



SPECIAL INTEREST

- Making Africa Great
- Identifying Resources
- Repositioning Strategic Human Resource
- Highlighting Africa
- Growing Talents

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Loud Voices - By Dr. Edward Agbai

The Corona Virus (COVID-19) pandemic has exacerbated the already fragile and deplorable infrastructure system in Africa. It has put corresponding pressure on the health facility, triggering the seeming latent voices to speak out. For a vast majority of the population within the continent, the year 2020 was a year to speak out. In Nigeria, the Sora Soke movement (Sora Soke is a Yoruba word for speaker out louder) of the ENDSARS protest of 2020 in Nigeria becomes a point of reference. Citizens had to use a seemingly non-related issue to the Corona-virus pandemic to push for citizen participation in the governance process of their country. The ENDSARS protest was about police brutality that had lingered for a long

time spanning over two decades but young people who are the main victims of the police brutality and on the receiving end of their high



Dr. Edward Agbai

handedness used an occurrence in the city of Ughelli in Delta State in Nigeria to start a nationwide protest.

Let it be known that that incident happens frequently in Nigeria, hardly does a week goes by without a reported case of police brutality. But when people decide to speak and want their voices heard, **their voices become louder**. When voices are loud, you see it in their actions. In the case of Nigeria, the loud voices led to widespread destruction of public properties around the country.

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IIAS is a mentoring platform where scholars of African origin find opportunities to build and boost their profiles.

Some members have published scholarly articles.

Some have received Faculty Online Teaching Certification

Some have been listed as Adjunct Faculty at a university.

Some have been hired as faculty by a few universities.

Some have made new contacts because of their IIAS membership.

Only one thing is left: Building relationships among members.

Applicable Activities Coming Up Soon:

- Workshops/Seminars
- Team Tasks
- Small Projects
- CV Reviews
- One-on-one Peer Reviews

The Power of Leadership Succession in Africa



Leadership is thought to have advanced meaningfully since the early 1920's, and organizations are shifting in response. Contemporary views of leadership have influenced the change. Leadership has gone from a concept that is far reaching to a shared responsibility of individuals working together toward an overall mission. Leadership is not a single concept. Instead, it is multifaceted with the limited cumulative understanding gained from research. The task of Africa's leaders is to lead to improve their communities and create competent performances from staff. This process encompasses guiding and reshaping the

advancement of shared principles, ideas and opportunities for improving Africa organization's strategic aims and total success. An effective succession rule needs to solve dual problems of peaceful exit and peaceful entry for new leadership in Africa. First, the rule must enable African incumbents to exit power peacefully by reducing coup threats. Second, the rule must empower the designated successor to Africa to ensure that they can enter power peacefully. Constitu-

tional rules help solve both problems, and are particularly effective when they appoint the vice president as the designated successor.



By Dr.

Efrem Warren

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Otherwise, others will come from afar to lead you.

Angola, Africa - By Dr. Cheryldene Cook

Angola's name derived from the Portuguese colony's 1571 charter held by the kings of Ndongo's era. People of Angola were enslaved by the Portuguese government for years until slavery was abolished in 1836. To enforce the law of freedom, Lisbon, a progressive ruler of Mozambique, attempted to link Angola to Mozambique, but was blocked by Britain and Belgian's oppositions.

Historically, Angola popula-

tion was comprised of an indigenous population of Southwestern Africa known as Khoi and San. The San people, known as Bushmen's, created the first nations of Southern Africa. Those first nations are Botswana, Namibia, Angola, Zambia, Zimbabwe, Lesotho and South Africa.

Angola is the world's 23rd largest country out of 172 countries globally. The Angolan people were oppressed

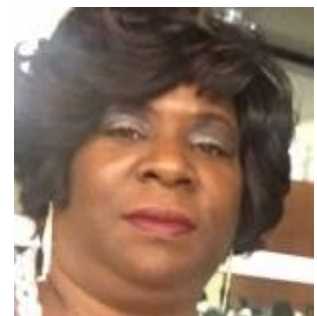
for many years. Even today, Angola remains in bondage financially by China. In 2004, China approved a \$2 billion loan to Angola, to be used for rebuilding Angola's organizational structure. Ironically, China is Angola's biggest trading and export partner. China has access to Angola's rich resources which are diamonds, oil, gold, copper and a rich wildlife forest. Since Angola's independence, oil and

Angola, Africa (contd.)

diamonds have been the most important economic resource used by other countries. The question posed is "why does Angola need to borrow money from China or any other country when the country has diamonds available to trade?"

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This is the way! Walk Ye In it!

Ethiopian Factor - By Dr. Edward Agbai



Ethiopia as a country has been prominent in world affairs and relevant country within the continent of Africa. The country's

African Resource Matrices

prominence in world affairs became noticeable in 1896 when she defeated a then colonial power Italy in the Battle of Adwa. Her contribution was also noticed during the second world war when she joined the Allied Forces. Ethiopia hosts the head-

quarters of the African Union in its capital Addis Ababa. A mainly agriculture-dependent country, as she remained heavily dependent on farming for her economic growth (accounting for almost 50% of GDP). Agriculture is the main source of employment and export earnings. What makes Ethiopia thick beside her population of 106 million, growing by

Has Ethiopia lived out the true meaning of its position on the continent of Africa..., speaking of leadership?

Ethiopian Factor (contd.)

10% a year, her beautiful citizenry of diverse ethnic nationalities, and breathtaking countryside. What attracts people to Ethiopia? Why choose Ethiopia as the headquarters of the African Union. Two things stand out for me; 1) The country remains among

the few countries in Africa that were never colonized by foreign authority speaks to the resilience of a people against invasion and a formidable military strength and strategy. 2) Ethiopia is among the oldest countries on the planet. The bible stories of the

Ethiopian Enoch that requested Philip to baptize him becomes a reference (Acts 8:26-40). Age and military prowess become a dominant point when considering what makes the country thick and this in my opinion is the Ethiopian Factor.

Ethiopian Factor (contd.)



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New Partnership VARDI-AFRICA

Dr. Edward Agbai traveled overseas towards the end of 2020. In the course of his activities, he established a new partnership between IIAS and VARDI AFRICA.

The Board of Trustees extends its gratitude to Dr. Edward Agbai for his contributions to IIAS in particular and Africa as a whole.



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IIAS was established in June 2013 to serve doctoral and other social science researchers. Since then, it has helped several scholars across the globe. It collaborates with other entities such as the Journal of Functional Education, Global Peace Missions (NGO), Emmanuel University, and Center for Academic Research and Educational Sustainability among others. Through the instrumentality of these collaborating entities, Fellows of IIAS have found platforms to express their talents and global presence.



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