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The Quality of Leadership that we have in Zimbabwe: A Formula for Real Disaster (2013 - 2014)

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I. INTRODUCTION

A foretaste of the quality of the leadership in Zimbabwe is ably demonstrated by Robert Gumbura. He was leader of RMG independent End Time Message Pentecostal Church. He was a polygamist with six young wives aged between 20 and 25 years of age, despite that he was 57 years of age. The church leader caught the eyes of the Author when he appeared before a High Court Judge facing four counts of rape involving female congregants and one count of possessing pornographic material. He had in February 2014 been found guilty of the five counts as charged and had been jailed for forty years. What had shocked the Author at first was Gumbura's criminal enterprise given he had six young wives against his advanced age of 57 years. Secondly, it was the kind of indoctrination that he gave to his church congregants, both men and women which left the Author gasping for air with shock. From the media shocking reports the Author had read about a woman congregant who had been raped by Robert Gumbura, leader of the said church. The raped woman had a hasty retreat to her husband to appraise of what had happened to her. But to the Author's complete surprise, the supposedly offended husband had taken it *pore pore* (meaning without much ado) when he stopped the aggrieved wife from making a police report of the alleged rape. The Author wondered what was the excuse that one can let a man who had raped his wife to walk scot free. From the barbaric indoctrination given to his church congregants both men and women Robert Gumbura, the Church leader, is a Jesus Christ incarnate. Anything done by Gumbura, whether its rape, murder etc it is Jesus Christ who has committed the grisly rape and murder and people should not complain about what Jesus Christ incarnate has done to mankind. That rape and murder

committed by Robert Gumbura is actually a spiritual blessing from God himself. The third weapon that Robert Gumbura used against his gullible church congregants was the fear factor. Him being Jesus Christ incarnate, he had the power to cause death or ill health to any of his congregants. As a result of this fear factor instilled into the gullible members of his church, the church congregants feared him more than people in Zimbabwe feared His Excellence President Mugabe at 90, president of Zimbabwe for an uninterrupted 34 years and 38 years in 2018 and more than 38 years as he has vowed to stand again in the Presidential election of 2018. The criminally enterprising Robert Gumbura employed what the Author will call baboon and monkey tricks to govern his gullible supporters instead of righteous principles which resonate with not only good corporate governance but biblical teachings (Chidavaenzi 2014).

This is the Author's ignition to the leadership crisis bedeviling Zimbabwe. To do full justice to the topic under discussion in this Paper the Author will have to make an announcement about the relevant literature review which is up next.

II. THE RELEVANT LITERATURE REVIEW: THE QUALITY OF LEADERSHIP WE HAVE IN ZIMBABWE: A FORMULA FOR DISASTER

There is no doubt in the Author's mind that the heart wrenching story of Robert Gumbura of the End Time Message Pentecostal Church was a perfect start to the leadership crisis in Zimbabwe. To this topic the Author lined up a number of prominent journalists from the media of pluralism in Zimbabwe with each one of them giving his relevant contribution on the said topic. And without much ado the Author will call upon Chimakure to give the audience his contribution.

a) *Elect leaders with a vision (Chimakure 2013)*

His Excellence President Mugabe, 89, who was then seeking re-election in the 31 July 2013 harmonized elections had told a Japanese news Agency that he had given thought to quitting but had decided against the idea. Sounding confrontational against the innocent Britain, his Excellence President Mugabe had said:

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"I have thought about retirement, but not when the British are saying we want regime change".

The then 89 year old His Excellence had told the Kyodo News Agency in an interview in Yokohama in Japan that:

"I won't be changed by the British. My people will change me".

His excellence President Mugabe, in Japan for the three day Tokyo International Conference for African Development said he would not need calls from Britain to step down as he had taught democracy to the British (Kyodo News Staff Reporter 2013).

It was this background that Chimakure (2013) intervened to give his contribution which was quite worthwhile. Chimakure (2013) was referring to a story title Zimbabweans were afraid of elections in which Zimbabwe Electoral Commission Deputy Chairperson Joyce Kazembe openly stated that the electorate is scared at the prospect of elections.

"There is fear out there. People are afraid of elections. That fear is real. There is also fear of the unknown. It will take time to remove that fear," Kazembe said.

While the informed people agree with Kazembe that voter education is crucial to remove this fear from the electorate, people also believe that voter education should teach the people to go beyond merely exercising their right to vote, it should enable them to vote for leaders with a positive vision for national development. In the then forthcoming elections, voters should be made aware that Zimbabwe then required a new generation of leaders and not to re-elect the same leader time in time out. The new generation of leaders would build the country's economy to a competitive level globally for the benefit of citizens. The electorate would be taught that leaders should be voted into power not on strength of their sloganeering and demagoguery, but on the strength of their vision and commitment to nation building (Chimakure 2013).

Zimbabwe's problems since independence emanated from leaders whose focus was narrowly confined to self enrichment, patronage and party politics. Voters should be disabused from voting such people into power. They should elect leaders with a powerful vision for sustainable development etched in strong participatory democracy. People need leaders with a concrete vision for the future. We should have leadership characterized by creativedreamers who can embrace globalization, leaders who do not dwell on past achievements – real and perceived. This is where voter education counts for it is the electorate that can elevate people of such caliber to the corridors of power. The electorate also has the power to kick out leaders who think Zimbabwe belong to them and a few friends and relatives. Such people have no sustainable vision for the growth of this country and they must not be in positions of power at all. Voters should understand that

through the ballot they wield more power than politicians who intimidate them through killing, maiming or rape. In fact, their power as voters is permanent unlike that of politicians that is temporary for it depends on the very same voters they intimidate and thrust with contempt (Chimakure 2013).

