

# Leadership Integrity, Social Responsibility and Decision-Making in Nigeria

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## **Abstract**

*The Prevalence of unethical behavior, corruption and poor decision making in Nigerian institutions and Organizations has led to significant social, economic and developmental challenges. Despite the country's vast resources and Potentials, the lack of leadership integrity and social responsibility has resulted in ineffective governance, environmental degradation and Social inequality, furthermore the disconnect between leadership decisions and the needs of stakeholders has eroded trust in institutions and hindered sustainable development. This study focuses on the conceptualization of leadership integrity, social responsibility, and decision-making. Furthermore, the challenges inhibiting leadership integrity, social responsibility, and decision-making in Nigeria were examined, and approaches to restoring leadership integrity, promoting social responsibility, and enhancing quality decision-making for Nigeria's development were identified and discussed. The findings suggest that leaders with high integrity prioritize social responsibility and make decisions that align with their organization's values and ethical principles. Conversely, leaders with low integrity tend to prioritize self-interest and short-term gains, compromising social responsibility and the quality of decision-making. This study contributes to our understanding of the important role of leadership integrity in promoting social responsibility and making informed decisions. The implications of this study are relevant for leaders, policymakers, and organizations seeking to promote a culture of integrity, social responsibility, and ethical decision-making.*

**Keywords:** Leadership integrity; Social responsibility; Decision-making, Social inequality, environmental degradation.

## **Introduction**

Leadership is one of the most globally recognized issues relating to the development of the political, cultural, economic, and social systems of all societies. Leadership issues dominate news content on radio, the internet, television, newspapers, and round table discussions all over the world. It is regarded as one of the necessities of human life (Oko, 2017). Leaders exert power, influence, control, and authority and guide their subjects toward making informed decisions and achieving set objectives. Leadership is a practical skill encompassing the ability of an individual or organization to lead or guide other individuals, teams, or the entire country.

According to Pierce and Newstrom (2006), leaders inspire other people and coordinate them to work as a team to achieve a common goal in a given environment. Good leaders direct, listen, influence, guide, and conduct the actions and activities of their subjects to achieve common goals. Leaders delegate duties and empower subordinates. But more than that, effective leadership is about taking the initiative to act in the best interest of members of a group; taking risks, maintaining transparency, and accepting outcomes – whatever they may be (Morgan, 2015).

In the 21st century, leadership is largely perceived as the important solution to the nagging environmental, social, economic, and security challenges confronting the world. In Nigeria, it is regarded as a critical element for the effective management of the country's resources and institutions. This is why Centres of Excellence in Leadership have been established in almost all components of the public sectors in the country, including education, agriculture, economy, politics, health, and security (Adedigba, 2020). Despite the above, there are still concerns regarding the definition of leadership and the ways by which good leadership and leaders emerge. Prominently, there are questions concerning leadership failure in Nigeria. Ake and Olowojolu (2016) posit that there is a total lack of transparency by Nigerian leaders in the management of the country's natural resources, institutions, and enterprises. According to Ejimabo (2013), the leaders who make policies and key decisions in Nigeria are corrupt, egoistic, and too powerful, so much so that they often forget their major responsibility which is to improve the lives of people. This lukewarm attitude among leaders in the country accounts for the alarming rates of corruption in Nigeria. The situation has culminated in massive looting of the national treasury and thereby creating a huge debt burden that is draining the country's resources and impeding its growth and development (Adejimi, 2015).

Against this background, the intention of this paper is to offer useful insights into the subject matter of leadership integrity, social responsibility, and decision-making with particular emphasis on the Nigerian state. The paper also aims to identify ways by which the challenge of leadership can be overcome in Nigeria.

