| Research Article

Leadership Challenges and Political Crisis in Africa on Achieving Sustainable Development: Evidence From Nigeria, its Reality, and Perspectives

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Abstract: In this study, the Federal Republic of Nigeria—one of the sub-Saharan African nations with an abundance of natural resources and highly skilled labor—is examined. Despite this, the nation nevertheless faces challenges related to sustainable development. The nasty tendency can be partially related to the corruption phenomenon. Aiming to both identify and promote the barriers that prevent leaders from attaining sustainable development, the study "Leadership and political corruption on achieving sustainable development in Nigeria" This study looks at the values that are attainable in Nigeria and what matters most to average Nigerian leaders. The study also looked into how Nigerian leaders were rated before and after in terms of the attainable value system. In the study's analysis, descriptive and content analytical methods were used wherein descriptive analysis was performed on the issue data gathered. The theoretical underpinning of the investigation was Karl Mark's dialectical materialism theory. As a result, the study found that the typical Nigerian leader is more concerned with pursuing personal and self-serving objectives than with maintaining integrity, which is essential for attaining sustainable growth. Therefore, the study came to the conclusion that sustainable development would not exist in the absence of effective and practical public leadership.

Keywords: Dialectical materialism, Sustainable Development, Political Corruption, Leadership, and Administration.
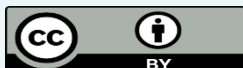
1.1 The study's background

Leadership is the most important and significant issue that Nigeria and other developing nations worldwide must deal with. In Nigeria and other emerging nations, finding the right leadership to advance good governance has proven to be a persistent problem. The current day and It appears that Nigeria's previous leaders were unable to give effective leadership that could have dealt with the many issues facing the nation. It is impossible for governments to establish open, accountable institutions that can safeguard economic development, exercise efficient governance, and safeguard the rights of their constituents. The use of repression and authoritarianism, the sharp downturn in the economy brought on by widespread corruption, and the implementation of exclusive (ethnic) policies to ensure self-succession tendencies all contribute to this lack of ability. Ajiteru (2019).

The Nigerian economy has further deteriorated due to inefficiencies in government. The nation's political instability and inadequate accountability have significantly hindered the ability of succeeding administrations to execute economic plans for the welfare of the populace, resulting in a dearth of basic amenities for the populace Sulaiman (2022). Having a government or leadership that operates on the tenets of good governance and is, most importantly, answerable to the Nigerian people is the key to solving the country's issues and strengthening democratic governance in the federal republic. Nigeria needs strong government to remain stable and continue to grow and develop. According to Ajiteru (2019), the majority of decision-makers and policy makers in Nigeria are involved in power struggles, bribery, egoism, and trade liberalization. According to Fagbadebo (2017), the Nigerian State suffers from a cyclical crisis of legitimacy, poor governance, high levels of corruption, and political instability. The authoritarian government of the nation was confronted with a crisis of legitimacy, political intrigues, and an ethnically divided society where most of the political the widespread wastefulness and corruption Sulaiman (2022).

A nation's history is inextricably linked to deliberate leadership. These leaders have made major contributions to their countries' political and socioeconomic liberation. The government in Nigeria has not been able to use the people's resources and inventiveness for the country's progress. Nigeria's issues stem directly from a lack of effective leadership. Since the majority of them lost or lacked control over effective leadership, the nature of political leadership became problematic. As a result, they scurried to use state resources to fulfill their own preferences. Sulaiman in 2022. According to Ajiteru (2019), corruption and a lack of vision among Nigeria's past and current leaders ultimately undermine any significant attempt to pursue good national governance. It is frequently asserted that a nation may only advance to the extent of its leadership. Nigeria requires devoted leaders who will uphold the highest standards of governance and tenaciously direct the country's natural and human resources in the direction of realizing sustainable national development. The difficulties and growth of leadership in Nigeria were the main topics of this essay. This essay aims to define leadership and development, analyze and evaluate the qualities of good governance and the leadership issues in Nigeria, and finally offer suggestions for how to overcome these challenges Abalaka (2023).

