Nursing leadership within The African philosophy of ubuntu

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OUTLINE OF THE PAPER

- Introduction
- African leadership
- Principles of African leadership
- Application to modern setting
- Recommendations
- Conclusions
BELIEVE

- If you believe and I believe and we together pray
- The holy spirit must come down
- And nursing will be saved
- Nursing will be saved  X 2
- The holy spirit must come down
- And nursing will be saved
INTRODUCTION

- Literature on nursing leadership emanates from the western theories and philosophies which are not congruent with the African context and ways of living.
- It is paramount that the 21st century leadership recognises that strong leadership should take into account the context in which they are practicing by incorporating values and belief systems of those that they lead.
- The African philosophy of Ubuntu will be used as an emerging indigenous leadership philosophy which is being offered as a legitimate alternative to Western leadership philosophies.
LEADERSHIP

- is a process,
- involves influence,
- occurs within a group context,
- involves guiding and directing followers towards goal attainment and
- is visionary, inspirational, invitational and transformational.
UBUNTU PHILOSOPHY

- Derives from the saying “umuntu ngumuntu nga bantu” (a human is a human being through other human beings)
- Ubuntu means ‘I am because you are’, ‘a person becomes human through other persons’, and ‘a person is a person because of other persons’.
- Ubuntu is the basis of the morals that binds together all Africans.
- The term is found in most of the African Languages.
- Ubuntu tends to approach cultural protocols, values and behaviors as an integral part of caring for another.
VALUES

- It emphasise personal traits such as respect, caring, compassion, kindness, warmth, understanding, sharing, humanness, reaching out, wisdom, and neighbourliness
AFRICAN LEADERSHIP

- Servant leadership
- Power sharing
- Empowerment
- Value based
- Relational
PRINCIPLES OF AFRICAN LEADERSHIP
BASED ON UBUNTU

- Collectivism and Solidarity (mutingati)
- Communitarianism
- Sharing of opportunities, responsibilities and challenges.
- Honest appreciation of differences
- Participatory decision making and consultation,
- Reconciliation as a goal of conflict management
- Consensus
COMMUNITARIANISM

- Ubuntu emphasise communitarianism, sharing of opportunities, responsibilities and challenges
- Ubuntu is not about selfishness but emphasize sharing of knowledge, strength and expertise to uplift the organization
- The Venda saying, *Muthu u bebelwa munwe (a person is born for the other)*, also captures the interdependence between self and community
- SIMUNYE –WE ARE ONE
We/I

- Bureaucracy – what is in for me?
- Ubuntu – what is for our organization?
- I / We principle –
- in Ubuntu- self is fulfilled through others.
Ubuntu is about solidarity, sharing responsibilities and the idea that there is strength in numbers.

We as human beings forget to look towards the smallest things in nature which teach the greatest of examples.

Geese fly in a “V” shape in numbers of around 25 and more so that they are able to fly 70% more than a goose that would fly by itself.

The goose in the front will obviously get tired quicker than the rest and will therefore fall to the back of he “V” in order to gain strength. The next goose will therefore take over and so on and so forth.

This way of flying symbolizes unity and a sharing of responsibility. The true spirit of Ubuntu is illustrated by geese through this way of helping each other get further by unifying and working together
Ubuntu emphasizes the sense of belonging and an obligation to another

Ubuntu world view is a community-based mindset in which the welfare of a group is greater than the welfare of a single individual in a group

Izandlazia gezana (the right hand washes the left hand and the opposite is true)
INDIVIDUALISM

- Individual autonomy emphasize caring for oneself
- We are living in a capitalist society that emphasise:
  - individualism,
  - uniqueness,
  - differences
  - Independence

Accompanied by self-centeredness, competitiveness, jealous and greed which erode the moral fibre of our society

- Individualism goes beyond the individual thus affecting the institutional levels
- Individualism in Policies and practices e.g. promotions and tenureS
APPLICATION TO MODERN SETTING

- Relationship orientated management
- Intellectual dynamism and visionary leadership
- Participatory decision making
- Succession planning
- Teamwork, Collaborative partnerships and sharing (mutingati)
SHARED DECISION MAKING

- Consultation using dialogue
- Mutual trust and respect
- Open communication
- Teamwork
- Communalism / collectivism
- Common vision
PLANNING

- The use of songs and slogans
- Story telling
- Building relationships
- Acknowledging each other
- What do people want
- Where do they want to go
- How do they want to go there
LEADERS ROLE

- Delegation of authority
- Ability to step back
- Ability to praise and acknowledge team members
- Sharing success and limelight with others
- Decision-making based on consensus
- Shared values – shared vision
TRAINING OF LEADERS

- Share knowledge with others and teach the young staff for continuity
- Information is transferred to the young through Role Modelling, Participation in actions, watching and doing
- Inculcate responsibility and caring for others
- Mentoring and coaching
- Inform, educate, demonstrate, create and ensure that there is cooperation
- **Empowerment, training and education occur simultaneously**
SUCCESSION PLANNING

- Create spaces for individual leadership development
- Allocate each individual responsibilities.
- Identify successors
- Involve young and second tier leaders
- Transparency in appointments
- Open door policy
ADVANTAGES

- Personal accountability and ability to exercise own discretion
- Exercise of personal morality encouraged
- Support guaranteed through authentic discourse and consensus
- Self-fulfillment and ownership
TEAMWORK
CONCLUSIONS

- “a chief is a chief by the people,” underlies the traditional way in which leaders, through listening to people, understand the place of the common good.

- Nursing need virtuous leaders with ubuntu who aims to serve the public with pride.

- One who persevere to serve the public in order to be celebrated not tolerated.

- A nurse who when he/she dies or retires will leave a legacy not a vacancy for he/she keeps hope alive.

- One who knows that her success in life will be measured by how many lives she touches not how much money she earns.
Thank you :Ndo livhuwa Aa