



Sharing Hands-On Experiences of Transformational Leadership

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“Sharing Insights into a successful Transformation Leader.”

Questions posed by Robert de Loryn RMBP of RDL M

1. *What leads to your success as a senior manager and leader?*

I attribute my success as a Leader to several factors, but the main attributing factors are summarized below.

Firstly, I have adopted a set of values that provided firm ethical standards and moral compass, no matter the circumstances, conditions, or turbulence in life. These are the virtues of honesty, hard work, respect for people and property, and an unshakeable habit of selfless service to others and generally to humanity.

Secondly, I had a clear idea of what I wanted to accomplish in life, and I wrote it out on a piece of paper as a self-proclaimed manifesto of my life as far back in 1980.

It was very crude but represented a personal life plan. It allowed me to eliminate unnecessary habits, pastimes, effectively manage my time, and pick and choose my circle of friends. It was not perfect,

but it gave me tangible goals to shoot for and a good fix on my priorities in life. It helped me filter out negative influence and activities. Instead, I devoted full attention, energy, and time to what is relevant and necessary to help me accomplish my goals.

Thirdly, I subscribed to the belief and practice that *“learning is a cradle to grave commitment.”* I am an avid reader and have a large library of books on philosophy, religion, technology, geopolitics,

leadership, management, and business. I am a self-learner and keep upgrading my skills including keeping abreast of the latest trends and technological changes.

I have also educated myself on how to use computers, understand the use, purpose, and application of many different types of software including the entire Microsoft Office suite. I reasoned that computers are tools of the trade for a modern leader and manager. I have also learned and mastered the skills of conducting an effective search of virtual libraries hosted by various internet search engines.

About three years ago I made a transition to subscribe to Office 365 which has now morphed into Microsoft 365. The service is available 24/7 and can be accessed anywhere, and the software subscriptions are inexpensive and, best of all, they are regularly updated to fix bugs. Also, free security systems are updated with the latest virus definitions to protect important content and work.

Fourth, I believe to be an effective leader, you must know yourself incredibly well. You must be self-reflective and receptive to feedback. In fact, “those who lead must understand human nature, and they start by fully understanding themselves”. They must know their strengths, and are equally aware of their weaknesses, and thus understand the need for teamwork and the sharing of responsibility.” Unbeknown to me I have mastered some elements of what is now commonly known as Emotional Intelligence”.

Last but not the least, the most important attribute that brings stability and serenity into your life as a leader in marriage to a wife, partner, and friend who is stable, loving, and supportive. A wife who is both a mentor but also not afraid to offer constructive critique objectively and without bias and in a dispassionate fashion. I am indeed able to accomplish many greater tasks because of a loving, trusting, and supportive wife and children.

I pay homage and give glory to God and express sincere gratitude to my wife Lady Nohorahnie Bogan, and my four sons, Boganjayque, Rubitsky, Theophyllus, and Jabezrael.

2. What do you feel are the 3 most important leadership qualities?

Life and leadership are all about a personal journey because each of us is created uniquely and shaped differently. What is considered important leadership attributes for one may not resonate with another. These are my recommendations based on my journey and experience in life.

1) I am convinced that one of the most important attributes of a leader is to have an adaptable growth mindset so you can easily adapt and change with situations, times or adapt your leadership style based on the peculiar attributes of the challenge, situation, and context.

Especially, in this rapidly changing, disruptive, and tumultuous world. As many psychologists say, it all starts in the mind and your mind is a battlefield for all kinds of forces or even the forces of righteousness and the forces of unrighteousness. The proliferation of social media is a global platform with many millions of people pushing and pedalling their agenda to influence, manipulate, and intimidate the masses to accept their ideas, beliefs, and values.

It pays to master self-leadership which is the practice of influencing your thinking, feeling, and actions towards your vision, values, ideals, beliefs, and, ultimately, your purpose in LIFE. If you can master this earlier in life than you can cope with any challenges in your life as a leader, and especially in filtering out what is not authentic and not in alignment with your core values.

Mastering the Art of Emotional Intelligence is an important and critical skill in Leading Yourself. Human beings are genetically and biologically hotwired to be emotional beings, and it pays to master your own emotions. What makes you angry, sad, happy, and what drives your passion, or even conditions or situations that triggers your emotions.

Learning how to understand and manage your emotions places you in a solid and, in most instances dispassionate and objective position with a balanced frame of mind and posture to lead and interact with others. And as a leader, you will have the maturity, objectivity, and calmness to handle a diverse range and scope of leadership challenges or crises.