### **Conceptualizing Leadership Integrity, Social Responsibility, and Decision-Making**

Scholars with different experiences and backgrounds have advanced diverse explanations for leadership and integrity. According to Scruton (1982), leadership is "the capacity to inspire confidence in the rightness of one's purpose, courage in collective executive and obedience in the threat of resistance". It involves the leader taking responsibility for personal conduct and those of his subjects, irrespective of the situation. But for McKinsey (2022), "leadership refers to a set of behaviors used to help people align their collective direction, to execute strategic plans, and to renew an organization continually". Leadership entails directing and shaping outcomes, promoting teamwork to accomplish what would otherwise be impossible to achieve as an individual. On his part, Northouse (2004) regards leadership as the process of influencing people to achieve a common goal. It is a process whereby leaders influence followers and followers influence leaders (Bolden, 2004). This definition resonates with most researchers who see leadership as a two-way process, whereby the leader and follower influence each other. Again, four major themes are derived from the definition by Northouse. First, leadership is a process; second, it involves influence; third, it takes place within a context; and finally, the focus of leadership is on the attainment of a particular goal. The concept "integrity" on the other hand is difficult to define because it is often interchanged with honesty and conscientiousness. It is, however, not uncommon to see the term being used in discussions about leaders and leadership. It is through integrity that leadership traits are developed. Attempts at defining the term often revolve around the idea of consistency, trust, and accountability. Kail (2011) defines integrity as doing the right thing even when no one is watching. It is about retaining moral and ethical values, being morally upright, and maintaining honesty. But for Simons (2002), integrity is simply "the perceived pattern of alignment between a leader's words and deeds." Similarly, Kirkpatrick and Locke (1991) see it as the connection between one's words and actions. Integrity is about consistency in their values, actions, and the extent to which they fulfill promises. It has been argued that people of high integrity are successful in leadership because there is little or no chance that they will divert resources meant for the good of the people or unfairly treat or deceive people (Becker, 1998). In summary, leaders with high indices of integrity can influence others and facilitate positive social change. Similarly, Kathryn and Kehoe (2014) aver that integrity is not only about consistency but acting in a morally consistent manner that is congruent with one's values and statements. The definition is criticized by Palanski and Yammarino (2007) for failing to view integrity beyond the prisms of consistency. In agreement, Kathryn and Kehoe

(2014) add that emphasis on consistency alone will place bad leaders on the radar of integrity, if they constantly act in line with their esteemed values, not minding how their espoused values affect others and society. Therefore, leadership integrity is defined as the act of being morally trustworthy, honest, true to oneself, and/or acting in conformity with what one says, does, or believes in. Leaders with integrity coordinate themselves with decorum and maintain high moral and ethical standards irrespective of whether or not they are being monitored. Leaders with integrity keep to their word even in difficult circumstances. Social Responsibility: Previous studies on Corporate Social Responsibility have shown that there are numerous ways of defining corporate social responsibility in the business context. It is hard to settle on a single definition that authoritatively provides a meaning that everyone agrees with. What is there instead is a scenario where individuals and organizations hold diverse but somewhat related ideas about the subject. (Schwartz, 2014) argues that the notion behind corporate social responsibility is the thinking that corporations have not only economic and compliance obligations but also have a responsibility to society beyond these obligations. The author also presents another argument that corporate social responsibility is the continued commitment from businesses to act ethically and to contribute to economic development while improving the lives of their workers and society as a whole. Another way of looking at the subject is that it is the obligation of decision-makers to take actions that protect society's interests alongside their own. (Kotler and Lee, 2013) define corporate social responsibility as a commitment to improving community well-being through open business practices as well as through the contribution of their business resources. The authors add that corporate social responsibility is an ethical framework that requires commercial entities to act for the benefit of the larger society. The long-term view of corporate social responsibility remains that of it being a philanthropic venture or a means of giving back to society. According to (Kotler and Lee, 2013), organizations need to employ ethical validation in all their activities. In doing so, the decision-makers would only pursue a course of action if it is of benefit to society or it at least does not cause any harm to the same society.

Social Responsibility is broadly conceptualized by Pearson (2023) as taking responsibility to behave ethically and with sensitivity toward social, cultural, civic, and environmental issues. Four major areas form the thrust of this definition: knowledge and sensitivity to cultural differences; awareness of social and ethical issues and standards for decision-making in conflicting situations; citizens' understanding and actions on local, national, and globally significant issues; and knowledge and concern on issues of environmental significance. In business, Social Responsibility is otherwise known as Corporate Social Responsibility, and it relates to the ethical conduct of businesses by people and organizations with sensitivity to economic, social, cultural, political, and environmental issues (Bernhart & Maher, 2023). Social responsibility is therefore about being ethical. It is about making sure that the change one desires to bring positively impacts society. Socially responsible leaders can thus, stimulate the development of businesses, institutions, and the general society.

