XXI

WHAT TYPE OF CENTRAL ADMINISTRATIVE LEADERSHIP IS ESSENTIAL TO BUSINESS MANAGEMENT AS DEFINED IN THIS COURSE?

By M. P. FOLLETT

I shall not try to do exactly what I am scheduled for, that is, describe the type of administrative leadership essential to business management as defined in this course, for, naturally, with so many speakers, a good many different ideas have been brought forward. I shall describe what seems to me the type of administrative leadership demanded by the present development of business management. This will probably be, speaking generally, the type which has been indicated by the speakers here.

Again, I wish to say that I shall make no distinction between administration and management, but shall speak of the higher executives generally. Further, I shall throughout use leadership as a "good" word. I read the other day, "Free men will not submit to leadership." The man who said that thought of leadership as domination. I am sure that as a group we here do not think that leadership and domination are synonymous.

Finally, I shall try to take the mysticism out of leadership. Sheldon calls it an "intangible capacity." Some one else says it is "beyond human calculation." I think one of the hopes for the development of business management lies in the fact that leadership is capable of analysis, that it can, in part, be learned. That is my main thesis this evening.

There are several kinds of leadership in business besides that of the president or general manager. First, there is