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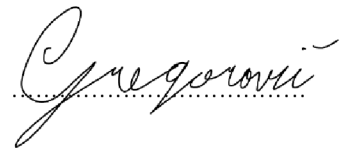
Role vědců ve *Farmě zvířat* od George Orwella a *Pánu much* od
Williamu Goldinga

Ludvík Gregorovič

Čestné prohlášení

Prohlašuji, že jsem bakalářskou práci na téma Role vůdců ve Farmě zvířat od George Orwella a Pánu much od Williama Goldinga vypracoval samostatně za použití v práci uvedených pramenů a literatury pod odborným dohledem vedoucího práce. Dále prohlašuji, že tato bakalářská práce nebyla využita k získání jiného nebo stejného titulu.

V Olomouci dne 16. 6. 2024



Ludvík Gregorovič

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Annotation

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Název práce:	Role vůdců ve <i>Farmě zvířat</i> od George Orwella a <i>Pánu much</i> od Williama Goldinga
Název v angličtině:	The Role of Leaders in <i>Animal Farm</i> by George Orwell and <i>Lord of the Flies</i> by William Golding
Zvolený typ práce:	Práce shrnující stav poznání (literature review)
Anotace práce:	Tato práce srovnává vyobrazení vůdců ve <i>Farmě zvířat</i> George Orwella a <i>Pánu much</i> Williama Goldinga a popisuje, jak různé styly vedení ovlivňují postavy a společnost v těchto knihách. Studie začíná teoretickou částí, vymezující vůdcovství, jeho význam a styly vedení. Analýza <i>Farmy zvířat</i> se zaměřuje na korumpující povahu moci a v <i>Pánu much</i> je zaměřeno na boj mezi řádem a chaosem. Tato práce z těchto knih čerpá ponaučení a aplikuje je na skutečné scénáře našeho světa, přičemž zdůrazňuje důležitost dobrého vůdce.
Klíčová slova:	Vedení, Autoritářské vedení, Demokratické vedení, Totalitarismus, Dynamika moci, Korupce, Revoluční ideály, George Orwell, William Golding, Farma zvířat, Pán much
Anotace v angličtině:	This thesis compares the depiction of leaders in George Orwell's <i>Animal Farm</i> and William Golding's <i>Lord of the Flies</i> , describing how different leadership styles affect the characters and the societies within these works. The study begins with a theoretical part, defining leadership, its importance and leadership styles. The analysis of <i>Animal Farm</i> focuses on the corrupting nature of power and in <i>Lord of the Flies</i> , the focus is on the battle between order and chaos. This thesis concludes by taking lessons from these works and applying them to real-world scenarios, emphasizing the importance of a good leader.
Klíčová slova v angličtině:	Leadership, Authoritarian leadership, Democratic leadership, Totalitarianism, Power dynamics, Corruption, Revolutionary ideals, George Orwell, William Golding, Animal Farm, Lord of the Flies
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Introduction

Leadership stands as one of the most significant themes throughout history, this theme can be explored through literature, showing the momentous impact of leaders, that they have on societies and the lives of individuals. This thesis examines the role of leaders in George Orwell's *Animal Farm* (1945) and William Golding's *Lord of the Flies* (1954), as these novels depict the importance and influence of leaders. By analyzing the traits, characteristics, consequences and actions of the leaders depicted in these novels, this study aims to compare the leaders from these literary works with real-life leaders, while creating lessons and pieces of advice for society as well as leaders.

George Orwell's *Animal Farm* is an allegory of the Russian Revolution and the totalitarian regime, that was established after the revolution, depicting how good intentions can become corrupted by those in power. Two leaders of Animal Farm, Napoleon and Snowball have different leadership styles, approaches to power, traits and characteristics, some making them more effective as leaders and some doing the polar opposite. This work shows us the importance of education and the battle for democracy against authoritarian regimes.

On the other hand, William Golding's *Lord of the Flies* displays the fall of society as the boys stranded on an island descend into savagery. There is a constant conflict between the two sides, where Ralph represents democratic leadership and Jack represents authoritarian leadership. This conflict shows us how thin is the line that lies between civilized society and savagery. The work also showcased how fear can tear down society if its structure and enforceable laws are not strong enough to withstand such pressure.

Together, these two novels work as a comprehensive portrayal of the importance of leaders, and how they can shape their communities and even the lives of individuals. By comparing the leadership styles, traits, and characteristics of leaders alongside the societal impact that they left behind from these novels, this thesis also aims to figure out what traits and characteristics make a leader effective or ineffective, and their applicability in the real world as well as highlighting valuable lessons that can be applied to real-world scenarios.

1. Theoretical part

1.1 Definition of Leadership

Establishing what leadership is and its importance is crucial for understanding the impact of leaders on the development of societies, the consequences of their leadership styles and the observation of the dynamics of leadership.

Leadership is hard to define since it is an everchanging and evolving concept with a wide array of definitions. As Stogdill(1974, p. 7) points out that almost every person who has ever tried to define leadership has created a new definition differing more or less from all of the other already established definitions. This highlights the difficulty of encapsulating leadership within a single definition due to the diversity of perspectives and interpretations surrounding this concept. More recent studies that are in support of Stogdill's stance were provided by Winston and Bruce E. (2006, p. 7), who analysed 160 books and articles that contained some sort of definition of leadership. During this exhaustive review, they produced over 1000 constructs or statements that all contribute towards a deeper understanding of leadership. Afterwards, these statements and constructs were categorised into 91 distinct dimensions, with one additional category labelled as miscellaneous. This study highlights that leadership is not a concretely fixed and easily definable concept but an ever-changing and evolving one.

As we previously established, leadership has many definitions reflecting diverse interpretations and perspectives. So for the purposes of this work, we will narrow our focus to the key components that are important for assessing the roles of leaders. Northouse (2012, p. 5) described and defined the following four central components: “ (a) Leadership is a process, (b) leadership involves influence, (c) leadership occurs in groups, and (d) leadership involves common goals. ”

Defining leadership as a process avoids the conception that leadership is an inherent trait when in reality it is understood as a dynamic interaction between the leader and the followers. The relationship between these two parties is not just a one-way street but rather a dynamic interaction where both parties influence and are influenced by each other (Northouse, 2012, p. 5). It is clear that leadership is not a static trait but a dynamic process. By acknowledging that leadership is a process we can view its fluid nature where all parties

are being continuously influenced by each other, showing us the importance of understanding the relationships between the leader and the followers.

When it comes to the concept of influence it is said to be the crucial and fundamental aspect of leadership. Without the ability to influence others, leaders would not be able to guide, motivate and lead their followers towards their objectives (Northouse, 2012, p. 6.). This means that the ability to influence others is fundamental for leadership to succeed in leading others.

Moreover, Northouse (2012, p. 6.) highlights the group-centric nature of leadership. No matter the group size leadership is always about one person influencing a group towards a shared objective. Showing us that, having a group of people to influence is needed for leadership to occur in the first place.

