



Entrepreneurship Leadership and Sustainable Development

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Abstract

This paper focused on effect of entrepreneurship leadership on sustainable development. One hundred and twenty (120) enterprises were randomly selected from three senatorial districts in Ondo State which comprised of; Akure South, Akure North and Ondo Centre and the questionnaire used was distributed accordingly. The result revealed that entrepreneurship leadership style was positively significant on employees' motivation as χ^2 -calculated of 56.453 was greater than the χ^2 -tabulated of 12.32. It was found that entrepreneurship leadership style was positively related to growth of enterprises. as χ^2 -calculated of 47.890 was greater than the χ^2 -tabulated of 12.321 at 5% critical level of significant. It was discovered that entrepreneurship leadership style had significant contribution on sustainable development as χ^2 -calculated for the test of 89.006 was greater than the χ^2 -tabulated of 12.321 at 5% critical level of significant. The study conclude that entrepreneurship style always affect sustainable development.

Keywords: *Entrepreneur, Leadership, Sustainable, Development, Entrepreneurship Leadership Style*

Introduction

The development of entrepreneurship leadership is an operation directed towards economy sustenance of the individual and economy stability of the country. Many scholars have written widely on entrepreneurship and its potency to the development of any given economy. The experiences of developed economies in relation to the roles played by entrepreneurship buttresses the fact that the importance of entrepreneurship cannot be overemphasized especially among the developing countries. In order to highlight its significance in relation to the growth and development of a given economy, entrepreneurship has been variously referred to as “source of economic growth”. This is because entrepreneurial activities have been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people (Adejumo, 2000). Studies have established its positive relationship with stimulation of economic growth; employment generation and empowerment of the disadvantaged segment of the population, which include women and the poor (Oluremi & Gbenga, 2011; Thomas & Mueller, 2000).

Third world countries such as Nigeria is a richly endowed with abundant

human and natural resources. The country is blessed with a variety of mineral deposits including petroleum, natural gas, uranium, tin, columbines, coal, precious metal, gemstone and a vast Agricultural farmlands. Therefore, Nigeria is not economically developed because the country has so many features of underdevelopment which among others include; high unemployment rates, heavy dependence on oil, low agricultural production, low utilization of industrial capacity, high inflation rate, low literary level, poor state of infrastructure, low income per head, subsistence agricultural practices, low industrial capacity, absence of stable polity, high infant mortality and lack of industrial infrastructural base. These constrains has enormously limited the growth of entrepreneurial leadership activities in Nigeria, hence, the Nigeria economy is still undeveloped. .Nigeria as a country has numerous business and investment potentials due to the abundant, vibrant and dynamic human and natural resources it possesses. Tapping these resources require the ability to identify potentially useful and economically viable fields of endeavors’. Thus, entrepreneurship activities and innovative ingenuity in

Nigeria have developed enterprises in the following areas: foodstuffs, restaurants, fast food vending, quarrying, germ stone cutting/polishing, power generations, haulage business (cargo and passengers), manufacturing and repairs of GSM accessories and the printing and selling of recharge cards, construction and maintenance of pipelines, drilling, refining bye products, refuse collection/disposal, recyclement, and drainage/sewage construction job, banking, insurance and stock trading, machines and tools fabrications. There is also the building and construction, where there are plan and design services and material sourcing (Agbeze, 2012). Entrepreneurial development is conceived as a programme of activities to enhance the knowledge (body of knowledge), skill, behaviors and attitudes of individuals and groups to assume the role of entrepreneurs as well as efforts to remove all forms of barriers in the part of entrepreneurs to create society's wealth for human capacity building. Entrepreneurial development is therefore the bedrock for human capacity building.

The objectives

The objectives of this paper are as follows

- i. To examine the effect of entrepreneurship leadership style on employees motivation,
- ii. To investigate the positive effect of entrepreneurship leadership style on enterprises growth and
- iii. To assess the positive effect of entrepreneurship leadership style on sustainable development.

The Hypotheses of the study

H₀1: Entrepreneurship leadership style has no positive effect on employees' motivation.

H₀2: Entrepreneurship Leadership style has no positive effect on the growth of enterprises in Nigeria.

