



## Leadership and Ethics News Around the World

Greetings dear readers. In line with our vision of sharing knowledge that improves the way managers lead and live in Africa and the world, we bring you a section of interesting headlines relating to Leadership and Ethics in the global community.

### Inform



#### Leading From Home - How To Navigate Digital Culture Challenges

It is often said that a company's biggest problem exists between the chair and the keyboard. For instance, almost two thirds of senior executives, managers and employees consider organisational culture as the biggest hurdle to digital transformation. People may find comfort and nostalgia in traditional ways of working, yet this mindset slows progress and can create friction in teams, with new technology only being a small part of the growth puzzle. It's simple -



#### Bring Your Whole Self: The Value Of Authenticity

Over the last year, countless articles have discussed the crisis of our disconnected workforce, with employees quitting their jobs in search of greener pastures at record speed. BetterUp's 2021 "Insights Report" found that one-quarter of all employees do not feel like they belong at work and close to half of the employees feel less connected to their company than they did before the pandemic.

While many companies have offered innovative digital solutions to these problems, the most effective way to

digital transformation is not possible without a cultural shift. In the post-pandemic world, the nature of work, the workplace and professional relationships has changed dramatically. Hybrid working and virtual collaboration continue to dominate and show no signs of slowing down.

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engage and connect with our employees in the era of remote work is not to schedule more Zoom happy hours or start a team-wide book club (although these are not without merit). Rather, it is an approach that takes no technology at all: authenticity.

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## **Here's Why Overly Optimistic Leadership During Times Of Change Can Backfire**

Being an optimistic leader is usually an asset.

Those individuals tend to see the good in situations, reframe challenges as opportunities, remain calm in high-pressure situations and aren't easily derailed by setbacks. And on the heels of a years-long pandemic and growing economic uncertainty, one would think a positive outlook would be welcomed.

But a new study from Notion Consulting, a leadership and transformation consultancy, found overly optimistic leadership during times of change unintentionally drives an organizational divide between staff.

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## The EMBA Family Day event

The rigorous demands of being an executive student make it easy to neglect family time as time and energy are devoted to studying.

Family day is a great time for everyone to get together, enjoy each other's company, and have fun doing something you love. At Lagos Business School, Pan-Atlantic University, we understand that feeling. That's why we've created a Family Day event that helps busy professionals like yourself find the balance between family and business, so you can take care of both while still finding time to do all the things that make life worth living.

To promote work-life balance and unwind while enjoying valuable family time, we organised the EMBA Family Day event. It was an opportunity for the families of our EMBA students to have a sense of the LBS experience and for networking, build bridges and share moments with fellow cohorts, their spouses and children.

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## The 28th Nigerian Economic Summit (NES #28)

The 28th Nigerian Economic Summit (NES #28) brought together national and global leaders in government, business, politics, development, civil society, and academia at Transcorp Hilton Abuja from Monday 14 to Tuesday 15 November 2022 to deliberate on the theme '2023 and Beyond: Priorities for Shared Prosperity'. We focused on how to satisfy the need for economic security, social justice, conscientious governance, political stability and environmental sustainability with the intentional prospect of drawing lessons and insights from the past and present to set the economic policy agenda for sustainable economic development. Lagos Business School, Pan-Atlantic University, Africa's leading business school, as a supporter of NES #28, used the opportunity to showcase the importance of capacity building in the public sector as an imperative for national growth.

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# SOCIETY FOR THE ADVANCEMENT OF MANAGEMENT STUDIES

## **Society for The Advancement of Management Studies.**

Recently the Christopher Kolade Centre for Research in Leadership and Ethics (CKCRLE), recieved a research Grant of £5,000 from the Society for the Advancement of Management Studies (SAMS) UK.

SAMS (The Society for the Advancement of Management Studies) invites applications for funding to support events or activities that benefit the management studies community.

SAMS' objectives, particularly in supporting Early Career Researchers and allowing something worthwhile to take place.

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**Emulate**

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# Coaching Real Leaders

with Muriel  
Wilkins



## How Do I Overcome My Disillusionment with the Executive Team?

A leader learns how to respond when senior executives don't model the company's values.

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## Inculcate



## To Coach Leaders, Ask the Right Questions

In many cases, the most interesting people around us are those who ask good questions.