### **Decision making**

Schoemaker and Russo (2015), define decision making as the process by which an individual, group, or organization reaches conclusions about what future actions to pursue given a set of objectives and limits on available resources. They note that the process of decision-making is repetitive and mathematical, often involving issue-framing, gathering intelligence, arriving at conclusions, and taking lessons from experience. UMass Dartmouth, a United States educational institute conceptualizes decision-making as the process of making choices by identifying a decision, gathering information, and assessing alternative resolutions. UMass Dartmouth identified seven critical steps to effective decision-making. These include identifying the decision, gathering information, identifying alternatives, weighing the evidence, choosing among alternatives, taking action, and reviewing the decision. Good decisions are therefore made after meticulous consideration of the stages that are in place for arriving at sound decisions and conclusions. On the other hand, a lack of compliance with the steps outlined for decision-

making results in poor decisions, which may negatively impact individuals, businesses, organizations, and even society.

Decision making is one of the most integral parts of leaders and the right decision should be made at the right time. Leadership and decision-making might vary depending on their philosophy and the industry they are involved in. Similarly, it is inevitable that leaders, no matter what type, have to make different decisions whether it is minor or complex that affect the whole organization or stakeholders. Decision-making is part of leader's everyday business. Leaders have a responsibility to make good decisions for everyone involved, therefore, they should have some kind of framework within which they make that decision. Leadership and decision-making depend upon the situation as well. Sometimes a leader might need to act very quickly to address quick-moving situations, in this situation, leaders have no time to discuss with colleagues, hence this type of leader is considered a command leader. Whilst, sometimes you might require the opinions and insights of your colleagues to make a decision, therefore, we consider this situation as collaborative decision-making. Collaborative decision-making has very little room for error because the managers have all the support and information to make the best decision fit for the situation. (Steiner) Decision-making is the foundation of every management and business activity and good decision-making starts with the purposeful, consecutive, and strategic thinking process by respective leaders. The decision should be made at an appropriate time, if you make the decision earlier, you might not have enough information needed. Some leaders tend to make decisions earlier because they do not want to live in tension. Whereas, some leaders delay deciding because they fear making mistakes or fear the changes that will result. Best decisions are well-timed, not too early neither too late.

### **Characteristics of Good Leadership**

There are some ethical standards that leaders in any society or any organization should have at the very minimum. The first among these is justice and fair treatment of people. According to (Boylan, 2014), justice is when people perceive that they receive a fair return for energy and effort expended. There are different forms of justice such as affirmative, restorative, and punitive justice. All these types of justice apply to different scenarios depending on the nature of the particular situation. The leadership of an organization has to strive to cultivate justice among its staff. If there is no justice in the firm, then chaos may arise as well as conflicts between those who get fair treatment and those who feel oppressed. Such conflicts would then threaten the harmonious co-existence among the people in the organization and the long run negatively affect their productivity.

According to the Centre for Creative Leadership (2023), good leadership should have the following qualities: integrity, self-awareness, effective communication, courage, respect, empathy, gratitude, and influence. These are explained thus:

**Integrity:** The second ethical consideration according to this author is integrity. Integrity is one of the top requirements in any job or profession. It requires that one does what is right and appropriate for every scenario or situation they find themselves in. It is like a form of an in-built mechanism in people that requires them to act in the right way at all times no matter the stakes. Leaders face an unprecedented number of threats that make them vulnerable to betraying their integrity. The best way to tell that someone upholds integrity is if they have ever faced a situation that made them have to choose between two conflicting issues on the extreme ends of the integrity tree. Every individual in the organization must behave with integrity, both regarding what others can see on the outside as well as the unseen. Integrity requires courage and the will to do what is right. Further, it calls for a discerning mind to choose what is wrong and what is right (Mruthyunjaya, 2013).

Integrity is a leadership quality that signifies honesty, consistency, truthfulness, lack of compromise, and upholding strong moral and ethical values. It is an essential characteristic for leaders who usually make very significant decisions.

**Self-awareness:** people will often find themselves facing some situations at work, as in life, that call for them to behave in a manner where they exhibit control and ability to suppress their

emotions and inner feelings and to maintain objectivity. This ability comes through self-control. According to (Mruthyunjaya, 2013), self-control helps prevent stressful situations from escalating and keeps manageable levels so that they don't threaten staff morale and workplace harmony. Self-control is all about one taking control of their being and managing to suppress particular desires or wants that one may feel the need to indulge in. Like integrity, self-control is all about choosing between extremes and employees may face situations calling for them to make very hard decisions. Another aspect of self-control is one's ability to resist temptation. (Boylan, 2014), provides an example of an office party where food and drinks are in plenty. According to him, one could find themselves tempted to overindulge, and it would take a person with sufficient self-control to keep themselves from doing that. Like integrity, self-control also requires individuals to make tough decisions that are not the easiest but which are the most appropriate at the time. Self-awareness is very vital for effective leadership. The better a leader recognizes their strengths and what constitutes their weakness, the more they are likely to succeed.