Museve's contribution was quite remarkable as he quite rightly dwelt at length at Zimbabwe's leadership failure. For this more details coming your way.

b) Zim's leadership failure (Museve 2014)

The graft and corruption that is now being unearthed means that His Excellence President Mugabe had failed to do the job for which he was mandated. The main responsibility of any president must be to effectively preside over the affairs and administration of the country. In order to achieve that His Excellence President Mugabe should appoint ministers who should be appointed on merit. Their responsibility is not only to ensure that not only government policy is effectively implemented but to ensure that it is effectively administered and in line with the Constitution and the laws of the country including adherence to the country's budget. In addition His Excellence President Mugabe is provided with all the resources he needs to ensure he is effective in carrying out his mandate according to the constitution. His Excellence is even provided with high level security and all the necessary comforts to ensure that his decisions are objective and serve the interests of the people first. This is to ensure that he stems corruption, fights graft and is not easily influenced or swayed in making decisions that may prejudice those that seek to disadvantage the interests of the country as a whole. The graft and corruption that is now being unearthed means that His Excellence President Mugabe has failed to do his job. His Excellence should take full responsibility for the failure of public institutions to serve the needs of the country including the management of State Enterprises and our national resources. Of course those he has deployed to manage our economy have failed in their duty but they should be answerable to him and him alone. Unfortunately the unearthing of the monumental deception committed through abuse of public funds is now being framed as a victory for ZANU PF which is most absurd. How can the very people who produced this vomit get the credit for finally cleaning it up? The MDC-T including its president, must also take responsibility for its failure to highlight and expose those fleecing State enterprises and national resources during the Government of National Unity (GNU). This is not the time for excuses. It is just not it, but we could not do anything about it. Of course, ZANU PF prevented the effectiveness of the MDC-T, their rival in the GNU. However, the minister responsible should still have done something about it. The least he could have done is to expose it. But, once more, he has excuses and refuses also to take responsibility. This, again, shows how our

leaders continue to blame circumstances for poor performance and failure to deliver (Museve 2014).

All this and the recent nearly violent abusive reaction of MDC-T youths including some of its leaders to call for Morgan Tsvangirai to retire, was shocking forcing people to realize that our politics was really not about competence or delivery. Rather it is more about popularity and if necessary, threats of violence against those who may see things differently. This has also happened in ZANU PF, mind you. We have seen supposedly intelligent and mature people avoiding the discomfort of the truth and failing to challenge Mugabe's leadership incompetence, despite everything showing that this country is facing catastrophic failure because of mismanagement from the top. Instead they must pretend that all is well, as long as they have their perks and keep their positions. This is the culture that we are faced with; a culture that has nothing to do with performance, but rather a culture of fear and always shifting blame; a culture of avoiding the inconvenient truths. It's comical because if you criticize ZANU PF you are an agent of the West and if you criticize MDC-T you are an agent of ZANU PF. And the circus continues. How ridiculous! Unfortunately the culture has permeated all sectors of our society including the private sector where our executives earn huge packages, avoid tax but cannot meet payroll obligations. At this rate it will surely take eons for us to create a modern state in Zimbabwe. It is time then that the people will always get the leadership that they deserve (Museve 2014).

Museve had a very interesting conversation the other day about the nature of our politics. The poor masses provide the members during voting time, and that is where it ends. This explains why a bag of mealie meal can buy a politician unfettered five years in power. The masses seem easily swayed by foolish things. As a result, the quality and standards of our leadership are not really challenged; the masses will deliver the vote anyway, so why worry? As long as this is the case, we are unlikely to see a vibrant democracy and a modern state where our leaders are accountable and do not always blame someone out there. We must break this pattern. The one solution we have is to establish a new democratic mass movement, but the challenge will remain on how we get the masses especially our exuberant youths and rural folk to understand their responsibility and the need to value leaders not because of their names or history but on their competence and on what they can do for Zimbabwe in the future. It will take educating the masses and forcing them to realize that unless we change the game, they will continue to be taken for a ride as electoral fodder. Zimbabwe needs new vision and a new ethos in politics that puts Zimbabwe first and continually challenges our leaders to behave and be accountable. Without that there is no improvement in our political discourse and democracy.

Always remember that the people come first (Museve 2014).

The MDC-T leadership renewal debate was reported to be exposing cultism and chiefism (Makoni 2014). For more on this new way of thinking in our politics let us join Makoni (2014) as she labored to explain to us what is cultism and chiefism in our new political philosophy in Zimbabwe.

c) MDC leadership renewal debate, exposes cultism, chiefism. Whats loyalty got to do with it? (Makoni 2014)

The furore allegedly made by Elton Mangoma, deputy treasurer in the MDC-T raised a lot of issues that are emblematic of the problems that have landed Zimbabwe in the crisis that has been ongoing for a decade. This problem has been a crisis of leadership; a problem of sacred cows in leadership, of personality cults and worship of leaders; chiefism and failure to lead. But mainly it has been the failure by those to speak the truth to power the abject failure to hold leaders to account. We have seen this before, of course on a larger scale. Peoples' patriotism had been called into question when people have sought to hold leaders accountable, for example, His Excellence President Mugabe and Edgar Tekere, the Secretary General of ZANU PF had crossed swords in the 1980s when the two could not agree on a one party state of government then spearheaded by His Excellence President Mugabe. Holding different views has even led to the arrest of some within the MDC-T and their being charged with treason. Surely a party formed as the democratic alternative should be able to tolerate a little criticism and internal dialogue. There should surely be an internal system of checks and balances that seek to rein in excesses whether they be by the dear leader or by the youths who guard the entrance to the party's headquarters Harvest House. The Mangoma issue where he had called for a party leadership renewal is born of the same mind set, a leadership mindset that does not tolerate dissent. The mindset that creates sacred cows that are above question by the rank and file are being made to make sacrifices for the party. A mindset that given the right tools and power can easily result in the ruthless extermination of perceived opponents eg, Elton Mangoma calling for a leadership renewal in the MDC-T and then getting assaulted by the party's youths at the instigation of Morgan Tsvangirai the MDC-T leader and president of the same party. People have witnessed the same mindset in the ruling ZANU PF before (Makoni 2014).

