

(Research/Review)

Nigerian Corruption, Good Governance, And Effective Leadership: Overcoming The Interface

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Abstract. The purpose of the study was to assess how strong leadership affected Nigerian organizations' performance. A questionnaire and structured interview questions were used for the evaluation, which was intended to ascertain the effect of good leadership on the organization's performance; evaluating the impact of the relationship between effective leadership and organizational performance in fostering the maximization of the organization's objectives; determining whether there are any potential means of improving organizational performance; and analyzing whether there are three leadership barriers that impede organizational performance. The study looks at the chances of strong leadership in maintaining Nigeria's good governance. This acknowledges how the idea of "effectiveness" contributes to productivity in a certain polity. The study looks at leadership, corruption, and governance challenges using an eclectic approach and theories of the two public and nature of society. Its goal is to outline the course of an effective leadership and governance strategy that can solve Nigeria's several issues. As a result, everyone must work together to promote strong leadership and sound governance, which have the potential to eradicate corruption from the country's political system. The followers should also fulfill their civic obligations, both mandatory and voluntary.

Keywords: transformation, good governance, effective leadership, corruption, and development.

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1. Overview

How to provide a stable political and socioeconomic climate for the implementation of policies and programs is one of the biggest issues Nigeria and other emerging nations face. In Nigeria and throughout Africa, the problem of finding the right leadership to combat corruption and advance good governance has often come up. The creation of this supportive environment makes it simple for people to fight and overcome the obstacles they face by utilizing the resources in their surroundings to establish a way of life where each phase gets better than the one before it. However, because to poor governance and corruption, this is not the situation in Nigeria. Transparency, accountability, freedom of choice, and the opportunity to pursue personal and business interests are all components of good governance. Indeed, a lack of leadership and corruption are the main causes of Africa's underdeveloped position. The notion that any government's ability to satisfy the needs and desires of its entire population as well as the international community, both now and in the future, is the foundation for the concern and dedication to produce a paper like this where knowledge and experience on leadership and governance are discussed. The capacity, competence, devotion, dedication, and capability of its governance and leadership apparatus will play a major role in determining the future. However, it should be noted that numerous attempts have been made to improve the situation of Nigerians by distributing enlightenment and awareness packages. This paper aims to raise awareness among Nigerian leaders and followers about the need to reshape our leadership to ensure good governance. These efforts have taken the form of retreats for political office holders, top echelon civil service and administrative heads of Ministries/Extra-Ministerial Departments and Parastatals, seminars and conferences, reorientation workshops for directorate level staff, in-house training, etc. (Abalaka, 2023).

Any significant step made in the direction of growth anywhere in the world requires strong leadership and sound government, but Nigeria is not an anomaly. The consequences of poor leadership, corruption, and poor governance are evident and affecting every area and group of Nigerian society. Common issues in Nigeria include unemployment and cash-for-cash jobs, insecurity, thefts of crude oil, educational crises, and a lack of infrastructure for things like health care, transportation, housing, communication, and medicine. It is ironic that Nigeria is the only

oil-producing nation with a history of crude oil theft. According to Michels (in Olayiwola, 2018), a study of Nigeria's socioeconomic and political history shows that many of its leaders have employed the "iron law of oligarchy" over the years, which explains why the leaders' aspirations for office have triumphed over the membership's demands objectives Ajiteru (2023).

The Nigerian government has taken some action to address the twin problems of corruption and poor governance in the nation since the return to civil rule in 1999. Public procurement reform, monetization to cut waste and overworked staff, the creation of anti-corruption enforcement organizations like the Independent Corruption and other Practices Commission (ICPC) and the Economic and Financial Crime Commission (EFCC), and other measures are among them. Even while these steps have had some success, corruption and poor governance nevertheless permeate every aspect of national life, making the situation intolerable. More concerning is the fact that despite public outrage over corruption and poor leadership, which have diminished the well-being of the populace as a whole, there is still a lack of a national agreement to repudiate the offenders regardless of their gender, race, religion, or class. However, there doesn't seem to be a growing number of popular movements that can take the people's tangible anger and direct it toward a number of acts and results that could upend the current quo. At one extreme, the number of private jet owners rises arithmetically, while at the other, the ranks of unemployment and the poverty that goes along with it rise. There is extravagant riches beside extreme destitution. For example, Nigeria has one of the highest rates of maternal and newborn mortality and morbidity in the world, with an estimated 545 maternal deaths for every 100,000 live births, according to the National Demographic Health Survey (NDHS). Every year, avoidable diseases claim the lives of 158 out of every 1,000 children under the age of five (Abalaka, 2017). While life expectancy is 52 years, about 70% of the population subsists on less than \$170 per day. Nigeria has the highest number of out-of-school children in the world (10.5 million), according to the United Nations Children Fund (UNICEF) Sulaiman (2018).

