

TRANSFORMATIONAL LEADERSHIP, A PANACEA FOR SUSTAINABLE DEVELOPMENT IN OKEREWA COMMUNITY.

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Let's take a drive to digest the key words in this topic which are: Transformation, Leadership, Panacea, Sustainable, Development and Okerewa Community.

1. Transformation-

The word "Transformation" means change. Invariably Transformational leaders are "Change Agents".

2. LEADERSHIP- It is the act of electing, choosing,, appointing or selecting certain persons for the purpose of showing the way, influencing followers by example, accepting responsibilities and being accountable as a servant. A Transformational leader must acknowledge that he/she is a servant to the people and not a lord over them.

.3. PANACEA - It is a solution or remedy for challenges, crisis or problems.

4. SUSTAINABLE- To maintain a certain rate or level over time. Ability to stand the test of time. The ability to be relevant after a long time.

5. DEVELOPMENT- It is the process of advancement, growth or improvement.

6. OKEREWA COMMUNITY:

THE PEOPLE OF OKEREWA

Mr Okerewa was the founder of Okerewa community. He was the son of Nkwale from Aleto who settled in a location called Agbeta. Nkwale was isolated from the people of Aleto because of a rampage epidemic called Osan Ndowa as at then. The epidemic was a communicable disease, and those affected are usually quarantined in a location far away from the community. That was the point Nkwale left Aleto community. The son of Nkwale named Okerewa discovered and established the present day Okerewa community.

The population of Okerewa grew beyond expectation and became homogeneous community.

It is an Ancient autonomous community made up of four (4) great compounds.

The peculiar features of Okerewa community are:

1. They have their farmlands different from that of other Aleto people.

2. They have their raffia palm and stream water different from the rest of Aleto.

3. And eventually, they have their farm road and other communication routes different.

The administrative leadership is determined by seniority in age.

Thus the following leaders had emerged.

1. Emere Kanwi.

2. Chief Ekulube.

3. Chief Ollor Salokambo.

4. Chief Olungwe Ngeserego.

5. Chief Yorgbaa Ngokanje

6. Chief Nwolu Okerewa.

7. Chief John Okanje.

8. Chief Benson. Agoro Kaanwi.

That was the order until chieftaincy affairs and economic interest brought about disunity. It is our prayers that peaceful order as initiated by the forefathers of Okerewa shall be restored. Amen. These are indices that Okerewa is an autonomous Community and seriously United with the slogan OKEREWAONEENSI!!!

INTRODUCTION:

The objective of this Lecture is to critically analyse the adoption of "CHANGE AGENT LEADERSHIP STYLE" by OKEREWA trustee, in view of achieving long-term improvement in the lives of the people of OKEREWA COMMUNITY-

In our generation today more than ever, the world needs transformational leaders, not to cultivate change for its own sake, but to lead through the inevitable evolutions in business and human society. We should be willing to make people better than we met them. That's what transformational leaders do.

According to Gift Gugu Mona in her book "The Effective Leadership" She posited that Transformational leadership is a deliberate attempt to search for solutions and implement those solutions. The end goal of transformational leadership is a contribution towards long-term positive impact. Gift Gugu Mona also added by saying, Transformational leadership is a deliberate action taken in response to a vow made to transform people's lives.

Transformational leadership According to Gift Gugu Mona is about maximising limited resources in order to obtain great results. She also added that Transformational leadership is about relating well with the people. It is when a leader manages relationship with a great deal of humility in order to transform humanity. She further said, Transformational leadership is about the right influence on followers rather than creating affluence for individual leaders. Gift Gugu Mona maintained that Transformational leadership is the ability to follow an ethical mandate in order to attain the goals that lie ahead. She concluded in her book by saying Transformational leadership occurs where the leaders focus on empowering people, not just what they can gain from that position. For the purpose of better understanding, we shall consider three (3) Impacts that every generational leadership brings upon his/her followers which are Transformation, Regression and Static

TRANSFORMATIONAL LEADERSHIP- This set of leaders initiates positive changes. Their followers must have a sense or feelings of something new and good. They are leaders who are celebrated when they are out of office because they are Joy givers.

Summary- They usher in Something new and something good.
They bring Good life and happy life.
They make a plus to your life.

REGRESSIONAL LEADERSHIP- The process of returning to a less advanced or worse state/condition. Followers have a feeling of negative impact.
They make things tough and hard for the people.
These leaders are hated because they are joy killers.

Summary- They usher in Something negative and something bad.
They bring Bad life and sad life to the people.
They make a minus to your life.

