

## National Development and Political Corruption in Nigeria: Leadership at Crossroad.

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### Abstract

This paper empirically examines the emerging patterns and effect of unethical behaviour as reflected through corrupt practices of leaders in Nigeria vis-à-vis its consequences on the national development. It has two models which illustrate the consequences of corruption on the national development. A total sum of 1100 questionnaires were administered randomly among identified strata of the population in Lagos and Osun states which enables the respondents to list 30 unethical acts as committed by their leaders thus impeding the attainment of noble goals that could have heralded development in different spheres of the economy culminating into national development in the country in view of the available wealth in the country. It was revealed that the recklessness and impunity displaced by the leaders with respect to resources available as further compounded the developmental processes in the country thus generating great concerns on the leadership of the country. A clarion call for dramatic change in the behaviour of these leaders for any meaningful development to take place otherwise the youth who are the leaders of tomorrow may have no role model whose behaviours are worthy of emulation thus mortgaging the future of the country. The change should be in the direction of integrity, honesty and sound moral values to sustain discipline needed for national development.

Key words: Corruption, National Development, Moral values, Leadership and Discipline.

### 1. Introduction:

Corruption heralded the erosion of role based behaviour and has weakened social cooperation thereby locking the society in a kind of gigantic prisoner's dilemma (O'Donnell, 1989). The behaviour of leaders is crucial and sometimes determines the implementation of strategies adopted for national development. The national problems being experienced in the overall development of the country these days are attributed by majority to poor leadership simply because the leaders are rooted and head deep in corruption. Leadership involves setting direction through creation of vision (Mackenzie and Bello, 1981). It is through the vision that mission is clear and direction would be visible. Vision, mission and planning would give room for proper development when it is done under critical objectivity without any bias however, when personal interest of leaders is placed above the public interest, the vision is blurred and thus forestall developmental processes in all spheres of the nation's development. The institutionalisation of corruption is not a single day's process. It takes decades for it to form and be visible as it is a function of leadership behaviour since leadership is all about followership in form of superior and subordinate relationship (Oginni, 2005) which supported the assertion of Niccolo Machiavelli that followership behaviour is in relation to how those that rule them behave. National development is progress in societies, both human and non human, designed to uplift the standard of living of the people and can thus be measured in terms of infant mortality, level of literacy, level of fertility, life expectancy, standard of living, cost of living and despite the series of developmental plans developed to meet these demands; it is clear in simple language that laudable national development plans does not interpret to concrete and visible development without the help of the people that will implement it.

#### 1.1 Statement of the Problem:

No society is static, change is constant and it is relative in terms of population, education, productivity, income, investment (micro and macro levels) and of course savings (Akanji and Akosile, 2001). Therefore, development is synonymous with changes in human communities; both human and non-human changes although the major determining factor is how people arrange, organise and interact with the resources around them to make better living. The course of interaction and organisation of these resources into meaningful pattern is seen as a complex process contingent upon man who is the pilot of change. The developmental change will usher in economic growth, welfare,

political, technological advancement and favourable international relations however, where the man who is the pilot lacks the vision which is the mental image of reality and could not harness the resources or peradventure, convert these resources to individual or family benefits (personal interest) as against the use of the resources for general benefits (public interest) as it is evident in Nigeria today that there is systematic use of public power for private gain which can stunt national development in all ramification. Hence, this study.

### **1.2 Objective of the Study:**

The main objective is to examine the relationship between national development and corruption vis-a-vis leadership dilemma. Other objectives which the research has been designed to achieve are to:

- i. identify issues in national development and corruption;
- ii. examine the role of leadership in national development;
- iii. investigate the extent to which corruption affects national development and;
- iv. assess challenges confronting leadership in the wake of national development and corruption

### **1.3 Research Questions**

In an attempt to achieve the stated objectives, the following questions were considered

1. What are the issues in the national development and corruption?
2. What is the significant of leadership in national development?
3. How does corruption affect national development?

