

Leaders Management

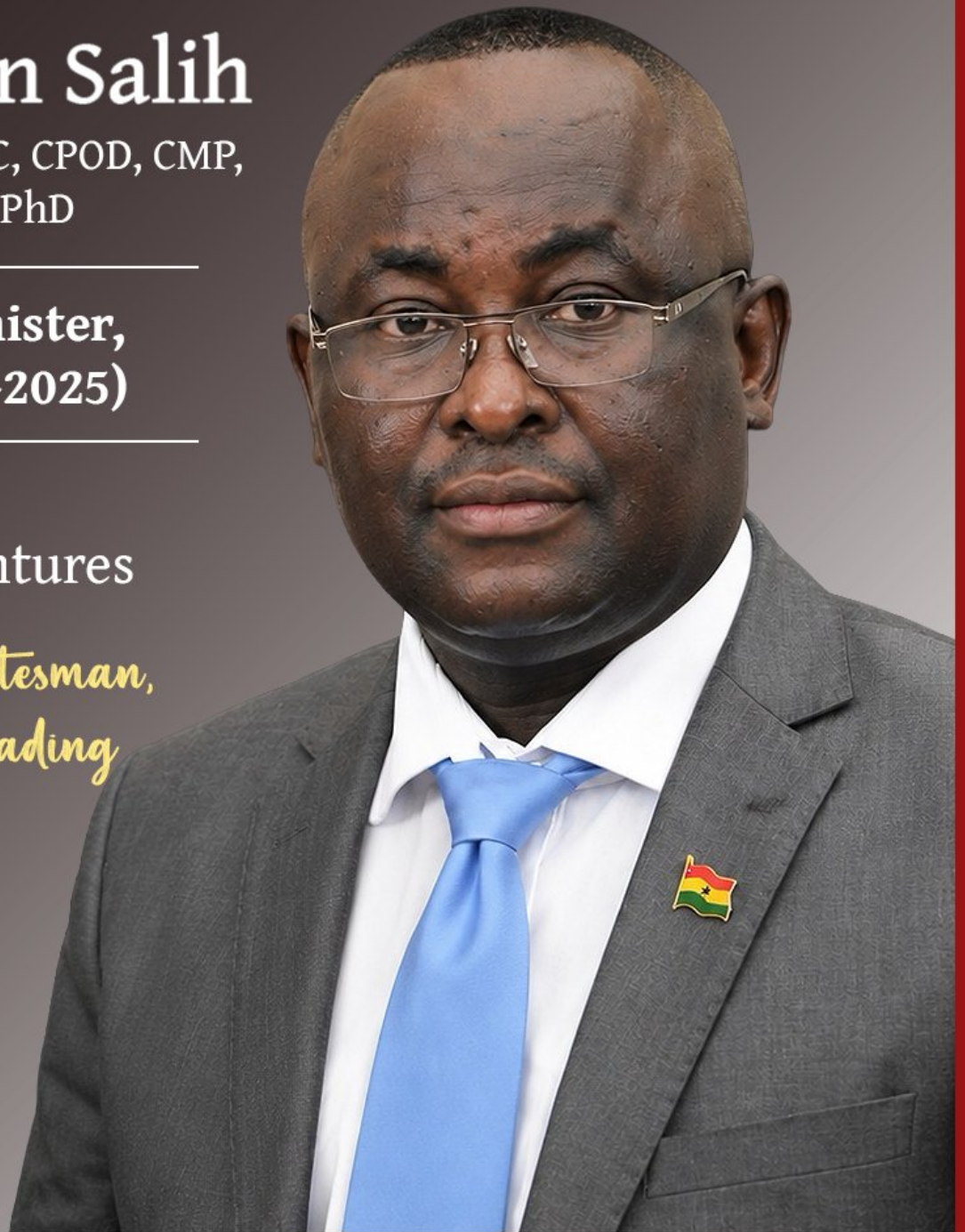
Hafiz Bin Salih

FIOD, ChPA, CMC, CPOD, CMP,
CPA, MBA, DBA, PhD

**Regional Minister,
Ghana (2019-2025)**

**Director,
Haskhad Ventures**

*Educator, Statesman,
Scholar - Leading
with Passion*



The Global
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Management



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CAREER OVERVIEW

A Journey of Service. A Legacy of Impact.



With over **three decades** of dedicated service to Ghana, my career journey is defined by a unique intersection of grassroots educational leadership, high-level political administration, and an unyielding commitment to **academic excellence**.



