

# CHRISTOPHER KOLADE

# 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



#### How Leaders And Managers Can Become Better Mentors

In the fast-paced world of business, where leaders and managers are at the forefront of organizational success, the distinction between being a manager or leader and being a mentor is a subtle yet essential one. Leaders and managers are instrumental in driving business results by offering guidance and coaching on tasks and responsibilities that are focused on current performance. In contrast, mentorship fosters a longstanding relationship where the mentor becomes a trusted advisor and



#### 18 Ways Business Leaders Can Facilitate Internal Discussions On Failure

The failure of a big initiative or a significant downturn in the market inevitably leads to difficult discussions within a business. While failures are regarded negatively both in and outside of the business world, these missteps do have a silver lining that tends to be overlooked: Every failure is an opportunity to take a good look at what went wrong and make needed improvements.

Creating a healthy, open dialogue in advance can be a strategy that prevents avoidable errors in the future. To help leaders navigate the

sounding board, shaping a mentee for future growth and development.

My realization of becoming a mentor came during an executive coaching journey when I recognized the need for one-on-one interactions to affect meaningful change within my organization. This revelation transformed my approach to leadership and has since shaped my commitment to mentorship.

To become an effective mentor, one must be a great listener, engage in open communication to unearth motivations and aspirations, be resolute in their commitment and offer honest feedback to the mentee. Successful mentorship is personalized and tailored to the unique needs, targeted goals and best interests of the mentee.

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difficult discussions that come with failure, 18 Forbes Business Council members share additional advice on how to effectively start and manage these conversations in their organizations.

#### 1. Reframe How Failure Is Viewed

We tend to accept that failure is negative, but quite the contrary, failure is a result of effort. Innovation, positive disruption and progress sit at the intersection of effort and follow-through. Reframing the failure perspective is one of the most healthy techniques an organization can do. The most successful organizations understand that failure is a gift to learn from on the path to greatness. - Reggie Butler, Performance Paradigm

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## How The Quality Of Work Might Hold The Key To Wellbeing Crisis

Earlier this month, the Times of London reported on research indicating that workers with bosses who micromanaged them were at higher risk of heart attacks and strokes. The findings will perhaps not be much of a surprise to many, but the study adds to the growing realization that individuals' health is closely linked to their work and, in particular, how that work is done.

The report came just days before MindGym, an international behavioral sciences consultancy, joined forces with the Longevity Forum, a not-for-profit organization committed to helping as many people as possible live longer,

healthier and more fulfilled lives, to launch research highlighting the impact workplace culture can have on society's health and longevity. Arguing that workplaces need to transform themselves from being the "the cause of our wellbeing woes to the cure," the report urges businesses to rebuild their approach to work around five psychological drivers of wellbeing.

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**Emulate**

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### **New leadership for a new era of thriving organizations**

Five leadership shifts can unleash an era of sustainable, inclusive growth for companies looking to outperform in this era of disruption.

We are living through an era of unprecedented challenges and opportunities. The climate crisis, global health challenges, and changes in social values are upending individual priorities. Globalization and geopolitics are shifting the world's tectonic plates. How we live and work is being constantly reinvented by advances in technology and the emergence of generations who were "born digital."

How should leaders navigate this moment? What does leadership look like in an era where turbulence and disruption are the norm?

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## **Fireside Chat: Canadian High Commissioner to Nigeria Speaks on Advancing Bilateral Relations**

The Canadian High Commissioner to Nigeria, James Christoff, engaged in a fireside chat at the Lagos Business School (LBS) on October 10, 2023, focusing on "Advancing Bilateral Relations: Enhancing Trade, Investment, and Educational Collaborations between Canada and Nigeria."

The Dean, Professor Chris Ogbechie, moderated the conversation, addressing existing business and investment opportunities. Highlights included Nigeria being Canada's largest trading partner in Africa, with a 2022 trade volume of \$2.2 billion. His Excellency, James Christoff emphasized opportunities for economic growth in sectors like agriculture, green energy, technology, and education. Discussing rising unemployment, he underscored Nigeria's entrepreneurial spirit and resilience. Canada, being open to trade, expressed interest in facilitating export opportunities from Nigeria. He also outlined pathways for migration to Canada, emphasizing the need for aligning skills with existing opportunities.

The event concluded with audience questions, fostering ongoing



## **Alumni Day 2023 - African Economic Development: Cross-National Corporations as Enablers**

The annual Alumni Day at the Lagos Business School, Pan-Atlantic University, held on November 17, 2023, was nothing short of spectacular. The Honeywell Auditorium buzzed with intellect, innovation, and influence, as luminaries like Dr. Doris Nkiruka Uzoka-Anite, Minister for Industry, Trade, and Investment, Professor Chris Ogbechie, Dean of the Lagos Business School, and Dr. Tayo Aduloju, incoming CEO of Nigerian Economic Summit Group, graced the occasion.