2. Methods of Research

It is impossible to overstate the importance of leaders in guaranteeing superior organizational performance. The promotion of this objective is aided by adequate motivation, an appropriate work environment, compensation, and effective management-subordinate communication. In order to achieve organizational success, work planning and structure are also essential. According to several academics, the most prevalent issues influencing organizational effectiveness in Though some have a different opinion, Nigerian businesses and other institutions are generally characterized by weak executives, a poor work ethic among employees, and inefficiency. According to this second school of thinking, organizations in Nigeria are run by leaders that have leadership philosophies that are out of step with the culture of the average Nigerian. Management professionals in Nigeria have started a number of research in an effort to determine the connection between organizational performance and effective leadership as a wake-up call to solve this issue. While some have discovered a positive correlation between organizational success and effective leadership styles, others hold a different opinion. There is currently no empirical data demonstrating the effects of effective leadership styles on performance of the organization. Once more, it is unclear how effective a leader can be if he must blend the three types of leadership styles to achieve high performance in Organization's Usoro 2020 given our cultural background, educational background, and environmental circumstances. This study will be significant in light of this situation since it attempts to close this gap. Abalaka (2023).

How well an organization's leaders comprehend and carry out their roles determines how much (if at all) each member uses their skills and influence to make efficient use of its resources. Abalaka (2023). explain that leadership styles and other procedures of the organization must be such that can provide maximum probability inside all interactions and relationships with the Organization's, each member will Given his upbringing, beliefs, and expectations, he sees the costs as beneficial and as a means of enhancing and preserving his sense of significance and value (Ajiteru, 2018).

According to Iyang, effective leadership is a special method of integrating workers with the organization to accomplish its goals. He also believes that managers' styles play a major role in managers' effectiveness, which is essential to managing organizations. In a similar spirit, Edem notes that an organization's success or failure has an impact on its clients, subordinates, and agencies both inside and outside the company. While there isn't a set way for a leader to be successful in accomplishing good performance in an organization, but if the organization's goals and objectives are to be achieved, it is necessary to adjust and combine the factors that make a leader effective (Edem 2019).

3. Context

In organizations, managing people is an integral aspect of the management process. Managers should therefore understand that people are an organization's most important component and that they should be seen as being inextricably linked to the organization. The issue, though, is how much managers understand that workers are the organization's representatives and that they need to be sufficiently inspired to perform at their highest level. Once more, most organizations' leadership behavior and style assume that employees might be handled in any case, as the country's unemployment problem, which makes changing jobs challenging, has led to the difficulties Nigerian people encounter at work. This leadership behavior/style influences organizational culture creation and/or transformation, which impacts organizational commitment and performance. In light of this, how successful can a leader be in getting the best response from followers and ensuring the best possible performance? (Usoro, 2020). Additionally, some researchers believe that the most prevalent issues influencing organizational performance in Nigerian businesses and other institutions are the workforce's negative attitude toward work and the leaders' inefficiency and ineffectiveness in most situations. Others continue to hold the view that Nigerian organizations are controlled using leadership philosophies and practices that are out of character for Nigerian culture (Abalaka, 2023).

Given the aforementioned conflicting concerns, an examination of Nigerian organizational performance and effective leadership was required. Thus, the following will be examined in this study.

- i. To investigate how good leadership affects the functioning of an organization.
- ii. To research how leadership conduct affects program implementation and execution.
- iii. To determine the degree to which the organization's performance is impacted by its management structure.
- iv. To make suggestions meant to foster effective leadership.

4. The Study's Objectives

Examining how effective leadership affects organizational performance is the main goal of this research. The following are the precise goals:

- i. To determine how the leadership behavior affects the programs' implementation and execution.
- ii. To assess the degree to which management affects the organization's performance.
- iii. To make suggestions meant to foster effective leadership.

5. Community Advocacy and Civil-Military Engagement Prior to Protection Threats.

Any research study's value is found in how its conclusions are used for practical purposes. Since the empirical results will demonstrate the impact of effective leadership on organizational performance, it is thought that this study will be extremely significant.

Among other things, the study aims to pinpoint the shortcomings or insufficiencies of several aspects of successful leadership. The researcher believes that by presenting its findings, this effort will alter how other organizations' leaders view their own leadership habits and styles. Effective leadership behaviors, according to academics and professionals, can help organizations enhance performance when they encounter difficulties. Ajiteru (2023).

