

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

Dr Silas Luthingo Rusvingo¹

¹ Great Zimbabwe University

Received: 16 December 2013 Accepted: 31 December 2013 Published: 15 January 2014

Abstract

The objective of this Paper is to expose the quality of leadership that we have in Zimbabwe and thereafter to come up with a Summary, Conclusion and Recommendations designed for risk treatment.

Index terms— quality, leadership, zimbabwe, formula, disaster.

1 I. Introduction

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 Author: Great Zimbabwe University. e-mail: srusvingo@yahoo.com 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.

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

1 I. INTRODUCTION

46 to give the audience his contribution. a) Elect leaders with a vision ??Chimakure 2013) His Excellence President
47 Mugabe, 89, who was then seeking re-election in the 31 July 2013 harmonized elections had told a Japanese
48 news Agency that he had given thought to quitting but had decided against the idea. Sounding confrontational
49 against the innocent Britain, his Excellence President Mugabe had said: The Quality of Leadership that we have
50 in Zimbabwe: A Formula for Real Disaster (2013 -2014)

51 II. The Relevant Literature Review: The Quality of Leadership we have in Zimbabwe: A Formula for Disaster
52 "I have thought about retirement, but not when the British are saying we want regime change".

53 The then 89 year old His Excellence had told the Kyodo News Agency in an interview in Yokohama in Japan
54 that: "I won't be changed by the British. My people will change me".

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

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

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

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

72 Zimbabwe's problems since independence emanated from leaders whose focus was narrowly confined to self
73 enrichment, patronage and party politics. Voters should be disabused from voting such people into power.
74 They should elect leaders with a powerful vision for sustainable development etched in strong participatory
75 democracy. People need leaders with a concrete vision for the future. We should have leadership characterized
76 by creativedreamers who can embrace globalization, leaders who do not dwell on past achievements -real and
77 perceived. This is where voter education counts for it is the electorate that can elevate people of such caliber
78 to the corridors of power. The electorate also has the power to kick out leaders who think Zimbabwe belong to
79 them and a few friends and relatives. Such people have no sustainable vision for the growth of this country and
80 they must not be in positions of power at all. Voters should understand that through the ballot they wield more
81 power than politicians who intimidate them through killing, maiming or rape. In fact, their power as voters is
82 permanent unlike that of politicians that is temporary for it depends on the very same voters they intimidate
83 and thrust with contempt (Chimakure 2013).

84 Museve's contribution was quite remarkable as he quite rightly dwelt at length at Zimbabwe's leadership
85 failure. For this more details coming your way. b) Zim's leadership failure (Museve 2014) The graft and corruption
86 that is now being unearthed means that His Excellence President Mugabe had failed to do the job for which
87 he was mandated. The main responsibility of any president must be to effectively preside over the affairs and
88 administration of the country. In order to achieve that His Excellence President Mugabe should appoint ministers
89 who should be appointed on merit. Their responsibility is not only to ensure that not only government policy
90 is effectively implemented but to ensure that it is effectively administered and in line with the Constitution
91 and the laws of the country including adherence to the country's budget. In addition His Excellence President
92 Mugabe is provided with all the resources he needs to ensure he is effective in carrying out his mandate according
93 to the constitution. His Excellence is even provided with high level security and all the necessary comforts to
94 ensure that his decisions are objective and serve the interests of the people first. This is to ensure that he stems
95 corruption, fights graft and is not easily influenced or swayed in making decisions that may prejudice those
96 that seek to disadvantage the interests of the country as a whole. The graft and corruption that is now being
97 unearthed means that His Excellence President Mugabe has failed to do his job. His Excellence should take full
98 responsibility for the failure of public institutions to serve the needs of the country including the management
99 of State Enterprises and our national resources. Of course those he has deployed to manage our economy have
100 failed in their duty but they should be answerable to him and him alone. Unfortunately the unearthing of the
101 monumental deception committed through abuse of public funds is now being framed as a victory for ZANU
102 PF which is most absurd. How can the very people who produced this vomit get the credit for finally cleaning
103 it up? The MDC-T including its president, must also take responsibility for its failure to highlight and expose
104 those fleeing State enterprises and national resources during the Government of National Unity (GNU). This
105 is not the time for excuses. It is just not it, but we could not do anything about it. Of course, ZANU PF
106 prevented the effectiveness of the MDC-T, their rival in the GNU. However, the minister responsible should still
107 have done something about it. The least he could have done is to leaders continue to blame circumstances for
108 poor performance and failure to deliver (Museve 2014).

