

## CHAPTER TWENTY ONE

### VOX POPULI: WHAT PEOPLE SAY ABOUT PROF. EUGENE OKOYE NWADIALOR

**Prof. Ejikemeuwa J. O. Ndubisi**

Department of Philosophy & Religious Studies

Tansian University, Umunya, Anambra State, Nigeria

[ejo.ndubisi@tansianuniveristy.edu.ng](mailto:ejo.ndubisi@tansianuniveristy.edu.ng); [ejikon4u@yahoo.com](mailto:ejikon4u@yahoo.com);

+2348062912017

#### PREAMBLE

The old Latin adage: *Vox Populi, Vox Dei* literally means the 'voice of the people is the voice of God'. This adage implies that the general view of people about a particular person or issue cannot be different from the view of the gods or God. It is also very logical to say that when majority of people, without any form of bias or pre-judgment, state their views independently and also point to the same direction, there is every probability that their positions cannot but be true. This is the beauty of inductive reasoning. This chapter, therefore, is a documentation of various comments about Prof. Eugene Okoye Nwadiakor. Truly, Prof. Nwadiakor is a man of many parts. He has associated with different people from varied backgrounds. Below are some of the comments from the selected respondents:

A Member of the Governing Council of Tansian University, Umunya and also the Deputy Vice Chancellor, Paul University, Awka, **Prof. Chinyere Stella Okunna**, comments on Prof. Nwadiakor's uncommon leadership styles. She has this to say:

Professor Eugene Okoye Nwadiakor is a renowned Academic in whom I am well pleased. A man of many parts, Prof. Nwadiakor is an astute Administrator and expert Manager of human resources, a compassionate and

humane Leader, an erudite Scholar and knowledgeable Educationist, a trail-blazing Accountant of international repute and, above all, a God-fearing man. Indeed, in Prof. Nwadiolor, we see an accomplished and experienced Professional of many parts. He is truly in a class of his own, as exemplified by his widely-commended stewardship as the Vice-Chancellor of Tansian University where his landmark accomplishments 'speak' eloquently about his uncommon dedication/commitment to service to God and to humanity. Our dear colleague 'Professor Eugene', may God bless you, and may it continually be well with you.

In a very powerful but few lines, the **Emeritus Professor F. C. Eze** writes from Godfrey Okoye University, Enugu and exclaimed: “Prof. Nwadiolor who I fondly call OGIDI, (on account of his versatility and competence) had been known to me for over two decades, as an urban minded man of integrity, a talented and knowledgeable academic manager and Administrator that is deeply Committed to the practice of Human Capital Development. His other virtues include honesty, benevolence, humility and remarkable capacity to always go the extra mile in pursuit of excellence and the common good.”

The Rector of Federal Polytechnic, Ohodo, Enugu State, Nigeria, **Prof. Edwin Onyeneje** summed up his thoughts about Prof. Nwadiolor in the following words:

Professor Eugene Okoye Nwadiolor, a quintessential scholar, and academic and administrator of note, has been known to me since 2009. We were together in Godfrey Okoye University where he served as the Dean, Faculty of Management Sciences; while I was the Deputy Vice Chancellor of the University. He has distinguished himself in scholarship and administration.

Professor Eugene Okoye Nwadiolor is a Professor of

Accounting, has innumerable scholarly works to his credit. A dedicated and consummate academic, who has used his wealth of knowledge and experience to impact humanity positively. As Dean, Faculty of Management Sciences, Godfrey Okoye University, Enugu State; he was exceptional.

It was not surprising that his reign as the Dean saw the faculty grow in leaps and bounds. Professor Nwadiakor is not only a scholar of great repute but also a thorough administrator. His interpersonal relation is top-notch. With him, there is never a dull moment. It is always a convivial atmosphere, even in the face of daunting tasks. Little wonder why he navigated the murky waters of academic leadership for such a long time with a lot of ease. He was Rector, Federal Polytechnic Oko, Anambra state for over a decade. This is a very rare feat. He is today, the Vice Chancellor of Tansian University, Umunya, Anambra state; a position he has held thus far with equanimity.

I am proud of his exploits in the academia and glad to identify with him. We do urge him to keep up the good work.

