

VC's Welcome Address: How to become a winning MU RARE Achiever

Students @ MU, Great North Road Campus, Chalabesa Hall

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Points of dialogue



- ✦ **Back ground to RARE values: in the wake of toxic leadership**
- ✦ **MU vision, Values and Behaviours**
- ✦ **Becoming an MU RARE successful Achiever and visionary**



Leadership Quote



*“I believe that what is at fault is not so much that we are at a loss as to what to do to realise the goal of development, but that we have not evolved the social movement with its **leadership**, which will ensure that we do indeed make the necessary advances on this front.” That is the **leadership front**.*

Thabo Mbeki, 1998

Who honoured me with his presence at my Professorial inaugural lecture.





What is Leadership? Leadership Is a Process, NOT a Position

Avoid having your ego so close to your position that when your position falls, your ego goes with it (Colin Powell's Rule # 3).



SO, what is this thing called



LEADERSHIP???

There are many definitions

“The process of influencing others commitment towards realizing their full potential in achieving value adding shared vision with passion and integrity”

(Ngambi,2010)





RARE Values: Back Ground.

THE LOOKS OF TOXIC PEOPLE/LEADERS:

“History has told us of various kinds of leaders: from those that brought positive changes to the world, to those that brought about the negative. There are those that played major roles in bringing the world to where it is today, and those that almost brought the world to a standstill. Some of these leaders were seen as heroes, while the others were perceived as ruthless villains. These leaders ranged from those that were in politics, to those that led in enterprises; they brought political, social, economical, and at large global changes.” (Source: <https://www.ukessays.com/essays/history/toxic-leaders-in-the-modern-world-history-essay.php>. Accessed: 6/8/19)





RARE Values: Back Ground.

THE LOOKS OF TOXIC PEOPLE/LEADERS:

“Toxic leaders are individuals who due to their dysfunctional personalities have played a negative role on the people they led. Instead of piloting their countries or organizations to achieve their common goals, they put their personal interests first, making poor decisions, therefore causing complications and leaving them in situation that is far worse than they were in.”

(Source: <https://www.ukessays.com/essays/history/toxic-leaders-in-the-modern-world-history-essay.php>. Accessed: 6/8/19)





RARE Values: Back Ground.

THE LOOKS OF TOXIC PEOPLE/LEADERS:

“Toxic leaders have done more harm than good to the people they lead. They are responsible for so many problems, which in some cases have led to war or disharmony. The Modern World has seen a lot of these callous, skilled leaders because of their ability to articulate definite visions to the people they are leading. The likes of **Slobodan MiloÅjeviÄ†**, the former President Serbia and of Yugoslavia, **Jeff Skilling and Kenneth Lay** of the Enron scandal, **Omar al Bashir** the former President of Sudan and **Charles Taylor**, who was the former President of Liberia. Just to name a few.”

(Source: <https://www.ukessays.com/essays/history/toxic-leaders-in-the-modern-world-history-essay.php>. Accessed: 6/8/19)



Poison in the Leadership Pudding



The world is mostly ***mis-LED*** by toxic, dysfunctional, power-hungry, greedy and unproductive leaders.



This is evidenced by the **political turmoil** around the world including some parts of Africa

Moral decay even in religious organisations,
spiraling **business closures** and
the past global **economic meltdown**.

This Toxic Leadership produces Toxic Followership



Toxic Followership



Breeds Toxic Behaviour:

Which is Destructive, Unproductive, Self-destructing, Sickening



Distorts follower judgement

Promote negative attitudes

Disrespectful

**Xenophobic
Attacks**

**Murders over
pay/work time**

**Burning of
Libraries**

Insulting Elders

Africa, has its own set of unique challenges. ...