Once more, some studies believe that one of the key factors influencing a company's ability to perform better is leadership. Effective leadership is therefore seen as a powerful tool for management growth and long-term competitive advantage for enhancing organizational performance. This is due to the fact that effective leadership enables firms to accomplish their goals more quickly by associating job success with worthwhile rewards and making sure workers have the tools they need to complete their tasks. Abalaka (2023).

This study also has theoretical significance because it shows that when organizations look for effective ways to outperform others, a traditional strategy is to concentrate on the impacts of leadership. This is due to the belief that team leaders are essential in establishing standards, assisting teams in managing their surroundings, and organizing group activities. The consequences of a lack of leadership are so striking. Organizations that lack leadership progress too slowly, become stuck, and become disoriented. Things will move smoothly if decisions are made in a timely, thorough, and accurate manner; yet, a decision by itself makes no difference. Following a decision, an organization must deal with implementation issues, such as how to complete tasks efficiently and on schedule. Implementation issues primarily concern how leaders affect behavior, alter the trajectory of events, and overcome opposition. For decisions to be implemented successfully, leadership is essential. Additionally, this work's outcome will be greatly advantageous to the leadership. This study will help them understand leadership, managing people and other resources, harnessing human and material resources to achieve organizational goals and objectives, and what it takes to achieve maximum performance through effective leadership as managers of human and material resources.

Officers in managerial positions will also benefit from the study's findings by being more aware of their duties as the driving factor behind progress. In order for the state secretariat to accomplish its goals and objectives like any other, it is hoped that the research findings will help the Federal, State, and Local Government Areas—particularly Nigeria and the Local Governments in the state—adopt the appropriate leadership styles that can support them.

Like any other state secretariat in the nation, the state secretariat will accomplish its goals and objectives (Abalaka, 2023).

Additionally, it is anticipated that the work will pique the attention of future researchers who will be working with the same organization. In addition to the aforementioned, it will contribute to the body of literature already available on successful leadership and organizational performance, which will be used as a resource for academics and researchers who might be interested in conducting such research.

6. Approach

In order to better understand Nigerian governance, corruption, and leadership, as well as the categorical imperatives, the study uses a qualitative research design. To investigate the problems of governance, corruption, and leadership, the researchers employed descriptive analysis in Nigeria. The theoretical paper mostly uses secondary evidence, such as journal articles, textbooks, and online resources, to support its claims. Where applicable, statistical data were also employed as empirical proof to support our claims. Several secondary sources were consulted in order to reduce the possibility of inaccuracy and enhance the paper's validity and trustworthiness. In order to achieve these goals and facilitate analysis, the study is divided into the following five sections: The introduction and approach were documented in the first compartment. The discourse's conceptual and theoretical difficulties were investigated in the second section. The third covered the relationship between government, corruption, and leadership. Nigeria's governance, corruption, and leadership issues were examined in the fourth x-ray. The fifth suggests a course of action within the given environment of the issues found, followed by Ajiteru's (2023) conclusion and consequences.

7. Conceptual and Theoretical Perspectives on Leadership, Corruption, and Governance

There are some ideas in the social and management sciences that are difficult to define in a way that is accepted by everyone. Because of this, any term might only be pertinent within the constraints of a particular study. There are several studies that elaborate on various aspects of leadership, and the phrase itself conjures multiple interpretations. A nation's leadership serves as both a glue and a spark, drawing its people together and inspiring them to work for

both individual and collective goals. According to Bedeian (2016), leadership is the skill of directing the actions of individuals or groups toward the accomplishment of societal or corporate goals. Additionally, leadership entails motivating people to take action for specific objectives that reflect the motivation and beliefs, needs and desires, aspirations, and expectations of the leader and followers (Burns, 2018).

Politically speaking, good governance means establishing a representative and accountable government; it also calls for a robust and pluralistic civil society with freedom of expression and association; it calls for good institutions that establish rules governing the behavior of individuals and organizations and the resolution of conflicts between them; it calls for the rule of law to be prioritized and upheld by an impartial and efficient legal system; and it calls for a high level of accountability and transparency in public and corporate processes. Abalaka (2023).

Economically speaking, sound governance necessitates measures to support widespread economic expansion, a dynamic social program and the corporate sector that will reduce poverty. The most successful economies are those that are open, efficient, and centered on the market. Priority one should be given to investing in people through institutions and policies that increase access to high-quality healthcare, education, and other services that support a nation's human capital. The growth of a competitive private sector requires strong institutions and sound corporate governance. Markets require societal norms that uphold property rights and contracts in order to operate. Ajiteru (2023).

