



## **The Amhara ethnic group of the world unite and form collective leadership global system: Integrating Collective Leadership system and professional Capital with unity**

"Quantum physics thus reveals a basic oneness of the universe and collective leadership is the driving force Amhara global oneness."- *Ademe Billal*

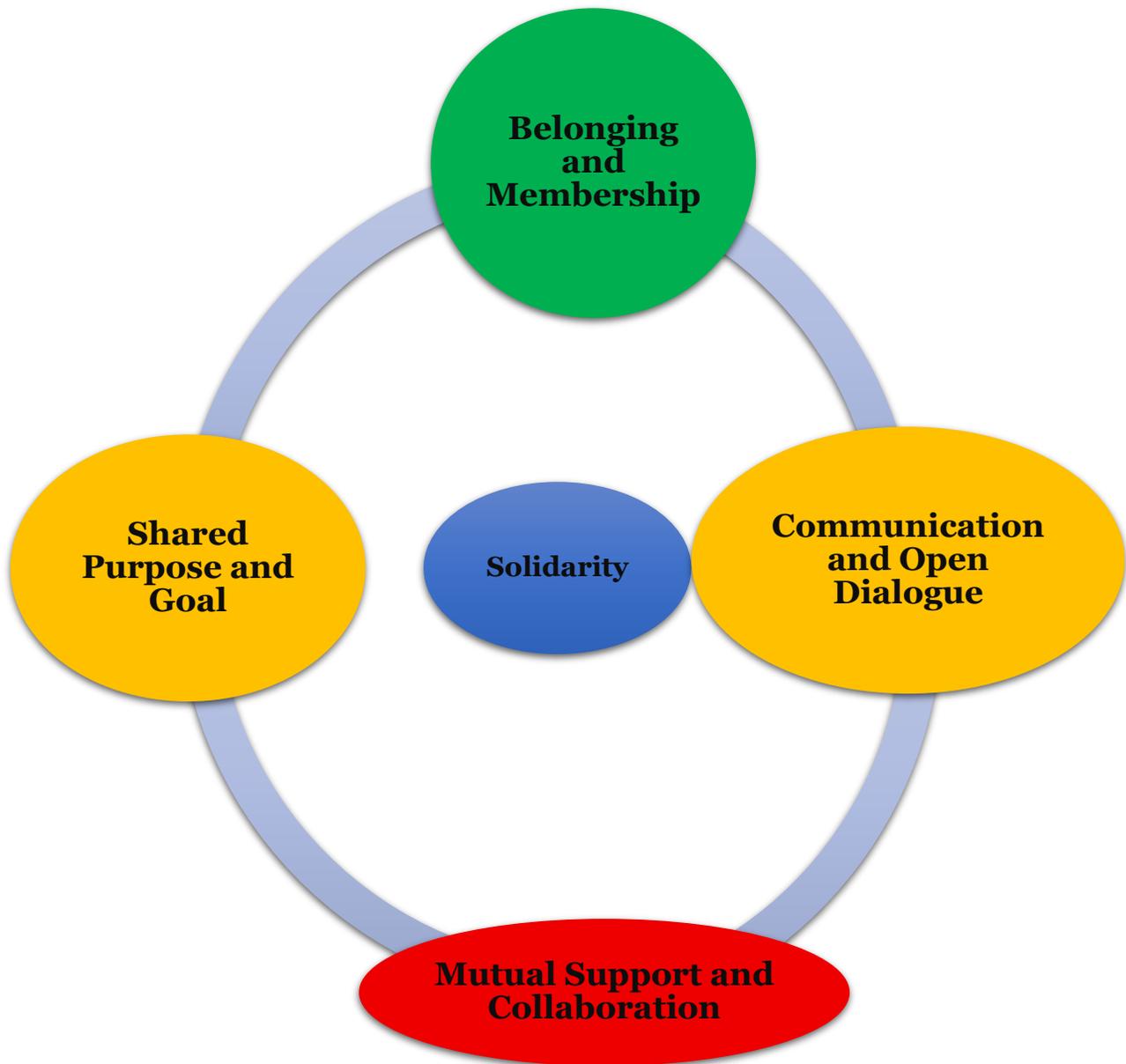
*"The human being is part of the whole, called by us the 'universe', a part limited in time and space. He/she experiences himself/herself, his/her thoughts and feelings, as something separate from the rest--a kind of optical delusion of consciousness. This delusion is a kind of prison for us, restricting us to our personal desires. Our task must be to free ourselves from this prison by widening our circle of compassion to embrace all living creatures and the whole of nature in its beauty."- Albert Einstein*