## **2. Literature Review**

### **2.1 National Development**

Development to majority of people in different countries has varied meaning (Akanji and Akosile, 2001). In many nations it means the attainment of self governance, to others it signifies the provision of essential infrastructure that create a healthy atmosphere, proper provision of education, communication and ability to evolve an amiable business environment for its citizenry while some even sees it as achievement in technology advancement. Gboyega (2003) captures development as an idea that embodies all attempts to improve the conditions of human existence in all ramifications. Naomi (1995) explained that development involves not only economic growth but also some notion of equitable distribution, provision of health care, education, housing and other essential services all with a view to improve the individual and collective quality of life. Chrisman (1984) in Lawal and Abe (2011) was of the opinion that development is a process of societal advancement where improvement in the well being of people are generated through strong partnerships between all sectors, corporate bodies and other groups in the society. It is therefore true that development seek to achieve improvement in material well being of all citizens, provide a sustainable way to ensure that today's consumption does not imperil the future, demand that poverty and inequality of access to good things of life be removed or drastically reduced and seek to improve personal, physical, security and livelihoods as well as life expectancy (Lawal and Abe, 2011). Evolving from the meaning of development, national development can be explained to mean totality of improvement in collective and concrete terms across socio – economic, political, technology as well as religion and is best achieved through strategies mapped out by government as contained in the nation development plans.

It is the dream of every government to develop programmes or plans that will usher in development of which Nigeria is not left out. Since independence in the year 1960, successive governments have made frantic efforts towards concrete development by put in place series of plans. The first national development plan policy was designed to cover 1962-1968 and focus was on health, education and employment. The second national development plan policy to cover 1970-1974 and priority was on agriculture, industry, transport, manpower, defence, electricity, water supply, communication and provision of social services. The third national development plan policy to cover 1975-1980 and emphasis was on rural development and agricultural sector. The fourth national development plan policy to cover 1981-1985 has focus on employment generation, improving standard of living, even distribution of income among individuals and socio-economic groups (Ogwumike, 1995). Aside these national development plan policies, there had been other strategies such as Green Revolution, Operation Feed the Nation (OFN), Economic Stabilisation Acts popularly known as austerity measures, Structural Adjustment Programme (SAP), National Economic Empowerment and Development Strategy (NEEDS) each deriving their names from what they were designed to achieve (Akanji and Akosile, 2001). Vision 2010 and Seven Point Agenda with Vision 2020

In spite of series of development strategies put in by successive governments with good intentions to generate and create meaningful developments, the current state of developments in the country is far from this and the reason is

not far-fetched because of high level of corruption and indiscipline exhibited so far by the leadership of the country. There is no leadership commitment capacity to stir plan from formulation to full implementation and monolithic economy which made the government to depend on a single product (crude oil) for survival to the detriment of other resource as well as other sectors. Mimiko (1998) carpets it by saying a very good developmental plan supervised by a thoroughly corrupt state can hardly do a thorough good job. It is therefore obvious that development is contingent upon leadership i.e leadership plays significant role in national development.

### **2.2 Understanding Political Corruption**

In the views of Philip (1998) proper understanding of political corruption stems from the political system in which it is based. As such, the different natures of the political system would modify the forms and the range that political corruption takes. Thus, political corruption in a democratic polity might take a very different form (or forms) to that in a non-democratic polity. Therefore, the perspective on politics from which the conception of corruption is generated will play a major role in defining political corruption. Pinto-Duschinsky (1983) was of the opinion that political corruption refers to the abandonment of expected standards of behaviour by those in authority for the sake of unsanctioned personal advantage. Van Klaveren (1978) in his article titled "The concept of Corruption" viewed political corruption from agency relationship model which is centred on market centre approach. i.e it is primarily related to demand, supply and exchange concept as derived from economic theory. It was stated further that a corrupt civil servant regards his public office as a business, the income of which he will, in the extreme case seek to maximise. The office then becomes a "maximising unit". The size of his income then does not depend on an ethical valuation of his usefulness for the common good but precisely upon the market situation and his talents for finding the point of maximal gain on public's demand curve. The implication therefore is for anybody in any position to determine the reward for his service in every case, according to the well known principle of the railways rate policy i.e charge what the traffic can bear because it is being seen as business for profiteering thus hindering service per objectivity and excellent.

