AFRICA AND GLOBALIZATION:
The Danger of Focusing on the Ecosystem Factor

NOW: Africa under the siege of globalization

FUTURE: Globalization working for Africa?

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INTRODUCTION: 
Africa’s Connection to Globalization

- **CENTRAL QUESTION:**
  To what extent has globalization worked for Africa and the majority of Africans and why?

- **MAIN THESIS**
  Globalization has not worked well for Africa and the greater majority of Africans mainly because of Africa’s unsustainable or faulty connection to globalization, particularly the focus on the ecosystem factor.
INTRODUCTION:
Africa’s Connection to Globalization

MAIN ARGUMENT:
Given that Africa’s connection to globalization has been through the ECOSYSTEM FACTOR instead of the HUMAN FACTOR competency or through the symbiotic integration of both the Ecosystem Factor and the Human Factor, it is not surprising that Africa’s global connection has not worked well for Africa and most Africans.

- Africa’s relationship with the rest of the world manifested in colonization and globalization has been initiated and driven by the interests in the continent’s ecosystem resources and the willingness of human factor deficient African leaders to compromise Africa’s interests.
  - Even the slave trade which seemed to be unconnected to the ecosystem is implicated in this ecosystem resource attraction to Africa. Aided by human factor deficient African leaders, slaves were taken to the Middle East, the Caribbean and the Americas with the belief that Africans are well suited to work in the heat because of their evolutionary adaptation to the tropical ecosystem.

Africa and Globalization: The Danger of Focusing on the Ecosystem Factor

- The Focus on the ecosystem factor with regards to Africa’s connection to globalization has diverted attention from the greatest need of Africa or the real reason why globalization has not benefitted Africa and Africans enough.
Africa and Globalization: The Ecosystem Factor
Africa and Globalization: The Ecosystem Factor

- Africa is marginalized in the globalization processes despite its immense natural resource contribution to the growth of the global economy. Joseph Mensah’s (2015) observation of Africa’s marginalization in the literature of globalization is therefore a reflection of this paradox:
  - “With the increasing marginalization of Africa in the global time-space compression innovations, in particular, and in the global economy, in general, it is hardly surprising that many analysts offer only a perfunctory coverage of Africa, if at all, in their discussions of globalization. It is equally unsurprising that the scant literature on Africa tends to paint an unflattering image of the continent, and, thus, feeds into the chorus of Afropessimism.”
1. Western Globalization and Africa’s Ecosystem
   - The globalization processes driven by Western Europe and America connect with Africa more for its ecosystem resources than its markets.

   - Like the western globalization, the emerging China’s globalization drive connects with Africa for its ecosystem resources more than its markets.
Africa and Globalization: The Ecosystem Factor

- The Major Ecosystem Resources of Africa
  - GOLD
  - DIAMOND
  - COLTAN
  - URANIUM
  - OIL
  - NATURAL GAS
  - COAL
  - COCOA
  - COFFEE
  - COLA
  - FISH
  - WILDLIFE

Myth: Africa is the World’s Poorest Continent
Africa is a continent best known for its NATURAL resources. Oil is abundant in places like Nigeria and Angola; natural gas is booming in Tanzania and Mozambique; minerals enrich the earth in Botswana, the Democratic Republic of the Congo, [Ghana] and South Africa. The growth these commodities have spurred is incredible; the IMF estimates that GDP growth in sub-Saharan Africa will hit an average 6.1 percent next year [2009], far exceeding the expected global average rate of 4 percent (http://www.ibtimes.com/retail-industrys-next-frontier-africa-consumer-demand-about-skyrocket-14022008).
1. WILD LIFE: 

2. INDIGENOUS CULTURES:
Many African countries are among the fifty countries experiencing the highest Gross Domestic Product growth rates in the world, according to the 2010 data. [http://en.wikipedia.org/wiki/List_of_countries_by_real_GDP_growth_rate_(latest_year)]

Ironically the high economic growth rate that Africa’s connection with globalization has spurred in the past two decades or so has failed to make any positive sustainable impact on infrastructural development, health care, education, job creation and poverty reduction in Africa.