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

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

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

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

158 Having set the context and declared his layout to the party, to the dear Leader and the movement, Mangoma
159 moves on to more substantive issues and in particular the disputed 31 July 2013 harmonized elections. Quite
160 rightly he called out the MDC-T leadership for having allowed the electoral fraud that Introspection is always
161 good and owning up to failure and taking responsibility allows people to create space for addressing those wrongs.
162 Ok, ZANU PF rigged those elections but the story was getting old and stale. They rigged in 2000, the MDC's first
163 ever election and despite the party's relative youth and inexperience and notwithstanding the brutal violence
164 accompanying that election the MDC acquitted itself well in that election. The next elections were in 2002.
165 Again, they were characterized by brutal violence and rigging. Then in 2005 there was more rigging and violence.
166 Then in 2008; more rigging and even more violence. Come the 31 July 2013 harmonized elections. There was still
167 more allegations of poll theft. Now the pertinent question is at what point does the always losing MDC-T start
168 singing a different song? Frankly the rigging song or mantra was always going to get tired. Did the party not
169 think those elections were going to be rigged? If they did why insist on moving ahead with them without insisting
170 on safeguards first? Why even participate in a flawed election process in the first place when all the previous
171 attempts have produced an unsatisfactory result for them? If then someone were to call for introspection and

1 I. INTRODUCTION

172 self reflection for the party and its leadership is that person wrong? Is that not the logical thing for the party to
173 do? Did the clueless party ever think they could win the election, the rigging notwithstanding? In which event
174 there was either a serious over-estimation of their supporters' enthusiasm (a shocking conclusion in light of the
175 ever diminishing returns at the polls) or a serious under-estimation of their opponents. Either way leadership
176 needs to take responsibility for failures of intelligence, strategy or both (Makoni 2014).

177 Mangoma went on to mention the confusion and consternation that he said gripped the party following the
178 elections in which they resoundingly lost. Well, that confusion by the party begs the question, had the MDC-T
179 not done any scenario planning? Did the clueless leadership, never think 'what if we lose?' If they did, what then
180 was the confusion and consternation about? Well apprehension certainly gripped even those people outside of the
181 party following the resounding loss in the 31 July 2013 harmonized election as people pondered the implications
182 of the then disastrous result on Zimbabwe's future. The analytical Mangoma noted that it was during this period
183 of internal confusion that the bitterly disappointed Tsvangirai was embroiled in his public, but personal imbroglio
184 with his wife with ZANU PF connections for that matter. (An aside here: Tsvangirai needs to learn the credo
185 'the personal is political if you are your party's presidential candidate'). So far, what analytical Mangoma was
186 saying was common cause. To the outside observer the confused Tsvangirai then appeared to be pre-occupied by
187 these personal affairs at the expense of the democratic project. The highlight for anybody of average intelligence
188 was Tsvangirai visiting the Nigerian popular prophet Temitape Balogun Joshua, better known as TB Joshua.
189 Nothing wrong in seeking and receiving spiritual guidance, but to make that a priority in the face of the massive
190 challenges confronting his party and the country is beyond even the Author himself. To travel all the way to
191 Nigeria for receiving spiritual guidance at a time when your party is on the back foot reeling from defeat is
192 not only even more astounding but resonates with the Author's narrative in his ignition in this Paper that the
193 Zimbabwean quality of leadership is 'a formula for disaster' it showed Tsvangirai as an erratic and weak person,
194 someone who was at his wits' end and was now seeking divine intervention or inspiration and or answers in the
195 occult. At this material time in the history of not only Tsvangirai, but Zimbabwe, that it did not help. Worse
196 was his spokesperson Luke Tambiranyoka who sought to explain this surprise visit to the prophet as occurring
197 in the course of a 'diplomatic' mission to Nigeria (Makoni 2014).