**Communication:** Leadership effectiveness and communication are inextricably linked. Most great leaders are skilled orators who communicate in diverse styles, passing vital information, commanding attention, and exerting enormous influence through their communication. Effective leadership is therefore influenced by the quality of communication among leaders.

**Courage:** Effective leaders are brave and daring. Rather than allow conflicts to worsen, effective leadership would entail stepping up and moving things in the right direction.

**Respect:** An essential quality of good leadership is creating an environment of mutual respect. This situation builds trust and improves leadership efficiency and effectiveness while also minimizing mutual suspicion and conflicts.

**Empathy:** For leadership to be effective, leaders must empathize with their followers or subjects. That is, they should be able to place or picture themselves in the feelings, problems, and challenges of those they are leading and should also be able to provide solutions and/or comfort.

**Gratitude:** Gratitude can make for good leadership and followership. Appreciation reduces anxiety and depression among individuals and enhances their self-esteem and overall well-being.

**Influence:** To a great extent, Leadership effectiveness has to do with how much a leader is able to influence the actions and thoughts of the people by appealing to their emotions, conscience, and practices. Influence is markedly different from manipulation and often occurs genuinely and transparently.

Kapur (2014) further identified other characteristics of effective leadership including honesty, confidence, skills and abilities, commitment and passion, accountability, delegation and empowerment, creativity and innovation, empathy, resilience, emotional intelligence, humility, transparency, vision and purpose, and teamwork. In the same way, Spears (1998) states that effective leadership is characterized by listening, empathy, healing, awareness, persuasiveness, conceptualization, foresight, stewardship, commitment to the growth of people and building community.

### Functions of Leadership

Effective leadership requires an in-depth understanding of the role of leaders. These functions, duties, roles, or responsibilities are however numerous and variously provided by scholars and researchers. For instance, Dudovskiy (2014) avers that the functions of leadership include defining tasks, planning, briefing, controlling and coordinating, evaluating, supporting, motivating, and setting examples for others. These functions impact team effectiveness and should be conducted diligently. The Cru's Leadership Model, on the other hand, views leaders as functioning basically as coaches, change agents, spokespersons, and direction setters (The Compass, 2007). According to Oko (2017), it is the function of leadership to among others, promote socio-economic welfare and public health, make available the requirements for a just physical policy, provide social amenities, secure lives and properties, build team spirit, provide

adequate representation and ensure a productive spirit. However, Appelbaum and Paese (2000) identified the strategic roles of leadership which are summarized as follows; 1. Navigator: Efficient leaders analyze and walk through complex issues and conflicting information to understand and arrive at the causes of certain behaviors and to chart a course for possible solutions. Good leaders explain otherwise complex issues in ways that can be easily understood by others. They give direction. 2. Strategist: It is the responsibility of leaders to focus on developing plans for the future. This involves setting goals that align with the collective vision of the leader, his people, and the society at large. 3. Entrepreneur: Leaders take calculated risks to exploit existing opportunities and trends due to their interest in creative and novel ideas. They must have a better and deeper grasp of events and develop ideas that may not easily come to the minds of others. 4. Mobilizer: Astute leaders leverage and integrate available skills, resources, competencies, and capabilities to achieve set goals. It is also upon leaders to form alliances with critical stakeholders to develop a roadmap for accelerated development. 5. Talent Advocate: Leaders must spot talents, develop and retain same to ensure that people who possess the right skills and qualities are given corresponding responsibilities. Thus, it is a leadership function to identify people with high potential, build relationships with them, and remain in contact with them. This reduces the barriers to development and enhances even the leader's chances of being successful. 6. Captivator: Strategic leadership entails building passion and commitment towards the actualization of goals. Good leaders transfer their energy to followers in the compelling messages they communicate, in their thought patterns, and by the way they behave. Because of their ability to engender in their followers the spirit of belongingness and a sense of enthusiasm, they move them from being merely compliant to becoming fully committed. 7. Global Thinker: Integrates information from all sources to develop a well-informed, diverse perspective that can be used to optimize performance. Good leaders consider the diversity in perspectives and cultures when making decisions. 8. Change Driver: Leaders drive change by creating an environment that accommodates change, by engineering change, and by facilitating the acceptance of change by others. Most often, strategic leaders challenge existing status quos because they always have an eye for improvement which usually arises from change. 9. Enterprise Guardian: Leaders are guardians. They courageously make decisions that serve the interests of their followers or subjects and focus on long-term benefits rather than short-term gratifications. Effective leaders jettison emotions and objectively uphold the interests of the people. Above all, they take responsibility for unpopular decisions and their repercussions.

