



## **Dedication and Leadership**

*Douglas Arnold Hyde*

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On March 14, 1948, Douglas Hyde handed in his resignation as the news editor of the London *Daily Worker* and wrote “the end” to twenty years of his life as a member of the Communist Party. A week later, in a written statement, Hyde announced that he had renounced Communism and, with his wife and children, was joining the Catholic Church. The long pilgrimage from Communism to Christ carried Douglas Hyde from complete commitment to Marxism, to a questioning uneasiness about Soviet Russia’s glaring contradictions of ideology and action, to a final rejection of the Party. In **DEDICATION AND LEADERSHIP**, he advances the theory that although the goals and aims of Communism are antithetical to human dignity and the rights of the individual, there is much to be learned from communist methods, cadres and psychological motivation. Hyde describes the Communist mechanics of instilling dedication, the first prerequisite for leadership. Here is the complete rationale of party technique: how to stimulate the willingness to sacrifice; the advisability of making big demands to insure a big response; the inspirational indoctrination; and the subtle conversion methods. In this small book, so large with implications, Douglas Hyde comments on both Communist and Catholic potential and their lack of maximum effectiveness. He advocates positive Catholic action, not just a negative anti-Communism, and he points out that the guidelines are now down for a decisive choice between total Communism and a total Christianity. Here is a realistic approach to an acute problem uncolored by emotional propaganda, and here is a realistic answer on how to inspire dedication for leadership.

### **Dedication and Leadership Details**

Date : Published December 31st 1992 by University of Notre Dame Press (first published 1956)

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Author : Douglas Arnold Hyde

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## From Reader Review Dedication and Leadership for online ebook

### Jeremy says

This book is written by a man that was in the leadership of the Communist Party in the early 20th century and defected upon becoming a Christian. He became a consultant for the Church, helping them to understand why it was that the Communist movement was exploding while the Church was languishing.

The thesis of Hyde's book is that, simply put, Communist followers are more dedicated and better equipped than Christian followers. While the bulk of the book is very pertinent to those desiring to see the Church prospering in the way that it should, some of the subjects don't translate well into the 21st century. Also, while Hyde is very persuasive regarding his perspective on the reasons for Communist success, it's hard not to wonder about elements of their persuasion that are out of bounds; e.g. uniting against a common human enemy.

It's a quick read, so if you are a leader, pick it up!

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### Stephen says

Dedication and Leadership is a wonderful asset for any serious activist. Unlike other books that encourage individuals to fix their personal imaging and or engage in high profile media endeavors to win votes in elections and effect temporary meaningless change, this book follows the progress of what was undoubtedly one of the most successful political movements of all time, Communism. While today it is easy to look back at the system that controlled a third of the world and dismiss it as antiquated, corrupt and ineffective, it is foolish to cast it off without first examining what motivations, concerns, and methods were most effective in the long term growth and eventual take over of the Communists in so many countries. Framed against the much larger, wealthier, and established Catholic and Christian Churches, Communism has always, even when in power, possessed less physical advantages than Christianity. Faced with this truth, and the concurring realization that a much smaller minority of the population has had such success in taking over countries, cultures, and winning civil wars, Hyde, a convert himself out of Communism into Catholicism, presents the comprehensive action list of a good Communist and shows that often the very same tactics that win over large portions of the population into Communism are either untried by Christians, or were tried and not continued. The problems that face every man continue to be the same that have plagued him for millennia, and while Christians have the moral and philosophical foundations to argue and defend the rationality of their beliefs, only through effective actions will the common man be turned toward the life changing plans and truths of the church.

Due to Hyde's large amount of experience, he can refer personally to a range of personal accounts containing methods and there use in his work as a Communist.

Hyde's greatest contribution to this discussion comes from his programmatic organization of thought: he understand that the reader is looking for a detailed discussion that also leaves him able to glean a series of campaign tactics along the way.

The program is laid out in a series of steps:

First: Starting the Program:

Hyde gives several examples of how to begin the process of recruiting and selling your message. Simply put, go out and sell your message on a street corner, hand out fliers speak to people, bring along those people who might want to volunteer. Most importantly, go and test the work of your volunteers to see if they are committed to the cause: find the willingness to sacrifice among your volunteers because that is what sets those who will support and defend your mission to the death apart from the mediocre who will only hold you

back.

