BY-LAWS OF THE INSTITUTE OF LEADERSHIP ASSESSMENT AND DEVELOPMENT NIGERIA (ILAD)

PREAMBLE

These By-Laws are enacted to govern the internal management, administration, and operations of the Institute of Leadership Assessment and Development Nigeria, hereinafter referred to as ILAD or the Institute. The Institute exists to develop capable leaders and competent managers across Nigeria and the African continent through rigorous assessment, training, credentialing, and mentoring programmes. These By-Laws shall be binding upon all organs, officers, fellows, and staff of the Institute from the date of their adoption by the Governing Council.

ARTICLE I - NAME, REGISTERED OFFICE AND LEGAL STATUS

Section 1.1 - Name

The full and official name of this body is the Institute of Leadership Assessment and Development Nigeria, which shall operate under the abbreviated name ILAD Nigeria or simply ILAD in all official and public communications.

Section 1.2 - Registered Office

The registered office and principal place of business of the Institute shall be situated in Abuja, Federal Capital Territory, Nigeria. The Governing Council may, by resolution passed at a duly constituted meeting, authorise the establishment of branch offices or liaison offices in any state of the Federal Republic of Nigeria or in any country on the African continent where the Institute has a recognised operational presence.

Section 1.3 - Legal Status

The Institute is a duly constituted professional leadership development institution operating across Africa. It functions in accordance with applicable Nigerian law, its founding Constitution, and these By-Laws, and it shall have the capacity to contract, hold property, sue and be sued, and conduct all lawful activities in furtherance of its objectives.

Section 1.4 - Seal

The Institute shall have an official seal, the design and form of which shall be approved by the Governing Council. The seal shall be applied only to documents formally authorised by the Governing Council or the Director General, and its use shall be recorded in the official register of the Institute.

ARTICLE II - MISSION, VISION AND CORE VALUES

Section 2.1 - Vision

The vision of the Institute is to become the foremost institution for leadership assessment, development, and certification on the African continent, recognised for excellence, integrity, and measurable impact on organisational and public life.

Section 2.2 - Mission

The mission of the Institute is to identify, assess, train, and develop ethical, capable, and globally competitive leaders and managers for businesses, public institutions, civil society organisations, and the broader African development ecosystem.

Section 2.3 - Core Values

The Institute shall at all times be guided by the following core values:

- **Integrity:** Upholding the highest standards of honesty, transparency, and ethical conduct in every dealing, programme, and relationship.
- **Excellence:** Committing to quality, rigour, and continuous improvement in all programmes, publications, and operations.
- **Inclusivity:** Ensuring equitable access to leadership development opportunities across gender, geography, and socio-economic background.
- **Innovation:** Embracing contemporary, evidence-based, and contextually relevant approaches to leadership assessment and training.
- **Accountability:** Maintaining clear responsibility to fellows, partners, donors, and the African public for all activities and resources entrusted to the Institute.

- **Pan-Africanism:** Promoting African leadership identity, values, and continental solidarity in all that the Institute does.

ARTICLE III - OBJECTIVES OF THE INSTITUTE

The objectives of the Institute shall include, but shall not be limited to, the following:

- Conduct structured leadership assessment, training, and certification programmes for individuals and organisations across Africa.
- Admit and develop Fellows, Doctoral Fellows, and Professional Fellowship Doctorate (PFD) through its recognised Fellowship and Doctoral Fellowship programmes.
- Administer and continually expand the ILAD Global Certification Programme to ensure continental and international recognition of the credentials it confers.
- Publish academic and professional materials including journals, magazines, newsletters, and digital content on leadership, governance, and management.
- Organise summits, conferences, symposia, workshops, and other events to advance leadership discourse in Nigeria and across Africa.
- Enter into partnerships and collaborations with national and international institutions, government agencies, and development organisations in pursuit of shared goals.
- Generate sustainable revenue through its programmes, partnerships, publications, and grants to fund its activities.
- Promote research into leadership, governance, and management best practices suited to the African context.
- Any other objective that is consistent with the Institute's mission and approved by the Governing Council shall equally form part of the Institute's mandate.