The market centred approach when compared with others previously discussed, to a greater extent emphasizes the mechanics of political corruption and the circumstances under which it becomes possible. The environmental and cultural bound also made it clear that corruption varies across countries and regions and that no political system or country is immune to corruption. From toppling of presidents in Venezuela and Brazil to the emergence of the new oligarchs in Russia, from Watergate scandal in the United State to the startling revelations of the *Tangentopoliu* affair in Italy, from the cash for peerages scandal in the United Kingdom to the streak of scandals that long plagued Japanese politics, the list is endless (Zamora, Walecki and Carison, 2009). To this extent, political corruption is therefore abuse of entrusted power by political leaders for private gains with the objective of increasing power or wealth.

Countries with high levels of poverty are vulnerable to political corruption which is relatively common to many transitional democracies of which Nigeria is one of them. It becomes quite easy for the rich to gain access to the poor through financial inducement, target the unemployed and other types of dependants. Recent scandals in the country ranging from police pension funds, petroleum subsidy, stock exchange palaver, Farouk and Otedola's bribery scandal, Osuji's budget inflation on education, Ette and Bankole's House of Rep. Embezzlement, Halliburton's scandal, have shown that political corruption does not only separates the political elite from society but undermines the very concept of democratic representation. In all these, it was public funds that were involved thereby putting the masses at the mercy of the office holders (leaders) limiting development in each area.

In the words of Naim (1993) supported by Zamora, Walecki and Carison, (2009) the obsession with corruption can be politically destructive as corruption itself. This is so because turning corruption into a political lightning rod can become a way of acquitting dysfunctional institutional frameworks and certain conceptions of the State's role that nurture the problem. Therefore corruption is not so much a problem in its own right as it is an indicator of the weaknesses and failing of political system and other social institutions. Rather than addressing the abuses, it is the functionality of these institutions that should be addressed by means of a wide ranging reform agenda that will go beyond the mere punishment of abuses (Walecki, 2004).

### **2.3 Leadership**

There are several leadership theories have been developed to explain how leaders emerge and how leadership patterns interaction with subordinates had influenced organisational development and performance (Ogundele, 2004). There are broadly four major approaches to the study of the leadership phenomenon namely the trait approach, the behavioural approach, the contingency approach and the transformational approach.

### **2.3.1 Meaning of Leadership**

Stochill (1950) explained that leadership is the process of influencing the activities of an organised group in efforts towards goal getting or goal attainment. Bennis (1959) supported by saying leadership involves inducing subordinate to behave in a desired manner. Hollins (1975) in Oginni (2005) reported that leadership is the ability to create and instil into every member of the organisation a sense of confidence, loyalty, willingness, satisfaction and cooperation. He goes further to add that the final proof of a good leader is his ability to handle people properly in all types of situations.

It is therefore crystal clear that on the basis of the above theories and definitions given above, leadership is a relationship which requires the performance of some functions by the leader. Allen (1984) in Adebayo, Ajayi and Oginni (2005) provided a list of leadership functions in form of activities performed to include: decision making, communication, motivation, selecting and developing people. However, Kotler (2001) summed up leadership functions under three broad categories;

- that leadership is about coping with change and setting direction of change i.e the direction create vision and strategies
- that leadership is aligning people which involve credibility, getting people to believe the message and commitment. Credibility will depend on the track record of the person delivering the message, his integrity, trustworthiness and consistency between words and deeds.
- that leadership entails motivating and inspiring i.e keeping people to move in the right direction despite major obstacles to change by appealing to basic untapped human needs, values and emotions. The more that change characterises the environment the more that leader must motivate people to provide leadership as well, thus tend to reproduce leadership across the entire organisation.

