

GET IN TOUCH



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

CONTACT US :



+234 8035037992



www.thecicn.org



spia@thecicn.org



2A Lalupon Close, Ikoyi Lagos.



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

CORPORATE COMPANY PROFILE

2026



WHO WE ARE

The Chartered Institute of Counseling in Nigeria (CICN) is a premier professional body committed to raising the standard of counseling, emotional intelligence, and psychological competence across institutions in Africa and beyond.

OUR MANDATE

CICN exists to bridge the gap between emotional well-being and professional performance. We are not just a training provider; we are a capacity-building partner for sustainable organizational excellence



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

TABLE OF CONTENT



- About Company
- Why This Matter
- Statistics & Insight
- Our Corporate Solution
- Our Unique Offers
- Our Areas Of Expertise
- Benefits
- Get In Touch



ABOUT COMPANY

As the foremost professional body for counseling in Africa, the Chartered Institute of Counseling in Nigeria (CICN) has set the standard for excellence in mental health and organizational well-being. We have trained close to 700 graduates in diverse areas of professional counseling, including child and adolescent counseling, addiction, grief and bereavement, marriage and family therapy, and general mental health, and more. Beyond training professionals, we have consulted for and delivered programs to employees across multiple organizations, impacting over 8,000 individuals, and provided one-on-one counseling interventions for more than 1200 employees. Our experience means every training, intervention, and program we deliver is built on proven expertise, practical results, and measurable impact for your organization.