To optimize economic and social progress, however, prudent national economic management is essential. Governance includes the systems, procedures, and organizations that allow individuals and communities to express their concerns, assert their legal rights, fulfill their responsibilities, and resolve their distinctions. Effective management of a nation's resources and affairs in a way that is open, transparent, responsible, equitable, and sensitive to the interests of its citizens is known as good governance. According to Akhakpe (2023), the sum of these elements determines a society's degree of development.

This leads to the complex problems of development. Over time, the term "development" has undergone conceptual and methodological changes. During the 1970s, economic expansion, increases in GDP, and per capita income were all considered indicators of development. Todaro (2017), however, offers a framework for analyzing development-related concerns. According to him, development goals should include achieving self-esteem and being able to meet fundamental requirements like food, shelter, health, and protection as well as human liberty. Todaro continued by arguing that society should be granted human freedom in the form of freedom from oppressive material circumstances, social slavery, ignorance of nature, misery, and institutional and dogmatic beliefs. Abalaka (2023).

In support of the aforementioned viewpoint, Eberlee (2021) contended that the idea of development has evolved in modern times from the fetishism of growth and development to the capacity of a people to reclaim their resources and use them in accordance with their cultural values to address both individual and group issues and create a new way of living in which each stage is an improvement on the one before it. The underdevelopment of human welfare and well-being is what is at issue in Africa. because of poor leadership and poor governance, which have led to widespread corruption (Sulaiman, 2023).

As social and political experts work to examine its complex nature and meaning, the term corruption is one of the "tribe" of controversial concepts. According to its etymology, the word "corruption" comes from the Greek word "corruptus," which means "an aberration" or "a misnomer." However, corruption has become so ubiquitous in Nigeria that the typical citizen doesn't need an explanation of what it actually means. According to the United Nations Global Programme against Corruption (GPAC), corruption is defined as "abuse of power for private gain" (Waziri, 2020). The term "the abuse of entrusted power for private gain" is a precise and concise definition selected by Transparency International (2018). It can also be described as only as a deviation or perversion of the generally recognized norms or laws for personal benefit (Ajiteru, 2023).

Particularly in the social and management sciences, where viewpoints frequently vary depending on a scholar's orientation and worldview, the paper's topic matter could be based on a number of theoretical platforms. We embark on this endeavor in light of the aforementioned. The political culture, elite theory, theory of two publics, and

nature of society theories are the first that spring to mind when discussing leadership, corruption, and governance challenges in the modern era. We base the paper on the nature of society approach and theory of two publics, while alternative theories might be pertinent in and of themselves. In fact, "there is hardly any topic that one takes into consideration in Africa while ignoring the state's role (Osaghae, 2018). This is true since the state in Africa not only sets the direction but also represents the culture. One important point to remember right away is that Nigeria, like the majority of African and Third World nations, is a legacy of colonialism (Abalaka, 2023).

8. How Leadership, Corruption, Governance, and the Theory of Two Publics Intersect

Many academics of African ancestry and politics, including Osaghae (2018) and Ekeh (2015), have linked colonialism's decadence to Africa's leadership and corruption issues. The theory of two publics is reliable for comprehending the state and its problems in Africa as well as for offering significant justifications for the leadership of the pandemic. African nations are suffering from a deficit, corruption, and poor governance. According to Ekeh (2015), the creation of two public realms—the primordial and civic public realms—that had distinct moral relationships with the private sphere was one of the most noticeable effects of colonialism. Ekeh maintained that inhabitants of Nigeria, and Africa in general, owe obligations (responsibilities) to a native sector and demand only rights (i.e., benefits) from the state. The former serves as the foundation for a "moral primordial public realm," whereas the latter is a "amoral civic public realm." As a result, the civic public realm had no moral ties to the private sphere and was linked to exploitative and illegal colonial control. The public sphere was immoral, and cheating According to Ifidon (2016), the system was regarded as a patriotic obligation.

According to Ajiteru (2018), corruption, nepotism, impunity, and ethnicity are among the characteristics of the civic public because the same actors work in both domains and the state infrastructure is used to enrich the primal public. As stated by Abalaka (2023).

A fortunate member of the civic public benefits from the civic yet relishes avoiding contributing anything in return whenever possible. A nice member of the primordial public gives and asks for nothing in return. However, directing all of his fortunate riches into his personal finances would make such a man unworthy of respect. He will only remain a decent man if he transfers a portion of the civic public's generosity to the primal public. That is the dialectics' reasoning. According to Sulaiman (2018), the unwritten law of dialectics states that it is acceptable to deprive the civic public in order to fortify the primal public.