STATIC LEADERSHIP- These are leaders that maintained the status quo. Nothing new, nothing negative, nothing positive. Everything remains the same during their tenure and after. They are sustainers, they sustain everything they met in office. They don't touch or introduce anything.

QUALITIES OF TRANSFORMATIONAL LEADERS

1. They are positive change agents.
2. They are unique and exceptional.
3. They are Visionary
4. They are Business Oriented.
5. They think about the people and not self..
6. Their hearts pants for Human Capital Development.
7. They are most hated and criticized.
8. They adopt the Lamb and Lion approach to leadership.
9. They easily forgive.
10. They are Accountable.
11. They are innovative and creative.
12. They are proactive. They think and Plan towards the future.
13. They make Impact with minimum available resources without complaints.
14. They intentionally plan their Succession.

BIGGEST ERRORS/MISCONCEPTIONS OF LEADERSHIP.

1. Sharing money to followers is a big error. It is not Transformation. After spending the money, there won't be any changed experience. Hence the beneficiaries will be waiting for another occasion of sharing as a cycle.
2. Sharing wrappers or food items for Followers is not Transformation. After wearing the wrapper and eating the food, what next will happen to the beneficiaries. Everything will remain the same.
3. Building houses for your followers is not Transformation, rather the Ability to make them build for themselves after the process of Transformation.
- 4.. Desiring or taking delight that your followers should be coming to your house every day, to beg you or worship you is foolishness and not Transformation.
5. Initiating a project that will benefit you as a leader or selfish projects with quick returns is not Transformation. Transformational projects are basically with a long term benefits and not a short term.

RECOMMENDED IMPACTFUL TRANSFORMATION TO BE ADOPTED BY OKEREWA COMMUNITY SHOULD BE:

1. OKEREWA COMMUNITY should Train 100 Young Entrepreneurs, equip and empower them towards Entrepreneurship Development. Such is Transformation.
2. OKEREWA COMMUNITY should sponsor ten best footballers from OKEREWA to England and lobby through a facilitator for them to get a team in English premier League. Such is Transformation.
3. OKEREWA COMMUNITY should award 100% scholarship to 20 of your sons and daughters to read medicine, and another 20 to read Law. After 15-20 years to come, these 40 persons trained as medical doctors and legal prattitionals will turn around the fortune of OKEREWA for greatness. Such is Transformation.
4. OKEREWA COMMUNITY should sponsor 10 of your sons and daughters to China to learn ICT. Such is Transformation.
5. OKEREWA COMMUNITY should Grant 100% scholarship to your 30 of your sons and daughters to study upto PhD. After 20 years, 10 might likely be Professors. The Impact of only one National

or global exceptional professor from OKEREWA COMMUNITY, shall exceed every other Investment we are doing today.

6. OKEREWA COMMUNITY should approach Some communities in Rivers State that are selling a plot of land for #200,000 and buy 1,000 plots which is about #200,000,000. Survey the land and keep the documents. It is obvious your people will insult you and call you names, but after ten years when the value appreciates you'll be celebrated for the long term vision.
7. OKEREWA COMMUNITY should sponsor 100 persons to India for new generational innovative agro-processing & Agriculture. Then empower them after the training. Such is Transformation and far better than sharing money.

FEW EXAMPLES OF TRANSFORMATIONAL LEADERS AS A CASE STUDY.

1. LEE KUAN YEW

(NATIONAL TRANSFORMATION)

He was the founder of modern Singapore, was a brilliant statesman and highly-regarded visionary who transformed the island into a formidable nation and economic powerhouse. The founding father of one of Asia's smallest but most developed economies. Lee led Singapore after its separation from Malaysia to emerge as one of the world's most powerful financial centres. The tiny nation, whose main industry was manufacturing at independence, saw its GDP per capita skyrocket under Lee to one of the highest in the world in 2013. Singapore flourished on the inherited advantages and foresightedness of Lee to transform into the ranks of New York, London and Switzerland as a global financial hub. Lee maintained a tight grip on domestic finance by preventing the internationalisation of the Singapore dollar and limiting the operations of foreign banks. This made international firms saw an opportunity to establish themselves in the tiny island nation. Sound financial and economic policy coupled, with a corruption free environment and technological advancement, met many multinational firms that chose Singapore as a regional hub. Lee championed free trade, which helped Singapore attract a free flow of foreign investment and multinational giants such as General Electric.

