DEVELOPING 21ST CENTURY LEADERS

OLASHORE INTERNATIONAL SCHOOL
Since 1994
Olashore International School was founded in 1994 by Oba Oladele Olashore (CON) to provide an international education here in Nigeria that would be comparable to its counterparts around the world. The school is built on the foundation of academic excellence and our students have gained a reputation for producing exceptional examination results both nationally and internationally.

However, at Olashore International School we believe that education is about much more than academic success. In today’s dynamic global society there is a need to develop students’ experience knowledge and skills to lead and deal with the challenges of the 21st century. This is something that we have taken on as one of our key responsibilities to our students and it is embedded in our mission statement. As you will see in the following pages, we provide opportunities at all stages for our students to experience leadership, build their knowledge of what leading means and to hone the skills necessary to become the successful future leaders that Nigeria will require to take its place among the leading leadership training programmes by selected nations in the 21st century. ... are then supplemented by the fabric of an Olashore education.
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At Olashore we take an experiential approach to learning leadership based on Kolb’s learning cycle of experience, reflection and learning. We don’t believe leaders are born, we believe that they are developed by their commitment and hard work. To make this happen we provide an extensive array of leadership opportunities for all students in the school. You will see in this brochure some of the formal leadership opportunities in the school, from internal positions such as class captains, prefects etc, through to the outward facing leadership opportunities such as supporting primary children at our Primary School Sports Festival and Inter-Primary School Challenge. You will also read how this experience is backed up with our structured leadership programme, designed by Mr. Silas, our consultant from the USA, and based on the Social Change Model of Leadership promoted in world leading higher education institutions. These programmes are then supplemented by the opportunity for students to take part in world class leadership training programmes by selected external providers locally, nationally and internationally.

During my time at Olashore International School I have seen each child grow in confidence and begin to develop their leadership skills. As with our academic success, our success in developing leaders is not based on a select group within the school but on ensuring that the leadership potential in each child is fully nurtured. Whilst I am always immensely proud of the exceptional way Olashore prefects lead within the school, I am equally proud of the students who were too shy to speak on arrival at the school who develop to lead groups of visiting primary school children during our Scholarship Weekend, sharing their experience and encouraging these young children to perform at their best. That is the evidence that leadership is part of the very fabric of an Olashore education.
lashore International School since its inception in 1994 has re-defined education through its comprehensive approach to teaching and learning, high quality instructors and keen emphasis on student leadership development.

In the rapidly changing and increasingly complex society in which we live, we believe that there is a need to develop leaders with the mindset and capacity to lead and deal with this change. The future of Africa and the world depends on the connections made between leaders at a young age and their ability to share ideas, identify opportunities and build dynamic organisations. To achieve this, children need to be given structured leadership training as early as possible and the opportunities to apply the skills learnt.

At Olashore International School, we are committed to ensuring that our graduates are prepared for the dynamic global society in the 21st century. To achieve this, we prepare future leaders to explore their potential so as to create widespread change in the world. Whilst academic excellence and nurturing each child’s potential are core elements of an Olashore education, the unique aspect of an Olashore education is our commitment to developing leaders for the 21st century.

The school was founded by one of Nigeria’s great leaders, Oba Oladele Olashore (CON) on the values of academic excellence, discipline and leadership. Although the founder is no longer in the school his words on these matters are entrenched in the school philosophy and reiterated in the mission statement. Leadership is embedded in the

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fabric of our school and remains one of the key qualities that make our graduates stand out. The mission statement is:

Olashore International School is a learning community committed to academic excellence, nurturing each child to their full potential in a safe and serene environment, developing leaders for the dynamic global society in the 21st century.

The mission statement captures the timeless values on which the school was built whilst placing them in a 21st century context, thereby further driving home our emphasis on leadership development.

Leadership is an essential part of human development and is required to be successful in life. It is the leadership skills a child imbibes that will ensure that they are successful. Leadership is situational and as a leader, you will not always be at the forefront however you must have innate skills that will help in making the right decision. As a school, we lay emphasis on this because we believe that we are training young people to occupy leadership positions in the future therefore it is necessary that at a very early age they are taught the necessary social skills. Leadership has always been a part of the ethos of the school but now we are giving it a sharper focus, expanding the programme across the nation and across cultures. We have gone ahead to make leadership a formal part of the curriculum. Currently, all our international trips have a leadership programme incorporated in them aside the programmes run in school.

