



WELCOME ADDRESS BY THE EXECUTIVE DIRECTOR OF THE AFRICAN CENTRE FOR LEADERSHIP, STRATEGY & DEVELOPMENT (CENTRE LSD) DR. OTIVE IGBUZOR AT THE 4TH ANNUAL LEADERSHIP LECTURE/GRADUATION CEREMONY OF KAS/CENTRE LSD LEADERSHIP SCHOOL ON 20TH APRIL, 2013.

Protocols

It is with a great sense of joy and fulfillment that I welcome you to the 4th Annual Leadership Lecture/ Graduation ceremony of the fourth set of students of the African Centre for Leadership, Strategy & Development (Centre LSD) Leadership School. The Leadership School started in May, 2009 under the auspices of the Ejiro & Otive Igbuzor Foundation. When the Centre LSD commenced operations in January, 2010, the board of Directors of the foundation decided to transfer the school to the centre. I am so happy because of all the numerous projects that we implement at the Centre, the leadership school gives me the greatest joy.

The idea of starting the leadership school was borne out of our realization that leadership is a major problem especially in Africa. Many scholars and commentators are in agreement that leadership failure is one of the major factors responsible for the underdevelopment of Africa. However, it has been proven that leaders can be trained. The Centre LSD Leadership School is therefore designed for people who want to become leaders and be equipped with leadership skills for transformation of organisations and society. It provides students with tools and ways to have vision for leadership and become better leaders. The course content is woven around three key areas:

1. What it takes to lead and manage: Theories, Styles, Qualities, skills & Habit, Gender Perspectives to leadership.
2. How to lead and manage: Strategy, Organisation, Management, Communication, ICT & Execution
3. What it takes to be a CEO: Qualities, Developing others, Mentoring etc

The school runs for a period of one year. The first set graduated in April, 2010 with 15 students. The second set graduated in May, 2011 with 16 students. The third set graduated in April, 2012 with 30 students. This fourth set is graduating in April, 2013 with 39 students. With today's graduands, the leadership school will have graduated 100 students. The Centre also runs two other leadership programmes- Leadership Institute and Executive Leadership Course and we have produced one hundred and seventy seven students. The Centre has therefore produced 277 graduands from its leadership programmes.

At the School, there are lots of presentations, group work, interactive sessions, coaching, mentoring and assignments supervised by the Faculty but physical meeting takes place every third Saturday of the month from 10.00am-2.00pm in Abuja. Participation in the school is free but students are expected to buy ten textbooks on Leadership (not supplied by the Centre). Certificate of participation is given to students who complete the necessary attendance (at least 70%) and five assignments including project.

Madam Chairperson, it is clear to us that there are different kinds of leadership required for different eras. Scholars have argued that the period of crisis requires charismatic leadership with a combination of intelligence, purpose, grace under pressure and consideration for followers. The period of change requires transformational leaders who are courageous, value driven and visionary people that are uncomfortable with uncertainty while steady times require transactional leaders who maintain the status quo and strengthen existing structures, cultures and strategies. The Nigeria of today does not require transactional leaders. We need leaders who can combine attributes of charismatic and transformational leaders in all sectors (public, private and civil society); all organs of government (executive, legislature and judiciary) and in all tiers of government (Federal, State and local governments).

The choice of the theme and speaker for this years' annual leadership lecture is deliberate. The theme is Building Moral and Strategic Leadership for Nigeria and the Guest Speaker is Mr. Johnson Ikube, CEO of Future Now Plc. There is a lot of moral degeneration in Nigeria today. There is the need for moral regeneration and strategic leadership has a lot of role to play to actualize this. The Guest speaker is not only a lecturer in the School but a mentor to us. The Chairperson, Ms. Eugenia Abu has been a great motivator who has been with us all the way and we are highly honoured to have her as the chairperson of this occasion.

