Stemming the Tide of Emigration of Persons from Nigeria through Effective Leadership Practice: The Role of Leadership Education

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Abstract

This paper explored the issue of the trans-border emigration from Nigeria. In so doing, it considered the nature of the linkage between leadership practice in Nigeria and the changing trend in emigration trajectory in the country. On the spur of the growing concern; both from government and international community, about the increasingly disturbing statistics of emigrants from Nigeria, the paper sought to ascertain the linkage between the lingering leadership question and the emigration challenge and how resolving the issue of leadership deficit in the country could translate to settling the Nigerian emigration challenge. To do this, the paper adopted the exploratory cum expository research methodology. In so doing, it retrieved published outcomes of direct research and relevant data from secondary sources as well as opinions from some experts through interview. This was to garner sufficient data on the issue to help reach some level of understanding on the linkage. On finding that leadership practice in Nigeria and its emigration challenge are inextricably tied, the paper held that resolving the leadership question in Nigeria would result in addressing her emigration challenge. To this end, the paper suggested that careful and proper incorporation and involvement of the leadership education tool in the attempt to solve the Nigerian leadership conundrum would mostly bring about denouement to her disturbing emigration challenge. It then submitted that to effectively address Nigeria's emigration challenge, resolving Nigeria's leadership deficit is a must and the tool of leadership education offers a potent remedial resource.

Keywords: Emigration of Persons, Leadership, Leadership Education, Migration of Persons, Leadership Practice.

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Introduction

With the increasingly worrisome spate of voluntary cross border migration from Nigeria to elsewhere in the recent times, growing interest on the issue of trans-border emigration in Nigeria has been ignited. Scholars are becoming more and more interested in not just the statistics of Nigerians emigrating to elsewhere but also in their motivating triggers or causes. Outcomes of these scholarly efforts show generally that a number of things are referenced as triggers of this development or experience; the increasing inclination to cross-border or trans-border emigration from the country, which is massively serving to alter the migration trajectory in the country.

Referenced identified triggers range from the quest for better job opportunities, bid to evade widening unemployment levels and its related consequences, search for wealth prospects, avoiding consistently worsening safety and security challenges, expanding population and attendant strains, to better working conditions and standards of living.[1] While this list of triggers may not be exhaustive, it is, however, important to note that leadership is clearly not included in the list. This development is probably the reason why the question of whether leadership; both in practice and as a function, is of any significance to the whole issue of migration direction in Nigeria, has been asked. It is largely in the bid to respond to this question and also to consider how possibly addressing the leadership question in Nigeria can be of help to effectively reduce or stem trans-border emigration from the country that this work was embarked upon

Besides, scholars (Ezemenaka, 2009, 75-77; Carling, 2006, 53-56) have consistently maintained that while leadership may not have been identified to be directly linked to the question of emigration of persons in the country, it cannot, however, be safely excised from it. Leadership is not just at the foundation of the whole processes and development of migration activities but also critically important to them. Adosete, for instance, argued that basically all identified triggers for emigration from Nigeria; whether economic or political are invariably consequences of leadership; leadership

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[1]   Innocent Duru, "Examination of the Causes and Consequences of International Migration in Nigeria." Asian Development Policy Review 9, no. 4 (October 13, 2021): 180-193. https://doi.org/10.18488/journal.107.2021.94.180.193

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failure or leadership success[2]. Similarly, Kari, Malasowe and Collins[3] and Darkwah and Verter[4] maintained that while the triggers or what they call the push and pull for trans-border migration from Nigeria may be more systemic and foundational, they are nonetheless, hinged on much more deeply ingrained value; viz, leadership. Corroborating, Duru[5] observes that the reported triggers for present day emigration of persons in Nigeria are more of effects than causes that are mainly bad governance predicated on absence of effective leadership, leadership failure or leadership ineptness.

To this extent, the link between leadership and the emigration question in Nigeria is identified and observed. The place leadership occupies and the role it plays in contributing to stimulating or inciting the push and pull that inform migration activity; whether emigration or immigration, cannot be easily discountenanced. This is why it has been consistently submitted that whether people migrate to settle temporarily or permanently in any place, they generally do so against a cause and for a purpose. Studies (Abadi et al. 2018; Ajaero et al 2017; Darkwah & Verter, 2014)[6] have shown that whether people migrate voluntarily or by coercion it is always directly or indirectly the consequence of leadership effects. It is to this extent that it has been argued that migration for the most part is a direct or indirect function of leadership success or leadership failure[7] and so migration and leadership are inextricably tied.

The implication would be that the efforts directed at fixing the emigration challenge in Nigeria must automatically be incorporate and channeled at addressing the lingering leadership question in the country. Since the migration concerns of Nigeria cannot be safely or completely excised from

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[2] Samson Adesote, "Internal Conflicts and Forced Migration in Nigeria: A Historical Perspective." Journal of Identity and Migration Studies 11, no. 1 (2017): 1-26.