### **2.4 Leadership Dilemma**

Leadership dilemma stems from social ethics implications. Ethics refers to codes of conduct that guides an individual in his or her dealings with others. It has to do with personal behaviour and moral duty. It is concerned with what is right or wrong. In work situation, it is concerned with principles and practices of morals, values and good conduct in business life while in the society it is seen as principles and practices of moral conduct in all social interactions (Akindele, 2007). Pojman (1990) observed that ethics is conceptualised to exist in four domains namely

- actions, the act (right or wrong)
- consequences (good, bad and indifferent)
- character (virtuous, vicious)
- motive (goodwill, evil will and accidental)

Thus ethics is the field that studies human behaviour in relationship with others on the basis of rightness or wrongness. Morality on the other hand is the inner mental or psychological conviction which forms the basis of man's behaviour, making man to decide whether his /her action in relation to others he/she has interactions with is premised on the wrongness or rightness of actions. However, such convictions or actions must share commonality with colleagues. It is to this extent that ethics is a cultural phenomenon. Andrews, Baker and Hunt (2011) were of the opinion that moral and other values affect behaviour both by becoming internalised and forming part of the cognitive control system. They are embodied in social norms which enforce conformity by threat of rejection or punishment. At the lowest level of generality, there are specific moral values e.g thou shall not lie, steal commit adultery etc. The Ten Commandments is fairly universal through all human societies although the extent of conformity varies.

Therefore, for any leader to perform optimally there is need for discipline that will enable such leader to act rightly in all situation without bias even if it will not bring any direct economic benefit to the leader. There are certain kinds of actions that befit human nature, promote general well being and lead to happiness and self fulfilment in the same vein there are other kinds of actions which are anti-thetical to the nature and militate against general well – being, happiness and self fulfilment. As such, man has to behave in certain ways in order to attain internal growth, harmony, happiness and self fulfilment which anchor on discipline for equity. Although Omoregbe (1991) noted that society's values and beliefs system determine its orientation as to what is ethical or unethical. These will in turn determine individual and groups actions in given situation therefore influencing behaviour in any given society and on this basis; two models are presented below to show society where there is discipline act and indiscipline act. Ingredients of national development are ethical and corruption is unethical.

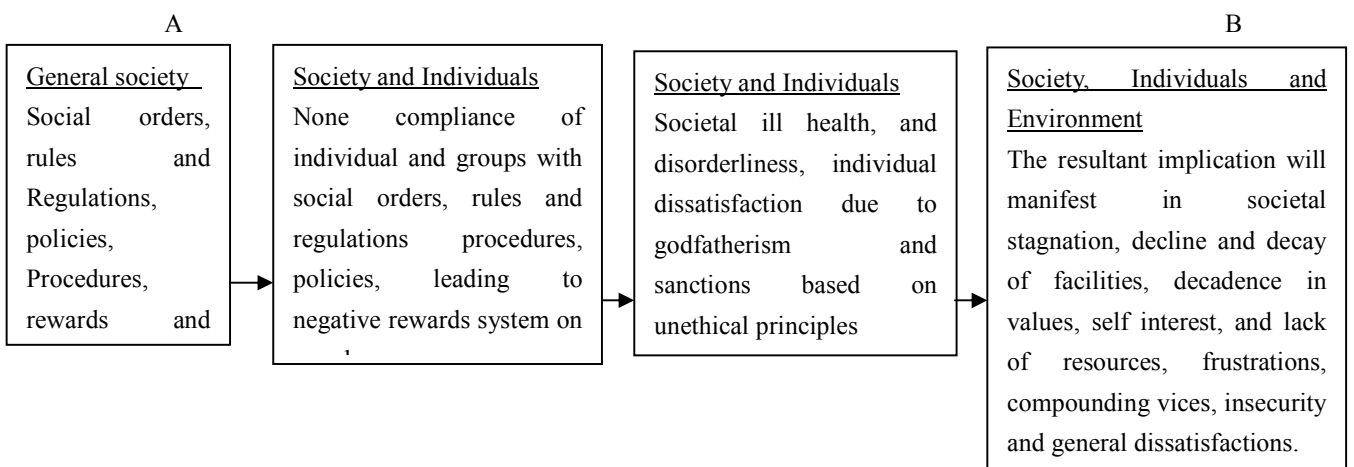
**Fig1. Model of society where discipline acts dominates: (somewhat free of corruption)**



Source: Developed by the Authors.

