

DREAMHEIGHT GLOBAL
CONSULT LIMITED

THE SENATE
FEDERAL REPUBLIC OF NIGERIA

DREAMHEIGHT GLOBAL
CONSULT LIMITED

THE SENATE COMMITTEE ON ANTI-CORRUPTION AND FINANCIAL CRIMES

IN STRATEGIC COLLABORATION

DREAMHEIGHT GLOBAL CONSULT LTD

PRESENT:

THE ANNUAL EXECUTIVE INTEGRITY & PERFORMANCE DELIVERY RETREAT 2026

A High-Level Executive Governance Retreat for Heads of MDAs

THEME:

Strengthening Leadership, Systems, and Accountability in Public Institutions

DATE: Wednesday 24th -Friday 26 June 2026

VENUE: M Hotel, KNI Avenue, Kigali, Rwanda



1. FOREWORD

The strengthening of public institutions remains central to Nigeria's democratic consolidation and economic transformation. While legislative reforms and regulatory frameworks have significantly advanced the nation's anti-corruption and public financial management architecture, enduring institutional credibility ultimately depends on the quality of systems embedded within Ministries, Departments, and Agencies (MDAs).

Over the years, the National Assembly has supported the development of robust oversight, accountability, and fiscal responsibility mechanisms aimed at reinforcing transparency and performance within the public sector. Yet experience continues to show that effective governance is sustained not merely by statutory provisions, but by disciplined institutional systems anchored in principled executive leadership.

As Nigeria advances its current reform agenda — focused on fiscal discipline, budget credibility, infrastructure delivery, procurement value-for-money, revenue assurance, and investor confidence — the importance of harmonised control systems and accountable leadership within MDAs becomes increasingly pronounced. Translating national policy frameworks into measurable institutional outcomes requires structured executive engagement, system alignment, and sustained reform ownership.

The Annual Executive Integrity & Performance Delivery Retreat 2026 is conceived within this context. It provides a confidential, executive-level platform for reflection, peer exchange, and institutional design — supporting Heads of MDAs in strengthening integrity architecture and aligning accountability systems with performance mandates.

This Retreat is forward-looking and system-focused. It is neither evaluative nor investigative in nature. Rather, it is intended as a constructive governance initiative that complements ongoing national reform efforts by fostering dialogue, reinforcing institutional capacity, and encouraging measurable implementation commitments.

Through collaborative engagement and structured planning, this initiative seeks to contribute to the strengthening of institutional credibility, reform continuity, and sustainable public sector performance.

2. STRATEGIC CONTEXT

Over the past two decades, Nigeria has made substantial progress in strengthening its anti-corruption and public financial management framework. Through expanded legislation, institutional reforms, procurement regulations, audit systems, and fiscal responsibility measures, the nation has established a comprehensive architecture designed to promote transparency, accountability, and prudent resource management.

These reforms have significantly enhanced oversight capacity and regulatory clarity. However, governance outcomes are ultimately determined not only by the existence of laws and policies, but by the coherence of institutional systems and the consistency of their implementation across Ministries, Departments, and Agencies (MDAs).

Experience across jurisdictions demonstrates that:

- Rules without harmonised systems yield limited results.
- Compliance mechanisms without executive ownership can create fragmentation.
- Controls that are not integrated into performance frameworks often fail to influence outcomes.
- Leadership practices that are not institutionalised risk reform reversals over time.

Recent national developments, including the articulation of a unified National Anti-Corruption Framework, provide an important policy foundation. The critical task now is institutional translation: embedding these frameworks within operational systems so that integrity mechanisms directly reinforce performance delivery.

Persistent challenges in procurement governance, revenue optimisation, audit readiness, and service delivery are increasingly understood not as deficiencies of legislative architecture, but as symptoms of uneven system integration, limited harmonisation across functional units, and insufficient alignment between accountability mechanisms and executive performance mandates.

The next phase of reform therefore, lies in executive-level institutionalisation — strengthening system design, integrating control architecture, and aligning integrity frameworks with measurable institutional outcomes.

