

## Effective Leadership Programme

*We are influenced by John C. Maxwell's adage that 'every rises and falls on leadership'. The Effective Leadership Programme of the GISD therefore is intended to build the capacity of leadership across the spectrum to lead society toward a common vision. Leadership as a programme of the GISD is approach from two main prongs. One prong deals with leadership in reference to individuals who are entrusted by various groupings - political circles, civil society circles, private sector, public sector and all other sectors to lead the vision that those societies pursue. The second prong of our approach on leadership looks at a conceptual and collective view of institutions to amass power, use and distribute power for a common good.*

In some literature, leadership is defined as a process of **social influence, which maximizes the efforts of others, towards the achievement of a common goal.** The definition underscores three issues - that it is a process of social influence, which denotes the ability of a system on which power and authority are concentrated to exercise social influence over their followers. Secondly, the definition denotes the ability of a social establishment to strive at all costs, to endeavour make the best use of the efforts of others. This denotes the ability of leadership to bring others to the fold and utilize their capacities, talents and skills to achieve a determined goal. Lastly, the definition underscores the ability of a system to do all the mentioned for achievement of a common goal. The premise of the last assertion is that those who lead and those who are led are conjoined by a common goal. Their decisions, efforts and actions are geared towards a shared goal.

The role of the leadership is to rally those who are led towards achievement of the goal, which calls for the ability of the leadership to influence those they lead in a positive manner. Influence denotes change of behavior, conduct and attitudes for the good of the doers and others. Human beings are social beings, are by implication, they influence each other, but the most desired influence comes from those who are elected and charged with the responsibility to champion causes of action by others. The leaders are vested with power and authority by members of a group because of the trust that those members have in that individual to dispense the power on their behalf. Leadership cannot be reduced to a position or rank, such that those appointed or elected demand recognition or respect from others as a matter of deserving or entitlement. These are earned as a result of attitudes, behaviors and misdemeanors of those appointed or elected to lead.

The Effective Leadership Programme of the GISD is therefore intended to analyse and assess the leadership ability of those vested with power and authority by various groups in dispensing the power and authority for the benefit of the group. The programme assesses how institutions that have been conferred with authority are able to dispense that authority for the good of achievement of the common goal. It uses the results of the assessments to come up with measures for building the capacity of leaders. The programme capitalizes on the leadership deficiencies identified by the studies and researches to inform mitigation and intervention strategies to address these shortfalls.