LEADERSHIP & GOVERNANCE NEWSLETTER
July-2018

# CILG



## AFRICA DOESN'T NEED CHARITY, IT NEEDS GOOD LEADERSHIP

*Sam Adeyemi*

**ENTREPRENEURS *MOMENT***
with DR. JAMES ORLEANS

## CILG PERSONALITY OF THE MONTH, JULY

NANA ADWOA KONADU DSANE (MRS), MCILG

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# EDITOR'S NOTE

Dr. Asare Bediako Adams
Editor-FCILG

Leadership is critical for the future of people, organisations, communities and societies. Inspired by a vision of a better future, true leadership conceives, actualises and leaves a sustainable future for all, and for the benefit of all. However, leadership is not tied to a single person – the 'messiah' – or a position. It is worthy of mention that for organizations to achieve their corporate goals, the burden of leadership must be borne by all members with each playing differentiated but complementary leadership roles. No one needs a title to lead. In fact, a person who is not leading without a title cannot lead with a title. Instead he/she will diminish the authority of the title.

Since the test of leadership is followership, anyone can, and many do, lead unconsciously through their actions or utterances that influence and inspire others to do the same or act in a particular way or achieve a desired future. The crucial difference is conscious and purpose-driven leadership, which is at the core of true leadership. True leadership, which is effective leadership, is about consciously influencing others to embrace and resolutely pursue a cause or desired outcome.

True leadership requires purpose-driven actions by persons seeking to make a difference through influencing themselves and others to act in congruence with the outcomes they seek.

True leadership is accordingly different from unconscious leadership. The latter often translates into what is often referred to as 'misleading'. An unconscious leader may not even realise they are responsible for others going astray. Accordingly, it is true leadership that is required for impactful peer influence and the success of families, organisations, communities and global quests.

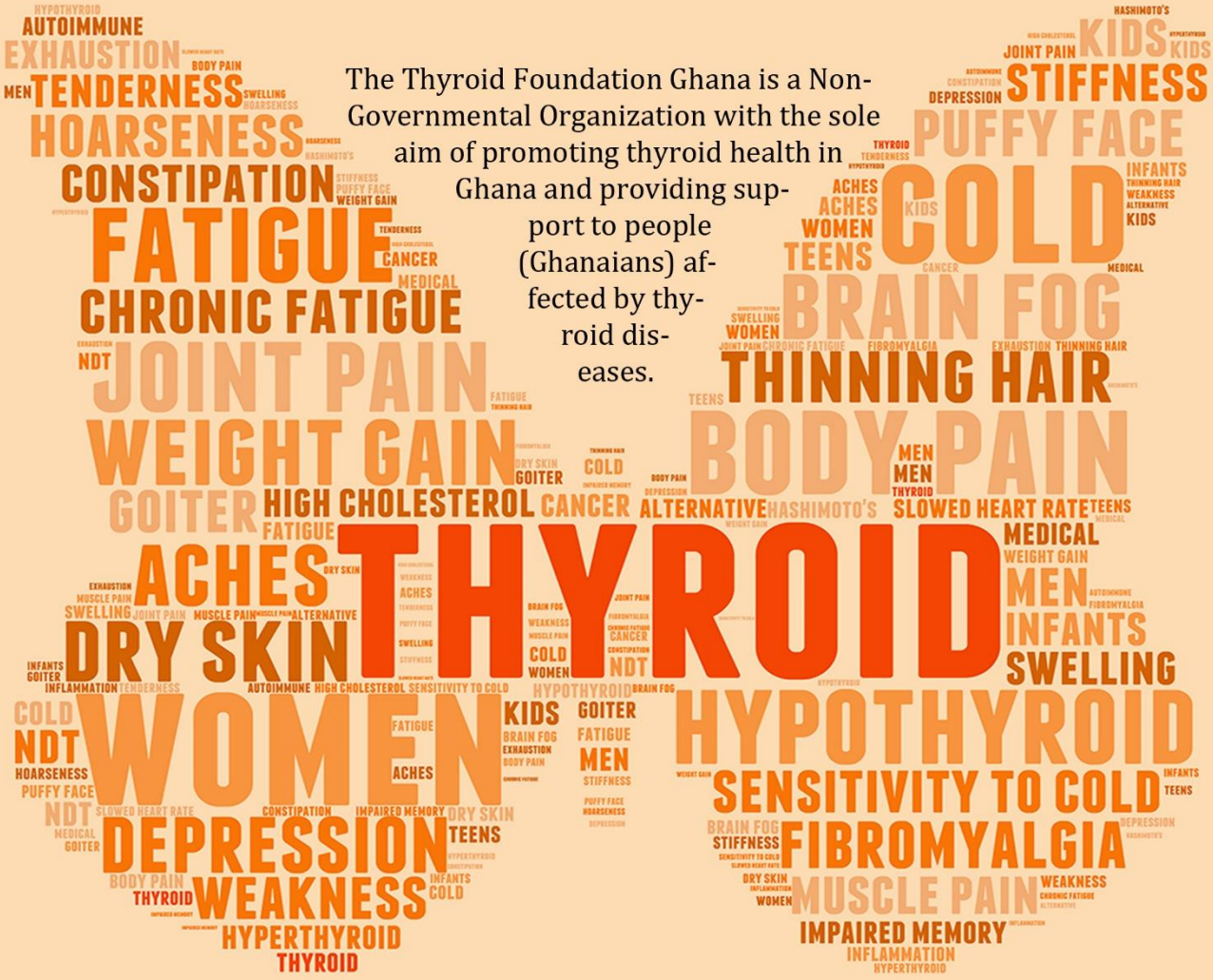
A true leader's leadership is an inside-out conscious exercise that starts with leading oneself to do the right things or that which must be done to achieve a desired end. He/she is not a whiner but a purpose and principle-driven problem-solver who identifies or creates opportunities for him/herself and others to achieve desired outcomes when an opportunity presents itself or by creating the opportunity him/herself. The strength of an organisation, community and society is where there is an unstoppable, pervasive desire by everyone to lead within the context of their assigned roles/schedules and principle-driven problem-solver who identifies or creates opportunities for him/herself and others to achieve desired outcomes when an opportunity presents itself or by creating the opportunity him/herself. The strength of an organisation, community and society is where there is an unstoppable, pervasive desire by everyone to lead within the context of their assigned roles/schedules.