H₀3: Entrepreneurship leadership has no significant contribution on sustainable development in Nigeria

LITERATURE REVIEW

CONCEPTUAL AND THEORETICAL REVIEW

Meaning of Entrepreneur

The word entrepreneur originated from the French word, 'entreprede' which means "to undertake" (Akanni. 2010). In business context, it means to start a business, identify a business opportunity, organize resources, manage and assume the risk of a business or an enterprise. It is also used to describe those who (took charge) lead a project, which would deliver valuable benefits and bring to completion. In other words, those who can manage uncertainty and bring success in the face of daunting challenges that would destroy a less well-managed venture. Hornby (2006) defined an entrepreneur as a person who makes money by starting or running businesses, especially when this involves taking financial risks. Drucker (1995, quoted in Jimngang, 2004) defined an entrepreneur as someone who shifts economic resources out of an area of lower and into an area of higher productivity and greater yield. Entrepreneurs identify an innovation to seize an opportunity, mobilize money and management skills and take calculated risks to open markets for new products, processes and services.

American human psychologist, Abraham Maslow, sees the entrepreneur as someone who can "discern change, enjoy it and improvise without being forewarned". According to him, the entrepreneur is a here-now" creator, an improviser, who is not afraid of being viewed as operating in dissonance with general practice and belief (Stephens, 2000). To say it in another way, the entrepreneur is someone who perceives of senses opportunity where others fear rejection; he will not talk of obstacles but challenges. His mindset is tuned to success, and failure though he is aware of the possibility, does not preoccupy him. Drucker (1985) shows entrepreneur as one who fills the role of an entrepreneur (a dreamer who does accept hands on responsibility for creative innovation in an organization) outside the organization.

The entrepreneur dreams, invents, creates and figures out how to convert an idea into a profitable reality. This person is usually primary motivated to satisfy a personal need for achievement by bringing into the world new products / services that are meaningful to self and the market. The entrepreneur is an agent of change and societal hope for tomorrow. This is a person who demonstrates the capability to see and evaluate business opportunities, to gather the necessary resources to take advantage of them and initiates appropriate action to ensure success. He is an action oriented, highly motivated and takes calculated or moderate risk to achieve goals.

An entrepreneur is an individual who is willing and able to take business risks for gainful purposes. Entrepreneur has been known as the willingness and ability of an individual to seek out investment opportunities, establish and run an enterprise successfully (Amacchina & Nwaddozie, 1995). The idea of entrepreneurship is not new to Nigeria because it used to be a no paid employment prior to the coming of the colonial masters.

Thus, entrepreneurship is associated with different kinds of activities that have to do with the establishment and operation of business enterprises. Such activities may include identification of investment opportunities to exploit for profit, promotion and establishment of the business enterprise, pooling of the various scarce resources needed for production and distribution of goods and services, organization and management of the material resources for the attainment of the objectives of the enterprises, risk bearing and innovation.

The concept of Entrepreneurship

Entrepreneurship is more than simply “starting a business.” It is a process through which individuals identify opportunities, allocate resources, and create value. This creation of value is often through the identification of unmet needs or through the identification of opportunities for change. It is the act of being an entrepreneur which is seen as "one who undertakes innovations with finance and business acumen in an effort to transform innovations into economic goods hence Entrepreneurs see “problems” as “opportunities,” and then take action to identify the solutions to those problems and the customers who will pay to have those problems solved. Entrepreneurial success is simply a function of the ability of an entrepreneur to see opportunities in the marketplace, initiate change (or take advantage of change) and creates value through solutions. Entrepreneurship is known as the capacity and attitude of a person or group of persons to undertake ventures with the probability of success or failures. It demands that the individual should be prepared to assume a reasonable degree of risks, be a good leader in addition to being highly innovative. In business management, Entrepreneurship is regarded as the “prime mover” of a successful enterprise just as a leader in any organization must be the environmental change agents. Binks and Vale (1990) viewed entrepreneurship as ‘an unrehearsed combination of economic resources instigated by the uncertain prospect of temporary monopoly profit’. Hence Kanothi (2009) viewed Entrepreneur as the ‘instigator of entrepreneurial events for so long as they occur’. Tijani-Alawiye

(2004) opined that entrepreneurship is the process of increasing the supply of entrepreneurs or adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs, who can successfully run innovative enterprises, nurture them to growth and sustain them, with a view to achieving broad socio-economic developmental goals. One of these goals is sustaining employment.