The Deputy Rector (Academic), Federal Polytechnic, Oko was enthralled by the person and personality of Prof. Nwadiakor as manifested in his [Prof. Nwadiakor's] days as the Rector of Federal Polytechnic, Oko. He states:

Prof. E. O. Nwadiakor came into the Poly as an accomplished administrator. He became Rector when the institution needed a bridge builder and a visioner. And he did not disappoint. Between 1988 to 1998, while in the saddle, he brought sagacity and innovation in the leadership of the institution. To scale the hurdle of serious under funding as a State owned Poly, his creative and ingenious capacity for self-reliance gave birth to the introduction of a unique distance learning program popularly known then as University of the Air (UniAir).

The program, not only sustained the Poly, but also midwived the accreditation of our academic programs as well as the monumental development of material and human resources. The distance learning program gave many Nigerians unfettered access to quality education. The slogan "ANAMPOLY IS OKAY" became a password for the beneficiaries of the uncommon transformation that heralded Prof.Nwadiakor's stewardship in the Poly. Our Mass Communication Department became a hub for training world class public relations practitioners and journalists. His special touch and ability to easily bond with people presented him the golden opportunity to strike for the takeover of the Poly by the Federal Government in 1993.He impressed Dr,ChukwuemekaEzeife, the then Governor of Anambra State, Prof Ben Nwabueze, Secretary (Minister) of Education and General Ibrahim Babangidathe then President and overnight, the Poly was taken over by the Federal Government. His strong character and mental disposition endeared him to many Governors, Ministers and Presidents hence he became one of the longest serving Rectors in Nigeria. He left a legacy of hard-work, love for humanity and above all malice to none. He is a very simple person, easy going and accommodating.

An erudite scholar and a lecturer at the Department of English Education and Literary Studies, Tansian University, Umunya, Dr. Reginald Facah., couched his reflection about Prof. Nwadiakor in a title: PROFESSOR EUGENE NWADIALOR: THE PERSON AND THE PERSONA. He explains:

Conservative in person but liberal in persona (whatever that means), Professor Eugene Nwadiakor's person, visage and couture contrast positively with his rather febrile and liberal persona. Indeed, while the persona soars high and relevant in the eclecticism of his management and

leadership submissions and interventions, the person would rather be left alone in his private corner of the earth - very much contented with his share of life.

As a person, Professor Nwadiakor is a great soul, enigmatic, friendly, fun to be with, and highly knowledgeable in several disciplines from the humanities to fiscal matters and management development matters including law. He is urbane, helpful, resourceful, courageous and calm in the face of adversity, especially of the Nigerian university management type. His come-untome ability to connect with humanity is perhaps his greatest human virtue. Prof. is a friend of the low and unknown as well as the high and mighty, leaving no one inadequate while at it.

Prof. and I met in very incongruous circumstances. I was a lecturer at the Salem University in Lokoja when Prof. Nwadiakor came on a Nigerian university commission (NUC) accreditation exercise. We had a brief encounter, and I did not know the great man was head hunting. There and then, he said I am an interesting young man whom he would like to work with. He gave me his call card and I thought that was the end of the matter. Eight months later, I got a call from him asking if I could be at Awka the next day as they had an accreditation exercise the next day at Tansian university in Umunya. I made the trip and the rest they say is history. He ensured I fitted perfectly into the English department here, where I am thoroughly enjoying my work and contributing to the development of Tansian University.

Prof. has a busy, active, and ever working mien on his all-knowing, deceptively dull face but with eyes that glint with the sparkle of the eternally young at heart. He carries his age well, save for his leg issues if you are discerning

enough to notice it. He walks with a swagger that belies his age. I can't recall how many times Prof has suddenly appeared from nowhere to surprise my students and I during lectures at the podium, auditorium and at the new building lecture rooms. Always, he would have a word of wisdom and encouragement for the students. Easily animated in discussions not just the academic and accounting or management ones, his clarity of thoughts were as poignant as his large intelligent forehead.

However, like most great men, Prof. Nwadiakor, whose academic brilliance shone like a thousand stars from his youthful days, has an uncanny ability to inspire competence in people. The timbre of his soft, yet authoritative and magisterial, water-over-rock voice, could hold you spell bound the whole day. To listen to professor Nwadiakor hold court is truly a most pleasurable and worthwhile experience.

