

# Transformational Leadership as a Catalyst for Organisational and National Growth

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# Presentation Focus



- ❖ General Information about NLNG and Speaker
- ❖ Leadership Focus/Definition
- ❖ Our New reality- Need for Transformational Leaders
- ❖ Examples of Transformational Leaders- Characteristics
- ❖ NLNG Experience – Elements of Transformational Leadership (TL)
  - NLNG legal & Compliance Division
- ❖ Enabler for Nation Building
- ❖ Conclusion & Wrap Up

# About Me



- ❖ General Counsel & Company Secretary NLNG Group
- ❖ Legal professional with over 25 years of experience
- ❖ Former MD NSML
- ❖ Pioneer Talent and Career Development Manager, NLNG
- ❖ Former HR Plant & Services Manager Bonny
- ❖ 1<sup>st</sup> Vice President Nigerian Gas Association (NGA) & Former Secretary General
- ❖ Project Manager NLNG Office Relocation
- ❖ INSEAD Alumnus

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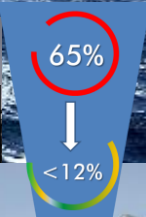
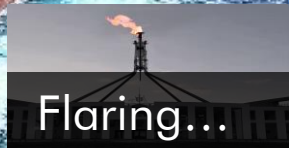
# Company of the Decade - Our Success Story



**NLNG - OUR VISION**  
...a globally competitive LNG company helping to build a better Nigeria.



- ✓ Over 5,000 LNG cargoes delivered
- ✓ 23 dedicated LNG Ships
- ✓ 6 LNG Trains: 22mtpa
- ✓ >\$11Bn asset base
- ✓ \$108bn in Revenue
- ✓ >\$35Bn Dividends
- ✓ \$8bn in Taxes
- ✓ T7 Growth Agenda



Our Customers describe us as ...  
**"RESPONSIBLE, RELIABLE AND TRUSTED"**

# Unleash Gas Potential!

## It is the DECADE of Gas!!



...NLNG at the center of the decade of Gas Agenda with strategies to adapt to the changing "Energy Mix" and external competition (Qatar & other competitors) BUT future proofing our business or other successes cannot be achieved or without embedding transformational leadership in our management ecosystem

# Leadership Focus- different versions of the truth

Over  
15,000  
books

Many  
definitions

Only  
15% of  
schools  
offer  
LPs

*Settled for a definition that is apt and encompasses the key ingredients of transformational leadership*

“Leadership approach that causes change in individuals and social systems. ...it creates valuable and positive change in the followers with the end goal of developing followers into leaders”  
Langston.edu

# Contexts on Transformational Leadership



Transformational leaders are moral example of working towards the benefit of the team, organization and/or community

Transformational leadership can be seen when “leaders and followers make each other to advance to a higher level of morality and motivation”

Through the strength of their vision and personality, transformational leaders are able to inspire followers to change expectations, perceptions and motivations to work towards common goals

This transformation of followers “is not based on a ‘give and take’ relationship but on the leader’s personality, traits and ability to make a change through example, articulation of an energizing vision and challenging goals.

The transactional leader helps followers gain the skills and experience to efficiently and effectively do what is required of them

# Contrasting Leadership Styles

BASIS FOR COMPARISON	TRANSACTIONAL LEADERSHIP	TRANSFORMATIONAL LEADERSHIP
Meaning	A leadership style that employs rewards and punishments for motivating followers.	A leadership style in which the leader employs charisma and enthusiasm to inspire his followers
Concept	Leader lays emphasis on his relationship with followers.	Leader lays emphasis on the values, ideals, morals and needs of the followers.
Nature	Reactive	Proactive
Best suited for	Settled Environment	Turbulent Environment
Works for	Developing the existing organizational culture.	Changing the existing organizational culture.
Style	Bureaucratic	Charismatic
How many leaders are there in a group?	Only one	More than One
Focused on	Planning and Execution	Innovation
Motivational tool	Attracting followers by putting their own self interest in the first place.	Stimulating followers by setting group interest as a priority.



# Examples of transformational leaders - Leadership focused on motivating and inspiring others to succeed and create value



Henry Ford  
Lego Brand  
Richard Branson, Reed Hastings, Elon Musk  
Condoleezza Rice  
Alex Ferguson  
Paul Kagame, Bill Gates  
Past NLNG Leadership  
NLNG Executive Mgt.....



Charismatic, selfless, Positive Thinkers, instil confidence.

# The NLNG Experience

## Elements of Transformational Leadership-6 key blocks

Enabling Eco system	Encourage Challenging status quo	Inspire and Motivate	Employee Trust & Empower others to Deliver	Transitional Followers	Systems at Work
<ul style="list-style-type: none"> <li>• Create an environment that promotes ideation and change champions</li> <li>• Kick out fear and discourage micro-managing</li> <li>• Role modelling the way</li> <li>• Zero tolerance to negativity</li> <li>• Promote diversity, equity &amp; inclusiveness</li> <li>• encourage new ways of work/thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Be open to new thinking</li> <li>• Committed to active listening and communication</li> <li>• Be willing take big change decisions to get desired results and unlock value</li> </ul>	<ul style="list-style-type: none"> <li>• Provide insight, advice and support to your team</li> <li>• Clear and shared vision to guide change through influence</li> <li>• Leaders that don't compete for visibility with their teams</li> <li>• Encourage participation in discussions about the key decisions facing the company/team</li> <li>• Show tolerance for intelligence based and calculated risk taking</li> <li>• Think of the needs of others rather than needs of the leader</li> </ul>	<ul style="list-style-type: none"> <li>• Make employees intensely involved in decision making around key issues</li> <li>• Promote delegation and bottom-up solutions</li> </ul>	<ul style="list-style-type: none"> <li>• Adaptable workforce</li> <li>• Empowered to deliver</li> <li>• Embrace changing leadership style- less directional</li> <li>• Willingness to accept responsibility</li> <li>• Employees that help shape the organizations future success</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting HR systems and Tools(PMS, LDS etc.)</li> <li>• Identifying leaders within the organization ( energetic, enthusiastic, passionate, selfless, sense for the Big Picture strongly demonstrate corporate values - SITREC etc.)</li> <li>• Fill gaps in management experience through cohesive leadership development programs</li> <li>• Leverage and encourage use of technology to deliver value</li> </ul>

