



Olumuyiwa Akinrole Oludayo

A background illustration featuring Simba and Mufasa from The Lion King. Mufasa's face is in the upper right, looking down at Simba, who is in the lower left, looking up at his father. The background is a clear blue sky.

12 Insights for EMERGING LEADERS

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Leadership requires that individuals who take such responsibility on themselves must be ready to pay the required prices to impact the people and at the same time be willing to sacrifice for others. Here are 12 key issues for the attention of the emerging leader.

1. **BE VISIONARY:** Vision will always be at the fore of any successful leadership. Thereafter a structure that can power and support the vision. Resources are the least of things required to bring change.

2. **BE DISCERNING:** As a leader, you can't just believe what people tell you hook line and sinker. They want your favours and goodwill. Leaders need to know how to be discerning.



3. **BE GROWTH ORIENTED:** No matter how weak a leader is, continuous demand for improved performance will cause him to do more than he would have done if he wasn't put under the radar. Don't wait for your followers to demand your growth, let it be your primary focus.

4. **BUILD VIABLE STRUCTURES:** When a leader works within a failed structure, all his aspirations and ambitions are crippled. Failure of leadership is what makes institutions get low ratings. Endeavour to design structures that can bear your vision and deliver credible results with optimum use of resources.



5. **MEET THE NEEDS OF YOUR FOLLOWERS:** Leaders are custodians. When they took the oath to lead, they agreed to have everything under their watch. You don't need peoples problems to be responsive to your mandate to protect and provide. The challenges of the citizenry if well solved is an opportunity for the leader to carve his name in gold.

6. **RISE TO THE OCCASION:** Leaders are not pitied, they made themselves available to see to the transformation of the distressed and depressed. Leaders are not to be pitied, they presented themselves to carry the baggage of the downtrodden. Leaders do not deserve to be pitied, they signed up for the peoples assets and liabilities.



7. **BE VALUE DRIVEN:** No organization makes policies to appeal to the sentiments of employees, every organization seeks to achieve its vision hence the kind of policies it enacts. Where a nation has no unified objective, her leaders will be men pleasers.

8. **LEARN FROM THE PAST:** All leaders over the generations have been tried with the same issues. Leaders that fail either do not possess capacity to lead or have not studied a better way to solve the problems that keep representing themselves.



9. **TAKE RESPONSIBILITY FOR EVENTS:** When you lead people, their errors and misbehaviours are your liabilities. Leaders must never pass the buck, they must rise up to the challenge to raise a people that will make their era worthwhile.

10. **GIVE ASSURANCE OF FAIRNESS AND EQUITY:** The varied demands of diversity of followers cannot but be met with a group feeling cheated and marginalised. Leaders have the responsibility to assure everyone of appropriate attention and not necessarily immediate attention. Leadership is not about pleasing people, it is simply about doing that which honors the dignity of others without being partisan.

