

A THEORETICAL ASSESSMENT OF SUCCESSION POLICY AND GOVERNANCE IN NIGERIA

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Abstract: *The study assessed succession policy and governance in Nigeria, with particular focus on challenges and prospects. The objective of the paper was to ascertain the effectiveness of succession policy in Nigeria. The paper assumed that succession issues have generated several controversies not only in Nigeria but globally. The system theory was utilised as the theoretical framework for the paper. Data was obtained from secondary sources from journals, books, newspapers and other relevant materials. The study adopted the descriptive method of analyses. It argued that in spite of the existence of succession policy, some Nigeria leaders are reluctant to hand over power and responsibilities at the expiration of their tenure to a successor. The finding revealed the following as challenges of succession policy in governance; weak institutions, sit-tight syndrome, and politricking among others. The paper concluded that much is still expected of government in tackling succession challenges; however, there is prospect for improvement in succession processes with the prevalent awareness of the gains of succession policy processes. The study therefore recommends building strong institutions, and shunning sit-tight syndromes among others to mitigate the challenges of succession issues.*

Keywords: *Succession, Policy, Politricking, Governance.*

Introduction

Succession policy in governance is a universal administrative phenomenon. Fundamentally, succession challenges are not limited to Nigeria government and administration. What seems tenable globally on succession issues is that it is based on established policies and procedures (as it is peculiar and acceptable to each nation).

Nigeria succession and transition in governance have been observed as unmethodical, slapdash and inappropriately implemented due to individual interests. Olaniyi and Umar (2014) stated that Nigeria succession/transition issues are often hazardous and mostly shrouded by vestige of personal interest which is not basically fathomed on public policy directives. This nefarious attitude has become too obvious as many leaders in Nigeria government rarely comply with the legal framework for succession. Hameso (2002) opined that most politicians deliberately ignore laid down succession procedures, rules and regulations / policies, and in most cases, it becomes undemocratic to even discuss the issues of succession. It is pertinent to note that if unconstitutional processes of succession are not curtailed, it will overshadow democracy and its principles. Enojo (2010) and Egwemi,

(2010) in their separate works noted that democratic governance must be institutionalised otherwise, democracy will remain a sham; and then the people will hardly gain anything from their rulers. Olaniyi and Umar (2004) holds that failure to effectively advance and manage any type of leadership succession policy in Africa, can result in succession crisis. Goldsmith (2000) identified four types of leadership succession in Africa to include: Assassination, coup d'etat, abdication and or resignation, and constitutional procedures. Research revealed that most countries in Africa adopted the constitutional procedure yet, Chikerema and Nzewi (2020) observed that Africa leaders who adopted this model and rotational succession model still disregard their constitution. Succession processes that do not comply with its administrative policy directives result into severe constitutional problems that alter constitutional provisions, policy directives and procedures and its general effects will be on all spheres of governance. Rawlings (2008) in Olaniyi and Umar (2014) added that at the top of the echelon of administration, the issues will become the scant respect that many government officials have for the constitution and constitutionalism. Against this background this paper reviewed fundamental challenges entangling succession policy in Nigeria and proffered solutions to alleviate the problems.

Statement of the Problem

Succession policy is vital in administrative transition processes; it is the foundational laid down guidelines for continuity of government and administration at all levels of governance. Every modern country, system or institution has a succession plan which is not compromised particularly in most developed nations of the world and these plans are based on principles and procedures of which policy directive is key. This implies that all regions of the world have succession plans which is anchored on policy directives irrespective of the system of government predominant at the time. This also suggests that succession/ transition policy challenges ought to be minimal in an organised and democratic society with advanced succession policy and programmes. Over the years, Nigeria government has experienced different forms of leadership succession type such as military incursion or overthrow, coup d'etat, and currently the constitutional procedure. However, despite government efforts to sustain Nigeria democracy and upgrade its administration through these reforms and policies to meet modern global standard, there still seems to be challenges that cog government efforts on succession policy and its implementation. It is against this backdrop that this paper reviewed the succession policy in Nigeria with a focus on the challenges and prospects. The paper therefore seeks to answer the following questions: What is succession policy? What are the succession policy in Nigeria government? What are the challenges confronting succession policy implementation in Nigeria? How can they be tackled in Nigeria contemporary political dispensation? What are the prospects of Nigeria succession policy? `

Objective of the Paper

The paper reviewed succession policy in Nigeria and its' challenges and prospects, with the following specific objectives:

Identify the concept of succession policy.

