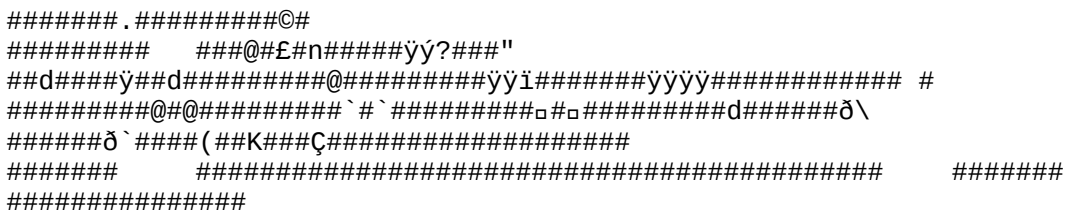

#####Ú######%#O#Ù#######Ú#####
#=###º#####0###ð#gO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian emerging leaders in the IT sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P###############ª#D###Î######################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#ë#########P#ë#############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler &
Garcia, 1987) described intelligence and experience as resource traits which
are very important.It aids in the group performance which is idle to
directive leadership. This phase is a time focused on continuous learning,
adjustments on interpersonal stress and participative decision. This final phase
helps builds momentum and a shared positive image of the future.The organization's
overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well
summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
#############ó###########################▫###########¨#####The Research Purpose
##¡##################################▫###########¨#s###The purpose of the study is
to determine if there is a correlation between the three key factors;5-D leadership
modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is
to determine how the 5-D Leadership model will assist Nigerian emerging leaders
within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»##########Z#t############ó#################

```
#########▫###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###▫###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###▫#########P############P# #########P############P##########P#####
########P#¥#########P#ï############ó################
#########▫###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó##########################▫###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó##########################▫###########¨#####Research Design and
Methodology##¡##### ######### ###########▫########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,######################################Ö#####
####ó##########################▫###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###▫###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
```

###2###|#########ª#####}#################\ ########ó############################▫###########¨#)###Statistical Data Analysis and Assessment ##¡#####*#########*######### ###▫###########¨#X###The descriptive statistics such as follows;A) Frequencies; this will count the number of occurrences of a category. They are generally reported as percentages. For example, since the projected sample is 100; 75 emerging leaders respondent believed that 5-d leadership do assist in improving effectiveness in leadership reveals that 75% of the sample respondent.B) Measure of Central Tendency: Single value will be used to represent the sample.i). Mean: The average value ii). Median: The middle valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of Dispersion: This will show how the spread out of the individual scores and how they differ from each other.i) Standard Deviation: This shows the most commonly used measure of dispersion which reveals how individual scores relate to all the scores within the distribution. ##¡#Z###,###########P#? #########P#############P#Ë#########P#############P#! #########P#Y############ó###########################▫###########¨#! ###Interpretation and Representation##¡#####"#########"######### ###▫###########¨#o###They outcome result statistical data will be represented in the following visuals;1) Tables: Good for clearly presenting data on the any number of variables and can be used for descriptive or inferential statistics. 2)Histograms; good for presenting distributions for a single variable.3) Scatter plots: Illustrate the relationship between two continuous variables to help you see;a) Whether the relationship is linearb)The direction of the relationship will then reveals if it is negative or positivec) The strength of the relationshipd) The outlying points.e) If the result is an intervening (moderating) variable.##¡#&###S###########P###########P#p############ó########################## ##▫###########¨#

###Conclusion##▫###########¨#Ù###The study revealed that meaningful change takes time. This determines that real change cannot often be accomplished in a static cycle process change without conducting new innovative ideas introduced into the model cycle. The growth needs to be nurtured with continual input and feedback. To monitor the change, it needs adjustment for new information which is continually being gathered to enable the cycle to drive the effectiveness as being experimented in the study.###¡#####Ú#########Z#Ú############ó##### #####################▫###########¨#####Conclusion continues##¡###########################▫###########¨#####The 5-D leadership cycle processing tools that will bring enhancement of behavioral influence of people will assist in striving towards achieving organizational goals. Kendra (2020) revealed leadership style by referring it to a leader's characteristic behaviors when directing, motivating, guiding, and managing groups of people. This can also motivate others to perform, create, and innovate. This innovation can only be driven by the efficient leadership cycle framework which will serve as tools to drive the process. ##¡#"############Z########################ó###########################▫########## #¨#$###Declaration of conflicting interests##¡#####%######### %#######(###▫###########¨#ö###The author believes that there will be any form of potential conflicts of interest concerning the research, authorship, as the research topic is still in the reviewing stage and has not gone through Internal Review Board (IRB) for final approval ##¡#####÷#########÷###########ó###########################▫###########ª# ###############▫###########¨##### The author did not receive any form of financial support for the research study. The number of online blogs and companies that will be used as sampling has not been contacted until all the process and procedure for research policy documentation, topic paper approval are signed off .##¡#*###S####################Ë####################ó######################## ##▫###########¨#####References ##¡#####

#####Ú######%#O#Ù#######Ú#######:#
#º#####1###ð#gO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model framework assist 21st century Nigerian emerging leaders in the IT sector?Obiora EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD 802: Strategic PlanningDr. Anyango Reggy April 30th, 2020##¡###############P###############ª#D###Î######################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#

```
###7###ü#########ª#####È#################¡#########ó###########################▫###
########¨#####Leadership Styles##¡#########################(###▫###########ª#
###############ó###########################▫###########¨#####Path Goal
Theory##¡#########################(###▫###########ª#
###############ó###########################▫###########¨#%###5-Dimensional
leadership cycle (5-D)
##¡#####&#########$#########(###########▫###########¨#6###DiscoveryDeveloping
Discipline Decision Direction
##¡#####7#########7#########,###ó###########################▫###########¨#
      ###Discovery##¡#####
#########
#########<###▫###########¨#####The discovery phase is all about a leader being able
to identify potential skills within or amongst his team or group.He looks
for potential leaders who are possibly going to fit into a leadership position.They
will be able to separate them from the crowd.  This process is likening to coaches
that scout for players with talent silently.
He sees potential with quality that can fit into a mold.He can be sharpen without
any form of discrimination. He will select them for the next phase in the cycle
process.####¡###############P###############ó#####
      #####################▫###########¨#
##################################  ###
#######
```

```
#####Ú######%#O#Ù#######Ú#####
#=###º#####0###ð#gO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian emerging leaders in the IT sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P################ª#D###Î#####################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positive image of the future.The organization's overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
##############ó###########################▫###########¨#####The Research Purpose
##¡####################################▫###########¨#s###The purpose of the study is to determine if there is a correlation between the three key factors;5-D leadership modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is to determine how the 5-D Leadership model will assist Nigerian emerging leaders within the ICT sector to improve effectiveness in their respective organization Leadership.##¡#&###¹#########Z#»###########Z#t############ó################

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P############P# ########P############P##########P#####
#######P#¥#########P#ï############ó################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó##########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,######################################Ö#####
####ó##########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
```

