

## **Leadership lessons Mbeki-Zuma**

1. People within the ANC complain that Pres Mbeki has all the Power. I have observed that leaders who are highly competent than their assistants or subordinates tend to dominate. If we assume that president Mbeki is steps ahead of his Ministers et al then the assistants need to learn to be 7 step ahead of their leader and be prepared and know more than he does. This is the best way to silence a competent leader and gain his confidence. For Mr Mbeki the lesson is that every leader must employ people far more intelligent and competent than the leader. OR people under him have not been given opportunities to shine and show their talents. Next lesson for uTata Mbeki is no matter how smart and intelligent you are as a leader have confidence and trust your staff or else fire them quickly and replace them with people you trust and see as competent. If you stand for Excellence -- and detect a sign of mediocracy remove or dismiss quickly.

2. Every leader must stay emotionally connected to its citizens and constituency. People on the ground vote with their hearts and who will feed them or put money in their pocket, less about advance socio economic policies , macro economic policies, fiscal policy ASGIsa etc. President Mbeki strength is that he appeals a lot to the intellects. minds and less to the hearts of the poor or struggling. Every leader needs some charisma or emotional connections : conversations., speech, or dress code, dance, singing, story telling, arriving early at the Imbizi, act like a servant not King, visit more often, be more visible among the poor and middle income, simpler and easy to understand speeches. uBaba Zuma, Mandela - are clear example of what a leader needs to do to stay connected. I would advise that all leaders in Parliament to remember that they are servants of the people not Chiefs or Kings/Queens . The people on the ground are the Kings and Queens, and start serving people not self interest.

3. Fairness and Consistency is key to Leadership. In the case of Mr Zuma - the president should have suspended him and put an acting deputy president . Until Baba uZuma is proven innocent or guilty. This should be followed in any case - if we follow Basic conditions of employment act, Labour Relations Act. Is the President above these or did he know more than us mere mortals- citizens of this country or was he ill-advised? Only the President can answer these questions - Maybe an explanation to us mere mortals would make us see him more humane and humble. If a mistake was made - an apology will make him immortal.

4. The best leader , and the one history will judge fairly does not exploit cracks and divide an already divided system or institution. The leader acts with wisdom and decides to have the future interest of the country at heart more than their ego and pride. I hope that within the ANC ,

tripartite alliance the leaders will do what is right for the country and its constituency rather than what is right for their egos, pride, and self interest.

5. All leaders advised to read again " Trouble with Nigeria" Chinua Achebe - all you need to is replace Nigeria with Africa or South Africa .... " The Nigerian ( South African/African) problem is the unwillingness or inability of its leaders to rise to the responsibility, to the challenge of **personal example**, which are the hallmarks of true leadership"