1.2 EXPLAINING THE PROBLEM

It is clear that corruption has exacerbated poverty in Nigeria, decreased GDP, slowed investment, and decreased foreign exchange reserves and revenues. Do we genuinely want to achieve the ideal of sustainable development and fruitful service? Do Nigerians value money and power more than

honesty and diligence in public service? Nigeria's economy is collapsing; political leaders should be ashamed. Nigeria has been economically wrecked and plunged into chaos as a result of high-ranking government officials engaging in ravenous authority looting.

Nigerians labor not for integrity that supports sustainable development, but rather for power and money. In the process, corruption became more common as a result of the rich people's frivolous money displays and obsession with self-aggrandizement Ajiteru, (2019). The politicians of the 1970s invested enormous sums of money in renowned but unproductive projects, such as Abalaka (2023), in an attempt to amass wealth. As a consequence, an injection ofa significant amount of funds into the economy and revealed contractors that enjoyed contract inflation. All of them contributed to the system's sharp practices and corruption, which included bribery, over-invoicing, fraud, and the misuse of public funds. them behaviors endangered Sulaiman's ability to develop sustainably (2022).

Many Nigerians take advantage of every opportunity that would provide personal gains; after all, the current system has trained them to achieve success, and cheating is a necessary means of achieving their objective. In a related development, Nigeria is one of the few nations in the world where a man's source of income is unaffected by his neighbors, the general public, or the government, according to Sulaiman (2022). Rich individuals with a reputation for corruption are frequently courted and Communities, social clubs, religious organizations, and other private organizations honor them. As a result, many public employees frequently file overtime claims for tasks they did not complete. In a same vein, some employees submit fictitious medical invoices and request reimbursements even though they did not become ill Ajiteru (2019).

This study aims to investigate the connections between political corruption, leadership, and the crises in sustainable development that have been observed in Nigeria. The primary questions of why newly appointed administrators in Nigeria, both military and civilian, frequently have a very corrupt past will be addressed by this study. Given that the majority of Nigerian administrations are incompetent, something deeper and more systemic must be at play. It has to be investigated. in order to get at a more thorough analysis of the reasons behind the present issues Ajiteru, (2019).

3.0 The conceptual framework

Fred Fiedler's 1958 contingency theory of leadership serves as the foundation for this investigation. According to the Contingency Theory of Leadership, a leader's efficacy depends on how well their style of leadership fits the circumstances. In other words, the leader needs to identify the circumstances and leadership style that best suit them. According to Fiedler, a leader's ability to lead was based on how well they managed the circumstance and their style of leadership. Organizations can utilize the Contingency Theory to develop leadership profiles by matching specific characteristics with situations that have worked well in the past (Gupta, 2009).

A helpful (though not always applicable) technique for forecasting leadership performance inside an organization is contingency theory. According to Contingency Theory, a leader should match their style to the circumstances at hand Sulaiman (2022).

3.1 Leadership Difficulties in Nigeria

Absence of the Rule of Law: The Rule of Law is a concept or framework in which a community or country is ruled by a body of laws rather than by a single person making all the decisions. A society or a country cannot be ruled by a single individual without restraint when there is a rule of law in place. It pertains to and limits or checks the actions of everyone, including public servants. Nigeria's high rate of poverty and illiteracy is another barrier to the the supremacy of law. Many people are unaware of their constitutional rights, which makes it simple for people to violate them. The leaders of Nigeria do not respect the rule of law, particularly the decisions made by judges. This makes it more difficult for the judiciary to carry out its mandate efficiently Ajiteru, (2019).

The political elites' continued use of patronage appointments to erode the court's independence and the judicial administration's lackluster enforcement capabilities are the main reasons why the judiciary is so unpredictable Abalaka, (2023).

