

war to its ultimate issue, and it also handicaps the constant thought and effort of every chief at the head of any organisation where co-operation, esprit-de-corps and goodwill should prevail if the work is to get done and results to be won.

I remember that for a long time the Boers were very hazy as to the cause which finally actuated their leaders in plunging the country into war. They used bad language against "Kimmerlin" (the late Mr. Joseph Chamberlain). They had denounced "Jimson" (now Sir D. Starr Jameson) for his intrusion in 1896 and were anxious to get him again if they could. They thought he might be in Capetown with Rhodes, or even at Kimberley, and they knew that Baden-Powell was at Mafeking—probably busy planning the Boy Scout Crusade, among other things, then—but they were most concerned to capture Mr. "Frankijs"—the Franchise for which Britishers had been clamouring in the Transvaal for many years—as "he" was surely the cause of the trouble, but when they caught "him" they would "shoot him dead!"

The elusive element again proved to be disloyalty—the disloyalty of the Krugerites, backed by the sinister sycophancy of Dr. Leyds, his evil machinations and intrigue with Germany—which led them to ignore their political obligations to England and to her sons, in the land which they had done most to make prosperous.

You cannot make a man loyal by regulation any more than you can make him sober by legislation; but if there is one thing I would plead for before any other—and I have done so often in addressing crowds of men and women from fifteen years old to eighty years young—it is for LOYALTY.

Be loyal to the house, to the "boss," to the institution of which you form a part. You strive to be honest because you believe "honesty is the best policy." But that is pure selfishness. If you cannot be loyal to the man who pays you, who bears the burden of your duty as well as his own and hundreds of others, you'd better get out. You cannot do your own work well, and you hinder others by your lack of co-operation and interest. Don't be the grit in the cogs that otherwise would let the machine move easily and sweetly. Be loyal and show