198 There was a feeling among the people that the MDC-T could have handled the post-election period better.
199 Moreso, Tsvangirai himself had not handled his public but personal affairs any better. Beyond a shadow of
200 doubt. His alliances with multiple women had actually done more harm than good to the MDC-T party then left
201 alone in the political wilderness. Tsvangirai's poor handling of Lorreta Nyati, Lorcadia Karimatsenga, Nosipho
202 Shilubane and Elizabeth Macheka, to name just a few of his dubious women friends made many people question
203 his leadership capabilities. Hell, Yes. Tsvangirai has displayed an amazing lack of judgment, a lack of discipline
204 and shocking lack of discretion. Imagine a world of increasing complexity with so many beautiful women outside
205 ZANU PF why did Tsvangirai go for women that had a ZANU PF connection? He himself might have the
206 appropriate answer. But the irreparable damage done to the MDC-T as a party was not only permanent was
207 excessive not only for his liking but for his supporters alike. For your information the post election period was
208 characterized more by Tsvangirai's problems and shenanigans involving women with ZANU PF links and less by
209 the MDC-T's response and reaction to the election. Let it known here and now that Tsvangirai's poor handling
210 of his personal affairs which to the Author was washing dirty linen in public, had actually done a good job of
211 'assassinating' his character and he did not need Mangoma's dissent to do that. A matter of fact which was and
212 is undeniable, is that it is naïve and foolhardy of the MDC-T to think that Tsvangirai could go through all these
213 scandals and women shenanigans and emerge with his brand unscathed. 'Mwari rambai!' (meaning God forbid!).
214 It is appropriate, therefore, for the party to have an internal discussion on the implications for their party and
215 its legitimacy among their constituency and their stakeholders and yes, these include their funders. As said by
216 the Author before, if you are the party's and presidential candidate the personal is political! (Makoni 2014).

217 The same Makoni sequed into the critical issue of leadership renewal and its terms. For more on the story
218 let us peruse the next paragraph. d) Leadership renewal: Terms should be adhered to (Makoni 2014) Well,
219 leaving aside Tsvangirai's personal shenanigans leadership renewal should be written into the very fabric of the
220 DNA of any democratic party. The relevant terms should be prescribed and the terms so prescribed should be
221 adhered to. People should be made to understand a reason why there are a constitution. But most important it
222 is about constitutionalism; the adherence to the values and principles of constitutions -even when it is personally
223 inconvenient to do so. In the democratic project, it should never be that the only basis for leadership renewal
224 is misbehavior of the leader. Nor should it be that the most popular person can remain party leader for ever
225 as the case in ZANU PF where His Excellence President Mugabe has been the president of ZANU PF since
226 1977 and continues to be well into 2014 and beyond. In a country of 13 million people there should never be
227 one person who can lay claim to having a right to lead in perpetuity. There is no one person who knows it all
228 and who can do it all. That is why we have different parties and movements. It is always going to be a team
229 effort. Tsvangirai has been a leader who has been leading the MDC-T since 1999. Any new ideas he had have
230 been introduced and innovations have since been implemented and consolidated (or not). It is imperative for the
231 MDC-T to create space for new leadership, new ideas and indeed 'fsh impetus' as Mangoma calls it. Leadership
232 of a country should never be about rewarding a person for the role they played in 'liberating us'. Look where
233 that has gotten us. Let us consider the questions asked by Mangoma in his famous letter, the subject of his
234 expulsion from MDC-T. Did they fail in their reform agenda? The party's conduct towards the 29 Glen View

235 activists says they did. These people were in prison for almost as long as the MDC-T was in the Government
236 of national Unity, having been arrested in 2011. One such arrest was Cynthia Manjaroarrested by the police as
237 bait to get to her boyfriend. The last 3 were only released in 2014. One Rebecca Mafukeni died in prison. The
238 MDC-T went to the election knowing their supporters were in prisons. They were not convicted criminals. Did
239 someone in MDC-T say something about reforms? (Makoni 2014).