Having set the context and declared his layout to the party, to the dear Leader and the movement, Mangoma moves on to more substantive issues and in particular the disputed 31 July 2013 harmonized elections. Quite rightly he called out the MDC-T leadership for having allowed the electoral fraud that

resulted in the resounding defeat of the opposition MDC-T party in the 31 July 2013 harmonized elections. Introspection is always good and owning up to failure and taking responsibility allows people to create space for addressing those wrongs. Ok, ZANU PF rigged those elections but the story was getting old and stale. They rigged in 2000, the MDC's first ever election and despite the party's relative youth and inexperience and notwithstanding the brutal violence accompanying that election the MDC acquitted itself well in that election. The next elections were in 2002. Again, they were characterized by brutal violence and rigging. Then in 2005 there was more rigging and violence. Then in 2008; more rigging and even more violence. Come the 31 July 2013 harmonized elections. There was still more allegations of poll theft. Now the pertinent question is at what point does the always losing MDC-T start singing a different song? Frankly the rigging song or mantra was always going to get tired. Did the party not think those elections were going to be rigged? If they did why insist on moving ahead with them without insisting on safeguards first? Why even participate in a flawed election process in the first place when all the previous attempts have produced an unsatisfactory result for them? If then someone were to call for introspection and self reflection for the party and its leadership is that person wrong? Is that not the logical thing for the party to do? Did the clueless party ever think they could win the election, the rigging notwithstanding? In which event there was either a serious over-estimation of their supporters' enthusiasm (a shocking conclusion in light of the ever diminishing returns at the polls) or a serious under-estimation of their opponents. Either way leadership needs to take responsibility for failures of intelligence, strategy or both (Makoni 2014).

Mangoma went on to mention the confusion and consternation that he said gripped the party following the elections in which they resoundingly lost. Well, that confusion by the party begs the question, had the MDC-T not done any scenario planning? Did the clueless leadership, never think 'what if we lose?' If they did, what then was the confusion and consternation about? Well apprehension certainly gripped even those people outside of the party following the resounding loss in the 31 July 2013 harmonized election as people pondered the implications of the then disastrous result on Zimbabwe's future. The analytical Mangoma noted that it was during this period of internal confusion that the bitterly disappointed Tsvangirai was embroiled in his public, but personal imbroglio with his wife with ZANU PF connections for that matter. (An aside here: Tsvangirai needs to learn the credo 'the personal is political if you are your party's presidential candidate'). So far, what analytical Mangoma was saying was common cause. To the outside observer the confused Tsvangirai then appeared to be pre-occupied by these personal affairs at the expense of the

democratic project. The highlight for anybody of average intelligence was Tsvangirai visiting the Nigerian popular prophet Temitope Balogun Joshua, better known as TB Joshua. Nothing wrong in seeking and receiving spiritual guidance, but to make that a priority in the face of the massive challenges confronting his party and the country is beyond even the Author himself. To travel all the way to Nigeria for receiving spiritual guidance at a time when your party is on the back foot reeling from defeat is not only even more astounding but resonates with the Author's narrative in his ignition in this Paper that the Zimbabwean quality of leadership is '*a formula for disaster*' it showed Tsvangirai as an erratic and weak person, someone who was at his wits' end and was now seeking divine intervention or inspiration and or answers in the occult. At this material time in the history of not only Tsvangirai, but Zimbabwe, that it did not help. Worse was his spokesperson Luke Tambiranyoka who sought to explain this surprise visit to the prophet as occurring in the course of a 'diplomatic' mission to Nigeria (Makoni 2014).

There was a feeling among the people that the MDC-T could have handled the post-election period better. Moreso, Tsvangirai himself had not handled his public but personal affairs any better. Beyond a shadow of doubt. His alliances with multiple women had actually done more harm than good to the MDC-T party then left alone in the political wilderness. Tsvangirai's poor handling of Lorreta Nyati, Lorcadia Karimatsenga, Nosipho Shilubane and Elizabeth Macheke, to name just a few of his dubious women friends made many people question his leadership capabilities. Hell, Yes. Tsvangirai has displayed an amazing lack of judgment, a lack of discipline and shocking lack of discretion. Imagine a world of increasing complexity with so many beautiful women outside ZANU PF why did Tsvangirai go for women that had a ZANU PF connection? He himself might have the appropriate answer. But the irreparable damage done to the MDC-T as a party was not only permanent was excessive not only for his liking but for his supporters alike. For your information the post election period was characterized more by Tsvangirai's problems and shenanigans involving women with ZANU PF links and less by the MDC-T's response and reaction to the election. Let it known here and now that Tsvangirai's poor handling of his personal affairs which to the Author was washing dirty linen in public, had actually done a good job of '*assassinating*' his character and he did not need Mangoma's dissent to do that. A matter of fact which was and is undeniable, is that it is naïve and foolhardy of the MDC-T to think that Tsvangirai could go through all these scandals and women shenanigans and emerge with his brand unscathed. '*Mwari rambai!*' (meaning God forbid!). It is appropriate, therefore, for the party to have an internal discussion on the implications for their party and its legitimacy among their constituency and their

stakeholders and yes, these include their funders. As said by the Author before, if you are the party's and presidential candidate the personal is political! (Makoni 2014).

The same Makoni sequed into the critical issue of leadership renewal and its terms. For more on the story let us peruse the next paragraph.

d) Leadership renewal: Terms should be adhered to (Makoni 2014)

Well, leaving aside Tsvangirai's personal shenanigans leadership renewal should be written into the very fabric of the DNA of any democratic party. The relevant terms should be prescribed and the terms so prescribed should be adhered to. People should be made to understand a reason why there are a constitution. But most important it is about constitutionalism; the adherence to the values and principles of constitutions – even when it is personally inconvenient to do so. In the democratic project, it should never be that the only basis for leadership renewal is misbehavior of the leader. Nor should it be that the most popular person can remain party leader for ever as the case in ZANU PF where His Excellence President Mugabe has been the president of ZANU PF since 1977 and continues to be well into 2014 and beyond. In a country of 13 million people there should never be one person who can lay claim to having a right to lead in perpetuity. There is no one person who knows it all and who can do it all. That is why we have different parties and movements. It is always going to be a team effort. Tsvangirai has been a leader who has been leading the MDC-T since 1999. Any new ideas he had have been introduced and innovations have since been implemented and consolidated (or not). It is imperative for the MDC-T to create space for new leadership, new ideas and indeed 'fsh impetus' as Mangoma calls it. Leadership of a country should never be about rewarding a person for the role they played in '*liberating us*'. Look where that has gotten us. Let us consider the questions asked by Mangoma in his famous letter, the subject of his expulsion from MDC-T. Did they fail in their reform agenda? The party's conduct towards the 29 Glen View activists says they did. These people were in prison for almost as long as the MDC-T was in the Government of national Unity, having been arrested in 2011. One such arrest was Cynthia Manjaroarrested by the police as bait to get to her boyfriend. The last 3 were only released in 2014. One Rebecca Mafukeni died in prison. The MDC-T went to the election knowing their supporters were in prisons. They were not convicted criminals. Did someone in MDC-T say something about reforms? (Makoni 2014).