Determine challenges confronting succession policy.

Ascertain the impact of succession challenges on governance in Nigeria.

Discover government efforts geared towards resolving succession challenges. Examine succession policy prospects in Nigeria and proffer solutions.

Clarification of terms

Policy: Policy is any government action or inaction in the interest of the public.

Governance: in this paper is portrayed as structures and processes that are designed to ensure accountability, transparency, responsiveness, rule of law, stability, equity and inclusiveness, empowerment and broad-based participation. It is about how power is distributed and shared, and how policies are formulated, and priorities.

'Politricking': in this paper 'politricking' has been coined with a combination of two words "politics" and "trickery". This simply means 'the politics of tricking' or 'politics of deception'. It is deliberately applying deceitful skills in misleading or misinforming people (or someone) about the true nature of a situation. The act usually involves deceptive statements that misleads, hides the truth, or promotes a belief, concept or idea that is not true and often done for personal gains or advantages.

Methodology

The paper adopted the descriptive design method in its analyses by systematically obtaining information to describe succession policy and challenges associated with it in Nigeria. The design helped to answer 'what' and 'how' questions of the study's problem. Secondary data was thus obtained from relevant literature such as journal articles, books, newspapers, publications, and internet materials.

Literature Review

Concept of Succession

The term succession means different thing to different scholars of various discipline. Literary it means a change in structure, in which one person after another succeeds to a position, title or throne. It is a process of bringing about changes in the sphere of a phenomenon by which a person becomes entitled to the position. Banjo (2008) says succession means the process of changing leadership. Olaniyi and Umar (2014) on their part viewed succession as the orderly means of transferring of political power from one group to another and such orderliness process is determined by the level of maturity of the country and its citizens. He further buttressed the point that there is need for strategic and rational thinking especially on succession issues, and its management from every sphere of life, be it traditional, social, political, economic, corporate and otherwise. This will guarantee a stable polity, policy and restore confidence of the government and the country (Ijim-Agbor, 2004). Musa (2022) view succession as a theoretical and empirical transformation of the totality of social, economic, cultural and political values, experience and processes under social change from the inception of colonial contact to present day democratic governance.

Succession could be orderly or disorderly. An orderly succession of governance involves total adherence to certain policy, rules and existing procedures of handing over or transiting administrative mantle while the disorderly succession does not give cognisance to any policy, law, rule or procedure. Most modern countries seem to be practicing the orderly succession type, this position was observed by Chikerema and Nzewi (2020) in their view

that succession outlook is not gloomy in Africa, as several countries inclusive of Nigeria offer good example of peaceful and orderly leadership change. Habisso (2011) added that orderly process of succession is common especially in these last decades but scholars in this regard has failed to investigate how orderly succession processes are implemented; whether with total credence to established succession policy and constitutional provisions or with the basic tenets that propels an orderly succession. The extent to which the policy gives directives to such orderly succession was not verified. However, some other scholars disagreed that most Africa countries inclusive of Nigeria barely display quality and peaceful succession or transition and there has always been disorderliness and disobedience to constitutional provisions when it relates to administrative handing over. Aborisade and Oyekunle (2021) opined that there is clear evidence that most Africa succession processes especially that of Nigeria have been irregular and disorderly without any recourse to the provisions of the constitution or succession policies. Hence this paper reviewed succession policy in Nigeria, with a focus on the challenges.