"Ask little of young people and you will get little in results from them, ask for a lot and you will receive a lot"

-I personally think that there is a lot wisdom in this idea, although I have not had quite as much success because when I asked much of someone, often I had not ever had a chance to test their willingness to sacrifice. Beyond that, they never have had skin in the game and so needed to bleed a little for the movement. I need to be more circumspect by testing their loyalty first: these people are my Jims of the world. I need to appeal to their idealism.

Second: Personal Dedication and Work

Hyde speaks to the idea that no one ever joins an organization if that organization is half-hearted. And if they by any chance join that organization, they too become half-hearted as well. This explains how the initial contact made by every Communist is of the utmost importance to the cause. The first impression of the organization and the movement is the first marker in the life of the new member. If they were impressed by the diehard enthusiasm of the first member, they will never think of the movement except as a radical and effective group of passionate people.

-I need to be a crazy man for this cause. People have to know that any event that we put on together is an event that is active, noisy, effective, and constant. I have to be that constant efficacious stalwart of the Boston area. I need to eat, breath, and sleep this campaign.

Third: Education

Those who work for your cause will only be as persuasive and effective as they are grilled in the knowledge of their campaign and their information and goals. Therefore, I must begin by informally teaching others about the issue and then beginning to teach them real classes on why Assisted Suicide is so serious and bad for MA. Then when they have been given the tools with which to start fighting against the forces of death, they become my tutors and I can send them out and they will reduplicate my work. That way I am not training every single person who is coming to work for the movement. These individuals will then reduplicate my work precisely because they will have first been trusted to be a part the movement and now, even though they will be nervous like Jim, will still be capable of leading.

Forming Mentors:

1. Inspire them: if they are taught in a specific way, they will be able to communicate effectively and inspire their students.
  - a. The kind of world we live in
  - b. How the world can be changed
  - c. The force that can change it
  - d. The communist party, the party of change and the working class.

This four part plan should be used to inspire those who wish to join Communism, and it can easily be converted into a plan to fight Assisted Suicide.

- a. The kind of world we live in: a world where pervasive "other" forces are collaborating to destroy what we have here: the dignity of life
  - b. A strong grassroots campaign can make a major change in the state of Massachusetts if the many people here gather to oppose it.
  - c. We are the ground troops in this revolution and we can lead by the various campaign tactics
  - d. Pro-life forces are the group you need to join, with us you will be more effective in ending this scourge.
2. Put the entire fight into a global perspective: here I think United States, national prospective might be more successful to my work.
  3. Actions speak louder than words:
    - a. End every meeting with a goal that the individual is going to make: so what are you going to do on the campus at BC? Or at your job in the city, or yours in the country.
  4. Term the battle as the fight of good against evil. Absolutes in every respect, even if there might be some neutral or even good qualities that the enemy possesses, he is still the enemy.

Study Group Methods:

Methodological goals: a. teach students to support the dignity of life b. teach specific actions and plans for concrete change c. form each individual in the spirit of one day creating him to be a leader.

1. Lecture, followed by discussion or questions
2. Controlled discussion
3. Question and Answer

Used best in order of 2,3,1

Fourth: Be the best, and win over others by your good qualities in everything.

Use different forums to win friendship and respect by all the hard work that you put in to each task or event you go to so that when you offer a thought or an idea, people will listen and respect your thoughts and actions.

Fifth: campaign events

Events should happen often, mostly to gain a member base at least initially, but as well to capture media attention and also to keep the moral of the members up: while big and important campaigns are important, there is also a great place for campaigns that involve small victories, these can lead to encouragement and renewed effort for the individual members of your organization.

Do not measure the success or failure of a campaign by the traditional methods (numbers of people, easy victories, and no opposition) if the spirit and drive of the campaign does not grow and the list of members does not start to increase then you have lost the use of the even that you hosted.

Sixth: Techniques used to win

- a. Print Propaganda: simple language
- b. Spoken words: begin in the experience of the listener and do not create an enemy if you can avoid it.
- c. Film/Music: don't move right into the direction of open and easily discernable propaganda, hide your ends, or even use things that are not necessarily political in themselves to create starting points for future discussions.
- d. Organization: directed work within confines of an organized approach will minimize the waste of time and loss of effort. If he is organized he will always remain himself and be building the cause.