The theories are relevant to this research because they have offered a framework for comprehending the significant divide between the primordial public of followers and the civic public of leaders. There is a clear gulf between the people and their leaders. The leaders were imposed on the populace by political parties and godfathers rather than emerging naturally. Because they are not answerable to the people, elected officials commit corrupt practices and ill governance at the expense of common people without consequence. However, because of the nature of society, a corrupt official can still be considered good as long as they use some of the money they stole to fund the fleeting desires of a select few, abandoning initiatives and programs that would enhance the lives of the populace (Abalaka, 2023).

9. Nigeria's Leadership, Corruption, and Governance Challenges

In a developing nation like Nigeria, bureaucratic leadership faces a number of moral and factual barriers that hinder its attempts to combat corruption and advance good governance. In the sections that follow, we will discuss these issues in an effort to offer a roadmap for reducing, if not completely eliminating, them. The essence of nationalism and patriotism appears to have coincided with the achievement of political independence in Nigeria and throughout Africa. Since then, African leaders have mostly focused on advancing their own sectional and personal interests rather than the state's objectives. President Goodluck Jonathan's claim that the dreaded Islamic extremist organization "Boko Haram" has penetrated his government serves as an example of this. This perplexing comment suggests that certain cabinet members are there to further interests that are at odds with those of the country; as a

result, the problem of leadership and sound governance is still a mirage in these conditions. This is confirmed by the ill-advised remarks and stance of certain delegates during the 2014 National Conference (Ajiteru, 2023).

The materialistic premise and view of the African state and its establishment is a multifaceted issue that has deprived society of its fundamental elements of governance and leadership. In Africa, the state is viewed as a means of accumulating rudimentary wealth. Unfortunately, this idea and virus have infiltrated the entire culture and impacted how government business is conducted. According to Banfield (in Osaghae, 2014), the sole motivation for people to run for public office in this type of society is to further their own financial interests at the expense of the general welfare and interest. For instance, former Zaire President Mobutu Saisiko, who is now the president of the Democratic Republic of the Congo, once explained to a perplexed populace that "it is not a crime to steal government money, except when you steal, steal small-small, and invest it in the country but you become When you steal and invest abroad, you are an enemy of the state, according to Abalaka (2023).

Nonetheless, Nigeria and the majority of African nations are multiethnic and multireligious plural communities. This raises yet another issue with representation at the federal, state, and local levels of government. The federal character principle is one of the strategies proposed to address these differences in Nigeria. But whether or whether the principle has performed well over time is another story. However, let's just state that the use of federal character with strained ethnic relations has undermined merit and resulted in subpar public sector performance and service delivery (Akhakpe, 2019). Government instability, inconsistent policies, and an excessive dependence on foreign concepts to address internal issues are recurrent occurrence and a hindrance to good government and effective leadership in Africa. Since the government is supposed to serve all interests in the nation, cabinet reshuffles are frequently anticipated. Leaders rarely uphold the policies and programs of their predecessors. African leaders adopt non-native policies without fully understanding their effects or how they are applied. Sulaiman (2023).

The reasons why leadership, corruption, and governance will continue to be contentious topics in Nigeria are evident from the aforementioned arguments. The requirements of transformational leadership are found here. Therefore, it is believed that government leadership is both the cause and the result of the nation's growth problems. It seems that leaders tend to disassociate themselves from the public once their positions are personalized. those they should assist. In this situation, service delivery, accountability, and transparency take precedence over the fundamentals of governance. Individuals act unethically and corruptly in order to benefit themselves. Abalaka (2023).

11. Good Governance and Leadership

Effective leadership is necessary to achieve good governance, particularly when considering Onah's (2015) claim that without specific people with the power and duty to plan, organize, coordinate, lead, and control activities, achieving organizational goals would be very difficult, if not impossible. As a result, the necessity of effective leadership becomes clear. Since leadership involves people and their actions, it is consistent with Ikpe's (2020) definition of leadership as the process of persuading others to voluntarily work toward group goals and Ademolekun's (2016) definition of leadership as an interpersonal influence used in a circumstance and guided through the communication process toward the achievement of intended goals, we so contend that effective leadership is the capacity to inspire people to pursue specified goals with zeal and effectiveness. Ajiteru (2023).

Although there is ongoing discussion about whether leaders are born or formed, true leaders choose to disregard these disputes and focus on cultivating the traits of successful leaders, which include intelligence, competence, honesty, forward-thinkingness, and inspiration (Kouzes and Posner, n.d.). People's desire to follow one's example is therefore closely linked to one's capacity to demonstrate these five leadership qualities because doing so will boost confidence in one's leadership, while failing to do so or acting in the opposite way will lessen one's influence as a leader among those around one. Afterward, John C. Maxwell the phrase "leadership is influence - nothing more, nothing less" is summed up in his 21 Irrefutable Laws of Leadership because it goes beyond a leader's position to consider their capacity to influence others, including those who would consider themselves followers as well as those who are not. Since the power to influence will vanish if integrity and reliability are not upheld, it also indirectly

develops leadership character. Therefore, since effective leaders are created through a never-ending process of self-study, education, training, and experience, anyone with the motivation and willpower can become one. Abalaka (2023).