The economic insights shared by Dr. Franklin Nnaemeka Ngwu were a game-changer, resonating like fireworks in the sky. Dr. Agada Apochi, President of the Lagos Business School Alumni Association, added a touch of serenity and importance to the event. The panel session, moderated by Mojisola Akinkunmi, featured power players such as Obi Asika, Olowale Rotimi Opeyemi, Albert Van Rensburg, Elo Umeh, and Clare Omatseye, whose discussions crackled with solutions for the future of African trade.

Akanimo Ekong, MD of Candor Consulting, orchestrated the day with electrifying energy. The GCEO 2 class, led by Collins Onuegbu, CEO of SATH, orchestrated a symphony of



dialogue for collaboration between Nigeria and Canada. The Chief Marketing Officer, Nsima Ogedi-Alakwe, expressed gratitude for the insightful conversation, anticipating future collaborations.

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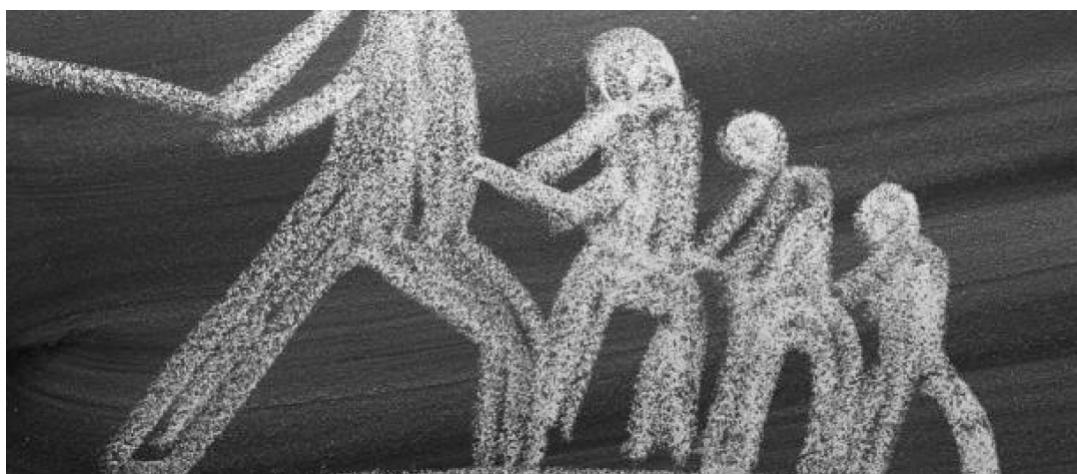
excellence, leaving a lasting impact on the attendees. Thanks to Henry Andoh, Director of Alumni Relations, every piece of the puzzle fell into place, ensuring a day of excitement, inspiration, and unforgettable moments. Cheers to pushing the boundaries of possibility!

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## Inculcate

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### The Power of Selfless Leadership

When you think of good leadership, what comes to mind?

Rasmus Hougaard and Jacqueline Carter argue that good leadership isn't rooted in power or public speaking skills. They say that, in fact, mindfulness, selflessness, and compassion are the key components.

"If [you are] focused on things that are going to feed [your] ego, [you're] not necessarily going to be doing the things that will be most helpful to other people," Carter explains. "[And] what the research and our field work really showed us is that in the long term, people don't want to follow you."

In this episode, you'll learn how to cultivate selflessness as a leader without being a pushover. You'll also learn a simple ritual that could help you start your day with more focus and a clearer sense of your priorities.

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## Empower

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## Why Strategic Planning is Important

Reminder: Strategy & Planning Are Not Optional You don't want your company to be among the walking dead. Know what you offer, to whom, and why.

The late Alex d'Arbeloff, founder of Teradyne, an electronics equipment supplier, introduced me to the term the "walking dead." At the time, I was working for a company he had invested in, one that he put into this category. He explained it like this: A "walking dead" company is one that brings in enough revenue to keep going but never enough to take off.

Since then, I've come to understand how companies end up in this awful predicament. In a desire to stay afloat, they chase revenue, any revenue. That means they end up taking on work that isn't particularly strategic. They often under-price it just to close the deal quickly. In a cash crunch, they often hurry, which means they don't listen as well as they should, or invest enough time understanding client needs. That means the work often goes over budget and way over schedule so the cash crunch continues. To get out of it, the company takes on yet more non-strategic work and the cycle continues.

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