

**ANIEKAN OFFIONG**

**Living the Dream**

**The Second story Dr. Aniekan Offiong a role model who teaches lessons,  
we must learn to realize our Dreams.**

**Living the Dream**

**By**

**Dr. Aniekan Offiong**

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## **LESSONS TO BE LEARNT**

1. Your Dream must be absolutely clear to you.
2. Discover your ability to fulfil your Dreams
3. Develop a concrete plan for the realization of your Dream
4. Develop the passion for your dream
5. Believe in your dream
6. Understand that your present job may contain hidden potentials that will help you realized your dreams.
7. Your Residence is your number one office
8. Do not involve in activities that will not lead to the realization of your dreams.
9. Associate with people who will help you realized your dreams.
10. Disassociation from people who will hinder the realization of your dreams. [Etifias betrayals]
11. Make sure your potential spouse supports your dreams.
12. The resources to fulfil your dream is usually hidden until you begin to act on your dreams.
13. You must spent time to think about achieving your dream to make it come true.
14. You must be patient in seeing the fulfilment of your dream
15. You must stay connected to God for your dreams to come true.

## PROLOGUE

Dr. Aniekan Offiong is well known for his campaign to enhance sustainable development through his activities as Founder and President of the International Research and Development Institute (IRDI). In *Living the Dream* he tells this inspiring story of his IRDI dream and his commitment to fulfilling it. Taking you through the formative years of IRDI to the opening of the Deltona International Schools at the Institute's Palace of Learning. The book is filled with fascinating narrative of the intimate and supportive relationship he has with his wife Janet and their 6 children. In *Living the Dream* Dr. Aniekan Offiong reveals his relationship with IRDI Directors, Staff, members and visiting scholars. He gives in a candid manner the internal working of the Pan-African Book Company the Book machine and one of the Institute's money machines. In *Living the Dream*, Dr. Offiong gives an exciting account of his return to his alma matter the University of Nigeria, Nsukka to launch the Institutes Programme, the nationalization of the programme and the internationalization of the phenomenon. The book provides a detail account of the construction and running of both the Institute's Presidential lodge and the Palace of Learning. He opens up on the dreams he shared with his wife Janet on providing decent housing and world class education at affordable cost to as many people as possible. The Book ends with fourteen lessons to be learnt from the life of Dr. Aniekan Offiong on achieving personal and corporate dreams.

## INTRODUCTION

Many people have asked me in private and public what is the key to your success in the Institute. My reply to them is Living the Dream. In my first book *Power of the Dream* I had emphasis the need for you to have your own dream. In this my second book *Living the Dream* emphasis is on acting on your dream. Having a dream is inherent in being human, but people rarely act on their dreams. We are often too busy pursuing material things, such that at the end of the day many of us are tired. Years will be passing and we have not accomplished what we wanted to build or create. In my first book *Power of the Dream* I said that the poorest person is a person without a dream, but in this second book *Living the dream* I say that the most frustrated person is someone who has a dream but does not know how to make it come true. A frustrated person is a person who has allowed his dream to become a night mare. The difference between the dreamer who realizes his dream and the dreamer whose dream has become a nightmare is that the dreamer who succeeds has a clear vision and acts on it using the principle of Living the Dream. In *Living the IRDI Dream* I had followed the Principle of Living the Dream without privilege of first study of them. When the IRDI vision come to me in 1997 soon after I received my PhD, I wasted five years struggling because the principle of Living the Dream where not yet revealed to me. In 2002 after a divine encounter the principle of Living the Dream where revealed to me and that changed my life and faith of the IRDI. Within six month of this revelation I turned into a millionaire.

In living your dream you have an advantage as this principle of living the dream are now outline for your study and scientific application through my life history, the history of IRDI and fourteen lesson we must learnt in achieving personal and cooperate Dreams.

The vision of building the International Research and Development Institute came to me in 1997 after I had been awarded the first PhD in my Department. I shared this vision with two contemporaries at the University of Nigeria, Nsukka who I can proudly refer to as Co-founders, Prof. J. E. Eyo and Prof. E. S. Samuel. During the course of my Doctorial studies, I had discovered that much good research is done in our Universities and Research Institutes, but more of it needs to reach the people who can use it. The main reason for this failure in communication was identified as the absence of forums and schools which addresses the Intellectual and Educational needs of the Third World. This was and is still the reason for the establishment and sustenance of the International Research and development Institute (I.R.D.I). The First Council

of the Institute was a three man Council made up of Dr. Aneikan Offiong, Prof. J. E. Eyo and Prof. E. S. Samuel. The first office of the Institute was secured at White House, Olivert Hill, Ibagwa road, Nsukka. Prof. J.E. Eyo was a very valuable asset as he was already an established scholar and an academic Publisher. He volunteered to set up the first Bureaucratic Structure for the Institute, and assisted in the recruitment of competent staff and computer literate Secretaries which was not an easy task in 1997 in Nsukka environment. The staff at Prof. J. E. Eyo's Editorial suit trained the Institute's first set of staff at White House. On my movement to Uyo, Prof. J. E. Eyo and Prof. E. S. Samuel continued in the supervision and operation of the office until it was decided that the Headquarters of the Organization should be move to Uyo. Several factors were responsible for this decision apart from the increasing difficulties in communicating with me in Uyo. The most important of them all was our inability to secure at least 10 Hectares of land needed to build the Institutewhich was expected to be a complete intellectual community with a Library, Computer Centre, Hotel, Education facilities, Hostel, Guest House, Conference facilities, Church facilities and Schools. In 2001, the Headquarters of the Institute was official moved to No. 66 IkotEkpene road, Uyo, Nigeria by Engr. Daniel Nnadi, a Director of the Institute and Businessman (now lecturer at the Michael Okpara University of Agriculture, Umudike, Abia State, Nigeria). During this period, more people joined the Institute at the Council level. They include Mrs. Janet Offiong (my wife and Vice President of the International Research and Development Institute, Uyo, Nigeria), Dr. Bede Asuquo – of blessed memory (University of Uyo, Nigeria), and Group Captain Charles Usoh (Nigerian Defence Academy, Kaduna). The Executive Committee of IRDI Research and Development Network was also constituted with Dr. E. V. Clark (Delta State University, Abraka, Nigeria) as Chairman and Dr. (Mrs.) Mary Iwundu (University of Port Harcourt, Nigeria) as Vice Chairman. Other members of the Executive Committee were Dr. Paul B. Okon (University of Calabar, Nigeria), In 2002, and Prof. (Mrs.) Edith Chukwu (Rivers State University of Science and Technology, Port Harcourt, Nigeria). In 2002 Engr. Nseobong Okpura now Lecturer at the University of Uyo was appointed the First C.E.O of the Institute. In 2003, Engr. Idorenyin Markson who has been in the service of the Organisation since 1998 succeeded him but was soon replaced by Engr. Victor Mbom after he was offered employment as a lecturer in University of Uyo, Nigeria. Engr. Victor Mbom [now Research Officer in National Agency for a Science and Technology] was replaced by Mr. Ubong Boniface, who was replaced by Mr. Nsibiet John [now publisher of the Ink Newspaper] who was replaced by Dr. Emmanuel Isaac Akpan (Now Lecturer at Ambrose Ali University Ekpoma)

Dr. Emmanuel Isaac Akpan was assisted by Dr. Samuel Hanson (Now Lecturer in Akwa Ibom State University, Ikot Akpaden). The present C.E.O, Mr. Unyime Basseyy succeeded Dr. Emmanuel Isaac Akpan in 2010. During the appointment of the present C.E.O, the Administration of Institute was organized and the post of Executive Secretary was created and has since 2010 being occupied by Mrs. Ekaette Etukikpa (Nee Ekaette Umoikpe). At Nsukka, the Institute did not keep permanent staff at the secretariat but rather relied on part time staff that were recruited and trained by staff at Prof. J. E. Eyo's Editorial Suit headed by Miss Nkiru. These staff were coordinated by Mr. Francis Okafor now Dr. Francis Okafor of the Energy Centre, University of Nigeria, Nsukka. The first Staff of the Institute at Uyo was Miss Esther Jaja employed in 2001, she worked with a Manual Typewriter as she was not then computer literate. This Manual Typewriter had to be rent at the cost of ₦300 per month as the Institute did not want to buy a new typewriter knowing that the technology was being phase out. The office space was a small room at No. 66 Ikot Ekpene Road, Uyo. Within two month the Institute moved into a three room flat office apartment in the same building. Ten state of the art computers were acquired for the Institute through a loan raised from the University of Uyo Staff Cooperative. Miss Ekaette Obot an experience computer operator was hired followed by Miss Emem S. James and Abigail Udoyong. The Institute also set up a computer training centre to help in reducing the prevalent of computer illiterates in Uyo and also to help in upgrading their newly employed staff. The centre has trained hundreds since it inception in 2001. Miss Esther Jaja left the Institute computer literate. The Institute has hired a number of staff since it inception. At the Directorate level we have Mr. Kufre Offiong Director Membership who also double as the Chaplain and Mr. Nsikak-Abasi Friday Johnson Director of Publication who was later dismissed for defrauding the Institute several millions of Naira. Others who joined at directorate level Mrs. Inimfon Ubong Connel, Mrs. Uduak Otobong, Miss Uduak Johnson, Miss Augustina Peters, Miss Mandu Itina . Mrs. Affiong Paul Okon, Mrs. Ejoke Okpura, Miss Sitobong Offiong, Mr. Peter Jackson and Miss Shulomite Udom. At the secretariat level the institute has hired several staff since its inception prominent among them are Mr. Imo Amos Udo first Administrative Secretary Deltona International School, Miss Blessing Nyong Etim Financial Officer, Miss Nkoyo Hanson Sam Administrative Secretary IRDI and Mr. Ubong Essien Udosen ICT Officer and Web Administrator. Others are Mail Secretaries, Miss Inemesit Samuel Udofia, Miss Esther Basseyy, Miss Christiana Morgan, Mr. Simon Peter Joseph, Miss Idoreyin Samuel, Mr. Joseph Noah, Unwana Asuquo Edet all Mail Officers We also had Aniema Thompson, Mr. Inyang George Inyang

and Edo-Abasi E. Udoidung as Subscription Officers. Also we have Idorenyin Udoh and Bright Nnamdi Eze as conference financial officers and Conference Programme officer respectively. We have Mr. Utibe John and Mr. Isaac Sunday as Compound Officer. Others include Miss Joyce Kingsley Ekadem, Miss Itoro Bassey Udoh, Miss Gloria Okon Asuquo and Mrs. Joy Anthony Idio. All Secretariat officers also include are Mr. Etim Unah and Mr. Joshua Iniobong Wilson both Transport officer. We also had Mrs. Agnes Nnamdi and Miss Promise Inyang as Education Officers. God will bless all faithful Directors and Staff. Their labour will never be in vain. The first Annual Conference of the IRDI Research and Development Network was held at the Conference Centre, University of Calabar, Nigeria in 2006. Those present at the event were Prof. Bassey O. Asuquo (Vice Chancellor, University of Calabar, Nigeria); Dr. E. Abara (Deputy Vice Chancellor, Cross River University of Technology, Nigeria); Dr. Uwem Affiah (Chairman, LOC); Dr. Aniekan Offiong (President IRDI); Prof. Onookome Okome (Keynote Speaker, University of Alberta, Canada); Prof. Friday Nbon (Deputy Vice Chancellor, University of Calabar, Nigeria); Dr. G. O. Nwankwo (Dean, Faculty of Social/Management Science, Adamawa State University, Nigeria); Dr. Timothy Talor Mac-Ojong (University of Beau, Cameroon); Prof. Paul Mbangwana (Dean, Faculty of Arts, University of Buea, Cameroon); Dr. Paul B. Okon (Executive Member IRDI- RDN). The Vice Chancellor of the University of Calabar, Nigeria, Prof. Bassey O. Asuquo, declared the occasion open and enjoined members of the Institute Research and Development Network to maintain a high standard in their academic pursuit. IRDI Research and Development Network started as the IRDI Science and Technology Forum and was headed by Prof. Joseph Eyo of the University of Nigeria, Nsukka. The forum had its first Conference on November 15-18, 2005, at the Community Centre University of Uyo, Nigeria. In 2006, those in other fields of research including Humanities, Social Sciences and Management Sciences demanded from the Institute the formation of their Association. Yielding to their demand, the Institute authorized the formation of an all inclusive Association, the IRDI Research and Development Network whose main objectives are to promote and regulate the academic activities of the Institute and their members. By the year 2006, the International Research and development Institute which was a dream in 1997 metaphorsed into a truly International Organization having over 10,000 members spread over 20 countries. IRDI Conferences have attracted more than 20,000 participants from over 30 countries in the last ten years. The IRDI is publishing or sponsoring the publication of over 70 Journal titles in nearly all the field of studies. The Institute also set up the Pan-African Book Company that has published many Secondary and Tertiary Education text



Books. Foundation prominent members of the Institute part from those mentioned earlier include Dr. Mohammed I. Baza (University of Maiduguri, Nigeria), Dr. (Mrs.) Frida Nnekang (University of Buea, Cameroon), Mrs. Hasiya Mohammed (College of Education, Minna, Nigeria), Prof. O. J. Obuagu (Nnamdi Azikiwe University, Awka, Nigeria), Dr. (Mrs.) Patricia B. Mireku-Gyimah (University of Mines and Tech. Tarkwa, Ghana), Dr. Ijeoma C. Ejezie (University of Abuja, Nigeria), Dr. Toochukwu C. Ogwueleka (University of Abuja, Nigeria), Dr. Anthony C. Igboanugo (University of Benin, Nigeria), Dr. R. T. Idowu (University of Maiduguri, Nigeria), Dr. Obiora O. Ikpeze (Nnamdi Azikiwe University, Awka, Nigeria), Dr. Bartholomew Eze (University of Port Harcourt, Nigeria), Dr. Timothy Tabot Mac Ojong (University of Buea, Cameroon), Dr. N. B. Isong (University of Uyo, Nigeria), Engr. O. O. Antia (University of Uyo, Nigeria), Dr. Hannah M. Mugambi (American University of Nigeria, Yola, Nigeria), Dr. Mwalim Albert Mugambi (The Catholic University of East African, Kenya), Prof. Sitwala Imenda (University of Zululand, South Africa) Mr. Ita D. Effiom (University of Uyo, Nigeria), Dr. Christian N. Uzongu (University of Nigeria, Nsukka, Nigeria), Dr. A. I. Uzongu (Madonna University Okija, Anambra State, Nigeria), Dr. Usman Ahmad Mohammed, (Nigeria Defence Academy Kaduna, Nigeria) and Dr. M. D. Mukhtar (Bayero University, Kano, Nigeria). This distinguish scholars put in a lot of time and money to ensure that the institute maintain a world class standard. They made several local and international trips to advance the cause of the Institute. God will bless them all. Their labour will never be in vain. In 2007 the IRDI completed and moved into its first Presidential lodge, a two storey building located in the heart of Uyo, capital city of Akwa Ibom State, Nigeria at No. 63 Itiam Street. This building served as the Secretariat and Implementation office from 2007 to 2012 when the Institute moved to its permanent site at 210/212 CalabarItu Highway, UruaEkpa Junction, Uyo, AkwaIbom State, Nigeria. The IRDI Permanent site is a model Intellectual Community Centre located on a beautiful 20,000 square meter site along CalabarItu Highway by the Science and Technology Park, Uyo, AkwaIbom State, Nigeria. The first phase of the construction work which began in 2006 was completed in 2012 and these included perimeter fencing, office blocks, conference hall, church auditorium, guest house, farm house and restaurant/bar. The second phase of construction which includes a three story multipurpose building named "Palace of Learning" which was completed in 2014. This building houses the Deltona International Schools set up by the Institute in September 14, 2015. Educational facilities and Schools were to be added to the Institute Facilities in order to stimulate interest in Scholarship from Nursery/Primary School

through Secondary School to the University level. "Living the Dream" basically means "doing what you want to do..." or Living the type of life you want to live without any regrets achieving all your goals. Enjoying the fruits of your labour. Being in real life who you had wished to be when you were younger. To God be the Glory through my activities as Founder and President of the International Research and Development Institute (IRDI), I am Living the Dream

**PREPARING TO LIVE THE DREAM**

I was born on June 26, 1969 into the Royal Family of Nung Ayan in Afaha Ikot Obio Nkan Ibesikpo, Ibesikpo Asutan Local Government Area of Akwa Ibom State, Nigeria. I was very fortunate in having a happy childhood and a very supportive family. My father had graduated from the University of Ibadan with a Bachelor degree in Special Education and there after obtained a masters degree in Guidance and Counselling from the University of Calabar, Nigeria. He later joined the Akwa Ibom State Secondary School system where he rose to the rank of principal and headed several schools before his death in active service in 1997. Although like most women of her generation, my mother had not attained a University before marriage, she later attained the University of Calabar Nigeria and obtained the National Certificate in Education and became a teacher. She later joined the Akwa Ibom State Primary Schools system where she rose to the rank of Headmistress and headed several schools before her retirement in 2013. I started my Primary Education in 1973 at the Lutheran Practicing School, Ibakachi, Ukpom in Ikono Local Government Area of Akwa Ibom State, Nigeria. The primary school was the demonstration arm of the Lutheran Teachers college, Ibakachi where my father was a teacher and the house master of Anderson House. We are all members of Lutheran Church of Nigeria, whose Headquarter is in my village at Obot Idim. My days at the Lutheran Practicing School ended in 1977 when my father left for further studies at the University of Ibadan and my mother move to the Teacher Training College at Ifoho, Ikot Ekpene to complete her teacher training programme at the college. My sisters Uduak and Magdalene were enrolled in Convent School Ifoho, Ikot Ekpene (Girls only) while my brother and I had to be enrolled in Saint Ann Primary School Ifoho, Ikot Ekpene (Boys only School). This was where I finish my primary Education at aged 10. In 1979, the same year that I finish primary school, I was admitted into the Prestigious Federal Government College, Ikot Ekpene to start my Secondary Education. Federal Government Colleges were created by the post civil war. Federal Government in Nigeria as unity schools. They were designed to provide an excellent all round education while at the same time developing in this chosen set of young Nigerians high patriotic values and the spirit of unity. I still cheer these values.

During my final year in the college I bought the Joint Matriculation Examination Form and applied to study Mechanical Engineering at the University of Nigeria, Nsukka. The Examination was successful because I had prepared for it. Also in the West African Examination Council (WAEC) General Certificate Examination I had a in all the Nine Subjects that I

registered for except English which I had a Credit. Hence in 1984, the same year that I finished my secondary school I was admitted into the University of Nigeria, Nsukka on merit to study Mechanical Engineering. I had to be escorted to the University by my mother who introduces me to Prof. I. O. Eyo who became my guardian and mentor. This was necessary as I was only 15 years and my admission into the hostel has to be facilitated and guaranteed by a guardian. I worked hard and graduated in 1989 with honours I was not the best student in my graduating class but I was one of the best and the best student in Industrial Engineering and Management the only area that had vacancy for employment. The overall best student in the University Mr. Obika Nwaobi was from my graduating class in Mechanical Engineering and he was given a scholarship to study in USA thereby creating the way for my employment. Before leaving for the NYSC Programme the then Head of Department Prof. D. C. Onjejekwe called me in the presence of Prof. A. O. Odukule, Prof. S. O. Onjegehule and Engr. B. Kobo-Aduma and inform me that they had met and decided that since I was the best student in Industrial Engineering and Management, Engr. B. Kobo-Aduma area of specialization that I should be encouraged to replace him in the next two years when his contract with the University will be ending. Engr. B. Kobo-Aduma was a Ghanaian and for health reasons and other family issues he was no longer willing to renew his contract with the University. I accepted the offer to the surprise of my parents, relations, classmates and friends. Everybody believed that I will accept the offer made to me from Mobil which was the highest paying oil company at that time. Mobil had offered my employment largely due to the fact that my uncle was the Personnel Manager at the Lagos Head Office. For me to meet up with the appointment reserved for me in the Department I had to be posted for NYSC to the old Anambra State. This was to enable me undergo the NYSC Programme while at the same time working on my master's degree plan. It worked as planned as I was deployed to do primary assignment at Enugu in the old Anambra State less than an hour drive to Nsukka. After the NYSC I was duly registered for the Masters programme in Mechanical Engineering graduating in 1994. Engr. B. Kobo-Aduma had left immediately after my internal defence and it was Prof. D. C. Onjejekwe that carried me to external examination. One month after I was awarded a master in the Department I was employed as a Lecturer II in the same Department. The same year 1994 that I completed my masters and was offered employment in the department. I enrolled for a PhD under the supervision of Prof. A. O. Odukwe and Prof. J. C. Agunwamba. The subject of my PhD dissertation was "Development of a Coordinated Maintenance Scheduling Programme for a group of Machines". I completed the PhD in the last quarter

of 1996 and it was awarded in the first quarter of 1997. The same year that I completed my PhD I dream of building the International Research and Development Institute. My father, my sponsor died immediately after the PhD was awarded and did not live to witness the convocation. This was a serious blow to my career and dream as I had just become a Family Head. It was now time to marry. I was fortunate as the university of Uyo was starting a new Department of Mechanical Engineering so I was duly employed in the new Department as Lecturer I through the help of the then Dean of Faculty, Prof. L. O. Asuquo who had impress on my Dean of Faculty at the University of Nigeria, Nsukka Prof. D. C. Onjewkwe that my services are needed more in Uyo than Nsukka. In 1999 in the course of my work in the University of Uyo I met an undergraduate student from Etinan, Janet Akakam to whom I have been happily married. The marriage is blessed with six children, Jacqueline, Josephine, Alexander, Emmanuel, Emmanuella and Anita.

The narrative given above is the summary of the preparation made before I had the Dream of building a big family business and the International Research and Development Institute. In the first book of my story *Power of the Dream* I have given a detail account of my childhood, bachelorhood and marriage up to the point of my wedding to my wife Janet. An important account during the preparation for my marriage ceremony and on my wedding day was left out in the *Power of the Dream*. The story is now given to prove that even though I had made preparation to receive the *Power of the Dream* I lack the principles of *Living the Dream*. In December, 1999 during the preparation for the wedding my wife had awarded to her sister Emily the contract to sew Bridal Train Uniform. Having had experiences from the marriages of my two sisters Uduak and Magdalene, I advised them that the contract should be splited into two parts: one part for my mother and the other for my sister in-law. I proposed that the uniforms of those nominated by the family should be handled by my mother while those nominated by her family should be handled by her sister Emily. I specifically told her that if there were delays as is usually the case with tailors that they will be misunderstood, but they could not listen. On the wedding day I discovered that my youngest sister Sito was not dressed when the wedding train was about to move. My eldest sister Uduak did not alter a word but I sense she was annoyed. I then returned to the waiting room ask my sister in-law what happened and she explained in details how the tailor delayed but the gown will be available in less then thirty minutes. My sister Uduak then went into the dressing room of my in-laws and invited a girl of my youngest sister Sito size already dressed up to my family dressing room. When she arrived she asked her to allow my sister Sito to test

her gown. After my sister Sito had put on the flower girl gown, my sister Uduak took her to my in-laws dressing room and politely said waho, thank God it is not Sito's gown that was not sown as this one she is wearing is certainly her own. She advise my sister in-law to immediately provide the flower girl gown for her niece. It took an hour for the gown to arrive and tension had already been created between the two families even before the wedding was performed. After the post wedding settlement I asked my wife if she has seen the wisdom in my asking that the dressing up of my sister should have been left for my mother and she said I cannot understand. Truly she did not understand as it took her about three years of marriage to master the complex rules of dealing with close relations and members of the extended family in a closely knit family system like ours. Meanwhile many forms of in-law problems that could have been avoided continued to stroll into the marriage unchecked. Her lack of understanding was my fault because I did not make effort to key her into my dream of building a big family business and the IRDI. I had the Power of the Dream but I lack the principles of Living the Dream.

#### **THE HOME BASED BUSINESS MODEL**

Our first year of married life was like whirlwind. Janet and I were in hot demand at outings, both within Akwa Ibom State and outside. After our honeymoon in Warri we travelled to Nsukka to open the Devon Science Company office at 13/14 Onyiyi Link Road, and lunch the African Research Forum at Nsukka under the Administrative Supervision of Engr. Francis Okafor. We also travelled to Calabar to open the Duncan Science Company at No. 173 Goldie Street, Calabar and lunch the Institute Research and Development Network of IRDI under the supervision of Dr. Paul Okon-Inyang as Secretary General. We travelled to Lagos, Benin, Markudi, Ibadan, Port Harcourt, Zaria Kaduna, Abuja, Enugu, Owerri, Ekpoma, and Abraka to open trade links. Like every newly married couple, we had some adjustments to make. Although Janet was determined to be a submissive wife, she revealed her strong will when it was necessary. I realized I had to soften some of my academic attitude or there would have been a clash. "I have some wonderful news" she told me toward the end of the third quarter of 2000 "The Doctor says I am pregnant" I was thrilled beyond words. Our first daughter, Jacqueline, was born May 25, 2001. What an exciting time it was. She became the little princess of our home at No. 4 Akpan Obong Street, Uyo. As of this time my home was at Uyo, my Office Headquarters. This was where books were written, designed and formatted. It was also home to my brothers and sisters as our family house in town was under lock and key after the sudden

death of my father. My mother was leaving in Nung Udoe which was far away for young people to operate. Many people offered their advice that this was not a suitable arrangement for newly wedded but they offer no money. What they advise means I have to rent two more flats in addition to the one flat I am now leaving in one flat for my siblings and the other one for my business. I choose to rent for my business and manage with my siblings. Engr. Daniel Nnamdi rented a room for me at No. 66 Ikot Ekpene Road, Uyo in a two story building near his Music RecordingStudio business. From there we carried out our book business and managed the associated network of authors, marketers and publishers. Within three months we were able to move into a three bedroom flat at the top floor of the same two story building. Business was doing fine as we had learnt to control the sells of books in the company through a network of University Lecturers and other off campus marketers. But the home front was having problems because my siblings and my wife siblings were always at lodge ahead in No. 4 Akpan Obong Street since the flower girl incidence on my wedding day. The problems were of various forms. The house girl delay in supply of hot water to the bathroom in the morning can be interpreted as being an instrument from by wife. On my siblingspart a visit of my wife to her mother can be reported as parkingout of her matrimonial home to my mother. I know the solution to the problem will have been separate apartment for my wife and another separate apartment for my siblings, but then their school fees was more important then their luxury. My wife and most of my siblings then were studying in the University. I refuse to bend but instead I called in Sir Edem Elijah Etuk an uncle who was the Principal a Lutheran High School to mediate in the matter. He divided the apartment into two sections. One for me and my wife and the other one for my siblings, which solve the problems to some extent as the in-fighting reduce to a great extend. During this period my second daughter Josephine was born on July 5, 2002 and she became the second princess in the family. The problems in my house at Akpan Obong street where my fault as I had the dream of building a big family business and the IRDI Dream without the principal of Living the Dream. The Sir Etuk solution of dividing the apartment which reduces the problem to great extend will have solved the problem if it was earlier introduced. Not recognizing this solution for more than two years was a gross violation of the principle of living the Dream. The decision to rent a flat for my business and manage with my siblings was also another prove that I had the power of the Dream without mastering the principle of living the dream. The home based business model was not my problem but rather an innovative idea to make my dreams come true. Later on the Presidential Lodge of the IRDI my first official residence was design to house me and my

business. The Palace of Learning now used as my official residence is a sophisticated residence business complex, with several offices, schools and Institutions I first learned of the home based business model from my uncle Hon. Chief Edet Udo Umoh when I stayed with him in Lagos. He was an accountant who carried his accountancy business from the comfort of his home built to include offices. When principle of Living the dream was revealed to me I discover that there was nothing new about the home based business model as it has been used in the design of Government House, Churches, Schools and Military Installations.