[3] Unar Kari, Godwin Malasowe and Ogbu Collins, "A study of Illegal Migration in Nigeria and the pull and push factors, 2011-2017 World Journal of Innovative Research 6, no. 5 (2018): 53-60

[4] Samuel Darkwah and Nahanga Verter, "Determinants of International Migration: The Nigerian Experience." Acta Universitatis Agriculturae Et Silviculturae Mendelianae Brunensis 62, http://dx.doi.org/10.11118/actaun201462020321

[5] Duru "Examination of Causes and Consequences of International Migration in Nigeria." 189-190

[6] These studies argued variedly how what are readily identified as the pull and push for international migration are actually the ultimate consequences of the leadership question in Nigeria

[7] Adesote, "Internal Confilcts and Forced Migration in Nigeria." 1-24

her leadership practice, it follows that the effort to fix the emigration concern in Nigeria would neither be complete nor effectively guided if the leadership is not equally addressed. Further, since a traceable and apparently regressive link between the leadership practice in Nigeria and the challenge of emigration of persons can be established it would mean that whenever there is any change in the leadership practice and pattern there would likely be same or similar change in the emigration configuration and activities in the country. The change in the leadership, its pattern and exercise, would proportionately be the change in the impact on the migration cause in the country. For, if there would be any policy that directly impacts migration or the provision of the economically conducive or unconducive environment that triggers migration and its intent or the insurance of safety and security on the basis of which many migration activities are informed, it is ultimately the function and indirect consequence of leadership[8]. Hence, it would be safe to say that the issue of emigration of persons in the country cannot be safely and effectively addressed without attempting to resolve the lingering leadership question in the country.

It is to this end, that the question of addressing the emigration challenge in Nigeria as one inexorably subsumed in the lingering leadership question in the country is raised. That is how the resolution of the leadership conundrum in Nigeria could lead to or translate to stemming the burning emigration challenge in the country. It is to this effect that the researcher identifies and recommends the effective involvement and incorporation of the leadership education in the leadership selection, training and mentoring processes as the potent remedy or panacea of effect. It is thought that the proper application of the leadership education tool would help to not only enthrone the right leadership that would truly would inspire enduring productivity but also coalesce the Nigerian people around the appreciation of the need to collectively get the system to be positively impactful for the good of the greatest number.

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[8]   Kari, Malasowe and Collins, Op. Cit.

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Statement of Problem

Cross-border migration from Nigeria especially in the relatively recent times is fast becoming a burning issue for not just the Nigerian government but also the international community[9]. Equally worrisome is the staggering statistics of emigration in the country. The numbers are increasing. They keep rising and expanding. The news media continue to be awash with staggering statistics of emigration in the country. For instance, it was reported that in just one year, over 7, 000 Nigerian trained nurses migrated to the United Kingdom[10]. Those who have moved to the United States, other parts of Europe and the western world apparently be much higher and are not reported. It is, however, not in doubt that Nigerians leave the country every day in droves and even more are planning and nursing the intention for any opportunity that presents itself. Just recently, it was widely reported that a good number of medical doctors and medical practitioners converged at the embassy of United Arab Emirates in Abuja seeking to be granted passage to relocate, settle and work in the United Arab Emirates.

Similarly, it was severally reported that citizens of South Africa sought the expulsion of the large community of Nigerians for xenophobic and other sundry reasons[11]. The same report was received from Ghana. Nigerians who have migrated there for business where practically asked to shut their business and return to Nigeria. It took the intervention of the Nigerian Ministry of Foreign Affairs for this demand to be upturned or at best held in abeyance[12]. Only in relatively recent times it was widely reported that Nigerians who migrated to the United States of America were credited with not just being one of the fastest growing migrant populations in the country but the largest collection of migrants from a single African and Middle-Eastern countries with over 400,000 number of them. It has even once been reported by the New York Times and repeated in many news media like the Aljazeera and CNN that Nigerians stand amongst the most traveled and

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[9]   Hein De Haas, "International Migration and National Development: Viewpoints and Policy Initiatives in Countries of Origin: The case of Nigeria." A report prepared by the International Migration Institute, University of Oxford for Radbound University, Nijmegen and Directorate General for International Cooperation, Ministry of Foreign Affairs, Netherlands. (2006): 9-14

[10] Deborah Tolu-Kolawole, "7,256 Nigerian Nurses Left for UK in One Year." Punch Newspapers, May 20, 2022, https://www.punchng.com.

[11] Afe Babalola, "Xenophobic Attacks of Nigerians in South Africa." Vanguard Newspaper, September 11, 2019, https://www.vanguardngr.com

[12] The Editorial, "Xenophobic Attacks in Ghana. The Guardian, August 02, 2019, https://www.guardian.ng

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widely settled population in the world. Just recently, the Nigerian government returned over 12,000 of Nigerian from Libya[13]. The story is apparently not much different with the number of Nigerian returnees from Ukraine as a result of the ongoing Russia-Ukraine crisis. Reports indicate that several thousands of Nigerians who migrated permanently or temporarily to these countries (Russian and Ukraine) returned or were safely returned[14].

These series of reports and incidences that point to or reflect to a large the galloping spate and expanding statistics of the emigration levels of persons from Nigeria are mindboggling. As troubling and mindboggling as these statistics may present, the reported figures only referenced or captured documented migrants from Nigeria; that is those who emigrated from the country legally and by appropriate and acceptable migration means. Statistics of undocumented or illegal Nigerian migrants, which could be more troubling, are however not captured in the above referenced reports. Further-still those who unfortunately die enroute North Africa to Europe or manage to survive the hassles and hazards of the journey may not also have been well represented or accounted for in the reported statistics. The pointer here is that number of emigrants from shores of Nigeria may even be far more than have been reported or accounted. If the statistics of Nigerian migrants accounted for or reported are troubling, they certainly would be more disturbing if all those migrating from the Nigeria shores are accurately and fully captured.