Furthermore, ACS and Szerb (2007) noted that entrepreneurship revolves around the realization of existence of opportunities in combination with decision to commercialize them by starting a new firm. This reasoning is what Thornton (1999) called demand and supply perspectives of entrepreneurship discourse. However, Shepherd and Douglas (1997) observed that the essence of entrepreneurship development is the ability to envision and chart a course for a new business venture by combining information from the functional disciplines and from the external environment in the context of the extraordinary uncertainty and ambiguity which faces a new business venture. It then manifests itself in creative strategies, innovative tactics, uncanny perception of trends and market mood changes and courageous leadership. To the duo, 'entrepreneurship', when treated as 'enterprise-creation' helps develop new skills and experiences that can be applied to many other challenging areas in life. More importantly, Schnurr and Newing (1997) justified the need for promoting entrepreneurship culture on the ground that youth in all societies have sterling qualities such as resourcefulness, initiative, drive, imagination, enthusiasm, zest, dash, ambition, energy, boldness, audacity and courage which are all valuable traits for entrepreneurship development. Supporting this assertion, Bennell (2000) maintained that governments, NGOs and international bodies seeking to improve youth livelihoods could best pursue their empowerment objective by tapping into the dynamism of young people and build on their strong spirit of risk-taking through entrepreneurship development. Shane (2003) described entrepreneurship as the act of being an entrepreneur. The word entrepreneur which is a French word means "one who undertakes innovations, finance and business acumen in an effort to transform innovations in economic goods". He continued that the result of entrepreneurship may be a new organization or a part of revitalizing mature organization in response to a perceived opportunity. The most obvious form of entrepreneurship to him is that of starting a new business. However, in recent years the term has been extended to cover such areas as socio-cultural, political, and educational forms

of entrepreneurial activity. As a result when large companies venture into entrepreneurial activities within the organization, it is described as “intrapreneurship” or “corporate spin-off”.

Concept of Leadership

Hartzell (2006) asserts that “leadership is a widely applied term which usually refers to the personality characteristics and behaviors of people with authority, influence and responsibility for leading groups. The term is also used to refer to the group of people officially responsible for running an organization.” Leadership functions embrace those activities related to supervision, leading and motivating personnel so that they will perform their tasks in desired ways. The function entails human communication, person-to-person relationships and the use of incentives or penalties to motivate people in desired directions. Hoselitz in Badi (2010) asserts that entrepreneurship needs managerial skills and leadership qualities.

He further identifies business leaders in three categories:

- Merchant Money Lenders – Market oriented
- Manager – Authority oriented
- Entrepreneurs – Market, authority and production oriented.

From the above it may be seen that entrepreneurs are merchant money lenders, plus manager and in addition takes risks of innovation and new product uncertainties. According to Abbas (2012) states that leadership involves accomplishing goals with and through people”. Furthermore, leadership could be viewed as the ability to influence followers to achieve an organizational goal in as painless manner as possible. By eliciting in the followership a high sense of commitment, integrity, honesty, accountability and freedom of dissent are accomplished by a leader in his attempt to achieve success must, therefore, be people and task focus. The hallmark of the effective leader lies in the delicate balancing of task and human relation practice.

From the foregoing, leadership could be seen to be the exercise of power and authority in mobilizing resources and influencing the behavior of the followers to move towards a chosen direction and to achieve the desired objectives and goals of the organization. A leader, therefore, is one who has followers. He does the right thing and applies more strategy and styles than skills. The major

functions of the leader are influencing followers to follow directions and produce results. There are different theories of leadership. The background to the differences was established in the early part of the last century in the differences between scientific management and human relations theory. Tasks centered and people centered leadership styles formed the polar ends around which literature on leadership theories oscillated depending on the swinging of the pendulum.

Challenges of Entrepreneurship Leadership

The entrepreneur in Nigeria does not only have to perform the functions carried out by other industrial leaders, but he has added responsibilities made necessary because of some unique environmental circumstances. A typical Nigerian entrepreneur is a 'key starter' who has had only a limited number of years of gainful experience on the job. Factors such as luck, chance, connections and academic preparation must have, in the main, influenced his decisions to become self-employed. Unlike in the more advanced countries, he does not usually have an adequate number of qualified staff to help him execute his functions effectively. He constantly battles with the challenge of skilled manpower inadequacy. Sometimes he does not have the skills that he requires to be competitive and does not have the money to hire qualified staff.

He has to make do with whatever manpower he is capable of recruiting. As one Nigerian entrepreneur has put it, "it is very agonizing to know that an employee you have just recruited is not the best qualified for the job, yet you have to work with, and delegate authority and responsibilities to him".