### **PRINCIPLE OF LIVING THE DREAM**

On June 26, 2002 my Thirty Third birth day. My late father's friend Dr. Dominic Okon, the spokesman in my traditional marriage visits me at my No. 4 Akpan Obong Street, Residence. He came in his Mercedes 230 V Boat. He declined to enter the house, or take a drink but said he came to deliver a message. He started by saying I have heard that your wife has given birth to a second female child, and I reply yes Sir, Glory be to God. He went further to say I have also heard that there are issues between your wife and your siblings and I reply yes Sir. He said your vision of the IRDI is curling and I reply yes again. He went on to ask do you know that success is not having a PhD and I reply it now I can see. He said, Akpan Offiong (First son of Offiong), if you are going to be successful in your vision, you must have a daily, dynamic personal prayer life with God. He advises me to take a fasting and pray for divine direction and guidance. As soon as he left I felt a strong need to go to Church and pray. I discuss my encounter with Dr. Okon with my wife and she said that I should join her in breakfast before she will reply me. After about half an hour of breakfast she told me not to argue but to follow her to the Winners Chapel programme design to give supernatural breakthrough. She told me that one Mrs. Rosemary Udobong (Ewa Ini) had already visited on the same issue and even bought us some books on one financial breakthrough and another on family balancing and baby sex selection. While at the same time inviting us to the Winners Chapel Programme. Mr./Mrs Daniel Udobong were good neighbours who gave us support during and after our marriage. We attained the three day programme faithfully. Usually Mrs. Udobong will pick us up in her Mercedes 200 flat boot car by 7.00pm and drop us at about 10.30pm. The programme started on Monday and ended on Friday. During the prayer session on the Wednesday programme I had a divine encounter during which God spoke to me clearly regarding Principle of Living the Dream. I saw my princes and princesses I received the spirit of excellent and the power to



change what ever I touched to gold. Several revelation where made to me in quick succession. This was the first time that God spoke to me in that manner. I have had several divine encounters but this was different as instantly I begin to see things differently I was fill with insight. That night I told my wife about the experience and she received it with the believe that the spirit of God was on methis was true because God began to make wanders in our home. My wife and my sibilings were that month reconcile when my elder sister Uduak visited from Abuja. The following year my wife conceived and in March 16, 2004 the prince of our home Alexander was born. Within six months of this Divine encounter I became a millionaire as my book business exploded with a brand new name the Pan-African Book Company.

One day my wife said to me our life has change since the Principle of Living the Dream was reveal to you, why not as a scholar put down this revelation. I agreed but as I sat down to record the revelation more revelations were made to me. This has happen many times and is still happening. In the first book of my story Power of the Dream I present seven lessons on Principles of Living the Dream, after the story of my early life and education up to the Doctorate Degree. The seven lessons in power of the dream was an exhortation to youths to stay close to God, be obedient, be nice to people, and be honest in dealing with people, learnt the importance of time, read books and have their own dream. In this second book of my story Living the Dream lessons on the principles of living the dream are presented after my post doctorate life history and the history of IRDI. The lessons are basically a call to act on your personal and cooperated dream. The lessons on the principles of living the dream are as follows: Your Dream must be absolutely clear to you, Discover your ability to fulfil your Dreams, Develop a concrete plan for the realization of your Dream, Develop the passion for your dream, Believe in your dream, Understand that your present job may contain hidden potentials that will help you realized your dreams, Do not involve in activities that will not lead to the realization of your dreams, Associate with people who will help you realized your dreams, Disassociation from people who will hinder the realization of your dreams, Make sure your potential spouse supports your dreams, The resource to fulfil your dream is usually hidden until you begin to act on your dreams,

You must spent time to think about achieving your dream to make it come true, You must be patient in seeing the fulfilment of your dream and You must stay connected to God for your dreams to come true.

Also the third book of my story Destine to Win lessons on living the dream are presented after the detailed history of my long journey to the rank of professor

in the University of Uyo, Nigeria after many years of struggling within the system.

basically tactics of defending yourselves against powerful enemies who are bending on dimming your star in establish bureaucratic structures.

### **PAN-AFRICAN BOOK COMPANY**

The story of the Pan-African Book begins with the establishment of the Kan International Company at Nsukka immediately after I was offered the first PhD in the Department of Mechanical Engineering University of Nigeria, Nsukka, in 1997. The Kan International Company had only one business outfit the Kan Educational Books. The first manager of the Kan was Mr. Francis Okafor now Engr. (Dr.) Francis Okafor of the Engineering Centre University of Nigeria, Nsukka, The Kan operate from my residence at white House Olivet Hill, Ibagwa Road, Nsukka, Educational Books Nigeria prior to this business outfit I had been inspired by the work of my father “ABC of Lesson Note” a book which he wrote and circulated as teacher in the Lutheran Teacher Training College Ibadachi. It was from the proceed of this work that my father built his first house at a very young age. This was not a common fit for teachers in the early 1970s. I can still remember how he use to load his Dudson 120 Y car with the books and move around all the Teacher Training Colleges. It was from this that background developed the idea of venturing into the writing, production and distribution of books through the Kan Educational Books came to me. The first book published by the Kan Educational Books was my own Book “Maintenance Management and Techniques” published in 1997. This was a very specialized book (infact an extract from my PhD Thesis) it took me two years to sell 1,000 copies. However before embarked on my Post-graduate studies in 1991 I was working on a very ambitious book. “project the complete Physics for secondary school” which has not yet been published after over 20 years even though the book was complete in 5 years. The project was just too big, but it was the project that taught me publishing. I visited several publishing house but was turned down (Longman, Lagos), African FEP (Onisha) Macmillan in Ibadan, University Press in Ibadan and Henniman (Ibadan). This tours fail to secure me a publisher for my physic book but rather turn me into a publisher. It was from this point that I discover that marketing was infact the most important aspect of a publishing business. My second book was very successful. The book project was organized by the Pan-African Book Company set up to re-brand the Kan International Book. This Book was written by me through the help of three very brilliant computer scientists, Dr. Moses Ekpenyong now the Head of Department of computer

science, University of Uyo, Nigeria and Mr. Etim Ekong. The book “Basic Programming” sold thousand of copies in many universities in Nigeria. Employing the new marketing strategy formulated by the Pan-African Book Company. Infact it was from the proceeds of this Book that was able to buy land and construct the two storey building at No 63 Itiam Street, that was for over 7 years the Headquarters of the International Research and Development Institute and now my private residence. This Book live for only about seven years even though I had predicated it live span to be about 5 years. The young Lecturers who were with me for that number of years decided to up grade the book without my name and continue the sales. This was not a problem to me as they were the major marketers of this book and throughout that period were honest to me. I had other books like Engineering Economics with rate of return tables, Techniques of Linear Programming, Engineering Law, Foundation Models in Maintenance and coordinated Maintenance. By this time I had made my first million Naira through Book Business and started looking at myself as Guru in Book business because of the success made so far then I decided to go back to secondary book publishing where I was pushed out 10 years early. I then gather 5 Million Naira and put into Complete Mathematics text for secondary school which turns out to be my biggest lost in book business. The book was doing well until Chief Godswill Akpabio won the Governorship Election in Akwa Ibom State and came up with the free Education Policy which close our sales routes through the schools. Books where now to be sold through Government. After getting the book listed in the list of books I was dupe by the politician who promise to make the Government buy it and distribute it to the schools. Once again I was push out of the secondary market. The Kan Educational Books then win up and we concentrated on the Pan-African Book Company lunch five years earlier. The Pan-African Books concept was dedicated to the publication of academic journals and University books. The Pan-African Book Company is the coordinator of the various journals published by the IRDI. The Company is a huge success, it has offices in Accra, Lome, Contonou Buea, Port Novo, Lagos, Calabar and Nsukka. Through memorandum of understandings with several organizations and companies the Pan-African Book Company is design business in all most all the countries in African, Duncan Science Company, Devon Science Company, Blackwell Educational Books and the Moore House publishing companies are some of the subsidiaries of the Pan-African Book Company operating in various countries. Through the Pan-African Book Company, Complete Mathematics for Senior Secondary Schools made several millions lost by the Institute during its first outing. The school Physics project dump over 20 years ago is currently being taken up by the Pan –African Book Company. The

books will first be tested in the Deltona School System before being sold to students of other schools. God has given me the power to change anything I touch to Gold. May his Name be praised.

### **BIRTH OF IRDI**

On December 5, 1993 I was rewarded the Master of Engineering Degree in Mechanical Engineering at the University of Nigeria, Nsukka. On February 18, 1994 resume duty as a Lecturer II in the Department of Engineering Mechanical Engineering, University of Nigeria, Nsukka based on the Master Degree recently conferred on me. That same year in March I enrolled for a PhD under the supervision of Prof. A. O. Odukwe and Prof. J. C. Agunwamba. The subject of my PhD dissertation was “Development of a Coordinated Maintenance Scheduling programme for a group of machines: Prof. J. C. Agunwamba was my co-supervisor and he insisted that I should attend with him the First National Conference of the Nigerian Institute of Production Engineers, that was scheduled to hold at the University of Benin, Benin City, Nigeria on June 22, 1994. He insisted that I should present a paper there on maintenance management. Since he was visiting International Centre for Theoretical Physics Trieste Italy, for one month and was coming back in May, the task of preparing the paper rested on me completely. The paper was accepted for publication in the book of proceedings and we both attended the conference as scheduled, it was here that I presented my first conference paper titled “Design of a Computer Based Maintenance Management System for Industries”. At the conference I met Prof. A. O. A. Ibadode then the President of Nigerian Institute of Production Engineers. Who is now the Vice Chancellor of the Federal University of Petroleum Resources, Effurun, Delta State, Nigeria. With due respect to all my Professors at Nsukka, Professor Ibadode taught me many things about writing scholarly articles and the peer review mechanism which I had not even been told about at Nsukka. Even though it took me four years to publish the paper I submitted to the Institute for publication in their journal I am very proud of this my first published article. Prof. Ibadode reviews the paper himself he was very clear and polite in his criticism. The papers were two but his comment on the unpublished one was decline final. When I ask him why he simply said it is not well researched and cannot be improved. I was so committed to this Institute and as such I attended their second National Conference of the Nigerian Institute of Production Engineers which held at University of Benin, Benin City, Nigeria on July 22 – 24, 1998. It was here that I received my first published journal article titled “Design of a Computer Based Maintenance Management System for Engineering Spares”. Even though at this time I was not aware of what is

happening, but I consider Prof. A. O. A. Ibadode as my Principal Mentor in the formation of the International Research and Development Institute (IRDI). He gave me insight on the formation of a learned society. Another Mentor is Prof. J. C. Agunwamba not only because he took me the N, I Prod E as the Nigerian Institute of Production Engineers is called but because he taught me the publication of Journal articles when he was the Editor of Nigerian Journal of Technology (Nigjotech) the official journal of the Faculty of Engineering University of Nigeria, Nsukka. He taught me how to establish Prime Fascia case for a paper and other gate keeping processes. Another Mentor worth of Mentor is Prof. Joseph E. Eyo of the Department of Zoology University of Nigeria, Nsukka, He was the Editor of the Official Journal of Faculty of Biological Science, University of Nigeria, Nsukka. He taught me formatting and the management of an Editorial suit. Also I consider Prof. Bath Ekweme of the Department of Geology University of Calabar, Nigeria as my Mentor. He was the first to appoint me as an Editor in Journal. In 2002 he appointed me an Editor in the Global Journal of Engineering Research, through working with him I gain more insight into gate keeping and the peer review process. In the book business I was greatly inspired by Prof. P. N. Okeke who wrote Secondary Physics. In running of school my inspiration came from Prof. J. O. Adeniluyi of the Department of Civil Engineering, University of Nigeria, Nsukka who had a school in Enugu named Doyem Academy.

In the formulation of the IRDI I also had cooperate influencers the principal one being the Songhai Centre in Port Novo, Benin Republic. Infact before the foundation of the Palace of Learning was laid I had to travel there and spend one week at the centre. The Songhai Centre is still one of our regular conference venues in West Africa. Others are International Centre for Theoretical Physics Treatise, Italy which Dr. Paul B. Okon-Inyang one of our Director International Affairs has made several visits to. When the vision of the IRDI came in 1997 the first problem it faced was how to give it a suitable name. Infact I could not figure out an all embracing suitable name for the vision of the IRDI until the Principal of Living the Dream where revealed to me in 2002. However, the institute was operating under five different names which has come to represent the five principal departments of the Institute. We opened in 1997, the Kan Educational Books with Engr. Francis Okafor as Manager, the function of Kan Educational Books was to promote the writing, publication and Marketing of Educational Books. Two years later in 1999 we added the Pan-African Book Company which was dedicated to the publication of research Books and Journals. On May 2 – 3, 2001 when I was still serving as the Head of Department I initiated the First National Conference of the

department of Mechanical Engineering, University of Uyo, Nigeria. It was very successfully conference and it was well attained. The conference was declared open by the then Deputy Vice Chancellor Academic Prof. David Eka on behalf of the then Vice Chancellor Prof. Hogan Akpan Ekpo. Among the various dignitaries present, where Prof. D. C. Onjejekwe, Dean Faculty of Engineering, University of Nigeria, Nsukka, Prof. Oguowa, Dean Faculty of Engineering, Federal University of Technology, Owerri, Commander Ogbonaya of Nigerian Navy (now Professor at Niger Delta University, Wilberforce Island), Dr. Bede Asuquo Associate Professor and former commissioner of Education in Cross River State and Akwa Ibom State, Engr. A. U. Ukpono Fellow of the Nigerian Society of Engineers, Dr. U. Udomon and Prof. Akpam all of Federal University of Technology, Owerri, the Special Guest of Honour was The Hon. Commissioner of Science and Technology in Akwa Ibom State Dr. L. O. Asuquo, all staff of our department on leave were absent. But despite the success of this conference there were serious problems in the Faculty as the then acting Dean was against the conference even though he initially gave his blessing. Infact he wrote the Vice Chancellor to cancelled the conference that he was not informed. The Vice Chancellor was confused and then send for all the senior staff of the department including me the Head of Department present that day were Prof. D. C. Onjejekwe Adjunct Professor, Dr. Udomon Senior Lecturer, Dr. A. O. P. Akpan Associate Professor and Engr. A. U. Ukpono sabbatical Senior Lecturer. The Vice Chancellor requested to know why we are doing a conference without informing the Dean. We produce a letter that we wrote through him to the Vice Chancellor and even the latter from the Vice Chancellor approving a cocktail. The Vice Chancellor apologised to the Department and ask us to go ahead with the conference. When the Acting Dean became aware that the Vice Chancellor has approved the conference he was very annoyed and went to the Academic Staff Union University (ASUU) Chairman to complain that we are carrying out Academic activity on Campus during the ASUU strike. The Chairman Dr. E. P. Akpan drove to the venue of the conference at community centre and inform us that the Acting Dean of Engineering has inform him of our determination to break the strike. We explain to him that we are only doing a conference and that there are no students around not to mention teaching them. He was satisfied with our explanation and left wish us a fruitful conference. But this stiff opposition from some Colleagues in the Faculty headed by the acting Dean open my eye to the fact that I have to take some of my activities as a scholar off campus. By this time the Principle of Living the Dream has already been revealed to me in November, 2002.

In 2001, the Centre for Advanced Training and Research was established as the third department in the yet to be named organization for the purpose of increasing the understanding of research and development problems confronting the developing world. The Centre is dedicated to communication of research finding through Conferences, Workshops, Seminars, Meeting and Public briefing. Despite the opposition the Kan Educational which had a memorandum of understanding with the Department went ahead in December, 2001 to published papers accepted for publication in the post conference journal. It had already published the conference proceedings in May, 2001. For this to be possible the Headquarters of the Institute had to move from Nsukka to Uyo in March, 2001. The Uyo office was set up at No. 66 Ikot Ekpene Road, by Engr. Daniel Nnamdi (now Lecturer at the Michael Okpara University of Agriculture Umudike, Abia State, Nigeria). The first CEO of the Institute was Engr. Nseobong Okpura (now Lecturer at the University of Uyo, Nigeria) resumes duties on that March 1, 2001 and work hard to ensure that the Institute publish all the papers send in by the Department through Dr. Udomon who was the Supervising Editor.

During this period, my wife Janet joined the organization and was made the Vice Chairman. In 2002, the institute was officially registered with the name International Research and Development Institute. In 2003, Engr. Idorenyin Markson who has been in the service of the organization since 1998 as manager succeeded Engr. Nseobong Okpura as CEO but was soon replaced by Engr. Victor Mbom after he was offered appointment as Lecturer in the university of Uyo, Nigeria. The fourth Department to be created in IRDI is the Research and Development Network. The IRDI research and development network started in 2004 as the IRDi Science and Technology Forum and was headed by Prof. Joseph Eyo of the University of Nigeria, Nsukka. The Forum had its first conference on November 15-18, 2015, at the community centre, university of Uyo, Nigeria. In 2016, the IRDI Forum was upgrade to IRDI Research and Development Network in other to make it an all inclusive association for scholars. The IRDI Research and Development Network had its first conference on June 28-29, 2006 at the conference e centre, university of Calabar, Nigeria.

The fifth Department to be created in IRDI is the Deltona International Schools. The building project for the Deltona International Schools started in 2007, by 2014 the palace of Learning was completed and the Deltona International Schools opened in September 14, 2015 with 500 students. This mass enrolment has never been witness in the history of establishment of

schools. The host community of the Institute made several representation to me to personally thank me for bringing Headquarter of the Institute to their community. A newly opened road passing through the back of the institute was named after me, it is called Dr. ANiekan Offiong Avenue even though the official name is Aniekan Offiong Avenue. The first principal of the Deltona International School was Mrs. Mercy Obiagahi Ihetu. She studied Political Science Education at the University of Nigeria, Nsukka. She was assisted by Miss Aniekpeno Isaac who Studied Computer Science Education at the University of Nigeria, Nsukka. The School started with about 30 Staff both teaching and non-teaching. To God be the Glory Great things He had done.

The fifth Department to be added to the institute was the Songhai Farm and Resort. This is necessary as the Institute has acquired large portion of land and is still acquiring in line with it sustainable Development plan. The Farm model to some extent like the Songhai farm, but it central aim is to maintained the institute land property and putting food on the table of the less privilege member of t\our host community. The institute provide seed money to registered farmers from the neighbouring village to come into the institute land and farm. Staff willing to farm are also allocated plots. There is also the Songhai bar and restaurant were Directors, Staff, Members, visiting Scholars, Parents and Student can go in to buy, eat or drink. The Songhai project has greatly reduce the expenses of the institute on security while at the same time providing for the less privilege. The Songhai farm and resort also run guest houses for visiting scholars and provide residential accommodation on campus for staffs. It is also the duty of the Songhai farm and resort to acquire land for the future development of the institute.

### **THE HEADQUARTERS AGREEMENT**

The first office of the Institute was secured 1997 at White House, Olivert Hill, Ibagwa Road, Nsukka. White House was one of finest building in Nsukka at that time. It was a two story building made up of Nine flats. I was at the middle flat at the topmost floor. Then I had only one staff Mureen who was a jack of all trade. She was the house cleaner, cook, secretary, and mail officer. She worked directly under Mr. Francis Okafor then the Manager of Kan Educational Books. Several factors were responsible for the decision to relocate the headquarters of the institute from Nsukka to Uyo apart from the increasing difficulties in communicating with me in Uyo. The most important of them all was our inability to secure at least 10 Hecters of land needed to build the institute, which was expected to be a complete intellectual community with Libraries, computer centre, Hostels, Hotels, Schools, Guest Houses, Conference facilities, church facilities, Educational facilities and



other office facilities. Whose activities were supervised by Prof. J. E. Eyo and Prof. E. S. Samuel. Maintenance Management Techniques was published in this office. In 2001 the Headquarters of the Institute was officially moved to Uyo, at No. 66 Ikot Ekpene Road with the help of a new director in the Institute Engr. Daniel Nnamdi (now Lecturer at Michael Okpara University of Agriculture, Umudike) who was then a business man involved in the business of making music, Films (Publishing Music and films). The office at Uyo was located at the entry top floor of a storey building on the major road of Uyo, Ikot Ekpene Road. This Ikot Ekpene Road office served as the secretariat of the IRDI for six years between 2001 – 2007 when the institute moved to its own building the newly completed presidential lodge at No. 63 Itiam Street, Uyo, Nigeria. In 2007 the IRDI completed and moved into its first Presidential lodge a two storey building located at No. 63 Itiam Street in the heart of Uyo, capital city of Akwa Ibom State, Nigeria. This building served as the secretariat and implementation office of the institute for years between 2007-2012 when the institute moved to its permanent site at 210/212 Calabar Itu High Way, Urua Ekpa Junction Uyo, Akwa Ibom State, Nigeria.

The journey to secure the headquarter land agreement was not an easy one. The institute wrote several letters to the Governor of Akwa Ibom State without reply. The Institute applied through the lands allocation committee who advised that we should negotiate with the original owners before approaching them. We visited several villages Heads and Clan Heads only to discover that in the land tenure system operating in Akwa Ibom State there are very few lands if any that belong to the villages or clan. We discovered that land still belongs to the people and that even the Governor which all the state land is vested in his hands cannot acquire land without a huge cost and negotiate with the original owners. At this point God visited us we met a land broker Dr. Edet Akpan who decided to help us at the cost of several millions. We had no options but to meet up with his demands as he was also assembling land for his Religious Movement the Grail message. Even though his approach brought several problems to the institute but we are still thankful, because without him it would not have been possible to secure the much needed land in the heart of Uyo. Because of the problems generated by his approach the institute decided to set up a land acquisition department on the land which he acquired for us with the mandate to buy up the adjoining land. To facilitate this the first building at the institute the compound officer house was built. Mr. Bassey from Nung Ukot Itiam was the compound officer and the land Acquisition officer. His work was to identify adjoining plots of land and find out the rightful owners and induce them to sell. This was a cumbersome process which involved

negotiation with about 22 families. The land officer was not very skill full in act of inducing sale so the company employed services of several persons for this purpose depending on the nature of the owner. Among the where Mr. Etete the sand and granite contractor of the institute, Mr. Effiong IKot Idem a native Traditionalist and Mr. Ibanga Thompson a native and contraction worker. Also involved where Mr. Etim Unah and Mr. Joshua Iniobong Wilson institute transport officer. Worthy of special mention are Engr. Daniel Nnamdi, Engr. Nseobong Okpura and Engr. Dr. Idorenyin Markson. The process took about four years 2006-2010 to complete with several police and court cases. Sometimes we had to buy a plot from three different sellers. At times we may even buy from one seller twice or more. The Governor need the prove of this length negotiation before he approved his signature to the certificate of occupancy which was only issued in 2013, one years after the completion of the Palace of Learning. Infact at a point the Governor demand that I swear to an oath before the commissioner of Oaths that I am the bonifide owner of the plot, which I did since I had meet all the financial and traditional obligations demanded from me as is usually the case in deals involving the total alienation of land.

Another factor that help me is the fact that I was born in the host community of IRDIbaku Itam, when my father worked there as a young Lutheran Teacher in the Saint Lukes Lutheran Schools. Infact my parents were married in the Lutheran Church of Nigeria, Ibaku Itam, in 1967. Just before the Nigerian Civil War broke out. Several people who worked with him came out to help worthy of special mention is the Thompson Udo Ukpong Family. Worthy special mention are the families of:

Will also like to thank also the following persons in the Ibaku Itam I Village for their contribution in making land available for the Institute. My wife Janet was also very skilful and generous. In addition to offering money she even offer to build houses for those willing to sell. My brother Bar. Etim Offiong was not only my chief negotiator but he was also my lawyer as one case later when to the High court and we won the case on merit. For the twenty two families that willingly gave up their land for this project may God reward them abundantly. I still remember the pathetic case of the last donor. This was young man who love his land and inheritance. When ever he was approached he will reply that is my only landed inheritance. "I want take am the plant cassava make children eat". The Institute had infact acquired all the surrounded lands and fence it while, his land was within the institute not jet acquired. The Institute gave him access to his land through the main gate and

offer him an unbelievable amount of money plus a replacement land but he was still in love with his land. In the last negotiation the institute negotiator observed that his wife was willing to donate the land and we later talked to her through a relation. The woman replied if what you promise my husband you will do for him don't bother to call him again he will with his own phone, to call you when I wash him with my mouth. It was true as it was not up to two weeks the husband called me and express his desire to Donate the parcel of land. The man was able to open a supper market for the wife and change from a commercial motor cyclist to a taxi driver with the proceed got from the land deal. He came to express his appreciation when two months later commercial cycling "Okada" was banned in the state.

Another pitiable case was the case of an old lady who come out as the owner of an adjoining land only after she discovered that I was the son of Teacher Offiong as my father was known in this community when he work there as a Teacher at Saint Luke's Lutheran School. The woman was a Senior wife in a polygamous family she gave birth to one son and three daughters who got married to wealthy men. Unfortunately her only son dies without a male son even though at the time of his death, he had grown up daughters. The daughters and their husband and her grand daughters had contributed money and built for her beautiful house in her husband's compound but she was a sad woman as she did not like the behaviour of her late husband's son towards her. She therefore was reluctant to showing them the husband land that was an adjoining land to the institute property. But when our land acquisition officer took me there and introduced me, she opened up and pleaded with me to ask the step son's to give her a reasonable amount from the land deal we were about to make. The land deal was seal in exchange of about three millions of naira and they promise me that they will give her at least half of a million, I was surprise a week later, when the woman informed me that because she has no male descendant in the family any longer she was given only twenty thousand naira, which she collected without complain. I said but madam you will have complain, she said there is no need for that as because of this their action, I have called my lawyer to will this my house which will naturally be their own to my husband's youngest son. This I am doing not because of love for any of them, but to induce a fight after my death for they were all responsible for the death of my only son their eldest brother. I was sadden because I knew this will have been a disaster for a family that has helped me so much. I told her madam I am very appreciative of your help in giving up your husband's land and I do not want this act to hurt you or any member of your late husband family, would you forgive them if I give you in private an

additional two hundred and fifty thousand, she said yes but that she will only accept two hundred because of her regards for my late father. When I visited the family the last time an elder died in the family for condolence they were living in harmony and the old lady confirmed that she has forgiven them and that they later gave her another two hundred thousand, she had earlier demanded when they need to know more of their fathers land which she will have not shown them had they not make amend with her. Their difficulties encountered in acquiring lands for big business is one of the problems hindering the development of Nigeria. The money the Institute spend in acquiring lands was almost equivalent to the entire amount of money spend in the construction of the Palace of Learning. I want to mention here the IRDI host community has been a very good Landlord. When I visited the Village Council to pay my development fees they were very cooperative and only took from me the statutory fees. And even went ahead to name a street behind the institute after me. Since then we have been working in harmony for the development of the community. In 2014 we sponsored the youths to open a new road in the village. I want to specially thank Obong Abel Uwana and Obong Michael Archibong the acting village head for their support and good counselling in matters pertaining to tradition and relationship with the village. Several times they have used their wisdom to avert a show down between the villagers and the Institute. I have no reason to regret the choice of Ibiaku Itaim as the Institute's Headquarters Location.

