

2025

**How Knowledge is Built in Bits Empowers Students and Educators: Testimonials, and Recommendations for Institutional Adoption**



Martha Akoibea Anang  
DOMINION LEADERS  
FOUNDATION  
6/20/2025



## **EXECUTIVE SUMMARY**

Since its launch in 2007, *Knowledge is Built in Bits* by Martha Akoibea Anang has transformed the academic and personal trajectories of thousands of Ghanaian learners, educators, and parents. This compilation of testimonials from 2007 to 2025 highlights the book's unparalleled impact on study habits, career development, and institutional performance.

### **Key Outcomes:**

#### 1. Student Success Stories:

- Early BECE Passes: Students like Mitchel and Elsie wrote their BECE in *Form 1 and 2 respectively*.
- Learners excelling in education and careers (e.g., Frank became a Toyota Qatar Workshop Controller).
- Academic Turnarounds: Prince Caleb Ocansey (Flowers Gay School) improved scores from <10/20 to 18/20.
- Mindset Shifts: Ama Nyakowaa (University JHS) transitioned from passive learning to proactive studying.

#### 2. National Recognition:

- Endorsed by Madam Benedicta Biney, Acting Director-General of Education (2010), who urged nationwide adoption.
- Recommended by Prof. Eric Wilmot (UCC) for NaCCA approval (2018).

### **Proven Value Proposition:**

- Cost-Effective: Affordable for schools and parents.
- Scalable: Adapted for Cambridge curricula and technical schools.
- Sustainable: Alumni like Richard Anang (printer of the 1st edition) credit the book for inspiring his Master's degrees and career growth.

### **Call to Action:**

This evidence demands:

Government/Parent Association/Old students/NGOs/Philanthropists'/ partnerships to fund copies for needy students. *Knowledge is Built in Bits* has spent 18 years proving its power to "illuminate life paths". With systemic support, its next decade can reshape Ghana's educational outcomes.

## INTRODUCTION

Every great achievement begins with a single step—and every profound understanding starts with a single insight. ‘Knowledge Is Built in Bits’ is not just a book; it’s a movement, championing the timeless truth that *real learning happens gradually, intentionally, and continuously*. To parents, educators, and lifelong learners: this is your invitation to join a revolution in how we grow, teach, and thrive.

In a world that often prioritizes quick fixes over deep understanding, many learners—young and old—struggle. Students cram for tests only to forget. Professionals face new challenges without the tools to adapt. Parents watch helplessly as their children lose the joy of discovery. The problem isn’t a lack of effort; it’s a lack of *method*. True mastery isn’t about memorizing—it’s about building, bit by bit.

This book is a beacon for:

- a) Students drowning in information but starving for wisdom
- b) Educators fighting to cultivate *independent thinkers*, not just test-takers
- c) Parents seeking to nurture curiosity and resilience in their children
- d) Self-learners determined to take ownership of their growth

Consider this: A child who learns *how to learn* will never be helpless. A teacher who empowers students to seek knowledge actively transforms classrooms. A parent who models lifelong learning inspires generations.

‘**Knowledge Is Built in Bits**’ offers more than theory—it provides a *practical path forward*:

- i. For Students: Break overwhelming subjects into manageable, lasting understanding
- ii. For Teachers: Design lessons that stick by aligning with how minds grow
- iii. For Families: Create a home culture where curiosity is celebrated, not stifled

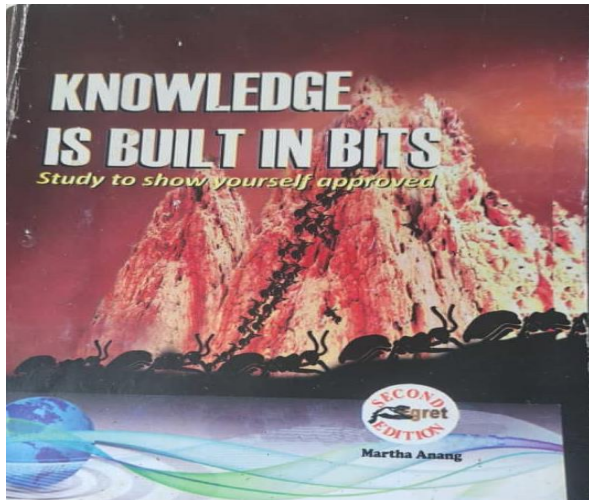
In an era of rapid change, the ability to learn continuously isn’t just an advantage—it’s a necessity.

This is a call to all who believe in the transformative power of education:

1. **Sponsor** this book in your schools.
2. **Share** it with your children.
3. **Gift** it to a struggling learner.

The future belongs to those who can adapt, and adaptation begins with *learning how to learn*. Together, let’s build a world where no mind is left in the dark—one bit at a time.

## THE GENESIS OF KNOWLEDGE IS BUILT IN BIT



During the 2006/2007 academic year at the University of Cape Coast in Ghana, Martha Anang enrolled as master's student in Guidance and Counselling. As part of her coursework, she Studied the Psychology of Learning, which revealed to her that learning was far more than mere reading-in involved a set of skills capable of driving meaningful behavioural change. Motivated by this insight, she developed a keen interest in helping younger learners cultivate effective learning strategies. This passion spurred her to delve deeper into research, expanding her knowledge and refining her understanding of the subject. Over time, she meticulously compiled her notes from independent study, and before long, her efforts ended in the creation of a book titled ***Knowledge Is Built in Bits***.

In 2007 the book was published by SMARTGATE Company and the first 3000 copies of the books were bought by Hon. Richard Adabo with his common fund as the DCE of Dunkwa On Offin. The beneficiary schools of the 3000 copies of the books were Dunkwa Secondary Technical School and Boa Amponsem Secondary School.

Facilitators who took the 3000 beneficiaries through were Mr. Godwin Kojo Agbavor a former worker of Elmina District Education Office, SEBA TRUST and now the Founder/C.E.O of Foundation First Ghana, Mr. Ekow Kwaakye, now a Seasoned Psychologist in the United States of America, Mr. Samuel Kofi Agudogo the former Head of Science Department at Wesley Girls Senior High School, Cape Coast and currently the Headmaster of Adisadel college, Cape Coast and Martha Anang, the author of 'Knowledge Is Built In Bits' who was the C.E.O of SMARTGATE, Egret Consult and now with additional role and achievement as the Founder/Executive Director of Dominion Leaders Foundation.



In 2007, I edited the first edition of 'KNOWLEDGE IS BUILT IN BITS' and helped deliver its very first session. I didn't just witness its impact, I lived it. From struggling students to thriving scholars, from forgotten schools to academic success stories, I have several evidence that show that this book sparks real, measurable transformation. It is more than a study guide; It replaces cramming with clarity. It empowers learners to grow, bit by bit with confidence, discipline, and purpose.

Over the years, I have watched this movement turn fear into focus, silence into self-expression, and confusion into lifelong curiosity and learning. Every page in this book is proof that real learning isn't an event, it is a process.