While trans-border emigration may not be inherently wrong, it has, however, become heavily worrisome in the Nigerian experience. This is to the fact that the development or trend in Nigeria is effectively spiraling out of control. With the trajectory of emigration from Nigeria especially in the relatively recent times, it is feared that if the trend is not mitigated it could fan grave, debilitating and seriously negative economic consequences and crises for the country. For, the trans-border emigration has resulted in serious brain drain, human capital flight and deflection and consequent

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[13]   National Emergency Management Agency, "Voluntary Nigeria Returnees from Libya. The Guardian, March 02, 2022, Op. Cit.

[14]   Luminous Jannamike, Victoria Ojeme & Ezra Ukanwa, "Russia/Ukraine War: Nigerians return with Tales of Woes." Vanguard Newspaper, March 5, 2022.

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depletion of highly coveted skills from the country[15]. Some of the best and the brightest, the specially gifted and skilled and the most resourceful who have the capability and capacity to contribute to not just spur the economy to exponential growth but also service it for better comparative advantage and competitiveness are practically snatched from the country by this migration curve.

This development and its potential consequences for the country, scholars[16] have strongly and consistently argued cannot be safely extricated from the leadership failure the country is plunged in and has continued to grapple with for relatively much longer time since her independence in 1960. It is, to this end, that, scholars[17] have differently informed and submitted that the emigration challenge is closely linked to the leadership issue in Nigeria as they argue that challenge of emigration from Nigeria are a direct or at best indirect consequence or function of the effects of persisting leadership or governance failure in the country.[18] It is within this connection that it is contended that any effort at addressing the emigration challenge in the country cannot be sufficient or far reaching without the incorporating the effort at addressing the leadership issue or conundrum in the country. For, leadership failure in Nigeria has been found to not just ultimately reside solidly at the foundation of the pull and push for emigration but also as a critical indirect trigger of it.[19]

Since the reason for mass emigration to other country can be attributed to or closely linked with failed leadership or governance in the country, the researcher reasoned those efforts to attempt to address the challenge of emigration in the country must include efforts to find out what remedy there is that could contribute significantly to help stem or curb the lingering governance or leadership failure in the country. It is to this end, that this research work was provoked. That is to suggest the tool of leadership education as a possible remedy and to examine how the tool of leadership education can be effectively used to address the lingering concern of

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[15] Raji Adeyemi, Akowe Joel, Joel Ebenezer and Emmanuel Attah, "The Effect of Brain Drain on the Economic Development of Developing Countries: Evidence from Selected African Countries." Journal of Health and Social Issues 7, no. 2 (2018): 66-74.

[16] Peter Mba and Chike Ekeopara, "Brain Drain:" Implications for Economic Growth in Nigeria," American Journal of Social Issues and Humanities 2, no. 2 (2012, March): 41-47.

[17] Samson Adesote, Op. Cit., and Unar Kari, Godwin Malasowe and Ogbu Collins, Op. Cit.

[18] Unar Kari, Godwin Malasowe and Ogbu Collins, Ibid

[19] Unar Kari, Godwin Malasowe and Ogbu Collins, Ibid

leadership or governance failure in Nigeria. To this extent, it is expected that with the involvement and proper application of this tool the issue of leadership or governance failure in Nigeria would not just be effectively addressed but the current aggressive emigration challenge in the country, which has been found to be closely linked with leadership or governance failure or to be one of the direct consequences of the effects of leadership or governance failure in country, would also be significantly stemmed.

Research Questions

To guide this research the following research question were raised:

1.   What are the pushes and pulls for the aggressive emigration of persons from Nigeria in the relatively recent times?
2.   In what ways is the leadership in Nigeria contributing to inform and spur the increasingly aggressive emigration of persons from the country to elsewhere?
3.   What remedy is there to resolve the seeming unyielding leadership conundrum in the Nigeria such that the pushes and pulls for emigration of persons from Nigeria may be effectively stemmed?
4.   What the role of leadership education in curbing the lingering leadership or governance failure in Nigeria that has largely been attributed to mass emigration in the country

Methodology

In the effort to ascertain how to resolve the leadership question in Nigeria which is strongly held has direct and indirect implications on the vexing challenge of emigration in the country the researcher adopted the exploratory cum expository research methodology. This was done to investigate how the resolution of the leadership failure in county could proportionally assure the mitigation of its emigration challenge. In so doing, the researcher elicited data from wide ranging sources; direct research outcomes, relevant secondary sources on migration; immigration, emigration, leadership function and practice, leadership education and the like and made extensive use of them. To retrieve and effectively employ the sourced data in the study, the researcher, within the period of seven weeks, visited several databases that included but not limited to ebscohost, googles scholar, researchgate, and proquest to access and retrieve published research reports and scholarly works or articles on the areas of interest for this work.

