

## Communiqué

### Fourth (4<sup>th</sup>) Covenant- International Conference on African Development Issues (C-ICADI 2018)

Theme: The Challenge of Leadership: Driving Africa's Future

October 22-24, 2018

#### Preamble

Between Monday, 22<sup>nd</sup> to Wednesday 24<sup>th</sup> October, 2018, the 4<sup>th</sup> Covenant-International Conference on African Development Issues (C-ICADI) took place at the African Leadership Development Center (ALDC) in Covenant University, currently the leading University in Nigeria, West Africa and one of the top ten (10) leading Universities in Africa. The C-ICADI 2018, being the 4<sup>th</sup> in the series of Covenant University's foremost conferences is designed to address concerns of strategic and vital relevance to Africa's development, while interrogating issues of advancement, leadership and governance on the African Continent. The conference was declared open by the Chancellor, Covenant University, Dr David Oyedepo and was chaired by Ms Cecilia Akintomide. The Keynote Speech was delivered by Her Excellency, Mrs. Joyce Banda, former President of Malawi.

The 4<sup>th</sup> C-ICADI, themed the "Challenge of Leadership: Driving Africa's Future", addressed the issue of leadership in various sectors including Government, Education, Business, Technology, and Civil Society, among others. The conference further explored the environment to stimulate innovation to secure Africa's future. The 4<sup>th</sup> C-ICADI involved:

- Keynote and Lead Speaker Sessions
- Panel Sessions with Representations from Key Sectors of Society across the Continent
- Exhibitions
- Networking Sessions and
- Scientific and Practitioner Based Papers

#### Objectives of C-ICADI

With Agenda 2063 as an overarching agenda, C-ICADI sought to systematically identify and interrogate issues from a Pan-African perspective, with a view to proffering workable

and operable solutions towards future-casting the Africa that we want. This was as systematically dissected via the various Lead presentations, Scientific Sessions, Panels of discussion, questions generated from interactive sessions, as well as Presentations by Stakeholders from the Industry/Professional-base.

The fifteen (15) sub-themes of the conference pulled together sub-sectorial issues that the Continent currently grapples with, with the objective of providing clear-cut directions that the Nation states of Africa can take on board, as new policies are formulated and action plans designed, promulgated and engaged.

**The keynote speaker was Mrs. Joyce Banda, the Former President of the Republic of Malawi and she spoke on:**

1. The Challenge of Leadership: Driving Africa's Future and
2. Envisioning New Paradigms of Leadership in Securing Africa's Future

**Furthermore, Dr. David Oyedepo, Chancellor, Covenant University had two sessions as flagged:**

1. Driving Africa's Future: Revolutionary Pathways towards A Redefinition of Leadership in Africa
2. An Agenda For an African Renaissance: Beyond Rhetorics to The Emergence of New Leadership Paradigms For Africa

The other Lead Speakers with their topics were:

**Distinguished Professor Peter Okebukola (OFR), Chairman, Board of Trustees, Crawford University:** Future Frontiers in Education in Actualizing Africa's Development Agenda

**Professor Jonathan Aremu, Consultant at ECOWAS on Common Investment Market:** The Role of Leadership in Actualizing the Sustainable Development Goals: Securing Africa's Economic Future

**Dr. Morakinyo Oparison, Founder, 3E Performance Consulting:** The Texture of Leadership in Africa: Prescriptions for Africa's Envisioned Future

**Dr. Monisoye Afolabi, Former Director of Business Environment, USAID Trade Hub:** Strategic Cooperation and Integration: Driving Africa's Development Agenda

**Ms. Lucia Hlongwane, Africa Tax Leader, Ernst and Young:** Leadership in Africa: Mainstreaming Gender and Youth Engagement

**Mr. Valentine Obi, Group Chief Executive Officer, eTranzact Global: Digital Disruptions and Technological Advancements: 21<sup>st</sup> Century Integration Possibilities for Africa**

**Dr. Khanyisile Litchfield-Tshabalala, Chairperson, African Parliamentary Network on Illicit Financial Flows and Tax: The Africa that We Want: Leadership Agenda for Civil Societies and Peaceful Coexistence**

