



AFRICA CENTER
FOR STRATEGIC STUDIES

Session 1: Effective and Empowering Leadership in Africa's Security Sector

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EFFECTIVE AND EMPOWERING LEADERSHIP **IN AFRICA'S SECURITY SECTOR**

by

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on

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AFRICA



For a nation to have stability and development it must transform and reduce the threats to its national security by concentrating its efforts on increasing human security which encompasses human right, good governance, access to education, good healthcare and ensuring that each individual has opportunities and choices to fulfill his or her own potential.

SECURITY SECTOR



JUSTICE AND RULE OF LAW



Definitions of LEADERSHIP

“The man who has the *ability to* get others to do what they don’t want to do, and like it”.

- *President Harry Truman, 33rd US President*

"The ability of a superior to *influence* the behaviour of a subordinate or group and persuade them to follow a particular course of action”.

- *Chester Bernard*

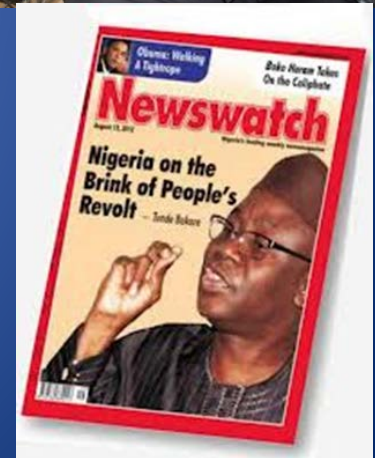
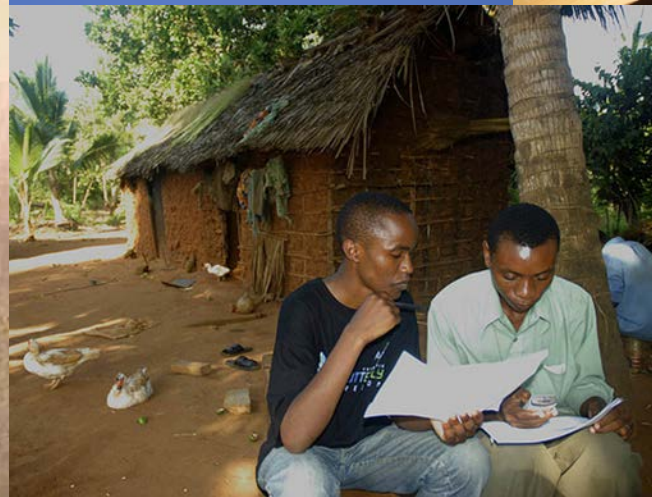
Mission Command

A style of command that seeks to convey understanding to subordinates about *the intentions of the higher commander and their place within his plan*, enabling them to carry out missions with the maximum freedom of action and appropriate resources.