2. PROF. DIBU OJERINDE, (SYSTEM TRANSFORMATION)

He was the Registrar and Chief Executive of Joint Admissions and Matriculation Board,. He introduced Computer-Based-Test for candidates in the JAMB examination of 2013. Before his time, it takes three to four months for results to be released after any JAMB examination. He was confronted by leaders from rural areas in Nigeria, giving lack of computer, irregular Electricity and poor infrastructures as the reasons to continue paper based examination. It is important to note that innovations leading to Transformation must attract opposition with sufficient Factors to fight. In the midst of attacks on him for the innovation, Ojerinde was hopeful NIGERIANS will appreciate the innovation overtime. He stated that the advantages of the innovation are too numerous. According to him, most importantly, it will improve the board's service delivery; reduce incidences of breaches of examination security, and make Nigeria operate global best practices. Today, parents, students, Tertiary institutions and everyone is happy that JAMB results are released within 14 days as against the previous three to four months.

3. LATE MAJESTY, NGEI A O NGEI, THE ONE EEH ELEME IX. (EDUCATIONAL TRANSFORMATION)

Early 80's Port Harcourt refinery paid a huge sum of money to Alesa community for economic trees and crops for the hectares of land taken for the construction of the new Port Harcourt refinery. The appropriation of the money or sharing formula supposed to be #160 for each indigene of Alesa community. The Late Majesty opposed the sharing of the money and he was hated by the

community. At a point, he suggested that half should be shared and half should be used to build the Famous Comprehensive High School Alesa Eleme. The suggestion didn't go well, but he stood his ground and #80 was shared to all the indigenes of Alesa. After which the sum of #80 that was subtracted was used to build the Comprehensive High School Alesa. The Impact and Development of the school is obvious even years after when the initiator has died, but we can't remember if history can capture any evidence of the Personal #80 shared to households. It is important to note that the biggest beneficiaries of Comprehensive High School Alesa are the children of those that opposed the proposal to subtract community money for the building of the said school.

4. LATE PROF. ISRAEL OWATE (HUMAN CAPITAL TRANSFORMATION)

Late Prof. Israel Owate was a Professor at University of Port Harcourt and a former Commissioner for Education in Rivers state Under Governor Chibuike Rotimi Amaechi. During his time, the Governor approved the construction, equipped and fully furnished 250 Model Primary Schools across the State. It is on record that Late Prof Owate awarded the contract to over 50 persons from Eleme. The people of Eleme will forever remember Late Prof Owate for using his office to make Impact in the lives of Eleme people.

5. LATE DR NNATOSEMI OSARO WOKOMA. (COMPASSIONATE TRANSFORMER)

Dr Osaro Wokoma was a senior consultant and a staff of BMH in Port Harcourt. It is on record that, once he discovered any indigene of Eleme at BMH in distress or with health challenges. Dr Wokoma will take it upon himself to make things easy and sponsor the medication of such persons in most cases. Eleme wept for the COMPASSIONATE TRANSFORMATIONAL LEADER the day he died. He used his public office to make Impact in the lives of his people.

6. RETIRED ARCHBISHOP I.C.O. KATTEY (JP). (EVANGELICAL TRANSFORMER)

The Anglican communion in Nchia community was known for Worshiping in the biggest church called Holy Trinity Anglican Church Nchia from 1912 to 2000. The people were so comfortable as all the communities gather at the headquarters every Sunday. Retired ArchBishop Kattey attempted to break the comfort of a single worship center. He was opposed, hated and attacked. Transformation doesn't come with out OPPOSITION. He stood his ground that all communities must break out of the headquarter church for church planting. Today we have at least two Anglican branches in each of these communities and the people are happy. Recall that they fought the Idea from the beginning. The Christian community in Eleme will forever remember his Impact in spreading and planting churches in all communities in Eleme and abolishing of wake-keeping in Eleme.

7. LATE GODWIN VICTOR CHU (GVC) (HUMAN CAPITAL TRANSFORMER)

Late Victor Godwin Chu was the pioneer boss of the Universal Basic Education (UBE) in Rivers State. Under his reign, there was an approval for the recruitment as granted by the State Government. It is on record that Late GVC used his influence to engage over 100 sons and daughters of Eleme to UBE under his administration. I stand to be challenged if any Eleme man has engaged over 100 persons from Eleme to the public sector? Today GVC is gone, but his Transformational legacies speak loud. Today he is gone, but those persons are still working in those offices

**8. MRS OSILA-OBELE OSHOKO
(THE HUMAN CAPITAL TRANSFORMER)**

She was a proud daughter of Eleme appointed as the Chairperson of the Rivers State Internal Revenue Board, before then, there were non or insignificant indigenes of Eleme as vendors, casuals or staff at the Rivers State tax office. During her years in office, the Rivers State inland Revenue office was described as Eleme community office. Eleme language was heard in all the units and offices because she flooded the agency with Eleme people. The employment of Eleme indigenes under her reign was massive. Today she is out of office, but most of Eleme indigenes she engaged are still working. That's Transformation. Those persons are not begging for food or money because they are doing well today.

