**12th Induction**

**29th November, 2018 @ Kaduna State University**

**INNOVATE**

Human Capital Development like any other field of endeavor thrives on Innovation.

According to the Cambridge English dictionary to alter or to change something to new. To introduce something new to a particular environment. To do something new.

To introduce (something) as new

Human Capital Development like any other field of endeavor requires innovation. To make changes in something established especially by introducing new methods, ideas or products.

Unfortunately, innovation seems to be getting scarcer and scarcer in Nigeria. Recently, the boss of Goggle made a very indicting statement concerning Nigeria when he came visiting, he said that there was little or no innovation emanating from Nigeria. This indeed is a very sad situation.

CONSTRAINTS TO INNOVATION

Some Hindrance’s to Innovation in Nigeria

A. **Mindset**

1. The African Chief Mentality
2. The American CEO mentality
3. The Asian Guru Mentality
4. The Seige mentality

B. **Attitude**

1. Mediocrity
2. Complacency
3. Gradualism
4. Procrastination

There is a need for a total mindset transplant.

Mindset- is a set of assumptions, methods or notions held by one or more people or groups of people. A mindset can also be seen as incident of a person’s worldview or philosophy of Life.

We seem to be caught in a strange disease which frown at anything new. One of the greatest diseases to the Nigerian or the African by extension is that anything African is inferior.

Let me go back in history, when the Europeans came, they met in certain places advanced African civilization. In order to take charge, they had to make the African to loose faith in himself. We already had our educational systems, even university, at Timbuktu we had professions- Doctors, Pharmacist, Engineers, Architects, Craftsmen, Hunters, Blacksmiths, Farmers, Bankers, Fishermen e.t.c. They destroyed what we had and we adapted theirs, meanwhile even theirs at a point was rudimentary, so we abandoned ours and today we are struggling to discover ourselves. Sad, we heed an ethical reorientation

Dare to be different. The world pays for your difference.

**Cyril Ogboli**

Chairman; BoT

.