Being very much at home with his kith and kin, Prof. Nwadiakor is a man of culture and a proud Igbo man even in his avowed cosmopolitan world view. He ensures traditional protocols are kept in his private and public ceremonies with kola nut presentation a constant decimal in his public engagements. The traditional Igbo red hat and native jumper shirts are part of his everyday couture as he very rarely wears the English suit. He is the *IchieOgidi* and *Ozueomee*. He is the Chairman, Ichi Development Board of Trustees, Chairman, Ichi Brothers League Scholarship Board, Member, Igwe-in-Council and a 4<sup>th</sup> Degree Knight of St. Mulumba.

Interestingly, with all his fiscal training and professionalism, Professor Nwadiakor is a believer in the deity of Jesus Christ; no, not the fanatically, church going, tongue talking and demon chasing kind, but that calm belief in the supreme deity that runs deep and true. A hearty

catholic at heart, Prof. is a Roman and not a Nigerian Catholic. And he is perhaps Nigeria's best brain in the Accounting and Taxation industry.

The Former President General of Ichi Development Union, **Chief Ezekiel Anene Okeke, JP KSC** (UgwumbaIchi) observed that Prof. Nwadiakor is a home-grown leader and peace maker. In his articulate and emphatic words, he asserts:

Prof. Eugene Okoye Nwadiakor is a native of Ichi Town in Ekwusigo Local Government Area of Anambra State. He is an academian par excellence and the former Rector of Federal Polytechnic Oko and currently the Vice Chancellor of Tansian University, Umunya. He is a titled man in Ichi Kingdom and very active in the activities of Ichi development Union of which he was the Chairman of the Board of Trustees.

He is a type of leader that settles disputes amicably without partiality. He is a beacon of hope to the youth both academically and gainful employments of which I am very proud of him.

Prof. Nwadiakor has very high value for his family and he is happily married with children. In Church activities, he is a Knight of St Mulumba and a very active member on 4th degree level. He has made his marks in the sands of time and his footprints will not be erased. I thank God for blessing the Ichi Kingdom with Prof. Eugene Okoye Nwadiakor (KSM) and I pray that God will bless Ichi and the society at large with more people like him.

The Dean of School of Postgraduate Studies, Tansian University, Umunya, **Noble Professor Ifeanyi Desmond Nworji, Esq.**, a renowned accountant and law guru, describes Prof. Nwadiakor as a silent achiever and a man of impeccable character. He has this to say about Prof. Nwadiakor:

I met Professor Eugene Okoye Nwadiakor for the first time in 1988 when I went to Oko Polytechnic(now, Federal Polytechnic, Oko) for the Institute of Chartered Accountants of Nigeria(ICAN) accreditation of the Polytechnic's accountancy programme. He was then the Rector of the Polytechnic. It was an interesting exercise as everything needed for work was in place and we had no option to deny them accreditation. I met him closely for the second time in 2014 at the Ikeja Airport Hotel at the presentation of letter of accreditation to the successful tertiary institution. I think he may have come to represent Godfrey Okoye University in Enugu, Anambra State while I came to represent Babcock University, Ilisan Remo, Ogun State. It was an exciting moment to see him now as an erudite Professor of Accounting, after serving out his two tenures as the Rector of Oko Polytechnic. One important thing I learned from my meeting him as a Professor after serving out his tenure as Mr. Rector is that there is no end to the search for knowledge and that hard work and perseverance are the drivers of excellence. As my boss, my appointment with Tansian University, Umunya, Anambra State has afforded me the uncommon opportunity to know him much better than in the past. He is a man of high moral value, a man of quality, a man of unique and impeccable character, a man of integrity, a man of equity and justice, a humble and transparent man, a man of peace, and above all, a silent achiever.