The Chartered Institute of Leadership and Governance (CILG) is an institution that directs leadership-path and seeks to prepare and equip individuals with ideas and innovations that are geared towards proper and effective handling of societal values and problems through the teaching of administrative skills and leadership cues. CILG has a mandate of providing monthly newsletter to update the general public of the activities of the institute, and to report on relevant information of national concern. We challenge you to make it a point to download and read our monthly newsletter and make a conscious effort to make a difference in whatever capacity you find yourself as a leader.

In this month's newsletter, you will read about the message from the Institute's National Executive Council Chairman. You will also read about CILG's personality of the month and the kind of impact she is making. We have also provided the opportunity for the stories of young and upcoming entrepreneurs to be featured in our monthly newsletters as a way to showcase their stories to the world.

Thyroid Ghana Foundation

**Slogan: Promoting Thyroid Health and Patient Support**




The Thyroid Foundation Ghana is a Non-Governmental Organization with the sole aim of promoting thyroid health in Ghana and providing support to people (Ghanaians) affected by thyroid diseases.


**0207631553 / 0543755544**

*E mail: thyroidghanafoundation.org / nana@thyroidghanafoundation.org*

# INTRODUCTORY MESSAGE
## FROM A NATIONAL EXECUTIVE COUNCIL (NEC) CHAIRMAN

Dr. Kwasi Adu-Boahen Opare, (**NEC-Chairman, FCILG)**

Globalization, technological innovation and changing demographic trends are having a tremendous impact on our society today. Old ways of doing things are giving way to the new and it is becoming more and more difficult to forecast how tomorrow would look like. The situation in our world today has been described by many as Volatile, Uncertain, Complex and Ambiguous (VUCA). In such a challenging environment, the importance of strong and innovative leadership, coupled with well-structured governance-systems and processes in organizations cannot be over-emphasized. Leadership, a critical factor in achieving organizational goals, has been defined by many individuals and organizations in different ways.

In all the definitions, a key idea that stands out is the fact that, leadership involves the exertion of influence by a person on others to achieve desired outcomes.

This clearly shows that the characteristics or personal attributes of the individual exerting influence is key.

. One good attribute of an effective leader is the ability to deal with a challenge within the context or environment it presents itself. A good understanding of the context of leadership or the environment within which leadership is being provided is therefore as important as the personal attributes of a leader.

Leadership and governance go hand-in-hand. While leadership focuses on the personality of the leader and what he or she does, governance focuses on the environment within which the leader interacts with other stakeholders. Good governance requires the creation of well-structured systems with clearly defined policies, processes and procedures geared towards the achievement of organizational goals.

CILG aims at raising and equipping leaders with the right attributes that enable them to successfully respond to the challenges within the environments in which they find themselves, using good governance principles. We urge all members to support this vision.



# SYNOPSIS ABOUT CILG

The Chartered Institute of Leadership and Governance (CILG) is a professional body established under the law of the State of New Mexico, United States of America, to build and implement Leadership and Governance skills in the administration of official duties. CILG is currently in 25 different countries of which PMRIG Graduate Institute is the representing institute for Ghana Chapter.

CILG is an institution that directs leadership-path and seeks to prepare and equip individuals with ideas and innovations that are geared towards the proper and effective handling of societal values and problems through the teaching of administrative skills and leadership cues..



## Vision

To be the best reference, both nationally and internationally, in producing committed and sincere leaders in different sectors and spheres of life.



## Mission

To train and certify members through education and instruction in disciplines relating to Leadership and Governance which will be locally and internationally recognized and trusted.

