

AFRICAN CENTRE FOR LEADERSHIP, STRATEGY & DEVELOPMENT (CENTRE LSD)



**AFRICAN CENTRE FOR LEADERSHIP,
STRATEGY & DEVELOPMENT
(CENTRE LSD)**

2010 ANNUAL REPORT

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ISBN 13 978-978-50611-7-8

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Published 2011

Published by African Centre for Leadership, Strategy & Development

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Foreword

The idea and impetus to set up the African Centre for Leadership, Strategy & Development (Centre LSD) was borne out of commitment of over three decades working for the transformation of Africa. The founding members of the board of trustees and international advisory council have been involved in one form of work or the other to transform Africa. Our cumulative experience makes it clear to us that there are three fundamental challenges to Africa's development namely:

1. Absence of a dynamic, strategic and visionary leadership;
2. Absence of or inappropriate strategies and
3. Inappropriate development approaches.

The mission of the centre is to work with forces of positive change to transform society through appropriate leadership, strategy and development approaches.

In the past one year, the centre focused on laying the foundation for the take off. This involved securing office accommodation; putting in place governance structure, systems and policies, recruitment of staff, development of programmes and development of capacity of staff. It also included introduction of the organization to funding partners and potential partners.

There is no doubt in our minds that we have laid a solid foundation for the organization in 2010 and we are confident of consolidation and expansion in the coming years.

Otive Igbuzor, PhD

Executive Director

Engr(Dr) Tony Dzegede

Chairman, Board of Trustees

Chapter One: Introduction

The African Centre for Leadership, Strategy and Development (Centre LSD) is a non-profit, non-governmental organization established under Nigerian laws to build strategic leadership for sustainable development in Africa. The vision of Centre LSD is an African society where there is dynamic, strategic and visionary leadership committed to sustainable development. The Centre's mission is to work with forces of positive change to transform society through appropriate leadership, strategy and development approaches. The centre is guided by the values transparency and accountability; integrity; feminism; diversity; dignity of the human person and Pan-Africanism.

The Centre was registered with the Corporate Affairs Commission (CAC) on 17th January, 2010 with registration number CAC/IT/No 36563.

This annual report presents the work of the centre in its first year of operation tagged year of laying of foundation. The strategic focus for the year includes among other things appointment of quality Staff, institutionalisation of systems (HROD, Finance and Audit), development of programmes, development of Partnerships (Organisations, Networks and Donors), capacity building of staff and creation of avenue for reflection and strategic thinking including Monday morning meetings, management training, annual staff/Board retreat and annual programme meeting.

In order to achieve its mission, the centre developed and implemented programmes in the three core areas of its work namely leadership, strategy and development with a staff strength of nine persons. In addition, a governance structure was put in place and human resource and organizational policy and finance policies adopted .

Chapter Two: Key Results of work

2.0 Introduction

Based on our analysis of the developmental challenges of Africa, the work of the centre is organized around the three key areas of leadership, strategy and development.

2.1 Leadership

In the first year of its existence, the Centre took over the leadership school which was being run by The Ejiro & Otive Igbuzor Foundation. The school holds every third Saturday of the month and there are eleven lecture modules. The inaugural class started in May, 2009 and fifteen students graduated on 17th April, 2010 at the first Centre LSD Annual Leadership Lecture. The second set of students commenced classes on 15th May, 2010 and will be graduating at the second annual leadership lecture on 14th May, 2011.



Pix: Pioneer students of the Leadership School with Mr. Jimi Agbaje and Dr. & Dr(Mrs) Otive Igbuzor



Pix: Graduands of the 2nd set of the Centre LSD Leadership School in a photograph with some associates of Centre.



Pix: Graduates of the Centre LSD Leadership Institute in a group photograph with Dr. Usman Bugaje(m) and Dr. Otive Igbuzor, Executive Director of the Centre

The Centre has also instituted Leadership Institute and Executive Leadership Course for young leaders and chief executives respectively. The leadership training programmes focus on both leader development (expanding the capacity of individuals for effective leadership roles and processes) and leadership development (expansion of organisations' capacity to enact basic leadership tasks including setting direction, creating alignment and maintaining commitment).



Pix: Engr(Mrs) Gonda, Permanent Secretary, Police Service Commission with graduands of the Centre LSD Executive Leadership Course in Abuja.

