



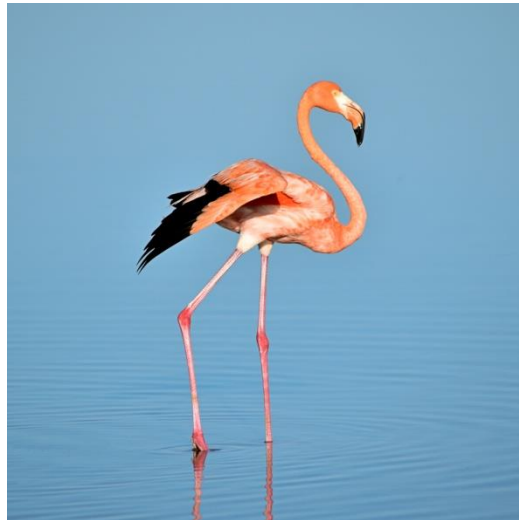
AFRICA CENTRE FOR PUBLIC LEADERSHIP

FLED INTERNATIONAL LEADERSHIP INSTITUTE, Ltd/Gte

ABUJA - NIGERIA

(Established in 1999, registered in Nigeria under CAMA, CAP 59, LFN 1990,
approved by the Federal Ministry of Education)

INDUCTION INTO TRANSFORMATIONAL PUBLIC LEADERSHIP



We show you how to walk on WATER!

PRE-INDUCTION COURSE MATERIAL

Preparation for Induction into Public Leadership

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When you think about leadership, what comes to your mind?

- Leaders are agents of positive change.
- Leaders are those that care about the well-being of others.
- Good leaders are a product of good grooming.
- Good leaders are God's channel of blessing to humanity.

Leadership begins with you!

Introductory Notes

The **Africa Centre for Public Leadership-ACPL**- welcomes your decision to apply for induction into public leadership. We consider this as one of the most important decisions you have made in your journey to becoming a transformational public leader -TPL. **Congratulations!**

First, we will like to introduce you to *who we are, what we do, how we do them, and how you can be part of this expanding ecosystem of transformational leadership in Africa*. This document prepares you for induction into Public Leadership and helps you begin your leadership journey with us.

At ACPL, we believe that the under-development, poverty and chaos we see in many societies, particularly in Africa, are a direct consequence of poor public leadership. Nevertheless, we are convinced that leadership skills and values can be acquired and improved upon by anyone who is ready to avail him/herself of the opportunities to learn.

Being inducted into Public Leadership offers you the opportunity to continue improve on your leadership skills and clarify your leadership values through continuing intellectual and social exchanges.

Being Inducted into Public Leadership is a precious opportunity to join an ecosystem of learning leaders, and a multi-disciplinary cream of professionals who

are committed to shaping Africa's development paradigm through the application of transformational leadership principles in all walks of public life.

Being inducted into Public Leadership is a commitment to life-long learning and preparation to become a resource person in the field of leadership development through the Institute and beyond.

What does Leadership Induction Mean?

Once you have completed the pre-induction reading material and process, you are slated for public induction. This means four important things.

1. It means you are subscribing to engage in Mandatory Continuing Leadership Development Programs (MCPD) by attending leadership courses at Fled International Leadership Institute.
2. It means you are being translated from being a *Private Citizen* into a **Public Citizen**.
3. It means you are agreeing to allow your private and public life to be subject to public scrutiny.
4. Finally, it means you are committing to **servicing the public for public interest** in your own field of professional practice.

The **Africa Centre for Public Leadership** is the vehicle that brings you into the ecosystem of public leaders in Africa

through this induction. The Centre will ensure that your induction comes on smoothly and that you continue to receive the support you need in your journey of leadership development and practice.

After your induction, the Centre will continue to provide you all the necessary support to enable get the best benefit from being a part of this ecosystem of transformational public leaders.



Dr. Joseph C. Ibekwe, FSGS
President/CEO, Fled Institute

We now invite you read through this material to understand the different dimensions of what the Induction means and how you are to conduct yourself after the induction.

You are to retain this document as your reference for future engagement with the Centre and the Institute.

Welcome to this thriving ecosystem of transformational public leaders in Africa.



About



Background

Public space leaders are the drivers of public prosperity and development. They hold the key to the social, political and economic stability of the society they lead. There is need to support leaders in public service. They should be brought into an ecosystem where they can enjoy peer learning, peer support, and peer review. This is why **Africa Centre for Public Leadership** conducts induction into public leadership.

Africa Centre for Public Leadership – ACPL- is powered by Fled International Leadership Institute, a graduate leadership school established in 1999 and incorporated in Nigeria to train and nurture transformational leaders in Africa.