Lack of Transparency and Accountability: Since 1960, Nigerian leadership has left a terrifying legacy of a lack of transparency and accountability. A nation with deeply ingrained corruption can never have an accountable and transparent system. Nigerian leadership lacks accountability and transparency. A responsible A government that responds to citizen demands is one that is responsive. The best means of enforcing accountability are the rule of law and an independent judiciary. Ajiteru (2019) states that citizens have the right to file legal claims for acts of commission or omission by government authorities. Nigeria, on the other hand, has not fared well in this area; corruption exists on all fronts. Furthermore, there is a strong correlation between this corruption and a lack of openness and inadequate accountability. Sulaiman (2022): Public position is abused by Nigerian leaders for personal benefit.

Challenges related to corruption: Nigeria seems to be particularly affected by this threat, despite the fact that corruption is a global issue. Nigeria has struggled greatly with corruption ever since gaining its independence. First, there were government representatives and has steadily eroded every other sector of the economy. These days, it is extremely uncommon to find a government figure who isn't corrupt. Nigeria now has a very high ranking in the league of corrupt countries; according to former British Prime Minister David Cameron, Nigeria has "fantastically corrupt" leaders. Since independence, this issue has existed and gotten worse. Nigeria is as poor as it gets because of our leaders' numerous reforms and dishonesty. Since politicians are removed from office and then allowed back into their parties, there is little chance of effective administration when the ruling class is firmly rooted in unethical behavior. Today, one of the biggest obstacles to good government is corruption, according to Ajiteru (2019). It is a societal issue that interferes with development and denies them the opportunity to make any meaningful social or economic progress Sulaiman (2022). Investment and economic progress are slowed down by corruption. Even after democracy was restored, misappropriation and embezzlement of public funds have plagued Nigeria's economic growth and development for more than 20 years, making the country's economy underdeveloped and ranked lowest in the world (Abullahi 2009).

Absence of Ideology: Since 1999, our politics have suffered from a tragic lack of ideology. A group of people's common ideas or beliefs make up an ideology. It could be a coherent system of ideas, a way of thinking, or a perspective on the world. Political and epistemic ideologies are the two primary categories of ideologies. Political Ideologies are moral beliefs regarding the proper governance of a nation. Sets of beliefs about philosophy, the universe, and how individuals ought to make decisions are known as epistemological ideologies. Abalaka (2023). The political elites in Nigeria are an unproductive class that depends on its control over state institutions to obtain financial benefits. The unmediated quest for power, influence, and patronage is another setting in which the overpoliticization of the Nigerian state is understood Ajiteru, (2019). A local ruling elite free from ideological commitments emerged as a result of the nature of political rivalry. Politics evolved become a contested arena for petty, self-serving political gains rather than pursuing political fights within ideological frameworks. Sulaiman (2022).

4.1 ELUCIDATION OF CONCEPTS

In order to conceptualize, it is necessary to see at a few of the ideas employed. Leadership: According to John Gardener (cited in Reed, 2021), leadership is a powerful blend of strategy and character. He asserts that, out of the two, character is the most suitable for leadership. According to John Gardener, leadership is the process through which a person persuades a group of people to pursue goals that the leader and their followers both share or hold dear (Weekly Trust, 2021). According to Chemers (2002), leadership can be defined as "a process of social influence in which

an individual influences others to accomplish a goal and directs the organization in a way that makes it more cohesive and coherent."

One way to characterize political leadership is the ruling class's accountability of overseeing the activities and assets of a political body by establishing and influencing the policy priorities that impact the region through various institutions and decision-making frameworks established for the nation's orderly development. This covers persons in positions of authority inside the government as well as those who aspire to them through various channels, such as coup d'état elections, appointments, electoral fraud, conquest, right of inheritance, or other ways (Wikipedia, 2009). It encompasses the entire governing class, which is able to control the instruments of governance at their disposal Sulaiman (2022).

