

Leadership and Good Governance: The Nigerian Experience

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Abstract

Leadership and governance have been recognised as imperative for the attainment of the the political, economic and social objective of any political community. The significance of leadership to governance is seeing in the fact that good leadership sets the tone and standard of governance. This paper engages in the conceptual examination of the nexus of governance and leadership and with heavy reliance on secondary data, analyzes its phenomenon in Nigeria. Findings reveals that the history of Nigeria is replete with governance and leadership that in most cases lacked vision, mostly engrossed with corruption and political bickering leading to the enthronement of maladministration and mismanagement of public resources, and consequently insecurity, economic setback and abject poverty. A vibrant civil society committed to ensuring free and fair election leading to the enthronement of political leaders founded on distinct sound value systems and with a probe for probity and accountability is imperative if good governance and leadership is to be attained in Nigeria.

Keywords: Leadership, Good Governance, Political Crisis, Development, Nigeria

Introduction

It is a truism that the quality of leadership and overall governance in a country directly affects the level of political stability and development that such country enjoys. Bad governance and poor leadership only result in underdevelopment and political instability (Ologbenla, 2007). It is on the recognition of the imperative of leadership and governance to a country that Nnablife (2010) avers that the survival of a system rests with leadership. All things rise and fall on leadership because leadership effectiveness is a steering that drives a nation or any organisation to heights of development and productivity by the application of good governance (Folarin, 2010).

The post-independence Nigeria continues to grapple with the monster of bad leadership and governance which have been the bane of political instability and poor state of development in

the country. With the diverse mineral and human resources, it is not far-fetched to expect Nigeria to soar high in consonance with the economic giants of the world. Paradoxically, Nigeria - the giant of Africa (as it is called) wallows in socio-economic, political and infrastructural decadence in all her crevices. The inability of Nigeria's leadership to harness the nation's vast resources and reserves towards socio-economic development continuously calls to question the composition of the fabric of the nation's leadership and governance. There seems to be a total collapse of ethical governance with the abuse of every moral norm of administration and a loss of conscience towards 'rightness' and objectivism in polity. To this end, it becomes a wonder if Nigeria can ever rise out of decadence and her impoverished state if those that are meant to drive the steering towards the nation's emancipation lack the morality and sanity to do so. It is against the backdrop of this that, this article reflects on the issue of governance and leadership in Nigeria. It is divided into seven sections. This section is the introduction while section two is the conceptual analysis of governance and leadership. Section four critically examines governance and leadership within the context of the Nigerian state and section five focuses on the components of governance and leadership failure in Nigeria. Section six dwells on the effect of governance and leadership failure in the country while section seven draws the conclusions and the recommendations for good governance and effective leadership in the Nigerian democratic state.

Conceptualising Governance and Leadership

There divergent views articulated by various scholars on the concept governance. Maserumule and Gutto (2008) define governance as the process of decision or policy making, and the process by which decisions and policies are implemented/not implemented. Kaufmann, Kraay, and Mastruzzi (2006) perhaps offer a comprehensive definition of governance. According to them, governance is the traditions and institutions by which

authority in a country is exercised which include the process by which governments are selected, monitored and replaced; the capacity of the government to effectively formulate and implement sound policies; and the respect of citizens and the state for the institutions that govern economic and social interactions among them. Kaufmann, Kraay, and Mastruzzi (2006) further espouse six indicators of governance to include, accountability, political effectiveness of public service provision and the quality of the bureaucracy, quality or soundness of policies pursued by government, rule of law while the sixth indicator is control of corruption. In another dimension Rotberg (2009) argues that national security, rule of law, participation, economic opportunity and human development are political goods which determine the performance of a government. He argues that the better the quality of the delivery of these political goods to the citizens, the higher the level of governance.

Leadership has been viewed to play an important role in governance (Lord, Atkinson, and Mitchell, 2009). As noted by Soludo (2007), while governance is the traditions and institutions by which authority in a country is exercised, leadership is the act of exercising that authority. The nexus of leadership and good governance is the reason for the assertion by Othman and Rahman (2014) that governance is about leadership. According to them, the connection of leadership with governance is seen in efficiency, probity, responsibility, transparency and accountability. Similarly, Nnablife (2010) avers that good leadership sets the tone and standard of governance. Supporting the nexus of leadership and good governance, Soludo (2007) argues that governance and leadership are so intricately related that one circumscribes the other.