"What do I do personally to advance my cause." This seems to be the central tenant that needs to be instilled into each and every one of those who will be successfully brought into effective leadership in this process in MA. The extent to which I can instill this goal in them, is the same extent of success I will have in my work.

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## **Rachael Dudley says**

Douglas Hyde is truly an incredible individual. Just by reading this book, one can tell that he does not lack in intelligence nor does he lack in verbosity. While he could not have been the only ex-Communist to denounce his party and convert to Catholicism he was, however, one of the few who was able, not to mention brave enough, to use his experiences in the party (and therefore the wisdom that he had attained from that experience) in order to present a whole new point of view for Christians.

The one thing which I particularly liked about this book was the clear purpose for its authorship. Hyde specifically says that, although he is Catholic and thoroughly believes that the Church is superior to Communism, his intent in writing this book is not to simply bash Communism nor is it to exclusively promote the church (although the latter is certainly achieved and not by mistake). He sees in Communism, as many people from the outside are not able to, the ways in which the methods they employed to recruit new comrades can also be useful to Christians.

The concept of the book itself is absolutely amazing and there are so many brilliant passages and ideas which he articulates in it. Part of the beauty of this book is the way in which all the individual bits of wisdom come together to form, what I found to be, such a simple and logical method of recruitment. I had expected it to be far more complex, when in reality the methods they used are not those which are completely unthinkable! To me that was incredible and enlightening.

Dedication and Leadership is a book that I believe every serious Christian who desire the ability to communicate politics effectively should read. I know that the summary on the back of the book alone was enough to enrapture me into Hyde's analysis of the Communists' attitudes, methods, and techniques.

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### **Dave Nisly says**

An intriguing assessment of a former Communist on the effectiveness of developing absolute dedication to the Party... and then, after becoming a believer, exploring what if Christians adopted a similar approach to developing dedicated believers and aggressively and confidently spreading the good news of the Gospel (rather than Communist propaganda).

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### **Ashley Elliott says**

Yet another amazing Leadership course book!

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### **Jon says**

“Why are communists so dedicated and successful as leaders whilst others so often are not?” (5). Douglas Hyde answers this question in a series of lectures, and in this book, “Dedication and Leadership”. The Communist party is a very small minority in comparison with the rest of the world that are non-communist, yet they dominated more than a third of the world, and in record time! Hyde, as an ex-communist leader understood the methods they used and why they were effective, and gives the outline so that others may use this to persuade people to believe.

First, he gives advice in starting the program. Spreading your message in whatever means are possible, handing out fliers, talking, and any other type of propaganda. At the same time you can test others dedication to your cause by asking them to volunteer and do hard work to receive great results, not to ask of little things and they produce little results.

Then you must insure yourself that you are dedicated to your cause, and put the effort forward necessary to ensure others of your organizations strength and power. If people see your confidence in the work of your cause then the ambition will be contagious and your followers will work just as hard.

Once you have a clear knowledge of what your organization is you then have to start educating your followers. That way they have a large knowledge base for discussion and can be effective in defending or spreading the work of the organization. Eventually you can train them to a level that will give them responsibility for the organization. That will cause the organizations influence to spread, and give individual purpose to your members.

It is important that people see the organization as a means of good. The organization must show that it is an attractive and honorable group for any moral situation. If in the public's eyes they see the benefit of the organization's progress then that will expand your influence and numbers. Doing good deeds all of the time, and being honest is the best means of achieving this. You will earn respect and trust from your hard work, and people will look up to you for leadership.

Continuously keep the life of the organization alive by hosting events. Events help build membership, but also media attention. Having multiple events publicly will increase awareness but also morale of your members. This keeps the energy of the organization alive, with its members as well as its credentials.

The techniques by which an organization adopts are the means by which it achieves its goals. Hyde states that the communist were great at propaganda and they did this as effectively and as efficiently as possible.

With modern technology it is easy to spread propaganda. Subtle messages based on the cause of the organization create an influence that is able to make people speak for your cause without fully understanding the whole truth, but may lead them to discover your cause as the best. Getting propaganda produced on paper, social networks, video, and music will make you cause viral, but don't forget that word of mouth is also important.

These methods make the means of creating a strong organization, and hopefully, one that can surpass the wrongful evils of the Communist Party, and create a future of good.