The mission of [ACPL](#) is to inspire transformative approach to Public Leadership that delivers greater impact for public interest.

Mandate of ACPL

1. To identify potentially qualified professional leaders from around Africa for possible Induction into Public leadership.
2. To monitor and ensure that Inducted leaders continue to undertake Mandatory Continuing Professional Development (MCPD) at Fled Institute.
3. To operate Peer Support and Peer Review Mechanism among Inducted members to promote excellence in public leadership.
4. To supervise operations of Fled Global Alumni Association - FAA
5. To regularly publish list of Inducted members who are qualified for leadership category upgrade, from time to time
6. To de-register inducted members who refuse to undertake MCPD over a period of time as determined by the Centre.
7. To organize road shows or other public events to raise awareness about the Centre and draw professional leaders to sign up for induction.

Module 1



ABOUT FLED INSTITUTE

Africa's Ecosystem of Transformational Leaders!



We talk, we share, we learn, we act together

What is FLED?

FLED is an acronym for Foundation for Leadership & Education Development, and NGO established in 1995 by Dr. Joseph Ibekwe to build the leadership and entrepreneurial capacity of youths to participate in development process. The NGO is what gave birth to Fled International Leadership as an arm focusing on leadership development for adult professionals. For more information about the Foundation, please visit here: <https://fledgroup.org.ng>

FLED INSTITUTE

Fled International Leadership Institute is a postgraduate leadership school established on August 15 1999 and incorporated in Nigeria on January 21, 2010 as a Company Limited by Guarantee. It is approved by Nigeria's Federal Ministry of Education to provide leadership education and to professionalize the field of leadership development in Nigeria and Africa.

The Institute was established to specifically address the problem of low-quality leadership in the public and private sectors in Africa, which has resulted in widespread under-development.

Our mandate

The Institute's mandate is to create and offer human capacity development curricular that enhance leadership competence and promote the advancement of the principles and practice of transformational leadership in Africa.

The Institute promotes Leadership training, mentoring and coaching as a field of professional practice by certifying individuals to become **Transformational Public Leaders -TPL**

Our Vision

A world-class institution nurturing an ecosystem of transformed leaders and

entrepreneurs for Africa's socio-political transformation.

Our Mission

To support the emergence of transformational public leaders in Africa through education, training, induction, mentorship and research.

Our mission has three components:

1. To use leadership education and induction to create a pool of transformational public leaders that will stimulate political and socio-economic transformation in Africa.
2. To use mentoring as a tool to promote responsible followership and build the capacity of individuals to participate in development processes.
3. To use research and community engagement to reduce conflict, build peace, and enhance good governance in Africa.

What we do

We nurture leaders to think and to work for a better global society.

Our Work

We are ethical and values-driven. We innovate and promote individual creativity. We are flexible in our operations, yet we exist to advance *knowledge, professionalism and excellence*.

We work for people-benefit, which requires us to focus on creating a **win-**

win situation in all engagements with our members, students, clients, constituents and partners. We question everything. We reject status quos that undermine individual and collective liberties. We promote a culture of disagreement and debate, and encourage "constructive failures" making us to always think about how to do things better than ever.

Our Values

Knowledge, Professionalism, and Excellence

Our Philosophy

We Believe:

That development in all its ramifications begins and ends with the God in people;

That people are the change agents in the society they live;

That people should always strive to acquire relevant life skills to enable them contribute to the development of their society; and

That every person has the responsibility to help make his/her society a better place for people of goodwill to live in.

Our Programs

The Institute provides holistic programs that enhance intellectual scholarship, leadership competence, spiritual and emotional intelligence leading to the emergence of transformational leaders.

Program Model

We offer the following:

1. Executive Leadership Education
2. Public Leadership Induction
3. Mentoring Supports
4. Research

5. Consultancy Services

Faculty

The Institute delivers its programs through a distinguished multi-disciplinary team of **Resident and Visiting Faculty**, each with leadership experience in business, public service, corporate governance, and academia. The unique thing about the Institute is that it draws its Faculty mainly from the ranks the Inducted leaders. In other words, Inducted leaders are potential Faculty members at Fled Institute.

Ancillary Services

The Institute provides a range of ancillary programs to enable individuals engage with the public and among themselves, thereby enhancing Peer Learning. Some of the programs include:

Fled Mentoring Program (FMP)

The Fled Mentoring Program provides opportunity for continuing engagement with individuals who desire to improve their leadership and professional competencies, and for members of the Institute. The mentoring program helps to reinforce lessons learned, values acquired and skills developed through a structured interaction with Faculty members.