Political corruption is defined as the abuse of governmental authority or status for personal gain by the ruling elite. Political corruption is defined as "an impairment of virtue and morality" in a basic lexicon ideal by a group of individuals Ajiteru (2019). According to the World Bank and Transparency International (TI), a prominent global watchdog on anticorruption, corruption is defined as "the misuse of public office for personal gain for the benefit of the office holder or some third party." Political corruption can be broadly defined as immoral action that transgresses the rules of the political order, according to the analysis above. According to Johnston (2018), political corruption typically includes wrongdoing by public servants such embezzlement and cronyism as well as wrongdoing involving private parties including bribery, extortion, influence peddling, fraud, etc. According to the Asian Development Bank, political corruption involves the actions of public and private sector authorities in wherein, by abusing the position they hold, they inappropriately and illegally enrich themselves, those who are closely associated to them, and/or encourage others to do the same Sulaiman (2022).

A type of development plan known as "sustainable development" permits the current generation to advance without impeding the development of future generations. This development model aims to promote growth for both the current and upcoming generations while preventing any conflict between them. According to Seer (2017), "sustainable development involves the condition in which people in a country have adequate food, job, and income inequality among them is reduced, in addition to capital accumulation and economic growth."

According to dialectical materialism, man's consciousness is shaped by social life. The level of involvement in material life production defines the kind of relationships that exist in the state and have an impact on social, political, and spiritual aspects of life processes. Karl Max's dialectical materialisms made the assumption that people's life is determined by their social existence rather than by their consciousness. Ajiteru (2019). The use of material and human resources to achieve organizational goals over the long and short term is known as administration.

4.2 Nigeria's Corrupt Practices and Corruption

"The abuse of public office for private gains" is the definition of corruption given by the Independent Corrupt Practices Commission (ICPC). The principles of corruption are not fully encompassed by this definition. According to Abalaka (2023), corruption is an anti-social activity giving illegitimate benefits contrary to legal and moral norms and which weakens the authorities". According to Ajiteru (2019), corruption occurs when bribery, favoritism, or moral depravity infiltrate a state of affairs or integrity. We define corruption as the result of at least two parties working together to alter societal structures, procedures, or official behavior in order to create a system that is dishonest, disloyal, or defiled or to create a tendency toward seat tightness among African leaders. As Ajiteru (2019) pointed out;

Teodaro Obiang Mbasong of Equatorial Guinea held the position for 30 years, Omar Bongo of Gabon passed away after 42 years in office, and Mohamed Gadafi of Libya ruled for 39 years. Following closely behind him are Mugabe, who is 29 years old, Hosim Mubarak of Egypt, who

held the position for 27 years, Paul Biya of Cameroon, Yoweri Musevini of Uganda, King Mswat III of Burkina Faso, and a number of other notable figures.

The sad part of the tale is that these leaders continue to reign for self-serving purposes while lacking the skills, education, and experience necessary to meet the pressing needs of their subjects. The disputes surrounding the annulment of the general election held on June 12, 1993 in Because of Nigeria's extreme income inequality, those who are less fortunate or disadvantaged would do whatever it takes to survive. It was described as "the abuse of entrusted power for private gain" by Transparency International in 2015. In addition, Sulaiman (2022) lists the following as examples of corruption: bribery, smuggling, fraud, illegal payment, money laundering, drug trafficking, falsification of documents and records, window dressing, false declaration, evasion, underpayment, deceit, forgery, concealment, and any form of aiding and abetting that harms another individual, group, society, or country.

"Socially impermissible deviation from some public duty or more generally some ideal standard of conduct" is how Ajiteru (2019) broadly described corruption. Corruption among young people can also take the shape of cybercrime, prostitution, militancy, thuggery, permutation, drug sales, kidnapping, and professional assassins 419 syndromes and book-haram. According to Konie (2018), the only forms of corruption are vertical, which involves managers and decision-makers, and horizontal, which involves all of the knowledgeable laymen and officials in the nation. According to Abalaka (2023), "political corruption is a symptom that something has gone wrong in the management of the state (and/or society)" is the definition of corruption that is most often recognized, according to this research. Furthermore, because societal and governmental enforcement mechanisms are weak, institutions meant to regulate the interaction between citizens and states are instead used for personal gain and the provision of benefits to the corrupt. Sulaiman in 2022.