Kellerman (1984) defines leadership as a process by which one individual consistently exerts more impact than others on the nature and direction of group activity. Ologbenla (2007) however, defines leadership in its simplest term as the quality of being good at leading a

team, organization, a country, etc. According to Blondel (1987), leadership entails the ability of the one or few who are at the top to make others do a number of things (positively or negatively) that they would not do or at least might not have done. For Okadigbo (1987) however, leadership is the process through which one individual consistently exerts more influence than others in the pursuit of group behaviour. Hah and Bartol (1983) also define political leadership as the mobilization and direction, by a person or persons using essentially non-coercive means, of other persons within a society to act in patterned and coherent ways that cause (or prevent) change in the authoritative allocation of values within that society.

Osaghae (2010) identified the attributes and expectations of good leadership to include altruism, patriotism, moral uprightness, sense of historical mission, comprehension of developmental challenges and how to overcome them, courage, boldness and determination. In another dimension, Elgie (1995) identified three main theories or schools of leadership. First is the Great Man theory of leadership which argued that leaders were morally good and great men, able to change the course of history as agents of social and political change. The second is the Cultural Determinist theory which, contrary to the Great Man theory, avers that individuals had little or no significant impact on the course of events, rather determined by the impersonal interplay of social and cultural forces over which individuals had little control. In this regards, the environment in which leadership operates shape its action. Thus individuals had little or no opportunity to make a personal impact on historical events. The third is the Interactionist theory of leadership which holds that leadership is the product of the interaction between leaders and the leadership environment (political, social, economic, and cultural) with which they are faced. The theory argues that political leaders do have the opportunity to shape the environment in which they operate and have the potential to leave

their mark on the system, but only if and to the degree that the environment permits it (Elgie, 1995).

Governance and leadership have been identified as indispensable for social change, economic growth and human development of a country (Mangu, 2008). As demonstrated by many scholars, governance and leadership are also critical for the establishment of democracy and for democratic consolidation. As observes by Huntington (1991), democracy will spread in the world to the extent that those who exercise power in the world and individual countries want it to spread!

Leadership and God Governance in Nigeria

It has been said that the major disaster of Nigeria like many other African countries is bad leadership and governance (Rotbert, 2009). If this is a disaster, it brings to the fore the faulty foundations in the emergence of Nigeria's leadership which has in its very epicentre – as handed down by the colonial masters – leadership and governance that is self-oriented and self-aggrandised rather than leadership and governance that is nationalistic and after the common good of the governed at large. Nigeria's governance and leadership failure and the attendant decay of her national infrastructure dates back to the political, economic and social preconditioning and orientation passed on from her British colonialists who only sought, pursued and harnessed self-interest while sacrificing the betterment and good of the colonised. In the words of Ocheni and Nwankwo (2012:46), “the first objective of colonialism is political domination. Its second objective is to make possible the exploitation of the colonized country”. Nigeria's colonial experience is one froth with looting, embezzlement and a complete detachment from the governed as there was a continuous ploughing out of resources for personal use with little or no interest in development of the

territories. This was the orientation of Nigerian leaders at independence and has continued to show its ugly head. This is further highlighted by Ocheni and Nwankwo (2012:53) who posited that “the rampant and complex nature of political instability and socio-economic malaise being experienced in most African states today has recourse to the nature and character of classes introduced in Africa by colonialism” and of-course, of which Nigeria is one.

Having been independent for fifty-four years, the political structure is still in shambles. Transitioning from civilian rule to military rule and the current democracy she experiences, it is not odd to expect that lessons have been learnt and transformational leaders would have emerged but that is far from reality as the present democracy which kicked off in 1999 is an adulterated democracy, lacking in itself democratic participation of citizens, arbitrary use of power and subjugation of the rule of law. “The crop of leaders that have attained leadership position since independence had in one way or the other lacked vision, most of them have been engrossed with corruption and political bickering leading to the enthronement of maladministration and mismanagement of public resources, and consequently economic setback and abject poverty as nation heritage”, (Lawal and Owolabi, 2012:2). Bach (2004) as cited by Uzodike and Whetho (2011) identified how Nigeria's political foundation was firmly held by the military for a decade and a half (1983-99), highlighting the regimes of Generals Muhammadu Buhari, Ibrahim Babangida, Sani Abacha, and Abdusalam Abubakar as military heads of state which progressively put Nigeria in a backward path. This period was characterised by diminishing oil incomes, tyrannical and voracious leadership and governance that were also irresponsible, negligence of government institutions and administrative processes, favouritism and high level corruption (Bach (2004) in Uzodike and Whetho (2011). Highlighting the decadence birthed by military incursion in Nigeria's politics

