

Learning Lessons from COVID -19 Pandemic Crisis: An Opportunity for Strategic Leadership to Transform Economies in the Sub-Saharan Africa through Innovation.

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ABSTRACT

COVID -19 has brought untold suffering to various communities around the globe without any solution in the near future. It is these moments of crisis that great champions and economies emerge from. Strategic leadership should focus on how to turn moments of economic depression to come up with economic solution. It is through innovation from simple to complex, from individuals to organizations, and global culture of innovation that Strategic leadership will develop solution to change the world. This paper focuses on simple innovative solution to address some of the complex challenges economies are going in the Sub-Saharan Africa specifically in Southern Africa Development Community (SADC). This paper challenges that the absence of a solution to the COVID- 19 is a sign that the world has done little in terms of dealing with complex challenges, innovation and change. The paper suggests that no problem should be dealt with in a similar way but through creative thinking and innovation leadership should look at every challenge differently from the other. The paper gives a historical details on the discovery of the COVID -19 in China and spreading to almost every country of the world. It then focuses on a handful countries in the region and how leadership responded the pandemic and how it has affected the continent's economy . It then suggests how the challenges can be dealt with.

Key words: Strategic -Leadership, Innovation Leadership, creativity, Transforamtion.

INTRODUCTION

Hu, Ge, Wang and Shi (2015) gives preamble of the Bat origin of human coronaviruses. Special attention has been paid to bat coronaviruses as the two emerging coronaviruses which have caused unexpected human disease outbreaks in the 21st century, emerged from animal reservoirs to cause global epidemics with alarming morbidity and mortality. In December 2019, yet another pathogenic HCoV, 2019 novel coronavirus (2019-nCoV), was recognized in Wuhan, China, and has caused serious illness and death (Fauci, 2020). On December 31, 2019, Chinese authorities reported a cluster of pneumonia cases in Wuhan, China, most of which included patients who reported exposure to a large seafood market selling many species of live animals (Fauci, 2020). Emergence of another pathogenic zoonotic HCoV was suspected, and by January 10, 2020, researchers from the Shanghai Public Health Clinical Center& School of Public Health and their collaborators released a full genomic sequence of 2019-nCoV to public databases, exemplifying prompt data sharing in outbreak response (Fauci, 2020). Health practitioners in other Chinese cities, Thailand, Japan, and South Korea promptly identified travel-related cases, isolating individuals for further care (Fauci, 2020). From China the United States of America's first travel related case was recorded on the 21st of January 2020 Snohomish (CDC, 2020). Within the same week the second case was detected in Chicago which was also travel related case. Since the emergence of the pandemic in Wuhan China late 2019 the disease has spread to over 185 countries infecting over 2,7million people and killing over 190 000

people globally (CNCB, 2020). The genesis of the COVID -19 has brought in a lot of pain and suffering globally suffocating most of the sectors. Due to COVID-19, monetary policies have proven insufficient to stimulate investment and business confidence, there has been a general shift which has affected productivity (Beech 2020).

Lee (2020) projects the effects of the (COVID, 2020) to have hit the global economy and shrinking with about 3% in 2020 and grow to about 5,8% in the following year even though the growth will still be lower than projected growth before the virus (24 April 2020 CNBC). Taking a leaf from who lifted their lock down indicates a slow improvement in the retail sales (Lee 2020). Factories in US, Europe and Asia reported a decline in demand of goods with projection of around 9 trillion dollars 2020-2021 (Lee 2020). El-Erian (2020) instead highlights a further drop in the US economy of about 14%.

