

LEADERSHIP STYLES: A DETERMINANT OF THE QUALITY OF FOLLOWERSHIP IN NIGERIA,

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Abstract

The paper dealt with the concept of leadership and fellowship. It also discussed the leadership style as it serves as a determinant of the quality of followership in Nigeria. Conclusions and recommendations were drawn in order to assist in bringing peace, unity and harmonious living in Nigeria society.

Introduction

Leadership is a concept, which has been with man for as long as man existed, but same has so fascinated him that he cannot give any cut- definition with. There are many different definitions of leadership as there are many who have attempted to define it. (Asen and Marcus, 2001) thus leadership is best analyzed through the leadership styles.

Maxwell (2002) and Weinhch and Koont3 (1993) see leadership as influence. It is the Art or process of influencing peoples so that they can strive willingly and enthusiastically toward the achievement of group goals. Parents as leaders influence their children as followers. Parents can use coercion and or reward to make children go to school, for children know that they can be punished if they flout their parents order to go to school. they also know that if they obey. They would definitely be raised.

In the opinion of Afolabi (2001), leadership should be examined in terms of production rather than position in the sense that leadership has a great deal to do with vision in addition to the set mission. He believes that leadership is a specific application of influence, while followership is its acid test (see Nigerian Tribune of 2/1/2001).

Barker (1997:45) also defines leadership as "behavior that helps the group to achieve its preferred objectives". He admits that the concept of leadership has changed with time in the sense that it is now being regarded as a "facilitative" activity, i.e doing whatever allows the group to achieve rather than directing people's energy in certain direction,

According to Webster's dictionary of English language (1990), a leader is someone who acts as a guide or directing head. Osisioma, (1999), leadership makes all the differences between success and failure in the attainment of the goals of the society or organisation. Indeed, until and unless the leadership skills are applied in an entity, it remains an uncoordinated assemblage of desperate and dysfunctional parts. The first is to blend the social, technical and economic factors within organization or society, into a winning combination such that the goal of efficiency in the mix is perceived and the objectives of the group are attained most effectively. Secondly societies are

not static devices, they are supposed to be dynamic. It part of leadership challenge to ensure a full and continuous employment of factor in the transformation process.

Leadership, according to Stogdill (as cited by Jiboyewa, 1990:9) has been conceived and defined in various ways as (a) a focus of change: (b) the act of inducing compliance, (c) The exercise of influence and (d) an instrument of goal achievement. Ultimately, leadership about behaviour, is a situation in which an individual influences the behaviour of others in the group to will highly contribute to the achievement of group takes. Its by nature a dynamic process (Cole, 1993).

The ultimate objective of any leadership style, however is goal accomplishment, the principal as a leader is expected to ensure the attainment of education goals and objectives. He however needs the co-operation of his subordinate to achieve them which in some cases do not come easily, subordinate relationship as well as teachers satisfaction are important for that cooperation (Ijaya, 1998).

leader is the title given to any body who leads. It involves through the leaders and does then work as a reader. Any activity in the society is usually carried out under the control of a leader (Awoyemi, 2000).

The Qualities of a Good Leader

1. A good leader must understand his followers either as a group or individuals, This will help him to make use of his group. Class or community.
2. He/ She must be firm and kind. A reasonable and responsible leader should abide by his words and show kindness to his followers.
3. A reasonable leader must not be selfish. A leader should think of his followers and does not do any thing that would show him/her as self-seeking leader.

He/she must be consistent in his/ her attitude to his/ her followers. For example a class teacher who punishes a student for smoking in the school but but fails to do the same to others, because they are of the same tribal group and of the same religion shows a sign of poor leadership because he/she partial. A highly respected leader must be able to think locally and clearly. A dull and slow thinking leader would fail to command the respect of his / her followers.

A leaders must be patient and listen to his followers, handle their problems carefully and guide them religiously. It would be only then, you can be telling your followers to do as you "at all time. A leader can always force him or her directives on his or her followers. It can as well lead to desertedness. Turn moil and hatred between a teacher and the followers.

A committed leader would always educate his or her follower on the ways and manner they should conduct them solves in witness the society. He can as well prepare to serve his followers and the society. This will help the followers to do the same with happiness. He/she should listen to the advice of his followers and always seek for their support and co-operation. So that in togetherness progress would be recorded.

The function of a leader therefore is to induce or persuade all subordinates or followers to contribute willingly to the society in accordance with their maximum capability. Without followers, the leaders would not exist. The problem is that for any society to progressively move it must have an able leader who the followers can emulate.

The following are the duties expected of a highly motivated follower

A follower should be faithful to his/ her leaders in the society so that the society can move forward and as well obey the directives leaders.

A follower must obey the leader and emulate good example from them. They have to respect them and be ready to assist the leader in achieving the set goals.

Followers should be ready to point out any mistake or error committed by the leader, but it must be pointed out with criticism, it should be in the mind of the individual, that a respectable and good follower make a good leader

The leaders are expected to always show good examples to the followers. A teacher that smokes in classroom does not show good examples but a teacher that has good knowledge of his subject and follows the rules and regulations of the profession always exhibits attitudes worthy of emulation.

Leaders like late Chief Obafemi Awolowo, late Tafawa, late Nnamdi Azikwe and Late Major General Muritala Mohammed were good examples of leaders that can be emulated as the determinant of good leadership that enhanced good followership.

Categorization of Leadership

Fielder (1967), Classified leadership into basic styles: Task oriented leadership and leadership-oriented leaders. But a number of researchers have concentrated primarily on the behaviour of leader's on the assumption that ability to lead and willingness to follow are based on leadership styles.

Leaders were seen as applying three basic styles.

The autocratic leader was seen as one who commands and expects compliance who is dogmatic and positive, and who leads by the ability to withhold or give rewards and punishment. The democratic or participative leader consults with subordinates on proposed actions and decisions and encourages participation from them this type of leader was perceived to be a spectrum ranging from the person who does not fake action without subordinates, concurrence to the one who makes decisions but consults with subordinates before doing so.

Those who subscribe to these three styles of leadership [are likely to recognize that the use of any style will depend on the situation. A leader may be autocratic when they alone have the answers to all questions.

Conclusion

A leader can gain considerable knowledge and a better commitment on the part of persons involved by consulting with followers. Most leaders were encouraged to be benevolent. A leader should be ready to face challenges and articulate the problems of his or her followers because leading people is a complex process.

Recommendations

Both leaders and followers will be happy and willing to help one another at all times if there is good intimacy and thorough level of understanding. The society will be at peace, if there would less crisis between leaders and followers. There would be unity in the society and there would be mutual understanding among the people when the interactive atmosphere prevailing among the leaders and followers is smooth.

There would be progress. When there are peace, unity and love among tie leaders and followers. There would be stability and smooth to getherness. here would not be constant change of leadership in the society, which may ead to chaos and turmoil in the society.

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