To every parent, teacher, and student, this book is a master key that unlocks and changes how you think, learn, and live. To all stakeholders in education, this is a call to embrace methods that work, to invest in what endures, and to believe in the transformative power of bit-by-bit learning. Because truly, knowledge isn't given. It's built. And it's built in bits.

Dr. Godwin Kojo Agbavor (Founder/CEO, Foundation First Ghana)  
Editor, First Edition (2007) Pioneer Facilitator, 'KNOWLEDGE IS BUILT IN BITS'



Going back to memory lane while perusing my master's degree in Guidance and Counselling at University of Cape Coast, Ghana as I thinking about this book "Knowledge is built in bits". Working together with the author, Martha Anang, was a pleasure because we had the heart to help young people to develop and internalize skills and tools to help in succeeding academically and beyond.

This book is the book I wish I had access to when I was in high school or earlier. It's is down to earths and practical for all ages. The lessons in the book are not intimidating, but rather encouraging to be used regardless of your skill level.

I remember being part of the first group of facilitators at Dunkwa Secondary Technical School and Cape Coast Technical Institute in 2007, as we shared the need to approach studying from the philosophy of building like the ants. Students were encouraged to focus on progressive knowledge development rather than being overwhelmed.

As a Licensed Professional Counsellor, in the United States of America, tools and skills from the book are recommended for students to who are struggling with academic problems.

Impersonally benefited for time management and organizational skills learns when I was preparing for the National Counselling Exams.

To sum up my thoughts “no one is too old or too young to practice the wisdom from Knowledge Is Built In Bits”.

Ekow Kwakye, LPC  
(Licensed Professional Counsellor)  
Texas, USA



"As the designer and printer of Martha's first book *Knowledge is Built in Bits*, I experienced its transformative power firsthand. After 20 years away from formal education, this book reawakened my academic aspirations, ultimately enabling me to:

- Successfully pass University of Ghana's entrance exams
- Earn a Diploma in Youth Development Work
- Gain professional qualifications in Social Welfare
- Complete my Master's degree

The book's impact was so profound that it actually delayed its own production - not due to technical challenges, but because I kept reading and applying its principles instead of working on the printing process. I realized I needed this knowledge for my own career development before I could help produce it for others.

*Knowledge is Built in Bits* didn't just help create a book - it helped recreate my professional future."

Richard Abraham Anang  
Book Designer & Printing Consultant  
C.E.O Anorst Designs Dynamics



I am extremely grateful and satisfied with the quality of your “KNOWLEDGE IS BUILT IN BITS” in-person educational programme offered by Dominion Foundation to young students, of which my son- Papa Kofi Nyarko Hagan was a huge beneficiary. The programme package was comprehensive and engaging, providing a well-rounded study habit tips. The individual one-on-one sessions were incredibly insightful and informative. As a first-hand witness, I was highly impressed about how you took valuable time to explain complex learning concepts in a clear and concise manner, making them easier for participants to understand the study materials. Your practical application of real-world examples also helped to solidify the concepts for better understanding.

I deeply appreciate your extraordinary dedication and commitment through your teaching prowess, interactive teaching style, positive counselling techniques, and knack for making intricate topics engaging. On behalf of my son and all beneficiaries, your relentless pursuit of educational and career excellence distinguishes you as an exceptional educator and counsellor.

Dr. John Elvis HAGAN JNR  
Bielefeld University, Germany  
Faculty of Psychology and Sports Science  
Neurocognition and Action - Biomechanics Research Group

The next 5000 copies printed went to Twifo Praso Senior High School, Cape Coast Technical Institute, Christ Academy School and Mary Queen of school and they also had their share of the impact of ‘Knowledge Is Built In Bits’ but they were billed by the heads and parents paid for them. After selling out 8000 copies, Martha edited the book and printed as the second edition of knowledge is built in bit in 2009.

In 2009 Association of Principals of Technical Institutes (APTI) conference now referred to as Conference of Principals of Technical Institutes (COPTI) was organised in the central region specifically Cape Coast Technical Institute and the author was given the chance to present the book to the principals. Soon after the APTI conference, Kumasi Technical Institute and Nkoranza Technical Institute billed their students and they started using the books.

One of the Mfantshipim Secondary School Counsellors, Madam Yvette Akofo Addo also used ‘Knowledge Is Built In Bits’ on her students likewise the Counsellor of Wesley Girls High School, Mr. Koomsoon of blessed memory and the school Librarian, Mr. Sparks Adoboe. Other schools such as the Manya Krobo

Secondary School, Osino Presbyterian Senior High and Christ Academy Senior High also used the book through the recommendation of their school counsellors to the heads of the institutions. The schools and counsellors kept using the books until the introduction of the free education.

Based on the positive feedback that came from these schools, the author, Martha Akoibea Anang decided to use it for a national study habit seminar project for all secondary schools in Ghana. Martha, handed the book over to Ghana Education Service to assess the book. Based on the book assessment feedback from NaCCA, Ghana Education Service (GES) gave an introductory letter to Martha for all heads of schools to consider and allow the usage of KNOWLEDGE IS BUILT IN BITS by their students.

**BOOK ASSESSMENT**

Title	:	Knowledge Is Built In Bits
Arthur	:	Martha Anang
Copyright Owner	:	Martha Anang
ISBN	:	978-9988-1-0207-0
Publishers	:	SMARTGATE Company Limited
Second Edition	:	2008
Shape of Book	:	The shape of the book is suitable for intended readers
Kind of Cover	:	It has a laminated cover
Kind of Binding	:	Perfect Binding
Font Size	:	12 points and suitable for intended readers

- The quality of print, layout and typesetting are indicative of a good and well-thought out book.
- The title and the cover design all reflect the contents of the book.
- The book, Knowledge is Built in Bits, provides a variety of alternatives that can help the average student to study without stress by selecting any one of the alternatives suggested.

Indeed, I find the book thrilling and insightful. Its strength lies in its simplicity which ultimately lends itself to easy reading and comprehension. It is a true reflection of what and where the general worries and concerns of students lay in the context of their study habits.

*This is really a masterpiece and a must read material which fits to be a supplementary text for students of the Junior High School and beyond.*

It is recommended to all students who are in school and are desirous of changing their study habits positively.

In any case, some typological mistakes need to be corrected, e.g. page 41: "clash" should be "crash" etc.

# GHANA EDUCATION SERVICE

*In case of reply the number and date of this letter should be quoted*

My Ref. No: GES HQ/DG /11/10

Your Ref. No:

Tel: 0302-674247/0302-673959



Republic of Ghana

HEADQUARTERS  
Ministry Branch Post Office  
P.O. Box M. 45  
ACCRA

26<sup>th</sup> November 2010

## LETTER OF INTRODUCTION AND PERMISSION TO SCHOOLS

### EGRET CONSULT

We write to introduce to you Egret Consult a Consultancy firm with the interest of students' academic performance at heart.

Egret Consult is of the belief that by writing and reading, children would explore their environment, get to know about what happens around the world of knowledge so as to be motivated to 'explode' in their potentials to face the world of work.