FOR WHOM DOES THE AFRICAN ECONOMY GROW?
FOR WHOM DOES THE AFRICAN ECONOMY GROW?

At the crossroad of Africa and Globalization is the epicenter of extreme poverty and extreme opulence. Evidence from several African countries indicates that this new growth is primarily making rich Africans super-rich Africans [and rich countries in the West and Asia richer], and has further marginalized the majority of the continent’s population (http://www.compareafrique.com/africa-is-rising-most-africans-are-not/).
FOR WHOM DOES THE AFRICAN ECONOMY GROW?

ANGOLA, a nation whose economy was decimated by three decades of civil war (1975-2002), provides the most glaring example of the widening wealth disparity. While Angola’s capital, Luanda, advertises Africa’s most expensive penthouse (around $21 million), families of sick loved ones are “on call” and sleep on concrete slabs outside of the General Hospital because the hospital does not provide food or water for its patients. While Luanda’s skyline is ever-changing as towering construction cranes build new offices and condos, many Luandans live in shantytown shacks. While Jacques Marraud des Grottes, head of African exploration and production for Total calls Angola “a land of success, one of the top places for us for growth,” only 9% of Luandans have running water. More Luandans actually had running water during the war than they do now. Keep in mind that this is a country that more than doubled the size of its economy in one decade; a country with an annual average growth rate of 11%; a country with a budget surplus of 10% of GDP in 2011; a country with economic news that would have most European countries salivating (http://www.compareafrique.com/africa-is-rising-most-africans-are-not/).
• **NGERIA:** While the last decade was marked by higher economic growth, the unemployment rate actually increased from 5.8 per cent in December 2006 to 23.9 per cent in January 2012. Note that this number measures the percentage of workers actively looking for work, and does not include the rate of the chronically unemployed who have stopped looking, and the underemployed working poor. Tellingly, the poverty rate actually doubled over the last five years and now affects 112 million Nigerians, meaning that 112 million Nigerians are consistently without food, clean water, sanitation, clothing, shelter, healthcare and education ([http://www.compareafrique.com/africa-is-rising-most-africans-are-not/](http://www.compareafrique.com/africa-is-rising-most-africans-are-not/)).
THE PARADOX OF AFRICA AND
GLOBALIZATION

- **GHANA:**
  A United Nations report finds millions of people in Ghana are not benefiting from the
country’s booming economy, but remain mired in poverty. The U.N. Special
Rapporteur on extreme poverty and human rights has submitted the results of his 10-
U.N. Investigator Philip Alston says Ghana is the fastest growing economy in Africa
and one of the three fastest growing economies in the whole world. He says this
success is making the rich richer, while a high proportion of the population continues
to live in poverty.
He says the poor are losing out amidst the country’s growing wealth because Ghana
spends 50 percent less than its peer countries in Africa on social protection.

- So, the risk is that Ghana continues to be the great economic success story in the
continent, but that very little of the wealth will trickle down to a fairly extensive
number of Ghanaians, who continue to live in poverty.
- Statistics show one in five Ghanaians live in poverty and one in eight live in
extreme poverty. Alston says he finds it particularly troubling that 28 percent of
children live in poverty.

THE PARADOX OF AFRICA AND GLOBALIZATION

- FOR WHOM DOES THE AFRICAN ECONOMY GROW?

- SUB-SAHARAN AFRICA: It turns out, according to Bank statistics, that 61 percent of Africans still live below the $2 a day poverty line. Approximately 21 percent more live just above that amount, between $2 and $4 a day. The Bank, while including them in the middle class, also calls them a “floating class.” If we are being honest we would have to acknowledge that after decades of growth, more than 80 per cent of Africa's population still struggles with poverty.

[http://www.socialistproject.ca/bullet/1010.php#continue](http://www.socialistproject.ca/bullet/1010.php#continue)
THE PARADOX OF AFRICA AND GLOBALIZATION

FOR WHOM DOES THE AFRICAN ECONOMY GROW?