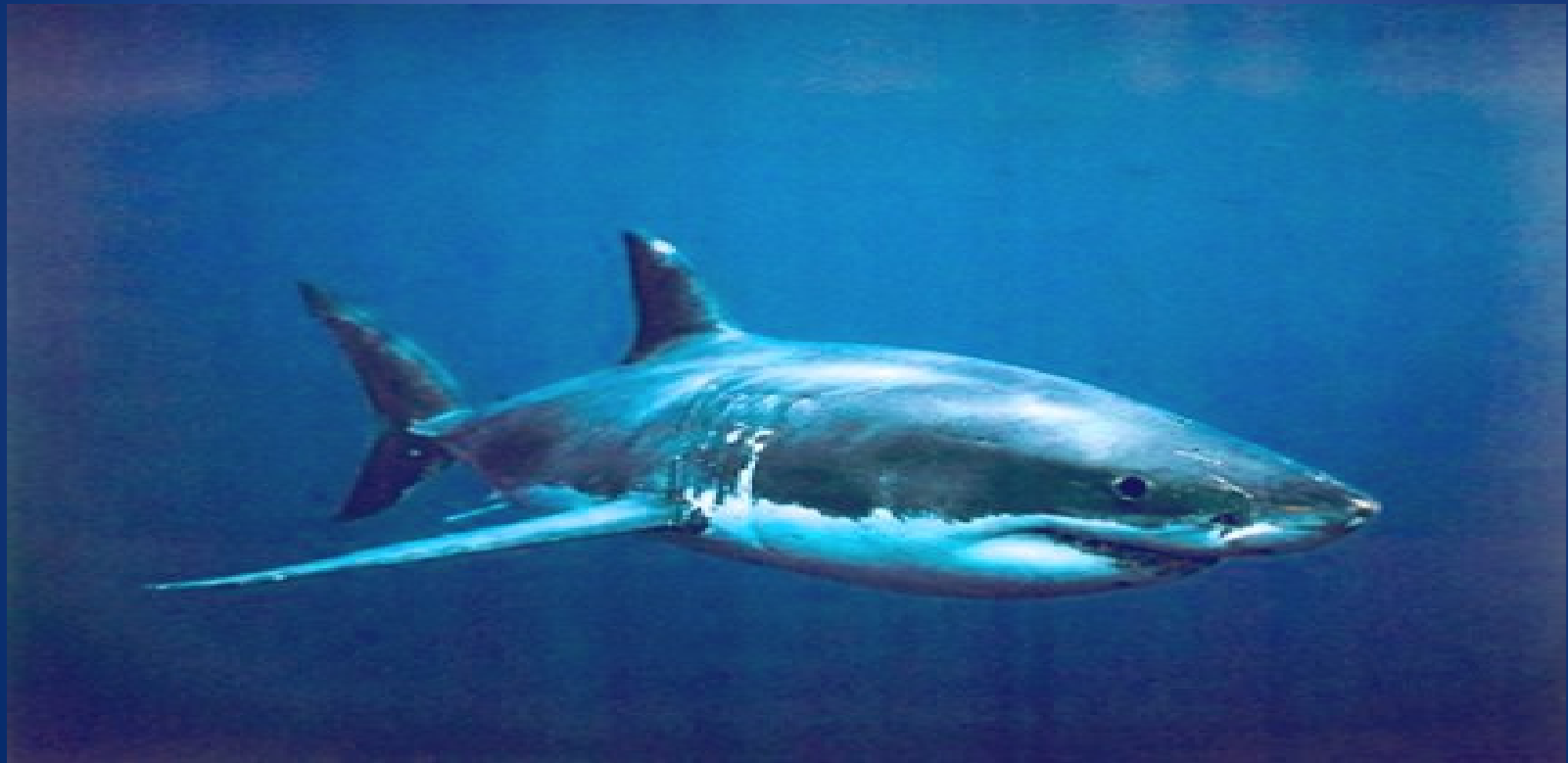
--- There are no good units and no bad units – only good and bad officers and Non-Commissioned Officers. They make or break the unit. *Today we cannot afford anything but good ones... You all have leadership in you. Develop it by thought, by training and by practice...*

- *Field Marshal Viscount Slim of Burma, 1949*

COMMUNICATION AND MEDIA



Shark in Aquarium



KEY TO EFFECTIVE LEADERSHIP

- 1. Value people.**
- 2. Share your vision.**
- 3. Knowledge and skills of the profession.**
- 4. Develop and know yourself.**
- 5. Exemplary character, leadership and team spirit.**
- 6. Effective decision making.**
- 7. Delegate.**
- 8. Recognition and reward.**

EFFECTIVE EMPOWERMENT

1. Delegation and feedback.
2. Rely on professional mentors.
3. Continuous skills acquisition and upgrade training.
4. Think of collective benefit – not seeking for cheap popularity.
5. Have an open door policy.

OVERCOMING CHALLENGES

1. Joint/combine training and exercises.
2. Discourage inter-agency rivalry.
3. Seminars/workshops with case study, acting out or role playing in different security sector scenarios.
4. Encourage peer networking.

Recommended Reading:

Security Sector Transformation in Africa, 2010 – Bryden A and Olonisakin

Thank
You



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