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### **Garland Vance says**

This book is a must read for two groups of people: (1) Christians who are starting their leadership journey and need an understanding of what it takes to be a leader; (2) Christian leaders who are responsible to recruit and train more Christians leaders.

Douglas Hyde worked as a leading Communist in London who came to Christ. At this point in time (around 1950) Communism was exploding in London which Christianity languished. Catholics in London asked Hyde to tell them what Communists did to create such tenacious followers so that the church could apply those principles. This book records the lectures that Hyde delivered.

I have read this book three times and am confident that I will return to it in future years. Hyde distills the best training practices that were used by Communists and the reasons why they were so successful in London.

If you want to understand why the quality of dedication is so important in leadership and how to develop dedication in yourself and others, read this book. If you want to develop greater insights in training people to carry out a world-changing vision, read this book.

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### **Heather says**

I really enjoyed reading through this book for the Leadership and Management Communication course through Bryan College. It totally opened my eyes to what 20th century Communism was really all about. Before, I just kind of had this "Communist stereotype" that all Communists were horrible, heartless, cold stalwarts like Stalin. But really, the majority were not. They had compassion and feelings for other people.

True, Communism did start out as an attempt to take over government by dramatic and bloody revolutions, but through experience, the Communists learned to approach change toward Communism through more subtle ways. Their methods and tactics for spreading their Communist philosophies are well worth our time to consider and apply to our own lives as Christians.

I would highly recommend this book to anyone who desires to be spurred on towards greater dedication and ministry for God.

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### **Andrew Willis says**

The title is so cliché, I imagine it is often dismissed as another principles of leadership self help book. While

it is such, it's so much more. How the Communist party operated from an insider's perspective? It's got that. Practical tips for yourself? It's got that too! Christian world view? Yuperoo. Good stuff, I'm passing it on to others.

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### **Heather Denigan says**

Excellent book. A must-read for any Christian looking to influence culture for Christ and encourage the Church in his community. Hyde's message that dedication inspires dedication is important for parents as well. Highly recommended.

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### **Ryan says**

It is rare for an individual to praise the good qualities of a group he is ideologically opposed to. But this is in fact what Douglas Hyde does very well in this book Dedication and Leadership. He presents the mechanics and inner-workings of the communist party and analyses the efficiencies and leadership that allow such a minority to have a large presence in our generation. He breaks down how they gain and guide converts into leadership positions and give them a great desire for their cause. It is an impressive working that any group, especially Christians, should learn from and become active in their own causes.

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### **Sierra Heather says**

While at times this book was dry and uninteresting, it held wonderful principles for leaders to develop! Of course, you have to translate those traits and principles into a ministry position rather Communism, but what it taught was still informational.

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### **Tim Casteel says**

Douglas Hyde, a former Communist who becomes a Christian, looks at what we can learn from "an extremely successful minority", the Communists.

In some ways this book is dated. In others, it is particularly well suited for our times.

Dated in a sense that it written for a different time, in 1966, when Communism has taken over much of the world and it was still unclear which way history might turn. Now, Communism has been shown for what it is, a horribly destructive experiment.

But for American Christians, who suddenly find themselves a minority (obviously more strongly felt by white Christians), the book is a timely case study in how a small minority can literally change the world. "it is probably true to say of the Communists that never in man's history has a small group of people set out to win a world and achieved more in less time."

Caveat: The book is 100% not gospel centered! Definitely "pull yourself up by your bootstraps" and "if the communists can be so dedicated and sacrifice so much for a lie, how much more so, Christians...". Come on Christians! Try harder!

But... taken with a grain of salt, the book is VERY thought provoking.

Particularly relevant for my line of work - college ministry. As the book focuses particularly on how the Communist Party mobilizes young people.

"There is no mystery about the indisputable fact that Communists exert an influence out of all proportion to their numbers, once one grasps the point that practically every party member is a dedicated man in whose life, from the time he rises in the morning till the time he goes to bed at night, for 365 days of the year, Communism is the dominant force."

May Christian college students exert an even greater disproportionate influence!

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### **Deirdre says**

The ideas in this book have worked their way into everything about how I lead and do ministry. A classic.

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### **James Watts says**

Great thoughts from a former communist. It's so important no matter what arena to focus on creating lasting, dedicated relationships.

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