4.3 NIGERIAN CORRUPTION CAUSES

Nigerian political corruption stems from deteriorating cultural norms, leadership styles, and inadequate institutions. In a society where political and legal institutions are weak and government actions benefit those in positions of power financially, political corruption flourishes. According to Sulaiman (2022), one of the main reasons for corruption in Nigeria is a weak enforcement mechanism (such as a weak sectorial institution or a lack of judicial independence). Since the majority of law enforcement agencies are themselves corrupt, the forces that work to prevent corruption are frequently ineffective. Furthermore, officials, politicians, and public servants are rife with corruption, and professional associations might not be able to penalize its members. The legislative and administrative frameworks that provide public servants broad, unchecked authority and power to open doors for unfair enrichment or use their discretionary powers to rig the system is unavoidably corrupt. Second, institutional regulations and the criminal justice system have contributed to the nation's rising corruption rate Abalaka, (2023).

Very few nations have legalized and ethicalized corruption to the same extent as Nigeria, disregarding protocol and convention. However, such formal regulations are typically supplanted with deteriorating ethnic norms, attitudes, and customs that foster corruption in a political economy rife with it. If some or all cultures condone corruption, then why should traditional leaders or organizations grant a convicted corrupt person the title of chieftaincy? Why are some governors who have been implicated in corruption receiving awards or being elected to the Senate as senators of the FRN. Why would a governor be seeking a second term in office if he is unable to pay his employees' salaries when they are due? Additionally, there are numerous examples of religious organizations ordaining corrupt public officials into their midst and occasionally hosting Thanksgiving services for corrupt ex-convicts. According to Nye (2017), motivated behavior—which is a reaction to societal influences yet goes against the established goals and objectives of a social system—can occasionally be the source of corruption. Sulaiman in 2022.

4.4 The Corruption's Effects

Actually, the impact of corruption is a significant issue that Nigeria's development is facing. The economy of Nigeria has suffered due to corruption, which has also conveyed the message that upholding the law, being honorable, patriotic, and diligent pays no dividends. Numerous political Office holders obtain enormous riches and assets both inside and outside of Nigeria through dubious means; many of them live in luxury and flaunt their wealth, yet society does not flinch. In Nigeria nowadays, obtaining a political office is considered a significant financial commitment that pays off as soon as one assumes power, hence politics is viewed as a huge company or investment Sulaiman (2022).

Corruption cripple's government investment: Government investment is crippled by corruption: Embezzlement and fraudulent sharp malpractice have a common role in the collapse of organizations, rendering government investments in finance, equipment, and manpower—particularly in skill acquisition, in-service training, conferences, and workshops—unfeasible. Eleonu (2018) said, "There is a claim that corruption wastes money, Government capacity for economic progress requiring capital outflow, or economic waste, is psychologically and politically unstable. Investment distortion results from economic waste when funds are directed toward unprofitable ventures. The damage that corruption causes to public institutions is emphasized here, Sulaiman (2022).

Unemployment and concomitant restiveness: Joblessness and accompanying restlessness: as previously mentioned, a painful outcome of public agencies' and businesses' failure is joblessness and its repercussions. "Cyclical unemployment is a situation of oscillation period of boom and depression," according to Osai (2018). Worker retrenchments or mass layoffs are a result of the economic downturn.

Mass poverty: Mass poverty is defined as "not having and not being able to get the necessaries," according to Hornby Ajiteru (2019). Government capacity for economic progress requiring capital outflow, or economic waste, is psychologically and politically unstable. Investment distortion results from economic waste when funds are directed toward unprofitable ventures. The damage that corruption causes to public institutions is emphasized here, Sulaiman (2022).