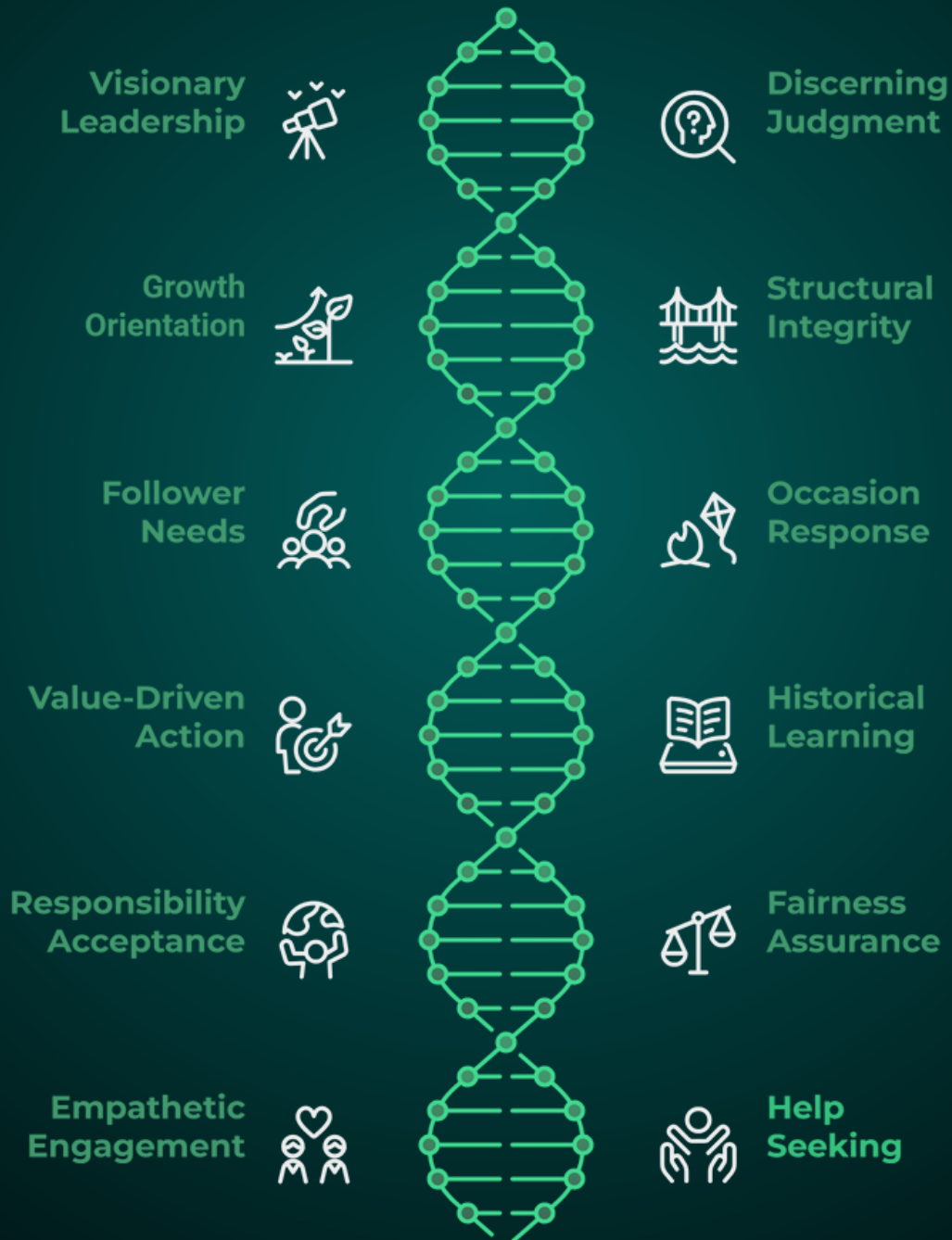


11. **SHOW EMPATHY IN ALL YOUR DEALINGS:** If you lead with your head, you will never touch peoples heart. Leaders touch the heart before asking others to play their part. When the voice of the masses are not loud enough to get the attention of their leaders, they will conclude that they are no longer priority for leadership.

12. **SEEK HELP WHERE YOU ARE WEAK:** Those who lead are also in need. Leaders need counsel just as much as they need breath in them. The challenge will be to sift through the many voices and determine the true voice of reason.



Essential Leadership Traits





Profile for Dr. Olumuyiwa Akinrole Oludayo

Dr. Olumuyiwa Akinrole Oludayo is a transformative leader and consultant with a distinguished career across higher education, human resource management, and organisational development. His professional journey reflects an enduring commitment to influencing impactful change and advancing practices that drive growth and excellence at both individual and organisational levels.

With a strong foundation in academia, Dr. Oludayo has contributed extensively to higher education as a Member of Faculty for Human Resource Management, guiding the next generation of professionals and leaders. His roles as Dean of Students, Registrar, and Director of the African Leadership Development Centre have enabled him to influence institutional leadership and capacity-building across Africa, crafting learning environments that are centred on holistic development and resilience.

As a Research Fellow with the Chartered Institute of Personnel Management of Nigeria, Dr. Oludayo has made notable contributions to HR practice in Nigeria. His publications and development of frameworks have significantly shaped best practices within the industry, equipping HR professionals with contextually relevant strategies that address both contemporary and emerging challenges.

Organisations that engage Dr. Oludayo's consulting expertise benefit from a wealth of experience and a bespoke approach to people management. Through his work, he has supported a diverse range of organisations in optimising their talent strategies, enhancing leadership capacity, and creating resilient teams. His consulting work is marked by a commitment to solutions that are analytically robust and deeply aligned with an organisation's unique culture and objectives.

By partnering with Dr. Oludayo, organisations gain access to innovative approaches to talent development and organisational effectiveness. His strategic guidance encourages a culture of resilience, adaptability, and continuous improvement. His proven ability to integrate strategic insight with a people-centred approach makes him an invaluable asset for organisations striving for sustainable growth and a competitive edge.

In bridging the realms of academia, research, and practical consulting, Dr. Oludayo offers a holistic perspective that is both visionary and results-driven. His contributions go beyond enhancing performance; they cultivate lasting organisational value, enabling businesses to thrive through a stronger, more cohesive approach to human capital management.

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