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This done, the researcher painstakingly weighed the contents of data retrieved for relevance and persuasiveness and carefully applied them in the work. Aside the aggressive use of the data retrieved from the aforementioned sources, the researcher also interacted and interviewed experts conversant with the emigration matters in Nigeria. This was done with the intent of shoring up wide ranging relevant data and opinions on the issue of concern for careful code and triangulation purposes. In the coding and triangulation process, careful matching and differentiation were done with the data such that significant threads emerging were carefully noted. Running threads or emerging thoughts in the pieces triangulated were carefully organized and what was found or observed, to the degree of their clarity and elucidatory input were carefully incorporated and applied in the final analysis and submissions in the work.

Migration of Persons in Nigeria
As obtains in other climes, the populace of the Nigerian nation state has always been involved in migration activities. Even before the arrival of the colonialists, those who occupied and owned the Nigeria geographical space migrated from one place to other. Even some historical records have it that some even by conquest in war chose to move and settle in area of conquest and with the people who dwelt there. History of the Nigerian space is replete with reports and deposition of all sorts of migration activities and tendencies by the indigenous peoples of the area. There are reports that these migration activities of the people saw them move even beyond the shores of the geographical boundaries of the present-day Nigeria to as far as Senegal, Mali and Niger. It has further been reported that migration activities at the time was regarded almost as a regular venture or cultural norm.

While migration was a common and regular practice in the historical past of the present-day Nigeria, it was however, hardly intercontinental, in the sense of migrating from one continent to another. Nigerians and in fact Africans at the time basically migrated from one place, occupied and inhabited by one tribe, to another or from their location to a yet to be inhabited or occupied landed space. It was not until the colonial era and in fact the slave trade experience that the question of migration assuming a broader, intercontinental perspective and understanding in the Nigerian experience emerged. While the role of leadership in the emigration of persons from Nigeria to elsewhere in this type of migration in the slave trade experience was wholly forced and not voluntary, it took no much time after,

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however, for Nigerians and indeed Africans to commence and embrace directly unforced, voluntary intercontinental migration that hitherto hardly existed[20]

With the colonial experience and the post-colonial independence status, the rate of Nigerians migrating from the rural environments within the country to the urban centers increasingly rose and continues to today. The same trend obtained in the rate of migration of Nigerians to other counties in the world. Countries in the western world became mainly the targeted ports of the changing emigration pattern in the Nigeria.[21] Though rate was incremental in the period nearly before the Nigerian independence from colonial rule and immediately in the years after, it, however, went spiral and literarily explosive in the years that followed until recently when it would seem that having the opportunity or means to emigrate was not just celebrated as an achievement but viewed as a long desired object of liberation[22]

With this new or usual posture to migration practice or involvement, intended migrants as it were would seek whatever means or avenues available or possible to see out the migration process. Hence, the delineation legal and illegal migration was couched, as it were. Prospective migrants could go at almost nothing to actuate their intention to migrate or to relocate, as it is now identified. This, apparently, has become the posture to migration practice in the country that when and where the migration to other continents, is not immediately doable or achievable, the migration to other African countries or locations become or is seen as ready alternative.

Migration anywhere in the world is not a happenstance or does not just happen but actually caused or informed. The Nigerian experience has not been different. From accounts of those who have emigrated or intending to emigrate especially to the continents of Europe and North America and even more recently to the middle eastern countries, it obvious that the cause or the motivating factor converges in either in search of better living conditions or running away from the harsh conditions in the country. This means that

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[20] Samson Adesote Op. Cit.
[21] Tim Braimah, "Sex Trafficking in Edo State: Causes and Solutions" 13, no. 3 (2013): 17-29.
[22] Olubunmi Akintola and Olagoke Akintola, "West Africans in the Informal Economy of South Africa: The Case of Low Skilled Nigerian Migrants." The Review of Black Political Economy, vol. 42, no. 4 (2015): 379-398.

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people are basically are emigrating from Nigeria to where the effects of leadership practice are apparently more favorable and comparatively more positively stimulating. That is, given the current general ambience in the country, Nigerians emigration pull and push tend to be readily informed by either evasion of the almost unbearable harsh economic climate in the country heightened by worsening security challenges or simply in search of environments with urbane living conditions, opportunities, provisions and hopes which invariably are accounted as direct and indirect consequences of the fast declining and distasteful quality of governance[23] in the country and the continued failure and absence of meaningful and working leadership framework[24].

Leadership and the Emigration Question in Nigeria
Leadership has always been and remains an important part and indispensable tool for the effective pursuit and attainment of organizational success and competitiveness[25]. For leadership plays critical role and occupies crucial place in the whole process of designing, pursuing and achieving desired goals as well as maintaining the relative competitiveness of an enterprise or organization.[26] For whether the mission and vision of an organization or outfit exists or the right culture or climate for productivity and competitive outcomes is in place or whether the enabling practices are sought and engaged or followed, or whether the right attitudes or commitment exists depends largely on leadership.[27]

The immediate implication that can be drawn is that while the importance and positive role of effective leadership can hardly be doubted on the overall health and competitiveness of any system or nation state, the converse, however, can mean grave consequences. The impact that such failure or absence can exert would not only be deep and grave but could have ripple or spiral effects that could be widespread and extensive. This is where the question of migration comes into the equation. For whether people

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[23] Adesote, Op. Cit.
[24] Kingsley Moghalu, "Africa leadership conundrum." The Fletcher Forum of World Affairs, 41, no. 2 (2017): 172-191.
[25] Louis et al. "Learning from leadership: Investigating the links to improved student learning: Final report to research to the Wallace foundation." Minnesota: University of Minnesota.
[26] James Collins, "Good to great: Why some companies make the leap and others don't." (New York: HarperCollins, 2003), 188-210.
[27] Robert Marzano et al., "School Leadership that Works: From Research to Results." (Alexandria, Virginia: Association for Supervision and Curriculum Development, 2005), 1-217

immigrate or emigrate or not is contended to be the function or effect of the impact or effects of leadership success or failure or even absence.

