

## Exploring the State of Leadership Effectiveness of Tertiary Institutions in Nigeria

**Authors :** Ojeka Alexandra

**Abstract :** The study investigated the leadership effectiveness of leaders of tertiary institutions in Nigeria. The study sought to examine the leadership styles adopted, the leadership energy and effectiveness of the leaders of two tertiary institutions. The research was undertaken at two institutions, one Polytechnic and one University. The population of the study was the lecturers and the heads of departments of the two institutions. The leadership matrix and leadership effectiveness index questionnaires were employed to collect quantitative and qualitative data. The preferred and practiced styles were compared and contrasted to determine whether or not they were used to achieve goals and objectives of the lecturers and the organizations. The recommendations contribute towards the academic and professional development of the lecturers and their institutions.

**Keywords :** leadership, leadership effectiveness, leadership energy, tertiary institutions, and leadership styles

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