## OBJECTIVES

- To provide training in the areas of social and political leadership, governance and public policies relevant for public life, government administration, social sector, non-profit organizations, corporate sector, common citizens, etc.
- To conduct individual or collaborative research relating to leadership, governance studies and other public policies.
- To organize academic programs (seminars, workshops, colloquia, etc.) and invite distinguished scholars and practitioners for sharing of ideas and perspectives.
- To serve as an institutional link for collaboration with other such institutions, centers and schools globally.
- To emerge as a think tank and help build bridges between academia and policymakers with a view to increasing their capability to understand and tackle socio-political national and international issues and processes in order to enhance awareness and critical understanding.

## MEMBERSHIP GRADE

- Affiliate
- Associate-ACILG
- Full Member-MCILG
- Fellow-FCILG
- Honourary Fellow-HonFCILG



# Why Join CILG

## AS A MEMBER

As a member of CILG, you will gain recognition within the industry which includes the use of our post nominal letters ACILG, MCILG and FCILG based on your membership grade. You are allowed to use these post nominals which indicate to the general public and/or recruiters that you are a member of a professional body of which you are guided by their code of conduct and for that matter you stand out tall out of the rest.

***You will be added to a global network of professionals from different countries.***

There is a saying that 'your network determines your net worth'. When you join CILG you have the exposure by meeting other professional from different forms of professional backgrounds and get to relate and share knowledge.

***Discounts for Annual Conferences and other CILG events.***

As a member, you are always given discounts on seminar fees. This includes both local and international seminars as well as discount on seminars organised by partners of CILG such us Chartered Institute of Management and Leadership.

***A wide range of publications.***

Your write ups and articles will be exposed to the outside world with our leadership magazine called "The Leadership Mirror" on quarterly basis. This is another form of exposure to the world, through this platform, your social life will be enhanced and recognized globally.

***Eligibility to be elected or appointed to Council and other CILG positions.***

As a member in good standing, you are also eligible to be elected to any position by CILG including being elected or appointed to join CILG Global Council in the U.S.A.

***Eligibility to be elected for CILG's personality of the Month.***

CILG's personality of the Month is a monthly award given to members who are in one way or the other contributed immensely to the achievement of the corporate objectives and vision of their institutions and to exhibit good leadership skills at work. Your success story, and profile, will be published globally.

Eligibility to be elected for CILG Ghana chapter's annual award (Heroes of Leadership Award). This award is organized yearly where a member is awarded by considering his/her yearly official output and the conduct exhibited at his/her workplace and his/her contribution to growth of his/her organizations. They are nominated by the council for consideration and given an Honourary Doctorate in Leadership and Governance.

# National Executive Council of CILG

Ghana Chapter



***Dr. Kwasi Adu-Boahen Opare, FCILG***
*Lecturer, Kwame Nkrumah University of Science and Technology*
*NEC Chairman*



***Professor Jonathan Fletcher, FCILG***
*Dean, School of Education and Leadership, University of Ghana*
*NEC Member*



***Prof. Nana Afia A. Opoku-Asare, FCILG***
*Senior Lecturer, Kwame Nkrumah University of Science and Technology*
*NEC Member*



***Dr. Timothy Sewornu Letsa, FCILG***
*Regional Director of Health Services, Volta Region*
*NEC Member*



***Lawyer Benjamin Kweku Acolatse, FCILG***
*Deputy CEO, Ghana Railway Development Authority*
*NEC Member*



***Dr. Badu Kaakyire, FCILG***
*CEO, B. Kaakyire Agrochemicals Ltd*
*NEC Member*



***Dr. Asare Bediako Adams, FCILG***
*Country Director, CILG Ghana*
*NEC Member*



***Dina Opare (Mrs), FCILG***
*Executive Secretary, CILG Ghana*
*NEC Secretary*



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www.pmrig-group.org

MY STORY MAGAZINE, GHANA

www.mustorymagazine.com



# CILG PERSONALITY OF THE MONTH JULY, 18

CILG'S PERSONALITY OF THE MONTH is the most recognizable influential personality of the month under review as far as the publication is concerned. Spheres of influence cut across governance, leadership, business, education as well as being able to uphold the code of conduct of the institute. The Professional Conduct and Ethics committee nominated Mrs. Nana Adwoa Konadu Dsane due to her commitment in upholding the code of conduct of the institute and also for exhibiting extraordinary leadership skills.