AFRICA’S NUMERICAL MAJORITY POPULATION is overwhelmingly the poorest region in the world. In 2015, after more than a decade of the “Africa Rising” narrative, the region’s GDP was around $1.6 trillion, barely 2% of global GDP. The same year, Africa (including North Africa) attracted $38 billion in Foreign Direct Investment (FDI), again just over 2% of global FDI, which was $1.7 trillion. On the issue of trade, Africa did not fare much better; the continent is responsible for just 3% of the $18 trillion worth of global trade (Quartz Africa, March 2017).

Considering Africa’s lackluster performance, it is no coincidence that many African countries and global development institutions are now prioritizing a strategy of trade over aid. But what if focusing on trade—such as partnerships with Chinese and American governments and companies—is the wrong way to look at the problem? What if instead, African countries focused on innovation? The opportunities for growth and prosperity would be much brighter (ibid.).
The point is that, globalization has not benefited the average African in any significant way. Rather, it has reinforced the biggest paradox of Africa that the first president of Ghana, Dr. Kwame Nkrumah, observed in 1963 in his address to the Organization of African Unity, now African Union: “Africa is not poor; it’s Africans who are poor”.

Jumoke Balogun (2013) states the same paradox in different words: “Africa is rising. Africans are not” (http://www.compareafrique.com/africa-is-rising-most-africans-are-not/).

President of Liberia (2017): “Africa is poor because of poor governance”. This was the focus of her speech at the 2017 Ghana presidential swearing-in ceremony, Accra, Ghana.
THE PARADOX OF AFRICA AND GLOBALIZATION

- Official Development Assistance (ODA) to Africa was about $63 billion in 2010

- [http://www.un.org/millenniumgoals/pdf/fact_%20sheet_where_are_the_gaps.pdf](http://www.un.org/millenniumgoals/pdf/fact_%20sheet_where_are_the_gaps.pdf)

- In 2005-2006 Canadian International Development Agency (CIDA) allocated 46.7% ($1.3 billion) of its development assistance to Africa (Freeman 2007 quoted in Ravelli and Weber 2009, p. 522).
For whom does the African economy grow?

“Growth Without Transformation”

- John Mahama (2013), former President of Ghana

- [http://www.youtube.com/watch?v=qWROzirq5Dk](http://www.youtube.com/watch?v=qWROzirq5Dk)
The Focus on the ecosystem factor with regards to Africa’s connection to globalization has diverted attention from the greatest need of Africa or the real reason why globalization has not benefitted Africa and Africans enough.
THE GREATEST NEED OF AFRICA
THE GREATEST NEED OF AFRICA

- Not Natural Resources
- Not Human Resources
- Not Trade; Not Aid
- Not Loans
- Not Structural Adjustment
- Not Entrepreneurship
- Not Debt Relief
- Not Democracy
- Not NGOs
- Not Economic Growth
THE GREATEST NEED OF AFRICA:
LEADERSHIP
Watch these videos

- https://www.youtube.com/watch?v=Mwkd-jsfElg
- https://www.youtube.com/watch?v=v9DmzxbX79g
THE GREATEST NEED OF AFRICA:
Network of Human Factor Competent Leadership

- The greatest need of Africa is a **Network of Human Factor Competent Leadership or moral leaders** that the slave trade and colonialism wittingly or unwittingly destroyed and replaced with human factor decay/deficiency processes reinforced by the new dynamics of globalization.
  - Pre-colonial African kingdoms like the Ashanti thrived mainly because of the operation of a network of HFC leadership built on the firm foundation that all the leaders have high HFC index and are intricately connect and no one leader is in control.