Fled Public Leadership Roundtable

The Institute holds regular **Public Leadership Roundtable** (formerly *People & Power Conference*) which exists as a non-partisan leadership platform that promotes dialogues on issues of public concern from a multi-dimensional perspective. It has held in different cities

across Nigeria since 2015. Because of its uncensored interrogation of public issues, it has gained acceptance and credibility among political, business and religious leaders who converge to interact in the spirit of *"a different kind of TALK, another way to ACT"*.

Fled Global Association (FAA)

Fled Global Alumni Association exists to ensure continuing exchange among the Alumni and the Institute. The aim is to build understanding and shared concern among the Institute's Alumni for the transformation of Africa through good governance, which becomes the basis for long-term professional co-operation and friendship.

The Alumni comprises of those who are induced into public leadership and those who graduated from leadership program at the Institute.

FLED INSTITUTE is where...

We democratize knowledge so that you can understand the nature of society, how society works, and how society interconnects.

We groom you to become a **public intellectual** who applies knowledge for social progress.

We support you to become a **Public Citizen** who works with others to promote inclusive society and sustainable development.

We train you to become a **transformational leader** who makes

development possible through effective management of society's diversity.

What is Important?

Every society needs leaders. Leaders create vision, create cultures and harness available resources to promote sustainable development.

Society is multi-dimensional. Leaders that seek to make a difference in society must also become multi-dimensional, and multi-disciplinary; not just remain as one-track professionals.

Multi-dimensional leaders are often referred to as transformational leaders. They see issues from a global perspective, not just from a narrow lens of religion, race, and ethnicity or from a self-preservative mindset. This enables them

to address development challenges with knowledge, boldness and confidence. Africa is in dire need of transformational leaders.

For over two decades, Fled Institute has devoted its work to training and connecting transformational leaders around Africa to share knowledge and collaborate on development issues.

Alumni Members of Fled Institute are a multi-disciplinary cream of professionals who are committed to working for the transformation of Africa, beginning from their immediate environment and platforms of professional practice.

They cut across professions, careers, including business leaders, public servants, religious leaders, politicians, and more.

Module 2



ASSESSMENT OF CURRENT PERSONAL LEADERSHIP COMPETENCIES (ACPLC)
Rate yourself on the score of 1 - 5. Circle the one that most describes you. (1= lowest, 5 = highest).

- | | | | | | |
|---|---|---|---|---|---|
| 1. I am a person of influence | 1 | 2 | 3 | 4 | 5 |
| 2. I have self-discipline | 1 | 2 | 3 | 4 | 5 |
| 3. I have social skills – I relate well with others | 1 | 2 | 3 | 4 | 5 |
| 4. I solve problems without complaints | 1 | 2 | 3 | 4 | 5 |
| 5. I do not accept the status quo – I seek to make things better | 1 | 2 | 3 | 4 | 5 |
| 6. I see the big picture – I act with the future in mind | 1 | 2 | 3 | 4 | 5 |
| 7. I handle stress without stress | 1 | 2 | 3 | 4 | 5 |
| 8. I display positive attitude, even in tough times | 1 | 2 | 3 | 4 | 5 |
| 9. I seek to understand people, not necessarily to be understood | 1 | 2 | 3 | 4 | 5 |
| 10. I separate personal problems from official problems | 1 | 2 | 3 | 4 | 5 |
| 11. I am willing to take responsibility and not blame others or things | 1 | 2 | 3 | 4 | 5 |
| 12. I control my anger, and seek not to revenge when provoked | 1 | 2 | 3 | 4 | 5 |
| 13. I delay judgment about people based on perceptions | 1 | 2 | 3 | 4 | 5 |
| 14. I'm ready to adjust to difficult situations while working for change | 1 | 2 | 3 | 4 | 5 |
| 15. I deal with people based on the fear of God | 1 | 2 | 3 | 4 | 5 |
| 16. I'm always concerned about moral issues | 1 | 2 | 3 | 4 | 5 |
| 17. I'm always ready to serve others, not waiting to be served | 1 | 2 | 3 | 4 | 5 |
| 18. I don't take a defensive stand when criticized or corrected | 1 | 2 | 3 | 4 | 5 |
| 19. I read a lot to keep up learning in my field & other fields of interest | 1 | 2 | 3 | 4 | 5 |
| 20. I do what I can to help others around me learn & develop as leaders | 1 | 2 | 3 | 4 | 5 |

Score the survey by adding the numbers you circled: **Total** _____

NOTE: Below 60% shows you are low on general leadership competencies and disposition.