Africa's challenges



This is indicative of a missing link in the leadership fraternity. Others like Jim Collins also acknowledge it

Leadership Derailers



Jim Collins

Build to Last

Good To Great

How The Mighty Fall

Undisciplined Pursuit of More

Denial of Risk & Peril

Problematic Succession of Power

Other Derailers, Include

Arrogance

Over confidence

Too Excitable

Lacks Control

Disregard for Others

Attention Loving

Yesterday's Success

Complacency



In Search of Solutions to Leadership Challenges

The world has become so **insecure** and malicious

We all have become **slaves** of our own architecture

Leaders producing **toxic** followers

Leadership is void of Principles & Values

Head
Heart
Hands

- R** RESPONSIBLE
- A** ACCOUNTABLE
- R** RELEVANT
- E** ETHICAL

For this I
Profess





MU vision and mission as we *Pursue the Frontiers of Knowledge in a **RARE** (Responsible, Accountable, Relevant and Ethical) way:*

Vision: To be,

“The Leading Innovative, Relevant and Reputable University of Excellence in Africa and Globally”

Mission:

“To Provide High Quality Academic Programmes, Research and Consultancy Services Through Stakeholder Engagement”

Theme: Quality Delivery in a RARE Way



MU CORE VALUES: RARE



Core Values: Our core values define the work culture and ethics in the University, communicating the way in which we will work, deliver service and interact with our colleagues, students, clients and all other stakeholders.

These core values advocated by our MU community being RARE are:

Responsible behaviour as managers, employees and students towards one another and all stakeholders, not at the expense of others but in mind of the future state of the institution, nation and the continent at large;

Accountable and **Transparent** to each other and other stakeholders, taking ownership of decisions and avoiding the blame game and scape-goating and making excuses for toxic behavior, instead we will own up to the consequences of choices and decisions we have made;





*Our
Values*

MU Core Values: RARE ctd.

Relevant and Uphold Academic Freedom

engagement in a value-adding way towards one another and all stakeholders, being of service to the community, and promote freedom of thought and expression.

Ethical behaviour that advocates integrity, tolerance, honesty, openness, trust and mutual respect.



MU CORE BEHAVIOURS



Under the umbrella of **service excellence in a RARE** way, our core behaviours shall be:

Team Work: actively participating in realizing a joint result in a selfless, impartial and objective way that will benefit MU as a community. Being active in realizing shared goals even when you do not get direct benefits immediately, maintaining confidentiality and respect.

Responsiveness: being innovative and caring as we are approachable and quick to respond to our stakeholder needs. Coming up with imaginative new and improved solutions for job related problems and with alternatives to traditional methods and approaches for improvement in an open and objective way.

Achievement Orientation: The determination to set oneself and meet high standards, exceeding norms and expectations showing dissatisfaction with merely average performance.





Flexibility/Adaptability: Maintain effectiveness by adapting approach and style to different environments, situations, tasks and people.

Initiative: recognize opportunities and act on them. Being a self-starter rather than passively waiting for instructions.

Applied learning: Assimilate new information and applying it effectively in pursuing the frontiers of knowledge.

Integrity and Professionalism: Uphold and comply with accepted social and ethical norms and standards in job-related activities.



Success through Diligence



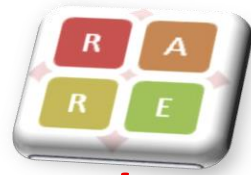
- The virtue of hard work which is indicative of a work ethic. It is a key ingredient for success.
- Dedication & passion so that one applies single and mental energy to a task. It also defines your character.

Question to ponder: How can we enable others to develop the capacities, attitudes, skills and competencies as outcomes of excellence & integrity if we don't display the same?

People don't do what you say but what you do!
Action speaks louder than words.



Excel to succeed



“The spirit, the will to win, and the will to excel are the things that **ENDURE**. These qualities are so much more important than the events that occur.”

Vince Lombardi



Achievers,

- Understand that the only thing that counts is results WELL DONE.
- They make no excuses. They know there is no such thing as trying, only doing.
- You either get the job done or you don't.



