

# Transparency and Accountability in Leadership

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**PRESENTATION AT THE NIGERIA HEALTH LEADERSHIP CONFERENCE  
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# INTRODUCTION

- Nigerian is being criticized by the international community for not demonstrated good leadership
- All levels and sectors of the country are accused of this problem
- The health sector not an exception
- Many factors have been attributed to cause of this “bad” image
- Lack of **Transparency** and **Accountability** are factors amongst them
- No good leadership with out **Transparency** and **Accountability**

# WHAT IS LEADERSHIP?

Is the exercise of **INFLUENCE** by one member of group over other members to help group or organization achieve its goals

Leadership is a global issue: crosses all boundaries, cultures, religions, etc.

# What is the significance of leadership?

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- It is the driving force upon which, group, society, organization, country etc. will prosper or perish
- Successful organizational / nations transformations are 70 to 90 percent attributable to good leadership e.g. Singapore, Malaysia, Rwanda, Ghana etc.

# WHO IS A LEADER?

- One who has the means to influence or power especially of a political nature
- Leadership is not restricted to people who hold designated leadership roles only, but;
- Acts of leadership can come from anyone in an organisation
- Therefore, there is a **collective shared responsibility** [AT AN INDIVIDUAL, COLLECTIVE AND SYSTEM LEVEL ] for the failures or successes of any organisation

# What is transparency?

- Transparency is operating in such a way that it is easy for followers to see what actions are performed, openness in communication
- Degree of honesty and openness, executed so consistently that the followers trust in your conduct

## ....transparency

- ▶ Transparency refers specifically to the substantive and administrative procedures through which institutions perform their functions, and
- ▶ whether they are documented, accessible, and—where the government and or publicly held companies are concerned—open to public scrutiny
- ▶ Transparency is about shedding light on rules, plans, processes and actions. It is knowing why, how, what, and how much.



## ....Transparency

- ▶ Transparency ensures that public officials, civil servants, managers, Board members and businessmen act visibly and understandably, and report on their activities.
- ▶ And it means that the general public can hold them to account. It is the surest way of guarding against corruption

# TRANSPARENCY

- How public institutions conduct their affairs and manage resources.
- It includes the process of decision-making as well as the processes by which decisions are implemented.
- Transparency is opposite of secrecy
- Secrecy means deliberately hiding your actions;
- Transparency deliberately revealing them



# What is accountability?

- ▶ **Accountability** pertains to the relationship between citizens and government officials or leaders and followers
- ▶ **Accountability is Answerability**: refers to the obligation of the government, its agencies and public officials to provide information about their decisions and actions and to justify them to the public

# Accountable leader

- Takes responsibility, he/she doesn't blame others if things go wrong
- Those who are accountable have the courage to tell the truth



- Transparency is an instrument of accountability

**TRANSPARENCY**



**ACCOUNTABILITY**

# Characteristics of Transparent system

- A disclosure system and access to information
- Openness to public participation and absence of undue secrecy
- Readiness to face and accommodate legitimate scrutiny
- Humility by leaders to answer questions raised by those govern

# Traits of Transparent leadership

- ▶ Proactively report on their progress, instead waiting to be asked
- ▶ Share information publicly on their progress or lack of it, instead of hiding it
- ▶ Ask for feed back on their performance, instead of avoiding it
- ▶ Openly acknowledge when things are not going well , instead of assuming its obvious
- ▶ Give credit to the right people when success is achieved, instead of only applying transparency to things that go wrong

# Benefits of Transparent leadership

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- Build **Trust** easily amongst followers
- Establish strong relationships with followers
- Faster to resolve issues when they arise
- Easy to build motivated working teams and transparent followership
- Improved efficiency in the system



# Consequences of non- Transparency and Accountability

- ▶ Breeds corruption
- ▶ Low morale of followers
- ▶ Ineffective execution of programs/activities
- ▶ Low level of trust in leadership from followers:
  - ▶ **Not confident that efforts will be rewarded**
  - ▶ **Suspect the leader may take advantage of him/her**
  - ▶ **Constantly questions the leaders motives**
  - ▶ **Suspect leader may take credit for his/her accomplishment**

# Failures in Transparency

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- **Not saying what you are going to do** ; means you are
  - Hiding purpose and intentions → Avoiding accountability
- **Not saying how you are going to do it** → Hiding intentions
- **Not showing what you have done** → Avoiding accountability