COVID-19 IN AFRICA

International Growth Centre (IGC), (2020)shows that an estimated 9.1% of the population in sub-Saharan Africa have immediately fallen into extreme poverty due to COVID-19 and an estimated 150million people losing their jobs across the continent of Africa. African leaders too several initiatives to urgently manage the disease one such was the Economic Community of West African States (ECOWAS). On the 23 of April the heads of states were deeply concerned with the spread of COVID-19 in the ECOWAS region standing at 6083. The summit was also concerned about the negative social economic, financial and human security impact of COVID -19 on all ECOWAS states whose economic growth previously projected to be at 3.3% would fall to 2% if the pandemic were to end by June 2020 and further fall to -2.1% if the pandemic would continue beyond the second half. Some of the economic recovery measures were laid as following financing investment needs and the private sector, allocation of 15% of the annual budgets to strengthen health system, pool purchase equipment and drug (ECOWAS, 2020). As a way of attending to economic challenges ECOWAS took the initiative have their central banks to support financial institutions to provide assistance to small and medium scale enterprises (SMEs), microfinance institutions to support informal sector in order to reduce the effects of COVID-19 on the economy. In an interview with Financial Times on 20 April, the Rwandan President estimated the cost of reviving the African economy after COVID -19 would cost over \$100 billion (?80 billion) (BBC, 2020). Meanwhile the pandemic bought a lot of negatives on every front, it is important to note some innovations that came as a result of the COVID-19. World Health Organization (WHO) on the 20th of May 2020 hosted a meeting across Africa on their response to the COVID-19 pandemic.

COVID-19 SOCIO – ECONOMIC IMPACT IN SADC

Most of the SADC countries had diverse approaches in dealing with the COVID -19 pandemic. This paper will take glimpse on three of the SADC member states Tanzania at the east, Zimbabwe all most at the centre and Mauritius which in the far south.

Zimbabwe

Zimbabwe recorded its first COVID-19 case on the 21st of March 2020 39-year-old Caucasian male who is a resident of Victoria Falls who had travelled to Manchester, United Kingdom on March 7 and returned on March 15 via South Africa. After arrival, he put himself on self-quarantine at home as per our advice to travellers coming from COVID-19 affected countries (Xinhua, 2020). The country leadership was prompt in issuing out important instruments to provide a clear guideline as to how the country would function during the COVID period through statutory instrument Statutory Instrument 77 of 2020 which was issued on the 23rd of March 2020. It gave information such as making people aware of the COVID-19 as a formidable epidemic disease, and that people who would be suspected would be subjected to compulsory

testing (Statutory Instrument 77 of 2020). On the 28 of March 2020 the government published a 2020 439 Statutory Instrument 83 of 2020 on Public Health (COVID-19 Prevention, Containment and Treatment) (National Lockdown) Order, 2020. The statutory gave guidelines on the lock down prohibiting gathering, closure of some boarders, prohibiting of hoarding of medical supplies and that the local authorities to provide land for isolation and quarantine (Statutory Instrument 83 of 2020). The first death was reported on the 23 of March at Wilkins infectious hospital in Harare that caused a lot of fear and anxiety (Zaba, 2020).

As the country of Zimbabwe continues to battle with the disease it is important have a broader plan how the disease will affect other factors of the economy. While it is not known when the COVID-19 pandemic will end or how it will end or what the death toll will be or even what the long-term political and economic impact will be (Zaba, 2020). It is the purpose of this study analytically look into how the countries responsiveness, the economic impact of the diseases. As a starting point the country health system is already experiencing challenges for some time with many people who have the means preferring to be treated outside the country. The advent of COVID-19 will definitely have a crippling effect to the almost collapsed health care system (Zaba, 2020). It is important that people understand their role in stopping the spread of the disease. It is no longer life as usual and people should heed the call to self-isolate and to practice social-distancing. People must stay at home and limit unnecessary movements. If it means locking down the country to combat the spread of the disease so be it (Zaba, 2020). Mukeredzi (2020) describes the government ordered a lockdown announced on the 30 March. It reduced movements of the general public and only allowed to visit supermarkets and pharmacies within a five-kilometre radius of people's homes and closed cheaper public markets. Public market were reopened responding to the general outcry of the hardships felt by small-scale traders and farmers. Money transfer agencies, previously closed, would be allowed to open three times a week. The Zimbabwean economy is currently in turmoil experiencing hyperinflation, drought related poor harvest with food shortages are affecting 7.7 million people according to WFP's country director. Water shortages in the major cities such as Harare, Masvingo, and Chitungwiza with people queuing at boreholes even during lockdown when they are supposed to be home observing social distancing (Mukeredzi, 2020).

