

Conquest Under the Rule of Genghis Khan

Executive Summary

Among all of history's greatest conquerors, one name is arguably greater than the rest in terms of its influence and impact on the civilizations it touched. Genghis Khan, the conqueror in question, was not only a brilliant tactician in warfare, he possessed a certain cultural awareness that made him an effective statesman. Though he is perhaps more well known for the death and destruction caused during his many campaigns, it is the purpose of this paper to examine his decision making process and strategies from an organizational design perspective to better understand the rationale behind his actions and to discover what made the Mongols so successful in their exploits. Readers will gain an understanding of Genghis Khan's formative years and how it shaped him, leading to the formation of the Mongol empire. This paper will compare where appropriate, Genghis Khan's conquest strategies, the organizational structure, his ideologies and how it impacted his governance of the Mongol empire and culture against modern day organizations.

Genghis Khan's vision was to unite the world under one Mongol empire. The Mongol horde, formidable on their own, was near unstoppable united under one banner. The swift advancement of the Mongol army was attributed to their skilled Mongol light cavalry horse archers, innovation in weaponry that extended the range of their bows, and creation of a postal system and spy network to keep Genghis Khan abreast of the times. Mongol leaders and their troops were given significant leeway in carrying out their orders so long as the objectives of the mission was accomplished. This sense of trust and empowerment was not only evident in the Mongol military structure, but also in the governance of conquered cities and its subjects. Genghis Khan created a culture that was able to accommodate the vast expanse of people and territories conquered, all with their own belief systems and way of life. The Mongol empire under Genghis Khan was that of an adaptable culture and centered around a culture of discipline. In many ways, the Mongol empire exhibited many qualities present in today's teachings of modern organizational design theory, from their understanding of conflict, power, and politics to their innovation in warfare and emphasis on being a learning organization.