Succession policy in Nigeria

Succession policy is the (legal) framework that regulates the practices of succession, such legal framework should be fair and enforced impartially (Anekwe, 2020). Nigeria is a multi-tribal and multi religious society where every ethnic-religious group desire political and administrative power, the best method for accommodating such desires is the policy set up for healthy competition. Leadership / administrative succession policy involves public concern hence, it is a societal challenge or responsibilities to make succession policy work (Fox and Newell, 2015). Succession policy is a public policy concern which is an intentional course or action of government officials towards resolving public issues. Policy formulated if not implemented, is as good as not having policy, in fact, Egonmwan (2001) in Ekpiten and Ifere (2015) noted that implementation of policy stage makes it operational and effective.

Most Africa countries constitution specify succession processes and procedures in their policy outlines for political and administrative actors. In Nigeria, the policy directives guiding succession issues is the 1999 constitution as amended. The Nigeria 1999 constitution which is the key law regulating power transition as succession policy, provide that the following circumstances lead to succession:

(a). Death: Section 135 (1) (b) of the 1999 constitution explicitly provides that a person (president) shall cease to hold office if he/she dies while the tenure subsists. It follows that the vice president will automatically become president in accordance with section 146 (1). The office of the vice president becomes vacant to be filled by new nomination and approval (Nigeria Constitution; 1999).

(b). When a successor takes oath of office: Section 135 (1) (a) provides that a person shall hold the office of the president until when his successor in office takes the oath of that office.

(c). Registration: Section 306 provides that any person who is appointed, elected or selected into public office may resign from that office by writing and section 135 (1)(c) provides that such resignation takes effect from the date the appropriate authority receives it, then section 146 will be applied (Nigeria Constitution;1999).

(d). Impeachment / Removal: by virtue of the instrumentalities of Section 143, the president or vice president or both can be removed from office, as long as the provisions stipulated

are duly complied with and the vacant office(s) are filled by virtue of Section 146 of the constitution.

(e). Temporary Incapacitated: Bamidele (2010) in Igbuzor (2011) defined temporary incapacitated as a situation whereby a person lacks the ability to discharge his/ her duties as saddled with his/her office usually for a short time. Section 145 expressly conferred powers on the vice president to Act where such incapacitation relates to the office of the president for the main time.

(f). Permanent Incapacitation: Where the inability of the president to discharge his duties creditably becomes permanent according to the provision of Section 144, Section 146 (1) (3) will prevail, the vice president automatically becomes president and where both president and vice president are incapacitated, Section 146(2) conferred power on the president of the Senate to Act for a period of three (3) months during which an election is conducted to fill the vacant position (Nigeria Constitution;1999).

Theoretical Framework

The theoretical framework for this paper is the system theory. The system theory in this context views governance as a holistic structure which allows for an understanding of the connection between various parts of the system and how they interact with one another. The system theory has its origin from the biological science in the 1950s with some of its proponent being biologist including an Austrian Biologist Ludwig Bertalanffy in 1951 and a Chilean Biology Humberto Maturana in 1950s-1970s. The theory postulated that the society is a whole which is made up of various components. It postulates that any change in one part of the system affects the entire system, the theory has been applied in various fields and in the field of political and administrative sciences, David Easton in 1953 expanded on the system theory from the political science perspective. He postulated that components of each state are structured in a hierarchical order, and each component is interdependent on one another in the system to the extent that one component cannot function without the other components. Invariably social organisations have to make permeable boundaries of each of the component of the system. Political organisations are treated as biological organisations undergoing the life cycle of growth, maturity and death and the opportunity for the system to adapt are frowned upon or ignored (Schneider and Somer, 2006).

The application of the system theory on the study “succession policy and governance in Nigeria: challenges and prospects” is apt as a component of the whole system whereby government and administrative functions carried out invariably affects every other part of the state and any change thereby affects the whole system. Such functions could include policy making and implementation, such policies affect the entire society. The adoption of succession policy as a change agent will definitely affect the entire system because the process of succeeding the government is the input and new government (successor’s) action and inactions are the output that affects the entire society. The process is a continuity of a circle that grows, matures and could possibly die.