I congratulate him for this honour which he very much deserves and thank those who put their thought together to arrange and produce this Festschrift in his honour

The Dean, School of Postgraduate Studies who is also the Director, University Research, Publication and Ranking, Godfrey Okoye University, Enugu, Nigeria, **Prof. Sergius N. Udeh** proudly called himself a worthy mentee of Prof. Nwadiakor. He averred that he never regretted following the leadership footsteps

of his mentor – Prof. Nwadiolor. Read his expressions:

Before year 2011, I did not know anybody with the name Nwadiolor. It was in October 2011 when I attended an interview for an academic appointment into the only Catholic University owned by a single diocese in the whole of West African Sub-region (Godfrey Okoye University, Enugu, Nigeria) that I came across this academic colossus of our time. He mercilessly bombarded me with unimaginable questions in all spheres of Accounting. As a worthy doctoral student then, I proved my mettle. I was consequently appointed a Lecturer II.

On assumption of duty, I quickly noticed that the man who ceaselessly unleashed questions on me during the recruitment interview was Prof. Eugene O. Nwadiolor, the Pioneer Dean of the Faculty of Management and Social Sciences of the University, where my Accounting and Finance Department is domiciled. This scenario created the opportunity for me to work closely with him. Swiftly, I discovered that Prof. Nwadiolor symbolizes good leadership and unparalleled inspiration to young academics. I consequently clinged to him tenaciously. He became my mentor.

My adherence to his instructions and guidance undoubtedly paved way for my seamless academic growth. Today, I am a Professor of Accounting and I have left enviable legacies as a former Head of Department of Accounting and Finance, Dean, Faculty of Management and Social Sciences and presently, Director, University Research, Publications and Rankings and Dean, School of Postgraduate Studies. I incontrovertibly owe these my successes and achievements in academia to good guidance, impeccable mentorship and invaluable advice I received from Prof. Eugene Nwadiolor.

To me, Prof. Eugene Nwadiakor is a giant in the academia who has impacted so many in the course of his service to humanity. He deserves celebration among his contemporaries and mentees.

A staff of the National Universities Commission (NUC), Abuja, **Garba Muhammad Raiyanu**, remarked that Prof. Nwadiakor is a detribalised leader who is very generous and accommodating:

I met the person I call my father for the first time during NUC Accreditation exercise at the University of Maiduguri. He treated me like his son and like someone that he knows for long time or I can say for ages.

Baba Tansian (the way we usually refer to him with some of my colleagues at the office) is someone I learned a lot from. He is a man known for patience, endurance, accepting responsibility, taking other people's problems like his own in order to clean their tears.

Professor Eugene Nwadiakor is someone that I can't quantify how generous and above all, the down to earth kind of his kindness and generosity to everyone that come across to him.

We love you and appreciate you always "BABA TANSIAN". May Almighty Allah continue to replenish your purse, give you good strength, sound and long life and prosperity. Thank you my father for all you have done to me. We pray to Almighty God and thank him for your life.

No words can be enough to describe Baba Tansian as we fondly call him. My father may you live long and see the good benefits of your work.

**Nnenna Violet Udebu** of the Office of the Vice Chancellor, Tansian University, Umunya, is very emotional and candid in her reflection on Prof. Nwadiakor:

I am delighted to be invited to share a few thoughts on the leadership and administrative prowess of a quintessence of our time, Prof. Eugene Okoye Nwadiakor. I pride myself as one of those who can make an authoritative and categorical statement on the leadership and administrative qualities of Prof. Nwadiakor, having spent the greater part of my professional life working closely with him, providing administrative and secretarial assistance to him and his office, first, as the Dean of the Faculty of Management and Social Sciences (FMSS) and Director of General Studies at the Godfrey Okoye University, Thinker's Corner Enugu State and currently, as the Vice Chancellor, Tansian University, Umunya, Anambra State.

Having worked closely with him over these years, I can attest without fear of contradiction, that Prof. Nwadiakor is truly an amazing leader. Because of limitation of time and space, I will simply summarize my personal thoughts about the administrative and leadership qualities of this amazing leader of men and materials.

- First, Prof. Nwadiakor is a selfless leader and astute administrator. He is a man who is entirely focused on the needs of people around him and on their professional and personal development, more than his own interest. He challenges and motivates anyone around him to continuous professional and personal development.
- Secondly, Prof. Nwadiakor is not a boss, but a leader and a servant-leader at that. He personally dislikes the idea of a boss and would quickly and routinely remind anyone around him, that he is not a manager or a boss but a teammate. All through the years I have known Prof. Nwadiakor, he has never played or portrayed himself as a boss. He is indeed, a team player and servant-leader.

