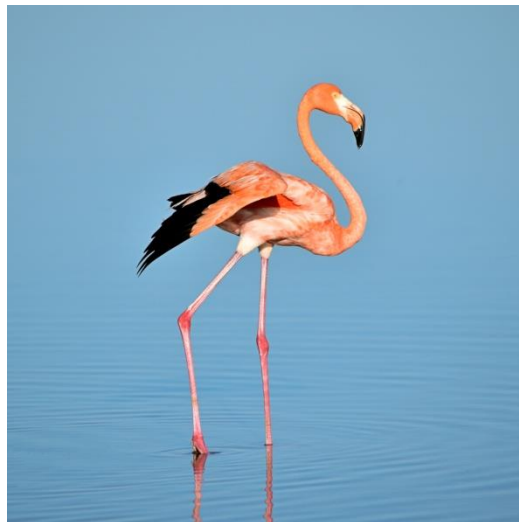




**AFRICA CENTRE FOR PUBLIC LEADERSHIP**  
**FLED INTERNATIONAL LEADERSHIP INSTITUTE, Ltd/Gte**  
**ABUJA - NIGERIA**  
(Established in 1999, registered in Nigeria under CAMA, CAP 59, LFN 1990,  
approved by the Federal Ministry of Education)

## **INDUCTION INTO TRANSFORMATIONAL PUBLIC LEADERSHIP**



***We show you how to walk on WATER!***

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## **PRE-INDUCTION READING MATERIAL**

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***Preparation for Induction into Public Leadership***

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For further information, please contact

The Director

**Africa Centre for Public Leadership**

NIGERIA OFFICE

Plot MF 57 Cadastral Zone

KMC Street, Karu Site

Abuja - Nigeria

Tel: +234 -708 015 7176

Email: [induction@flededu.org](mailto:induction@flededu.org)

[www.facebook.com/fledinstitute](https://www.facebook.com/fledinstitute)

[www.instagram.com/fledinstitute](https://www.instagram.com/fledinstitute)

[www.flededu.org](http://www.flededu.org)

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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

We welcome 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.

We believe that the under-development, poverty, and chaos which is prevalent 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 serving as a resource person in the field of leadership development through the Institute and beyond.

### What does Leadership Induction Mean?

Leadership Induction means three important things.

1. It means you are being affirmed as a **Public Citizen**, no longer a private citizen
2. It means you are agreeing to allow your private and public life to be subject to public scrutiny.
3. Finally, it means you are committing to **serving the public for public interest** in your own field of professional practice.

### About Public Leadership

Public space leaders are the drivers of public prosperity and development. They hold the key to the social, political, and economic stability of their organizations of the countries they lead. There is need to support leaders in public service. There is need to bring these leaders into an ecosystem where they can enjoy peer learning, peer support, and peer review. This is the reason **Africa Centre for Public Leadership** – ACPL - conducts induction into public leadership.

Africa Centre for Public Leadership is a continental professional leadership networking platform that inspires transformative approach to Public Leadership practice in Africa.

It is was established by Fled International Leadership Institute as part of wider initiatives to promote the professionalization of transformational public leadership in Africa.

After your induction, the Centre will continue to provide you all the necessary support to enable you get the best benefit



**Dr. Joseph C. Ibekwe, FSGS**  
Director-General, ACPL  
President, Fled Group Africa



from being a part of this ecosystem of transformational public leaders.

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 engagements with the Centre and the Institute.

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



**Dr. Anuli Regina Ogbuagu, fpl**  
Director, ACPL



## Part 1



# ABOUT FLED INSTITUTE

*The Graduate Leadership School!*



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

## FLED INSTITUTE

Fled International Leadership Institute is a graduate 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 African 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 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

## 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 individuals to become **public intellectuals** who apply 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.

Fled Institute is a member of [Fled Group Africa](#) – a group of social enterprise organizations working in Africa since 1995.

## Part 2



### ABOUT ACPL

**Africa Centre for Public Leadership - ACPL** is a continental professional membership organization that promotes the practice of transformational public leadership in Africa. It was established in 2022 by **Fled International Leadership Institute** as part of boarder initiatives to professionalize the field of leadership development and practice in Africa.

