

# FOREWORD

*by Warren Bennis*

This book is truly amazing—actually, a masterpiece. It tells the story of the human condition. It tells this story across human history, *deep* human history. Lawrence realizes that our understanding of leadership can be no better than our understanding of what makes humans, all humans, tick, and what are the ultimate motivators of our behavior. This is true because leadership is *all* about relationships with others. So that is where he starts—with the basic few motives, the innate drives that have been essential to our survival and development into the dominant species on earth.

To do this, Lawrence had to rediscover Darwin's insights about humans in Darwin's second epic book, *The Descent of Man*, which evolutionary biologists have, strangely, ignored. This reveals a new Darwin that turns the public's assumptions about Darwin upside down. The key is Darwin's revolutionary observation that the *most important* difference between humans and lower species is our innate moral sense, our conscience. What an observation—and now we have evidence that it is a valid observation—except for the very few people who are missing the key mutation in their brain.

But this is enough of the story for me to tell here. Read on and you will find explanations of key turning points in human history, explanations of good, bad, and misguided leaders, and even evil leaders like Hitler, Stalin, and Mao. Lawrence provides an explanation of the greatness of America's governmental form as well as the nature of its current crisis, and the same is true of the greatness and the current crisis of our vast corporations.

And, finally, *Drive to Lead* offers a path toward a better future for all.