



## ASSOCIATION OF PROFESSIONAL PARTY ORGANIZERS AND EVENT MANAGERS OF NIGERIA

NEWSLETTER - DECEMBER 2020

I thank the Board, Exco & Members of APPOEMN for giving me the honour & privilege of being your President and putting their faith in me to lead the Association in the last 4 years. The years have flown by and seems like only a short time ago that we were elected in Surulere, it was down to the hard work of putting the Association together bouncing ideas off each other, making plans, generally working together as a team to move the Association forward. Our Association today is more structured, growth in membership and well recognized in the Nigerian industry and beyond. To say I have enjoyed my 4 years is an understatement I look back with many fond and happy memories, I am very proud of the Associations achievements in the last 4 years. I will like to thank all My Executive Team (The Dream Team), they served at a high level of commitment. I saw them leaving their homes over long weekends at times, neglecting their own businesses, taking mad criticisms from all sides but they endured. I could not have done this without you all, we fought, laughed, prayed and celebrated together. Thank you for your unyielding support, I definitely gained a family.

I will like to congratulate all our colleagues who have availed themselves to serve in the EXCO for the term 2021- 2022. I pledge my support and wish you all the best. Your work demands a high level of integrity and competence as a variety of skills are expected by all of you but I have no doubt you are all up to the task.

The level of exposure I received nationally, in the continent and internationally wouldn't be possible if I was not serving in this portfolio. My network grew so fast in various areas and stakeholders that the Event Industry deals with. I will continue to be a loyal member of APPOEMN, a mentor and give others an opportunity to grow like I received. I look forward to 2021 in the safe hands of our incoming President Mrs. Kuyoro & her Team. Mrs. K who I know with her enthusiasm and discipline will move the Association forward and I wish her & her team every success and above all an enjoyable 2 years & more.

# DEEPEST THANKS

I thank you All!  
With All My Love,  
Gbemisola Ope – (G.O)



*Farewell*  
**THE EXECUTIVE TEAM**  
2016-2020



*Welcome to the first edition of our newsletters which will be coming to you monthly from the secretariat which is aimed at better information dissemination to all members. It will be a recap of all important information and pointers to major activities coming up in the next month.*



## SUMMARY OF 2020

We started off 2020 Joyfully with our Owambe, an end off year/ new year thanksgiving event with so much enthusiasm. Going further to get ourselves prepared for the new year, we had an impactful training for our staff which are the engine of our companies. Shortly after this, the Covid-19 pandemic which had been ravaging the other parts of the world hit us in Nigeria, which made the government put lockdown on all activities.

The event Industry being one of the major Industries badly affected, we had to embark on different activities to encourage members to keep calm. We also had to implore our clients to postpone their events and not cancel. Then came the next phase where APPOEMN became the body the entire event industry was looking up to for directions, different meetings was held with the government at both Lagos state and Federal Levels and update given to all members on the phase we were in and the next lines of action. We were able to successfully give our report to the government on how going forward we intend to organize our Events with covid 19 compliant guidelines.

During the lockdown to keep ourselves socially active, The APPOEMN TV was launched and we had different interactive sessions 3 times a week. We also took the situation of our industry away from mere physical by having a day of Prayers for the Event Industry and for God to heal our land. God heard our prayers and we had a slight ease and the limit for events was increased and we were able to have covid-19 compliant events. We had several trainings online and our election held for the Executive Team for 2021 - 2022

Though our major activities as an association for the year 2020 was cancelled, we thank God for his mercies over our lives with the hope that very soon the pandemic will be over and we can go about our businesses again.