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

242 The failed institutional and legislative reforms, the nauseating corruption within the MDC-T led councils,
243 were chief among some of the glaring failures by the MDC-T party. After resoundingly lose the 31 July 2013
244 harmonized elections Tsvangirai is anxious to engage His Excellence President Mugabe, over the luxury house
245 he had been staying in as Prime Minister, during the GNU ??2009) ??2010) ??2011) ??2012) ??2013). Hardly,
246 the stuff to inspire confidence in the legitimacy of the party or its office bearers. People begin to wonder was
247 he in it for the house? Tsvangirai did not need someone to smear his character. He appeared to be doing a
248 good job all by himself. So, should there be a leadership renewal? In a word, Yes. Every interested person in
249 the MDC-T should throw their name in the hat. They should fight it in the party and may the best person
250 then be presented to Zimbabweans. The requirement has been made that no one person is the MDC-T has the
251 grassroots support that Tsvangirai has. Well, this could be true. But Tsvangirai was not born the MDC president
252 just like His Excellence President Mugabe was not born the ZANU PF president. There is nothing pre-ordained
253 or predestined about their party leaderships. Zimbabwe does not owe Tsvangirai or His Excellence President
254 Mugabe a right to president of this country come the next harmonized elections in 2018. If Tsvangirai or His
255 Excellence President Mugabe wants to be president they each have to prove themselves worthy of leading this
256 country. If Tsvangirai or His Excellence are genuinely interested in their legacies let it be that of each mobilizing
257 his party to rally behind whichever person becomes the leader of their respective parties after them. Let it be a
258 legacy of building the democratic institutions of their respective parties. Let it be that of setting the democratic
259 example of how to pass on the baton stick. Newspaper headlines such as 'I won't go', 'my people will change
260 me' in the case of His Excellence President Mugabe or Tsvangirai headlines such as 'Tsvangirai tightens grip on
261 the MDC' sound eerily and frightfully familiar. Let not these be the legacies of holding their respective parties
262 to ransom (Makoni 2014).

263 Kajau reiterates to echo Mangoma's sentiments, that the people want a new leadership in the MDC. For more
264 on this story let us find out what he has to say in just a moment. e) We need new leadership in MDC (Kajau
265 2014) To resonate with the popular call by the various stakeholders so far Kajau was singing from the same hymn
266 book when he was contacted to give his contribution. He said that Morgan Tsvangirai was not a sacred cow in
267 the MDC-T party and he is not bigger than the MDC-T. The party is an organization which should continue to
268 flourish even after the departure of any given individual. The people are not worried about change of leadership
269 because MDC -T is not Tsvangirai and Tsvangirai is not MDC-T. The people's aim is that, MDC needs to spruce
270 up its image ahead of 2018 which is fast approaching. Certainly people cannot face the next polls under the
271 presidency of this perennial failure who betrayed us over the years from the year 2000 to date (2014). Democracy
272 should rule the party not selfish people who want to cover up for their natural weaknesses (Kajau 2014).

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

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

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

288 **2 f) Leadership deficit more glaring (Mukundu 2014)**

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

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

2 F) LEADERSHIP DEFICIT MORE GLARING (MUKUNDU 2014)

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

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

315 The fact that we have a struggling economy is problematic, but it was having a government without a clue on
316 how to move forward and for worse is having Ministers speaking parallel to each other in the media and almost
317 attacking each other. The expectation is that Honourable Minister Nhema would have sought audience with
318 Honourable Moyo before countering the latter's statements through the same medium, mainstream media. The
319 conclusion is therefore that Zimbabwe is in trouble not so much because we do not have money, but because we
320 have a deficit in leadership. ??t government without the President's blessing or consent. The question becomes:
321 why is he allowing this public spat and discordance within his cabinet? Are we to assume that His Excellence
322 President Mugabe is losing control of the levers of government and essentially leaving matters to run their own
323 course and take a direction of their choice. If that is the case then we are probably in far more serious trouble than
324 all the troubles stated above. If the top leadership is failing in ensuring discipline in policy pronouncement and
325 implementation, then Zimbabwe will likely continue suffering as various factions within the ZANU PF government
326 compete for space and compete with each other to control debates. In essence we now have a government at war
327 with itself and in that more concerned about factional and personal survival than addressing critical social and
328 economic issues. If the proposal to change the indigenization law was not discussed and agreed in Cabinet then
329 we again ask: what was Moyo's motivation to speak his opinion and not government policy on such a critical
330 economic policy issue. And if Honourable Minister Moyo is right then we ask why Honourable Minister Nhema
331 denied the stated new policy change and what his intentions were. His Excellence had spoken about changing
332 the indigenization and he needs to stamp his authority and inform citizens which is which. What this whole
333 saga tells us is that ZANU PF is caught up in power games and not focused on the business of serving people
334 (Mukundu 2014).