Apart from the developing statutory instruments, the country has put some measures towards the management of the COVID- 19 such as designating facilitations for quarantine for people arriving from outside the country of which most of the confirmed cases are from that group of people. Zimbabwe, like other African countries, has received 20,000 test kits, 100,000 face masks, and 1,000 protective suits from the Jack Ma Foundation (Mukeredzi, 2020). The country has gotten responses from various players such as the humanitarian agencies distributing food during the lock down. The business community has come on to support towards the fight of the pandemic.

Mauritius

The country of Mauritius was reported to be the first in African country to contain the spread of COVID-19 after reporting the initial COVID-19 cases on 18 March, and in five weeks it managed to bring down the local infections to zero cases, due to the enforcement of preventive and control measures (SADC, 2020). Mauritius's success story was attributed to the high political commitment, strong preparedness and response coordination (SADC, 2020).Mauritius, is one of the countries whose economy was reported made great strides and also in the area of health where by the end of April 2020, the health authorities reported that more than 90 percent of COVID-19 patients had recovered(Mamode, Soobhug, Heenaye-Mamode, 2020).The success in the management of the pandemic through various mechanism such as the sanitary curfew/lockdown, sanitization and sensitization campaigns and safe shopping guidelines measures at grocery stores and in busy public places (Mauritius Research and Innovation Council, 2020).The government took innovations as one of the strategies to combat the pandemic the Mauritius Research and Innovation Council (MRIC)made a special call for projects to counter the impacts of COVID-19 through innovative technology-based products and services(MRIC, 2020).

Tanzania

The country of Tanzania reported its first COVID-19 case on the 16th of March 2020 (Tarimo, and Wu, 2020). It is also important to note that according to WHO, Tanzania was once reported second-highest number of COVID-19 cases in the East Africa community behind Kenya, with 509 cases and 21 deaths as of May 26th (IGC, 2020). The government kept their borders open, allowed business to continue operating, and citizens can attend religious gatherings with social distancing rules, while schools, universities, and other miscellaneous mass gatherings have been banned (Tarimo, and Wu, 2020). The Tanzanian case is another lesson on how people can learn to live with the Virus in a way that does not hinder economic growth (IGC, 2020). The Tanzanian President got a lot of negative criticism on his emphasis on coming up with home grown such as drinking ginger and lemon tea, and steam therapy as a way to prevent infection (Kwayu, 2020). As the world continues to battle with the COVID pandemic with most countries experiencing a second wave of the virus it then calls for a multifaceted approach to manage the healthcare systems and the economies. The innovative approaches at the country level need to be harnessed to inform what happens at the global platform. Although the measures taken by Tanzania, such as allowing churches and mosques and not imposing a lockdown on the country, are unique in the sub-Saharan African countries, the World Bank Group is reported to have applauded Tanzania's response as compared to other African countries that have merely duplicated Western approaches (Magoti 2020).

