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Dynamism in Governance as a way of Improving Administrative Efficiency in Nigeria

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Abstract

I consider it a great honour and privilege to address you on the topic “Dynamism in Governance”. This topic is considered appropriate to Nigeria in view of the challenges of building a active, forceful and energetic governance capable of giving a sense of power to ones function which begins with a conscious step by the people to create a process of election and governance that promote and sustain democracy and development. The process by which political power is attained and exercise determines the extent to which dynamism in governance can be achieved. The dynamics of the current political programmes has changed since 1999 from uncertainty to certainty. Many people who never had faith in the democratic project have re-traced their steps and are now prepared to contest for power or serve as a party member. Changes in political strategies in party management, political campaigns, leadership capability, resource mobilization, followership response, media monitoring, electoral system, development initiatives, institutional capacities etc has improved, significantly in the Nigerian politics since 1999. Dynamism in governance could be achieved through effective leadership. All leaders need strong personality trait to assert influence and function. They must also have the ability to facilitate and aspire. To lead others well, you must ensure that everyone is working towards agreed, shared objectives. Criticize constructively, praising merits as well as finding faults, encourage the generation of new ideas; insist on the highest standards; develop individual and team skills and strengthen them by training. A manager must ensure that you receive the requisite training to develop prioritizing progress-chasing, delegation and motivation skills. These should be an integral part of personal development plan and ensure that staff members also develop their own leadership skills.

Keywords: Governance, Challenge, Dynamism, Motivation, Nigeria.

Introduction

The “Nigerian pledge” is an embodiment of Dynamism in Governance. When power is used for public interest and in the service of the people, then there is good and credible governance. But when power is used to advance selfish interest and to destroy human value, there is no dynamism in

governance. Public resources and problems must be managed effectively and efficiently in response to critical needs of society (Olowu, 1995).

Society must be governed by enlightened men and women with transparent, probity and accountability qualities. The people themselves (followers, citizens and members) must understand the structure of power governing their lives. The people must participate in planning and decision making process and must have sufficient information about the nature of projects and programmes to be undertaken in their areas (Ake, 1994). There must be constitutional protection of the rights of the people to know. This provision is a fundamental right in Nigeria. The rest of the paper is organized as follows: section two is discussion on five practices of dynamism in governance, while section three concludes the work.

Five Practices of Dynamism in Governance

- (a) Model the way
- (b) Inspire a shared vision
- (c) Challenge the process
- (d) Enable others to act
- (e) Encourage the Heart

A. Model the Way

To gain commitment and achieve the highest standard, Nigeria leaders must be model of the behavior they expect of the followers. Leaders must first be clear about their guiding principles (values). According to Robert H. (2001) you have to open up your heart and let people know what you really think and believe that is lead from what you believe. Leaders must find their own voice and they must clearly and distinctively give voice to their values. Words and deeds must be consistent. Leaders must be exemplary through daily action and demonstrate they are deeply committed to their belief. Modelling the way is essentially about earning the right and the respect to lead through direct individual involvement and action (Stephen, 1999).

B. Inspire a Shared Vision

Every organization, every social movement begins with a dream. The dream or vision is the force that invents the future. Leaders must gaze across the horizon of time, imagining their followers arrive at a distant destination. Dynamic leader must have a desire to make something happen, to change the way things are, to create something that no one else has ever created before, that would improve the social wellbeing of the people (Pfeiffer and Jeffrey, 1982).

Inspired vision of leaders must conform to the needs and interest of the people. Leadership is a dialogue, not a monologue. To enlist support, leaders must have intimate knowledge of people's dreams, hopes, aspirations, visions and values. Leaders breathe life into the hopes and dreams of others, and enable them to see the exciting possibilities that the future holds. Leaders have to forge a unity of purpose by showing followers how the dream is for common good. Leaders ignite the flame of passion in others by expressing enthusiasm for the compelling vision of the group. Leaders communicate their passion through vivid language and an expressive style (Baghebo, 2004).

Once you have assessed yourself and have a realistic understanding of your abilities, you need to form a vision of significant but attainable aims. Great men and women of history all had a sense of vision and mission. Your vision should be broken down into a feasible operating plan that will enable

you to take concrete, achievable steps towards realizing your ultimate goals. Keep vision before your eyes, with vision and as when required, and direct your actions towards attaining them.

C. Challenge the Process

Kouzes P. (2002) asserts that to lead others to greatness, leaders must seek and accept challenge that involves change of status quo. Challenge may be in the form of an innovative new product, a revolutionary turn round of a bureaucratic Civilian programme or the start up of a new plan or business etc. Dynamic leaders are pioneers, people who are willing to step out into the unknown by searching for opportunities to innovate, grow and improve on existing quality through interaction with customers, clients, vendors, people in the labs, people on the frontlines, the general public and from the people doing the work. (See Baghebo 2004 for this and related issues)

Leaders must recognize and support good ideas and the willingness to challenge the system to get new product, process, service and system adopted.

Innovation and change all involve experimentation, risk and failure. One way of dealing with potential risks and failure of experimentation is to approach change through incremental steps and small wins. Little victories, when piled on top of each other, build confidence that even the biggest challenges can be met. In so doing they strengthen commitment to the long-term future. Dynamic leaders also pay attention to the capacity of their constituent to take control of challenging situations and bearing fully committed to change.

D. Enable Others to Act (Delegating Work)

Dynamic and exemplary leaders enable others to act by fostering collaboration and build trust. Leaders work to make people feel strong, capable and committed.

By delegating aspect of your work to others, you give yourself time to complete the most important elements of your job successfully. Divide your necessary task into three groups; those that do not need to be done at all by you or anyone else; those that you could and should delegate; and those that you are not able to delegate and must do yourself.

When people are trusted and have more discretion, more authority and more information, they're much more likely to use their energies to produce extraordinary result.

E. Encourage the Heart (Motivation)

People are capable of remarkable achievement if they are given the right motivational leadership. To mobilize a team inner drive, enthusiasm and vigor effectively, a leader needs to be credible and who sets an inspiring example by showing appreciation for people's contribution and to create a culture of celebration (Baghebo, 2004).

The key to motivation is to communicate a strong sense of shared purpose by organizing regular meetings to ensure that staffs are up to date on the progress of the organization. This knowledge makes team members more aware of their roles. As a result, they feel that their effort makes a difference to achieving common goals.

Conclusions

Dynamism in governance could be achieved when people emerge as genuine leaders not by forceful imposition or by treason and violence but by the favor of his fellow citizens. This in Machiavelli 1977, Maffia M., 1991 called a Civil principality; and to attain it require neither great

virtue nor extra ordinary good fortune, but rather a happy shrewdness, such a ruler must endeavor to preserve the good will of the people ruled. But he who contrary to the will of the people has become a leader by force should at once and before everything else strive to win the good will and affection of the people, which will be easy for him, by taking them under protection and gaining acceptability.

Genuine leaders could emerge in a society through free and fair elections applying the federal character principle in appointing qualified persons into governmental positions at the federal level and similar principles for state and local government appointment; employing qualified persons into private sector business devoid of tribalism and other unethical considerations etc.

Leaders to ensure dynamic governance must uphold unto the nations pledge which is an embodiment of unity in diversity, transparency, accountability, probity, participation, hard work, dedication and sincerely, patriotism, nationalism amongst others which would wipe out vices like Nepotism, tribalism, fraud, corruption ethnicity and religious bigotry etc. Dynamism in governance foster development as scarce resources will be used judiciously for the overall benefit of society (and not for personal aggrandizement) which would address poverty and its associated problems.

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