**LINCOLN & THE EMANCIPATION PROCLAMATION January 1, 1863**

*“I have no purpose, directly or indirectly, to interfere with the institution of slavery in the States where it exists. I believe I have no lawful right to do so, and I have no inclination to do so” L*incoln 1st Inaugural 1861

**THE BROKEN UNION**

* Lincoln Inauguration March 4, 1861, four months after election, America is broken into two parts
* 7 Southern states created Confederacy in Mongomery AL with Constitution (4 more will join)
* Former Mississippi Senator Jefferson Davis was provisional President, Capital to Richmond, VA
* Lincoln makes cabinet representing every faction: Whigs, Free-soilers, abolitionists Democrats,
* Three are rivals: State>William Seward, Treasury>Salmon Chase, Justice>Edward Bates
* 7/22/1862 Lincoln presented first draft of Emancipation Proclamation to cabinet for review.
* The Reason – need to define How the war is to be waged? What the Union was fighting for?

*Eighteen Lessons from Lincoln’s Life on Transformational Leadership in Turbulent Times*

**1 – ACKNOWLEDGE WHEN FAILED POLICIES DEMAND A CHANGE IN DIRECTION**

* 6/1862 Gen George McClellan defeated by Gen Robert E Lee Peninsular Campaign
* 16000 dead wounded or captured Northern morale very low, defeatist.

**2 – GATHER FIRSTHAND INFORMATION, ASK QUESTIONS**

* Lincoln starts to question role of slavery in war – Slaves used by owners to support Confederacy.
* The North had been fighting to preserve the Union – needed to divest the South of their slaves.

**3 – FIND TIME AND SPACE IN WHICH TO THINK**

* Lincoln needs time and space to think about Constitutionality and effects of emancipation.
* Soldier’s Home 300 acres three miles north of city included a two-story brick cottage.
* Lincoln and family stayed there June to October cooling breezes better than Capitol sweltering.
* In Soldiers Home Lincoln considered Legal/Constitutionality of slavery vs moral abomination
* Lincoln believes freeing slaves is a military necessity to preserve the Union.

**4 – EXHAUST ALL POSSIBILITY OF COMPROMISE BEFORE IMPOSING UNILATERAL EXECUTIVE POWER**

* Lincoln is asking for aiding 4 border loyal slave states Missouri, Kentucky, Delaware & Maryland.
* The aid would be for Compensating slaveowners $400 per head, States refuse offer.
* Proclamation covers 3.5 million slaves in Confederacy, not 1/2 million in loyal border states.

**5 – ANTICIPATE CONTENDING VIEWPOINTS**

* Lincoln presents draft & wants his cabinet to advise him on the Proclamation.
* War Edwin Stanton supports Proclamation and wants immediate release.
* Postmaster Montgomery Blair opposes Proclamation fearful border loyal states will join rebels.
* State Seward concerned if England or France might recognize Confederacy to keep cotton sales.
* Seward also argues that Proclamation **timing** should be done after victory not after defeat.
* Lincoln agrees Timing is crucial and puts draft aside, Lincoln had not considered the “when”
* Robert E Lee invades Maryland, at Antietam causes him retreat, 23000 US bloodiest day 9/17.

**6 – ASSUME FULL RESPONSIBILITY FOR A PIVOTAL DECISION**

* Monday September 22, 1862, Lincoln calls new cabinet meetin**g** before preliminary release

*I do order and declare that all persons held as slaves within said designated States, and parts of States, are, and henceforward shall be free. ... [S]uch persons of suitable condition, will be received into the armed service of the United States. ... And upon this act, sincerely believed to be an act of justice, warranted by the Constitution, upon military necessity, I invoke the considerate judgment of mankind, and the gracious favor of Almighty God*. .

**7 – UNDERSTAND THE EMOTIONAL NEEDS OF EACH MEMBER OF THE TEAM**

* Lincoln spends time with War Stanton knowing casualties affected him greatly.