We wish you a very merry Christmas and prosperous 2021

Balogun Omolola  
Secretary



**LET'S TRANSFORM YOUR EVENT SPACE**

**LUXURY DECORATION**

DECORATION - EVENT PLACE - EVENT RENTALS  
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**KFA\_EVENTS**

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KFA EVENT CENTRE,  
KM 15, Lekki Expressway,  
Opposite Nicson Estate,  
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**Vision Board Session**

with **Cosch Bisi**

(A time to set goals for a purposeful 2021... As far as your eyes can see)

Fee **N20,000** Rescheduling Offer

10:00 AM (WAT)  
17TH JANUARY 2021  
Ikeja Lagos

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WISHING YOU JOY AND PEACE

**Season's Greetings**

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# CLIENT VS EMPLOYEE

**WHO COMES FIRST ?**  
**The Client or The Employees**

Let me begin with this quote by Richard Bradson

**“ Clients do not come first. Employees come first. If you take care of your employees, they will take care of your client ”**

You might have superb systems, world-beating tech, the latest materials , props and cutting-edge design, but if you don't have highly engaged people, you've most likely lost your key to success.

Over and over we hear how customers are always right , how the customer is king and how you as a business owner has to be at your best for your customer. How about being at your best for and with your staff ??

As a Human Resource professional and a business owner I have learnt that the focus is placed in the wrong place or at the least there is no balance.

The customer is king YES but your employees run the palace. It is the efficiency and effectiveness of those running the palace that determines the comfort of the king ; and the happiness of the palace staff ensures better efficiency and effectiveness in the running of your palace ( your business).

Having happy staff is important in the event industry since we are a people oriented industry. Our staff at all levels interact , socialize and are in the spotlight whether as ushers , supervisors, waiters, servers or drivers. You might have superb systems, world-beating tech, the latest materials , props and cutting-edge design, but if you don't have highly engaged people, you've most likely lost your key to success.

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We as business owners are judged by the way we treat our staff and their general appearance.

Let me share an experience , I worked with a caterer who is fabulous at her job. During this event , a guest reported one of her servers to her and immediately she slapped the boy while raining verbal insults on him. This guest was so disgusted and after the event the client spoke negatively about this lady.

Recently I reminded her about the incidence and she said it impacted negatively on her then and till date she is sometimes asked if she's the same person that beats her staff. Amongst servers she is disrespected , they would work for her to make money but do so without an iota of respect or regard. The slogan is "laslas she will slap us and verbally abuse us ". At the end of the day her plates and chargers are never complete . What is the worst that would happen ? - she would decline to pay the server for the day and would have lost materials worth thousands.

I am not against we scolding our staff but there are ways to go about it without making them feel inferior or beneath us because we pay them. The services they render , are our children able to do it for us ?

Our siblings ? It's service they are rendering, we are not doing them any favors.

Recently I mused over the fact that my grown kids are usually still in bed while my workers are already at work sorting and getting ready for the next event and sometimes sleeping at venues yet working through the day and it made me take it easier on my staff.



## MOTIVATE YOUR STAFF

When we look at the past few months , many business owners attitudes to their staff during the critical pandemic period was appalling. Many business owners checked on their clients more than they did their staff. Many times all a person wants is to feel good , feel like she or he matters and have a sense of ownership. Many people lost great staff during this period because they didn't look out for them. A call, 500 airtime periodically would have gone a long way to keeping a staff.

**I observe a lot of "ogas" during events, I form my opinion based on the actions of their staff.**

**Let's look at these 2 actions:**

1. As a boss you are standing looking stressed and without being asked, your staff brings you a chair and maybe a bottle of water - love and respect in action.

2. As a boss you are standing stressed and you have to shout at one of your staff to bring you a chair and some water - fear at work.

As simple as this looks, it speaks volumes.

In my professional opinion, I always advise business owners to try to treat their employees better than they treat their clients. This way, your employees also treat your clients like you would want because at the end of the day. Indeed, an employee loving you would speak better and go further than one that fears you.

If you literally put employees first you will have happy employees who will do all they can to ensure your business doesn't go under but if you put customers first, give them everything they want and allow them to harass employees, your workforce will seek greener pastures and you would've left helpless.

Thank you

Abidemi Adeyemi

Tammys Events

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*For comments / suggestions, kindly call:*

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*or send a mail to:*

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