- Thirdly, Prof. Nwadiakor is a workaholic. Being a workaholic himself, he demands high performance from anyone that works with him. Those who have worked with him will attest to the fact that working under him demands a high level of dedication, hard work and perseverance. Prof. Nwadiakor has zero tolerance for lazy people and do not accept excuses for poor performance.
- Fourthly, Prof. Nwadiakor is not only a workaholic; he is also a compassionate leader. While setting high standards for anyone that works with him, he also provides the means and support for achieving them. Prof. Nwadiakor always deliver honest and even tough feedbacks but he does so in ways that make the subordinates want to be better instead of feeling bitter and resentful. There are few leaders that engender these attributes of support and compassion among their subordinates.
- Fifthly, Prof. Nwadiakor is a father-figure and a listening father-figure at that. Indeed, while Prof. Nwadiakor has zero tolerance for laziness, he provides listening ears to anyone around him. He is always willing to listen to other perspectives, and despite his huge academic and professional pedigree, he still easily and readily succumbs to superior argument. Not many leaders combine excellence and humility as exhibited by Prof. Nwadiakor.
- Prof. Nwadiakor exhibits high moral and ethical candor in all his dealings. He abhors dishonesty and moral decadence like a plague. He epitomizes the true Christian essence and teaching of our Lord Jesus Christ, that “let your yes be yes and your no be no”. At a time when many leaders do not care about morality, Prof. Nwadiakor carries the banner of high ethical standards like a trophy and expects anyone who works with him to be unwaveringly upright.
- Finally, Prof. Nwadiakor's leadership style is one of pragmatic and democratic infusion. He carries everyone

along, without compromising his independence and what he thinks will be in the best interest of everyone. It is therefore, no wonder that many, including myself, who have worked several years in positions that they were unchallenged and under-utilized, have flourished under his management and leadership style.

As I mentioned earlier, I have had the privilege of working with varying levels of leaders over the years, but Prof. Nwadiakor truly is the very best that I have ever encountered. Indeed, I cannot say enough about how much I appreciate his support over these years and for his fatherly role in my personal, professional and educational development.

In a very poetic but frank manner, the NBTE Desk Officer, Federal Polytechnic Oko, **Mr Udeze Chigozie**, mused in the following lines:

Here is the man condemned to doing great exploits. As an academia, he bestrode Federal Polytechnic Oko like a Colossus.

The Only Rector with a record of attending his academic lectures and marking the scripts thereafter. His office was never closed to anybody, being you of any class category.

He loved more the downtrodden as much as he interacts with the high and mighty.

Purposeful in duty with a heart too tender to ignore a cry for help. As a student, I took him like an alien sent from other planet to render a very difficult job of school administration which he did with a touch of class.

A man without enemy who rather will prefer to work with supposed enemy than those who will cluster to sing him

vainglorious praises.

Till date his presence in Federal Polytechnic Oko will draw crowd to the point that he will always feel embarrassed how the incumbent Management will feel with the kind of love and affection he commands.

In summary, Prof Nwadiakor made us understand the power of administrative ingenuity. Setting high goals and achieving same with less casualty that such job demands.

Some people call him Father Father but the greater number then call him OzuoOmee! But I in particular took him as my Mentor and Father who set the path to my academic sojourn and success.

The Secretary to the Vice Chancellor, Tansian University, Mr. **Raphael Ikechukwu Ibekwe**, in his unique way laid bare his mind about the personality of Prof. Nwadiakor:

Professor E. O. Nwadiakor, Ph.D, FCCA, FCA, FCTI, has exhibited tremendous proficiency as a Fellow and Certified Chartered Accountant/FCTI, and an Administrator in his areas of endeavours. His ability to manage men and resources is second to none. The display of his excellent level of knowledge and understanding in planning and executing simple as well as difficult policies on human and material resources is premised on his achievements in Tansian University as the Vice-Chancellor and Chief Executive of the Institution.

To raise accredited number of departments from three (3) to fourteen (14) and above, in any institution, is a feat that every sitting manager would want to achieve. Coupled with the erection of new structures in Tansian University and the resultant influx of students in different disciplines is an eloquent testimony of the numerous achievements of

Professor Nwadiolor in Tansian University.

