortable they will feel around each other. It may also be a good idea to have regular social outings with the whole team. Bringing them out of the workplace can lighten the mood and loosen the stiff air. Additionally, it can give everyone a chance to get to know each other as a person, not simply as "a person I work with."

This will go a long way in reducing the generational gap that we are faced with in the legal profession in Nigeria today.

I thank you for your attention and God bless.



JANADA INTERNATIONAL CENTRE FOR ARBITRATION & MEDIATION (JICAM)

Our Location

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Vision

Creating an avenue for
independent, confidential and
more efficient means of resolving
disputes using Alternative
Dispute Resolution (ADR)
processes.

Mission Statement

To provide a neutral venue for the resolution of both domestic and international disputes; and encourage the settlement of disputes from corporate, domestic, international, trade, investment and other transactions.

Facilities

Hearing Rooms
Retiring Rooms
Coffee Lounge/Dinning
Library/Resource Room
Meeting rooms
Conference/Seminar Hall
Internet
Security
Car Park



Services

Video Conferencing
Transcribing
Recording of proceeding
Interpretation
Secretarial/Administrative Services



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MENTORSHIP AND DEVELOPMENT OF YOUNG LAWYERS IN NIGERIA

A Presentation by Dr. Tahir Mamman, OON, SAN
at the inaugural J-K Gadzama LLP Hon. Justice Chukwudifu Oputa JSC (Rtd)
Professional Training & Mentoring Programme
held on Tuesday, 26th April 2016 at J-K Gadzama Court, Abuja.

The legal profession in Nigeria is growing by leaps and bounds following significant increase in the number of universities graduating lawyers and corresponding growth in size of the Nigerian Law School to cope with this population of graduates. The profession as a consequence is getting younger while opportunities for formal employment have become narrower. Mean or average income of lawyers seems to have significantly dropped thereby imperilling good standard of living generally associated with lawyers. There are also complaints about the quality of legal services and abridging of ethical values at the Bar which could in part be attributed to some form of desperation.

This setting has drawn attention to the need to provide support to younger members of the Bar. In many ways, it actually takes us back to what the profession originally started with. The main educational and career development path of the legal profession is anchored on MENTORSHIP. The Inns of Courts in England which started it, were the institutions through which this initiation, training and mentorship of the young by the older lawyers seamlessly took place. Despite the changes and growth of the educational system through hundreds of years, mentorship is still a major plank in the training and development of lawyers from the formal walls of the university to career progression after qualifying.

Against this background, it has become imperative to rethink ways of mentoring and

providing support to the teaming lawyers for their growth and good health of the legal profession. There are principally two approaches among others. First principle is to generate awareness among the young lawyers of the opportunities and diverse career path which exist in the legal profession. Once they become aware, they will be in a position to make informed choices and prepare for a fulfilling career. Second task will be where practicable, linking up with the leaders, role models and generally practitioners in any field of practice who are the success stories of the profession. This is what the law firm of J-K GADZAMA LLP seeks to do in its Mentorship programme as part of its contribution to the development of young lawyers and the legal profession in Nigeria.



Dr. Tahir Mamman, OON, SAN, Senior Partner, J-K GADZAMA LLP

SOME MAJOR AREAS OF LEGAL PRACTICE

Generally, the practice of law involves giving legal advice to clients, drafting legal documents for clients, and representing clients in negotiations and court proceedings such as law suits, and is applied to the

professional services of a lawyer. However, there is a substantial amount of overlap between the practice of law and various other professions, particularly those areas where clients are represented by agents. These professions include real estate, banking, accounting and insurance.

- Legal practice also encompasses many diverse practice settings, which may be private practice in large, medium, and small law firms; or government agencies at the federal, state and local levels; civil legal services organizations; public interest law firms; public defender offices; prosecutors' offices; and law reform/policy organizations.

- Within each practice setting, individual organizations may focus on one or several practice areas. For example, direct service providers may combine a variety of poverty issues, from community economic development to children's rights to housing law and more. Lawyers in corporate law firms may work on mergers and acquisitions, bankruptcy, real estate and more. Government lawyers may also work on every conceivable issue. Other key areas of service available to legal practitioners are of course the judiciary and academia.