Additionally (Northouse, 2012 cited in Rost, 1991, p. 6.) emphasizes the importance of shared objectives when it comes to leadership, with leaders putting efforts towards achieving tasks as a collective. This focus on common goals shows the importance of leaders in a collective and the necessity of cooperation for the greater good. This means that leadership involves focusing on shared goals between leader and followers, emphasizing collaboration.

1.2 Importance of Leadership

Leadership stands as an important part of any organization or group's success, often being the driving force for change and transformation. Burns (1978) explains our complex relationship with power and authority, highlighting our simultaneous uneasiness and attraction towards leaders and leadership alike. Burns (1978, p.9) stated „ We search eagerly for leadership yet seek to cage and tame it“ demonstrating the conflicting views we have about leadership. This is because we highly admire leaders, but we are worried about the potential for misuse of their power. However, despite these reservations, Burns depicts the charm of leadership and suggests its importance as humans have a fundamental need for guidance and direction. Moreover, Burns (1978) illustrates the immense impact of leaders throughout history, from tyrants like Stalin and Hitler to highly inspirational figures such as Nelson Mandela. These examples of leaders illustrate the impact that they have in shaping the future of nations,

civilizations or just their followers. Simultaneously the text warns us about mistaking power for effective leadership, demanding that we look beyond mere displays of power and authority and that we observe the significant impact of human relationships and values. In contrast, Mulcahy (2005) introduces the concept of charismatic leadership, which is described by passionate visionaries who inspire devotion and commitment to the cause from their followers. This viewpoint aligns with the idea that a „striking display of power sticks in our memories,“ displaying the long-lasting impact that charismatic leaders have on their followers, especially in times of crisis and transformation (Burns, 1978, p.9). Furthermore, Mulcahy (2005, p. 9) introduces the concept of „ Level 5 leadership, which places focus on professionalism, humility and focus on organizational success. This aligns with Burns’s critique of the power-centric leadership view of leadership, promoting the importance of leaders prioritising the needs and well-being of their groups of followers over their ambitious desires and aspirations (Burns, 1978). The convergence of their perspectives displays the crucial role of leaders in society as effective leaders can help their group advance, guide individuals towards greatness, explore human potential, inspire masses and help navigate the intricate complexities of the world.

1.3 Leadership Styles

1.3.1 Authoritarian Leadership

Defined by The Oxford Review Encyclopedia of Terms (2020), authoritarian leadership involves a leader maintaining as much authority and power as he possibly can, with little to no input from his followers. This also refers to violent or dictatorial leadership, authoritarian leaders make all decisions independently regarding policies, tasks, structures, rewards and punishments. Their main goal is to keep control and ensure absolute and unquestionable obedience and compliance from their followers. Those who do not comply or show disobedience are punished or threatened. These leaders often resort to manipulation, including intimidation. On top of that, authoritarian leadership is closely associated with abuse of power, as leaders tend to focus solely on tasks and not on their followers.

1.3.2 Democratic Leadership

As conceptualized by Kurt Lewin, democratic leadership emphasizes group decision-making, active involvement of members and friendly feelings towards other members.

Democracy has proven its superiority over autocratic leadership, having enhanced performance and reduced tensions (Lewin, 1939 cited by Villanova University, 2022). Rooted in democratic principles, this style embodies government by people, where everyone has an equal say in decision-making. Expanded by Goleman (2003 cited by Villanova University, 2022), democratic leaders empower team members, seek consensus, and put their trust in their fellow members' capabilities. Characteristic traits of democratic leadership are creativity, inclusivity, trust-building and collaboration.

1.3.3 Transformational Leadership

According to Bass (1999, p. 10-11) transformational leadership goes beyond selfish interests by inspiring and empowering one's followers. Idealized influence is involved in this process, where leaders envision a desirable future and set high standards, all while inspiring followers to get behind their vision. On top of that, leaders are aiming for intellectual growth by fostering innovation, creativity and by attending to the developmental needs of their followers on an individual level. Through these actions, transformational leaders raise followers' maturity, hopes for achievements, ideals, and societal well-being and help them achieve their true potential through creativity.

1.3.4 Laissez-faire Leadership

Laissez-faire leadership, as defined by Johnes and Rudd (2008, p. 92), has a characteristically passive approach to management, employing „Management-by-Exception“ and laissez-faire behaviours. Leaders under this style only intervene if the set goals are not being met or problems arise, displaying passivity until they have to step in because the issues have become serious. They wait until mistakes are brought to their attention before taking any actions, they also delay decisions and give the majority of control when it comes to decision-making to their followers, since they believe that they can achieve given tasks even without their interference. These leaders also offer no support or feedback to their followers.

1.4 Totalitarian Leadership

Both Tucker (1965) and Baehr (2017) base their analyses of totalitarian leadership within a complex sociological framework. They both recognise the significant influence of social context and the structure of the organisation when it comes to the authority of totalitarian leaders. Baehr points out that a leader needs to be able to judge the social climate and tendencies of his audience and pick correctly his companions to seem charismatic. Similarly, Tucker (1965) points out the importance of bureaucratic machinery in spreading dictatorial psychopathology, highlighting how leaders can strategically disorganize decision-making bodies to secure and maintain power over totalitarian regimes. Both Tucker (1965) and Baehr (2017) stress the importance of social factors when shaping totalitarian régime. Tucker highlights the manipulation of bureaucratic machine to gain and retain power, and Baehr emphasises the importance of understanding the social dynamics.

Even though they share similar sociological approaches, Tucker (1965) and Baehr, (2017) diverge when it comes to their interpretation of charisma within totalitarian leadership. Tucker illustrates how leaders like Stalin and Hitler wield control through emotional manipulation and their personal attractiveness which allows them to influence others. On the other hand, Baehr focuses on the role of logic and rationality, arguing that being logically consistent and making sense lets leaders gain power. While Tucker focuses on the emotional appeal of charismatic leaders, Baehr highlights the intellectual attractiveness of their logical arguments.

Leader-follower interactions are another crucial part of successful totalitarian leadership. Both Tucker (1965) and Baehr (2017) offer an insight into this dynamic although from a different perspective. Tucker showcases the deliberate disorganization of higher decision-making bodies for leaders to maintain control illustrating how the constraints of institutions are nullified to enable one person to make all of the decisions. Baehr has a different point of view regarding leader-follower interactions, he explores the relationship between a leader and his close group and how social factors support their power. While Tucker focuses on the structural disorganization created by the leader this fosters a state where followers are obedient to the leader often without any questioning, Baehr highlights the interpersonal dynamics that increase their influence.

One of other recurring themes is the paradoxical nature of totalitarian leaders. Tucker (1965) and Baehr (2017) both engage the complex efforts of how leaders try to maintain control and credibility within totalitarian regimes. While Tucker emphasizes the skilful use of emotional manipulation through thoroughly crafted propaganda and personal appeal, Baehr highlights how leaders deploy logical reasoning and rationality to maintain authority by constructing coherent ideological frameworks that portray their actions as logical and necessary. Even though their perspectives on this matter differ, both of the authors showcase the importance of the connection between charisma, organization, and ideology in sustaining the totalitarian régime.