In the above fig 1, there is an assumption that every society is based on rules and regulations which emanates from culture and other environmental forces that might have interacted with the society in the course of development. Section A is duly represented in this assumption, section B is a reflection of the resultant effect where individual comply with the societal orders, Section C is a confirmation of what will be the implication of a society where discipline is achieved in keeping the social orders while Section D shows the overall effects on society, individual and the environment as a whole. Discipline acts will usher in variety of development as indicated above. The implication is that a society that is able to reduce corruption to the barest minimum will witness gradual and accelerated development.

**Fig 2: Model of society where indiscipline acts dominates: (corruption is visible)**



Source: Developed by the Authors.

As in fig 1 above, section A in fig 2 shows the society with rules, orders, regulations, policies, procedures, rewards and sanction system. Section B shows none – compliance of individuals and groups with specified standards that comes out of section A. This would lead to sanctions on members for pursuing selfish goals that are against societal regulations. Section C indicates ill health and disorderliness in society that attends to breaking rules and regulations as well as dissatisfaction of members contingent upon sanctions and lack of progress in the society while Section D represents terminal consequences which includes stagnation, decline, decadence and decay, lack of resources, frustrations, vices leading to general dissatisfaction thus heralding poverty as a result of developmental problems. The second model depicts the situation in Nigeria where corruption and indiscipline acts of different dimensions had led to unethical conducts thereby lending to illegal massive and unchecked diversion of resources that were intended for development into individual private accounts thus hindering overall development of the country.

### 3. Methodology

Data were collected from the private and public sectors of Nigerian economy in Lagos and Osun States through the use of purposive and random sampling techniques among identified strata of the population. It was design to be an exploratory and explanatory field survey research therefore; respondents were employees of private and public sectors which include junior, senior and management staff of these sectors. A total of 1100 questionnaires were administered in Lagos and Osun States over a period of 10 months. Out of 1100 questionnaires administered, 895 were collected for analysis but 652 questionnaires were found to be useful for the analysis representing 59%. The respondents were asked to indicate all forms of corrupt and negative behaviours found with their respective leaders and in all 30 acts of corruption and unethical behaviour were obtained. Frequencies and percentages were employed in analysing information obtained while content analysis was employed to summarise the descriptive aspect of the instrument.

### 4. Analysis and Interpretation

**Table 1: Age distribution by sectors**

Sectors	Age Distribution					Total
	Less than 20	20 – 29	30 – 39	40-49	50 & above	
Public	-	68 (10%)	103 (16%)	142(22%)	67 (10%)	380 (58%)
Private	21 (3%)	43(7%)	59 (9%)	99 (15%)	50 (8%)	272 (42%)
Total	21 (3%)	111 (17%)	162 (25%)	241 (37%)	117 (18%)	652 (100%)

Table 1 shows that majority of the respondents both from the public and private sectors are between the ages of 40 – 49 years with 241 respondents representing 37% and this is followed by 30 - 39years and 50years & above respectively. The implication is that the respondents are matured to understand the request as contained in the questionnaire and can vividly identify what corrupt acts and unethical behaviour is all about.

**Table 2: Marital status distribution by sectors**

Sectors	Marital status distribution					Total
	Single	Married	Divorced	Widow	Widower	
Public	53(8%)	267(41%)	12(2%)	34(5%)	13(2%)	380(58%)
Private	41(6%)	189(29%)	21(3%)	12(2%)	9(1%)	272(42%)
Total	94(14%)	456(70%)	33(5%)	46(7%)	22(3%)	652(100%)

Table 2 above indicated that the majority of the respondents are married with 456 frequencies representing 70% while 94 respondents representing 14% are single. The implication here is that the majority has the capacity to distinguish between what is good and bad, they have ethical knowledge and their sense of judgement is sound because of stability in emotion and understanding of society and family pressure.