The Impact of Succession Policy on Governance in Nigeria

The paper reviewed succession policy, and its impact on governance in Nigeria. Some scholars hold that incumbent government disregards constitutional provisions in the course

of their operation of public affairs due to the dare desires of administrative actors to remain in office / position even when performances replicate incapacity to discharge creditably their saddled responsibilities (Zhou, 2013). This is a total violation of succession policy and its implementation; this implies that political/ administrative office holders cling to office just to take shade under the 'immunity clause' provided by Section 350 of the 1999 Constitution and it is to render succession policy weak.

For instance, a sitting governor or deputy governor of a state, would seek position to the senate and from the senate, re-seek position for governorship position. These are the tactics of weakening succession policy in Nigeria. Also, attempts to elongate tenure and absence of internal political party democracy is observed as a calculated attempt to recycle few persons within the corridor of power. Late president Yar'Adua failure to transmit power to the vice president through the instrumentality of Section 145 of the 1999 Constitution of Nigeria, to the extent that it generated national controversies, and for the president to have travelled from 23rd November, 2009 for medical treatment and at as 31st April, 2010, no cogent communication to Nigerians, until his death on the 5th May, 2010 was an attempt to ridicule succession policy in Nigeria. Bamidele (2010) in Igbuzor (2011) opined that it was the president's obligation to write prescribed declaration by transmitting administrative power, when he was incapacitated; anything short of that is tantamount to a breach of his oath of office and of course the constitution. Furthermore, in 2007 former president Olusegun Obasanjo attempted to alter the provisions of Sections 135 and 137 aimed at paving way for a third term was clearly an indication to jettison succession policy. His decision to declare the office of the vice president vacant in 2007 against the provisions of Section 143 and 144 was another desperate attempt to destroy Nigeria succession policy at the time.

Several other attempts have been made by successive leaders since independence to undo succession policy for personal, party or groups' interests to the detriment of the general public. Chikerema and Nzewi (2020) and Helms (2020) stated that since independence, there has been several succession patterns. Giving one of the patterns, Zeng (2019) earlier pointed out that when appointed or elected second-in-command of administrative affairs, and one takes overpower, succession has already taken place. The scholar did not however, showcase how the patterns of taking overpower was or should be done whether in accordance with succession policy/constitution or by other crooked means. However, contemporary democracies seem to be more constitutionally inclined, there also seems to be more understanding of succession policy nowadays. An instance is the handing over of power by former president Olusegun Obasanjo to Late Yar'Ádua in 2007; the then vice president Goodluck Jonathan succeeding late President Musa Yar'Adua in 2010 as president and himself who was later succeeded by President Muhammadu Buhari in 2015 seems to be based on observation and adherence to succession policy and the constitution of Nigeria. It is expected that same will be observed in 2023 elections to have a sustainable succession development.

Succession Policy Challenges in Nigeria

Succession policy challenge is an administrative issue that hinders the required continuity of governance and leadership in the society. Policy/policies as earlier noted, are laid down rules and regulations that direct(s) the affairs of an organisation or a country and where it

is specifically targeted at a concept, it is not out of place to have policy that regulates the act of succession or transition of administrative power and functions from one person to another. Igbuzor (2011) noted that under normal circumstances, policy guides direct succession in every country, results into proper alternation of administrative powers and persons which will be in accordance with the people's will under democratic tenets, but where policy and constitution directing succession processes are not complied with, it suggests that there are issues which could have made succession policy implementation impossible for administrative actors to comply with. Some of the rationale for succession policy challenges in Nigeria includes but not limited to the following:

Non-Compliance with Succession policy: It has been observed over the years that most administrative actors do not actually comply with policy or laws laid down as directives of succession and power transition. Olaniyi and Umar (2014) alleged that many public leaders and administrative heads do not comply with the legal framework for succession. Hameso, (2003) consented to this position in his opinion that most politicians purposely ignore laid down rules and procedures and even prohibit any form of discussion that pertains to succession plans. The very reason for deliberate refusal to comply with succession policy was noted to include leaders' selfish interests and desire to practice sit-tight-syndrome or elongation of tenure, amongst others. This was exemplified in the attempt of former President Obasanjo's desire to alter Section 80 (1) of the 1999 Constitution in other to accommodate a third term bid ahead of the 2007 general election.

The unwillingness of the political leaders to imbibe and uphold the fundamental pillars of governance such as adherence to rule of law, fundamental rights, separation of powers, is at the root of the leadership crisis bedeviling Nigeria and as far as this continues to be a lacking trait in leadership, we shall continue to have challenges in our political succession and governance processes.

Weak Institutions: Another succession problem against good governance is associated with weak government institutions. Government institutions, are selected government establishments, agencies, and bodies established to effectively formulate and implement sound policies that can enhance the respect of citizens for the institutions to govern the state. Weak institutions, encourage mediocrity, nepotism, corruption; non commitment to state affairs, instability and several other factors that can stunt succession policy which invariably affects governance. Weak institution is the lacuna between the actual and intended effects of an institution (Brinks, Levitsky, and Murillo; 2020). It is uncommon for an institution to be weak without its outcome falling and make both socio-political and administrative reforms very irrelevant. It has been argued by various scholars and public sector analysts that the Nigeria administrative institutions are not sufficiently effective in carrying out their responsibilities. One of the greatest problems posed by weak institutions is its inability to enforce accountability as the institutions of state which ordinarily should act as checks on governance and hold persons in leadership positions accountable for their actions are weak. Worse still, the leadership of these institutions in Nigeria pander to the whims and caprices of those who put them in office against the collective interests of the nation. It, therefore, means that in order to have their way or satisfy their personal interests, political power holders in Nigeria will continue to choose or determine the leadership succession of the institutions of state for their own personal gain. Until such a time when we can collectively put in place a sustainable mechanism that will ensure the growth of strong viable institutions of state to withstand such pressures, leadership succession will

remain a huge challenge in Nigeria. Institutions such as the Judiciary, Independent National Electoral Commission (INEC), law enforcement and security agencies all play critical roles in political succession and governance. Unfortunately, political leaders have over time rendered these institutions weak.

Sit-Tight- Syndrome: Over the years, it has been argued that most Africa leaders inclusive of Nigeria find it cumbersome to relinquished powers and allow a successor to take over administrative mantle of their state. The deliberate and reluctant attitude to relinquish governmental powers to a successor especially when occasion warrants same, has been termed sit-tight-syndrome. This syndrome seems to seriously have great influences on succession and transition policy and its efficacy in the society. Musa (2022) gave an observed sit-tight-syndrome attempt by President Olusegun in his attempt to insert section 80 (1) as an amendment to the electoral Act, 2011. Offiong (2009) traced this challenge from the regime of General Yakubu Gowon. Peter and Kopsieker (2006) noted that such continuous attempts cause unnecessary political conflict and fragmentation in the state. Chikerema and Nzewi (2020) also consented to this view that reluctances to relinquish administrative and political power influence succession framework and the efficacy of governance in Nigeria in particular and Africa, at large. The syndrome has been observed to almost been acculturated and instituted into most states leadership structure by either elongation of tenure or falsification of age in other to accommodate more numbers of years and remain in position - thus, it becomes the framework for deliberate violation of succession policy and amendment of state policy or constitution that relates directly with succession issues just to prolong power. The implication of such action is what Fombad (2008) in Chikerema and Nzewi (2020) referred to as constitutional coup d' etat or a third term. Also, Sit-tight-syndrome has been attributed to administrative and leadership failure, as a result of socio-economic and environmental degradation and poverty. Igbuzor (2011) corroborates this view when he reiterated that leadership and employees can define the successes or failure of any organisation, institution or a country, because everything absolutely depends on leadership or governance. This immoderate determination to perpetually cling to power for life when coupled with strong opposition, can lead to a failed state, and in other to avoid a failed state and its syndromes, proper leadership transformation, change of attitude and total adherence to succession policy should be observed to achieve good governance. Power is transient and no one should hold onto it. Mpondi (2015) called for Africa leadership transformation and progression as a means of avoidance of state division, since change is inevitable.