1.5 Background and Context of Animal Farm

1.5.1 Plot Summary

A prized boar called Old Major shares his dream of a world where animals live freely without human oppression. He states that to achieve this goal all animals must work together and warns them not to adopt human-like behaviours. Soon after that he dies and three pigs, Snowball, Napoleon, and Squealer, create a new ideology based on his ideas called Animalism while planning a revolution against the farm owner Mr. Jones and his men, which ends up going through successfully. At first, the pigs create the seven commandments according to the ideas of Animalism and everything is going fine, animals are getting along while receiving an education. But troubles are ahead as the farm is being attacked by Mr. Jones and men that he borrowed from neighbouring farmers. This battle is won by the animals led by Snowball who has been studying military tactics from books. As time goes on Snowball and Napoleon start to compete over power and influence. Ultimately, Napoleon gets rid of Snowball by sending nine dogs, that he previously trained since they were puppies for his purposes, on him, chasing Snowball off the farm. After this Napoleon declares that pigs will decide everything from now on, as they are the most intelligent animals. Afterwards, he decides to support the construct of a windmill, which was Snowball's idea that he opposed before, when the windmill is destroyed by a storm this allows Napoleon to claim that Snowball sabotaged it and later use it to accuse animals that oppose him of conspiracy to get rid of them. Thanks to this he can ensure his rule and change history to make himself look more favourable. As time goes by Animalistic principles get changed so they better fit Napoleon's agenda and justify his actions and behaviour. Napoleon lets animals be cold, and starve, starts hosting events called Spontaneous Demonstrations and with the rest of the

government declaring Animal Farm a republic, Napoleon is then unanimously voted to the role of a president. Later on, Napoleon even sells off one of his most hard-working devoted followers Boxer because he no longer possessed enough strength to work and therefore was no longer useful to Napoleon. As time passes most animals do not remember the old farm as the pigs start to exhibit human-like behaviour. In the end, the Animalistic principles are reduced to a single principle: “all animals are equal, but some animals are more equal than others.” Napoleon, embracing the luxuries of human life, declares his intentions to keep both human and animal working class in check, becoming undistinguishable from humans to the working animals of the farm that now bears its old name, that being the Manor Farm. (Orwell, 2018)

1.5.2 Major Themes

The first major theme is the Militaristic theme, as Muico (2022) points out, we can find the prevalence of this theme throughout this work, the first instance being in the name of the prize boar named Old Major, because major is a highly ranked member of the military. Moico also draws attention to the usage of the word “comrades ” which can represent members of the army, this meaning is highlighted by the fact that the animals led a rebellion, utilised military strategies to win a battle against humans and even gave medals to honour some of their soldiers, branding them as heroes.

We can also find a prominent theme of power in *Animal Farm*, as Elaref (2022, p. 201-203) points out that the use of power was necessary to overthrow Mr. Jones and claim the farm for the animals. Elaref continues by stating the difference between the types of powers that are displayed in *Animal Farm*, those being conventional and unconventional, conventional power was used to take over the farm or defend it later on, and unconventional power can be witnessed as the animals surrender their power to the pigs without a fight of their own will. Elaref explains how the pigs kept the power for themselves and even expanded it through violence, manipulation and imposing their will on the other animals. Tabassum (204, p. 55) states that it does not matter who is in power, human or animal, since those in power will always exploit the commoners as demonstrated by the creation of a union between humans and animals in the epilogue, showing us that power struggle is just a vicious cycle.

Another major theme is the theme of manipulation, this theme is according to Elaref (2022, p. 203-204) strongly present in the whole work, and has an important connection to

power as he believes that knowledge is power. Elaref continues by stating that Squealer is the pig that is responsible for spreading propaganda and manipulating the animals, he achieves this by being a very skilled and intelligent speaker, managing to convince the animals that things are better than they used to be even though the opposite is the truth and he is even able to encourage them to work harder than before. Tabassum (204, p. 54-55) expands on this by pointing out that one of the most effective ways of manipulation the pigs used was the spreading of misinformation about past events, making the other animals doubt their memories on several occasions, even being able to influence the internal convictions of the other animals, demonstrating how those in power will use deceitful language to push their agendas and stay in power.

The theme of corruption is another important theme in *Animal Farm*. According to Khalid (2023, p. 1450), this theme is closely connected to the feeling of superiority and power over others, it shows us how people in power may grant themselves advantages like more food since they see themselves as more intelligent and therefore deserving of more than the others. Khalid continues by stating that this selfish use of resources alongside, trading with humans and prioritization of themselves over everyone else shows us the blatant betrayal of the basic principles of Animalism. Boumaza (2017, p.61) expands on this by stating that the pigs stop following the rules or even start slowly changing them over time to their liking in order to strengthen their position in power or grant themselves various benefits. This process of corruption of power is made far easier due to the ignorance of other animals that do not act or speak up against the pigs, simply shrugging off any discrepancies according to Boumaza.

1.5.3 Allegorical Nature

Animal Farm is well known for its strong allegorical nature. Meyers (1991, p. 101-102) shows us how Orwell's experiences working for the BBC to combat enemy propaganda with propaganda of his own and his exposure to totalitarian propaganda and its effectiveness when it comes to influencing people while staying in Spain, helped him write a very successful work. Meyers continues by explaining that English people didn't know what it was like to live under totalitarian regimes and Orwell wanted to change that and also show people that Russia is not a truly socialist society, as well as battling the reletaed idealization of communism with this book. Kabulova (p.76-79) agrees that the importance of allegory in *Animal Farm* is in the exposé of communism for what it is underlining its dangerous nature. Furthermore, Kabulova explains how different characters and events represent key figures of

that time, Napoleon representing Joseph Stalin, Old Major representing Karl Marx, other animals depicting the working class and how we can witness the fall from democracy to totalitarianism. In conclusion, *Animal Farm* uses the cover of a fable, satire, simple language and the setting of the farm and animals to explain the complexities of power, corruption and the oppressing power of totalitarianism to control the common people. Depicting the destruction of democratic values and the exploitation of the working class, the novel serves as a cautionary tale and an ageless critique of totalitarianism.