### **A NEW ERA EMERGES**

In the Easter of 2005 I travelled with my wife to Nsukka to meet with Prof. J. E. Eyo and Prof. E. S. Samuel on the possibility of taking the Institute to the next level by holding the first IRDI Science and Technology Forum. I was accompanied in the join by my wife Janet and Dr. Idorenyin Markson then my Manager. We travelled on my newly bought Mercedes Benz 200 Flat booth. We arrived Nsukka at about 2.00pm on the Easter Monday of 2005 and check into the CEC guest house located at the heart of the Nsukka Campus of the University of Nigeria. At the Pre-conference meeting held in the seminar room of the CEC Guest House Prof. J. E. Eyo was elected the Chairman of the IRDI Science and Technology Forum while I was saddle with the task of hosting the First Conference of the IRDI Science and Technology Forum at the University of Uyo I was then serving as head of the Mechanical Engineering Department. After the meeting I paid a visit to Prof. J. E. Eyo who had just been married to a beautiful girl from Abak. This was the second time of our meeting since we were both married. The first time was when they visited us at uyo, during the Traditional Marriage Ceremonies held at Abak in Akwa Ibom State, Nigeria.

Mrs. Eyo was very nice as she provided for our meals throughout the one week stay. On the third day we visit Prof. D. C. Onyejekwe and family who provided us with an elaborated entertainment which included the kolanut ceremony and prayers.

As typical of him he invited us for a drink at the staff club in the evening. We were at the club that evening together with my wife and Dr. Idorenyin Markson. Prof. J. E. Eyo arrived later with his new wife and were given a grand reception in which I gave a cartoon of beer to the club as is customary when a member who has stayed away from the club for long time, come to visit or resume work. Even though I left the University for some years now I was still considered a member. At the club I was able to recruit more members to the IRDI Science and Technology Forum. The one week tour of Nsukka was very successful as I was able to open the Nsukka office at 13/14 Onuyi Link Road. We left Nsukka on Saturday to Enugu and Stayed with Group Captain Ayunaobi at the Air Force Based in Enugu. On Sunday morning we left after worshipping at the All Saint Military Cathedral in 82 Division. As we past through this triangle we all thank god for sparing love live five years ago before my marriage when we were attack by robbers on my way back to Uyo after receiving my terminal salary from the University of Nigeria. Back at Uyo it was my task and that of the Uyo office staff of the IRDI to prepare for the first international conference IRDI Science and Technology Forum. Dr. I. Markson was at this time the manager of IRDI and on the ground to assist him were Engr. Nseobong Okpura, Mr. Victor Mbom and the newly recruited Mr. Ubong Boniface. Dr. Ken Okpara was very helpful as he help mobilized members of the University of Uyo Community for the conference.

The task of mobilizing members at the University of Uyo could not have been easy for me without Dr. Ken Okpara, because I was new in the University of Uyo having just relocated from Nsukka. During the planning for the IRDI Science and Technology Forum Conference it was suggested that IRDI Science and Technology Forum should be replaced by IRDI Research and Development Networks. Those who joined the IRDI Research and Development Network in the University of Uyo in it formative years includes Dr. Bede Asuquo the former commissioner of Education Finance in Akwa Ibom State who was one of the early sponsors of the organization, Engr. A. U. Ukpoho. Fellow of the Nigerian Society of Engineers who sponsors the opening of the Calabar office at 173 Goldie Street, Dr. Urua Antia who was in-charge of organizing the first IRDI Science and Technology Conference at the University of Uyo and Dr. (Mrs.) Nkoyo B. Isong who tirelessly to recruit new members into the organization. Other worthy of mention include Prof.

Francis Okokon, Prof. Q. U. Eka), Dr. Aniekan Emmanuel Udokpoh, Dr. (Mrs.) Mojisola Eseyin (Public Law Department), Dr. (Mrs.) Ekaette I. A), Mr. Ita Effioma (Fine and Industrial Arts Department), Dr. Ubong Samuel Nda Dr. Francis Abasiubong, Mr. Okonofua U. Anthony, Dr. Dominic Okon, Mrs. Kathryn James Philip, Dr. E. J. Akpabio and Dr. (Mrs.) Uwem Okome to mention but a few.

The First Annual Conference of the International Research and Development Institute Science and Technology Forum was held on November 16-17, 2005 at the community centre of the University of Uyo under the distinguish Chairmanship of Prof. J. E. Eyo of Zoology Department University of Nigeria, Nsukka a co-founder of the Institute. The special guest of honour was Prof. L. O. Asuquo then the commissioner of Science and Technology in Akwa Ibom State. The Area postal manager of Akwa Ibom Territory of the Nigerian Postal Service Mrs. M. M. Olowo was also present to Grace the occasion. This was in responded to the significant increase in Postal activities in Uyo trace to the IRDI. In the year 2005 alone the institute paid about three million Naira into the postal service for the carriage of their mails. The figure must have been doubled in 2006 and it continue to increase over the years dropping only when the institute was able to installed radio receive for its internet mails in 2010. It is important to mention that the radio receiver technology lasted only about one year before it was replace by a satellite Disc Technology which last only about three years before it was completely phase out by the GSM network providers currently being used in the handing of the IRDI thousands of mails. However the post office is still charge with the distribution of the hard copy version of our journals.

Having done a lot of work in the intellectual community of Uyo made up of the University of Uyo, College of Education Afaha Nsit, Akwa Ibom State Polytechnic Ikot Osurua and recently the Akwa Ibom State University Ikot Akpaden it was now time to move to the intellectual community in Calabar which is made up of the University of Calabar, Cross River University of Technology, Calabar and Federal College of Education Obudu. At the last quarter of 2006, Uyo intellectual community had over one hundred members while Calabar had about sixty members.

At this point the Institute called for it first ever International Conference, the First annual conference of the IRDI Research and Development Network. The Conference was held at the University of Calabar Conference centre. We move our office from Uyo completely to our Calabar office at 173 Goldie Street. The Editorial suit was located at Dr. Pual B. Okon-Inyang Office at the

Department of Soil Science, University of Calabar. It was a very unique experience. For two days we were busy receiving delegates at the Margaret Ekpo International Airport, Calabar Sea port and at the various Motor Parks in Calabar. Dr. Paul Okon-Inyang has always been a great mobilizer.

He was able to recruit more than twenty undergraduate students to act as guide and ushers at the conference in addition to the ten Students that accompanied us from the University of Uyo. Before the conference he had taken me to office of over thirty lecturers to personally invite them to join the IRDI and attend its IRDI-RDN inaugural Conference. Foundation members of the Institute in the University of Calabar include Dr. Grace Ruben Etuk, Dr. S. J. A. Mgbekem, Mr. Bassey E. Anam, Dr. A. S. Antai, Dr. Emilia Oyira, Dr. Uneen Affiah, Mr. Asari Effanga Young, Mr. Edet A. Imuk, Dr. Cecilia Olunnea Ekwuene, and Dr. Adindy.

Dr. Paul Bassey Okon-Inyang's organization of this conference was superb. Over 700 delegates attended the Calabar conference. When Mrs. Dianne Godwin of the University of Pretoria, South African, arrived at the Margaret Ekpo International Airport, Calabar, we were able to identify and pick her up at the airport by asking questions as we had all the data that were needed to identify her in the crowded airport. It was there that I learned the importance of pre-conference registration. The same applied to our identification of Dr. Timothy Talor Mac-Ojong of the University of Buea, Cameroon, who arrived at the Calabar Sea Port three days before the conference. This early arrival was because he had to use the ship M. V. Brenda, owned by Monica Express, that only visits Calabar twice a week from Limbe in Cameroon. Dr. Mac-Ojong became a very committed member of the Institute and he used to visit Nigeria every three months with papers he had collected from Cameroon for review and publication in the Institute's journals.

Every time he visits, he makes the sea journey using the ship M.V. Brenda where a special reading desk is usually reserved for him. In recognition of his dedicated service to the Institute, Dr. Mac-Ojong was appointed the Institute's Cameroon representative. The Institute promised him an official visit to open the Cameroon office and conference series. Because of the way Dr. Mac-Ojong described the luxury of M. V. Brenda and the assurance we received from the Cameroon consultants in Calabar, the Institute hired the ship when we made true our promise to visit Buea. How the Niger Delta Militant came to know that we hired the ship and attacked us midway on the journey remains a mystery. But we thank God that they did not sink the ship with dynamite as they threatened.

At Buea we only meet with Dr. Mac-Ojong relations, friends and colleagues as he did few month before our arrival. We were duely informed of his death and Dr. Frida M. Nekeng was appointed to replace him as the Cameroon representative. The Institute decision to open the African Office in Bilingual City of Buea was greatly inspired by the speech of Dr. Mac-Ojong during the Institute courtesy call on the Vice chancellor of the University of Calabar, Prof. Bassey O. Asuquo. He pointed out that the intellectual community in Beau is bilingual and that it could be a great advantage if the institute intends to deal with both Anglophone and Francophone Africa. All must every Scholar in Buea can speak and write in both English and French. Our Editorial suite in Buea now handles our bilingual journals and proceeding. We greatly missed Dr. Mac- Ojong and at the same thank God that Dr. (Mrs.) Frida M. Nekeng has been a good successor.

Beside the Calabar conference opening our eyes the untapped intellectual potential in neighbouring Cameroon it marks the beginning of a new era for African intellectuals. Foundation members of the Institute outside Nigeria apart from those already mention are Prof. Paul Mbangwana (University of Dschang, Cameroon), Dr. Patricia B. Mireku Gyiman (University of Mine and Technology Tarkwa, Ghana), Prof. Sitwala Imenda (University of Zululand, South Africa), Dr. Alexandeer Kyaruzi (University of Dares Salaam, Tanzania), Mr. Joseph Sagbohan (University of Abony- Calavi, Contonou, Republic of Benin), Dr. Akosua Obuo Addo (University of Cape Coast, Ghana), Dr. Kpessou Ayassiwour (University of Lome Togo), Dr. Rafalihanana Josea (University of Antananatavo, Madagascar), Jacob Nezandonyi (Harare Institute of Technology, Zimbabwe) and Dr. Odour Maurice Owino (Maseno University, Kenya ). African intellectual were now to run their journals and conferences without sourcing for bia sponsors who are bend on suppressing independent thought and research of Africans. The IRDI was to facilitate this through its program and activities which are aimed at increasing the understanding of the development problem facing the developing countries and to promote awareness of the importance of these countries to the developed countries in an increasingly interdependent international system. The first annual conference of IRDI Research and development Network (IRDI-RDN) end with the constitution of the executive committee and the presentation of IRDI-RDN mission. The committee had Dr. E.V. Clark (Delta State University, Abraka, Nigeria) as chairman, Dr. (Mrs.) Mar P. Iwundu (University of Port Harcourt, Nigeria) as Vice Chairman and Dr. Paul B. Okon-Inyang (University of Clalabar, Nigeria) as Secretary General. Other member of the committee were Dr. (Mrs.) Edith Chukwu



(Rivers State University of Science and Technology, Port Harcourt, Nigeria) Dr. P. A. Ilenikhena (University of Benin, Nigeria) and Dr. (Mrs.) Frida M. Mekang (University of Buea, Cameroon). The mission of IRDI-RDN was also circulated and the next conference IRDI-RDN was scheduled to hold at university Port Harcourt, Nigeria on June 26-29, 2007. The original mission of IRDI-RDN circulated in Calabar Conference reads as follows:

Another achievement of the Calabar Conference was the opening of the Duncan Science Company office in Calabar at No. 173 Goldie Street. This was the Institute biggest office outside Uyo. The office facilities was officially declared opened by Engr. A. U. Ukpono of the Cross River State University Calabar, a Fellow of the Nigerian Society of Engineers. Present at the Occasion were Cameroon Representative, Dr. Timothy Mac-jong, who first suggested the opening of the Calabar office to manage also the activities of members and scholars in Cameroon. It was to this office that he deposited all mails coming in from Cameroon. Prof. J. E. Eyo of the University of Nigeria, Nsukka was appointed the Editor of the Duncan Journal Series. Dr. Paul Bassey Okon-Inyang was appointed the Managing Editor and Lady Ekemma was the Administrative Manager. Ten journals and two annual Conferences were approved for the Duncan Journal Series. These conferences were: (1) International Conference on Scientific and Industrial Studies and (2) International Conference on Development Studies. One million naira was given as the kick-off grant for the Duncan Journal Series. Thanks to Dr. Bede Asuquo who source for the money. The First International Conference on Scientific and Industrial Studies and the First International Conference on Development Studies were schedule to hold on March 13-16, 2007 at the Community Centre, University of Uyo, Under the distinguish Chairmanship of Prof. J. E. Eyo the Editor of the Duncan Journal Series.

#### **ESTABLISHING A NATIONAL PRESENCE**

In order to establish a national presence in Nigeria the Institute had to open an office in the Federal Capital Territory Abuja as was agreed at the Uyo Conference of March 13-16, 2007. The task of doing this felt on Mr. Kufre Offiong my youngest brother who was before his posting to Abuja our Director of Membership and Chaplain. He arranged for our first conference at Abuja which was held at the Indoor theater, University of Abuja, F.C.T., Nigeria on November 13-16, 2007. The Chairman of the Local Organizing Committee was Engr. (Dr.) Toochukwu C. Ogwueleka of Civil Engineering Department, University of Abuja while the Secretary of Local Organizing

Committee was Dr. Ijeoma C. Ejezie of the Department of Political Science, University of Abuja. Our Abuja office has been located at No.

Since 2007. From our Abuja office we open links with our members and authors in the Northern Part of the country. It our Abuja office that handles our dealings with the Federal and International Agencies, most of the issues to do with travelling documents are also handled at the Abuja office.

About 300 delegates attained the First Abuja Conference. We had chartered an 18 seated bus from Akwa Ibom Transport Company to carry seven personnel and conference materials straight from the IRDI Presidential Lodge at Uyo to Abuja Plaza Hotel at Gwagalada, Abuja I had to fly to Abuja with my wife because she was having a promotion interview at her work place the Akwa Ibom State Secondary School Management system where she is a teacher. We arrive Abuja before the chartered bus and we were checked into the hotel by Mr. Emmanuel Isaac Akpan who was then doing his National Youth Service the near by Niger State. There we meet Dr. (Mrs.) Patricia B. Mireku-Gyimah from Ghana already check into the Abuja Plaza hotel. She was the wife of the Vice Chairman of the University Mines and Technology, Tarkwa, Ghana so the Vice Chancellor of the University of Abuja provides her with Local Transport. She complained that Gwagalada was remote and that she will like to pay a visit to main city of Abuja. By these time she had already become a friend to my sister DSP (Mrs.) Uduak Ita who undertake to sponsor us in Abuja for two more days. After that we all move from to Gwagwala to Gwayipa where my sister house is located. My sister provide for all the twelve people who followed me to her house in Gwayipa including Dr. (Mrs.) Murrku-Gyimah from Ghana. In the morning Directors and staffs of the Institute left for Uyo in the hired bus. The bus was now without load as we had exhausted all the conference materials. The conference was very successful and the next conference was schedule to be held in Lagos in March 11-14, 2008 . At Abuja conference my attention was again drawn to the fact that the authorities at Uyo have send another delegation to come to Abuja and study our Proceedings with the view of making case with me and/or the institute. When the Professor arrive the airport he called me to confirm the venue of the conference. He arrived the conference on time and followed the proceeding with keen interest. We called him to the high table and ask him to give his remarks. In his remarks he praises the institute and requested that we should put up structures to ensure that the institute lives for forever. During a private discussion he confirmed that he has several times inform the authorities in Uyo that we are contributing immensely to the development of the intellectual community but they will not listen and keep on sending people

to follow the institute. These confirm to us that some of the delegate from Uyo were sent to come and spy on us. We also had another group of spies from Owerri led by Chidebere they registered as publishers but their aim was to come in and study the system with the view of causing confusion. We refused to collaborate with them because we know that they were not honest and will not publish as promised so we did not link them to any of our members for the purpose of publishing their work. As part of our effort to establish a national presence it was decided at the First Abuja Conference that a Lagos office should be opened and a conference scheduled to hold in Lagos to promote the activities of the Institute there. The main task of opening an office in Lagos was carried out by Engr. Samuel Okoro and his Lee Frog organization. Samuel Okoro was my very good friend at the University of Nigeria, Nsukka, during both our undergraduate programme and during the masters of Engineering Programme. He was studying Electrical Engineering while I studied Mechanical Engineering. He arranged for our first conference in Lagos which was held at the Conference Centre, University of Lagos, Nigeria on March 11-14, 2008. He provided for us generously as this was my wife's first visit to Lagos, he made available his brand new air conditioned car for our tour of the Lagos Island and Victoria Island. He was assisted by Miss Chinedu Okeje who also was my long time friend at the University of Nigeria, Nsukka. Miss Chinedu Okeje was very valuable as our Lagos representative as she later worked for a transport service company that handles our passage to the West Coast (that is Accra, Lome, Cotonou and Porto Novo). Even though Engr. Samuel Okoro was very dedicated to the work of the Institute in Lagos being a busy man himself he was soon overwhelmed by pressure from our numerous members and authors so he pulled out and was replaced by Mr. John Ukor who happened to be my in-law. Miss Chinedu Okeje was dedicated to the service of the Institute until she got married and was replaced by our Director and former CEO Mr. Emmanuel Isaac Akpan who by now was doing a doctorate degree at the university of Lagos, Nigeria. Our Lagos office is located at?

And has since 2009 been managed by Mr. John Ukor. The Lagos office of the Institute is very important because it is from the Lagos office that the West Coast (Accra, Lome, Cotonou and Porto Novo) Business is controlled. Mails from the West Coast are collected in Lagos office and sent down to Uyo and vice versa. Mr. Emmanuel Isaac and Mr. John Ukor frequently visit the West Coast to do business for the institute, including making arrangements for conferences and publications. The trip to Lagos was very exciting. We chartered an 18-seated bus from the Akwa Ibom Transport Company to drive us from the Institute Presidential Lodge straight to the Conference Hotel which is at the university of

Lagos Hotel. Apart from me and my wife Janet out Directors who attained the first Logos Conference including Engr. Nseobong Okpura, Mrs. Ejoke Okpura, Mrs. Inimfon Ubong Cornel, Mr. Emmanuel Isaac Akpan, Mr. Nsibiet Udo John and Mr. Nsikakabasi F. Johnson.

### **RETURN TO THE DRAWING BOARD**

Following the success of the Calabar conference, in 2007 more people and co-operate organizations joined the Institute and supported it financially. The institute account for the first time run into millions of Naira. The presidential lodge was given a first lift and a land broker was hired to source land for the building of the institute permanent site. It was now time to go back to the drawing board. I had spent the last months of 2006 studying bookpublishing, Journal publishing, Conference organization, and the management of learned societies, for these were what I needed to know in order to reposition the institute in the coming years.

In December, 2006, Mr. Ubong Boniface resigns as the CEO of the IRDI and was replaced by Mr. Nsibiet Udo John. The institute secretariat building and presidential lodge was commission in January 3, 2007 and a new secretariat structure was put in place under the leadership of Mr. Nsibiet Udo John as Director General, Mr. Emmanuel Isaac Akpan (now Dr. Emmanuel Isaac Akpan) Assistant Director General and Miss. Ekaette P. Umoikpe (now Mrs. Ekaette Etukikpa) as Executive Secretary, whose main duty was to manage the peer review process and the gate keeping system of the institute among other administrative duties. The Directorate of Membership was also greeted to manage the affairs of the IRDI Research and Development Network. The Directorate was headed by Mrs. Inimfon Ubong Cornel. The Directorate of publication was also created to manage the affairs of the Kan Educational Books and the Pan-African Book Company. This directorate was headed by Mr. Nsikakabasi Friday Johnson. The Directorate of Research and Training was created to manage the activities of the centre for Advance Training and Research. This directorate was in charge of the development of conference Calendar and was headed by Mr. Unyime Basseyy Asuquo. These team of dedicated staff plan and executed the Uyo conferences of 2007 namely the First International Conference on Scientific and Industrial Studies. Note that Mr. Nsibiet Udo John left the Institute after this conference to pursue a carrier in Newspaper Journalism. He is now the own of the Ink Newspaper. The conference took place at the community centre, University of Uyo on march 13, 2007 and was coordinated by Engr. (Dr.) Urua Antia of the Department of Agric/|Food Engineering. The conference was well attained and was declared opened by the then Deputy Vice Chancellor Academic University of Uyo.

Prof. (Mrs.) Comfort Ekpo (who later became the Vice Chancellor of the University of Uyo). The conference attracted over 200 delegates. The institute announces a new conference series named International Conference on Sustainable Development and the Maiden Edition was schedule to hold at the Indoor theater, University of Abuja on September, 2007. The aim of these conference Sustainable Development was to generate paper for publication at the institute journals in addition to papers gotten from the annual conference attachment.

Even though the Uyo conference was held at the University of Uyo Community Centre, near the University of Uyo Guest house, the Conference hotel was Noval Hotel Ikot Abasi Street, in Uyo town as the university of uyo Guest House undergoing rehabilitation.

The Nsukka delegate was lead by Prof. J. E. Eyo.

The cocktail was sponsored mainly from the funds donated by family and friends. My mother Mrs. Akon Offiong was present both at the opening ceremony and cocktail party. My friend who made the highest donation toward the event Hon. Umoh Udonwa was also available at the cocktail held at the Banquet Hall of the Noval Hotel. The conference also gave me the opportunity to settle a long standing misunderstanding between me and Chinwe who was the first set of final year in Industrial Chemistry that I taught at the University of Nigeria, Nsukka when I was first employed. She was now a lecturer at the Nnamdi Azikiwe University of Awka, Anambra State, Nigeria. She came all the way from Awka to attend the conference with her friend. The problem I had with her was that when she was my student, she was one of the best students. During her convocation she visit me with drink but because I was new in the University and fearing controversies I rejected the drink. She felt so bad a rain abuses on me. She even send a message through one of her lecturers in Chemistry to me that I have offended her but she wants me to know that she was the best graduating students in her class. The lecturer was my senior, so I listen to his sermon which ends with the fact that since it was her convocation that I should have accepted the drink. I ponder over it and invited her for a drink which she turn down with abuses. When I meet her at the Murtala Mohammed Air Port in Lagos seven years later with her husband she told him that I was the only man who insulted her when she was a spinster. I used the opportunity to explain that I was new and I could not differentiate between good and bad as a protection against my person I decided to play safe which made me look impolite. Before we could go further their flight was announce and they left for Enugu and with promise to see me at Uyo conference. During the Uyo Conference she and her friend agreed to visit me at the presidential Lodge, where I formally apologized to her after seven years

and we became friends. She said that she accepts my plight as she is now a lecturer. I reply thank you my lady, but I wish you can be made a young bachelor lecturer, working under old Professors and surrounded by young and beautiful female students. We all laugh. My wife offered them accommodation at the Presidential Guest House and since then she has been a committed member of the Institute. During the preparation for Uyo conference my cousin who was the official Photographer of the Institute Mr. Idorenyin Eno Essien look very ill and my attention was drawn to his condition by my mother who was the elder sister to his mother. My mother requested that I send him for medical check up immediately which I did. At the hospital he was diagnose of strange sickness called Menejatis and he died few weeks later. It was great shook for me as this my cousin was very faithful in his service to the institute and loyalty to me. While my mother was making her request for me to intervene on behalf of her sister's son my cousin Dr. Paul B. Okon-Inyang the Secretary General of IRDI-IDN who was on the high table with me during the conference was also requesting that we take an hour break to visit my paternal cousin who was also bed ridden at St. Lukes Hospital Anua. This my cousin Effiong Bassey Okon-Inyang died few days later in the hospital. It was Dr. Paul's duty to bury him and Dr. Paul's service where very crucial at the institute conferences, so it was decided that because of the burial of this brother and my cousins that the Institute should counsel the September Conference to enable me and Dr. Paul perform our duties at the burials. Thus, the institute's September conference at Abuja was shifted to November 13-16, 2007. The Port Harcourt Conference held as scheduled.

The Port Harcourt Conference was executed under the supervision of Mr. Emmanuel Isaac Akpan who succeeded Mr. Nsibiet Udo John as Director General. This was the second International Conference of the IRDI Research and Development Network. The conference took place at the Ebotimi Banigo Auditorium, University of Port Harcourt on June 26, 2007 and was coordinated by Mr. Tiabasi Inyang under the supervision of Dr. (Mrs.) Many Iwundu the Vice Chairperson of IRDI Research and Development Network. The conference attracted over 350 delegates from all over the world.

The Institute acquired two Jeep mainly for the purpose of transporting personal and materials to the conferences. The first Jeep an Izuzu Trooper Jeep designated the Presidential Jeep which is my official car and the second Jeep a Misistuibutzi Mentero Jeep designated the Directors Jeep which is the Institute's official Jeep. We were transported to the Port Harcourt conference with the two Jeep each of them carrying Personal and load. The Izuzu Jeep

carried me, my wife Janet, the Executive secretary Miss Ekaette P. Umoikpe and Mrs. Inimfon Ubong Colonel the Director of Membership and was driven by Mr. Joshua Iniobong Wilson. The second Jeep carried the Director General Mr. Emmanuel Isaac Akpan and the other Directors. It was driven by Mr. Etim Unah. Because Militant was operating in Niger Delta at that time we had to secure our foreign delegate with armed soldiers from JTF. These means we had to hire an extra Jeep in addition to our two Jeeps. Of course we had to pay for the petrol used by the JTF Helux car. The conference hotel was Safari Hotel, Port Harcourt. We had nationals from other African countries, India, Asian and Arab Countries, but there were no Europeans or Americans in the conference because of the extravagated presence of militant in the Niger Delta by the Western Media. Also the Port Harcourt air port was undergoing renovation hence participant were required to use the air force based in Port Harcourt which apart from capacity constraint has it own security bottle necks. Mr. Maurice from Kenya who passed through the air port was briefly delay before we cleared him. In general the conference was a huge success, academically and financially. I could not help but laugh when a newly employed graduate staff just two month old in the institute was caught stocking money into his soaks by my sister in-law Emily who was unknown to him one of the checkers. The young man must have been watching the transaction going on and may be taught there was no control and believe it was his opportunity to make tens of thousands. Trust women the situation could have been so embracing had I not intervened. I simply said when things like this happen in the public just collect the money and put back publicly into the institute treasury. The institute treasury in conferences was usually man by my wife Janet. It was a crude way to do business but until 2010 must of the institute members prefer to bring cash to the conference venue. Infact at this Port Harcourt conference despite the fact that the bank came to collect money at 3:30pm we had to take back over million naira back to the Hotel. The staff concern could not bear the shame he resigned within two weeks on our return to the office at Uyo. The institute was happy to accept his resignation because we are an organization based on honesty and transparency.