There is a raft of failures to deal with issues outlined in the Global Political Agreement (GPA) which is the agreement which gave birth to the Government of national Unity (GNU) in Zimbabwe from 2009 – 2013.

The failed institutional and legislative reforms, the nauseating corruption within the MDC-T led councils, were chief among some of the glaring failures by the MDC-T party. After resoundingly lose the 31 July 2013 harmonized elections Tsvangirai is anxious to engage His Excellence President Mugabe, over the luxury house he had been staying in as Prime Minister, during the GNU (2009-2013). Hardly, the stuff to inspire confidence in the legitimacy of the party or its office bearers. People begin to wonder was he in it for the house? Tsvangirai did not need someone to smear his character. He appeared to be doing a good job all by himself. So, should there be a leadership renewal? In a word, Yes. Every interested person in the MDC-T should throw their name in the hat. They should fight it in the party and may the best person then be presented to Zimbabweans. The requirement has been made that no one person is the MDC-T has the grassroots support that Tsvangirai has. Well, this could be true. But Tsvangirai was not born the MDC president just like His Excellence President Mugabe was not born the ZANU PF president. There is nothing pre-ordained or pre-destined about their party leaderships. Zimbabwe does not owe Tsvangirai or His Excellence President Mugabe a right to president of this country come the next harmonized elections in 2018. If Tsvangirai or His Excellence President Mugabe wants to be president they each have to prove themselves worthy of leading this country. If Tsvangirai or His Excellence are genuinely interested in their legacies let it be that of each mobilizing his party to rally behind whichever person becomes the leader of their respective parties after them. Let it be a legacy of building the democratic institutions of their respective parties. Let it be that of setting the democratic example of how to pass on the baton stick. Newspaper headlines such as 'I won't go', 'my people will change me' in the case of His Excellence President Mugabe or Tsvangirai headlines such as 'Tsvangirai tightens grip on the MDC' sound eerily and frightfully familiar. Let not these be the legacies of holding their respective parties to ransom (Makoni 2014).

Kajau reiterates to echo Mangoma's sentiments, that the people want a new leadership in the MDC. For more on this story let us find out what he has to say in just a moment.

e) We need new leadership in MDC (Kajau 2014)

To resonate with the popular call by the various stakeholders so far Kajau was singing from the same hymn book when he was contacted to give his contribution. He said that Morgan Tsvangirai was not a sacred cow in the MDC-T party and he is not bigger than the MDC-T. The party is an organization which should continue to flourish even after the departure of any given individual. The people are not worried about change of leadership because MDC – T is not Tsvangirai and

Tsvangirai is not MDC-T. The people's aim is that, MDC needs to spruce up its image ahead of 2018 which is fast approaching. Certainly people cannot face the next polls under the presidency of this perennial failure who betrayed us over the years from the year 2 000 to date (2014). Democracy should rule the party not selfish people who want to cover up for their natural weaknesses (Kajau 2014).

Tsvangirai should not be a life president of the MDC-T. People need new leadership now! Shame to your remaining sympathizers who still boot-lick Tsvangirai blindly. Everyone including the Western sponsors and diplomats are equally disappointed by the poor performance by Tsvangirai whom people want as a goner yesterday. All dissenting voices in the MDC-T party should rise now and shine so that everyone in the party may see the light. Spearheads such as Elton Mangoma and Tendai Biti are living heroes if not legends who people should salute for standing firm against oppression (Kajau 2014).

If the Author were allowed to partake in the ongoing public outrage about the leadership crisis in Zimbabwe is never, never ever name a political party after one individual in the same party. The name MDC-T is an acronym for Movement for Democratic Change – Tsvangirai. So in a way Tsvangirai is right by categorically saying 'I won't go anywhere, people will change me or take out my name which is a suffix to the name of the party'. In any case any leader who wants to be a leader of a political party in perpetuity is like a twit if not a twit himself. This world of increasing complexity would be a better world without people like the said twits.

Mukundu, a regular contributor came blazing his attack against what he saw as a leadership crisis in Zimbabwe resulting in a destroyed and damaged Zimbabwe as people know it today. For more on Mukundu's contribution details coming your way in just a moment.

f) Leadership deficit more glaring (Mukundu 2014)

The May 2014 confusion on the government's purported revision of the controversial Indigenization and Economic Empowerment law and the furore that this created, points to a government working in discordance and lacking a coherent leadership.

Information Minister Honourable Jonathan Moyo was the first to let the cat among the pigeons by announcing that government was considering new approaches to indigenization, people hear not so much about abandoning the lackluster concept but adjusting it to suit different sector needs and in that attract foreign direct investment. This created a flurry of debate and support from a cross section of society with as many congratulating ZANU PF for this Damascene moment. Mukundu wrote then that ZANU PF had not necessarily climbed down because the indigenization policy was

never up, but in the pit down and anything the government had climbed up to see the light and reality on how an economy is managed and that no one owes us a living and we need better relations with the rest. In that sense the government had accrued positive media coverage for being realistic and for the first time after the 31 July 2013 elections showing some seriousness in trying to arrest the economic decline. If this policy revision was carried through then Zimbabwe will sure start from somewhere, forget the theoretical ideological discussions on what this means on ordinary citizens (Mukundu 2014).