**Dr. Adebisi Adewole, Faculty, School of Business and Enterprise, University of the West of Scotland: Africa's Leadership Trajectories: Governance, Political and Corporate Templates in Securing Africa's Future**

**Mr. Abiodun Fijabi, CEO, Lord Princely Associates, Nigeria: Blueprinting Africa's Leadership Future: Generic Templates**

**Architect Festus Adibe Njoku, President, Nigerian Institute of Architects: The Agenda of Leadership: Revolutionizing Human Settlements and Infrastructural Sustainability in Africa**

## **ATTRIBUTES OF LEADERSHIP**

Four attributes of leadership were espoused at the 4<sup>th</sup> C-ICADI, specifically: Relational, Situational, Directional and Intentional. In addition, transformational, entrepreneurial and servant leadership were proposed to engender the emergence of new leaders for the African continent.

## **KEY HIGHLIGHTS**

- Considerable progress continues to be made by African countries, but more still needs to be done. We need to become self-sustaining and wean ourselves of the need for foreign aid that typically come with strings attached, by Africans taking responsibility to solve Africa's challenges.
- Leadership is a defining factor in the future trajectory of Africa's development.
- Sustainable Development must enhance the life of the people now and the future, so as not to compromise the future of the unborn children. It must be genuine and build goodwill, being beneficial and fair to the people.
- Corruption has been a major hindrance to any attempt by leaders to achieve sustainable development.
- It is important to build highly functional institutions, promote integrity and ethics to drive much needed progress in the various key subsectors in our Nation states. This will then facilitate effective and efficient integration of different operational contexts for holistic development, beyond just growth.

- The increasingly high levels of unemployment and poverty in African countries is alarming and needs to be addressed with urgency.
- More people are going into schools but lack skills to add significant value to their community or region, how much more globally. Change in educational curriculum is important to develop skills and increase employability.
- Increased intra-African trade is critical to the development of Africa, particularly to increase resilience to external shocks. To this end, there is need for greater high-level sensitization concerning the dynamics of Continental Economic Integration.
- The African Continental Free Trade Agreement (AFCFTA) is a good initiative to promote intra-African trade, mobility of labor, skills and services, as well as create and harness the benefits of a single market.
- Increased benefit of science and technology for Agriculture should be promoted, to increase production and reduce harvest wastage to the barest minimum.
- Youths leave Africa in droves. The need to escape is driven by frustration among the youths.
- Africa's youth should be given a seat at the table as policies are being formulated, and given a voice. The time for the youth is now and not later.
- Imported political values have not merged well with our values. African leaders should indigenize and adapt such foreign ideas.
- There is a need for systematic revisiting of our fundamental human and moral values as Africans to salvage our present and secure our future, thereby preventing an inhuman socio-cultural future. A reengineering of social values and how they are communicated, by maximizing the educational and media channels within the family units and the education system, emphasizing values and such aspects as morality, empathy and a national development consciousness is crucial.
- Educational institutions need to redesign the teaching-learning process, as well as the content itself, to be more multi-disciplinary in scope, emphasizing such aspects as morality, empathy and a national spirit, towards developing holistic programmed that produce well-rounded human resources for African nations.
- Curricular design and Pilot testing of the CLA (Covenant – Landmark – ALDC) model using the Living Faith Church network of schools.
- Rethink and fix education for young people, create scalable learning platforms, design opportunities to practice, fail and learn, collaborate to reduce delivery cost, and pay attention to entrepreneurship leadership education.
- Entrepreneurship is a key area for youth development. It is creating value for the future, identifying problems and solving them. Entrepreneurial thinking should be a new mindset, which is a problem solving mentality.

- Africa's SMEs should be assisted to thrive and grow to large businesses.
- Digital evolution should be encouraged.
- Delivery of courses using distance learning platforms (disruption in education)
- Increasing youth population in Africa calls for their participation in policy formulation and politics.

On the issue of eligibility for political office, the conference made the following proposal for prospective candidates for the elective office in Africa:

- A first degree or its equivalent should be the minimum requirement for eligibility into any elected office in Africa.
- Only one term of office for a longer period should be enacted into our electoral laws.
- Candidates should be persons of integrity with a track record.

