

Cultural Interview

Chavonne D. Stewart

Lead 704

Dr. Reggy

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Introduction

~~Leaders and leadership have surrounded me since entering into this world. Although I have been surrounded by many leaders throughout my life, in my life, there have been very few times of having individuals I looked up to or seen as a role model. there are very few people that I look up to or would consider as role models.~~ As noted by Kouzes and Posner (2010), leader role models ~~that you are intimately connected to, such as are local and family members, turn - such as your parents turns~~ out to be your most influential leaders. Role models are people we emulate. So, it was my pleasure and -privilege to interview a dear friend and role model, Mr. Kurt Uboh.

~~He is originally from Lagos, Nigeria. His mother is Sierra Leonean and father is Nigerian. Mr. Uboh studied biochemistry at Lagos State University. He has been in the United States for about 30 years spending time in Hackensack, NJ before moving to Atlanta with his wife and kids. Although, Mr. Uboh studied biochemistry his heart was in music. Currently, he served as monitor (sound) engineer at World Changers Church International, College Park, Ga and he is the founder and CEO of Victorious Melodies, a recording studio.~~ The purpose of this paper is to give an account of the interview conducted ~~with Mr. Uboh, -and to assess his their~~ strengths and weakness based on the ~~principles that are highlighted material found in the text, The Truth About Leadership.~~ From what we have learned ~~in this class so far int his class,~~ there are principles ~~ofin~~ leadership that are fundamental and apply~~ies~~ to all no matter if you are seasoned leader or brand new to the role. Leadership is not necessarily a birthright but a learned behavior.

According to Kouzes and Posner (2010), before you can lead others, you have to lead yourself and believe that you can have a positive impact on others. Leadership is much more broadly distributed in the population and it's accessible -to anyone who has a passion and

purpose to change the way things are (Kouzes & Posner, 2010). These two statements are the epitome of who Mr. Uboh is as a person.

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In addition, Mr. Uboh He is a change agent with purpose and passion to help people come into the light of Christ as well as pursue their dreams. From my observation of him over the last seven years, there are two main leadership styles that I would describe as his leadership style. These are present, servant leadership and transformational leadership. “Servant leadership offers a compelling ideal of self-sacrificing individuals who put the needs of others before their own and cultivate a culture of growth in their organisations” (Liu, 2019). On the other hand “Transforming leadership - appeals to the moral values of followers in an attempt to raise their consciousness about ethical issues and to mobilize their energy and resources to reform institutions .”(Yukl, 2013).

Despite being a servant/transformational leader, like anyone else, Mr. Uboh ~~he~~ has both ~~some~~ strengths and weaknesses. One weakness identified in the interview, ~~-~~was his hesitation to ~~be able to~~ relate to those who may not be interested in hearing about Christ. He had more strengths than weaknesses. He is credible, trustworthy a good communicator and a motivator. He has no problem with effectively sharing his vision and people believe in it. He is honest,

forward-thinking, inspiring and competent (Kouzes & Posner, 2010). People come to him for advice. As noted in the interview, he believes in being a person of his word. As noted in Kouzes & Posner (2010), credibility isn't about giving orders; it comes from aligning your actions and your words. He lives by that motto. Below, are excerpts from the interview.

The Interview

Interviewer: Why did you decide to move to the United States?

Mr. Uboh: First of all, there was so much corruption in Nigeria back in the 1970s and -80s. I would take the bus to the US American embassy and watch videos that portrayed US American life. The embassy showed me what I wanted.

Interviewer: Who was the your first person you looked up to as a role model?

Mr. Uboh: My father is one role model. However, I would say growing up the principal of my secondary school who was also the Pastor of the church I attended as a youth.

Interviewer: What was unique about the principal/pastor?

Mr. Uboh: Discipline. Hardwork. The basic things that make you who you really should be. Back then, I spent more time in the church because of the choir. While I was in Within the choir, I saw people I aspired to be like w. Who were well to do, well read and relaxed. They were in charge. They were educated academically. They weren't easily intimidated. They had control.

Interviewer: What leadership style did you see in the principal you admired? Would you consider him as a charismatic leader?

Mr. Uboh: I would consider the principal of my secondary school a s-charismatic leader. From about 1979-85, he would preach heavily against the spread of Islam. I would attend the evening services, and he would preach hard. Television and /radio stations would record his messages. Northern Nigerian was predominately Islamic and while the South southern was mostly - Christian. In the 80s, the majority of the government officials were Muslim Islamic, and they were trying to make the Sharia law standard in -Nigeria. That way Nigeria would be an Islamic nation.

Interviewer: What is your passion(s) and purpose?

Mr. Uboh: My purpose is seeing lives come into the Kingdom of God. Saving souls. I am passionate about worship, not just singing. —Worship is what you do, even ~~when no one~~ ~~no one~~ is looking. It's a lifestyle. I love music ~~and,~~ worshipping all day in obedience. It is hanging out with the Lord. He leads you. I like what Jesus says, "I come to do the father's will." It doesn't mean Jesus didn't have a will of his own. Yet he chose not to ~~do his~~ ~~will~~ but the father's. In a place of leadership, Jesus always relied on the father. That's my example of how I live and lead.