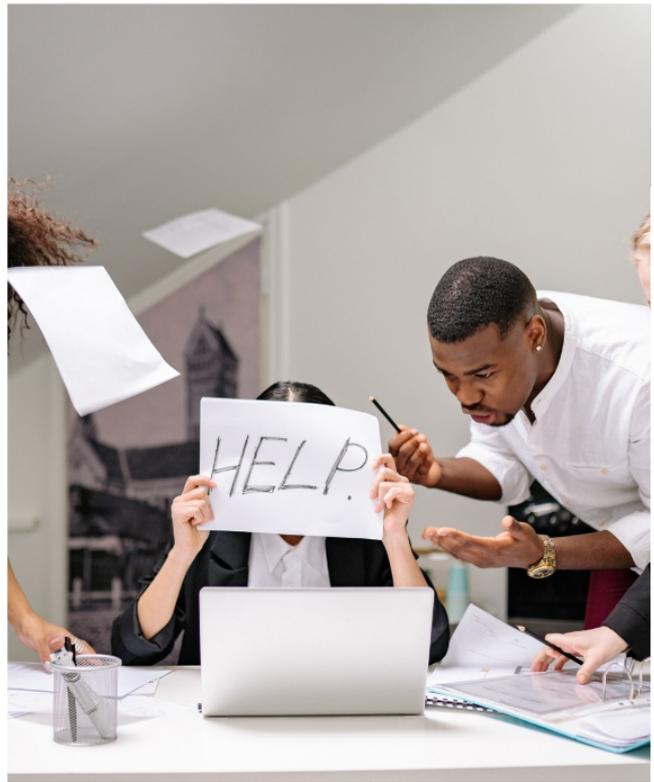


CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

WHY THIS MATTERS



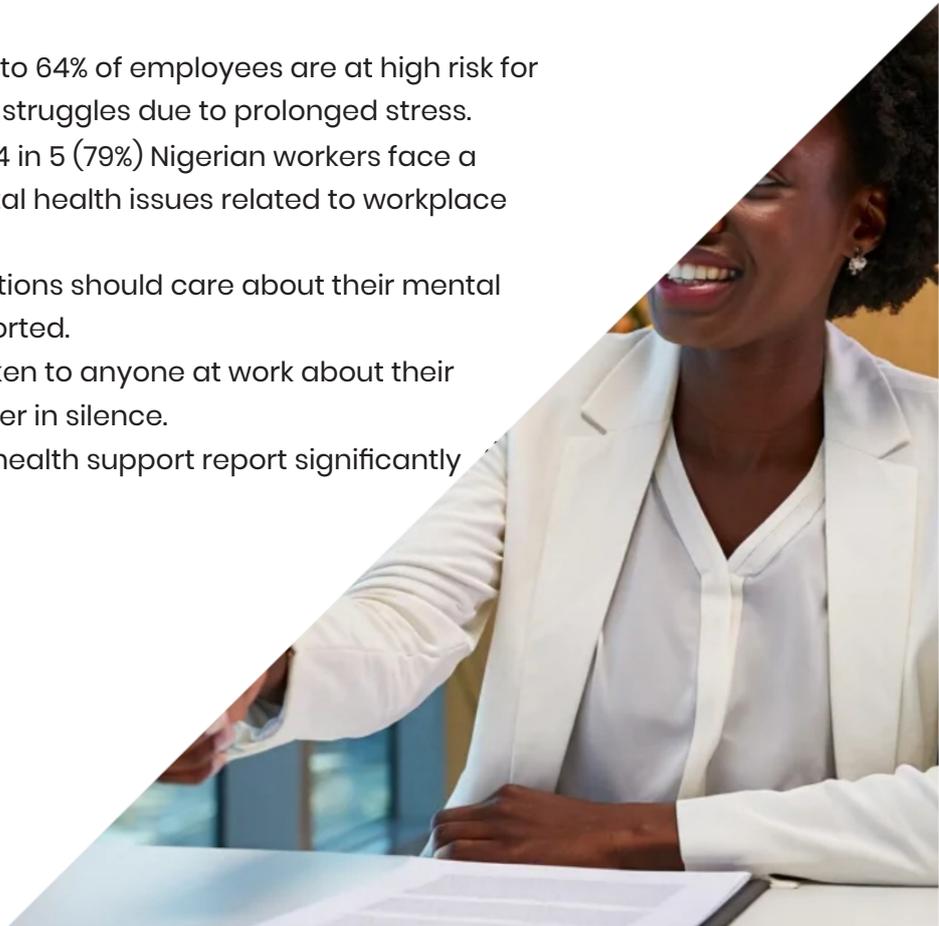
Today's workforce faces unprecedented challenges: burnout and emotional exhaustion, workplace conflict, poor communication, leadership breakdown, mental health stigma, sexual harassment, boundary violations, low engagement, and high turnover. Organizations that overlook these realities pay the hidden cost; reduced productivity, diminished morale, and tarnished reputation.

At the Chartered Institute of Counseling in Nigeria (CICN), we equip organizations with the psychological tools to turn these challenges into opportunities. Our approach is more than training, it is a strategic investment in sustainable performance. Because high-functioning organizations are built on psychologically stable, engaged, and empowered people. With CICN interventions, you don't just meet targets, you cultivate a workforce that delivers excellence consistently, responsibly, and with enduring impact.



STATISTICS & INSIGHTS

- Globally, depression and anxiety alone cost the economy an estimated US \$1 trillion each year in lost productivity due to absenteeism, presenteeism, and reduced performance.
- Every year, an estimated 12 billion working days are lost globally due to depression and anxiety.
- Employees suffering from depression lose an average of 5.6 productive hours per week, significantly reducing output.
- 57% of employees report high levels of stress globally, with 76% experiencing burnout at work at least sometimes.
- 62% of missed work days are due to poor mental health, highlighting how much work is lost to psychological issues.
- 42% of employees have changed jobs specifically due to burnout, illustrating the role mental health plays in turnover.
- Employees with poor mental health cost employers more in healthcare and productivity losses than healthier counterparts, driving up organisational expenses.
- In Nigeria, surveys suggest that up to 64% of employees are at high risk for burnout and severe mental health struggles due to prolonged stress.
- Other reports have indicated that 4 in 5 (79%) Nigerian workers face a significantly increased risk of mental health issues related to workplace conditions.
- 91% of employees believe organisations should care about their mental health, yet less than half feel supported.
- 60% of employees have never spoken to anyone at work about their mental health, meaning many suffer in silence.
- Employees with access to mental health support report significantly better well-being outcomes.





CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

OUR CORPORATE SOLUTION

At the Chartered Institute of Counseling in Nigeria (CICN), we go beyond conventional training. Our signature programs equip organizations with emotionally intelligent leaders, resilient teams, and psychologically safe workplaces. But we don't stop there. We partner with you to understand the unique challenges your workforce is facing, burnout, conflict, leadership gaps, or mental health concerns, and craft tailored interventions that deliver real, measurable impact.

Our approach transforms challenges into opportunities: leaders who inspire, teams that thrive under pressure, and workplaces where engagement, collaboration, and productivity are not just goals, but realities. With CICN, your organization gains more than training, it gains a strategic ally dedicated to building a healthier, happier, and high-performing workforce that drives sustainable success.

1. Workplace Emotional Intelligence & Leadership Mastery: Develop leaders who regulate emotions, manage conflict, and inspire teams effectively.
2. Mental Health First Response Training: Equip HR teams, managers, and supervisors to identify, respond to, and refer mental health concerns appropriately.
3. Burnout Prevention & Stress Management: Practical frameworks to prevent exhaustion, improve focus, and increase productivity.
4. Conflict Resolution & Communication Intelligence: Transform workplace tension into collaboration and innovation.
5. Sexual Harassment Prevention & Professional Boundaries: Clear psychological education on boundaries, consent, and safe reporting structures.
6. Trauma-Informed Workplace Culture: Understand how personal and societal trauma impacts performance, behavior, and team dynamics.
7. Employee Assistance & Psychological Support Systems: Support organizations in developing internal structures for long-term emotional wellbeing.



OUR APPROACH



In a marketplace saturated with motivational speakers and generic training providers, leading organizations choose CICN for one reason, we build psychological infrastructure, not temporary inspiration.

1. **Professional Authority:** CICN is built on structured curriculum, research-based frameworks, we Operate at Institutional Level, Not Event Level. CICN does not deliver one-off workshops that fade after applause, we assess systems, strengthen leadership psychology, develop internal frameworks and build structures that remain long after the training ends. Our focus is transformation, not performance theatre.

2. **We Combine Clinical Depth with Corporate Strategy:** Our approach is rooted in professional counseling science, behavioral psychology, and ethical practice standards, while remaining aligned with corporate performance goals. We understand Human behavior under pressure, Power dynamics within leadership, Cultural influences in African institutions, and Trauma's silent impact on workplace performance. This integration allows us to speak both the language of psychology and the language of executive leadership.

3. **We Address What Most Organizations Avoid:** Many institutions treat mental health as a sensitive topic, we treat it as a strategic imperative. CICN confidently addresses, Leadership emotional instability, Toxic team patterns, Harassment culture and boundary violations, Conflict escalation at executive level and Burnout at systemic scale. Because unaddressed psychological issues eventually become operational crises.

4. **We Build Internal Capacity, Not Dependency:** Our goal is not to make organizations dependent on external consultants. Our goal is to, Strengthen HR as psychological first responders, equip managers with crisis response skills, embed emotional intelligence into leadership DNA, and Establish sustainable counseling structures. We leave institutions stronger than we met them.

5. **We Understand the African Corporate Context:** Imported models often fail because they ignore cultural realities. CICN designs interventions that are Culturally intelligent, contextually appropriate, ethically grounded, and Performance-aligned. We understand the pressures, hierarchies, and social dynamics within Nigerian and African institutions — and we design accordingly.

6. **We Represent Professional Authority:** As a leading professional body in counseling advancement, CICN carries credibility, structure, and ethical alignment. Organizations partner with us not just for training, but for professional legitimacy in mental health advancement.



OUR UNIQUE OFFERS

01. ONE-OFF EXECUTIVE WORKSHOP

Understanding mental health in the workplace can be complex, even for seasoned leaders. Many assume it's only about mental disorders or familiar employee assistance programs, but effective mental wellness goes far beyond that. Our one-off executive workshops are intensive, high-impact sessions that introduce leaders to the full scope of workplace mental health, emotional intelligence, and psychologically safe leadership. By getting it right at the top, executives can cascade a culture of wellbeing throughout their teams, ensuring that the impact of training and interventions is felt across the organization from resilience and engagement to productivity and collaboration.

