



INSPIRATIONAL LIVING AS A PRECURSOR TO TRANSFORMATIONAL LEADERSHIP: THE NIGERIA EXAMPLE

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1.0 INTRODUCTION

Leadership has been coined as attaining a position of listening, with enthusiasm; possessing an aspiring mind to take decisive actions, with the ability to empower and encourage others in a responsible, supportive and humble manner, in order to inspire them to achieve planned or set goals (Surji, 2015). Decisions are always easier when vision is clear. The Bible says “where there is no vision, the people perish (Psalm 29 v 18)”. To lead is to guide on a way, and a leader is a person who leads and has commanding authority or influence. Leadership is an adopted way by which an individual exercise control and influence a group of people (followers) to a common goal. Leadership does not arise without followership and the ability to influence such followership. A good leader must possess universal knowledge of current affairs in all human engagements with a grand inclination to grasp issues with understanding and dispassion.

Leaders can be born, inspired or trained. For ages, the society, organizations and various individuals have shown keen interest in the concept of leadership, what it entails and how to become or identify one, for the purpose of utilizing the inherent gains of good leadership. Books have been read, researches conducted, trainings embarked upon, characters traced and outcomes documented on how leaders evolved. It is believed that good leadership is a *sine-qua-non* to personal and societal growth, social development and general advancement in all ramifications (Northouse, 2010) and thus, a concept that must be vividly studied. Perhaps, one of the greatest tragedies of leadership is the paradox of people who are not important occupying important positions. This is mostly so in the Nigerian political setting.

In different societies world-over, Nigeria inclusive; several leadership styles have been witnessed in different life endeavors. From governmental to non-governmental organizations in Nigeria, several forms of leadership have evolved, led, enjoyed and endured in one way or the other; some, autocratic in style, some democratic, and others *laissez-faire*, transactional, or charismatic in styles; amongst others. The issue of leadership has generated a serious concern in Nigeria as a country. The country has not been very fortunate with the right kind of leadership since independence. Despite the enormous resources bequeathed on the country by nature, Nigeria is still being rated as one of the poverty capitals of the World. Infrastructures in the country are in a fetid state; the economy is in a sick condition; insecurity is at a dangerous level and the unemployment rate quite alarming!

Every sane stakeholder has been pondering on what could be the problem with Nigeria, the expected giant of Africa. A holistic view of the endowments in the country in comparison with other countries and the rate of development of some countries of the world, can only point to the direction of failed leadership. The country unlike some developed countries in Europe, America and recently Asia might be lacking the magic touch that is



required of leaders to turn the country around. Several theories (McGregor's, Black Mouton's, Trait's, Flamholtz and Randle's, etc.) have shown that leadership styles evolved based on several factors, which include traits, orientation, set-goal, creativity and at times inspirational living, among others.

Mention has been made in literature of Alexander the Great: The King of Macedonia; who at a very young age accomplished so much. By the time Alexander died in 323 BC, he had not yet reached his 33rd birthday. Yet, in that short time, he had created an empire that stretched from Greece to India. In an age where tyrants ruled by brute force and fear, he defied the conventional political wisdom of the time. Rather than cleaning out the treasury of a conquered nation and then taxing them to the maximum, he built new cities; libraries; established mechanisms for communication and commerce; had engineers build new roads; and had scientists capture new knowledge. He was known as much for his sound strategy and tactical innovation in the military arena as well as statesmanship in the political sphere. It is worthy of note that Alexander was recorded as one of the transformational leaders in history and he was inspired by the teachings of Aristotle and went on to become even greater than his teacher. Also, the United State of America can stand tall and mention such leaders like George Washington, Abraham Lincoln, Rockefeller, J.F Kennedy, Barack Obama among others. The world today would have been boring without the scientific inventions of Albert Einstein, Babbage, Thomas Edison and others who are path-finders. Many countries of the world are industrial giants (e.g. Japan, America, Germany etc.) simply because they have leaders who are transformational in style. In the words of Michael (1993), it was posited that 'an effective leader is one who can make ordinary men do extraordinary things and make common people do uncommon things'.