- While there are those areas which are generally recognized as major fields of specialty in law, there are literally hundreds of areas of sub-specialization and niche practice areas. Some of the major areas of legal practice include:

1. Administrative law
2. Admiralty law (or maritime law)
3. Advertising law
4. Agency law
5. Alcohol law

6. Alternative dispute resolution
7. Animal law
8. Antitrust law (or competition law)
9. Aviation law
10. Banking law
11. Bankruptcy law (creditor debtor rights law or in insolvency and reorganization law)
12. Bioethics
13. Business law (or commercial law); commercial litigation
14. Business organizations law (or companies law)
15. Civil law or common law
16. Class action litigation/Mass tort litigation
17. Communications law
18. Computer law
19. Conflict of law (or private international law)
20. Constitutional law
21. Construction law
22. Consumer law
23. Contract law
24. Copyright law
25. Corporate law (or company law), also corporate compliance law and corporate governance law
26. Criminal law
27. Cryptography law
28. Cultural property law
29. Cyber law
30. Drug control law
31. Employment law
32. Energy law
33. Entertainment law
34. Electoral matters law
35. Environmental law
36. Evidence
37. Family law
38. Financial services regulation law
39. Firearm law
40. Food law
41. Franchise law

42. Gaming law
43. Gender law
44. Health and safety law
45. Health law
46. Human rights
47. Immigration law
48. Insurance law
49. Intellectual property law
50. International law
51. International trade and finance law
52. Internet law
53. Juvenile law
54. Labour (employment) law
55. Land use and zoning law
56. Litigation
57. Martial law
58. Media law
59. Medical law
60. Mergers & acquisitions law
61. Military law
62. Mining law
63. Music law
64. Mutual funds law
65. Obscenity law
66. Oil and gas law
67. Parliamentary law
68. Patent law
69. Privacy law
70. Private funds law/Hedge funds law
71. Procedural law
72. Product liability litigation
73. Property law
74. Public health law
75. Public International law
76. Real estate law
77. Securities law/Capital markets law
78. Social security law
79. Space law
80. Sports law
81. Statutory law
82. Tax law
83. Technology law
84. Tort law
85. Trademark law

86. Transport law/Transportation law
87. Trusts & estate law
88. Venture capital law
89. Water law
90. Sexual law

- This outline briefly and generally describes some of the most common practice areas in the traditional practice of law. It is designed to give you an overview of what a lawyer in any given area is likely to encounter in terms of legal issues, clients and types of problems that must be resolved. Again, many practice areas overlap, and include elements of one or more other practice areas.
- A lawyer will do himself a lot of good to identify early on what career path he wishes to pursue and set out to develop himself in good time. Along the way, mistakes maybe made, reasons may arise to change course or embrace additional areas. Role models maybe identified and established practitioners linked up with who may give helping hand in many ways. Overall however, the primary responsibility lies on the young lawyer to make his choice in good time.

Dr. Tahir Mamman, OON, SAN
 Senior Partner, J-K GADZAMA LLP
 Chairman, Mentorship Coordinating
 Committee.

PHOTO SPEAK

J-K Gadzama LLP Professional Training and Mentoring Programme at J-K Gadzama Court held on Tuesday, April 26, 2016



L-R: Dr. Tahir Mamman, OON, SAN; Hon. Justice Musa Dattijo Muhammad, JSC; Ade Okeaya-Inneh, SAN and Chief Joe-Kyari Gadzama, SAN



Hon. Justice Musa Dattijo Muhammad, JSC addressing participants at the event



R-L: Dr. Tahir Mamman, OON, SAN; Hon. Justice Musa Dattijo Muhammad, JSC; Ade Okeaya-Inneh; SAN and Chief Joe-Kyari Gadzama, SAN at the event



Partner/Head of Litigation, J-K Gadzama LLP, Tunde Onamusi addressing participants at the event



L-R: Hon. Justice Musa Dattijo Muhammad, JSC and Ade Okeaya-Inneh, SAN presenting certificate of participation to a participant



L-R: Ade Okeaya-Inneh, SAN and Hon. Justice Musa Dattijo Muhammad, JSC presenting certificate of participation to a participant



Cross section of participants at the event



A participant making a contribution at the event



L-R: Hon. Justice Musa Dattijo Muhammad, JSC and Ade Okeaya-Inneh, SAN presenting certificate of participation to a participant

PHOTO SPEAK

J-K Gadzama LLP Professional Training and Mentoring Programme at J-K Gadzama Court held on Tuesday, April 26, 2016



Some of the participants receiving their certificate of participation at the J-K Gadzama LLP Professional Training and Mentoring Programme



A cross section of participants at the dinner session of the programme



A cross section of participants at the dinner session of the programme

Chief Joe-Kyari Gadzama, SAN with some participants at the dinner session of the programme

Law on the Marble

Ignorance of the law is no good excuse, where every man is bound to take notice of the laws to which he is subject.