Excellence: Meaning



Excellence: The very best there is; valuable quality. That is, the effort, dedication & passion of continually focusing on & advancing towards those qualities that are valuable. That means students, academics and administrative staff who would settle for nothing less than the best they could be. We should all unite in maximizing the effectiveness of MU as a vital resource of support & enlightenment for students, academics, staff, community, & society at large.



Excellence: Meaning ctd.



Excellence: The pursuit of excellence is a synergist partnership. This calls for a recipe of such value-driven qualities as vision, effort, decision-making, follow-through, collaboration, accountability, commitment, and passion. An MU people that are unified in purpose and in action! This is a recipe for all who pursue excellence & get distinguished as being at the top! Please join us in pursuit of excellence at MU to produce **RARE MU graduates** who go on to become exceptional entrepreneurs, leaders in the community, leaders in business, leaders in government and leaders in society at large!



Visionary



***“Do not follow where the
path may lead.
Go instead where there is
no path and **LEAVE** a trail”.***
Harold R. McAlindon



- Achievers’ form a clear mental picture of what they wish to achieve and see this mental picture in its completed state, long before they engage in a PATH of achieving it.

Responsibility



Don't go around saying the world owes you a living. The world owes you nothing. It was there first. Mark Twain

- You have to take responsibility for your actions, for your life, and the consequences of your behaviour.



Responsible



*“The price of **GREATNESS** is responsibility”.*

Winston Churchill

- Achievers are responsible for their actions and the results they get.
- They know they control the outcome through their behaviours.
- If things are not working they know that they can change their behaviour and move towards the desired outcome.
- They also know that they need others in the path to achievement.



Accountable



"It is not only what we do, but also what we do not do, for which we are accountable." Moliere

they understand that everything they do has consequences and that they can truly achieve by serving others, thus being accountable.



Relevant



“One finger cannot kill lice”** **Zambian Proverb

they understand and know that you can only truly achieve by connecting and serving others in a value adding way, thus being relevant.



Ethical



"It's not enough to speak, but to speak **TRUE**"

William Shakespeare

- Achievers possess a strong moral compass, they are driven by values of fairness and justice and are therefore highly ethical people, they at all times ensure that their doings are not doggy and/or questionable.



Achievers have a winning Attitude



“A successful man(woman) is one who can lay a firm foundation with the bricks others have thrown at him”.

David Brinkley



The Single most potent **Ingredient** that will **ENSURE** your **Success**
is.....
Your **Attitude!!!!** Because

Your Attitude Determines Your Altitude



Develop a Winning Attitude

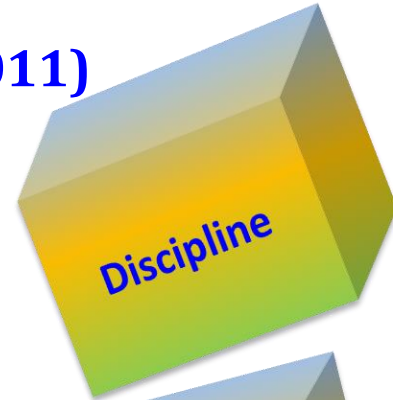


Your attitude will determine **how far you can go** in life



Hellen Keller – the deaf, dumb and yet have written books

Developing a winning attitude through the 7Ds (Ngambi, 2011)



Discipline



You cannot succeed in life without mental, moral, physical control

You can't do things anyhow and anywhere as you please and expect to succeed

Sacrifice is a must be it whether it is in

time

money

food

exercise

practice

whatever you want to achieve in life there is discipline of some kind that will be required

If you asked the athletics or anybody involved in any sport they will tell you without discipline they would never have achieved their goals



Determination



Winners Never Quit & Quitters Never Wins – **Abraham Lincoln** is one example



He failed in business in 1831.

He was defeated for the legislature in 1832.

He saw his sweetheart died in 1835.

He suffered a complete nervous breakdown in 1836.

He was defeated for Speaker in 1838.

He was defeated for Congress in 1843.

He was defeated for the Senate in 1855.

