CAPABILITY STATEMENT

Building institutions. Strengthening governance. Resolving disputes.

Avid & Grace Consults is a strategic advisory and consulting firm working with governments, judiciaries, professional bodies, universities, corporations and development organisations to build institutions that hold — governance systems that work, professional bodies that grow, and dispute resolution frameworks that carry public trust.

> We do not simply advise organisations on what needs to change.
> We help them understand how to make that change happen.

FIRM
Avid & Grace Consults

PRINCIPAL PARTNER
Shola Oshodi-John, FCArb, IMI Certified Mediator

REGISTRATION
RC 8150527

ESTABLISHED
2025 · Lagos, Nigeria

PRACTICE
Governance · Institutional Development · ADR · Legal Advisory

FOOTPRINT
Nigeria, Africa and the Commonwealth

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01 Who we are

The effectiveness of an institution goes beyond the policies it adopts or the structures it establishes. It depends on the quality of its leadership, the strength of its governance framework, the effectiveness of its systems, and its ability to translate strategy into measurable results.

Avid & Grace brings legal expertise, institutional knowledge and organisational development experience together in one practice. We work alongside leadership — boards, registrars, chief executives, permanent secretaries and partners — to diagnose what is actually holding an institution back, design what should replace it, and stay through implementation until the new system is carrying its own weight.

Our work is practical by design. Every engagement ends with something the client can operate without us: a governance framework, a functioning secretariat, a certification system, an arbitration centre, a body of trained people.

02 How we work

1. **Understanding.** We develop a clear understanding of the organisation, its objectives and the real constraints it is operating under.
2. **Assessment.** We examine existing structures, governance arrangements, policies and operational systems — against the standard the institution is judged by, not against itself.
3. **Strategy.** We develop practical, context-specific recommendations that leadership can defend to a board, a council, a regulator or a funder.
4. **Implementation.** We support organisations in translating recommendations into action — we do not leave the report on the shelf.
5. **Sustainability.** We build systems and practices that outlast the engagement, and hand over capability rather than dependency.

03 What we do

Institutional Development

Strengthening the structures, systems and operating capacity of institutions undergoing reform or growth.

- Institutional assessments and reviews
- Restructuring and strengthening
- Secretariat modernisation
- Strategic planning and implementation
- Organisational capacity development

Governance Advisory

Governance systems that promote accountability, transparency and institutional effectiveness.

- Governance audits and health checks
- Board effectiveness and performance reviews
- Governance frameworks and policy development
- Compliance and accountability systems
- Institutional risk assessment

Arbitration & ADR Advisory

Advisory to organisations establishing, strengthening or reforming their dispute resolution frameworks.

- Arbitration and mediation centre development
- ADR institutional capacity building
- Case management systems
- Online Dispute Resolution (ODR) implementation
- Court-connected ADR frameworks

Professional Body Consulting

Governance, membership and professional development systems for associations and membership institutions.

- Membership growth and retention strategy
- Certification and accreditation frameworks
- CPD systems
- Professional standards and regulatory frameworks
- Secretariat management and strengthening

Legal Practice & Consultancy

Legal advisory for organisations navigating corporate, contractual and regulatory exposure.

- Corporate legal advisory
- Contract drafting and review
- Regulatory compliance
- Legal risk assessment
- Commercial and institutional legal support

Leadership & Change Management

Supporting leaders through institutional change and building resilient organisational cultures.

- Executive coaching
- Leadership development programmes
- Governance training and masterclasses
- Organisational transformation
- Change readiness and management

04 Flagship solutions

Structured, scoped engagements — each with a defined diagnostic, a deliverable and an implementation path.

Governance Health Check

A structured diagnostic of the governance system: board composition and effectiveness, committee structure, delegations, policy architecture, risk oversight and accountability lines — delivered as a priorities report.

Board Performance Review

Independent evaluation of board performance, skills mix, succession readiness and decision quality, with a development plan for the board as a body and for individual members.