*"All things are linked with one another dialectically, and this **oneness is sacred**; there is nothing that is not interconnected with everything else. For things are interdependent, and they combine to form this universal order. There is only one universe made up of all things, and one creator who pervades them; there is one substance and one law, namely, common reason in all thinking creatures, and all truth is one--if, as we believe, there is only one path of perfection for all beings who share the same mind called **collective leadership**."-Ademe Billal*

**This article aims to foster cross-disciplinary dialogue, encourage innovative approaches, and ensure the rapid dissemination of discoveries that have the potential to transform both solidarity and the Amhara society.** This is a powerful call to action that can rally the global Amhara diaspora and domestic Amhara people to collectively address the injustices and inequalities of Prosperity Party genocidal regime, advocating for a united global Amhara people to overthrow the existing order and establish a democratic society. It is a demand for the global Amhara people (and other Ethiopians) to band together, transcending national borders, to fight for their shared interests: **the all-inclusive transitional people's democratic government.** Physical interpretation:

- **Symbol of solidarity:** The phrase continues to be a central slogan for movements that promote the Amharas' and other Ethiopian population's human rights and social justice, the workers unions, and democratic system.
- **Insistence: It must be a summon to stand with the voice of the voiceless Amhara ethnic group.** Members actively support one another and engage in collective action, which builds resilience and enhances the community's ability to address challenges. A shared emotional bond and sense of solidarity among members strengthen the community and its ability to function cohesively.

- **It instructs an inspiring movement:** The call to action is based on the state terrorist mono-ethno-centric fascism, that Prosperity Party Gospel is a tool of neo-liberalism and Arab Emirates-neo-colonialist ideology, that inevitably led to its own destruction by creating a unified and polarized Ethiopians (particularly the Amhara that are under siege of the Fascist federal army), that will eventually dissolve the murderous state. Building and nurturing meaningful relationships between community members fosters deeper connections and a stronger sense of unity is a necessary precursor.



Solidarity on the move: Unite and collectively collaborate!

- **Resolution:** The urgency must take place for the epistemological rational of the contingent/conditional Amhara ethnic extinction/extermination by barbarians. Note that an extinct ethnic group is one whose unique cultural traits, ways of life, or sense of community have ceased to exist, often due to assimilation, conquest/genocide, or catastrophic events like plagues of the ethno-centric federal armies and Drons, rather than the total disappearance of its population. Examples include the Chud people, who disappeared after the 12th century, the Mators, who were assimilated by Russians and Siberian Turcics in the 1840s, and Volga Bulgarians, whose extinction is linked to a Mongol attack in the 15th century.

### Reasons for the anticipated extinction:

- **Homogenization (cultural genocide):** This is a common reason, where the Amhara ethnic group forced to adopt the language, culture, and customs of the Oromo dominant group, leading to the erosion of their unique identity.
- **Vanquishment:** The subjugation, ethnic cleaning, and genocide of the Amhara ethnic across Ethiopia by ethno-centric Prosperity Party genocidal regime, particularly through military force (physical genocide, religious genocide, cultural genocide, eliticide, etc.) can lead to cultural suppression and assimilation, as seen with the Bulaqs.