**Table 3: Length of service distribution by sector**

Sectors	Length of service distribution					Total
	Less than 1yr	1-5yrs	6-10yrs	11-15yrs	16yrs & Above	
Public	18(3%)	75(12%)	103(16%)	135(21%)	49(8%)	380(58%)
Private	25(4%)	78(12%)	114(17%)	45(7%)	10(2%)	272(42%)
Total	43(7%)	153(24%)	217(33%)	180(28%)	59(10%)	652(100%)

Table 3 shows that the majority of the respondents both from the public and private sectors had spent between 6-10years on the job with 217 respondents representing 33%. It is worth noting that the majority in the public sector ranged between 11-15years with 135 respondents representing 21% while the majority in the private sector ranged between 6-10years with 114 respondents representing 17%. The implication is that the length of service is adequate for the respondents to understand the corrupt practices as well as unethical behaviours of their leaders both at micro and macro level in their respective organisations.

**Table 4: Gender distribution by sector**

Sectors	Gender distribution		Total
	Male	Female	
Public	188(29%)	192(29%)	380(58%)
Private	169(26%)	103(16%)	272(42%)
Total	357(55%)	295(45%)	652(100%)

Table 4 indicated that in the public sector female were the majority with 192 respondents representing 29% while in the private sector male were the majority with 169 respondents representing 26% but in the overall, analysis shows that male were the majority with 357 respondents representing 55%. The implication here was that responses were evenly distributed because it cut across the sectors and the frequencies as well as percentages were very close.

**Table 6: Corrupt acts and unethical behaviour in private and public sectors**

A summary of the respondents' responses is presented in the below table 6 and it contains a total of 30 acts of corruption and unethical behaviours perpetrated by leaders.

S/N	Corrupt acts and unethical behaviour	Types of organisations				Mean	Mean Rank
		Public sector	Private sector	Total	%		
1	Demanding of illegal money from customer to carry out official duties	8	4	12	1.82	6	16 <sup>th</sup>
2	Lobbying for position not qualified for through connection or godfatherism	10	5	15	2.30	7.5	14 <sup>th</sup>
3	Falsification of records to reflect work or assignment not done.	16	5	21	3.22	10.5	11 <sup>th</sup>
4	Sexual unfaithfulness	6	9	15	2.30	7.5	14 <sup>th</sup>
5	Bribery	19	10	29	4.45	14.5	8 <sup>th</sup>
6	Stealing	21	17	38	5.82	19	1 <sup>st</sup>
7	Abuse of privileges	18	14	32	4.91	16	6 <sup>th</sup>
8	Abetting Robbery execution	2	7	9	1.38	4.5	19 <sup>th</sup>
9	Mismanagement of funds	21	14	35	5.37	17.5	3 <sup>rd</sup>
10	Lack of proper accountability	17	10	27	4.14	13.5	9 <sup>th</sup>
11	Embezzlement of funds	23	13	36	5.52	18	2 <sup>nd</sup>
12	Fraudulent practices	21	12	33	5.06	16.5	5 <sup>th</sup>
13	Cultism / caucus operations	17	10	27	4.14	13.5	9 <sup>th</sup>
14	Misuse of allocated property and resources	20	12	32	4.91	16	6 <sup>th</sup>
15	Drug abuse	4	7	11	1.89	5.5	17 <sup>th</sup>
16	Negative work attitude	16	4	20	3.07	10	12 <sup>th</sup>
17	Bitterness and envy	7	7	14	2.15	7	15 <sup>th</sup>
18	Discrimination in employment opportunities	10	5	15	2.30	7.5	14 <sup>th</sup>
19	Nepotism in all fronts	15	6	21	3.22	10.5	11 <sup>th</sup>
20	Lack of respect for laws	13	4	17	2.61	8.5	13 <sup>th</sup>
21	Lack of discipline	20	16	36	5.52	18	2 <sup>nd</sup>
22	Office romance	4	7	11	1.89	5.5	15 <sup>th</sup>
23	Political propaganda	9	6	15	2.30	7.5	14 <sup>th</sup>
24	Ethnic prejudices	3	8	11	1.89	5.5	17 <sup>th</sup>
25	Power tussle	4	6	10	1.53	5	18 <sup>th</sup>
26	Brain behind kidnappings	3	5	8	1.23	4	20 <sup>th</sup>
27	Lip services	7	7	14	2.15	7	15 <sup>th</sup>
28	Inflation of contract information	10	13	23	3.53	11.5	10 <sup>th</sup>
29	Illegal wealth accumulation	16	15	31	4.75	15.5	7 <sup>th</sup>
30	Forgery	20	14	34	5.21	17	4 <sup>th</sup>
	Total	380	272	652			