1.6 Background and Context of Lord of the Flies

1.6.1 Plot Summary

Lord of the Flies starts during a war when a plane carrying a group of schoolboys is shot down and crashes on an uninhabited tropical island. There we meet the book's protagonist Ralph and his most loyal friend Piggy, who together discover a conch shell, realising that it could be used as a gather-up call, Ralph blows on it to summon the other boys to their location. After all the boys gather, they decide to choose Ralph as their leader, who chooses the story's antagonist as the leader of a team, that is supposed to gather food for the group, also tasking him with exploring the island. Later some paranoia is starting to set in because one of the younger boys claims that he has seen a monster, which makes the others uneasy. Otherwise, the boys are enjoying life on the island without adults to supervise them, they just play around, enjoying their newfound freedom, while Jack and the hunters try to unsuccessfully hunt down a pig. However, Ralph is not happy about the fact that no one is helping him with the important things and insists that they should be working on some housing as well as maintaining a signal fire, that has already once got out of control burning down a part of the forest, so passing ships could tell that the island is inhabited and rescue them. The duty of maintaining the signal fire is given to the hunters, who neglect this responsibility. Because of this, the tensions are getting higher and higher, we can see acts of violence starting to occur as well as the fear setting in, some of the boys are afraid that there is a monster hiding in the water, spreading panic throughout the group. This group panic is amplified when twins run back to camp in terror after mistaking a dead parachutist for a monster, that is coming for them. The boys decide to hunt down the monster, eventually seeing the silhouette of the parachute, telling the group what they witnessed. Jack starts a power dispute with Ralph, wanting Ralph removed from the position of the group's leader, eventually Jack angrily storms off after being unsuccessful in this endeavour, while Ralph

tries to build a new signal fire with the rest of the boys, but before they finish the construction, their numbers significantly diminish as most of the boys leave to join Jack's group. Jack becomes the leader of this new group, making a ritualistic sacrifice to the monster in the form of a sow's head on a stake. Later, one of the boys called Simon stumbles upon this head and has a vision realising that the beast is inside every one of the boys, with this realization he goes where the monster was last spotted and realises it was just a parachute, so he goes to tell the others, but when they see a dark figure emerging from the forest they attack and violently kill him. The next morning almost everyone left Ralph's group and joined Jack at his base Castle Rock where Jack held absolute power and punished anyone he wanted for whatever reason he wanted, he also put together a group to raid Ralph's outpost. After that Ralph's group is attacked and robbed by Jack's hunters, further escalating the tensions, Ralph tries to find a solution and talk things out with Jack, but he refuses and a fight begins, which ends with Piggy being crushed by a rock along with the conch shell. Ralph then has to flee and try to hide in the forest, so Jack decides to burn the forest down to smoke Ralph out. Ralph has to escape the forest and ends up blacking out on the shore. Waking up, he sees a British naval officer standing over him, getting saved from Jack and his group. After witnessing the naval officer, Ralph realises he is saved, but thinking of all that happened he begins to weep and the other boys follow soon after. The officer gives them space to compose themselves by turning away for a moment. (Golding, 2009)

1.6.2 Major Themes

Evil and its emergence are major themes of the *Lord of the Flies*, Rahman (2104, p.229-230) claims that when the boys arrive at the island there is no evil since islands are not inherently evil. But Rahman also describes William Golding's viewpoint that all humans have evil within and when that evil is left unrestricted, unbound by civilization and social norms and rules, it comes out. Khan (2021, p. 73-74) supports these claims by pointing out that the boys start to descend into their evil primal nature as soon as laws and adults are out of the picture, furthermore, these primitive instincts strengthen and start to influence the boys as they indulge in mock-hunts and savagery. Rahman showcases how the laughful beginning of the story later turns as the evil emerges inside most of the boys except Ralph and Piggy, these two represent the positive elements within human beings. Khan (2021, p. 75) expands on this by stating that all of the boys have two voices inside them, one of reason and the other of emotion, while Piggy can be seen as an example of reason, Jack is the complete opposite. Jack

can be considered the vilest character, as Rahman states that even though Jack was nothing like this in school, it was his rivalry with Ralph, that pushed him to do evil deeds, from a well-disciplined classmate, he became a terrifying and cruel leader. Rahman demonstrates that, evil is in its truest form, when the boys kill two of their classmates, as Piggy dies by the hands of a completely deranged boy with a craving for carnage. This shows us what horror can unchecked evil do to an individual.

Another major theme is the loss of civilization as Rahman (2014, p.230-231) points out without civilization to offer guidance, values and protection, men lose their morals and revert to their primal, savage instincts. Rahman calls attention to the fact that the boys after being stranded almost immediately started building their little society, constructing, working together, and putting rules in place. Khan (2021, p. 74) agrees by stating that the boys almost immediately after their arrival felt the need for shelter, to be protected from the elements, the fire and even a lavatory. But Rahman states that with time they started to act up and neglect their duties like lighting fire, insulting each other, fighting and even killing others. Rahman also depicts Ralph's hopes, that they will be rescued one day, and even in his mind he feels that he is losing touch with civilization. Khan (2021, p. 74) also depicts how the boys lost their civilization and descended into savagery, as Jack started to break rules and ignore the conch shell, that served as the last bits of their democratic civilization until it was destroyed and all that remained was lost. *Lord of the Flies* shows us how the loss of civilization leads to the decay of values, morals and humanity, and points out the fragility of a civilization.

The loss of innocence is the next major theme in *Lord of the Flies* as Rahman (2014, p. 235-236) paints the picture of innocent boys who got stranded on an island without any adult supervision happily celebrating their newfound freedom, swimming, dancing and playing. But when the novel comes to an end Rahman explains that we can witness Ralph in front of the British naval officer, sobbing, not because he got hurt, but because he can recollect all that happened on the island, the tragic deeds brought by Jack and his group, the death of his friends and the complete loss of his innocence. Khan (2021, p. 75-76) expands on this by stating that at the end of the story Ralph is no more than a wild animal driven by inherent human nature, and even though he is still a child there is no such a thing as the Age of Innocence.

1.6.3 Allegorical Nature

Ghimire (2023, p. 89-90) argues that the conflict between the boys on the island, their fight, insults, and killing against the backdrop of the Second World War are supposed to allegorically portray the true nature of humans and that nature is being savage and destructive therefore the novel is questioning the true nature of humans. Ghimire continues by stating that the fact that the boys cheered because they ignited a fire shows that they will happily cause destruction, when we take into consideration the future conflicts and the deaths of their classmates these incidents allegorically depict the savage, animal-like nature in their hearts. But Hasan (2020,p. 130-134) claims that Golding allegorically portrays how the harsh burdens of life combined with the bad and harmful habits of our society are the main cause of evil in humans, because of this he believes that human nature is deeply corrupted and this corruption spreads amongst the population transferring from a person to person like a disease that infects everyone in the whole of society since the moment of birth.

Another option is to view the novel as a political allegory; as Suciu (2021, p. 32-33) claims that it depicts the battle between different social classes, civilized and uncivilized, political groups and the common people dragged into the battle for power, laws and order and savagery as well as depicting the hunger for power, the struggle to stay in power when others are trying to claim it for themselves and the importance of a group working together to achieve their goals. Wilson (2014, p. 165-166) expands on this by stating that *Lord of the Flies* portrays a battle between force using oppressive dictatorship and democratic, debate-based leadership symbolized by the conch shell. Van Vuuren (2004, p. 14) also points out how the conch shell symbolizes the laws and how troublesome it can become when the laws are not being enforced and the offenders are not punished for breaking them, demonstrating that society can not depend just on the goodwill and good nature of people.

