

Role of Management Strategies towards Preparing Future Leaders in Education for Sustainable Economic Development in Nigeria

DR. Florence O Asagba and Dr. Patricia E Oshebor

Department of Educational Management, Faculty of Education,
University of Port Harcourt

Abstract: *This paper explores the role of management strategies in preparing future leaders in education for sustainable economic development in Nigeria. It highlights the importance of leadership in education as a driver of economic growth and examines key management strategies such as professional development, strategic planning, technological integration, inclusivity, and public-private partnerships. The study underscores the need for well-structured management approaches in the educational sector to address Nigeria's evolving socio-economic challenges. Effective leadership development in education is essential for fostering human capital, reducing skills gaps, and promoting economic diversification. For Nigeria to achieve its goals of sustainable development, it is essential that educational institutions adopt management strategies that promote forward-thinking leadership, collaboration, and responsiveness to the ever-changing global economy. The paper argues that investing in leadership within the education sector is crucial for achieving sustainable development in Nigeria.*

Keywords

Educational leadership, Management Strategies, Sustainable, and Economic Development.

Introduction

Currently, in the 21st century, education is being recognized as the building block of sustainable economic growth, even for underdeveloped countries such as Nigeria. Since globalization continues in a world and new challenges arise, the proper training and development of a nation's leaders becomes critical. Education is not just about giving knowledge to people; it is a critical medium through which future leaders are trained to grapple with the pressures brought about by a dynamic global economy. Nigeria, the most populous country in Africa, is besieged with serious socio-economic issues including high unemployment, low productivity, and over-dependence on the oil industry. In order to tackle these concerns, it follows that there is an ever-increasing demand for sustainable economic growth through knowledge-based and diversified approaches. In order for this vision to be achieved, the educational system should be at the centre of nurturing leaders who will help achieve this vision by being innovative and able to diversify the economy, and ensure development is balanced. Education is crucial to the economic development of any country. While education leadership has for long been understood to be related to institutions of learning only, it has eluded understanding that education leadership is in it capable of shaping beyond the schooling vision. Great leaders in education do not only manage schools and universities but are also agents of change, who can make policies, enhance the quality education.

Management strategies within the education sector must be carefully designed to prepare future leaders who can respond to Nigeria's economic needs. These strategies encompass a range of elements, including leadership training, curriculum reforms, technological integration, and fostering inclusivity

in education. The goal is to equip educators and administrators with the skills and competencies necessary to inspire and guide future generations of leaders. The concept of sustainable economic development in Nigeria revolves around the ability to maintain long-term growth that is inclusive and environmentally sustainable. This requires leaders who not only understand the economic complexities but can also integrate social, environmental, and ethical considerations into decision-making processes. For instance, leaders must possess the ability to manage resources efficiently, implement innovative solutions, and adapt to shifting economic conditions while ensuring that development initiatives are equitable across Nigeria's diverse population. As noted by Okebukola (2020), economic sustainability is directly linked to human capital development, and education serves as the primary vehicle through which this capital is cultivated. Furthermore, Nigeria's educational sector has faced a myriad of challenges, including inadequate funding, poor infrastructure, outdated curricula, and the lack of adequately trained educators. These challenges have hampered the development of future leaders capable of driving economic growth. However, management strategies that focus on addressing these weaknesses through innovative leadership approaches can make a significant difference. Ogunyemi (2018) notes that leadership in education is critical to the transformation of the sector, as well-managed educational institutions are better positioned to deliver quality education and produce graduates who can contribute meaningfully to national development.

A robust educational management system ensures that policies and programs are effectively implemented, and the development of future leaders is prioritized. For instance, strategic planning in educational management involves not only the formulation of policies but also their effective execution. This is essential for achieving desired outcomes such as improved learning environments, teacher quality, and student preparedness for leadership roles. Moreover, the integration of technology into education management plays a critical role in aligning educational outcomes with the needs of a digital economy. By incorporating digital tools into teaching and learning processes, educational leaders can enhance critical thinking and innovation, which are essential skills for sustainable economic development (Adetunji, 2022).

