



**AFRICA CENTER
FOR STRATEGIC STUDIES**

**Session 3:
STRATEGIC LEADERSHIP AND CHANGE**

HON. BROWNIE J. SAMUKAI JR

LEADERSHIP TRAITS

- DEMONSTRATE CHARACTER AND INTEGRITY
- DEMONSTRATE ASSERTIVENESS
- OPEN TO ACCEPT CHALLENGES
- WILLINGNESS TO GO BEYOND ONES' COMFORT ZONE
- EDUCATION
- PREVIOUS TRAINING EXPERIENCES
- HAVE UNDERGONE MENTORSHIP
- A WELL ROUNDED CITIZEN

IDENTIFYING LEADERS: STYLE ONE THOSE WAITING FOR THINGS TO HAPPEN

- WAY TOO LAYBACK
- LACKS INITIATIVE
- RELIES ON OTHERS
- ACCEPTING THE STATUS QUO
- COMPLAINS AND CRITICIZES
- SIDE-SHOWS
- JUMPS TO CONCLUSION WITHOUT EVIDENCE

IDENTIFYING LEADERS: STYLE TWO THOSE WHO MAKE THINGS HAPPEN

- BOLD AND FULL OF INITIATIVES
- NOT CONTENT WITH THE STATUS QUO
- DREAMING BIG WITH BOLD IDEAS AND ACTIONS
- DARING INTO THE UNKNOWN
- INQUISITIVE MIND
- TAKES INITIATIVE AND ACCEPTS RESPONSIBILITY

STRATEGIC LEADERS

- SETS OUT WITH A VISION – COMMANDERS CONCEPT
- UNAMBIGUOUS OBJECTIVES
- IDENTIFIES CONSTRAINTS
- DELINEATES TASKS AND DELEGATES RESPONSIBILITIES
- MATRIX OF NEEDED RESOURCES
- LEVERAGES PARTNERSHIP
- FLEXIBLE AND ADAPTABLE

STRATEGIC LEADERS.....

- LISTENS AND PRONE TO CORRECTION AND CRITICISM
- ACCEPTS VARYING OPINIONS
- DISCIPLINE TO BE TOLERANT YET UNAFRAID TO DECIDE ON BEST FEASIBLE OPTION

CHANGE AND/OR TRANSFORMATION

- CLARITY OF THE PAST AND PRESENT
- FULL UNDERSTANDING OF PATH TO HOW WE GOT HERE
- HAS A CLEAR VISION
- LAYS OUT CLEARCUT OBJECTIVES
- BENCHMARKS ON PROGRESS
- IDENTIFICATION OF RESOURCES
- EFFICIENT USE OF SCARCE RESOURCES
- REVIEW OPTION

STRATEGIC SKILLS SET/CRITICAL SKILLS

- ANALYSIS AND CONCEPTUAL UNDERSTANDING

Thinking outside the box

- VISION OF THE FUTURE

Must know where you want to go

- MISSION/OBJECTIVE

Identifiable and unambiguous

- IDENTIFYING TASKS

Avoiding confusion and overlapping

STRATEGIC SKILLS SET/CRITICAL SKILLS....

- ADAPTABLE AND FLEXIBLE

Avoiding rigidity

- ADD ANOTHER CHAIR (EJS – ARMED FORCES DAY, LIBERIA 2009)

Be prepared to diffuse unnecessary tension and avoid confusion

CONCLUSION

- Strategic leaders lead by learning to follow
- Strategic leadership embodies the characteristics of integrity, accountability, dialogue but refuses to get bogged down;
- Strategic leaders operate within a environment of exchanges, vision, and know where they want to go
- Strategic leaders untangle routine performances for more challenges and opportunities
- Strategic leaders establish benchmarks and assess performances including self criticisms
- Strategic leaders avoid reinventing the wheel and leverages partnership



AFRICA CENTER
FOR STRATEGIC STUDIES

www.africacenter.org