Module 3



LEADERSHIP COMPETENCIES



For success in life, people are required to grow their personal leadership skills to enable them to successfully deal with the challenges of daily living. As a member of a family, you need leadership skills to relate with other family members. Even in organizations and places of work, people with good leadership qualities are in high demand. Of course, every society needs good leaders to help direct society in the path of peace and prosperity.

Anyone could become a leader of repute, if they chose to. It requires making deliberate commitment to train oneself in leadership skills and values.

Core Leadership Competencies

The term "competency" has to do with skill, proficiency, aptitude, and know-how. Lack of skill, lack of proficiency or lack of know-how, always places someone at a disadvantage at any time. Therefore, any person that wants to be an effective leader must expose himself to diverse leadership competencies.

There are diverse leadership competencies or soft skills, which are necessary for you to operate at optimum in your private, professional or public life. These include:

- a. Critical thinking
- b. Catalytic Thinking
- c. Problem solving skills
- d. Goal setting skills
- e. Inter-personal skills
- f. Public speaking skills
- g. Assertive communications skills

- h. Emotional intelligence
- i. Decision-making skills
- j. Group Discussions skills
- k. Negotiation skills
- l. Conflict mediation skills
- m. Mentoring skills
- n. Scenario thinking skills
- o. And more...**

Although these skills are essential for your success in life, the downside is that you were not born with them. Unfortunately, many people who are in leadership positions are often not proficient in these skills, yet society requires them to demonstrate those skills.

Fled International Leadership Institute exists to fill this skills-gap in order to help individuals acquire them and put them to use in their personal and professional life. **The Institute's** offer of these skills-building courses ensures that after your induction, you will have opportunity to undertake these courses and other specialized leadership programs at reduced cost.

For instance, Alumni members of the Institute receive rebates up **25%** on Leadership Courses offered by the Institute.

This is the Institute's way of encouraging every Alumni to participate in Continuing Professional Development – CPD, which are designed to key you at the cutting edge of leadership competencies.

Leadership skills development is the core reason why we exist. The Induction gives you the opportunity to continue to sharpen your competencies on a continuing basis as you relate with other professionals.

Module 4



MANDATORY CONTINUING PROFESSIONAL DEVELOPMENT

Purpose

Induction into Public Leadership is a commitment to life-long learning in leadership development. It is also a form of **Matriculation**, takes place in conventional high institutions of learning.

The Induction brings inductee leaders into the Fled Institute ecosystem where they can continue to improve their leadership competencies by signing up to different courses at the Institute as part of their Mandatory Continuing Professional Development (MCPD) Program.

The difference between the Leadership Induction and conventional Matriculation is that a student is matriculated to begin a specific course of study for which they had been previously admitted into. However, after the leadership Induction, the inductees have liberty to enroll in a number of courses, over a period of time.

This process is what we call **Mandatory Continuing Professional Development Program (MCPD)**. It is compulsory for every inducted leader to enroll in course at the Institute after induction. In fact, the primary reason for the Induction is to bring in individuals who become Students at Fled Institute. The courses are of

different durations and each offers different certification.

In other words, once an individual is inducted, the person becomes a Leadership Student at Fled Institute.

Objectives of the Induction

There are three main objectives for conducting induction into Public Leadership. These are:

1. To accord all inducted leaders' professional status of recognition that identifies them as **transformational public leaders**.
2. To create an ecosystem of transformational public leaders through which members could engage in **continuing professional development programs** and become examples of transformational public leaders in their different places of professional practice.
3. To give inductees opportunity to become part of the Institute faculty and also to expand their **Social and Professional networks**.

Benefits of Induction?

1. You are recognized as a Transformational Public Leadership.

2. You join a network with transformational public leaders in Africa.
3. You could become a resource person to teach and facilitate sessions and programs at the Institute.
4. You could join the Faculty of Fled Institute.
5. You participate in Fled Mentoring Program (FMP).
6. You have access to the Institute's Conferences, events, resources and publications at discounted rates.
7. You could be nominated to serve in Committees and other

leadership positions at the Institute.

8. You receive intellectual and counseling support to enhance your success in Public Service, Business and Politics and other areas of public engagement

Assessment Criteria

When individuals apply for induction, we receive their applications and review their suitability for induction, based on the criteria listed in the table below.

S/N	ASSESSMENT INDICATOR	MAXIMUM POINTS	CANDIDATE'S SCORE
1.	Academic Qualification	20 pts	
2.	Year of Graduation	10 pts	
3.	Leadership Positions held after Graduation	15 pts	
4.	Post-Graduation Training/Courses undertaken	15 pts	
5.	Membership of other Professional Associations	10 pts	
6.	Involvement in Community Service/Volunteer Work	10 pts	
7.	Published Books & Articles	5 pts	
8.	Clear reason for seeking to be inducted	5 pts	
9.	Previous Participation in Fled Programs	5 pts	
TOAL		100 POINTS	

Note: A candidate must secure a minimum of 70 points to qualify to be given the Category Position applied for.