The novel can be also viewed as a religious allegory according to Suciu (2021, p. 32) who depicts the island as a heavenly place full of resources and the children's plane crash as a falling of angels, who later lose their way and innocence, and get corrupted. Van Vuuren (2004, p. 6-17) proclaims that the island symbolizes a paradise, maybe even Eden. Van Vuuren continues by saying that there are two sides to the island, a scary nightmarish side filled with hopelessness and a nice, calm, joyful side filled with faith and hope. Suciu continues by mentioning the flames, that engulfed the island in flames purging it from all that is vile and evil, turning the island into a hellish landscape of charcoal in process. Van Vuuren sees a religious allegory in the fire on the mountain as it was a practice to keep a fire of

offerings to a God burning, also the placement on top of the mountain can be seen as an attempt to be closer to God. Suciu also mentions that the vision of the beast could be a part of a religious allegory as a lot of different religions mention some sort of evil beast corrupting people. Van Vuuren agrees, stating that the beast is a depiction of evil and primal fear, and is a being that lurks in the shadows of one's mind materializing when one can not use logic to solve an irrational situation.

2. Practical part

2.1 Key Traits and Characteristics of Leaders in Animal Farm

In George Orwell's *Animal Farm* we can witness key traits and characteristics that make one an effective or ineffective leader of the Animal Farm. Here we will examine these traits and how they affect a leader's performance through the characters of Napoleon and Snowball who are the main leaders in *Animal Farm*.

2.1.1 Napoleon

First of Napoleon's traits that make him an effective leader are his cunningness and manipulative tendencies. Even though he often doesn't convince, mislead, deceive or share misinformation directly, he frequently uses Squealer as his propagandist and spokesperson, who interprets Napoleon's words and shares them with the other animals. He uses Squealer to manipulate public opinion in his favour when something on the farm is not going well. The best example of this is when he is putting all of the blame for his failures on Snowball. In order to be able to do this, he first needs to get rid of Snowball so he can not protect himself against the accusations, Napoleon also aims to discredit him so Snowball is not taken seriously. He achieves this by chasing Snowball off the farm using his trained dogs, later claiming that Snowball is a traitor, who collaborates with humans from the neighbouring farms. After this, the animals view Snowball as an enemy of the farm. Napoleon deceitfully uses this to his advantage, for example when the windmill that the animals worked so hard on and for so long gets destroyed by a storm, Napoleon does not want to be blamed for this massive setback and be seen as an incompetent leader so he decides to blame Snowball stating: “ ,Comrades, ‘ he said quietly, ,do you know who is responsible for this? Do you know the enemy who has come in the night and overthrown our windmill? SNOWBALL! ‘ ” (Orwell, 2018, p. 40). Napoleon skillfully diverts the attention and anger of the animals away from himself and towards Snowball, who had nothing to do with the destruction of the windmill. Just as he managed to blame Snowball for all sorts of things that went wrong on the farm such as lost keys, broken window, and missing crops and produce, he had done this to preserve the illusion that the farm is running well and the only problems are caused by the traitorous Snowball who sneaks onto the farm in the cover of night and causes trouble all over the place. This was quite effective as the animals started to believe that Snowball was the cause of all things bad, as well as starting to view Napoleon as their protector, giving him an even tighter grip on power. Wanting to be seen as a strong reliable leader who will keep the animals safe, he uses the already existing distrust in Snowball to make himself look better by

making the animals believe that he played a crucial role in the defence of the farm from Jones and his men while Snowball, who was originally hailed as a hero and celebrated for his strategical prowess, was just pretending to be helping them while being on Jones' side from the beginning. This is another manipulative tactic that Napoleone likes to employ, where he changes past events to his liking, making the animals doubt their memories and reality. Another example of this is when he uses Squealer to convince the animals that he never really was against the idea of building the windmill, and his strong opposition to this idea was just a sophisticated plot to drive Snowball off the farm, who as Napoleon claims had stolen his plans to build the windmill in the first place. Napoleon also over time changed or erased the seven commandments of Animalism that embodied the main principles of Animalism. As he and the other pigs started to sleep in the beds inside of the farmhouse the other animals felt quite uneasy about this, because their leaders were breaking one of the commandments of animalism, that speaks against sleeping in beds. But this behaviour was quickly justified by the untruthful explanation that the animals did not remember the commandment in its entirety, therefore the pigs were not breaking the commandment, as it states that “No animal shall sleep in a bed with sheets.” (Orwell, 2018, p. 38). This justification combined with the explanation that beds can have many shapes or forms and therefore banning the act of sleeping in a bed wouldn't make any sense, was enough to convince all of the animals that they were wrong to assume that the pigs would break any of the commandments and no one ever complained about the pigs sleeping in beds ever again. This tactic proved very effective and was employed multiple times, for example, to allow pigs to drink alcohol or kill other animals, and at the end of the story, only one commandment remained: “All animals are equal, but some animals are more equal than others” (Orwell, 2018, p. 75).

Another of Napoleon's key traits, which improves his effectiveness as a leader, is that he is a strategic thinker, enabling him to outplay or outsmart his opponents which is a significant advantage for a leader. Early on in the story, Napoleon takes nine puppies into his care so he can train them to be his enforcers and executioners in future, making the animals too scared to challenge him, and using them to chase Snowball off the farm to gain complete control over the farm and the ability to use Snowball as a scapegoat, showing us how far ahead Napoleon has planned and how skillfully can he find strategies to further his goals. We can also observe how he understands the power and importance of propaganda and the manipulation of truth in his favour and uses Squealer to spread it for him. He also strategically claims resources such as apples and milk for the pigs to improve their living conditions and to

make them more loyal and less likely to betray him in the future. Napoleon also knew that it was necessary to engage in trade with humans even though they walked on two legs and therefore were supposed to be their enemies; this helped him secure much-needed materials and resources that were very hard or even impossible for the animals to obtain on their own. Lastly, Napoleon used his strategical thinking to shape the rules to his and the other pigs' liking, to either tighten his grip on power, improve their quality of life or both. From this, we can see how strategic thinking helped Napoleon secure his place in power, bend rules to benefit himself and the other pigs, and outsmart other animals to the degree that he eventually became essentially the owner of the farm.

The next important leadership trait, that Napoleon displayed is ruthlessness, it might seem odd but ruthlessness can be a sign of an effective leader. He uses his ruthlessness to gain more power and stay in said power, we can see an example of this as he sends his dogs to chase Snowball off the farm; after Snowball is out of the picture, Napoleon's rule becomes uncontested. Another example of his ruthlessness lies with his dogs, he takes them into his care, raises them to be his bodyguards and later uses them to execute any animal he suspects of treason, making the other animal afraid and submissive, showing us ruthlessness can be used to keep others under control.

These traits are very effective if one is trying to have complete power over others, but some can also be seen as ineffective when trying to build a democratic society.

Cunningness and manipulative tendencies are some of these traits, by altering the commandments of animalism in their favour and gaslighting animals into believing that they have just forgotten a part of said commandments make the animals confused and unable to trust their memories. Furthermore, by giving themselves benefits, preferential treatment and seeing themselves as better than others, the pigs create a gap between themselves and the other animals, making it difficult to come to an understanding. At last bombarding the animals with false narratives and propaganda could make them distrust their leadership effectively killing any possible cooperation.

Ruthlessness can also be an ineffective trait, public execution strikes fear into the hearts of the animals, making them obedient and fearful, but it also kills the will to work on new, creative ideas, express different opinions or try to find new approaches, possibly improving the situation for everyone involved. As Napoleon breaks his promises he clearly shows that he cannot be trusted, which could be an immense problem for a leader.