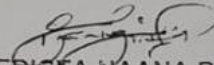
I find the book thrilling and insightful. Its strength lies in its simplicity which ultimately lends itself to easy reading and comprehension. It is a true reflection of what and where the general worries and concerns of students lay in the context of their study habits.

The Consult currently operates in Cape Coast and wishes to extend its services to all school children in Ghana.

By a copy of this letter, the bearer – **Miss. Martha Anang** is being introduced to all Regional/District Directors and Heads of Senior High Schools.

Please accord her the necessary courtesies and audience.

Thank you.

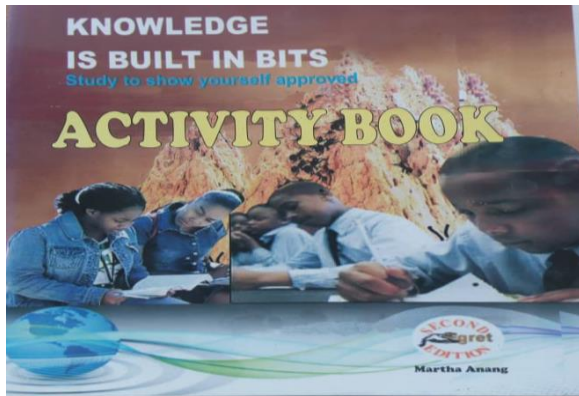
  
BENEDICTA NAANA BINEY  
AG. DIRECTOR GENERAL

### DISTRIBUTION

ALL REGIONAL DIRECTORS  
ALL DISTRICT DIRECTORS  
ALL HEADS OF INSTITUTIONS

cc: Director, SED  
Director, BED  
Ag. Dep. Dir. Gen. (MS)  
Ag. Dep. Dir. Gen. (Q&A)

Anticipating the challenges associated with one person facilitating national programme for all the secondary schools, Martha thought it wise to come up with an activity book that makes the study habit project a self-tutoring book when students get both the main book and its activity book. Again, for college counsellors to easily use it.



Egret Consult which had taken over the publication of 'KNOWLEDGE IS BUILT IN BITS' launched the books at Dunkwa-On-Offin where the first 3000 copies of the books were bought. The study habit seminar book titled 'KNOWLEDGE IS BUILT IN BIT' with its activity book was launched in 2010 by the then Acting Director General of Education in the person of Madam Benedicta Naana Biney. Hon. Kofi Ashia who was the DCE at the time of the book launch in Dunkwa-on-Offin also bought about 1000 copies for students in Dunkwa-On-Offin in 2010. Boa Amponsem and Dunkwa Secondary technical were tasked by the Director General of Education to bill their students at the launch and the District Education Director (Madam Agnes Boakye) ensured its usage in the district and its environs. Simultaneously, Martha's third book titled "Learning with Passion: Lessons from FIFA 2010 World Cup" was also launched by Hon. Rojo Mettle Nunoo.

An interesting observation was made about students' interest in the book when Boa Amponsem students went on demonstration for the headmaster's delay in organising the counselling program for them with KNOWLEDGE IS BUILT IN BITS in the year 2012 under the headship of Mr. Daniel Kweku Atakora.

## **EDUCATOR ENDORSEMENTS AT THE BOOK LAUNCH**



**2010 Official Launch by Acting Director General of Education (Madam Benedicta Naana Biney)**

In her keynote address during the official launch, Madam Benedicta Naana Biney enthusiastically endorsed the book, highlighting several key strengths:

1. **Accessible Content Design:** "The book has been expertly packaged to be comprehensible for Junior High School students and even high-achieving Upper Primary pupils."
2. **Unique Workbook Component:** She noted that unlike most supplementary books, this publication includes a dedicated workbook: "I stand to be corrected, but typically such books don't include workbooks, making it challenging for teachers to properly guide students through the material. Martha's inclusion of both textbook and workbook solves this critical problem."
3. **Symbolic Cover Design:** Madam Biney particularly appreciated the book's cover illustration: "The depiction of ants' industrious habits alone conveys a powerful lesson about consistent, incremental learning."
4. **Core Learning Philosophy:** She emphasized the book's foundational principle: "The methodology discourages material accumulation, instead advocating focused, sequential study to ensure complete preparedness for all academic assessments."
5. **Distraction Management:** The Acting DG highlighted the book's treatment of academic distractors: "It not only identifies performance barriers but provides practical solutions, enabling students from all backgrounds to excel academically and in co-curricular activities."

**Launch Declaration:**

With great conviction, she officially launched the book "in the name of the Father, the Son, and the Holy Spirit," expressing confidence that it would fulfill its intended purpose in Ghana and internationally.

**Implementation Directive:**

Madam Biney issued a clear mandate to the Dunkwa-On-Offin District Director of Education (Madam Agnes Boakye): "Ensure all secondary schools, junior high schools, and upper primary classes in the district adopt this book to achieve academic excellence."



The District Director's implementation of the Director General's directives yielded measurable results:

*Academic Performance Data:*

- 80 out of 1,359 schools across 16 districts in Central Region recorded 0% pass rate in 2011 BECE
- Upper Denkyira West District stood as the sole exception with no schools scoring 0%  
(Source: Ghana News Agency, 2011)

The data suggests Upper Denkyira Education Director's compliance with the directives of the Director General may have contributed to their comparatively stronger performance.



**Ernest Kojo Lyall: Cape Coast Technical Institute Principal**

With confidence at the book launch, the Cape Coast Technical Institute Principal said emphatically with empirical evidence that academic performance and external examination results of the school have improved remarkably.

Those who knew the attitude of students in the time past of Cape Coast Technical Institute will attest to the fact that there has been dramatic improvement in students' academic work. Due to the use of 'KNOWLEDGE IS BUILT IN BITS', students these days write examinations with all the decorum they deserve, though a few students attempt to see what is on their friends' papers.

I believe that with further efforts someday, not too far from now, Cape Coast Technical School students will write examinations without supervisors or invigilators, and they will be honest with themselves and write what they know on their papers because they have learnt to take knowledge in bits.

On this strength, I recommend these books to all up-and-coming students, young and fertile minds, to use this book as a guide in acquiring knowledge and skills, which will put them in a better position. Lastly, to those who think they can't learn: they could also peruse these books and, of course, they will realise that they can learn."



**Mr. Daniel Tettey from Oxford Senior High School had this to say:**

In 2007 Martha was with us at Dunkwa Secondary Technical to have a study habit workshop for us on the book titled KNOWLEDGE IS BUILT IN BITS' and she was given the necessary support by the district assembly through the District Chief Executive in the person of Hon. Richard Adaboe.

The follow up was quite recommendable. Honestly, we could all attest to the fact that years by Dunkwa Secondary Technical was no school to mention about, we were not proud of that school but years after the study habit workshop with the book titled 'knowledge is built in bits', Dunkwa Secondary Technical began to take its proper position among the communities of senior high schools.