###2###|#########ª#####}#################\
########ó############################¤###########¨#)###Statistical Data Analysis and Assessment   ##¡#####*#########*######### ###¤###########¨#X###The descriptive statistics such as follows;A) Frequencies; this will count the number of occurrences of a category. They are generally reported as percentages. For example, since the projected sample is 100; 75 emerging leaders respondent believed that 5-d leadership do assist in improving effectiveness in leadership reveals that 75% of the sample respondent.B) Measure of Central Tendency: Single value will be used to represent the sample.i). Mean: The average value ii). Median: The middle valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of Dispersion: This will show how the spread out of the individual scores and how they differ from each other.i) Standard Deviation: This shows the most commonly used measure of dispersion which reveals how individual scores relate to all the scores within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in the following visuals;1) Tables: Good for clearly presenting data on the any number of variables and can be used for descriptive or inferential statistics. 2)Histograms; good for presenting distributions for a single variable.3) Scatter plots: Illustrate the relationship between two continuous variables to help you see;a) Whether the relationship is linearb)The direction of the relationship will then reveals if it is negative or positivec) The strength of the relationshipd) The outlying points.e) If the result is an intervening (moderating) variable.##¡#&###S###########P###########P#p############ó##########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes time. This determines that real change cannot often be accomplished in a static cycle process change without conducting new innovative ideas introduced into the model cycle. The growth needs to be nurtured with continual input and feedback. To monitor the change, it needs adjustment for new information which is continually being gathered to enable the cycle to drive the effectiveness as being experimented in the study.###¡#####Ú#########Z#Ú############ó#####
#####################¤###########¨#####Conclusion continues##¡###########################¤###########¨#####The 5-D leadership cycle processing tools that will bring enhancement of behavioral influence of people will assist in striving towards achieving organizational goals. Kendra (2020) revealed leadership style by referring it to a leader's characteristic behaviors when directing, motivating, guiding, and managing groups of people. This can also motivate others to perform, create, and innovate. This innovation can only be driven by the efficient leadership cycle framework which will serve as tools to drive the process.
##¡#"############Z########################ó###########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ö###The author believes that there will be any form of potential conflicts of interest concerning the research, authorship, as the research topic is still in the reviewing stage and has not gone through Internal Review Board (IRB) for final approval
##¡#####÷#########÷###########ó###########################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial support for the research study. The number of online blogs and companies that will be used as sampling has not been contacted until all the process and procedure for research policy documentation, topic paper approval are signed off .##¡#*###S####################Ë####################ó########################
##¤###########¨#####References ##¡#####

```
###0#######ä############On-screen Show###### ###MASTERLINK GLOBAL NETWORKS LTD######
´Û######£#########################################'#################################
#############Arial#####Times New Roman#####Verdana#
###Wingdings#
```

###Competition#####Slide 1####Introduction#####Introduction Continues#####Introduction Continues#####Leadership Styles#####Path Goal Theory#&###5-Dimensional leadership cycle (5-D) # ###Discovery#####Developing#####Discipline#   ###Decision# ###Direction#####Leadership Styles#####The Research Purpose #"###Research Questions and Hypotheses#,###Research Questions and Hypotheses Continues#,###Research Questions and Hypotheses Continues# ###Research Design and Methodology#)###Sample Size, Recruitments, and Selection#*###Statistical Data Analysis and Assessment #"###Interpretation and Representation#####Conclusion#####Conclusion continues# %###Declaration of conflicting interests# ###Slide 25#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler &
Garcia, 1987) described intelligence and experience as resource traits which
are very important.It aids in the group performance which is idle to
directive leadership. This phase is a time focused on continuous learning,
adjustments on interpersonal stress and participative decision. This final phase
helps builds momentum and a shared positive image of the future.The organization's
overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well
summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
##############ó############################▫###########¨#####The Research Purpose
##¡####################################▫###########¨#s###The purpose of the study is
to determine if there is a correlation between the three key factors;5-D leadership
modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is
to determine how the 5-D Leadership model will assist Nigerian emerging leaders
within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»###########Z#t############ó#################

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P#############P# #########P############P###########P#####
########P#¥#########P#ï############ó#################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z#############Z#w#########Z#############Z###########Z############
#Z#v#########Z#w############ó############################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ#############ª#,########################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û#######################§#
```

###2###|#########ª#####}#################\
#########ó############################¤###########¨#)###Statistical Data Analysis
and Assessment   ##¡#####*#########*######### ###¤###########¨#X###The descriptive
statistics such as follows;A) Frequencies; this will count the number of
occurrences of a category. They are generally reported as percentages. For example,
since the projected sample is 100; 75 emerging leaders respondent believed that 5-d
leadership do assist in improving effectiveness in leadership reveals that 75% of
the sample respondent.B) Measure of Central Tendency: Single value will be used to
represent the sample.i). Mean: The average value ii). Median: The middle valueiii).
Mode: The most frequent occurrence value in the sampleC) Measures of Dispersion:
This will show how the spread out of the individual scores and how they differ from
each other.i) Standard Deviation: This shows the most commonly used measure of
dispersion which reveals how individual scores relate to all the scores within the
distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p############ó##########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú############ó#####
#####################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"############Z########################ó##########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ö###The author believes that there will be any form of
potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####÷#########÷###########ó###########################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S####################Ë#####################ó########################
##¤###########¨#####References ##¡#####