Additionally, inclusivity in education is a key strategy for developing future leaders in Nigeria. Nigeria's diversity—across ethnic, religious, and socio-economic lines—necessitates that educational management strategies promote equity and inclusivity. Leaders who emerge from an inclusive education system are better equipped to handle the diverse nature of Nigeria's population and to implement policies that foster social cohesion and development. This is particularly important for Nigeria, where disparities in educational access between different regions and groups have contributed to unequal economic development outcomes. Management strategies that focus on closing these gaps are vital for nurturing future leaders who will promote sustainable growth across all sectors of the economy. Public-private partnerships (PPPs) also play a critical role in the development of future leaders within the education sector. By collaborating with private sector stakeholders, educational institutions can access additional resources and expertise that enhance leadership training and development. These partnerships help to bridge the gap between educational outputs and industry needs, ensuring that future leaders are equipped with relevant skills for the job market. As noted by Okebukola (2020), partnerships between education and industry are essential for aligning curricula with the demands of the modern economy, particularly in industries such as technology, agriculture, and finance, which are critical to Nigeria's economic future.

In conclusion, there are several ways in which management methods help Nigeria's future leaders be ready for sustained economic growth. Educational institutions may produce leaders who can not only ensure that development is inclusive and sustainable but also drive economic growth through a combination of strategic planning, technological integration, professional development, inclusion, and collaboration. The goal of leadership in education is to provide future leaders with the knowledge, values, and vision required to tackle Nigeria's intricate economic problems in a way that secures everyone's long-term prosperity, rather than just administering schools efficiently. This paper will explore how these management strategies are being implemented in Nigeria, their effectiveness in preparing future leaders, and the implications for sustainable economic development. The analysis will draw on recent research and case studies, highlighting best practices and identifying areas where

improvements are needed. Through this exploration, the paper aims to contribute to the ongoing conversation about the role of education in driving Nigeria's sustainable development goals and economic future.

Economic Development in Nigeria

The term "economic development" describes the persistent and coordinated efforts of communities and governments to raise the standard of life and strengthen the local economy. Nigeria's large population, plenty of natural resources, and growth potential have made economic development a top priority for the country's leaders. Nigeria has a wealth of resources, but it has also encountered several obstacles that have made it difficult for it to experience long-term economic growth and development.

Historical Context of Nigeria's Economic Development

Nigeria's economic trajectory has been marked by phases of prosperity and failures since gaining independence from Britain in 1960, with the fortunes of its oil-dependent economy playing a major role. Following the commercial discovery of oil in 1956, the nation's economic priorities were refocused on the oil industry, which swiftly emerged as the backbone of the economy and made a substantial contribution to both government revenue and foreign exchange earnings. But Nigeria's strong reliance on oil has also made it vulnerable to fluctuations in the country's economy, especially when the price of oil is dropping globally. According to Igbino (2020), Nigeria's economy has been subject to the "resource curse" phenomenon, where resource-rich countries fail to achieve broad-based development due to overdependence on a single resource. This overreliance on oil has stifled the diversification of other sectors such as agriculture, manufacturing, and services, which are essential for long-term economic growth. In recent years, Nigerian policymakers have recognized the need to diversify the economy away from oil. Various development plans and reforms have been introduced to achieve this objective. The most notable of these are the Economic Recovery and Growth Plan (ERGP), launched in 2017, and the National Development Plan 2021-2025. These plans emphasize economic diversification, investment in human capital, infrastructure development, and macroeconomic stability (Akinlo, 2019). Despite these efforts, Nigeria continues to face significant structural challenges that have impeded sustained economic development.