Without great role models, a community shrivels up and becomes decadent. Connecting to great men and women of the past and inspiring the young ones for the future, have been identified as important motivators to changing or transforming the Universe. All scientific and social advances are catalyzed and carried forward by inspired links. According to Indrawati (2013), to be inspired is to be stimulated, drive and brainstorm to change status-quo. Therefore, inspirational leaders are accepted by their followers because they have extensive knowledge, illuminating or relieving, and have sensitive feelings to problems occurring in a society (Indrawati, 2013). Based on this, the followers trust is built. Inspirational leaderships use words, slogans, metaphors, symbols, images, cues, ceremonies, rituals, and codes to manage meanings and impressions, to generate expectations and stimulate intellectuality, and provide visions that are achievable and realistic in the future.

Can inspirational living turn around the fortunes of leadership in Nigeria? This is the light that this paper intends to shed. This paper therefore highlights the concepts of inspirational living and transformation leadership with a view towards showing the link between the two. Leadership styles in Nigeria shall be examined and an approach to redirect leadership efforts in the country towards a transformational one, viz- viz inspirational living shall be attempted.



2.0 TITULAR CLARIFICATIONS

2.1 Inspiration

Inspiration could be described as the process of being mentally stimulated to do or feel something creative. It is also seen as a sudden brilliant or timely idea. It is a feeling of enthusiasm one gets from someone else or something that gives new and creative ideas.

According to Thrash and Elliot (2004), inspiration originally denoted supernatural influence. It was traced to the Muse of ancient Greece which was said to impart ideas to Poets and Artists and revealed religious hold that scripture was inspired by God. Inspiration as a supernatural influence takes its footings from its three major features of “transcendence”, “evocation” and “motivation” (Thrash and Elliot, 2003). Transcendence as a characteristic of inspiration refers to the fact that inspiration directs one towards something that is better or more important than one's usual concerns. It can be referred to as the grace to see better possibilities. Evocation on the other hand is also the fact that inspiration is aroused and unwilling, that is, one does not feel directly responsible for becoming inspired while “motivation” involves the ability to express or make manifest what is newly apprehended, that is, inspiration being an appetitive motivational state.

From the supernatural points of view, inspiration rely on the ability of an inspired person to integrate phenomena that are diverse in surface contents (e.g. religious, creative, interpersonal contents, etc.) based on the underlying conceptual and psychological core of transcendence, evocation and motivation. Put together, the concept of inspiration, based on the above core characteristics can be expressed as the ability of an individual to apprehend something ordinarily beyond his or her capacities (i.e., transcendence), because of an influence from beyond the self (i.e., evocation), and he or she is moved to communicate or implement that which is newly apprehended (i.e., motivation).

The concept of inspiration has also been examined as an external environment induced characteristics. The study of Fredrickson and Anderson (1999) and McCutchan (1999) cited nature, music and literature as external environment sources of inspiration. Studies (Haidt, 2003; Lockwood and Kunda, 1997) supported this theory that exposure to exemplary others or exemplary works of other people could evoke positive and motivational state called inspiration.

Furthermore, inspiration has been discovered to be a general construct, no matter the origin. Thrash and Elliot (2004) asserted that inspiration involves activation and positive valence; and this could enable us conclude safely that inspiration is an appetitive state (that is, a natural desire to satisfy bodily needs or state of mind).

2.2 Inspirational Living

Generally, to be inspired is to affect, guide or arouse by divine influence. It is also the state of being filled with enlivening or exalting emotion and being stimulated to action. To live an inspired life is to walk with an enhanced awareness of everyone and everything around, and to see divinity and delight in everyday people and events, and to infuse one's environment with the same magical energy. An inspired life can be attained



gradually, through activities such as studying (listening and reading), meditating, talking, touching and inhaling only the best and the most fascinating experiences. Inspirational living is a product of conscious use of the human five senses to study the best of man and nature creativity so as to attain the best for oneself and one's environment.

