

Kokolo Etiowo**Academics, research institutes and industries**

I am highly motivated to connect with people, share and learn new skills.

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**Core business****PHASE 2 Skill development**

This skills were developed by listening and applying the advices given by professional coaches (supervisors) and mentors. it was also done by joining professional boses such and the Royal Society of Chemistry, American Chemical Society and the Chemical Society of Nigeria. this enables me to connect with different people in the field and know new areas of research and skills that would need further development. I also enjoy teaching, not just in classrooms but in conferences and other presentations.

- *Takes a critical look at his skills and experience and regularly fine-tunes his career goals.*
- *Knows how to develop new skills to keep step with changing knowledge and needs.*
- *Relies on advice from competent professionals (coaching) or experienced staff and takes their opinions into account; uses his networks to manage his career.*
- *Is able to evolve gradually from technical expertise to managerial expertise.*
- *Helps his staff develop their skills and networks and assists them in achieving career development goals.*

PHASE 1 Evaluation

This is done by listening to constructive criticism and evaluations from team members and mentors. I also engage in feedback meetings and assesment

- *Evaluates the value of various documents concerning his field of expertise.*
- *Is able to judge his own results in terms of both quality and added value.*
- *Is willing to expose ideas to a critical audience; takes others' opinions of his work into account.*
- *Is willing to evaluate the work of other contributors and provides reasoned, realistic judgments of others' work.*

PHASE 1 Information management

- *Knows how to review the state of the art (SOTA) in a scientific topic.*
- *Makes efficient use of information-gathering methods, identifies pertinent resources, particularly bibliographic resources.*
- *Masters web-based research (e.g., bibliographic databases, patent databases)*
- *Knows how to judge the pertinence of information, critique sources and check source reliability.*
- *Designs and implements information-gathering and management systems using suitable technology.*
- *Addresses issues relating to the security and life cycle of data.*
- *Seeks out support from experts in information and data management.*



Personal and relational qualities

PHASE 2 Expertise and methods

- *Is familiar with recent progress in fields related to his own.*
- *Is able to engage in dialogue and collaboration with experts in other disciplines or fields of activity.*
- *Takes ownership of new research methods and techniques.*
- *Is able to document and evaluate his activities using statistical methods where applicable.*
- *Can formulate complex problems that correspond to new challenges.*
- *Is able to develop arguments in support of new projects.*
- *Knows how to adapt his arguments to his audience.*
- *Advises and assists his staff in making appropriate use of investigative methods, improving their performance and enhancing their skills.*

PHASE 1 Communication

- *Knows how to put together a persuasive presentation and communicate about his project or his activity.*
- *Understands, interprets and communicates appropriately in a register suited to his aims and his audience.*
- *Masters a range of communication tools.*
- *Masters his online identity.*
- *Contributes to the dissemination of knowledge within the company, and demonstrates effective teaching skills.*
- *Is proficient in at least English and one other world language.*

PHASE 1 Collaboration

- *Develops and maintains cooperative networks.*
- *Knows how to build a professional network for his own and the company's benefit.*
- *Is considered an authority in his field of expertise.*
- *Is able to envisage his work in a partnership framework; evaluates the benefits and limitations of a partnership and identifies shared and conflicting interests.*

PHASE 2 Analysis, synthesis and critical thinking

- *Knows how to apply his analyzing and synthesizing abilities to new fields.*
- *Takes ownership of new analytical methods.*
- *Has a novel and independent way of thinking and makes significant contributions.*
- *Questions "business-as-usual" scenarios in his activity.*
- *Advises his staff to help them develop their own capacities of analysis and synthesis.*
- *Stimulates critical thinking among his peers and his staff.*

PHASE 2 Open-mindedness and creativity

- *Explores related fields.*
- *Conceives new projects to find answers to essential questions.*
- *Encourages his staff to seek challenge, be curious and engage in scientific questioning.*
- *Defines and carries out innovative interdisciplinary projects with the help of contributors from various backgrounds.*
- *Serves as a vector of innovation, a realistic visionary, a constructive agitator.*
- *Encourages creativity and innovation among his staff.*
- *Has acquired professional experience abroad in a culture other than his own.*

PHASE 2 Commitment

- *Can picture himself in other contexts; applies his commitment and motivation to other activities and fields of expertise.*
- *Perseveres in his undertakings and projects; paves the way for other staff and supports them.*
- *Inspires the enthusiasm and commitment of his staff.*

PHASE 2 Integrity

- *Builds staff awareness of the need for responsible conduct of research.*
- *Advises his peers and staff concerning matters of respect, confidentiality, anonymity and intellectual property.*

PHASE 2 Balance

- *Knows how to deal with strong opposition.*
- *Draws on his strengths and transcends his weaknesses.*
- *Knows how to cope with pressure generated by his career or his personal life.*
- *Is able to keep his work and home environments separate.*