### In a collective leadership model, professional capital:

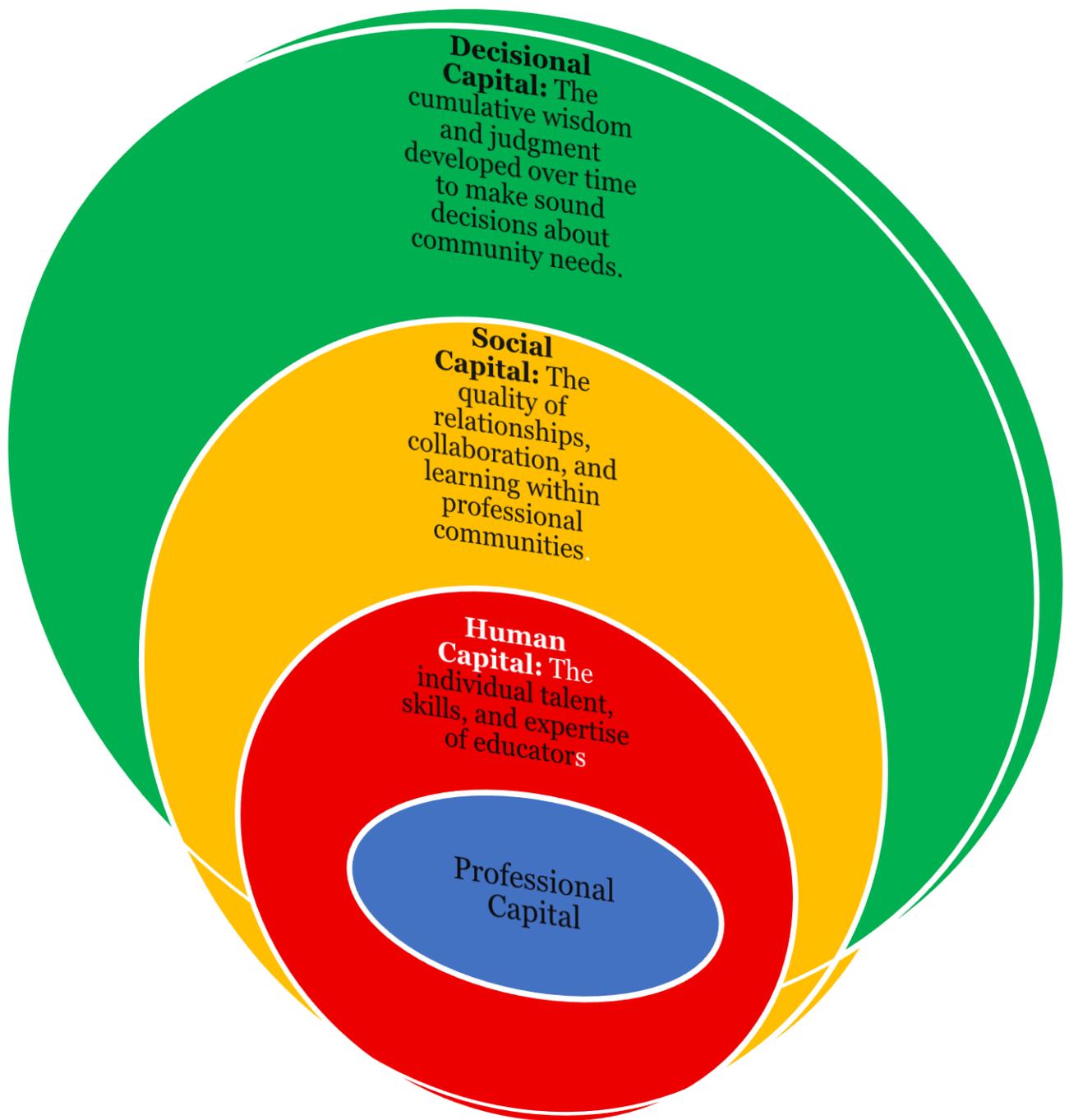
- a. **Human capital:** (individual and group knowledge, skills, talents), refers to the individual and collective knowledge, skills, and talents possessed by members of the group. It includes:

- b.