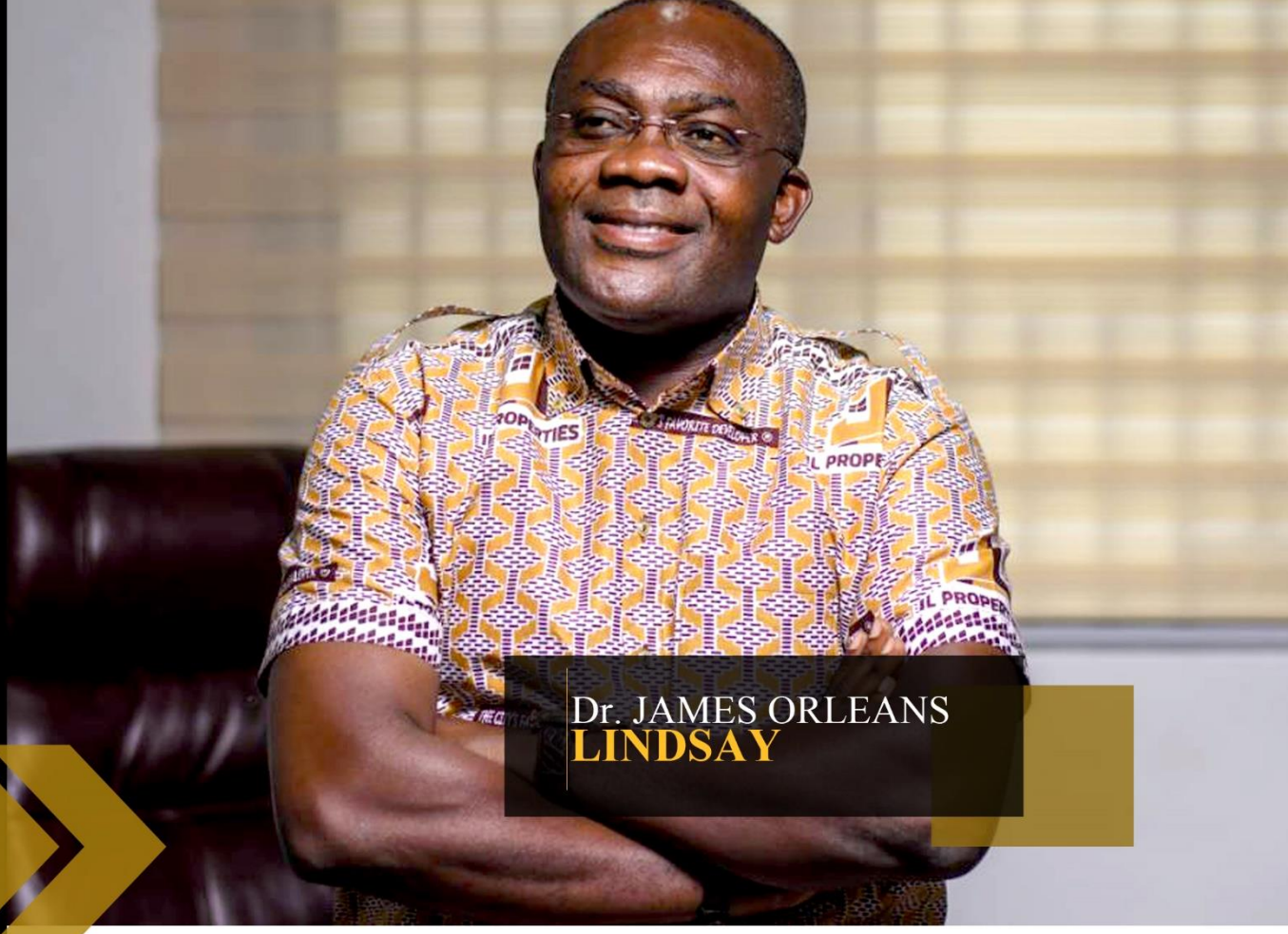
**Nana Adwoa Konadu Dsane (Mrs), MCILG:** Mrs. Nana Adwoa Konadu Dsane is a Chartered Professional Administrator, Chartered Management Consultant, Principal Administrative Assistant, and Founder/ C.E.O of Thyroid Ghana Foundation

She holds a Professional Certificate in Human Resource Management from the Institute of Human Resource Management Practitioners, a Commonwealth Executive Master of Business Administration (CEMBA) from the Kwame Nkrumah University of Science and Technology and a BSc in Business Management Studies from the University of Cape Coast. She is currently pursuing a PhD in Human Resource at University of South Africa. Her PhD research is focused on Leadership and Empowerment on Organizational Citizenship Behaviour in Public Universities in Ghana.

Mrs. Dsane has over 15 years' experience in administration having worked as a Senior Administrative Assistant at the University of Ghana Medical School (now School of Medicine and Dentistry) and as a Principal Admin. Assistant at the Office of the Provost, College of Health Sciences. She previously worked as an Administrative Officer on The Hunger Project–Ghana and in the Finance Department of the Trassaco Real Estate Company.

Working in a health-oriented institution coupled with her background in Non-Governmental Organization (N.G.O) administration led Mrs. Dsane to establish the Thyroid Ghana Foundation, an N.G.O. which seeks to create awareness of theThyroid disease in Ghana and bring affordable treatment to those affected by it. As part of its action plan, the Foundation seeks to establish a state of the art health center for the treatment and care of thyroid patients in the Greater Accra Region. Mrs. Dsane is also the Vice-Chair of the Global Transformational Agents Foundation (GloTAF), an N.G.O. focused on youth development through the transformation of prisoners, advocacy for peace and sanitation, and health improvement of people. She is an Associate Member of the Chartered Institute of Administrators and Management Consultants and the Institute of Human Resource Management Practitioners, Ghana.