Implications of the assessment:

- A candidate may be given the exact category applied for;
- A candidate may be given a higher category than applied for; or
- A candidate may be given a category lower than applied for.

It all depends on the outcome of the Assessment based on the information supplied by the candidate and as verified by the Centre for Public Leadership.

Induction Ceremony

Leadership induction ceremony holds at different times in the year. Each newly Inducted leader is issued with an Induction Certificate and Number.

Module 5



FLED CONCEPT OF LEADERSHIP

From Self-leadership to Public Leadership

Classical definition

Leadership is 'the art or process of influencing people so that they can strive willingly and enthusiastically toward the achievement of common goal'.

Leadership is...

- Ability To Show the Way
- Capacity To Direct Others
- Ability To Have a Vision and Make It Reality
- Ability To Take Responsibility in Any Situation

Leadership is a way of life that begins with the individual – It is what you are inside that you will bring out to the public.

Leadership is not...

- Just an assigned position or a role
- An entitlement, but an attainment
- About self-service
- About self-promotion

Stages of Leadership

- Personal Leadership
- Family Leadership
- Public Leadership

WHAT DO LEADERS DO? Leaders:

- Create Vision
- Set Goals
- Make decisions
- Mediate and Resolve conflicts
- Work with teams
- Observe the Principle of Due Process

To lead yourself is to take personal responsibility for your life; doing what you are supposed to do without waiting for others.

It's about personal discipline in:

- *Your use of time*
- *Your appetite*
- *Your hunger praise/applause*

Leadership is for ...

- **Lovers of people** – cares about others
- **Peacemakers** – resolves conflicts peacefully
- **Keepers of commitment** – keeps the word

You cannot lead others effectively if you have not learned to lead yourself.

Module 6

POST-INDUCTION BENEFITS & VALUE-ADDITION



Teaming together to grow

Africa Centre for Public Leadership is a place for learning and doing. We are values-driven, skill-focused, and entrepreneurial in our approach to programming. We are committed to creating opportunities for our inductees become better than they were before being inducted. We believe in cooperative learning and we practice mutual sharing of benefits accruing from our collective endeavors.

Platforms of benefit

While Alumni offer themselves to serving through the different leadership groups, the Institute makes a 5-fold value-addition offer.

LEARN

Learning is a life-long engagement and must produce results. Learning should lead to personal and professional growth. As an Alumni Member of FLED Institute, you are here to learn from others; this positions everyone in our ecosystem, as a learner. At the Institute, we are constantly asking questions, interrogating issues, challenging status quo, and learning new things. We learn by asking pertinent questions.

EARN

Applied knowledge should solve problems. Problem solving is supposed to earn you some money. Earned money enables you to pay your bills and to be of help to others. Alumni Members earn money in this ecosystem by serving as faculty or facilitating training programs at the Institute. They also earn money by inviting potential inductees into the Institute and recommending prospective candidates to enrol in the Institute's programs. For each of these activities, Alumni members earn specific financial benefits.

For instance, the Institute gives a **10%** referral bonus to any Alumni who refers someone to become Inducted into the Institute. This is a one-off compensation, and not recurring, and is not a multi-level arrangement. This is one way we encourage our Alumni to share in the benefits of our work.

NETWORK

People are change-agents. People are important to us, so we provide ambience for our Alumni to relate with diverse people of kindred passion. This gives you

leverage, enhances your social status and bolsters your confidence to succeed and make greater, wider impact. We promote professional and social network for collective impact.

RECRUIT

Every Alumni of the Institute is encouraged to help with the responsibility of recruiting others. We grow the Institute through the active engagement of our Alumni through referrals. We prefer to induct individuals who are referred by our Alumni. This is to limit the possibility of enlisting unscrupulous individuals into the Institute.

MENTOR/TEACH

As a leader, you learn, but most importantly, you must become a mentor by sharing your knowledge, experiences or expertise to others, who might require to benefit from you. Being a mentor is one way you begin to live beyond yourself as you make a difference in the lives of others. Through our structured mentoring program, Alumni members will be engaged in Fled Mentoring Program.

Each inducted member is expected to take advantage of the Leadership Groups and the value-addition to build their own competencies and contribute to make impact as a leader.

Module 7



“BACK TO MY ROOKS PROJECT”

BMR

...Impacting my community for posterity

The Concept

There is a common saying that ‘charity begins from home’. [Back to My Roots Project](#) – BMR – is a community service initiative of Fled Institute. As leaders, it is important we identify with our roots by impacting our communities in specific ways by implementing specific community-benefit projects. This is a practical way to demonstrate leadership.