Nigeria has what it takes to lead but there is a difference between a leader and fulfilling your potential. What has been totally missing in our environment has been the leadership question. We don’t pay too much attention to the long term, most of our decisions seem to be short term and what is needed at that time. This is the void that the school has seen and intends to fill so that our children can stand out in the future. A lot of schools will produce children who have good grades and achieve excellent academic results but the question is are they inculcating in them the needed skills, building the moral character to be true leaders. Olashore produces children with good grades but we do not stop there; because it will take more than good grades to succeed in this century. We also prepare the children for leadership roles. This is Prince Abimbola Olashore Chairman, Board of Governors Olashore International School
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The Social Change Model of Leadership aligns with that of the school as Olashore embraces the belief that change is a constant factor in life and education should encourage in students the development of values. This is a core premise of this model.

John Ubong-Silas
The 21st century is one that has continued to marvel those from the 20th century generation. Increased complexities and advancement have occurred and continue to take place daily. This means that today’s generation will require additional skills to succeed and one of those skills is leadership ability.

Leadership can be defined in many ways, but here at Olashore, leadership is about establishing direction and influencing others to follow that direction. The Social Change Model of Leadership understands leadership to be about change, and effective leaders are those who are able to affect positive change on behalf of others and society.

Our commitment to developing dynamic global leaders is indisputable. As a consequence, we begin our leadership training right from Year 7. Our leadership training includes leadership workshops, certificate programmes, and conferences which take place both in and out of school.

We partner with notable leadership training organisations who facilitate the training. In addition, there are numerous leadership opportunities available across the school serving as a platform for the students to develop and demonstrate their leadership abilities before they move on to the larger society.

Olashore Leadership Programme

The school has taken its leadership programme a step further by formally embedding leadership into the curriculum using the Social Change Model of Leadership development. Leadership classes are held daily and students are taught leadership using the Social Change Model. This model is promoted in a number of leading institutions in the world today including Harvard University, John Hopkins University and the Massachusetts Institute of Technology.
In addition, a Leadership and Social Responsibility Consultant from the USA, Mr. John-Ubong Silas, was recruited to pilot and develop a self sustaining programme. Mr. Silas had previously developed leadership curricula in a number of universities including the Montgomery College and the University of District of Columbia where he successfully designed and implemented leadership programmes that were internationally recognised for their success and impact on students. Alongside selected staff, he developed a meaningful and sustainable theoretical framework for leadership development, which also provides multiple opportunities for students to apply and practice the leadership skills learned.

The Social Change Model of Leadership theory was adopted after an appraisal of the school’s vision and philosophy. At Olashore, we believe the Social Change Model of Leadership Development covers the approach to leadership we seek to employ. This approach holds 6 key assumptions:

- Leadership is collaborative.
- Leadership is a process rather than a position.

Mandate

Students need to understand themselves as emerging leaders through the framework of the Social Change Model. The overarching goal of the programme is to engage students in a collaborative process to enhance the development of leadership qualities, promote the values of self-knowledge, personal empowerment, service, equity, citizenship, and social justice.

The Programme & Structure

Students in the programme meet once a week by year group to discuss and explore leadership concepts with a focus on ways to apply these learned attributes. Students learn the Social Change Model through lessons covering 7 key areas: consciousness of self, congruence, commitment, common purpose, controversy with civility, collaboration, and citizenship. In all of these, the key component driving the learning is the opportunity to apply these concepts through a guided group service project focused on impacting positive change at the institution and/or in the community.

Life Builders

Each year all students in Year 11 attend a 3-day retreat which focuses on equipping students with practical life skills and improving individual leadership skills. During the programme, students are involved in critical thinking games and activities. They examine various management approaches to supervising, and personal financial saving techniques. Life builders is a registered Nigerian non-governmental organisation with a mission to develop youths to be positively transformed agents in their various fields.
AISEN Prefects’ Training

The Association of International Schools Educators of Nigeria, AISEN, of which Olashore International School is on the Board of Trustees, organises each year a 2 day training course for prefects in member schools. On the course, the students are taught leadership skills, communication skills, team work and other vital skills. They are also involved in activities that require them to think outside the box. Interacting with students from different parts of the country enables them to learn about differences in interpersonal interactions and be more culturally sensitive.