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

342 On the leadership question to feature prominently as aforementioned that question is now settled and not
343 for further debate. Presidential affairs minister Honourable Didymus Mutasa said that His Excellence President
344 Mugabe is constitutionally free to represent ZANU PF at the 2018 National election because he had only started
345 serving his first term under the new constitution. This is despite the then 89 year old having been in power for
346 33 years. At the end of his current term, Mugabe will be 94 years old (Staff Reporter 2014).

347 The evidence on the leadership crisis is coming thick and fast. Wakatama joined the fray to make his valuable
348 contribution and below are the graphic details. g) Zimbabwe suffers from a leadership crisis (Wakatama 2014)
349 For any country to prosper in this modern age, it must be ruled by educated, democratic, upright and selfless
350 men and women who venerate justice and human rights and whose sole goal is to attain the highest standards
351 of living for the people. But alas, this is not the case in Zimbabwe. The country is being led by mostly semi-
352 literate, corrupt and incompetent people whose only goal is self-aggrandizement. The result is we are where we
353 are. In most respects Rhodesia was far much better than present day Zimbabwe. To most, the words freedom
354 national integrity and sovereignty are now meaningless slogans shouted by our political leaders at rallies. It is
355 true Zimbabweans are thankful for our hard-won freedom and independence. However, what this really means is
356 that we are free from the colour-bar and that we are now ruling, or rather misruling ourselves. This is the sum
357 total of our liberation. Otherwise, life in Rhodesia, the name for Zimbabwe before Independence from Britain in
358 1980, was far much better than life in Zimbabwe. One would need to write volumes to describe the difference in

359 detail. We only rid ourselves of a white oppressor, only to replace him with a black one. Justice, human rights
360 and well being of the people are non-existent for most (Wakatama 2014).

361 At independence our economy inherited from Rhodesia, was strong and resilient despite being under real
362 international sanctions. Rhodesians did not blame all their failures on sanction and go 'cap in hand' to all kinds
363 of even queer foreign 'friends'. They faced the truth, put on their thinking caps, rallied up their sleeves and went
364 to work to build a strong economy. They lived and ate well-all of them. Today that economy is in tatters. It
365 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
366 suffering and living in serious apprehension about their future. Local and international pundits have tried their
367 best to help our leaders with criticism, instruction and advice all to no avail. The unlucky ones are arrested or
368 intimidated to such an extent that they had to flee for dear life and now live in the Diaspora. These include
369 geniuses and real leaders, like the beloved musician Thomas Mapfumo who dared denounce corruption and a
370 host of other patriotic leaders in all spheres of life. Thousands of suffering Zimbabweans had to abandon home
371 to seek a better life in other countries. In a rather rambling disorganized and rather incoherent speech given at a
372 meeting organized by the Zimbabwe Congress Students Union, the Senior Minister of State, Honourable Simon
373 Kaya Moyo urged Zimbabweans in the Diaspora to return "You go in the SADC region, its Zimbabweans who
374 are running the economies of those countries and beyond. In Europe its you people who are there and can you
375 imagine if we say come back all of you and let us now address all our challenges. There is going to be something
376 else in this country and we shall be moving also in that direction to make sure that those in the Diaspora come
377 back and make the situation attractive in the sense that they must feel that they have got a duty to contribute
378 to our economic development. So, if you have got any relatives outside, he rambled on, 'please tell them to come
379 back home because we need them so that Zimbabwe can move ahead".