Humans, it has been established, tend to move or migrate to either evade the effects of the leadership failure or ineffectiveness or to search for the effects of leadership effectiveness and/or success that are often seen and experienced in better living standards, greater involvement and investment in the cause of the system, availability and accessibility of life enhancing and sustaining infrastructure and amenities and the like, the converse of which however is often the case if effective leadership presence and impact are not felt. It is to this effect that the Nigeria migration issue or specifically emigration challenge can be properly and in fact effectively situated. Many of the Nigeria's populace leave or plan to leave the country today mainly in the quest for greener pasture and implicitly in evasion of the harsh conditions in the country extensively because the leadership at all levels and in the different sectors apparently is failing to insure, inspire and stimulate the effects of leadership that as earlier identified would cause them to remain in the country or seek to plan their extended stay in the country.

Besides, it is hardly in doubt that Nigeria has and appreciates the role and importance of leadership in nation building, national growth and competitiveness.[28] Positions of leadership and environment for leadership engagement and exercise that are erected and dot the different structures of administration and governance in both the public and private sectors in Nigerian state lend strong credence to this. In spite of this development, the leadership question in Nigerian remains worrisomely loud and haunting, just as the challenges or absence of meaningful growth and sustainable development continues to mount. This means that something much more has to be done to address this apparent leadership conundrum in Nigeria. It is to this end, that this paper identifies and recommends the effective incorporation and involvement of leadership education in the effort to bring to final denouement the seemingly unyielding leadership mire in the Nigerian experience

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[28]   Moghalu, Op. Cit.
    Moghalu, Kingsley. (2017). "Africa Leadership Conundrum." *The Fletcher Forum of World Affairs 41 no.* 2.

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Leadership Education

Leadership education, simply put, is a targeted learning engagement in leadership concept, conception and practice. It is a specialized learning for the understanding of leadership composition, function and application. Leadership education is invariably at the heart and essence of leadership training. It captures and enfolds the learning, training and exposure in leadership function, practice and conceptualization. In fact, leadership education embeds the delivery and sharing of the bits and pieces of leadership concept and use; that is, its understanding, conceptualization, engagement, practices, application and functions as well as the history of the development and evolution of leadership application and practice[29]

It is important to note that while leadership education may embed some components of political mentoring, it is distinctively much more. It is much more than political mentoring in which understudying and passing on of certain political postures and approaches are watchword and central, to include and encapsulate identification, appreciation and accessing of those values of leadership and leadership understanding that not enjoy extensive and almost universal acceptance and application but proven across cultures to both work and significantly spur competitiveness and ascendance to prominence.[30] Leadership education ordinarily entails immersion into the analysis, clarification and understanding of leadership for the purpose of knowing it apart so as to effectively engage it to spur and aid the pursuit and attainment of desired goals, shared interests and meaningful causes.

This is why it has been observed that leadership success both in practice and function is dependent, for the most part, on the type and quality of leadership education employed and invested in.[31] It is to this extent that leadership education is viewed as an essential component to proper and clearer leadership engagement and its effective exercise and application. Within this frame, leadership education comes across as a critical tool and meaningful resource for leadership success. In which way, the exclusion or

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[29] Samuel Komives, "Advanced leadership." In S. R. Komives, J. P. Dugan, J. E. Owen, C. Slack, & W. Wagner (Eds.) *Handbook for Leadership Development*, (San Francisco, California: Jossey Bass, 2011), 1-13

[30] Kathy Guthrie and Tamara Jones, "Teaching and Learning: Using Experiential Learning and Reflection for Leadership Education, accessed June 16, 2021, https//www.wileyonlinelibrary.com

[31] Komives, Op. Cit.

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the noninvolvement of leadership education in leadership selection, engagement and use would by implication result in failure in the achievement of leadership success and effectiveness.

This implies that the place of leadership education in the effective search and use of leadership for the pursuit and realization of set goals; whether collective or individual, organizational or personal, is simply fundamental. This determination stems from the understanding that leadership education properly conceived and employed should provide that rare resource to not only recognize and delineate the different leadership styles, approaches and frames there are but also the ones that lie importantly within. While exercise of leadership is largely felt in the outside, it is believed to be significantly rooted within and takes its spur therefrom. In which way, leadership education serves to inform and stimulate in the leader/prospective leader that the need of being in continual active touch with the enabling inner resources for effective leadership engagement is not only appreciated but carefully differentiated.[32]

In offering this service, therefore, leadership education inputs not just an external support resource in terms of supplying those tools and means for identifying, selecting and applying meaningful and helpful leadership frame and skills but also that navigating guide for the leader to be in regular touch with their inner self and resources that would help them to both understand and apply themselves effectively to leadership engagement and to stamp out or bracket those intrusions and interferences that could hinder/blur their leadership effectiveness.[33]

Now, if to this extent, the importance of leadership education and the critical role it plays in informing and assuring leadership effectiveness and success is anything to go by, then there is at least one question that must be asked in the Nigeria's situation. Is there any possible link between the involvement of leadership education and Nigeria's experience of lingering and almost unending story of leadership failure or elusiveness? In a word, what role has the inclusion or non-inclusion of leadership education played

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[32] Guthrie and Jones, Op. Cit.
[33] Travis Bradberry and Jean Greaves, "Emotional intelligence 2. 0." (San Diego, CA: Tallent Smart, 2009), 61-96.