The institute conferences and tours were an important source of income for the institute hence my wife Janet had to be present eventhough she was still breast feeding. This means the baby Emmanuel had to follows us to the conference by road, by air and by sea. Usually Janet and her sister Emily will be in the team so that they can rotate care for the baby. After the Port Harcourt conference we stay behind to visit the Iwundu family who had just completed their new family house off the East West Road in Port Harcourt. Dr. (Mrs.) Mary Iwundu the conference host had insisted that the institute team be hosted

in her house. She spend generously on the team of about 15 personal. At her house another staff a driver hire in the same recruitment exercise with the one who stool money at the conference venue lost his job. After we had finish eating and we were about to depart the driver of one vehicle was missing and everybody went searching for him. It was I myself and the Host Pastor Pascal Iwundu that caught him smoking cigarette behind the house. In the institute code of conduct this was a clear case for dismissal. After much pleading he was allowed to drive the Directors (certainly not foreigners) back to the Uyo office were a sack letter was already waiting for him. At the Port Harcourt Conference my attention was drawn to delegation from Uyo Headed by a Professor. I promptly received the delegation and they were duly registered after paying the prescribe fees by the institute. The attained the conference religious and contributed at the discussions. But later on our intelligent unit reveals that they where send by the authorities in Uyo to come and gather information about the institute but that they had fallen in love with the institute and are now longing to register as members. They were duly registered as members. On getting to Uyo they submit a favourable report to the authorities at Uyo about the Institute. The authorities at Uyo had hoped that they will gather information about me or the Institute that they can use to work against me and/or the institute. Our intelligent unit also reveals that there was another group interested in gathering information about us these were people interested in studying our system so that they can profit from it. They were mainly representative from other academic publishers worldwide. I invited them all and formally ask them how we could help them. Those that open up were given valuable assistance including the advertisement of their services to our members. We even help them distribute their flyers for Publications, conferences and other meeting. The policy of the Institute has always been to increase the understanding research and development problems confronting the third world and we know that we can do this much better when we cooperate with Institutions with like interest. The then Director General of the Institute Mr. Emmanuel Isaac Akpan also reasoned that as an umbra organization for this publishers we should be on top of the situation so after the Port Harcourt Conference he draw up a five years development plan for the institute which change the organization to a world class institute. He and his team at the drawing board proposed that regular conference venues where to be established in cities in Africa to ensure that the institute present is strongly felt. Nigeria and in the entire African continent. The team also suggested the idea of the institute having it conference facilities in Uyo which lead to building of the Palace of Learning and its conference facilities. Regular conference cities of the institute are classified as given below: Eastern Nigeria,



(Uyo, Calabar, Port Harcourt, Owerri, Nsukka, Enugu and Umuhia). Western Nigeria, (Lagos, Ibadan, Benin, Ekpoma and Abraka), Northern Nigeria (Abuja, Zaria, Markurdi and Minna) West Coast (Accra, Contonu, Lome and Porto Novo). The rest African was to be approached from Buea in Cameroon. Buea was chosen because of its bilingual nature. Almost all the scholars in Buea can speak English and French. We were to go around as a team and opening up these conferences centers for the institute. The first task in opening up a conference centre for the institute was of course the generation of substantial number of IRDI-RDN members in the city. The opening up of each centre has its own story and some will be told in the subsequent chapters. The greatest achievement of the Emmanuel Isaac Akpan leadership of the Institute was the development of the institute conference Calendar. The institute now has two conference calendars namely: (1) External conference calendar which schedules all the conferences to be held outside Uyo. The external conference calendar has 12 conferences one every month at the second Tuesday and Wednesday of each month. (2) Internal conference calendar which schedules all the conferences to be held within the Institute. The Internal conference calendar has 12 conferences one every month at the last Tuesday and Wednesday of each month.

It is important to mention here that the decision to have conference calendar was to forestall the situation which led to the postponement of the September 2007 Abuja Conference which led to many petitions against the institute from members and authors. It was decided that not even the personal problems of the president and his family should change the date of conferences to avoid litigation and strictly lost of Goodwill. Hence the decisions to establish calendars which must be adhered to.

Expanding into the states in order to further penetrate the intellectual community in Nigeria the Lagos Conference of March 11-14, 2009 had recommended that Institutes representative be appointed for Zaria, Benin City, Owerri, Abraka, Ibadan, Ekpoma, Enugu and Markurdi. Presidential Conferences which involving the physical presence of the President Directors and all the executive members IRDI-RDN were to be held in these cities.

The Institute representative in these cities were as follows Zaria- Engr. Abdulwahab Malik, Benin City – Dr. P.A. Ilenik Hena, Owerri-Dr. (Mrs.) Emmanuella C. Onyenechere, Abraka – Dr. E. V. Clark, Ibadan – Mr. Jessy, Ekpoma – Dr. Emmanuel I. Akpan, Enugu – Mrs. Nenna Okafor and Markurdi – Dr. Magamus Terna Ate.

The first Presidential Conference in Zaria was held at the Institute of Development Research, Ahmadu Bello University Zaria. The Conference Chairman was Prof. Paul Mbangwana who came all the way from University of Buea Cameroon. It was a very long journey for him he had to fly from Duala to Lagos before coming into Abuja, and then take a taxi to Kaduna from there another taxi to Zaria.

On my part I was making a direct flight has just been introduced between Uyo and Abuja. I took advantage of the new development I flew into Abuja with my wife a day earlier. This was to enable me visit my sister and consulted the operation at the Abuja Office. I also use that opportunity to visit the National Library and make personal contacts. The next day the Institute Conference team arrive Abuja at about 6.00pm and we were schedule to spend the night at the National Teachers Institute Kaduna. This arrangement was fully paid for by Air Commodore Charles Usoh. We are arrive at about 9.00pm and where received by two Air Force Men at the gate of the Air Force Barrack in Kaduna. We spent about two hours at the Air Commodore's house as it was schedule for us to have dinner with him.

I was opportune to meet Auntie Florence mother who by then must have been more than eight and very fragile in health.

I could not stop me self from treating he as this was the first and probably the last time I will meet with her. We were then taken to National Teacher's Institute Guest House where we spent the night. The next day air force driver and a hire bus driver drove us to Amadu Bello University Guest House. This was my very first time of attaining a conference in the hearth of northern Nigeria. Many female members showed up at the conference. The nearly out numbered the men later on the managers inform me the female population was much because must of them cannot slept out of their husband house. But with the conference holding in Zaria the can becoming from home each day and that is exactly what they did. Women had to travel as far back as kano and come back the next day instead of spending the night at a hotel.

Most of the Institute committed members from the north attained the conference Dr. Mohammed Baza came all the way from Borno State and Dr. Usman Adamu from UsmanDandfido University Sokoto. For my wife this was her very first time in Northern Nigeria. She was surprise at the dressing on campus. Young girls wearing wrap and covering up their faces in the mist of other flashy girls. It was a sentiment part party of the country where all the girls dress flashy. The truth of the matter is the southern girls are free go to northern to school whereas that is not common for girls from the north to come to south and school AlahjiBabayero a member from Yola presented to us a full goat as he promised he will do when we visit any of the northern

universities. The curtail was cancelled because of security concerns. At the sideline conference meet with pastors from the Lutheran Church of Christ in Nigeria a sister church to my church the Lutheran Church of Nigeria. The Lutheran Church of Nigeria operates mainly in southern Nigeria and older church Lutheran Church of Christ in Nigeria which operates in the Northern parts of Nigeria. After the meeting they agreed to come for LCN convention in January. I instructed the secretary to refund them their conference fees. We return to Abuja straight without stopping over in Kaduna after two nights in Zaria. Because of my wife's fragile health we decided to take the morning flight from Calabar instead of waiting for the afternoon flight to Uyo which will allow me a meeting with my sister at Abuja. My sister did not give up she came to the airport and spent over 30mins with me. At the airport I met briefly also with the Professor from Bayero University whom the authorities at Uyo claim had made a bad remark about our journals and opened up the discussion with him at the waiting room and informed him that we had sent a delegation to him on that issue. The professor denied passing such a bad comment but remembered committing the Institute for hosting many quality journals. He said however, having the course of his discussion with the professor from my university he had noticed some signs of envy and will like to advise to be careful with him. He informed me that Dr. Bede Asuquo, one of the editor/founding members, is also at the airport and has already raised the issue with him. He was Lagos bound so his flight was announced and he left. I called Dr. Bede Asuquo and he directed me to the VIP waiting room. There I met a different person from the Dr. Bede Asuquo I know. He was not bright all and after much questioning managed to inform me that he was coming to the National Hospital for check up. He also managed to brief me of his meeting with the professor and wish me good luck in my endeavours. He was not excited about the activities of the Institute as he used to be. He said you Youngman have the opportunity to change the Institute to world class organization. I was with my wife who later asked me why he spoke about the Institute as if he was retiring. I told my wife that all is not well within him that is how mature people with terminal illness use to behave. Before leaving I requested from him if he will need any assist at Uyo and he said his family people are already at the airport. We were Calabar bound as we had to attend Dr. Paul Okon Inyang's child blessing at Calabar, we left him at the airport as the Uyo flight was 20 minutes. Within one month he sent for me in his sick bed. As I arrived he brought out a copy of our Journal and held it close to his chest and handed it over back to me shaking his head. He could no longer talk clearly but understood him to mean that the love of the organisation is there but there is no more strength to carry on with it. Before leaving his house the

son handed me over all the institutes' property and a Post-Graduate Student I stood there wiping. The wife and the children came out and started carrying all boxes. He dies two days later and the institute again lost a great Editor, sponsor and erudite scholar.

I was lucky that the burial of Dr. Bede Asuquo did not clash with the Benin Conference. I personally represented the Institute at the burial. At the commendation service I held at the University of Uyo I was shock as many of his well known advisory came to sit closed to me at the University VIP resewed and greeting me as if they were in a party. I could not help but misbehalf as I change my sit politely. The news of his death was posted in our website by then Director General Mr. Nsibiet John and also send to the state and National media.

From the university reserved to the family reserved where I felt better as they where truly mourning.

At the Benin Conference Dr. Bede Asuquo position as the editor of Journal of Research in Physical Science Dr. P. A Ilenixhena of the University of Benin. The Benin Conference Chief host was the Vice Chancellor of the University of Benin who provided venue for the conference, accommodation for 10 staff of the Institute and cocktail at the end of the conference. The conference host was the Dean Faculty of Engineering Prof. A. O. A. Ibhadode who was the main facilitator of the conference apart from our Benin Representative Dr. Ilerikehena and Dr. Ibenachoi. On our return from Benin Conference there was a rubbery incident between Benin Abor. We had to stay for hours at Filling Station before news came that the robbers had been dislodge by the police.

On our way back we meet a convoy of police vehicles with several death been driven back to Benin. I was shocked is their bodies were people their youth. Their faces were not covered. I told my wife they should have at least covered their faces. She said it is not possible the ambulance seems to be carrying a death of the police force and arrived injure motorist. She may being right as I observed the faces of the policeman were filled with grieves. At this point .... Appreciate the contribution of members of the police force. I .... Understand the wearies of my mother when my sister or the husband goes out for an operation as police officers. I fact pity for he human race and pray God to make us better beings that weekend me and my wife offered special prayers and thanks giving for the institute.

The owerri conference was organized by Dr. (Mrs.) Emmanuella C. Onyenechere. I attained the conference with my wife and newly born baby Emmanuella of course my sister inlaw Emily was also in the entourage to

ratate the care of baby Emmanuella. Owerri provide to be truly the centre of Igboland. Many scholars of Igbo extinct attained.

We had to change the conference Hotel because the owners insist on doing their weekly Wednesday night club which was not acceptable to our members. This was at a huge cost to the institute as the refuse to refund our over N200,000 thousand naira deposit. This later returned it after two weeks to our account.

On our return journey with the Mitchimat Jeep and the convoy took our directors vehicle which I truly blame our driver for delay in giving the Governor the much needed immediate right of way. But I was aggrieved when a police vehicle in the entourage stop and vandalize the Institute director vehicle. They broke the sight glass and were about breaking the windscreen but for my intervention. I was so aggrieved about the behaviour of the police that I send a report to the Chief Protocol Officer of the Imo State Governor this people will certainly embarrass your Governor if not check. I did received a phone called expressing their ignorance of the incident. But three months later read in the national daily how the same convoy molested a reverend father and got into problems with the Catholic Church six month later I past the same Governors convoy now low siren tones coming back from an electoral defected. His opponent was openly backed by thousands of faithful of the catholic church. I was no my way to Ghana on my return to Nigeria two week later it was a breaking news that a Rev. Father breaking Governor has been voted out. I could not help but learn lessons from his misfortune.

Even the security men by your gate can be a source of your failure if they are polite or conscious in delaying with people. It is your duty to ensure that they act your character.

The next presidential conference was held at the Delta State University, Abraka. This was the base the Chairman of IRDI-RDN Dr. E. V. Clark, who was then the Director of Pre-Degree Programme at the University. He was a very good host. It was a very successful meeting and I had the opportunity of meeting face to face with many long standing members of the Institute. I always had a meeting with Processor Kwale the Dean of Engineering which lead to my being appoint an adjunct Senior Lecturer in the department of Mechanical Engineering. On the returned journey we stop over and spend the night in Warri at the expand of Mr. Idugo the weathy in Father-In-Law of Engr. Nseobong Okpura one of our Directors. His daughter Ejoke was then still at Nsukka doing a masters programme and was at that time been our Nsukka representative. This was very important as only very few staff were at their traditional marriage/weddings held few months ago for my wife this was

her very first time at Ejoke's house since she was a nursing mother during the marriage.

Mr. Idugo is a generous man. He arranged a reception party for us that night. He invited his brothers, sisters, in-laws and tenants and formally presented us to them. I could not help but to laugh sometime when the speaker in pidgin English one of the maids said "Director, let me chiller this special wine for you so that when you drink it you go the reason everywhere. I later discovered that reasoning everywhere" implies that the wine can improve libido. By that time our executive secretary was a spinster and said "Doctor give me this one to marry added to my wives make she rest small no look my face I done condemn but no be into".

The wife replied you push and start you still the look for trouble.

To them this a joke but in Uyo you can ask for divorce based on this. On our back Uyo the next day we had to spend about one hour waiting in a filling station as the military convoy that overtook us was attacked by "Invisible" militants. We had to spend about one hour waiting in a filling station as the military convoy that overtook us was attacked by "Invisible" militants. We had to wait for the army to change the affected tyres while combing the nearby bush for the militants. I joined in the discussion which claims that the militants had the power to disappear knowing very well that it is not possible. This was the only way to assure my wife and staff that there will be no fight even though we are in real threat of war. After the army has left and stop coming I told my wife that God is with us. The militant where in that bush hiding while the army was too afraid to go in and look for them. We arrived Uyo at about 5.00pm Saturday after the six days trip that Sunday we give thanks on behalf of the Institute.

The Ibadan presidential conference was hosted by my wife's cousin Jessey, the son of Imeyen. Imeyen had married a Muslim from the Northern part of Nigeria. At the death of the husband the in-laws took the two girls and brought them up as Muslims while the mother was left with the son who grew up as a stunned Christian. He was the perfect man job. Membership in University of Ibadan had been very low. We needed a sizeable membership number before an official representative could be appointed, so Jessey had to work under the West Coast representative operating in Lagos. An important outcome of the Ibadan Conference was the decision to round up the Presidential Conferences in Markurdi. It was every big relief for me and my wife as we were getting tired of this, campaigns even though we were still excited about every conference.

The Ekpoma Conference was very excellent as it was arranged by a former Manager of the Institute now working as a lecturer in Ambrose Alli

University. The Hotel we stayed was very comfortable and there was large turn out of members in addition to the membership the institute enjoyed in Ekpoma due Dr. Emmanuel Isaac Akpan. On our return journey we had to spend the night at Benin. Our Benin representative was also in Ekpoma so that task or arranging hotel accommodation for the night was left in the hands of our transport officer. The hotel he got for us was very beautiful and well furnished but it turns out that when I went out for dinner with some of our staff including teenage girls was embarrass to see a naked girl dancing in front of a nearby brothel. I refuse to eat at the restaurant nearby and walked further but further more I meet fully grown naked woman also dancing in front another hotel. I decide to go just a little further and eat in the nearby restaurant and manage to ask the lady who owns the restaurant why they allow such an indecent seen in the community the lady simply reply they are advertising their business. I could not understand because such a thing will never be allowed in Uyo.

The next morning we left for Uyo but on our way back the young boys and girls were still discussing the issue and concluded that they have seen Sodom and Gomorra with their eyes.

The next conference was scheduled for Enugu and was to be hosted by Nnena. She was doing Master Degree when I left Nsukka was then married to the Chairman of a nearby local government in Enugu State. She has been a very loyal member of the institute and she visited the institute several times. Most of the scholar who attained the Enugu Conference were professionals from Medicine, law, Architecture and other Built Environmental courses. She was also able to mobilize a number of scholars in education as she was then doing a PhD in Education. Other people from Nsukka campus were also present like Dr. Christian N. Uzongu and wife Dr. (Mrs.) A. I. Uzongu [Akuchris pharmacy, Nsukka]. We attended the daughter's wedding before leaving for Uyo. On our return journey to Uyo we stop over in Umudike to meet with our members in the intellectual community of Umudike. The aim of this stop over was to generate more members in survey the possibility of hosting the next eastern Nigeria conference there. It was approved that Umudike should be listed as one of our conference centres, but this approval has since been suspended due to proximity conference facilities in Uyo, which was schedule to open the next year. The opening of this conference facilities mark the end of presidential conferences. The last presidential conference was held at markurdi. The conference was planned and directed by Dr. Magnus Ate of the Benue State University Markurdi. The Vice Chancellor provide the venue and cocktail for the party. At the cocktail I gave my valedictory speech and disclose my desire to run the institute through others. I was dress in then

golden half jacket and black air Commodore Charles Usuh gave me on his return to Nigeria from Pakistan while my wife wore her Senegalese Gown bought at the Accra Shopping Mall. The Vice Chancellor thanks the Institute for choosing to host such an important conference in Benue State University. The Vice Chancellor was then a newly appointed what was on her mind young lady and could see "fear" as she prayed for my vice chancellor, a lady whose husband was kidnapped two days ago. Promise to inform her when my vice chancellor's husband was freed so that she could call the wife.

She then advised the staff and members of the institute to maintain the standard that has been set for them and even improved upon it. We return to Uyo the next day and begin the process of carrying out the conferences without my physical presence. The structure designed involved the appointment of a conference director for each conference. The first conference director appointed was Dr. Paul Bassey Okon-Inyang who led the second University of Ibadan Conference. He obtained his masters from the University of Ibadan and was very qualified for the job. When I watched the video of the conference I was very satisfied that he could perform more than myself. The Second Conference Director so appointed was Engr. Nseobong Okpura who directed the second conference Enugu Conference. To God be the glory the Institute and its conferences in any state in Nigeria can now work without my physical involvement.

#### **Accra and the West Coast.**

Having perfected the work of the Institute in Nigeria it was decided at the Abuja Conference of November 13-16, 2007 that the activities of the Institute be introduced into the Intellectual Community in Ghana. Dr. Paul Bassey Okon-Inyang was sent to Ghana for preliminary studies and he came back with the appointment Menkah-Premi as the representative of the Institute in Ghana. A drawn up by Barr. Esther Etim Offiong then official legal adviser was signed within three months. The man clearly states that the laws of Nigeria apply in all .....

The first International Conference on Research and Development was scheduled for November 25-28, 2008. Dr. Emmanuel Isaac Akpan then a doctorate student at the University of Lagos was assigned the implementation of this conference. After a lengthy legal framework with Menkah-Premi a law firm in Ghana and protracted negotiation with the University of Ghana authorities it was decided the conference should be held at the Institute of African Studies in the University of Ghana. The Institute of African Studies University of Ghana is a premier academic conference venue in Africa. They provide local transport,



accommodation and feeding for all the officials of the IRDI throughout our stay.

During preparation for the conference we received over 1500 articles and selected 1000 for the conference. We had expected about 500 hundred participants but it turned out that over 700 delegated attended the conference. We hired an AKBC transport company in Lagos. The ABC Company in Lagos Transport Company specializes in the Lagos-Accra-Abijan-Lagos route of the West African Coast.

What fascinated me about the operators of this company was their bilingual nature they speak French and English Flauntingly. In my first trip to Accra I was accompanied by my wife Janet and Engr. Nseobong Okpura then our Nsukka representative. While lining up for boarding the three of us were single out for an interview with official from the Nigerian Immigration Service. The first question the officer asked me was my Profession and I told him that I am a lecturer and president of the IRDI. He wanted to know why I am using the land route instead of taking flight and replied honestly that I want to take a good look at what the West Coast is like. He then said there is no problem with that we should not greet any person or enter any church or mosque at the Aflobai Border check we can be charmed or turn into zombie. I thank him and boldly requested why he single us out he said it routine check on person who declare huge sum of money naira or dollars. It was then that I know why we were single out. Each of us had on him the maximum permissible cash in dollars and naira. When we got to Accra we check into the Institute of African Studies Guest House by one Mr. Peter who was waiting our arrival. Other conference who had earlier arrived where Dr. Mohammed Bazza of the University of Maiduguri, Nigeria, Dr. Akosua Obuo Addo of the University of Cape Coast, Prof. Sitwa; Imenda of the University of Zululand South Africa, Dr. (Mrs.) Edith Chukwu of the Rivers State University of Science and Technology, Port Harcourt, Nigeria [IRDI council member] and Dr. E. V. Clark of the Delta State University, Abraka, Nigeria [Conference Chairman]. During the pre-conference meeting with the local organizing committee we receive information that some Nigerian lecturer from the University of Lagos have arrived a week earlier to persuade the University Authorities in Accra to cancel the conference because we not likely to come up with the proceedings as promise. They lie to the University Officials that this is what we have been doing in Nigeria.

But Ghana is a country based on Law so authorities promise them to do everything within the power to make sure that every is done normally but that they cannot cancel the conference at this point because of the legal implications. They kept their promise and everything went on smoothly.

However, before that paid courtesy call on with the vice chancellor and the registry presented the conference materials as souvenir and brief them on the activities of the IRDI and our plans for intellectual community in Ghana. This paid off as the authorities made more staff and facilities available to the conference.

The Lagos Spices then disappear. But also a young lady had come all the way from Uyo to attend the conference after we had lost hope of her coming. She had approached the institute for funding to attend this Accra conference but we turned it down because of lack of funds. When we finally met in Accra she informed us that she had written to the Authorities in Uyo for funding and it was approved, on condition that she was to give a confidential report to the authorities on her return as per the integrity of the conference in Ghana.

She said she had no problems with that but was disappointed when [in personal capacity] someone approached her later that night to give a bad report that could help the authorities get rid of me from the system and ruin the institute. She refused to mention the name of the person who approached her but I came to understand the money was from her boss.

Who was very close to me personally and even claimed to be a defender of the institute. Before departing Accra the young lady said she was impressed with our outing in Accra and would certainly send in a good report when she gets to Uyo.

We remained in Accra for three more days after the conference to perfect our work with the representative in Accra.

I really enjoyed my stay in Accra. On my request I was invited to the American Thanksgiving Day Celebration in the Institute of African Studies Guest House. We had plenty of food and drinks. Our American hosts were very nice and their cook for the evening was one young lady named Peace. She had become my friend because of the fact that she rejected a twenty-dollar gift from me. I encouraged her to take the gift explaining to her that it is Un-African to reject a gift from an elder. She replied this gift is too big for me. I am just a cook here, to accept this amount of money from a guest could be indecent, please give me a few cedis, I will take. I thanked her and I gave her 20 cedis and we became friends. I could not help but compare this behaviour with that of Nigerian girls, a country of very decent people. During the course of the party I became friendly with an American who seemed to be one of the organizers of the evening party and asked him why they did not invite Ghanaian friends, he replied but you and your friend are here. I disclosed to him that we are Nigerians and he said he was not surprised that Ghanaians' friends they have made are too formal, making it difficult for them to cultivate close relationships.

He explain that they had actually invited many them including bodies but they gave excuses why they will not be there. At this point I could not help but accept to myself that it was the Nigerian factor in me that made me request the American to invite to this thanks giving party which was not my business at all.

The Ghanaian are also well mannered people. One coast bus was assigned to us by the university authority for local runs. This bus had t be caring participants to the mail in Accra arranged to sell Ghanaian materials to participants. The manger of the shop when he learn that I had come in myself together with my wife, he send his driver to carry me, so that I can visit his shop even though I do not intend to buy. On arrival he thank me for choosing his shop and present materials with several thousand naira to me, my wife and other officials. Even though Nigerians specially those rich ladies from the ivory towers brought millions of naira worth of materials from his shop, the fact that he remember to call me and thank me for bring the sells without being prompt speaks volume of good manners.

At the Accra shopping mail, I met a young lady, an assistant lecturer from the university of Port Harcourt. She requested for me to shop for her, I was surprised because he has be going for shop since her first day in Accra. I jokingly asked to wait for in Lagos as I will only Shop for a Ghanaian girl in Accra. She persisted and signal Engr. Okpura to buy her a T-shirt on my behalf but warn her that the lady with me is my wife and those not entertain such behaviour from young ladies. We left the mail and return to the quest to the house as a group. At the guest house I was surprise that she visited my room with a request for transport money back to Lagos as her money was stolen. Fortunately for my Dr. Bazza was also visiting and was opportunity to be at the meeting to consider her request for transport money back. Dr. Bazza was very blunt in telling her the she is not of good character he is advising the president not to release the emergency fund for her, that he registered as an accompanying person when she was a lecturer. Thereby using up the funds meant for graduate students who are not gainfully employed. He also inform me that if her request were genuine that Dr. (Mrs.) Chukwu a board member and her roommate at the quest house will have accompanies her. She explains that Dr. (Mrs.) Chukwu was asleep. At the end we promise her two hundred dollars for her transport back after we have gotten input from Mrs. Chukwu.

When she left I ask Dr. Bazza why he was so have on the young lady and he replied that she is looking for a man to seduced because he noticed that when he visited Dr. (Mrs.) Chukwu the following day when we visited Dr. (Mrs.) Chukwu she adviser that we should give her the two hundred dollars as loan so

that she will stay away from the institute programme as it is very certain that she will not return the loan.

She complained that even though they are sharing a room together that is the only paying for the room, and the most annoying part of it is that she has obtained over half a million naira from her university as conference grant thank to the professor who employed her as a graduate despite the fact that she was not one of the best in her graduating class. Truly this young lady has not returned the money till today she does not stay away from the institute programme. She rather calls me Father Christmas when ever we meet. She is now a senior lecturer and an active member of the institute but I can still see that side of her hidden and she now a matured lady.

The Ghana conference was very huge successes over a hundred members were reunited in Ghana. Most of them accepted appointment in the institute reviewers, editors, and even conference organizer. After penetrating the intellectual community in Ghana the next country of interest was the Republic Benin. The first task here was secure translators and interpreter. Surprising getting translators was not as difficult as interpreters. Translators were required in the publication of Journal whereas interpreter were required to accompany the conference team as they moved within a French speaking territory. Translators were easily source from our membership list. Most of the French Language lecturers are to some external were translators. But we were very lucky that our own Dr. Nkoyo at University of Uyo and Dr. Atim at the Maritime Academy have PhD in translation. For interpreters we ran into young lady teach in the akwa ibom secondary school system who joined the institute as translator for the first conference in Cotonou.