Lack of succession Planning: Lack of succession planning has been observed as an impediment to succession policy. Succession planning is the process of identifying the critical positions within an organisation or a system. It involves developing action plans for individuals to assume leadership positions. Leaders are assessed and trained to develop those capable to assuming and playing vital roles in government (Dauda, 2013). Luna (2010) in Priya and Sudhamathi (2018) understood succession planning to be a systematic process with long run determining goals set ahead of individual(s) to relatively shoulder responsibilities within the society. Musella (2018) noted that some incumbent leaders abuse their leadership position to prepare their selfish lifestyle to the detriment of the society or those being led, such leaders barely have any legacy to leave for any successor because of lack of planning. Helms (2020) viewed such alteration or practices as apparently odd with the norms of democratic government and governance. It is fundamental to echo

that leaders and administrative heads are keen to leave a legacy for a succession and in doing so, there ought to be thorough succession planning in line with existing succession policy in the society or organisation (Fong et al, 2019). Lack of succession planning is tantamount to lack of political will of administrative heads to leave any legacy for successor. Leadership requires both a clear destination and an explicit road map. Too often, however, succession planning is handled with far less focus and specificity. This typically results in crisis management when no crisis is necessary or in confusion of leadership when clarity is easily obtained. Succession planning is fundamental to every government as it plays vital role in managing, building capacity, promoting the society; and ensuring good governance, it is cyclical and ensures that the successors have the mission and vision framework to achieve success therefore it should not be jettisoned.

‘Politricking’: In the opinion of Guy (2010), politics is the distribution of resources within society.

Politics of deception or ‘politricking’ affects succession issues in Nigeria, because with ‘politricking’, one can change anything be it the structure, institution, system, attitude, and government perceptions. Thus, political and administrative leaders are invariably observed playing around to the gallery with political rhetorical attempts to proffer solutions to societal problems, same problems they created themselves in other to remain in power. Politics seems to be played along the line of societal issues with the deception that only those at the helms of affairs can salvage societal challenges. Eze (2010) stressed that the people are sick and tired of such leadership styles, alienation of such revulsion politics and politics of looting. Political transition in Nigeria could best be understood with reference to the Babangida’s transition programme. The regime used various strategies to stay in power without actually starting the process of genuine democratisation through sound transition agenda (Musa, 2022).

The implication of ‘politricking’ on succession planning appears like political and administrative leaders would continuously deceive the followers/ people, in other to discard succession policy and see justifiable or non-justifiable reasons for not transiting administrative functions to a successor. This process continued from Babangida regime till late Gen. Sani Abacha until his death thereby setting another succession issue in motion (Musa, 2013). With transition of political power to democracy, selection processes of electioneering were put in place for those to be elected to succeed the government of the day (Jega, 2021).

Prospect of Succession Policy in Nigeria Governance

Succession challenges are not peculiar to Nigeria, as it is a universal phenomenon. Succession challenges come in different forms. Tim (2013) averred that the year 2012 and 2013 were rough for most Africa leaders. According to him, some leaders were overthrown in coup, some defeated in elections, some resigned, some sacked and some others assassinated while some even died in office. These were all elements of succession which occurred in various dimensions. When such events arise, uncertainty surrounds succession issues in governance, hence, there is need to put in place modalities to assuage the problems of successions for enhanced governance. In the light of the above, the following strategies are highlighted.