Joblessness and accompanying restlessness: as previously mentioned, a painful outcome of public agencies' and businesses' failure is joblessness and its repercussions. "Cyclical unemployment is a situation of oscillation period of boom and depression," according to Osai (2018). Worker retrenchments or mass layoffs are a result of the economic downturn.

Lack of development: When corruption is permitted in the administration of public organizations, the goals for which they were created are not realized, economic growth is inhibited, and foreign investors are afraid of conflict and will not deal with or invest in corrupt government institutions or corrupt economic environments.

5.1 Method

In order to comprehend the perspectives of particular leaders and their experiences in regional and national leadership roles in the Eastern Region of Nigeria, the author employed the qualitative critical ethnographic paradigm. The researcher's experiences served as the foundation for this methodology, which the chosen participants, who concentrated on determining the leadership styles of previous and current figures operating inside the Nigerian government Ajiteru, (2019). In order to obtain a thorough awareness of the realities, difficulties, and viewpoints surrounding the present influence of leadership in Nigeria, the author employed critical ethnographic design. Given this, the most efficient method for conducting thorough, methodical, and genuine research on the Nigerian leadership crisis was to employ the critical ethnography design. Searching for people who "have had experiences relating to the phenomenon to be researched" (Kruger, 1988, p.

150) and based on the researcher's assessment and the goal of the study Sulaiman (2022), the important participants were restricted to 12 leaders, both current and former, who held positions in eastern Nigeria between 1960 to the present. The participants were chosen from a variety of eastern country towns and cities, and they all have at least 12 years of administrative and political leadership experience in the nation's government operations (2 participants had more than 30 years of experience). Nine men and three women made up the participants, whose average age was 45. The minimal educational requirement was a first degree, while three of the participants have honorary doctorates. Participants were given an explanation of the research study's goal and the informed consent agreement form at the start of each interview Sulaiman (2022).

With the participants' consent, all interview sessions were tape recorded and utilized as a check against the researcher's field notes. It is highly recommended to use this approach when performing critical ethnographic research. If appropriate, quantitative and qualitative processes and tools may be included, as researchers' schools of thought differ in their approaches to ethnographic analysis Sulaiman (2022). In essence, a concurrent nested model was used for data analysis (Creswell, 2003). Having said that, a better knowledge and comprehension of the leadership situation in Nigeria was made possible by the analysis and categorization of the qualitative data, which is essentially an inductive and recursive process. The final survey and questionnaire adjustments were made to enhance and support the methodology and substance of There were both qualitative and quantitative items in the data gathering. Consequently, the study's quantitative data were methodically arranged, examined, and subjected to a fundamental descriptive statistical analysis. Focused interviews with a subset of selected Nigerian leaders, both past and current, were employed in a follow-up study to confirm the survey's results and find other variables. Abalaka (2023). In order to provide quick confirmation of the veracity and correctness of the narratives in the data, the author let the chosen participants to act as a check on the study. The confidence and validity of the interview transcripts were increased by the continuous communication between the researcher and the chosen participants, according to Sulaiman (2022).

6. Results

The purpose, objectives, and study questions form the basis of the findings. a number of levels (Creswell, 2003) and three primary sources are used in this study: (a) open-ended interview questions, (b) demographic and observational data, and (c) the survey questionnaire Ajiteru, (2019).

Interview Questions

1. Connection to the management and infrastructure of the region:

a. What do you do for a living?

b. In what ways does your job enable you to engage with the infrastructure of the area?

c. What was the duration of your employment with the government?

2. Knowledge of the Eastern Nigerian leadership process?

a. Could you elaborate on how you see administration and leadership in the context of government operations?

b. What differences exist between your previous and current jobs?

3. Views on the efficacy and process of leadership:

a. Could you elaborate on how you view today's leadership being managed?

b. Is this different from that when you were young?

c. What are the opportunities and challenges?

4. What, in your opinion, could be done differently to guarantee the preservation of the trust?

5. If you were in complete control of the public trust, how would you manage it differently?

The interview questions were prepared thematically in response to the study questions. In addition to providing a framework for data collection, the interview questions allowed for the recording of information utilized in this study Ajiteru, (2019).