I began my professional path within the Ghana Education Service, where I spent twenty-three years rising from a classroom teacher to a Coordinator of Second Cycle and Private Schools. This foundational period honed my skills in community mobilization and instructional supervision, providing me with a deep understanding of the socio-economic challenges facing the northern sectors of the country.



CAREER HIGHLIGHT

REGIONAL MINISTER

A LEGACY OF EXECUTIVE GOVERNANCE & LEADERSHIP

My trajectory shifted into executive governance when I was appointed by the President of Ghana to serve as the Regional Minister.



SERVED AS REGIONAL MINISTER IN BOTH THE UPPER WEST AND UPPER EAST REGIONS FOR NEARLY SIX YEARS.



ACTED AS THE PRIMARY REPRESENTATIVE OF THE STATE.



OVERSAW REGIONAL SECURITY AND MAINTAINED LAW AND ORDER.



CHAired REGIONAL COORDINATING COUNCILS TO DRIVE INCLUSIVE DEVELOPMENT.



SPEARHEADED LOCAL ECONOMIC DEVELOPMENT (LED) INITIATIVES.



SIGNIFICANT MILESTONE:

I was appointed as Board Chairman of the **Irrigation Company of Upper Region (ICOUR)**, where focused on enhancing agricultural productivity through strategic governance.



Parallel to my public service, I have maintained a rigorous academic pursuit, earning a **PhD** in Social Administration and a Doctor of Business Administration (**DBA**), alongside an **LLM** in International Corporate Law. This multidisciplinary background has allowed me to publish extensive research on chieftaincy disputes and human resource management, bridging the gap between theoretical frameworks and practical policy implementation.



As a **Chartered Management Professional**, my journey reflects a transition from a dedicated educator to a strategic statesman, equipped with the legal and administrative expertise to drive sustainable development and institutional reform at the highest levels.

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CAREER HIGHLIGHTS



GRASSROOTS EDUCATIONAL LEADERSHIP

Built strong foundations in education, rising through the Ghana Education Service.



EXECUTIVE GOVERNANCE LEADERSHIP

Served as Regional Minister in the Upper West and Upper East Regions.



ACADEMIC EXCELLENCE & RESEARCH

PhD, DBA, and LLM holder with published research in key social and management areas.





LEADERSHIP PHILOSOPHY



To me, leadership is the strategic art of harmonising diverse interests toward a common, transformative vision.



It transcends mere position or authority; it is about influence, accountability, and the empowerment of others. Drawing from my experience in regional governance and educational administration, I define a leader as someone who provides clarity in times of uncertainty and serves as a bridge between institutional goals and community needs.



True leadership requires strategic systems thinking; the ability to understand how local decisions impact the broader national or organisational landscape. It is rooted in ethical integrity and the courage to make difficult decisions while maintaining a spirit of reciprocity and professional discipline.



Ultimately, leadership is an act of service that is measured not by the power one wields but by the sustainable development and future leaders one cultivates through mentorship and visionary guidance.



Leadership is not a destination but a continuous commitment to learning, adapting, and creating lasting impact for the greater good.



Effective leadership is not about being in charge. It is about taking care of those in your charge and creating conditions for them to succeed.

MY LEADERSHIP PRINCIPLES



VISIONARY FOCUS

Crafting and communicating a clear, transformative vision for sustainable impact.



ETHICAL INTEGRITY

Upholding honesty, transparency, and fairness in every decision and action.



EMPOWERING PEOPLE

Building capacity, encouraging growth, and empowering others to lead.



STRATEGIC THINKING

Making informed decisions that align local actions with broader goals.



ACCOUNTABLE LEADERSHIP

Taking responsibility for outcomes and fostering a culture of accountability.





INSPIRATION AND MOTIVATION FOR TEAM

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I inspire my team to believe in our shared vision, take ownership of their roles, and strive for excellence every day.



I inspire my team by fostering an environment of mutual respect, transparency, and shared purpose. I believe motivation stems from ownership; therefore, I delegate authority rather than just tasks, allowing individuals to lead within their spheres of competence.



FOSTERING MUTUAL RESPECT

I cultivate a culture where every voice is heard, every contribution is valued, and every team member is treated with dignity.



PROMOTING TRANSPARENCY

I ensure open, honest communication so the team is always informed, aligned, and confident in the direction we take.



CREATING SHARED PURPOSE

I connect individual roles to our bigger vision, helping the team understand the impact of their work on our collective success.