Let me use this opportunity to welcome the 5th set of students who will be taking their matriculation oath today. The number of people who applied for the first set is so much that we could not admit all the applicants. The management of the Centre has therefore decided to constitute another faculty to commence leadership school in our Niger Delta office at Asaba.

In the fifth set, we are going to introduce a new module on Entrepreneurship to equip the students with entrepreneurial skills. The 5th set is the Centenary set and the centre will work with the students on the **Next Centenary Leadership for Nigeria**. The African Centre for Leadership for Leadership, Strategy & Development *Next Centenary Leadership for Nigeria Project* will focus on the kind of leadership needed for the country in the next one hundred years. Specifically, it will examine:

1. The kind of skills required for leadership in Nigeria in the next one hundred years.
2. The leadership qualities that will be of utmost importance in the next one hundred years.
3. The organizational and management changes required for Nigeria in the next one hundred years.
4. How to develop the leaders that will be required in Nigeria in the next one hundred years.

It is very clear that the context of the past one hundred years will be quite different from the context of the next one hundred years. For instance, the amount of information available to leaders is going to continually increase in the next one hundred years. Future leaders will

therefore have to develop the ability to access the most relevant information and differentiate them from irrelevant information. Similarly, the market has affected every facet of life in very fundamental ways in the last one hundred years. Future leaders will need to understand clearly the market and how the ideology of free market and deregulation has affected politics, the economy and every facet of life. The world is undergoing rapid changes in every facet. At the beginning of the 21st century, more than half of the workforce in industrial world are self employed or in temporary or part time jobs requiring management in different ways.^[i] In Nigeria today, there is a lot of emphasis on entrepreneurial training and the workforce will change in the next one hundred years. It is therefore necessary that future leaders need to find new ways to align people around national agenda and interests especially as it has been shown that laws, rulebooks, training programmes and compliance systems have not worked in all cases.^[iii] We will explore the possibility of having a reunion with all our past graduates from sets one to five in the 5th graduation ceremony.

Three categories of persons have contributed immensely to making the Centre LSD leadership school a huge success. The first are the students who come from different parts of the country every month to the headquarters of the Centre for lectures. In this fourth set, we have students from across the country: Uyo in Akwa Ibom State , Akure in Ondo State, Warri in Delta State, Awka in Anambra State, Benin City in Edo State, Lagos in Lagos State, Wukari in Taraba State, Mararaba in Nassarawa State and the FCT.

The second category of people who have made immense sacrifice are the lecturers who have been teaching the students free of charge. We are eternally grateful to Dr (Mrs.) Ejiro Otive-Igbuzor, Dr. Kole Shettima, Hajia Amina Mohammed, Mrs. Eugenia Abu, Mr. Jimi Agbaje, Mr. Johnson Ikube, Mr. Soji Apampa, Mrs. Maryam Uwais, Mr. Monday Osasah, Dr. Hussaini Abdu, Dr(Mrs) Jummai Umar-Ajijola and Ms. Amina Salihu. They have committed their time, resources and energy to training the students without any form of remuneration as part of giving back to society.

Finally, I will like to commend Konrad Adenauer Stiftung for believing in us and supporting the Centre consecutively for four years. We started with Dr. Klaus Paehler as the Country Representative in 2010. We have continued with Mrs. Hildegard Benrendt-Kigozi, the current Country Representative. Mr. Samson Adeniran and Mrs. Pamela Onyiah have been there for us all the way. We lack words to express our gratitude to you.

Once more, on behalf of the centre, I welcome you to this graduation ceremony. The centre is committed to transformative leadership in Africa. Few months ago, we did an evaluation of the leadership school and we are happy that our students are using the skills that they have learnt to bring about changes in their organizations. They have also formed a network of transformative leaders. We are looking forward to the future where we will be able to build a critical mass for transformative change not only in Nigeria but in the whole of Africa. We are confident of the future. History is on our side. We covet your continued support and partnership.

Thank you all for your attention.
Dr. Otive Igbuzor
Executive Director, Centre LSD.

ENDNOTES