The leadership training programmes have impacted on the lives of the participants positively.

Quotes

“Centre LSD has opened up new perspectives to my pursuit of good leadership in Nigeria and am charged and compelled to spread this good news. This is to say a big thank you to Dr. Otiye and the Centre LSD crew for opening new horizon to my pursuit. I look forward to partnering with you on the project am working on right now. Thanks for giving me opportunity to discover who I am and who I want to become”. Peter Omenka one of the graduating students has this to say **“as a result of the principles you and your team of resource persons taught me during my leadership training at the LSD Centre, which I started applying to my daily routine as instructed, I was spotted and asked to head in virtually every group I belong to in society. This includes: Head - staff association in my place of work; Chairman, Deacons' Board in my Church (Living Faith Church, Kubwa) to mention but a few. This has led to more responsibilities on me, one of which is to preside over a very important and urgent meeting of an assembly of close to 300 deacons in my Church as well as carry out other crucial assignments on Saturday 14 May 2011 (from**

08H00 to 12H00 and from 14H00 to 16H00 same day). The course was important to me and I will forever be grateful to the LSD Centre led by you. Thank you Dr. Otive and your great team and may God enlarge your coast on every side”.

2.2 Strategy

Strategy is very important in the focus and proper functioning of any organization. Centre LSD has worked extensively on issues of appropriate strategy in its first year of operation. It has engaged issues of strategy including national development strategies (National Economic Empowerment and Development Strategy (NEEDS) and Vision 20:2020); sectoral strategies and strategy for the development of the Niger Delta through policy dialogue series, policy briefs and media advocacy.



Pix: Hajia Saudhatu Mahdi (L) Prof. Sam Egwu, Dr. Kabiru Mato, Dr. Kole Shettima and Dr. Otive Igbuzor at the policy dialogue on political succession held in Abuja April 2010.

2.3 Development

Our work on appropriate development approaches revolves around three key issues: Governance, environment and sustainable development. The Centre's development programmes are conceptualized to operate from community level and state to national and international levels with the strategy of maintaining local-national-international linkage.

Governance

The Centre's governance programmes are conceptualized to improve transparency and accountability and increasing citizens' participation in governance especially in budget formulation and implementation.

Since January, 2010, Centre LSD has been organizing quarterly policy dialogue series to examine the content of public policies and institutions that formulate and implement them with a view to examining the implementation and impact of the policies. More importantly, the policy dialogue is not only diagnostic of the policy problems but also suggest alternative approaches to dealing with the problems. Issues that were dealt with include in 2010 include political Succession, constitutional crisis and decolonization of Western Sahara.



Pix: Ms. Priscillia Achakpa (L) Mr. Monday Osasah, Saharawi Arab Republic Chief Negotiator with the United Nations, Mr. Mohammed Kahadad and the Saharawi Ambassador to Nigeria at the policy dialogue on the decolonization of Western Sahara organized by Centre LSD in Abuja May 2010.

The Centre engages the electoral process with a view to promoting credible, free and credible elections. The Centre monitors the electoral process and observes elections. In 2010, the Centre observed elections conducted in Anambra State, Delta State and the FCT.

Environment and Sustainable Development

The Centre's environment programme is focused on environmental health and climate change. The strategy is to promote community participation in environmental health through Community Led Total Sanitation (CTLS) and increase community's capacity for adaptation to the vagaries of climate change. In 2010, the Centre advocated for appropriate responses to the challenges of climate change as it develops its environment and resource governance programme. It also engaged the Federal Government Amnesty programme for the Niger Delta in Nigeria.

Chapter Three: Organisational Issues

3.0 Introduction

The Centre operates with the understanding that three key factors are necessary for the effective functioning of organizations namely leadership and vision; strategy and management and people. In addition, the centre believes that for effective execution, there is the need for a clear understanding of the three core processes of people, strategy and operations; and institution of systems and structures.

In the first year of its operation, all the necessary systems and structures were put in place by the Centre.

3.1 Governance

The Board of Trustees was inaugurated and it held two meetings in 2010. The Board approved the opening of accounts, the finance policy, the human resource and organizational development policy and the appointment of the Executive Director.