- The globalization processes are not benefiting Africa enough because African countries lack the **network of moral leaders** that could transform the existing **vampire states** into sustainable states.
The Vampire State is “an image of the government as a vampire sucking the lifeblood from the economy” (http://thenewpress.com/books/vampire-state) (Fred L. Block. 1997. The Vampire State: And Other Myths and Fallacies About the U.S. Economy...). The Vampire State, because its officials focus on looting the revenues of their country for personal use, supervises the extraction and export of raw materials from the communities of the Indigenous poor without providing them with any of the safety nets that the Welfare State provides it vulnerable populations. In addition, the vampire state fails to provide public goods such as adequate infrastructure, law enforcement, affordable access to healthcare, education and training, stable environment for the country to develop and lift the extreme poor from below the poverty line. The “Vampire State” concept has been applied more to governments of African countries than other underdeveloped/developing countries (J.H. Frimpong-Ansah 1991. The Vampire State in Africa: The Political Economy of Decline in Africa. Africa World Press, George Ayittey, 1999. Africa is Chaos: A Comparative History. .......
During my undergraduate studies I learned of complex and pressing issues hindering humanity’s progression toward a sustainable future. I grew deeply concerned about the increasing rate of global climate change, rising population levels, and subsequent poverty. At times this bleak picture of constant development on a planet with finite resources and capacity for growth left me feeling helpless and overwhelmed. However, I was inspired by the informed and thoughtful leadership of teachers and mentors such as yourself (Francis A.). I have become more hopeful, more hungry for knowledge and learning, with a revitalized spirit to change our course toward a more sustainable future with healthy communities and ecosystems. This is the only way to move forward—with informed optimism—for the other option is to be complacent. I have come to believe that one of the most daunting threats society faces as we head into the future is pervasive hopelessness, which is exacerbated by a lack of informed and inspiring leaders (Isaiah Archer, November 2014, Uvic Graduate; Board Member, IIHFD Canada and recipient of Camosun AAC’s Leadership in African Awareness Award).
THE GREATEST NEED OF AFRICA: NETWORK OF MORAL LEADERS

- Normal leaders dominate others to serve themselves; moral leaders dominate themselves to serve others! (Samuel Dubois 2013)
“Normal” Leaders

- President Jacob Zuma's most recent scandal, squandering $20-million of state funds to build a palatial home at Inkandla.

TANZANIA:

Evidence of official corruption had been on the rise. In 2014, a scandal broke revealing that government ministers using escrow accounts had allegedly stolen approximately $180 million from the Central Bank.

http://www.voanews.com/content/tanzania-new-president-battles-waste-corruption/3099311.html
THE GREATEST NEED OF AFRICA: NETWORK OF MORAL LEADERS

• “MORAL LEADERS” Without a Network

• Leaders like the Late Dr. Kwame Nkrumah, the first President of Ghana; Sir Seretse Khama, the first President of Botswana; Late Nelson Mandela, ex-president of South Africa; Sir Seewoosagur Ramgoolam, the first president of Mauritius; Patrice Lumumba, the first president of Congo; and Thomas Sankara, assassinated head of state of Burkina Faso.

• who had a very high Human Factor Index but no network of moral leaders.
“MORAL LEADERS” Without a Network

Patrick Njoroge: Kenya's new Central Bank governor turns down trappings of luxury for life in an Opus Dei commune and acts of penance

Kenyans, dismayed at the lavish lifestyles that their politicians and senior officials lead, have rapturously received the Yale-educated economist's appointment

Until Africa develops NETWORKS of HFC or moral leadership—smart people who are honest and compassionate—globalization will continue to reinforce the worsening of Africa’s problems, and perpetuation of the continent’s charity status and social relationships in the global community.

LEADERSHIP MATTERS
“ADINKRAHENE”:
(Chief of the Adinkra symbols).
Symbol of greatness, charisma and leadership.
This symbol is said to have played an inspiring role in the designing of other symbols. It signifies the importance of leadership role in sustainable development.

http://www.adinkra.org/htmls/adinkra/adin.htm
“A snake without its head is like a rope” (An African proverb), meaning:

As a snake has no life with its head cut off, a community without smart leaders who care deeply about the feelings and well being of community members is dead or unsustainable.
Patrick Awuah makes the case that a liberal arts education is critical to forming true leaders.

http://www.ted.com/talks/patrick_awuah_on_educating_leaders.html
OPRAH’S LEADERSHIP ACADEMY FOR GIRLS IN SOUTH AFRICA: LEADERSHIP MATTERS IN AFRICA

- The Oprah Winfrey Leadership Academy for Girls was created to support the development of a new generation of women leaders in South Africa. Oprah’s aim is to empower young girls who by virtue of their education and leadership will positively transform themselves, their communities and the larger world around them.

