

The University of Richmond's Jepson School of Leadership Studies 2017–18 Colloquium on **Evolutionary Models of Leadership Across Human Societies** in Richmond, Virginia, Dec. 9–10, 2017.

Organizers: Chris von Rueden (University of Richmond) & Mark van Vugt (VU Amsterdam)

Participants: Joey Cheng (University of Illinois)
Don Forsyth (University of Richmond)
Zach Garfield (Washington State University)
Luke Glowacki (IAST Toulouse)
Al Goethals (University of Richmond)
Paul Hooper (Santa Fe Institute)
Crystal Hoyt (University of Richmond)
Michal Kandrick (VU Amsterdam)
Lasse Laustsen (Aarhus University)
Jon Maner (Northwestern University)
Siobhan Mary Mattison (University of New Mexico)
Rose McDermott (Brown University)
Michael Bang Petersen (Aarhus University)
Eleanor Power (Santa Fe Institute)
Michael Price (Brunel University)

Mission: The goal of this interdisciplinary colloquium is to develop a research agenda to test different evolutionary theories/models of leadership and followership cross-culturally, and across various institutional settings.

Core Questions:

1. What are major outstanding questions regarding the evolution of leadership emergence and leader effectiveness in human societies?
2. How can we develop theories of followership emergence and effectiveness?
3. How will tests of existing evolutionary models of leadership/followership (e.g. game theory, dominance v prestige, evolutionary context-contingency, service-for-prestige, cultural evolution, sexual selection) benefit from systematic cross-cultural comparisons?
4. Can we find ways to test predictions from these different models against each other?
5. How do these evolutionary models influence leadership practice in business, politics and public policy?

Potential Deliverables:

- Designing joint studies to test leadership/followership models cross-culturally (from small-scale to large complex societies)
- Conceiving grant applications to get collaborative research projects on leadership funded (e.g., research councils, charities)
- Sharing ideas, developing networks
- Getting feedback on current research projects
- Papers for submission to the special issue of The Leadership Quarterly on “The biology and evolution of leadership: A new synthesis”, co-edited by Mark and Chris. For more info, including deadlines: <https://www.journals.elsevier.com/the-leadership-quarterly/call-for-papers/special-issue-on-evolution-and-biology-of-leadership>

Provisional Schedule

Saturday 9 December

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| 7:00-8:15 | Breakfast at hotel |
| 8:20 | Shuttle to campus |
| 9:00-9:30 | Welcome and Why Are We Here (Chris von Rueden and Mark van Vugt) |
| 9:30-10:00 | Talk (20 minutes; 10 minutes discussion): Can we define leaders as dominant or prestigious? (Joey Cheng) |
| 10:00-10:30 | Talk: Strategic deployment of dominance and prestige by leaders (Jon Maner) |
| 10:30-11:00 | Break |
| 11:00-11:30 | Talk: Intra- and extra-group threats and leader dominance (Lasse Laustsen) |
| 11:30-12:00 | Talk: Protecting against exploitive leaders (Michael Bang Petersen) |
| 12:00-1:15 | Lunch |
| 1:15-1:45 | Talk: Identity and emotional entrepreneurship in leaders (Rose McDermott) |
| 1:45-2:15 | Talk: Service-for-prestige vs. other models of leader motivation (Michael Price) |
| 2:15-2:45 | Talk: Leadership as a solution to collective action problems (Paul Hooper) |
| 2:45-3:15 | Break |
| 3:15-3:45 | Talk: Using HRAF and ethnography to test models of leadership (Zach Garfield) |
| 3:45-5:30 | Discussion (led by Chris von Rueden and Mark van Vugt) |
| 5:45 | Shuttle departs campus |
| 6:00-8:00 | Dinner |

Sunday 10 December

7:00-8:30 Breakfast at hotel

8:30 Shuttle to campus

9:00-10:30 Break into work groups:

Potential themes:

- 1) Context dependency of leadership preferences (e.g., role of intra- and inter-group threats, institutions, ontogenetic factors)
- 2) How different leadership/followership styles and behaviors affect cooperation
- 3) Gender and leadership

Aims for work groups: Consider research designs and (innovating) methodologies that test different models of leadership cross-culturally (by considering interactions with ontogenetic experiences, ecology, demography, and cultural institutions).

10:30-11:00 Break

11:00-12:00 Work groups present

12:00-1:15 Lunch

1:15-3:00 Map out potential collaborative research projects

3:00-3:30 Break

3:30-4:00 How to fund these projects (sharing ideas)

4:00-5:30 Next steps (who takes the lead on what?)

5:45 Shuttle leaves campus

6:00-8:00 Dinner