Source: Survey 2011/2012

#### 4.1 Discussions of the Findings

Table 6 above contains a total of 30 acts of corruption and unethical behaviours which the respondents claimed that leadership in both sectors (public and private) in Nigeria committed. For the combined sectors, the ten topmost acts of corruption and unethical behaviours listed as engaged in by their leadership are: Stealing, embezzlement of funds, lack of discipline, mismanagement of funds, forgery, abuse of privileges, fraudulent practices, misuse of allocated property and resources, bribery, cultism / caucus operations and illegal wealth accumulation. The implication of this is that the effect of committing any of these would produce dissatisfaction and consequently leading to low development.



This can be illustrated to reveal how development can be hindered by any of these acts. Embezzlement of funds means funds earmarked for project that will improve health care but when such funds is being embezzled how would the improvement be achieved? In the same vein the misuse of resources for different purpose other than the initial project for which the money was meant would also retard development. The case of bribery would dent the image of the country and would serve as deterrent factor to all foreign investors most especially demand for money before official assignment is carried out. The funds set aside to pay pensioners was stolen by leaders in the public sector, the result was inability to pay the pensioners thereby multiplying the poverty level and the desire to redistribute income would no longer be achieved. Employment is a function of cultism or the caucus that you belong to thus aiding the placement of non competent personnel on the job thereby promoting mediocrity at the expense of meritocracy.

Mismanagement of funds is the inability of leadership to identify the need for priority. The result is deficiency in facilities as well as infrastructures and when it is so where is development that will create atmosphere for comfort and well being? Forgery is evidence of psychological feelings of dead conscience indicating total collapse of moral values and etiquettes and this would negatively affect development in its entire ramification. Abuse of privileges is an obvious sign of no respect for laws in operation at any given time and when a leader sees him/her self to be above the laws, all the laudable developmental strategies or programmes would not be adhere to thereby hindering development because there won't be proper accountability where resources would be placed vis-a-vis the performance (results) and this will further aid accumulation of wealth in unlawful ways by the leaders. The lack of discipline will give rise to political propaganda, ethnic prejudices, office romance, lip services and all sorts of fraudulent practices.

#### **4.2 Conclusion**

The main purpose of this study was to investigate the extent to which corruption affect national development by identifying issues in national development and corruption, the role as well as challenges encountered by leadership in national development. With all these issues manifesting in a country as discussed above, such a country cannot witness any gradual or accelerated development. However, all hope is not lost because it is evident that bad and corrupt leadership has contributed largely to the developmental problems in the country since her independence which has affected the county's development in every sphere of nationhood. The implication is that when a country is blessed with devious, selfish, greedy, dishonest leaders, the followers cannot be free from such diseases because of the interwoven relationship between leaders and followers. Therefore, honest leadership can breed committed followership when this happens, a workforce that can translate words, plans and strategies into action would be borne and thus heralding laudable developments in all spheres of the country.

#### **4.3 Recommendations**

Consequent on the above discussions, for Nigeria to rise to the challenges of development in all spheres of nationhood, the authors arrived at following recommendations:

1. Leadership in Nigeria must behave in a way to inculcate the spirit of patriotism in the minds of the people so that they will be ready to stand with the government in her developmental programmes.
2. Leadership must be development conscious, have genuine interest for development and the political will to propel such development.
3. There is need for total commitment on the part of leadership. Discipline, interest, willingness, dedication and honesty should be part of attributes of leadership in Nigeria.
4. Nigeria leadership must learn to build on policies, plans as well as strategies rather than to jettison them for new ones on account of party politics and personal aggrandisement.
5. Leadership to prevent electoral frauds to ensure that leadership position is legally occupied otherwise illegitimate leaders will display character that represses development.
6. There is need for attitudinal change. Nigerian should believe in Nigeria, change pessimistic attitude towards development, the belief that things cannot work in the country or Nigerian factors and to embrace moral values as well as integrity.
7. A genuine environment conducive for development should be created by leaders.

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