02. ANNUAL TRAINING RETAINERS

Our Annual Training Retainer is a year-round partnership that supports your organization's mental health and workforce wellbeing. Unlike one-off interventions, it allows you to call on CICN whenever challenges arise from stress spikes and conflicts to emerging behavioral or mental health concerns. We design tailored trainings for leaders, teams, or the entire workforce, ensuring practical solutions, measurable impact, and a culture of resilience, engagement, and high productivity.

03. LEADERS & HR CERTIFICATION

Our programs equip leaders and HR professionals with practical skills in counseling, emotional intelligence, conflict resolution, and psychologically safe leadership. Participants earn certifications that boost professional credibility while gaining tools to improve team performance, engagement, and organizational culture. This program transforms managers and HR into high-performing, psychologically-aware decision-makers, elevating both careers and organizational productivity.



OUR UNIQUE OFFERS

04. EMWEP

Employee Mental Wellness Program: MWEP is a unique in-house counseling program that gives employees a safe, confidential space to address personal, behavioral, or work-related challenges. Unlike traditional EAPs, we bring professional counselors directly to your organization, with on-site offices, weekly sessions, or secure online support. By fostering reflection, problem-solving, and emotional well-being, MWEP boosts confidence, reduces stress, enhances engagement, and drives productivity, creating a resilient, high-performing workforce and psychologically healthy workplace culture.

05. ORGANISATIONAL MENTAL HEALTH AUDIT

Comprehensive assessments of workplace culture, stress points, and psychological risks, providing actionable insights to strengthen employee wellbeing, engagement, and organizational efficiency.

Strategic interventions designed to embed mental wellness, resilience, and ethical practices into your corporate DNA, creating a sustainable culture where productivity, collaboration, and employee satisfaction thrive.

06. MINDPOWER: NEW-YEAR TRAINING

MindPower is CICN's selective annual mental fitness intervention, designed to help organizations reset psychological focus, emotional regulation, and decision-making capacity at the start of each year. This is not motivational training, but a strategic mental alignment program proven to enhance execution, collaboration, and resilience. Participation is complimentary, with certificates issued for a fee.



OUR AREA OF EXPERTISE

Employees today face a wide range of psychological, emotional, and behavioral challenges, all of which can significantly affect productivity, engagement, and workplace harmony. At the Chartered Institute of Counseling in Nigeria (CICN), we provide tailored interventions, preventive programs, and one-on-one counseling to address these issues, helping employees regain balance, resilience, and focus. By partnering with CICN, organizations can reduce absenteeism, mitigate risks, and foster a psychologically safe, high-performing workforce, turning mental wellness into a strategic advantage for sustained organizational success. Our Employee Mental Health & Wellness Intervention Areas include but not limited to:

- Depression: persistent low mood, loss of motivation, workplace disengagement
- Anxiety & Stress Disorders: general anxiety, panic attacks, workplace stress, performance pressure
- Burnout & Emotional Exhaustion: chronic fatigue, disengagement, reduced productivity
- Suicidal Ideation & Self-Harm: early identification, intervention, and crisis management
- Relationship Challenges: workplace conflict, team dynamics, interpersonal tensions
- Marital & Family Issues: affecting employee focus, attendance, and wellbeing
- Sex-Related Issues: intimacy, sexual dysfunction, and personal sexual wellbeing concerns.