In essence, for us to debate on the ideological underpinnings of an economy, whether it is a societal welfare state or full throttle dog-eat-dog capital driven economy, there should be an economy to talk about in the first place. A primitive and comatose economy like we have now simply needs resuscitation. Like a collapsed athlete the critical thing is to resuscitate and stabilize and develop later. It is this resuscitation that Moyo's statement should have created and at most did, were it not for the ambivalence of Indigenization Minister Honourable Nhema who threw cold water on Moyo saying whatever the information Minister Honourable Jonathan Moyo said was his opinion and that the government was yet to develop anything and on the contrary the indigenization law is okay as it is and it allows the Minister flexibility. Honourable Nhema pronouncements were obviously surprising because normally people expected government ministers to speak with one voice, to sing from the same hymnbook as it were. Honourable Moyo and Nhema ordinarily, unless something has changed, meet at cabinet every week and in any case should have each other's landline and mobile phone numbers and therefore expected to speak in sync and not parallel to each other (Mukundu 2014).

The fact that we have a struggling economy is problematic, but it was having a government without a clue on how to move forward and for worse is having Ministers speaking parallel to each other in the media and almost attacking each other. The expectation is that Honourable Minister Nhema would have sought audience with Honourable Moyo before countering the latter's statements through the same medium, mainstream media. The conclusion is therefore that Zimbabwe is in trouble not so much because we do not have money, but because we have a deficit in leadership. It is different to trace how far the lack of leadership goes but since this is a government constituted by his Excellence President Mugabe we can only point at the Chief Executive Officer for sleeping on the job (Mukundu 2014).

It is His Excellence President Mugabe and his deputy Her Excellence Joyce Mujuru who should oversee co-ordination of government business and we know nothing major happens in ZANU PF and in

government without the President's blessing or consent. The question becomes: why is he allowing this public spat and discordance within his cabinet? Are we to assume that His Excellence President Mugabe is losing control of the levers of government and essentially leaving matters to run their own course and take a direction of their choice. If that is the case then we are probably in far more serious trouble than all the troubles stated above. If the top leadership is failing in ensuring discipline in policy pronouncement and implementation, then Zimbabwe will likely continue suffering as various factions within the ZANU PF government compete for space and compete with each other to control debates. In essence we now have a government at war with itself and in that more concerned about factional and personal survival than addressing critical social and economic issues. If the proposal to change the indigenization law was not discussed and agreed in Cabinet then we again ask: what was Moyo's motivation to speak his opinion and not government policy on such a critical economic policy issue. And if Honourable Minister Moyo is right then we ask why Honourable Minister Nhema denied the stated new policy change and what his intentions were. His Excellence had spoken about changing the indigenization and he needs to stamp his authority and inform citizens which is which. What this whole saga tells us is that ZANU PF is caught up in power games and not focused on the business of serving people (Mukundu 2014).

No matter how the faction-riddled party may deny it, this is probably the time for His Excellence President Mugabe to start the process of handing over some key decision making powers to his juniors, more so decisions to do with economic policy. There is need for clarity on as many issues on the economy and there is no leadership to make pronouncements on such. As ZANU PF prepares for its elective congress in December 2014 the leadership question must feature prominently otherwise any outcome of that congress which does not resolve leadership issues is a betrayal of the people of Zimbabwe. Meanwhile, we hope the presidency puts an end to whether the indigenization law is being changed, if so, when and how? (Mukundu 2014).

On the leadership question to feature prominently as aforementioned that question is now settled and not for further debate. Presidential affairs minister Honourable Didymus Mutasa said that His Excellence President Mugabe is constitutionally free to represent ZANU PF at the 2018 National election because he had only started serving his first term under the new constitution. This is despite the then 89 year old having been in power for 33 years. At the end of his current term, Mugabe will be 94 years old (Staff Reporter 2014).

The evidence on the leadership crisis is coming thick and fast. Wakatama joined the fray to make his valuable contribution and below are the graphic details.

g) Zimbabwe suffers from a leadership crisis (Wakatama 2014)

For any country to prosper in this modern age, it must be ruled by educated, democratic, upright and selfless men and women who venerate justice and human rights and whose sole goal is to attain the highest standards of living for the people. But alas, this is not the case in Zimbabwe. The country is being led by mostly semi-literate, corrupt and incompetent people whose only goal is self-aggrandizement. The result is we are where we are. In most respects Rhodesia was far much better than present day Zimbabwe. To most, the words freedom national integrity and sovereignty are now meaningless slogans shouted by our political leaders at rallies. It is true Zimbabweans are thankful for our hard-won freedom and independence. However, what this really means is that we are free from the colour-bar and that we are now ruling, or rather misruling ourselves. This is the sum total of our liberation. Otherwise, life in Rhodesia, the name for Zimbabwe before Independence from Britain in 1980, was far much better than life in Zimbabwe. One would need to write volumes to describe the difference in detail. We only rid ourselves of a white oppressor, only to replace him with a black one. Justice, human rights and well being of the people are non-existent for most (Wakatama 2014).

At independence our economy inherited from Rhodesia, was strong and resilient despite being under real international sanctions. Rhodesians did not blame all their failures on sanction and go 'cap in hand' to all kinds of even queer foreign 'friends'. They faced the truth, put on their thinking caps, rallied up their sleeves and went to work to build a strong economy. They lived and ate well-all of them. Today that economy is in tatters. It is slowly but surely giving up the ghost and only a few, at the top of the heap, live and eat well. The rest are suffering and living in serious apprehension about their future. Local and international pundits have tried their best to help our leaders with criticism, instruction and advice all to no avail. The unlucky ones are arrested or intimidated to such an extent that they had to flee for dear life and now live in the Diaspora. These include geniuses and real leaders, like the beloved musician Thomas Mapfumo who dared denounce corruption and a host of other patriotic leaders in all spheres of life. Thousands of suffering Zimbabweans had to abandon home to seek a better life in other countries. In a rather rambling disorganized and rather incoherent speech given at a meeting organized by the Zimbabwe Congress Students Union, the Senior Minister of State, Honourable Simon Kaya Moyo urged Zimbabweans in the Diaspora to return

home to participate in rebuilding the country economy. He said:

"You go in the SADC region, its Zimbabweans who are running the economies of those countries and beyond. In Europe its you people who are there and can you imagine if we say come back all of you and let us now address all our challenges. There is going to be something else in this country and we shall be moving also in that direction to make sure that those in the Diaspora come back and make the situation attractive in the sense that they must feel that they have got a duty to contribute to our economic development. So, if you have got any relatives outside, he rambled on, 'please tell them to come back home because we need them so that Zimbabwe can move ahead'".