To live an inspired life; qualities such as honesty and conviction; love and compassion; courage; efficiency; and inspiration and reflection are key and are regarded as the hallmark of inspirational living. An inspired mind is tact and seeks only the truth at all time. Care for others, especially the less privileged and compassionate attitude towards his/her callings are qualities of inspirational living. An inspired mind is bold and ever ready to think outside the box to pursue his or her highest dream. Optimization of tasks, mentoring, high-level meditation and exploration of the farthest corner of the heart and mind are also parts of the priceless qualities of an inspired mind.

Apart from possessing the highlighted qualities of honesty, love, compassion, courage, efficiency, inspiration and reflection; an inspired person live a life that re-inspires him/her by being kind to oneself; listening to the ideas or convictions of others; visiting religious houses and historical facilities and meditating over religious teachings and historical artifacts. Reading of autobiographies of great people and striving to step in their shoes; and at times, mere going for swimming or dance can also do the magic.

Meanwhile, inspirational living is sustained on continuous acts of knotting the chain of inspiration. An inspired mind got inspired by events involving other people who may also have been inspired by other people, who may also have been inspired by other people and the chain of these fertile seeds continues to germinate thoughts. According to Bass (2007), the chain of inspiration is the heart of civilization and all scientific and social advances are catalyzed and carried forward by inspired links, thus products of inspirational living.

From the above, inspirational living requires high level of reading or studying for new knowledge, listening to other inspired minds, choosing or living after role models for connections and inspiring the young ones for the future. Thus, to be inspired is to walk through the doors of knowledge, get motivated and act. Only through this, will one achieve inspirational living.

2.3 Leadership

Leadership is generally viewed as a heroic force that promotes change through inspirational means (Bass & Riggio, 2006; Conger & Kanungo, 1987). *Leadership is essentially a continuous process of influencing behavior. It may be considered in context of mutual relations between a leader and his followers. The leader tries to influence the behavior of individuals or group of individuals around him to achieve desired goals. This requires a high level of emotional intelligence.*



Leadership is a dynamic process, which deserves study. It is a relational process involving interactions among leaders, members and sometimes outside constituencies. Good leaders can be born but with the adequate desire and willpower, one can become an effective leader. Leaders in all walks of life should have some basic qualities. According to Anyadike and Emeh (2014), such qualities include honesty; forward-looking; competence; inspiration and intelligence. Thus, one's ability to exhibit these five leadership qualities is strongly correlated with people's desire to follow one's lead, as exhibiting these traits will inspire confidence in one's leadership, and not exhibiting these traits or exhibiting the opposite will decrease one's leadership influence with people around.

Good leaders should be able to establish contact with their equals, deal with their subordinates and guide them, mediate in conflicts, resolve issues by weighing various alternatives, allocate scarce resources properly and take risks and initiatives. Good leaders develop through a never-ending process of self-study, education, training, and experience. To inspire followers into higher levels of teamwork, there are certain things a leader must be, know, and, do. These do not come naturally, but are acquired through continual work and study. Good leaders are continually working and studying to improve their leadership skills; they are NOT resting on their oars.

The basis of good leadership is honorable character and selfless service to ones' community. Respected leaders concentrate on what they are (such as – beliefs and character), what they know (such as – job, tasks, and human nature), and what they do (such as – implementing, motivating and providing direction). For leadership to exist, the following conditions must be fulfilled:

- i. **There must be Followers:** Leadership cannot exist without followers. If a leader does not have followers, he cannot exercise his authority.
- ii. **Working Relationship between Leader and Followers:** There must be a working relationship between the leader and his followers. This means that leadership should only exist where the services of such leadership are needed.
- iii. **Personal Quality:** The character and behaviour of a man influence the works of others. Leaders must be honest, trustworthy and of proven integrity to command followership.
- iv. **Reciprocal Relationship:** Leadership kindles a reciprocal relationship between the leader and his followers. A leader can influence his followers and, in turn, the followers can influence the leader. The willingness of both the leader and the followers is responsible for the influence and no enforcement is adopted.
- v. **Community of Interests:** There must be community of interests between the leader and his followers. A leader has objectives, so do the followers. They will move in different directions in the absence of community of interests. The leader should be able to reconcile the different objectives and compromise the individual interests with organization interests.