The Nigerian entrepreneur indeed has to battle with an array of environmental challenges, some of which are taken for granted in the more advanced countries. The lack of basic infrastructural facilities such as electricity, water, and good roads, constitute a part of his major managerial challenges. If his standby electric generating plant fails, production could be adversely affected, while repairs may take many days to carryout either because of lack of spare parts, or of qualified personnel to affect the repairs. In some cases, it could be a challenge of internal communication system or even a central air conditioner that failed and he has to wait for a competent technician to be flown from overseas. The mental torture that the entrepreneur goes through, the loss from idle manpower and the attendant frustration this causes to employees cannot easily be quantified in terms of money. The challenges are across the business spheres of

Nigerian environment i.e. manufacturing, retail or service industries as contained in table 3 below.

Meaning of Development

Abianga (2010) defined development as the act or process of growth, progress and improvement within a physical setting. Hornby (2006) similarly defined development as the gradual growth of something so that it becomes more advanced and stronger. Development refers to technological improvement, effective cost reduction, general welfare improved relations movement in a positive direction. According to Soba (2005) economic development is related to economic growth which is a rise in the level of output or an increase in the per capital income of a country in a given period of time.

Nonetheless, economic development encompasses growth as it is an umbrella term which includes sustained economic growth as well as a noticeable improvement in the socio-political life and living standard while the World Bank Development report (1992) identifies the essential components of economic development as raising standards of living, improving education, health and equality of opportunity.

Concept of Sustainable Development

The United Nations World Commission on Environment and Development (WCED) in its 1987 report *Our Common Future* defines sustainable development: "Development that meets the needs of the present without compromising the ability of future generations to meet their own needs (Brundtland Commission, 1987) Under the principles of the United Nations Charter the Millennium Declaration identified principles and treaties on sustainable development, including economic development, social development and environmental protection. Broadly defined, sustainable development is a systems approach to growth and development and to manage natural, produced, and social capital for the welfare of their own and future generations.

The concepts of sustainable development and sustainability derive from the older forestry term "sustained yield", which, in turn, is a translation of the German term "nachhaltiger Ertrag" dating from 1713 (Ulrich, 2007). Sustainability science is the study of the concepts of sustainable development and environmental science. There is an additional focus on the present

generations' responsibility to regenerate, maintain and improve planetary resources for use by future generations.

The theoretical foundation of this paper is based on the psychological theories of the Refugee and Schumpeter effects.” These theories posit that the ability to make good judgment about the future leads an individual to become a successful entrepreneur. The need for achievement psychological approach of McClelland was particularly dominant in driving people for entrepreneurship. According to McClelland (1987), Arch motives seem to influence the individual to select entrepreneurial career. He opines that “the presumed mechanism by which achievement level translate itself into economic growth is the entrepreneurial class and If the need for achievement is high, there will be more people who behave like entrepreneurs” (Islam, 1989, Raimi, 2010). The second theory is Richard Cantillon and John Stuart Mill’s psychological theory of entrepreneurship, otherwise called risk taking theory (RTT). The theory considers entrepreneurship as a mentality to take chance or calculated risk, because people taking a very big risk also have a great responsibility (Alam and Hossan, 2003, Sexton and Bowntown, 1983). This fact can be observed in the avalanche of misplaced risky undertakings of unemployed Nigerian youth in order to engage themselves the forms of hostage taking, kidnapping, and pipeline vandalism, and economic sabotage, internet frauds. The traits of creativity, risk-loving, innovation, strategic thinking and constructive engagement against the government by discontented Nigerians could as well be directed to entrepreneurship development (Raimi, 2010).

Trait Theory

The trait theory of leadership, had held sway until the mid-1940s, centered on a fundamental assumption that there was certain personal characteristics that were essential for effective leadership (leaders are born not made i.e. the personal qualities must be there for a successful leadership). According to McCall and Lambardo cited in Iyayi (2005) states that “leaders who failed in the performance of their leadership function exhibit one or more of the ten traits which they call ‘fatal flaws’”. The traits were identified as:

- “Insensitive to others, abrasive, intimidating, bullying style;
- Cold, aloof, arrogant;
- Betrayal of trust;

- Overtly ambitious, thinking of next job, playing politics;
- Specific performance problems with the business;
- Over leading – unable to delegate or build team;
- Unable to staff effectively;
- Unable to think strategically;
- Unable to adopt to boss with different styles; and
- Over dependant on advocate or mentor”.