- **Individual expertise:** Each person's distinct instructing talents, knowledge, and abilities form a core component.
- **Shared skills:** Collective knowledge and skills are developed and circulated within the group, enhancing overall capacity

- c. **Social capital:** (collaborative networks, shared learning, trust), focuses on the networks and relationships that enable collaboration and learning among individuals and groups:

- **Trust and relationships:** A foundation of trust and positive relationships is crucial for open communication and collaboration.
- **Collaboration and shared learning:** revolutionists and other members learn from each other, sharing expertise and fostering innovation.
- **Culture of de-privatization:** Practices become less isolated, and more dialogue and cooperation occur across the organization.



**Professional Capital, as conceptualized by Hargreaves and Fullan, comprises three interconnected elements**

**d. Decisional capital:** (expertise, judgment, and the capacity to make informed choices), involves developing and applying sound judgment, expertise, and effective decision-making skills over time:

- **Expertise and judgment:** Over time, individuals develop deep expertise and sound judgment, allowing for better decision-making.
- **Effective Decision-Making:** Leaders and team members are empowered to make informed decisions, contributing to faster and more effective solutions.

These elements work together, with shared leadership fostering an environment where individuals can contribute their unique strengths to achieve common goals of solidarities.

### **Dialectical connection of professional capital to collective leadership**

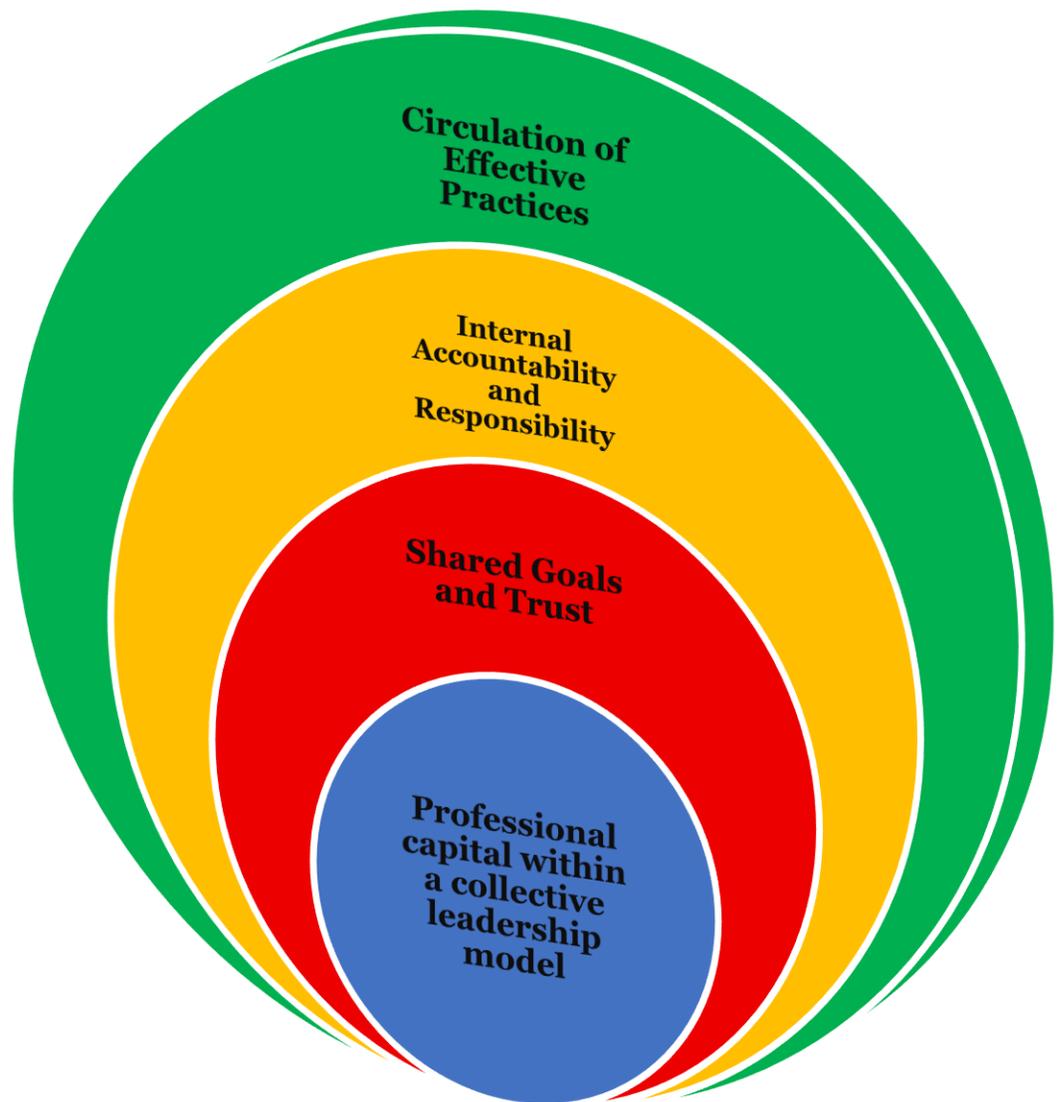
Collective leadership thrives when these forms of capital are developed and circulated within the system.