- vi. **Guidance:** A leader guides his followers to achieve the goals of the organization. A leader should take steps to motivate his followers for this purpose.
- vii. **Related to a Particular Situation:** Leadership is applicable to a particular situation at a given point of time. It varies from time to time.
- viii. **Shared Function:** Leadership is a shared function. A leader is also working along with his followers to achieve the objectives of the organization. Besides, the leader shares his experience, ideas and views with his followers.
- ix. **Power Relationship:** A leader has powers to exercise over his followers. The leader derives these powers from the organization hierarchy, superior knowledge, experience and the like.

People as leaders adopt different leadership styles and this is based and should be based on different circumstances. These include Autocratic leadership (The Boss), Democratic leadership (All-Inclusive), Laissez-faire (free-rein or chilled out), Bureaucratic leadership (Thorough or Due-Process), Charismatic leadership (Motivational), Paternalistic leadership (Family Oriented), Transactional leadership (Consenting), Servant leadership, Entrepreneurship leadership, Coaching leadership (Mentoring), Cross-Cultural leadership (Diverse/Adaptative), Leader Exchange leadership (Favour Trading), Situational leadership, Strategic leadership (Aggressive Goal-Getter), Facilitative leadership, Participative leadership, Visionary leadership, amongst others. The list is almost endless depending on the goal of the leaders and the followers and the circumstances in which they operate. Kaleem (2016) however, noted that most times, talented, great and profitable people are in error referred to as leaders. It was noted that while these people may be fantastic chiefs or managers, they may not make leaders.

It was asserted that leadership does not arise without stretch of imagination, dreams and inspiration or enlivening of others. Therefore, the best style of leadership for almost all endeavors is the one with a high sympathy towards individuals and a high sympathy towards the undertaking (Kaleem, 2016) and this could be found in transformational leadership, the main focus of this discourse.

2.4 Transformational Leadership

The first contribution on what could be called Non Leader centric style came from the works of Burns (1978). He put forth the Transformation Theory and Transforming style of leadership, defining transforming leadership as “a relationship of mutual stimulation and elevation that converted followers into leaders and might convert leaders into moral agents”. He suggested that “Transforming leadership occurred when one or more persons engage with others in such a way that leaders and followers raise one another to higher levels of motivation and morality”. Bass (1985) expanded on this style of leadership, by studying the psychological mechanisms that underlie both transactional and transforming leadership. He suggested ways to measure the transformational leadership and its impact on follower motivation and performance.



The foundation of transformational leadership rests on what Bass and Avolio (1994) refer to as the four i's or elements of transformational leadership. These are “idealized consideration”, “intellectual stimulation”, “individualized consideration” and “inspirational motivation”. According to Pawar (2016), transformational leaders develop themselves to attain the position of role models for high ethical behavior; they instill pride and earn respect and trust. They are therefore influential in role. To be able to attain the status of role models, the degree, to which the leader challenges assumptions, takes risks and solicits followers' ideas matters. Thus, a transformational leader must be inspired and inspiring. Leaders with this style stimulate and encourage creativity in their followers. They nurture and develop people who think independently. For such a leader, learning is a value and unexpected situations are seen as opportunities to learn. The followers ask questions because they value the capability of these leaders, think deeply about things and figure out better ways to execute their tasks.

