

Leaderless Organizations: Why Most Organizations Continue to Fail

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Abstract. Most organizations, such as corporations and government departments, have no leaders. In my estimation, about 80% of all organizations have no top structures, and run by inertia as *leaderless organizations*. These organizations have pretense-pseudo structures and filled roles, such as CEO, Department Head/Secretary, EVP, VP, and others, but this non-accountable system mostly harms than benefits the organization and its stakeholders. When the (eventual) crisis unfolds, often because the façade setup has failed to properly prepare the organization for the future, these “leaders” cut resources and lower-level roles out of the organization to continue in the downfall. This paper attempts to define and possibly offer a method to detect a leaderless organization to possibly make necessary corrections, or at least identify a leadership vacuum.

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I say, then, that hereditary states, accustomed to the line of their prince, are maintained with much less difficulty than new states. For it is enough merely that the prince do not transcend the order of things established by his predecessors, and then to accommodate himself to events as they occur. So that if such a prince has but ordinary sagacity, he will always maintain himself in his state, unless some extraordinary force should deprive him of it.

Niccolo Machiavelli

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