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA



OUR AREA OF EXPERTISE

- Expatriate Re/integration: challenges transitioning into a new country or back to home-country work and culture.
- Appraisal Anxiety: stress and worry related to performance evaluations and feedback
- Grief & Loss: coping with death, personal loss, or major life transitions
- Substance Use & Addiction: alcohol, drugs, or other maladaptive coping mechanisms
- Anger & Emotional Regulation Issues: difficulty managing frustration or conflict
- Low Self-Esteem & Self-Worth: affecting performance, confidence, and engagement
- Workplace Trauma & Violence Exposure: harassment, assault, or bullying experiences
- Sexual Harassment & Boundary Violations: guidance, reporting support, and preventive education
- Adjustment & Transition Challenges: onboarding stress, promotions, organizational change
- Sleep Disorders & Fatigue: affecting cognitive performance and decision-making
- Obsessive/Compulsive or Behavioral Concerns: patterns interfering with work or wellbeing
- Psychosomatic & Stress-Related Health Issues: tension headaches, high blood pressure, fatigue
- Cultural & Identity-Related Stressors: discrimination, identity conflicts, social pressures
- Career & Performance Anxiety: fear of failure, promotion pressures, workplace imposter syndrome



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA



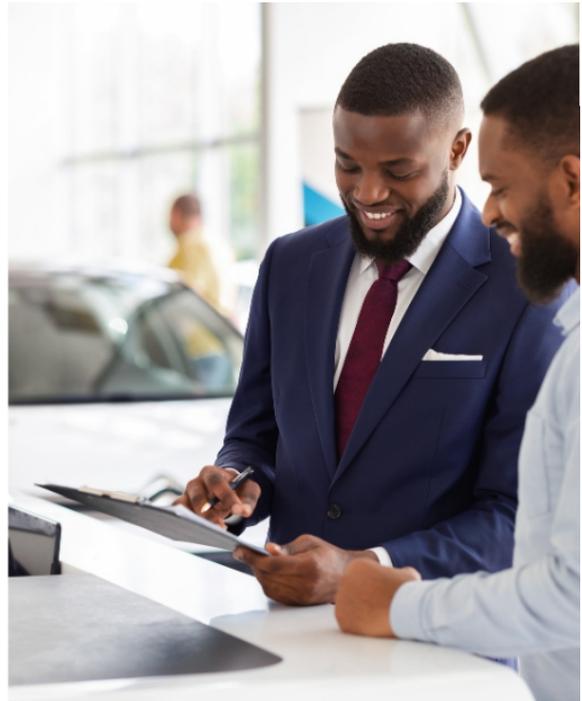
KEY BENEFITS

- Reduce absenteeism: employees are healthier, more supported, and less likely to miss work.
- Improve presenteeism – staff are more focused, engaged, and productive while on the job.
- Enhance overall productivity – healthier minds drive better performance, innovation, and collaboration.
- Reduce organizational spending on HMO claims – preventive mental health interventions decrease costly medical and stress-related claims.
- Strengthen employee retention and loyalty – employees feel valued, supported, and less likely to leave.
- Develop emotionally intelligent leaders – leaders who manage conflict, motivate teams, and foster psychologically safe environments.
- Foster a resilient, high-performing workforce – teams better manage stress, challenges, and change.
- Mitigate workplace conflicts and behavioral risks – proactive counseling reduces tension, misunderstandings, and HR issues.
- Boost organizational reputation – being seen as a company that prioritizes mental wellness attracts top talent.
- Create a psychologically safe and ethical workplace culture – employees thrive in environments where wellbeing is prioritized.



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

OUR IMPACT MODEL



Because mental health is not a “soft” issue, it is a strategic performance asset. We measure success through

- Reduced conflict incidents
- Improved team cohesion
- Increased leadership effectiveness
- Lower burnout rates
- Improved employee engagement
- Strengthened organizational reputation

WHO WE SERVE

- Corporate organizations
- Financial institutions
- Oil & gas companies
- Government agencies
- NGOs
- Educational institutions
- Faith-based organizations
- HR departments and executive teams



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

OUR PROVEN IMPACTS

CICN does not merely conduct workshops, we build sustainable psychological systems within organizations. We have provided structured psychological training, advisory support, and institutional capacity building across diverse sectors in Nigeria and beyond, while respecting confidentiality agreements. With CICN, you gain more than a training provider, you gain a strategic partner dedicated to creating healthier, more productive, and psychologically empowered organizations.