In fact, we could not boast of good or very beautiful structure but by virtue of good academic results and some level of discipline, I am proud to say that this book has done us good. And so, by the result we have been achieving over the years if I wouldn't be mistaken, Dunkwa Secondary Technical is one of the largest or heavily populated senior high schools in central region.

When students are in the classroom and there is no teacher, they don't learn because they don't know how to learn. Get these books, digest them, read them and read them religiously.



**Mr. Samuel Sparks Adoboe - Wesley Girls Senior High School Librarian**

The Wesley Girls Senior High Librarian in the person of Mr. Sparks Adoboe attesting about the KNOWLEDGE IS BUILT IN BITS' (KIBIB) which helped some poor students to excel during the final WASSCE examinations. He said the school counsellor accepted copies to be placed at the library for students to use and it yielded the desired result.

I have been in the librarian service for 33 years now and as a Deputy Chief Librarian under Ghana Education Service, I can confidently say that KIBIB is a unique book brought to bear to help academic achievement.

When I came into contact with this book for the very first time, I saw something in that book which changed my perception. I had a class three boy at Childcare International School in Cape Coast and started him on the skills in the book and the boy became very brilliant. I changed school for the boy because I realised, he was always topping his classmates, I took him to University Primary School in Cape Coast class three and they were 131 in the class and again he topped.

Upon this, I recommended the book to the Wesley Girls Senior High School Counsellor, Mr. Koomson. Mr. Koomson then encouraged specific parents to buy the books for their wards and to their surprise, students that he had no hope in them to pass their final examination did pass with flying colours.

Again, I say today, a lot of people have completed school, at a higher level but they can't get a job and they can't apply the gained knowledge to their personal life and I wonder the kind of education we are giving to this generation. I was optimistic that if we keep on using this book in Ghana, in the next ten years we will produce professors at the age of 20.

Students through the use of this book will now study with understanding and demonstrate what they study instead of chewing pamphlet and reproducing them to pass an examination and at the end of the examination they come to knot. I end my compliments by saying that those who have recommended this book - posterity will remember them for it."



**Mr. Alfred Boham - Nkoranza Technical Secondary**

The School Counsellor of Nkoranza Secondary Technical acclaiming for the book to all students as he shared testimony about the impact the book has made in the lives of his students.

"Martha came to our school in February 2010 and indeed transformed the students in terms of their learning habits. Students now know how to manage time and time schedules after the programme. We sampled some of the students who have read the book and to our surprise about 75% of them have been impacted positively in terms of the way they learn.

Again, their attitude towards education, the way they write their exams, their confidence in reading and writing changed tremendously. We are very grateful for the seminar and the entire school is recommending the book 'KNOWLEDGE IS BUILT IN BITS' for all students in Ghana."



**Madam Yvette Akufo-Addo: School Counsellor, Mfantshipim Senior High School, Cape Coast**

"I recommend this book 'KNOWLEDGE IS BUILT IN BITS' to all and sundry based on the impact it has made on some of my students. Indeed, Knowledge Is Built In Bits. This book serves not only as a study guide but as an inspiration to students towards the achievement of academic excellence, higher goals, and lifelong dreams. It helps students to realise that learning is not merely a burden but a joy.

This book provides effective steps a student can follow in their studies. It introduces practical strategies and techniques that make learning much easier in the shortest possible time. Moreover, it offers unique advice on how individuals can enhance their physical, emotional, and mental wellbeing - for without a sound body, one cannot have a sound mind.

It effectively removes the negative perception students often have towards acquiring knowledge. Through this book, students come to understand that learning is not only a necessity but can truly be a joyful experience. This book is indeed a key source of academic excellence; it serves as a shining light for many who have not yet achieved their full potential."

## **CAPE COAST TECHNICAL INSTITUTES STUDENTS' ENDORSEMENT OF 'KNOWLEDGE IS BUILT IN BITS' 2007-2014**



### ***Gratitude for Your Impact on My Career***

Dear Madam Martha,

I want to take a moment to express my deepest gratitude for the pivotal role you played in shaping my career and personal growth. Reflecting on my journey, I realize how profoundly your guidance during my time at Cape Coast Technical Institute influenced the path I've taken.

The way 'KNOWLEDGE IS BUILT IN BITS'—through careful guidance, self-discovery, and continuous learning—was something I experienced firsthand under your mentorship. The occupational interest profile instrument you used to place us in the right departments, along with the study habit books and career guidance seminars, helped me uncover my true passions and strengths. That foundation has been invaluable.

Today, as I look back on my career—from my time at Toyota Ghana, where I was honoured to lead my team to win the 2017 Jishuken Activity Best Kaizen Practice Sharing Achievement, to my roles in Qatar as Workshop Controller at Toyota Qatar and now as a Senior Supervisor at Mr. Clutch in the United Kingdom—I see how each step was shaped by the clarity and confidence your guidance instilled in me.

Your work didn't just help me; it transformed the lives of so many of my peers, placing us in careers we truly love. For that, I will always be grateful. Thank you for believing in us and equipping us with the tools to succeed.

Warm regards,

Frank Aza

Senior Supervisor, Mr. Clutch (UK)

Former Workshop Controller, Toyota Qatar

Team Leader (QSC Al Nayef Branch, Toyota – 2017 Jishuken Kaizen Achievement Awardee)

Cape Coast Technical School Old Student



### **Heartfelt Gratitude for Your Guidance and Support**

Dear Madam,

We hope this message finds you well. We are Nana Yaw Safo and Emmanuel Kwame Safo, former students of Cape Coast Technical Institute and now Engineers working under Apostle Kojo Safo. We are writing to express our deepest appreciation for the profound impact you had on our lives and careers during our time at school (Cape Coast Technical Institute).

As beneficiaries of your Occupational Interest Profile (OIP) assessments and the "KNOWLEDGE IS BUILT IN BITS" philosophy, we can confidently say that your guidance was instrumental in shaping our career paths. The OIP helped us identify our true interests and strengths, while the emphasis on incremental learning and study habits instilled in us a mindset of perseverance and continuous improvement.

Today, as Engineers, we see how the foundation you laid has contributed to our success. The clarity we gained from your career guidance seminars and the discipline from your mentorship have been invaluable in our professional journeys. We are proud to be among the many students whose lives you transformed, and we remain grateful for your dedication.

Thank you, Madam Martha, for believing in us and equipping us with the tools to thrive. Your work continues to inspire and uplift generations of students.

With sincere gratitude,

**Nana Yaw Safo & Emmanuel Kwame Safo**

Engineers (Under Apostle Kojo Safo)

Former Students, Cape Coast Technical Institute



### **A Lifetime of Gratitude – Thank You for Shaping My Journey**

Dear Madam Martha,

My name is Daniel Amenuku, currently serving as the Central Region Sports Coordinator for Dominion Leaders Foundation (DLF) and CEO of the Central Volleyball Academy. I am writing to express my deepest appreciation for the transformative role you've played in my life and the lives of countless others.

