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9 Forces Influencing Leadership Effectiveness

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The need for credible leadership has continued to be on the rise globally. There are a number of factors contributing to this increasing demand. In this article, I explore a few of them.

1. **FATIGUED COURAGE:** Quite a number of people have not had a pleasant ride with success. All efforts to excel in their respective endeavours seem to have been confronted with abysmal outcomes. Many competent people have been drained of the energy to move on to greater exploits. They need leaders to help them discover their second wind. Cowardice has overtaken bravery hence the need for the bold person that will lead the charge towards excellence.



2. **RAPID CHANGE:** The rate at which the society is experiencing new creations, innovations and disruptions is so fast that it would require a swift leader to maximise the opportunities that it brings along with it. The fast advancements in technology needs a forward thinking person to be at the helm of affairs in order to assure organizations of continuity and relevance. These changes will call for adjustments, amendments, improvements and modifications to the way work is currently been done. All these calls for the emergence of a leader who can help navigate the process of creating, innovating and terminating things.



3. **INTENSE COMPETITION:** We live in a corporate world where gaining superiority over other brands has become the norm when seeking commercial value. Corporations are keen on increasing their size of the market. They are in strong contention for brand leadership and service excellence that turns out to be improved revenue. This desire to win consumers has become very fierce to the extent that it takes a strong leader to chart the course in these trying times. The scarcity of resources has also made the need for an entrepreneurially minded leader a necessity for business growth and development.



4. **INCREASED CONSCIOUSNESS:** We live in a time where more people have become aware of the issues surrounding them and the effect it has on the quality of life that we live. Many have become alert to their rights and responsibilities. We have more people rising up to issues of domestic, child and women abuse. Many people are also paying attention to the issues of climate change and matters surrounding deforestation. Youths and the citizenry are becoming responsive to their might in politics. The perception of the society is changing as it pertains to gender related issues. All of these has made the need for a leader very paramount to the success of any endeavour.



5. STAGGERING COMPLEXITY: Difficult situations often impede creativity when it becomes overwhelming for the person coordinating the affairs of an organization or a group. It takes a leader to help the team overcome the inertia it brings to the point of pursuing dreams without fail. It is the leader that can help the team turn obstacles into stepping stones. He is responsible for changing their perspective. Wayne Dyer said "If you change the way you look at things, the things you look at change" There are a lot of impediments in the way of corporate organizations to achieving their targets. These impediments range from legal constraints to political interferences and includes economic fluctuations, social imbalances, technological advancements and environmental changes.



6. UNFATHOMABLE COLLABORATION: It is becoming more obvious that great dreams are achieved by more than one person. It is even becoming more apparent that great opportunities can not be seized without leveraging. We live in a period where alliances are crucial to corporate success. There is the need for that leader that can forge partnerships that add value and expand influence. I have often said that "if it takes you too long to get what you want, you network is poor". We are in a time where we need leaders that can champion coopetition above competition. We are in an era where we need leaders that can accomplish greater feats by joint efforts with those with similar aspirations.



7. SLACKENING CULTURE: We are in an era where vices are more prevalent than virtues and values. There's a dwindling rate of respect for one another. The things that used to be important are no longer relevant. Social behaviour is taking a new dimension as the value of courtesy is waning in many sectors of human endeavours. The things that hitherto were shameful to talk about have now become mainstream conversations. The beliefs that denigrate the dignity of humanity seem to be the rising order of the day. A lifestyle built on falsehood and substances seem to be pervading the entire globe. This is that time when we need leaders that will help influence the need for respect for one another. We need leaders who will promote practices that place value on human lives. We need leaders that will eschew evil and promote values that enhance the worth of our lives.



8. **CRYPTICAL COMMUNICATION:** We live in times when all that we see is not all that there is to a matter. All that comes to you as information is not all that there is to the situation and circumstances presented. There are so many puzzles to unravel in people's expression. They use words that do not capture the true essence of a scenario. There's so much ambiguity in relationships. We are face to face with a high rate of relativism. The language of the times we are in is covered in a lot of secrecy. Messages are transmitted in seemingly plain words but they carry meaning that an unsuspecting audience may never decipher. We need leaders that can be discerning of these unclear expressions. We need leaders that can be naive, yet bold in their posture on matters of importance.



9. **STEADY CONTRADICTION:** The times we live in are times of great misalignment. Words don't align with action. People openly embrace truth and falsehood at the same time. The society has moved steadily from being coherent. We are in need of leaders that can shape values. We need leaders that can influence behaviour and model acceptable character. Incoherence will be a stumbling block to harmonious relationships. We need leaders that can influence consistency. When people know they are liable for the things they do, we will have more congruent personalities in our society. Our communities need leaders that can hold others accountable for their actions, reactions, and inactions; while they are not spared from being held to higher standards of expectation in sincerity to their sphere of influence.



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Final Word

These trends are with us and they continue to trigger the need for leaders of repute, leaders of steel and champions of a virtuous society.





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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