Having partnered with a range of organizations across sectors, we've helped teams reduce absenteeism, resolve workplace conflict, strengthen leadership, and foster resilient, high-performing workforces. Our programs are tailored to meet the specific psychological and emotional-behavioral challenges of each organization, turning workplace struggles into sustainable growth and measurable outcomes.



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA

OUR PROVEN IMPACTS





OUR PROVEN IMPACTS

Over the years, we have successfully partnered with institutions to:

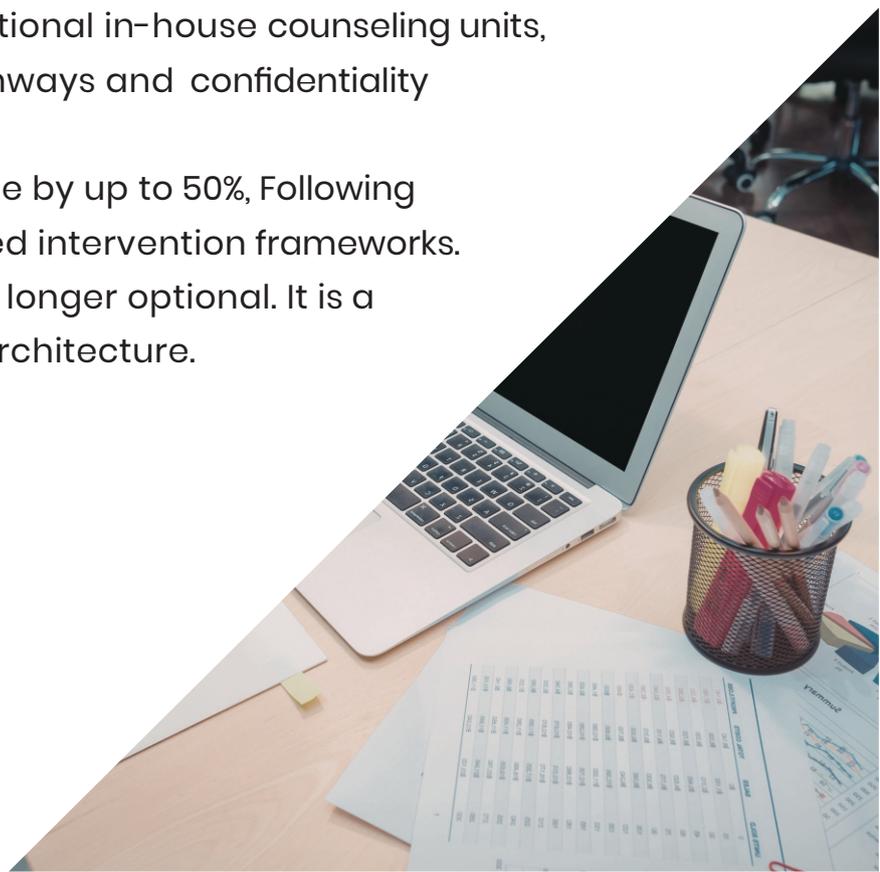
- **Establish Corporate Counseling Units:** We have supported organizations in setting up fully structured in-house counseling offices, including framework development, operational guidelines, referral pathways, confidentiality protocols, and reporting systems.
- **Train & Certify HR Teams:** We have equipped HR professionals with psychological assessment tools, crisis response skills, and mental health referral systems, transforming HR from administrative units into psychological first responders.
- **Build Sustainable Mental Health Culture:** We help organizations move from reactive interventions to proactive culture transformation by embedding emotional intelligence, accountability, and wellness into leadership and policy frameworks.
- **Provide Mental Health Crisis Intervention:** Our team has intervened in workplace crises, including: Acute emotional breakdowns, Trauma exposure incidents, Harassment-related distress, Leadership conflict escalation, Organizational morale collapse. We implement structured response models that stabilize individuals, support management, and restore institutional balance.