ARTICLE IV - MEMBERSHIP AND FELLOWSHIP

Section 4.1 - Categories of Membership

The Institute shall recognise six categories of membership and affiliation:

1. **Associate Members:** Individuals who are enrolled in and are undergoing ILAD training or certification programmes.
2. **Fellows of ILAD (FILAD):** Individuals who have satisfactorily completed the requirements of the ILAD Fellowship programme and have been duly admitted as Fellows by the Governing Council.
3. **Doctoral Fellows of ILAD (DFILAD):** Individuals who have fulfilled the advanced requirements of the Doctoral Fellowship programme.
4. **Institutional Members:** Organisations, corporations, or government agencies that have entered into a formal institutional membership agreement with ILAD.
5. **Honorary Fellows:** Distinguished persons of outstanding achievement in leadership, governance, or development, conferred honorary fellowship by the Governing Council in recognition of their contributions.
6. **Alumni:** Former programme participants that remain affiliated with the Institute following the completion of their programmes.

Section 4.2 - Admission of Fellows

The admission of Fellows, Doctoral Fellows, and Professional Fellowship Doctorate shall be governed by the Admissions and Credentialing Policy of the Institute as approved by the Governing Council from time to time. In all cases, the criteria for admission shall include satisfactory completion of the prescribed training modules and competency assessments, payment of all applicable fees and levies, endorsement by at least two current Fellows or a member of the Academic and Professional Board, and demonstrated adherence to the Institute's Code of Conduct. The Academic and Professional Board shall review all applications on their merits and make recommendations to the Governing Council, which shall have final authority over all admissions.

Section 4.3 - Rights and Privileges of Fellows

Fellows and Doctoral Fellows who are in good standing shall be entitled to use the post-nominal designations FILAD, DFILAD, and PFD as appropriate to their category of fellowship. They shall be entitled to participate in ILAD summits, programmes, and colloquia at the preferential rates applicable to fellows, and to receive a copy of the Institute's official publications. They shall also be entitled to vote on matters placed before the Fellows' Assembly, to be considered for appointment to Institute committees in accordance with these By-Laws, and to access the Institute's digital resources and knowledge repository.

Section 4.4 - Dues and Levies

Annual subscriptions, membership fees, and programme fees shall be prescribed by the Governing Council upon the recommendation of the Finance and Administration Committee, having regard to the operational needs of the Institute and the capacity of members. Failure to pay prescribed dues within ninety (90) days of the due date shall render a member's status lapsed, and the member shall forfeit the rights and privileges attached to fellowship until all outstanding dues are settled. Reinstatement following a lapse shall be subject to the procedure prescribed by the Governing Council.

Section 4.5 - Discipline and Removal

A Fellow or member found to have breached the Institute's Code of Conduct may be suspended or removed from membership by the Governing Council following a thorough and fair investigation and a hearing before the Ethics and Disciplinary Committee. At all stages of the process, the person under investigation shall be accorded the right to be heard. Any aggrieved member may appeal the decision of the Governing Council in writing within thirty (30) days of receiving the decision, and the Council shall constitute an appeal panel to review the matter.

ARTICLE V - GOVERNANCE STRUCTURE

Section 5.1 - Organs of the Institute

The Institute shall be governed and administered by the following organs:

- The Governing Council
- The Office of the Director General
- The Academic and Professional Board
- The Finance and Administration Committee
- The Ethics and Disciplinary Committee
- The Fellows' Assembly
- Such other committees or bodies as the Governing Council may from time to time establish in furtherance of the Institute's work.

Section 5.2 - Supremacy of the Governing Council

The Governing Council shall be the supreme policy-making and oversight body of the Institute. All organs, officers, committees, and staff of the Institute shall be accountable to the Governing Council in the exercise of their respective functions, and no decision of any organ shall override or conflict with a resolution duly passed by the Governing Council.

ARTICLE VI - THE GOVERNING COUNCIL

Section 6.1 - Composition

The Governing Council shall consist of:

- The Chancellor or Patron (serving in an ex-officio and non-voting capacity)
- The Director General (serving ex-officio with voting rights)
- The Deputy Director General (serving ex-officio with voting rights)
- Not fewer than five (5) and not more than twelve (12) Council Members appointed in accordance with the provisions of Section 6.2
- The Chairman of the Academic and Professional Board (serving ex-officio)
- The Honorary Treasurer

Section 6.2 - Appointment and Tenure

Members of the Governing Council, other than ex-officio members, shall be appointed by the Director General in consultation with existing Council Members, on the basis of their experience, professional standing, and commitment to the Institute's mission. Council Members shall serve an initial term of three (3) years and may be reappointed for one further term of three (3) years. No Council Member shall serve for a cumulative period exceeding six (6) years, except in the case of ex-officio members whose tenure is determined by their substantive office.

