

Crafting Grand Strategy in the Eritrean Forces for democratic change

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What do we mean by grand Strategy?

In moving the Eritrean Forces for democratic change forward, the leadership requires to face three central questions:

1. What is their present situation?
2. Where do they want to go from here?
3. How are they going to get there?

In the first question, **“What is the present situation of the Eritrean Forces for democratic change?”**

The current situation of the Eritrean political and civic organizations their human and material resources in comparison with the dictator’s situation is very weak. I think the forces for democratic change now has assessed their competitive strengths, weaknesses, opportunities, and threats. The recent joint communique of the four political organizations shows us that the context of the joint action to be taken against the oppression carried by the Eritrean dictator since independence.

Crafting grand strategy must be based on the past and present experiences of the Eritrean political disunity and its failures.

Where do they want to go from here?

Where do the Eritrean forces for democratic change want go from here lies within their managements common vision for future direction what our people endeavor to overcome the dictatorship and build democratic society in Eritrea.

How are they going to get there?

Planning a grand strategy requires a strategic vision(the overall purpose of the organization) and mission (lightening the path) setting objectives as such mapping a road(Road map) where an organization is heading and its purpose, the Eritrean Forces for democratic change in Eritrea must focus first removing the internal and external obstacles in removing dictatorship and prepare for the post-dictatorship transition. The forces for democratic change in Eritrea must constitute together a grand strategic plan for coping with current political situation at national and international level meeting the objectives and making progress towards the strategic vision.

The recent agreement of our four political organizations, ENCDC, EPDP, UEJ, ENF and UDC and the principles and values they agreed are:

1. Believing and protecting the Eritrean national people's sovereignty and territorial integrity
2. Removing dictatorship from Eritrea
3. Building multi-party democracy in Eritrea
4. Respecting rule of law/ Constitutional governance
5. Respecting Universal Human Rights and fundamental freedoms

Based on these principles and values they are now in the first phase of integration and start working together by forming a joint coordinating committee composed of 11 persons and task teams on different affairs (Diplomacy, Media, Public mobilization and Resource and Capability building)

Changing the former status is not an easy task it requires reconceptualize the structural, psychological and sociological norms of organizations. The four political organizations must struggle be adaptable, innovative and inspiring for transformation. The four political organizations building blocks for new capabilities. There are four kind of building blocks.

- Process
- Structure
- Motivation
- Organizational accountability

Process means organizational routines that enables or ensures us that the task force is efficient and reliable. Process helps us to generate new ideas and development and the four organizations must have a process where they can learn from their past failures and develop mechanisms that facilitate learning.

- Structure: The four political organizations must adopt a structure that promotes their goals and objectives. The need of organizational structure is very important to develop smoothly and faster.
- Motivation: Drives one to perform towards achieving the goals and objectives of the organization.
- Accountability: Working together requires that all the vertical and horizontal bodies of the organization with safety and must be healthy and wise towards fulfilling their duties-

The leaders of the four Eritrean political organization, coordinating committees and task force are now the first stage of developing a grand strategy to exploit

innovation to win the current oppression and save our people and land from both internal and external forces of domination and occupation.

The Critical need of Leadership

Team Leadership Model

Leadership in organizational work teams has become one of the most popular and rapidly growing areas of leadership theory and research. The Alliance of the Eritrean political organization must practice the team leadership model where the model provides a mental road map to help them diagnose work problems and take appropriate action to correct the critical problems challenging the work of common interest- national interests.

References

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2. Contemporary Strategy Analysis, Ninth Edition, Robert. M. Grant