

Qualities of leadership needed to transform the Namibian society

Transformational leaders inspire people and such inspiration has strategic implications for changing a systemically corrupt Namibia, namely developing people and systems and creating opportunities for development.

Such leaders can steer the interactions of people to develop social capital and trust that could act like a safety net for the vulnerable in society such as rape victims, street children and orphans.

A learning Namibian society should be created with a "learning-adaptation support system" (Ackoff), a system with integrity, that enables deep rooted change of people's mindsets about caring, forgiving and tolerance for conflict resolution on sensitive issues such as the land issue and the New Equitable Economic Empowerment Framework (NEEF). The recent redrafting of the contentious Namibia Investment Promotion Act with excellent cooperation between the Government and Business Namibia can serve as an example of the critical importance of openness and listening skills.

KNOWLEDGE AND PARTICIPATION

To change the corrupt Namibian society it is imperative to understand the systems that govern our society, its



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underlying assumptions and the implications associated with transformation towards a vision of a zero tolerance for corruption and to be not only the least corrupt country in Africa but one of the top ten least corrupt countries in the world. Maximising vulnerable and marginalised Namibians' participation in decision making is needed to increase their self esteem and ownership of the painful transformation process.

The business community headed by transformational leaders such as Richard Branson, the owner of the Virgin brand of companies and educational leaders such as Jonathan Jansen, a former rector of the University of the Free State of South Africa, can play an instrumental role in bridging the divide in race, ethnicity and class to develop a national consciousness about the value of integration in our dysfunctional Namibian society.

* References

Ackoff, R.L. 2009. *A Systemic View of Transformational Leadership*.
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