PHASE 2 Listening and empathy

- *Knows how to engage in active listening in various situations.*
- *Is careful to take his contacts' needs and frame of reference into account.*
- *Expresses gratitude regularly.*
- *Takes the needs of his staff into consideration, is sensitive to signs of stress and able to provide support and advice when needed.*

PHASE 1 Negotiation

- *Is able to detect people's unstated needs based on the requests they formulate.*
- *Knows how to reconcile the drivers, requirements and constraints of his contacts to reach a consensus, and is able to gather all the information needed to do so.*



Business management and value creation

PHASE 1 Project management

- *Plans projects to meet goals in accordance with strategy and priorities, and taking quality, deadline and budget constraints into account.*
- *Knows how to write specifications.*
- *Is accountable for resources used and for meeting the deadlines and quality requirements of the deliverable.*
- *Reacts efficiently and appropriately to change and unforeseen events.*
- *Conducts his project within a framework of auditing and evaluation, deploying the appropriate systems.*

PHASE 2 Managing change

- *Is able to get people to see the need for change.*
- *Defines objectives and rallies support for them.*
- *Creates momentum and builds alliances.*
- *Achieves initial results rapidly.*
- *Understands the possible causes of the failure of a change plan.*

PHASE 2

Managing risks

- *Analyzes and identifies the risks created by an activity.*
- *Educates and trains staff and partners in the implementation of appropriate risk management procedures.*
- *Takes social and environmental imperatives into account in the projects he manages.*
- *Educates and trains his staff in the imperatives of social and environmental responsibility.*

PHASE 2 Decision-making

- *Realizes that no one solution is perfect; can reconcile the imperatives of the market with the quest for technical optimization.*
- *Is able to make choices and assume the consequences of his decisions; has the ability to reconsider decisions when needed.*

PHASE 1 Obtaining and managing funding

- *Manages his own funding and is comfortable in discussions with budget, financial and economic decision-makers.*
- *Understands the funding process and knows how to determine the profitability of an activity.*
- *Knows how to answer a request for proposals and/or write a grant application.*

PHASE 2 People management

- *As a manager, makes appropriate use of the full spectrum of HR policies and management tools with regard to his teams (recruitment, promotion, evaluation, safety rules, principles of non-discrimination and diversity, etc.).*
- *Puts together and directs a team, taking advantage of the strengths and skills of each member.*
- *Has the ability to set objectives for his staff and evaluate their attainment.*
- *Knows how to delegate and monitor.*
- *Supports his staff; encourages them to become more autonomous and recognizes their commitment and results.*
- *Ensures the collective success of projects.*
- *Detects and nurtures the talents of his staff and supports to their professional development.*
- *Knows how to deal with conflicts.*
- *Involves his staff in decision-making.*
- *Has his own management style.*
- *Is able to define guidelines for safety and social responsibility.*
- *Accepts responsibilities beyond his defined scope for the good of the organization as a whole.*

PHASE 2 Producing results

- *Always seeks news ways to improve his performance and that of his staff.*
- *Knows how to detect opportunities liable to lead to a commercial application.*
- *Manages the transition from research to innovation: organizes processes and manages non-deterministic aspects.*
- *Meets the challenges and opportunities for value creation in his field.*
- *Deploys experimental platforms.*

PHASE 1 Intellectual and industrial property

- *Has basic knowledge of the rules of intellectual/industrial property and copyright as they apply to his own activities.*
- *Understands the advantages and drawbacks of filing a patent.*
- *Is aware of the importance of controlling the release of information.*

PHASE 1 Customer focus

- *Is attentive to national and international markets; takes incoming and outgoing communication (suppliers, customers) into account.*
- *Gathers information on the needs and expectations of internal and external customers.*
- *Uses his technical expertise and familiarity with products to propose solutions tailored to customers.*
- *Masters the basics of marketing.*



Strategy and Leadership

PHASE 2 Strategy

- *Observes his environment; recognizes discontinuities and micro-trends; detects weak signals.*
- *Develops his own approach and shapes his understanding of the topic.*
- *Encourages brainstorming and draws conclusions relevant to his area of activity.*
- *Regularly produces documents of a forward-looking and strategic nature.*
- *Makes sure that his activities contribute to the company's strategy and attainment of its objectives, and to the enrichment of his organization or sector of activity.*
- *Is familiar with various innovation strategies.*
- *Ensures that his staff is aware of and understands their environment and the importance of strategy.*

PHASE 1 Leadership

- *Exercises leadership in connection with a project of which he is in charge.*
- *Knows how to be persuasive and enlist support for a project*
- *.Mobilizes skills for a project of which he is not in charge; manages human resources even when people do not officially report to him.*
- *Builds alliances.*
- *Establishes relationships based on trust.*