

Leadership and darwin



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Charles Darwin was the architect of modern biological science who had propagated theory of evolution. His theory of natural selection had extensively investigated how people adapt to the environmental compulsion to survive. The tenets of his proposition had widespread ramifications not only in the area of science but it also led to the general theory of survival of people in adverse circumstances. Darwin has contended that theory of natural selection offers the best explanation for ‘almost perfect adaptation of all organic beings to each other, and to their physical conditions of life’ (Lloyd, 1983; 114). It also forces the social scientists to explore the wider aspects of this theory for understanding human behavior under different conditions. Indeed, human beings are known to be highly adaptable to their external environment so as to optimize their success within the given paradigm of work environment. In the highly competitive business of contemporary times, the workforce continuously strives to creatively evolve skills and strategies that would optimize the intended output. The organizational culture that facilitates learning environment and promote shared learning is able to gain competitive advantage. It helps the workers with wider scope to improve his skills and core competencies for improved performance outcome. Thus change is not an inherent part of development but also serves as vital input for motivating people to adapt to challenging environment. Most interestingly, Darwin’s theory becomes critical ingredient of organizational leadership. Leadership primarily refers to people who are able to bring about changes within the society. Indeed, effective leaders are able to inspire people to adopt more accommodating approach to changing dynamics of environment. The inherent traits of leaders are important paradigms that support Darwin’s theory of natural selection. Kouzes and

Posner (2007) had investigated leadership traits amongst leaders to show that some qualities like compassion, honesty, integrity, empathy, understanding etc are some of the strong behavioral traits that help them to promote mutual understanding and inculcate confidence for adapting change more willingly. Indeed, their personal and professional ethics become major planks that inspire others towards constructive behavior within and outside the work. Hence, good leaders greatly facilitate in building a society that thrives on ethics and hard work. Last but not the least important is the fact that Darwin's theory also directly and indirectly help develop future leaders. As per the theory, the adaptation process promotes transmutation of genes and traits that are dominant in species is transmitted to the next generation. It can thus be concluded that the dynamic leaders would tend to pass on their strong leadership traits to their off-springs. The development of future leaders is therefore, a strong possibility. While many of the leadership traits may be inherent, it is also true that leadership qualities can also be inculcated and developed within individuals. Chandler (1977) strongly believed that strategies rather than operative planning and decision making, become the main factor of managerial leadership. Thus, organizational leadership is often a result of situation that coincides with episodes to evolve solutions for adverse conditions. It can thus, be concluded that Darwin's theory of natural selection can be aptly applied to organizational culture, leaders and individuals who have to adapt to changing environment for their survival. (words: 513) Reference Chandler, A D. The Visible Hand: The Managerial Revolution in American Business. Boston: Harvard Business School Press. 1977. Lloyd, Elisabeth A. (1983). ' The Nature of Darwin's Support for the Theory of Natural Selection'. Philosophy of Science, 50 (1); <https://assignbuster.com/leadership-and-darwin/>

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