I was among the first 40 students who benefited from the "KNOWLEDGE IS BUILT IN BITS" back in 2007, and I can confidently say that it changed the trajectory of my life. The principles I learned from you—discipline, perseverance, and the power of incremental growth—became the foundation of my success, both as a Sports Professional and as an Educator.

Today, I run the Central Volleyball Academy, mentoring over 100 children, and I integrate the "KNOWLEDGE IS BUILT IN BITS" model into their academic and personal development. Ever since completing secondary school, I've made it my mission to share the wisdom from your books with young people in communities around the University of Cape Coast, helping them see the value of steady, intentional progress.

Now, as a volunteer with Dominion Leaders Foundation, I am honoured to support your vision by reaching out to the sports fraternity in the Central Region. I do this because I believe in what you stand for—just as your guidance helped me become the man I am today.

On **Mother's Day**, I sent you a message, but I want to reiterate it here with even more conviction:

*"Happy Mother's Day!*

*I celebrate you today for being there for many youths out there.*

*I celebrate you today for putting smiles on faces that once held no hope.*

*I celebrate you today for changing the mindset of young ladies, helping them see their future with clarity and vision.*

*Indeed, you are a true mother to the upcoming generation."*

Madam Martha, your legacy is alive in every life you've touched—mine included. Thank you for your unwavering dedication, your wisdom, and your heart for the youth. May God continue to bless the work of your hands.

With the deepest respect and gratitude,

**Daniel Amenuku**

CEO, Central Volleyball Academy

Central Region Sports Coordinator, Dominion Leaders Foundation (DLF)

*A Proud Beneficiary of "Knowledge is Built in Bits" (2007)*



Some beneficiaries of Central Volleyball Academy, owned by Daniel Amenuku, a proud beneficiary of knowledge is built in bits.

## **2018 STUDY HABIT SEMINARS: TRANSFORMING BECE PERFORMANCE IN CENTRAL REGION**

In 2018, we launched specialized Study Habit Seminars targeting 2019 Basic Education Certificate Examination (BECE) candidates across Ghana's Central Region. Our initiative specifically focused on five districts, with Mfantseman District emerging as a standout success story. This initiative was to help curb Basic Education Certificate Examination (BECE) failure in the central region.

DLF therefore wrote to the Regional Director of Education seeking permission to render the services for free using 'KNOWLEDGE IS BUILT IN BITS'. We got feedback from the Regional Director to seek for approval from the national. The letter was sent and follow ups were made but couldn't get the permission letter though the regional director gave positive affirmation to the initiative.

While waiting for the feedback from the office of the Ghana Education Service Director General, Mfantseman District Director (Madam Martha Acquah) together with her Training Officer, Mr. Bedu Mensah saw the urgent need of 'KNOWLEDGE IS BUILT IN BITS' in the district so she couldn't wait for the national approval but took it upon herself to organise it. She went to some selected schools in her district with the author in her official car for the JHS three students to benefit from 'KNOWLEDGE IS BUILT IN BITS' before they wrote the 2019 BECE.



The Mfantseman Private School Circuit Supervisor (Mr. Spencer Asiam) and the District Education Director, Madam Martha formally commended the program, confirming its measurable positive impact on BECE results within the district.

### **Participating of Religious Institutions**

The 2019 seminars engaged students through partnerships with two prominent religious organizations:

- Calvary Charismatic Church
- Harvest Church International (Sunday School)

Participating students attend were from listed educational institutions:

1. University of Cape Coast Junior High School
2. Flowers Gay Schools
3. Devine Primary and JHS
4. St. Monica's Girls JHS
5. St. Nicholas JHS
6. Calvary Hillcrest Schools

7. Childcare International
8. Jacob Wilson Sey School

## **SUCCESS STORIES FROM THE RELIGIOUS INSTITUTIONS: PRACTICAL APPLICATION OF STUDY TECHNIQUES**



### **Ama Nyakowaa (University JHS)**

After implementing the *"One More Page"* technique, Ama reported significant academic improvement. Her strategy of studying topics *before* classroom instruction has deepened her understanding: *"When the teacher explains it afterward, everything makes much more sense."*

### **Prince Caleb Ocansey (Flowers Gay Schools JHS)**

Prince Caleb Ocansey (Flowers Gay Schools JHS)

The SQ3R method transformed Prince's performance:

- Jumped from scoring below 10/20 to achieving 18/20
- Applied the *Study Walk* technique by visiting a mechanic's shop
- Observed practical demonstrations of transistors, circuit boards, and electronic systems

This hands-on learning paid off dramatically when his teacher asked for a summary of the previous week's lesson. Prince confidently:

1. Raised his hand immediately
2. Provided detailed explanations
3. Supported his answers with real-world examples from his Study Walk

The class responded with applause, and his teacher expressed pride in his performance.

### **Program Validation**

The circuit supervisor's endorsement and these documented student success stories collectively demonstrate the program's effectiveness in:

- Enhancing academic performance
- Developing practical study skills
- Building student confidence
- Creating tangible BECE improvements

## PIONEERING STUDY HABIT INITIATIVE FOR LEARNERS (2021)



In 2021, Dominion Leaders Foundation implemented its groundbreaking *KNOWLEDGE IS BUILT IN BITS* methodology to conduct a six-week Study Habit Seminar specifically designed for children aged 10-13 years in Cape Coast organised on Saturdays and Sundays. This inaugural "Habitual Learners Group" program brought together students from diverse educational backgrounds, including:

- Flowers Gay School
- Adisadel Basic School (St. Nicholas)
- Childcare International School
- Hill Crest School
- University Primary School
- Danicom Learner-Catholic Church

The seminar yielded remarkable academic acceleration among participants:

- Majority of attendees successfully wrote their BECE while in Form Two
- One exceptional student completed the BECE in Form One and is now:
  - Currently in Form One at St. Augustine's College
  - Being specially groomed among the school's Science and Math quiz team members

This initiative marked the Foundation's first specialized intervention for this age group, demonstrating the effectiveness of early study habit formation.



### **Aaron Moses Arthur (left): From Police Basic School to Mfantipim Boys SHS**

Aaron Moses Arthur, a former JHS 3 student at Police Basic School and now a final-year student at Mfantipim Boys SHS, shares how *Knowledge is Built in Bits* transformed his learning journey.

*"The first chapter of Knowledge is Built in Bits helped me become an independent learner,"* Aaron explains. *"I used to rely heavily on group study—whenever I was alone, I struggled to focus. That was my biggest limitation. But now, I've completely overcome it and can study effectively on my own."*

The strategies he learned proved invaluable in real academic challenges. *"I once had an unannounced test with only 25 minutes to prepare. Using the techniques from the book, I performed excellently,"* he recalls. The *"One More Page"* method also helped him finish his literature book in just two weeks. *"Now, I can confidently answer any question my teacher asks about it,"* he adds.

Remarkably, Aaron had owned the same literature book for over two years but never read it—until he attended the Dominion Leaders Foundation's Study Habit Seminar. *"I didn't like reading before, but this program changed everything,"* he admits.

