

**PURPOSE DRIVEN
LEADERSHIP:
FORMING A FORMIDABLE
TEAM TO INFLUENCE AND
IMPACT**

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WHAT IS PURPOSE?

- The standard definition for purpose includes;
- “The reason for which something is done or created or for which something exists.”
- “... the aim of something”
- “... an intended or desired result.”
- Merriam-Webster: “Something set up as an object or end to be attained.”

WHAT IS LEADERSHIP?

- Business Dictionary: “Leadership is the activity of leading a group of people or an organization or the ability to do this.”
- Management Study: “Leadership is a process by which an executive directs, guides and influences the behavior and work of others.”
- “Leadership is a both a research area and a practical skill encompassing the ability of an individual or organization to ‘lead’ or guide other individuals, teams or entire organizations.” Wikipedia
- “Leadership, unlike management is not taught. However, through avenues such as coaching and mentoring, skills can be learned to make an individual or an organization, more effective in the leadership capacity.” SIMON LEADERSHIP ALLIANCE

PURPOSEFUL/PURPOSE DRIVEN LEADERSHIP

WHAT EXACTLY DOES THIS ENTAIL?

- Purpose driven leadership is “the extent to which a leader has a strong moral self, a vision for his or her team, and takes an ethical approach to leadership marked by a commitment to stakeholders.” – CIPD UK
- “Purposeful leadership emerges from an individual’s conviction to accomplish something that matters...” LINKAGE INC.
- For example, a purpose driven leader is able to leave all personal issues outside and act with decorum and professionalism as the reputation of FIDA as well as theirs is at stake. The reputation of FIDA is already soiled due to the activities of some bad eggs; however, a purpose driven leader, along with a strong team, can bring about a turn around.

IN OTHER WORDS...



PURPOSE DRIVEN VISION

- The vision of every leader has to be clear, concise and convincing.
 - Do you believe in yourself? Do you have integrity? Do you believe the vision you carry? Can you be trusted with the mandate?
 - FIDA Nigeria has a vision; do you believe it? Do you embody it? Do you walk the talk?
 - People will not follow your vision if they do not believe in you.
 - Leadership is by example. How you look, your charisma, your diction, wealth of knowledge all matter if you want to be a purpose driven leader and have impact.
 - A purpose driven vision must be carried by a purpose driven leader.

PURPOSE DRIVEN TEAM

- **A LEADER WITH A VISION MUST HAVE A QUALIFIED & MOTIVATED TEAM**
- “No man is an island..” You cannot achieve your vision on your own. You need an effective, qualified and purpose driven team.
- Choose your team wisely, without nepotism or partiality/bias. Choose your team based on merit and strength. Eg: During FIDA Week or any event, the members of the sub committees should be chosen based on their ability to deliver, network and effectiveness. The goal will be readily achievable if you have a solid team.

HOW TO MOTIVATE YOUR TEAM FOR IMPACT AND INFLUENCE

- The leader should be able to carry the vision in such a way that the team believes it too.
- The leader should also be able to inspire the team.
- Possible incentives as well as being a great example.
- Create opportunities for growth and personal development. “Always hire character. Skill can be built or taught...” Lori Greiner, Shark Tank

PURPOSE DRIVEN EXECUTION

- THE PURPOSE DRIVEN LEADER MUST ALWAYS HAVE THE END GOAL IN MIND
 - When the vision is clear and the team is motivated, innovation and progress occurs.
 - The team members are able to collectively achieve results in a timely and effective manner with structure and clarity in mind when the leader is focused and goal driven.
 - The entire process builds the capacity of team members as well as the leader, thereby further equipping them for future tasks.
 - Achieving a goal often times serves as an incentive for better performance in future tasks or projects.

CONCLUSION

Purpose driven leadership impacts performance.

Knowing that every voice in your teams needs to be heard is an asset. No staff or team member is too small to deliver on tasks. Build a solid team and trust that the work will be done. However, this can only be done if the leader delegates. You cannot do it all on your own.

Chairpersons carry the vision of FIDA Nigeria as well as FIDA internationally. Therefore, they must do so with dignity and purpose.

It is important to invest heavily in the training and development of leaders. As FIDA is a non profit organization, Chairpersons and others in leadership roles are duty bound to make self development a priority in their professional lives.

SOURCES

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