He was defeated for the vice Presidency in 1856.

But he was elected President of the USA in 1860 .

Shake off the disappointments that you face, here is what will fascinate you



Determination, cont...



A story is told of the farmer whose donkey was so **old and fell into a pit**. The owner thought we will never be able to get it out of that pit so we may as well just bury it. So they started throwing dirt on it, but it would ***shake off*** the dirt and step on it. As they continued they realised the donkey was getting closer to the top until it was out. The donkey was wise enough to use what was supposed to bury it and ***shake it off to life***. That is the reality of life as long as you live you will **meet obstacles and stumbling blocks to your success**. You can either choose to have a negative attitude and wallow in self-pity or shake it off with a positive attitude to victory and success..



Where there's a will,



Somehow, Africans get their produce to market



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Pursuing the frontiers of knowledge



There is a way!



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“People don’t CARE how much you know until they know that you care”

WELCOME TO MU: A **RARE** WINNING TEAM!

With Sound Principles & Values: May the Lord perfect that which concerns us as MU family in Him!

R

RESPONSIBLE

A

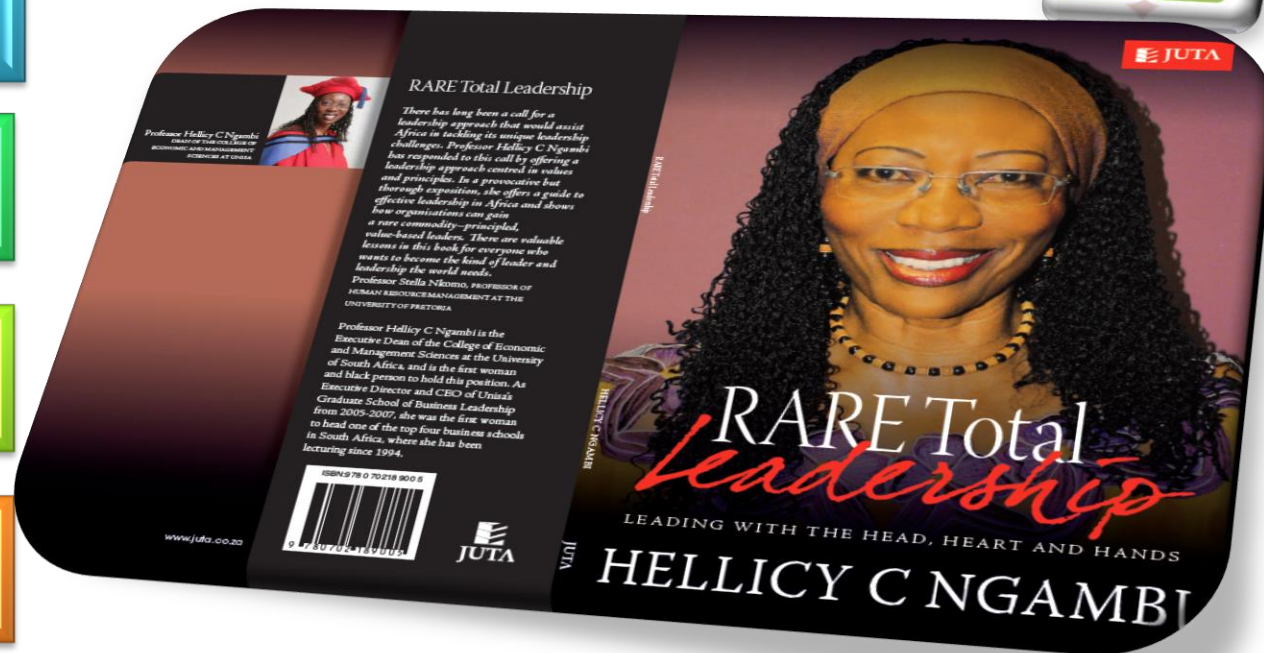
ACCOUNTABLE

R

RELEVANT

E

ETHICAL



I THANK YOU



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