

Executive Summary

The Mongol empire was successful in conquering most of Asia, the Middle East, and parts of Eastern Europe in the 12th and 13th century creating the largest contiguous land empire in the history. This was made possible largely due to the solid organizational design concepts that the Empire was founded on by Genghis Khan. The purpose of this project was to evaluate these practices and determine which of them, if any, are still relevant to modern-day organizations.

Genghis Khan created an organizational structure that supported efficient communication channels and authority within the military and society at large. He also focused on creating a culture that incorporated diversity and meritocracy. As the Mongols began to conquer other nations, they recruited new members from other tribes to join their troops as equals. Genghis Khan also introduced a code of laws to ensure obedience, clans integration and misconduct. Among other things the Empire was successful in expanding to neighbouring states, as Genghis Khan ensured that tribes could maintain their socio-cultural roots and conducted this expansion in a strategic manner.

There were many factors that caused the fall of the Mongol Empire after Genghis Khan's death, which included climate change, spread of disease and other emerging powers. However, the main cause was the disintegration of the tribes and the turmoil between his sons and their fight over power, proving that Genghis Khan played a pivotal role for the Empire.

Modern-day organizations stand to benefit from a number of organizational design solutions implemented in Genghis Khan's Mongol Empire. Without Genghis Khan's personal contributions to the Mongol Empire and its organizational design, would not have been successful.