Ambassador Moyo then went on to platitudinise about Pan-Africanism and getting rid of corruption. One wonders whether those were real students with intellect that he was talking to because if they were, they would have all walked out instead of clapping their hands at such unreasonable drivel. Or they would have asked him why those Zimbabweans left for the Diaspora in the first place and who destroyed the economy that he wants them to come home and rebuild. How will they survive when their former colleagues, who are now graduates, have to sell air time and trinkets to survive in Zimbabwe? The Ambassador conveniently fails to acknowledge that it is the party's violence and skewed economic policies, born of greed which drove millions of Zimbabweans into exile (Wakatama 2013).

Our leaders have proven beyond doubt that they are not leadership material. They don't have the qualifications required of true leaders. Most of them are uneducated and semi-literate. Honourable Minister Ignatius Chombo was extremely worried about this. Late last year (2013) he said that the government would soon introduce minimal educational qualifications for Councilors in both urban and rural areas, to enhance their literacy and competency. He said most councilors were failing to appreciate their mandate and authority because of low literacy levels. With this kind of admission from a ZANU PF Minister of government, can we then blame sanctions for our sad predicament? The lack of rudimentary educational qualifications is not a local government problem only. It also applies to most, if not all government departments. There are two typical examples. One is member of parliament, Honourable Joseph Chinotimba. He is a semi-literate former municipal policeman in the Harare City Council who can hardly speak English. The second one is Member of Parliament (MP) for Hurungwe East Sarah Mahaka. She is an illiterate Grade 2 dropout. She is also the Party's Women's League Chairperson for Mashonaland West Province. Can such leaders meaningfully participate in the governance of a modern day state? No. they can only participate in a primitive and poverty stricken country like Zimbabwe (Wakatama 2014).

There are indeed some well educated government leaders in Zimbabwe. However, they fail the major test of real leadership. They do not value justice. Someone friendly to Wakatama was remonstrating with a minister. He said:

"One day the people are going to take you people to court for your misdeeds...."

The minister actually laughed and said:

"The courts may belong to the people but the judges are ours".

Need one say more? Our current leaders scoff at justice. The concept and meaning of the word does not exist in their minds and consciences. This is why Zimbabwe today is an impoverished pariah state whose children have run away to enrich foreign countries. Among them are real leaders who should be at the helm of this country today. Zimbabwe has the most educated and sophisticated people in Africa (Staff reporter 2014). Why is it then that the country is led by people of such poor quality? The answer is the fear factor. If you as a Zimbabwe citizen aspire to high political office, your very life is at risk. Many have paid the price.

Hebert Wiltshire Tapfumanei Chitepo (15 June 1923 – 18 March 1975) led the Zimbabwe African National Union (ZANU) until he was assassinated on 18 March 1975. Although his murder remains unidentified the Rhodesian Author Peter Stiff said that a former British SAS soldier, Hugh Hind was responsible (Staff Reporter 2014). Zimbabweans must pray to god to rid us of poor leaders and give us true leaders who will lead us to 'Canaan' (Wakatama 2014).

To wrap the discussion in this Paper in came Chichoni with his scintillating contribution on effective leadership and how it elicits best performance. Let's hear him make his contribution as below.

h) Effective leadership elicits best performance (Chichoni 2014)

Being a soccer enthusiast and a supporter of the Liverpool Football club of the English Premier League and also a fanatic of the Dynamos football Club of the Zimbabwe Premier Soccer league; when the Author saw the picture of David Moyes he knew straight away what Chichoni was going to talk about – with Moyes having found the going tough at Manchester United his topic on the subject under discussion in this Paper would be: Effective leadership elicits best performance which David Moyes dismally failed to bring to the Manchester United Football club to result in his sacking with four games to go before the end of the 2013/2014 soccer season only to be replaced initially by Ryan Giggs but later by Louis Van Gaal, the current Manager at Manchester United Football Club (Staff Reporter 2014).

Speaking at a business breakfast meeting at Harare Meikles Hotel, recently renowned international leadership expert Rene Carayal brought out a point that

most of the people running small/medium sized businesses often neglect to consider: the importance of leadership. It is good that leadership can be learned, that means all of us can learn to be effective leaders. Carayal told the audience a story about his friend called Jim. Jim had been running a manufacturing outfit for nearly 10 years then. He employed nearly 50 people and his business had been doing reasonably well except for one thing. Jim had always been complaining about his employees' lack of discipline and laziness. He was forced to fire over a dozen employees in the past five years, including two supervisors. Jim consulted a friend who was running a very successful business. The friend gave him some tips and also advised him to read some books on leadership. After reading several books Jim said he was surprised to discover that he was actually the problem. He came to understand that he lacked effective leadership skills to really manage his people. He gave me the example of David Moyes who failed at Manchester United.

"Well", Jim said, "the level of leadership required at a top club is different from that required at a smaller club. This is because you are dealing with super stars, people who might even be earning more than you. With their big ego, they are harder to control: they can question your decision and that can make you angry" (Chichoni 2014).

Jim went on to explain how he was in a similar position managing people with modern and higher qualifications than him and who were struggling financially in a difficult economic environment. According to experts, leadership is critical in running a business or any organization successfully. This is especially so in our modern day with people who are more knowledgeable and informed. Your workers will not probably know a lot more than you do in certain areas. An effective leader in that situation is one that can energize people towards a vision. According to Brian Tracy a leader must have sense of vision or a mission in order to be effective. This vision uplifts, motivates and inspires people to heights of wanting to achieve. Each person has a desire to achieve something bigger than themselves. Look at the way people follow a national sports team when it is playing an important international match. everyone rallies behind the team supporting in whatever way they can. If you can articulate a vision for your business in a similar way to a national achievement, people will rally behind you. This means you have to have a goal that excites and inspires. People are not inspired by salary increases or profits. Inspiring goals are qualitative. We do get inspired not by money but by bringing a product or service to people who need it, about being the best, about being superb in our field, about winning or achieving success in a competitive field. (Chichoni 2014).