2.1.2 Snowball

Snowball's main trait that makes him an effective leader is his intellect, this is shown by his ability to plan and design something as complex as a windmill, to create electricity to improve the living conditions of the farm and reduce the workload of the animals. Thanks to his intellect he was also able to study and effectively utilise military tactics, defeating Mr. Jones and his men, and protecting the farm and its animals. He also can understand the importance of education as he created committees that were supposed to teach animals how to read and write or completely reeducate them. Another ability of his that can be associated with his intellect is his speaking prowess, he can persuade, inspire and motivate other animals easily using his finely crafted sentences. This also helps him effectively share his thoughts and ideas with others and get them to support him in his endeavours.

An important characteristic of a leader is being innovative and progressive, Snowball has both of those qualities as he is constantly coming up with new ideas on how to improve the conditions of the farm. His most significant project was the windmill, he believed that the windmill would be able to significantly improve the life of the animals on the farm, pushing the farm towards a new and better future. He also wanted the workload of animals to be reduced by using the electricity generated by the windmill to power all sorts of machinery, making the animals' work easier and more effective.

Unlike Napoleon, Snowball does not want luxury and power all for himself, but he wants to share the benefits of collective labour with others because he believes in the principles of Animalism, equality amongst the animals and the common good. He wants to see the farm and the animals thrive, we can tell that by the nature of the projects and committees he is a part of, the windmill project and education of animals both serve as great examples of his attempts to improve everyone's lives.

On the other hand, one of the main ineffective leadership traits of Snowball is his naivety. He uncritically puts his trust and beliefs into the ideas of Animalism, failing to see the possible difficulties of trying to implement such ideas in a world that is defined by the strive for power and the desire to dominate others. He also puts way too much trust into the revolution and the goodness of other animals, disregarding their possible selfish motives and severely underestimates the ruthlessness of his rival Napoleon, which he ultimately pays for as Napoleon betrays him.

Another ineffective trait that Snowball possesses is his impulsiveness, causing him to act without thoroughly thinking his ideas and actions through. Depicted by his desire to construct the windmill, believing that everyone would benefit and therefore be on board, he failed to realise how strongly would this plan divide the animals. Another example is the initial rebellion itself, Snowball was a crucial player in this rebellion, and even though this rebellion was successful, Snowball has not thought out, what should be done after the rebellion is over, failing to see the long-term consequences as well as failing to understand the difficulties associated with running a farm.

2.2 Key Traits and Characteristics of Leaders in Lord of the Flies

Just like *Animal Farm*, the *Lord of the Flies* has characters that take on the role of leaders in their own ways, displaying several effective and ineffective traits and characteristics that will be examined in this section.

2.2.1 Ralph

Ralph is the first of the leaders, and one of his most noticeable characteristics is his desire for order and civilization. Ralph well understands the importance of rules in an orderly society, so he quickly starts setting some foundational rules, like giving everyone the ability to speak and share their opinion on their situation through the conch shell. He also prioritizes building shelters, not just to protect the boys from the elements but also to instil a sense of community and unity, as well as giving them a new place that they can call home, making them feel safer. Ralph also believes that they will be rescued eventually so he stresses the importance of signal fire, which can alert nearby ships or planes of their presence on the island, this hope of rescue lies in his desire to return to the civilization, that they were separated from. Ralph also tries hard to make the boys cooperate and focus on a common goal, even attempting to lead by example as he participates in given tasks like building the shelters.

Another important leadership quality of Ralph is that he is a fair and democratic leader, as he allows only the person holding the conch shell to speak, he gives everyone the same opportunity to voice their opinions, concerns and feelings, giving the boys a sense of importance, fairness and community. This also highlights that Ralph sees participation as important to succeed, as he wants the others to share their thoughts with him; this strategy can prove quite useful as the input of the other boys may prove to be crucial for the community's well-being and even survival. He not only takes in what the other boys say but he also

respects their thoughts and opinions as he often listens to Piggy. For example when Piggy fished the conch shell out of the water and said to Ralph: “We can use this to call the others. Have a meeting. They'll come when they hear us—” (Golding, 2009, p. 19) and Ralph did as he was instructed to. All of this combined tells us that Ralph deeply cares about the collective good and establishing a democratic, accepting community.

The next traits that are beneficial under normal circumstances, but they become even more important during survival scenarios, are courage and resilience, and Ralph luckily has both of them. As Ralph is not afraid to stand up to Jack's rivalry, aggression and delinquent tendencies, even after Jack gains significant following and influence, Ralph does not back down from his ideals and principles, which takes a great deal of both courage and resilience. He also refuses to take part in Jack's barbaric, violent rituals and descend into savagery alongside the other boys, maintaining his moral values. Ralph is also able to deal with his fear, we can observe this when he joins the expedition that is supposed to hunt down the beast even though he is afraid. Although almost all of the boys have left him and joined up with Jack he still does not give up and wants to believe that all is not lost and even confronts Jack, whom the boys grew to fear by this point, further proving that he is quite resilient and courageous.

But even a leader like Ralph is not perfect; one of his ineffective leadership characteristics is that he is not able to maintain control over the group of boys. Despite Ralph's best efforts to keep the group together and make them focus on important tasks like building shelters and keeping the signal fire burning, the boys still start to abandon these responsibilities as time goes by. This happens as his position as a leader is starting to be taken less seriously by the other boys as fear of the beast sets on the group, driving them towards their primal instincts and making them abandon Ralph's rules, which he is unable to stop, failing to give them proper reassurance. Ralph also struggles to motivate and inspire the boys to follow his leadership and orders, this causes him to slowly lose his followers in favour of Jack.

Another Ralph's trait that seriously harmed his leadership was his naivety, believing, that the boys would naturally follow his rules and work to improve their shared situation shows his naivety as he underestimates the factor of fear, laziness and primal instincts. When the conflict with Jack arises, he fails to find an effective solution, allowing Jack to gain more and more power, as Ralph fails to understand that the boys are too scared to think rationally and listen to reason. This naivety is also shown when he tries to reason with Jack at his base,

believing that the conch shell will make Jack remember the rules and have a talk with him, not realizing that Jack is now completely driven by his savage instincts and can not be reasoned with.

2.2.2 Jack

Another leader figure, that can be found in the *Lord of the Flies* is Jack, his main traits are that he is a confident, charismatic leader, who is not afraid to take a risk. Jack's strong personality attracts the boys especially in times of crisis, because it makes him seem very confident and competent, which in turn makes them feel safe. His bravery is also an important part of his personality, as he takes on dangerous tasks like hunting for food or later on killing the beast as he states: "There isn't a snake-thing. But if there was a snake we'd hunt it and kill it. We're going to hunt pigs to get meat for everybody. And we'll look for the snake too—" (Golding, 2009, p. 43). This risk-taking is an important step to ensure the group's survival. Nor is he afraid to challenge Ralph's authority, being confident, that he would make a better leader. His charisma and confidence make the other boys respect him, follow him and believe in him, letting him recruit the majority of the boys on the island.