- **Fostering collaboration:** Collective leadership creates the conditions for human, social, and decisional capital to flourish, enabling individuals to tap into their fullest abilities.
- **Shared responsibility:** By dispersing leadership responsibilities, collective leadership allows for faster decision-making and more innovative solutions, drawing on the diverse professional capital of all members.
- **Building a culture of growth:** The development of professional capital fuels the collective leadership model, leading to a more adaptable and effective system where change is sustained and driven by the collective.
- **Motivational:** People are motivated by good ideas tied to action; they are energized even more by pursuing action with others; they are spurred on still further by learning from their mistakes; and they are ultimately propelled by actions that make an impact—what we call ‘moral imperative realized. People are motivated by good ideas tied to action; they are energized even more by pursuing action with others; they are spurred on still further by learning from their mistakes; and they are ultimately propelled by actions that make an impact—what we call ‘moral imperative realized.
- **Collective responsivity:** Collective responsibility is not just a commitment; it is the exercise of capabilities on a deep and wide scale. It encompasses positive competition: challenging the limits of what is humanly and professionally possible.
- **Core principle:** The core principles that draw on and build professional capital in revolutionist freedom fighter are the same as those that cultivate professional capital through an entire system...They are about developing your commitments and capabilities, pushing and pulling your comrades, exercising collective

responsibility together and collaborating with your competitors across the whole system for the great good that transcends us all.

