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UNLEASHING HUMAN POTENTIALS

LEADERSHIP: A COLLECTIVE RESPONSIBILITY FOR ALL



INTRODUCTION



In this edition of our newsletter, we unlock the power of Collective Leadership in driving team success and organisational growth. Effective leadership is not just about individual brilliance, but about empowering and coordinating team members to achieve a shared vision. Every member of the organisation has a role to play in guiding, influencing, and sustaining progress toward common goals. Moving beyond traditional hierarchical models, we highlight the importance of shared responsibility, diverse perspectives, and collaborative decision-making in accomplishing common goals. Join us as we

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delve into the principles and practices of collective leadership, and discover strategies for fostering a culture of shared responsibility and collaborative success.

Definition

Leadership is often defined as the ability to influence and guide others toward achieving common goals. Traditionally, it has been seen as a top-down approach where a single leader holds authority and makes decisions for the group. However, this model can stifle innovation and engagement.

The contemporary view of leadership recognises that effective leadership is not confined to a single individual. Instead, it is a shared endeavour that involves collaboration among team members. This collective approach allows organisations to harness the strengths and talents of a diverse group, leading to a more effective problem-solving and innovation.

The Concept of Collective Responsibility



Collective responsibility in leadership refers to the idea that all members of a team or an organisation shares the responsibility for outcomes. It encourages a culture where everyone feels accountable for their contributions and the overall success of the team. It shifts the focus from individual performance to team success by promoting a more inclusive and supportive environment.

Leadership is a multifaceted concept that involves several key components which includes but not limited to the following:

1. Preparing Future Leaders: Developing future leaders is crucial for the sustainability of an organization. The process often involves:

- *Mentoring:* Pairing experienced leaders with emerging talents to guide their development.
- *Training and Development:* Providing opportunities for skill-building, such as leadership workshops, courses, and educational programmes.
- *Experiential Learning:* Offering challenging assignments and projects that allow individuals to practice leadership skills in real-world scenarios.
- *Succession Planning:* Identifying and nurturing potential successors for key leadership roles.

2. Transparency in Communication: Transparency builds trust and ensures that all stakeholders are informed and aligned. Key aspects include:

- *Open Dialogue:* Encouraging feedback and

creating channels for two-way communication.

- *Sharing of Information:* Disseminating relevant information about organizational performance, decisions, policy and changes.
- *Honesty and Authenticity:* Communicating truthfully, even when delivering difficult news.
- *Clarity of Expectations:* Ensuring that roles, responsibilities, and objectives are clearly understood.

3. Delegation of Responsibility: Effective delegation empowers individuals, develops their capabilities and allows leaders to focus on strategic priorities. This involves:

- *Identifying Appropriate Tasks:* Determining which tasks could be delegated based on the skills and development needs of team members.
- *Clear Instructions:* Providing precise guidance on what needs to be done.
- *Granting Authority:* Giving individuals the necessary power and resources to complete assigned tasks.
- *Providing Support and Feedback:* The team leader should be available to answer questions and give constructive feedback on performance.

4. Sharing of Vision and Goal: A compelling vision and clear goal provides direction and purpose. Leaders are responsible for articulating and instilling the under listed in their teams:

- *Articulating a Compelling Vision:* Creating an inspiring picture of the future that motivates and guides actions.
- *Setting Clear Goals:* Defining specific, measurable, achievable, relevant, and time-bound (SMART) objectives.
- *Aligning Efforts:* Ensuring that individuals and team efforts are directed towards the overarching vision and goals.
- *Communicating the "Why":* Helping individuals understand how their contributions connect to the larger purpose.

Benefits of Collective Leadership

1. *Diverse Perspectives:* Collaborative leadership brings together individuals

with varied backgrounds, experiences, and skills. This diversity enhances creativity and innovation, leading to better decision-making.

2. *Shared Accountability*: When everyone is responsible for outcomes, team members are more likely to support each other and work collaboratively.
3. *Empowerment*: This enables team members to voice their opinions and take initiatives. It can lead to increased job satisfaction, motivation, and retention.
4. *Enhanced Engagement and Motivation*: Team members are more engaged and motivated when they feel valued, heard, and empowered to lead.
5. *Improved Problem-Solving Skills*: Collective leadership enables a team to tackle complex problems more effectively, leveraging the collective expertise and experience of other team members.

6. *Succession Planning*: Collective leadership develops future leaders, ensuring continuity and sustainability.

CONCLUSION

In navigating the complexities of the modern global landscape, it is imperative to recognise that effective leadership transcends individual responsibility and must be cultivated as a shared organisational endeavour. An organization can successfully establish a culture where every member actively contributes to its enduring success and sustainable growth by embedding the principles of embracing diverse perspectives, promoting shared accountability, and encouraging collaboration