*Michael Mckay*

# What is the challenge today?

- ▶ We are facing a crisis because there is a massively growing distrust of anyone in a leadership position.
- ▶ Nowhere is this more obvious than in government.
- ▶ Majority of the populace often assume government officials are dishonest and the government is lying about everything

**Why is this so?**

# LOSS OF TRUST



**What's the way forward?**

# NEED CHANGE!!

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**How can this be achieved?**

# NIGERIA LEADERSHIP CONFERENCE

- ▶ We are the ones we've been waiting for. We are the change that we seek. ..NHS
- ▶ This change will not come if we wait for some other person or some other time.
- ▶ *"Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed it is the only thing that ever has."*

Margaret Mead



# Self-leadership

- *Each of us contains the capacity to be a leader.*
- **The challenge is to realize this capacity**
- **Therefore, feel confident to contribute and act positively**
- **As citizens of this turbulent dynamic world, we each have a responsibility to change for better future leaders**
- **Be disciplined and committed– because it is the bridge between goals and accomplishment**



# Personal development

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- Be knowledgeable and competent in your area
- Demonstrate personal qualities, practice to be transparent in your area
- Learn to work in a team
- Keep on improving your skills
- Set targets for your development
- Seek advice

# To be a Transparent and Accountable leader

**ACT WITH HONESTY AND INTEGRITY**

# ..... INTEGRITY

- ▶ **Doing what you said you were going to do because you said you were going to do it**
- ▶ **Doing the right thing in a reliable way**
- ▶ **Be reliable, predictable and trust worthy**
- ▶ **Sacrifice personal interest in order to do the right thing**

## ...integrity

- ▶ How do you behave when no one is watching you?
- ▶ If integrity is doing what you said you would do, because you said you would do it, then
- ▶ **Transparency is saying**
  - ▶ What you are going to do?
  - ▶ How you are going to do it?
  - ▶ Demonstrating that you have done it
  - ▶ **This is build over time by discipline and record of consistent behavior**


# To be Transparent and Accountable

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- Explain your decision
- Find like minds
- Make your self available
- Know when to keep information to your self
- Respond positively to honesty
- Socialize with co-workers

# ...to be Transparent

- Express your opinions openly: honesty is crucial
- Keep all your commitments, if you can't execute, don't promise it
- Listen to feed back of others
- The key to building a long lasting **“Trust”** is **consistent transparency**


$$\text{Trust} = \frac{\text{Consistency}}{\text{Time}}$$

# Failed integrity?

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## With gratitude to God

The entire XXX community Celebrate the exit of a **TYRANT**

**PROF. XYZ**

### WILL BE FONDLY REMEMBERED FOR

- High level of corruption
- Sale of most ....Assets to himself, wife and cronies
- Zero staff welfare
- Monthly mysterious death of staff
- Promotion of mediocrity and disunity
- Terrorization of the H. community





## What type of person are you?

- ▶ The ancient Greeks classified people into 3:-
- ▶ IDIOT
- ▶ TRIBAL
- ▶ CITIZEN

# Who is the 'IDIOT'?

- **Not necessary mentally deficient person,**
- Totally private person that is self centered
- Selfish, interested in personal gains and greedy
- No public philosophy and no virtue
- Preoccupied with personal pleasures
- Regarded as a modified "Babarrian" *by the Greeks*

# Who is the 'Tribal' person?

- **Not necessary to do with tribes or clans**
- Not able to think beyond his own group
- Allegiance to his group as his/her "god"
- Afraid of new things / alien to his group
- Uses intimidation, force and violence... to settle disagreements
- Their ideal person a "Warrior"

# The ideal person a CITIZEN

- **Not regarding political status or position**
- Skillful and knowledgeable
- Live public life, religious and member of common good
- Knows his rights and responsibility to society
- Fights for his rights but always with awareness and respect of others, worst of them even his enemies
- Settle differences with civility
- Live in society with friendship and friendliness

# FINALLY THE SPIRITUAL ASPECT

- ▶ Majority of our populace belong to the two major faiths
  - ▶ Islam
  - ▶ Christianity
- ▶ Accountability is inevitable as taught by both religions
- ▶ This will come sooner or later
- ▶ Those who fail to account in this world will have no option in the hereafter

ALL OF US ARE SHEPHERD AND WILL BE  
QUESTIONED ON OUR STEWARDSHIP

***MAY ALMIGHTY ALLAH HELP US TO RENDER OUR  
ACCOUNT, BEFORE CALLED TO ACCOUNT***

***THANK YOU & GOD BLESS***

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