She turn out to be a fake interpreter and it could have been a big blunder had the institute representative in Cotonou Joseph Sagbohan not be bilingual. I personally lead the first Cotonou conference at the University of Abomey Calavi I was accompanied by my wife, eight month old daughter Emmanuella, my sister-in-law Emilia, all Directors of the Institute and some staff. The conference hotel as and the conference venue was at Ecolo Polytechnique de Universite Abomey-Calavi. There was a very sharp contrast between campus life in Nigeria and the Republic of Benin there were very many motor cycles. It was a common serene to see a young undergraduate taking the female counterpart on motorcycle ride in campus. This kind of serene will be laugh at in Nigerian campus where young men from wealthy background all campus in big cars. I could still see campus student lining up for subsidized meals on campus. Cotonou was a more secured place for Europeans. Many of them could be seen leaving simple life on the streets. In Nigeria because of militancy Europeans are often escorted with heavy armed police to avoid them

being armed or kidnapped. Love the contonou and its simple life style. At the hotel we stay we were easily identified by the ladies black and white as Nigerians. They politely ask for drinks and tips. Their first request is always that we should take them to Nigeria before use to wonder why it is difficult for them but then later I discover that the border protocols can be tedious for their level of income. For the Contonou conference we receive about 1000 articles but only about 300 delegates attended the conference. One of the delegates from Nigeria happened to be my wife lecturer at the university. He was very happy to see my wife being active in an international scholarly conference suggested to her to join the university, but this has never been a priority to Jean. She loves her taking job and new found business providing affordable quality housing to all.

Dr. Atim was our translator/Interpreter at the conference as the interpreter that accompanied me was discovered to have very little knowledge of the formal French Language. The Contonou Conference confirmed to have institute that language is not a barrier but only a challenge. Following the success of the Contonou Conference it was decided that I should lead two more ground breaking conferences in the West Africa before the Institute visit Central Africa. To this end the Lome 2011 Conferences and Porto Novo 2011 Conference were organized.

I was the leader of the first IRDI Conference team to Lome. On arrival there was a fighting within the ruling family in Togo. As a result the University of Lome was under lock and key so the conference venue was relocated to Hotel Excellence near the Nigeria Embassy. The market economy in Lome was controlled by Nigerians while car import business was controlled by Europeans. I could not make sense of what the political problem in Lome was but I came to understand the incumbent president son of Eyadema who ruled for over 30 years after a military coup was challenged by his elder brother from another mother who was the senate president and a struggle ensued to defeat his elder brother and this on going unrest. Whether this was a political analysis or the truth it was not my business but it really affected the conference as we had to make a deal with the university gate to direct our delegates to Hotel Excellence, near the Nigeria Embassy. As the number of delegates arriving got to about 250 the army sent emissaries to the hotel to question me. As I spoke through their military interpreter I suspected that he was also incompetent request that our representative in Lome who is bilingual be questioned on my behalf.

The soldiers were satisfied but advised that we should report any suspected machinery to their officer. At the nearby presidential hotel a delegation of African Union headed by the President of Niger was working hard to break

peace in Lome. I was very relieved when I learnt that Nigeria had thrown its weights behind the incumbent president. Our delegates will not be treated as suspects at the borders or within the country.

Togolese were not concerned about the outcome of the struggles as they considered it Eya dema's family problem. They were only worried that it might bring a fight that will affect their daily lives. There were still many beautiful sites and business was as usual in Lome. I left the Conference Hotel to the main Hotel at the beach for a drink. The bill for the night was to be paid for by Autonette the catering contractor and her younger sister Quenette a student at the University of Lome in appreciation of the sales conservation we gave them, but because I had insisted that Engr. Okpura accompanied me for safety I also insisted that the bill be shared. It was an outing I will never forget. The two ladies had no knowledge of the English Language at all while Engr. Okpura and myself only knew the French Language as it is taught anywhere in the secondary school in Nigeria. Engr. Okpura confesses that throughout his Secondary Education he considered French classes a waste of time. I was the President of the French club in Federal Government College Ikot Ekpene but that was over twenty-five years ago. The ladies turned out to be more clever or experienced as they came for the outing with French-English Dictionary Communication was completely through sign language and the use of keywords in the Dictionary. Towards the end of the outing Quenette's friend a young French girl Janette with good knowledge of English joined our table and communication improved. She said she was a visiting student at the University of Lome and would like to visit Lagos, because she has heard so many interesting stories about Lagos. I promised to assist her get to Lagos. I thought it was a joke but later the next day when she showed up at my Hotel I was shivering as I wonder what my wife thought if she knew that I even promised to take a young white girl to Lagos even as a joke. I had to spend time to explain to her that I was on an official visit and it could not be possible to take her along with me since she was not our conference delegate. I promised to make arrangements for her to come to the Institute officially as a visiting student, but to discourage her, I also informed her that Uyo is as far from Lagos as Lome is from Lagos. I did not have the courage to tell her that the cost of keeping her as a French National state in Nigeria will be enormous for the Institute.

We do not mind this cost for conference delegates but we certainly are ready to accept visiting undergraduate students.

Lome is small but very beautiful city. It welcomes all. It is a good city to keep an international Business because both the people and Government welcome foreigners.

The conference term left Lome for Lagos after four days stay, but I had to visit Porto Novo to make arrangement for the next International Conference at the Songhai Centre, Porto Novo. I was accompanied by Engr. Okpura and w lodge at Dona Hotel while at Done Hotel we meet a oppose to the presume interference of Nigeria in their political affairs. Their accusation against Nigeria was that over president Olusegun Obasanjo was responsible for their return of their incumbent President Bonny in their just concluding Presidential Polls which as indigent of Port Novo won clearly. While to defend that accusation the Motor cade of President Obasanjo drove past for the formal swearing in ceremony in Porto Novo. We had not option but to brand the bills of the same feather who most flock together as president Obasanjo was existing a third term. We joined the rest of the IRID team the following day in Lagos. After two days stay in Lagos the team travelled by road to Uyo using a hired bus, while Engr. Okpura, myself and my wife had take a fleet back to Uyo to catch up with our fuel time work at the university and the state secondary school Board at Uyo. The west loast operation were very hetic but interesting.

I have never seen a place like the Songhai Centre. As soon as I step my feet on this great Agricultural Centre I had the revelation to establish Educational Agricultural Complex. The Songhai Centre at Port Novo was basically an Agricultural training Complex Supporting serial life in a poverty ridden environment. They had big demonstration fish ponds, poultry for various birds, ponds for crocodiles and other reptiles, snail farms and various crops farms. They also have Green manufacturing facilities producing jucice and other drinks. Based on the revelation received from the Songhai Centre in Porto Novo on returned to the Institute at Uyo we establishedthe IRDI Songhai Farm and Resort. This basically was the establishment Institute restaurant and Farm. Incidentally the revelation lead to the immediate end of community hostile towards Institute as interested members of community were a located portions of our land to farm and make a living. The institute assisted them by providing bore hole water and the take off grant. In return the provide security and make marginal returns to the institute purse through payment land rent to Madam [My wife and vice President]. As distinct feature of his system was the water leave fields, which has now been converted to the Deltona sport

Grounds. These Songhai practice has become part of our procedure where ever we acquire land to built a new institution.

The Lome-Cotonou Porton Novo conference axis was a difficult terrence for IRDI because IRDI official had very limited knowledge of French even though French was two official language of the Institute. Despite three years campaign within this trangle the Institute was only able to admit only 18 members. Nevertheless the Institute contrive to host conference in this cities aimed at promoting the coming together African intellectual to solve the developmental problems in Africa. Because of these language problems the institute during the 2011 Annual IRDI-RDN Conference of theBeaus Cameroon. Conference and office. Beau was chosen because it is a bilingual university town.

Beau and the rest of Africa The Institute official visit to Beau Cameroon was co-ordinated by two strong and committed members of the Institutes. At the Cameroon side was Dr. Frida MENkan Mekang and at the Nigeria side was Dr. Paul OKon Inyang. The Editorial details where handled by Mr. Unyime Basseyy Asuquo at the Institute office at No. 63 Itiam Street, Uyo, Nigeria. Dr. Paul OKon Inyang lecturer at the University of Calabar was charge with the responsibility of working with the Cameroon consulate in Calabar to ensure that we received a diplomatic coverage. He was also charge with the responsibility of arranging the ship that will carry member of the institute from Calabar to Limbe. After consultation with the Cameroonian consulate in Calabar the MV Brenda of Monica Express was paid for with full assurance of safety from pirates and militant. However two hours after boarding the vesses we were attacked by militant who claim that the owners of the ship has not sifted than for months. The threaten to comprehensively rub the ship if ten million France was not made available to them within one hour when they will revisit. During this process silently one of the militant came to me and remove the over half a million naira I was holding cash. After the first attack Dr. (Mrs) Ojukwue who was sitting near me ask how much was the cash and I replied over half a million. She said I am impressed by your composure during the exercise. She said that she did not close her eyes as demanded while the operation lasted. She said she saw they brought out the charm that indicated the heavy cash on me after they made certain incantation. Her companion Dr. (Mrs) Okoye said what is half million that the president should shake. That is two small to shake the IRDI. I went into a sad mode after the incident, the Ladies tried to kept me happy but I was still in sad mode, a suddenly the militants re-appeared in the ship as the promise. They move straight to the Engine Room and receive their ransomed. While exiting the called out where is that covered with a back shirt that we took his money. Before I could hide



one of them walk up to me and handed over my money and said we are not rubber takes your money and this curse referring the small bible that was inside the money enveloped I said thank you and I receive my envelope back. The ship captain explanation for the return of the money was their mode of operation does not include rubbering of a ransomed paying ship. My wife explanation was that they were afraid of the money because of the Bible being Superstitious and diabolical people. She even said that I should not use the money until it was sanctified in the church. Right or Wrong it was my wife explanation that I took I even had to narrate the experience to my pastor and request him to bless the money before I put back to my business. There were over 50 Cameroon conference delegates on board that ship. When we arrive Limbe Dr. Paul Okon Inyang address us and said that we will be boarding another ship at Tiko on the return journey. He encourages delegates to charm up and accept responsibility for hiring a ship that is prone to militant attack. He said he was tricked by the Cameroon consulate in Calabar but who maintained that their grantee was only for the Cameroonian waters which was safe. We arrive Hotel Residence Carlos in Buea the next morning. We never received on arrival by Dr. Fridna Menka, Dr. Divine and other members IRDI from Cameroon many of them were my students and colleagues at the University of Nigeria, Nsukka I was one of the staff advisers during my days as a lecturer at the University of Nigeria. In fact my friend Eric's father was then the Head of the Cameroonian consulate in Calabar so I was very familiar with these groups of scholars. That night a reception party was organised for me and other members of IRDI. Most delegates from Northern Nigeria had taken a train journey. Most of those from the West came by Air through Duala. Some of us from the East who did not like the sea route had to pass through the jungle road from the Ikom boarder. They were over 150 Nigerians at the Cameroon conference. We had just about 30 delegates from Cameroon and another 30 from the rest of Africa. During my stay in Buea I discovered that the English Cameroon one of my generation are not happy with their grand parents for voting to join the French Cameroon. They said they would have been better off in the Nigerian Federation. They reasoned that because of these inclinations the French controlled Government has made life very difficult for them. In fact the English Cameroon Elite believe that the bad road network that links Cameroon to Nigeria is a deliberate Government policy. They also believe that the ill treatment of Nigerians is a deliberate Government policy to reduce the influence of the English Cameroon. While the conference was going on I received a call from the Government office in Buea that one of our delegates was detained by the gendarmes last night. That they have completed all arrangements to release him to the Nigerian consulate in Buea, that I should

make arrangement for him as he may becoming late. I had to personally go to Governors office the ask them to release them to me which the refused. The said that the Nigerian Embassy is aware and that the consulate must be involve because possible diplomatic problems it may cause as the two countries are trying to make peace. In the end the Delegate one Mr. Innocent did not attend the conference he was release two day after the conference by which time the IRDI team was already in Calabar. I personally had reached my duty post in Uyo. He was had over to Dr. Paul Okon Inyang in Calabar who brought to Uyo for post conference Registration. At Uyo impress upon him not press the mater further. He was actual from the same community as President Jonathan and his senator demand a report from us. In my report I adviser the senator to slow down as Mr. Innocent was only angry and with time will forgive his tomentors for the seek of good neighbourly hood. A part from this discover bothered on Mr. Innocent refusing to give the Gernadance bribe the Cameroon were very hospitable. For the first time in the IRDI conference there was a French session.

My visit to Cameroon confirms my speculation that Eastern Nigeria was more of central African than West Africa. The population in Buea was made of tall. Handsome and Beautiful people

After the conference we visited Dr. (Mrs.) Firda Menta newly completed house. It was a beautiful Boughlow . Dr. Frida was then the Head of Department of English at the University of Beau and later that every I throw a departure party for the luminous. Most of the Ladies where from faculty of Acts and Social Sciences but the man spread across the whole university.

Most of my Cameroonian colleagues were meeting my wife for the first time. They were very please to see her at last because they taught I was long over due for marriage. The Cameroonian students of University of Nigeria Nsukka (UNN) of my time had form the habit of co-habiting, at first I use to attack those relationship but later I discover that they were real as most of them got married to their girl friends or boy friends. Infact I discover that whenever any of them enters Nigeria to study Hr she will bring in his or her intended wife. They were few exceptive however but this was mainly those brought in by their siblings. Dr. Frida herself was married to her UNN sweetheart. In those days she use to tis me to marry a Cameroonian.

The Cameroonian conference for me was a thank you visit members of the intellectual community in Cameroon have been my strongest allies since the inception of the IRDI movement. The subscribes generously in our journals and participate actively in our various conference both in Nigeria and outside. The fact that most of the they knew my physical as an intellectual was very vital. IRDI membership in Cameroon rose from 35 to 62 because of the Buea

conference. To add colour to the conference I presented my closing speech in French. This was not an easy task.

Dr. Frida had give the task of making me present an intelligible closing speech in French to a young girl named Sharon. I wrote a one page speech in English and she translated it to French and made my present it several times in the King David's Hotel Gym to her friends. They were all impress that after about three readings it was perect. King David Hotel was few kilometres from Hotel Residence carles. I manage to ask her why we did not do the reading at the Gym in my Hotel. She replied that because I will not like to pay her bride price because her uncle and sponsor in the university is the owner of that Hotel. I said but I came with my wife and my cousin Dr. Paul is also with me she said the is even the main reason we showed hold the rehearsal here. Final, she said the Dr. Frida had made arrangement because she will not like delegates to know that I had rehearsed my speeches and I replied that is a genuie reason she said any where the main reason is that you are going to buy my and my friend drinks in this hotel which you will not be able in my uncles Hotel. At the end of the rehearsals I bought and her friends beer because I known Cameroonian girls value this I was accompanied to the King David Hotel by Dr. Paul but I had warn him not to indicate interest in any of the girls as they may be related or connected to our Chief Host. Sharon told me she is getting married in six months time, and she will like to spend the honeymoon in Nigeria.

I promise them a return ticket. The Cameroonian conference was the bedrock for the establishment of 10 additional journal titles name CATR Journals. The Journal Editorial suits remain in Buea for over five years before it was moved to Accra Ghana. The institute thereafter Sponsors or hosted many more conference in Cameroon.

**THE GREATEST GIFT**

It was love at sight for me and Janet. We did not talk about friendship much but about marriage and family. God has blessed me in many ramifications, but the greatest of them all is my family. As a husband and father, there is nothing I would not do for my wife and children. I love them Janet is special, each of my children is special Jacqueline, Josephine, Alexander, Emmanuel, Emmanuella and Anita is special, and God has made them unique individuals. Mrs. Janet Aniekan Offiong (Nne Janet It Akakam). A wife of noble character who can find? She is worth far more than rubies. Her husband has full confidence in her and lacks nothing of value (Proverb 31: 10-11) certainly

everyone who knows me or has read anything about me knows that my wife's personality has a strong impact on my life. Since this book is about my dreams and fulfilling them, even though I have already said a lot about my wife's influence on the fulfilment of my dreams. The reader can catch more glimpse of this noble lady and her contribution to my success story in the text of the citation rendered on the occasion of her being presented as the vice president of the Deltona International Schools when it was official open in December 17, 2015 reproduced below:

Mrs. Janet Aniekan Offiong is a first-class matriarch, a creative and innovative motivator of men and women. She is a rare gift to humanity. Mrs. Offiong is an epitome of motherhood and an indisputable role model. This great lady is substance is of course the wife of Africa's very distinguished scholar, Educationist, philosopher, author and intellectual Leader, Professor Aniekan Offiong, President and founder of the International Research and Development Institute. The contribution and achievement of this women leader of Africa deserve the highest distinguished mention, recognition, and commendation as we commission this Great Palace of Learning and opens the Gates of the Deltona International Schools which she is co-founder and Vice-President. With strength of character, sprit of hard work tried and trusted fortitude Mrs. Janet Aniekan Offiong.

Stood by your husband throughout his tribulations and compains to build this novel state of the art intellectual community and school.

Her successful life history has proved that it more profitable for men and women allow their spouse participate in their dreams. Her famed business acumen, industry and creativity stand unparalleled in the real estate business that she ventures in order to provide a base for the IRDI endless dream. In this area, she has displayed indomitable initiatives, courage and innovation in providing affordable quality housing to as my people as possible. Her success story in managing IRDI business has proved that sex discrimination and traditionalcultural barriers should be set aside.

For the benefit of all, Mrs. Janet Aniekan Offiong is from an enviable family back ground and heritage. She was born royal, married royal, and has achieved royalty. Born on February 6, 1981 in Osobogo, Osun State, Nigeria to Mr. Ita Henry Akakam of the Royal Family of Nung Itina in Ikot Isong, Asuna, Etinan L. G. A, Akwa Ibom State, Nigeria and to Mrs. Mappie Ita Akakam the a federal Nursing officer at Osobogo. Mr. and Mrs. Ita Henry Akakam where committed member of the St Paul African Church, Asuna, until he passed

away in 1985. Her mother was not only a committed Christian but a founding member of Divine Love Ministries, until her Death in 2011.

In 1999, Mrs. Janet Aniekan Offiong (Nee Janet Ita Akakam) stepped into marital life with Dr. Aniekan Offiong of the Royal Family of Nung Ayan in Afaha Ikot Obio Nkan Ibesikpo, Ibesikpo Austan L. G. A. Akwa Ibom State, Nigeria. Then Head of Department of Mechanical Engineering, University of Uyo, Nigeria. Since then she has lived a successful married life, blessed with six children (Jacqueline, Josephine, Alexander, Emmanuel, Emmanuella and Anita). She is a successful wife, mother, home manager, builder and a pillar of the renowned Aniekan Offiong Family. Your social ideals have manifested themselves in your contribution to the building and running of this Great Place of Learning and the Deltona International Schools.

Her early childhood draws attention. She was the last of her mother's five children. Even though her mother was a nurse her chance to survive was almost zero when she was left to swallow nail at the tender age of 1 year. Condolence message where already being send to the mother with the assurance that she will still give birth to another child, but she did refuse to lost hope on the little Janet. By special Grace of God she survived the major operation carried by doctors by Doctors University of Ibadan Teaching Hospital to remove the two inches nail in her lungs. Since the she has always be a miracle. Her mother made sure that she was brought up under strong Christian principles despite losing her husband at an early stage in life.

This up bringing formed the bedrock upon which her life stood to shine through difficult and rough time.

As a young girl, Janet showed intelligent attributes early in the St John African Primary School Etinan in 1986 and the Adiaha Obong Commercial Secondary School Eniong Offort, Uyo from September 1992 to July 1998. In order for your to take up the noble profession of teaching your attain the university of between 1998 to 2005 and obtained a Bachelor of Education degree in Political Science. Mrs. Janet Offiong believes in the IRDI dreams and joined the organization in 2001 as director of personnel Affairs. In 2004 she was named Vice President and conference treasurer. Mrs. Janet Offiong as the vice President and conference was always there for her husband throughout his long campaign as a scholar to enhance sustainable development especially in Africa. She was with him in the ship MV Monica Express when it was attack by militants' enroute Limbe to establish the Buea Cameroon Conference and office. She was with him in the conferences at Accra, Lome, Porto Novo, Abuja, Zaria and other IRDI presidential Conferences. In presenting you today for the position the vice president of the Deltona International School

the IRDI is re-affirming its believe the sterling qualities of your life which have inspired many people in this generation. This we hope you will bring to hear on Deltona boys and girls so that they will shine in as professed by the Deltona School Anthem.

This official IRDI write up cannot completely describe my beloved wife and her contribution to the IRDI vision and organization. The truth about this noble lady is the she is the only person who can make me easily reconciled all those rigid theoretical analysis impeded in my as a scholar with practicalities. The original IRDI vision was very scholarastic and elitics but constant persusion from by wife revision were made that provide for nursery, primary and secondary Education. This initial was mistaken by IRDI high officials as a selfish addition form Madam as teacher but it later turn out to be what endeared us to my ordinary people as the IRDI through the Deltona International Schools project was able to consistently provide world class Education a affordable cost. Initial the institute was attracted to costly stoney buildings which glimp most of the institute resources but Madam demonstrated the practicality of low cost building even in the institutes rural project. It was also Madam that encourage us to not only build intellectual centres but to have properties scattered within the population centre of the cities. Through this property we were able to feel the pluse of our host communities. It was also our idea that we go rurual. We arrival of Ikot Itie Udung it took me six months to recognized it as God chosen site for the IRDI project. For Madam it was love at first for the location which was just few kilometres from the Uyo Airport.

As director of personnel it was easy for her to spot out non-performing and performing workers. As conference treasurer she could easily defect fraud and impending fraud stars. As vice President she would easily identify traitors. I have overtime come to appreciate her native intelligent. At the home front she assures that salaries of children lesson teachers and personal staffs are paid before that of beauratic staff. She not waste time in reminding me that honouring the children's vision day is part of the IRDI vision but not a distraction. In the same vain she insist that I honour all my medical appointment as according to her the vision can only grow in healthy body. She facilitate the opening of the Songhai Farm and Restaurant to take care of the food need in the various institute events, conference and even family parties. With the opening of the Deltona International School this facility was expanded to house the school canteen a cater for the three official function of the school namely End of Year Party (First Term), Inter-House Sport Festival (Second Term) and Graduation ceremony (Third Term) . In al functions

Madam was always there for the IRDI. She soon became the centre of attraction of these events because of her style and elegant.

Be it at the place of Learning or at the Presidential Lodge Madam will always. Provide a grand banquet. To reduce cause she facilitated the establishment of the Deltona Brass Band. Her favourites say is all work and no play makes Jack a dull body. In good times and in bad time Madam is always there for me. In good time she will sing for me no man should take for himself the Glory all the glory must be given to the Lord. In bad time she will sing for me Because he lives I can face tomorrow, because he lives all fear his gone, because I know he hold me future. The contribution of this great and noble women to the IRDI dream and its fulfilment cannot be complete without taking a look at the children we are blessed with.

Jacqueline Datimfonabasi Aniekan Offiong our oldest daughter, Jacqueline had grown to be a tall, lovely confident young lady. She attained the Rayfield International Nursery and Primary School Nsikak Eduok Avenue, Uyo 2005-2011 and the Rayfield International Secondary School Use Offort, Uyo between the years 2011-2016. She graduated with one of the best result [Four as and three B's] and was admitted into the Basic Programme of the University of Uyo for Medicine and surgery in the same year. As of the great place of Learning her ambition is to be a medical Doctor or scientist. Certainly, there is a degree of pressure on our children because of the high-profile nature of our business and my position as a professor in the university yet it doesn't seem to unduly bother them.

When Jacqueline was in SS1 she ask me why they said that we are rich and replied may be because think that Professor are rich. She said no because the said your father is only a professor why is he rich. I said well we are a hardworking family gathering for the well being of other people and families through our activities at the IRDI. She when on to say how does that make you rich well I am rich because I fulfilling my Dream and serving God the way he wants me to.

It was at this point that it done one me that I have only send my children to good schools but fail in giving them the education the needed to be great leader. I told her that this long vacation they will all come and work for me in the IRDI to understand my Dreams and Dreams their Dreams. After this vacation Jacqueline change from normal student to an extra-ordinary student making one of the best results in a graduating class.

Janet and I have been thrilled to see Jacqueline's strength of character and her great compassion towards others. She is a born Lutheran and was baptised at the Lutheran Church of Nigeria, No. 37 Enwe Street, Uyo in 2010 and was confirmed 2016 the year she enter the University.



Josephine Dianabasi Aniekan Offiong our second daughter, Josephine, fills the house with life and excitement-she is always bubbling. She has a wonderful voice which manifested very early in the children choir programme at the Lutheran Church 37 Enwe Street, Uyo. She attained the Rayfield International Nursery and Primary School at Nsikak Eduok Avenue between 2005 and 2011 and the Rayfield International Secondary School at use Offort between 2011 and 2016. At School there she was choir leader and talent music artist. She initially was proposed for the post of chapel prefect but because of charisma, maturity and leadership qualities she was chosen as the General Prefect. Even at this she was always there for them in the chapel and continues to sing for the school choir. She initially attracted to the performing Arts early in her life and long to steady music, theatre arts, mass communication or Film studies. In her SS2 this extra-ordinary talent princes of the place of learning she made up her mind to study Law or English Language and hope to become a writer.

Since early childhood, Josephine always been a leader enjoying good followership. I remember being invited for her fourteen birthday at Rayfield School I nearly will have missed the occasion but I was thrilled when Janet and I arrive there to see nearly all the senior girls waiting for me in the dinning Hall to tell them how the can lead a successful life. One even as me to tell them how I became a professor. I spent twenty minutes with them giving them lesson's and make them their Dreams and make them come true. I later discover arose because a give the matriculation lecture of the school the previous year.

Dressed in my Doctorate Gown some of the children will fallen in love with academic life. Many had there and them ask me how the can become professor. For Josephine following her success at trial NECO and university Entrance Examinant Josephine was admitted at the tender age of 14 to study for law in Basic programme of the University of Uyo.

This she said was in line with her Dream of becoming a lecturer, Layer and writer. This was a difficult decision for Janet and myself ad Josephine was certainly under age for university studies, but Josephine was very certain she can cope so we did nothing to stop her. That same year 2016 she was confirmed at the Lutheran Church of Nigeria No. 37 Enwe Street Uyo having been baptised in 2010. She released a four song Christian Album at the occasion. "Josephine Diana" as we call her, is extremely self-discipline. She adheredstrictly to her studies timetable-totally finishing her assignments/reading before any leisure activities. Myhear is filled with expectation for Josephine future.

Alexander Abasiodiong Aniekan Offiong our oldest son, Alexander, has grown to be a handsome, lovely, confident young man. When he was younger my mother used to talk about his looking just like me, and I would quickly respond that he should look well because I am darker. But as years past by I begin to see the resemblance not only in looks but in actions, traits and strategic behaviors. I also see him as my look alike in the way he studies his books and even play.

Most times I have reasons to believe that he is more intelligent than myself, but at times I am tempted to challenge him to an IQ test to see how much more we will score than myself. At a very tender age I notice in him the gift of God's wisdom. In this realm I do not want to challenge him, not only because there are no scientific tests for this, but because I know that in his wisdom he will not like to enter such a contest with the Father. Quite early in his life at the Rayfield International Nursery and Primary School, Nsikak Eduok Avenue Uyo, where he had his Pre-primary and Primary Education between the years 2006-2012 he was always on the top of his class. During his primary school days he clung on to the first position in his class with a passion which resulted in his accelerated promotions and subsequent admission into the Rayfield International Secondary School Use Offort, Uyo at the age of 9 years in 2012. During his days at the Rayfield International Secondary School Alexander represented the school in many academic competitions and won many prizes. While still clinging to first or sometimes second position in his class.

In one of the times he was second in his class I asked him to provide an explanation, he replied that the girl who took first knew her book and he is always reading all the time, whereas he is also in the football team and he is also the school regulator [time keeper] preparing to be made the General Prefect. I replied does that not bother you he said yes but not so much as he is going to sit up next term and recover his position now that he has learned how to combine social activities in the school with the academic activities.