#### Statements/Quotes

- A leader without leadership skills is bound to fail.
- Great leaders think outside-the-box and "mad" thinkers are potential leaders.
- African people, let us take charge of our own destiny and move forward with God and with hope.
- African values abhor corruption in all its ramifications.
- What Africa needs is the tripod of Covenant University, Landmark University and the African Leadership Development Centre (ALDC) – the CLA Model.
- A good leader must capture the interest of both the now and the future.
- Remove the things that make corruption thrive, then it will diminish.
- Africans have personal responsibilities in ensuring we are not a reflection of those we criticize.
- We need to help the younger generation to achieve the future they desire.
- Without infrastructure, technology and integration will fail.
- E-governance is recommended for governments and private organization so as to attract e-participation.
- Education must be seen as not just an end in itself with an issued certificate but the very beginning.
- A good leader leads from the front with vision and from the back by ensuring no one is left behind.

- A transformational leader must have influence on people. It is not enough for people to climb the sticky pole of leadership because they have greasy palms, we need intellectually inclined leaders.
- Leadership is about breaking moulds; especially through culture hence achieving value regeneration.
- Corruption in Africa is affecting not just the leadership but the led. We need a complete rebrand of our own system, we need courageous leaders; we need policies.
- There are leaders that make their people, there are leaders that are made by their people, while the third set of leaders own their people. We need leaders that make their people.
- Leadership is about falling in love with the people you are leading and the people falling in love with you.
- Leaders whether male or female are born with 30 percent leadership traits and must develop the remaining percentage throughout their lives.
- Our problem in this part of the world is not education, but education without integration. It is time to integrate democratic principles into our context.
- There is dire need for a departure from our current state in terms of the quality & calibre of leadership; there is the need for the rise of thinkers in Africa. Africa urgently needs a rebranding.

## RESOLUTIONS

- Disruption is here to stay. As Africans, we must disrupt or we are disrupted.
- More investment (financial) is needed for quality education.
- We Africans need to take charge of our own destiny and move forward.
- Africa's leaders must ensure gender parity with quality education for both the boy and girl child.
- Africa must take advantage of free trade.
- Technical and vocational education must be incorporated with Science, Technology, Engineering and Mathematics (STEM).
- Africa must fully integrate both economically, culturally and socially to move forward.
- We need to define our own "Africanness", particularly as it concerns our democracy and our economy.
- Strengthening the African Union (AU) and its organs is critical for Africa.

- The Conference recommends the CLA model of training drawn from the examples of Covenant University, Landmark University and the African Leadership Development Centre. This was propounded by one of the Lead Speakers.
- Collapsing all barriers to trade in Africa is a major step in fostering economic integration.
- African leaders must collaborate with International Organizations to chart new paths for growth – United Nations, and the African Union.
- Need to develop new African political narrative that provides political directions that can benefit Africans.
- We need to invest in education, employment, health, social mobility and exercise citizenship. The teaching curriculum has to be re-tweaked in tune with the 21<sup>st</sup> century and Africa’s developmental needs, making considerations for community service and volunteering. Education should be seen as a means to an end and not an end in itself.
- Accountability of leaders is critical and can be ensured through Citizen’s Compacts and a Scorecard.
- The University should consider a “Leadership Hack-a-thon” to encourage innovation in leadership.

The 4<sup>th</sup> C-ICADI evolved redefinitions of leadership for the African context. We are not just bemoaning the challenges faced by African nations but desired actions have been articulated in ensuring that the critical mass among the youths is engaged productively. The conference highlights the fight against corruption and poverty. Poverty is a rape on people’s dignity. Poverty blurs vision and places the poor in the vulnerable position of “short-termism”, being survival oriented and driven by instant gratification. The African Leadership Development Centre (ALDC) is poised to disseminate information to the African Union (AU) and ECOWAS even as the centre drives active collaboration with these international organizations.

Signed:

Conference Organizing Committee, Covenant- International Conference on African Development Issues (C-ICADI) 2018