INNOVATIONS AND CREATIVITY

Business firms to adopt various innovative and technological processes that are required for smooth running to operational activities for organization growth and profitability (Zhang, Khan, Lee & Salik, 2019). In order to attract foreign capital, firms focus closely on their innovation for long-term profits and growth purposes (Kuo & Wu, 2007). Different leadership styles have their place in the development of innovative strategies and models used by competitive firms in various fields such as IT, finance and human resources. Zuraik (2016) posit that innovative model depends on the size of the organization ranging from the entrepreneurial model for a small to medium-size which takes a shorter time to innovate than corporate innovation for big companies that takes longer in innovation processes. Zhang, Khan, Lee & Salik, (2019) assert that technological advancement have forced business organizations to change, thus business models must be integrated. A good example of innovation by Kippenberger (2002) which establishes a shift from manual to knowledge work, resulting in skills demand shift in the market and a rise in expectations and educational qualifications. Innovation leaders influence organizational culture by forming and allocating structures, resources, putting processes in place and creating a learning environment (Zuraik, 2016). Further, innovation leaders combine strategies and build the structure and culture that support innovation. However, there is no formula for innovation leadership because of its connection with several leadership theories. Technological innovations help the firm to respond to effectively to dynamic environments, it also helps in significant role in the improvement of firm productivity and performance (Zhang, Khan, Lee & Salik, 2019). Kacem (2014) also notes that organizations require different types of innovations such as product and process for example goods and services or improvement in the organizational structure respectively. Leadership should investigate the areas that need to be innovated. In certain incidents, the innovation may require the whole product being re-adjusted.

With the COVID-19 still far from being managed even at a global level there is need for strategic actions to be put in place so as to allow the economy to function. There is need for a reorientation of the whole system such as government to come up with priority list of what is needed for the country to survive and pull through this rough period. After this is established there is need for the government to fund such areas.

Creative leadership must facilitate positive relationships in organizations to produce profitable growth

through innovation (Garcia, 2018). The government's role towards promoting innovation includes funding research and investing directly in innovation in certain areas such as technology and encouraging universities generate a constant flow of research and ideas which will result economic growth (Adams 2005). For example the area of food industry where as a new innovative intervention, the companies in that line should look for partners who are willing to get into various product at a small scale in various corners of the country. Ionescu and Dumitru (2015) highlights that companies that have success and register the quickest growth are those that use, in their daily activity, innovative solutions, and signification percentage of their income is generated by new or quality improved products and services.

Innovation and creativity matter are whether it is in terms of economic opportunity, social problem solving, or simply the generation of new ways of understanding or the codification of old ideas (Pratt, 2008). Fighting the pandemic needs a holistic approach; every individual citizen has to play his or her part responsibly (Zaba, 2020). Innovation inevitably starts with creativity Garcia, 2018). As a way of boosting the economy the Confederation of Zimbabwe Industries (CZI) came up with wide range recommendations which this paper categorised into the following employee related, such as wages negotiation and social distancing. Financial institutions such as removal of 2% IMTT, and government policies such as suspension of suspension of payments to NSSA, City of Harare licences NEC and Standard levy, Removal of AIDs levy or converting it to COVID-19 Levy. Duty waiver on material to fight COVID -19 (CZI, 2020).

With many sectors of the economy still operating on manual systems, the advent of the coronavirus has definitely left many companies stranded. If businesses, governments, and individuals were taking innovation as primary daily business the changes that came as a result of COVID -19 could have been minimised. Ionescu and Dumitru (2015) concurs that through innovation companies prove their capacity to adapt to the changes in the business environment so as to maintain the acquired and detained positions. The rate at which the global community will respond to the COVID -19 will prove their capacity to deal with more complex issues ahead. Most business operation are on the production which over the years have continued to work on outdated technology due to foreign currency shortages in the country. The existing industries are operating below 50% operations (Mukeredzi, 2020).

Creativity and innovation be instilled in everyone in what so ever they do, Garcia (2018) highlights that innovation and creativity is not a personality trait that is available for geniuses. WHO concurs that innovation propels human advancement that creativity is the hope in the future crisis situations (WHO, 2020). Leveraging on the lockdown can turn every corner of the continent to be highly productive. To begin in every city and town there should an economic innovative activity. Ionescu and Dumitru (2015) challenges that the rapid changes in the characteristics of external markets and technologic field are challenges for more frequent and more rapid innovations which should produce new products, processes and technologies. In his study, Pratt (2008) states that cities have a significant quality that generates innovation and creativity and that If more innovation takes place there is a greater chance that a proportion of it will be translated into novel products, and economic growth.

