

# Primal leadership the hidden driver of great performance

[Business](#)



Summary The article, Primal leadership: The Hidden Driver of Great Performance by Daniel Goleman, Richard Boyatzis and Annie McKee is a very important article for any potential or current leader. It clearly articulates the effect of the theory of emotional intelligence on executives and how they react to it. The research carried out by the three authors showed a direct link between the executive's emotional maturity by analyzing his capabilities, empathy, self awareness and financial performance.

From their two year research, it was evident that the elements that affected the bottom line performance was the leader's mood and its attendant behaviors. These two factors has a great impact on the overall of a company. For example, a reckless boss would create a toxic organization that had underachievers who did not take opportunities presented before them. The eventual result will be a profit or loss.

On how emotional intelligence affected performance, data from Hay Group data was availed. The authors discovered that emotional intelligence was carried thorough an organization similar to electricity through wires. The mood of the executive was contagious and it spread quickly thorough out the business. It is imperative to note that the mood of a leader and his accompanying behaviors are directly linked to the success of the business. So, his primal task is emotional leadership. A leader should ascertain that not only is he regularly in an optimistic mood so that his followers may feel the same way. Even though some days may be difficult, he should know that primal leadership demands more that putting face, it requires him to determine, through reflective analysis how emotional leadership will determine the moods and the actions of the organization.

Work Cited

Primal leadership: The Hidden Driver of Grea Perfomance by Daniel  
Goleman, Richard Boyatzis and Annie McKee