-THOMAS HOBBS

The precepts of the law may be comprehended under these three points: to live honestly, to hurt no man willfully, and to render every man his due carefully.

-ARISTOTLE

An unjust law is itself a species of violence.

-MAHATMA GANDHI

LEGAL PRINCIPLE

In a charge of homicide, the following must be proved by the prosecution;

- a. The death of the deceased
- b. The death must have been caused by an act of the accused
- c. The said act which caused the death was intentional

If you have one law for the rich, one law for the mighty and one law for the low, it will not work.

-JUSTICE CHUKWUDIFU OPUTA

It is a presumption of law that an accused person is innocent until proved guilty. However, where the offence carries a capital punishment, bail pending trial is not granted as a matter of mere routine.

NEWS

FROM THE FIRM

- The firm would like to congratulate Mr. Medugu David Cephas Esq. and Onyedim Chimdindu (Miss) for the successful completion of the Associate entry course of the Chartered Institute of Arbitrators (UK). We look forward to their induction into the institute.
- The following Counsel in Chambers; Oluwasina Ifeoluwa (Mrs), Keffas Gadzama Esq., Onyekwere Darlington Esq., Ajibade Ayojide Esq., Jacob Ogiri Ajene Esq., Fatima Dattijo Muhammad (Miss) and Fiberesima Modupe Ibitein (Miss) also participated in the associate entry course programme into the Chartered Institute of Arbitrators (UK) which held in Abuja on 16th - 17th March, 2016. We wish them success.
- The firm also held the maiden session of the Hon. Justice Chukwudifu Oputa JSC (Rtd) Professional Training and Mentoring Programme on Tuesday, 26th April, 2016.
- In other news, the Firm has accepted twenty (20) externs from the Nigerian Law School for their law office attachment for the 2015/2016 session. We welcome them to the firm and wish them success in their bar finals exam.
- Nneka Moghalu (Miss) has joined the firm as an Intern. She was called to Bar in 2012 and she holds a Masters of Law (LLM) in Oil and Gas Law from Robert Gordon University, Aberdeen, United Kingdom. We wish her a pleasant and fruitful stay at the firm.

DID YOU KNOW?

1. In Milan, it is a legal requirement to smile at all times, unless attending a funeral or visiting a hospital.
2. In Hong Kong, a wife is legally entitled to kill her husband with her bare hands if she catches him cheating.
3. In New York, the penalty for jumping off a building is Death.
4. In Texas, criminals are required to give their victims at least 24 hours oral or written notice, giving details of the crime they are about to commit.
5. The Bloodhound is the only animal in the world whose evidence is admissible in some courts in the United States of America.
6. In Florida, it is illegal to pass wind in a public place after 6pm on Thursdays.
7. In Thailand, it is illegal to step on money because it has the image of the king on it and stepping on it signifies disrespect.
8. In Vermont, women must obtain written permission from their husbands to wear false teeth.

PHOTO SPEAK

NBA Lagos Branch Young Lawyers Mentoring Programme Launch held at Lagos State High Court Foyer, Igbosere, Lagos State on Thursday, 21st April, 2016



L-R: Dr. Tahir Mamman, OON, SAN, Senior Partner, J-K Gadzama LLP; Mrs. Priscilla Ogwemoh, Managing Partner, Olisa Agbakoba Legal; Pa Tunji Gomez and Mr. George Etomi at the Nigerian Bar Association Lagos Young Lawyers' Mentoring Programme held on Thursday, 21st April, 2016 at the Lagos State High Court Foyer, Igbosere, Lagos.