Section 6.3 - Chairman of the Governing Council

The Governing Council shall elect a Chairman from among its members at its inaugural meeting and thereafter at the conclusion of each term of office. The Chairman shall preside over all meetings of the Governing Council, shall ensure that the business of the Council is conducted in an orderly and effective manner, and shall represent the Institute at ceremonial and official functions as designated by the Council.

Section 6.4 - Functions and Powers

The Governing Council shall carry the following responsibilities and exercise the following powers:

- Determine the strategic direction, priorities, and policies of the Institute.
- Approve the annual budget, audited financial statements, and all major expenditure above the threshold it prescribes.
- Appoint, evaluate, and where necessary remove the Director General.
- Ratify the admission and removal of Fellows and Honorary Fellows as recommended by the relevant organs.
- Approve all amendments to the Constitution and By-Laws.
- Oversee the assets, investments, and financial affairs of the Institute to ensure they are managed prudently and in accordance with its objectives.
- Establish committees as required and delegate specific functions appropriately.

- Approve all partnership agreements, memoranda of understanding, and institutional affiliations entered into on behalf of the Institute.

Section 6.5 - Meetings

The Governing Council shall meet at least twice in every calendar year at times and places determined by the Chairman in consultation with the Director General. An extraordinary meeting may be convened by the Chairman at any time, or shall be convened upon written requisition submitted by not fewer than one-third (1/3) of the voting members of the Council. Written notice of any meeting, together with the agenda and supporting documents, shall be circulated to all Council Members not fewer than fourteen (14) days before the date of the meeting, except in genuine cases of emergency where a shorter notice period may be agreed by a majority of Council Members.

Section 6.6 - Quorum and Voting

The quorum for a meeting of the Governing Council shall be constituted by a simple majority of voting members. All decisions shall be taken by a simple majority of the members present and voting at a quorate meeting, except in the case of amendments to the By-Laws, which shall require a majority of not fewer than two-thirds (2/3) of voting members present. In the event of a tie on any matter, the Chairman shall have and exercise a casting vote.

Section 6.7 - Remuneration

Members of the Governing Council shall not be entitled to any remuneration for their service in that capacity. However, reasonable and properly documented expenses incurred by Council Members in the *bona fide* discharge of their Council duties may be reimbursed by the Institute in accordance with the expense reimbursement policy approved by the Council.

ARTICLE VII – THE DIRECTOR GENERAL

Section 7.1 - Appointment

The Director General shall be the chief executive and administrative head of the Institute. The Director General shall be appointed by the Governing Council and shall serve subject to the terms and conditions set out in an employment contract approved by the Council. The Director General shall be accountable to

the Governing Council for all aspects of the Institute's management and performance.

Section 7.2 - Qualifications

The person appointed as Director General shall possess advanced academic qualifications of not below the doctoral level or its recognised equivalent, a demonstrated and distinguished record of leadership in management, development, education, or a related field, and a clear and sincere commitment to the values and mission of ILAD.

Section 7.3 - Functions and Responsibilities

The Director General shall:

- Provide strategic and operational leadership to the Institute and implement all policies, directives, and resolutions of the Governing Council.
- Serve as the chief spokesperson and official representative of the Institute in all public, academic, and institutional engagements.
- Oversee the recruitment, management, welfare, and periodic appraisal of all staff of the Institute.
- Supervise all academic, professional, and administrative programmes and present periodic reports on activities, finances, and programme performance to the Governing Council.
- Execute agreements and sign documents on behalf of the Institute as authorised by the Council.
- Develop and sustain strategic partnerships and funding relationships in support of the Institute's growth and sustainability.

Section 7.4 - Deputy Director General

The Director General shall be supported in the discharge of these responsibilities by a Deputy Director General, who shall be appointed by the Governing Council on the recommendation of the Director General. The Deputy Director General shall act in the full capacity of the Director General in the event of the Director General's absence, incapacity, or any vacancy in the

office of Director General, until such time as the substantive holder returns or a substantive appointment is made.