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in the Nigeria's experience of unyielding political leadership failure or inability to spur the desired growth and global competitiveness.

Leadership education requires that anyone who must aspire to the position of leadership either at the individual, collective or state level must not only understand what leadership means and demands but also what it is not and must not be mistaken for or usurped to be. It is on the value of the instruction of leadership education that the leader/prospective leader comes to know and understand that it is grossly inadequate to aspire for a position of leadership at whatever level without first being a good and studious student of the school of leadership education. It is only in so doing that the leader or the aspirant for the leadership position appreciates that the position of leadership does not have any magic wand to transform an individual into a leader he/she has never been. The necessary training, understanding for the adjustment of the self to respond to and serve the demands, expectations and requirements for the effective exercise and engagement with the leadership function, must be allowed to take place and be achieved at the school of leadership education or training.

Also, leadership education requires that the leader/prospective leader knows and understands that leadership engagement is much more than external response to leadership demands. That is that it retains also the resources to offer the leader/prospective leader the tool of discernment to recognize and appreciate that leadership engagement actually begins with the self as the first object of leadership function and impact.[34] As such, the leader/prospective leader through the learning and information from leadership education comes to the understanding that he/she does not only need to know the self apart but also have objective clarity and appreciation about his/her level of readiness, capacity and disposition for the leadership demands, function and engagement. In so doing, the leader/prospective leader reaches the awareness of the importance of the need to know and understand their inner strength, elasticity, disposition and inner capacity for effective leadership delivery as not only fundamental but truly critical to leadership success. This is so that the required adjustment or the resources to shore up for effective response to the ensuing demands and expectations of leadership engagement are both made and provided for.

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[34] Christie Brungardt, "The Intersection between Soft Skill Development and Leadership Education, Journal of Leadership Education 10, no.1 (2011, Winter), 1-22.

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With leadership education or training, leaders or prospective leaders become aware that leadership is largely a function of fruitful and quality process of engagement that entails the positive attraction of *influence*, ennobling and enhancing *inspiration* and quality *bridge-building*.[35]   In leadership education the leader or the learner knows that the power of leadership lies in its capacity or capability to effect change or initiate change through the acts of influencing, inspiration or bridge-building. This encompasses cultivating, maintaining and keeping the right relationships and connections, triggering the inner energy and capacity to move from mere good to great[36] and informing the appreciation for and igniting that zest and hunger for transformational change in the self and in the leg.

In leadership education, the appreciation is achieved that leadership functions in relationships to influence and inspire that commitment to shared vision and articulated goal[37] and are effectively pursued and meaningful realized. In leadership education, therefore, understanding is reached that leadership informs and achieves followership by quality persuasion informed by or founded on the right and enriching *relationships*, compelling *competence* and endearingly and captivating *character*[38] devoid of brute force or use of an external legitimized power, not matter how welcome and acceptable. In a word, this persuasion would only gain traction or achieve the pull desired when the influence that results is informed not by the application nor exercise of power but the engagement of the three indispensable resources that the leader must possess, viz; compassion, competence and character.[39]

With the right and effective leadership education it is appreciated that where there is compassion, that is, where the care that is sought is provided and/or is seen and the competence that is needed by the led to navigate both the immediate and sometimes remote challenges of life exists and is effectively supplied and engaged and where the character which means honesty,

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[35]   Joseph Domfeh and Osayamen Imhangbe, "The Essentials of Leadership" (Meadville, PA: Christian Faith Publishing, 2019), 15.
[36]   Collins, Op. Cit.
[37]   Marzano, Op. Cit.
[38]   John Maxwell, "The 21 Irrefutable Laws of Leadership." (Nashville, Tennessee: Thomas Nelson, (2007)
[39]   Ibid.

dependability and trustworthiness are qualitatively available and the leader can muster their sustainability, the capacity to inspire and achieve change with the follower would hardly be in doubt. The understanding of these pieces and components of leadership and the appreciation of the connections therein to exercise and achieve effective leadership is largely informed and dependent on the involvement and impact of the right and helpful leadership education. The absence of this understanding or knowhow to engage with leadership in this frame and composition would invariably detract from the quest for meaningful leadership exercise and the provision of one. For *nemo dat quod habet* (no one gives what they do not have) nor afford to point out what you do not know.

The apparent exclusion of this component in the overall leadership process is perhaps what has contributed to have largely bedeviled the quest for productive leadership in sub–Saharan African, within which Nigeria is a significant constituting part. That is, where the regular experience has largely been recurrent incidences of persons mounting positions of political leadership with neither proven capacity for transformative leadership nor grounded in the knowledge of what leadership entails and requires. This would probably be why the conscientious effort to curb the leadership failure in Nigeria would almost continue to be elusive and unrealizable if the process for identification, selection, appointment or enthronement of leadership in Nigeria is not tinkered with to compulsorily include and involve the activity and input of leadership education and training.