at the end of the first republic, Abdullahi (2012) opined that bad governance could be the cause of Nigeria's political instability with corruption, incompetent leadership, dearth and all-round vulnerability as accomplices. These being an off-shoot of imposed military and civilian authority. Military administration, which is an aberration further entrenched in the Nigerian state institutionalised corruption and various malpractices, thereby taking the nation further into cocoons of social-economic, political and structural underdevelopment. The military era were periods of disarray and abuse of due process in all sectors of the nation and citizenry, overrule of the constitution and rule of law by decrees, gross human right abuses and disregard of human life, favouritism, mismanagement of fund and high level ineptitude from one military leader to another. Thus a hope for democracy seemed like a stronghold the citizens could cling to as a way out of these oppressions (Ubochi and Benedict, 2009). The expectations of citizens for good governance were quite high when Nigeria returned to the democratic system of government in 1999 (Shanum, 2013). Nigerians had looked forward to reaping the dividends of democracy. The narrative was that the military was delinquent, corrupt and unaccountable; and democracy would offer answers to critical matters such as unemployment, poverty, insecurity, absence of basic infrastructure, corruption etc. Believing that Nigeria's political leaders had picked a few lessons from the catastrophe of the first, second and third republics, the nation entered the fourth republic full of hope. Fast forward fourteen years later and Nigeria is still searching for the indispensable factors needed for development and nation build – good governance and quality leadership. Shanum (2013) further that, when the leadership of a nation persistently fails to achieve its primary obligation of providing safety and progress, and begins to struggle with preserving security and order within its territory and borders, such a leadership becomes a threat to itself and the nation.

Despite the lessons to be learnt from the failure of the earlier republics, the Fourth Republic

of Nigeria's democratic experimentation is also characterized by reckless misrule by elected officials, corrupt practices by public officials, insensitivity and intolerance of opposing views and perspectives (Odusanya, 2013). As Amundsen (2010) noted, the quality of elections has deteriorated over the years to the extent that the elected government is hardly legitimate. The interplay of social forces, the struggle for power and primitive accumulation, mediocre leadership, and the weak structures of the state have continued to complicate life for the ordinary citizen (Ihonvbere, 2014). The bane of Nigeria's supposed leadership is treachery and divisiveness which actively work together to undermine the social forces that make a free democracy possible. These two forces operate like viruses and bacteria, dreadful organisms that thrive and expand on disease, thereby making societal peace and positivity impossible (Ubochi and Benedict, 2009).

Components of Leadership and Governance Failure in Nigeria

Corruption: Corruption is not peculiar to Nigeria, however, the cancerous menace has eaten enormously into the nation's fabrics to such an extent that pockets of corrupt practices have pervaded and watered down to even the smallest of structures at the grassroot level. Corruption has defied all possible or acclaimed attempts to dissolve and has become widespread and corrosive in the country. Colonialism and authoritarianism aggravated corruption, escalating it to cancerous proportions in Africa for many historical, political, economic and social reasons (Mangu, 2012). The activities of the Economic and Financial Crimes Commission and Independent Corrupt Practices Commission (EFCC) have been reduced to charades and for getting back at opponents of the administration. The countless reforms and lack of genuity and integrity of Nigeria leaders have left Nigeria corrupt as ever (Lawal and Owolabi, 2012:10).

Lack of Foresight: The leadership of Nigeria lacks the ability to predict issues or outcomes.

They thus are transformed to reactionary leaders who react only when a problem arises rather than foresee it coming and forestalling the occurrence. So they wait for a disaster to occur or an already depleting infrastructure to completely collapse before finding a remedy. The former United States ambassador to Nigeria, Walter Carrington, while delivering the 29th convocation lecture of University of Ilorin identified corruption, lack of good leadership and foresight as responsible for most of the economic problems confronting the country. He noted that persistent poverty retarded the growth of the country and blamed successive country leaders for lack of foresight and corruption as responsible for the decline growth of the giant of Africa (Mokuolu and Abubakre, 2013).