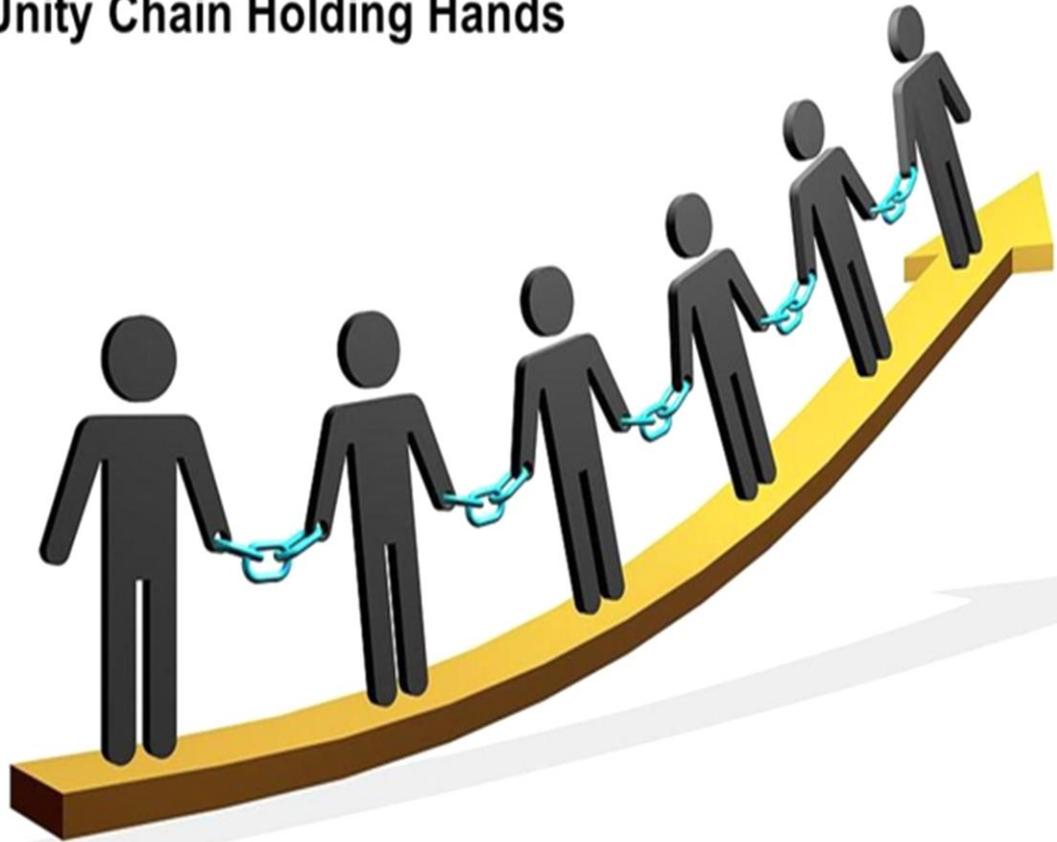
- **Professional capital:** professional capital within a collective leadership model fosters solidarity by cultivating a group's shared expertise, trust, and commitment to a common goal. By investing in the social capital—the quality of relationships and trust within a group—and the human capital—the individual skills and knowledge—of its members, collective leadership builds the shared resources and confidence needed for collaborative problem-solving and mutual support, which strengthens the group's collective identity and sense of purpose.
- **Collaborative development and consciousness raising:** Professional capital involves developing the human capital of individuals and fostering the social capital of the group through collaborative learning. Leaders facilitate this by creating opportunities for shared knowledge and constructive feedback, allowing the group to learn and improve together, which builds internal cohesion and responsibility.
- **Internal accountability and responsibility:** When a group has high professional capital, individuals are more likely to become internally accountable and responsible. A developmental approach where people learn from and support each other drives improvement, with the group itself taking ownership of its progress rather than relying on external forces.
- **Circulation of effective practices:** Professional capital includes the ability to share and spread the most effective practices and knowledge. In a collective leadership model, this circulation happens organically within a trusted network, strengthening the collective capacity and reinforcing solidarity as everyone benefits from shared expertise.
- **Building confidence and capacity:** Collective leadership, through the development of professional capital, helps individuals and the group gain the confidence to tackle difficult conditions. By building grounded confidence and providing the resources to achieve shared outcomes, the group becomes more resilient and capable of deep, collaborative work.
- **Dialogue among revolutionists:** Rethinking and recreating scenarios of cooperative and inclusive consciousness raising. In addition to expanding collaborative spaces, the dialogue among revolutionists as a formative and innovative strategy introduces new perspectives and reshapes the underlying conceptions in existing practices by the integration of new elements. For this dialogue to be constructive, it requires proposals and strategies that support it and encourage it. In this article, we presented a collaborative methodological proposal where, through dialogue, joint analysis, and reflection on specific practices, learning scenarios are reconstructed within the framework of cooperative learning, with the aim of improving equitable participation and simultaneous dialectical interaction it requires proposals and strategies that support it and encourage it.

The **dialectical connection** between professional **capital** and a **collective leadership system** refers to how these two concepts are interdependent, constantly shaping and being shaped by each other through interplay and tension. Professional capital (human, social, and decisional) creates a foundation of expertise and collaboration, which, in turn, enables and requires a collective leadership system to effectively deploy and grow that capital for systemic improvement. Conversely, a collective leadership system provides the structure and collaborative environment where professional capital can be cultivated, shared, and leveraged for greater impact.