PURPOSE

To inspire Fled Alumni members to re-connect with their roots by implementing specific community benefit-projects.

BMR Implementation

Each Alumni member of Fled Institute is expected to organize community impact projects in their community of nativity or community of residence in the city. BMR projects are practical ways of touching people’s lives and impacting our communities in specific ways.

BMR Project is hosted in the name of the Alumni who wants to carry it out, while other Alumni Member help with the implementation by way of physical presence, skills supply, and financial supports. Fled provides the platform for members who want to carry out this project in their community, but do not have the platform to do so.

Other Alumni are expected to support other member’s project with their skills, physical presence and relevant resources, on personal basis. In order words, Fled Alumni will not be levied to support BMR projects, but individuals are encouraged to support whichever member’s project that appeals to them. The Months of **August – December** every year is designated as **Back to My Roots (BMR) Months**. During this five-month period, Fled Alumni who intend to implement any projects of their choice in their community are expected to go ahead and implement it.

In order to facilitate and coordinate all BMR projects, members interested in carrying out BMR projects are to submit their projects to Fled Community Impact Officer (CIO), from the months of February to June. The submission is to allow tracking and mobilizing of support from members for the project.

Sample Projects for BMR.

There are different kinds of issues that someone may decide to pick up for BMR project, depending on the community and the capacity of the Alumni member. The truth is that every community is unique and has peculiar challenges. There

is no limitation to what can be done; however, the following are sample of project ideas that could be explored.

Some projects include:

1. Hold extramural holiday classes for students.
2. Hold vocational skills training for women or youths
3. Organize Entrepreneurship training for youths with possibility of providing seed money for business start-up
4. Organize medical outreach.
5. Gather and distribute relief materials to the local poor including food items, bags, shoes, clothes, etc.
6. Construct a bore hole in a community.
7. Gather books and donate them to your local community library to encourage reading.
8. Start a computer training centre
9. Organize leadership training and mentoring program for young people in the community.
10. Engage the youths in community revitalization activities like cleaning and greening community spaces, etc.
11. Start an Adult Literacy Centre in the community.
12. Start a Sports Club for Youths in the Community.

Guide to Implementing BMR Projects

Here is a step-by-step guide on how to implement your BMR project. The steps are not mutually inclusive. Some steps may not be necessary, it all depends on you.

1. Needs' Assessment stage. You may need to visit the proposed community and interact with some of the people to find out what kinds of challenges

confront them, and which ones they consider urgent.

2. Project Identification stage. Prioritize the issues, challenges or needs you observe. Decide which one you can confidently carry out at the moment, based on your knowledge, expertise and resources.

3. Project Planning Stage. Design and begin to plan how to implement your project. At this stage you should be able to answer the following questions about your project: What is the purpose? What are your objectives (what do you intend to achieve?) How will the project help the community? How long will this project last in implementation? Is it going to be a one-off or an ongoing project? What resources would you require for the project take-off? How would you secure these resources?

4. Project Costing. Create a Budget. Make sure you do a proper costing of your project and be prepared to spend a little more than what you budgeted because of exigencies. Take note of everything that could cost money. Some other things may not require cash, but would require human activities – direct labor contributions.

5. Advocacy Stage. You may need to visit some key leaders in the community to explain to them how your project will help the community. Such leaders include traditional, religious, women and youth leaders. The kind of leaders to be visited depends on the nature and magnitude of your project. This visit could also help you

to get key stakeholders in the community to buy-into and support your project.

6. Resource Mobilization Stage. Begin to mobilize resources for your project. There are different kinds of resources: human, material, financial and spiritual. You will need volunteers with different expertise to help you with the project. FLED members will be first line of volunteer supporters.

7. Implementation Stage. Go ahead and begin the physical implementation of your project. Make sure you keep record of your activities – photos, videos, etc, for documentation. You will need the information someday.

8. Celebration Stage. Once you have completed the project. Celebrate the work. Invite friends, community leaders,

the press, if possible. You may need to spend some money for this celebration. Celebrate the team that worked with you.

9. Project Evaluation Stage. Once the project is completed, carry out a post-project review to see what worked, what did not work, and what can be improved upon in the future.

