

LEADERSHIP, BRAIN DRAIN AND HUMAN CAPACITY BUILDING IN AFRICA: THE NIGERIAN EXPERIENCE

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ABSTRACT

Human capacity building is central to the development of any country. In fact, no country can develop beyond its human capacity pool and utilization. It is therefore not a surprise that the loss of skilled manpower has been a major problem of human capacity building in Africa and Nigeria in particular with implications for sustainable development. Anchored on the elite theory, with heavy reliance on empirical data, the study examines leadership, brain drain and human capacity building. It was discovered through the study that leadership failure is a major cause of brain drain in the continent of Africa and most especially in Nigeria with negative effect on human capacity building and utilization for the needed development. The study therefore, suggests among other things the need for responsible leadership and emphasis on industrialization to curb the menace of brain drain so as to facilitate human capacity building that will guarantee sustainable development.

Keywords: leadership; brain drain; human capacity building; industrialization; Nigeria