Interviewer: How long did it take for you to start working in your true purpose/passion?

Mr. Uboh: Music has always been there. Growing up ~~one you~~ thought of law or medicine ~~as their field of study.~~ I have always gravitated towards ~~the~~ sciences and I love ~~the~~ medical field. I needed something that would put me in contact with people; ~~not something that would be~~ mechanical. I like to work with my hands. My dad worked ~~in a field that was~~ secluded not around a lot of people because he was a horologist. I am the opposite, I wanted to be able to interact with people.

Interviewer: Credibility matters; ~~give~~ Give an example of when your credibility was in question or you questioned someone in authority over you.

Mr. Uboh: I have a problem when I am not able to keep my word. I feel uncomfortable and disappointed. I keep people informed when problems arise. So, I question those who feel that not keeping their word is okay. I can accept you more if you reach out to let me know what's going on. When people fail to keep their word, and ~~they then~~ don't give ~~a~~ reason, I prefer to keep ~~them you~~ at distance.

Interviewer: What advice would you give to an aspiring entrepreneur?

Mr. Uboh: ~~I would encourage him or her to~~ be a person of integrity. Let us find integrity in your work, in how you treat people. Let people be able to defend you whether you are there or not (speak to your character). ~~I would also encourage them to be~~ ~~Be~~ hardworking.

Interviewer: What are the benefits to a leader who desires to learn?

Mr. Uboh: You will always be blessed. Fields of work ~~etc. and so on~~ are constantly changing. ~~For example, Example:~~ the traditional taxi service could potentially become a thing of the past, because other companies have been created such as Uber, Lyft, ~~and so on etc....~~ that provide the same service at lower rates. Someone had to learn from what the taxi service weren't doing to make their company unique. ~~There are~~ ~~c~~ Constant changes ~~in that industry.~~

You will be in business for a while if you consistently learn to bring about improvement. Increase in funds. Sticking with the old ways can cause businesses to cease because they decide not to stay current.

Interviewer: As a leader, how do you empower your team?

Mr. Uboh: I encourage them. I look for the potential in people even when they don't see it. I see their strengths and find ways to support it. I like my company environment to be like a family. That way the team will feel important, wanted and valued.

Interviewer: Why do you think the "heart" is the central part of leadership? 31.57 mins

Mr. Uboh: If a person feels they are a part of it from the heart, you lead well. People will love and appreciate you. People will see your honesty and that you are caring. People will know that you care about them. When it comes to my business, your well-being is my well-being. You give without hesitation. The only a person can do so, it has to come from the heart not the mind. My success is seeing others succeed.

Interviewer: Do you remember the first leadership role you held? How and how was that experience?

Mr. Uboh: To be honest, I can't say I really remember, because sometimes while you are leading, because you don't even realize it you were leading. I am the oldest of seven children, so I have been leading all my life. I remember when the time my parents had passed away, the family looked to me to make the decisions. So, I sent the money and delegated the responsibilities. I told one of my brothers what to do. Everyone was looking to me for answers on how to handle the arrangements for the funerals of my parents. Another time, I had to take a young bride (my sister) to her new family's home, because I had to step into my father's shoes.

Interviewer: How important is innovation? What role do you hope to play?

Mr. Uboh: I am thinking music right now, music software in particular. I am thinking about the application. I reflect on times when I go to conventions in Napa, California CA, to conventions. I am given the opportunity to tell companies, like Sony, how I use their products and how well their products performs. That's my opportunity to give feedback on what has

been created. –They ask how it's working for you. My feedback helps developers see where improvements could be made. That's how I contribute to innovation.

Conclusion

I found my interview with Mr. Uboh to be very interesting and A very exciting. ~~and interesting interview,~~ Mr. Uboh is a compassionate person who loves the Lord. He has displayed leadership abilities since he was a young child in Nigeria. There was one final question asked of him. The question was, –what legacy would he like to leave. ?– He began by saying, “We are not here on this earth for long, so we have to do all we can to make a difference.” His business is a financial tools to support his kingdom endeavors. Money gives us power to go into doors that may be closed to us. He states, “A wise man knows that a car is not wealth; ;–wealth to him is the lives you touch.”–So, my goal is to have the greatest impact as possible in the lives of ~~on~~ as many people, and the way to do so is for them to see the light of Christ in me. That's one part of my legacy. That my children's children will care about God's people as I do.” Other parts that he wants to see duplicated in the generations to come, showing the love of Christ, care and concern, being a witness for the kingdom of God and worship. Finally, he says, being a good leader is someone who can be a follower. That is the standard Mr. Uboh lives by and hopes to pass down to next generation.

References

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