The support of the theory focuses on the adverse traits, which cannot allow the success of leadership. On the other hand, Kirkpatrick, in the same Iyayi (2005) proffers the leadership traits that matter in the success of a leader, they are: “Honesty and integrity; Cognitive ability; Achievement, ambitious, bravery, tenacity, initiative; Ability to motivate (personalize versus socialized); Self confidence including emotional stability; Knowledge of the business; Charisma, creativity/original, flexibility.”

Behavioral Theory of Leadership

Research findings by Lewis, Lippit and White advocate a continuum theory of leadership by identifying three basic styles of leadership. At the extremes, there is the autocrat and laissez faire and in-between the democratic leader. The autocratic leader is distrustful of group members, believes in carrot and stick theory of motivation. At the other extreme of the continuum is the laissez faire leader bereft of self confidence in leadership ability, sets no goal for the group, and abhors communication and group interaction. This is a leader who leaves achievement to chance. While the democratic leader occupies the middle of the spectrum believes in group decisions, take the group into confidence and objectively celebrate the group’s achievement and apportioned blame as a corrective measure.

Attitudinal leadership theory

This was centers mainly on attitudinal tendencies of leadership which could either be concerned for task or concerned for the people.

Contingency/Situational Leadership Theory

This holds that leadership is a function of situation i.e. the situation determines the nature and success of a leader.

Despite all that has been and is still being said about leadership, it would appear that there is no quick fixed notion of this concept, which makes it virtually

intractable. However, recognizing and understanding the importance of leadership means understanding the work of leadership. These include empowering people, visionary, problem solving, creativity and the ability to motivate the follower-ship towards the shared vision.

Undertaking this work requires four key qualities in a leader as follows:

1. Providing purpose, direction and meaning;
2. Building trust;
3. Providing optimism;
4. Focusing on action and results.

Modern thinkers on leadership would appear to zero in on flexibility as one of the key qualities that leaders have. Peters, in Iyayi (2005) states that “today’s successful business leaders are those who are most flexible of mind, possess the as ability to embrace new ideas routinely challenge old ones and live with the paradox will be of effective leaders’ premier trait”.

METHODOLOGY

The population of the study comprises of all entrepreneurs operating in Ondo State. Eighty (120) were randomly selected in Akure North, Akure South and Ondo Centre senatorial district of Ondo State. Questionnaire was designed and administered on the one hundred and twenty selected entrepreneurs. Questionnaires were designed to elicit information on entrepreneurship leadership and sustainable development and entrepreneurship. The chi-square technique was used to analysis the data.

RESULTS AND DISCUSSION

H₀: Entrepreneurship leadership style has no positive effect on employees’ motivation.

Table 4.1 χ^2 -calculated on the effect of entrepreneurship leadership style on employees’ motivation

Tested items	No of observations	χ^2 -calculated	Degree of freedom (r-1) (c-1)	Critical value	χ^2 -Tabulated	Remark
Entrepreneurship leadership style and employees motivation	120	56.453	20	0.05	12.321	Reject H ₀

Source: Field work, 2017

H₀₂: Entrepreneurship Leadership style has no positive effect on the growth of enterprises in Nigeria.

Table 4.2 χ^2 -Calculated for entrepreneurship leadership style and growth of enterprises

Tested items	No of observations	χ^2 -calculated	Degree of freedom (r-1) (c-1)	Critical value	χ^2 -Tabulated	Remark
Entrepreneurship leadership style and growth of enterprises	120	47.890	20	0.05	12.321	Reject H ₀₂

Source: Field work, 2017

H₀₃: Entrepreneurship leadership has no significant contribution on sustainable development in Nigeria

Table 4.3 χ^2 -Calculated for entrepreneurship leadership style and sustainable development in Nigeria

Tested items	No of observations	χ^2 -calculated	Degree of freedom (r-1) (c-1)	Critical value	χ^2 -Tabulated	Remark
Entrepreneurship leadership style and sustainable development	120	89.006	20	0.05	12.321	Reject H ₀₃