ARTICLE VIII - THE ACADEMIC AND PROFESSIONAL BOARD

Section 8.1 - Composition

The Academic and Professional Board shall consist of:

- A Chairman appointed by the Governing Council.
- The Director General (serving in an ex-officio capacity).
- Not fewer than five (5) distinguished academics, professionals, or practitioners with expertise in leadership, management, education, or allied disciplines.
- Such other persons as the Governing Council may co-opt from time to time in view of the business before the Board.

Section 8.2 - Functions

The Academic and Professional Board shall:

- Advise the Governing Council on academic standards and programme quality.
- Review and approve the curricula, assessment frameworks, and credentialing criteria for all Institute programmes.
- Oversee and provide academic governance for the ILAD Global Certification Programme.
- Review and approve the admission of Fellows and Doctoral Fellows on academic grounds.
- Recommend research priorities and publications to the Governing Council.
- Liaise with partner institutions on all academic and credentialing matters.

Section 8.3 - Meetings

The Academic and Professional Board shall meet at least three (3) times in each calendar year and at such other times as the Chairman may determine to be necessary. A quorum shall be constituted by a simple majority of Board members. Decisions shall be taken by a simple majority of members present and voting, and the Chairman shall have a casting vote in the event of a tie.

ARTICLE IX – THE FINANCE AND ADMINISTRATION COMMITTEE

Section 9.1 - Composition

The Finance and Administration Committee shall comprise:

- The Honorary Treasurer, who shall serve as Chairman of the Committee.
- The Director General or a designated officer of the Institute.
- At least two (2) other members appointed by the Governing Council.
- *Note: At least one member of the Committee shall hold professional qualifications in finance, accounting, or auditing.*

Section 9.2 - Functions

The Finance and Administration Committee shall:

- Prepare and present the annual budget to the Governing Council for consideration and approval.
- Monitor expenditure and financial performance against the approved budget throughout the year.
- Recommend financial policies, investment strategies, and procurement procedures to the Governing Council.
- Oversee the appointment of external auditors and receive and review their reports.
- Ensure compliance with all statutory financial obligations.
- Advise the Governing Council on the acceptance, conditions, and management of grants, donations, and endowments received by the Institute.

ARTICLE X - THE ETHICS AND DISCIPLINARY COMMITTEE

Section 10.1 - Composition

The Ethics and Disciplinary Committee shall consist of a Chairman appointed by the Governing Council and not fewer than three (3) other members, who may include persons external to the Institute of recognised integrity and independence. The Director General shall not sit on the Committee in respect of any matter in which a staff member or fellow under the Director General's direct authority is involved.

Section 10.2 - Functions

The Ethics and Disciplinary Committee shall:

- Receive, investigate, and deliberate on complaints of misconduct brought against Fellows, Doctoral Fellows, members, or staff of the Institute.
- Make recommendations on appropriate sanctions to the Governing Council, ranging from a formal caution to suspension or permanent removal from the Institute.
- Maintain and periodically review the Institute's Code of Conduct to ensure that it remains relevant, comprehensive, and enforceable.
- Actively promote a culture of ethical conduct and professional responsibility across the Institute.

Section 10.3 - Procedure

All disciplinary proceedings conducted by the Committee shall be guided by the principles of natural justice and fairness:

1. The person under investigation shall be notified in writing of the specific allegation or allegations levelled against them.
2. They shall be given not fewer than fourteen (14) days from the date of notification to prepare and submit a written response.
3. They shall further be afforded the opportunity to appear before the Committee, either personally or through a representative of their choosing, and to present their case fully before any recommendation is made.

4. No sanction shall be imposed without the completion of this process.

ARTICLE XI - THE FELLOWS' ASSEMBLY

Section 11.1 - Composition and Purpose

The Fellows' Assembly shall comprise all admitted Fellows and Doctoral Fellows of the Institute who are in good standing at any given time. It shall serve as the primary consultative and networking forum for the fellowship body and shall promote peer learning, professional solidarity, and collective advocacy for the Institute's mission and values.

Section 11.2 - Annual Assembly

The Fellows' Assembly shall convene at least once in every calendar year, ordinarily in conjunction with the Institute's Annual Leadership Training Summit. Special meetings of the Assembly may be called by the Director General or upon written request submitted by not fewer than twenty percent (20%) of Fellows in good standing.

