

TREATING THE FIDA ORGANIZATION AS AN ENTERPRISE: THE ROLE OF A LEADER

PAPER PRESENTED AT FIDA NIGERIA
LEADERSHIP TRAINING 2023

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WHO IS A LEADER?

- “A leader is one who **knows** the way, **goes** the way and **shows** the way.” **John C. Maxwell**
- “The capacity to rally men and women to a common purpose and the character which inspires confidence.” **General Montgomery**
- “True leadership lies in guiding others to success, in ensuring that everyone is performing at their best, doing the work they pledged to do and doing it well.” **Bill Owens**

WHO IS A LEADER CONT'D

- Leadership is a **privilege** and not a right, and the leader must have **passion** for the work.
- Leaders influence, direct and inspire others to perform specific tasks.
- Best leaders drive their teams with passion, enthusiasm and motivation to reach the desired goals of their organization.

LEADERSHIP STYLES

- Many leadership styles exist but the most common ones are:
- **Autocratic-** Authoritarian. Summed up by the command; “Do as I say”. Direction comes from leader who alone determines strategy, policies, procedures and direction. The followers may feel micromanaged, dependent on leader and incapable of taking decisions.
- **Democratic-** Participative. Even though the leader takes the final decision, other members of the team contribute to decision making. This style encourages creativity and positive contribution to success of the organization by all parties.

LEADERSHIP STYLES CONT'D

- Democratic leaders are easily approachable. This style heightens morale of followers.
- **Laissez faire-** Here, the leader empowers the followers and leaves decision-making to them while staying available to provide guidance when necessary. Here, the leader is excellent at delegating and this instils confidence in the team.
- **Transformational Leader-** The leader inspires and motivates their workforce without micromanaging it. Trusts their trained employees to take authority over decisions in their jobs. It's a management style that is designed to give employees more room for creativity.

QUALITIES OF A GOOD AND EFFECTIVE LEADER

Integrity - does the right things and tries to make right choices: this builds trust and confidence of teams.

Passionate about the work

Accountable- takes responsibility for the actions of the team

Effective communicator/willingness to listen

Critical thinker

Decisive - acts when necessary

Perseveres- persistent and determined

QUALITIES OF A GOOD AND EFFECTIVE LEADER

- Self aware and selfless
- A good Team player, knows members of his team, their strengths & weaknesses, knows what motivates them and empowers them;
- Continuously improves self and shares knowledge.
- Humble and seeks feedback and ways to improve;
- Has peoples skills and is Emotionally Intelligent;

The list is not exhaustive.

LEADERSHIP ROLES AND RESPONSIBILITIES OF A LEADER IN FIDA

- The current leader in FIDA should understand what FIDA is all about; understand the structure, the mission, vision, functions, core values and strategic plan for 2021 to 2026 to be effective.
- **Leadership by example:** The leader should be knowledgeable, should set the standards and have capacity to demonstrate how to perform the required tasks so that other executive members can follow suit.

LEADERSHIP ROLES AND RESPONSIBILITIES OF A LEADER IN FIDA

CONT'D

An Organizer: Ability to organise in an effective and efficient manner. FIDA Chairs should be able to organise Orientation workshops/seminars to empower the new executives with knowledge of their duties and the necessary skills to carry them out efficiently.

Decision maker: Must be decisive and ready to make hard choices. However, must carry her members along through practice of democratic leadership style.

LEADERSHIP ROLES AND RESPONSIBILITIES OF A LEADER IN FIDA CONT'D

- **Delegator**: The Chair cannot do it all. Must delegate responsibilities to the executive members. She should know her executive members, their strengths and weaknesses and know who has the skills required for each particular assignment.
- **Motivator**: She should know how to encourage her team, inspire them to action and help them realise their potentials. Also, she should give them credit for their successes.

LEADERSHIP ROLES AND RESPONSIBILITIES OF A LEADER IN FIDA CONT'D

- **Team Builder/Player:** She should build a formidable team and be a good team player. Should know when to take a step out and let others take the lead.
- **Role model:** She has to do things right, exhibit good leadership traits, inspire others by setting good examples. This will help her to gain trust, respect and admiration of her members so that they will willingly want to emulate her.

RELATIONSHIP BETWEEN LEADERSHIP AND SUCCESS OF AN ORGANIZATION

- Good and effective leaders facilitate organizational success by engendering trust and loyalty which enables the leader to drive and motivate his team to achieve goals of the organisation.
- Effective leadership creates a good/ collaborative working environment, enables teams to feel valued and fosters a sense of ownership in their work. This encourages them to put in their best.



RELATIONSHIP BETWEEN LEADERSHIP AND SUCCESS OF AN ORGANIZATION

- Leadership leads to success, sustainability, development and growth of the group and the organization.
- Bad leadership on the other hand leads to a toxic working environment and attitudes, staff segregation, loss of high performing team members and ultimately failure to achieve the organisational goals.

CONCLUSION

- Successful enterprises have leaders who are focused, have vision and passion and the ability to plan and set goals
- For FIDA to run successfully as an enterprise, the Chairpersons of various branches and committee heads need to build themselves up into good and effective leaders.
- While few are born as natural leaders, others work hard to acquire the necessary qualities, attributes and skill sets that will enable them deliver as top class leaders so as to ensure growth, sustainability and continuation of the FIDA brand.



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