Key Drivers and Sectors of Nigeria's Economy

- 1. Oil and Gas:** Nigeria's economy has historically been centered around the oil and gas sector, which accounts for the majority of the country's natural gas deposits and is the largest oil producer in Africa. Although the oil sector accounts for only 9% of the country's GDP, it generates over 80% of export earnings and 50% of all government revenue (World Bank, 2022). Nigeria's economy is highly susceptible to changes in the price of crude oil on international markets due to the oil sector's hegemony. On the other hand, the oil sector's contribution to employment in Nigeria is relatively small—it accounts for less than 1% of the Nigerian labor force (Ogunyemi, 2021). These indicate that more people need to be employed in fields that have the potential to generate large numbers of jobs as well as more stable sources of income. The negative social and environmental repercussions of oil extraction in the Niger Delta region have also given rise to persistent conflicts and grievances, which complicates the sector's importance to Nigeria's economic growth.
- 2. Agriculture:** Agriculture was the mainstay of Nigeria's economy before the oil boom, and it remains a critical sector for employment and rural development. The sector accounts for about 24% of Nigeria's GDP and employs over 60% of the workforce, particularly in rural areas (National Bureau of Statistics, 2022). Crops such as cassava, yams, maize, and palm oil are key exports, while livestock and fisheries also contribute to food security and rural livelihoods. In recent years, the government has made efforts to revitalize agriculture through programs such as the Anchor Borrowers' Programme and the Agricultural Transformation Agenda. These initiatives are designed to increase productivity, improve access to finance for smallholder farmers, and reduce Nigeria's reliance on food imports. As a result, the agricultural sector has shown resilience even during periods of economic downturn, such as during the 2020 COVID-19 pandemic. Despite these positive strides, the

sector faces significant challenges, including low mechanization, poor infrastructure, and access to markets. According to Emefiele (2020), there is an urgent need for more investment in rural infrastructure, particularly in irrigation, transportation, and storage facilities, to enhance agricultural productivity and link farmers to markets. Addressing these challenges is essential for agriculture to play a more significant role in Nigeria's economic diversification strategy.

3. **Manufacturing:** Nigeria's manufacturing industry has historically performed below its potential. At present, it makes up approximately 9% of the GDP, with the food and beverage, textile, and cement industries being its main sectors. Nigeria's manufacturing sector has faced several obstacles, including inadequate infrastructure, unstable electricity supply, restricted financial access, and lax regulatory framework (Akinlo, 2019). The sector has found it challenging to expand and compete on a worldwide scale as a result of these issues. Nonetheless, there have been some encouraging changes in recent times, especially with the government's initiatives to support domestic manufacturing, like the Made-in-Nigeria program and the Nigeria Industrial Revolution Plan (NIRP). The purpose of these strategies is to decrease reliance on imports and increase domestic output. Akinola (2021) argues that Nigeria's manufacturing sector has significant potential, particularly in agro-processing and consumer goods, which can drive economic growth and job creation if the right policies are implemented.
4. **Services:** In Nigeria, the services sector—especially banking, trade, and telecommunications—has shown to be one of the fastest-growing. Particularly the telecommunications industry has grown at an exponential rate thanks to rising internet and mobile phone usage. Additionally, promoting financial inclusion and opening up new channels for economic engagement is the growth of digital payments and mobile banking (Oladeji, 2021). The importance of Nigeria's services sector to the nation's economy is demonstrated by the sector's 54% GDP contribution. Lagos, often known as "Silicon Lagoon," has gained the reputation of being a technological powerhouse in Africa due to the rise of the IT industry in the city. The rise of tech startups in areas such as fintech, e-commerce, and entertainment has created new job opportunities and attracted investment from international venture capitalists. However, the services sector is not without its challenges. Inadequate infrastructure, particularly in the areas of power and transportation, limits the potential for further expansion of the services industry. Additionally, the COVID-19 pandemic highlighted the vulnerabilities within the services sector, as many businesses struggled to adapt to the disruptions caused by lockdowns and movement restrictions.

