

**THE NIGERIAN INSTITUTE OF MANAGEMENT
(CHARTERED)**

COMMUNIQUE OF THE 2008 INTERNATIONAL MANAGEMENT CONFERENCE OF THE NIGERIAN INSTITUTE OF MANAGEMENT [CHARTERED] AND THE ASSOCIATION OF MANAGEMENT ORGANIZATIONS IN AFRICA HELD AT THE INTERNATIONAL CONFERENCE CENTRE, ABUJA ON NOVEMBER 17 & 18, 2008.

PREAMBLE

The Nigerian Institute of Management (Chartered) in collaboration with the Association of Management Organisations in Africa (AMOA) held its 2008 International Management Conference at the International Conference Centre, Abuja on November 17 and 18, 2008. The opening ceremony was attended by about two thousand five hundred managers responsible for the use, maintenance and development of resources as well as executives in charge of management steering and related enabling processes for performance delivery in public and private sector organisations. The Conference was declared open by the President, Commander-in-Chief of the Armed Forces of the Federal Republic of Nigeria represented by the Head of Service of the Federation. The theme of the Conference was **WEALTH CREATION AND MANAGEMENT FOR STRATEGIC DEVELOPMENT.**

OBSERVATIONS

After an exhaustive discussion by managers from all walks of life and indeed, most parts of Africa, the Conference observed as follows:

- (1) That Africa is the only continent where poverty is increasing rather than decreasing over the last twenty years. This is due to lack of good governance, lack of efficient strategic planning and management, erosion of skills in the civil service, leakage of public funds, policy inconsistency, political instability, non-

involvement of the poor in poverty alleviation programmes, gender inequality, high level of illiteracy, concentration on poverty reduction rather than wealth creation, lack of enabling environment for wealth creation, lack of linkage between formal education and job market as well as lack of visionary leadership among others.

- (2) That the greatest challenge for Africa is the absence of good leadership in governance that can harness the human, material, financial and mineral resources of the nations of Africa for the good of Africans. The result is inadequate infrastructural facilities, misplaced values and priorities, lack of accountability and transparency as well as ineffective policies in conception and implementation .
- (3) That the current global financial crisis has exposed the financial flaws of operating a mono-product economy particularly for a country like Nigeria which earns most of her income from oil export.
- (4) That in the face of rapid disappearance of the traditional job market as a result of computeracy and modern technology, the traditional educational institutions are still turning out more and more graduates even when their training has not equipped the graduates of African institutions with relevant job skills. This continues to widen the gap between job availability and prospective new entrants into the job market.
- (5) That there is a connection between good governance, good leadership and economic development indicators and elimination of poverty. The absence of good leaders on the continent is, therefore, the cause of her under-development.
- (6) That pleading for quota in political appointments for women in national service in itself is derogatory

because there are a lot of female achievers in all sectors of the Nigerian economy including academics, politics, professions and the Public Services.

RESOLUTIONS

Based on the observations above, the Conference resolved as follows:

- (1) For AFRICA TO DEVELOP ECONOMICALLY , there must be a paradigm shift to wealth CREATION from poverty eradication. However, a successful implementation of a WEALTH CREATION programme will require a tripartite collaboration of Governments, Private Sector and the Poor. While Governments must create the enabling environment like the right education policy, low inflation regime, macro-economic stability, fiscal discipline, good balance of payments, strong disciplined institutions, rule of law, transparency, responsiveness, strategic vision, effectiveness and efficiency as well as good infrastructural facilities; PRIVATE SECTOR should partner with Governments to finance wealth creation programmes while the POOR should be involved in creating work opportunities for themselves as workpreneurs.
- (2) For African leaders and governments to be able to get the poor and the unemployed to buy into WORKERACY, to deal with the challenge of youth restiveness, they must demonstrate political will to provide a national enabling infrastructure based upon principles of WORKERACY. To secure participation of the unemployed youths and the poor, it is mandatory to adopt an upward communication grassroots process for communicating the ethics of workeracy among millions of unemployed youths and the poor and in the language they understand.

- (3) Having recognized the damage that the global financial crisis has writhed on advanced economies, Conference called on African governments and leaders to intervene in African stock exchange operations with enabling policies particularly in the Nigerian economy.
- (4) To ensure that the concept of workeracy becomes formal, there is need to re-design the educational system to be relevant and linked to wealth creation strategies, it will be necessary to modify the curriculum to include literacy, numeracy, computeracy and workeracy. This will create awareness for self employment and its ethics.
- (5) The Conference noted with great delight that the Nigerian Senate has partnered with the Nigerian Institute of Management (Chartered) for a training seminar on Leadership, Transparency and Accountability. It then called on the Institute to extend same collaboration to all the public services, the House of Representatives, Houses of Assembly and all arms of Governemnt, the Federal, State and Local government levels.
- (6) In appreciation of the progress that Africa has made in women empowerment, Conference called on women in all sectors to put themselves forward for service and by that gain high visibility. In addition, women leaders should take up mentoring of younger career women in career pathing as well as helping them to develop appropriate network,
- (7) Conference expressed reservation over the slow pace of trials of former public officers on corruption charges and suggested that special courts be set up for speedy disposition of such cases.

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