Mrs. Dsane is the Greater Accra Regional Coordinator for the Chartered Institute of Leadership and Governance, Ghana Chapter, Patroness for the Ladies wing of the Ghana Methodist Students Union (GHAMSU) and the Financial Secretary for her year group of the Yaa Asantewaa Secondary School Old Girls Association. She is happily married and blessed with three Children.



# Dr. JAMES ORLEANS LINDSAY

## ENTREPRENEUR'S MOMENT

***TELL US ABOUT YOURSELF:***

I was born in Cape Coast, grew up in Koforidua and in Accra. My mother is a very strict and courteous Fante woman who valued discipline above all else. She is also a Staunch-Christian who would make sure we went to church every Sunday I remember; my mum would even punish me for the mistakes of my younger siblings. Whenever that happened, I felt she was picking on me but later in life she explained to me that she wasn't picking on me but rather she was training me to be my brothers' keeper. She explained that since I was the eldest I had to defend my siblings at all times.

Humility is the bedrock of my existence and everything I do is guided by trait. When I was younger, older people gave me gifts just because I was so humble. Mind you "humility and not timidity". These are values I picked from my beginning.My mother insisted I go through the Catholic education system, so I did. I started preparatory at Madonna in Koforidua and then to St. Peters High School, Nkwatia.

It is one of the best schools I have come to know because the value of self-reliance was instilled into us at that tender age. This has greatly affected my life. I went to St Augustine's College in Cape Coast to complete my 6th form. My love of logical reasoning steered me to the debate club whiles in St. Augustines. St Augustines instilled in me the virtue of being my brother's keeper. That value coupled with the need for self-reliance from St Peters, laid a very solid foundation for me.

I went to Budapest University to study medicine after secondary school. I started well but after 10 months, I called my dad and told him I couldn't continue because the Hungarian language was difficult. My dad understood because he knew languages was not my forte. Coming back was difficult because my colleagues from St Augustines were already ahead. This did not deter me at all. I persevered and the result is clear for everyone to see.

I have a green thumb so while in university, I cultivated vegetable gardens. I sold my produce to some hotels and made a tidy profit. I was fortunate to have a father who believed in travelling so in the early 80's, I frequently travelled outside Ghana. On one of my trips to London, my father gave me and my younger brother 20 pounds as allowance. We went to a Turkish restaurant for dinner. Our total expenditure at the end of the night was 2 .50p and when we were ready to leave, my brother asked the waiter to keep the change. We did not know the value of what we gave away as tip until we started earning our keep.

My father was into politics, "but during the 80's, there was a coup d'état and we almost lost everything. Our family experienced hard-times and it was a tough time for me. I moved from a moment of having everything, next losing everything. Once rich but now struggling.

***HOW DID YOU HANDLE THAT PHASE OF YOUR LIFE THE TRANSITION FORM AFFLUENCE TO POVERTY?***

First of all, you need to know yourself. I worked through that situation with the leadership and guidance of my parents. "Your parents are the leaders who should control your exposure and also, teach you to be content with your lot. ". You must count your blessings one by one because being content with what you have will see you through some difficult times.

The transition from affluence to poverty wasn't easy; it took a bit of effort to overcome that situation. I developed my love for reading during that period when my mum's coping mechanism was to make us read, read and read some more.

***WHAT DID YOU DO TO INFLUENCE YOUR OWN LIFE?***

I buy a book every single week and I read wide. The knowledge I have gained through reading cannot be quantified. Talents need to be nurtured over a period of time and Education is the key. I should have done construction from the onset, because from primary school, I used to go with my dad to his construction sites but the education I gained form the books I read opened my mind to a wide scope of ideas. I appreciate reading the sciences, though I love construction.

***IN GHANA, MANY PARENTS WANT THEIR WARDS TO FOLLOW IN THEIR FOOTSTEPS OR LIVE OUT THE PARENTS' DREAM. IS YOUR STORY DIFFERENT?***

Yes, my mom always wanted me to read medicine because there was a hospital ready for me when I qualified as a doctor. My father also wanted me to go to medical school to secure my future.

I always advise my clients against investing their money in houses. I tell them that although it is good to secure houses for their children, I believe it is better to invest in quality education. The rationale behind this is, the children may want different houses by the time they grow because real estate is dynamic. I tell the parents "Money grows exponentially, save 50 Ghana cedi a day and in ten years you would be shocked by the amount you would have saved. Save money now and build your life so that when you grow you can enjoy your investments. You cannot rely on your pension to take care of you in your old age.It is not enough.

I strive through perfection, thus excellence. Whatever you, do it well.In respect to the question; though my father wanted me to be a doctor, I later ended up as a Contractor.