### **Challenges inhibiting leadership integrity, social responsibility and decision making in Nigeria**

Problems Inhibiting Leadership Integrity, Social Responsibility, and Decision Making in Nigeria Leadership integrity, social responsibility, and decision making in Nigeria face many challenges which range from incompetence, dictatorship, insatiable quest for power, the nature of politics in Nigeria, perception of leadership in Nigeria, ignorance and so on. In her opinion, Anekwe (2020), posits that the presence of the rule of law ensures that a select group of individuals do not have unrestrained access to power in a society. The rule of law serves to monitor the activities and behavior of people in society including those in government. For example leaders in Nigeria display total or partial disregard for the rule of law, especially in obeying judicial decisions. This has greatly contributed to the failure of the judiciary in the country. Thus, the absence of the rule of law therefore constitutes a major challenge in leadership and decision-making in Nigeria. Moreso, incompetence is another grave challenge that confronts leaders and decision-makers in Nigeria. People who are entrusted with positions to make far-reaching decisions are in most cases socially irresponsible and are incapable of motivating or inspiring people in the country to achieve set national goals (Atenaga, 2023). Another major problem that has inhibited leadership integrity, social responsibility, and decision-making in Nigeria is corruption. Okeyim, Ejue, and Ekanem (2013) describe corruption as a social problem that retards development and hinders people from making significant economic and social advancement in society. Corruption has eaten deep into every fabric of Nigerian society so much that at one time, the country was

referred to by the former British Prime Minister, David Cameron, as “fantastically corrupt”, and whose leaders are equally fraudulent, insincere, and lack integrity. Nigeria currently ranks high on the corruption index following allegations and cases of financial impropriety, embezzlement, misappropriation, and bribery by and among the leadership of the country. This has impacted the leadership integrity, the fulfillment of social responsibility, and critical decision-making in the country.

Leadership integrity is about doing the right thing even when it is challenging while there are many instances of poor leadership, here are some key characteristics and examples of leaders who have shown integrity. Globally, there are leaders who have demonstrated integrity such as Nelson Mandela who fought against apartheid and promoted forgiveness and unity in South Africa. Abraham Lincoln as president led the United States through its greatest constitutional military and moral crisis – the civil war preserving the union and abolishing slavery, strengthening the national government and modernizing the economy. He was also sometimes referred to as the ‘Honest Abe’. For his triumph in the civil war and supposed honest nature Lincoln’s portrait appears on two denominations of United States currency (the penny and the \$5 bill). He was also immortalized on the Lincoln Memorial in Washington D.C and the Mount Rushmore in South Dakota. In Nigeria, men and women who have distinguished themselves as people of integrity in the past and present some worthy of mention are: Obafemi Awolowo, Herbert Macaulay, Alvan Ikoku, Dr. Nnamdi Azikiwe, Prof. Dora Akunyili, Prof. Wale Soyinka, Ngozi Okonjo Iweala, Mallam Nuhu Ribadu etc.

An accountable and transparent leadership is socially responsible and responsive to the citizens’ demands. Decisions taken by such leadership aim to improve the quality of life of the people. Over the years, however, Nigeria has witnessed the challenge of a lack of accountability and transparency in leadership and governance. Anekwe (2020) posits that leaders in Nigeria lack accountability and transparency and decisions are taken only for the interest and benefit of a few privileged individuals against the public good or interest. Furthermore, ignorance forms a major barrier to leadership integrity, social responsibility, and decision-making in Nigeria. Anekwe (2020) opines that since 1999, the tragedy of Nigeria has been the lack of a clear leadership ideology. Atenaga (2023) notes that a lack of information regarding what is expected of leaders, the necessary actions leaders should take, and the type of decisions they should or should not make constitute the ultimate problem of leadership in the country. Other challenges and limitations include leaders struggling with personal biases which can compromise their integrity and decision-making, pressure from stakeholders to prioritize short-term gains over long-term sustainability, and social responsibility. Furthermore, without adequate accountability mechanisms, leaders may be tempted to compromise their integrity and decision-making. Restoring Leadership Integrity, Promoting Social Responsibility, and Quality Decision-Making for Nigeria’s Development Leadership integrity, social responsibility and quality decision-making are imperative to the sustainable development of Nigeria.