False Hopes: Local leaders in Nigeria capitalise on the illiteracy and incapacitation of the locals and indoctrinate them with falsehood, claiming they have their religious and ethnic interest at heart when in reality they are the true enemies of their own people. It has become a normal act of in governance to make shadowed promises without a will to perform. So year in-year out and as campaign seasons draw near, white elephant promises are made by those who claim to understand the needs of the people but hardly with an intention to fulfil them. This was also captured by Ene, Abam, Williams & Dunnamah (2013) who identified Africa and Nigeria's political position as backward, stemming from unfulfilled promises, greed and the likes.

Lack of ideas, creativity and innovation: These are clearly evident in the attitude and charisma of Nigeria's leaders. In the growing insecurity of the nation and in the proper utilisation of Nigeria's natural, capital and human resources, the leaders lack direction. This was captured by Nnonyelu (2013:100) who described the situation as “the predilection of the Nigerian elite in the face of poverty of ideas” and was reiterated as a “failed, insensitive or clueless political leadership which is fighting hard to appease their constituents with crumbs from the national cake while stealing large chunks for self-preservation and perpetuation”

(Imhionopi and Ugochukwu 2013:85).

Poorly Baked Policies, Poor planning and continuity: Frequent policy somersaults give credence to the assertion that the Nigerian government lack what it takes to birth outstanding policies that will sail through to completion and goal attainment. With the frequent churning out of policies shrouded with inconsistency, faulty in their conception and 'directionless' in their context, it brings to wonder the elements that constitute the nation's governing body. “Good governance includes the capacity to formulate and implement sound policies, and the respect of citizens and the state for the institutions that govern economic and social interactions” (Arowolo and Aluko, 2012); but what Nigeria's experience is such that policies are not allowed to work when they are against perceived interests and when they are allowed to run, do not stand the test of time because of lack of direction.

Irresponsibility: Governance in Nigeria is grossly irresponsible, are not answerable to the electorates and not accountable to the masses. The privatisation drive by the government that has privatised almost every key industry and service providing agency bring to mind the question, 'what then is the responsibility of the government to the people? If all basic amenity providing institutions of government are under private control, certainly the cost would rise and the quality reduce because the government possesses financial weight to run these organisations. supervisory responsibilities and in the process laws and regulations have been breached without censure. Where this state of affairs has become prevalent, the public service has lent itself to abuse by dishonest politicians “In his search for the cause of the Nigerian problem, Chinua Achebe, lamented in his book 'The trouble with Nigeria' that the trouble with Nigeria is simply and squarely a failure of leadership. According to him, 'there is nothing basically wrong with the Nigerian character. There is nothing wrong with the Nigerian land, climate or water or air or anything else. The Nigerian problem is the unwillingness or inability of its leaders to rise to their responsibility, to the challenge of

personal examples which are the hallmarks of true leadership” (Chigbu, 2007).

Lack of rule of law: There is a dearth in the supremacy of the law. This lends its bearing from the fact that the judiciary which is a arm that upholds the rule of law is held by the jugular by political actors. Nwekeaku (2014) averred that Nigeria's constitution provides for the fundamental rights of the citizens and roles for every level of government, thus it is not the lack of good laws that troubles Nigeria but the lack of good governance that seeks to twist these laws to its own curves. Highlighting this further, Lawal and Owolabi (2012) opined that the rule of law is undermined by the lack of independence of the judiciary in Nigeria. This is evident in the direct influence Nigeria's political leaders have over the judiciary (in appointments, promotions, threats and gifts), their adjudications and the weakness of the judicial machinery to enforce the law and judicial decisions.

Lack of Competence and Ill preparedness: Governance and leadership in Nigeria has been seen as an ambition in order to cut some 'national cake' and not for the sake of good leadership and governance as it were. Little wonder that the emerging leaders lack direction at the assumption of office and are known to be incompetent in resolving issues and driving development. Most of them saw the status as a prize to win and cared less about the details of the job to perform and suddenly found themselves face-to-face with responsibilities they were unprepared and ill equipped to handle. Consequently, leadership incompetence and bad governance are not far-fetched causes of poverty among the mass of Nigerians which is also evident in the government's inability to wisely and discreetly employ the country's petroleum resources (Omoyibo, 2013). This contradicts the tenets of good governance which is capture by to Adeosun (2012:3) as “competent management of a country’s resources or affairs in a manner that is open, transparent, accountable, equitable and responsive to the yearning and aspirations of the people”. The truth is that our leaders have, in large measure, failed us. Not only have they failed to promote economic development to improve the living conditions of

the people in general but they have also done everything to undermine all laid down rules and regulations that guide socio-economic and political development (Ihonvbere, 2009); while also speaking publicly authoritatively and boldly about subjects they really know nothing about (Idada and Uhumwuangh, 2012).