EMPOWERING THROUGH OWNERSHIP

I delegate authority, not just tasks, enabling team members to make decisions, solve problems, and lead with confidence.



RECOGNISING AND CELEBRATING

I acknowledge both big wins and small progress, celebrating achievements and encouraging continuous growth.

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By clearly communicating how their specific roles contribute to regional or organisational milestones, I provide the “why” behind the work.

I also lead by example, maintaining the same high standards of professional discipline and commitment I expect from them.

Ultimately, I provide consistent mentorship and celebrate incremental successes, ensuring every team member feels valued and intellectually challenged.

I BELIEVE



Great teams are built on trust, not just instructions.



People don't work for you; they work with you for a shared purpose.



Empowerment today creates leaders for tomorrow.



Success is multiplied when we lift each other up.



Excellence is a habit we build together, every day.





CONTRIBUTIONS TO THE PROFESSION

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Throughout my career in public service and academia, I have been recognised for my contributions to governance, administrative excellence, and strategic leadership. My recognitions reflect a commitment to both national service and continuous professional development.



KEY PROFESSIONAL RECOGNITIONS & AWARDS



CHARTERED MANAGER:

Chartered Management Institute, UK, 2019



DISTINGUISHED FELLOW OF THE AFRICA INSTITUTE:

Awarded by the Africa Institute of Public Administration (2025) for exceptional contributions to public sector governance.



CERTIFIED PUBLIC ADMINISTRATOR:

Formally recognised by the Africa Institute of Public Administration (2025) for mastery in administrative protocols and ethics.



STRATEGIC LEADERSHIP CERTIFICATION:

Recipient of the HarvardX Verified Certificate in Exercising Leadership: Fundamental Principles (2025).



LEADERSHIP CREDENTIAL AND EXPERT CERTIFICATION:

Attained the status of Chartered Management Professional and Certified Professional in Organisational Management (ICMP-USA, 2026).



PROFESSIONAL FELLOWSHIP:

Fellow of the Institute of Administrative Management (UK), Fellow of the Institute of Directors (Ghana) in 2019 and Fellow, Chartered Institute of Administrators and Management Consultants, Ghana in 2019.

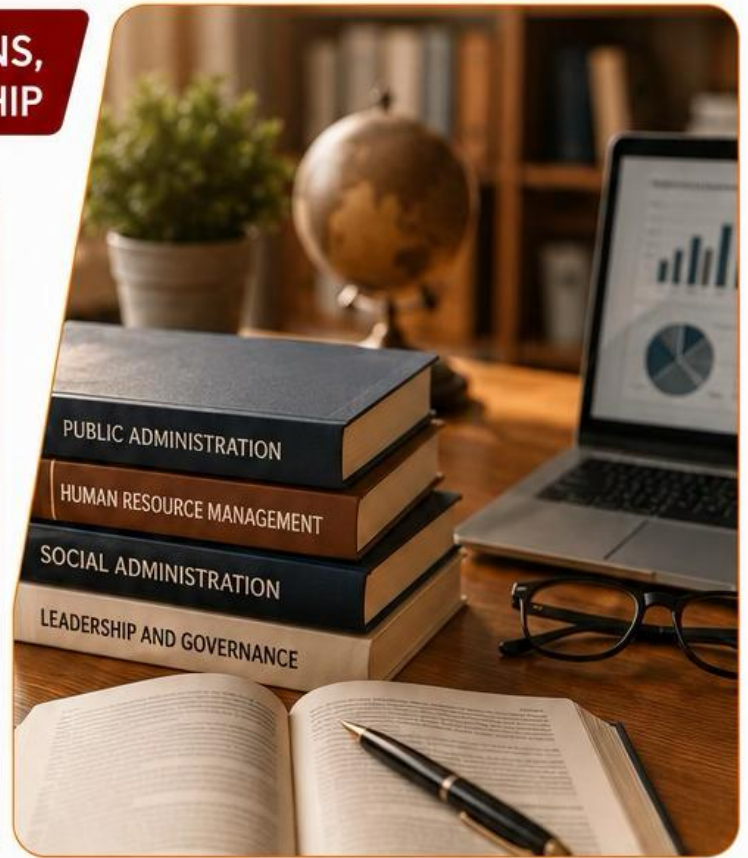




RESEARCH, PUBLICATIONS, AND THOUGHT LEADERSHIP

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My research and publications bridge the gap between academic theory and the practical realities of governance in Ghana. My work focuses primarily on Social Administration, Conflict Resolution, and Human Resource Management.