Thus, the act of leadership is carried out by an individual who has been appointed or elected so as to do. Since the masses are incapable of leading, a select few individuals are required to do so, and leadership developed as a result of every society being organized or attempting to become organized (Ujo, 2021). For the purposes of this essay, a leader is someone who persuades a team of individuals to achieve a successful and efficient outcome. It is not reliant on formal authority or title. Accordingly, Ogbonnia (2017) characterizes an effective leader "as an individual with the capacity to consistently succeed in a given condition and be viewed as meeting the expectations of an organization or society." This is due to the fact that individuals assigned to decision-making positions are known for their ability to care for others, communicate well, and persevere position has the power to order and demand compliance according to his position. However, he needs to have the right personal qualities to go along with his authority since, without it, he would face an emerging leader who could undermine his position inside the company and turn it into that of a figurehead (Sulaiman, 2023).

A tendency to drain public resources for private advantage is one of the many characteristics of bad governance, according to the World Bank (2017). Another is the inability to distinguish between what is public and what is private. lack of a consistent foundation for the legislation and the conduct of the government in a way that promotes development, or arbitrary application of laws and regulations; overbearing rules, regulations, licensing requirements, etc. that hinder market activity and promote rent-seeking; and development-incongruent agendas that lead to resource misallocation and excessive lack of transparency in decision-making. The goal of government is to promote development because when these characteristics come together, they produce an atmosphere that is inhospitable to it. Since governments' power over their citizens tends to gradually erode under such conditions, poor governance—exemplified by corruption and a lack of accountability and transparency allows the influential elites and interest groups in the community to seize a sizable share of the resources at the expense of the general populace. Therefore, poor governance runs counter to a political and socioeconomic advancement of the country (Obadan, 2018, referenced in Ogundiya 2020). Therefore, accountability, openness, the rule of law and human rights, responsiveness, a robust civil society, a free press, a system of social sanctions and rewards, public engagement, and effective mechanisms and structures are all necessary for achieving good governance. Ajiteru (2023).

12. Nigerian Good Governance

Nigeria's political economy is characterized by extreme poverty, high rates of youth unemployment, a high crime rate, poor health prospects, and widespread malnourishment. This highlights the country's glaring lack of development despite its enormous resources and potential (Ogundiya 2020). Therefore, Nigeria's development issue is a governance issue, particularly when framed in terms of the appropriate, just, and equal distribution of resources to attain the goals of the state, which is to advance the general welfare of the populace. In addition to Dudley Seer's viewpoint, Abalaka (2023) asserts that inequality is a major issue in Nigeria.

Even while many Nigerians have recognized good governance as a need for peace, progress, stability, and free and fair elections, Dickson regrettably said that the word "good" is one essential component of Nigerian governance and government. Indeed, it is thought to be the only way to reap the benefits of democracy. Good governance is necessary for the country to function. Good administration is essential to maximizing our potential, enhancing the general well-being of Nigerians, and even advancing geopolitical progress. Until effective leadership is perceived as We are still far behind in the decision-making and implementation processes merely because public officials handle public institutions, manage public resources, and conduct public affairs in a dubious, corrupt, and disregard-for-the-public-interest manner (Dickson, 2017).

13. Nigerian Leadership for Good Governance

Within the framework of a popular democracy, good governance should be based on two things: a constitution that is appropriate for Nigeria's unique demands and circumstances, and leadership that is appropriate for the country's urgent needs as well as the preferences of its citizens. As a result, excellent governance necessitates a different kind of leadership, such as tolerance, a broad perspective, intellectual understanding, diligence, selfless devotion, statesmanship, and a strong sense of mission. Among the qualities required to succeed in this country are mission. Sadly, previous administrations have either lacked these qualities or, at most, have prioritized one over the other, leaving them to fumble for ideas on how to implement effective governance. There are growing concerns that the current government is guilty of the same crime as the legislature, which is implicitly involved. This is because the current administration has not cultivated leadership qualities that have demonstrated the ability to develop a mental magnitude as clear as our problems, and there appears to be a lack of ability to appreciate and grasp the salient details as well as the majority of the temporal and practical implications of a given situation. Or (Dickson, 2017) issue.