Challenges to Economic Development

Despite Nigeria's immense potential, several structural challenges continue to hinder its economic development. These include:

- i. **Inadequate Infrastructure:** Nigeria's economic development continues to be significantly hampered by inadequate infrastructure, notably in the areas of electricity, roads, ports, and transportation. In order to close the infrastructure deficit, Nigeria is expected to need to invest a considerable amount of money each year—roughly \$100 billion—in infrastructure, according to the African Development Bank (2021). Inadequate infrastructure hinders economic expansion and raises operating expenses, which lowers the competitiveness of Nigerian products abroad. Unemployment and Underemployment: Nigeria has one of the highest unemployment rates in the world, with the unemployment rate standing at 33% as of 2021 (National Bureau of Statistics, 2022). Youth unemployment, in particular, is a pressing issue, with millions of young Nigerians unable to find work. This situation is exacerbated by the mismatch between the skills taught in schools and the skills demanded by the labor market (Emefiele, 2020). The result is an economy where a significant portion of the population remains economically inactive, which hinders productivity and growth.
- ii. **Corruption and Governance Issues:** Transparency International (2021) reports that Nigeria ranks poorly in terms of investor confidence, which results in the misallocation of resources.

Corruption also exacerbates income inequality by preventing the equitable distribution of wealth and opportunities. Corruption remains one of the most significant barriers to Nigeria's economic development. It affects nearly all sectors of the economy, from oil and gas to education and healthcare.

- iii. **Security Concerns:** The country's economic activities have been negatively hampered by security issues, notably those pertaining to terrorism, banditry, and insurgency in the northern regions. For example, the Boko Haram insurgency has severely damaged trade and agricultural output in the northeastern section of the nation, while banditry has interfered with rural life in the northwest. Additionally, the state of insecurity has deterred foreign and local investment, especially in industries like mining and agriculture that are essential to Nigeria's efforts to diversify its economy (Ogunyemi, 2021).

Prospects for Sustainable Economic Development

Nigeria offers chances for sustainable economic development in spite of its many obstacles. The drive for economic diversification, especially in industries like manufacturing, technology, and agriculture, is one of the main areas of opportunity. Nigeria may lessen its reliance on oil, generate employment, and promote long-term growth by making investments in these areas. Furthermore, Nigeria's population is young and expanding, which, if properly utilized, might provide a demographic dividend. Infrastructure, healthcare, and education investments are crucial if Nigeria is to turn its youthful population into a productive labor force capable of propelling economic growth. Another positive development is the African Continental Free Trade Area (AfCFTA), which presents an opportunity for Nigeria to tap into new markets across Africa. By boosting intra-African trade, Nigeria can expand its export base beyond oil and create new economic opportunities (Akinola, 2021).

Components of management strategies aimed at preparing future leaders in Education for sustainable economic development in Nigeria

- **Professional Development and Capacity Building:** Future leaders in education must be prepared through professional development and capacity building. The idea behind this is to make sure that educators—teachers, administrators, and others—have ongoing chances for professional growth in order to enhance their instructional and leadership abilities. Boeske, J. (2023). In a world that is changing quickly due to globalization, technology advancements, and sociological changes, educational leaders must constantly adapt and develop. The issues that Nigeria's education sector faces, such as outdated curricula, inadequate teaching resources, and a shortage of highly educated instructors, make professional development especially important. The country has experienced gaps in leadership development within its educational institutions, which affects the quality of education delivered to students. Without strong leaders at the helm, schools struggle to implement change, innovate, and prepare students for future economic challenges (Ogunyemi, 2018). Professional development focuses on enhancing educators' leadership abilities through workshops, seminars, and specialized training programs that emphasize management skills, educational psychology, curriculum development, and policy implementation. Effective professional development also includes mentorship programs, where seasoned educators mentor aspiring leaders, helping them develop the skills necessary to handle complex leadership challenges. Aina (2020) highlights that educators who undergo continuous capacity-building programs are better equipped to manage the dynamic demands of both their institutions and the broader economy. Through such capacity-building programs, educational leaders are exposed to global best practices and cutting-edge methodologies that enhance their leadership abilities. These programs often include leadership coaching, networking opportunities with industry experts, and exposure to international educational systems, which can be adapted to local Nigerian contexts. By continuously upgrading their skills, educational leaders can ensure that their institutions remain competitive and that the students they produce are prepared for future leadership roles in various sectors of the economy.
- **Strategic Planning and Policy Implementation:** The cornerstone of any effective educational system is strategic planning. Strategic planning in Nigeria entails establishing long-term learning objectives and coordinating them with national development goals, especially those that support