RESULTS

SNAPSHOTS

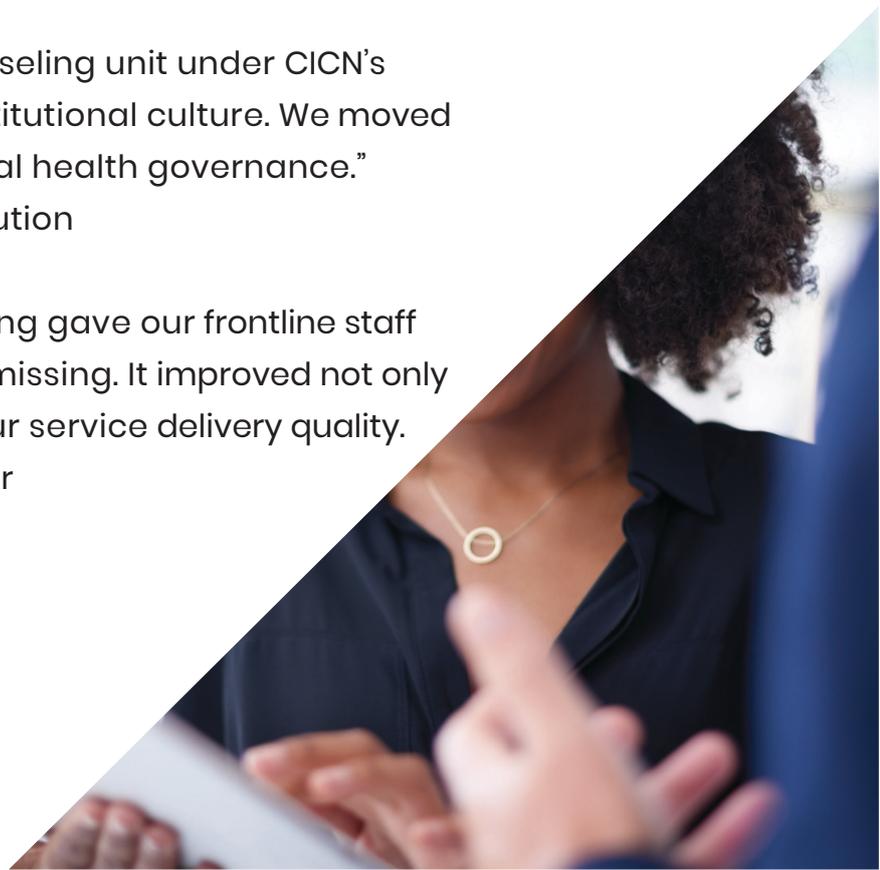
- Measurable Institutional Impact. Following CICN interventions, partner organizations have reported:
- 35–60% improvement in leadership emotional regulation scores (Pre- and post-training behavioral assessments).
- 40% reduction in internal conflict escalation cases, within 6–12 months of structured conflict intelligence training.
- 50% increase in HR confidence in handling mental health concerns, after Mental Health First Response certification.
- 30–45% improvement in employee engagement indicator, post-burnout prevention and psychological safety workshops.
- Establishment of fully operational in-house counseling units, with structured referral pathways and confidentiality protocols.
- Reduced crisis response time by up to 50%, Following implementation of structured intervention frameworks.
- Mental health strategy is no longer optional. It is a measurable performance architecture.





THE TESTIMONIALS

- CICN helped us see that productivity challenges were deeply psychological. Their intervention reshaped how our leadership team communicates and regulates conflict. The impact has been structural, not cosmetic.
- Chief Executive Officer – Financial Institution
- Before CICN, we handled mental health issues informally and inconsistently. After the training, our HR team became equipped, confident, and structured in crisis response. It changed our department completely.
- Head of Human Resources – Corporate Organization
- The establishment of our counseling unit under CICN's guidance transformed our institutional culture. We moved from denial to proactive mental health governance.”
- Director – Educational Institution
- CICN's trauma-informed training gave our frontline staff tools we didn't know we were missing. It improved not only our team resilience but also our service delivery quality.
- Senior Manager – NGO Sector





MEET OUR TEAM



Tolulope Oko-Igairé

Tolulope Oko-Igairé is a leading Nigerian mental health and organizational development consultant, relationship and human sexuality expert. With extensive experience training and mentoring hundreds of professionals, she delivers transformative corporate programs focused on emotional intelligence, leadership psychology, workplace wellness, team dynamics, conflict resolution, and professional ethics. Known for her culturally intelligent, evidence-based, and high-impact facilitation style, she equips organizations with practical psychological tools that enhance productivity, resilience, communication, and sustainable performance.