I am committed to advancing knowledge that informs policy, strengthens institutions, and creates sustainable impact in communities.



EVIDENCE-BASED
INSIGHTS



PRACTICAL
APPLICATION



POLICY
RELEVANCE



SUSTAINABLE
IMPACT

SELECTED PUBLICATIONS & RESEARCH



1. The Effect of Human Resource Management Practices on Staff Attrition:
A Study of the Upper West Regional Coordinating Council in Ghana.
(ISBN: 978-9988-3-5620-0).



2. Leadership Style and Its Influence on Employee Motivation:
In the Office of the Upper West Regional Coordinating Council.
(ISBN: 9783346332912).



3. Educational Leadership in Ghana: Prospects and Challenges.
Published in the Journal of Education,
Vol 6/ No 6, June 2018. (ISSN 2347-8225).



**4. Staff Absenteeism: The Case of Wa Municipal Education Office
of the Ghana Education Service.**
Published in the Open Journal of Social Sciences,
6, 1-14. (doi: 10.4236/jss.2018.68001).





MY EXPERTISE IN MANAGEMENT

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My perspective on management is rooted in the concept of “Evidence-Based Strategic Governance.” Having navigated the complexities of regional administration and academic research, I believe that the most effective management occurs at the intersection of Strategic Systems Thinking and Human-Centric Administration.



STRATEGIC GOVERNANCE WITH PURPOSE

In my view, governance is not merely the enforcement of policy, but the continuous alignment of institutional goals with the socio-economic realities of the community.



- ✓ Policy Alignment with Community Needs
- ✓ Ethical Leadership & Accountability
- ✓ Inclusive Stakeholder Engagement
- ✓ Sustainable Institutional Growth



PEOPLE-CENTRIC PERFORMANCE EXCELLENCE

In the domain of Human Resources and Attrition, I believe organisational productivity is inextricably linked to leadership style and employee engagement.



- ✓ High-Performance Management (HPM)
- ✓ Retention Through Purpose & Growth
- ✓ Leadership that Inspires Ownership
- ✓ Building a Motivated & Competent Workforce



DIGITAL TRANSFORMATION AND SUSTAINABILITY

I advocate for the integration of digital innovation and sustainability into local governance to build resilient, transparent, and future-ready institutions.



- ✓ Data-Driven Decision Making
- ✓ Digital Tools for Better Governance
- ✓ Environmental & Social Responsibility
- ✓ Resilient Systems for Long-Term Impact

MY MANAGEMENT APPROACH IS BUILT ON FIVE CORE PILLARS



EVIDENCE-BASED DECISION MAKING

Using data and research to inform sound policies and strategies.



STRATEGIC SYSTEMS THINKING

Understanding the bigger picture and anticipating long-term impacts.



INCLUSIVE LEADERSHIP

Empowering people and valuing diverse perspectives.



ADAPTABILITY AND INNOVATION

Embracing change and leveraging innovation for better outcomes.



ETHICS AND INTEGRITY

Upholding the highest standards of professional conduct and public trust.





IMPACT OF THE CMP CREDENTIAL

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The Chartered Management Professional (CMP) credential from ICMP USA has served as a vital bridge between high-level public service and global management standards.

By integrating the **Leadership, Strategy, and Governance (LSG)** framework into practical experience, it has added value in three key areas:



1. STRATEGIC PRECISION

Provided advanced tools for systems thinking and the design of scalable, long-term development strategies.

- ✓ Data-informed decision making
- ✓ Systems thinking for complex challenges
- ✓ Design of sustainable, scalable strategies
- ✓ Focus on long-term impact and value creation



2. GOVERNANCE INTEGRITY

Reinforced the legal and ethical foundations of leadership, ensuring all administrative actions are backed by robust risk management and corporate protocols.

- ✓ Strengthened ethical leadership
- ✓ Robust risk management practices
- ✓ Compliance with legal & regulatory standards
- ✓ Transparent and accountable governance



3. PROFESSIONAL AUTHORITY

Elevated global standing by validating a commitment to high-performance standards, transitioning from a regional executive to a versatile, globally-recognized strategist.

- ✓ Global recognition of professional excellence
- ✓ Enhanced credibility and trust
- ✓ Access to global best practices and networks
- ✓ Positioned for greater leadership influence



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In short, the CMP has transformed years of executive service into a standardised, elite, professional capability, ready for complex institutional reform.