sustainable economic growth. This calls for creating policies and making sure they are successfully put into practice in order to enhance leadership development and educational outcomes. In education, strategic planning includes curriculum changes, resource distribution, and the formulation of specific objectives for educators and learners alike. It also entails establishing a vision for the future, one in which leaders are prepared to address the nation's socioeconomic problems and educational institutions are well-managed. A key aspect of strategic planning in Nigeria's educational system is aligning the curriculum with the skills needed in the job market. According to Ogunyemi (2018), one of the significant gaps in Nigeria's education system is the disconnect between what is taught in schools and what is required by industries. This strategic misalignment has resulted in a high unemployment rate among graduates and a lack of leadership in key economic sectors. Effective policy implementation follows strategic planning, ensuring that policies created at the national and institutional levels are effectively translated into actionable plans. This requires strong leadership within the education sector, as well as collaboration between government bodies, educational institutions, and private stakeholders. However, challenges such as bureaucracy, inadequate funding, and corruption have hindered the successful implementation of educational policies in Nigeria (Okebukola, 2020). Overcoming these barriers requires dedicated leaders who are committed to seeing plans through to fruition, thus ensuring that future generations of students and leaders are equipped with the skills needed for sustainable development.

- **Incorporating Technology and Innovation in Learning:** Using technology and innovation in the educational process is an essential management technique for developing the next generation of educators. Any leader in the modern digital age needs to be technologically literate, and the education sector is essential in helping children develop these abilities early on. Technology improves education by making it more accessible, dynamic, and in line with contemporary needs. In Nigeria, incorporating technology into the classroom not only aims to teach pupils technical skills but also cultivates a culture of creativity, adaptability, and critical thinking. Nigeria is gradually catching up to the rest of the world in terms of the revolutionary changes in education delivery brought about by the introduction of digital learning tools, online platforms, and e-learning environments. Despite the challenges of infrastructure and access to technology, particularly in rural areas, there has been an increasing push towards using educational technology to enhance learning outcomes. According to Adetunji (2022), educational technology in Nigeria can significantly improve leadership development by fostering innovation and creativity, which are essential for solving complex economic challenges. Leaders who emerge from technologically advanced educational systems are better positioned to drive innovation within their respective fields. For example, the use of artificial intelligence, data analytics, and automation in various sectors of the economy is becoming increasingly prevalent. Therefore, preparing future leaders through technology-enhanced education ensures that they are equipped to lead Nigeria into a future defined by technological advancements. Furthermore, education management strategies must prioritize the provision of technological infrastructure, training teachers on how to effectively use digital tools, and developing policies that support technology-driven learning environments.
- **Leadership through Inclusivity and Diversity:** To create future leaders who can lead in Nigeria's culturally and socioeconomically diverse society, inclusiveness and diversity in education are essential. Nigeria is home to more than 250 different ethnic groups, and there are still many gaps in the educational opportunities available, especially for those who are marginalized. Educational management techniques that place a high priority on inclusivity guarantee equal access to high-quality education and leadership opportunities for all students, irrespective of their gender, race, or socioeconomic background. In addition to preparing future leaders, an inclusive educational system promotes social justice. After attending inclusive educational environments, leaders are more equipped to recognize and solve the problems that excluded groups encounter. This understanding is essential for fostering sustainable economic development, as inclusive policies lead to a more equitable distribution of resources and opportunities, which in turn promotes social stability and economic growth. Inclusive education also addresses the gender imbalance in leadership, particularly in Nigeria, where women are

underrepresented in leadership positions across various sectors. Aina (2020) notes that promoting gender equity in education can lead to the development of female leaders who can contribute to Nigeria's socio-economic transformation. To this end, educational management must develop strategies that focus on creating safe, supportive, and equitable learning environments that encourage participation from all groups. This includes policies aimed at reducing barriers to education for girls and women, as well as ensuring that individuals from economically disadvantaged backgrounds have access to leadership development programs.

