



CONSTITUTION / BYE-LAW OF THE OUTSTANDING LEADERSHIP ACADEMY (TOLA)

PREAMBLE

We, the Founding Members of THE OUTSTANDING LEADERSHIP ACADEMY (TOLA), inspired by the values of Excellence, Character, Influence, and Global Impact, hereby establish this Constitution to guide the governance, membership, ethics, leadership development, and professional standards of the Academy.

TOLA exists to cultivate exceptional leaders, strengthen global leadership capacity, and promote transformational leadership across Africa and the world.

ARTICLE 1 — NAME, STATUS, AND LEGAL STANDING

1. The name of the Institution shall be THE OUTSTANDING LEADERSHIP ACADEMY (TOLA).
2. TOLA shall operate as a non-profit, non-partisan, professional leadership institute.
3. The Academy shall be incorporated under the laws of the Federal Republic of Nigeria or any other approved jurisdiction.
4. TOLA shall maintain a Headquarters and may establish other national and international chapters.

ARTICLE 2 — VISION, MISSION, AND OBJECTIVES

2.1 Vision

To build exceptional leaders who transform societies and shape the future.

2.2 Mission

To provide world-class leadership education, certification, mentorship, and professional development that equips individuals, institutions, and communities for excellence.

2.3 Objectives

TOLA aims to:

1. Promote outstanding leadership, ethics, and service.
2. Develop a global network of certified leaders and professionals.
3. Offer leadership programs, certifications, mentorship, and capacity-building initiatives.
4. Encourage research, thought leadership, and innovation in leadership development.
5. Maintain a structured professional membership system representing leadership excellence.
6. Foster partnerships with governments, institutions, and global leadership bodies.
7. Uphold the values of integrity, accountability, influence, and transformation.

ARTICLE 3 — MEMBERSHIP STRUCTURE AND STANDARDS

Membership in TOLA is based on merit, leadership achievements, integrity, and demonstrated impact. Admission into professional grades requires peer evaluation of leadership accomplishments.

Membership grades include:

1. Leadership Trainee (LTOLA)

For students, emerging leaders, and early-career individuals with demonstrated leadership promise.

2. Associate Leader (ALOLA)

Requirements:

Diploma or degree

Minimum 1 year of leadership involvement

Evidence of initiative, volunteerism, or early achievements



3. Certified Leader (CLOLA)

Requirements:

1. Recognized qualification and minimum 3 years of leadership experience
2. Documented leadership achievements
3. Proven impact in organization, community, or projects
4. Completion of required leadership programs where applicable
5. Assessment by the Leadership Certification Review Committee

4. Senior Leader (SLOLA)

Requirements:

1. Minimum 7 years of progressive leadership experience
2. Outstanding contributions such as:
 - Major projects or reforms
 - High-level leadership roles
 - Speaking engagements
 - Leadership publications or awards
3. Evidence of exemplary character, service, and influence
4. Expert peer-review evaluation

5. Fellow of TOLA (FLOLA)

The highest professional designation.

Nominees must:

1. Have 10+ years of distinguished leadership experience
2. Demonstrate exceptional leadership contribution and influence
3. Show measurable impact at national or international levels
4. Be role models of integrity, character, and excellence
5. Undergo review by the Fellowship Evaluation Panel
6. Honorary Fellow (HFLOLA) Conferred by the Governing Council upon eminent individuals of outstanding leadership distinction.

Public Registry

TOLA shall maintain an official registry of Certified Leaders, Senior Leaders, and Fellows for transparency and professional verification.

ARTICLE 4 — RIGHTS AND PRIVILEGES OF MEMBERS

Members in good standing shall:

1. Use approved post-nominals: LTOLA, ALOLA, CLOLA, SLOLA, FLOLA, HFLOLA.
2. Participate in TOLA activities, programs, and conferences.
3. Hold leadership positions based on membership grade.
4. Access leadership resources, mentorship, and publications.
5. Receive recognition as certified members of an international leadership institution.

ARTICLE 5 — DUTIES AND ETHICS OF MEMBERS

Members shall:

1. Uphold the TOLA Code of Professional Conduct.
2. Maintain integrity, excellence, and moral character.
3. Practice responsible, ethical leadership.
4. Avoid conduct that may bring disrepute to TOLA.
5. Commit to continuous leadership development.
6. Contribute positively to communities and national transformation.



ARTICLE 6 — GOVERNANCE STRUCTURE

TOLA's governance shall rest with the Governing Council, responsible for leadership, strategy, standards, and discipline.

Council Composition:

1. President / Registrar
2. Vice President (Leadership Standards)
3. Director of Membership & Certification
4. Director of Leadership Programs & Training
5. Director of Research, Thought Leadership & Innovation
6. Director of Administration & Finance
7. Chairperson, Ethics & Leadership Standards Council
8. Regional / International Representatives
9. Appointed Fellows (Advisory Role)

ARTICLE 7 — TENURE AND MEETINGS

1. Council members serve a 3-year term, renewable once.
2. The Council meets twice yearly or as needed.
3. The Annual General Leadership Summit (AGLS) shall:
 - Present annual reports
 - Induct new members
 - Confer Fellowships
 - Conduct elections

ARTICLE 8 — FINANCE

1. TOLA may derive funds from dues, certifications, grants, programs, and donations.
2. Financial activities shall comply with approved policies.
3. Accounts shall be audited annually.

ARTICLE 9 — CHAPTERS AND PARTNERSHIPS

1. TOLA may establish chapters nationally and internationally.
2. Partnerships may be formed with institutions and leadership bodies.
3. Autonomy of TOLA must always be preserved.

ARTICLE 10 — DISCIPLINARY ACTIONS

1. Misconduct shall be reviewed by the Ethics & Leadership Standards Council.
2. Sanctions include warning, suspension, demotion, or expulsion.
3. Affected members may appeal within 30 days.

ARTICLE 11 — AMENDMENTS

Amendments require a two-thirds majority at the AGLS and subsequent Council ratification.

ARTICLE 12 — SEAL AND AUTHORITY

TOLA shall maintain an official seal, and documents shall bear the signatures of the President/Registrar and one authorized officer.

ARTICLE 13 — DISSOLUTION

If dissolved, assets shall be transferred to a similar non-profit body and shall not benefit any individual member.

ARTICLE 14 — ADOPTION

This Constitution is adopted on the 2nd day of December 2025



ARTICLE 15 — MEMBERSHIP APPLICATION, SCREENING & ADMISSION

15.1 Required Documents

- Application form
- CV
- Academic and leadership credentials
- Evidence of leadership achievements
- Awards, publications, project reports
- Referees (1–2 depending on grade)
- Application fee

15.2 Screening & Evaluation

Applications are reviewed based on:

- Leadership achievements
- Integrity and public character
- Impact of contributions
- Verification of documents
- Alignment with TOLA values

Evaluations are carried out by qualified review committees using TOLA's Leadership Excellence Rubric.

15.3 Approval & Admission

Approved applicants receive:

- Membership Certificate
- Membership ID
- Official recognition letter
- Access to TOLA benefits

15.4 Induction

All new members must attend:

- Leadership Induction Ceremony
- Integrity & Leadership Oath
- Orientation programs

15.5 Appeals

Applicants may appeal decisions within 30 days.

