AVID & GRACE CONSULTS

COMPANY PROFILE
2026

AVID & GRACE CONSULTS

Building Institutions. Strengthening Governance. Resolving Disputes.

Avid & Grace Consults is a strategic advisory and consulting firm providing specialised services in institutional development, governance advisory, arbitration and alternative dispute resolution, legal consultancy, and organisational transformation.

BUILDING INSTITUTIONS · STRENGTHENING GOVERNANCE · RESOLVING DISPUTES

PRINCIPAL PARTNER
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SECTION ONE

01 WHO WE ARE

Avid & Grace Consults is a strategic advisory and consulting firm providing specialised services in institutional development, governance advisory, arbitration and alternative dispute resolution, legal consultancy, and organisational transformation.

We work with governments, public institutions, professional associations, corporations, universities and development organisations to strengthen institutional capacity, improve governance systems, develop sustainable structures and resolve complex disputes.
We recognise that 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.
At Avid & Grace, we combine legal expertise, institutional knowledge and organisational development experience to provide practical, context-specific solutions that help organisations become more effective, accountable and sustainable.

SECTION TWO

02 OUR VISION

> *To become a leading advisory and consulting firm recognised for strengthening institutions, advancing effective governance and promoting credible dispute resolution systems in Nigeria, Africa and beyond.*

SECTION THREE

03 OUR MISSION

> *To provide strategic, professional and results-driven advisory services that empower institutions to improve governance, strengthen organisational capacity, manage change and resolve disputes effectively.*

SECTION FOUR

04 OUR CORE VALUES

Our work is guided by the following principles:

Professionalism

Maintaining high standards of competence, service delivery and professional conduct.

Integrity

Upholding honesty, transparency, independence and accountability in every engagement.

Excellence

Pursuing quality, innovation and continuous improvement.

Collaboration

Building meaningful partnerships and working closely with clients and stakeholders.

Practical Impact

Developing solutions that address real institutional challenges and deliver sustainable outcomes.

SECTION FIVE

05 OUR AREAS OF EXPERTISE

Avid & Grace Consults provides specialised advisory services across six principal areas.

A. Institutional Development

We support institutions seeking to strengthen their structures, improve operational effectiveness and achieve sustainable growth.

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

B. Governance Advisory

We help organisations establish and maintain effective 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.

C. Arbitration & Alternative Dispute Resolution (ADR)

We provide advisory services to organisations seeking to establish, strengthen or improve their dispute resolution frameworks.

- Arbitration and mediation centre development.
- ADR institutional capacity building.
- Arbitration and mediation case management systems.
- Online Dispute Resolution (ODR) implementation.
- Court-connected ADR frameworks.
- ADR policy development and advisory.
- Dispute resolution training and professional development.

D. Professional Body Consulting

We work with professional associations and membership-based institutions to strengthen their governance, membership structures and professional development systems.

- Membership growth and retention strategies.
- Certification and accreditation framework development.
- Continuing Professional Development (CPD) systems.
- Professional standards and regulatory frameworks.
- Secretariat management and institutional strengthening.

E. Legal Practice & Consultancy

We provide legal advisory services to organisations navigating corporate, contractual and regulatory challenges.

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

F. Leadership & Change Management

We support leaders and organisations in navigating institutional change, improving leadership effectiveness and building resilient organisational cultures.

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

SECTION SIX

06 OUR FLAGSHIP SOLUTIONS

To address specific institutional and organisational challenges, we offer structured consulting solutions, including:

- Governance Health Check.
- Professional Body Growth Blueprint.
- ADR Readiness Assessment.
- Institutional Transformation Programme.
- Board Performance Review.
- Secretariat Excellence Programme.
- Arbitration Centre Start-up Package.
- Training and Certification Framework Design.

These solutions are designed to help organisations identify gaps, strengthen existing systems and implement practical improvements.

SECTION SEVEN

07 WHO WE SERVE

Our services are designed for organisations across the public and private sectors, including:

Government and Public Institutions
Federal and state ministries, government agencies, public institutions and regulatory bodies.

Professional Associations
Professional institutes, regulatory bodies, membership organisations and industry associations.

Private Sector Organisations
Corporations, financial institutions, insurance companies and businesses seeking effective governance and legal advisory support.

Judiciaries and Judicial Institutions
Courts, judicial institutes and institutions interested in strengthening access to justice and dispute resolution systems.

Universities and Academic Institutions
Universities, law faculties, business schools, governance institutes and university-based ADR centres.

International Development Organisations
Development partners, international organisations and institutions supporting governance reform, institutional development and access to justice.

SECTION EIGHT

08 OUR PRINCIPAL PARTNER



Shola Oshodi-John

PRINCIPAL PARTNER, AVID & GRACE CONSULTS

Shola Oshodi-John is a seasoned legal practitioner and organisational development professional with over 30 years of experience in legal practice and more than 20 years of experience in organisational development.

She is a Fellow of the Nigerian Institute of Chartered Arbitrators (FCArb), an IMI Certified Mediator and a former Registrar/Chief Executive Officer of the Nigerian Institute of Chartered Arbitrators (NICArb).

Her professional background also includes the Senior Management Programme (SMP), a Master in Public Policy and Management (MPPM), and membership of the Society for Corporate Governance Nigeria.

Her experience in institutional leadership, professional body administration, arbitration and organisational development provides a strong foundation for the firm's advisory approach. Having occupied a leadership position within one of Nigeria's foremost arbitration institutions, she brings practical insight into institutional governance, professional development, dispute resolution administration and organisational sustainability.

At Avid & Grace Consults, this experience informs the firm's commitment to developing practical solutions that strengthen institutions and improve organisational performance.

SECTION NINE

09 OUR APPROACH

We believe that effective consultancy must go beyond identifying challenges or producing recommendations. Our approach is built around five principles:

1 **Understanding.**
Developing a clear understanding of the organisation, its objectives and its challenges.

2 **Assessment.**
Examining existing structures, governance arrangements, policies and operational systems.

3 **Strategy.**
Developing practical and context-specific recommendations.

4 **Implementation.**
Supporting organisations in translating recommendations into action.

5 **Sustainability.**
Promoting systems and practices that deliver lasting institutional improvement.

We recognise that every organisation is different. Our solutions are therefore informed by the specific needs, objectives and operating environment of each client.

SECTION TEN

10 WHY AVID & GRACE CONSULTS?

We bring together a combination of legal expertise, institutional experience and organisational development knowledge. Our value lies in:

Practical Experience

Our advisory approach is informed by decades of professional and institutional leadership experience.

Integrated Expertise

We bring governance, legal advisory, institutional development and dispute resolution together.

Context-Specific Solutions

We recognise that effective solutions must reflect the realities and needs of each organisation.

Institutional Perspective

We understand the structures, relationships and systems that influence organisational performance.

Commitment to Results

We focus on solutions that can be implemented, evaluated and sustained.

SECTION ELEVEN

11 OUR COMMITMENT

At Avid & Grace Consults, we are committed to contributing to the development of stronger institutions, more effective governance systems and credible dispute resolution frameworks.

We believe that sustainable institutional growth requires more than policies and formal structures. It requires effective leadership, accountability, professional competence and the willingness to continuously improve.
Our objective is to help organisations bridge the gap between institutional aspirations and actual performance.

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

SECTION TWELVE

12 LET'S WORK TOGETHER

Whether your organisation is considering governance reform, institutional restructuring, professional body development, arbitration centre establishment, leadership transformation or strengthening its dispute resolution framework, Avid & Grace Consults is ready to engage.
We welcome opportunities to collaborate with government institutions, professional bodies, corporations, universities and development partners.

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