

Sustainable Agricultural Livelihood Restoration, Rehabilitation and Resilience in Kenya Training Manual

4.2.2 SUB-MODULE 2: GOVERNANCE AND LEADERSHIP

Introduction

Leadership in governance is the willingness and ability to take ownership in a part of an organisation and to continually do what is best for the organisation. Leadership is about mapping out where you need to go to “win” as a team or an organisation; and it is dynamic, exciting, and inspiring. Yet, while leaders set the direction, they must also use management skills to guide their people to the right destination, in a smooth and efficient way. Leadership sets the direction and makes sure that it happens ... governance is the accountability for that.

Effective corporate leaders stand on a foundation of solid governance principles. They have a clear mission and vision for the future and align their decisions with them. Leaders in governance follow a specific strategy and help to create a corporate culture that is conducive to success. Employees who embrace these concepts will naturally develop leadership skills.

Leaders tend to have certain essential attributes. They practice excellent two-way communication. Also, they have strong emotional intelligence and team-building skills. They understand the competitive landscape well and are forthcoming with suggestions and solutions. Strong leaders also have empathy for others and know how to express it appropriately. It takes courage for leaders at every level to remain committed to fairness, transparency and doing the right thing despite changing or challenging circumstances. Courage in leadership is a skill that leaders can develop within their employees.

Other key attributes in governance leadership are team-building skills, empowerment, trust and a willingness to listen to suggestions with an open mind. A key tool in developing these attributes in employees is being available and willing to accept feedback. Governance encompasses the system by which an organisation is controlled and operates, and the mechanisms by which it, and its people, are held to account. Ethics, risk management, compliance and administration are all elements of governance. The qualities of an effective team leader inspire the trust and respect of the team and stimulate production within the workplace. The qualities of a good governance or leadership include:

- A Clear Communicator.
- Strong Organisation Skills
- Confident in the team.
- Respectful to others/ Focuses on developing others
- Fair and Kind.
- Influential in core areas
- Willing to delegate.
- Self-aware and prioritise personal development.
- Encourages strategic thinking, innovation, and action
- Ethical and civic-minded.



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Good governance should be a thread that runs throughout an organisation. Have you considered whether that statement reflects the culture of your organisation and the mind-set of your employees? A commitment to good governance fuels today's successful organisations. Strong governance leaders enable and promote the practice of modern governance within their companies. Having a modern governance outlook allows organisations to adapt quickly to changing times, so that they can endure and thrive. Recognizing strong governance leaders gives employees a sense of career satisfaction, creates a strong connection with the organisation, and builds trusts between them and their superiors.

Further reading

Cartwright, D. and Zander, A. (1968). Group dynamics (3rd ed). Harper + Row.

Levi, D. and Askay, D.A. (2020). Group Dynamics for Teams; SAGE Publications, M07 24-472 pages

Forsyth, D.R. (2014). Group dynamics (6th ed). Belmont, CA: Wadsworth Cengage Learning.

Gençer, H. (2019). Group dynamics and behaviour <http://www.hrpub.org> DOI: 10.13189/ujer.2019.070128 Maritime Higher Vocational School, Piri Reis University, Istanbul, Turkey; *Universal Journal of Educational Research* 7(1): 223-229