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

388 Our leaders have proven beyond doubt that they are not leadership material. They don't have the qualifications
389 required of true leaders. Most of them are uneducated and semi-literate. Honourable Minister Ignatius Chombo
390 was extremely worried about this. Late last year (2013) he said that the government would soon introduce
391 minimal educational qualifications for Councilors in both urban and rural areas, to enhance their literacy and
392 competency. He said most councilors were failing to appreciate their mandate and authority because of low
393 literacy levels. With this kind of admission from a ZANU PF Minister of government, can we then blame
394 sanctions for our sad predicament? The lack of rudimentary educational qualifications is not a local government
395 problem only. It also applies to most, if not all government departments. There are two typical examples. One is
396 member of parliament, Honourable Joseph Chinotimba. He is a semi-literate former municipal policeman in the
397 Harare City Council who can hardly speak English. The second one is Member of Parliament (MP) for Hurungwe
398 East Sarah Mahaka. She is an illiterate Grade 2 dropout. She is also the Party's Women's League Chairperson
399 for Mashonaland West Province. Can such leaders meaningfully participate in the governance of a modern day
400 state? No. they can only participate in a primitive and poverty stricken country like Zimbabwe (Wakatama
401 2014).

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

405 "One day the people are going to take you people to court for your misdeeds?." The minister actually laughed
406 and said:

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

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

414 Hebert Wiltshire Tapfumanei Chitepo ()

415 most of the people running small/medium sized businesses often neglect to consider: the importance of
416 leadership. It is good that leadership can be learned, that means all of us can learn to be effective leaders.
417 Carayal told the audience a story about his friend called Jim. Jim had been running a manufacturing outfit for
418 nearly 10 years then. He employed nearly 50 people and his business had been doing reasonably well except for
419 one thing. Jim had always been complaining about his employees' lack of discipline and laziness. He was forced
420 to fire over a dozen employees in the past five years, including two supervisors. Jim consulted a friend who was
421 running a very successful business. The friend gave him some tips and also advised him to read some books on

2 F) LEADERSHIP DEFICIT MORE GLARING (MUKUNDU 2014)

422 leadership. After reading several books Jim said he was surprised to discover that he was actually the problem.
423 He came to understand that he lacked effective leadership skills to really manage his people. He gave me the
424 example of David Moyes who failed at Manchester United.

425 "Well", Jim said, "the level of leadership required at a top club is different from that required at a smaller club.
426 This is because you are dealing with super stars, people who might even be earning more than you. With their
427 big ego, they are harder to control: they can question your decision and that can make you angry" ??Chichoni
428 2014).

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

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

458 Early in this paragraph, I had promised it was time to wrap up the discourse on leadership but no sooner
459 had the Author done that than a friend phoned him to watch and listen to His Excellence President Mugabe's
460 speech at the General Assembly of the United nations in New York on Thursday 25 September 2014. At first the
461 Author resisted the invitation but as part of the Author's Leadership studies, he was forced to search through
462 the various newspapers that make up the pluralist media only to come across his speech in the Newsday of 27
463 September 2014. For details on this do not miss even a drop about this fascinating speech which is up next.
464 i) Mugabe holding Zimback (Madanhire 2014) As sadly predictable, His Excellence President Mugabe, in his
465 address at the General Assembly of the United Nations in New York on Thursday 25 September 2014, ranted
466 against Western countries to repeat his same speech of last year, for their alleged sins of commission such as
467 maintaining sanctions against his government. While other progressive leaders from across the political spectrum
468 address relevant burning issues in detail such as among others terrorism and growing income inequality globally,
469 calling for the resetting of the global economy. His Excellence President Mugabe who in 2023 will be 100 years
470 old and still in office. A cursory check on our regional peers exhibits that "kutonga mazoro" (meaning you are
471 leader today so that I am leader tomorrow and not one person ruling in perpetuity). In soccer you can see how
472 the Spanish domination was being resisted worldwide only to end in pain in July 2014 in Brazil (Reuters 2014).
473 The question is: do you want that to happen to you?