```
³▫#©Õ«▫▫Ï1¼{^▫{#$W▫+#¢▫'BôéÁM##wà8{Ý#©*####IEND®B`▫?#Ù#######Ú#######-#
#º#####1#O#Ù#######Ú#######:#
#º#####1###ð#kO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian emerging leaders in the IT sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡################P##############ª#D###Î######################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#ë#########P#ë##############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positiv################################   ###
#######

```
#########▫###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###▫###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###▫#########P############P# #########P############P##########P#####
#######P#¥#########P#ï############ó################
#########▫###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó##########################▫###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó##########################▫###########¨#####Research Design and
Methodology##¡##### ######### ###########▫########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,######################################Ö#####
####ó##########################▫###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###▫###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
###2###|#########ª#####}#################\
#########ó###########################▫###########¨#)###Statistical Data Analysis
and Assessment    ##¡#####*#########*######### ###▫###########¨#X###The descriptive
statistics such as follows;A) Frequencies; this will count the number of
occurrences of a category. They are generally reported as percentages. For example,
since the projected sample is 100; 75 emerging leaders respondent believed that 5-d
leadership do assist in improving effectiveness in leadership reveals that 75% of
the sample respondent.B) Measure of Central Tendency: Single value will be used to
represent the sample.i). Mean: The average value ii). Median: The middle valueiii).
Mode: The most frequent occurrence value in the sampleC) Measures of Dispersion:
This will show how the spread out of the individual scores and how they differ from
each other.i) Standard Deviation: This shows the most commonly used measure of
dispersion which reveals how individual scores relate to all the scores within the
distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################▫###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###▫###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p#############ó#########################
##▫###########¨#
###Conclusion##▫###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú############ó######
#####################▫###########¨#####Conclusion
continues##¡###########################▫###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"#############Z#########################ó###########################▫##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###▫###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################▫###########ª#
###############▫###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S#####################Ë#####################ó#########################
##▫###########¨#####References ##¡#####
```

```
############################################º############################### ###!
###"#######$###%###&###'###(###)###*###+###,###-###.###/###0###1###2###3###4###5###
6###7###8###9###:###;###<###=###>###?
###@###A###B###C###D###E###F###G###H###I###J###K###L###M###N###O###P###Q###R###S###
T###U###V###W###X###Y###Z###[###\
###]###^###_###`###a###b###c###d###e###f###g###h###i###j###k###l###m###n###o###p###
q###r###s###t###u###v###w###x###y###z###{###|###}###~###▫###▫###w.canstockphoto.com
in accordance with the End User License Agreement
(http://www.canstockphoto.com/legal.php)
(c) Can Stock Photo Inc. /
rbhavana###ÿì##Ducky#######P##ÿá#Úhttp://ns.adobe.com/xap/1.0/#<?xpacket
begin="ï»¿" id="W5M0MpCehiHzreSzNTczkc9d"?> <x:xmpmeta xmlns:x="adobe:ns:meta/"
x:xmptk="Adobe XMP Core 5.0-c060 61.134777, 2010/02/12-17:32:00        "> <rdf:RDF
xmlns:rdf="http://www.w3.org/1999/02/22-rdf-syntax-ns#"> <rdf:Description
rdf:about="" xmlns:xmpRights="http://ns.adobe.com/xap/1.0/rights/"
xmlns:xmpMM="http://ns.adobe.com/xap/1.0/mm/" xmlns:stRef="http://ns.adobe.com/xap/
1.0/sType/ResourceRef#" xmlns:dc="http://purl.org/dc/elements/1.1/"
xmlns:Iptc4xmpCore="http://iptc.org/std/Iptc4xmpCore/1.0/xmlns/" xmlns:xmp="http://
ns.adobe.com/xap/1.0/"
xmpRights:WebStatement="http://www.canstockphoto.com/legal.php"
xmpMM:DocumentID="xmp.did:4BDD5C7F66EB11E1A632AB56ECAD5756"
xmpMM:InstanceID="xmp.iid:4BDD5C7E66EB11E1A632AB56ECAD5756" xmp:CreatorTool="Adobe
Photoshop CS5 Windows"> <xmpMM:DerivedFrom
stRef:instanceID="4E6D8C7E7515A985AA2163A99F102789"
stRef:documentID="4E6D8C7E7515A985AA2163A99F102789"/> <dc:rights> <rdf:Alt> <rdf:li
xml:lang="x-default">[ File # csp7351376, License # 1425535 ]&#xA;Licensed through
http://www.canstockphoto.com in accordance with the End User License Agreement
(http://www.canstockphoto.com/legal.php)&#xA;(c) Can Stock Photo Inc. /
rbhavana</rdf:li> </rdf:Alt> </dc:rights> <dc:creator> <rdf:Seq> <rdf:li>rbhavana</
rdf:li> </rdf:Seq> </dc:creator> <Iptc4xmpCore:CreatorContactInfo
Iptc4xmpCore:CiUrlWork="http://www.canstockphoto.com/rbhavana"/> </rdf:Description>
</rdf:RDF> </x:xmpmeta> <?xpacket end="r"?>ÿí#"Photoshop 3.0#8BIM#######é##Z###
%G#########t#Õ[ File # csp7351376, License # 1425535 ]
Licensed through http://www.canstockphoto.com in accordance with the End User
License Agreement (http://www.canstockphoto.com/legal.php)
(c) Can Stock Photo Inc. / rbhavana#8BIM#%######ýbª{y#ð#I^Â`-#?
Aÿî##Adobe#dÀ####ÿÛ#▫############################################
```

```
³▫#©Õ«▫▫Ï1¼{^▫{#$W▫+#¢▫'BôéÁM##wà8{Ý#©*####IEND®B`▫?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P###############ª#D###Î######################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler &
Garcia, 1987) described intelligence and experience as resource traits which
are very important.It aids in the group performance which is idle to
directive leadership. This phase is a time focused on continuous learning,
adjustments on interpersonal stress and participative decision. This final phase
helps builds momentum and a shared positive image of the future.The organization's
overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well
summarized in
this transitional leadership cycle.##¡#####q#########P#q#############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡#########################(###▫###########ª#
###############ó###########################▫###########¨#####The Research Purpose
##¡###################################▫###########¨#s###The purpose of the study is
to determine if there is a correlation between the three key factors;5-D leadership
modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is
to determine how the 5-D Leadership model will assist Nigerian emerging leaders
within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»###########Z#t#############ó#################

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P############P# #########P############P##########P#####
########P#¥#########P#ï############ó#################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z############
#Z#v#########Z#w############ó##########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,######################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
```

###2###|#########ª#####}#################\
#########ó###########################¤###########¨#)###Statistical Data Analysis
and Assessment   ##¡#"###*#########(#########(########### ###¤###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p############ó##########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
#####################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"#############Z#########################ó###########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S#####################Ë#####################ó#########################
##¤###########¨#####References ##¡#####

```
³▫#©Õ«▫▫Ï1¼{^▫{#$W▫+#¢▫'BôéÁM##wà8{Ý#©*####IEND®B`▫?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P###############ª#D###Î######################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#
```

#l#e#a#d#e#r#s#h#i#p# #i#n# #o#r#g#a#n#i#z#a#t#i#o#n#s# #s#u#c#c#e#e#d#.# #
###¡#Z###}###########P#p#########P#############P#ñ#########P#############P#########
##P#â#############ó###########################▫###########¨#####Decision##¡#####
######### #########<###▫###########¨#ê###Yukl (2013) states that
an important responsibility of a formal
leader is to make decisions about objectives, strategies, operational procedures,
and the allocation of resources. The decision phase is all about bringing proactive
studies and analyses.Looking at the relevant processes that will be useful
for understanding how decisions are made in groups and organizations (Narayanan,
Zane & Kemmerer, 2011).This is about acting promptly on resolution before
final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