His message to students is clear: *"I strongly recommend this program to all school-going children. It's exactly what they need to excel."*

### **Mitchel Aggrey Koufie (right): Mitchel's Transformation Through Study Habits**

Mitchel shares how the Dominion Leaders Foundation's seminar changed his approach to learning: *"I've learned not to join friends in playing during class, not to blame others, and to take charge of my situation."* This new mindset has brought remarkable changes in his academic life.

One significant breakthrough came in mathematics, a subject he previously feared. After applying the techniques learned, Mitchel scored 27/30 on a test - a dramatic improvement from his previous scores of 18 or 19/30. *"I've finally taken charge of my math problems,"* he proudly states.

The program also helped Mitchel understand the different levels of education. This realization has motivated him to aim for the highest educational achievements, aspiring to become a professional who can impact Ghana and the world.

Discovering his learning style proved particularly valuable. *"I learned that I'm an auditory learner,"* Mitchel explains. He now records himself reading his notes using his mother's phone and replays these recordings, significantly improving his recall ability.

Mitchel's journey began in Class 4 when he joined DLF, and he later wrote his BECE in Form One. Now a student at St. Augustine's College, he strongly recommends the program to other students and their parents: *"This counselling program truly helps children study better, overcome limitations, and reduce forgetfulness. It's made all the difference for me."*



**Miss Princess Leslie Buckman – Dominion Leaders Ambassador for Basic Schools**

Fr. Isaac Kwabena Essel, the Pedu Catholic Parish Priest gave DLF the opportunity to inform the church about the book and the seminars one faithful Sunday. The grandmother of Princess Leslie Buckman sponsored her grand daughter to take part. She bought all the books for her including buying 10 learning journaling for each subject to help her practise the learning skills even after the programme.

Princess demonstrated outstanding performance through the DLF Study Habit Models and she was awarded a scholarship by her school (Danicom International) and again was promoted from Class Four to Class Six. Her remarkable improvement in confidence and reading ability also earned her an additional role at the Roman Catholic Church, where she now reads both Fante and English Bible passages during adult services.



Mr. Yoke Shedrack, a teacher at Danicom International School in Cape Coast, shared his observations on Princess Buckman, who was appointed as the Ambassador for Good Study Habits. Having taught her for two years, he noted that she initially struggled with critical thinking and self-confidence. However, since attending the Dominion Leaders Foundation's Study Habit Workshop, she has shown significant improvement in both areas.

"She must continue applying these techniques so that even if her confidence wavers at any point, she can quickly regain her footing and keep progressing successfully," Mr. Shedrack emphasized. "Her academic scores and class ranking have improved noticeably. Parents should consider sponsoring their children to participate in such programs."

One standout habit he observed in Princess is her systematic approach to learning:

- When given a passage to interpret, she first reads through it carefully.
- She then analyzes potential questions that could arise and seeks answers to them.
- Finally, she reviews the material to ensure full comprehension.

"She refers to this method as SQ3R," Mr. Shedrack explained. "Sometimes, she even says, 'Let me use the one more page technique.' She has truly come a long way. I strongly recommend the Dominion Leaders Foundation's counselling books and programmes to every school-going child."

Princess joined the program at age 10 while in Class Five, and the transformation in her academic and personal growth has been undeniable.



### **Elsie's Transformation Through *Knowledge is Built in Bits***

After encountering *Knowledge is Built in Bits*, Elsie:

- Wrote her BECE in Form Two (a year early)
- Started eating vegetables—something her mother had tried unsuccessfully to convince her to do for years
- Became more responsible: cleaning the house and taking on tasks she previously avoided

Like magic, Dominion Leaders Foundation illuminated her life path through four weekend sessions.

### **Elsie's Mother**

The book “*Knowledge is Built in bits*” was an eye-opener for me as a parent to appreciate the strengths and weaknesses of my daughter, Elsie even as she was gravitating through Junior High School to Senior High School. It helped to me identify, differentiate and appreciate the effects of passion, talent and aspiration in the choice of a life-time career for a young girl. The information in the detailed yet simplified book changed our mindset towards learning, learning for a life-time and not just for examinations. As a mother, I have gained a better exposure on how best to direct and guide my daughter to incorporate the study guides available in the book as tools to help her gain confidence and be optimistic at working hard in terms of studies to achieve a degree of completeness and fulfilment in her future endeavours.

I gladly recommend this eye-opening book “*Knowledge is Built in Bits*” to every parent enthused about the studies and choice of career path for their young ones. It is a Must-read. Thank you, Martha for the opportunity you gave us to be part of the Dominion Leaders Group.

Ms. Lily Doe  
Industrial Liaison Officer  
Cape Coast Technical University  
Cape Coast



### **A Life Time Gratitude to Madam Martha Akoibea Anang**

I want to say a very big thank you to Madam Martha for helping me find who I truly am in life. My father brought me to your office for a day counselling session and bought me the necessary books when I was in Aggrey Memorial Senior High form two.

Before I met her, I felt unsure of my purpose, often second-guessing myself and my decisions. But with her patience, insight, and constant encouragement, she guided me on a profound journey of self-discovery with her books 'KNOWLEDGE IS BUILT IN BITS', the 'CAREER GUIDANCE SERIES-DON'T WAIT TILL YOU FAIL IN LIFE', and the "LEARNING JOURNALING". Every conversation with her felt like a gentle light shining into the darkest corners of my fears and uncertainties. She never rushed me instead, she listened, understood, and challenged me to look deeper within myself and embrace my true potential. Her belief in me has given me the strength to face my fears and the confidence to pursue the path that feels most authentic to who I am.

Thanks to her, I have learned to appreciate my own uniqueness, my talents, and my dreams. I will forever hold deep gratitude for her kindness, wisdom, and unwavering support.

Papa Kofi Nyarko HAGAN

Bielefeld, Germany

Aggrey Memorial Senior High School- Old Student

### **COLLABORATION WITH UCC BUSINESS SCHOOL**



The University of Cape Coast Business School partnered with Dominion Leaders Foundation to implement a transformative learning initiative for first-year business students. Through this collaboration, students participated in a specially designed *Learning Journaling* program based on the *Knowledge is Built in Bits* methodology.

The program empowered students to symbolically take ownership of their academic journey. By applying the practical study techniques from *Knowledge is Built in Bits*, students gained tools to significantly reduce forgetfulness and improve retention.

Many participants expressed profound appreciation for the experience:

- "This was my first time experiencing practical counselling sessions," shared one student
- Several wished they had been exposed to these methods earlier in their academic careers

The initiative marks an important step in bridging the gap between theoretical knowledge and practical study skills implementation at the university level.

This transformative partnership was initiated through the recommendation of Dr. Elvis Hagan Jnr, a proud parent whose son, Papa Kofi had directly benefited from the *Knowledge is Built in Bits* program. As a former UCC lecturer now teaching in Bielefeld University, Germany. Dr. Hagan personally advocated for the program to the Dean of Students, recognizing its potential to revolutionize first-year students' academic experience.