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Leadership Education in Effective Leadership Practice and Curbing the Emigration Challenge in Nigeria

The close link between the lingering leadership question and the emigration of persons from Nigeria to elsewhere has been observed and carefully documented (Ezemenaka, Kari, Malasome & Collins; Adesote and Darkwah & Verter)[40]. They maintain that the expanding and spiraling form of emigration of persons from Nigeria to elsewhere in increasingly rising and disturbing numbers or proportions cannot be effectively dissociated from the ever-worsening levels of the lingering leadership failure or absence in the country. In fact, Moghalu[28] strongly contends that almost all the challenges Nigeria currently faces and have to grapple with are traceable and inextricably linked to the leadership conundrum Nigeria has. He maintains that it serves as the trigger and the inexorably limiting factor or lid[41] that either informs negative experiences and unhealthy conditions in the country or the bar that limits and restricts any meaningful move and push for liberation and breakage from the entanglements that the same leadership failure has informed and created. So, he posits that not until the leadership question in Nigeria is resolved and eliminated, most of the challenges Nigeria is currently grappling with, of which emigration persons challenge is certainly one, will linger, persist and remain unyielding and unabated.

In their studies, Ezemenaka Carling and De Haas differently indicate both remote and immediate connection between the menace of massive emigrations of persons in Nigeria and the effective governance and leadership question in Nigeria. Ezemenaka, for instance, found that one of the major pulls and enablers of unregulated emigration from Nigeria is the complete failure or absence of governance and the non-enthronement of the right leadership that would inspire and inform the development of the right climate that discourages emigration.[42] For Duru, the regular pushes and pulls for trans-border emigration of persons in Nigeria were not just the function of irresponsibility in governance but the direct effect of the inability of the Nigerian state to enthrone and retain the right leadership that

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[40] These scholars directly and indirectly identify the existing link between the leadership and emigration in Nigeria
[41] Maxwell, Op. Cit.
[42] Kingsley Ezemenaka, "Unregulated Migration and Nigeria-EU Relations." Central European Journal of International and Security Studies, 13, no. 3 (2019), 64-87.

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would inspire the desired growth, development and competitiveness that discourage the quest for better living conditions and more opportunities across the Nigerian shores.[43]

To this extent, the interrelatedness or linkage between the leadership question in Nigeria and the increasingly heightening cross-border or international emigration curve in the country cannot be overemphasized. There is, however an obvious implication that may not be ignored. It is, that, if the leadership question is seen and found to be so tied to the cross-border emigration challenge in the country, and leadership exist and functions in this linkage as a trigger or stimulating agent, then it would be safe to say that the magnitude of change in the leadership would proportionally be related to the amount of change that would result in trans-border emigration. That is the amount of change in the leadership would necessarily evolve the amount of change in trans-border emigration.

If this is the likely would be the case, then it can safely be maintained that an adjustment in the leadership pattern and practice in Nigeria would effectively translate to adjustment in the inclination to trans-border emigration of persons from the country. On this basis, the extrapolation that the resolution and significant arrest of the lingering leadership challenge and/or question in Nigeria would effectively mean the surmounting of the increasingly disturbing trans-border emigration issue in the country can be safely and consistently held. That is why the researcher is suggesting that the efforts at the resolution of the emigration challenge in Nigeria would only go as much as the efforts at the effective enthronement of the right and proper governance structure and leadership frame and practice in the country.

It is, therefore, in appreciation of this that proffering leadership education as a potent tool for decisively remedying and resolving the leadership question in Nigeria comes strongly broached. This is as already noted, effective and quality leadership education engagement reserves not just the incisive edge in selecting and effectively evolving the leadership frame and practice that truly works and inspires the zest and sincere commitment to produce the goods that endure but also the capacity and enabler for the enthroning of the leadership that is most desirable and appropriately serves the needs of the generality of the populace of Nigeria. It is to this extent,

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43   Duru, Op. Cit.

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that the contention of this work is codified. That is, that, if proper leadership education is effectively incorporated and involved in the whole processes of leadership selection, election, exercise and function, that the seemingly inexorable leadership conundrum apparently defying or refusing known interventions would be extirpated and effectively surmounted. It is believed that if this is achieved, the burning issue of emigration in Nigeria would have been heavily dealt with from the root and so effectively addressed.

Evaluating Involvement of Leadership Education in Leadership Choice and Practice

To this extent, it would hardly be in doubt that leadership education is both a critical and an indispensable resource for effective leadership engagement and exercise. It would also be largely incontrovertible that the resources and inputs accruable and accessible in and from leadership education are so immense that it would be mistaken and significantly unhelpful to exclude or abandon it. While the importance and critical role of leadership education to leadership appreciation, exercise and function cannot be safely disputed, it must, however, be clarified that it is only the right, relevant and effective type and quality leadership education that would be expected to make desired impact.