He would not say Daddy but you always say that we must combine academic with service to the society. You always say it is not a matter of taking first what is your character concerned. I replied thank you, you have answered well, you are my true son. Janet and I have been thrilled to see Alexander's strength of character, his wisdom of God in him.

To encourage hard work in school it has been our tradition to promise a gift to the children for good performance. In one of the terms Alexander was placed second position in class he was promised a bicycle should he take the first position. In order to make him happy because he was not too happy for taking second that term due to a persistent typhoid fever Janet had gone a head to

present him with the bicycle gift and her rejected it because according to him it was for the first position. The mother insisted but I intervene and a compromise was reached that the bicycle will remain in the store until next term when he will truly win the prize by reclaiming his first position.

Sometime I wonder whether character is inherited, Alexander like any of my children are naturally attracted to virtuous living, in the same way Janet and myself and attracted to virtuous living. It was not too surprise when he was made the General Prefect at Rayfield International Secondary School following the foot step of the sister Josephine.

When the Deltona International Schools was opened in 2015 Alexander was in SS2 and he asked if he will be allowed to attain the newly open and well furnished school and replied No. he then questioned why I took time to explain to him that I want him to attain a school where the teachers are free to teach and discipline him without a second thought. He said but Emmanuella and Anita are in the Deltona Schools. I said yes because they are too young to know that it their father school. He said but they know. I said they know but the do not know the implication that is why the are still showing me their fee drive notice and telling me “my teacher say I should pay me fee”. He replied, you have a point me and Emmanuel we are going to continue in Rayfield so that when we take first it will be respected. I promise him that whenever there is a function in the school that they are free to attain.

During the 2016 Annual Inter-House Sport I did not remember to go for them until I receive a call from Rayfield that I should come for my son's who have been book for an Important Family Function, as they can not release them for their Aunty who is already in the school. I had to rush down to the school to pick them for the Deltona Inter-House Sport. There and then I agreed with them that the Deltona International Schools Annual Inter House Sport Competition was an Important Family Function. Must confess that I am always deeply impress by children commitment to their functions in the family and its business.

“Alexander Abass” as we call him, is extremely self-disciplined. Since early childhood, Alexander Abass has had a passion for mechanical Engineering. In the secondary school, he took seriously his Physic, Chemistry, Mathematics, Technical Drawing and Further Mathematics Studies. His application to study Mechanical Engineering in the University of Uyo is being considered. My heart is filled with expectation for Alexander future. Alexander is a God fearing young man. He is a born Lutheran baptised in the Lutheran Church of Nigeria, No.37 Enwe Street Uyo in 2010 and in was confirmed the year of our Lord Jesus Christ 2016.

Emmanuel Sennende Aniekan Offion our youngest son and the fourth child is Emmanuel. He is a perfect child. He is a very intelligent child. In the children's Ministry in the church Emmanuel reads and teaches the bible as if he is already an adult. In the school Emmanuel is always taking the First position. Emmanuel deeply loves his brother Alexander. The only time Emmanuel will really cry is when the brothers is departing to the boarding house and he knows that it will take some weeks before he can see him on a visiting day.

Emmanuel was born during the period IRDI presidential Tours on nationalizing the IRDI vision. He had be carried along by the mother and aunty Udeme as we move from city to city in Nigeria organising conference and sourcing for IRDI membership. It was difficult decision for Janet and myself to enrol Emmanuel in a Daycare as the weight of business and work intensives. Regardless of the circumstance, we can count on Emmanuel to be happy. it was a very big relieve for us when Emmanuel enrol in the Rayfield International school in 2009 joining his three other siblings. At least my mother will no longer call to query why I am leaving my child in Daycare.

Mother believe that provision should have been made for a full time domestic help but Janet was not comfortable with a nanny for domestic staff she preferred school going teenagers which means that every person in the household must be in school during school hours.

At the Rayfield Nursery and Primary School Emmanuel was first recognized as a genius. He had writing were perfect. He understanding of mathematics was without effort and his reading skill was perfect as that of an adult. For this reason and a the complication arising from the opening the Deltona International school Emmanuel had to leave the Rayfied Nursery and Primary School in the First Term of his Primary 4 and proceed to the Rayfield International Secondary School. The Deltona International School had just open its doors. Emmanuella and Anita where move to start their primary and Nursery Education at Deltona as pioneer students. For Emmanuel primary 4 it was too late to join the Deltona International School. I had to drop him every morning as early as 6.30am before going to the Deltona School by 7.am to join mandatory morning devotion. This was very tasking for a new school proprietor. Emmanuel himself notice this and during one of the visiting day to his brother said that he was sure he do better in the boarding secondary school than the present day primary school he is attracting in which sometime he is forgotten after school. Janet and myself with the support of Aunt Udeme accepted and decided to give him chance. The school had admitted him simply base on his academic performance only to discover his age letter. Effort to make Emmanuel return to the primary school fail as Emmanuel past all the

academic and other test admitted on him during his trial week. He was always neat and well kept and attended all functions on time. He was also perfect in exposing his duties and boldness that most have arisen because his brother Alexander was already in the senior class. Later on Emmanuel confessed that his main reason for leaving the Nursery and Primary school earlier than normal was so that he would be seeing his brother Alexander everyday. Initially I was opposed to the plan but when I calculated the risk that was involved in his staying alone at the Rayfield Nursery and primary School I decided to bend more than 75% in the entrance examination whereas 50% was the passing mark.

Emmanuel agreed on condition that I will buy him the common entrance book and hire the Primary six teacher to give private lessons. The suggestion was what saved him as the Rayfield Secondary School will not have accepted him, had he not passed a series of tests. Despite this, the school was divided in opinion. Even in the family there was division but Emmanuel promised us that he was going to still be taking first position even though he was jumped classes. Emmanuel kept his promise. Even though he joined the JSS1 class the second term he was placed second in the second terminal examination.

The margin between the first and second position was small so I encouraged him to work harder so that he will be first next term. He replied certainly I will be first next term but it will not have been too proper this term, in his reply I discovered one more thing about my son Emmanuel, he is not only academically intelligent he is also emotionally and socially intelligent. Emmanuel is aspiring to study Medicine or Engineering. My heart is fulfilled with expectation for Emmanuel's future. Emmanuel is a born Lutheran and was baptized at the Lutheran Church of Nigeria, No. 37 Enwe Street, Uyo in 2010.

Emmanuella Daramfon Abasi Aniekan Offiong is our fifth child and third daughter. She is a very calm and special child. I had checked into the private room next to the labor ward. The labor took a very long time I had to consult with the Doctor again who had by this time gone to bed. Just as the doctor came down to perform the caesarian operation my baby was crying in the labor room. The doctor said this certainly is a great child. I said thank you doctor, he asked, what have I done? I responded you delayed despite the pressure. Emmanuella was born during the period of IRDI Presidential tours on internationalizing the IRDI vision. An international passport had to be procured for her so that we can travel along the West Coast organizing IRDI conferences and sourcing for membership. Emmanuella had a staff of the Institute Miss Emefak assigned to take care of her during the working hours so

I and the mother can go about our normal business. Miss Emefak was her Daycare Teacher but because the Daycare was closing down we decided to employ her since she had proved herself in the work. It was her duty to take her to the Rayfield Nursery and Primary school, bring her back, allow her to rest, then do lesson for her before the close of her official work. When we opened Dectona International Nursery and Primary School in September, 2015 Emmanuella and Anita were move to start their Primary and Nursery Education there as pioneer students. For this reason Emmanuel was the No. 1 object in the Bureau of Educational Experiment established by the Dectona International Nursery and Primary school in September, 2016. In the Bureau we were experimenting on efficacy of the Mathematical Grammar School Model we were running at Dectona International School system.

The model was based upon the following assumption:

There are three major fields of studies in the school – Mathematics, English and General Studies;

Innumeracy is a more prevalence problem in the Nigerian Population than illiteracy hence more attention should be given to the studies of Mathematics by breaking into four subjects – Arithmetic, Algebra, Geometry and Additional Mathematics;

English Language is compulsory in the Nigerian School System hence English Language studies should be broken into four also – Essay Writing, Grammar, oral and Literature in order to give it more attention; and

A good knowledge of Mathematics and English enable the students to easier learn other subjects.

The Models involve dividing the class into three groups for the purpose of extra lessons in the senior primary classes.

The group are Mathematical class, Grammar class and the General subject class. Emmanuella was classified as a Mathematical class student. The Mathematical class was for student who were capable of understanding additional Mathematics [Mathematics higher than their class]. Base on this Model Emmanuel was judge capable of studying Engineering or medicine and gifted enough for a five year primary education [instead of the normal six years primary education] which I had requested in order to cut the cost of her stay with Anita in the Dectona school which was becoming a big burden to the school management. Three staff were employed specially because of them – a driver and two special teacher for Emmanuella and Anita. The special teachers were actually employed for security reasons more than educational. After the first term of Primary Four Emmanuella did exceptional well and the class teacher recommended

that she be promoted to Primary Five from the second term. With this double jump the Bureau of Educational Experiments penciled down Emmanuella as student for lifelong observation. Emmanuella passed the entrance examination into the Rayfield International Secondary School has been among the top 10% most of the times. She is currently in JSS 2 and was placed 4<sup>th</sup> in the first term examination. Emmanuella certainly is now the tallest of all my girls, but there is speculation that Anita may be the tallest in the long run. My heart is filled with expectation for Emmanuella's future, my prayers are that Emmanuel will grow up to be a great Queen. Emmanuella is a born Lutheran and was baptized at the Lutheran Church of Nigeria, No. 37 Enwe Street, Uyo in 2010.

Anita Anietiente Abasi Aniekan Offiong is our sixth child and Fourth daughter. She was born at the Specialist Clinic where all my children were born. All necessary precaution and procedures were followed based on the fact that this was our sixth child we devoted time to the Anti-natal visits. All the scanning were done as and when required. The baby was born at the normal time and she cried on time, but Anita was my biggest baby. Very tall and big.

In my own understanding a baby of this size may have some challenges in sitting and walking as and when due. But when Anita developed a fever which we thought was a simple malaria case on seeing the specialist pediatrician he simply said where was this child born. This child could not walk or talk. This child could not cry when she was born and I said Doctor but I was there when she cried immediately, He said, it is a lie. The hospital she was born knew about it and they are hiding. Thank God. I came with the Driver because neither I or my wife could have been able to drive home. I could not alter any word, but simply ask the driver to take to take us to the hospital where she was born. There we met the consultant who assured me that the baby was born normally and scored well in their rating. He then offered to treat the baby, but the baby was still hot. He discharged us and said we should come back after two weeks. I went to the church and arranged for her baptismal service and the child blessing ceremony with the great faith. The baby was still very hot and some closed persons even ask what was wrong. From the baptismal service we move straight to the teaching hospital spent over one month carrying out several tests. Finally, the baby was treated of acute malaria using the outdated quinine syrup. The acute malaria in my own analysis was what delayed some of the developmental milestones like crawling and walking but pundits including medical charlatans said the baby will not talk or walk.

After her first birth day we send her an Early Childhood Education Centre and the Principal call me one day and said Professor I advised you to send this child to medical facility and not an educational facility. The mother fainted and after she was revived we went straight against to the Teaching hospital where we meet a young lady Doctor who said we have to take the child to India. When she took us to the consultant and said the same thing again the consultant was very annoyed and asked her to provide the proof of such prediction. The Consultant said Professor because you have money I will recommend a brain scan but ordinary I will say this baby is very normal just give her some time. The malaria was very acute and this may be responsible for the delays, but in any case big babies experience this delay. Of course the brain scan was done and there was nothing wrong, but Anita could not crawl, stand or walk. She can only sit with support. Many toys and device to support the sitting and any form of movement were bought for her but there was no progress.

When she was about one year six months, I came back from work as usual to help the mother in taking care of her and the house maid came down stairs to inform me that she had stood up to walk. And when I sat at the living room I saw her stood up and run to embrace me with smile. I was overwhelmed with joy. It was at that point that I knew that this handicapped was a burden to my baby. Thanks be to God great things he had done. At the age of two years Anita was admitted into the Rayfield International Nursery and Primary School Low Reception class. The following year because the family had just opened the Dectona International Nursery and Primary School, she was transferred there into the Upper Reception class. When Anita was about to start primary section she had to leave the Dectona International schools because of a number of reasons:

Emmanuella the elder sister and her graduated was going to the Rayfield International Secondary School Boarding facility to start her Junior Secondary Education;

It will have been very costly and risky to keep her there because of security reasons;

The teachers were treating her as the Proprietor's daughter which was certainly affecting her education a senior teaching staff was once overheard scolding a new teacher why she wants to start her discipline program on Anita; and

Anita was mentally very sound and had come to know that the school is owned by the family, when she was stubborn and was scolded by her



teacher, I was told she answered back “I will tell my Mummy and Daddy”.

Thus after the Nursery school graduation at the Deltona International Nursery and Primary School, Anita was returned to the Rayfield International Nursery and Primary School to start her primary education. I had just been elected Dean of the Faculty of Engineering, University of Uyo which somehow will limit my ability to go for school run; this means that Anita had to sue the school bus services. I later discover that Anita spends about three hours in the bus each day which was not good for her health and education.

By the grace of God with discover the British School in our residential neighbourhood. The Cedar Court British school is a working distance from our house, and the class size is not more than 10 compare to 25 student class size at the Rayfield and Dectona schools where she previously attained. To God be the Glory Anita is one of the best students in her class and is rated as Mathematically very sound. My heart was filled with expectation for Anita who as young as she was said that she want to be a teacher. My prayers is that Anita will grow up to be not only a teacher but great teacher and Queen irrespective of her profession. Anita is a born Lutheran and was baptized at the Lutheran Church of Nigeria, No. 37 Enwe Street, Uyo in 2013.

### **Building the Team**

One of the basic principles of living your dream is building your team. The team you put together to surround and advised you says a lot about you. Also, importantly here is the way you go about building that team. You cannot only choose friends and acquaintances. You must spread your net so that all the people around you are not from the same stock. It must be mention here that having a few relatives, friends and acquaintances can help you in time of trouble especially guiding you against traitors. From the very beginning I had insisted that all the institute businesses most follow laid down bureaucratic processes that are to be revised from time to time.

The very first lesson you are taught when employed in the institute is the institute is a bureaucratic organisation run by a great team. There is no such person as a self-made man. I have come a long way in living my dream, but I did not do it by myself alone. Special thanks goes to the great team. Assembling a team is not only essential, but it is one of the most important task you will ever undertake as a leader. Let’s look at those people I regard as members of my great team.

First on my list there is Engr. Dr. Idorenyin Markson, who was a pioneer student of the Department of Mechanical and Aerospace Engineering, in the Faculty of Engineering, University of Uyo when he joined the great team in

1998. He succeeded Engr. Dr. Francis Okafor as the Second Manager of the Kan International Company in 2000 and by 2001 was appointed the first coordinator of the International Research and Development Institute which was successfully registered in 2002. With Markson I did not have to think about organisation I just show up. As a young man Dr. Markson was a man of contradictions. When I told him about joining the intellectual community he simply said I will but from my understanding of young people he was more interested in going off to Port Harcourt to join an oil company. But there was no contractions when it comes to his most important role in the Institute as my most trusted all-round adviser. He provided candid information and opinions about issues, people and events. After he eventually accepted his appointment as a Lecturer in the Department, on two occasions he has told me he wants to quit. Just before the completion of the master's degree he wanted to quit for the oil sector and I discouraged him. During his PhD program he wanted to go to Works Department but I discourage him saying that his destiny is in academics. He was awarded the PhD in 2016. He was the Institute Conference Secretary throughout the period of his stay as a postgraduate student in the University of Nigeria, Nsukka. He is now very steady in academics as a senior lecturer and is working towards his professorship.

During my first tenure as Dean I recommended him for appointment as the Head of Department and he was so appointed by the Vice Chancellor. They were allegations that it should have been a more senior person in age, but I stood my grounds as my Deanship was from a very divisive election and he was the only Senior Lecturer at that time who had the charisma of bringing together the Staff of the Department to work as a team. He was the Conference Secretary and Team manager in the first International Research and Development Institute Presidential Conference in Ghana in 2010. At the opening of the Deltona International School he became the first PTA Chairman as two of his daughters were pupils in the School. He was the facilitator of both my First and Second Deanship campaign. Markson never did anything half way, and the campaign was no exception. For over twenty years Markson has given me something indispensable as a leader – a close and loyal ally who will give you unfettered advice with no eye toward gaining your favour. The second person in this great team is Engr. Dr. Nseobong I. Okpura a close aide, charge with the responsibilities of protecting my children interest in the business. He joined the organisation in 1998 when I first meet him then as the President of Nigerian Engineering Student Association. He is very close to the family and has actually live in the Presidential places during his master programme and immediately after his marriage to Ejoke before we were able to secure a bungalow w for his family at the Lutheran High School

Obot Idim compound upon the employment of his wife in the school during the period my uncle Sir Edem Etuk was the principal. Dr. Okpura has been a dominant Institutes personality as the first Manager of the Institute at its inauguration in 2002 when all the companies - Kan International Company, Duncan Science Company, Devon Science Company, Pan-African Book Company, and Blackwell Educational Books were brought under the control of the International Research and Development Institute. His energy and intensity radiated throughout the organisation and no one doubted he was in charge. His ability to manage IRDI members made up of seasoned academia was unparalleled. Dr. Okpura was the Conference Secretary and Team Manager of the Buea – Cameroon Conference which our ship Ann Maria was captured by militant with over 50 member of the institute on board on their way to the University of Buea. Thank be to God that the owner of the ship paid the Two Million Naira (₦2,000,000.00) ransom demanded and we were free. Academically he has been consistent, but this was after I allow him a one year leave to work in Port Harcourt and take a decision. He did his master's degree at the University of Nigeria, Nsukka and during this period he was the Institute Conference Secretary replacing Dr. Markson who by then had return to the University of Uyo to resume duties. At the opening of the Deltona international schools he was appointed a Director and he transfer all his children to the Deltona Schools; since 2019 he has been the PTA Chairman of the Dectona International Schools. He was in charge of mobilization in both my first and second Deanship campaign. Based on his experience as a former Nigerian engineering Student Association President, in the University of Uyo he was appoint the Staff Adviser of the Association during my First and second Deanship term . For over 20 years Dr. Okpura has been a reliable ally and Ambassador. He was at the centre of the Negotiation for land exchange between the Institute and its neighbor the Grail Movement. He was the Head of the search team for principal affairs for the newly established Deltona International Schools. The Pioneer Vice Principal and long time Principal of Dectona International Secondary School Mr. Geoffrey Mbutidem Robinson was his Master's student in Electrical/Electronic Engineering. Another close aide is Engr. Daniel Nnadi. We met sometime in 1998 when he was in his third year in the University of Uyo, Department of Mechanical Engineering. His father was a retired priest in my church the Lutheran Church of Nigeria, Head quartered at Obot Idim Ibesikpo in my village. We became close when he approach me to the Chairman of his First Marriage to Grace. The marriage ceremony was at Onne, in Rivers State and it was very colourfully done in the best of the Lutheran tradition. The marriage was blessed with three children before the separation. Engr. Nnadi has been very faithful aide for over twenty

years now. He has negotiated several land deals for the Institute. It is on record that he arranged the rent of the first Institute office in Uyo when we decided to relocate from Whitehouse Nsukka to Ikot Ekpene Road in Uyo. As of that time he was already an established businessman publishing music. I required him to market my books alongside his records. Then I was mainly into publishing Universities books. My books then include: Maintenance Management and Techniques, Fortran Programming. An introduction to Man Machine Communication and Basic Programming which sold thousands of copies. Infact it was the proceed of these books controlled by Engr. Nnadi that assisted us buy the Land on which the Presidential lodge of the IRDI is located. Engr. Nnadi is about my age and he is more of friend than an aide. I had difficulties getting him employment at the University of Uyo upon the completion of his masters in the University of Nigeria, Nsukka. One day after it was done on me that Uyo will be a difficult nut to crack I encouraged him to prepare his mind for employment in the Michael Okpara University of Agriculture, Umudike and by God Grace he was promptly employed. He informed me that he has not be able to settle with his wife Grace and he his planning to take another wife.

Meanwhile my Secretary Miss Agnes Udoh put in resignation letter and after about six month was official engaged to him. I told him that because my relationship with Grace and the children that I will not be involved in the marriage, he said he was okay but that he intends to go ahead and he did. Meanwhile Engr.Nnadi continued to be a close aide and Director at the Dectona International Schools. During the 2016 recruitment exercise Mrs. Ejoke Okpura informed me that Agnes has finished her Degree Programme in the University of Uyo in the Faculty of Education and has been employed in the Deltona International Schools as a teacher she went on to say that children have also been enrolled in the school. She said I should not hold too much to the past that I should consider her as Engr. Nnadi's wife and approve her re – employment. At the Michael Okpara University of Agriculture Umudike I had place the affairs of this my faithful ally in the hands of Dr. Fedelis Abam. Dr. Abam has been standing friend in the Cross River State University of Technology since year 2005 when I was first employed as an Adjunct Senior Lecturer in the University. Engr. Nnadi will be rounding his PhD this year. This will be a great relieve to me as his case was a hard nut to crack, which had a lot to do with his home front and age on graduation. I have been very lucky to have people who will work for me without placing money first. One of my Professors on a visit to IRDI headquarters and Deltona International Schools had asked me where do you get money to pay this caliber of staff and I reply that they were not working for money and he was shock. I said

Professor but they cannot be lecturers and still be working here for payment. This part of their community development project, just as it is mine. Engr. Daniel Nnadi is also Madam's loyalist and Custodian of the estate for the children. His loyalty is extraordinary and he is the Leader of the Committee of three: – Markson – Okpura and Nnadi Language. These there are my standing committee. He is the head of the disciplinary committee and has crushed several rebellions. His famous quote on this is "thou shall not steal from the master or share customers with the master". It is also important to mention here that even though I taught Engr. Daniel Nnadi Engineering he taught me the Ibo business philosophy. His famous quotes on this is "when you toy with a staff of the opposite sex you are toying with your money" he is a bargain genius and has attracted several and deals for the Institute.

Mr. Unyime Basse Asuquo has been my longest serving Manager. He was a product of search team as distinct from Markson, Okpura and Nnadi who were my students. He is very loyal and dependable. Partly, the loyalty is clanish, as he is the first Manager from my clan the Ibesikpo clan. He brought into my service many sons and daughters of Ibesikpo namely Joseph Noah, Ndifreke Essien and Aniema Thompson. Most importantly when he was the Manager, he employed my brother Kufre and my sister Sito-Obong. He also employed Mr. Imo Amos who late father was my friend and their family house is directly opposite my family house at Nung Udoe. It was under this office arrangement that it was discovered that my former Manager was diverting our mails and channeling several millions of Naira into his new formed parallel business. He violated the first act of stewardship in the Institute "thou shall not steal from the master or share customers with the master". He was quickly arrested and made to sign a memorandum of understanding with the company promising that he would never use the Institute name to do any business or divert our emails and/or money. Thanks to Engr. Daniel Nnadi our Director on discipline and the two law firms that were employed to handle the case. Akakam and Co lead by my brother in law Barr. Kenney Akakam handled the criminal issues involved while Archibong and Co the civil issues involved including the memorandum of understanding which restraint him from carrying out business in the name of the Institute or doing similar business which will have the tendency to mislead the public. During the settlement negotiations the former Manager showed remorse and came with his two parents to beg for forgiveness, but it was rumoured that he migrated not to Niger State and live there with his wife from where they continue to make a proxy war with the Institute. I have forgiven him wholeheartedly. Mr. Unyime has led many delegations to international conference organized by the Institute in Republic of Ghana, Togo, Benin and Cameroon. He has served the

Institute Conference Secretary and Team leader in many of the Institute Conferences host by different Universities in Nigeria and outside Nigeria. Manger as he is usually called graduate in 2008 with Bachelor's degree in Agricultural Economics and has just recently completed his Master's degree in Agricultural Economics and Extension. When the Dectona International School opens its door in 2015 he was unanimously recommended and appointed the Manager of the new school system. In this new arrangement the Executive Secretary IRDI, the Head Teacher Deltona International Nursery and Primary School and the Principal Deltona International Secondary School all reported to him. He was also made the Chief Accounting Officer of the Institute and its schools. With Mr. Unyime B. Asuquo as the School Manager I did not have to think about organisation and fraud. I just show up to ensure that all procedures in quality control and financial control are strictly adhered to.

Mr. Imo Amos joined the Institute as a family nominee around the time my brother Kufre and Sito joined the organization in 2011, when there were complaints of missing funds and unbalanced accounts. He is a jack of all trades and a master of all. He had very good driving skills, he was versatile with many computer softwares ranging from Word Processing to Corel Draw. Above all he has a high intelligent quotient and an excellent social intelligent. He was employed as administrative secretary but the portfolio of Special Assistant to the president was included as he was to serve as a liaison between my office in the University of Uyo and the Institute. Mr. Imo Amo, in his capacity as Special Assistant to the president discovered the largest fraud in the Institute perpetrated by three ladies who served as desk officers for different conferences and journals. They diverted payment meant for the Institute into several private accounts which run into millions of naira within the three months of their operation. Over twelve million was lost. The matter came to notice when a report had it that the ring leader among the girls was now the highest donor in our local church having bought a musical set last month and this month is donating three hundred thousand for the church building project. An informant notified my employee Mr. Imo Amos in his capacity as the Special Assistant to the president. Investigation carried out on their e-mail and account numbers where this money was channeled, reveals that the two girls have stolen about 12 Million Naira while for the third girl we could not trace the account number where the Institute money was directed to. A disciplinary panel was set up and they were all placed on suspension. The two girls caught red handed with the Institute money were handed over to the Police. But the pulse could not be solved as Mr. Imo Amos maintained that their action could not have been possible without the involvement of a high ranking person either

the manger or Director of publications. Madam and Mr. Imo Amos insisted that the Institute should move to its permanent site at 210/212 Calabar Itu Highway, Urua Ekpa junction to the partially complete place of learning to improve its effectiveness as co-operate organisation. It is important to note that we were still operating the home based business model as all the staff of the Institute were still working at the two storey building presidential lodge. The ground ground and second floor serves as office while the Presidential Lodge was only restricted to the first floor.

Meanwhile the Presidential taskforce headed by Mr. Imo Amos and secretly directed by my brother Kufre the director of conference/Chaplain continues its investigation unveiling the Master Minder of the fraud which led to the dismissal of the two girls and the termination of the third girl. Dr. Paul Bassey Okon-Inyang my cousin and the Director of International affairs notify me of a conference organized in Ibadan in our name and wonder why he was not informed. An investigation was carried out and all finger pointed to Director of Publication who has by now stop coming to work. He was sent for but he refuse to come and clear himself. The matter was reported to the police, investigations were carried out and it was discovered that he is using one of our Publishing Company the Macpherson Publishing Company that was registered to do business in Central Africa to channel funds by putting up himself as the sole own of the company. A warrant of arrest was issued and he fled to Ghana. While in Ghana we got in contact with him to come and release the money he stole from the Institute but he refused. We then asked our representative in Ghana Mr. Godfried Botang to arrest him and send him back through Interpol. When he was arrested, he negotiated and promised to come back and settle.