Pratt (2008) encourages that innovation and creativity can range from simple to complex although coming up with new buildings, shops and restaurant does not qualify to be termed innovation. This suggests that innovation does not necessarily need a lot of money for it to qualified as innovation but it should have a potential to grow economical. The local small producers need to be empowered to produce in more in innovative ways such as increased technology.

There should be ongoing trainings so that many are trained to be producers processing their local produce for the market. This measure will deal with both the issues of social distancing and even allow production locally will save the available foreign currency for other goods which are by their nature cannot be produced locally.

There is need to be flexible yet highly controlled access to the agricultural markets to avoid starvation. Such measures includes the education of citizens on how to behave in the public arena. A re-orientation on hygienic measures is of paramount importance. Training of citizens must be rolled down until it gets to the family level, school, churches and work place. Just as safety drills are daily conducted in dangerous work environments so should hygienic education be part of the society. As government monitor the receptivity of the general population on it will on the other hand be gradually increasing the number of people to be allowed in one place. For the bigger gatherings such as church gatherings and political gatherings, there should be minimum requirements to be put in place such as ablution facilities, water, sanitizers. Universities in Zimbabwe have come up with innovative strategies to produce hand sanitizers, mask and other protective clothing. Government should fund such research which will even address the local demands of various needs for example research in local medicines which will be a relief on the general population who may not have the capacity to get the imported medicines. Innovation does not just mean big projects and product but even small little things as propounded by Popa, Preda and Boldea (2010) that the capacity to innovate represents therefore the ability of continuously making knowledge and ideas innovation.

Madagascar is a good example of such innovative initiative of coming with COVID-19 medicine Tih and Rabearisoa (2020) assert that the country of Madagascar has discovered a herb curing COVID-19 which African countries has expressed interest , the country President committed to support research. Government should encourage technological innovation by rewarding innovation which is important initiative to make the country competitive. This will enable individuals to come ways of providing solutions to the economy. Lagrezi (2005) emphasises that a company's capital resides in its ability to be innovative and that is process that distinguishes its competitors. The other challenge is the increase in internet data cost which becomes a major cost centre in the country. There is need for government to subsidies charges for internet so as to boost the use for technology.

Innovation and creativity does not just happen without counting the cost. (Garcia, 2018) asserts that creating an environment that is tolerant of mistakes is difficult and that mistakes are acceptable if they are based on solid thinking, enhance learning of what will not work, and are caught early before damage is severe. Innovation is gradual process of trial and error, it's a crucial tiring work that needs mental collective, may call for diverse participants working for a common goal although they may be from different expertise background (Legrenzi, 2005). People should be incentive to think creatively and come up with new ways of doing business, WHO buttress that African innovators should be given ongoing support and platform (WHO, 2020).

For example the area of food provision. The companies in that line should look for partners who are willing to get into various product at a small scale in various corners of the country. The COVID -19 can be a blessing in disguise where the country develops their home grown strategies. With most of the products coming into the country as imports the country can through innovation develop their product. Adam (2005) notes that average or unsuccessful competitors followed the conventional strategic logic of attempting to beat the competition while high growth companies rendered their competition irrelevant by breaking established industry boundaries to create new sources of value for customers while often lowering costs at the same time. It is time for to begin something out the difficult period. This could be time to start successful industries that are sustainable.