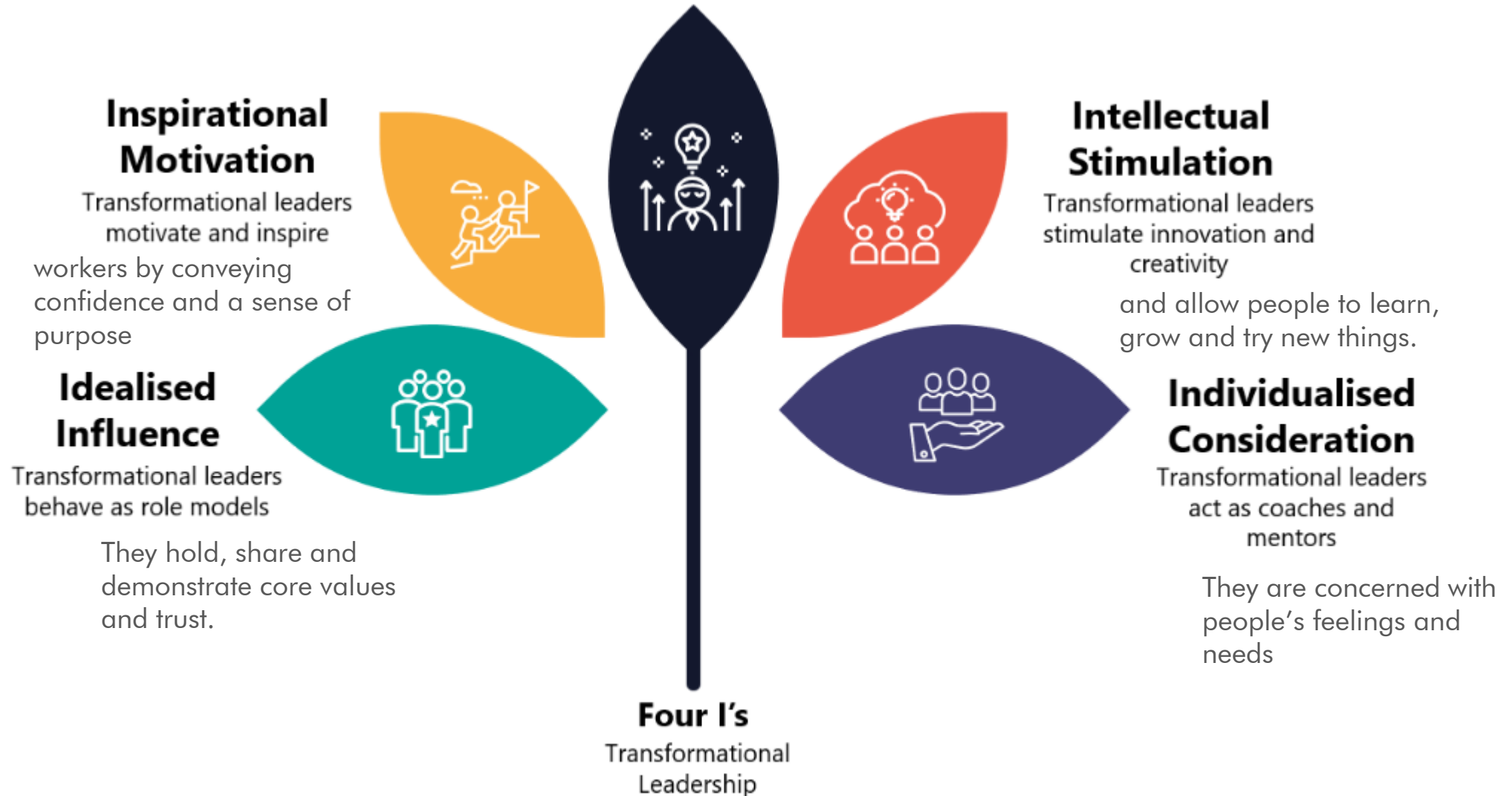
Inspire Others

Encourage

Motivate

Goals of TL - About Inspiring positive changes in followers, helping them grow and succeed

# How Transformational Leaders Achieve Change



# Transforming the Nation – collective community effort inspired by transformational leaders and organizations



NGA members and other sector players & Government Institutions



❖ An inspired National community focused on creating value and improving way of life

## Other Benefits

- ❖ Clarity of purpose
- ❖ Focused Nation inspired to build and sustain growth
- ❖ Build loyal citizens & Commitment
- ❖ Increased national work force capacity and performance
- ❖ Improved social economic growth and GDP
- ❖ More Progressive Nation with diverse thinking and mindset
- ❖ Strong sense of personal integrity, role modelling and effective governance



Pivotal role in enhancing Nation Building- Imagine Nigeria run as a best practice corporate organisation ?

Endless possibilities

# We should all aspire to be transformational Leaders



*“ Embedding transformational leadership across the private and public sectors creates a strong architecture for improved private sector efficiency, value creation and sustainable nation building ”*

# Who Will it be





*... helping to build a better Nigeria*