Consequently, it would be an error to believe/assume that all leadership education forms and structures, designs and frames, whether rigorous or relevant, shrewd, or not, would always provide the same effect and outcome. This is why it would be important to clarify that while leadership education in general may have the potentiality to activate, inform and positively shape great leadership function and effectiveness, its specific forms and expressions can, however, at same time constitute a major detraction and snag to leadership understanding and effective practice if not properly designed, guided, engaged and delivered.

In this possibility, for in instance, where the leadership education sought and received is neither right nor relevant or the quality and comprehensiveness of what is received are faulty and misplaced, it would be certain that the positive contribution expected in the leadership education to inform desired leadership effectiveness and success would be either negatively impacted or directly defeated. That is why the effort to incorporate leadership education in activating the right leadership and

pursuing leadership effectiveness in Nigeria for instance would make little or no meaning nor yield desired results if it does not include the necessary proviso that the education sought and engaged must be right, relevant and positively impactful.

Also, it must be observed that no matter how far reaching the impact leadership education may have in the overall process of leadership exercise and success, the role and the defining power of the cooperation and interest of the individual persons involved cannot be underestimated. This is why whether leadership education effectively takes place or not depends almost exclusively on the persons involved; either as the learner or trainer. That is because whether the contents of the education are appreciated, effectively delivered and/or received, largely depends on the mode or readiness and application of the persons involved. This is why it would appear a misnomer to talk glowingly about leadership education in the exclusion of the persons who allow its reality, inform its impact and decidedly employs it to shape and adjust leadership engagement. This means that the quality of leadership education to activate and spur effective leadership exercise lies significantly in the readiness and disposition of the human person.

Furthermore, it would also be mistaken to assume that the differences in environment composition and environmental influences and nuances would have no role to play in the immensity, intensity, level and quality of impact any form or specification of leadership education may have in shaping or influencing leadership exercise and leadership success. While leadership education may, in general considerations, be viewed to significantly contribute to inform and trigger leadership effectiveness, it would, however, be an overgeneralization to reason and believe that the same structure, content and design of a leadership education form that works in one place would ordinarily and always work in another irrespective of the shaping effects of environmental differences and changing environmental nuances[44].

This is because the exigence or specific coloration of a given environment that may contribute to aid the efficacy and positive impact of specific leadership education content in one place may just play less positive role or

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[44]   Michael Fullan, (2007). "Leading in a Culture of Change." (San Francisco, California: Jossey-Bass, 2007), 52

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completely opposite one in another environment. That is why it is important not to lose sight of the possible contribution or detraction of environmental influences or intrusions in the efficacy or lack thereof of a given leadership education form or design. Otherwise, the many negative effects of leadership failure, within which migration and emigration are ready fall out, that are to be avoided with the elicitation and application of leadership education in the overall process of enthroning and retaining workable and productive leadership frame would be just amount to wasted and fruitless venture.

Conclusion

The paper has been able to submit that just as leadership is so critical and inalienable in the pursuit and possible attainment of desired goals, so also eliciting and engaging the right leadership that truly works is equally important and indispensable in stemming and discouraging the actuation of emigration tendencies in Nigerian citizens. In so doing the paper observed that the quest for the right leadership and its enthronement for effective output and invariably outcome may not be meaningfully pursued if it ignores or excludes the role and place of the leadership education in the overall process. This, the paper notes, is important and cannot be downplayed because the involvement or incorporation of acceptable, proper and relevant leadership education is known to have the capability of contributing significantly to positively impact the whole effort and process of the identification, understanding, choice, selection, effective engagement and application of leadership as a critical tool for effective pursuit of desired goal and shared interests and so help to curtail to a significant level the current quest for emigration by many Nigerian citizens.

It is in recognition of this value of leadership education that the researcher reasoned carefully that the lingering and persistent emigration challenge in Nigeria might not be unconnected or be safely removed from the fact of the lack of enthronement of the right, functional and productive leadership. The paper then contended that for this type of leadership to be sought and got, the proper involvement and engagement of leadership education that goes beyond mere political mentoring in the leadership practice must be rigorously engaged. To this end, the paper suggested that any meaningful effort or process that is to be in place for attempting to address the leadership question or challenge in Nigeria must neither lose sight of nor fail to incorporate the relevant supporting and intervening values of effective leadership education input.

Suggestions

From the foregoing the following suggestions are deduced and made:

1. That the effort to stem the emigration of persons challenge from Nigerian must involve the proper identification of the place and role of leadership in the whole process

2. That for the emigration of persons to be significantly curtailed in Nigeria the question of leadership failure must be squarely engaged and significantly addressed

3. That for the right, desired, effective and productive leadership that in turn informs and influences the direction of migration in Nigeria to be enthroned and maintained there must be careful insertion, incorporation and engagement of the component of leadership education in the whole leadership process.

4. That selection of leaders or appointment of persons into positions of leadership should neither be informed by political interest, pressure or financial inducement nor by need to reward or gratify.

5. That those for positon of leadership or designated for leadership function must not only be guided to appreciate and extensively benefit from the content and delivery of leadership education but must be able to meaningfully deploy what they have benefited from leadership education into effective leadership exercise and engagement

6. That to ensure that the contents of leadership education as received are meaningfully adapted to meet the needs and peculiarities that may arise from environmental, cultural and historical nuances and differences proper care must be taken leadership is neither disrupted nor veered from what it was meant to serve.

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