L-R: Mrs. Uche Ikweume; Head, J-K Gadzama LLP Lagos Office, B.O. Igwe; Former Law School D-G, Dr Mamman Tahir, OON, SAN; Mrs. Ogwemoh; Pa. Gomez; Mr. George Etomi; Mrs. Harrison Abiola; Mr. Martin Ogunleye; Mr. Wale Irokosu and Kafilat Foluke Agbaniwonda at the NBA Lagos Branch Young Lawyers' Mentoring Programme Launch held on Tuesday, the 26th day of April 2016

PHOTO SPEAK

Mid - West Bar Forum held at Asaba, Delta State on 30th April, 2016



Chief Joe-Kyari Gadzama, SAN with some members of the Mid-West Bar Forum



L-R: Chief Joe-Kyari Gadzama, SAN and Chief Albert Akpomudje, SAN

PHOTO SPEAK

J-K GADZAMA LLP 9TH ANNUAL GOLF TOURNAMENT HELD AT IBB INTERNATIONAL GOLF AND COUNTRY CLUB, ABUJA ON SATURDAY, MAY 21, 2016



Hon. Justice Ibrahim Auta, OFR, Chief Judge, Federal High Court Nigeria teeing off



Chief Joe-Kyari Gadzama, SAN and Mazi Onyema giving the 'Igbo salute' at the registration desk



Chief Joe-Kyari Gadzama, SAN (2nd left), Hon. Justice Ibrahim Auta, OFR Chief Judge, Federal High Court Nigeria (3rd left), Prof. Peter Akpe, SAN (2nd right) and others



A cross section of Golfers at the event



Chief Joe-Kyari Gadzama, SAN in action



Chief Joe-Kyari Gadzama, SAN; Hon. Justice Ibrahim Auta, OFR Chief Judge, Federal High Court Nigeria (middle) and other golfers at the event



Major General IBM Haruna (rtd) (left) and fellow golfers



Hon. Justice Ibrahim Auta, OFR, Chief Judge, Federal High Court Nigeria and Chief Joe-Kyari Gadzama, SAN



Yahaya Joe Gadzama in action



Mrs. Christy Onucheyo, Former Lady Captain; IBB International Golf and Country Club



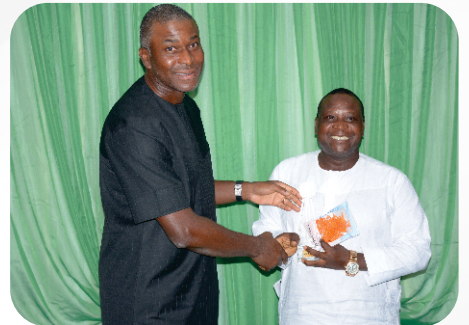
Mr. John Shagaya and Chief Joe-Kyari Gadzama, SAN addressing the press

PHOTO SPEAK

J-K GADZAMA LLP 9TH ANNUAL GOLF TOURNAMENT
AWARD/DINNER HELD AT HON. JUSTICE S.M.A BELGORE HALL, J-K GADZAMA COURT, ABUJA
ON SATURDAY, MAY 21, 2016



Mr. O. Igwe, Captain; IBB International Golf and Country Club receiving the award of the Overall Winner from Chief Joe-Kyari Gadzama, SAN on behalf of Mr. Samuel U. Atawodi



L-R: Mr. O. Igwe, Captain; IBB International Golf and Country Club presenting the Best Nett Div.1 Men award to Mr. M.A. Adeleke



Major Gen. I.B.M Haruna



L-R: Mrs. Fatima Kere Ahmed presenting the 2nd Runner Up Nett Div.3 Men Award to Mr. A. O. Ugochukwu



Presentation of the Runner Up Nett Div.2 Men award to Mr. Taesoo Kim



A cross section of the participants at the Dinner



L-R: Mrs. Lami Ahmed, Lady Captain; IBB International Golf and Country Club presenting the Best Nett Ladies Award to Mrs. P. Katchy

PHOTO SPEAK

6th Aare Afe Babalola Annual Lecture held in Ado-Ekiti, Ekiti State on Friday, 27th May, 2016



L-R: Chief Joe-Kyari Gadzama, SAN; Aare Afe Babalola, SAN; Prof. Agbo Madaki and Chief Akin Onigbinde, SAN



Chief Joe-Kyari Gadzama, SAN addressing the Founder; Aare Afe Babalola, SAN and Management Staff of Afe Babalola University Ado-Ekiti (ABUAD) at the University Board Room

PHOTO SPEAK



Chief Joe-Kyari Gadzama, SAN with Nigerian Law School (NLS) Externs posted to the firm for the period of June - July 2016



Chief Joe-Kyari Gadzama, SAN; Partners and Counsel in Chambers of J-K Gadzama LLP with externs from Nigerian Law School (NLS)