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

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

479 The dilly dallying shown by the ZANU PF party on the urgent need to repeal the controversial Indigenization
480 law was an appalling show of a leadership deficit in Zimbabwe. Given that it was this law which was making
481 Zimbabwe unattractive for foreign direct investment, the paranoid ZANU PF should not have dithered on the
482 repeal of this dangerous law condemned locally, regionally and globally (Mukundu 2014). Wakatama (2014) for
483 his own right lamented that for a country to prosper in this modern age, it must be ruled by educated, democratic,
484 upright and selfless men and women who venerate justice and logic, human rights and whose sole goal is to attain

485 the highest standards of living for the people and not selfaggrandizement for the greedy leadership. Zimbabwe,
486 touted as bread basket in Africa at independence from Britain in 1980 is now a hopeless basket case importing
487 food from the lowly Zambia and Malawi, who traditionally used to import food from Zimbabwe during its hey
488 days (Wakatama 2014).

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

493 And finally Madanhire (2014) cannot say it any better when he came out blazing his guns to say one person,
494 His excellence President Mugabe is holding Zimbabwe back. His sanctions mantra at the UN General Assembly
495 in September 2014 is increasingly finding no takers home and away save to hold Zimbabwe back (Madanhire
496 2014).

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

499 IV.

500 **3 Conclusion**

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

503 V.

504 **4 Recommendations**

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

507 **5 a) Robert Gumbura of End Time Message Church abusing 508 his female congregants**

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

513 **6 b) His Excellence President Mugabe resisting leadership 514 renewal in both party and government**

515 Both the constitutions of the party and government should be tightened to plug loop holes like this. Every leader
516 in both party and government should be subjected to the constitution which should limit the number of terms
517 and years a President should have in office before he is forced to resign. c) Incompetent cabinet ministers should
518 not be allowed to hold office The Quality of Leadership that We Have in Zimbabwe: A Formula for Real Disaster
519 (2013 -2014)

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

521 The Null Hypothesis (H 0): The Leadership quality in Zimbabwe is not a formula for real disaster.

522 The Alternative Hypothesis (H 1): The leadership quality in Zimbabwe is a formula for real disaster.

523 Given the overwhelming evidence unearthed by the short and relevant literature review carried out as shown
524 elsewhere in this Paper and its Summary above the Conclusion of the Paper is to reject the Null hypothesis (H
525 0) and accept the Alternative Hypothesis (H 1) which states that:

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

527 **7 d) Repeal of the Indigenization law**

528 The evidence against the continued existence of this law on the country's statutes is deplorable. Foreign Direct
529 Investment has stopped coming to Zimbabwe because of this obnoxious law. e) Set a leadership profile for
530 individuals occupying positions in both party and government A criterion should be set on education, uprightness
531 and selflessness and also democratic aptitude. Anybody without these credentials should not be appointed to
532 party or government position.

533 **8 f) People aspiring to take up party and government leadership**

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

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

540 9 VI. Key Assumption

541 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. ¹



Figure 1:

Year 2014 Year 2014
2 22
Volume XIV Issue VIII Version I
)
(B
Global Journal of Human Social Science -

Figure 2:

542 2
543

¹© 2014 Global Journals Inc. (US)The Quality of Leadership that We Have in Zimbabwe: A Formula for Real Disaster(2013 -2014)

²The Quality of Leadership that We Have in Zimbabwe: A Formula for Real Disaster (2013 -2014)

Year
2014
2 24
Volume
XIV
Issue
VIII
Ver-
sion
I

To wrap the discussion in this Paper in came
(B Chichoni with his scintillating contribution on effective
Global leadership and how it elicits best performance. Let's hear him make his
Journal contribution as below. h) Effective leadership elicits best performance
of (Chichoni 2014) Being a soccer enthusiast and a supporter of the Liverpool
Hu- Football club of the English Premier League and also a fanatic of the
man- Dynamos football Club of the Zimbabwe Premier Soccer league; when the
So- Author saw the picture of David Moyes he knew straight away what Chichoni
cial was going to talk about -with Moyes having found the going tough at
Sci- Manchester United his topic on the subject under discussion in this Paper
ence- 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