########### #########▫############¨# ###Direction##¡#####
#########
#########<###▫############¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positive image of the future.The organization's overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership Styles##¡#########################(###▫###########ª#
##############ó###########################▫###########¨#####The Research Purpose
##¡###################################▫###########¨#s###The purpose of the study is to determine if there is a correlation between the three key factors;5-D leadership modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is to determine how the 5-D Leadership model will assist Nigerian emerging leaders within the ICT sector to improve effectiveness in their respective organization Leadership.##¡#&###¹#########Z#»###########Z#t############ó#################

```
#########▫###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###▫###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###▫#########P############P# #########P############P##########P#####
########P#¥#########P#ï############ó################
#########▫###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó##########################▫###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó##########################▫###########¨#####Research Design and
Methodology##¡##### ######### ###########▫########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,#######################################Ö#####
####ó##########################▫###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###▫###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
###2###|#########ª#####}#################\
#########ó###########################▫###########¨#)###Statistical Data Analysis
and Assessment    ##¡#"###*#########(#########(########### ###▫###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################▫###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###▫###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p############ó#########################
##▫###########¨#
###Conclusion##▫###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
#####################▫###########¨#####Conclusion
continues##¡###########################▫###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"############Z#######################ó###########################▫##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###▫###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################▫###########ª#
###############▫###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S####################Ë####################ó########################
##▫###########¨#####References ##¡#####
```

```
³¤#©Õ«¤¤Ï1¼{^¤{#$W¤+#¢¤'BôéÁM##wà8{Ý#©*####IEND®B`¤?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó###########################¤###########ª#
###############¤###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P###############ª#D###Î######################################
###############################ò#######ó##################¤
0##ß#####Î###ë#####ò#######ó##################¤
0##ß#####þ#########ó###########################¤###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë##############§#

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P#############P# #########P#############P###########P#####
########P#¥#########P#ï#############ó#################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z#############Z#w#########Z#############Z###########Z############
#Z#v#########Z#w#############ó###########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
###########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ#############ª#,#######################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
###2###|#########ª#####}#################\
#########ó##########################¤###########¨#)###Statistical Data Analysis
and Assessment   ##¡#"###*#########(#########(########### ###¤###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,##########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y############ó##########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p############ó##########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú############ó#####
#####################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"############Z########################ó###########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################¤###########ª#
##############¤###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S####################Ë####################ó########################
##¤###########¨#####References ##¡#####
```

```
³▫#©Õ«▫▫Ï1¼{^▫{#$W▫+#¢▫'BôéÁM##wà8{Ý#©*####IEND®B`▫?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú########:#
#º#####1###ð#wO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P###############ª#D###Î######################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

```
########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler &
Garcia, 1987 ) described intelligence and experience as resource traits which
are very important.It aids in the group performance which is idle to
directive leadership.  This phase is a time focused on continuous learning,
adjustments on interpersonal stress and participative decision. This final phase
helps builds momentum and a shared positive image of the future.The organization's
overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well
summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
#############ó###########################▫###########¨#####The Research Purpose
##¡###################################▫###########¨#s###The purpose of the study is
to determine if there is a correlation between the three key factors;5-D leadership
modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is
to determine how the 5-D Leadership model will assist Nigerian emerging leaders
within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»##########Z#t############ó################
```

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P#############P# #########P#############P###########P#####
########P#¥#########P#ï#############ó#################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z#############Z#w#########Z#############Z###########Z############
#Z#v#########Z#w#############ó###########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ#############ª#,#######################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û#######################§#
###2###|#########ª#####}#################\
#########ó###########################▫###########¨#)###Statistical Data Analysis
and Assessment    ##¡#"###*#########(#########(########### ###▫###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################▫###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###▫###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p#############ó#########################
##▫###########¨#
###Conclusion##▫###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
#####################▫###########¨#####Conclusion
continues##¡###########################▫###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"#############Z#########################ó###########################▫##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###▫###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û##########û##########ó###########################▫###########ª#
###############▫###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S#####################Ë#####################ó#########################
##▫###########¨#####References ##¡#####
```

```
³▫#©Õ«▫▫Ï1¼{^▫{#$W▫+#¢▫'BôéÁM##wà8{Ý#©*####IEND®B`▫?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú########:#
#º#####1###ð#wO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P################ª#D###Î#####################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë##############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which
are very important.It aids in the group performance which is idle to
directive leadership. This phase is a time focused on continuous learning,
adjustments on interpersonal stress and participative decision. This final phase
helps builds momentum and a shared positive image of the future.The organization's
overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well
summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
#############ó###########################▫###########¨#####The Research Purpose
##¡##################################▫###########¨#s###The purpose of the study is
to determine if there is a correlation between the three key factors;5-D leadership
modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is
to determine how the 5-D Leadership model will assist Nigerian emerging leaders
within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»###########Z#t############ó#################

```
#########▫############¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###▫###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###▫#########P############P# #########P############P##########P#####
#######P#¥#########P#ï############ó#################
#########▫###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó#########################▫###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó##########################▫###########¨#####Research Design and
Methodology##¡##### ######### ###########▫########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,#######################################Ö#####
####ó##########################▫###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###▫###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
###2###|#########ª#####}#################\
#########ó###########################¤###########¨#)###Statistical Data Analysis
and Assessment    ##¡#"###*#########(#########(########### ###¤###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p#############ó#########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
#####################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"#############Z#########################ó###########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S#####################Ë#####################ó#########################
##¤###########¨#####References ##¡#####
```