According to Professor George Ayiteh (2009), a Ghanaian economist, hippos symbolize the corrupt leaders and the complacency that allows them to thrive. These 'Hippos' (lazy, slow, ornery leaders and their accomplices) have ruined postcolonial Africa, he says.
The relationship between globalization and local lifeworlds has been central to globalization scholarship. In examining this relationship much attention has been given to the assessment of the impact of globalization on the local both at nation-state and community levels. What is virtually missing from this assessment equation is the role of local leadership. Yet, local leadership as the main operative link between the global and the local is a critical factor in the impact of globalization. This paper argues that globalization’s ability to transform the lifeworlds of the local cannot be adequately understood outside the framework of local leadership. The quality of local leadership that globalization encounters at the local space decides the impact of globalization, be it glocalization or globalization as conventionally conceptualized. Singapore, Trinidad & Tobago, and Nigeria are used as illustrative cases (Adu-Febiri 2009. “Local Leadership and the Impact of Globalization”. Global Studies Journal, Vol. 2 Issue 2, pp.71-88).
<table>
<thead>
<tr>
<th>COUNTRY OR LOCAL</th>
<th>LOCAL LEADERSHIP VALUE ORIENTATION</th>
<th>GROSS DOMESTIC PRODUCT</th>
<th>PER CAPITA INCOME</th>
<th>Population Below Poverty line</th>
<th>LIFE EXPECTANCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>SINGAPORE</td>
<td>Very strong loyal to nation-state</td>
<td>$240 billion</td>
<td>$52,000</td>
<td>10 - 12% (2011) (updated data)</td>
<td>81.89</td>
</tr>
<tr>
<td>TRINIDAD &amp; TOBAGO</td>
<td>Strong loyal to nation-state</td>
<td>$23 billion</td>
<td>$21,700</td>
<td>17% (2007)</td>
<td>75.98</td>
</tr>
<tr>
<td>NIGERIA</td>
<td>Disloyal to nation-state</td>
<td>$359 billion</td>
<td>$2,600</td>
<td>70% (2010) (updated data)</td>
<td>47.44</td>
</tr>
</tbody>
</table>

The challenge that leaders who seek to transform their societies face is how to accomplish this noble objective without repressing political oppositions and abusing human rights.
Indigenous knowledges of Africa, Patrick Awauh, Oprah Winfrey, and leadership gurus are right in asserting that “Leadership matters”. However, they fail to note that what makes leadership matter is “The Human Factor” (HF). The quality of the human factor of leaders determines the quality of leadership that leads to sustainable development. Network of leaders with high Human Factor Competency (HFC) who focus on eliminating Human Factor Decay (HFD) in their societies succeed in moving their societies to sustainable development without repressing political opposition and/or abuse human rights.
LEADERSHIP MATTERS:

The Roots of Africa’s Leadership Deficit” (pp. 336-356 of Mosely 2009; pp. 376-395 of Moseley 2012)

The main root is human factor decay (Adjibolosoo 1995)
Distilling from earlier definitions of the HFC (Adjibolosoo, 1995; Adu-Febiri, 2000, 2001, 2003/2004 and 2011), HFC constitutes peoples’ thinking and humanitarian abilities that inspire and facilitate their acquisition and application of appropriate resources to connect with our common humanity and the environment emotionally, morally and spiritually to make a sustainable difference in society. In essence, HFC is an essential dimension of what Adjibolosoo (1995, p. 33) conceptualizes as “the appropriate human qualities and/or characteristics (i.e., the HF). Human Factor Decay (HFD) is the decline or loss or lack of those human qualities and/or characteristics (Adjibolosoo 1995). Senyo Adjibolosoo (1995, pp. 33 and 36), defines the HF as

- a spectrum of personality characteristics that enable social, economic, and political institutions to function and remain functional over time. These [personality characteristics] include human capital, spiritual capital, moral capital, aesthetic capital, human abilities, and human potential.
The quality the HFC of African leaders and their ability to eliminate/minimize HFD from/in African societies constitute the final decider or determinant or predictor of the development of Africa and Africans.