- **Partnerships and Collaboration:** These are essential for the development of future Nigerian leaders, especially between the private sector and educational institutions. Educational institutions can obtain more resources, knowledge, and innovations from private sector partners through public-private partnerships (PPPs). Through this partnership, leadership development is improved by matching educational objectives with the demands of the labor market and the economy as a whole. PPPs have gained popularity in the world of education as a means of balancing the public and private sectors' financial responsibilities while raising educational standards. PPPs have the potential to significantly close important financing, infrastructure, and educational quality gaps in Nigeria. According to Okebukola (2020), partnerships between educational institutions and industries are essential for equipping students with the relevant skills for the job market, especially in fields like technology, agriculture, and finance, which are critical for Nigeria's sustainable economic development. Collaboration between educational institutions and international organizations also plays a critical role in leadership development. Through exchange programs, internships, and collaborations with global institutions, Nigerian students and educators can gain exposure to global best practices in education and leadership. This exposure enhances their ability to lead effectively within both national and international contexts. Furthermore, partnerships with non-governmental organizations (NGOs) and civil society groups are also essential in fostering leadership development in education. These organizations often play a role in advocating for educational reforms, providing support for capacity-building programs, and facilitating access to education for marginalized groups. Through such collaborations, educational management in Nigeria can foster a generation of leaders who are not only well-educated but also socially conscious and committed to promoting equitable and sustainable development.

How Management Strategies Can Prepare Future Leaders in Education for Sustainable Economic Development in Nigeria.

In the education sector, management practices are essential to developing future leaders who can guide Nigeria toward sustainable economic growth. To ensure that future leaders are capable of navigating the intricacies of the contemporary Nigerian economy, education management provides a multifaceted approach to leadership preparation that addresses skill development, leadership capacity, resource management, and strategic policy implementation. Nigeria's socioeconomic progress is mostly dependent on the caliber of its educational system and the capacity of its leaders to efficiently manage resources, innovate, and adapt to the changing needs of the nation. Thus, the function of educational leaders goes beyond what happens in the classroom; they play a vital role in forming the labor force of the country, promoting entrepreneurship, and nurturing the creativity required for economic development.. How specific management strategies can be employed to prepare future leaders in education to achieve sustainable economic development in Nigeria.

1. Strategic Leadership Development

In order to prepare future educators as leaders, one important management tactic is to intentionally prioritize leadership development. To do this, educational leaders must be trained and mentored in critical thinking, problem-solving, decision-making, and communication. Teachers who participate in strategic leadership development programs are better able to mentor and inspire the next generation of leaders who will work in a variety of economic sectors. In 2017, Barut, Y., and Onay, M. To give educators and administrators the tools they need to handle the many issues confronting Nigeria's education system, such as out-of-date curricula, limited resources, and inadequate facilities, effective leadership training programs are crucial. Aina (2020) asserts that leadership in education is essential to changing learning settings into places that generate creative and enterprising graduates who can support

the advancement of their country. Moreover, paving the road for educators to assume leadership positions within their organizations is a key component of strategic leadership development. Through initiatives like leadership seminars, workshops, and mentorship programs, educators are exposed to cutting-edge technology, innovative management techniques, and international trends in education, which broadens their horizons and strengthens their leadership abilities. According to Okebukola (2020), educational leaders who are familiar with best practices from throughout the world are better able to put into practice laws and other measures that support sustainable development in their particular communities.

2. Professional Development and Capacity Building

Programs for capacity-building and professional development are another essential tactic for training the next generation of educators. Educators can stay up to date on the newest advancements in leadership techniques, educational technology, and pedagogy by taking advantage of ongoing training opportunities. In addition to raising teaching standards, capacity building develops educators' leadership potential. The absence of ongoing professional development has posed a serious challenge to leadership in Nigeria's education sector. Teachers frequently don't have access to resources and training that could help them develop into leadership positions. According to Ogunyemi (2018), funding educators' and administrators' professional development is essential to building a leadership pipeline that can support economic growth. These courses ought to cover worldwide teaching standards, strategic management and policy implementation seminars, and leadership coaching. Fostering entrepreneurship and innovation among educators allows them to present novel concepts and methods of instruction that have the potential to stimulate economic growth. This is another aspect of capacity building. Teachers who have received training in entrepreneurial leadership, for instance, are better equipped to impart these qualities in their students, producing a new generation of innovators and business leaders..

