

OFFICE OF THE VICE-CHANCELLOR



LAUNCH OF LEGON LEADERSHIP ACADEMY (LLA)

ADDRESS BY:

**PROFESSOR NANA ABA APPIAH AMFO
VICE - CHANCELLOR, UNIVERSITY OF GHANA**

WED. MAY 8, 2024

**GREAT HALL
UNIVERSITY OF GHANA**

Our Guest of Honour, Mrs. Yvette Adounvo Atekpe, Member of
the University Council,

Distinguished Keynote Speaker, Ing. Frederick Attakumah,
Executive Vice-President, and Country Director of Asante Gold
Corporation,

Pro Vice-Chancellors,

Registrar,

Provosts, Deans, Directors, and Heads of Department,

Faculty, Staff and Students,

Specially Invited Guests,

Corporate Executives,

Student Executives,

Alumni and Friends,

The Media,

Distinguished Ladies and Gentlemen,

During my inaugural speech in October 2021 when I was inducted
as the 13th Executive Head of this prestigious university, I

announced that *“I will translate my passion for leadership development to help groom the next generation of leaders at UG”*. This objective was to be accomplished through a meritorious programme focused on honing the skills of a cadre of potential leaders by providing structured leadership and management training programmes and actively involving them in university governance and management. This programme was to be delivered through a special-purpose mechanism, the ***Legon Leadership Academy (LLA)***.

The Legon Leadership Academy is a leadership development initiative that seeks to develop the leadership capacity of faculty and staff in the university to enhance their work outcomes so that they could contribute to UG’s progress and growth through innovation, and be instrumental in teaching and ground-breaking research.

More often than not, most institutions do not have a deliberately planned programme to prepare employees for strategic leadership roles. There is somehow a rather erroneous notion that once people have risen through the ranks and acquired experience and expertise in performing tasks, they would likely excel in their leadership role. This approach has proven to be less productive

and unsuccessful. Therefore, in an attempt to elevate the University of Ghana from this leadership concern, I conceived the idea of establishing the Legon Leadership Academy purposefully for leadership development.

Ladies and gentlemen, in April 2022, I constituted the Leadership Development Team to flesh out the concept and advise on a plan which will drive the leadership development programmes that will be managed under the proposed Legon Leadership Academy. I am happy to note that the Committee, which was chaired by Prof. Gordon Adika, Dean of the School of Education and Leadership, produced a very detailed report which has been approved by Council for implementation. [Following Council's approval, the Committee has further engaged seasoned consultants who have developed comprehensive modules on the various focal areas for the leadership training.](#)

It gives me such great pleasure to see that this aspiration did not remain as a mere dream but gradually taking shape as we have gathered here this afternoon to launch the LLA for operationalization.

Ladies and gentlemen, as a result of contemporary demands of globalization and the changing context of operations within

institutions of higher learning as well as the dynamics at play in corporate institutions, there is the need for effective and innovative leaders who can respond to emerging challenges with strategy, commitment, and intelligence. Today's leaders need to skilfully initiate change and transformation and promote optimal organisational level efficiency.

The broad aim of the Legon Leadership Academy is therefore to build the capacities of University of Ghana office holders, newly appointed personnel, potential leaders, and selected students in tailored programmes relevant to our institutional objectives to enable them function effectively in their current and future leadership roles.

Specifically, the LLA seeks to achieve the following objectives:

- Implement programmes targeted at developing the skills of potential leaders.
- Create a meritorious programme that focuses on honing the skills of a cadre of potential leaders.
- Actively involve the identified potential leaders in university governance and management.

- Facilitate structured leadership and management training programmes and
- Help budding leaders understand leadership theories and their practicality.

The LLA aligns with the values of the University regarding our commitment to knowledge generation and application that positively impacts the lives of those within and outside the University community. It is also in direct consonance with three of the University's strategic priorities -

- SP 3: Internal Stakeholder: To provide an environment that will ensure fulfilling experiences for internal stakeholders;
- SP 5: Institutional Processes: To overhaul all governance arrangements to achieve greater effectiveness and efficiency;
which will translate to:
- SP 9: External Stakeholders - Building Stakeholder confidence in the capabilities of the University.

The LLA further promotes the realization of my fourth Key Strategic Objective which relates to *“leading a vibrant and responsive governance and management system, which empowers the Colleges*

and Directorates and promotes efficiency, effectiveness, accountability and a sense of responsibility.”

Ultimately, what we seek to achieve is that by developing the leadership potential of staff and faculty members, the University can be more adaptable in the face of massive change and be better positioned to take advantage of new opportunities for growth.

As a student-centered institution aimed at developing transformational leaders who will drive the development agenda in Ghana and beyond, it is worthy to note that the LLA which also focuses on nurturing students’ leadership capabilities will complement the numerous systems and structures already in place (including internship and mentorship programmes) to ensure the holistic development of our future leaders.

The training modules which will be delivered through multiple approaches have been structured to have topics tailored for UG participants while others are for the benefit of all, irrespective of institution. With the rich blend and diverse array of carefully selected modules to be covered and experienced facilitators, Management anticipates that the face of leadership here at the University of Ghana will be exponentially transformed and this will have ripple effect on other tertiary institutions. Additionally, it will

facilitate smooth transition to strategic roles and succession planning as well.

Let me also add that in recognition of the fact that human resource development is a stimulant to economic development, the programme will be opened to individuals and institutions outside the University of Ghana, both home and abroad. The auxiliary goal of the academy is to reach out to other sectors of Ghana, Africa and beyond as a preferred academy for grooming leaders to meet current and future needs of their respective enterprises. From where I sit, I foresee huge potentials for income generation (IGF).

Following this launch, I invite all individuals and institutions seeking learning opportunities to make a positive turnaround in the capacity of their staff particularly, office holders and key decision makers, to approach the School of Education and Leadership for a life transforming experience. It is evident from the track record of our distinguished alumni that the training offered at the University of Ghana certainly impacts positively on leadership and capability-building.

Before I take my seat, permit me to acknowledge all who have played various roles in supporting the realization of the Legon Leadership Academy, particularly, the Leadership Development

Drive Team for such an amazing work done. The establishment of the Legon Leadership Academy is certainly a step in the right direction that would boost and affirm the University's position as a model of excellence in education globally.

In the words of John Maxwell, one of the best-selling authors in leadership, a speaker, and business coach “*Good leadership isn’t about advancing yourself. It’s about advancing your team*”.

The Legon Leadership Academy does not seek to produce just any form of leadership but *leading with integrity and safeguarding our future* as reflected in the slogan of the Academy.

I look forward to the flourishing of this Academy to produce impactful leaders first of all for the University of Ghana, for Ghana and the world at large.

Thank you for your kind attention.

Prof. Nana Aba Appiah Amfo

Vice-Chancellor

(8th May 2024)