```
³□#©Õ«□□Ï1¼{^□{#$W□+#¢□'BôéÁM##wà8{Ý#©*####IEND®B`□?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó##########################□###########ª#
##############□###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡##############P###############ª#D###Î######################################
##############################ò#######ó##################□
0##ß#####Î###ë#####ò#######ó###################□
0##ß#####þ#########ó##########################□###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positive image of the future.The organization's overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership Styles##¡########################(###▫###########ª#
#############ó##########################▫###########¨#####The Research Purpose
##¡##################################▫###########¨#s###The purpose of the study is to determine if there is a correlation between the three key factors;5-D leadership modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is to determine how the 5-D Leadership model will assist Nigerian emerging leaders within the ICT sector to improve effectiveness in their respective organization Leadership.##¡#&###¹#########Z#»##########Z#t############ó################

```
#########▫###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###▫###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###▫#########P############P# #########P############P##########P#####
#######P#¥#########P#ï############ó#################
#########▫###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó##########################▫###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó##########################▫###########¨#####Research Design and
Methodology##¡##### ######### ###########▫########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,#######################################Ö#####
####ó##########################▫###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###▫###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
###2###|#########ª#####}################\
#########ó##########################¤###########¨#)###Statistical Data Analysis
and Assessment    ##¡#"###*#########(#########(########### ###¤###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë##########P#############P#!
#########P#Y#############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p############ó##########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
#####################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"#############Z##########################ó#############################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó#############################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S####################Ë#####################ó##########################
##¤###########¨#####References ##¡#####
```

```
³▫#©Õ«▫▫Ï1¼{^▫{#$W▫+#¢▫'BôéÁM##wà8{Ý#©*####IEND®B`▫?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó###########################▫###########ª#
###############▫###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P################ª#D###Î######################################
###############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó##################▫
0##ß#####þ#########ó###########################▫###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#ë#########P#ë##############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positive image of the future.The organization's overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well summarized in
this transitional leadership cycle.##¡#####q#########P#q#############ó#####
###########
#########▫###########¨#####Leadership Styles##¡#########################(###▫###########ª#
###############ó###########################▫###########¨#####The Research Purpose
##¡###################################▫###########¨#s###The purpose of the study is to determine if there is a correlation between the three key factors;5-D leadership modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is to determine how the 5-D Leadership model will assist Nigerian emerging leaders within the ICT sector to improve effectiveness in their respective organization Leadership.##¡#&###¹#########Z#»###########Z#t#############ó##################

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P############P# #########P############P##########P#####
#######P#¥#########P#ï############ó################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó##########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,#######################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
```

###2###|#########ª#####}#################\
#########ó###########################¤###########¨#)###Statistical Data Analysis
and Assessment   ##¡#"###*#########(#########(########### ###¤###########¨#X###The descriptive statistics such as follows;A) Frequencies; this will count the number of occurrences of a category. They are generally reported as percentages. For example, since the projected sample is 100; 75 emerging leaders respondent believed that 5-d leadership do assist in improving effectiveness in leadership reveals that 75% of the sample respondent.B) Measure of Central Tendency: Single value will be used to represent the sample.i). Mean: The average value ii). Median: The middle valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of Dispersion: This will show how the spread out of the individual scores and how they differ from each other.i) Standard Deviation: This shows the most commonly used measure of dispersion which reveals how individual scores relate to all the scores within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in the following visuals;1) Tables: Good for clearly presenting data on the any number of variables and can be used for descriptive or inferential statistics. 2)Histograms; good for presenting distributions for a single variable.3) Scatter plots: Illustrate the relationship between two continuous variables to help you see;a) Whether the relationship is linearb)The direction of the relationship will then reveals if it is negative or positivec) The strength of the relationshipd) The outlying points.e) If the result is an intervening (moderating) variable.##¡#&###S###########P###########P#p#############ó#########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes time. This determines that real change cannot often be accomplished in a static cycle process change without conducting new innovative ideas introduced into the model cycle. The growth needs to be nurtured with continual input and feedback. To monitor the change, it needs adjustment for new information which is continually being gathered to enable the cycle to drive the effectiveness as being experimented in the study.###¡#####Ú#########Z#Ú#############ó######
#####################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle processing tools that will bring enhancement of behavioral influence of people will assist in striving towards achieving organizational goals. Kendra (2020) revealed leadership style by referring it to a leader's characteristic behaviors when directing, motivating, guiding, and managing groups of people. This can also motivate others to perform, create, and innovate. This innovation can only be driven by the efficient leadership cycle framework which will serve as tools to drive the process.
##¡#"#############Z#########################ó###########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ú###The author believes that there will not be any form of potential conflicts of interest concerning the research, authorship, as the research topic is still in the reviewing stage and has not gone through Internal Review Board (IRB) for final approval
##¡#####û##########û##########ó###########################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial support for the research study. The number of online blogs and companies that will be used as sampling has not been contacted until all the process and procedure for research policy documentation, topic paper approval are signed
off .##¡#*###S#####################Ë#####################ó#########################
##¤###########¨#####References ##¡#####

```
³□#©Õ«□□Ï1¼{^□{#$W□+#¢□'BôéÁM##wà8{Ý#©*####IEND®B`□?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó###########################□###########ª#
###############□###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P################ª#D###Î######################################
###############################ò#######ó##################□
0##ß#####Î###ë#####ò#######ó##################□
0##ß#####þ#########ó###########################□###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positive image of the future.The organization's overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
##############ó###########################▫###########¨#####The Research Purpose
##¡####################################▫###########¨#s###The purpose of the study is to determine if there is a correlation between the three key factors;5-D leadership modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is to determine how the 5-D Leadership model will assist Nigerian emerging leaders within the ICT sector to improve effectiveness in their respective organization Leadership.##¡#&###¹#########Z#»##########Z#t############ó#################

#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P############P# #########P############P##########P#####
#######P#¥#########P#ï############ó################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z############
#Z#v#########Z#w############ó##########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó##########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s## #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,######################################Ö#####
####ó##########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector. Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their organization.
##¡#"###Ý#########Z#Û######################§#

###2###|#########ª#####}#################\
########ó###########################▫###########¨#)###Statistical Data Analysis and Assessment   ##¡#"###*#########(#########(########### ###▫###########¨#X###The descriptive statistics such as follows;A) Frequencies; this will count the number of occurrences of a category. They are generally reported as percentages. For example, since the projected sample is 100; 75 emerging leaders respondent believed that 5-d leadership do assist in improving effectiveness in leadership reveals that 75% of the sample respondent.B) Measure of Central Tendency: Single value will be used to represent the sample.i). Mean: The average value ii). Median: The middle valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of Dispersion: This will show how the spread out of the individual scores and how they differ from each other.i) Standard Deviation: This shows the most commonly used measure of dispersion which reveals how individual scores relate to all the scores within the distribution. ##¡#Z###,##########P#?
#########P############P#Ë#########P############P#!
#########P#Y###########ó###########################▫###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###▫###########¨#o###They outcome result statistical data will be represented in the following visuals;1) Tables: Good for clearly presenting data on the any number of variables and can be used for descriptive or inferential statistics. 2)Histograms; good for presenting distributions for a single variable.3) Scatter plots: Illustrate the relationship between two continuous variables to help you see;a) Whether the relationship is linearb)The direction of the relationship will then reveals if it is negative or positivec) The strength of the relationshipd) The outlying points.e) If the result is an intervening (moderating) variable.##¡#&###S##########P##########P#p###########ó#########################
##▫###########¨#
###Conclusion##▫###########¨#Ù###The study revealed that meaningful change takes time. This determines that real change cannot often be accomplished in a static cycle process change without conducting new innovative ideas introduced into the model cycle. The growth needs to be nurtured with continual input and feedback. To monitor the change, it needs adjustment for new information which is continually being gathered to enable the cycle to drive the effectiveness as being experimented in the study.###¡#####Ú#########Z#Ú############ó#####
#####################▫###########¨#####Conclusion continues##¡###########################▫###########¨#####The 5-D leadership cycle processing tools that will bring enhancement of behavioral influence of people will assist in striving towards achieving organizational goals. Kendra (2020) revealed leadership style by referring it to a leader's characteristic behaviors when directing, motivating, guiding, and managing groups of people. This can also motivate others to perform, create, and innovate. This innovation can only be driven by the efficient leadership cycle framework which will serve as tools to drive the process.
##¡#"############Z########################ó###########################▫##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###▫###########¨#ú###The author believes that there will not be any form of potential conflicts of interest concerning the research, authorship, as the research topic is still in the reviewing stage and has not gone through Internal Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################▫###########ª#
###############▫###########¨##### The author did not receive any form of financial support for the research study. The number of online blogs and companies that will be used as sampling has not been contacted until all the process and procedure for research policy documentation, topic paper approval are signed off .##¡#*###S####################Ë####################ó#########################
##▫###########¨#####References ##¡#####