**Our Purpose:** To build a community of transformational public leaders, professional leadership trainers, and resource persons.

**Our Mission:** To inspire transformative approach to public leadership in Africa through induction, public education, networking, and peer support.

**Vision:** An Africa where public leadership is transformational

**Motto:** Public leadership has consequences

#### Legal Status of Fled Institute & ACPL

Fled International Leadership Institute was established in 1999, but incorporated in Nigeria on January 21, 2010 as a Company Limited by Guarente. It is approved by Nigeria's Federal Ministry of Education and Ministry of Justice to provide leadership education and to professionalize the field of leadership development in Nigeria and beyond. In Nigeria, ACPL exists under the corporate legal cover of Fled Institute.

#### Mandate of ACPL

1. To promote the principles and practice of transformational leadership in the public and private leadership space.
2. To induct qualified individuals from the private and public sectors and bring them into ACPL Membership.
3. To professionalize and uphold professional standards for public leadership practice in Africa.
4. To collaborate with governments to mainstream Leadership training into Public Service.
5. To enhance leadership competencies of ACPL Members through Continuing Professional Leadership Development Programs (MCPD).
6. To promote Peer Review processes for public leaders in private and public institutions.



7. To organize public discourse and seminars to raise awareness on values-driven Public Leadership.
8. To organize ACPL Inaugural Lectures, twice yearly (June & November), in collaboration with the appropriate Institutions.
9. To organize Educational & Business Tours within Africa and beyond for members networking opportunities.
10. To promote African Foreign Policy toward Transformational Leadership through hosting the Africa Foreign Policy Dialogue - AFPD.

## Our Philosophy

We take anchorage in pragmatic philosophy, which captures our concept and definition of God, people, and development.

### ***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;

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



Our work is grounded on three pillars: ***People, Opportunities and Possibilities.***

**People** – We recognize that people are the greatest resource-asset that must be developed.

**Opportunities** – We recognize that everyone needs opportunity to learn, to do things, and to become more.

**Possibilities** – We support individuals and organizations to explore and push beyond boundaries.

## General Membership Requirements

It is important to state that ACPL is not like the conventional professional associations where someone could join and not participate in the life of the Association. ACPL is a *learning* and *doing* organization. Individuals seeking to be inducted as Members of the ACPL, must:

- Complete the Pre-induction Training/Reading Material
- Must make full payment for Induction and Membership Kits
- Attend the Induction Ceremony **onsite or online**

### **How Does One Become a member?**

Membership admission is currently through [Direct Induction](#), which means there is no qualifying examination, prior to induction.

### **Who can be a member?**

Civil Servants, Public Servants, Diplomats, Business owners, Entrepreneurs, Academic professionals, politicians, undergraduate students, etc.

### **What are the Membership Categories and Benefits?**

1. Student Member, spl
2. Associate Member, apl
3. Professional Member, ppl
4. Associate Fellow, afpl
5. Fellow, fpl
6. Honorary Fellow, hfpl

### **Benefits of Membership**

- Continental recognition as a *Transformational Public Leader -tpl*.
- Participation in Continuing Professional Development Programs (MCPD).
- Mentorship & Peer Support for your public leadership engagements
- Participation in Networking, Public Education and Advocacy Initiatives
- Discounted Access to Resources and leadership programs, events, and publications.
- Receive Continental Exposure as you participate in International Educational & Business Tours.
- Become a Leadership Facilitator within the ecosystem of transformational leaders in Africa.
- You could be nominated to serve in Committees and other leadership positions within the Fled global leadership ecosystem.
- You receive intellectual and counseling support to enhance your success in Public Service, Business and Politics and other areas of public engagement.

There are other special benefits and privileges available to members, depending on their leadership categories.

## Part 3



### CONTINUING PROFESSIONAL DEVELOPMENT

Membership of ACPL means a commitment to life-long leadership development and mentoring. Therefore, to enable members get ahead, achieve their goals, and gain personal and professional recognition, ACPL offers opportunities for Professional development and networking. With the exception of Honourary Fellows, each member is required to participate in mandatory Continuing Professional Leadership Development Program (MCPD) in a year. Each Professional Leadership Program attracts specific Credit Points (CP) which will accumulate for the member.

