



The Inspirer

A PUBLICATION OF JAGILS ALUMNI

April, 2024



5th Edition

MENTAL HEALTH IN THE WORKPLACE

The Conversation with
my Leader that
Changed and Saved My
Life **P.7**

JOURNEYING FROM DESPAIR TO PURPOSE

Where do I Start From?

P.13

GROWING A SUSTAINABLE FUTURE

Lifelong Learning for a
Greener World

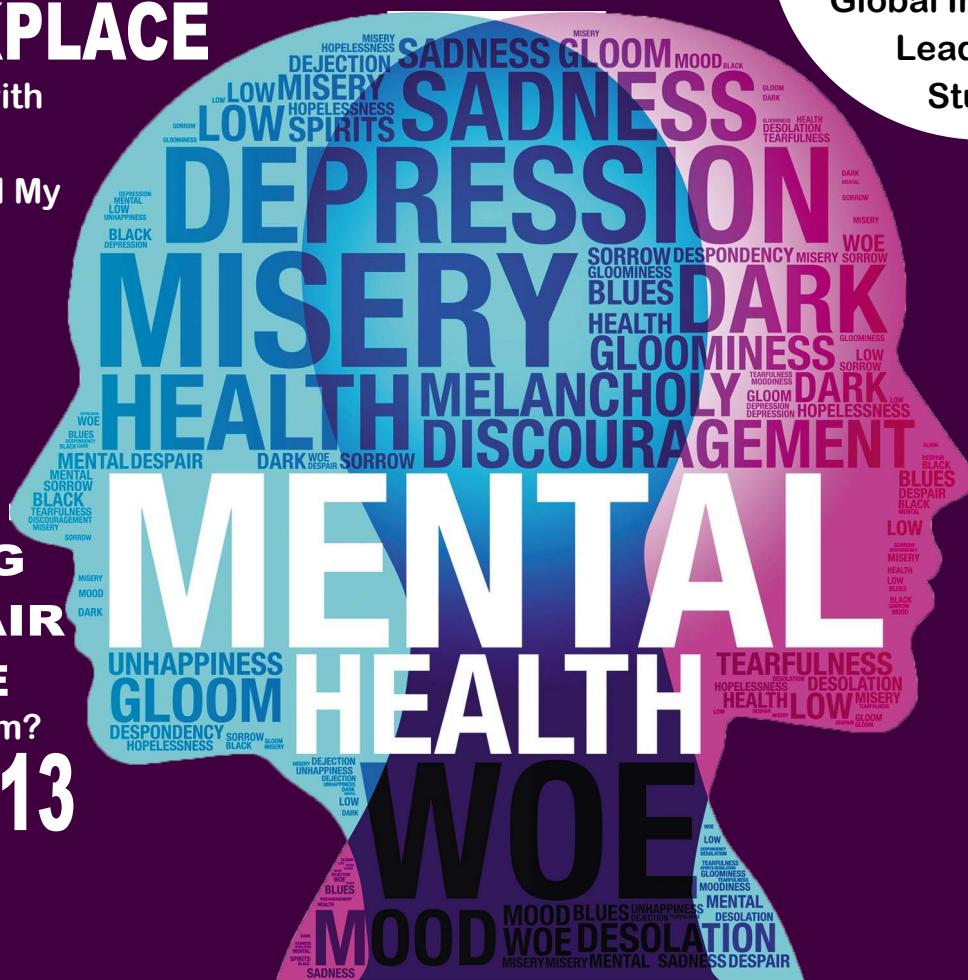
P.17



Annual Dinner Award Gala

In Focus

The Jacobs-Abbey
Global Institute For
Leadership
Studies



PROJECT BRIEF

- ▲ Consequence of leadership style on organizational performance.
- ▲ Why was the United Nations established?
- ▲ Investigate the role of effective management in driving organizational performance and growth.

THE EDITORIAL TEAM

IN THIS EDITION

Editorial team	2
Editor's note	3
JAGILS president's note	5
Mental health in the workplace	7
In focus	9
JAGILS Summer Schools	11
Journeying from Despair to Purpose	13
The Indispensable Role of Mental Health in Achieving Success and Well-Being	15
Growing a sustainable future	17
Cohort research	19
JAGILS-UN CSW 68	23
JAGILS @ 5	26



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Editor's Note: A Spotlight on the Unseen

By Mayowa Jolayemi

MENTAL HEALTH IN THE MODERN WORLD

Welcome to this edition of the INSPIRERS, A Jacob's Abbey Global Institute for Leadership Studies (JAGILS) publication, where we delve into the often-undiscussed realm of mental health. For decades, mental well-being has existed in a curious space – acknowledged yet under-addressed, a silent storm brewing beneath the surface of our daily lives. Yet, in recent years, a vital shift has begun. Conversations are starting, stigmas are fading, and a collective understanding is emerging: mental health is as crucial to our overall well-being as physical health.

This issue is dedicated to exploring this evolving landscape. Here, we aim to illuminate the complexities of mental health, offering insights and resources to empower our readers. We believe that knowledge is the first step towards positive change, both on an individual and societal level.

Shattering the Stigma

For too long, mental health struggles have been shrouded in shame and secrecy. Terms

like "depression" or "anxiety" carried a stigma, forcing individuals to suffer in silence. This culture of silence not only created feelings of isolation but also impeded access to essential support systems.

This edition seeks to dismantle these misconceptions. Within its pages, you'll find personal narratives that showcase the lived experiences of individuals battling mental health challenges. These stories are a testament to the strength it takes to confront these struggles and the hope that comes with seeking help.

We also delve into the science behind mental health, exploring the complex interplay between brain chemistry, life experiences, and environmental factors. This understanding helps us move beyond moral judgments and recognize mental health conditions as valid medical concerns deserving of treatment and support.



Beyond the Headlines: A Spectrum of Experiences

Mental health isn't a binary – it exists on a spectrum. While terms like depression and anxiety may be familiar, this edition expands our understanding by exploring lesser-known conditions like Bipolar Disorder, OCD (Obsessive-Compulsive Disorder) or PTSD (Post-Traumatic Stress Disorder).

Each condition manifests differently, with a unique set of symptoms and experiences. Here, we offer resources and insights tailored to these various needs, empowering individuals to navigate the path to recovery.

Proactive Approaches: Building Resilience

Mental health isn't just about coping with difficulties; it's also about building resilience. This edition explores proactive strategies that can be integrated into our daily lives to bolster our well-being.

Editor's Note: A Spotlight on the Unseen

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This isn't to say that therapy isn't crucial – it remains a vital tool in recovery. However, by prioritizing self-care and building a foundation of resilience, we empower ourselves to manage our mental well-being proactively.

A Call to Action: Fostering Change

Mental health isn't just an individual concern – it's a societal one. This edition highlights the benefits of creating a culture of open dialogue around mental well-being. When we normalize these conversations, we empower others to seek help and create a more supportive environment.

We also explore the role of social media in shaping mental health perceptions. While offering connections and support networks, social media can also cultivate unrealistic expectations and contribute to feelings of inadequacy. By fostering

mindful social media use and promoting body positivity, we can strive for a healthier online environment.

