

BALANCED SCORECARD WEST AFRICA

COMPANY PROFILE



Strategy. Execution. Results.



Who We Are

Who we are Balanced Scorecard West Africa (BSWA) is a Nigeria-based management consulting firm specializing in strategy and performance management consulting and training. We are the leading provider of Balanced Scorecard services in Nigeria and the regional partner of the Balanced Scorecard Institute (BSI), Strategy Management Group, USA.

What we do Since 2010, we have helped public and private sector organizations craft winning strategies, build Balanced Scorecard systems, and execute them through disciplined change management, automation, and implementation.

Who we serve Our clients span manufacturing, retail, oil and gas, financial services, and telecommunications.

Global partners: Balanced Scorecard Institute (USA), Spider Strategies Inc. and Cascade Strategy (scorecard automation), and Performance Factory (strategy execution).

Our Impact at a Glance

Measurable strategy execution, proven with leading organizations in Africa.

2010

Delivering strategy
and execution since

40+

Clients served to
turn strategy to
measurable results

5

Core industries
served

BSI

Global partner:
Balanced Scorecard
Institute, USA

Multiple country engagements

Public and private sector
expertise

Strategy automation
capability

Mission

We deliver tailored business solutions with flawless execution to delight our clients

Values that guide our work



Quality

An unrelenting drive for high-quality service—we dig deep to find the real problem and deliver solutions that make an impact.



Integrity

We keep our promises and bring a professional approach to every engagement.



Merit

We are driven and rewarded by the measurable value we add to our clients' businesses.

Our Services

Advisory

- Strategy and Scorecard Development
- Performance Management

Capability Building

- Training and Executive Workshop
- BSC Certifications - accredited certification programs for BSC professionals

Technology

- BSC automation – Spider Impact™ and Cascade Strategy™
- Real-time performance analysis and reporting

Talent

- Sourcing senior talent to lead and sustain strategy execution

Why BSWA

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Only regional partner of Balanced Scorecard Institute

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Proven experience across public and private sectors

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15+ years of strategy development and execution experience

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Deep expertise in Balanced Scorecard implementation

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Integrated consulting, training and automation capability

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Trusted by leading African institutions

Our Associates

Expertise you can trust Our consulting team comprises senior certified associates of the Balanced Scorecard Institute, with several decades of combined strategy and performance consulting experience.

Our Consultants are experienced and skilled:

- Economists
- Engineers & IT Professionals
- Chartered & Public Accountants
- Certified Balanced Scorecard Professionals
- Certified HR Professionals
- Certified Performance Measurement Professionals
- Change Management Experts
- Access to global training and consulting resources

Consulting Team



Kayode Sufianu | 40+ years

Managing Consultant/CEO with 20+ years of C-level and consulting experience in strategy and performance management across diverse industries.

MSC Economics, Certified BSC Master Professional, Certified Change Management Professional



Emmanuel Oberhiri | 20+ years

Senior Strategy Consultant and Balanced Scorecard Trainer supporting clients through scorecard implementation.

Chartered Accountant, ACA, Certified BSC Professional



Rahman Oloritun | 15+ years

Chief Technology Consultant driving performance management system automation and strategy design through project-based delivery

First Class Computer Science Graduate, MSC Engineering Systems, Certified BSC Professional



Olayiwola Sufianu | 25+ years

Chief HR and Performance Management Consultant leading HR strategy development and implementation.

MSC Industrial Relations, Certified BSC Professional



Our Methodology: BSI's Nine Steps to Success™

We guide every client through this proven, step-by-step framework, turning strategy into measurable results and disciplined execution.

