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CRLE
At LAGOS BUSINESS SCHOOL

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



Four Writing Tips For Smart Leaders

There are only six words in the title of this article. It's what Axios co-founder Jim VandeHei would call a "muscular tease." VandeHei and his Axios co-founders wrote *Smart Brevity*, a book that reveals the power of saying more with less.

"Stop using too many words in a subject or headline," VandeHei told me in a recent conversation. "Limit yourself to six words, tops."

The six-word headline is just one of many valuable tips VandeHei offers business communicators who want to stand out and get ahead.



4 Ways Workplace Leaders Can Create A Culture Of Connection In 2023

Empathy is a pivotal leadership tool in today's global market. And the importance of fostering employee well-being, engagement and belonging is at an all-time high. Job seekers want to be cared about as human beings, not just as worker bees. With well-being a priority, more organizations are looking to provide employees flexible working arrangements and support. But with the rise of flexible work options, companies need to be strategic in the way they create connections within teams and across teams.

Here are four elements of the Smart Brevity system that apply to both written material and presentations. Best of all, they are easy to adopt.

1. Start with a muscular tease.

This is where the six-word headline comes into play.

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Connections Foster A Thriving Workplace

Science shows that workplace connections pay off in spades. According to Gallup, when employees feel like they don't belong or that their workplace isn't fair, performance suffers and engagement drops.

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Leaders, make this your one resolution for the New Year

When you think of non-promotable tasks, what comes to mind? Picking up cupcakes for a colleague's birthday? Sure. Onboarding new staff? Maybe. Leading an employee resource group? Absolutely.

An hour here, an hour there, may not feel consequential, but research shows that while tasks like these need to get done for the health and success of organizations, they aren't thoughtfully assigned, and surprise, surprise don't get you the promotion they should. This "volunteer" work disproportionately falls on women (and even more so, women of color), not by a few hours here and there, but by more than 200 hours a year compared with their male colleagues.

A ton of feathers still, in fact, weighs a ton.

That's what Lise Vesterlund, a coauthor of *The No Club*, shared with me on *The New Rules of Business*, a podcast I cohost alongside Lindsay Kaplan, as the founders of Chief, a network of the most powerful women in business.

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Emulate



Research: Why Leaders Should Be Open About Their Flaws

Leaders often struggle to come across as authentic. New research finds that one reason is they frequently choose to present their strengths and intentionally avoid disclosing their weaknesses. A team of researchers asked leaders in various organizations to write how they would introduce themselves to prospective workers. Most leaders only revealed their strengths.

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Inculcate



How Cybersecurity Leaders Can Build Employee Trust And Why It Is Important

As security leaders, we know that our employees are our biggest assets, but also one of our biggest risks. One inadvertent click within a malicious email and we could be staring down a ransomware attack. Employees, however, can also be valuable members of our team, a frontline defense that helps protect our data and our company from online intruders.

My company's leadership team and I have made it a priority to include our company's employees as part of our strategic planning, and for good reason.

Global employees are moving fast, and their days are packed with their own responsibilities, whether they are in an office, working remotely or at a client site. That's why leadership teams must work hard to convince employees that partnering with them is worth their time and effort.

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Empower



Ask Gen Z: Caitlyn Kumi, Tech Up-and-Comer, Content Creator and Women's Empowerment Leader, Shares Words of Wisdom

Those of you who follow me know that I'm a firm believer that mentorship is in the moment and it's not just top-down but all around. That's why I was thrilled when Caitlyn Kumi, a tech product marketer at Google and founder of a young women's empowerment group, reached out to me last year and asked to meet. I was fascinated by all that she had accomplished at such a young age and knew she had a lot to teach me – and she did. Caitlyn and I developed a reciprocal relationship and she forwards me articles and news she knows I'll find useful.

She's also an example of paying it forward. Caitlyn is a Gen Z role model who has enthusiastically joined the creator economy and harnessed technology to engage and uplift other young women by sharing tips for professional and personal success. Coming off the Female Quotient's tenth anniversary at CES, I wanted to check in with this rising tech star.

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



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

effectiveness and how to drive up the quality of engagement in their team

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