Section 11.3 - Fellows' Representative

The Fellows' Assembly shall elect from among its members a Fellows' Representative, who shall serve as the formal liaison between the fellowship body and the Governing Council. The Fellows' Representative shall be entitled to attend meetings of the Governing Council as an observer and may, at the discretion of the Chairman, be invited to address the Council on matters of concern to the fellowship.

ARTICLE XII - PROGRAMMES AND CERTIFICATION

Section 12.1 - Approved Programmes

The Institute shall deliver the following core programmes, which shall be subject to periodic review and approval by the Academic and Professional Board:

- The ILAD Leadership Training Programme for Fellows
- The ILAD Leadership Training Programme for Doctoral Fellows
- The ILAD Global Certification Programme

- The ILAD Executive Leadership Masterclass
- The Annual Leadership Training Summit
- Customised in-house and organisational training programmes for corporate, government, and civil society clients
- Online and blended learning programmes designed to expand the Institute's reach across Africa and beyond.

Section 12.2 - Curriculum Review

The curriculum and content of all programmes shall be subject to a formal review at least once every three (3) years by the Academic and Professional Board, to ensure continued relevance, academic rigour, and alignment with international leadership development standards. The Board may initiate an earlier review where significant developments in the field of leadership, management, or the operating environment so require.

Section 12.3 - Certification

All certificates, diplomas, and credentials issued by the Institute shall bear the signatures of the Director General and the Chairman of the Academic and Professional Board. The Institute shall maintain a publicly verifiable registry of all credentials issued, to protect the integrity of its certification and safeguard the reputation of credential holders. Credentials issued under the ILAD Global Certification Programme shall carry the endorsement of the Programme in recognition of their continental significance.

Section 12.4 - Partnerships and Accreditation

The Director General shall, with the prior approval of the Governing Council, actively pursue and maintain institutional partnerships, affiliations, and accreditations with relevant bodies in Nigeria, Africa, and internationally, so as to enhance the recognition and value of ILAD credentials and expand the Institute's network of engagement.

ARTICLE XIII - FINANCE AND PROPERTY

Section 13.1 - Financial Year

The financial year of the Institute shall run from the first day of January to the thirty-first day of December of each year, unless the Governing Council by resolution determines a different financial year period.

Section 13.2 - Sources of Funds

The funds of the Institute shall be derived from the following sources:

- Programme fees, registration fees, and tuition charges levied on participants.
- Annual membership subscriptions and Fellowship dues.
- Grants, donations, and endowments received from individuals, corporations, foundations, and government agencies.
- Proceeds from publications, events, and consulting services rendered by the Institute.
- Income from investments and other commercial activities approved by the Governing Council.
- Any other lawful source of income approved by the Governing Council from time to time.

Section 13.3 - Accounts and Audit

The Institute shall maintain proper and accurate books of account as required by applicable Nigerian law. The financial statements of the Institute shall be audited annually by a suitably qualified external auditor appointed by the Governing Council. The audited accounts shall be presented to the Governing Council at its first meeting after the close of the financial year and, where required by law, shall be filed with the relevant regulatory authorities.

Section 13.4 - Signatories

All cheques, electronic transfers, and other financial instruments above the monetary threshold prescribed by the Governing Council shall require the signatures or authorisations of two designated signatories, one of whom shall ordinarily be the Director General or a senior officer specifically designated by the Governing Council.

Section 13.5 - Property

All property, assets, and intellectual property of the Institute shall be held and registered in the name of the Institute. No officer, Fellow, committee member, or staff member shall sell, alienate, mortgage, pledge, or otherwise encumber any property or asset of the Institute without the prior written approval of the Governing Council.

ARTICLE XIV - PUBLICATIONS AND COMMUNICATIONS

Section 14.1 - Official Publications

The Institute shall produce and disseminate official publications including, but not limited to, the Global Leadership and Development Magazine, academic and professional journals, policy briefs, newsletters, and annual reports. All official publications shall be subject to editorial review and shall be approved for release by the Director General and the Editorial Board constituted for that purpose.

Section 14.2 - Official Communications

All official correspondence, press releases, public statements, and declarations issued in the name of the Institute shall be authorised by the Director General or by an officer specifically designated by the Director General in writing. No Fellow, staff member, or committee shall issue any statement or communication purporting to represent the position, opinion, or policy of the Institute without such authorisation.