Oppression, Suppression and Intimidation: The military regimes have been identified to use the medium of intimidation and oppression to enforce obedience and cooperation from citizens, government bodies and organisations at all levels (Osumah and Ikelegbe, 2009). It is thus an aberration when a much sought civilian/democratic government use same medium in governance. Party discipline evaporates as cliques, pursuing narrow and shallow agendas appropriate state power and use it to settle old scores, intimidate the opposition and steal public resources (Osumah and Ikelegbe, 2009:188). These are used as tools of enforcing their wills and caprices on opponents and the masses. The law enforcement agencies and units of control like the Police, EFCC, ICPC, SSS, INEC and hired thugs are unfortunately, used to carry out these horrendous acts as they have become increasingly authoritarian and unruly. These have resulted in a rise of human rights abuses at various levels including the masses (Majekodunmi, 2012 & Osayande, 2008), and “wielding the powers of life and death” (Idada and Uhumwuangh, 2012). This intimidation and oppression is also very evident during elections which are turned into a 'do-or-die' affair by desperate incumbents and various party loyalists (Osumah and Ikelegbe, 2009). The quest to sit-tight in office has turned governance in Nigeria to an animalistic venture for the one that wields the stick the most fiercely.

The use of Political Offices as 'Objects for Settlement': Clientelism and 'settlement' dispositions towards political and public offices whereby these esteemed offices requiring technocrats and professionals are used to pay back favours, has grossly affected productivity of the various sectors of the nation. Ubochi and Benedict (2009) highlighted this by expounding the 1999 Obasanjo-led administrative period that, “Leadership was devalued;

people of questionable character and preference were selected to governance. They were elevated and forced on the people through vicious means of intimidation, thuggery and electoral rigging”.

Lack of Accountability, Transparency and Due Process: This is closely linked to corruption. Governance at national, state and local levels are neither accountable nor transparent, while due process is boycotted. The various public sectors are shrouded in weak structures and poverty while lots of money are allotted to them in the budget. This is an offshoot of a non-transparent governance by those in authority (Julius-Adeoye, 2011).

Lack of Patriotism and Nationalistic Consciousness: Here, self interest overrides national interest, individualism against nationalism. The drive and push of government seeks to amass as much properties and assets as possible and lip-service declarations for national development. This position is succinctly captured by Ebegbulem (2009) in Imhonopi and Ugochukwu (2013:81) who stated that these leaders “accumulate wealth at the expense of national development without deference to the basic needs of the masses”. Further reiterating this assertion is the position of Idada and Uhumwuangh (2012) who described governance in Nigeria as “politics of personality”.

Effects of Governance and Leadership Failure in Nigeria

The effects of leadership and governance failure manifest in all facets of Nigeria including masses of poor and decayed infrastructure (Ene, et al, 2013), bedevilled healthcare system with high mortality rate; urban degradation, increase in slums and poor living conditions; high cost of living; widening of the social strata gap between the rich and the poor; loss of will by public workers to carry out their duties with efficiency or passion as it is seen as a waste of time; high rate of unemployment and growing restiveness of the youths; growing insecurity, terrorism and ethno-religious clashes; break down of law and order, lawlessness