Global Youth Leaders Conference

GYLC is a United States based organisation which provides high-achieving students with leadership experience on a global scale. The purpose of GYLC is to convene a distinguished select group of exceptional high school students from around the world based on scholastic merit and demonstrated leadership ability. The selected students are given the opportunity to gain a more global perspective through interaction with students from around the world, meet international leaders, and participate in global issue workshops. The conference is held in various international cities including Berlin, Beijing, New York, and Vienna.

John-Ubong Silas
Leadership Programme Consultant

Today, we live in a world that continues to be more heavily interconnected and interdependent through technological advancements and globalisation with emphasis now being placed on when leadership is taught. In 1993, the University of California Los Angeles Higher Education Research Institute received funding to develop a model of Leadership development, specifically for college students. The outcome was the creation of the Social Change Model of Leadership development. Its primary goal is to enhance student learning and development by fostering greater self-knowledge and leadership competence.

The Social Change Model of Leadership theory aligns with that of the school because Olashore embraces the belief that "Change is a constant factor in life and education should encourage in students the development of values". This is a core premise of the social change model. Another key principle that runs through the school is its dedication to service. The founder, Oba Oladele Olashore, believed strongly in the value of service which was actively reflected throughout his life. This model also recognises the impact service can play in nurturing leadership.
Being a leader at Olashore International School means that I am not condescending. I am not in it for the title or the benefits that come with the position but to serve. I acknowledge the opinions of others and believe that respect is reciprocal.

Ojehomón Arinola
At Olashore we believe very strongly in providing intentional and well-structured external avenues for our students to practice their leadership skills. We provide experiences that both reinforce the appreciation of Nigerian values (discipline, respect of elders, and pursuit of academics) while also allowing our students to engage in leadership from a truly global perspective. We provide numerous leadership opportunities and students are encouraged to take up responsibilities. Some of these platforms are the student leadership positions, the Olashore Inter-Primary School Challenge, the Olashore Inter-Primary School Sports Festival, the Olashore school productions, School food committee and coordination of school events.

**Olashore Inter-Primary School Challenge**

The Inter-Primary School Challenge is a competition organised by Olashore International School for primary school pupils across the country to test their ability to apply critical thinking skills outside the classroom environment. The competition takes place in the various zones with primary school pupils in the area attending. A group of students travel to the various zones during this competition to coordinate the event. To a large extent, the success of the programme lies on them. They are responsible for time keeping, ensuring that each school complies with the instructions, coming to a pupil’s aid if they need directions and collating the scores. Our students coordinate the entire programme supported by staff.

**Student Leadership Positions**

The student leadership opportunities available include leading a student club, serving on the School Council’s Upper and Lower Chambers, House prefects, Class captain, Refectory captains,
Dorm captains, Special Duties captain, Group coordinators and the School prefects, the highest leadership position in the school, selected annually from Year 12.

**Olashore Inter-Primary School Sports Festival**

This is a sporting event organised by the school for primary schools in the Western part of Nigeria where the school is located as part of its contribution to development of the sporting abilities of primary school pupils. This platform provides an opportunity for our students to serve and act as chaperones. Students are paired in twos (a male and female) to chaperone primary school pupils from each school throughout the three day event. Being able to manage and direct a small group is the first step towards leading an even larger group.

**School Events**

Major school events provide a platform for the students to exhibit their leadership skills. Not only do the students anchor such events which help sharpen their communication and public speaking skills, they coordinate the entire programme supported by staff.

**Annual School Productions**

Students play lead roles in school productions. They act, play music, coordinate the production and the presentation.

These platforms allow them to develop and demonstrate their leadership abilities while exhibiting their initiative and creativity before they move to the larger society.
leadership can be interpreted in diverse ways. To me, leadership is about positively impacting others through clarity of vision and living by example. There is no questioning the fact that a young person should be taken through a sustainable programme of leadership development, if we want them to be leaders of tomorrow. One key component of our mission statement is to develop leaders for the dynamic global society in the 21st century. Olashore International School has institutionalised a leadership development programme for students and staff. This has impacted our students in many positive ways. Our students are now more confident taking up various leadership roles which were the exclusive preserve of staff in times past. Our students demonstrate exceptional leadership qualities outside the school. They also conceive and execute community development projects on their own with little supervision. It is very significant to develop the leadership skills and ability of a child at an early age. This becomes very apt now that we live in a society that is plagued by a number of malaise. To arrest this ugly trend therefore, we need to develop leadership skills early in our children.