3. NATIONAL REFORM ALIGNMENT

This Retreat aligns directly with national priorities to strengthen:

- Fiscal discipline and macroeconomic stability
- Budget credibility and public financial management
- Revenue assurance and leakages reduction
- Procurement integrity and value-for-money
- Infrastructure delivery efficiency
- Institutional accountability and public trust

It is forward-looking, system-focused, and implementation-driven.

It is not evaluative, investigative, or compliance-auditing in nature.

4. WHY THIS MATTERS FOR EXECUTIVE LEADERSHIP

For Heads of MDAs, institutional credibility and performance delivery are inseparable.

This Retreat supports executive leadership to:

- Strengthen oversight confidence
- Reduce systemic risk exposure
- Protect institutional integrity
- Embed durable control architecture
- Leave a measurable reform footprint

It is a leadership safeguard as much as it is a reform platform.

5. WHY AN OFFSHORE EXECUTIVE RETREAT?

Kigali, Rwanda, has been selected to provide:

- **StrategicDistance:** An environment free from daily operational pressures, enabling focused executive reflection.
- **ConfidentialPeerExchange:** A trusted, closed setting for candid dialogue among Nigeria's top public sector leaders.
- **StructuredCollectiveCommitment:** A setting that supports the transition from dialogue to measurable institutional action.

Participation is deliberately limited to preserve candour and depth.

6. RETREAT PURPOSE

To equip Heads of MDAs with practical frameworks, executive tools, and structured implementation models required to institutionalise integrity systems that directly enhance performance delivery and accountability.

7. RETREAT OBJECTIVES

The Retreat will:

- Align integrity systems with economic reform mandates
- Diagnose structural weaknesses in procurement and finance controls
- Introduce the Executive Integrity Toolkit & Minimum Control Standards Pack
- Develop a Standardised Integrity & Performance Reporting Template
- Secure 90-Day Institutional Reform Commitments

8. FACULTY & CONVENING LEADERSHIP

The Retreat will be delivered by a curated faculty of senior practitioners with experience in:

- Public Financial Management & Fiscal Reform
- Procurement Governance & Contract Oversight
- Revenue Assurance & Leakages Reduction
- Audit, Risk & Compliance Architecture
- Integrity System Design
- Performance Management & Executive Dashboards
- Comparative Reform Lessons from Emerging Economies

Named keynote speakers and lead facilitators will be communicated to confirmed participants ahead of the Retreat.

9. METHODOLOGICAL APPROACH

This Retreat adopts a disciplined executive format featuring:

- Strategic Keynote Addresses
- High-Level Seminars
- Expert Lectures
- Moderated Executive Strategic Dialogues
- Technical Workshops
- Design Labs
- Guided Leadership Reflection
- Formal Commitment & Adoption Ceremony

The emphasis is on application, not theory.

10. PROGRAMME STRUCTURE

Day 1: Executive Reset: Leadership, Integrity & Economic Reform Alignment
Purpose: Reframe integrity as a core leadership and economic governance responsibility.

Time	Session	Approach	Theme
08:00–09:00	1	-	Arrival & Executive Coffee
09:00–09:05	2		**Opening Ceremony &Retr eat Orientation**
09:05 – 09:20	3	Keynote Address	Executive Integrity as a Strategic Lever for National Economic Stability - Chairman, Senate Committee on Anti-Corruption and Financial Crime.
09:20 – 10:40	4	High-Level Seminar	The State of Play: Assessing the Cost of Weak Systems on Nigeria's Reform Agenda
10:40 – 12:00	5	Expert Lecture	Integrity Systems and Economic Outcomes: Comparative Lessons from Emerging Economies
12:00 – 12:15	6	-	Tea Break
12:15 – 14:00	7	Moderated Strategic Dialogue	From Compliance Culture to Performance Architecture: Why Most Control Systems Fail
14:00 – 15:00	8		Executive Luncheon
15:00 – 16:45	9	Technical Workshop	Designing Executive-Level Integrity Systems that Deliver Measurable Results
16:45 – 17:00	10		Guided Leadership Reflection & Closing

Day 2: Systems Strengthening & Performance Accountability
Purpose: Provide executive tools for institutional reform sustainability