Because of this, the generation of Nigerian leaders who have held positions of power since the country's independence have, in one way or another, lacked vision, and the majority of them have been preoccupied with political squabbling and corrupt practices, which has resulted in the enthronement of poor management and mismanagement of public resources, which causes economic setbacks and extreme poverty as a legacy of the country. This is founded on the idea that a nation's socioeconomic and political progress is primarily determined by how well its leaders enable, solidify, and maintain good governance. Good governance is thought to be an expression of disciplined, patriotic, and dedicated leadership. There is hardly much evidence of socioeconomic improvement in Nigeria's 53 years of independence. This unsightly trend has a connection to inadequate leadership, as claimed by Achebe and others (Abalaka, 2023).

In his opening remarks as the chairman of Dialogue 33, an African Leadership Forum, Professor Anezi Okoro thus explored the different leadership dynamics, complexities, and contradictions that have led African nations (including Nigeria) from the tragedies of colonial dominance to the damnation of bad governance and the ensuing misery that has become the lot of the majority of Africans. He claimed that African leaders had completely slowed the development of their countries and peoples and pushed them to the bottom of the global economic ladder through a complicated combination of poor management, pandemic corruption, crass incompetence, and primitive greed. He bemoaned the terrible irony of Africa's extreme poverty given its frequently claimed abundance of natural resources and human capital resources. He ascribed this in part to the effects of historical legacies and neo-colonial manipulations that followed. These were actively supported by the polarizing internal forces that are ingrained in many African societies and against which both leaders and followers have been pitifully powerless and, at times, criminally negligent (Farm House Dialogue, 2020).

14. Dealing with the Interface

Finding the missing links becomes crucial while dealing with the UI. Therefore, in their discussion of the Leadership Debacle as the Bane of Good Governance in Nigeria, Lawal & Dare (2017) identified the following missing pieces: a lack of accountability and transparency; a lack of development-oriented leadership; difficulties with electoral malpractices; and corruption. According to the Farm House Dialogue's 13-year Africa Leadership Forum, the main conclusions were that corruption has continued to be a persistent issue in both the public and private sectors of the economy, making it nearly hard for many Nigerians to exercise transparent and selfless leadership. Because of this absence of fundamental public spirit, poor governance has become almost a standard; as a result, people in positions of power have made a conscious effort to distance themselves from the general populace. This action is a glaring disregard for the obvious requirement that leaders and followers engage in active, qualitative communication in order to establish the minimal standards necessary for a developing society to act as checks and balances and to establish a line of communication. Abalaka (2023).

15. Suggested actions

Therefore, we offer the following suggestions as we wrap up this paper:

1. Honorable leadership and courageous, morally upright followership.

Sadly, there is one thing that all Nigerian politicians have in common: they lack both honesty and compassion. They considered themselves to be the rulers of their people rather than their leaders because of their greed and immorality. Nigeria will be a better place to live if they use their political power to serve their people with kindness, vision, accountability, responsibility, and transparency; if they serve without expecting anything in return; if they avoid religious chauvinism and ethnic partisanship; and if they avoid self-aggrandizement and delusion. After all, a quotation Abraham Lincoln left for all black African leaders, including his son, states that there is a determined leader behind every self-centered politician. However, followers also bear some of the blame for Nigeria's poor governance and leadership issues, thus leaders cannot be held solely responsible. For this reason, it's commonly stated that comprehension or misinterpretation of In Nigeria, the idea of leadership has been the curse and frequently the misery of many powerful individuals. According to Abalaka (2023), misinterpreting the idea of followership is the opposite of failure or the collapse of civilization.

Good government will remain elusive unless both leaders and followers understand their roles. This is because tyranny and sycophancy are two evils that feed off and support one another. They are typically achievable in a situation where followers lack courage and morals and leadership lacks honor, which results in a government run by sycophants. Nigerians today have become docile and dumpy due to their own leaders' poor management of the country's economy; they are all looking for safety in being accepted by the public. service or private sector for "a share of the national cake," disregarding the fact that obtaining a piece of cake has no future and would instead prevent future Nigerians from baking more cakes (Farm House Dialogue 2020).

2 Address the Issue, Not Place the Blame

Given that Nigeria has more human and material resources than any other nation, poverty there cannot be attributed to either God's will or the country's innate poverty. Furthermore, since the same European invaders had previously scurried for Asia and colonized many East Asian countries, it is no longer acceptable to divert attention by attributing poverty in Africa in general and Nigeria in particular to the European race for Africa and colonization. nations for extended periods of time. Many of those nations have now overcome the negative effects of colonialism and embraced industrialization, global trade, social and economic advancement, and mass education. They now have far higher quality of life indicators and are respected globally as a result of their actions (Farm House Dialogue 2020).