Indeed the various leadership programmes have helped to fulfil our mission statement and it is our intention to sustain this.
Student Testimonials

I have learnt how to provide solutions and answers to my problems from the leadership programme. I have also learnt how to think about others before myself, help others in need. I now know that the values we have could be the same if it just depends on how we rate them so I will not judge other people by the things they do and accept them for who they are.

Aduda Joshua

I have really learnt a lot from the Olashore Leadership programme. I have learnt about the consciousness of self and congruence. I have also learnt that you have to be aware of the beliefs, values and motions that motivate one to take action. I now know that happiness isn’t just a feeling but what you think, say and do in harmony. I now understand that being a leader is about exhibiting the qualities of honesty, intelligence, integrity, love for others, and fair play.

Ogidi-Gbegbaje E.

The programme has made me a good leader and an example to my friends. I learnt that I need to always set SMART goals. The values I have learnt are values that will allow me make a positive impact in my environment.

Omotosho Opemipo

I have learnt self-consciousness to be aware of things around us. I am able to identify my values, be my own person, this in turn enables me to develop my own way of thinking. Thereby making me more independent and responsible.

Adegboyega Modioluwamu

The programme is one designed to nurture leadership abilities. I have learnt to dig deeper and think about things I haven’t considered before. I have been able to sit down and evaluate my core values. The other important thing I have learnt is that watching and helping others allows me to see where I have been.

Amrasa Rukky

The programme has been a life changing experience for me. I have learnt to be a better leader, to know my weaknesses and convert them to my strengths. I have learnt how to be a social change model and how to make the change positive. I have learnt that the two primary goals to effective leadership are self-knowledge and leadership competence. I apply these by respecting constituted authority and examining myself before an attempt at leadership.

Ladoja Adeyemi

The Life Builders programme is inspiring and educational. I now see life from a different positive perspective. I have learnt how to set achievable goals. I will apply this by being a voice for the people around me. As a leader, I know I am a role model so every action I make should be a good one and as a leader I try to impact change where necessary.

Ojehomon Arinola
Student Testimonials

The leadership programme at Olashore is fun, and interesting. We learn something new in every class. I know myself better. I have learnt how to evaluate myself after each day and what my core values are and why I feel they are important. I also learnt that not all leaders have followers but they should be ready to stick to what they believe in even if it is not the popular opinion of others. I have started evaluating myself better.

Chimdi Onyiuke

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Ojehomon Arinola
The Global Youth Leaders Conference teaches young people to realise their abilities and take active leadership roles. On the programme, I learnt time management and how to make decisions in difficult situations. I believe that the skills and knowledge I have acquired from these programmes have helped me maintain an organised lifestyle. I am more confident and prepared to tackle challenges that I might encounter when I leave secondary school.

Olasoko Fiyinfoluwa

The Life Builders programme is a proactive initiative that gives ordinary individuals the skills and experience to become effective leaders. I have learnt that in almost every situation in life, we have to make crucial decisions which may have effects on not only ourselves but others and as human beings that are not perfect, we have to make the best decisions that are humanly possible. Among others things I also learnt that we have to set goals and aim high so as to be achievers.

Wood Beko

The Life Builders programme is a 3 day programme organised to build our leadership skills. I learnt a lot at the programme, I learnt how to manage time wisely which would help in accomplishing multiple tasks within a short period of time. I learnt to be assertive. I also learnt the act of goal setting which has been of great help. I know myself and the people around me better. I plan on applying all I learnt in all aspects of my life.

Adeniyi Adedolapo

When I first heard about the leadership programme I was not too keen on attending because I had a picture of long and boring lectures on leadership in my mind. But, no one was more surprised than I was when I attended the class. I am actually enjoying the programme as it is fun and points are simplified for easy understanding. I have learnt from our facilitators that leadership is a process. I have also learnt about consciousness of self, and congruency.

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18

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