Whether globalization is a blessing or bane to Africa and Africans is a function of the value-orientation (HFC index) of African leaders at the continental, regional, national, and community levels (Adu-Febiri 2009).

http://gsj.cgpublisher.com/product/pub.184/product.101
It is more than antiquarian charm to say that leaders should be honest and morally excellent. Society depends on it. That is why leadership is the ultimate applied discipline, and being a good one is the worthy quest of a lifetime. There is no shortcut, formula, or tonic. Becoming a great leader requires honest toil—social, emotional, intellectual, and moral exertion. The process is simple but not easy. Don’t confuse the two.

https://www.bkconnection.com/books/title/leading-with-character-and-competence
Africa’s development depends entirely on leaders that have high HFC index, particularly honest, compassionate and visionary leaders (Adjibolosoo 2004, Adu-Febiri 2004) who focus on maximizing HFC and eliminating/minimizing HFD.

That is, network of leaders who practice moral leadership based on the UBUNTU philosophy and equips/motivates followers to do the same.

This type of leadership is able to meet the challenge of seeking to transform societies socio-economically without repressing political oppositions and abusing human rights.
Despite the significant role leadership plays in development of nations and communities, sociological theories of development and underdevelopment as well as globalization scholars ignore this factor in the equation of Africa’s development.
SOCIOLOGICAL THEORIES OF DEVELOPMENT: Leadership Ignored

1. Stages of economic growth theory: WESTERN SCIENTIFIC & TECHNICAL RESOURCES
2. Modernization theory: WESTERN VALUES
3. Dependency theory: FAIR TRADE or DISCONNECT
4. World System theory: EQUAL EXCHANGE
5. Globalization theory: DE-GLOBALIZATION
6. Postcolonial theory: DE-COLONIZATION
7. Human Agency Theory: RE-DEFINITION OF DEVELOPMENT
8. Feminist Theory: ELIMINATION OF MALE DOMINATED EDUCATION AND IDEOLOGY
9. Marxist Theory: REVOLUTION to eliminate capitalism
10. Community Empowerment Theory: COMMUNITY TAKES FULL CONTROL
GLOBALIZATION SCHOLARS: Leadership Ignored

GLOBALIZATION

GLOBAL as an Action Unit

Cultural

Economic

Political

Social

LOCALITY as a passive reaction Unit

Negative Impact

Positive Impact

I agree with the sociological position that “while one person can make a difference to our private day-to-day troubles, the sociological imagination promises to help us see that in order to make these changes matter, many of us need to collectively change the social relationships in which we live” (Westhaven 2013, p. 252).

However, it is important to note that Human Factor Competent (HFC) leaders play a huge role in creating collective action that positively and sustainably transforms social relationships that matter for the human well-being.
Sociology focuses less on the individual who makes the choices and more on the social relationships which shape or influence choices, actions, and attitudes of individuals (Westhaver 2013, p. 251).

In the case of Africa these social relationships are largely colonial/neocolonial/postcolonial (Adu-Febiri 2008). What would change these social relationships so that Africa can experience sustainable development? Sociological theories virtually neglect leadership in the change process, but empirical evidence of Africa’s decolonization struggles clearly show that the quality of leadership is crucial for success.
SUSTAINABLE DEVELOPMENT PRINCIPLES:
Leadership Ignored

SUSTAINABLE DEVELOPMENT DESIGN

LOCAL INITIATIVE

OWNERSHIP OPPORTUNITY

COMMUNITY CONNECTION

CAPACITY TO PARTICIPATE

SUSTAINABLE SOLUTION

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Leadership Ignored

- In effect, while the sociological imagination, critical thinking and sustainable development principles promise to provide Africans with collective actions that would improve their status, well-being and social interaction/relationships in the global community, unlike the HFC education, they don’t offer any practical designs and strategies to achieve these Goals.

