Agile Alliance 2016
Leadership for Genius Tribes

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Podcast: Leadership Unleashed
What is a Genius Tribe?
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Why You Should Care

Gallup Q12 Survey
2012 Reports
Companies on the top quartile on engagement

- 37% less absenteeism and employee turnover (on average)
- 48% fewer safety incidents
- 41% fewer product defects
- 21% higher productivity
- 22% higher profitability
Stage 1: Life Sucks (2%)
Stage 2: My Life Sucks (25%)
Poll

What are some of your “favorite” stage 2 tribes?
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Stage 3: I’m Great (49%)
Poll

What are some of your “favorite” stage 3 tribes?
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Stage 4: **We’re Great (22%)**
Poll

What are some of your favorite stage 4 tribes?
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Stage 5: Life’s Great (2%)
Polls

- What stage is your primary work tribe?
- What stage is the Agile community?
- What stage are most of the clients/teams you work with?
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Upgrade Stage Two to Three

- Don’t participate in the culture of complaining.
- Build individual skills.
- Focus on strengths.
- Provide training, coaching and mentoring.
- Create and manage accountability structures.
Upgrade Stage Three to Four

- Listen for values
- Use the Big 4 Questions as a listening tool
- Build triads based on values
- Use your core values as a primary decision making tool
Poll

What do you think some of Zappos’ values might be?
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Big Four Questions

• What’s working?
• What’s not working?
• What can be done?
• What else?
Build Triads

Three separate relationships is not a triad

Responsible for the quality of relationship between the other two

“Triad” stabilizes with shared values and a project
Upgrade Stage Four to Five

• Discover your outrage
• Upgrade your competition
• Create some time pressure
• Make history
charity: water

ONE IN SIX PEOPLE ON THE PLANET DON'T HAVE ACCESS TO SAFE, CLEAN DRINKING WATER.

Discover Your Outrage
Upgrade Your Competition
Create Some Time Pressure
A Typical Tribe
A Typical Tribe One Month Later
Upgrade Your Genius Tribes

- What will you will do?
- What will you will stop doing?
Get Free Stuff!

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