Olaitan Olagoke

Olagoke Olaitan is a governance and administrative systems expert with strong experience in institutional management and regulatory compliance. He delivers practical corporate training on governance, process optimization, compliance culture, and organizational efficiency, equipping teams with structured systems that drive accountability, productivity, and sustainable performance.



Temitope Ogunniyi

Temitope Ogunniyi is a strategic development and growth consultant specializing in organizational expansion, partnership building, and sustainable revenue frameworks. With a strong background in business development and institutional strategy, she delivers high-impact corporate training on growth strategy, stakeholder engagement, innovation systems, and performance scalability. Known for her forward-thinking and results-driven approach, she equips leadership teams with practical tools to strengthen market positioning, optimize opportunities, and drive long-term organizational success.



OUR CSR PARTNERSHIP

At the Chartered Institute of Counseling in Nigeria (CICN), our commitment to societal well-being extends far beyond corporate training. Through our flagship social impact initiatives, we actively shape a healthier, more resilient society. With CICN, your CSR is more than a checkbox, it becomes a strategic advantage, amplifying your social impact while contributing to a mentally strong, productive, and thriving society that ultimately benefits your workforce and stakeholders.

Partnering with CICN offers organizations a unique opportunity to align with high-impact, psychologically-driven CSR programs that strengthen families, communities, and professional standards nationwide. From reducing mental health stigma and fostering emotional resilience to promoting ethical relationships and advancing professional counseling practices, our initiatives create tangible social value while enhancing your organization's reputation as a responsible, forward-thinking leader.

Your partnership with CICN is not just a training investment, it is an alignment with a movement advancing psychological governance across Nigeria and beyond. When organizations partner with CICN, they align with a body that:

- Shapes professional standards nationally
- Influences mental health policy conversations
- Builds counseling capacity across sectors
- Drives social awareness and stigma reduction
- Contributes to long-term national stability



CHARTERED
INSTITUTE OF
COUNSELING
IN NIGERIA



OUR CSR



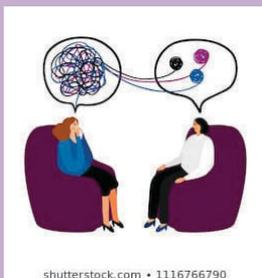
YANA Initiative (You Are Not Alone)

YANA is CICN's flagship emotional support program, designed to reach individuals silently struggling with mental health challenges. By raising awareness, reducing stigma, and connecting vulnerable people to professional care, YANA transforms lives, helping organizations demonstrate social responsibility while promoting a mentally resilient society.



The Wholesome Nigeria Project

This long-term national initiative fosters psychological wholeness at every level, individuals, families, and institutions. By promoting emotional literacy, healthy relationships, and community resilience, the Wholesome Nigeria Project allows organizations to align CSR with tangible societal impact, building stronger, mentally robust communities that support sustainable growth.



UNBUTTON

UNBUTTON sparks courageous, honest conversations on emotional repression, relationship dysfunction, sexual boundaries, and trauma, topics often ignored but critical to societal wellbeing. Partnering with UNBUTTON positions your organization as a champion of cultural change and psychological awareness, driving impact that resonates beyond the workplace.



Annual Therapists Conference

Our annual conference convenes leading counselors, therapists, and mental health advocates to advance professional standards, ethical practices, and global best practices. Corporate partners gain strategic visibility, influence the future of mental health in Nigeria, and strengthen the ecosystem that underpins workforce wellbeing.