People who ask good questions tend to be engaging conversationalists because they encourage others to open up.



Their good questions enable them to discover flaws in their own assumptions. Their good questions often lead to profitable self-coaching. In short, their good questions help them see the world from the perspective of learner rather than judge. As any good scientist can tell you, being curious is usually more productive than being critical.

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## Empower

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### **Make The Most Of Unexpected Career Opportunities**

Building a successful career involves immediate and long term planning. On day one of your new job, you may find yourself trying to nail down your exact project list, key priorities, and accomplishments you to check off to get the promotion you want. Longer term, you may be thinking ahead to your next move or additional skills you need to acquire to advance in your career.

Planning can certainly help you achieve professional success. However, things don't always go according to plan. Sometimes, the best opportunities arise when you least expect them: a chance hallway encounter with a colleague, a key stakeholder sitting in on your presentation, or an organizational change that reshapes your team. Opportunities that come out of the blue can feel unsettling but also broaden your career in positive ways.

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## Upcoming Programmes



## Authentic Leadership

The Authentic Leadership Programme is a proven and practical approach for developing skills to improve climate and sustainability drive through performance.

At the end of this programme, you will be able to:

- Learn leadership behaviours that eventually become effective habits as well as skills that set you apart from people who can only describe such behaviour and skills
- Become someone who is able to influence others, inspire them to release discretionary effort, and support them to become the best they can be while performing at their utmost
- Understand your own behaviour better as well as your underlying predisposition and how to moderate their your behaviours in order to be effective with other people – managers, peers, subordinates, customers and clients as well as other internal and external stakeholders
- Be aware of how your behaviours contribute to shaping your work climate and how this affects your own, as well as other people's effectiveness and how to drive up the quality of engagement in their team.

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## Women in Leadership

Women have become a dominant force in the workplace. Despite different challenges, many are rising to top management positions in the private and public sectors of the economy. Some have successfully broken the glass ceiling and others are aspiring to do so. As leaders, women have the responsibility to drive their teams to achieve and exceed targets. This requires creativity, innovation, professionalism and an ability to get the best from team members. Women often have to work harder and smarter to get to the top. This programme will assist women sharpen their leadership skills in order to succeed in today's challenging world. It will help them fine-tune their strategies for effective leadership. In the three-day period, participants would learn to explore and leverage on contemporary leadership tools that have helped organisations achieve high performance.

The programme is targeted towards:

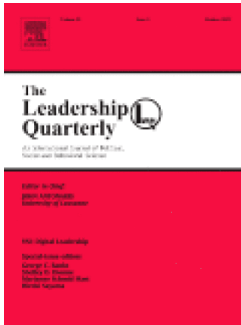
- Women in senior management positions
- Women in top management positions in medium-sized businesses
- Professionals, consultants and owner-managers.

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# Call for Papers

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## Call for Proposals: The Leadership Quarterly Yearly Review (LQYR) for 2024

The Leadership Quarterly seeks proposals for the 2024 LQYR; historically, these articles are high-impact and important contributions to the success of the journal. Eligible topics are broadly defined to include theory, research, and practice in the field of leadership.

The proposal must elaborate on why coverage of a chosen topic(s) is necessary, and concisely summarize the potential contribution of the work in terms of how the manuscript will serve leadership theory, research, and/or practice per se or to reshape them. Proposal submissions (and full papers) are subject to competitive peer-review with an accept/reject option (note, proposals that are deemed by the editorial team to be excellent will be given an immediate accept/revise decision).

For articles to be published in the first issue of 2024, the please note the following timetable:

Submission stage

Deadline

1. Proposals submitted through EVISE choosing LQYR 2024 as the item type
2. Decisions sent to authors for paper commissioning
3. Invited paper first full drafts submission deadline
4. Decisions sent to authors for manuscript revision
5. Deadline for receipt of final manuscripts from invited authors

18 October 2022\*

17 January 2023

18 April 2023

5 June 2023

5 September 2023

\*Authors may submit their proposals starting 20 September 2022; proposals will be evaluated on a rolling basis.

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# platforms



## Lagos Business School

Christopher Kolade Centre for Research in Leadership and Ethics

Lagos Business School

Km 22 Lekki-Epe Expressway, Ajah

Lagos 100211

Nigeria

mailer lite