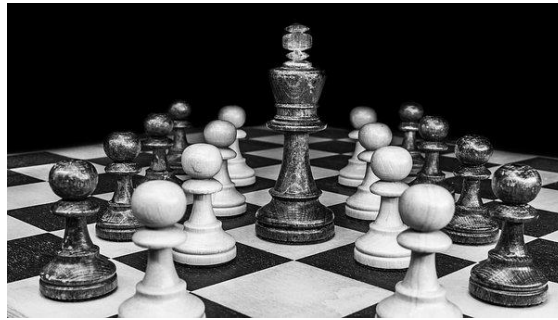
All BMR projects are under the supervision of Fled Community Impact Officer -CIO.

We Service Our Communities by Making Impact through BMR Projects

MODULE 7



PROFESSIONAL CODE OF ETHICS & CONDUCT



Introduction

Induction into a professional association or body implies that a duty of care is accepted by every one of its members in fulfilling their professional responsibilities. Africa Centre for Public Leadership has Code of Ethics & Conduct, which binds all its Inducted leaders. It sets out the professional standards of conduct and competence, as well as the personal values, which all inducted leaders are expected to exemplify.

Africa Centre for Public Leadership has a responsibility to ensure all our inducted leaders uphold this Code of Professional Conduct and Practice in order to protect our professional reputation. Everyone must adhere to the standards of competence, honesty, integrity and other professional behaviors defined in this Code of Ethics.

1. Confidentiality

An inducted leaders are expected to treat information gathered during assignment as confidential and will not take personal advantage of such privileged information

to the detriment of the Centre, other Alumni members or the Institute's publics.

2. Unrealistic Expectations

Our inducted leaders are to refrain from making unrealistic expectations from the Centre or Institute or promising clients that benefits are certain from specific assignments.

3. Financial Interests

An inducted leader is not expected to solicit commissions, remuneration or other benefits from a third party in connection with assignments carried out on behalf of the Centre or the Institute. If an alumnus, carrying out an assignment on behalf of the Institute, is given material or financial gifts, such gifts must be declared to the Institute.

However, the person is not obligated to return part or the whole gifts to the Institute. Failure to make such disclosures will amount to a breach of trust and will attract disciplinary actions.

4. Assignments

Inductees will only accept assignments for which they are ready to carry out and has skills and knowledge to perform.

5. Financial Interests

An alumni member will ensure that before accepting any assignment, a mutual understanding of the objective, scope, work-plan and fee arrangements are established and any personal, financial or other interests which might influence the conduct of the work are disclosed. Personal financial benefits must not be placed above institutional interest.

6. Referrals

An alumni member is at liberty to refer potential candidates for induction into public leadership, provided such candidates meet Induction criteria.

7. Approach

An inducted leader is expected to maintain full professional approach in all dealings with the general public and fellow members.

8. Public representation

Alumni Members are not permitted to make public statements or issue press release on behalf of the Centre or the

Institute without official approval from the appropriate Authorities. However, the Alumni, in concert with the authority of the Institute could issue press statement on national issues of public concern.

9. Identification

Inducted leaders are required to attach their Induction Identification to their names for public recognition. Example of how to attach title: **Joseph Johnson, hfpl**

10. Volunteer

Inductees are expected to volunteer in any of the Institute's Programs and at the Centre.

11. Integrity

Inducted leaders are expected to operate at high moral and ethical standards. They must be willing to learn, able to teach, ready to serve. Those found acting in the contrary may be asked to withdraw voluntarily or be disassociated from the Institute.

Induction Card is issued to every inductee upon induction. Some events might require the presentation of Card to allow admittance.

NOTE: This Code of Ethics and Conduct is subject to review as time goes on

Module 8



AFTER THE INDUCTION, WHAT NEXT?

Africa Centre for Public Leadership is committed to seeking out the best from among best to be inducted as Transformational Public Leaders. The Centre is particular about those it brings into this ecosystem of leaders.

We recognize that the induction is a major professional accomplishment in the lives of those who are privileged to be so inducted.

At the Centre, we value people and we value information. We believe people are the change agents in the society they live. We also believe that information is the oxygen that powers any worthwhile relationship. We desire that your association with Fled Institute should worth your while. As a leader, you need information to make wise decisions or make what you might call, informed decisions. Leaders need to be thoroughly informed so that they can make quality decisions.

As you begin journey of personal leadership development, it's important you understand that **we are an ecosystem**.

It is a place for learning, sharing knowledge and receiving supports. Any ecosystem is sustained by the principle of supplies. You bring your supplies; you take your supplies. In other words, as a member of the Fled ecosystem, you are expected to bring what you have – your skills, competencies,

resources, graces, networks and financials - which are your supplies – into the system. Then you are to take from the system, the supplies that others bring into the system. The operating principle in this ecosystem is **CONTRIBUTION**.

However, beyond the celebrations of the induction and being admitted into Fled ecosystem of leading leaders, many prospective inductees, wonder “what is next for them?”