Innovation should be championed at a country level Adams (2005) sights an example of the United States of America which US has created a relatively favourable context for fostering innovation through political stability, appropriate business policies, laws and regulations, legal protection of property rights and easy access to financial and human capital. Pratt (2008) concurs that successful innovation need to have patenting of products in the market place in order to support products and sales. Legrenzi (2005) highlights that there are two signs of innovation which are patents which records innovations in productive processes or in

products. Trademarks categorize and fix an abstract type of innovation more in the name of the company or persons making the product credibility and reliability. This calls for government intervention through policy formulation and implementation. With a lot of creativity being exhibited through informal traders in the streets, it creates a platform for more and more innovation. Innovation can both be encouraged from any cultural perspective noted by Adams (2005) that research has shown that both collectivist culture individualistic cultures has shown to be favourable for innovation unlike what people previously believed that individualist cultures were not be conducive for innovation which the example of China proved to be very innovative. The example thus indicates that structural, institutional and economic factors may be more powerful variables in entrepreneurship than is culture.

PROSPECTS FOR THE FUTURE

Countries that were innovative in combating the disease were rewarded in great way such as China which when many other countries showed a more severe contraction in the second quarter, China was an exceptional due to the fact that most of the country had reopened by early April 2022 when others were still under lockdowns (IFM, 2020). United Nations (2020) world Economic situation and prospectors indicates that economies like Japan experienced some growth prior to the COVID-19 because of introduction a set of unconventional monetary measures such as Quantitative and Qualitative Monetary Easing (QQE).

The global outlook call for a more careful well calculated move in the areas of investment, there is a need to shift from norm to a more sustainable investments. Unfortunately most developing countries are more focussed on the usual areas of investments such fossil fuels and mining. It has been noted that Investments in oil and gas exploration continues in several African countries such as Co?te D'Ivoire, Ghana, Guyana, Kenya, Mozambique, Senegal, the United Republic of Tanzania and Uganda which recently discovered fossil fuel deposits, such endeavour has however coincided with the decline in oil prices which indicate a possible risk of short-sighted policy decisions that lock in stranded assets and losses (World Bank , 2020). Kumar(2020) highlights a shift that happened during the World War 11 and even how companies shifted from their usual business to fill in the gap in the COVID crisis such as LVMH perfuming company making sanitizers, Taiwanese electronics giant Foxconn has started making masks Fashion designers shifted from making evening gowns to medical gowns. Countries should not continue to hold on to the once productive sectors. The COVID pandemic if opportune time to redefine everything in the economic sector and developing a niche market for example, Africa is sited as richest solar resources in the world but is home to less than 1 per cent of globally installed solar PV. In many countries, solar PV would provide the cheapest source of electricity (World bank, 2020).

Although the effects of the COVID -19 has negatively affected economic growth globally some countries due to innovative strategies has experienced growth, Japan due to resilient investment that has sustained economic growth against weakening consumption and exports (UN 2020). Beech (2020) challenges different companies around the world to innovate responding to the COVID-19 from hands-free door openers that can be 3D-printed, to basic ventilators, the COVID-19 pandemic has ushered in a new era of urgent innovation.

COVID-19 crisis and innovative intervention demands a radical shift from the norm in many areas. People should be trained to work from home which most people are not familiar with. COVID has just come to prove reality of non-functional activities which for decades we have been functioning with. COVID is actual showing deficiencies in the current systems the world is living on.

Africa which has many of its people chaotic density of informal settlements which lack of basic services made hygienic COVID-19 conditions challenging to implement also Disruption to food supply chains and

spikes in food prices add to the crisis (World Bank, 2020). Additionally, Kumar (2020) discusses other issues such as inequality in access to healthcare, food insecurity, and homelessness, both globally and in our local communities. This calls for a shift in approach to increase food production from various players. In Zimbabwe, the government innovative interventions in the agriculture is worthy noticing the small scale agriculture (Pfumvudza). Instead of relying on imported equipment, chemicals and fertilizers the farmer is now self-sufficient able to do everything by themselves. Kumar(2020)highlights that innovations are a result of a need which needs some intervention, and that new creation is a result of some form of disruption which needs to be solved. Looking into the future it calls for a well-orchestrated strategies of harnessing innovations. World bank (2020) emphasize the need of making economies more resilient by putting systems that can build and retain more human and physical capital during the recovery by having policies that reflect and encourage the post-pandemic need for new types of jobs, businesses and governance systems.

