

Dr. Reuel J. Khoza

AFRICA'S LESSONS FOR LEADERS

ATTUNED LEADERSHIP: AFRICAN HUMANISM AS A COMPASS – LOOKLOCAL BOOK REVIEW

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Experienced leader... Dr. Reuel Khoza.

Currently chairman of the Nedbank Group, based at the head office in Sandton, and a man of extensive leadership experience, Dr. Reuel Khoza is well qualified to be giving advice on the subject.

Khoza has released a book titled *Attuned Leadership: African Humanism as Compass* which is about what he defines as the qualities of good leadership imbued with an African perspective, incorporating African philosophies relating to governance.

Khoza said that the "trigger" for writing *Attuned Leadership*, his sixth book, came from the lead-up to the 2007 Polokwane conference. Khoza said, "It was quite informative to see a leader like Thabo Mbeki being rejected by his following when in fact he delivered very commendably on many fronts. The question is why he was rejected... He must have lost touch or attunement with his fellowship."

If a leader fails to remain attuned with their following, Khoza said, "They'll become a leader in limbo. Whatever leadership you provide, stay attuned and in sync with the fellowship." He cites an old African proverb to illustrate this principal. "Don't go in front of me because I may not follow, don't go behind me because I may not be leading, rather go with me."

Of his time spent in leadership roles, including holding the position of chairman at Eskom, Khoza said, "I steered clear of the temptation to succumb to corruption. Everything needs to be principal or value based. My belief is that the best run companies are vision led and values based."

In terms of the African perspective of leadership, Khoza cites a Zulu proverb which translates as "a person is a person through other people," to explain the African worldview and his philosophy of a collaborative and democratic approach to business. Khoza said, "In my observations fellow leaders are often very passionate but they must be as compassionate as passionate and should lift as they rise."

In conclusion Khoza said, "I hope I've contributed to the serious and courageous conversation about how best to lead in the 21st century." He adds that "The book is based on humanism and should therefore have universal appeal." He also asserts that the book is not just for business leaders but for leaders of all forms.