***TELL US ABOUT YOUR BUSINESS.***

I run a real estate company called JL PROPERTIES Ghana. This is the first company I set up and have since added over seven more. I am a serial entrepreneur with interests in petroleum, banking and finance, paint, consumables etc. I am the executive chairman of JL HOLDINGS LTD. There are over 10 subsidiary companies under the Holdings brand. JL Properties has projects in Weija, Sakumono, Spintex, East Airport and Achimota.

***WHAT HAS BEEN YOUR MEMORABLE PROJECT SO FAR?***

My memorable project is the estate at Achimota. The area was a stone quarry turned refuse dump. There was a lot of cutting and chipping away the rocks to level the site. It was a difficult project, converting a forest into a habitable environment but it was worth it. I was always at the site to ensure high standard of work from foundation to roofing.

***HOW DID YOU FEEL LANDING YOUR FIRST PROJECT?***

I was building a house for myself, when a white man approached me and bid for the house. I did not hesitate in saying yes. I had a lot riding on that deal so I spent the night praying he wouldn't change his mind. I built two houses from the proceeds of the sale, thus begun JL Properties.

***WHAT ARE SOME OF YOUR VALUES AS AN ENTREPRENEUR?***

A true entrepreneur is a pathfinder. You should also stay true to yourself. Humility, excellence, sacrifice, discipline and consistency should be the hallmark of every true entrepreneur. As an entrepreneur, you should not spend your profit but rather re- invest it into your company. Imagine if I had spent my profit from the first house I sold, I would have swallowed JL HOLDINGS. I reinvested, built two houses and now I have built over 400 housing units.

***WHAT ADVISE WILL YOU GIVE A PERSON WHO WANTS TO GO INTO REAL ESTATE?***

Location, location, location. These three things are very vital. It is better to sell two houses in a city than struggle to sell 50 houses outside the city. It requires more capital to build far away from town than building in the city. If you want to invest in real estate, watch your location (1) watch your location (2) watch your location (3) and you will be very successful.

***WHAT IS YOUR VISION FOR THE NEXT 5 YEARS?***

In five years, we are going to build on what we have and set up other companies. I believe in giving everyone the opportunity to grow so I will spend the next five years grooming and empowering my staff (majority of whom are youthful).

***WHAT HAVE BEEN YOUR BAD MOMENTS IN TERMS OF YOUR BUSINESS?***

2008/2009 was a bad period for us. We had started a 200-housing unit at Weija with financial backing from a bank. The bank pulled out in the middle of the project citing change in government as a reason. The Bank explained that the nation was in an economic crunch and this nearly crushed my business.

***WHAT WOULD YOU DO DIFFERENTLY IF YOU HAVE THE CHANCE TO START ALL OVER AGAIN?***

Truth be told, if I knew I would be this deep into construction, I would have studied it in school and gone into business with my father.

I wish I had used my time to make people's lives better. Philanthropy is my passion and I hope to do more before I pass on.

***WHAT'S YOUR ADVICE TO YOUNG ENTREPRENEURS?***

1. Focus on what you desire to become and pursue it to the best of your ability
2. Don't copy people's successes, be original and be ready to work at your idea
3. Also, don't focus on money, focus go for the money first, go for the business and it will grow, stay true to yourself.

***WHAT IS YOUR GREATEST INSPIRATION SO FAR?***

**JESUS CHRIST.**

*My name is Dr. JAMES ORLEANS – LINDSAY.... THIS IS MY STORY*



*Source: http://www.mystorymagazine.com/dr-james-orleans-lindsay-entrepreneur-of-the-month/*

# CILG'S CONTINUING PROFESSIONAL DEVELOPMENT (CPD) EDUCATION FOR THE YEAR

***CILG Continuing Professional Development Education Opens for All***

You are warmly invited to join us this year for our CPD education on leadership. CPD education is the means by which you can maintain and enhance your knowledge and skills to complement both your current role and your future career progression in leadership and governance.

## TOPIC: SMART LEADERSHIP: ACHIEVING STRATEGY THROUGH LEADERSHIP & INNOVATION

Professional Recognition and Accreditation

This Seminar is registered with the Chartered Institute of Leadership and Governance (CILG)

## Why Choose this Seminar?

This highly popular leadership training seminar will expose delegates to the concept that innovation and outstanding leadership go hand in hand. Delegates will learn that new ideas can inspire new products, services and systems which can provide a distinct competitive advantage over competitors, and smart leadership brings those ideas to life.

Outstanding leadership does not occur by accident. Great leaders are smart leaders. They understand it is imperative to continuously develop and build upon many key skills. They know that it begins with their thinking and commitment to learning and secondly to foster the creative impulse throughout the organization.

**This CILG training seminar will feature:**

- Learning the foundations of Smart Leadership
- Creating a Culture of Innovation
- Using multiple intelligences to create Innovation
- Identifying and motivating creative people
- Leading a creative process for developing innovation

**What are the Goals?**

By the end of this CILG training seminar, participants will be able to:

- Identify the principles of innovative leadership
- Analyze the common myths and misconceptions about innovation
- Solve any problem or issue with creative methodologies
- Apply multiple intelligences to generate ideas
- Practice a four-step process for team innovation

**Who is this Training Seminar for?**

This training seminar is intended for those who want to learn how to transform or improve their operations and organizations through the successful application of strategies and business process improvements using higher levels of creativity for innovation.

