



## 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.

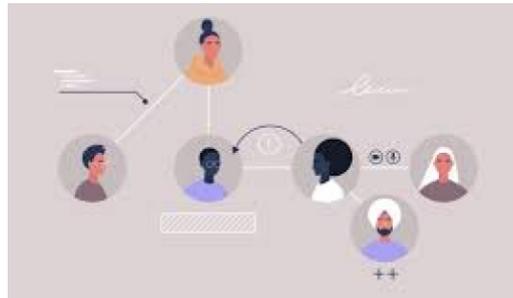
### Inform



#### 18 Impactful Ways Leaders Can Support Remote Employees in 2023.

Remote work has become the norm for millions of employees worldwide over the past several years. While employee-manager relationships have certainly changed without in-person, face-to-face contact, business leaders have the power to streamline operations and empower remote teams as their companies evolve to better accommodate and support remote workers.

To address the challenges that virtual work setups can present for both employees and their managers,



#### The Rise Of Multi-Directional Leadership: Shaping The Future Of Organisation.

When you envision a leader, what comes to mind? For most, the image is hierarchical—a figurehead at the top, making decisions that cascade down the ranks.

However, a radical shift in leadership dynamics is underway, championing the notion of multi-directional leadership, where leadership is not a top-down process but an intricate web of interactions, feedback loops, and shared objectives.

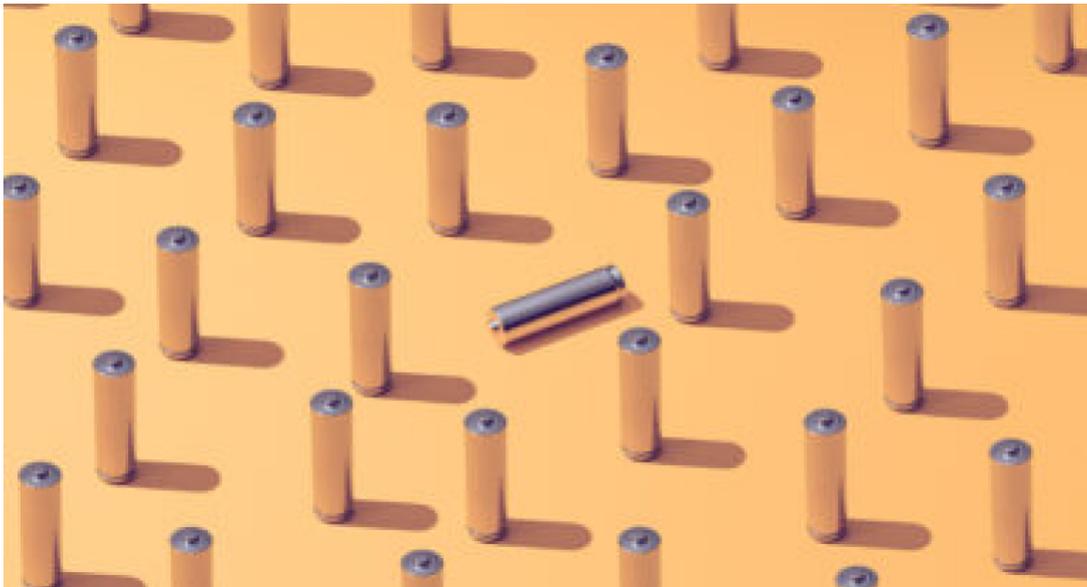
According to research, today's most innovative firms—such as Haier—are

smart leaders are finding effective ways to ensure their remote employees can thrive in a primarily digital workspace. Below, 18 Forbes Coaches Council members explore impactful ways to show employees the support they need to succeed in a remote workplace in 2023.

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embracing a three-directional leadership repertoire. Here, the emphasis is not just on traditional downward leadership, but on empowering leaders to look upwards and sideways, concluded a study published by *Harvard Business Review*.

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## How To Be A Purpose-Driven Leader Without Burning Out.

“The servant-leader is servant first. It begins with the natural feeling that one wants to serve. Then conscious choice brings one to aspire to lead,” Greenleaf wrote. “That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions.”

Well-documented research tells us that organizations and individuals perform better when leaders focus on the team rather than themselves. On an individual level, servant leadership increases followers’ trust, loyalty, and satisfaction with the leader.

Yet, much has changed in the 50 years since Greenleaf’s original essay, particularly in the last three years. The narrative behind servant leadership is increasingly falling flat, for good reason:

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**Emulate**

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## The Impact of Having A Good Mentor.