Professor Nwadiolor is a moralist to the core. He transparently runs an open office, accommodating the big and the small. To collect and collate his achievements in Tansian University, Umunya, and beyond in a book, is well deserved, and would encourage young managers to emulate him in the onerous task of educating and imparting knowledge to teaming Nigerians who want to better their lives and the economy of the generality of our people and the nation.

In a very simple and lucid manner, a member of staff of the Federal Polytechnic, Oko, **Queen UcheJefuomer** remarked that the leadership qualities and styles of Prof. Nwadiolor is unparalleled. For her, Prof. Nwadiolor is an administrative genius:

Professor Eugene OkoyeNwadidor's leadership style is second to none. He is a good admixture of benevolence, intelligence and patriotism. His developmental stride in Federal Polytechnic Oko in terms of infrastructure stands tall for posterity to witness. He laid a solid and lasting infrastructural foundation that stands the test of time in Federal Polytechnic Oko. He established and equipped a first class library, recruited sound teaching and non-teaching staff which gave rise to the churning out in large numbers of intellectually sound graduates that today compete favorably with their counterparts all over the world.

An administrative pundit, Prof. Nwadiolor was always ready to receive anyone and his door was open to all at any time not minding one's rank or status. He was a good listener who promptly solves others problem at the very mention of it and leaves one smiling home satisfactorily. In his humanistic tendency, he loves to see that every segment

of community is happy and merry. He did not owe anybody any penny that was due to him or her.

During his time as a Rector of Federal Polytechnic, Oko, his administration was considered a paradise on earth. He was the first Rector that pioneered distribution of Christmas gifts and palliatives. Every December trailer loads of rice, chicken, turkey, vegetable oil, onions, tomatoes etc, were distributed to the entire staff to the extent that no one would have the need to visit market again for those items. Indeed, Professor Nwadiakor has no comparison in administrative assessment. He is an administrative genius who knows what to do and when to do it. In fact, when a good man is on the throne the people rejoice. May God give us one million Nwadiakors.

The Secretary, School of Postgraduate Studies, Tansian University, Umunya, **Mrs. Uzoma Lucy Eze** succinctly testifies:

To rule is not easy. To be an Administrator is not easy. It demands a lot of wisdom, tolerance, dedication, team work, hard work and most importantly, the fear of God. Prof Eugene Nwadiakor possesses these qualities. He brought positive changes in Tansian University in physical structures and otherwise. In his Administration, the nearly dead postgraduate school was resurrected. In his Administration, the long delayed staff promotion took effect. My dynamic Vice Chancellor is indeed a seasoned Administrator. I doff my cap for him. May God give us more of Prof. Nwadiakor as the Vice Chancellor of Tansian University.

**Ofulume Chike, Esq.** writes from Federal Polytechnic, Oko:

Ozuome as he is popularly called by his many admirers, is a living legendary hero of our time. His administrative style and acumen is immeasurably unparalleled in the annals of Federal Polytechnic Oko. His administrative

ingenuity and ease marks him out from the rest of Rectors past and present. Professor Eugene Nwadiakor is many-in-one, he is a teacher, administrator, counsellor, physician, a friend, father and benefactor.

During the pendency of his reign, he combined the work of administration and teaching. In fact, he never missed class when it was time for him to teach. As a physician, he feels the pulse of his students and staff alike and was wont to invite them to his office for a good counseling. Nobody dreaded him or his presence rather, he was a friend to all as everyone would like to have a handshake with him. Infact, Ozuome goes around without escort of any kind since he reserves no skeleton in the cupboard.

Ozuome's kind generosity and accessibility to the hoi polloi speaks to the people. Indeed, he is a man of the people and exemplary specie for emulation.

