

RESORTS, ADA, OSUN
STATE FROM
WEDNESDAY 15TH -
SATURDAY 18TH
SEPTEMBER, 2021

By

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- I am very delighted to be in your midst again after years of carrying out the struggle for the emancipation of the Polytechnic sector together.
- I appreciate your relentless efforts at keeping the flame burning.
- I commiserate with the entire ASUP family on the sudden demise of one of our former Presidents, Mallam Ali Kabir, may God grant him eternal rest and comfort those he left behind.

INTRODUCTION

Its quite reassuring that the Union is still on the path of progress and productiveness, as attested to by the event we are witnessing today.

It is a pointer to the fact that the Union is still alive to its responsibilities and remains focused.

The roles of training and retraining in the achievement of greater performance and higher efficiency in any organization cannot be overemphasised.

Our Union stands to benefit immensely from this kind of initiative because of the potential to gain new essential skills in dealing with contemporary challenges by its officers.

MY TRANSFORMATION FROM UNIONIST TO AN ADMINISTRATOR

Nature usually affords mortals to change roles in life.

What i found helpful in adapting to such change of roles is among others, personal attributes and the training ones has internalised over the years.

However, different roles come with different challenges.

As a union leader one is concerned with the welfare of members alone but as a chief executive, one has the entire polytechnic community as his constituency.

It must be pointed out that being a thorough bred unionist prepares one for the challenges of leadership at all levels.

SPECIFIC TOOLS REQUIRED FOR SUCCESSFUL TRANSMUTATION

- REALITY CHECK
- Ability to carry out self assessment
- No matter how savvy a person is before coming to a new turf, one should be ready to learn, unlearn and relearn certain things.
- A former unionist coming into the executive position would be confronted with a new reality due to the availability of hitherto inaccessible documents and information.
- All of these require delicate balance of actions that engender trust and confidence between the management and the various unions.

- OPEN COMMUNICATION
- We are living in the age of information
- According to Ayoko (2007), open communications promote mutual understanding.
- Open communication is borne out of honest listening, frankness, trust, and supportiveness(Rogers, 1987)
- Open communication yields strong feedbacks and promotes industrial harmony.

- EQUAL OPPORTUNITY

- This is another crucial element in fostering and improving job performance.
- When power is appropriately dispensed it facilitates peace and unity in the work place
- No matter how scarce the available resources, leaders must ensure equitable distribution.
- A unionist that found him or herself in the position of power should not condone what he would naturally kick against when in the union.

- JUSTICE AND FAIRNESS
- The theory of social contract as espoused by philosophers like John Locke, Immanuel Kant, Jean-Jacques Rousseau must be the watchword of any unionist who becomes a chief executive officer.
- To have a rancour free administration the principle of justice and fairness must be enshrined in the body polity of any institution.
- One practical way of achieving this is to be guided by the books
- Avoid double standards at all times.

- TRANSPARENCY
- Transparency ensures openness.
- Three metaphors of transparency, according to Ball (2009) should be mindful of, namely: all embracing mechanism to tackle corruption; as a tool for effective decision making; and as a necessary concomitant of good governance.
- It is a good virtue to always be ready to open book of financial situations to the people rather than explaining things to them in abstraction.

- ALL INCLUSIVE POLICY
- It offers the opportunity to bring many people on board.
- A union leader who is mounting the saddle of leadership of a polytechnic should leverage on his knowledge of the broad spectrum of the Polytechnic community in his or her various appointments.
- However, in building all inclusive administration, one should not lose sight of competence, commitment to duty, resourcefulness among other necessary attributes.
- Delegation of duty must be seen as part of mentoring preparing others for positions of leadership in the nearest future.
- It is heartwarming to note that the new Polytechnic Act actually promotes inclusive administration in the polytechnic sector.

- GOODWILL
- According to Merriam-Webster Dictionary, goodwill refers to "a kindly feeling of approval or support "
- It is the benefits and advantage of the good name, reputation and connection of a business (John, 1983).
- As unionists, we should know the advantages and importance of goodwill in the achievement of our set goals and desires in office.

- CREATIVITY
- A unionist becoming a chief executive must be creative in all ramifications: revenue generation, peace building, curriculum delivery, staff welfare etc.
- We should not be contented with the status quo.
- For instance, part of ways of increasing IGR could be mounting of new programmes and certificate courses, introducing more business lines into the polytechnic Ventures, blocking areas of wastage.
- It must be clear to us that only institutions with solid IGR can adequately take care of the welfare of staff.

INTERNALLY GENERATED RECTOR

- As a major stakeholder in the polytechnic sector, we must ensure its sustenance and growth.
- We must strive for the excellent performance of the sector.
- We must build on our strengths as a practical oriented institution and encourage the fortification of our members intellectually to be able to compete fairly with others.
- It is a thing of joy that holders of PhD are increasing in the Polytechnics of recent, the trend must be encouraged.
- We must guide and guard our sector jealously and insist on having internally generated rectors at the helm of affairs in the Polytechnics.

CONCLUSION

- Distinguished colleagues, ladies and gentlemen, I have shared the above to the fact that even in our changing roles, we should always stick to virtues, adhere to good principles and practice the golden rule of life which is ' Do unto others as you want them to do unto you '. I must equally say that i appreciate the opportunity and honour bestowed on me to share my experiences with my colleagues. Lastly, I must acknowledge the fact that having been a unionist has greatly enhanced the discharge of my duties as a rector.I appreciate you all and i am very delighted being in your company again after many years of being a chapter's chairman.

THANK YOU MIGHTILY