ADR Readiness Assessment

Assessment of an institution's dispute resolution capability — rules, case administration, panel capacity, technology and public confidence — with a roadmap to accreditation standard.

Arbitration Centre Start-up Package

End-to-end establishment: legal and institutional structure, rules and procedures, panel recruitment, case management systems, fee schedules, branding and launch.

Secretariat Excellence Programme

Conversion of a secretariat from administrative support into the operational engine of the institution — structure, staffing, SOPs, records, reporting, digital systems and service standards.

Professional Body Growth Blueprint

Membership growth, retention and revenue strategy: value proposition, member journey, examination and fellowship pathways, branch structure and engagement model.

Institutional Transformation Programme

A multi-phase reform programme for institutions in transition — diagnostic, design, governance restructuring, capacity building and managed implementation.

Training & Certification Framework Design

A full professional development architecture: competency map, curriculum, assessment, certification levels, CPD compliance and trainer accreditation.

05 Who we serve

Government and public institutions
Federal and state ministries, agencies, public institutions, regulatory bodies

Professional associations
Professional institutes, regulatory bodies, membership organisations, industry associations

Private sector organisations
Corporations, financial institutions, insurers and businesses requiring governance or legal advisory

Judiciaries and judicial institutions
Courts, judicial institutes, access-to-justice and dispute resolution bodies

Universities and academic institutions
Law faculties, business schools, governance institutes, university-based ADR centres

International development organisations
Development partners and institutions supporting governance reform and access to justice

06 Why Avid & Grace

Practical experience

Advice informed by decades of professional and institutional leadership — not by theory applied from outside.

Integrated expertise

Governance, legal advisory, institutional development and dispute resolution in one practice, so the client is not left stitching four consultants together.

Context-specific solutions

Nigerian and African institutional realities are the starting point, not an afterthought.

Institutional perspective

We understand the structures, relationships and political economy that determine whether a reform actually lands.

Commitment to results

We design for implementation, evaluation and sustainability — measurable, defensible, and operable after we leave.

Discretion

Much of our work is sensitive. Engagements are handled with the confidentiality institutions expect.

07 The Principal Partner



Shola Oshodi-John

FCARB · IMI CERTIFIED MEDIATOR · SMP · MPPM · MEMBER, SOCIETY FOR CORPORATE GOVERNANCE NIGERIA

Shola Oshodi-John is a legal practitioner and organisational development professional with more than three decades at the bar and close to two decades building and running institutions. She is a Fellow of the Nigerian Institute of Chartered Arbitrators and an IMI Certified Mediator, and served as Registrar and Chief Executive Officer of the Nigerian Institute of Chartered Arbitrators — one of the foremost arbitration institutions in Sub-Saharan Africa.

That role is the source of the firm's authority. Running a professional institute means governing a governing body: answering to a council, growing a membership base, designing examinations and fellowship standards, administering cases, managing a secretariat, and earning the confidence of the judiciary and the profession at the same time. Few advisers in the region have carried that weight personally.

She also brings governance experience from the corporate side — membership of the Society for Corporate Governance Nigeria, a Master in Public Policy and Management, and the Senior Management Programme — and has taught, trained and mediated across the Commonwealth.

08 Ways to engage

Diagnostic

A fixed-scope assessment — governance health check, ADR readiness, institutional review — ending in a findings and priorities report.

Project

A defined reform or build: secretariat modernisation, certification framework, arbitration centre establishment, transformation programme.

Retainer

Ongoing governance advisory, board support, legal and regulatory counsel, or ADR administration support on a retained basis.

Engagements begin with a scoping conversation at no cost, followed by a written proposal setting out scope, deliverables, timeline, team and fees.

Let's work together

Whether your institution is considering governance reform, institutional restructuring, professional body development, arbitration centre establishment, leadership transformation or strengthening its dispute resolution framework — we are ready to engage.

Shola Oshodi-John · Principal Partner

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