Selected Client References

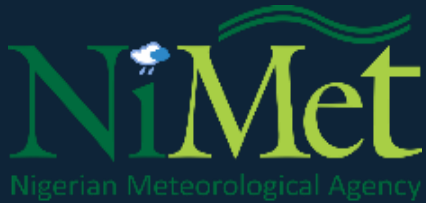
African Export Import Bank

Client	Issue	Solutions
 <i>African Export Import Bank, Cairo</i> Contacts: 1. Emeka Uzoigwe <i>Director Strategy & Innovation</i> Tel: +201282001029 Email: euzoigwe@afreximbank.com 2. Stephen Tio Kauma <i>Director, HR & In-house Project Lead</i> Tel: +20224564245 Email: skauma@afreximbank.com	Following an international RFP, BSWA was selected as preferred consultant to embed a Balanced Scorecard performance culture across the multilateral development Bank (from 2014).	• Migrated Strategic Plan IV into a full Enterprise Balanced Scorecard with clearly defined strategic elements. • Facilitated development of Scorecards for 19 Departments aligned to the Enterprise Scorecard, and master scorecards for team and individuals • Installed QuickScore (now Spider Impact), uploaded data, and trained performance analysts. • Migrated Plan V — Impact 2021: Africa Transformed to BSC and facilitated development of aligned Tier 2 scorecards. • Integrated Spider Impact with the SuccessFactors staff-evaluation system • Engaged to desDocumented strategic management processes to guide the Bank's strategy execution • Featured in a Harvard Business School case study by Prof. Robert Kaplan and others (July 2020), with BSWA's permission.

Justrite Superstore

Client	Issue	Solutions
 <i>Justrite Limited</i> 24 Oba Akran Avenue, Ikeja, Lagos Contact: Sinan Soysal Head of Strategy & Growth Tel: +234 8181084812 Email: ssoysal@justriteonline.com	Justrite, a leading grocery retailer, set out to adopt the Balanced Scorecard as its strategic and performance management system and engaged BSWA to lead the deployment (2023).	• Ran an Executive Balanced Scorecard workshop for senior management, including the MD. • Refined the Enterprise Strategy (2023–2027) and built the Enterprise Scorecard with an in-house project team. • Facilitated development of 13 cascaded Department Scorecards fully aligned to the Enterprise Strategy. • Developed a strategy communication and launch plan. • Guided implementation, automation, and performance reporting; presented scorecards to management and the Board.

Nigeria Meteorological Agency

Client	Issue	Solutions
 <i>Nigeria Meteorological Agency</i> Bill Clinton Way, Abuja. Contact: Abdulrasheed Muhammad GM, Planning, Research & Statistics Tel: +234 803 399 9713	NiMet desired to implement Balanced Scorecard as its strategic management system and engaged BSWA to facilitate the process (2026)	• Conducted a BSC Executive Workshop to refresh and set the stage for the development and implementation of the BSC system • Facilitated the development of Agency's Strategy and Scorecard working together with an in-house project team and development of change management and communication plan • Facilitated presentation of the Strategy to Senior Management Team and secured validation • Participated in the official launch of the Enterprise Strategy • Facilitated cascading workshops for development of Scorecards for 10 Directorates of the Agency that are aligned with the Enterprise Strategy • Developed an Implementation Roadmap to guide strategy execution

OUR CLIENTS

40+

organizations across several sectors trust
BSWA

to turn strategy into measurable performance

Banking & Finance

Energy & Industry

Public Sector

Other Enterprises

SELECTED CLIENTS

Afreximbank

Africa Export-Import Bank

Wema Bank

Banking

Bank of Uganda

Central Banking

NLNG

Nigeria LNG Limited

Justrite

Retail

Polo Luxury

Lifestyle

NiMet

Nigerian Meteorological Agency

NDIC

Nigeria Deposit Insurance

What Our Clients Say

“

The BSWA Team delivered our performance management system with remarkable expertise, dedication, and professionalism. They mastered the complexity of grocery retail and distilled it into a simple framework that let us see the big picture while tracking the smallest details. Clear communicators and trainers, they helped our people own the process. I recommend them most enthusiastically to any organization.

”

- Dr. Ayo Aderinwale, Chairman, Justrite Superstore, Lagos, Nigeria

“ *I have worked in different institutions that use the Balanced Scorecard over the last 13 years, but this course, for the first time, gave me a genuine understanding of this powerful performance measurement tool.* ”

- Segun Oloketuyi, Former Managing Director/CEO, Wema Bank Plc., Lagos, Nigeria

Ready to Turn Strategy into Results?

Partner with West Africa's leading Balanced Scorecard experts to design, execute, and measure the strategy that moves your organization forward.

[Start the Conversation](#)

Let's Work Together

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