NIGERIAN LAW SCHOOL (NLS) EXTERNS POSTED TO THE FIRM (JUNE - JULY 2016)

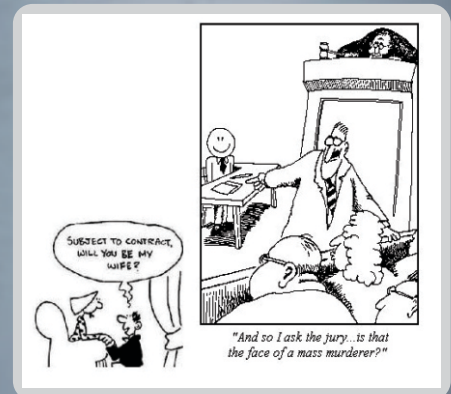
1. EZENEKWE JULIET CHIDINMA
2. ADAEZE ONYEKACHI OPARA
3. EKWEREMADU IKE LLOYD
4. JUDE OSASERE OGBEIDE
5. PATRICIA OLUBUNMI ETTEH
6. OWOYOMI TEMITOPE
7. CHIBUOKE CHINENYE BRIDGET
8. OMOGUN-EICHIE UYINWEN MABEL
9. ARUGBUONJE TOCHUKWU S.
10. AUGUSTINE CHINONSO EZEANOGHIE
11. IWEZE MARIAM TITILOLA
12. EGOVWEMU EFETOBORÉ
13. MARK OKOH STANLEY
14. ADEKUNLE ISIAQ OPEYEMI
15. DAN-MUSA IBRAHIM GAMBO
16. SOTINWA OMOTORERA IBITOLA
17. ADAMU HAUWA PRINCESS
18. NNENNA LINDA ONYEKWULUJE
19. AMARACHI OKEWULONU
20. MILLICENT OSEIYI AIMUAN



Chief Joe-Kyari Gadzama, SAN; Partners and Counsel in Chambers of J-K Gadzama LLP



Partners and Counsel in Chambers of J-K Gadzama LLP with Pupils of Living Foundation International School during a one day excursion to J-K Gadzama Court



LEGAL HUMOUR

A little boy was in a cemetery with his mother. "Mommy," the boy asked ,
 "do they ever bury two people in the same grave?"
 "Of course not, dear."
 replied the mother. "Why would you think that?"
 "The tombstone back there said, Here lies a lawyer and an honest man."

Lawyer: "Judge, I wish to appeal my client's case on the basis of newly discovered evidence."
 Judge: "And what is the nature of the new evidence?"
 Lawyer: "Judge, I discovered that my client still has N500,000 left."

An airliner was having engine trouble, and the pilot instructed the cabin crew to have the passengers take their seats and get prepared for an emergency landing.
 A few minutes later,
 the pilot asked the flight attendants if everyone was buckled in and ready.
 "All set back here, Captain," came the reply,
 "except the lawyers are still going around passing out business cards."

UPCOMING EVENTS

AND CONFERENCES

1. Body of Senior Advocates of Nigeria (BOSAN) meeting, Lagos, 3rd July, 2016
2. Nigerian Bar Association National Officers Elections, 23rd - 24th July, 2016
3. Nigerian Bar Association, Abuja Section on Business Law (SBL) Committee workshop on "Enhancing Capital Market Integrity: Understanding the new SEC Code of Corporate Governance No. 2" - July/September 2016
4. Nigerian Bar Association 56th Annual General Conference, Portharcourt, Rivers State, 19 - 26 AUGUST, 2016
5. International Bar Association Annual Conference, Washington DC, USA, 18th - 23rd September, 2016
6. 2016 Abuja 6th Entry Course of the Chartered Institute of Arbitrators, September, 2016
7. J-K Gadzama LLP 9th Annual Lecture, November, 2016/55th Birthday Anniversary of Chief Joe-Kyari Gadzama, SAN
8. Chartered Institute of Arbitrators (UK) Annual Conference Gala Night and Induction, Abuja, 10th November, 2016

