

Agenda 2063: A call for Leadership with Integrity

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Our Value Proposition:

*To achieve the aspirations of Agenda 2063,
Africa needs leadership with integrity.*

“Africa’s greatest need is not for resources or handouts from developed nations, but a mass of leaders of integrity at local and national levels [even regional and continental] who are committed to leading change” (Adadevoh, 2015).

Aspiration 3: An Africa of good governance, democracy, respect for human rights, justice and the rule of law

- “Everything rises and falls on leadership”(Maxwell, 1999)
- The third aspiration of the Agenda 2063 critically stands as one of the major pillars of the whole initiative
- This aspiration, as well as the rest, will require an effective LEADERSHIP to transformatively drive the Agenda 2063 and defend the Africa’s interests.
- This transformative leadership should be first and foremost ethically-driven.
- Opportunity for the youth to make a difference for the future through an exemplary participation in the social, economic and political development and management.

21st Century: The African Century.

- Moral crisis in leadership is one of the major crisis of the 21st century in Africa.
- Poor and unethical leadership has been almost always associated with the underdevelopment state of the continent (Poncian & Mgaya, 2015; Yimer, 2015).
- Ethical leadership in its true sense, promotes ethical conduct by practicing as well as managing ethics and holding everyone accountable for it (Treviño& Brown, 2004).
- Ethical leaders incorporate moral principles in their beliefs, values and behaviors (Khuntia& Suar, 2004). This incorporation has been lacking for many years.

21st Century: The African Century.

- Ethical leaders are those who are able and willing to do the right thing, at the right time, in the right way, for the right motive (Kiruhi, 2013)
- Only leaders of integrity or character had the capacity to spearhead the challenging task of transforming large African organizations such as nations as it is a task that is oppressed with resistance to change, conservative communal traditions, corruption, and possible danger to the leader's own life (Adeyemo, 1997; Adei 2004; Adadevoh, 2006; Boddy-Evans, 2007).
- Therefore, there is a desperate call for a values-based leadership promoting integrity from the grassroots to the higher level of leadership.

Understanding Integrity in Leadership for a better Africa

- Integrity refers to a leader's **character**. Thus, who they really are in the dark (D.L. Moody).
- Sometimes, leaders tend to have double lives: Private and public. Lack of **honesty**.
- Many leaders have a conflict between what they think, what they say, and what they do. **How about you?**
- Integrity is the **integration** of thoughts, words and deeds in a cohesive manner to achieve common good.
- Africa has been crawling in socio-economic development because of failures in leadership, especially in the area of integrity.

Understanding Integrity in Leadership for a better Africa

- Integrity is at the heart of character, character is at the heart of leadership and leadership with integrity is essential to effectively achieve African's aspirations and cultural development.
- A culture cannot develop above the character of its leaders (Adadevoh, 2006)
- Integrity will help us cultivate good governance, democracy, respect for human rights, justice and the rule of law.

The journey of leadership with integrity towards the achievement of Agenda 2063

- There are three action steps in the journey of leadership with integrity towards the achievement of the Agenda 2063
- The first step moves us from “**Doing**” to “**Being**”
- The second step moves us from **challenging the system to challenging self**
- The third step moves us from **leadership to leader-shift.**

1. Moving from Doing to Being

- Invest in character development. Competence will help you perform well. But, character will help you produce a lasting legacy. The highest level of leadership or influence according to Maxwell (2013) is when people follow you because of who you are and what you represent.
- Be before you do or say. What we are lasts longer than what we do and what we do speaks louder than what we say. “Be the change you want to see in the world” (Gandhi).
- Invest in leading self before leading others. “If you seek to lead, invest at least 50% of your time in leading yourself...”, Dee Hock, Founding CEO, Visa (n.d.)

2. Moving from challenging the system to challenging self

- There is no reason to challenge a system that we are not ready to change
- Unless we decide to think, speak and act differently, the corrupt system will remain
- The biggest challenge of the youth is themselves, not the established system
- What we see today is what our elders have done, but the future will be defined by who we are and what we do.

3. Moving from Leadership to Leadershift

- If leadership is about influence, leadershift is about changing the way the influence is perceived and exercised for personal, organizational and societal growth (Maxwell, 2019).
- What should be the **criteria to qualify in leadership** for Agenda 2063: Ethnicity? Religion? Political affiliation? Or Character?
- What should be the **yardstick to measure leadership success**: Power? Position, Prosperity? Or the number of people we touch with love, compassion and care?
- What should be the **motivation for leadership** towards the accomplishment of the Agenda 2063: Greed? Selfishness? Political interests? Or common good?

Conclusion

- Agenda 2063 is an invitation to the youth for a journey of leadership with integrity which moves one:
- From **Doing to Being**
- From **challenging the system to challenging self**
- From **leadership to leadershift**
- If transformative leadership is key to achieving the Agenda 2063, then integrity is the key to help leaders do what they say, say what they think and think what they believe.

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