As you are about to be inducted, you also might be nursing such question in your mind. That is why we have decided to address this concern in a simple way, devoid of any ambiguities. This will enable you maximize this leadership induction.

1. **After the induction**, you immediately qualify to add to your name, the induction identification title as sign of professional affiliation; example: **Joseph Johnson, ppl**. This is your commitment to serving the public for public interest.

2. **After the Induction**, you will be removed from the Prospective Inductees WhatsApp group and transferred to **Fled Global Alumni** WhatsApp Group. You shall also be added to Fled Alumni WhatsApp Group in the chapter where you reside.

3. When you are added to those WhatsApp groups, there are a few protocols you need to observe.

- The groups exist for continuing exchange of professional knowledge on leadership and development.
- They are not religious platforms to preach and share devotionals.

- Forwarded messages are discouraged, video clips must have titles or given introductions.
- Original thoughts on your leadership experiences or challenges are welcome for posting.
- We take strong exceptions to posts that deride or promote ethnic or religious hatred.
- We share happy moments of member's birthdays, anniversaries, coronations or installations, etc.

4. **After the induction**, you will be expected to register to join **Fled Global Alumni Association - FAA**. This is to enable to you continue to engage with the Institute and other Alumni for peer learning and support. The Association has its own leadership structure and conducts its own affairs.

5. **After the Induction**, you are qualified to receive rebates to attend any programs at the Institute, as an Alumni. The trainings you attend builds your leadership competencies.

6. **After the induction**, you could join the **Fled Golfing Club**. It doesn't matter the city you live, provided there is a golf Course in that city, we will work to get you unto any of them.

7. **After your induction**, you're qualified to address yourself as a Transformational Public Leader - tpl.

8. **After the Induction**, you could immediately begin to plan towards implementing your own **Back to My Roots Project** with the support of other Alumni Members.

Here are our Social Media Platforms you are to like and follows immediately

<https://facebook.com/fledindtitute>

<https://instangram.com/fledinstitute>

<https://twitter.com/fledinstitute>

<https://linkedin.com/in/fledinstitute>

<https://tiktok.com/fledinstitute>

9. **After the Induction**, you are to look out for any up-coming training programs at Fled Institute and sign up the ones you can. Most of the programs are presently run online.

Below is the list of suggested courses to enroll in according to your induction category. You can enroll in all or one of them.

S/N	Leadership Category	Suggested Course
1.	Associate Public Leader (apl)	Advanced Certificate in Community Development & Leadership.
		Postgraduate Certificate in Public Leadership & Governance
		Professional Certificate in Kingdom Politics & Governance
2.	Professional Public	Postgraduate Certificate in Educational Leadership.

	Leader (ppl)	Postgraduate Certificate in Gender & Transformative Leadership.
		Professional Certificate in Political Communication & Marketing.
		Professional Certificate in Kingdom Politics & Governance
3.	Associate Fellow (afpl)	Postgraduate Certificate in Gender & Transformative Leadership.
		Professional Certificate in Public Policy & Implementation.
		Postgraduate Certificate in Global Transformative Leadership.
4.	Fellow in Public Leadership (fpl)	Postgraduate Certificate in Statecraft and Strategic Leadership Course
		Postgraduate Certificate in Global Transformative Leadership
		Professional Certificate in Political Communication & Marketing.

Annual Induction Renewal

There is an Induction Renewal fees, which is charge monthly, but could be paid at annually.

Induction Renewal is done annually, after payment of the Subscription fees. Window of annual renewal opens every January and closes on March 31 each year.

Those who not renew within this period, will be deemed to have withdrawn unless strong reasons are given for non-compliance.

New inductees will begin to pay monthly renewal fees, the next month after their induction.

Renewal fee:

Monthly: N2,000/\$2.

Annual: N24,000/\$24.

None payment of renewal fees might lead to disqualification to participate in certain events of the Institute.

Conclusion

Congratulations for reading this pre-induction material.

Get ready for your Induction in the nearest future. If you have any questions, please send to:

The Director
Africa Centre for Public Leadership
Email: acpl@flededu.org

Stay connected!

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PERSONAL STATEMENT

As part of your pre-induction process, you are to respond to these questions and send your answers to: induction@flededu.org

1. Briefly describe yourself: You name, your aspirations, your strengths & your weakness as you see them.
2. What specific skills and networks are you bringing to the Institute?
3. In what ways do you consider that your induction into Public Leadership will help advance your professional career in the five years?
4. By the reason of this induction, what roles do you see yourself performing within the Fled Institute ecosystem, and in Nigeria at large, in the next five years?