Another important trait for survival in harsh conditions that Jack has is decisiveness, making him able to be quite effective especially in the role of leader of his tribe as quick and correct decisions can make the difference between life and death, striving and suffering. His decisiveness can be seen as he jumps to the opportunity to become a leader of the hunters, giving him some power and a chance to prove himself as a competent leader. When Jack feels ignored and not taken seriously by Ralph, he quickly decides to leave his group and invites the others to join him as his new tribe. When the threat of the beast emerges, Jack decides to find it and hunt it, this decisive action not only soothes the group's fear but makes the boys view Jack as a protector, and a leader.

One of Jack's biggest downsides is his egotism and self-centeredness, from the beginning he desires to be a leader so when he is not chosen as a leader his ego makes him want to change this fact, sending him on the path of savagery in strive for power. Even though he is assigned to the important task of watching over the signal fire, making sure that it stays burning, he prioritizes hunting and neglects this duty as bringing meat to the camp gains him praise and gratification, which strokes his ego. Ralph also can not stand being ordered around

by someone else, this is one of the reasons why he decides to leave Ralph's group and create his own, where he could be the leader.

Jack also has a bad habit of encouraging savagery and violence among his followers, as they do not hunt only for meat but also for pleasure, satisfying but also growing their bloodlust. He also encourages his hunters to celebrate each kill with a ritualistic celebration where the boys erupt into a frenzy, celebrating these violent acts. Jack even uses fear to his advantage to control the boys, as they fear the beast he wants them to believe that only with him, they are safe. Violence is another tool at his disposal as he uses it to make the other submit and obey him, or to gain advantage over the others by assaulting them and stealing their belongings.

These ineffective leadership traits and characteristics make the boys divided when they should unite and undermine the belief in possible cooperation. They also cause the group to become beast-like savages, who do not hesitate to hurt or kill the others. In the end, the boys end up fighting each other instead of fighting together towards a common goal of securing enough resources to survive and be rescued.

2.3 Comparison and Contrast of the leadership styles of the main characters

2.3.1 Napoleon and Snowball

In *Animal Farm* we can find differing leadership styles, the most significant of them being authoritarian, democratic, transformational, and laissez-faire leadership styles. This passage aims to compare and contrast these styles.

Napoleon mostly uses the authoritarian leadership style, as he has complete control over what goes on on the farm, making the decisions and creating rules by himself. This is because he does not care about the opinions of the other animals, all he wants to do is run the farm the way he likes, the way that benefits him the most. He also uses fear to make the animals obedient, employing dogs to spread fear, execute animals he wants to get rid of and protect his position in power. He also deceives the other animals to gain something or to dodge blame.

Even though Napoleon is mostly an example of an authoritarian leader, he also displays behaviours that belong to a laissez-faire leadership style. We can see this hands-off approach as he appoints Squealer to be his spokesperson and propagandist, while Napoleon

still makes the decisions, he passes the responsibility of informing animals of these decisions and spreading propaganda to Squealer. Another example is the construction of the windmill, which Napoleon claimed to be his idea, but when it came to the planning and construction, he left that work to the other pigs, without proper guidance from himself.

Snowball, on the other hand, preferred to utilize the democratic leadership style, since he believed in the principles of Animalism, he saw the animals as equals, therefore caring about their opinions, as he participated in many public debates, wanting to gather support for the construction of windmill in one of them. He also strived to educate the animals and include them in his various projects. Snowball wanted to help the farm and animals collectively prosper.

Transformational leadership style is also used by Snowball, as he genuinely wants to not only improve the quality of life for the animals, but he also wants to inspire them, to reach new heights. His desire to construct the windmill is a clear example of this as he desires a better future for the animals. He uses his projects and speeches to encourage and inspire the other animals to work hard on the projects as they will pay off, displaying the qualities of a transformational leader.

We can find the contrast in Napoleon's and Snowball's leadership styles in many areas:

Decision-making; while Napoleon makes decisions by himself not caring, about what others want or think. Snowball's decision-making process is way more democratic as he engages in debates and lets the animals vote on the outcome.

Vision for the future and innovative ideas: Napoleon does not have transformative ideas and visions, for the most part, he just focuses on the accumulation of power. Snowball on the other hand has many innovative ideas, that he tries to implement with various degrees of success.

An important part of running a society is the ability to motivate the subjects, Napoleon uses fear, misinformation and propaganda to stay in power and to make the animals act as he desires. Unlike Napoleon, Snowball uses his excitement for the projects and his promises of a better future to motivate the animals to participate in his endeavours.

Education is also very crucial, Napoleon does not want the animals to be educated, because educated animals could see through his deceit, or they would at the minimum make his efforts to stay in power harder. But Snowball wants the opposite, he wishes to teach the

animals how to read and write, even though it is not always possible to achieve it, as some animals lack the mental capacity to learn it.

2.3.2 Ralph and Jack

In the *Lord of the Flies*, there are two characters, that can be considered to be the main leaders of this work, Ralph and Jack. While both of them are leaders, their leadership styles differ and will be compared and contrasted in this section.

Ralph mainly follows the democratic leadership style, as he desires order under the rules that everyone should follow and encourages equality and allows everyone to share their opinion as he listens to their comments. For these purposes, he uses the conch which can be viewed as a symbol of democracy.

Ralph also embodies the principles of transformational leadership as he believes in a better future, trying to motivate the boys to maintain the signal fire, so they can be rescued. He also tries to inspire the boys to build shelters and work together towards a common goal, often working with the other boys so he can spark them into action by leading by example.

Ralph also displays some laissez-faire leadership style tendencies as he establishes rules, but does not consistently enforce them, letting the boys act as they please without major repercussions. When it comes to duties, that he assigned, he often also fails to make sure, that these duties are being fulfilled. Ralph is also sometimes inactive, for instance when the boys are leaving his group to join up with Jack, he does not put his foot down to stop it.

Jack's leadership style is mostly authoritarian, as he uses fear to intimidate others and punishes those who do not submit as he requires complete and total obedience from his subjects. He also does not care to ask anyone else about their opinions when it comes to decision-making. His leadership is a strive for complete power over the others, using whatever is necessary to stay in this position of authority.

Even though Jack is mostly an authoritarian leader, he also exhibits behaviour that can be associated with a laissez-faire leadership style. This can be seen when he is tasked with watching over the signal fire, but he neglects this responsibility, so he can enjoy the thrill of the hunt unbothered, not caring about what his group needs him to do.

We can find the contrast in Ralph's and Jack's leadership styles in many areas:

In decision-making, Ralph believes in a more or less democratic process, where he listens to the opinions of others and acts on them. But when it comes to Jack, he makes the decisions by himself, since he does not need anyone to tell him what to do.

When trying to motivate someone Ralph tries to do it by becoming the example that the boys can follow. Or trying to convince them, that their efforts will collectively improve their situation. Jack, on the other hand, has a different approach to motivation, for this purpose he uses fear and the promise of punishment for whoever dares to disobey him.

