



# **Theme – Resilient Leadership for Sustainable Economic Growth.**

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## *Resilient Leadership for Sustainable Economic Growth.*

- ❖ Resilience – The capacity of a dynamic system to adapt successfully to challenges that threaten the function, survival, or future development of the system – Ann Masten, Professor University of Minnesota College of Education and Human Development.
- ❖ Leadership – The art of getting someone else to do something you want done because he wants to do it – Former US President Dwight D Eisenhower.
- ❖ Sustainable economic growth – Rate of growth which can be maintained without creating other significant economic problems, especially for future generations.

## *Resilient Leadership for Sustainable Economic Growth.*



Resilient leader must have dynamism to survive through adaptation without losing focus of the why and the what. Leaders cannot afford to disintegrate in the face of a crisis. They have a clear vision of what needs to be done and how it needs to be done. They balance the trade off between the here and now with the tomorrow and uncertain. Uppermost in their mind is the need to carry along other stakeholders by clearly articulating their vision in such a way that all stakeholders not only buy into the vision but actually see the vision as their own.

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### **ZESCO Limited in the equation:**

- ❖ Loss of stakeholder trust due to perceived poor service deliver.
- ❖ Uncertain financial viability.
- ❖ Loss of moral by the employees generally.
- ❖ Breakdown in governance. – (cronyism, perceived nepotism and corruption).

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**ZESCO Limited in the equation:** Building on the positives created by predecessors at all levels (appreciate the good of others) – board and management took a multipronged approach.

- ❖ Put off the ranging fires – Poor customer ratings, backlog, cashflow challenges, debt servicing, unsustainable tariffs with IPP, staff moral and aging infrastructure.(Literally swimming in the quagmire – option mourning – choice roll up sleeves and get to work).
- ❖ Start building a long term sustainable solution – know why ZESCO Limited exists – this informed board and management in mapping its stakeholders – Key, primary, secondary and others.

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### **ZESCO Limited in the equation:**

- ❖ Create a road map (Strategy Plan) – Environmental scan – identify what needs to be done – why it needs to be done – how it needs to be done.
- ❖ Identify key strategy plan anchors (Strategy objectives).
- ❖ Ten year rolling strategy plan – nothing is constant

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**ZESCO Limited in the equation:** - Sustainable growth – Capital equivalence.

❖ Capital equivalence approach in driving the strategy plan - All of the six capitals are important and must be treated equally (maintain and enhance):

- Natural capital – the environment.
- Human capital – ZESCO people at every level of the value chain.
- Man – made capital – the infrastructure (maintain, repair and upgrade).
- Social and relationship capital – the stakeholders - the society at large, customers, suppliers, financiers, government.
- Intellectual capital – idea generators (embrace innovators).
- Financial capital – financial health of ZESCO Limited (Government – IDC).

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Adapting from the AU Agenda 2063 - I am confident that Zambia, under the current leadership's vision, has the capability to realise her full potential in development, culture and peace and to establish flourishing, inclusive and prosperous societies. - and fulfil the aspiration in the last stanza of our National Anthem – One land and one Nation is our cry, dignity and peace beneath Zambia's sky. Like the noble eagle in its flight, Zambia praise to thee!!!





I thank you all for listening!