**9. LATE JUSTICE HON SOLOMON WAI OGOSU.
(ACADEMIC TRANSFORMATION)**

The prevalence of communal conflict has grossly hampered Economic development of Eleme community. It was at it's peak as at 1920 during a violent attack from Eleme neighbouring community (The Okrika's). It was targeted at territory interest and land dispute. It was an intensive blood battle that ended as a legal war. Then the people of Eleme had no legal practitioner and the only option was to hire a non indigene for legal representations. It is important to note that the leaders of Eleme then weren't educated, yet they agreed to sponsor Late Justice Hon Solomon Wai Ogosu by awarding a scholarship to him to study Law in England. The decision was taken by Eleme council of Chiefs in the year 1946.

He was the first graduate of Eleme. Transformation is making one Impact that will usher numerous of opportunities in the future. The Impact of Late Justice Wai Ogosu to the people of Eleme, was more than the town halls and other projects they couldn't build when they sponsored him. Imagine if they shared the money then, imagine if they bought rice or wrappers with the money, the world couldn't have heard of Late Justice Wai Ogosu Late Justice Wai Ogosu was the pacesetter and his influence is a credit to the good number of lawyers we have in Eleme today

Think Transformation, Think the future.

Think sharing money or sharing rice, then you are a myopic leader and not a visionary leader.

ONLY REMEMBERED BY WHAT WE HAVE DONE.

Another dimension for Effective understanding of Transformational leadership is by meditating on the popular funeral song "

Fading away like the stars of the morning,
Losing their light in the glorious sun,
Thus would we pass from the earth and its toiling,
Only remembered by what we have done.

Every leader will fade away from office and planet earth one day.

Focus should be the positive impact you initiated while in office and not the wealth you fraudulently siphoned for yourself while in office.

After your tenure in office, will you be remembered for good or for bad?

When you die and you are buried, will you be remembered for good or for bad?

Late Obele Nte-Nwaji from Ogale died many years ago, but the people of Eleme still remember him for the famous Eleme Anthem he composed titled "Nor beh Eta Eleme, Nyime Eta re bai'.

It becomes necessary to ask who in our generation is thinking of positive impact for whom he/she can be remembered?

Also to mention is Late Chief O.O Ngofa from Aleto that wrote the "History of the people of Eleme", now in our generation, we are tearing books and no one cares as to who will write them and record the history for posterity purposes. Late O.O.Ngofa is gone but his name is echoing loud because of the Impact he made by writing the history of Eleme. Furthermore, it is imperative to mention Late Chief Dada Nwolu Obele from Alesa that wrote the Eleme Hymn book " Eson Elera, He wrote the Eleme dictionary and championed the translation of the New Testament to Eleme language. Whenever the Eleme Bible is read, we will always remember Late Dada Obele. Whenever Eleme history is discussed, we will always remember Late O.O Ngofa. Whenever the people of Eleme gather for any event, they must surely recite the Famous Eleme Anthem. What comes on your mind then is the name of Late Obele Nte-Nwaji. Now the question is, when your name is mentioned, what will you be remembered for?

Is it for good or evil?.

Is it for positive impact or negative impact?

"Ponder about it"

Conclusively,

Culture does not change because we desire to change it. Culture changes when the community and the people are transformed.

We need to realize that our path to transformation is through our mistakes. We're meant to make mistakes, recognize them, and move on to become unlimited. Transformation is a process, and as life happens there are tons of ups and downs. It's a journey of discovery, there are moments on mountain tops and moments in deep valleys of despair.

Finally, I will end with seven remarkable quotes on Transformation:

Slowness to change usually means fear of the new."

(Philip Crosby)

"People don't resist change. They resist being changed!"

(Peter Senge)

"If you want to make enemies, try to change something."

(Woodrow Wilson)

The key to change ... is to let go of fear.

(Rosanne Cash)

Our only security is our ability to change.

(John Lilly)

If you don't like something, change it. If you can't change it, change your attitude.

(Maya Angelou)

The world hates change, yet it is the only thing that has brought progress.”

(Charles Kettering)