Furthermore, transformational leader gives empathy, care, compassion and supports their followers. They close communication gaps and places challenges before their followers to identify their qualities and such followers are made to aspire for self-development and be the best. This can be regarded as coaching and mentoring by leadership. Lastly, the degree to which the leader articulates a vision that is appealing and inspiring to followers is an element of transformational leadership. Leaders with inspirational motivation challenge followers with high standards, communicate optimism about future goals, and provide meaning for the task at hand.

As general characteristic, transformational leaders have clear sense of purpose, they are value-driven, strong role models, strategic and visionary. Others are; high expectations, effective communication, maturity, courage, considerate and ability to deal with complexity, uncertainty and ambiguity.

3.0 NEXUS BETWEEN INSPIRATIONAL LIVING AND TRANSFORMATIONAL LEADERSHIP

Inspiration has been conceptualized as a distinct psychological process. It could be described as a physical transformative experience affecting the whole person that changes how an individual experiences the world. It is an experience that integrates emotional, behavioural, intellectual and sensory capacities to enable people act in novel and effective ways (Engen, 2005). Inspirational living entails acquisition of the best of knowledge, living an honest, interesting and efficient life; to affect one's life, organization or the entire society in a positive way. The products of inspirational living are changed individuals; either oneself or others and the entire society at large. This is termed transformation, the goal of a transformational leader.

Transformational leaders not only challenge the status quo, against all odds, they upturn conservative principles and appear to present a tall order to which all must conform. They also encourage creativity among followers, new ways of doing things and new opportunities to learn; and these are direct products of inspirational living. However, this is not without challenges: “there is nothing more difficult to handle, nor more doubtful of success, nor more dangerous to carry out than to initiate a new order of things” (Tatourian,



2015). Only an inspired mind could challenge the status quo through acts of learning from other great minds or role models. This means that intellectual stimulation as a component of transformational leadership is a product of rigorous learning; a characteristic of inspirational living.

Transformational leadership also involves offering of support and encouragement to individual followers, a component described by Bass (1985) as individualized consideration. Inspiration living on the other hand, inspires others by getting aware of everyone and everything around and seeing divinity and delight in everyday people. Mentoring is a major characteristic of inspirational living and only through this can supportive relationship be fostered by a transformational leader.

Also, transformational leaders possess clear vision and that they are able to convey and articulate to followers. They also help followers experience the same passion and motivation to fulfill goals. This is also a clear characteristic of inspirational living. Inspiring others to greatness is one of the hallmarks of inspirational living. Furthermore, transformational leaders are role models to their followers and they earn the trust and respect of their followers who may also become leaders as a result of this mentoring. Connecting to role models who are also inspired by other people's activities or way of life is called knotting the chain of inspiration, a feature of inspirational living.

Inspirational living molds an inspirational or transformational leader. An inspired mind is knowledgeable, honest, filled with dreams and vision, compassionate and cares for the followers. All these present the characteristics of transformational leadership; thus the nexus between the two concepts. Therefore, living an inspired life is a precursor to achieving transformational leadership, that is, a leadership style capable of turning around the fortune of a society, through vision, team work, inspiration and determination.

4.0 LEADERSHIP IN NIGERIA – TRAITS AND MOTIVATIONAL FACTORS

Leaders have been adjudged as agents of change whose thoughts, behavior and acts affect other people. This is because leaders use their influence to affect the behavior and performance of their followers in order to jointly accomplish common goals (Tugbobo, 2014). Thus, the quality of leadership in any organization or society is often a deciding factor in its success.

Leadership in Nigeria has been an issue of concern since the country as one entity was handed over to Nigerians by the Colonial Masters in 1960. The leadership challenge in the country has recently become more of a daily debate due to various anomalies being witnessed in the country. Since Independence, Nigeria seems not to have gotten the issue of leadership right for once. This has manifested in various unfortunate vices of insecurity, dwindling economy, deplorable condition of infrastructure and social amenities, political instability, amongst others.