Characteristics

The participants, who were chosen from a variety of eastern country villages and cities, all possessed at least 12 years of administrative and political leadership experience in the nation's government operations (two had over 30 years of experience).

With an average age of 45, the participants were nine men and three women. As the minimal educational requirement, they also held a first degree, while three of the participants are honorary PhD holders Ajiteru (2019).

The LAL attribution items' minimum, maximum, and means are displayed in Table 1 (the highest scores are indicated by bolded means, while the lowest scores are indicated by italicized means). Based on the poll results, the respondents generally appeared to think well of themselves. Just a single one of the Number of individuals involved.

No. of participants	Gender	Years of experience	Age	Level of education	Position and office
A	Male	30	65	PhD	State policy maker
B	Male	22	50	BA, MBA	Chairman board of directors
C	Female	10	35	MA	Local govt. chairperson
D	Male	12	40	Graduate	Council member
E	Male	18	65	BSC	Retired governor
F	Male	20	55	BSC	Member of the legislature
G	Male	28	65	PhD	Past govt. official
H	Male	30	71	BA, MBA, PhD	Senator, works in Abuja
I	Female	28	59	BA, RN, MA	Past govt. official
J	Male	11	38	BA	Past govt. official
K	Female	10	32	BA	Council member
L	Male	19	40	BA	State director of sports
Note. govt. = government. **Table 2.** The Results for	the Attribution Items.				

Item number	Leadership attribution item	Minimum	Maximum	*M*	*SD*
1	I demonstrate appropriate interpersonal relations	**3**	5	*4.33*	1.03
2	I am easy to talk to and I listen to people	3	5	*4.62*	1.08
3	I understand people and show them respect	2	5	*4.46*	0.61
4	I am sensitive to group needs and requirements	3	5	*4.54*	1.09

5	I help the group understand the need to come together as a group	3	5	**4.77**	1.26
6	I facilitate the team-building process	3	5	*4.46*	0.79
7	I show tolerance for diverse opinion	3	5	*4.31*	0.61
8	I demonstrate patience when the group cannot reach mutually acceptable decisions	1	5	*4.00*	1.02
9	I am respectful of the group's need to deliberate	3	5	*4.54*	1.18
10	I demonstrate my knowledge with respect to our purpose	3	5	4.31	1.10
11	I have and maintain an appropriate knowledge base	2	5	*4.54*	1.07
12	I make sure that I understand what we are doing and why we are doing it	4	5	**4.85**	0.91
13	I am organized & I can organize others	3	5	*4.38*	1.10
14	I am able to appropriately assign tasks and workloads	3	5	*4.08*	0.96
15	I make appropriate decisions about the length of time it will take to accomplish goals	1	5	*3.69*	1.03
16	I communicate with the group & individuals appropriately	3	5	*4.31*	1.27
17	I am able to explain things to the group and to individuals in a clear way	3	5	*4.15*	1.09
18	I represent the group's accomplishments appropriately to superiors	2	5	*4.31*	1.47
19	I understand and deal with priorities appropriately	2	5	*4.31*	1.25
20	I am able to demonstrate an understanding of what is important and what is not	4	5	*4.62*	1.18
21	I am able to keep groups on track with assigned purposes	1	5	*4.23*	1.40
22	I act and appear appropriately as a leader	4	5	*4.54*	0.90
23	I maintain a confident professional image	4	5	**4.77**	0.94
24	I present myself appropriately and I am respected	4	5	*4.58*	1.04
25	I am able to present new and unique ways of solving problems	3	5	*4.46*	1.02
26	I am a creative person	3	5	*4.23*	1.04
27	I like to introduce new ideas and approaches to problems	4	5	*4.38*	0.93
28	I am able to show sympathy and empathy when it is appropriate	4	5	*4.62*	0.90
29	I am able to show my concern for individuals and groups	3	5	*4.46*	0.86
30	I am able to control my frustration and stress	2	5	*4.15*	1.04
31	I do not appear rigid and unable to change	4	5	*4.62*	1.18
32	I am able to cope with the ever changing	3	5	*4.31*	1.27