A Collective Journey

This edition of The INSPIRERS is intended as a companion on your journey towards better mental health, for yourself and those around you. By shedding light on the complexities of the issue, offering resources, and advocating for change, we hope to play a part in creating a world where mental well-being is prioritized.

Remember, you are not alone. Mental health struggles touch countless lives, regardless of background or experience. We are all on this journey together. Let's embrace open dialogue, prioritize self-care, and work towards a future where mental health is seen not as a burden, but as an integral part of a healthy and fulfilling life. By sharing our experiences, destig-

matizing mental health, and advocating for resources, we can create a world where everyone feels empowered to care for their mental well-being.

Finally, I urge you to advocate for change. Whether supporting mental health charities, calling for better access to care, or simply checking in on those around them, there are countless ways to contribute to a more supportive world.

This edition is dedicated to fostering a more mindful and compassionate world. Together, let's create a future where mental health is valued and supported.

With Warm Regards,

Mayowa Jolayemi

For The INSPIRER Editorial Team

Click on any edition to read its content



**Edition 1
– Aug '21**



**Edition 2
– Jan '22**



**Edition 3
– Apr '22**



**Edition 4
– Aug '23**

JAGILS President's Note:

Never Let Your Pain Become Bigger Than Your Purpose

By Prof. Dr. Samuel Jacobs-Abbey



Prof. Dr. Samuel Jacobs-Abbey

Executive Director

**Jacobs-Abbey Global Institute for
Leadership Studies**

To our esteemed students, Board of Trustees, Advisory Board members, alumni, staff, and faculty of the Jacobs-Abbey Global Institute for Leadership Studies, I bring you a message that resonates with the essence of our institution's mission – a call to embrace purpose over pain.

Life's journey is paved with challenges, hardships, and moments that test our resilience. Whether it's personal struggles, professional setbacks, or unforeseen circumstances, we all encounter experiences that have the potential to inflict pain upon our souls. However, in these trying times, we must summon the courage to rise above and never let our pain become bigger than our purpose.

Our pain is transitory, but our purpose is eternal. It is the guiding force that propels us

forward, the compass that navigates us through the storms of life. When we allow our pain to overshadow our purpose, we risk becoming consumed by negativity, trapped in a cycle of self-doubt and despair.

At the Jacobs-Abbey Global Institute for Leadership Studies, we stand firm in our belief that each of us has a unique purpose. This calling transcends our existence and contributes to the greater good of society. This purpose fuels our passion, ignites our determination, and propels us toward personal and professional growth.

To our students, let your purpose be the beacon that guides you through the challenges of academic rigors and personal growth. Embrace the lessons that adversity offers, for they will shape you into the leaders of tomorrow, equipped with the

resilience and wisdom to navigate any obstacle.

To our esteemed board members and advisory board, your purpose is to uphold the integrity and vision of our institution, ensuring that we remain steadfast in our commitment to nurturing ethical and transformative leaders who will positively impact the world.

To our cherished alumni, your purpose extends beyond the boundaries of our campus as you carry the torch of leadership into the world, inspiring others with your achievements and unwavering dedication to making a difference.

To our dedicated staff and faculty, your purpose resides in your unwavering commitment to shaping the minds and hearts of our students, imparting knowledge, wisdom, and the values that will shape their paths as future leaders.

JAGILS president's note: Never Let Your Pain Become Bigger Than Your Purpose

By Prof. Dr. Samuel Jacobs-Abbey

In times of struggle, let us remember the words of Dr. Martin Luther King Jr., who said, "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy." In these moments, our purpose shines brightest, guiding us towards triumph over adversity.

We are a community united by a shared purpose – to create a better world through ethical leadership, compassion, and a relentless pursuit of excellence. Let us never allow our pain to become bigger than this noble purpose, for it is through our unwavering commitment that we will inspire generations to come.

Embrace your pain as a catalyst

for growth, but never let it define you. Instead, let your purpose be the driving force that propels you towards greatness, leaving an indelible mark on the world around you.

Rise, leaders of today and tomorrow, and let your purpose shine brighter.



Gateway of Knowledge and Opportunity

The Jacobs-Abbey Global Institute for Leadership Studies is a preeminent academic institution dedicated to research, education, training, and developing transformational leaders.

<https://www.jaglobalinstitute.org>



The Conversation with my Leader that Changed and Saved My Life

conversation (with my leader) hadn't happened when it did.

This is that story.

In 2016, I was 7 years sober, but sobriety hadn't made my life better or easier. In fact, it made it so much harder. Anxiety and depression were now in complete control of my every thought, feeling, action and emotion.

Despite this, I powered through at work and stayed on top of my game like the "true professional" I thought myself to be. But one day, a particularly observant and caring leader noticed subtle signs that caused her concern.

I had started to withdraw from conversations I would normally have been a huge part of. My ideas were still great, but just not as "out-of-the-box" as my leader had seen before.

I was still meeting goals and even over-delivering at my job, but something was just ... different.

This leader noticed.

One day, she flew from NJ to Boston to spend the day with me, to check in. We found a quiet, private space and she asked me to be honest about

how I was feeling. She asked me what was really going on.

For the first time, I felt safe, seen, and willing to be heard & understood. I shared everything with her that day.

The floodgates opened. Everything came pouring out: The fact that I was, 7 years sober, severely depressed, filled with anxiety and struggled daily with crushing suicidal thoughts.

She leaned forward, looked me in the eyes and said, "Kim – how have you been functioning at such high levels while dealing with so many mental health issues?"

My response was, "stigma, shame, and fear."

We talked, we cried, we hugged, and we laughed.

My leader held a safe space for me that day. She created a container of safety that allowed me to feel comfortable opening up.

For the first time since I could remember, I didn't think about this conversation or my personal struggle costing me my job. I didn't think about losing respect or status. I just thought about how safe it felt to finally let this out.

Anxiety, depression, substance misuse, and suicidal ideation are on the rise in the Workplace, and leaders are in a unique position to stem the tide and reverse this trend.

Generally, anxiety is often thought of as excessive worry and fear about the future while depression is usually connected to hopelessness and excessive rumination about the past. On their own, either mental health condition is mentally debilitating and has severe negative impacts on your 'present-day' thoughts, feelings, actions, and emotions.

Anxiety and depression often come as a package-deal, doubling the weight of two already -crushing mental health conditions.

That's where I was in 2016, and I honestly don't know where I'd be today if one Safe

WHAT MY OWN EXPERIENCE WITH MENTAL WELLNESS HAS TAUGHT ME

Today, I speak from a personal perspective because of my lived experience. But my experience is not unique. Surrounded by people – colleagues, friends, family – I ultimately felt totally alone during my darkest years.

Now I know that feeling is not unique, either.

According to Mental Health America, more than half of adults with a mental illness don't receive treatment. That number equates to 27 million adults in the U.S. who are going untreated.

There are so many reasons people choose not to seek medical treatment for mental health disorders, many of which are connected to stigma. However, that doesn't mean that people don't seek other ways to "manage" their mental health. Many turn to substance misuse, just like I did before I became sober.

According to the National Alliance on Mental Illness (NAMI), almost one third of American adults living with mental health disorders also experience substance misuse as of 2020.