With the enormous resources bequeathed on Nigeria by nature, it can be safely assumed that the problem of the country may not be too far from leadership crisis. The various problems bedeviling Nigeria as a country



today have been associated to incompetency on the part of the leaders or lack of the will to effect the desired change. Case studies exist of countries that rose to stardom in a very short time due to their ability to institutionalize transformational leadership in the countries. North Korea, China, Malaysia, UAE and some other countries readily comes to mind.

Various sector of the Nigerian economy is becoming challenged on daily basis. Banks closure, moribund educational sector, dwindling economy, worsening insecurity situation and other numerous vices are the order of the day. The leadership question readily comes to mind each time any of these crisis crops up. It is therefore expedient to examine the traits exhibited by Nigerian leaders and highlight the factors that motivate them into leadership in the first place.

Traits approach to the study of leadership, according to Tugbobo (2014) assumes that, there are inherent and biological characteristics or qualities in every leader which influence his/her style of leadership. Traits expected of good leaders are confidence, stability of emotions, uncommon enthusiasm, warmth, sensitivity, sympathy and compassion in order to inspire followers and together effect the desirable change (Gbadamosi and Adebakin, 1996). In contrast, leadership in Nigeria is characterized with traits, such as:

- i. **Tribalism and Political Power:** A situation whereby different tribes compete for power for relevance, superiority and ulterior motives. Every tribe wants to dominate other and remain in power for ulterior motives instead of imbibing the principles competency, ideology, inspiration and common goal getting. Shocking revelations and principles of being born to rule or being marginalized are the order of the day in the country.
- ii. **Corruption and Mismanagement:** Traits of corruption and mismanagement are common to a great number of leaders in the different sectors of the country. This is against the good leadership traits of honesty and conviction that has driven the transformation of some other countries of the world. Reality in Nigeria has shown that the level of corruption in the country is earthshaking! Leaders in the country ignored policies aimed at improving the standard of living of the people and engaged in high level embezzlement of public funds. Loots taken abroad are in billions of dollars and these unfortunate acts of the leaders have now been seen by the whole world as the traits of Nigerian leaders.
- iii. **Egoism and Inconsistence:** Leadership in Nigeria is largely characterized by egoism and hence, inconsistency on the part of the leaders. Nigerian leaders easily forget that they represent the people and are supposed to be responsible to the people and inspire them to greatness. Cases have been seen of leaders making unpopular and unacceptable policies against the wish of the people, which are largely inconsistent with the laws of the land, acceptable principles and even the electoral promises they made to the people.
- iv. **Financial Recklessness and Intimidation:** Accountability is one of the hallmarks of good leadership but this is to a large extent lacking in the traits of Nigerian leaders. Most leaders in Nigeria display a surprising level of arrogance to the extent that they forget that they sit on the common goods of the people. Instead of being accountable, they resolve to intimidation. Expectedly, this has affected the



mutual relationship between leaders and the followers and has created a lot of mistrusts from the followers.

- v. **Ineffectiveness and Disrespect for Rule of Law:** Most Nigerian leaders are ineffective in the various organizations they sit upon; a major reason why the country is not getting her footings right. For instance, successive efforts of leaders in the country towards stable power supply have not been effective, ditto for revamping the oil sector to the benefit of Nigerians. Also, lack of respect for the rule of law is a major trait visible in many Nigerian leaders and without the rule of law, equity, justice and fairness can never be instituted.

Above are some of the traits exhibited by Nigerian leaders many of which lack the pre-requisite skills and knowledge to lead. They are however, motivated to seek leadership role because of factors, such as power, fame, wealth, superiority, tribalism, favoritism, quota system or federal character, religious bias, etc. Whereas, when power is obtained through wealth without knowledge, the power eventually consumes the wealth. The result of this is a backward country characterized by less development. The Bible says “my people are destroyed for lack of knowledge” (Hosea 4 v 6). A way out of this backwardness is to institutionalize well inspired transformational leadership in the country. This is the prescription offered by this Lecture.