## **NATIONAL COUNSELLOR TRAINING INITIATIVE ON "KNOWLEDGE IS BUILT IN BITS" IN ACCRA DLF SPINTEX OFFICE**



16 district counsellors were comprehensively trained to integrate the "KNOWLEDGE IS BUILT IN BITS" methodology into their counselling services. The program yielded exceptional results, particularly in the Ashanti Region under the leadership of Madam Vivian Abobo.

### **Ashanti Region Implementation:**



Madam Vivian extended the program's reach by:

- Conducting specialized training for basic school counsellors in Ashanti Mampong
- Providing individualized and group instruction for learners

### **Documented Outcomes:**

Vivian's school classification system (Classes A-C by performance) demonstrated remarkable progress:

- 81% of participating students advanced to Class A
- 2024 BECE candidates showed outstanding performance
- Current 2025 BECE candidates are actively benefiting

### Ashanti Mampong Program Advocacy:



Madam Vivian emphasizes:

- The affordability of the books
- Strong recommendation for parental purchase
- Her volunteer commitment to guide students through the program
- Continued service as Ashanti Regional Coordinator for Dominion Leaders Foundation

### TRAINING OF TRAINERS (TOT) WORKSHOP ON "KNOWLEDGE IS BUILT IN BITS" FOR PRIVATE SCHOOL COUNSELLORS AT AKROMA PLAZA, TAKORADI, WESTERN REGION OF GHANA



### Participating Schools:

1. New Pathways Academy
2. Agyiba International School
3. Ahenenba International School
4. Morning Glory International School
5. St. Peters School
6. St. Francis of Assisi Prep School

7. The Nest
8. Woodbridge International School
9. Jaycris Education Complex
10. Queen of Peace International School
11. Career Development School
12. Takoradi Technical Institute

**Key Feedback from Participants:**

**1. Clarifying Counsellors' Roles:**

"We have a school counsellor but weren't clear about their exact responsibilities. After this workshop, our head has committed to orienting our counsellor on the 'Knowledge is Built in Bits' content before we engage management for implementation. This book is truly valuable!"

**2. Dual-Role Challenges:**

"Our counsellor also serves as our librarian. Despite running this dual system for five years, this seminar has provided us with completely new insights and approaches."

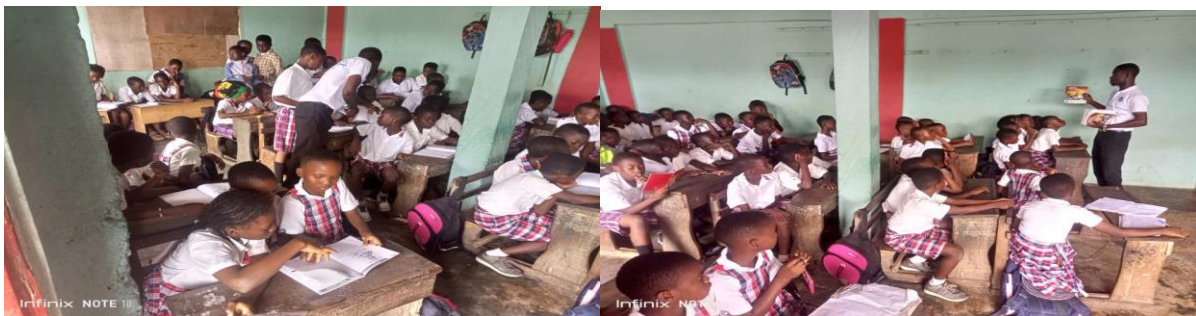
**Current Implementation Status:**



**Morning Glory International: Recently implemented for all JHS 3 students**



**Some Group Counselling Sessions with Takoradi Technical Institute Final Year Students, by the School Counsellor Madam Stella**



**Career Development School: Has commenced program usage**



**Transformative Insights: Student Reflections After Chapter Two of *Knowledge is Built in Bits***

Students at The Sanctuary Montessori in Ghana’s Western Region shared powerful testimonies after engaging with Chapter Two of *Knowledge is Built in Bits*: Basic 4 to JHS 3 students and the Cambridge program learners. Their reflections highlight profound shifts in mindset, study habits, and their understanding of education’s purpose.

Key Takeaways from Students:

- *“I now see learning as a step-by-step journey, not a race.”*
- *“This chapter taught me how to break down complex topics into manageable parts.”*
- *“For the first time, I feel in control of my own progress.”*

Educators observed measurable improvements in confidence, retention, and independent learning skills—proof of the program’s immediate impact.

**Student 1:** "I learned that your background doesn't determine your future. Through education, you can achieve anything and become whoever you want to be in life."

**Student 2:** "Even coming from a wealthy family isn't enough - you must study hard. Without education, you could end up struggling financially despite your family's wealth, making it difficult to secure a good future."

**Student 3:** "I finally understood the real purpose of school. For me, education will ensure financial stability when I can no longer depend on my parents."

**Student 4:** "I learned that education is the foundation for creating a brighter future for yourself."

**Student 5:** “I am part of the student who wrote the just ended BECE 2025 and before I wrote the papers, we had a counselling session as a class that was based on KNOWLEDGE IS BUILT IN BITS and ensured practicing the nuggets and they really helped me in my preparation and I really thank her for writing such a book and also having the time to be with us.

**Student 6:** “The counselling has helped me very much especially in my academics. Initially I wasn’t good and not getting high marks but now I am very good all because of the counselling book KNOWLEDGE IS BUILT IN BITS”

**Student 7:** “I am a learner of Sanctuary International and we do counselling with the book titled KNOWLEDGE IS BUILT IN BITS. It has helped me because its teachers us how to study and what to do when we are supposed to study and the areas to study and I was able to reach my goals last term because of this book and I pray it continues to help me. Thank you”

**Student 8:** “I am a grade 8 student of The Sanctuary International and I am using the KNOWLEDGE IS BUILT IN BITS and I have learnt a lot from the counselling sessions like how to prepare your study altar, how to identify your reading speed, how to identify the things that blocks you from your academic success and how to eliminate them”.

**Student 9:** “I am a student of The Sanctuary International and also a professional swimmer and the counselling sessions have really helped me to set more goals for myself to achieve many things. It has really helped me to change my learning strategies so I learn a lot and has helped me become a better person. The name of the book we use is KNOWLEDGE IS BUILT IN BITS. To be honest, it has really helped me a lot”.

**Student 10:** “I am a learner of the Sanctuary Montessori; the book KNOWLEDGE IS BUILT IN BITS has really helped me a lot to face my fears especially when we having a presentation in the class I couldn’t stand in presence of the class and talk but now I can. It has indeed helped me to face my fears



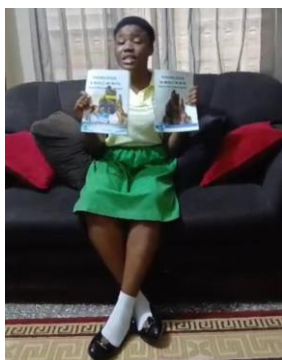
My name is Florita, the Counselling Coordinator at The Sanctuary International School. We had the opportunity to introduce our learners to a book titled KNOWLEDGE IS BUILT IN BITS authored by Martha Akoibea Anang.