**Dr. Livinus Ifeatu Nwokike, JP**, of the Department of Human Right, Faculty of Law, Nnamdi Azikiwe University Awka, summed his thoughts about Prof. Nwadiakor in a title: **Prof. Eugene O. Nwadiakor: An Academic Administrator as A Courageous and an Empathetic Leader:**

When I was invited to comment on the leadership quality of the Vice Chancellor of Tansian University in a paragraph, I said to myself that a paragraph may not be enough for me to say all I know about him but as a loyal servant, let me restrict myself to that instruction. After all, “res ipsaliquitor” which means the thing speaks for itself. It can be hard to speak at work, whether you want to voice a new idea, provide feedback to a direct report, or flag a concern for someone above you. That's part of the reason courage is a key trait of good leaders. Rather than avoiding problems or allowing conflicts to fester, having courage enables leaders to step up and move things in the right direction. A workplace with high levels of psychological safety and strong conversational skills across the

organization will foster a coaching culture that supports courage and truth-telling. Again, empathy is correlated with job performance and is a critical part of emotional intelligence and leadership effectiveness. If you show more inclusive leadership and empathetic behaviors towards your direct reports, our research shows you're more likely to be viewed as a better performer by your boss. Empathy and inclusion are imperatives for improving workplace conditions for those around you. These are synonymous with Prof. Eugene Okoye Nwadiakor as far as I am concerned in Tansian University, Umuoya, Anambra State. This makes him an efficient, exceptional, effective and a humane leader.

An Administrative staff in the Office of the Vice Chancellor of Tansian University, **Ms. Oluchi Linda Okafor**, couched her thoughts about Prof. Nwadiakor thus:

Professor Eugene Okoye Nwadiakor has been a trailblazer in the realms of administrative leadership and human development. His commitment to fostering dynamism in these fields has left indelible marks, inspiring countless individuals and shaping the landscape of leadership and development strategies.

### **Administrative Leadership:**

Professor Nwadiakor's pioneering insights into administrative leadership have transcended conventional paradigms. Through his mentorship and innovative approaches, he has instilled a sense of dynamism among leaders, advocating for adaptive, visionary, and inclusive administrative practices. His emphasis on effective communication, strategic thinking, and transformative decision-making has redefined the essence of leadership in various spheres.

### **Human Development:**

In the realm of human development, Professor Nwadiakor's contributions have been transformative. His dedication to nurturing individuals and communities toward their fullest potentials has resulted in the implementation of impactful strategies. His advocacy for holistic development, encompassing education, health, socio-economic empowerment, and ethical values, underscores the importance of a well-rounded approach to human flourishing.

### **Legacy and Impact:**

This Festschrift in honor of Professor Eugene Okoye Nwadiakor serves as a testament to his enduring legacy. It celebrates his scholarly achievements, unwavering dedication to advancing administrative leadership, and unwavering commitment to human development. This compilation pays homage to his ideas, influence, and tireless efforts in shaping a more dynamic and inclusive world through his teachings, research, and exemplary leadership.

Professor Nwadiakor's legacy will continue to inspire generations, fostering innovative thinking, ethical leadership, and a deeper understanding of human development. This Festschrift stands as a tribute to his exceptional contributions and enduring impact on administrative leadership and human development.

The Public Relations Officer of Tansian University, **Barr. Bony Amalu**, opines that Prof. Nwadiakor is an excellent leader:

Prof. Eugene Okoye Nwadiakor is an astute manager of the scarce resources of men, material and money. He is a turnaround/transformational leader in academics, accounting/taxation, and human resources. His legacies reverberate from the Federal Polytechnic, Oke;

Chukwuemeka Odumegwu Ojukwu University, Igbariam; Godfrey Okoye University, Ugwuomu, Enugu, among others; and the programmes of VISION, MISSION and STRATEGIC LEAPS and IMPLEMENTATIONS currently taking place at Tansian University, Umunya. Truly, Prof. Nwadiolor is an administrator with a difference.

### CONCLUDING REMARKS

The point being made above is that Prof. Eugene Okoye Nwadiolor is a good manager of persons and things. Truly, *voxpopuli, vox Dei* – the voice of the people is the voice of God. The people have spoken, and the gods have accepted their verdict. The Holy Book says: By their fruits, you shall know them. In this case, one can simply say: *res ipsaloquitur* (the matter speaks for itself). From the positions of all the respondents above, one can say that Prof. Nwadiolor is a benevolent leader and a dynamic administrator. He is an administrator with a human face. One fact that is very clear is that the leadership qualities and administrative styles of Prof. Nwadiolor, as attested by the respondents above, are to be admired and worthy of emulation.