Figure 3:

Figure 4:

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

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

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

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

571 .1 III. Summary

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

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

582 Another disaster from Zimbabwe's quality of leadership is the failure by his Excellence President Mugabe to
583 appoint his cabinet ministers on nothing else but merit. By way of examples. The foreign Affairs Ministry in
584 Zimbabwe with the taciturn incumbent, Honourable Simbarashe Mumbengegwi is going nowhere and is dead
585 and buried (Madanhire 2014). A country like the impoverished Zimbabwe can ill afford an uncommunicative,
586 unresponsive, tight lipped, abrupt and secretive character as Foreign Affairs Minister particularly in these bad
587 times where Zimbabwe needs to engage from the East to the West, from the North to the South (Madanhire
588 2014).

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

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

601 [Mambo and Gagare (2014)]) *Grace Mugabe PhD Scandal deepens*, E Mambo , O Gagare . 2014 September 26
602 -October 2. Zimbabwe Independent. p. 2.

603 [Kyodo (2013)] ') I won't go-Mugabe. My People will change me'. Kyodo . News Staff Reporter 2013 June 3. p.
604 1.

9 VI. KEY ASSUMPTION

- 605 [Chidavaenzi (2015)] *6) 50 churches under probe*, P Chidavaenzi . 2015 February. *Newsday*. p. 1.
- 606 [Museve (2014)] *6) Zim's leadership failure*, V Museve . 2014 February. (*Newsday* p8)
- 607 [Chimakure (2014)] *Elect leaders with a vision*, C Chimakure . 2014 June 3. *Newsday*. p. 8.
- 608 [Makoni ()] *February 10) MDC-T leadership renewal debate express cultism, chefism. Whats (Loyalty) got to do*
609 *with it? Newsday*, C Makoni . 2014. p. .
- 610 [Hebert Chitepo, Cause of death Staff Reporter (2014)] 'Hebert Chitepo, Cause of death'. [http://www.en.](http://www.en.wikipedia.org/wiki/hebertchitepo)
611 [wikipedia.org/wiki/hebertchitepo](http://www.en.wikipedia.org/wiki/hebertchitepo) Staff Reporter, 2014 September 27.
- 612 [Kenkel ()] *Introductory statistics for management and economic (2 nd Ed)*, J L Kenkel . 1984. Boston: Dubury
613 Press.
- 614 [Kajau (2014)] S Kajau . *We need new leadership in MDC. Daily News*, 2014 March 13. p. 9.
- 615 [Mukamba (2014)] *Leadership deficit more glaring*, R Mukamba . 2014 June 3. *Newsday*. p. 14.
- 616 [Madanhire (2014)] N Madanhire . *Mugabe holding Zim back. Newsday*, 2014 September 27. p. 6.
- 617 [Mugabe free to contest 2018 national elections -Mutasa (2014)] *Mugabe free to contest 2018 national elections*
618 *-Mutasa*, 2014 September 26.
- 619 [Chichoni (24)] *September7-13) Effective leadership elicits best performance*, P Chichoni . 24. 20.
- 620 [Reuters (2014)] *The reign of Spain ends in pain*, Reuters . 2014 June 20. *Newsday*. p. 29.
- 621 [Van Gaal ideas too much for team Staff Reporter (2014)] 'Van Gaal ideas too much for team'. [http://www.](http://www.bbc.co.uk/.. /2938625)
622 [bbc.co.uk/.. /2938625](http://www.bbc.co.uk/.. /2938625) Staff Reporter, 2014 September 7-13.
- 623 [Zimbabwe has highest literacy rate in Africa Staff reporter (2014)] 'Zimbabwe has highest literacy rate in
624 Africa'. <http://www.africangloba.net>home>africa> Staff reporter, 2014 September 27.
- 625 [Wakatama (2014)] *Zimbabwe suffers from leadership crisis*, P Wakatama . 2014 June 08. *Standard*. p. 6.