- The HFC educational model has the design and pedagogy to produce moral leadership to deliver these promised improvements (See Module 5 for details of the HFC Education Model: Processes, Curriculum, Pedagogy, practice).
MAKING GLOBALIZATION WORK FOR AFRICA
CREATIVE/INNOVATIVE THINKING EXERCISE

1) Review the remaining slides to critically examine the proposed strategies for making globalization work for Africa and Africans.

2) Based on your critical thinking,
   - A) If you don’t agree with the HFC education model, come up with one alternative creative idea and an innovative project/program design with specific implementation strategies to implement this idea to produce leadership excellence for Africa
   - B) If you agree with the HFC education model provide an innovative design that would make it sustainable

3. Which of the development theories would your proposed project/program design serve as a critique to and why?

3) Put your idea and design on paper and bring to class. YOU RECEIVE 2 BONUS MARKS if you adequately address points 2 and 3.
MAKING GLOBALIZATION WORK FOR AFRICA

- Africa cannot afford to continue to ignore the role of leadership in its development journey in the global world

- Hence the International Institute for Human Factor Development (IIHFD)’s establishment of the Human Factor Leadership Academy (HFLA): http://humanfactorla.com/
HFC EDUCATION

- The IIHFD seeks to use HFC education to produce networks of honest and compassionate leaders (moral leaders). Specifically, to produce heroes/heroines out of African children and transform existing postcolonial African celebrities into heroes/heroines.

- **Hence the importance of establishing Human Factor Leadership Academies (HFLA) in all African countries.**

- [www.iihfd.org](http://www.iihfd.org)
THE IIHFD VISION OF LEADERSHIP: “MORAL LEADERSHIP”

- Normal Leaders = CELEBRITIES
- Moral Leaders = HEROES/HEROINES

- A hero/heroine is someone who has given his/her life to something bigger than him/herself.

  Joseph Campbell
IIHFD: Its beginnings at Simon Fraser University 1992

The Three Pioneers: Senyo Adjibolosoo, Francis Adu-Febiri and Ben Ofori Amoah

In 1988

Francis & Tina Adu-Febiri at SFU in 1989
IIHFD: Founding Members

Initiator of the HF idea:
Dr. Senyo Adjibolosoo
Point Loma University
San Diego

Collaborator of the HF idea:
Dr. Ben Ofori-Amoah
Western Michigan University

Collaborator of the HF idea:
Dr. Francis Adu-Febiri
Camosun
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Isaiah Archer, Board Member
Initial focus of IIHFD

- Research and Publications
  - BOOKS
  - ACADEMIC JOURNAL
MANAGEMENT AND THE HUMAN FACTOR
LESSONS FOR AFRICA

Edited by Victor N. Muzvidziwa and Paul Gundani

The Significance of the Human Factor in African Economic Development

Edited by Senyo B-S. K. Adjibolosoo

Addressing Misconceptions About Africa’s Development

Edited by Senyo B-S. K. Adjibolosoo and Benjamin Ofori-Amoah

Human Factor Engineering and the Political Economy of African Development

Edited by Senyo B-S. K. Adjibolosoo

The Human Factor in Developing Africa

Senyo B-S. K. Adjibolosoo
COMMUNITY AND THE HUMAN FACTOR
Guest Editor: Dr. Francis Adu-Febiri

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Senyo Adjibolosoo
Current Focus

- Developing facilities, curriculum, and pedagogy as well as training teachers for the Human Factor Leadership Academy
THE VISION OF HFLA

- Changing the future of Africa from a charity-dependent continent with constant crises to one that is stable self-sustaining.

- The HFLA “is committed to produce [networks of] honest and compassionate leaders who will one day bring monumental change to the continent of Africa”

THE MISSION OF HFLA

- To use transformative education model to change students and engage them to shift leadership in Africa to make a sustainable difference in the African world to make the world different.