3. Curriculum Reform and Strategic Planning

One essential management tactic for training the next generation of educators is curriculum revision. Giving pupils the skills they need for sustainable economic development requires a curriculum that is both current and responsive to the demands of the labor market. The restrictive and antiquated curriculum in Nigeria is frequently blamed for impeding the development of leaders capable of adjusting to the ever-changing needs of the global economy (Akinlo, 2019). Educational leaders need to plan strategically in order to change curricula and make sure that important topics like technology skills, financial literacy, and entrepreneurship are covered. These courses are crucial for educating students to become leaders in a technologically and innovatively driven environment. Incorporating leadership training into the curriculum can also assist kids in early development of critical leadership skills like flexibility, resilience, and strategic thinking. Oladeji (2021) asserts that a well-designed curriculum that includes project-based learning, real-world applications, and problem-solving activities increases the likelihood of producing leaders who can spearhead Nigeria's economic change. Additionally, strategic planning guarantees that the curriculum stays flexible and dynamic, allowing educational establishments to quickly adjust to shifts in the local and global economy..

4. Technological Integration and Innovation

One of the most important management strategies for developing future leaders capable of thriving in a digital economy is the incorporation of technology into schooling. Leaders must be tech savvy in today's knowledge-driven society in order to spur innovation and resolve challenging issues. Technology-integrated educational management solutions guarantee that teachers and students are proficient in digital tools, data analysis, and technological problem-solving techniques. Mobile technology, e-learning tools, and digital learning platforms are gradually becoming more popular in Nigerian classrooms. To completely utilize technology in leadership development, further work must be done. In addition to improving learning outcomes, the usage of educational technology, according to Adetunji (2022), also equips students to assume leadership roles in industries like digital marketing, engineering, and information technology—all of which are critical to Nigeria's economic development. Leaders in education who support the use of technology in their classrooms and research facilities stand a better chance of graduating students who can take on leadership roles in fields that significantly depend on innovation and digital transformation. Technology in education promotes teamwork, critical

thinking, and problem-solving abilities in addition to technical ones, all of which are necessary for leadership in any field of business. Moreover, educational management strategies should focus on creating partnerships with technology companies, government agencies, and international organizations to provide access to the latest technological tools and resources. These partnerships can offer students and educators the opportunity to engage with cutting-edge technologies and learn how to apply them in solving real-world economic challenges.

5. Inclusive Leadership Development

Diversity and inclusion are fundamental concepts in leadership development, especially in a nation like Nigeria with such a diverse population in terms of race and socioeconomic status. All students, regardless of background, have access to leadership possibilities because to inclusive education management practices. This produces a generation of leaders who can meet the many requirements of Nigeria's populace in addition to being well educated. The exclusion of some groups from leadership development opportunities—women, people with disabilities, those from rural or underprivileged backgrounds, in particular—contributes to Nigeria's leadership gap. Aina (2020) emphasizes how crucial it is to establish inclusive learning settings in which all students, regardless of socioeconomic background or location, have access to high-quality instruction and leadership development. Education leaders should support policies that increase marginalized groups' access to education because they will guarantee a more equitable distribution of leadership chances throughout the nation. Educational institutions may guarantee that future leaders reflect the whole range of Nigerian society by using inclusive leadership development initiatives. Being inclusive is essential for sustainable economic development because it makes it possible to consider a wider range of viewpoints, concepts, and solutions. Leaders that come from inclusive schooling programs are more likely to put social justice, poverty alleviation, and addressing Nigeria's economic inequality into practice.⁶ Public-Private Partnerships (PPPs) and Collaboration