In hard numbers, that's 17 million people who are struggling

with both mental wellness and substance misuse... Seventeen million people who feel like they are alone in their struggle and try to manage it on their own, just like I did.

COVID-19: PILING ON THE MENTAL HEALTH STRESSORS

We can't talk about mental health today without talking about the impact of the COVID-19 pandemic.

The pandemic exacerbated existing mental health struggles and kick-started new ones in people who had never previously experienced mental health challenges.

But even before the pandemic, the State of Mental Health in America report highlighted some unsettling trends:

The percentage of adults with a mental illness who report unmet need for treatment has increased every year since 2011.

Rates of substance use are increasing for youth and adults, even prior to the COVID-19 pandemic.

The national rate of suicidal ideation continues to increase among adults in the U.S., with rates increasing every year since 2011-2012.

Mood disorders are the most common cause of hospitalization for all people in the U.S.

under age 45 (after excluding hospitalization relating to pregnancy and birth)

Reported symptoms of anxiety disorder were about three times higher in June 2020 than those reported in the second quarter of 2019. Symptoms of depressive disorder were about four times higher for the same comparative period (you can find the full CDC report here).

Once you include the effects of the pandemic on mental health in America, you have even more reason to reach out and check in with your colleagues and employees with care, empathy, and support, just like my brave leader did.

BYLINE

Kim LaMontagne, MBA is a Corporate Trainer on Mental Health, International Speaker, Author, and President of Kim LaMontagne, LLC. She is also the Wellbeing Director for HR Florida State Council and Teacher for National Alliance on Mental Illness. Her mission is to train leaders to create a culture in the workplace where everyone feels safe asking for help. Lives depend on it.

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Jacobs-Abbey Global Institute for Leadership Studies



The Jacobs-Abbey Global Institute for Leadership Studies is a research, teaching, training, and leadership Institute that critically provides strategic transformational thinking as a philosophy designed to reorient thinking patterns to change the world.

The mission of the Jacobs-Abbey Global Institute for Leadership Studies is to bring leaders across the globe together to learn Transformational leadership skills, engage in activities that foster ethical behavior, build an inclusive community, demonstrate social responsibility, and inspire a commitment to excellence.

The vision of The Jacobs-Abbey Global Institute for Leadership Studies is to develop ethical, responsible, civic minded leaders who contribute positively to their local and global communities for positive and constructive purposes.

The key objectives of the Jacobs-Abbey Global Institute for Leadership Studies is to Provide a variety of leadership development opportunities within a tiered structure for civil society organizations, students, and highly experienced junior/senior leaders; to collaborate with like-minded organization and other professional institutions to provide state of the art

leadership training using technology and face to face training to deliver experiential learning opportunities; develop a coherent, context-specific theory of action and logic model to conceptualize team's culturally responsive practices.

The Jacobs-Abbey Global Institute for Leadership Studies is registered as a Professional Leadership Institute, Civil Society Organization in the Commonwealth of Virginia with a mandate to equip, empower and train grassroots leaders into a model 21st century leadership.



**We believe in the power of
collaboration to shape the
future of learning.
Fostering a dynamic
exchange of ideas,
resources,
and opportunities.**



The Executive Strategic Leadership Management program is an intensive 10-week course designed to equip senior leaders with the latest knowledge, skills and tools to drive effective strategy development and execution within their organizations. It is a flagship and comprehensive program designed to equip seasoned executives, senior managers, and emerging leaders with the knowledge, skills, and strategic mindset necessary to excel in leadership roles across diverse industries. [Read More](#)



The International Human Rights Leadership Education course is a dynamic and comprehensive program dedicated to equipping individuals with the knowledge, skills, and ethical foundation required to become effective advocates for human rights on a global scale. This transformative course is designed for professionals, students, and emerging leaders seeking to address pressing human rights issues, promote social justice, and drive positive change. [Read More](#)



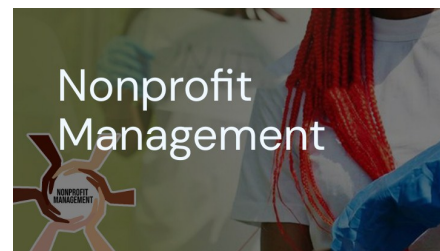
The International Relations, Governance, and Diplomacy course is a comprehensive program designed to provide individuals with a deep understanding of the intricacies of international relations, governance structures, and diplomatic practices. This transformative course equips students, professionals, and emerging leaders with the knowledge and skills needed to navigate the complex global landscape, foster diplomatic relations, and contribute to effective governance. [Read More](#)



The Project Management Program is a comprehensive and practical course designed to equip participants with the knowledge, skills, and best practices required to effectively plan, execute, and manage successful projects across various industries. This program is ideal for professionals, team leaders, and aspiring project managers looking to enhance their project management expertise and advance their careers. [Read More](#)



The Corporate Governance Program is a specialized course designed to provide participants with a comprehensive understanding of corporate governance principles, practices, and regulatory frameworks. This program is ideal for board members, executives, governance professionals, and individuals seeking to enhance their knowledge of corporate governance to drive organizational success and compliance. [Read More](#)



The Nonprofit Management course is a comprehensive and specialized program designed to equip individuals with the knowledge, skills, and best practices required to effectively lead and manage nonprofit organizations. This program is ideal for professionals, leaders, and aspiring managers in the nonprofit sector who are seeking to enhance their expertise and make a positive impact in the world of nonprofit management. [Read More](#)



EMOTIONAL INTELLIGENCE FOR LEADERS

The Jacobs-Abbey Global Institute for Leadership Studies (JAGILS) is thrilled to announce the launch of its highly acclaimed "Emotional Intelligence for Leaders" program. This intensive 10-week course is designed to equip leaders with the essential skills to navigate emotions, fostering a profound understanding of self and others.

In today's dynamic and fast-paced business environment, emotional intelligence has emerged as a critical differentiator for effective leadership. Leaders can unlock their full potential, inspire teams, and drive organizational success by mastering the art of recognizing, understanding, and managing emotions.

Why Emotional Intelligence for Leaders?

Emotional intelligence is a fundamental component of exceptional leadership. It empowers leaders to:

- Cultivate Self-Awareness:** Gain a deep understanding of your own emotions, strengths, and weaknesses, enabling you to lead with authenticity and confidence.
- Build Empathy and Interpersonal Skills:** Develop the

ability to perceive and understand the emotions of others, fostering stronger relationships and effective communication.

- Manage Emotions Effectively: Learn strategies to regulate and channel emotions constructively, enhancing decision-making and conflict-resolution skills.

- Inspire and Motivate Teams: Leverage emotional intelligence to create a positive and supportive work environment, boosting team morale and performance.

- Enhance Resilience and Well-Being: Develop the emotional fortitude to navigate challenges and maintain a healthy work-life balance.

The 10-Week Transformative Journey

This comprehensive program spans 10 weeks, allowing participants to embark on a transformative journey of self-discovery and skill development. Participants will gain invaluable insights and strategies to unlock their emotional intelligence potential through a meticulously crafted curriculum, interactive sessions, and practical exercises.