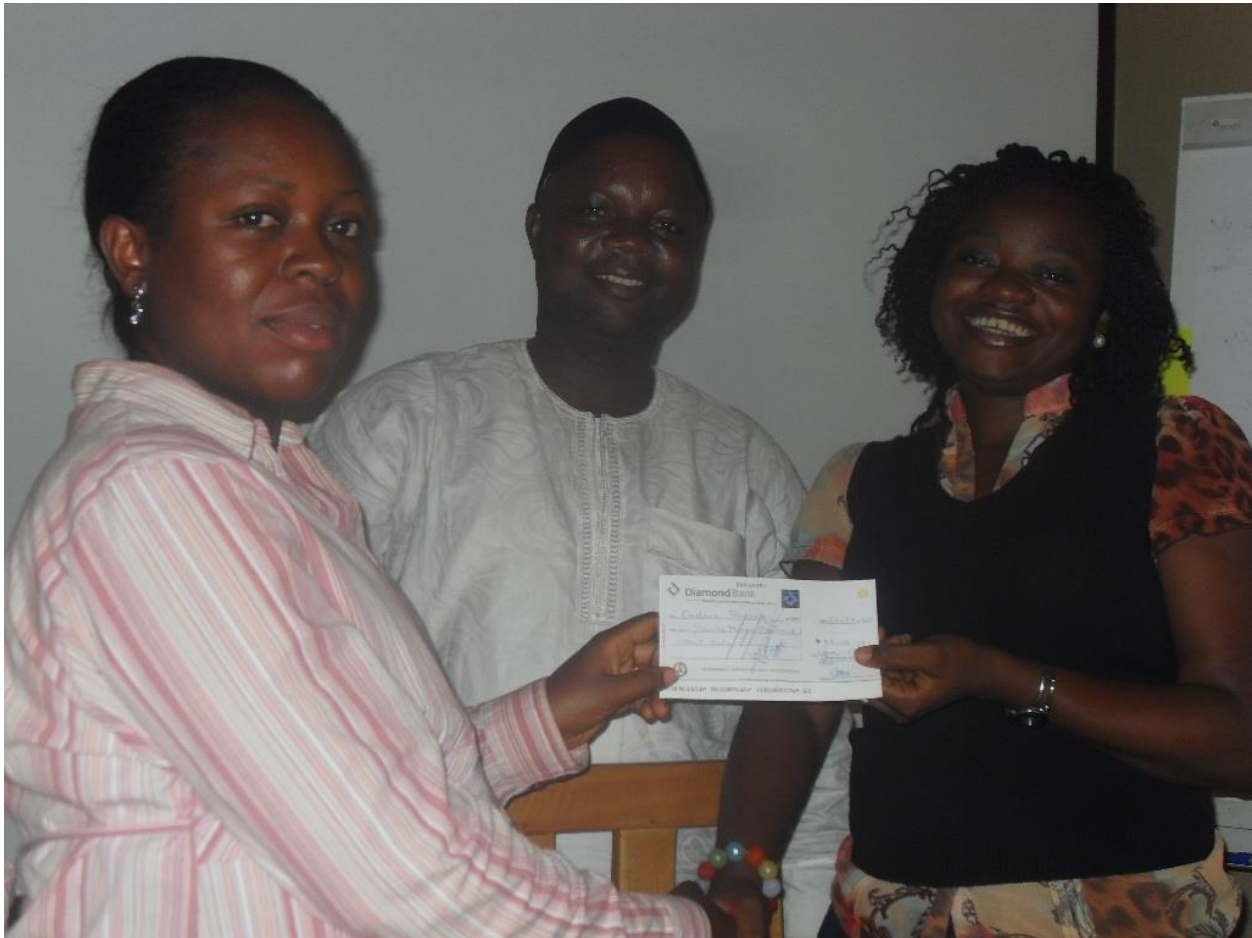
Pix: Board members of the African Centre for Leadership, Strategy & Development in a meeting recently in Abuja.



Pix: Some of the Board members in a brainstorming session during a recent visit to the National Universities Commission (NUC), Abuja.

The Centre commenced operation with a systematic capacity building of staff to deliver quality programmes through training, delegation, coaching and mentoring. Training programmes attended by programme staff included leadership training, Gender training, Monitoring and Evaluation training and Project management training. Staffs of the finance department were also trained on financial management by Konrad Adenauer Foundation and Pact Nigeria.