Public-private partnerships (PPPs) in education are a key management strategy for preparing future leaders in Nigeria. These partnerships enable educational institutions to access additional resources, expertise, and funding from private sector stakeholders. Collaboration between the public and private sectors also helps to align educational outcomes with the needs of the economy, ensuring that students are equipped with the skills necessary to meet the demands of the job market. PPPs can be used to enhance leadership development programs in educational institutions by providing access to internships, mentorship opportunities, and leadership training from industry experts. Bendell, J., & Little, R. (2015), argues that partnerships between educational institutions and private companies are essential for bridging the gap between academic training and the practical skills required in the workplace. By fostering closer ties between academia and industry, educational leaders can ensure that their students are prepared to take on leadership roles in sectors such as technology, finance, and manufacturing. Furthermore, collaboration with international organizations and non-governmental organizations (NGOs) can provide additional support for leadership development programs. These organizations often have experience in fostering leadership in challenging environments and can offer valuable resources and training to help educational leaders navigate the complexities of the Nigerian context.

7. Policy Implementation and Monitoring

Effective policy implementation is crucial for educational management strategies that aim to prepare future leaders. Nigeria has a robust framework of policies designed to promote leadership development, such as the National Policy on Education and the Nigeria Vision 2020 agenda. However, the challenge lies in translating these policies into actionable plans that can be effectively implemented at the institutional level (Ogunyemi, 2018). Educational leaders must be adept at not only formulating policies but also ensuring their successful implementation and monitoring. This involves setting clear goals, allocating resources efficiently, and continuously evaluating the progress of leadership development programs. By focusing on policy implementation, educational managers can ensure that leadership training is not just theoretical but has a tangible impact on students and educators alike. Monitoring and evaluation mechanisms are essential for assessing the effectiveness of leadership development initiatives. Regular assessments and feedback loops allow educational leaders to make necessary

adjustments to their programs and ensure that they are aligned with the broader goals of sustainable economic development. In conclusion, management strategies in the education sector are critical for preparing future leaders who will drive Nigeria's sustainable economic development. Through strategic leadership development, professional development, curriculum reform, technological integration, inclusive leadership, and public-private partnerships, educational institutions can cultivate a generation of leaders equipped with the skills, knowledge, and values necessary to address Nigeria's economic challenges. By investing in the leadership capacity of educators and students, Nigeria can foster a workforce that is innovative, adaptable, and capable of driving the country toward long-term prosperity.

Conclusion

The role of management strategies in preparing future leaders in education is critical for fostering sustainable economic development in Nigeria. Through strategic leadership development, professional training, technological integration, curriculum reform, and inclusive leadership policies, Nigeria can cultivate a generation of leaders capable of addressing the country's socio-economic challenges. Education serves as the cornerstone of human capital development, and by investing in effective management strategies, the nation can harness the potential of its vast youth population to drive innovation, economic diversification, and long-term growth. For Nigeria to achieve its goals of sustainable development, it is essential that educational institutions adopt management strategies that promote forward-thinking leadership, collaboration, and responsiveness to the ever-changing global economy.

Suggestions

This paper suggests that:

1. More funding should be provided by the government to ongoing teacher preparation programs, with a focus on innovative pedagogy and leadership development to better prepare students for the challenges of the contemporary workforce. For the purpose of matching industry demands with curriculum and giving educators and students access to real-world leadership development opportunities, the government need to encourage closer cooperation between academic institutions and private sector companies.
2. To guarantee that students have the information and skills necessary to become future leaders in a variety of economic sectors, educational institutions should incorporate financial literacy, entrepreneurship, and leadership skills into their curricula. Expanding access to technology and digital learning tools is essential to preparing future leaders who are capable of thriving in a digital economy. This includes investing in infrastructure to support e-learning, especially in rural areas.
3. The government and educational management should ensure that educational policies aimed at leadership development are effectively implemented and monitored. This will involve setting clear goals, allocating adequate resources, and conducting regular evaluations to assess the impact of leadership programs.
4. To promote equitable leadership across Nigeria's diverse population, efforts should be made to ensure that leadership development opportunities are accessible to marginalized groups, including women, rural populations, and individuals with disabilities.

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