2) Learn to master the skills of developing your personal goals in life. I see many people have no clear purpose, goal, or vision of their life. Many graduates from University allow external factors and influence to dictate how they should lead their life but does what the world dictates to you in alignment with your innate gifts, talents, and values.

I would strongly recommend to prospective leaders to make a serious effort to learn and commit time to creatively articulate and adopt realistic goals that are; specific, capable of being measured and achievable, those that are realistic, and time-bound.

Do not make your goals scientific and overly complicated. They can be simple or short, medium, or long-term goals. The main thing is not to be scared to make mistakes because life is a personal journey of discovery, and of learning from mistakes, correcting your weaknesses, and strengthening your strengths.

So long as you have a clear idea of what you want to do in life, your goals are in sync with your gifts, passion, talents, and values, and you put the hard work and commitment of time and resources then there is and will be a greater chance that you will find fulfillment.

3) As a leader - your main concern is not to avoid failure or to live in success but to always seek more meaning, growth, and development.

I have learned to develop a strong attribute of curiosity. I say effective leaders search for excellence with integrity and character. In my case, I have an undying quest and persistence to commit to learn and seek meaning and answers to a task, project, problem, or even learn more about disruptive innovations.

And when I am committed, I become fully driven and dedicated to accomplishing the task or assignment. I question the status quo and always ask the questions of; Will this work? Is there a better way? Is it realistic and pragmatic? Who has the skills to help me? Am I surrounding myself with competent people with the right skill sets, attitudes, and values? Is it relevant to my operating context, environment, and conditions?

So, I believe to be an effective leader, you must have a curious and searching spirit, conviction, and commitment.

3. What advice do you have for dealing with a crisis?

We are living through a crisis with no modern-day precedent. Organizations of every size and type, from businesses and governments to hospitals and schools to faith communities and non-profit organizations need leaders.

We need people who can help others overcome their weakness and fear and come together to do better, more difficult things than any one of them could do on their own.

But how does a leader bring inspiration and motivation in an anxious world? Here are some thoughts:

In a crisis, a leader must remain calm and refrain from showing fear or panic. Also, a leader must remain above the fray of the crisis and more particularly ensure that they are not swarmed or overwhelmed by the crisis or even be caught up in the conundrum of the crisis.

They must surround themselves with other leaders and experts with the same demeanour and character attributes, and a good mix of competencies and skills to ensure rational thinking on the fly and the ability to mobilize and dispense the right kind of help in a swift manner.

They must help people understand their stress, encourage people to face their fears, and take appropriate preventive actions.

They must not be scared, to be honest, and candid and strive to bring people together in solidarity. They must provide a purpose and distinct direction and emphasize the power of agility and reassessment.

4. What is your top tip for future and up and coming leaders?

First and foremost is to acquire as many skills as how to lead yourself. The skills of leading yourself are critical to how a leader adapts to changes and handles challenges. It also helps to unleash your authentic potential and intellectual acumen. It also enables you to unlock and fully optimize your academic qualifications and competencies in the real world.

The most successful and highly effective leaders see the world as a virtual learning classroom because leadership is not effectively dispensed in classrooms or lecture rooms.

That requires investing your time and resources to work on growth and adaptive mindset, building your confidence and self-esteem, mastering your emotional intelligence, establishing clear personal goals, and many important supplementary skills such as effective decision making, communications, networking, and many more.

Secondly, the world within the foreseeable future may I dare say in the next 10 to 15 years is going to be vastly different. People are already talking about the new normal because the COVID 19 pandemic has disrupted and upended what is normal. With restrictions on travel and social distancing, people are compelled or should I say forced to radically adjust to the new normal by leapfrogging into digital communication, video conferencing, and e-commerce, and e-learning.

I am emphasizing this because I see many disruptive technologies and bio-warfare, and geopolitical and demographic shifts redefining the way we live and co-exist today.

Developments such as breakthroughs in genetics and genomes, Artificial Intelligence (AI), Internet of Things (IoT), data analytics, robotic engineering, drone technology, and biochemistry are going to substantially and materially change a life, work habits, and even careers.

I am not a prophet of doom and gloom, but the reality is that some careers may become redundant.

Many traditional careers are most likely to be replaced by robotic technology and an elaborate network of data and information that is faster, versatile, easily accessible anywhere in the world, timely, convenient, inexpensive, and accurate.

Young and upcoming leaders must keep abreast of these disruptive changes.

Otherwise, if they dwell on living life based on today and yesterday's lifestyle they will be left behind and suffer the consequence of their lack of foresight and preparedness.

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