```
³▫#©Õ«▫▫Ï1¼{^▫{#$W▫+#¢▫'BôéÁM##wà8{Ý#©*####IEND®B`▫?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó##########################▫##########ª#
###############▫##########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡##############P###############ª#D###Î#####################################
##############################ò#######ó##################▫
0##ß#####Î###ë#####ò#######ó#################▫
0##ß#####þ#########ó##########################▫##########¨#
```

```
###7###ü#########ª#####È#################¡#########ó###########################▫###
########¨#####Leadership Styles##¡#########################(###▫###########ª#
##############ó##########################▫###########¨#####Path Goal
Theory##¡#########################(###▫###########ª#
##############ó##########################▫###########¨#%###5-Dimensional
leadership cycle (5-D)
##¡#####&#########$#########(###########▫###########¨#6###DiscoveryDeveloping
Discipline Decision Direction
##¡#####7#########7#########,###ó###########################▫###########¨#
      ###Discovery##¡#####
#########
#########<###▫###########¨#####The discovery phase is all about a leader being able
to identify potential skills within or amongst his team or group.He looks
for potential leaders who are possibly going to fit into a leadership position.They
will be able to separate them from the crowd.  This process is likening to coaches
that scout for players with talent silently.
He sees potential with quality that can fit into a mold.He can be sharpen without
any form of discrimination. He will select the################################
      ###
#######
```

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positive image of the future.The organization's overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
##############ó###########################▫###########¨#####The Research Purpose
##¡####################################▫###########¨#s###The purpose of the study is to determine if there is a correlation between the three key factors;5-D leadership modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is to determine how the 5-D Leadership model will assist Nigerian emerging leaders within the ICT sector to improve effectiveness in their respective organization Leadership.##¡#&###¹#########Z#»###########Z#t############ó#################

```
#########▫###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###▫###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###▫#########P############P# #########P############P##########P#####
########P#¥#########P#ï############ó#################
#########▫###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z############Z#w#########Z############Z##########Z###########
#Z#v#########Z#w############ó##########################▫###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###▫###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
##########ó##########################▫###########¨#####Research Design and
Methodology##¡##### ######### ###########▫########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ############ª#,######################################Ö#####
####ó##########################▫###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###▫###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û######################§#
###2###|#########ª#####}#################\
#########ó###########################¤###########¨#)###Statistical Data Analysis
and Assessment    ##¡#"###*#########(#########(########### ###¤###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p#############ó#########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
#####################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"#############Z#########################ó###########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û##########û##########ó###########################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S#####################Ë#####################ó#########################
##¤###########¨#####References ##¡#####
```

```
³□#©Õ«□□Ï1¼{^□{#$W□+#¢□'BôéÁM##wà8{Ý#©*####IEND®B`□?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó##########################□###########ª#
###############□###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡##############P##############ª#D###Î#####################################
##############################ò#######ó##################□
0##ß#####Î###ë#####ò#######ó###################□
0##ß#####þ#########ó##########################□###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë##############§#

```
########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler &
Garcia, 1987 ) described intelligence and experience as resource traits which
are very important.It aids in the group performance which is idle to
directive leadership.  This phase is a time focused on continuous learning,
adjustments on interpersonal stress and participative decision. This final phase
helps builds momentum and a shared positive image of the future.The organization's
overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well
summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
#############ó##########################▫###########¨#####The Research Purpose
##¡###################################▫###########¨#s###The purpose of the study is
to determine if there is a correlation between the three key factors;5-D leadership
modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is
to determine how the 5-D Leadership model will assist Nigerian emerging leaders
within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»##########Z#t############ó#################
```

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P#############P# #########P#############P###########P#####
########P#¥#########P#ï#############ó#################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z#############Z#w#########Z#############Z###########Z############
#Z#v#########Z#w#############ó###########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
###########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ#############ª#,#######################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û#######################§#
###2###|#########ª#####}#################\
#########ó##########################▫###########¨#)###Statistical Data Analysis
and Assessment    ##¡#"###*#########(#########(########### ###▫###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y#############ó###########################▫###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###▫###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p#############ó##########################
##▫###########¨#
###Conclusion##▫###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
######################▫###########¨#####Conclusion
continues##¡##########################▫###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"#############Z########################ó###########################▫##########
#¨#$###Declaration of conflicting interes▫###▫###▫###▫###▫
###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###▫###
▫###▫###▫###▫###▫###▫### ###¡###¢###£###¤###¥###¦###§###¨###©###ª###«###¬###-
###®###¯###°###±###²###³###
´###µ###¶###·###¸###¹###º###»###¼###½###¾###¿###À###Á###Â###Ã###Ä###Å###Æ###Ç###È##
#É###Ê###Ë###Ì###Í###Î###Ï###Ð###Ñ###Ò###Ó###Ô###Õ###Ö###×###Ø###Ù###Ú###Û###Ü###Ý#
##Þ###ß###à###á###â###ã###ä###å###æ###ç###è###é###ê###ë###ì###í###î###ï###ð###ñ###ò
###ó###ô###õ###ö###÷###ø###ù###ú###û###ü###þ###ýÿÿÿÿ#######ts##¡#####%#########
%#######(###▫###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################▫###########ª#
###############▫###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
```

be used as sampling has not been contacted until all the process and procedure for research policy documentation, topic paper approval are signed off .##¡#*###S#####################Ë#####################ó##########################
##▫###########¨#####References ##¡#####