### **Recommendations**

To restore leadership integrity and promote social responsibility and quality decision-making, Atenaga (2017) avers that citizens of Nigeria must realize that they are powerful. They must know that they do not only have the power to put someone into leadership positions but that they can also use the same power to wrest power from people who have failed the leadership integrity test, are socially irresponsible, and are incapable of making sound decisions for the collective good of the people.

According to Adegunle (2019), Citizens also need to recognize that the leadership at the top of the value chain is a result of the combined leadership efforts from the bottom. Hence there is the need to demand accountability from those in leadership positions at the lowest to the top levels. According to Todorovic (2022), it is a leader’s reputation that is often used to determine their performance. This reputation is premised on how honest, reliable, and responsible the leader is. It is therefore important for leaders in Nigeria to work on nurturing a good reputation since their reputation can go a long way in affecting the country’s international

image and prospects. Similarly, leaders must learn to be outstanding role models. They must take responsibility to be good role models. This will produce immeasurable positive benefits for both the leaders and the citizens.

Furthermore, Adekunle (2019) opines that a deliberate strategy must be implemented to ensure civic reeducation. This will enable the teaching of the basic precepts of leadership, which is responsibility. At the primary, secondary, and tertiary education levels, for instance, the principles of leadership integrity, social responsibility, and the imperative for sound decision-making must be communicated in unambiguous terms. Leaders with integrity share a very high set of moral and ethical standards. They must refrain from questionable practices such as corruption, bribery, cutting corners, embezzlement, and all forms of criminality. By that, they will gain the confidence and trust of the people. They should be always immersed in good practices and uphold good moral, social, and ethical values. Mentorship is critical to restoring leadership integrity and promoting social responsibility. Leaders in Nigeria must heavily invest in building attractive personalities, character, and capacity in order to regain the trust, confidence, and affection of the people. At the moment, there is an atmosphere of defeatism and there is a death of inspiration from the leadership. Thus, there is a need to have the right kind of people to look up to for proper guidance, direction, and experience (Adekunle, 2019). Research has shown that leadership integrity, Social responsibility and decision making are interconnected concepts (Aguilera et al., 2007). leaders with high integrity tend to prioritize social responsibility and make decisions that align with their organizations values and ethical principle conversely leaders with low integrity, tend to prioritize self interest and short term gains, compromising social responsibility and decision making quality.(Trevino et al., 2003)

There are different approaches to restoring leadership integrity , Social responsibility and Ethical Decision making in Nigeria. These includes among others : 1. Leaders must lead by example through modelling the behavior they expect from others

1. Leaders should be transparent in their decision making processes and hold themselves accountable for their actions.
2. Provide regular Ethics training and workshops for leaders to develop their morality, and regularly review and reflect on decision making processes to identify areas for improvement.
3. Establish mechanisms to protect whistle blowers who report unethical behavior.
4. Educate stakeholders about the importance of integrity, social responsibility and ethical behavior
5. Engage local communities, civil societies, public and private sector Organizations to establish and enforce regulatory frameworks that promote integrity, social responsibility, ethical decision making and build trust.
6. Leaders must engage with stakeholders to identify their needs and concerns, furthermore they should implement corporate social responsibility initiatives that benefits the community and environment and regularly report on sustainability performance and progress as this further enhance a culture of diversity, Equity and inclusion.

## Conclusion

Leadership integrity, social responsibility and decision making are intricately linked in Nigeria's socio-economic development. The study highlights the imperative of leaders prioritizing integrity and social responsibility in decision making processes to promote sustainable development. by adopting ethical leadership practices, fostering a culture of transparency and accountability and engaging with stakeholders. Nigerian leaders can drive positive change and ensure that decision making processes serve the greater good, ultimately, restoring leadership integrity and promoting social responsibility will be crucial in addressing Nigeria's developmental challenges and unlocking the vast potentials and growth.



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