The Centre also started an internship programme to train young people on the theory and practice of development work. Two interns participated in the programme in 2010.



Pix: Ms Omolara Shonubi, an intern (R) receiving a cheque from Ms. Lizzy Esu, Finance & Admin Officer of Centre LSD while Mr. Monday Osasah looks on.

3.4 Partnerships and Networking

The Centre forged strategic partnerships with several organizations and networks to enable it achieve its mission. The Centre is a member of the following networks:

- Civil Society Action Coalition on Education for All (CSACEFA)

- Citizens Forum for Constitutional Reform (CFCR)
- Nigeria Social Forum (NSF)

3.4 Communications

The communication strategy of Centre LSD is based on the necessity to provide useful information that will help to build strategic leadership that will bring about sustainable development in Africa. This is done through the dissemination of news on leadership, strategy and development through a weekly *Centre LSD News Alert*. In addition, key programme staff of the Centre comments on issues regularly in the press especially in the following media organizations:

- African Independent Television (AIT)
- Nigeria Television Authority (NTA)
- Vision FM
- Independent Television (ITV)
- Newspapers
- Etc

3.6 Documentations and Publications

The Centre prioritises the documentation of its research and outcome of its projects. In 2010, the Centre published the following:

Lecture Notes on Leadership- Centre LSD Book Series No 1

Nigeria Vision 20: 2020: Progress, Challenges and the Way Forward- Centre LSD Policy Brief No. 1

Strategy for the Transformation of the Niger Delta- Centre LSD Policy Brief No. 2

Centre LSD Newsletter Vol. 1, No. 1 December, 2010

Chapter Four: Finances

4.1 Introduction

Finance is the backbone of any organization. A clear fund raising strategy is imperative for any new organization.

4.2 Fund Raising Strategy

The fundraising strategy of the Centre for the first year is hinged on preparing the foundational documents of the centre, laying solid foundation and building a profile and track record for the organization. This is to be followed by preparing concept notes and proposals and introducing the centre to donor agencies while monitoring calls for expression of interests and proposals. In addition, the centre planned to mobilize funds from its training programmes especially leadership Institute, Executive Leadership Course and tailor made training courses for organizations. In 2010, the centre was introduced to funding partners and succeeded in securing funding support from Konrad Adenauer Stiftung and Canadian International Development Agency (CIDA).

4.3 Statement of Account

Income

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Contributions by Trustees	N6,780, 820
Konrad Adenauer Foundation.....	N1,167, 615
Leadership Training	N3,034,940
Emerald International Development Services Ltd.....	N1,050,000
Canadian International Development Fund (Part).....	N230,100
Total	N12, 263, 475

Expenditure

Salaries and wages.....	N5, 435, 682
Rent	N1,275,250
Admin, Programme and other expenses.....	N5, 404, 283
Total	N12,115,485
Surplus (income less expenditure).....	N147,990

4.4 Looking Forward

The foundation for the take off of the Centre has been laid in 2010. The year 2011 has been designated the year of consolidation and expansion. The Centre will employ more staff as it refines the system and develops a five year strategy (2012-2016).

ORGANS OF CENTRE LSD

International Advisory Council

Pharm. Joel Omonigho, United Kingdom

Dr. Omano Edigheji, South Africa

Dr. John Ojediran, Nigeria

Ms. Amanda Serumaga, Uganda

Mr. John Samuel, India

Mr. Brian Kagoro, Zimbabwe

Board of Trustees

Mr. Jimi Agbaje

Mrs. Maryam Uwais

Engr.(Dr.) Tony Dzegede

Hajia Amina az-Zubair

Mrs. Eugenia Abu

Secretariat

Dr. Otive Igbuzor- Executive Director

Mr. Johnson Awogbemi- M & E Manager

Mr. Monday Osasah- Programme Officer

Ms. Elizabeth Esu- Finance and Admin Officer

Mr. Sunday Shaibu- Security Officer

Miss Anuoluwapo Sanni- Programme Associate

Miss Lara Shonubi- Programme Associate

Miss Florence Nmose- Office Assistant

Mr. Daniel Onuh- Transport Assistant