```
³□#©Õ«□□Ï1¼{^□{#$W□+#¢□'BôéÁM##wà8{Ý#©*####IEND®B`□?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó###########################□###########ª#
###############□###########¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡###############P###############ª#D###Î######################################
###############################ò#######ó##################□
0##ß#####Î###ë#####ò#######ó##################□
0##ß#####þ#########ó###########################□###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler & Garcia, 1987) described intelligence and experience as resource traits which are very important.It aids in the group performance which is idle to directive leadership. This phase is a time focused on continuous learning, adjustments on interpersonal stress and participative decision. This final phase helps builds momentum and a shared positive image of the future.The organization's overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well summarized in
this transitional leadership cycle.##¡#####q#########P#q#############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡#########################(###▫###########ª#
###############ó###########################▫###########¨#####The Research Purpose
##¡###################################▫###########¨#s###The purpose of the study is to determine if there is a correlation between the three key factors;5-D leadership modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is to determine how the 5-D Leadership model will assist Nigerian emerging leaders within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»###########Z#t#############ó#################

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P#############P# #########P#############P###########P#####
########P#¥#########P#ï#############ó#################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z#############Z#w#########Z#############Z###########Z############
#Z#v#########Z#w#############ó###########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
###########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ#############ª#,#######################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý##########Z#Û#######################§#
```

###2###|#########ª#####}#################\
#########ó###########################¤###########¨#)###Statistical Data Analysis
and Assessment   ##¡#"###*##########(#########(########### ###¤###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y############ó###########################¤###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###¤###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p############ó###########################
##¤###########¨#
###Conclusion##¤###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú#############ó#####
######################¤###########¨#####Conclusion
continues##¡###########################¤###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"############Z########################ó###########################¤##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###¤###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################¤###########ª#
###############¤###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S####################Ë####################ó#########################
##¤###########¨#####References ##¡#####

```
³□#©Õ«□□Ï1¼{^□{#$W□+#¢□'BôéÁM##wà8{Ý#©*####IEND®B`□?#Ù# #####Ú#######
###º#####1# #º#####1#O#Ù#######Ú#######:#
#º#####1###ð#wO####ó###########################□###########ª#
###############□############¨#####How can the effect of 5-D leadership model
framework assist 21st century Nigerian Emerging Leaders in the IT Sector?Obiora
EzendiokwereDepartment of Leadership and Management, Beulah Height UniversityLEAD
802: Strategic PlanningDr. Anyango Reggy April 30th,
2020##¡##############P###############ª#D###Î######################################
##############################ò#######ó##################□
0##ß#####Î###ë#####ò#######ó###################□
0##ß#####þ#########ó###########################□###########¨#
```

studies and analyses.Looking at the relevant processes that will be useful for understanding how decisions are made in groups and organizations (Narayanan, Zane & Kemmerer, 2011).This is about acting promptly on resolution before final implementation.####¡#L###µ#########P#############P#I#########P#############P#
ë#########P#ë#############§#

```
########### #########▫###########¨# ###Direction##¡#####
#########
#########<###▫###########¨#p###Cognitive resources theory (Fiedler, 1986; Fiedler &
Garcia, 1987 ) described intelligence and experience as resource traits which
are very important.It aids in the group performance which is idle to
directive leadership.  This phase is a time focused on continuous learning,
adjustments on interpersonal stress and participative decision. This final phase
helps builds momentum and a shared positive image of the future.The organization's
overall performance achievement result becomes positive,
then leadership effectiveness can be seen to have been completed and well
summarized in
this transitional leadership cycle.##¡#####q#########P#q############ó#####
###########
#########▫###########¨#####Leadership
Styles##¡########################(###▫###########ª#
#############ó##########################▫###########¨#####The Research Purpose
##¡###################################▫###########¨#s###The purpose of the study is
to determine if there is a correlation between the three key factors;5-D leadership
modelLeadership effectiveness 21st century Nigeria emerging leaders. The design is
to determine how the 5-D Leadership model will assist Nigerian emerging leaders
within the ICT sector to improve effectiveness in their respective organization
Leadership.##¡#&###¹#########Z#»##########Z#t############ó################
```