Ralph tries to establish order through democratic means, by setting rules, assigning tasks and convincing others of a better future. Jack, on the other hand, does not care for Ralph's rules, and his leadership style eventually leads to chaos because his group is purely driven by their primal and savage instincts and lacks a proper structure, that could keep his followers under control.

Ralph is trying to hold himself and the others accountable to the rules of his group, wanting the others to feel responsible for their work, tasks and transgressions. When it comes to Jack, he does not accept responsibility for his actions and shortcomings, he prefers to put the blame on others or use his power to make himself free from all of the guilt and responsibilities.

2.4 Impact of Leaders on the Development of Society

2.4.1 *Animal Farm*

In George Orwell's *Animal Farm*, the leaders significantly influence the culture and its norms. The differing approaches of Napoleon and Snowball lead to differing outcomes, demonstrating the impact of leaders on the development and evolution of societies.

Snowball in his short-lived time of influencing the farm, managed to set the course towards, an equal, progressive and educated society, that is led by the desire for the common good amongst the animals. But as he was taken out of the picture by Napoleon, the society devolved from this hopeful place, with the hunger for experimentation and progression into a society filled with corruption, inequality and lack of morality. This Napoleons leadership in the end managed to run the spirit and hopes of the animals into a ground creating a society without hope, willed with despair. Snowing us how a leader and positively or negatively impact the trajectory of a society.

2.4.2 *Lord of the Flies*

Just as in *Animal Farm*, in William Golding's *Lord of the Flies*, we can observe the impact that leaders have on everyone around them as well as the society itself.

As a leader with democratic principles, Ralph strives towards the establishment of an orderly society based on cooperative efforts, collective good and equal opportunities to voice one's thoughts and opinions in discussions. This hopeful vision of a brighter future and the possibility of being rescued by a passing boat is slowly drowned out by Jack as he starts pushing society towards violence, chaos and the loss of morality. As Jack's power and influence grows the cooperation is slowly replaced by division and aggression, eventually causing the collapse of society as it is replaced by barbarism. Further highlighting the often underestimated importance of sticking with a correct leader with good intentions, traits, ideas and morals, as supporting a destructive leader can in time lead to the fall of society as we know it.

2.5 Leadership Lessons from the Literature

Both George Orwell's *Animal Farm* and William Golding's *Lord of the Flies* provide us with valuable insight into leadership dynamics and governance that are still relevant even in modern days. Through allegorical elements, these stories can provide us with an understanding of the power, human nature and authority of the leaders, possibly teaching us how to effectively lead people or for what signs should we watch out.

2.5.1 Relevance of *Animal Farm*

In the beginning, the pigs start with the good intention of overthrowing a tyrant, but after they succeed in this endeavour, they slowly but surely gain the hunger for power, which causes them to become corrupted. Their leader Napoleon also used violence, misinformation and propaganda to rise and stay in power, just like Josif Vissarionovič Stalin did.

This also applies to the real world, when a leader is appointed to the position of power, even if he is starting with purely good intentions, over time, he may become corrupted if left unchecked, because humans naturally desire more power, more money and more fame. For example, a lot of different leaders and CEOs have been exposed for abuse of their power or position, for money, physical satisfaction and many other reasons.

In *Animal Farm* Squealer is a pig that is appointed to spread misinformation and propaganda, to keep the pigs in power and the other animals confused and obedient.

In today's world, it is easy to feed misinformation, propaganda and fake news to the population, this can be done simply by changing facts, leaving out important details, editing photos or videos, being deceitful and many other ways. Powerful leaders can afford to change this information in their favour or censor the information that they do not like to keep a positive public perception and a good reputation.

Napoleon from *Animal Farm* tries hard to make himself look like a good, competent leader in the eyes of others by using propaganda, and slogans and by changing the past in the memories of the animals. Napoleon also ran smear campaigns against his rivals to make the animals into their enemies.

Similarly to Napoleon, today's politicians also want to make themselves look good, often they try to manipulate the public perception of them based on their personal life. These politicians often do not have well-thought-out plans for when they get elected, as they solely rely on painting their competitors as evil and themselves as saviours instead of coming up with good policies.

2.5.2 Relevance of *Lord of the Flies*

The boys without proper supervision fail to govern themselves, leaving the democratic leader Ralph and joining with a tyrant Jack; this decision leads to death, brutality and savagery.

This paints the picture of the fragility of our society, as the support system that keeps people in line fails, the society descends into chaos. We can witness this during times of political unrest, where the governments are no longer able to enforce their laws, which leads to violence, looting and destruction. This is why our laws, morals and their enforceability are so important for society to function.

In *Lord of the Flies*, the conflict between Ralph and Jack is evident, this conflict depicts a power struggle between a stable democratic leadership and a leadership with a dangerous desire, that promises to improve everything.

Even in today's politics, we can find political parties, that offer quick and easy solutions to our problems. But these simple fixes are often very radical ideas, that are based

on hatred and aren't well thought out, if such a government is appointed and these plans are carried out, the situation can easily worsen due to unforeseen consequences.

Jack, in the *Lord of the Flies*, uses the boys' fear, especially their fear of the beast to make them obedient to him, giving him power, that he can later on use as he pleases.

There are many scary things and events in today's world, so it is no surprise, that some politicians and other people in power try to use this fear. They do this for various reasons like to push their agenda, promote their product, gain power and influence others. To scare people to do as they wish, they can exaggerate problems or even, make up security threats and other things.

3. Conclusion

Examining the leaders and the leadership dynamics in *Animal Farm* and *Lord of the Flies* offers us valuable insight into the importance and possible dangers associated with people in power in the real world. Since both of these works are cautionary tales, we should learn from them, how much damage can be done by electing the wrong people into the positions of power.

Animal Farm shows us how easy it is to trade one tyrant for another, as the revolutionary ideals are undermined by the insatiable hunger for power. Napoleon and his authoritarian rule, enabled by manipulation, misinformation and oppression of others, shows us how the trust of people alongside with lack of education can lead to the establishment of a totalitarian regime. This mirrors the real-world situations where leaders get elected due to their propaganda and cunningness. This narrative depicts the importance of checks and balances, transparency and firm moral values to prevent tyrannical regimes from gaining power and influence in time.

Lord of the Flies also warns us how easy it can be to go from a democratic regime to a regime, where one person holds all of the power. The rise of Jack and the savagery on the island portrays the effects of people with dangerous ambitions, who have gotten into a position of absolute power. The fall of the boys into the savagery depicts the importance of strong, enforced laws and well-established morals and ethical codex. This warns us of the dangers of political instability, which can spread chaos over the entire affected area, possibly destroying the lives of people.

Both of these works highlight the importance of good leaders, as they can easily shape the destiny of all of their subjects, reminding us that leaders should be empathetic, and responsible, with a strong sense of justice. These leaders should also have some of the traits and characteristics that make them effective in their work like confidence, good charisma, fairness, courage, willingness to take calculated risks, the ability to plan for the future, inspire and many others. Moreover, both of these works show the importance of cooperation towards a common goal and the much-needed collective effort to protect democracy, especially from those who want to claim all of the power for themselves.

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