Credit points are also earned through attending and participation in other programs including Seminars, Workshops, Mentoring assignments, and facilitating at Fled Institute's Training Programs.

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

#### 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 Faculty at Fled Institute and also to expand their **Social and Professional networks**.

#### Induction Ceremony

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

## Assessment Criteria for Prospective Members

*Applicable only to Associate Member –Fellows Categories*

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 join ACPL	5 pts	
9.	Previous Participation/Attendance at FLED Trainings/Programs	5 pts	
	<b>TOAL</b>	<b>100 POINTS</b>	

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

### MCPD Pathway.

Once after induction, you are expected to enrol in a Leadership Training Course at Fled Institute, as a starting point for MCPD. The courses are held online and onsite, depending on the circumstance.

Below is the list of suggested courses you are to enroll in after induction, according to your membership category. You are to register in any of them as soon as your induction is completed.

S/N	Leadership Category	Suggested MCDP Courses
1.	<b>Student Member, (spl)</b>	Global Citizenship & Leadership Program – GCPL <b>OR</b> Fled Undergraduate Leadership Program - FULP
2.	<b>Associate Member (apl)</b>	Certificate in Community Leadership & Integrated Rural Development. Professional Certificate in Public Leadership & Governance Professional Certificate in Kingdom Politics & Governance
3.	<b>Professional Member (ppl)</b>	Postgraduate Certificate in Educational Leadership. Postgraduate Certificate in Gender & Transformative Leadership. Professional Certificate in Political Communication & Marketing. Professional Certificate in Kingdom Politics & Governance

4.	<b>Associate Fellow (afpl)</b>	Postgraduate Certificate in Gender & Transformative Leadership.
		Professional Certificate in Public Policy & Implementation.
		Postgraduate Certificate in Global Transformative Leadership.
5.	<b>Fellow in Public Leadership (fpl)</b>	Postgraduate Certificate in Statecraft and Strategic Leadership Course
		Postgraduate Certificate in Global Transformative Leadership
		Professional Certificate in Political Communication & Marketing.
6.	<b>Honorary Fellows</b>	At their discretion

### Time Schedule for New Inductees to Enrol in MCPD Courses

An inducted member is given a **50% rebate** on the course fee if they enrol between 1-2 months after induction. Thereafter, the rebate is only **15%**. Members are given option to pay in installments for their courses.

INDUCTION MONTH	50% REBATE ON ENROLMENT	15% REABTE ENROLMENT
MARCH	MARCH -ARPIL	JUNE - ONWARD
JUNE	JUNE-JULY	AUGUST - ONWARD
SEPTEMBER	SEPTEMBER - OCTOBER	NOVEMBER - ONWARD
NOVEMBER	NOVEMBER-DECEMBER	JANUARY - ONWARD

### Conditions For Membership Upgrade

When a person is inducted, he/she can move from one category to a higher one. There is no maximum number of years to be completed before moving to another level. It depends on your ability to accumulate Credit Points through continuous participation in programs.

The first requirement to apply for upgrade to a higher category, is the completion of one of the stipulated courses above. In addition, the following requirements apply:

1. To become an **Associate Member**, a Student Member must have secured at least **30 credit points** from participating in ACPL/Fled Institute's programs. Thereafter, she/she can apply for upgrade to Associate Member.
2. To become a **Professional Member**, an Associate Member must have secured at least **70 credit points** from participating in ACPL/Fled Institute's programs.

3. To become an **Associate Fellow**, the Professional Member must have secured at least **100 credit points** from participating in ACPL/Fled Institute's programs.
4. To become a **Fellow**, the candidate must have secured at least **120 credit points** from participating in ACPL/Fled Institute's programs.
5. To graduate and become an **Honourary Fellow**, the fellow must have secured at least **150 credit points** from participating in ACPL/Fled Institute's programs.