A good goal gives a clear sense of direction a feeling towards achievement which brings the best in people. Ordinary people will perform extra-ordinary acts if they are unified by an inspiring goal. Take the biggest club in Zimbabwe, Dynamos, for instance. It does not necessarily have the best players. Neither does it pay the highest wages. Infact, the players have been seen going on strike over wages numerous times. However, when a player is in the field donning the Dynamos blue jersey, they just perform wonders and the team wins most of the time. It is because of the sense of mission associated with team: the vision to win. Effective leaders are action oriented. They don't waste time contemplating or analyzing but they act and drive others into action. The most successful business are those that try more: launch new products, try new markets offer new services, offer new customer experiences. They are led by action oriented leaders. They may fail in some actions, but because they drill more holes they are more likely to hit the gold seam. Some business owners think being tough with employees makes them more productive. Effective leadership works the other way round. You need to compliment workers for a job well done, encourage them and motivate them and they will be happy to do more. They will not only work when you are watching but they will put in all their effort all the time to see the company's goals achieved, because they love working there. If you feel you would like, start reading and studying leadership now and you will achieve far greater things with your people (Chichoni 2014).

Early in this paragraph, I had promised it was time to wrap up the discourse on leadership but no sooner had the Author done that than a friend phoned him to watch and listen to His Excellence President Mugabe's speech at the General Assembly of the United nations in New York on Thursday 25 September 2014. At first the Author resisted the invitation but as part of the Author's Leadership studies, he was forced to search through the various newspapers that make up the pluralist media only to come across his speech in the Newsday of 27 September 2014. For details on this do not miss even a drop about this fascinating speech which is up next.

j) Mugabe holding Zimback (Madanhire 2014)

As sadly predictable, His Excellence President Mugabe, in his address at the General Assembly of the United Nations in New York on Thursday 25 September 2014, ranted against Western countries to repeat his same speech of last year, for their alleged sins of commission such as maintaining sanctions against his government. While other progressive leaders from across the political spectrum address relevant burning issues in detail such as among others terrorism and growing income inequality globally, calling for the resetting of the global economy. His Excellence

President Mugabe spoke like a cold war warrior from another era. His pre-occupation with the alleged victimization of his government is increasingly having fewer and fewer takers, locally and regionally and globally. The awesome speech sounded oddly out of place. The address sounded discordant. His Excellence President's bloated delegation of over 100 did not help his cause either. Year in year out, he takes a dig at the West, but to what end? No other regional leader has been known to fulminate like that on the international stage. Clearly regional leaders do not go out of their way to pick fights. Moreover, Zimbabwe has not been singled out for victimization as the government has clearly breached universal norms like the upholding of human rights and blazently defaulted on its financial obligations to international lenders such as the Brentonwood Institutions. So, playing the victim card loudly at such forum is not going to be helpful at all. Whatever the West's sins of commission or omission, both sides must meet somewhere in the middle because His Excellence himself is not stainless (Madanhire 2014).

Back home, he is pushing his wife not only to the political heights but helping her to earn dubious PhD degrees from the University of Zimbabwe in a scandal which had since deepened. He does not tolerate any challenges or resistance to that (Mambo and Gagare 2014). Is that the conduct of a practicing democrat? He cannot masquerade as a change agent. Zimbabweans are not fooled. Neither is the world fooled. All this hypocrisy he does is to embarrass the nation to no end. Again the world cannot help but notice His Excellence President Mugabe's advanced age. At 90 he was clearly the oldest leader to address the UN general Assembly. CNN pointedly mentioned that he was now into the 7th term, a sign that democracy in Zimbabwe is not only dubious but non-existent. His advanced age now detracts him from everything he says. Is His Excellence the right person to call for a new world order while refusing to embrace democratic change at home? It is so glaring for all to see. So His Excellence President Mugabe should be the last person to call for change on the global stage. He does not have the moral authority to do so. But it's sad that he does not see this glaring contradiction. He thinks everything is out of step except himself (Nemadire 2014).

But His Excellence President Mugabe as the always angry, rancorous face of Zimbabwe for the past 34 years is as President holding the country back (Madanhire 2014).

All said and done what remains outstanding in this Paper are the Summary, Conclusion and Recommendations. But coming your way first is the Summary of the Paper.

III. SUMMARY

The ignition to the discourse in this Paper was the astonishing leadership qualities of Robert Gumbura (57) of the RMG End Time Message Pentecostal Church in Harare. The church leader is polygamous and had six young wives averaging 20 to 25 years of age despite his advanced age. In February this year (2014) he was convicted on four counts of rape involving his female congregants plus possession of pornographic material for which he was sentenced to forty years in jail. From impeccable sources within his dubious church all female congregants, married or not are his girlfriends. Any female congregant who resists his sexual advances is threatened with death or some life threatening misfortunes.

Up next is His Excellence President Mugabe (90) vowing that it is not for the British to tell him to go but that only his people will change him to resonate with the narrative in this Paper that the leadership in Zimbabwe is a formula for real disaster.

Another disaster from Zimbabwe's quality of leadership is the failure by his Excellence President Mugabe to appoint his cabinet ministers on nothing else but merit. By way of examples. The foreign Affairs Ministry in Zimbabwe with the taciturn incumbent, Honourable Simbarashe Mumbengegwi is going nowhere and is dead and buried (Madanhire 2014). A country like the impoverished Zimbabwe can ill afford an uncommunicative, unresponsive, tight lipped, abrupt and secretive character as Foreign Affairs Minister particularly in these bad times where Zimbabwe needs to engage from the East to the West, from the North to the South (Madanhire 2014).