Section 14.3 - Digital and Social Media

The Institute shall maintain official digital platforms, including a website and social media channels, which shall be managed in accordance with a Digital Communications Policy approved by the Director General and consistent with the policies of the Governing Council. All digital content published on behalf of the Institute shall reflect and uphold its brand identity, core values, and the professional standards expected of a continental leadership institution.

ARTICLE XV - CONFLICTS OF INTEREST

Section 15.1 - Disclosure

Any officer, Council Member, Board member, or committee member who has a personal, financial, or professional interest in any matter that is to be

deliberated upon or decided by the Institute shall promptly disclose the nature and extent of that interest in writing to the Director General or to the Chairman of the Governing Council as applicable. Having made such disclosure, the person concerned shall recuse themselves from all discussions, deliberations, and decisions relating to that matter, and their recusal shall be recorded in the minutes.

Section 15.2 - Register of Interests

The Institute shall maintain a Register of Interests, which shall be updated annually. All members of the Governing Council, members of the Academic and Professional Board, and senior officers of the Institute shall be required to declare their significant professional, financial, and business interests in this Register. The Register shall be available for inspection by members of the Governing Council at any time.

ARTICLE XVI – AMENDMENTS TO THESE BY-LAWS

Section 16.1 - Proposals

An amendment to these By-Laws may be proposed in writing by the Director General, by any two (2) members of the Governing Council acting jointly, or by any standing committee of the Institute. All proposed amendments shall be circulated in full to all members of the Governing Council not fewer than twenty-one (21) days before the meeting at which they are to be considered, together with a written explanation of the rationale for the proposed change.

Section 16.2 - Approval

An amendment to these By-Laws shall be considered approved only where it receives the affirmative vote of a majority of not fewer than two-thirds (2/3) of the voting members of the Governing Council present at a duly constituted and quorate meeting.

Section 16.3 - Effective Date

An amendment approved in accordance with Section 16.2 shall take effect from the date on which it is approved, or from such later date as the Governing Council may specify in its resolution of approval.

ARTICLE XVII - DISSOLUTION

Section 17.1 - Resolution

The Institute may be dissolved only by a resolution passed by a majority of not fewer than three-quarters (3/4) of all voting members of the Governing Council at a meeting specially convened for that sole purpose. Written notice of such a meeting, together with the text of the proposed resolution, shall be given to all Council Members not fewer than twenty-eight (28) days before the meeting.

Section 17.2 - Disposal of Assets

In the event that the Institute is dissolved in accordance with Section 17.1, the Director General and the Governing Council shall take all necessary steps to settle all liabilities and outstanding obligations of the Institute. Any assets remaining after the settlement of all liabilities shall not be distributed to members, Fellows, officers, or staff, but shall be transferred to one or more organisations with similar objectives and values, as designated by the Governing Council, in accordance with the requirements of applicable Nigerian law.

ARTICLE XVIII - GENERAL PROVISIONS

Section 18.1 - Interpretation

In the event of any doubt, ambiguity, or dispute regarding the meaning or application of any provision of these By-Laws, the matter shall be referred to the Governing Council, whose interpretation shall be final and binding on all organs, members, and officers of the Institute.

Section 18.2 - Indemnity

The Institute shall indemnify and hold harmless every member of the Governing Council, officer, and member of staff against any personal liability reasonably and properly incurred in the *bona fide* performance of the duties of their office on behalf of the Institute, provided that such person has acted in good faith, within the scope of their authority, and in the best interests of the Institute.

Section 18.3 - Notices

Any notice required to be given under the provisions of these By-Laws may be delivered by hand, courier, electronic mail, or registered post to the last known

address or email address notified to the Institute. A notice sent by electronic mail shall be deemed to have been received on the next working day following the date of despatch, provided no delivery failure notification has been received.

Section 18.4 - Governing Law

These By-Laws shall be governed by, construed, and interpreted in accordance with the laws of the Federal Republic of Nigeria.

Section 18.5 - Commencement

These By-Laws were duly considered and adopted by the Governing Council of the Institute of Leadership Assessment and Development Nigeria. They shall come into full force and effect on the date of their adoption, and shall supersede any previous rules, regulations, or standing orders governing the internal management of the Institute.

Adopted by the Governing Council of the Institute of Leadership Assessment and Development Nigeria

Abuja, Nigeria

Date: _____ _____

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Director General Chairman, Governing Council