Enrollment Process
Applications for the "Emotional Intelligence for Leaders" program are now open and will remain so until May 20, 2024. Those interested in attending this life-changing course are encouraged to complete the application form on the JAGILS website. □ □ The program commences in June 2024 and will be delivered through JAGILS' state-of-the-art Virtual LMS platform, ensuring a seamless and engaging learning experience. □ □ Invest in your leadership journey today and unlock the power of emotional intelligence. Elevate your effectiveness, inspire your teams, and chart a course toward extraordinary success. Join the "Emotional Intelligence for Leaders" program and embark on a transformative experience that will shape your future as a leader.

For more information and to apply, please visit our website at <https://jagils.org/Emotional-Intelligence> or contact our admissions office at enroll@jaglobalinstitute.org
Thanks



INTERNATIONAL RELATIONS, GOVERNANCE, AND DIPLOMACY

The International Relations, Governance, and Diplomacy course is a comprehensive program designed to provide individuals with a deep understanding of the intricacies of international relations, governance structures, and diplomatic practices. This transformative course equips students, professionals, and emerging leaders with the knowledge and skills needed to navigate the complex global landscape, foster diplomatic relations, and contribute to effective governance.

Key Learning Objectives

By the end of the program, participants will be able to:

Global Perspective: Develop a comprehensive understanding of the global landscape, including international relations dynamics, geopolitics, and global challenges.

International Governance and Organizations: Explore the role of international organizations, treaties, and agreements in shaping global governance and diplomacy.

Diplomatic Practices: Gain insights into the principles and practices of diplomacy, including negotiations, conflict resolution, and diplomatic protocol.

Geopolitical Analysis: Analyze geopolitical issues, conflicts, and power dynamics in the context of international relations.

Governance Structures: Understand various governance models, government systems, and the role of governance in international relations.

Multilateral Diplomacy: Explore the dynamics of multilateral diplomacy, with a focus on diplomacy within international organizations and forums.

Bilateral Diplomacy: Learn about bilateral relations, including diplomacy between nations, negotiations, and diplomatic strategies.

Crisis Diplomacy: Develop skills in crisis diplomacy and conflict resolution, including strategies for diplomatic negotiations in times of crisis.

Public Diplomacy and Soft Power: Understand the role of

public diplomacy, cultural diplomacy, and soft power in shaping a nation's image and influence on the global stage.

Global Citizenship and Diplomacy: Embrace the concept of global citizenship and the role of individuals in diplomatic efforts and global governance.

Who Should Attend

- Students and academics in international relations, political science, and related fields.
 - Professionals in international affairs, diplomacy, governance, and foreign service.
- Emerging leaders aspiring to excel in global diplomacy and governance roles.
- Who Should Attend.

For more information and to apply, please visit our website at

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*or contact our admissions office at
enroll@jaglobalinstitute.org
Thanks*

JOURNEYING FROM DESPAIR TO PURPOSE

By Mayowa Jolayemi



Where do I Start From?

Most waking moments may be disheartening, filled with apprehension about the uncertainties that lie ahead. Will this day bring more disappointments with it? What else has been programmed to fail? Despite diligently carrying the vision and working on it, all efforts seem futile. This question lingers, what will ever work? Is it time to give up? To compound matters, the larger economic situation casts a shadow over any glimmer of hope. What options are left to explore? Things are beginning to look scary!

Amidst the weight of unanswered questions, your mind may have recently wandered into the depths of despair and maybe, slipping in and out of depressing moments. But let me assure you, you're not alone. Can we take a short walk together through the labyrinth

of these thoughts? It won't just offer hope; it might unveil answers to some of your perplexing queries.

Many echo the sentiment, "... life happens..." or "...such is life..." Pause for a moment and reflect: what does life truly mean to me?

Many may say, "Life is what you make of it, shaped by your beliefs." You might be wondering, what does this mean?

Allow me to share a perspective - a perspective that transcends any singular definition: I have found no single definition can encapsulate the meaning of life because LIFE was given to man, and man can only truly comprehend it by seeking meaning from the Giver.

Consider this: Genesis 2:7 says, "And the LORD God formed

man of the dust of the ground and breathed into his nostrils the breath of life, and man became a living being." The essence here is profound – you and I were given the breath of life by a higher power, enabling us to become living beings. The undeniable truth is that without direct guidance from this Giver of life, you might find yourself endlessly struggling.

So, where do I start from?

Let's start this journey by acknowledging the special breath inside you – it is divine and powerful. Understand that life's twists and turns weave into a larger narrative that has a lot of promise and purpose

To make sense of it all, it's crucial to seek guidance from the source of life, understand what the Almighty God wants, and find out why you're alive.

JOURNEYING FROM DESPAIR TO PURPOSE

Where do I Start From?

By Mayowa Jolayemi



It becomes imperative to seek guidance from the source of life, delving into the will of the Almighty God and comprehending the purpose intricately woven into the breath you take. Just as a tree finds its flourish through its roots, a life filled with meaning and purpose necessitates a connection to its origin; your life needs a connection to its beginning – a connection to the one who created you.

Life is not merely a sequence of events; it unfolds as a purposeful journey. This purpose, curated by the giver of life, transcends the mere pursuit of ambition. Ambition, often a personally designed image of

achieved expectations, is created to impart a sense of fulfillment. However, relying solely on ambition can lead to frustration and ultimately, depression.

This piece serves as a guide, propelling you into the unfolding journey ahead. It marks a significant step toward rediscovering your purpose and embracing a life that rises above challenges once perceived as insurmountable.

This journey of life is not about fulfilling mere ambitions, but about connecting with the purpose designed by the giver of life, which sets you on a trajectory of fulfillment. As we traverse this path with renewed understanding, it is my sincere

hope that you uncover answers to your questions and find clear directions leading you to a profound comprehension of the life uniquely breathed into you. May this journey bring you closer to the essence of your existence and illuminate the path towards a purposeful life.

This journey continues in the next edition of the Inspirer...

By Mayowa Jolayemi

Editor-in-Chief

The Inspirer

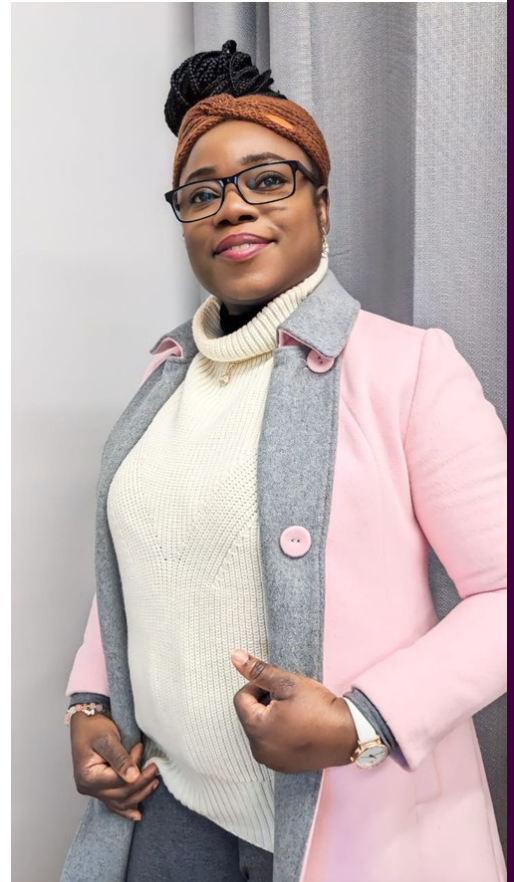


THE INDISPENSABLE ROLE OF MENTAL HEALTH IN ACHIEVING SUCCESS AND WELL-BEING *By Tolu Babatunde*

The path to prosperity and well-being is fundamentally based on mental health. It includes our social, psychological, and emotional health and has a significant impact on how we see the world and behave. In this exploration, we reveal the critical role that mental health plays and demonstrate why giving it priority is not only advantageous but also necessary for overcoming obstacles in life and realising our objectives.