PARTNERS

1. CHIEF JOE-KYARI GADZAMA OFR, MFR, SAN, FCIArb. (UK)
FOUNDER/PRINCIPAL PARTNER
2. DR. TAHIR MAMMAN OON, SAN
SENIOR PARTNER
3. IGWE BONIFACE ONWUKA LL.M, MCIArb. (UK)
PARTNER/HEAD OF CHAMBERS, LAGOS OFFICE
4. HENRY MICHAEL-IHUNDE ESQ, ACIArb. (UK)
PARTNER/HEAD OF CHAMBERS, ABUJA OFFICE
5. TUNDE ONAMUSI LL.M (Lond.), MCIArb. (UK)
PARTNER/HEAD OF LITIGATION
6. KEFFAS GADZAMA ESQ (CP Rtd)
PARTNER

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5. OGUNLADE OLUWAROTIMI OLUSOLA ESQ
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29. MALLICK BOLAKALE ESQ
30. EDWARD NWOBI NWAJIAKU ESQ
31. EKE ELIZABETH CHINONSO (MISS)
32. OSEMWENGIE CLINTON ESOSA ESQ
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34. FIBERESIMA MODUPE IBITEIN (MISS)
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37. ESTHER IKPEME (MISS)

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1. NNEKA MOGHALU (MISS)
2. MANSURAT IBRAHIM (MRS)

NIGERIAN LAW SCHOOL (NLS) EXTERNS POSTED TO THE FIRM (JUNE - JULY 2016)

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4. JUDE OSASERE OGBEIDE
5. PATRICIA OLUBUNMI ETTEH
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18. NNENNA LINDA ONYEKWULUJE
19. AMARACHI OKEWULONU
20. MILLICENT OSEIYI AIMUAN

JURIS CONSULT

1. HON. JUSTICE ALFA MODIBBO BELGORE, CJN (RTD), GCON (FORMER CHIEF JUSTICE OF NIGERIA).
2. HON. JUSTICE GEORGE A. OGUNTADE, J.S.C (RTD) CON.



Who are we?

The Vox Populi Foundation for Leadership was founded in the year 2010 and was incorporated in the year 2012 by its founder Chief J-K Gadzama OFR, MFR, SAN, FCI Arb. (UK) (Of the Lincolns Inn, Barrister/Life Bencher/CEDR Accredited Mediator). The Foundation is a Non-Profit making institution formed to deepen the understanding of democracy by carrying out structured programmes that promote positive leadership qualities and ideals in the society. This is because we believe that a society can only evolve when the people have the opportunity to contribute to the process of governance and have a voice in the creation of policies and laws that affect them as a people.

How do we do this?!

We sincerely believe the best way to achieve this goal is to pursue initiatives that look at proffering solutions to the issues that interfere with governance. We look at utilizing the immense manpower of youths and able bodied people who are hungry to bring about a change in their society through direct engagement with society in a volunteer sign up process, which is one of the mechanisms we intend to employ to secure citizens' participation. This process of inclusion we believe will foster and build a common front that will enable people to improve on their understanding of what leadership connotes in their everyday lives and reinforce their commitment towards creating a better society.

Governance

Created with gifts by its founder Chief J-K Gadzama, the foundation is an independent, non-profit, non-governmental organization, with its own Board. The trustees of the foundation set policies and delegate authority to the Director General and senior staff for the foundation's operations. Zonal volunteer Heads in the 6 geo political zones explore opportunities to pursue the foundation's goals and formulate strategies for action.

Location

The Foundation is headquartered in Abuja. It conducts its activities through an increasing pool of volunteers from across the country.



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Our Vision

to promote, protect and safeguard the tenets and ideals of democracy leadership & good governance in our society.

What is Our Goal?!

to encourage citizens to participate in governance & support a platform that will inspire proactive leadership that will drive the free flow of democratic ideals and social justice.

Sign-up to Join and receive our e-mail Newsletter and Special Notifications

Your information will be kept confidential and used solely for our communications

Required Information

First Name: _____

Last Name: _____

Email Address: _____ @

Address: _____

City: _____ State: _____

Phone: _____

Upon completing the information sheet, you can detach and send to our address above or you can email us on

info@voxpathulifoundation.org

for further enquiries, call us on

+234 (0) 8156565619 and +234 (0) 8091320558

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We Care, God Heals





GADZAMA LLP

Legal Practitioners * Arbitrators * Mediators * Regulatory Consultants

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This publication among many other
articles and news from the firm are accessible online on the office website

www.j-kgadzamallp.com

**DISCLAIMER: The information contained in this Newsletter is not
legal advice. Please consult a lawyer for legal assistance.**