and ineptitude; assassinations; man-know-man syndrome which erodes meritocracy and promotes mediocrity in the public sphere and administration; crisis in poverty reduction; pockets of corruption at all levels in the society; waste of manpower, mineral and capital resources; loss of confidence, faith and trust in the government; loss of interest in political participation; economic instability occasioned by frequent strike actions thereby stalling economic activities (Arowolo and Aluko, 2012). These challenges of bad governance are enunciated Ihonvbere (2009) to manifest in poverty, unemployment, insecurity, lack of water, lack of adequate housing, crime, corruption, rural underdevelopment, low industrialization, technological backwardness, nepotism, ethnic distrust, religious violence, deteriorating infrastructure, illiteracy, poor pay for workers, lack of social security, unreliable power supply, poor public transportation system, malnutrition, high maternal and child mortality, inadequate health services, political instability and rascality (Abati 2007 in Idada and Uhunmwuagh, 2012; Julius-Adeoye, 2011). There also exists growing pockets of anger that may eventually explode into major rebellions and revolutions that would threaten the very existence of the nation. Madukovich (2014) posits that “this disillusionment may not be unconnected to the frustration many Nigerians feel over the insensitivity of those in power to their plight. Democracy rather than bring smiles to the faces of Nigerians have done the direct opposite to the majority of her peoples.

From the lowest to the highest position of authority, Nigeria is constrained to develop by political cabals that have been clogs to the wheel progress in Nigeria. Nigeria’s kind of leadership and governance has always been the product of cabals that is influenced by greed, selfishness, and primitive wealth accumulating tendencies. This they have made nonsense, the potentials of greatness for Nigeria (Arowolo and Aluko, 2012). According to Agbor (2011) as cited by Imhonopi and Ugochukwu (2013:78), “the result of poor leadership in

Nigeria is embodied as poor governance manifested in consistent political crisis and insecurity, poverty of the extreme order among the citizens, debilitating miasma of corruption and rising unemployment indices”. Ebegbulem (2009) in Imhonopi and Ugochukwu, 2013:81) believes “the leadership from 1960 has criminally managed the country’s affairs and resources and throwing the people over the precipice where they now wallow in absolute poverty, illiteracy, hunger, rising unemployment, avoidable health crisis and insecurity”. US Secretary of State, Hilary Clinton, during her visit to Nigeria in August 2012 expressed her disappointment on governance in Nigeria saying, “the most immediate source of the disconnect between Nigeria’s wealth and its poverty is a failure of governance at the federal, state and local levels. The various ethnic militia and insurgent attacks in Nigeria give credence the fact that lack of transparency and accountability have eroded the legitimacy of the successive government and contributed to the rise of groups that embrace violence and reject the authority of the state (Imhonopi and Ugochukwu (2013:78).

Elucidating on the education sector Madukovich (2014) avers that the sector is presently in the most declined state ever. Neither the federal or state governments allocate to education 26% of the budget as deemed by the UNESCO as minimum to cater for education, especially for developing nations like Nigeria. The university system just resumed recently after another protracted strike nationally, while state universities like in Lagos have continued, agitating for improved welfare for lecturers and a reduction of fees payable by students. Polytechnics and Colleges of education have been shut down for close to a year now, with government shying away from paying any heed to their demands, and in some states like Benue, primary schools have been shut down for months.

Conclusion and Recommendations

Bad governance and leadership failure is indeed the socio-political virus that has eaten deep into the fabric of Nigeria's nationhood, leaving in its trail languishing economy, infrastructural haemorrhage and decay in almost all sectors. A reawakening to nationhood by leaders and aspiring leaders, a sanitisation and purging of government from corruption and corrupt practices, and a commitment by the mass generality of eligible voters to vote in credible candidates to public offices while voting out non-performing leaders would go a long way in restoring the dignity of the nation Nigeria. There is a need to imbue upcoming generations with an understanding and lifestyle of national consciousness. In this regards, credible and astute personalities with a history of integrity and honesty should be elected into power rather than those who have a higher purchasing power of the conscience of the electorates. The electorates should exercise their rights to vote with wisdom and discretion and not sell off themselves. Selection or election of leaders should be founded on distinct sound value systems and should be with a probe for probity and accountability if good governance and leadership is to be attained.

The rule of law, independence of the judiciary and supremacy of the constitution are vital to quality leadership and good governance in Nigeria. Therefore, individuals convicted of perpetuating corruption must not be allowed to go free due to their position in the society. Appropriate punitive measures should be meted to corrupt officers. Lastly, all allegations of corrupt practices of the past should be duly investigated and affected public officers made to face the wrath of the law, if the on-going crusade against corruption is not to be seen as a continuation of the rhetoric and sloganeering of the past. Bad leadership cannot enhance accountability, productivity, creativity, unity, patriotism, discipline, social justice, good and democratic governance. It is therefore imperative therefore that redeeming the image and destiny of Nigeria should become the concern of all stakeholders in the Nigerian project.

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