Unfortunately, there are still those who blame the European invaders and colonial overlords for our failure and incompetence. We must forgive the Europeans and learn their tactics in order to attain effective leadership for good government. After that, we must set plans for ourselves and make sure that we develop to make up for the years that we missed during their dominance. In this sense, it could be argued that we are making an effort rather than constantly assigning blame for our issues (Abalaka, 2023). Nigeria has made tremendous progress in all areas of development throughout the years, with the exception of leadership. Dudley Seers' straightforward recommendation is to look into the state of inequality, poverty, and unemployment. If they are unhappy, know that you are not progressing regardless of your GDP because Nigerian leaders, who are inherently self-centered, have not committed to a path for which they were elected and are so revered. A little commitment to the process of resolving the issues facing the people he leads will force him to look at the state of inequality, poverty, and unemployment. While Nigerian leaders continue to get richer, these variables are becoming more and more uncontested. Ajiteru (2023).

3. General Amnesty for All Current and Former Nigerian Leaders

Since it will be evident how the people's lives improve or degrade, the test of any leadership or governance is how it affects her economic advancement. Regretfully, Nigerian leaders only fight for the largest portion of the country's cake. But let's just say that there is no true security in merely guaranteeing "a share of the national cake, no matter the size," which will eventually disappear if no efforts are made to restore it through increased production across the board. For

people holding different public positions, engaging in corruption and graft at work in order to "match" the graft and corruption is not really safe. corruption that is planned by people in positions of political authority, Sulaiman (2023).

As a result, the country's higher unemployment rate is a result of the leaders and their friends embezzling money intended for the economy. An "amnesty package" for all corrupt government officials to return those stolen funds stashed abroad for investment in the country is strongly advised, as the loss of investible income these funds could have generated is now our problem rather than the theft of the funds. Simply deposit the funds in any Nigerian bank so that Nigerians can access them at interest rates no higher than 5% if none of them are interested in investing. That action will instead cause the banks to instead of letting go of their employees, hire more individuals, and those who want to become entrepreneurs can use these funds as startup capital. Being an employer is more profitable than being an employee, after all. As long as they bring all of their money back home and the international community seizes what's left after a certain amount of time, these men who have plucked the nation during their rule will not be held accountable by the law. At the same time, they will be banned from active political life and published globally as corrupt leaders (Sulaiman, 2023).

4. Compliance with the Authorities' Research Recommendations

Having demonstrated empirically that the type of government in a certain political system is decided Given the caliber of the ruling leadership and the fact that, despite Nigeria's abundance of natural and human resources, the country still struggles with a leadership and governance issue 54 years after gaining its independence, there is an urgent need for study findings to be taken seriously. For example, the Nigerian economy has suffered from the aforementioned issues for decades, and recommendations have been made to avoid them in our politics. However, these recommendations were ignored, and as a result, Nigeria, a nation rich in material and human resources and free from significant natural and man-made crises, continues to rank near the bottom of the global developmental ladder with regard to the leaders' stubbornness Ajiteru (2023).

This claim is the corollary of numerous forums, conferences, seminars, and other brainstorming groups whose sincere goal is to see Nigeria in which poverty is eradicated, inequality suffers a catastrophic end, and unemployment has decreased beyond all reasonable expectations. As evidenced by the faces of Nigerian politicians making campaign pledges and those appearing in the country's development plans, the claim is made with such assurance (Abalaka, 2023).

16 Conclusion and Implications

The aforementioned suggestions are adequate to indicate that a leader must prioritize the well-being of his followers and assist them in accomplishing that goal. Furthermore, since governance entails the use of power, guidance, and control over a populace, with the people's interests at the forefront, excellent Governance necessitates selflessness, empathy, openness, and responsibility all of which are encapsulated in the idea of commitment. For a deeper comprehension of the ideas being questioned, searchlight was also shone on the theoretical background. As a result, scholars have proposed various ideas about the concepts of governance, corruption, and leadership. The relationship between development, good governance, and leadership in Nigeria has also been attempted to be established. The development and survival of the Nigerian state as well as Africa as a whole are impacted by the endemic diseases of poor governance, corruption, and a lack of leadership. According to the United Nations Human Development Index (HDI, 2021), the majority of Nigerians live in poverty, with the country's poverty rate at roughly 64.7%. People are reportedly living in extreme poverty. The study concluded by outlining several obstacles that have different ramifications for the effort to address the transformation issue in Nigeria. One such implication is that the pursuit of effective leadership and good governance that could combat corruption and foster sustainable socio-economic and political development will long remain a pipe dream until Nigerian leaders start to think like Nigerians and start to "plant trees" whose shade they know they will never sit in. Sulaiman (2023).

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