Having someone that you can look up to and go to for support is one the most important things a kid can have. Mentors give youth (and even adults) the confidence they need to confront challenges and come up with their own solutions. They provide a safe place for kids and teens to be themselves and have fun, while also learning valuable life skills.

A great mentor has many traits: They can be a role model, cheerleader, policy enforcer, advocate, and friend to the students they work with. First Tee mentors have a sincere desire to be involved with their students, and treat them with respect.

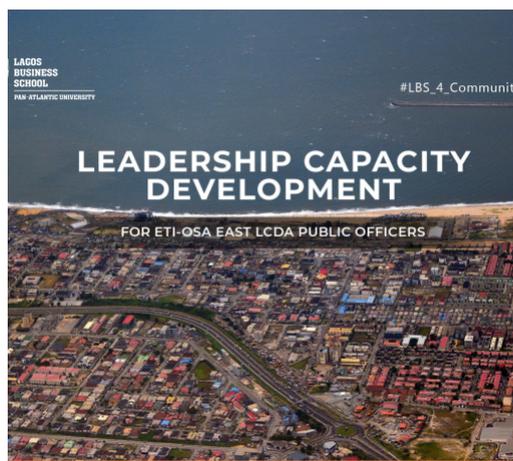
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## CKCRLE / LBS News



### Exploring Opportunity To Strengthen Responsible Leadership And Sustainable Development.

On Tuesday, July 25th, 2023, Lagos Business School, Pan-Atlantic University (LBS) hosted the distinguished delegation from the Office of the President of Queens Borough, New York City, and the



### Leadership Capacity Development for Eti-Osa East LCDA Public Officers.

The “Leadership Capacity Development for Eti-Osa East LCDA Public Officers” programme was held from July 26th to 27th, 2023, with the primary purpose of enhancing leadership skills and stakeholder

Lagos State Ministry of Science and Technology.

The meeting aimed to explore opportunities for collaboration and to strengthen ties between the two regions in areas of responsible leadership, technological innovation, and sustainable business development. The delegation from Queens Borough included President Donovan Richards and Deputy President Ebony Young, MSOL, Jonathan Imperial, and John Harris.

The delegation from the Lagos State Government included CEO Eko Innovation centre Victor 'Gbenga Afolabi, Olatubosun Alake, David Olaniyi, Segun Malegbhemi, Bolatito Oladunjoye and Akeem Hassan LBS team that hosted the delegation from LASG & Queens Borough NYC was led by the Dean of Lagos Business School Prof. Chris Ogbechie who shared insights into the rich history and evolution of the school. Also, in attendance from LBS was the Associate Dean Prof.

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engagement for government officials in Eti-Osa East LCDA. The programme was facilitated by Henry Onukwuba, Dr. Uche Attah, and Margaret Isebor from the Lagos Business School (LBS) Faculty.

This programme focused on understanding effective leadership principles through various case discussions. It also touched on key areas of leadership using the Parables of Leadership as illustration. The parables, like "The Sound of the Forest" and "The Lesson of the Babbling Brook," emphasized the importance of creating an environment where followers can freely express themselves, and the importance of leading by example. Furthermore, it was emphasized that leadership is not solely defined by title, charisma, or status. Leadership as defined by Henry Onukwuba in his book "Indigenous Leadership Practices in Africa: A Guide for Educators and Practitioners", is 'the ability to influence others to believe in your vision and dreams, so much so as to internalize them and help you achieve those dreams'.

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## Inculcate

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**3 Ways Our Brains Undermine Our Ability To Be a Good**

## Leader.

Robin, a perennial high achiever, has just been promoted to her first leadership position. But her first few months on the job have been tougher than expected: Her colleagues don't joke around with her anymore, she's pulled in different directions, and she's constantly putting out fires. When one of her top performers suddenly leaves for another opportunity, Robin realizes her team is under-resourced. The pressure takes its toll, and Robin begins to dread Monday mornings. Maybe she just wasn't cut out to be a leader?

Robin's story is a familiar one. Sixty percent of new managers fail within the first 24 months. And this isn't just an issue for new managers: 50% to 70% of new executives fail in the first 18 months, too.

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## Empower

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### **The Leader As Advocate.**

In my experience, some of the most impactful leaders are those who leverage their positions to serve as strong advocates for everyone on their team. To advocate as a leader, however, it is important to understand how advocacy differs from other forms of support, the do's and don'ts of engaging in advocacy as a leader and how advocacy stands to serve your entire organization.

Mentors, Champions And Advocates

Advocate leaders don't just strive to have an impact on individual members of their team. Their aim is to transform their entire organizational culture. This is also what makes advocate leaders different from both mentors and champions.

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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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