Meanwhile Mr. Amos was now my Special assistant and driver as the Chief Transport Officer who use to be my driver had proceeded on study leave to the College of Education Afaha Nsit. It was five days to my daughter Anita child dedication and I was distributing cards to my neighbours at the vicinity of the Palace of Learning where the events was to take place. I put a call to my wife about food in the house and she said rice. Since I do not feel like eating rice I told her to prepare so that we can eat outside. On nearing livePower restaurant I changed my mind about going to pick her since I was feeling very very hungry. I began to imagine that Janet is a nursing mother and will surely take time to dress up. I told Mr. Amos to drop me in the restaurant so that I can start with preliminaries while he goes ahead to bring Madam from the house. This was my saving grace as the wanted Director of Publication had arranged for assassins to wait for me in front of my gate. As Mr. Amos approached the gate and horn the assassin came out of his hiding with AK 47 and cork his gun

but had second thought as the man in front of him was too young to be Dr. Aniekan Offiong, President of the international research and Development Institute. He questioned are you Dr. Aniekan Offiong, and Mr. Imo Amos replied no, that the Doctor forgot some documents in the house that is why he is coming to collect it and go back to the office. The assassin said come and identify this man let me finish with him and go. Then the Director emerged from a rugged car back nearby and said Mr. Imo Amos is it you. I came with my parents and people to beg Doctor about the missing money. Mr. Amos Said as two soldiers were coming from the General House who happens to be my neighbor, they Director drove off with the Assassins. There was pandemic as Madam and neighbours became outs as the assassins fled. Mr. Amos manger to reach out to me and we escape to the village where I spent the night hiding in my mother's friend house. The next day the director's mother was arrested on the grounds that his son said he came with the parents to my house with AK-47. The following day the Director was also arrested. On the third day the Police approach me for what I want and suggested that I should just give a token of ₦1 for the final solution. There was to be no final solution, the Director was my maternal relation. I married for him and his first son was my Godson. He was rather charged to court. I was summoned to my maternal village and his relationship with me was properly revealed with the underlying background information. At his appointment my mother had only recommended him as a relative from Okwe. But after the incident, I was told that he is a great grandchild to a grand uncle. My great grandmother who was a princess from their family gave birth to twins and my great grandfather had her returned to the father because as a chief he was forbidden to marry a woman who gave birth to twins. Because of this issue the father of this my great grandmother gave the daughter a portion of his land which was later passed to my grandfather. One of his grand uncles tried to get back the land and die instantly due to that. As the Chief of Okwe was narrating, he warnedbeware of any gift in Ibibio land that a farther give to his daughter. They went on and on and concluded that if not God that the Director will have gotten himself kill in the process of trying to assassinate me. Helamented, see how history will have repeated itself. With this narrative, I was asked not to do anything to harm him, but that if he does not repent he will destroy himself because of our special relationship.

The church invited us since we worship in the same church and advised that settlement should be concluded in my maternal family and out of court.

The Director's wife later came with my Pastor to inform me and my mother that she was aware that AK-47 was involved that since it was seen that there wouldbe problems but she is asking for forgiveness and pardon. My mother



wanted to react but I calm her down and questioned how do you know? She said that he came back that day shaking and informed her of the aborted plans. Until today, I still believe that the Director's wife was the architect of the assassination plan.

Following the advise of the family and the church the Tent Manor agreement was made at the Tent Manor Hotels in Idoro Road, Uyo. His mother and Landlord witness for him, while my mother and manager as witness for the institute. At the next court hearing there was a drama as it was rumoured that Doctor has forgiven him but Madam wants him to go to jail. When he was brought and he sight Madam a Special Head gear he shouted so I am going to jail. He never wanted to go to jail as we submitted a letter requesting for out of court settlement.

When he was released he never did what the church and family advise but rather went his way probably to violate the Tent Manor agreement which forbids him from using Macpherson publishing company or any other company to defraud the Institute. The total amount of money he diverted from the Institute including cash manipulation was estimated at over N20 million naira.

The next news about him was that he has impregnated my neighbour's aunty's daughter and that the wife has threatened to deal with the girl if the pregnancy is not terminated. The next story was that the girl died with eight and half month's pregnancy and my former Director who rent a house for the girl at Ikot Ekpene to attend the State Polytechnic arrive just on time to take the body for embalment despite pleads that the unborn child should be rescued. He was quoted as saying I don't want. He ran away when the family of the girl requested him to come and meet them for settlement and burial. My neighbour's wife approached me that I should link them to the mother my former Director of Publication now on the run. I just laugh because she was aware when he was using the institute money to fund their illicit love affairs. When I told my mother about my neighbour's wife request she said flee because something terrible may happen. My run away former Director was not seen but it was rumoured that the girl was buried in a special traditional procedure with request for vengeance. It was not up to one year and news of the director's wife death from a strange sickness was reported. The Institute mandated the Manager to go for the funeral/burial, but he did not make available a condolence purse.

Mr. Imo Amos is multi talents, with his assistant I was able to write the Dectona Anthem along with the first Deputy Head Teacher Miss Aniekpeno Isaac.

Miss Aniekpeno Isaac attained my alma matter he University of Nigeria, Nsukka she has been the acting Head Teacher when Mrs. Ihetu was on maternity leave. She was employed and appointed Deputy Head Teacher as community candidate. She left the school after about two years service.

Mr. Imo Amos is also at the centre of Dectona International School morning Devotion where he plays the keyboard. He is also the Operations Manager of the Deltona International Schools. In this capacity he is in charge of the Bookshop and Uniform Office. He was also in charge of managing contractors and suppliers. Without an efficient bureaucracy it is not possible to run a system of this magnitude and I give glory to the Almighty God who brought destiny helpers my way to help move me to His designed destiny, may his name alone be exalted.

I cannot conclude this presentation of Mr. Amos without mentioning that his career development was threaten at a time when we could not secure admission for him to study. Early Childhood Education, since he is naturally very good with children who call him Uncle Imo. I and my wife we committed this to God in prayers and our prayers were answered when he at last agree to take JAMB again and was subsequently admitted to study his dream course Early Childhood Education in the University of Uyo. You can never be happy when a young man is working hard and is well talent but the University denies him a place to study even when you are a Professor and Dean in the University.

Mrs. Mercy Obiageli Ihetu joined the service of the Institute as the Head Teacher of the newly established Dectona International Nursery and Primary Schools in September 14, 2015. Prior to this she was interviewed and appointed about three months earlier after very competitive interview involving over 20 applicants for the position. The Place of Learning on completion was the most beautiful school building in Uyo and the city was full of hope as the Deltona International Nursery and Primary School opens its doors. Her appointment was based on her absolute mastery of the business having serve as Head Teacher in the City Nursery and Primary School, Uyo. Her appointment was supposed to be immediate but the Institute had no option but to wait for one term as she insisted her employment condition at the City Nursery and Primary School will demand one term notice. Her request to come with a Deputy and Senior teacher was also granted. I was very impressed by her beauty and skills. She had the ability of understanding personnel psychology and work attitude. During the general recruitment process for teachers which she was given a free hand her contribution and observation were highly valued. She was allowed to raise a team of 24 dedicated teachers and 6 attendants from over 300 application received. Thanks to the poster

manager of the University of Uyo post office who handled the advert. Mrs. Ihetu was interested in building a “ministry of talent” in assembly her team. Within the constraint imposed by politics of the institute, she largely achieved it, for the team Mrs. Ihetu assembled in the Palace of Learning proved to be the best for the new school that was to open with an unprecedented number of students for a start. The Dectona International Nursery and Primary School opened with over 500 Nursery and Primary pupils. To a remarkable extent, Mrs. Ihetu ignored geography, religion and tribe in seeking to staff her noval school with “the best and brightest”. Except for Miss Aniekpeno Isaac, (nominated by host community), Mrs. Sharon Michael (nominated by the resident Church Institute Bible Church), Mrs. Patience Kelvin ( a sister to the manger), Mrs. Agnes Daniel Nnadi (wife to director Daniel Nnadi) and Mrs. Emem Okon (sister in law of co-founder Prof. E. S. Samuel) members of the team were employed best strictly on their score in the subject matter test and interview. At this point it must have been mentioned that as it is common with most talented people Mrs. Ihetu is highly opinionated. Several times we have argued over the implementation of the findings of my Bureau of Educational Experiments which she sometimes describe as a group of quacks lead by a Professor of Mechanical Engineering. For this reason my and determination to serve my country as an Educationist I was challenged to enter for a postgraduate diploma in Education in the Michael Okpara University of Agriculture. The programme was very successful as I was able to finish examination in all my course before I was discovered in the last day of the last examination for the course work as truly a Professor Aniekan Offiong President of the International Research Development Institute and Dean of Engineering at the University of Uyo. A member of the Institute we have work closely approached surely this professor Aniekan Offiong, President of the International Research and Development Institute. I plead with him to let me finish the examination before I was fully exposed. After the examination a reception was held for me in the co-ordinators office and I thank them for excellent teaching. Inform them of the purpose of my doing the diploma in education and invited them to the Dectona International schools /my inaugural lecture. I must mention that they were very efficient teachers and when I confronted them with problems we are facing as proprietors they gave me satisfactory answers on most of the questions except on the question of why most of our graduates in education do not have sufficient knowledge of the subject matter. Dr. (Mrs.) Grace Onwuchekwa was assigned to me as the primary supervisor.

The title of my project was “Administrative strategies of principals of secondary schools in Awka Ibom State, Nigeria” I was classified a special

student and Dr. (Mrs) Ogechi Obiazor was assigned to give me the much needed additional lectures on educational research and methodology. She also assembled an educational library for me, which I cherish so much. I was privilege to be friend two young students in my class Emediong and Etop. My classmates here include the Class representative Ijeoma who was a wife to a staff of the University.

Apart from my supervision Dr. (Mrs.) Grace Onwuchekwa and Dr. (Mrs.) Ogechi Obiazor I made friends with many teachers namely Dr. (Mrs.) Nkechi Evans

Through a special arrangement by Dr. (Mrs.) Ogechi Obiazor, I was given unlimited access to the Educational Library and other facilities. It is also important to mention the role played by our Director Engr. Daniel Nnadi who is Lecturer in the Michael Okpara University, Umudike help secure the part-time admission. He also made available the University Guest House whenever I visited and required residence.

I was able to secure A in almost all the courses because I was very serious about the programme. I could not help but to wonder why students use to fail courses in the University, but another thought informed me that I am operating from an advantage position with my experiences as a Professor. When I rounded up the programme, I felt like applying for a position as Professor Education. Meanwhile, the Deltona School Bureau of Educational Experiment continue to be my major laboratory and all together I developed seven practical model for running of the school namely;

- The subject matter test and continuing education model;

- The learning work plan model;

- The class teacher quality control analysis model;

- The school analysis/budget model;

- The school plant operation maintenance;

- The mathematical grammar school model; and

- The pre-determined measurement /evaluation model;

It must be mentioned here that the PGDE programme not only improved me capability as an Engineering Teacher in the University of Uyo but also and perfected my models on the running of the Deltona International Schools.

Another important result is that the Head Teacher now sees me as colleague in the Teaching Profession and not the Mechanical Engineer who wants to mechanize teaching. In fairness to Mrs. Ihetu, she has been the most valuable contributor in the Bureau of Educational Experiments despite our criticism. She criticizes to upgrade.

Another important personality in the institute is Mr. Geoffrey Mbuotidem Robinson who joined the service of the institute as Vice Principal

(Administration) of the newly established Deltona International Secondary School in September 14, 2016. He is a product of the controversial subject matter test and continuing education model of the school. The model aimed at selecting teachers that have good knowledge of the subject that they are required to teach and passing them through a seminar series known as Continuing Teacher Education. Even though he was placed first in the recruitment test and interview which was based on this model, the board decided to offer him the position of Vice Principal Administration while the second Runner Mrs. Edidiong Omenga was appointed the Principal largely due to his age and the fact that he was still rounding up his Master's in Electrical Engineering. When Mrs. Edidiong Omenga relocated to Lagos, Mr. Geoffrey Mbuotidem Robinson became the second Principal of the Deltona International Secondary School taking over from the acting principal Mrs. Uduakabasi Jonah. Mr. Robinson was a strict adherence of my subject matter test and Continuing Teacher Education model leading to the employment of many education engineering, science, social science and pure humanities graduates in the school. The subject matter test in the Deltona International Schools then for a secondary school teacher starts with an evaluation using Senior Secondary School certificate Examination.

Examination past question paper of WAEC or NECO. For the primary school it was a simple as being asked to take the common secondary school entrance examination. The continuing teacher education seminar was handled by professional teachers in the school at the Bureau of Educational Experiment with the Head Teacher Mrs. Ihetu as the Team Leader, she performed very well in this task even though initially she was skeptical about the Deltona International School approach towards the selection, training and re-training of teacher. She always jokes that my training as a teacher in Umudike has removed some of the mechanical theories in the Deltona Educational system. Even though the Principal Mr. Robinson is an Engineer by training, I found him very useful in experiment with some of my educational models. It was Mr. Robinson who wrote out my Learning workplan model and experimented on it in his secondary classes, before it was introduced into the Nursery and Primary section. The Learning Workplan Model aims at enabling teachers/students to cover the relevant syllabus through effective planning. The teacher uses the syllabus to select the best textbook for the subject and then draws up a plan for both himself and the students to cover the textbook or relevant portion of the textbook as a minimum requirement for the subject. It may involve the use of more than one textbook in rare cases. The learning workplan is actually a more detailed diary which is made available to the students at the beginning of the term. The implementation of the learning workplan in Deltona International

school was a major breakthrough in the battle of providing complete education to our teeming population.

Age notwithstanding, Mr. Robinson is the best man for the post of principal in the Deltona International School. He is of Jehovah Witness faith just as his vice Principal Mrs. Susan. He is very upright in character and loves his students. He places their interest above every other thing. This is the reason why I could not comprehend when he said that the Joint Admission and Matriculation Board Unified Matriculation Examination is not the business of the school, when I include it in the school calendar as the only programme for the whole of the second term in the SS3. He later agreed with me that without working towards our student's admission into the University that we cannot say we have complete our work on them. The Senior School Certificate Examination Programme by this arrangement ended in the first term of SS3. The whole of second term is dedicated to admission Examination Programme(JAMB) while the whole of third term is dedicated to Certificate examination (WAEC and NECO). Whenever I complained to my wife the Vice President about how long it takes for the Principal to see with me she will say remember we employed him here to gather experience. You need to explain to him more but if you cannot, let me invite him to do the talking for you. The problem with you my husband you always talk and think like a professor. She puts a call to the Principal and invited him to the Presidential lodge. When the principal arrived, he said, I am a mother, whatever you are doing in Deltona if the children do not get admission into the University parents will not accept it. Your excuses will be worthless. I want to present your matriculated students from the University of Uyo next year to our students during the graduation ceremony. Mr. Robinson did exactly as he was told and has since been doing that in a grand style. The Deltona International Schools is rated one of the best schools in Akwa Ibom State, now thanks to our able Principal Mr. Geoffrey Mbuotidem Robinson and his counterpart in the Nursery and Primary School Mrs. Mercy Obiegeli Ihetu. To God be the Glory Great things he has done.

At this point like to bring it the picture the most valuable member of my team, the Vice President of Deltona International Schools and my wife Mrs. Janet Aniekan Offiong. She studied Political Science Education and is a teacher in the Akwa Ibom State Government Secondary system. She has been a source of strength in Bureau of Educational Experiment. She helped in the design of the Class Teacher Quality Control Analysis Model and supervised it simultaneous application in both the Nursery/Primary and Secondary section. The important features of the model are: (i) Each secondary class will have a class teacher and assist who will permanently seat with the students during the school hours

to maintain law and order. (ii) It shall be the duty of the class teacher and his assistance to ensure that subject teachers followed the approved workplan which they will score; and (iii) Subject teachers performing below expectation must be made known to the School Principal, Manager and President before the quarterly term assessment. She also helped to design the School Fee Analysis/Budget Model. Even though she was initially opposed to this model because it reveals the school income to every member of the school system but she has to come to be the chief implementor of the model. The model has ability to reveal financial mismanagement even from the President. Here, the class teachers are the chief financial officers who reports to the Principal or Head Teacher while the Manager is the Internal Auditor. In the budget side all operating units are to submit their budget at least one week before resumption. In the model, all payments must be through the bank and the only valid prove of payment is a bank deposit. This models aims at eliminating the fraud associated with the school bursary department. Mrs. Ihetu, the Head Teacher wasalso initial opposed to this on the grounds that it was a lot of work for the teachers but was forced into submission when in a nearby school Accounts office became very rich at the expense of teachers salaries.

Mr. Imo Amos has been the School Operations Manager since its inception in September 14, 2015. He has often been unduly criticized for reckless expenditure because there were no indices to prove his transparency as ascertained by the School President and Management.

For this reason, I proposed theSchool Operations and Maintenance Management Model. This lead to the establishment of the School Bookshop and the School Uniform Office. The Manager was also required to keep a daily expenditure booklet as well as a network of financial intelligent officers/telephone numbers. Up till today, the Vice President Mrs. Janet Aniekan Offiong and the Head Teacher Mrs. Mercy Ihetu are still doubting the efficacy of this model and are calling for a review of the models without specific suggestions. But I know that transparency is a way of life. They are people who will never steal, no matter how much money pass through them. I have been lucky that my team is made up of such people. There are people we employ newly into the system and they will think that it is a porous system only to be caught in the first moves. From my experiences, a person caught in the first move will be cut in the second move. This brings us to the story of a certain young man who was brought into my service through an in-law. The boy actually is an in-law to my in-law, he was recommended as a domestic help, but since my family does not have a policy of keeping male domestic help he was employed as an office boy in the Institute. Being a relation by marriage, he was recommended for University Education and an in-served

training programme was approved for him to study Economics at the University of Uyo, later rumours started milking round about his lavish lifestyle in the University which was brought to the notice of the Vice President who openly accused him but he denied. He was a supervisor in the School Operations and Maintenance Department headed by Mr. Imo Amos and as well as a supervision of Publication in the International Research and Development Institute Centre for Advance Training and Research Headed by Miss Nkoyo Hanson. One of the Contract staffs accused him of short-payment and he denied and later charge the staff as a traitor who has through away several thousand worth of the institute/school flyers. The staff service was terminated but the rumours of his short-payments and corruption in the publishing arm of the institute continues to milk around. He was even at a point described as collaborator of dismissed Director of Publication involved in my assassination attempt of 2012. Several times, the Vice President has submitted his name for termination with no detailed prove exception of his lavished lifestyle with expensive phones and laptops. It was even rumoured that he is a gambler. Finally, he was caught by Professor E. S. Samuel a co-founder of the Institute and the account number he was using to dupe the institute was finally discovered. Over a four to five million naira of the institute money were diverted into this account. He was dismissed alongside his girlfriend who was then resident in the institute's campus at Urua Ekpa Junction, Uyo. I could go further with him because I consider him to young for what he was asking for so I left him for God to judge. The point I am making here is the dishonest and traitorous people in the system will always shown up on time. The only problem is that we usually ignored early warnings.

Before rounding up the section on building the team like to give an analysis of the Pre-Determined Measurements and Evaluation Model employed in the Deltona School System to ensure that Teachers/Students covers syllabus. Note that we have already given the analysis of the Mathematical Grammar School Model when we were analysis Bureau of Educational Experiment work on Emmanuel Aniekan Offiong. In the Pre-Determined Measurement and Evaluation Model all assignment, test and examinations are set at the beginning of the term and deposit with the Principal/Head Teacher who will cause them to be performed at a pre-determined time period. The effect of this is that both the teachers and students work hard toward success in the assignment, test or examination without reducing the content of work covered in the syllabus. This in practice has also help in budgeting for each term as the examination expenses are known in advance. A Special appreciation goes to Mrs. Mercy Ihetu the Head Teacher and Mr. Godfrey Mboutidem Robinson for their pioneering role in perfecting this model. No one gets anything done



by himself alone. You must build a team that meets regular to think on how to move the system forward. The IRDI team meet every Monday after devotion. The IRDI team is designed to get representatives from various departments in one room to give critical advice and insight to the President.

### **Working with the Team**

When you decide to live your dream, it will often take a great amount of work. God himself worked when he created the world, and he still works to carry out his purpose. Our Lord Jesus Christ in John 4:34 said “My food is to do the will of him who sent me, and to finish His work”. In everyday of our lives, we should aspire to fulfill God’s purpose by developing and using our God given talents. We should not be lazy but instead prepare to live our dreams. My motivation for work is to complete the purposes for which I was created. I do not just work to provide for myself and family physical needs nor work to pay bills and buy food, I work to fulfill my dream which is the purpose for which God created me. Sometimes people say you are lucky that you are rich, but I want to say the harder you work the “luckier” you get. Even if you are rich from an inheritance, I am afraid you need to work hard to defend it. I visited a millionaire’s son who inherited so much wealth from his father about 10 years ago. He was in his room studying many documents including landed titles, stocks and business agreement. He said Prof. Offiong despite my hard work people will say I have not done anything. Do they not know that to defend and manage the kind of money and business my father left behind is a lot of work. A lazy man cannot handle this estate.

My work as the President of the International Research and Development Institute starts by 5:30am at the Presidential lodge when I received a knock on my bedroom from the Head of domestic staff. Good morning Professor, it is 5:30am and we are assembled upstairs for morning devotion. Before 6:00am, the morning devotion at home is over and sat down for a few minutes to take news from CNN, Channel TV, Akwa Ibom State TV etc. I have to be at the Palace of Learning by 7:30am to take part in the Deltona International School Devotion, which runs like a complete Church service and is open to parents. Infact, many parents are devoted members of the Deltona School Morning Service, while some come there because it is the easiest way to see me face to face and make their request or complains.

Before 8:30am, I am already seated in the boardroom to attend to Directors and Head of various sections who needed to see me personally. If it is a Tuesday, the Deltona School Board weekly meeting will be call to order by the Executive Secretary 9:00am. Whatever the case I have to be in the Dean’s Office on or before 10:00am to meet with staff, students and visitors who needed to see me personally. Of course if it is a Monday the weekly meeting with Heads of various Departments in the Faculty must commence by 10:00am. As soon as the meeting or visitation is over, you will see either Engr. Mfon Umana or Engr. Agnes Oboh, Dr. Nseobong Okpura or Dr. Idorenyin

Markson at the door remaining you of the lecture schedule for you that day and the need to do revision before the class.

The Vice Dean, Faculty Officer, Dean's Secretary and the Editorial Assistant gives their reports in no definite order. Normally I will go to lecturers to return on or before 2:00pm so that I can round up at work at the Dean's Office by 5:00pm. If time permit I visit the Departments, Workshops and Laboratories for on the spot inspection. Mails must not be carried over so the university driver receives all the outstanding mail from the secretary for onward delivery to my home office. By 4:00pm, work has officially closed and by this time, the Institute Driver and mySA has come around to relief the University driver who has been on duty since 8:00am. The mostly place for me to visit at this point is the castle project at Ikot Itie Udung where we hope to build new group of schools for the institute. The plan is to complete the Castle Nursery and Primary School within one year while a three year plan is given to the completion of the Castle High School. At the same time, we are also acquiring land for the proposed Deltona Tertiary Institution (Polytechnic or University). For security reasons, I cannot be at the site more later than 7:00pm so we must move early or forget it. However, forgetting it can lead to lost of thousands of naira in the construction project due to poor ownership or outright fraud. This is a typical day schedule for me in the past three years has been since I was elected Dean.

In living your Dream, it is important that you operate like a general. You have to be in charge, you have to take responsibility and you have to instill confidence in your team. It is also important that you know when to delegate and do it on time. I operate quickly and make it a point of duty to surround myself with competent staff. I am very much aware of the important of staying healthy all the time. When I conduct a meeting, I'm in charge and I need people to keep up with me. People who work with me whether in the institute or university know my tempo, and they have adjusted. New people learn how. I have also come to know that my work as the President of the institute is also ceremonial. There are some institute events that require my physical present. The end of year party which is usually on the closing day of the first term. It is usually combined with the Christmas party. It will be very disappointing for students, teachers and parents for me, my wife or children to be absent. Another important event I must participate in person is the annual inter-house sport/ cultural festival. In this event, the school community and host community are used to present where will be expected to inspect the parade and award prizes to winners. The Annual inter-house sport and cultural day competition is usually done in the middle of the second term few weeks before the Easter break that is the second term break. For the annual inter-house sport

competition the Archbishop of the Methodist Church Nigeria, Uyo Most Rev. Chimezuo O.O.N. Nwankwo deserves a special appreciation for persistent sponsorship of the programme past. He donated a cup for the best house in March pass. I want to thank Engr. and Dr. (Mrs.) Eyo Akabom for their contribution towards the building of the School Sport stadium. Also, worthy of special mention is Dr. Sunny Ekwere who as a house patron donated money several times to both the school and his house for the inter-house sports.

The closing day of the second term is usually Student-Teacher-Parents Thanksgiving Service/Prayer Summit. I am very passionate about this programme as I know the amount of time and money parents have invested in their children and it our prayers that our labours as parents shall never be in vain. None of the Deltona children will develop strange sickness or a strange character. As the Deltona Anthem says in the 'service of God thou will ever be: To all Deltona children my prayers for you are:Your marriage will be a blessing

Your children surround your table, you will see your children's children  
Thus says the Lord of Host.

The most colourful and existing events in the Deltona School calendar is the Graduation Ceremony and End of Session Party. I cannot think of missing this programme. It is my ordained duty to be there physically to present prizes to deserving students. The graduating classes in Deltona International Schools include Nursery 2, Primary 5, JSS3 and SSS3. At this point, I want to thank all the parents who supported the graduation programme by donating Graduation Gowns to primary 5 and SS3 Grandaunts.

I want to thank my mother Mrs. Akon Offiong Akpan. A retired Head Mistress and our Grand Patron for always marking prizes available to our deserving students. I want to thank Chief (Dr.) and Dr. (Mrs.) Joseph Mbom for the scholarship programme in the school for deserving students. I want to thank Prof. Mrs. Mary P. Iwundu and HRM Dr. Merrian A. Nwaogu for always being there to encourage Deltona Girls.

I want to thank Dr. A. P. Ihom the former Vice Dean, Faculty of Engineering for his prize for the best student in Mathematics. I want to thank Dr. and Mrs. Dominic Okon for the various prizes they have instituted in the school. I thank Mr. Edem Elijah Etuk the former principal of Lutheran High School Obot Idim and his wife Margaret for their various donations to support this annual graduation ceremony. I thank HRH. Dr. Merriam A. Nwaogu for prize for the best graduating female student in the Deltona Senior Secondary School. May the God Almighty bless you all. At this point, I want to thank all my former students for initiating and always supporting the Founders days' programme of the school. The founders day programme of the School is designed to coincide

with my birthday and is schedule for the third term. It is an opportunity designed to give talks to the students on positive living that holds the keys to achieving personal and corporate Destiny.