```
#########¤###########¨#!###Research Questions and
Hypotheses##¡#####"#########"#########(###¤###########¨#î###RQ1. How does the 5-D
leadership model framework assist in improving effectiveness among 21st-century
Nigerian emerging leaders within the ICT sector?Null hypothesis (H0): The effect of
the 5-D leadership model framework does not improve effectiveness among 21st
century Nigeria Leaders within the ICT sector.H0: M1 = M2 =M3The alternate
hypothesis (HA): The effect of the 5-D leadership model framework does improve
effectiveness among 21st century Nigeria Leaders within the ICT
sector.##¡#f###¤#########P#############P# #########P#############P###########P#####
########P#¥#########P#ï#############ó#################
#########¤###########¨#+###Research Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#v###RQ2. What is the
relationship between the 5-D leadership models to the effectiveness of 21st-century
emerging leaders?H0: There is no relationship between the 5-D leadership models and
the effectiveness of 21st-century emerging leaders?H0: M1 = M2 =M3HA: There is a
relationship between the 5-D leadership models and the effectiveness of 21st-
century emerging leaders?
##¡#f###w#########Z#############Z#w#########Z#############Z###########Z############
#Z#v#########Z#w#############ó###########################¤###########¨#+###Research
Questions and Hypotheses
Continues##¡#####,#########,#########(###¤###########¨#,###RQ3. How can 5-D
leadership assist emerging leaders towards leadership effectiveness within the ICT
sector?H0: 5-D leadership cannot assist emerging leaders in leadership
effectiveness within the ICT sector?H0: M1 = M2 =M3HA: leadership can assist
emerging leaders towards leadership effectiveness##¡#####-#########Z#-
###########ó###########################¤###########¨#####Research Design and
Methodology##¡##### ######### ###########¤########### #ü###T#h#i#s#
#r#e#s#e#a#r#c#h# #d#e#s#i#g#n# #a#n#d# #m#e#t#h#o#d#o#l#o#g#y# #w#i#l#l# #b#e#
#q#u#a#n#t#i#t#a#t#i#v#e# #d#e#s#i#g#n# #u#s#i#n#g# #e#x#p#e#r#i#m#e#n#t#a#l#
#r#e#s#e#a#r#c#h# #a#p#p#r#o#a#c#h# #i#n# #t#h#i#s# #s#t#u#d#y#.##T#h#i#s#
#r#e#s#e#a#r#c#h# #s#t#u#d#y# #i#n#v#o#l#v#e#m#e#n#t# #w#i#l#l# #b#e#
#c#a#r#r#i#e#d# #o#u#t# #u#s#i#n#g# #h#y#b#r#i#d# #m#e#t#h#o#d# #s#o#l#u#t#i#o#n#
#a#p#p#r#o#a#c#h# #w#h#e#r#e# #t#e#l#e#p#h#o#n#e# #s#u#r#v#e#y# #a#n#d# #w#e#b#
#m#e#t#h#o#d# #(#s#o#c#i#a#l# #m#e#d#i#a# #b#l#o#g#,# #p#r#o#f#e#s#s#i#o#n#a#l#
#g#r#o#u#p# #l#i#k#e# #L#i#n#k#e#d#i#n#)#.##T#h#i#s# #s#t#u#d#y# #w#i#l#l# #b#e#
#u#s#i#n#g# #s#u#r#v#e#y# #s#a#m#p#l#i#n#g# #q#u#e#s#t#i#o#n#n#a#i#r#e#s# #a#n#d#
#d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w# #a#p#p#r#o#a#c#h# #i#n# #o#r#d#e#r# #t#o#
#g#a#t#h#e#r# #d#a#t#a# #f#o#r# #a#c#c#u#r#a#t#e# #m#e#a#s#u#r#e#m#e#n#t# #a#n#d#
#a#n#a#l#y#s#i#s# #s#i#n#c#e# #t#h#e# #d#i#s#t#a#n#c#e# #t#o# #t#h#e#
#l#o#c#a#t#i#o#n# #i#s# #f#a#r#,# #t#h#e# #c#o#s#t# #a#n#d# #t#i#m#i#n#g# #f#o#r#
#t#h#e# #l#o#g#i#s#t#i#c#s# #h#a#s# #t#o# #b#e# #p#u#t# #i#n#t#o#
#c#o#n#s#i#d#e#r#a#t#i#o#n#.## #T#h#e# #S#u#r#v#e#y# #w#i#l#l# #b#e#
#c#o#n#d#u#c#t#e#d# #a#m#o#n#g# #e#m#p#l#o#y#e#e#s##  #w#h#o# #a#r#e# #f#i#r#s#t#
#l#i#n#e# #m#a#n#a#g#e#r#s# #u#p# #t#o# #t#o#p# #m#a#n#a#g#e#m#e#n#t#.# #
#T#h#e#s#e# #e#m#p#l#o#y#e#e#s# #w#i#l#l# #b#e# #g#i#v#e#n# #s#t#r#u#c#t#u#r#e#d#
#q#u#e#s#t#i#o#n#n#a#i#r#e#s# #w#h#i#l#e# #d#i#r#e#c#t# #i#n#t#e#r#v#i#e#w#s#
#w#i#t#h# #s#e#v#e#r#a#l# #e#x#e#c#u#t#i#v#e#s#.#
###¡#####ÿ#########P#ÿ#############ª#,#######################################Ö#####
####ó###########################¤###########¨#(###Sample Size, Recruitments, and
Selection##¡#####)#########)#########(###¤###########¨#Ü###The sample size will be
100 surveys to be distributed. 20 of them will be Telephone interview survey 80
will be web survey blog from Nigerian ICT emerging leaders. The survey will be used
to measure the impact of 5-D leadership model and emerging leader within the
Nigeria ICT sector.  Researcher plan a 20 to 30 minutes direct interviews with
executives to enable him obtain the real data that will assist in determining
leadership efficiency within their  organization.
      ##¡#"###Ý#########Z#Û#######################§#
```

###2###|#########ª#####}#################\
#########ó############################▫###########¨#)###Statistical Data Analysis
and Assessment   ##¡#"###*#########(#########(########### ###▫###########¨#X###The
descriptive statistics such as follows;A) Frequencies; this will count the number
of occurrences of a category. They are generally reported as percentages. For
example, since the projected sample is 100; 75 emerging leaders respondent believed
that 5-d leadership do assist in improving effectiveness in leadership reveals that
75% of the sample respondent.B) Measure of Central Tendency: Single value will be
used to represent the sample.i). Mean: The average value ii). Median: The middle
valueiii). Mode: The most frequent occurrence value in the sampleC) Measures of
Dispersion: This will show how the spread out of the individual scores and how they
differ from each other.i) Standard Deviation: This shows the most commonly used
measure of dispersion which reveals how individual scores relate to all the scores
within the distribution. ##¡#Z###,###########P#?
#########P#############P#Ë#########P#############P#!
#########P#Y############ó############################▫###########¨#!
###Interpretation and Representation##¡#####"#########"#########
###▫###########¨#o###They outcome result statistical data will be represented in
the following visuals;1) Tables: Good for clearly presenting data on the any number
of variables and can be used for descriptive or inferential statistics.
2)Histograms; good for presenting distributions for a single variable.3) Scatter
plots: Illustrate the relationship between two continuous variables to help you
see;a) Whether the relationship is linearb)The direction of the relationship will
then reveals if it is negative or positivec) The strength of the relationshipd) The
outlying points.e) If the result is an intervening (moderating)
variable.##¡#&###S###########P###########P#p############ó##########################
##▫###########¨#
###Conclusion##▫###########¨#Ù###The study revealed that meaningful change takes
time. This determines that real change cannot often be accomplished in a static
cycle process change without conducting new innovative ideas introduced into
the model cycle. The growth needs to be nurtured with continual input and feedback.
To monitor the change, it needs adjustment for new information which is continually
being gathered to enable the cycle to drive the effectiveness as being experimented
in the study.###¡#####Ú#########Z#Ú############ó#####
#####################▫###########¨#####Conclusion
continues##¡###########################▫###########¨#####The 5-D leadership cycle
processing tools that will bring enhancement of behavioral influence of people will
assist in striving towards achieving organizational goals. Kendra (2020) revealed
leadership style by referring it to a leader's characteristic behaviors when
directing, motivating, guiding, and managing groups of people. This can also
motivate others to perform, create, and innovate. This innovation can only be
driven by the efficient leadership cycle framework which will serve as tools to
drive the process.
##¡#"############Z########################ó###########################▫##########
#¨#$###Declaration of conflicting interests##¡#####%#########
%#######(###▫###########¨#ú###The author believes that there will not be any form
of potential conflicts of interest concerning the research, authorship, as the
research topic is still in the reviewing stage and has not gone through Internal
Review Board (IRB) for final approval
##¡#####û#########û###########ó###########################▫###########ª#
##############▫###########¨##### The author did not receive any form of financial
support for the research study. The number of online blogs and companies that will
be used as sampling has not been contacted until all the process and procedure for
research policy documentation, topic paper approval are signed
off .##¡#*###S####################Ë####################ó#########################
##▫###########¨#####References ##¡#####