Sectors that are affected such as tourism should shift innovatively to rebrand the sector differently by promoting e-tourism where there is collaboration with the other service providers on the internet. The education sector should shift to a more practical orientation right from elementary levels. Instead of having the current configuration such the first World and third World countries there is a need for companies to rearrange where companies network across the globe. Kumar (2020) argues that while globalization helped spread the virus, co-creation with others around the world can help solve this crisis and further commends what experts have done across the world to openly share their findings about the virus. Instead of changing the current infrastructure to fit into the new normal it may be advantageous to establish new infrastructure where there is nothing, gone are the day where countries standalone but collaborate to find solutions.

Notable innovative interventions have been achieved in the areas of mining in Zimbabwe. There is a shift from the usual exporting of raw materials to interventions such as value addition and increased output with figures indicating a doubled output (Jacobs, 2020).

The mining sector reported a reduction in production and a derailment of the 2023 output target of about 12 billion dollars (Casey, 2020). It was also noted that the country's Chamber of Mines estimated that the pandemic could wipe away 60% of the country's mineral production; by March alone, the country had lost more than \$200m worth of production (Casey, 2020). There was also notably decline in the prices with the industrial diamond price per carat was \$2,500 before the lockdown, and during the lockdown the price has dropped to \$100 per carat (Casey 2020).

SUMMARY AND CONCLUSION

The challenge of COVID-19 is a wakeup call for the African countries to invest much in technology and innovation which should be taught at all levels from the tender ages in schools.Kumar (2020) extrapolate that meanwhile we can cannot solve challenging problems overnight but an engagement of companies, universities, governments, non-profits, and individuals around the world makes it possible to come up with solution quickly. Instead of waiting for challenges to arise first there is need to be proactive, Adam (2005) highlights the important teaching techniques that enhance creativity in children such as brainstorming which is the most popular techniques used to induce creativity and so deserves special mention. Schools should be as accountable for creativity as they are for performance in basic skills. While a wide range of tests for creative thinking exist, the most appropriate method of assessing creativity is to review creative outputs themselves. There is need for the country to start from somewhere. Pratt (2008) considers that innovation should be linked to various forms of organisation and processes such as division of labour and involves thinking and doing (Adam, 2005). Government should encourage technological innovation by rewarding innovation. This will enable for every individual to come ways of providing solutions to the economy. These innovation should be something that all the stakeholders should focus. Adams (2005) advocates that work place managers should not only for innovation but rather insist that management should

ask for technical innovation, demand it, stimulate it, fund it, and reward it. There is need for completely infrastructure that are user friendly with mechanism that make hygienic processes at the work place. Pratt (2008) notes that physical locations and infrastructure are important in facilitating innovations. This also calls for the need to relook into the current facility to see how it can be modified and adjusted to facilitate for innovative activities in the country. It is important to observe the need of conducting regular innovations symposiums for Africa which is very promising as observed from inaugural which attracted 350 innovators across the continent (WHO, 2020). While COVID-19 have resulted in devastating effects in countries, industries and social lives it has also prompting an outpouring of creativity across economies globally (Beech 2020). The COVID environment call for a paradigm shift in the way of doing business. There is need to shift from human manual labour to a technologically automated system. As way of emphasis Magoti (2020) commenting on Tanzania, and Africa calls for there is a need for historians, researchers, and scientists to come together to define a research agenda capable of contributing to a united fight against COVID-19.

There is also need to invest in maximum utilization of resources such as farming land to boost productivity by making sure that every citizen should produce something and that every producer is incentivised such as by reducing their tax instituting a non-productivity tax to everyone who is still in the productive age. Instead of continuing with these fossil fuel investment these African countries should innovate and move into a completely different direction (World Bank , 2020).

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