**9 – REFUSE TO LET PAST RESENTMENTS FESTER; TRANSCEND PERSONAL VENDETTAS**

* Stanton & Lincoln had been lawyers in patent case before war, Stanton humiliated Lincoln.

**10 – SET A STANDARD OF MUTUAL RESPECT AND DIGNITY, CONTROL ANGER**

* When angry at colleague Lincoln would write “hot” letter but then cool off and never send it

**11 – SHIELD COLLEAGUES FROM BLAME**

* Emancipation Proclamation issued 9/22/ 1862 take effect 1/1/1863 Executive Order #95.

**12 – MAINTAIN PERSPECTIVE IN THE FACE OF BOTH ACCOLADES ANDNABUSE**

* Gen McClellan opposes Proclamation; mid-term 11/1862 election brings Democrats gains.

**13 – FIND WAYS TO COPE WITH PRESSURE, MAINTAINBALANCE, REPLENISH ENERGY**

* Gen Ambrose Burnside’s defeat Fredericksburg 13000 dead or wounded leads to recriminations
* Lincoln finds relief in theater, going over 100 times during war *Henry IV, Macbeth, Lear, Hamlet*
* Lincoln pardons many soldiers sentenced to death for crimes such as desertion, saving lives.

**14** – **KEEP YOUR WORD**

* Abolitionist Frederick Douglas had been critical of Lincoln’s delay but knew he would do it
* 1/1/1863 Proclamation had new feature – enlist blacks into fighting the war.
* New England crowds gathered at churches and halls to celebrate and sing.
* Frederick Douglas, Ralph Waldo Emerson, Harriet Beecher Stowe, Oliver Wendell Holmes talked.

**15 – KNOW WHEN TO HOLD BACK, WHEN TO MOVE FORWARD**

* Lincoln: *“I claim not to have controlled events but confess plainly that events have controlled me”*

**16 – COMBINE TRANSACTIONAL AND TRANSFORMATIONAL LEADERSHIP**

* Transactional leaders operate pragmatically, appealing to self-interest, quid pro quo bargains, trades, and rewards to solicit support and influence behavior.
* Transformational leaders inspire followers to identify with something larger than themselves, to more abstract ideals – such leaders call for sacrifice in pursuit of moral principles and higher goals, looking to the future not present moment.
* Lincoln Transforms the war effort with the Emancipation Proclamation.
* Emancipation, ending slavery, will be the reason North will now fight, not preserving the union.

**17 – BE ACCESSIBLE, EASY TO APPROACH**

* Lincoln makes a point of visiting troops whose letters to home recorded his empathy & kindness.
* Black recruitment enlisting for the Emancipation Proclamation despite not receiving equal pay.
* Frederick Douglas pointed this out to Lincoln, and it was corrected. 200,000 blacks enlist.

**18 – PUT AMBITION FOR THE COLLECTIVEINTEREST ABOVE SELF-INTEREST**

* With the fall of Atlanta, the solder vote will re-elect Lincoln to second term.

**CODA** (a concluding event, remark, or section)

* The Emancipation Proclamation will be replaced by the 13th Amendment banning slavery 1865.
* It was through the language of his leadership that a moral purpose and meaning was imprinted upon all the suffering and loss of the war. (More than 600,000 Americans will be killed).

*“Fondly do we hope, fervently do we pray, that this mighty scourge of war may speedily pass away. Yet, if God wills that it continue until all the wealth piled by the bondsman's two hundred and fifty years of unrequited toil shall be sunk, and until every drop of blood drawn with the lash shall be paid by another drawn with the sword, as was said three thousand years ago, so still it must be said "the judgments of the Lord are true and righteous altogether.With malice toward none, with charity for all, with firmness in the right as God gives us to see the right, let us strive on to finish the work we are in, to bind up the nation's wounds, to care for him who shall have borne the battle and for his widow and his orphan, to do all which may achieve and cherish a just and lasting peace among ourselves and with all nation”* Lincoln 2nd inaugural 1865

**BIBLIOGRAPHY**

Goodwin, Doris Kearns, Leadership in Turbulent Times 201**8**