Time	Session	Approach	Theme
08:30 – 09:00	1		Morning Coffee & Reflection
09:00 – 10:15	2	High-Level Seminar	Corruption Risk Mapping & Strategic Control Design
10:15 – 10:30	3		Tea Break
10:30 – 12:00	4	Technical Workshop	Executive Integrity Toolkit & Minimum Control Standards: A Hands-on Guide for Ledership.
12:00 – 13:00	5		Lunch Break
13:00 – 14:30	6	Structured Roundtable Exchanges	What Has Worked. What Has Failed. Why.
14:30 – 16:00	7	Design Lab	Crafting a Standardised Integrity & Performance Reporting Template
16:00 –16:10	8		Guided Leadership Reflection & Closing

Day 3: Institutionalisation & Forward Planning
Purpose: Translate strategy into measurable institutional action.

Time	Session	Approach	Theme
08:30 – 09:00	1		Morning Coffee & Recap
09:00 – 10:00	2	High-Level Seminar	Embedding Reform: Institutionalising Integrity Beyond Individual Leadership
10:00 – 10:15	3		Tea Break
10:15 – 11:00	4	Design Lab	Finalisation of 90-Day Reform Plans
11:00 – 11:20	5		Commitment & Adoption Ceremony
11:20 – 11:45	6		Certificate Issuance
11:45 – 12:00			Closing Remarks & Final Closing

11. RETREAT DELIVERABLES

Each participating MDA will depart with:

- Executive Integrity Toolkit
- Minimum Control Standards Pack
- Standardised Integrity & Performance Reporting Template
- 90-Day Executive Reform Plan
- Signed Executive Commitment Charter
- Certificate of Completion
- Membership in a high-level reform peer network

12. POST-RETREAT CONTINUITY

Participants will have access to:

- Optional quarterly virtual executive check-in sessions
- Toolkit updates and supplementary reform resources
- Continued peer exchange network

The objective is sustained reform momentum beyond the three-day engagement.

13. TARGET PARTICIPANTS

Participation is limited to:

- Chief Executives / Directors-General / Executive Secretaries
- Permanent Secretaries
- Directors of Finance & Accounts
- Directors of HR
- Directors of Procurement
- Heads of Internal Audit and Compliance
- Heads of Anticorruption and Transparency Units
- Legal Advisers
- Heads of other relevant Units/Departments

Participation is by nomination only.

14. PARTICIPATION & INVESTMENT

The Participation fee for this retreat is **USD 2,750 (Two Thousand Seven Hundred and Fifty United States Dollars Only)**per participant **(NET of applicable taxes).**

The fee Covers:

- Tuition and facilitation
- Executive toolkit and materials
- Venue access
- Tea breaks and luncheons
- Certificate of Completion

Note: Travel and accommodation are arranged independently.

15. PAYMENT INFORMATION

Payments should be made in favour of:
Account Name: Dreamheight Global Consult Ltd
Account Number (NGN):0176756508
Bank:GTBank
Payment deadline: **1 June 2026**
A copy of proof of payment (including exchange rate used, where applicable) should be submitted before the Retreat or presented at registration.

16. CONFIDENTIALITY PROTOCOL

To preserve candour and depth of dialogue:

- All executive discussions will operate under the Chatham House Rule.
- No media coverage during closed sessions.
- No public attribution of statements without consent.
- Proceedings will prioritise substance over ceremony.

This ensures that participating leaders engage freely, strategically, and constructively.

17. Correspondence and Enquiry

For all enquiries and to register your interest, please contact:

1. **The Clerk, Senate Committee on Anti-Corruption and Financial Crimes.**

Email: emeubo@yahoo.com
Phone: +2348037600440

2. **The Consultant (Dreamheight Global Consult Ltd)**

Email: dreamheightglobalconsult@gmail.com
Phone: +2348034108745
Address: No. 3 Baltic Crescent, Maitama, Abuja.

18. Certificate of Attendance

Participants will be presented with a Certificate of Attendance at the conclusion of the retreat on Day Three.

19. Terms and Conditions

19.1 Substitutions:
Should a registered participant be unable to attend, a substitute from the same organisation may be nominated. Written notice must be provided to the Senate Committee at least 72 hours prior to the retreat's commencement.

19.2 Copyright:
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