	priorities in our organization				
33	I allow members of the group to assume different roles and assignments that are best suited to the individual	2	5	*4.31*	1.07
34	I am motivated to accomplish the group's purposes	4	5	*4.62*	0.93
35	I am able to get the group started and keep them engaged	3	5	*4.38*	0.87
36	I make it a point to keep people interested in finishing their assigned tasks	3	5	*4.38*	0.27
37	I take my assigned position in the organization seriously	4	5	**4.83**	0.90
38	I meet or exceed the organization's expectations of me	4	5	*4.38*	1.27
39	I appreciate the group's confidence in me and take my leadership position seriously	4	5	**4.85**	1.09

Table 1. The Demographics of the Participants in the Study.

Item 15, "I make appropriate decisions about the length of time it will take to accomplish goals," got a mean score of 3.69 (SD = 1.03), which was below the 4.00 mark on a 5-point scale. The thematic connections appear to exist between the five entries with the lowest scores. The remaining four items are: "I am able to control my frustration and stress" (M = 4.15, SD = 1.04); "I am able to assign tasks and workloads appropriately" (M = 4.08, SD = 0.96); "I demonstrate patience when the group cannot reach mutually acceptable decisions" (M = 4.00, SD = 1.02); and "I am able to explain things to the group and to individuals in a clear way" (M = 4.15, SD = 1.09). When combined, these objects imply that there are numerous things outside of the leaders' sphere of influence and point to a deficiency in the government's accountability and structure Sulaiman (2022).

On the other hand, it appears from the five highest scoring attribution items that the leaders themselves are committed to achieving tangible outcomes and that they take their responsibilities seriously. These are the following: "I take my leadership position seriously and appreciate the group's confidence in me" (M = 4.85, SD = 1.09); "I take my assigned position in the organization seriously" (M = 4.83, SD = 0.90); "I help the group understand the need to come together as a group" (M = 4.77, SD = 1.26); and "I maintain a confident professional image" (M = 4.77, SD = 1.09). (M = 4.77, SD = 0.94). No inferential statistical tests were carried out because to the limited number of survey respondents Sulaiman (2022).

The study's conclusions support Ajiteru's (2019) assertion that the Nigerian State suffers from chronic legitimacy crises, poor governance, high levels of corruption, and political instability. As a result, the political climate is unstable and national progress is slowed. The nation's authoritarian government was confronted with a crisis of legitimacy, political intrigues, and an ethnically divided society where a large portion of the widespread corruption and wastefulness was driven by ethnic struggle for resources Sulaiman (2022).

7. Policy Recommendations and Conclusion

Nigeria requires strong, moral leadership that is based on community, justice, service, respect, and honesty if it is to genuinely eradicate corruption and bad leadership. Leaders that prioritize equity in their The nation needs educated individuals who are sincere and honest in both their administration and leadership styles. In the Nigerian leadership situation, selfless and charismatic leaders are needed to correct the wrong. The most fundamental measure required in confronting the challenge and preventing the Nigerian state from failure and collapse is strategic and

progressive leadership Sulaiman (2022). The significance of strategic leadership is that it identifies and harmonizes national capabilities to achieve the national interest. The following recommendations are classified as long-term polity to guarantee justice, fairness, and equity. A creative leader is essential. Sulaiman in 2022. In fact, creativity matters when it comes to making good decisions. For example, coming up with novel solutions to issues and creating new chances is crucial to the decision-making process. Without directly influencing their followers, leaders should assist in bringing out the originality and inventiveness in their followers in order to facilitate more efficient problem-solving. It is imperative for leaders to exhibit high moral standards and ethical responsibility in order to effectively address the needs, issues, and concerns of the people of Sulaiman (2022).

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