The interdependent relationship between mental and physical well-being is essential to comprehending the importance of mental health. Studies highlight the complex relationships between mental moods and physiological functions, highlighting the fact that ignoring mental health undermines both our emotional stability and physical toughness. Therefore, promoting mental health involves more than just

preventing mental disease; it also entails developing inner balance, resilience, and flexibility as the cornerstones of comprehensive well-being. The influence of mental health extends beyond personal domains and permeates all facets of our collective reality. Think about its application in the classroom, where students with mental health issues frequently experience academic difficulties as a result of cognitive impairments. By placing a high priority on mental health in educational environments, we not only encourage intellectual development and creativity but also provide the next generation with the resilience they will need to prosper in a world that is always changing. In a similar vein, mental wellness is critical to both organisational success and productivity in the workplace. Stress-ridden workers or those with untreated mental illness perform worse at



work and are less satisfied with their jobs, which adds to a toxic workplace environment. On the other hand, companies that place a high priority on mental health foster creative, engaged teams that propel long-term growth and a competitive edge.



THE INDISPENSABLE ROLE OF MENTAL HEALTH IN ACHIEVING SUCCESS AND WELL-BEING *By Tolu Babatunde*



Furthermore, addressing disparities in mental health and de-stigmatizing mental disease are essential to the well-being of society. Marginalised populations are more susceptible to mental health issues since they do not have access to mental health resources. We can build a society where mental health is valued and everyone has fair access to care and support by tearing down structural obstacles and promoting inclusive surroundings. It will take a complex strategy that in-

cludes early intervention, prevention, and structural change to realise this ambition. It includes encouraging business policies that put employee well-being first, increasing access to inexpensive services, and incorporating mental health education into school curricula. Building psychologically healthy communities also requires confronting cultural norms that associate vulnerability with weakness and cultivating an environment of empathy and support.

To put it simply, achieving mental health is a group effort that needs action and dedication on the parts of the individual, society, and system. We can make a world where everyone has the chance to flourish mentally, emotionally, and socially by acknowledging

mental health as a fundamental human right and making investments in supportive surroundings.

To sum up, mental health is the cornerstone around which prosperity and happiness are constructed. Its significance cannot be overemphasised because it affects many facets of our lives, including social cohesion, employment, and education. We create a more inclusive and hopeful future where everyone can realise their full potential by putting mental health first and creating supportive surroundings.

Tolulope Babatunde (M.Ps.S.I) (M.BTI) is the Founder/CEO at MindEase Mental Health Services, www.mindeasemhs.com



**Join us on Saturday,
November 9, 2024
at the beautiful Hilton
Alexandria Mark
Center.**

Lifelong Learning for a Greener World



In a world facing complicated environmental issues, there is a growing need for a workforce equipped with the knowledge and skills to move towards a greener, more sustainable future. It's not just about adapting to change; it's about actively making change happen through a lifelong commitment to learning.

The journey toward a sustainable career begins early in life, where the seeds of environmental awareness are planted. This article, explores how we can encourage lifelong learning from the very beginning, nurturing individuals ready for the green jobs of the future and passionate about creating a more sustainable economy.

Cultivating the Basics: Beyond Classroom Learning

A child's first classroom extends beyond the walls of a school to encompass the natural world. Through everyday experiences, children start to understand the importance of nature

and our place in it. This responsibility is shared by families, communities, and schools.

Parents can begin this journey by encouraging outdoor activities, teaching their children about recycling and conservation, and sparking their curiosity about the world outside. Schools can build on this by organizing environmental programs, field trips, and teaching materials that emphasize ecological awareness. Learning about ecosystems, renewable energy, and the value of biodiversity should be as important as reading, writing, and math.

Training the Champions: Empowering Parents and Communities

In underserved communities where parents may not have knowledge about recycling and other sustainable practices, schools can play a pivotal role. Collaborating with NGOs and experts, schools can provide training not only to students but

also to parents and the wider community.

These initiatives help bridge the knowledge gap and ensure that the principles of sustainable development extend beyond the classroom. By empowering parents with the same understanding, they can actively support their children in their green endeavors. This collaborative approach is crucial in creating a more sustainable world and a brighter future for all.

Promoting a Love for Lifelong Learning: The Roles of Schools and Communities

As children grow, they must understand how environmental stewardship relates to their future jobs. Schools need to adapt their teaching methods to reflect these changing realities. Encouraging curiosity, critical thinking, and problem-solving skills is vital to prepare students for sustainability challenges.

Communities are essential in shaping the environmental values of the next generation. Involving children in community gardens, local clean-up efforts, and other sustainability projects helps reinforce their understanding of how they can make a difference.

Balancing Formal and Informal Education

To promote lifelong learning effectively, we must recognize the importance of both formal and informal education. While schools are essential, everyday experiences should not be overlooked. Learning through hobbies, community involvement, or online exploration can greatly enhance a child's understanding of environmental issues.

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online exploration can greatly enhance a child's understanding of environmental issues.

The key is to integrate these two approaches seamlessly, fostering a well-rounded and adaptable green mindset. Encourage children to explore their interests, whether through classroom projects, participating in environmental clubs, or engaging with eco-conscious online communities.

Sustainable Careers: Preparing the Next Generation

As we lay the foundation for sustainable careers, we must not lose sight of the ultimate goal: creating a green workforce and a sustainable economy. The path to this future relies on well-informed, flexible individuals who see every challenge as an opportunity to learn and grow.

In conclusion, the journey toward a greener workforce and economy begins by instilling sustainability values in our children from the start. It requires a comprehensive approach that blends both formal and informal education, starting early in life and continuing throughout one's journey. By equipping individuals with the knowledge, skills, and passion for a sustainable future, we can collectively reap the rewards of a greener, more resilient world.



Barikisu Suleiman

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THE CONSEQUENCES OF LEADERSHIP ACROSS MULTIPLE THEORIES IN TERMS OF THEIR ABILITY TO PROVIDE GOOD OUTCOMES.

