TORM: A new hypothetical approach to managing Resources; The valedictory speech of the best graduating student of the class of 2012/2013 of Godfrey Okoye University on the occasion of the 1st convocation of the university on 7 December 2013.

His Excellency, President of the Federal Republic of Nigeria, 

His Excellency, senate president of the Federal Republic of Nigeria, 

His Excellency, Governor of Enugu State, 

Our Distinguished Convocation Lecturer, 

The Proprietor, the catholic Bishop of Enugu, Most Rev Dr.Callistus Valentine Onaga, 

The bishop emeritus of Enugu, Most Rev Dr Anthony Okonkwo Gbuji 

The chairman of the board of trustees, Prof.Joseph Ikechukwu Chidobem 

Members of the board of trustees, 

Honorable Chancellor, the catholic Ash Bishop of Jos Most Rev Dr Kaigama, 

The Pro Chancellor and chairman of the governing council, Prof Christian Nwachukwu Okeke, 

Honourable Vice Chancellor, Very Rev Fr Prof. Christian Anieke, 

Members of the governing council, 

The senior management staff of the university 

Members of the senate and senate committees, 

Members of IECE management staff, 

Monsignors, Rev. Fathers and rev sisters, 

Traditional rulers, 

Parents and Guardians of Go university students, 

Students and members of staff institute of Ecumenical Education, 

Great Go university students,
Fellow Grandaunts,

Ladies and Gentlemen.

I am very grateful to the almighty God for this unparalleled privilege giving to me to stand here on behalf of the graduating class of the 2012/2013 academic session of Godfrey Okoye University, we are highly honored and delighted this day because you have come from every nook and cranny of our country and beyond the borders of this country to attend this significant ceremony. You are all welcome!

The study of management is relatively a new discipline that has always generated a series of new approaches to managing resources in and outside the organization.

Little wonder, it has been constantly regarded over the years as “management theory jungle” (Koontz, 1961), this is not far-fetched, because of the numerous approaches to management that exist in this field like scientific approach, administrative approach, bureaucratic approach, system approach, quantitative approach, qualitative approach, behavioral approach, human resource approach, contingency approach to mention but a few.

Consequently, management as a field of study is worth having as many theories and approaches as possible. This is because management is a crucial factor in economic and social development (Drucker, 1986). Furthermore, considering the dynamic and complexity of human, economic and social development, management scholars should constantly research so as to come up with a better approach to managing both human and non human resources in and outside the organization. Management science therefore attempts to apply these approaches as an objective and fact-based method for decision making.

Having reflected deeply on the theories and practices of management as a student within my four years of study, I found out that there is indeed one common thread that runs through the functions, roles, skills, activities and approaches to management: each recognizes the paramount importance of managing people, whether it is called “leading function,” “interpersonal roles,” “human skills,” or “human resource management,
communication, and networking activities." It is clear, that managers must develop their people skills in order to accomplish their objective effectively and efficiently (Robbins & Judge, 2011).

However, there is a great need for constant improvement, dynamism and innovation in the field of management so as to attain a sustainable performance in and outside the organization. Today, I have a contribution to make in this lovely discipline known as management. My contribution is to suggest an applicable approach that will enhance the performance of people and structure everywhere especially in entrepreneurship. This management approach with its integrated model is inclusive not exclusive in the sense that its application could work in any sector and with other existing approaches to management.

Interestingly, it deals with one of the things we encounter in our everyday life: the resurgence of opportunity which I called the total opportunity and result maintenance (TORM) approach. An informed person is said to be a performed person and this is what management in 21st century is all about. Therefore, we need to do more to know what an opportunity is and what it represents. This model celebrates management values and implicitly reinforces the idea that opportunity is special and evenly available to all. If true, we have to appreciate every opportunity that comes our way and transform it into result.

Undoubtedly, the TORM approach is a hypothetical framework that allows individuals, groups, managements and subordinates to identify, appraise and utilize opportunities. Furthermore, TORM is a systematic and integrated process by which all and sundry in and outside the organization identify, appraise and utilize opportunities in order to maintain performance. The goal of the TORM is to enable people to wake from their slumber and appreciate the immense opportunities that abound in our environment. The idea is to utilize opportunity and maintain result in order to improve performance. The TORM challenges us not only to appreciate opportunity but also it challenges us to create opportunities through the following purposeful questions:

What can I do?

What is acceptable to do?
What is available to do?

What is affordable to do?

What is my performance so far?

The process should not be biased but should be a road map to identifying a choice or choices of resources that maximize result. Having considered these questions, therefore the total opportunity and result maintenance approach goes with a model known as DASUM which works as an objective, fact-based approach for making new discoveries, utilizing and maximizing opportunities and its results. Management should as well attempt to apply this model in dealing with events and changes that arise within and outside business organization. It can be applied as a problem-solving approach in areas such as decision-making, entrepreneurship, organization behavior, design processes and strategic planning.

**DASUM Model**

The DASUM model contains five stages that must be met in a sequential order to optimally maintain opportunity and its result. The model is named as an acronym for the first letter of each of its five primary steps. The first step is desire; people need to have in mind what they want at any point in time because opportunity exists in time. The second stage is acknowledge, at this very stage individuals, subordinates and leaders in organization and outside the organization should demonstrate appreciation to the inestimable favorable conditions available in the environment. The third stage is skill, individuals and groups must possess the strength needed to make use of opportunity. The strength both managers and subordinates need is skills. The fourth stage is utilize, having adopted and acquired the skills needed, then utilize or explore the opportunity. The fifth step is maintenance, individuals and groups should know that the easiest way to create more opportunity is to maintain the existing one. Therefore the ability to maintain opportunity and its results properly, is to recycle the DASUM Model which then creates more opportunity and results. No wonder why Sun Tzu said “Opportunities multiply as they are seized”.