### How Members Earn MCPD Credits

There are different ways members of ACPL can earn **MCPD Credit** to enable them advance in learning and move up Membership Category. Each program attended is calculated as part of Continuing Professional Leadership Program, attended. The following are specific ways include:

S/N	PROGRAMS/EVENTS	MAXIMUM CREDIT UNIT
1.	Postgraduate Leadership Programs	20
2.	Professional Leadership Programs	10
3.	ACPL/Fled Institute Meetings & Events	5
4.	Attendance at People & Power Conferences/ Foreign Policy Dialogue	5
5.	Participation at ACPL Chapter Meetings & Events	5
6.	Fled Mentorship Program	5
7.	Facilitating at ACPL/Fled Institute Programs	10
8.	Belonging to Professional Sub-Group	10

## Part 4

### ACPL/FLED VALUES-PROPOSITION



*Teaming together to grow*

### *Values Are the Gold Inside Everyone of Us*

At Africa Centre for Public Leadership, we are values-driven, pragmatic, and entrepreneurial in approach to programming. We are committed to creating opportunities for our members to 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.

#### **Our Values Propositions**

1. If you won't do it, don't say it.
2. Live the values – walk the talk!
3. Don't wait for someone else to make it happen. Do it!
4. Do little things very well, the big things will fall in line.
5. If you don't believe in it, don't talk it.
6. If you don't know it or understand it, ask. Never Assume!
7. Treat everyone well and with respect.

8. Give yourself to the work, expect something in return.
9. Strive to win together. Let everyone hold the trophy!
10. Work for your people, not them working for you – serve
11. Give whatever you expect. Have great expectations!

#### **The Mutual Beneficiation Platform**

We offer our members different opportunities to add value and to enjoy benefits of service and commitment.

#### **LEARN**

Learning is a life-long engagement and must produce results. Learning should lead to personal and professional growth. As a Member of ACPL, you will learn from others; this makes everyone in our ecosystem, a learner. We are constantly asking questions, interrogating issues, and learning new things. We learn by asking pertinent questions.

## EARN

Applied knowledge should solve problems. Members earn money in this ecosystem by serving as faculty or facilitating training programs at Fled Institute. They also earn money by inviting potential inductees and recommending prospective candidates to enrol at Fled Institute's programs. For each of these activities, Members earn specific financial benefits.

For instance, ACPL gives a **10%** referral bonus to any Member that 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 members to share in the benefits of our work.

## NETWORK

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

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

## RECRUIT

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

## MENTOR/TEACH

As a leader, you learn, but most importantly, you must become a mentor by sharing your knowledge, experiences or expertise with 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, Members can participate in Fled Mentoring Program.



## PART 5



### PROFESSIONAL CODE OF CONDUCT & ETHICS



#### 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 members. It sets out the professional standards of conduct and competence, as well as the personal values, which all our inducted leaders are expected to exemplify.

Africa Centre for Public Leadership has a responsibility to ensure all 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

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 ACPL or Fled Institute or promising clients that financial benefits are certain from all assignments.

#### 3. Assignments

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

#### 4. Financial Interests

A 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.

### **5. Referrals**

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

### **6. Approach**

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

### **7. Public representation**

Members are not permitted to make public statements or issue press release on behalf of ACPL or Fled Institute without official approval from the appropriate Authorities. However, ACPL could issue press statement on national issues of public concern.

### **8. 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**

### **9. Participation/Volunteer**

Members are expected to participate and volunteer in any of ACPL or Fled Institute's Programs. Such volunteer efforts may not attract financial benefits.

### **10. 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 ACPL and Fled Institute.

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

## PART 6



### AFTER THE INDUCTION, WHAT NEXT?

**Africa Centre for Public Leadership** is committed to seeking out the best from among the 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 ACPL & Fled Institute should worth your while. As a leader, you need information to make wise decisions.

As you begin the 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. Within this ecosystem, you bring your supplies; and you take your supplies. In other words, as a member of ACPL and 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**.

To help you maximize your membership of ACPL, the following what you should know.

1. **After the induction**, you immediately qualify to add to your name, the induction identification title as a sign of professional affiliation; example: **Joseph Johnson, ppl**. This is a proof of your professional affiliation to ACPL. It means you a Professional Public Leader, ppl at Africa Centre for Public Leadership. The same applies to the other categories.

2. **After the Induction**, you will be added to ACPL Global Members WhatsApp Group.