**Dialectical connection of professional capital and collective leadership**

## Powerpoint Template And Background With Unity Chain Holding Hands



Build for your team a feeling of oneness, of dependence on one another and of strength to be derived by unity!

We as humans are composed mostly of water, H<sub>2</sub>O-the unity of hydrogen and oxygen. Just as the trillions of molecules of water in an ocean do not separate themselves into egoistic entities, we should have a similar mentality towards the entire sea of humanity!

One of the main points about traveling toward global Amhara collective leadership unity is to develop in us a feeling of solidarity, of that oneness without which no better world is possible!

## Convergence and cornerstones of collective leadership

The modern and reviewed research on collective leadership enactment suggests that although the approaches differ in important ways, they converge around the relevance of certain metapractices (Metapractices are practices that shape other practices = praxis) that help transform individual efforts into collective achievements. One can offer these metapractices as insights and guides for effective leaders:

**Connection:** Collective leadership requires connecting dialectically and coordinating with others in the midst of diversity. This is true whether such leadership happens within organizations, within informal working relationships among organizations, or in formal networks with institutionalized governance structures. The metapractice is well represented among the work one reviewed, representing and mobilizing member organizations.

**Cognition:** A critical collective leadership metapractice is shaping the way audiences see things, from how they view their work and how they perceive themselves to how they view others and even how they understand leadership itself reframing discourse, visionary leadership, the catalyst role from, and sense making and visioning are examples of how we have included the importance of cognition.

**Capacity:** A hallmark of collective leadership is its commitment to the broad take-up of leadership by people at levels, from all backgrounds, and with varying perspectives and expertise. That is why metapractice of capacity—the process of enabling and empowering is found among several of the researchers reviewed, including continuous learning, unleashing human energies and enthusing and empowering.

**Consciousness:** Consciousness or self-awareness and self-reflection include caring about one's own footprint in the world and being conscious about how we interact with others.

Conclusion Why is it that advocating for democracy in organizations has become such a provocative idea? Perhaps it is provocative because, being so difficult, it has not been given that much of a chance. But wasn't it nearly 100 years ago that John Dewey wrote that

**democracy is indeed difficult because it demands continuous revitalization through the practice of community-building—a**

**practice that would require “conjoint, combined, associated action” (requires the fundamental quantum leap to collective leadership system within the all-inclusive transitional people’s democratic government which will be the seed of democratic institute).**

Furthermore, the common good in any community would not require an extension of self for others, but rather with others. So, no one said it is easy, but when people in their collective endeavors act together in the world, they can shape their local communities for the better, that is, in ways that are responsive to their mutual needs. It has become facile to succumb to the hierarchical principle of organizational behavior. Let us begin, simply but unequivocally, in the day-to-day practices that we people of goodwill may extend to one another collectively. Everyone can be a party to leadership. Everyone can value another’s interest. In due course, we may take it as natural to enlist our fellow learners in forging a democratic identity.