By Team Resilient ESLM 2022

The paper aims at investigating the consequences of leadership across multiple theories in terms of their ability to provide good outcomes. This study does not explore all styles of leadership but rather takes a focused approach in taking a deep dive into how work culture and productivity are affected by the following leadership styles: transformational, transactional, laissez-faire, and coaching leadership styles. The four leadership styles pertinent to our research were discussed in detail, recommendations were made, and the findings were ended with a conclusion. Our research concluded that the transformational leadership style has a more positive influence on the workplace culture than the other three whilst the coaching leadership style has the most influence on performance. It is hoped that these findings will be a determinant in selecting the most suitable combination of leadership styles with ability to provide good outcomes and contribute to the success of any given organization. Keywords: Leadership, Leadership Styles, Organization, Workplace Culture, Performance .

Key findings The findings from this research illustrates

that the different styles of leadership mentioned in this paper - transformational, transactional, coaching, and laissez-faire - analyzed for their consequences on employee performance and workplace culture, can have significant positive or negative impact on any organizational set up. The transformational style of leadership and coaching style of leadership are the most effective styles of leadership according to managers and employees with the transactional coming next, then followed by laissez-faire leadership style. Overall, scores and written responses collated revealed that the transformational leadership style was found to have the most significant positive impact on both employee performance and organizational culture. Transformational, transactional, coaching, and laissez-faire leadership styles, all significantly affected employee performance and workplace culture in a positive way in their specific instances.

Conclusions and Implications of the Study From the findings in this research paper, we conclude that for any organization to derive the best out of their employees, they should try and explore the different traits associated with transformational,

transactional, coaching, and laissez-faire leadership styles together to thrive significantly in the global marketplace. We recommend that for underperforming organizations to succeed, a combination of the transformational and coaching leadership styles is the best as we learned from different managers who responded to the survey. This combination of transformational and coaching leadership styles can have a positive impact on employees by keeping them inspired and motivated while keeping them on track and enabling them to complete their assigned tasks in an efficient manner. The coaching leadership style helps to get employees to gradually understand better the vision of the organization and run with it as their own through the systemic support of their leader to get them to perform at their best ability. The combination of these different styles within an organization can enhance the overall performance of employees due to their ability to create value, trust and engagement which are the building blocks for the ideal organizational culture. This will further enhance productivity, increase employee engagement and overall workplace health through good employee motivation culture.

COHORT RESEARCH WORK

WHY WAS THE UNITED NATIONS ESTABLISHED? IT IS OFTEN SAID THE UNITED NATIONS HAS FAILED IN ITS MANDATE TO PREVENT GLOBAL WARS.

BY Team Chargée d’Affaires

This research presents the facts behind the establishment of the United Nations (UN). It outlined the successes and failures of the League of Nations. Even though the League of Nations was unable to prevent World War II, the United Nations was able to improve and adopt many of its structures. The Background, organization, mandates (Failures and Successes), challenges, of the United Nations are presented and discussed. Universal Declaration of Human Rights, which is viewed by many as the UN's most important accomplishment, is fully defined and discussed. **Over the course of its 75-year existence, numerous detractors have referred to UN as a toothless bulldog and described it as such.** Giant nations such as the United States of America and Russia, to name just two, have been aggressive and will go to war if their perceived interests are not met. Vietnam, Iraq, and Afghanistan are only three examples of conflicts where the UN could only adopt resolutions. Hence, People around the world continue to invoke it in numerous conflict zones in the hope that the organization can resolve the issues. Since 1945,

the UN has strived to foster economic and technological advancement as well as the spread of democracy among its member nations. The organization's work has been remarkable over the past ten years as a result of the well-developed logistical solutions to give food that can save lives and provide human security when violent conflicts or humanitarian disasters arise, (Milinauskyte, 2011). Salient recommendations on how to improve the UN have been presented in this research.

Recommendations

Since 1945, the world has seen tremendous transformation, but the UN has not changed at the same pace. The UN's operations are impacted by its funding. This amounts to a misuse of authority. Previously, the USA controlled the majority of the money; but, as it reduces its funding, China is increasing its contribution and influencing the UN in accordance with its goals. Still, billions of people are living in poverty, which raises the question of whether we need a new international organization or only repair the current one in order to tackle the world's problems.

Some recommended areas of improvement that will make the

mandate of the UN more relevant are:

1. **Security Council Reform**
2. **To have UN owned military for peacekeeping operations.**
3. **Embracing the Multiplicity of Regional Actors**
4. **Collective Financing by All Member States**

Build Policy-Based Coalitions

Address Three Challenges to Multilateralism

Embrace New, Creative, and Collective Actions

Conclusions

The United Nations is a work in progress, imperfect as all human endeavors must be, but capable of adjustment and improvement. It does not exist as a static monument to the dreams of a different era (Annan, 2002).

The organization's work has been remarkable over the past ten years as a result of the well-developed logistical solutions to give food that can save lives and provide human security when violent conflicts or humanitarian disasters arise, (Milinauskyte, 2011).

COHORT RESEARCH WORK

Investigate the role of effective management in driving organizational performance and growth. Identify and analyze the critical management practices and techniques that contribute to success.

By Team Resilient ESLM2024

This research will discuss the role of effective management in organizational success and growth, delve into effective management techniques that managers that provide guidelines to achieving effective management for optimum results.

Effective management refers to the skilful coordination and utilization of resources, including human capital, financial assets, and technological infrastructure, to achieve organizational goals and objectives efficiently and effectively. It involves the planning, organizing, leading, and controlling of resources and processes within an organization to ensure optimal performance and productivity. (Lloyd & Aho 2020)

To unlock effective management, the following skills are important.

Effective Communication skills

Effective Time Management skills

Effective Collaboration

Effective Delegation

Effective Problem Solving

Providing Feedback

Emotional Intelligence

Inclusivity

Interpersonal Skills

Motivation

Role Of Effective Management

Effective management as previously discussed plays a crucial role in the success and resilience of organisations. With a strategic blend of planning, leadership, good management, and oversight, effective management shapes the trajectory of the organisation and influences everything, from daily operations to long term goals, exploring the web of responsibilities that management carries and how their effective execution drives organizational triumphs.

Effective Management Practices: The Architects of Organizational Success

Efficient management does not function in isolation. Organisations achieve success by strategically implementing a set of core practices that form the foundation for growth and progress.

Conclusion

Efficient management is crucial for achieving organisational success. Leadership is the influential force that transforms a vision into tangible results, driving organisations towards

exceptional performance and long-term expansion. This crucial function is accomplished through a fusion of fundamental methodologies and strategies.

Essential management practices, such as establishing objectives and ensuring they are in line with the overall strategy, developing long-term plans, evaluating performance, managing talent, facilitating effective communication, and making informed decisions, form the foundation for achieving success. Organisations can gain a competitive advantage by setting clear objectives, promoting a culture of ongoing improvement, and attracting and nurturing top talent.

In addition, the implementation of performance reviews and 360-degree feedback in the practice of performance management offers valuable resources for efficient management. These strategies improve communication, offer specific feedback, and enable employees to achieve their maximum potential.

The Jacobs-Abbey Global Institute for Leadership Studies (JAGILS) recently achieved a notable milestone by commemorating its 5th anniversary with a spectacular gala held at the Hilton Alexandria Mark Center. This momentous occasion brought together esteemed leaders, educators, and supporters to celebrate JAGILS' outstanding achievements and its mission of empowering leaders who drive positive change in the world.