#### 3. WhatsApp purpose & conduct.

- The groups exist for continuing exchange of professional knowledge on leadership and development.
- The group is not religious platform 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 are qualified to receive rebates to attend any programs at ACPL and Fled Institute, as a Member of ACPL.
5. **After your induction**, you're qualified to address yourself as a Transformational Public Leader - tpl.
6. **After the Induction**, you are to look out for any up-coming training programs at Fled Institute and sign up the ones you can.
7. **After Induction**, those from Professional Membership category and above who would like to become Faculty Members at Fled Institute and ACPL, are welcome to apply to train to become Faculty members.
8. **After Induction**, those who desire to become *Certified Professional Leadership Consultants, cplc* could enroll in the Leadership Certification Course. Visit here for details: <https://flededu.org/certification>

### **ACPL Global Membership (AGM)**

After Induction you become part of ACPL Global Membership, which exists to ensure continuing exchange among ACPL Members and Fled Institute.

The aim is to build understanding and shared concern among the Members for the transformation of Africa through good governance, which becomes the basis for long-term professional co-operation and friendship.

### **Annual Membership Revalidation Exercise - AMRE**

Between October 1 – November 30 each year, a **Membership Revalidation Exercise** is conducted. This is carried out for four main reasons, including:

1. To give members opportunity to change from one Professional Sub-group to another.
2. To obtain current data about members.
3. To review status of membership subscriptions
4. To select those qualified to receive ACPL Membership Award of Excellence for the year.

### **Payment of Annual Subscription fees**

Subscription fees are paid at once, not in parts. Window of annual renewal fee payment opens on **January 1 and closes on March 31**, each year. Those who do not renew within this period, will be charged late subscription fee of **N5000/\$5** flat. They will also not be admitted to *Members-Only* events at ACPL or Fled Institute.

Newly Inducted members are given two months grace after their induction before they start paying membership subscription.

### **Current Financial Obligations** (subject to change and review)

<b>Category</b>	<b>Induction fee</b>	<b>Annual Subscription Fee</b>	<b>Membership Upgrade fee</b>
Student Member, spl	N10, 000/\$10	N6, 000/\$6	.....
Associate Member, apl	N50, 000/\$70	N12, 000/\$12	N25, 000/\$25
Professional Member, ppl	N75, 000/\$80	N18, 000/\$18	37, 500/\$38
Associate Fellow, afpl	N100, 000/\$100	N24, 000/\$24	50, 000/\$50
Fellow, fpl	N250, 000/\$250	N30, 000/\$30	125, 000/\$125
Honourary Fellow, hfpl	-----	N36,000/\$36	-----

### **Membership Induction Kit**

Each Inducted member is supposed to receive the following branded items including: Muffler, T-Shirt, Pin, Face cap, Neck Scarf (for Ladies), Sticker, Pen.

Fee for these items are separate from induction fee. If A Fellow desires to have a take-away branded ACPL/FLED Institute induction gown, the person is to pay - N50, 000/\$50 for the gown.

### **Membership Renewal Calendar for New Members**

This chart provides guide for new inductees on when to start paying their membership subscriptions.

<b>INDUCTION MONTH</b>	<b>SUBSCRIPTION STARTS IN</b>	<b>OUTSTANDING DUES FOR THE YEAR</b>
MARCH	JUNE	JUNE-DECEMBER
JUNE	SEPTEMBER	SEPTEMBER -DECEMBER
SEPTEMBER	DECEMBER	DECEMBER ONLY.
NOVEMBER	JANUARY	JANUARY TO DECEMBER FOR NEXT YEAR.

## PART 7



### ACPL PROFESSIONAL SUB-GROUPS

Every year, each Member of ACPL is expected to belong to one Professional Sub-group. This is one of the ways to get Members to be actively engaged within the community. Individuals can join any group of their choice, irrespective of their professional inclination.

Each member is required to subscribe to just **one** leadership sub-group per year. Individuals will have the opportunity to change their groups during the *Annual Membership Revalidation Exercise (AMRE)*, which takes place from October to November 30 each year. Each sub-Group will work on topical current development issues and respond to them accordingly. The current available sub-groups include.

#### **Corporate Leaders Group (CLG)**

These are ACPL Members interested in leadership dynamics and operations in the corporate world of banking, insurance, finance, etc.