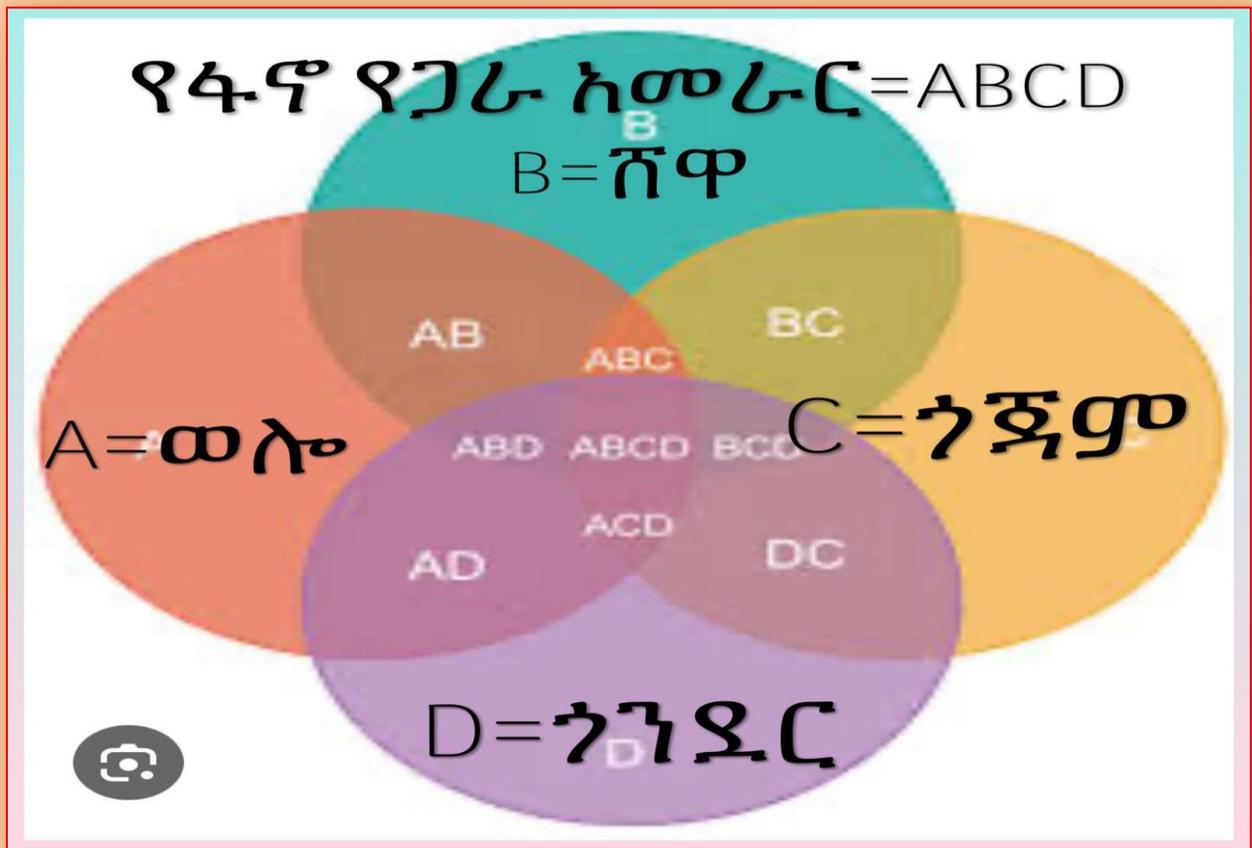
Collective leadership system plays a role in preventing a moral decline of the civilisation by departing from greed, selfishness and callousness on which the dominant social paradigm rests. **It is meant to change people, organisations and the society for the better: to be a strong driving force for creating and spreading noble ideas and responsibility to the future generations.** Unity and equality, solidarity and cooperation, social and organisational balance, lesser inequality and better social utility, environmental protection and interests of all stakeholders—all these things have to be important elements of the managerial elites’ agenda. The best leaders are completely certain in knowing that in life, instead of doing nothing—to paraphrase Helen Keller—one has to be daring enough to embark on the adventure of creating a better future.

**Collective leadership is a consequence of horizontal and/or vertical distribution of roles which creates a tightly-knit or loosely connected group in charge of the strategic process. By including multiple members of the organisation in the tasks of defining objectives and making decisions, leadership becomes a collective act in which good cooperation, open communication, mutual trust and respect are prerequisites for success.**

Horizontal “distribution” of the strategic leadership function at the highest level creates a top management team, which consists of a group of highest-ranking managers in charge of making strategic decisions, outlining the

vision and mission of the organisation, developing and implementing the strategy and other activities of vital importance for the organisation.

**Anchored in democratic governance of collective leadership system as the essence of its approach, collective leadership focuses on three elements of the good governance agenda – equality and non-discrimination, inclusion and participation, and transparency and accountability – that are seen as inalienable rights integral to development in terms of both their intrinsic value and their centrality in harnessing more inclusive outcomes. Note to the readers, genuine and democratically.**



**An art designed by Yegola Michael!**

<https://www.youtube.com/shorts/7QhmD12a-5o?feature=share>