Source: Field work, 2017

Interpretation and Discussion of Results

Tables 4.1 to 4.3 above present the results of the χ^2 -test statistics computed for the study hypotheses. In table 4.1, the χ^2 -calculated of 89.006 is greater than the χ^2 -tabulated of 12.321 at critical level of significant of 5%. This implies that the null hypothesis which states that entrepreneurship leadership style has no

positive effect on employees' motivation is rejected. Entrepreneurship leadership style had been found by McClelland (1987) to be positive related to employees' motivation. The type of leadership an entrepreneur exhibit can make or mar his organization. An entrepreneur that likes to carry every segment of his organization alone in the decision making process will get the best from his employees in term of sustaining the employees interest in the overall development of the organization. In fact, Alam and Hossan (2003) concluded that leadership style was one of the factors that could motivate employees to work. An entrepreneur who fails to live above board in terms of pro-activeness, creativity, innovative, punctuality to work, attention to detail, attention to employees complaints and appropriate use of inter-department conflict resolution to solve employees conflict of interest may not help the motivation of employees. According to Oluremi and Gbenga (2011) entrepreneurship leadership style and employees motivation were found to be directly related to bring the expected sustainable positive attitudes in employees towards the achievement of organizational goals and objectives.

In table 4.2, the χ^2 -calculated is less than the χ^2 -tabulated (that is, $47.890 < 12.321$). This reveals that the null hypothesis which states that entrepreneurship Leadership style has no positive effect on the growth of enterprises in Nigeria is rejected. It can be asserted that entrepreneurship Leadership style has no positive effect on the growth of enterprises in Nigeria. The growth of enterprises in Nigeria is positively related to the type of leadership style an entrepreneur exhibit. An appropriate leadership style may mar the growth of the enterprise in Nigeria, a leader should live by example in terms of showing positive attitudes to work, positive attitudes to details, positive attitudes to employees complaints and observations and positive attitudes to the welfare of employees. Hornby (2006) concluded that the attitudes of a leader to the subordinate determine to a large extent, the growth of an enterprise. According to him unholy attitudes on the part of a leader might discourage hardworking employees who were ready to give their best to the organization thereby hamper the organizational growth. A caring leadership/ participatory leadership style had been found by Akanni (2010) to help the growth of an organization.

Also, in table 4.3, the χ^2 -calculated of 89.006 is greater than the χ^2 -tabulated of 12.321 at critical level of significant of 5%. This implies that the null hypothesis which states that entrepreneurship leadership has no significant contribution on

sustainable development in Nigeria is rejected. This shows that entrepreneurship leadership has significant contribution on sustainable development in Nigeria. Entrepreneurship leadership style is essential in sustainable development of Nigeria. An innovative leadership entrepreneur will continue to implement ideas that may help in solving societal problem in his immediate society thereby creating sustainable growth of the environment. A creative entrepreneur may be useful in developing solution to societal problem through the manufactured of goods and provision of services that are essential import based.

CONCLUSION AND RECOMMENDATIONS

Conclusion

This research paper deals with entrepreneurship leadership style and sustainable development in Nigeria. Based on the results of the following conclusions were made. Entrepreneurship leadership style had a positive effect on employees' motivation in an organization. The type of leadership style an entrepreneur exhibit could either make or mar an organization. A proper leadership style of participating in organizational activities by the entrepreneur, involving employees in the decision making process, allowing employees to make their own mistake, give more responsibilities to employees and just to mention a few would help in encourage employees to work.

It could also be concluded that entrepreneurship leadership style and organizational growth were positively related. The growth of an enterprise was determined to some extent on the ability of the business owners to provide appropriate leadership for the employees. A business owners/entrepreneur that gives support to the employees might benefit from a better business growth. This was so due to the fact that employees would always ready to do their best for an employer that support and gave them ample opportunity to contribute their quotas to the development of the organization. A visionary leadership style was needful for the achievement of sustainable development in Nigeria. Entrepreneurship leadership style could help to improve the present of infrastructural facilities in their immediate environment by intervening through Corporate Social Responsibilities.

Recommendations

The study had showed that with appropriate entrepreneurship leadership style sustainable development was achievable. Therefore, based on the conclusion of

the finding the followings recommendations were made. Entrepreneurship in Nigeria should continue to provide better leadership to their employees. This was necessary in order to motivate their employees to develop entrepreneurship spirit and attitudes. The growth of enterprises depends on the type of leadership style an entrepreneur provided. Therefore, there is need for entrepreneur in Nigeria to provide a leadership style that might help in improving their businesses. This could be achieved through appropriate leadership style that encouraged subordinate to inculcate entrepreneurship ideas. An entrepreneur should try as much as possible to provide a kind of leadership style that might encourage others to take up entrepreneurship. Continuous use of Corporate Social Responsibilities Intervention by entrepreneurs in their host communities should continue to be encouraged. This was important in order to encourage the entrepreneur to contribute their quotas to the development of the country.

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