This CILG training Seminar is suitable to a wide range of professionals but will greatly benefit:

- Supervisors/Line Leaders
- Team Leaders/Unit Heads
- Managers of all Levels
- Faculty/Departmental Heads
- Leaders at any level of the organization who wishes to improve their knowledge and skills in leadership styles

Target group(s): Senior Managers in the Telcos, Banks and other Financial Institutions, Construction Managers, Project Managers, University Administrators, District Chief Executives (DCEs), Metropolitan Chief Executives (MCEs), Heads of Departments, Members of Parliament (MPs), Religious Leaders, Engineers, Quantity Surveyors, Architects, Facilities Managers, Officials of NGOs, Project Coordinators etc.

How will this training Seminar be Presented?

This training seminar will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes experiential exercises, targeted self-assessments, video dramatizations, skill practices, case studies, team activities, and group discussions.

## THE SEMINAR CONTENT

### Session 1

8:30-10:30: Encouraging a Creative Climate at Work

- Innovative leadership for excellent performance
- The Critical mass for change and innovation
- Innovation VS Constant Improvement
- How a Leader Creates a Culture of Innovation
- Innovation and current business breakthroughs

### Session 2

11:00-1:00pm: Leading with the Creative Edge

- Developing Creative Potential in People and Teams
- Managing Creative People
- Learning new Thinking Skills
- Learn New Brainstorming Techniques
- How to Incubate New Ideas
- Gaining Collaboration in the Workforce
- Creative Group Exercise: Identifying new business processes

### Session 3

2:00pm-4:00pm: Driving Strategic Change

- Managing the Change Process
- Kotter's Change Management Techniques
- Successful techniques for Changing People
- How a Leader Communicates a Sense of Urgency
- How to Overcome the Pitfalls of Change
- Creating an Attitude of Constant Change

***The Certificate***

- CILG Certificate of Participation for delegates who attend and complete the Seminar



# AFRICA AND LEADERSHIP

## *AFRICA DOESN'T NEED CHARITY, IT NEEDS GOOD LEADERSHIP*

*There is an ongoing discussion on the effectiveness of foreign aid in helping the economic development of Africa. One thing is obvious: the results are not exactly what Africa's development partners have expected, and the reasons are not far-fetched. Dambisa Moyo, a global economist and an author, contends in her book Dead Aid that while foreign aid that addresses humanitarian needs caused by drought and conflict is helpful, most of the aid given to African countries is rather harmful.*

*The OECD provides comprehensive statistics on the kinds and volume of aid received by the continent up until 2015. Moyo lists the problems enhanced by aid to include corruption, civil conflict, shrinking of the middle class, and the instilling of a culture of dependency. All of these combines to make Africa unattractive to global investors.*

*The OECD provides comprehensive statistics on the kinds and volume of aid received by the continent up until 2015. Moyo lists the problems enhanced by aid to include corruption, civil conflict, shrinking of the middle class, and the instilling of a culture of dependency. All of these combines to make Africa unattractive to global investors. However, most developing economies have political and economic systems that are extractive. Those in the ruling class have a strong hold on political power and use it to channel economic resources to benefit themselves and those close to them. Foreign aid, when channeled through such extractive systems, almost never reaches the most vulnerable in society. We need to rethink the form of aid Africa needs and the platforms for distributing or offering it.*

*Globalization is the reality of our day and age. There is increasing economic, social, technical, cultural and political interdependence between nations. People are more interconnected now than ever before. The availability of worldwide communication systems through rapid improvements in communication technology and the internet has led to more international trade and cultural exchange. But globalization does not appear to be hastening Africa's development. The problem is also rooted in the political structure and the leadership culture prevalent in Africa.*

***The problem is leadership***

*Some years ago, I had a discussion with Donald Duke, former governor of Cross River State in Nigeria. I commended his vision for a plan to attract large numbers of tourists from around the world, impacting positively on the economy of the state and the nation. I observed that a large number of leaders in Nigeria can't envision Nigeria as a developed nation, and talk more of mobilizing citizens to actualize the vision. He replied with an illustration: Nigeria, he said, is like an aircraft that is being flown by pilots that did not go to flying school. He added that when the plane crashes, everyone blames the pilot. The question therefore is: where are Africa's leadership "flying schools?" How and where do Africans acquire sophistication in the leadership skills required to guide the continent into development?*

*The cultivation of leaders with exceptional character and skills is critical to Africa's development. Africa's development partners should recognize that it is too late to teach someone who occupies a high position in government how to lead during side talks at global events. They should also bear in mind that there has to be alignment between the sense of identity of the leader and that of the followers for leadership to work.*