#### **Governmental Leaders Group (GLG)**

These are ACPL Members interested in governmental leadership including legislative, executive, judicial, and activities in government Ministries, Agencies and Parastatals.

#### **Business Leaders Group (BLG)**

These are ACPL Members who are interested in entrepreneurial leadership and

the operations of Private Business concerns including large business corporations, Small and Medium Enterprise Businesses. Members who are business owners and are entrepreneurs, might like to serve in this group.

#### **Social & Community Leaders Group (SCLG)**

These are ACPL Members who are interested in the operations of the social sector, including NGOs, CSOs, Social Work, Community Development Associations, etc.

#### **Educational Leaders Group (ELG)**

These are ACPL Members who work in the education sector or are particularly interested in broad spectrum issues around education and development.

#### **Religious Leaders Group (RLG)**

These are ACPL Members in the religious circles.

#### **Human Service Professionals Group (HSPG)**

These are ACPL Members who work in the health and human services sector or who are interested in health and human services.

#### **Law & Media Professionals Group (LMPG)**

These are ACPL Members who work as judicial, legal and media professionals or

those who are interested in legal and media issues.

### **Security & Allied Professionals Group (SAPG)**

These are ACPL Members who work in the security and allied services sector or those interested in such sector.

### **Charter Of Membership Responsibility – CMR**

Africa Centre for Public Leadership at Fled Institute is committed to changing the narratives of public leadership on the continent, beginning from the immediate organizations where our members work. To change this narrative, we need to understand the concept of responsibility in leadership.

We believe leadership is about taking responsibility. Taking responsibility has to do with understanding what needs to be done, taking action to get things done, recognizing consequences, and accepting blames when things don't turn out right. Therefore, every transformational leader must understand these four pillars of responsibility, namely *expectations*, *actions*, *consequences*, and *blame*. Leaders must know what to do, they must take action to get things done, they must understand consequences of their actions or inactions, and they must be ready to accept blames when outcomes fall below par. They must never shift blames to elsewhere.

Therefore, ACPL Members are required to submit themselves to the **Charter of Membership Responsibility - CMR**, as a way to measure and track their leadership growth and effectiveness. The CMR

becomes the basis for **Members Evaluation**. There are four pillars of this Measurement evaluation for members of ACPL.

1. **Participation in MCPD** – Members will be evaluated on their level of participation in MCPD programs as listed above. Credits earned during MCPD qualifies the member to move up their Leadership category.
2. **Referrals/Network exposure** – Members are required to refer qualified individuals for induction at ACPL and Students at Fled Institute. They are also expected to introduce ACPL and Fled Institute to their own networks. A statutory Referral Bonus of 10% is paid to member for their efforts.
3. **Presence** - Members are expected to attend Programs even if they have no specific roles to play, just to show solidarity as often as possible, online and onsite. Presence including participating in ACPL Chapter Meetings & Events.
4. **Subscriptions payment & Voluntary Financial Support** – Timely payment of Subscription is a vital proof of commitment to membership. Also, direct voluntary financial donations from members are highly welcome. Members could also sponsor others for induction or to attend courses at the Institute.



### **CMR Evaluation**

Members will be evaluated on the **score of 100%**, based on the above four items of

measurement. ACPL Membership Excellence Awards shall be presented to those that score up to **70%** during our Annual End-of-Year Award & event.

### **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:

### **ACPL NIGERIA OFFICE**

Plot MF 57 Cadastral Zone, KMC Street  
Karu Site, Abuja - FCT  
Tel: +234 -8161684262, 0708 015 7176  
Email: [acpl@flededu.org](mailto:acpl@flededu.org)

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>

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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](mailto:induction@flededu.org)

1. How would you describe yourself?
  
  
  
  
  
  
  
  
  
  
2. What specific skills and networks are you bringing to Africa Centre for Public Leadership?
  
  
  
  
  
  
  
  
  
  
3. In what ways do you consider that your induction into Public Leadership will help advance your professional career in the next five years?
  
  
  
  
  
  
  
  
  
  
4. After the induction, what roles do you see yourself performing through ACPL in your country in the next five years?
  
  
  
  
  
  
  
  
  
  
5. What expectations do you have of ACPL?