Observance of the Rule of Law: The rule of law as propounded by the British jurist and philosopher – A.V. Dicey in 1885 rein-enforces the principle of supremacy of the law irrespective of political or socio-cultural strata. It also includes the protection of individual rights in any given society. These principles when upheld and duly observed, will drastically reduce the challenges of succession policy in Nigeria. Raz (2019) and Thomas (2020) agreed to this view in their argument that compliance with the rule of law is inculcating positive attitude towards public policy and acts as guide to government officials.

Adherence to constitution: The constitution is the law that keeps the people, values, rules and the institutions together, otherwise, chaotic and brutal society will be the order of the day. It is thus expected that everyone /citizen should give the constitution a first-class priority. Adherence to constitutional provisions will regulate a lot of abnormalises associated with succession issues. To Jinadu (2008) smooth and unified political succession entails observance of rules and regulations, and Chikerema and Nzewi (2020) added that when such observance is followed religiously for a long period of time; it becomes an embedded norm that would have been culturised into political, administrative and organised system.

Succession planning: Effective succession planning in governance is an ongoing dynamic process, not static, or a onetime objective. It not only empowers leaders to achieve professionalism but also critical to ensuring the right people are in the right roles at all times. It implies making adequate arrangement that can facilitate effective governance and administrative progression. It is an efficient way of preserving institutional reminiscence and recovering institutional information, with which the best candidates/ individuals are put in place to manage public affairs and their resources (Priya and Sudhamathi, 2018). The importance of succession planning cannot therefore be underestimated as, it helps in proper identification of leaders, and positions, build competence and efficiency. Seniwoliba (2015) opined that succession plays role of implementation of a well-concerted programme for a deep-rooted organisation; thus, Okhawere, et al (2016) concluded that succession policy is not haphazard but rather a systematic process that has the future in motion. It is a key factor in government continuity (Okeke, 2021). It is evident that a mismatch between capability and roles decrease performance and lead to leadership irrelevances. Succession planning should therefore remain a proactive practice in governance and should not be neglected.

Building Strong Institutions: Building strong institutions is the sixth of the Sustainable Development Goals (SDGs) of the United Nations which Nigeria subscribes to; it is crucial to good governance and in turn improves development of a country. Building strong institutions include but not limited to the following: giving government agencies, parastatals and bodies, structures, systems, processes, and procedures, the power to enforce and apply laws, for the good of the people. These institutions can only contribute meaningfully to governance if they are genuinely established and allowed to function judiciously without undue government interferences.

Conclusion

The paper investigated succession policy and governance in Nigeria with focus on challenges and prospects. The paper used the system theory to espouse the impact of

succession policy on governance. It was argued that though Nigeria government has made some efforts towards curbing succession policy challenges much is still left to be desired. The paper established non-compliance to succession policy, lack of succession planning and politics of deceptions coupled with sit-tight-syndrome and weak institutions among various factors responsible for the ineffectiveness of succession policy in Nigeria. There are strong indications for improvement in succession policy processes with the widespread knowledge of the advantages of full compliance to succession policy in Nigeria. This is possible with more commitment to peaceful, smooth, hectic-free political and administrative succession or transition processes from one person/administration to another. This will ensure good governance, development and stability in succession issues in Nigeria.

Recommendations

Based on the above discussion, the followings are therefore recommended:

Succession policies and the Nigeria constitution should be revisited with a view to eliminating all forms of identifiable lacunas preventing its effective implementation.

Succession policy as well as the rule of law should be adhered to by every Nigerian notwithstanding their status.

The Nigeria government should further strengthen and rebuild its institutions to meet global Standard through transformational orientation or re-orientation.

‘Politricking’ and all forms of politics of deception should be discouraged and shunned in its entirety by strictly and responsibly enforcing succession policy.

Succession planning and process should be simplified and decentralized.

The use of Information Technology should be used to enhance learning and adaptability of leaders from global activities and relationships in more effective way.

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