Since its inception in 2019, JAGILS has firmly established itself as a leading institution for aspiring leaders from diverse backgrounds. The institute's unwavering commitment to nurturing leadership skills and empowering individuals to make a positive difference has earned widespread recognition and respect within the leadership development community.

The 5th-anniversary celebrations served as a powerful demonstration of JAGILS' unwavering dedication to leadership excellence. The event featured a captivating array of activities designed to inspire, educate, and connect leaders from various fields. Notable highlights included an engaging registration process, a lively cocktail reception, captivating red carpet photos, and ample opportunities for networking and collaboration.

Victor Gotevbe and Pamela Johnson, Publisher/Editor-in-Chief and Vice President of Diplomatic Watch Magazine, respectively, served as the event's esteemed hosts, gracing the occasion with their warm greetings.

Mayor Cashenna A. Cross of the City of Glenarden further enthralled the audience with her stunning rendition of the United States national anthem. This was followed by a heartfelt recognition of veterans, a welcoming address by Professor Jared A. Onyari, Chairman, JAGILS board of trustees and a captivating cultural dance performance by the Biney Traditional Dancers. Dr. Samuel Jacobs-Abbey, Executive Director of JAGILS, delivered a gracious welcome message, setting the stage for an evening filled with dinner, musical interludes, fundraising, and exciting auctions.

The event also featured the presentation of prestigious awards in five categories: Dr. Nina L. Meyerhof Leadership Awards, Timothy Bowles African Human Rights Awards, Bishop John K. Yambasu Global Peace Award, the US Presidential Lifetime Award for Volunteer Service and JAGILS Lifetime Achievement Award. Notable recipients included Rodica Silvia Pop, a Museum Expert and Educator from Romania who received the Bishop John K. Yambasu

award while Isabelle Vladoiu, received the Jagils Lifetime Achievement Award.

In her inspiring speech, as the Keynote Speaker, Isabelle Vladoiu of US Institute of Diplomacy and Human Rights eloquently emphasized the importance of making change a reality, even if not in a position of high visibility or direct leadership. She highlighted the power of individual action and the cumulative impact that seemingly small contributions can have on the world.

The evening concluded with closing remarks from Dr. Jacobs-Abbey, who expressed his gratitude to all those who had contributed to the success of the event and JAGILS' remarkable journey.

As the institute looks ahead to its 6th Annual Edition and many more years to come, it remains steadfast in its mission to cultivate leadership skills, promote ethical leadership practices, and continue making a positive impact on a global scale.

by Victor Gotevbe

Publisher/ Editor-in-Chief

Diplomatic Watch Magazine

[https://
diplomaticwatch.com/20005/
features/society/jagils-5th-
anniversary-gala-celebrating-
leadership-excellence/](https://diplomaticwatch.com/20005/features/society/jagils-5th-anniversary-gala-celebrating-leadership-excellence/)

Breaking Barriers, Inspiring Inclusion: The Jagils UNCSW68 Town Hall Event

ADDRESS POVERTY
STRENGTHEN INSTITUTIONS
MAXIMIZE FINANCING
ACHIEVE GENDER EQUALITY

The Jacobs-Abbey Global Institute for Leadership Studies (JAGILS) partnered with several organizations, including the African Girls Hope Foundation, Girls Excellence Movement, Leadership Empowerment and Development Innovation Initiative Africa, Odo Serwa Foundation, Impact Sierra Leone, UN Women, UN Civil Society Unit, and the Inspirers Alumni Network, to host a hybrid Town Hall event during the 68th Session of the Commission on the Status of Women at the United Nations Headquarters in New York. The theme of

the event was "Inspiring Inclusion."

During his welcome address, Prof. Dr. Samuel Jacobs-Abbey, the Executive Director of JAGILS, highlighted the significance of this global gathering, stating, "Today, we are a global community united in our unwavering commitment to achieving gender equality, empowering women and girls, and fostering an inclusive society that celebrates diversity and embraces the richness of our collective human experiences."

Dr. Grace Faraja Nkundabantu, Executive Director of the Afri-

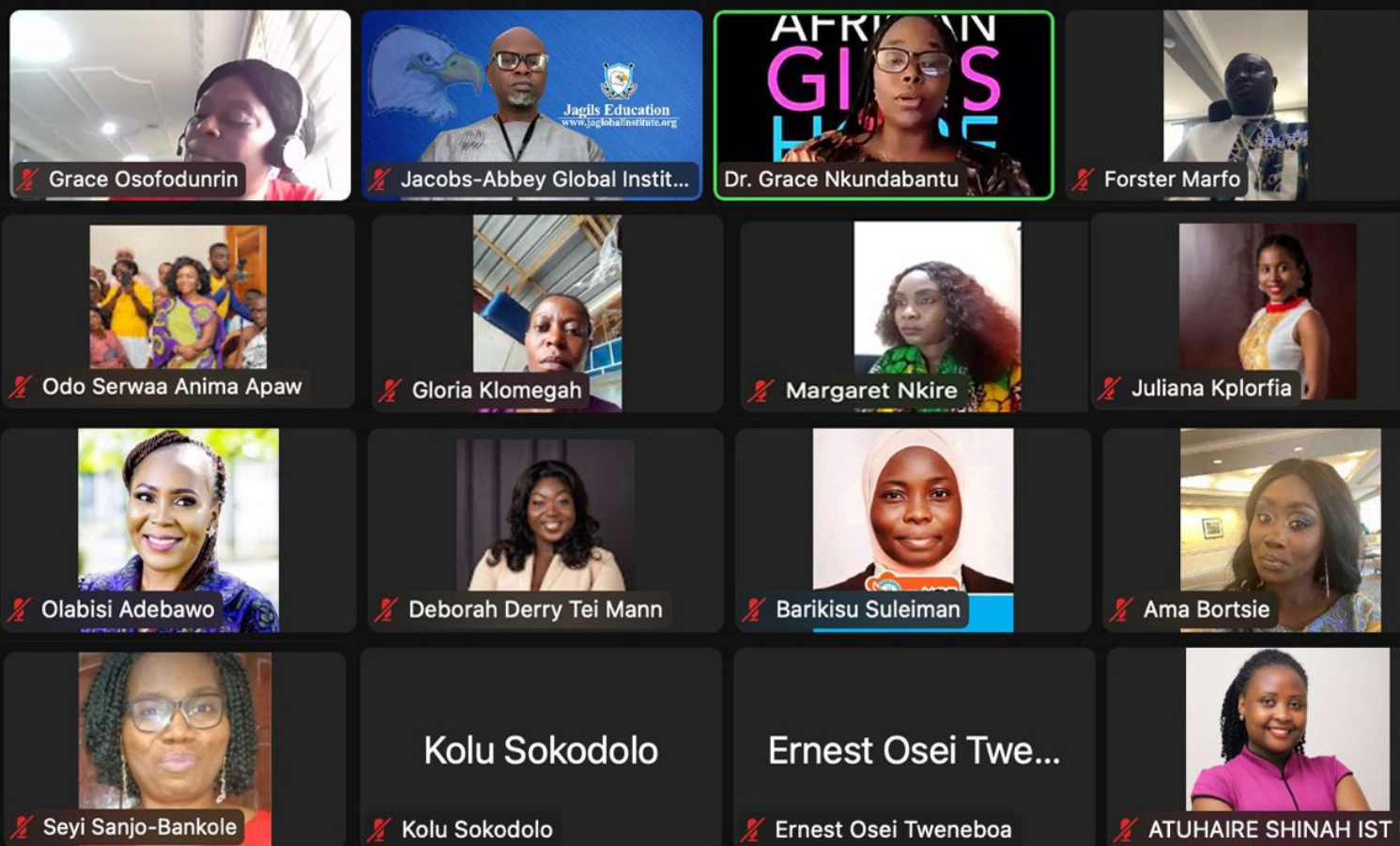


can Girls Hope Foundation, delivered a keynote speech, in which she made a profound statement: "Embracing inclusion is the start of breaking bridges." This powerful sentiment highlighted the importance of actively embracing diversity and dismantling barriers to create a more inclusive and equitable society.