Another disaster is reportedly coming from the opposition Movement for Democratic Change resisting not only dissent but leadership renewal. For Zimbabwe, it is "*Mai vatsva kumusana mwana atsva kudumbu*" (meaning a double tragedy where mother and baby strapped on her back are both injured in a fire accident). In the ruling ZANU PF His Excellence President (90) is refusing to go to pave way for new bloody with fresh ideas while Tsvangirai of the opposition is also showing equal intolerance for dissent and leadership renewal. The question to ask is: Whether Zimbabwe with this type of leadership?

Another contribution from Makoni (2014) which was worthwhile was to set constitutional leadership terms in office which must afterwards be seen to be adhered to. A good example that readily comes to mind is His Excellence President Mugabe. When the new constitution that we have right now was being crafted His Excellence had 6 consecutive 5 year terms in office while the new constitution stipulated 2 five year terms for any sitting President. Out of greed because he wanted to be President until 2023, the law had to be changed so that it would not be retrospective on His Excellence

President Mugabe who in 2023 will be 100 years old and still in office. A cursory check on our regional peers exhibits that "*kutonga mazoro*" (meaning you are leader today so that I am leader tomorrow and not one person ruling in perpetuity). In soccer you can see how the Spanish domination was being resisted worldwide only to end in pain in July 2014 in Brazil (Reuters 2014). The question is: do you want that to happen to you?

Given 15 years of failure by Tsvangirai to unseat His Excellence President Mugabe, Kajau (2014) was reportedly agitating for new leadership in the opposition party which Tsvangirai was resisting to breach one of the founding values of the party – which is democracy.

The name of the opposition MDC-T goes on to parrot the name 'Democratic Change'. Why resist it now when it was one of your founding principles? '*Mwari rambidzai!*' (meaning God forbid!)

The dilly dallying shown by the ZANU PF party on the urgent need to repeal the controversial Indigenization law was an appalling show of a leadership deficit in Zimbabwe. Given that it was this law which was making Zimbabwe unattractive for foreign direct investment, the paranoid ZANU PF should not have dithered on the repeal of this dangerous law condemned locally, regionally and globally (Mukundu 2014).

Wakatama (2014) for his own right lamented that for a country to prosper in this modern age, it must be ruled by educated, democratic, upright and selfless men and women who venerate justice and logic, human rights and whose sole goal is to attain the highest standards of living for the people and not self-aggrandizement for the greedy leadership. Zimbabwe, touted as bread basket in Africa at independence from Britain in 1980 is now a hopeless basket case importing food from the lowly Zambia and Malawi, who traditionally used to import food from Zimbabwe during its hey days (Wakatama 2014).

Chichoni (2014) was dead right when he spearheaded his spirited fight against ineffective leadership which kills best performance from subordinates. Imagine Zimbabwe with one man at the helm since 1980 to date. The question is: Can we prosper given lack of new blood with fresh ideas to take the country forward. Look at where Zimbabwe is today compared with its regional peers? (Chichoni 2014).

And finally Madanhire (2014) cannot say it any better when he came out blazing his guns to say one person, His excellence President Mugabe is holding Zimbabwe back. His sanctions mantra at the UN General Assembly in September 2014 is increasingly finding no takers home and away save to hold Zimbabwe back (Madanhire 2014).

With the Summary conveniently out of the way, up next is the Conclusion of the Paper which by the looks of it appears a good prospect for the Reader. Details coming your way sooner than later as below.

IV. CONCLUSION

According to Kenkel (1994) a conclusion is about choosing either of two conflicting statements which are:

The Null Hypothesis (H_0): The Leadership quality in Zimbabwe is not a formula for real disaster.

The Alternative Hypothesis (H_1): The leadership quality in Zimbabwe is a formula for real disaster.

Given the overwhelming evidence unearthed by the short and relevant literature review carried out as shown elsewhere in this Paper and its Summary above the Conclusion of the Paper is to reject the Null hypothesis (H_0) and accept the Alternative Hypothesis (H_1) which states that:

The leadership quality in Zimbabwe is a formula for real disaster.

With the Conclusion now out of the way, the Recommendations are up next. Details coming your way shortly as below.

V. RECOMMENDATIONS

For treatment of major risks identified in this Paper the under listed Recommendations were found appropriate to reduce or eliminate the risks.

a) *Robert Gumbura of End Time Message Church abusing his female congregants*

Churches in particular the Pentecostals should be kept under police surveillance plus urging members of the public to come forward and report any suspicious behavior of any church leader so that he is investigated, arrested to face prosecution by the courts. For raping four women and possessing pornographic material, Robert Gumbura of End Time Message Church was jailed for 40 years without the option of a fine.

b) *His Excellence President Mugabe resisting leadership renewal in both party and government*

Both the constitutions of the party and government should be tightened to plug loop holes like this. Every leader in both party and government should be subjected to the constitution which should limit the number of terms and years a President should have in office before he is forced to resign.

c) *Incompetent cabinet ministers should not be allowed to hold office*

Honourable Ministers Chombo, of Local Government, Mavhaire of Energy, Mumbengegwi of Foreign Affairs should not be allowed to hold office if they are found to be incompetent as per frequent media reports. His Excellence President Mugabe should give such Ministers contract offers such as, five year contracts renewable on evidence of satisfactory performance.

d) *Repeal of the Indigenization law*

The evidence against the continued existence of this law on the country's statutes is deplorable. Foreign Direct Investment has stopped coming to Zimbabwe because of this obnoxious law.

e) *Set a leadership profile for individuals occupying positions in both party and government*

A criterion should be set on education, uprightness and selflessness and also democratic aptitude. Anybody without these credentials should not be appointed to party or government position.

f) *People aspiring to take up party and government leadership*

For all the people who aspire to take up party or government leadership positions for which they are ineffective should take to reading books on leadership. Look for books on leadership and read them to acquaint yourself with leadership skills.

To end the discourse the Christian way the Author will say a short prayer as follows: *Mwari nevadzimu venyika ino ndinoti tibatsireiwo nevatongi vemazvirokwazvo Amen!* (meaning God and all the country's Ancestral spirits please help us and our country to prosper under a multi-skilled leadership. Amen)

VI. KEY ASSUMPTION

In presenting this Paper the Author would, right from the outset, wish to reassure the beloved Reader that all the facts and figures contained therein are stated as they are on the ground without fear, favour or prejudice.

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