This book has really helped our learners, they are doing amazingly well in their academics. Learners are able to adopt to new ways of learning and also understand that reading is just an aspect of learning, they are able to draw personal time tables, are able to join in group studies and focused. Learners are able to identify somethings that are blocking and preventing them from studying, they have been able to pen down somethings that can help them overcome these challenges, they have also adopted to new strategies of learning and they have come to understand that for learning to become a habit, you really have to practise consistently.

Just recently I had a couple of learners approached me excited about some targets they set for themselves and how they were able to achieve it. One learner told me that he had a challenge in the presentation and

was able to face his fears after counselling sessions using the book as a guide. I recommend KNOWLEDGE IS BUILT IN BITS for all learners out there from the primary level all through to the tertiary level. Thank you, Auntie Martha, for coming up with such a great book for learners. I also would want to thank our Proprietor Rev. Prosper Asamoah for obtaining the books for the learners to use including the school management. Today our counselling unit is very vibrant and the impact on learners is enormous.

Florita Amaki Adington  
Counselling Coordinator of The Sanctuary Montessori  
Member Of the Ghana National Association of Certificated Counsellors (GNACC)



**New path ways academy: Akua Kakari Bonsu-2025 BECE Candidate**

Knowledge is Built in Bits showed me how to learn, how to focus in class, how to relate to teachers and friends, the kind of food we should eat to keep us active during the day. I therefore recommend knowledge is built in bits to all learners and encourage all parents to get copies for their wards.

The western region workshop elected for private school counsellors successfully demonstrated the program's versatility across different educational systems and its potential to enhance counselling effectiveness in private school settings.

**INDIVIDUAL**



**Gratitude from Nana Smith: A Testament to DLF's Guidance**

Nana Smith, a former Mfantshipim Boys JHS student currently attending Twifo Hemang Senior High Technical School, recently visited Dominion Leaders Foundation to express his appreciation:

I just completed the school term and felt compelled to personally thank Dominion Leaders Foundation for the counselling services I received before entering senior high school. Initially, I was placed in a school that lacked the modern facilities I desired. Through DLF's counselling sessions, I gained the wisdom to accept this placement - and it turned out to be the perfect fit for me.

Looking back, I realize that without this counselling, even if I had attended what I thought was the 'best' school for me, I wouldn't have adapted as successfully as I have at Twifo Hemang.

Now in my second year, my mates call me “Head Boy” – though I am not in third-year. This accomplishment confirms that Dominion Leaders Foundation guided me to make the right educational decision, and I wanted to personally acknowledge their tremendous impact on my academic journey.



I am Maame Ama Harrison, a 2009 graduate of Sammo Senior High School. After completing SHS, I made the decision not to pursue further education - a choice I couldn't justify even to myself. For years, I worked at various private companies without making any meaningful progress in my academic life.

Everything changed in June 2025 when I met Madam Martha Akoibea Anang through Dominion Leaders Foundation. She introduced me to her book *KNOWLEDGE IS BUILT IN BITS*. As I read through the chapters, I was overcome with emotion - I literally cried my heart out, realizing how much I had shortchanged myself.

The book's message prompted me to:

1. Seek personal counselling from her
2. Re-enroll in school to continue my education
3. Finally take charge of my personal development

Today, I'm rewriting my life story thanks to this transformative encounter.

Maame Ama Harrison  
Business Woman  
Cape Coast District Event Chair- DLF

## **CONCLUSION & CALL TO ACTION**

### **To Parents of Children Aged 10 and Above:**

The transformational power of *Knowledge is Built in Bits* begins when your child is as young as 10 years old—the critical age when study habits and academic mindsets are formed. By investing in this resource now, you are:

- Preventing future struggles in core subjects (Mathematics, English, Science)
- Saving costs on extra classes by building independent learning skills
- Securing their tertiary future through early career awareness

### **To JHS/SHS Students Who Missed Early Intervention:**

It's not too late! This book is your academic reset button—helping you:

- Correct poor study habits before WASSCE

- Master time management for exam success
- Discover your career path through embedded guidance tools

#### **To Tertiary Students:**

Your future employability starts with intentional self-development. This book will help you:

- Transition smoothly from SHS to university-level learning
- Balance academics with leadership and social growth
- Stand out in a competitive job market

#### **To School Heads & Administrators:**

Your leadership can break the cycle of poor performance by:

- Adopting these materials as official supplementary resources
- Partnering with Dominion Leaders Foundation for teacher training
- Sponsoring copies for needy students (contact us for bulk discounts)

#### **Take Action Today!**

- 📞 Parents/Students: Buy your copies now—the best amount you’ll ever spend on education.
- 📞 Schools/Institutions: Email us for volume discounts and teacher training schedules.

#### **Contact Details:**

📞 Call/WhatsApp: 0592 560 075

✉ Email: [manang.dlf@gmail.com](mailto:manang.dlf@gmail.com)

🌐 Website: [www.dominionleaders.org](http://www.dominionleaders.org)

*"KNOWLEDGE IS BUILT IN BITS isn't just a book—it's the compass that guides learners to excellence at every stage."*

– **Dominion Leaders Foundation**

## **PROFILE OF THE AUTHOR OF KNOWLEDGE IS BUILT IN BITS**



Martha Akoibea Anang is a professional Counselling Psychologist specialising in educational counselling. As a Career Analyst, she has graced numerous platforms to address Career Development and Choice issues, while also facilitating capacity-building workshops for both private and government corporate institutions.

She earned her MPhil in Guidance and Counselling from the University of Cape Coast in 2011 and currently serves as an executive member of the Ghana National Association of Certified Counsellors (GNACC). During her MPhil programme, the Graduate Students' Association of Ghana (UCC) honoured her as a Unique Member for her role as Special Advisor to the President and Second Speaker of the National Executive Congress. Martha also holds an honorary PhD in Administration (Decision Making Process).

In 2017, the King of Kings World Foundation awarded her a Special Honour for her dedicated and humane service in Career Guidance, benefiting Ghana, Africa, and the world at large. Her leadership excellence extends into consultancy, earning national recognition. Under her guidance as CEO, Egret Consult Limited won the 2011 Bronze Award at the 4th Ghana Business and Financial Services Excellence Awards, organised under the auspices of the Ministry of Trade and Industry.

Committed to empowering society, she founded Career Development International School as an experimental school bridging education and career gaps. She also established Dominion Leaders Foundation and serves as President of Dominion African Ladies Club. Since 2007, her works has transformed countless lives through programmes and publications.

Her authored works include but not limited to 'Don't Wait Till You Fail in Life', 'Daily Self-Assessment Book for Learners, Teachers and Counsellors', 'Bridging the Gap Between Education and Career', 'Learning with Passion: Lessons from FIFA 2010 World Cup', both the 'Knowledge Is Built in Bits' Activity Book and main text, 'Job Creation Starts from the Classroom', and 'Missing The Mark' among others.