

# CHRISTOPHER KOLADE

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## 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



#### The Joy of Leadership

Leadership is often seen as a daunting and challenging task. It requires making difficult decisions, managing complex projects and dealing with demanding stakeholders. However, leadership can be incredibly rewarding and joyful.

Leadership is about building relationships and creating a positive environment. When leaders know how to make constructive relationships within themselves and compassionately manage their inner struggles, they develop an uplifting internal climate that reflects outside through meaningful relationships.



#### Unlocking Leadership Growth: The Power Of 360-Degree Feedback

Leadership development is far from a solitary journey where you quietly address your developmental needs in isolation. It goes beyond simply attending the latest leadership training program and keeping your insights and commitments to yourself. Instead, it's a dynamic process that requires active engagement with others to refine and enhance your leadership abilities. This not only leads to an improved perception of your overall effectiveness as a leader but also simultaneously elevates your leadership skills.

They create teams based on trust and respect, bringing motivation and engagement to their work each day and inspiring those around them. And this is truly a rewarding and joyful experience.

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Recognizing and valuing the diverse perspectives that influence your leadership style is crucial for both personal and professional growth. Let's explore the impact of 360-degree feedback assessments and how they empower leaders to improve their skills while also serving as a means to address perceptions of their effectiveness in the workplace.

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## **The great leadership re-wire**

The demands on leaders are unparalleled in the current business age. The fast pace of how we live and work today is driving businesses into radical incremental change. Leaders are dealing with a scope and scale of transformation to the power of three – digital transformation, workforce transformation and their own leadership, or the “Triple Now”, to use the phrase coined by Jeremy Blain, CEO of Performance Works International.

This is on top of the aftermath of a ten-year financial crisis that began in 2008, a global pandemic, increasing socio-political tensions, economic fluidity, war, new ways of working, and employees who increasingly hold the balance of power when it comes to talent attraction, recruitment and retention.

It is not surprising many leaders are struggling, required to embark on a steep new development journey, building the knowledge, skills and behaviours required to thrive and lead in today's fast-paced, competitive business environment.

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**Emulate**

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## **Women charged to reposition for leadership, governance**

Nigerian women have been urged to re-strategise for significant impact in the society by repositioning in leadership and governance.

This was the thrust at the seventh Voice of Women conference and awards (VOW2023) held, yesterday, in Abuja.

Kwara State Governor and Chairman, Nigerian Governors' Forum (NGF), AbdulRahman AbdulRazaq, who spoke at the conference, said that women had been major cheerleaders for his administration that focused on gender mainstreaming in the state.

He said in Kwara, women are in charge, with 56 per cent of them in his cabinet.

The governor, while urging women to have an alternative plan should 35 per cent affirmative action not work, said: "As Chairman of NGF, in partnership with Governors Wives' Forum, women can constitute a policy where for example states and constituencies that elect them into legislative Houses can benefit financially."

In her remarks, Senior Special Adviser to the President on Health, Dr. Salma Ibrahim Anas, who stressed that women should be on the table where development plans are rolled out, said: "Nigeria cannot continue to stand on one leg as we do at the moment. Women constitute almost 50 per cent of our population and we need to complement each other by creating the right opportunities as every nation's success is tied to the activities of women."

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## Women In Leadership

The 10th edition of the Women in Leadership Seminar, held from October 24th to 26th, 2023, was a transformative experience for women in senior management positions. Led by Mrs. Rose Ogbechie, FCIB, the seminar focused on honing leadership skills amongst women leaders. With topics ranging from decision-making and human behavior to emotional intelligence and ethical leadership, participants gained profound insights from facilitators such as Dr. Ikechukwu Kelikume, Chijioke Ugochukwu, and Dr. Akin Oparison.

This event not only provided knowledge but also fostered a strong network among women leaders. Attendees found immense value in the interactive sessions and practical strategies shared by facilitators like Dr. Tunde Ekpe, Dr. Uche Atttoh, Mrs. Cecilia Aqua-Umoren, and Mrs. Chioma Nweke. The seminar's legacy lies in its ability to empower women, helping them leverage their unique qualities for effective leadership. This transformative experience continues to shape resilient, capable, and confident women leaders in today's challenging business landscape.



## Global Network for Advanced Management (GNAM) Week

The Global Network for Advanced Management (GNAM) Week at Lagos Business School, Pan-Atlantic University, was held from October 16th to 20th. With the participation of distinguished business schools worldwide, including Saïd Business School, University of Oxford, University College Dublin, and Yale School of Management, the week was truly an inspiring one.

Day 1 commenced with a warm welcome from the Dean of Lagos Business School, Chris Ogbechie, and opening remarks from our MBA Director, Chinedum Ewuzie. Dr. Emmanuel Imafidon, the GNAM Academic Director, provided a brief introduction, setting the stage for an enriching experience.

A thought-provoking session on "Entrepreneurship in Africa," expertly facilitated by RICHMOND OKAFOR, Adjunct Faculty in Entrepreneurship at LBS, provided our students with invaluable insights into the intricacies of entrepreneurship on the African continent. It laid the foundation for an exciting week of discovery and learning.

GNAM Week is a tailored programme designed for MBA students from the GNAM network, primarily focusing on collaboration, knowledge sharing, and cross-cultural learning in



management education. This week-long event has ignited curiosity and presented new challenges, emphasizing the untapped potential and emerging opportunities in African markets, particularly Nigeria.

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## Inculcate

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### **Character as cradle of credibility for the Nigerian leader**

The most valuable component of leadership is not power, position, influence, fame, talent, giftings, dynamic oratory, intellectual superiority or even management skills. Character is the cradle of credibility for the leader.

Leadership is a solemn responsibility that carries the weight of a nation's hopes and aspirations. For a diverse and dynamic country like Nigeria, leadership is not just a position; it is a stewardship of a nation's future. Leaders are expected to be exemplars of integrity, vision, and ethical conduct, but the history of the Nigerian leadership journey have witnessed instances of leaders who have fallen short of these expectations, leaving a trail of disappointment in their wake.

Nigeria has repeatedly had leaders lacking character, who erode trust, perpetuate unethical behavior, and fail to uphold the principles of responsibility, accountability, and empathy. This does not only hamper their ability to lead effectively but also burdens the people with disillusionment and unfulfilled promises.

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## Empower

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## Why Learning Is The Key To Leadership

Today, leaders are constantly challenged to navigate unprecedented shifts in business models, tech advancements and workforce expectations. Now, more than ever, the ability to learn and adapt is not just a nice-to-have trait for leaders; it's an absolute necessity. In the words of John F. Kennedy, "Leadership and learning are indispensable to each other."

Here's are eight reasons why learning and leading are intrinsically linked.

### 1. The Pace Of Change Is Accelerating

Leaders can no longer rely on time-tested strategies and proven models. The speed of technological innovation and the global dissemination of information have ushered in an era where change is the only thing that isn't going to change. Leaders who commit to ongoing learning can anticipate these shifts and guide their teams more adeptly through them.

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