It is important to mention here again that I share the presidency of the institute with my wife Janet Offiong as Vice President. We normal will start a day together and go our separate ways after the devotion at the Deltona International Schools or after the Board Meeting depending on her schedule as she is also a teacher in the nearby Government School to Deltona International School popularly known as Com. Sec. Com. Ibiaku Itam, along the Calabar Itu Highway, in Uyo Capital City. Her work closes by 2.00pm so she always comes back to close the school before going back to house to be with the children and do other domestic chores. We always meet at the end of the day to discuss our finding and observations. Sometime Madam will leave straight from the school to any of her projects site where she is building tenement houses. At other times, she may leave from the school straight to any of the institutes farms where there are always residential staff waiting for her. Over the years, she has learnt some rudiments of Engineering Drawing and Site Management. This is because all Civil Engineering Projects including the Presidential Lodge, Palace of Learning, the Castle and their associate bungalows and road network are usually done through direct labour using the institute construction team under the supervision of the official institute site manager Mr. Samuel. Mr. Samuel had succeeded his masters. Mr. Etiobong upon his death as the official Site Manager of the Institute. I have come to realize that one major pillar of my ability to provide a world class education at affordable cost lies in my keeping an excellent construction team. There is no excellent construction team in the market, the team must be assembled by an Engineer before it can achieve such proficiency. In the institute construction works, I have employed many cost saving tactics as a Professor of Engineering. My suggestion here is that our practicing engineers should create more time for the training and retraining that has raised for me Excellent Construction Team. It is this same Institute Team that builds for my wife, the Vice President the low cost housing project. My wife as of now is an Engineering Management Expert by association. She has some basic knowledge of Building, Drawing, Site Management, Land Law, Court Processes and the relevant tenement Laws which enables her to function well in her Housing for all project.

You must believe in the “Integrated Education” principle before you can succeed in any venture. I had to study Agriculture because of the consistent losses sustained by the Songhai Farm.

After two weeks of studies, I became a successful farmer, with the following recommendation from other farmers: weed immediately after planting using chemicals; determine for each farming exercise the appropriate method and loss of labour per square metre, kept a well train/available farm labour team; employ organic and inorganic fertilizers after soil analysis; use proven productive seedling/breed; introduce animal farming (poultry and fish) as a source of organic manure for your crops farming; always consult agricultural experts .

The point I am trying to make here is that “Integrated Education” is the only sure foundation for a successful enterprise. It is an interesting concept to keep in mind while we are living the Dream. The Integrated Education concept, increase our learning capacity to include and connect ideas and subjects that may not specifically pertain to our area of interest, but that may serve us well to pay attention to. We now move on the concept of informal education.

Remember that earlier I had mention that I share the presidency with my wife. This sometimes can be an unpleasant but it is necessary to check my excesses. Several times my wife has given me informal education. One of her popular saying that when everybody is family, there is no family. Please, try and pay my children’s school fee before you go ahead to pay for your battalion she always refers to my numerous dependents as battalion. Another popular lesson I use to receive from my wife is on the adage “charity begins at home”. Several times, she has said you are not the only Professor in the world, you have been using all your time to train other people’s children, come back home and train your own children. We had decided that the children will all do their first degrees here in Nigeria and because they were all admitted in the University at about 14 years of age, for this reason they were required to be home for weekends from Friday evening to Monday morning. My wife always insist that

My first daughter Jacqueline is studying Microbiology, my second daughter Josephine is studying law while the first son Alexander is studying Mechanical Engineering. At any slight show of lack of common sense, she will go on to caution the children. Jacqueline everything is not microbiology, Josephine everything is not law of contract and to Alexander she will say my son everything is not thermodynamics, you all should use your brains. Do not substitute your common sense with textbook knowledge. You need to balance the two. Professor please tell them the truth. Tell them how things work in the practical world. A word is enough for the wise.

In developing and perfecting your ability to do work and live your dream, you avoid working seven days in a week. Work needs to be kept in its proper place. In the bible story of creation, God worked hard, completed his work,

stopped his work and rested on the seventh day. He did not work seven days a week but stopped when it was appropriate. This is what he has instructed us to do. A good Sunday worship starts by working half day on Saturday so that you can prepare for the divine worship service. My wife will take up the phone and without salutation will simply say come back earlier and prepare for Sunday. It is through worship and communion with god that humankind receives vision, vocation and the ability to work.

I have made it a point of duty to go to Church early on Sundays with the entire members of my household. Sometimes I may not be as early as I had planned because going to Church yourself alone is easier than going with the entire members of your household.

But bring up our children with Christian values is a fundamental part of the IRDI vision. May God grant us the grace to do this not only to our biological children but all the children entrusted in our care, for this a fundamental vision of the Deltona International Schools.

### **Exhortation**

Whether you are a Student, an Employee, a Lecturer, a Departmental Manager, Chief Executive Officer, Businessman, Governor of a State or President of a country, there are lessons to be learnt from the my life which will help you realize your dreams. Seven of these lessons I have already discussed in my first book “The Power of the Dream”.

In this book, I will assume that you already have your dream and go ahead to discuss another seven lessons that will help you achieve your dreams under the following headings:

- Develop concrete plans for the realization of your dream;
- Doing your present work will help you realize your dream;
- Starting with what you have will help you realize your dream;
- Associate with people who will help you realize your dream;
- Make sure your spouse and children supports your dream;
- Live your dream; and
- Make sure your dream has landed properties;

### **1. Develop concrete plans for the realization of your dream**

In my first book “Power of the dream”, I ended the exhortation with the need for you to have your dream. In order that your dream does not turn to a nightmare, you must develop concrete plan for its realization. There is no future without planning. When you live your life without planning, you are like a building contractor who is trying to construct a big building without a blueprint. When you do this, you will end up

unsatisfied in life. The only way you can have a rewarding and productive life is by developing a specific plan to fulfill your dreams. Developing a concrete plan for the realization of your dream will involve learning about yourself, growing in your relationship and knowledge of God, and continually fine-tuning your understanding of your dream. You will keep refining your plans as God makes your understanding of the dream clearer as the years go by and as you experience spiritual and personal growth. Every beginning of the year, I set aside one week to pray and re-evaluate the IRDI dream. This sometime leads to the addition or elimination of certain elements in the plans for the Realization of the dream. Your plan is worth writing down. The genesis of a written plan for my life dates back to my pre-doctoral days at the University of Nigeria, Nsukka, when I wrote down the four basic principles of intellectual life in 1996 and even publish it in the notice board of the post graduate hall of residence, Nkrumah hall as follows: recognize intellectual life as a calling and envisions intellectual life directed by a person for truth-seeking as a service to God and humanity; shape and guide your life according to the highest ideal no matter how powerful or powerless you may be in the system; let positive change begin in and around you in any system you want to change; and make arrangement for the positive change you have introduce into the system to be sustainable.

Even though this were only general principles without sold plans, the formed the bases for the dream I had in 1997 towards the end of my PhD program, the dream of establishing the International Research and Development Institute (IRDI). The IRDI is an evolving organization whose main objective is research and sustainable development. The mission of IRDI circulated to members of the IRDI Research and Development Network on June 26, 2007 on my Thirty-Eight birthday is as follows:

*Mission:* International Research and Development Institute (IRDI) is an independent institution established for the purpose of increasing the understanding of research and development problems confronting the world. An integral part of this is the building of schools, farms, estates and any other institution needed for the sustainable development of the human society. Members of the IRDI research and development network are drawn from various universities and research institutions.

*The objective of the institute are to depentually:*

Promote development research worldwide by mobilizing the world research community to undertake fundamental as well as policy-oriented



research from a perspective which is relevant to the demands of all nations;

Promote the publication and distribution of research output of all scholars;

Promote engineering, medicine, agriculture, education, arts, social science and science through organization of workshops, seminars and conferences;

To promote the development of schools in order to stimulate interest in scholarship from Nursery, Primary through Secondary to University level;

To promote the establishment of engineering, medical, agricultural, educational, artistic, social and scientific organization, institution or firm the will ensure sustainable development;

To encourage all to serve God first and foremost above anything and everything else;

To encourage all scholars to see intellectual life as a calling directed by passion for truth-seeking as a serve to God and humanity, letting positive change begin in around them;

My prayer is that you will stop the construction of your life right where it is and go back and draw solid blueprints that will help your dream come true. For your dream to come true, it is necessary to discipline yourself and submit to wise counsel, as it is written in Proverbs 15:22. "Plans fail for lack of counsel, but with many advisers they succeed. In the second semester of my third year at the University of Nigeria, Nsukka I had the dream of becoming a professor of Mechanical Engineer. I consulted my then Head of Department Prof. D. C. Onyejekewe and my dream became a clear vision. I had upon graduation taught of doing a Masters in Aerospace Engineering but after my meeting the Head of Department, it certain that I can only be employed if I study Industrial Engineering and Management.

He specifically warned that our Department is not interested in Aerospace Engineering for now or in the near future, thus there will be no employment opportunity for me on graduation. Another of my classmate was not that lucky very brilliant student, but without wise counseling he went on to do a masters in Electronics and he had issues in securing a job for a very long time, because he had to do a Postgraduate Diploma in Electronic Engineering in the first place before he could come to a Masters in Electronics Engineering. On graduation with the Masters, he was employed in the Department of Mechanical Engineering because the Department of Electronic Engineering was not very comfortable with somebody who did not have a first degree in Electronic Engineering. After working for a few

years in Mechanical Engineering Department, he was informed that he has to do not Masters in Mechanical Engineering to be qualified for a PhD in Mechanical Engineering. Being a very intelligent person has been able to pass through all these hurdles. But not without effects in his entire life programme. For one he was a PhD student I a Department that I went to examine another PhD student as Professor and Dean. The financial problems associated with University Lecturer in Nigeria doing a PhD when his children are undergraduates in the University can better be imagined than described. The point I am trying to make here is that you have to subject your plans on making your dream come true to wise counseling. Note that wise counselling can only come from someone whose maturity and judgment you have come to respect, someone trustworthy. When the person you approach about your dream knows you well already and sees your sincerity, he will feel honoured and will do his best to give you a thoughtful response. You may have to talk to more than one person because some people you approach may not be thoughtful, helpful or insightful. Sometimes the combine experience of a few people could be required to gain the insight that will make your dream come true without much drawbacks. Beware of looking for insights from your social network or your so-called “friends”.

## **2. Doing your present work will help you realize your dream**

Your present work will certainly contain hidden potentials for your true life work. First, it will give you experience and secondly, it will make a way for the resources you will need to fulfill your dream. Doing well in your present work will be a great asset to your life work, but poor performance in your present work will surely work against you.

In 2010, young Miss Nkoyo Hanson Sam walked into the IRDI office at No. 3 Itiam Street and demand a job as a computer operator flowing the closure of the press she was working for due to mismanagement. The Manager told her to go that they are all bad people for running down the press, she manage to convince the Manager for a computer proficiency test which was immediately carried out and she turn out to be very good. Based on this, she was given an appointment to meet me. When she was ushered into my office, I told the Manager that she is not employable because she works like a minor. I asked her “why do you want to start working at this age?” You should be in School. She answered boldly “I have finished secondary school and I have a dream of going to the University; please try me and I will not disappoint you.

Then I asked her to come back the next day but she insisted she will work that day for free that if I can only see her output that I will employ her. She was given the task of formatting a journal and she did it so well that I approved her employment that same day as an Acting Administrative Secretary in the office of the President. Nkoyo learn my expectation from her along with her responsibilities and displayed understanding and mastery of her position. For these reason, within three months she was confirmed as my Substantial Administrative Secretary. She observed, asked questions and learnt what the other people around the office were doing. Some of the unserious co-workers called her busybody, but we at the management level we considered her an efficient worker with military training. The father was a retired soldier and she lives in the barracks before the retirement of her father which warranted their return to their native Akwa Ibom State and her beginning to work at a very tender age. Nkoyo was noted for her honesty, hard work and stamina of charter. She soon realized how the various jobs in the Institute Department fit together; which people interacted with each other, how, why and when. Nkoyo discovered ways to create efficiency and synergy in the way we worked together both during hectic conferences and in normal times when we are only publishing journals and proceedings. Within two years, she was appointed the Office MANAGER. The Office Manager position requires a person that is firm, time conscious and honest with money. In this position, she was in charge of all operational money and its disbursement. She performed so well on this job for the next two years such that I was moved to grant her a day release to study Library Science at the University of Uyo. She did very well at the University without compromising her work and graduated with one of the best result in her Department. Six month after her graduation, the long serving Executive Secretary of the Institute got married and had to give up her job to join the husband in a family business. Nkoyo was appointed the Executive Secretary. This sudden development could have through the entire Institute into confusion. But by that time, Nkoyo the new graduate had not only understood the Executive Secretary responsibilities, but she also had a good grasp on everyone else's in our large and very busy institute. From the development of conference calendar, publication of journals, pagination, certification, establishment of Prima Fasciae, review processes, acknowledgement of receipt of papers, acceptance of papers, library sales and other subscription and more, Nkoyo took charge without skipping a beat.

Within few months she was confirmed the Substantial Executive Secretary and she was able to improve the overall efficiency of the institute and suggested the much need creation of another Executive Secretariat to handle the running of the Deltona school system.

Nkoyo made herself invaluable so much so that when I was elected Dean in December 12, 2017, I had to carry her along as my Special Assistant. At Dean's Office, Nkoyo consistently demonstrated such good judgment that I soon trusted her to screen my calls and prioritize demand on my time. Nkoyo will always calmly and kindly handled all callers and inquiries. I was not the only one amazed by how she juggled so many diverse task everyday and never fumbles. For this reason, when the Faculty wanted to revive its journal, she was appointed the Editorial Assistant upon the recommendation of the Vice Dean and Managing Editor Dr. A. P. Ihom. As Dean I had a University assigned Secretary who was also very experienced and competent and faithful, but somehow only Nkoyo can kept my university and personal schedules synchronized.

In December 2019, Nkoyo got married to the young and handsome Mr. Ubong Civil Servant from royal family in Nsit Atai. Ubong's mother was a retired permanent secretary in the Akwa Ibom State Civil Service while the father was a retired Engineer.

I told Mr. Ubong in my first meeting with him that he was the most lucky young man on earth for Nkoyo to accept his hand in marriage. Nkoyo's story illustrate how your efficiency in your present job can help you realize your dream.

This analysis will not be complete unless I confess that doing my work well as a University lecturer is one of the strong pillar of the IRDI. It was in the process of doing my work well as University lecturer that the dream of the International Research and Development Institute was revealed to me at the University of Nigeria, Nsukka. Doing my work well as a University lecturer certainly involves publication of research papers. It was for this reason that Prof. J. C. Agunwamba my Doctorate Co-Supervisor taught me how to write journal and conference papers and encouraged me to attain my first academic conference in the University of Benin, where I meet Prof. A. O. Ibadode who inspired me to Dream of establishing of the International Research and Development Institute. I also believe that doing my job well at the University of Uyo was one of the reasons the University appointed me as Head of Department at the young age of 28 years which enabled me initiate the First National Conference of the Department of Mechanical

Engineering, University of Uyo. This conference held on May 2-3, 2001 confirmed to me that the establishment of International Research and Development Institute is possible and necessary. I want to also believe that my election as Dean of the Faculty of Engineering has to do with my doing my work well in the University.

For over 20 years, the IRDI has existed it has benefit from my position as a lecturer in the University. My salary as a University Lecturer has several times been use as collateral to get loan and funding for the Institute. Most importantly, the experience I gained as University lecturer, Head of Department and Dean of Faculty can be seen in several aspect of the running of the Institute. I strongly believe that doing well in your present job will help you realize your dream as it help me over the years.

**3. Starting with what you have will help you realize your dream**

For your dream to come true, you must use what you have at hand to establish what you want to do, and begin to do it, before the other needs of the dream can be made. When the resources you have at hand can be used to accomplish your dream then you are a very small dreamer. Normally, when you receive a dream from God, it will be so big that you may be frightened. But I want to assure you that God knows that your provisions are never equal to your visions at the moment you receive it. He knows that you cannot ever explain to others or even yourself, how you are going to get the land, capital, management and labour required to make your dream come true, but I want to assure you that God will not give a dream without making provision for it to come true once you have started with what you have. The resource you need to make your dream come true are usually hidden until you start with what you have. It is important for you to note that when you begin to live your dream, it will not only positively affect your life but also the lives of those who will work with you. Prosperity does not necessarily mean having millions of naira in your account, several jeeps and mansion, although you might need those things to fulfil your dream. For example, I needed to build the Palace of Learning for the Deltona International Schools. At the inception of the Deltona International Schools there was the urgent need to buy two coaster buses one for the Nursery/Primary section and one for the secondary section. The Castle International Schools will certainly require a castle (a magnificent school building). Part of my assignment in the IRDI dream is building Intellectual Community. Your dream should determine the direction of your investment. You and I have

prosperity based on our dreams. We are as rich as our dreams and our dreams are evolving, they should not be static. I review my dreams every year. Most of the time God does not give us all the resources we need to make our dream come true because he has called other people to provide them for us. Let me stop this abstract analysis and move on to use the IRDI dream as a case study.

When I started acting on my IRDI dream I first thought I had no resources (land, capital, management, and labor) to make my dream come true but God reveals to me that I should start with what I have. The revelation indicated that I should:

Use my rented residential apartment at White House Olivert Hill, Ibagwa Road, Nsukka as the land he wanted me to start with;

Use my salary as a Lecturer II in the University of Nigeria, Nsukka as my starting capital;

Use my training as an Industrial Engineering and Management expert to provide the much needed management touch to my dream on part time; and use my private Secretary as staff number 1 and a labour contractor.

From the above analysis you can see that I started acting on my IRDI dream with little or no extra resources.

Within a very short interval God send destiny helpers who provided me with excess resources in terms of land, capital, entrepreneurship and labour. I have already discussed under the chapter on Landed Agreement how God use destiny helpers to secure the headquarters Land Agreement and the landed agreement for the proposed Deltona University. I have also discussed extensively how God has help manage and staff the institute in the chapter on building the team. Nothing has so far be said about the much needed capital (money) and how God provided it for the IRDI dream. God kept his promise of providing monetary resources (capital) when I started acting on my IRDI dream by giving me IRDI members, Authors, parents that are willing to make advance payment for our school, conference fee, pagination fee and subscription fees and school fee. This advance payment usually run into millions and are very useful in preparation for the expected event such as opening of a new school term, organisation of conference and lunching of a new journal. The only problem I usually have here is how to manage this advance payment such that we do not run into problem with staff salaries and operational cost. My members, authors and parents are very dedicated partners in the IRDI dream. My IRDI dream has in-built provision which I am using to live your dream and it is my prayers that you will see the built-in provision in your dream that you will use to live the dream.

**5. Make sure your spouse and children supports your dream**

Every good dream successfully acted upon will leave nutrient for the seed of the next generation to take root in and grow. Living your dream will give us assignments that will impact the earth positively. When people cannot receive life from the legacy you leave behind when you die, then we cannot say you were truly a successful man. In death your life should become the nourishment for your children dreams in the next generation. Children here generally refer to your successors. This has now brings us to the issue of succession. The fourth principle of intellectual life say that you must “make arrangement for the positive change you have introduce to the system to be sustainable. In the mission statement of the IRDI this issue was stated subtly by the use of the word “perpetually” for every objective of the IRDI. Making sure that you’re your spouse and children supports your dream is a very important step towards solving your succession problems. A well-articulated succession plan is a blueprint which gives details of how the organisation should be run. More importantly a good succession plans communicates your future actions to your successor before they happen. My advice here is that you should be opened minded. Do not commit to succession decisions too early. Talk about plans for the future. This should include governance strategies, ownership structure and how to navigate the challenges of generational transition.

I have told my successors that the IRDI dream is an evolving dream which will certainly give nourishment to their dream thereby enabling them to live out their dreams. I have told them, their duty is to keep refining it as God makes their life purpose clearer to them as years goes by, and as the experience spiritual and personal growth. Several times I have told my successor about the generational nature of the IRDI dream. I have told them that God does not want only you to enjoy this wealth, he wants your children, grandchildren and great grandchildren to enjoy it too. I have told them it is important to come from a wealthy family, but it is more important to leave behind a wealthy family. May God give us all the grace to leave an inheritance for our children’s children.

#### **6. Live your dream**

Even though I received the IRDI dream when I was lecturing at the University of NigeriaNsukka and had even began to act on it under the name Kan International Company, its activities came to the public eyes when I joined the University of Uyo, Nigeria. As usual with any new significant movement some of my colleague in the Faculty of Engineering became antagonistic and petition the then Vice Chancellor who set up a panel to enquiry to investigate the activities of the IRDI. When the panel report came out in my favour theywere angry and pointed out that they were expecting a

punitive outcome but not praises for my activities at the Institute. They were so furious and hurriedly sent the matter to the Council for disciplinary measures and still the Council did not find faults and the matter died a natural death. Meanwhile the Institute continued to grow expanding into building schools, estates and farms. When the embargo that was placed on my promotion by the Vice Chancellor was lifted by his successor and I was promoted twice in two years from Senior Lecturer to Associate Professor and Associate Professor to full Professor all of them back dated.

Few weeks after my promotion to full professor was announced I was elected Dean of the Faculty of Engineering. The point I am trying to make here is that you should live your dream. Do not sacrifice your dreams because of a fear of conflict or disagreement. The reason some people may begin to hate you when you pursue your dream is that you are exposing their dreamless life. When God has revealed to you your dream, he always sends you your destiny helpers. Some of my colleagues became angry when I stepped out and started to do something they had never done, but it must be put on record that most of my colleagues were happy with me and were on my side. I can mention a few names like Prof. E. U. U. Ituen, Prof. Obot Essien, Prof. Francis Okokon, Dr. (Mrs.) Constance Kalu, Dr. O. O. Anita, Dr. A. P. Ihom, Engr. A. U. Ukpoho, Dr. Francis Udo, Dr. E. A. Akpabio and Dr. Bede Asuquo. For any dream given to you by God there are always people sent by him to come and work with you and make your dream come true.

To successfully live your dream, you need to get used to the idea that some people may gossip about you and treat you with malice because you are living your dream. Do not let this bother you. Please go ahead and live your dream. It is all part of the process of making your dream come true. This kind of opposition is quite often a proof that you are doing something significant with your life.

When God created man he gave him the ability to dream, but for most people history has robbed them of the capacity to dream and to live with hope for a better future. Hundreds of years of colonialism have rendered them dreamless and they are only motivated by a spirit to survive. They struggle daily to make ends meet. These people have experienced the loss of self-esteem and sense of dignity. However the greatest tragedy of colonization is the destruction of people's capacity to dream and have vision.

Even after many years of national independence, this mentality continued to linger in the people's mentality. This is the only reason we cannot advance for why some of the critics oppose the IRDI dreams. They are still locked in intellectual colonization and self-defeating behaviour. Hear them nothing good can come from this country, we need journals published outside the



country. This mentality is not only found among our intellectual but is very rampant among our people. For most people, survival and self-preservation are their primary motivators. It is now time to restore the dignity of the man through the restoration of his ability to dream and live his dream. May you live your dream and inspire your children to dream and live their dream.

4. **Associate with people who will help you realized your dream**

When you begin to live your dream, it will stir up people that God has prepared to work with you, and they will be a blessing to you. You must also know that certain people will become angry when you begin to act on your dream. This means that when you begin to act on your dream there will be two kinds of people around you. Those who are with you and those against you. You must be wise to choose as your friends those who are with you, because these are the ones who will help you make your dream come true.

You become like those with whom you spend time with, hence if you want to be successful, do not keep company with bad, lazy and dreamless people.

Do not be afraid to disassociate from people and places that you are going to if you are going to make it to your dream. Disassociation need not be confrontational. When I started the IRDI dream I had to stop going to Club. When my friends came, I showed them all the papers that I have to review that night. After some time they wrote me off. Now when people are inviting me for any event they will start with please I know that you are very busy but it is very important that you attend this function. Disassociation is not a very pleasant action to take but you must have to if you are to make your dream come true. There may still be a group of people you do not want to disassociate with completely in this case you have to employ the concept of limited association. It is your duty to thoughtfully and prayerfully determine how much time you will spend with people or group of people in the limited association category. It may be ok to spend thirty minutes with a casual friend and not two hours. I must count myself very lucky as the IRDI dream was given to me before marriage. I remember my wife then my girlfriend, asked what are they doing in the other room and I replied they are folding books for binding. She when on to ask are they going to sleep here and I replied yes they are going to work over night because delivery is tomorrow. She continue why are you still in your study and I replied I need to complete this manuscript and keep for the Secretary tomorrow for typing so that I can meet up with the publication of the book before next semester. She continued asking why do you have a secretary in the house, is it safe and right? I then stop what I was doing and when ahead to explain to her the IRDI dream. She replied I love you more because you think big. You are thinker.

She showed interest in the IRDI dream and even begin to learn some of task associated with my office like registration of mails, pagination and proof reading. We finally got married in 1999, she joined the IRDI organisation in 2001 as Director of Personal Affairs. The point I am try to make here is that for those of you who are dating and planning to get married, when you have a dream, make sure that the person you are planning to marry is also interested in your dream. Many people get married and when they tell their spouse about the dream they will reply “never”. This most of the time will mark the beginning of confrontation in the family if not well handled. It is the desire of everyone to share their dream with their spouse. The story of one Mrs. Mohammed. A member of the IRDI is worth mentioning here. She has a PhD in English studies and majors in literature. During one of her lecturers she got to talk about herself as a divorce and I was very disturbed because she was only middle age and very well to do. After the lecturer I ask her to tell me her story in full as I was thinking of a possible advice on reconciliation. She said that the husband did not want her to excel academically and had tried to stop her from doing a Master’s degree after she was lucky to be employed in the University. She went on to say that the husband deliberately burn her first novel manuscript just because he felt that she wanted to become popular by being an author. She said because of love and her naivety she went with him to see a rich lady who had promised to fund the book and handed over the manuscript to her. But the husband turn behind her retrieve the manuscript from the lady and warn her never to sponsor such a cheap woman who wanted to become popular. Mrs. Mohammed continued her story of incompatibility and end that she was divorced just because she registered for a PhD. This is an extreme case anywhere but there were many problems that can manifest in marriage due to incompatible dreams. As much as possible spend time with people who will influence you positively and less time with people who may influence you negatively if you spend time with them at all. Finally, my advice to you is to choose your company well.

#### **7. Make sure your there is land for Dream**

When God has given you a dream and you have started to act on your dream, it is always very good to begin early to think about providing landed properties for your dream. If you dream of marrying a wife in my Church, you will not be permitted unless you can show that you have a landed property (at least rented apartment).

This is just to show you how important land is. The first way God provides for our dream is through our ability to obtain and use land as the workshop for acting on our dream. Renting is allowed, provided you understand that until your dream has its own land, it is not secured. Every of your dream should be

adored with land to make it secure. For example, you cannot say you have a stable family if you have not yet gotten for the family a house. You cannot say that you have a tangible dream when your dream is still operating on a rented building. This is why the two Storey Residential Lodge at Itiam Street was built and completed as early as 2007. This is why my IRDI dream is secured with the Palace of Learning and all the land properties at Headquarters to run the Deltona International Schools and the landed properties at Ikot Itie Udung to build the Castle International Schools and the Proposed Deltona University. My advice to you as you are acting on your dream is to control your spending. Do not use your money on things that are automatically going to depreciate. Save your money to buy sizable land for your dream. The bigger the size, the bigger and more sustainable your dream is. There is a lot of foolishness going around now for which I have been involved buying of several unwanted automobiles. Last month, I was delivered and I sold two jeeps and two coaster buses that were unnecessary acquired but were fast depreciating. Put your true properties ahead of any luxuries and you will be amazed at how much you can save towards buying the land that will make your dream come true. There is special prosperity in owning land for without land man cannot exist. Land is necessary to all production, no matter what be the kind or form; the school plant is built on land, farms are established on land, estates are built on land, etc. land is human being only means accessing the material universe or utilizing its powers.

My prayer is that you will be discipline enough to save enough money to buy your dream land on which you will live your dream, Amen.