JAGILS-UN CSW 68 AT THE UN

AMPLIFYING VOICES FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT



Following the keynote speech, a panel discussion featuring esteemed panelists: **Dr. Adama Kalokoh**, Executive Director of Impact Sierra Leone; **Julian Ama Kplorfia**, Executive Director of the Girls Excellence Movement; **Margeret Chichi Nkire**, Executive Director of the Leadership Empowerment and Development Innovation Initiative Africa (LEADIN AFRICA); and **Odo Serway Apaw**, Executive Director of the Odo Serwaa Foundation, was moderated by **Engineer Caroline Ingati**, Senior Vice President, Student Affairs, JAGILS. The participants engaged in thought-provoking discussions and addressed questions from the audience. Professor **Rodica Silva Pop** from Romania was among the participants who shared their

insights and perspectives during the event. During her presentation, **Ms. Juliana Ama Kplorfia**, Chairwoman of the Board of Trustees of Jagils and Executive Director of Girls Excellence Movement (GEM), presented a comprehensive definition of inclusion using the acronym **RAIET**:

1. REALIZING PRIVILEGE EXISTS
2. ACKNOWLEDGING DISCRIMINATION
3. INVESTING IN ENABLING ENVIRONMENTS
4. EMPOWERMENT THROUGH TARGETED OPPORTUNITIES
5. TAKING A STAND AS A SHARED RESPONSIBILITY

Other panelists echoed Kplorfia's sentiments.

Dr. Adama Kalokoh, Executive Director of Impact Sierra Leone, stressed the importance of investing in women's education and economic empowerment, highlighting them as key drivers of gender equality and inclusive societies. **Margaret Chichi Nkire**, Executive Director of the Leadership Empowerment and Development Innovation Initiative Africa (LEADIN AFRICA), advocated for allocating resources and creating programs that address the specific challenges faced by women and girls.

JAGILS-UN CSW 68 AT THE UN

AMPLIFYING VOICES FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Kplorfia stated the call to action is to "work together to create a truly inclusive world." This message resonates beyond the United Nations, inspiring a global movement to dismantle barriers and build a more inclusive world, one bridge at a time.

In her closing remarks, Ama Bortise, the Dean of Student Affairs at JAGILS, emphasized

the need for intentional inclusion, calling on all attendees to create a more inclusive and equitable world.

Prof. Dr Samuel Jacobs-Abbey extended his gratitude to the participants at the United Nations Headquarters and those who joined virtually, underscoring the collective commitment to driving positive change through inclusive practices. The JAGILS-UN Women

CSW68 Town Hall served as a powerful platform for dialogue, collaboration, and collective action, bringing together individuals and organizations worldwide to inspire and promote inclusion as a catalyst for breaking down barriers and fostering a more just and equitable society.

By: Professor Samuel Jacobs-Abbey



JAGILS @ 5 AWARDEE PROFILE

RODICA SILVIA POP



Rodica Silvia Pop received the Bishop John K Yambasu Global Peace Award

We are thrilled to announce that Rodica Silvia Pop was awarded the Bishop John K Yambasu Global Peace Leadership Award at the recent 5th-anniversary celebration of the Jacobs-Abbey Global Institute for Leadership Studies (JAGILS).

The ceremony occurred during JAGILS' annual dinner and awards night at the Hilton Alexandria Mark Center. This award celebrates those who have contributed tremendously to building peace and transforming conflict worldwide.

Rodica was recognized for her decades of courageous human rights advocacy in Romania. As an activist and lawyer, she has fought tirelessly against government corruption, violence, and oppression - particularly seeking justice for vulnerable groups. Her principled efforts during Romania's revolution helped pave the way for democracy.

<https://youtu.be/UcAYK9xaUGg>

Rodica's integrity and passion for nonviolent reform epitomize the values of global

peace, justice, and ethical leadership that JAGILS seeks to promote. We congratulate her on this well-deserved honor and will continue to be inspired by her example.





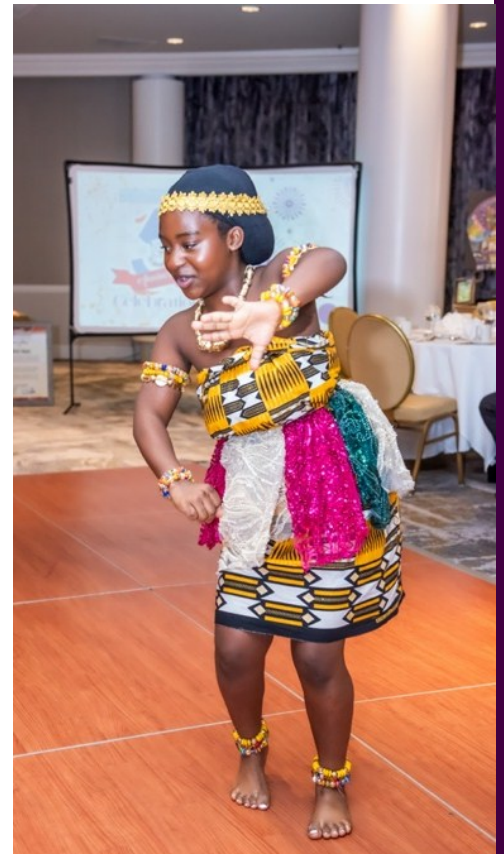
The steady drumbeat began, rumbling through the grand hall. All eyes turned to the stage as the Biney Traditional Dancers filed out, resplendent in vibrant, flowing costumes. They launched into a whirlwind of movement - leaping, spinning, and stomping in flawless unison.

The audience sat transfixed as the dancers wove intricate patterns, embodying cultural history through each graceful gesture. The drumming accelerated, driving the performance to a climactic finish. With a final emphatic stomp, the dancers struck their final pose - and the crowd erupted into awestruck

applause.

The Biney Troupe transported the audience on a journey through time, bridging generations and preserving tradition through dance. Their commanding performance set an electric mood for the awards ceremony to follow. The culture bearers receded, leaving behind a lingering sense of African pride and community as Jagil's annual dinner and awards night continued late into the celebratory night.

https://youtu.be/S_mOteBjtq4









Join us on Saturday, November 9, 2024
at the beautiful Hilton Alexandria Mark Center.

Contact Us

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