- That is, a shift to the development of moral leadership—network of leaders who are HEROES rather than CELEBRITIES.
DEVELOPING A NEW LEADERSHIP FOR AFRICA: THE HFC MODEL

Engage the Mind:
Ability to imagine and develop the imagination into real user-friendly product or service that transcends disciplines

Engage the Heart:
Ability to meaningfully collaborate and communicate with other people for community building/empowerment

Engage the Soul:
Ability to sustainably connect with our Common humanity and ecosystems for social justice

Human Factor Leadership Excellence

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HFLA NEEDED A HOME TO IMPLEMENT THE HFC EDUCATION MODEL

- For the HFLA, HOME is about:
  - **H = HOPE:** location, facilities, relationships that inspire hope for Africa.
  - **O = OPPORTUNITY:** a chance to re-develop and apply honest and compassionate leadership for African communities and nations.
  - **M = MOTIVATION:** Inspiration and resources to selflessly serve people, communities, nations, and the world.
  - **E = ENGAGING EDUCATION:** socialization that provides wisdom for students, graduates, and educators to make a sustainable difference by connecting positively with knowledge and skills, people and communities, and the environment mentally, socially, culturally, politically, economically, emotionally, morally, spiritually, and aesthetically.
HUMAN FACTOR LEADERSHIP ACADEMY (HFLA): IN SEARCH OF A HOME: ZIMBABWE

Francis in Harare, 1996
HUMAN FACTOR LEADERSHIP ACADEMY (HFLA): IN SEARCH OF A HOME: GHANA

Francis in Ghana
With HFLA pioneer teachers, 2007
TOWARD HOME

ACCOMPLISHMENTS

- 1. Established a library with over 90,000 books
- 2. Fitted a computer lab with 24 computers
- 3. Acquired 30 acres of land for new HFLA campus
- 4. Organized local fundraising in Ghana
- 5. Established a Drop-in-Center in 2006
- 6. Renovated an old tobacco factory to start a grassroots university programs to produce moral leaders
- 7. Operating an Elementary school
  - Pre-school/Kindergarten to Grade 5
- 8. Began High School in September 2014
TOWARD HOME: Akatsi, Ghana
TOWARD HOME: HFLA Elementary School Library

2007
TOWARD HOME: HFLA Elementary School Library

2007
TOWARD HOME: Drop-in Center & Elementary School: 2006 - 2013
TOWARD HOME: ACQUIRED LAND TO BUILD A PERMANENT CAMPUS for Elementary School, High School and University

30 ACRES OF LAND
HFLA ELEMENTARY PROGRAM
HFLA Kindergarten
HFLA Kindergarten
HFLA Primary School

2014
HFLA Primary School

2014
My visit to the HFLA Primary School New Campus in May 2014
HFLA Primary School  Classroom Block
Completed: July 2015
HFLA SENIOR HIGH SCHOOL PROGRAM
HFLA SENIOR HIGH SCHOOL

Grand opening, 2015
HFLA UNIVERSITY PROGRAM
TOWARD HOME: PROPOSED UNIVERSITY

PROPOSED SITE FOR
HUMAN FACTOR LEADERSHIP ACADEMY
(UNIVERSITY COLLEGE)
TORVE - AKATSI
KEEP OFF
HFLA FIELD SCHOOL 2014
CHANGING THE FUTURE OF AFRICA
Please join with us in building on these accomplishments and efforts toward the achievement of the HFLA goal.

GOAL: Producing smart people who care so deeply about the feelings and well-being of Africans that they will use humane strategies to change Africa’s future/destiny from a charity-dependent and crises-ridden continent to one that will be self-sustaining and stable.
Please visit http://www.hfaa.lu/ to learn more about this exciting process that seeks to contribute immensely to restoring Africa’s dignity and helping it to benefit adequately from globalization.

Practical Education

Caring and Sharing Classrooms


Westhaven, Russell. 2013. *Introduction to Sociology*. 