5.0 INTERFACE BETWEEN INSPIRATIONAL LIVING AND TRANSFORMATIONAL LEADERSHIP – A PROPOSAL FOR NIGERIA

In today's changing world, one of the most embraced leadership styles is transformational leadership; a style that involves leaders motivating their followers to fulfill difficult missions (Nayab and Scheid, 2011). Well inspired, transformational leadership has been recognized world over as a catalyst that can bring about change. However, because of the peculiarities of nations e.g. Nigeria which the leadership traits have been associated with inefficiency, tribalism, corruption, egoism, inconsistency and incompetency on so many occasions; it is expedient that a strategy to build transformational leaders who can change the status-quo be instituted. On this note, this lecture affirms that inspirational living whose hallmarks are honesty and conviction; love and compassion; courage; efficiency; and inspiration and reflection is critical to evolving transformational leadership in Nigeria. Decision on who leads the country must place premium on these critical inspirational living variables. Such interface will take this country out of this quagmire. Prerequisites to evolving such leadership in Nigeria will require:

- **Intellectual Stimulation and Learning:** Learning to break new grounds is a major characteristic of inspirational living and it is synonymous to intellectual stimulation, an element of transformational leadership. To institute transformational leadership in Nigeria, education through learning and re-learning must be encouraged at all levels of leadership to produce intellects as leaders. The era of incompetency and mediocrity which is the present state of leadership in Nigeria should be outfaced. Only well-educated personalities should be allowed in leadership roles and training and retraining should be ensured to stimulate the intellect in them to break new grounds.
- **Idealized Influence and Inspiration:** Getting inspired through associating with a role model is an interface between inspirational living and transformational leadership. To institute good leaders



through transformational leadership, Nigeria should seek exemplary leadership traits in potential leaders. Leaders with only known ideology should be respected and followed and not tribalism, religion or politics.

- **Individual Consideration and Compassion:** Attending to each follower's needs, mentoring, show of compassion and listening to followers is a bridge that links inspirational living with transformational leadership. Only a leader that has demonstrated unwavering love for the people and always show empathy and support should be encouraged or allowed to lead. Leaders who have demonstrated fairness and justice in their dealings with everyone, irrespective of tribe, religion or colouration are the only breed that can bring about the required transformation to take Nigeria to her rightful position among the comity of nations.
- **Motivation/Inspiration and Reflection:** A major component of transformational leadership is motivation through inspiration and this is also a major feature of inspirational living. A leader must be able to command respect of the followers through his/her inspirational traits. The degree to which a leader articulates a vision that is appealing and inspiring to the followers is critical if any success is to be achieved. Nigeria, as a nation should imbibe this strategy when taking leadership decision. How an aspiring leader can articulate his/her vision in a convincing manner should matter. Availability of a clear-cut practicable plan with a realistic road-map should be criteria for selection or election of leaders.

Other factors essential for entrenching transformational leadership in Nigeria should include: fear of God, agility, honesty, conviction and courage.

6.0 CONCLUSION

Leading in today's dynamic, global, and multi-generational world provides new challenges and requires innovative new approaches to leadership. At a time of increasing complexity, leaders across sectors and geographies recognize that the work of a leader involves far more than driving results and delivering numbers. People will follow a person who inspires them. A person with vision and passion can achieve great things. The way to get things done is by injecting enthusiasm and energy and this is called inspirational living. The term inspiration has been used very closely with leadership for many years. Inspiration is a leadership characteristic which has in its package, knowledge, skills, humility, and ability to develop, motivate and commit people to achieve success (Indrawati, 2014). On the other hand, transformational leaders are known for higher levels of performance and satisfaction than groups led by other types of leaders. Their style of leadership can have a positive effect on the group. They therefore need to live an inspirational live, get inspired and re-inspired to command followership, make more leaders and change the rhetoric. Without a transformative leadership that is inspired, Nigeria will only be perching on precipices. For progressive and sustainable development of the country, our trajectory to governance must change to that of transformational leadership.



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