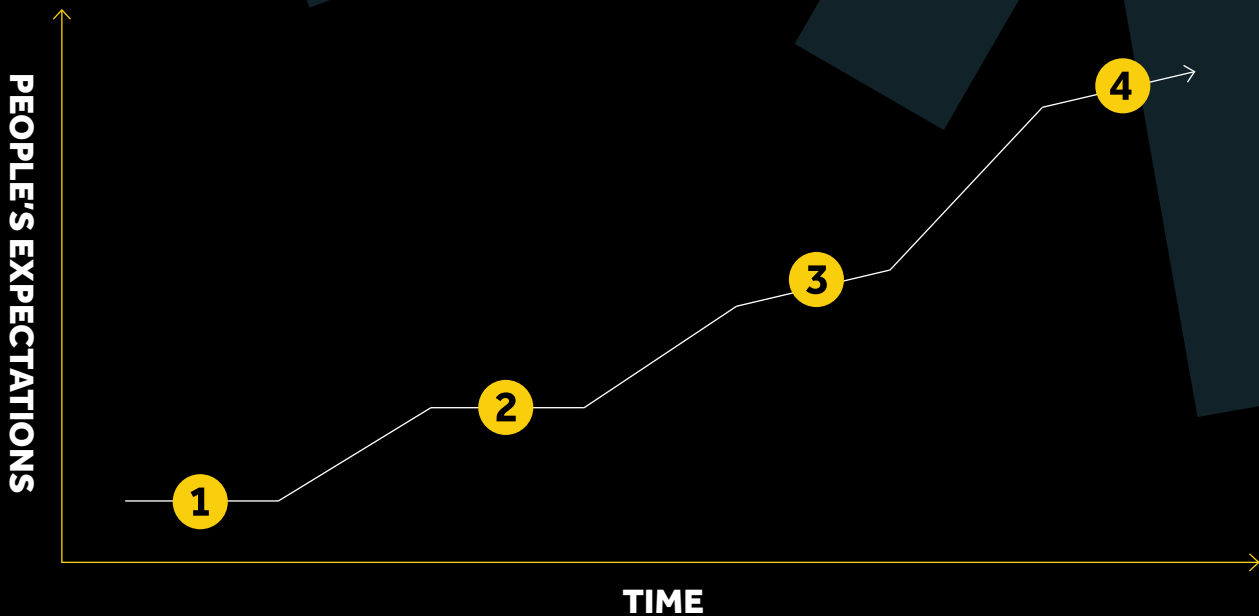


LEADERSHIP THROUGH THE AGES



1

PRE-LEADER

The earliest and longest period in homo sapiens social development is generalised as a period of 'no leadership'.

Think caveman dragging his love interest back to his hole in the rocks, kings lording over their kingdoms, Game of Thrones style.

Those with the power commanded and the followers obeyed. Coercive power was the primary form of power exercised by leaders to get things done.

2

INFLUENCE

The next a-ha moment came when we realised true leadership starts with influence.

Rather than give direct commands that must be obeyed, leaders started using methods that moved followers to choose to act in a way that the leader wanted.

That way, mind you, is for the most part what is required by the organisational objectives.

Those with the knowledge and subject matter expertise rise to the top and we start to look for visionary leaders as our guiding lights.

3

INSPIRATION

Like so many things in life we have progressed rapidly over the past 20—40 years.

When it comes to modern day leadership we've realised that if we want commitment and creativity we need to respect the value of people not just as a unit of production — but as a person with inherent value and contribution.

No longer is it enough to be able to influence

people to do what you want. Now it's necessary to have people do something because they want to do it and they believe in it.

4

AUTHORITY

Thankfully, over time, we came to a realisation that people deserve a little respect and that slavery is bad.

Leaders gave orders and followers obeyed, usually to the minimum standards required.

For the most part, this form of leadership based on reward and power, is basically management and not leadership as we know it today.

Think the carrot and stick approach to work. You do this, I'll give you that.