*Incompetence in leadership in most African countries is not only the problem of people who occupy positions in government; it is a reflection of the leadership culture. We've had different leaders with the same results for decades. The power distance that exists between leaders in government and citizens is also reflected in organizations and families. In such a structure, leaders don't serve; they are served, because occupying leadership positions make leaders superior and unaccountable to the people they lead. Africa needs leadership development systems, and it is incumbent on development partners and global leaders to understand how cultural differences affect these.*

***Wanted: effective leadership development systems***

*Opportunities for developing leaders have never been greater in our increasingly complex world. Diagnosing leadership development needs, especially in Africa, requires an assessment of the entire leadership culture. For example, the GLOBE project, conceived of by Robert J. House of the Wharton Business School and conducted on organizations and middle-level managers around the world, describe countries in sub-Saharan Africa as scoring high in power distance and in-group collectivism, but low in performance orientation. Leaders do whatever it takes to produce results in such a leadership culture, and they usually position themselves and their cronies above the law. Most of the citizens have leadership potential, but several factors inhibit their leadership development, such as bad governance, poverty, corruption and religious bias. Most young people in Africa are hungry to learn and to realize their potential. They seek respected mentors and resources to help them navigate the complex life challenges they face. However, there is a dearth of institutions and curricula to help them realize such desires.*

*A broader view of leadership development provides insights into why some initiatives are more successful than others at generating change in individual behaviour. To have an impact, the capabilities being developed in the individual need to mesh with the leadership culture in which the leader is embedded. Most of the leadership development curriculum developed in Western countries may not particularly address individual situations, especially youth in developing parts of the world, who have little education as a foundation, and who are distracted by the struggle for survival occasioned by rampant poverty.*

*According to the GLOBE studies, emerging leaders in some developing countries approach foreigners cautiously; that's because they're not used to participative styles of leadership, and prefer bold, assertive styles of leadership. The notion of fear is high due to the conservativeness in the culture, and most people have not been trained to be independent thinkers that are willing to step outside their 'boxes' unless directed to do so by leaders. They have developed a learned state of helplessness, with the overwhelming feeling that they cannot change their circumstances. The culture is permission seeking. Unfortunately, the ruling class is not interested in granting permission for the mass of the people to be admitted into its cadre. In such a culture, the community dominates the individual, and women are hardly empowered.*

***Change is possible***

*Africa's large youth population presents a great opportunity to influence the emergence of a new generation of leaders. The reality, though, is that the elite class on the continent tends to appropriate the existing curriculum for leadership development in expensive executive education programmes in business schools, whose fees are beyond the capabilities of the major part of the population. There is a need to democratize the leadership development process in the developing world. The high rate of infusion of mobile technology could be an advantage. This will make formal and informal leadership development an inclusive process that will reach people at all levels of society.*

*Africa needs cultural change agents that will leverage both business and non-profit platforms to offer leadership development training to a large proportion of the population. Such agents must have experienced a change in their own mind-sets. Development partners around the globe who genuinely seek Africa's transformation should appreciate that the extractive leadership structures in that part of the world will not allow the intellectual, material and financial resources they distribute to create any meaningful and lasting change on the continent. They should cut down on the volume of financial aid, while partnering with cultural change agents who are democratizing the development of leaders at all levels, enhancing the evolution of inclusive political and economic structures.*

***Sam Adeyemi***

*Sam Adeyemi is a doctoral student in Strategic Leadership at the School of Business & Leadership, Regent University, Virginia Beach, United States. He is the CEO of Success Power, Inc., a success coaching and leadership consulting outfit with offices in the US and Nigeria. He is also the Senior Pastor of Daystar Christian Centre, Lagos, Nigeria.*

*Source: https://www.weforum.org/agenda/2017/05/africa-doesn-t-need-charity-it-needs-good-leadership/*

# CILG PROGRAMME OF ACTIVITIES FOR JULY

| | |
|---|---|
| HEROES OF LEADERSHIP AWARD PRESENTATION | 2ND |
| MEMBERSHIP DRIVE | 2ND-6TH |
| REGIONAL EXECUTIVE COMMITTEE MEETING | 7TH |
| BRANCH MEETINGS | 21ST |

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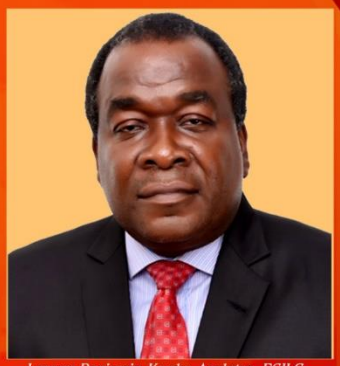
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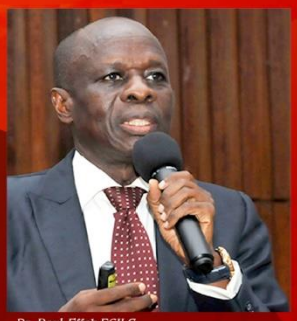
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## TOPIC: SMART LEADERSHIP: ACHIEVING STRATEGY THROUGH LEADERSHIP & INNOVATION

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