**DASUM Process**
One of the hardest aspects of opportunity and result maintenance approach is getting people to understand why opportunity comes and convincing them to discover and utilize it on time for something result worthy. This is especially important if the opportunity is going to have a dramatic result on the daily activities of individuals and groups in an organization or in a nation at large. This is because most people have not yet recognized time and life as invaluable opportunities and irretrievable resources that should be utilized and maintained carefully.

Therefore, there is a compelling need to discover clearly and accurately the rationales behind every opportunity in form of resources such as man, minute (time), material, machine, and money. Consider if there are cases and situations where such opportunities have been properly utilized with corresponding result you may replicate and demonstrate it to show that despite our human differences we all have equal opportunity to explore our environment. The result may be long-term benefits both for individuals and organizations if properly maintained but failure to manage it may bring about the saying that “opportunity comes but once”.

One way to appreciate opportunity and achieve a lasting result is to provide coaching to individuals (i.e. leaders or led or managers or subordinates). Talk about the immense opportunities available in our environment and help them develop the DESIRES necessary to ACKNOWLEDGE the opportunities, then STRENGTHEN the individual to UTILIZE opportunity. Finally the result must be MAINTAINED for opportunity sustainability. This model would appear as a help to total utilization of the underexploited opportunities lying untapped in organizations, environments and our country Nigeria at large. TORM approach and its model would help both students and graduates of entrepreneurial studies to formally initialize their stake in society.

Unarguably, as the President Goodluck Jonathan “Transformation agenda” creates innumerable positive changes and opportunities in every sector of our economy, individuals, groups, and investors should as well acknowledge the TORM approach and its model in order to judiciously utilize and maintain this transformation. Still in the spirit of “transformation agenda”, the federal government should consider and appreciate the immense role played by the private institutions in
reinvigorating the state and condition our educational sector by encouraging them financially and otherwise so as to keep up with the good work. This is because an opportunity acknowledged is opportunity created.

Therefore, we should always create opportunity by acknowledging it. Our gathering here is clear evidence that we have conscientiously utilized the opportunities given to us as the pioneer students of this great university. My turnaround as a person was on 19 November 2009, the day I first stepped on this very campus for the post university and matriculation exam (PUME), immediately I saw a conspicuous inscription on the wall “where is the evidence?” I pondered over this question in my heart meticulously; while moving around the compound; I discovered three things that “the atmosphere here is so promising for one to get the evidence,” “the environment is quite hospitable to show the evidence” and “the system encourages one to prove the evidence.” From that very moment I was absolutely convinced that I was in for excellence, when I moved into the hostel, I planned, organized, and directed my life towards the evidence in line with the rules and regulations governing this very university. “Where is the evidence” is indeed a template that nudged me to this platform I am standing today.

At this juncture, may I now use this medium to express my profound and inestimable appreciation to some of the people who facilitated the opportunities I utilized throughout my stay on campus. I am highly grateful to the almighty God for my parents Mr. and Mrs. Sebastain Nnodim for their parental guide and assistance to me. I express my unalloyed gratitude to Very Rev. Fr. Camilus Ejike Mbaka for praying for me and paying my first tuition in this very university before I got a scholarship from the university having emerged as the overall best student in 2009/2010 academic session. I thank you the Vice Chancellor, Very Rev Fr. Prof Christian Anieke for all the wonderful opportunities you made available for us here and beyond. I will not forget to thank you the registrar, Prof. F.C Eze, your lectures on business Communication and human resources management have adequately prepared me for the task ahead and the Dean of student affairs, Prof Richard Okafor, you cultured me that “a truly learned man is somebody who knows something but nearly everything”. To my Dean of faculty, Prof. Eugene Nwadialore you sensitized me that “the taste of the pudding is
in the eating”, my past and present head of department (HOD) of Business Management, Prof Raph Nwokedi and Bar Nick Obodo, Prof. J.A Ezeh, my project supervisor and Dr. Uzoechi “mmuta has finally paid” and to all my lecturers, Mrs. Elen Chijioke (the University Librarian), Rev. Sr. Mary Gloria Njoku and Very Rev Fr. Prof. Obiora Ike your stimulating lectures on “peace and conflict resolution” have completely transformed us into influential agents of peace especially at this moment of transition into the world where peace and security are in constant threat and jeopardy. To all my friends, Mr and Mrs. Akabogu, Mrs. Nwaosu, and to my brothers, Kingsley, Valentine and Osita Nnodim, I revere you all very awesomely.

Finally, to the great students, staff and management of this prestigious University, is quite pitiable that we are leaving you behind for good but do find solace in the wonderful opportunities that abound in this noble university. To my fellow graduands, I call you entrepreneurs for taking a bold and dogged step of coming to Go University as pioneer students but now I say a very big congratulation to you all as legendary pioneer graduates of this noble citadel of learning. I implore you once again to be ever ready to show the evidence and prove it in society so as to defend and protect the image of this great refinery of “unity of knowledge” called Go University. Do not wait for opportunities to come your way but create opportunities where ever you find yourselves. Perhaps with the TORM approach and its DASUM model we all will explore our world of opportunities effectively and efficiently and become celebrated entrepreneurs in the world.

Long live Go University!

Long live Catholic Diocese of Enugu!

Long live Federal Republic of Nigeria!

Thank you!

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NNODIM, STANLEY. O

THE BEST GRADUATING STUDENT OF GO UNIVERSITY 2012/2013 ACADEMIC SESSION