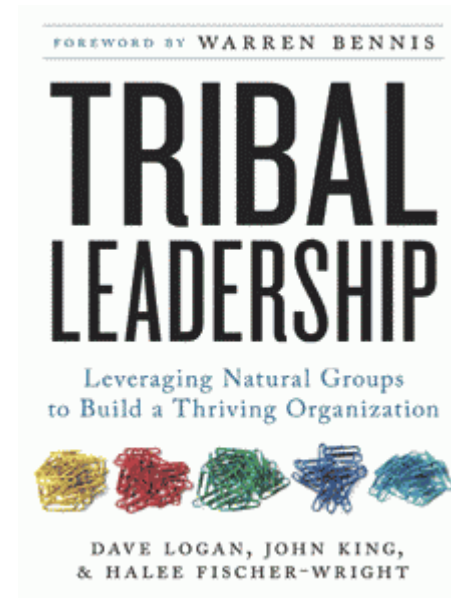
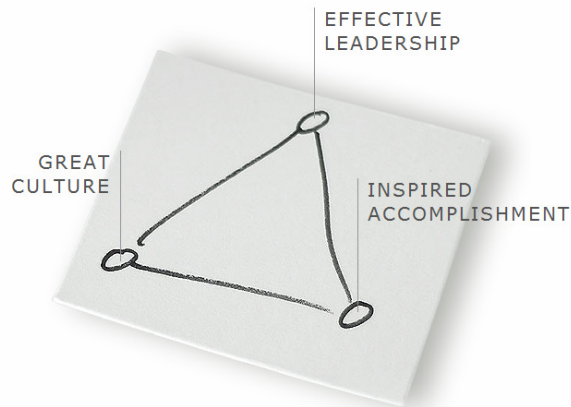


Culture Meter Survey

<http://www.culturemeter.com>



Assessing Your Culture

- All tribes have a dominant cultural stage.
- There are five distinct stages evident from language, behavior, and relationship structures within the organization.
- Higher cultural stages outperform lower cultural stages.
- Organizations can move up one stage at a time.

What is Tribal Leadership?

- Every organization is composed of tribes—naturally occurring groups of between 20 and 150 people.
- Until now, only a few leaders could identify and develop their tribes.
- Tribal Leadership shows how everyone can be a leader in all roles in an organization. It is no longer about the executives and senior managers dictating what needs to happen.
- The result is an organization that can thrive in any economy.

- from *Tribal Leadership*

Benefits of Being a Tribal Leader

- Unparalleled loyalty.
- High performance.
- Productivity and profitability.
- Career advancement for self and others.
- Invent “best practices.”
- True leadership.

Cultural Map

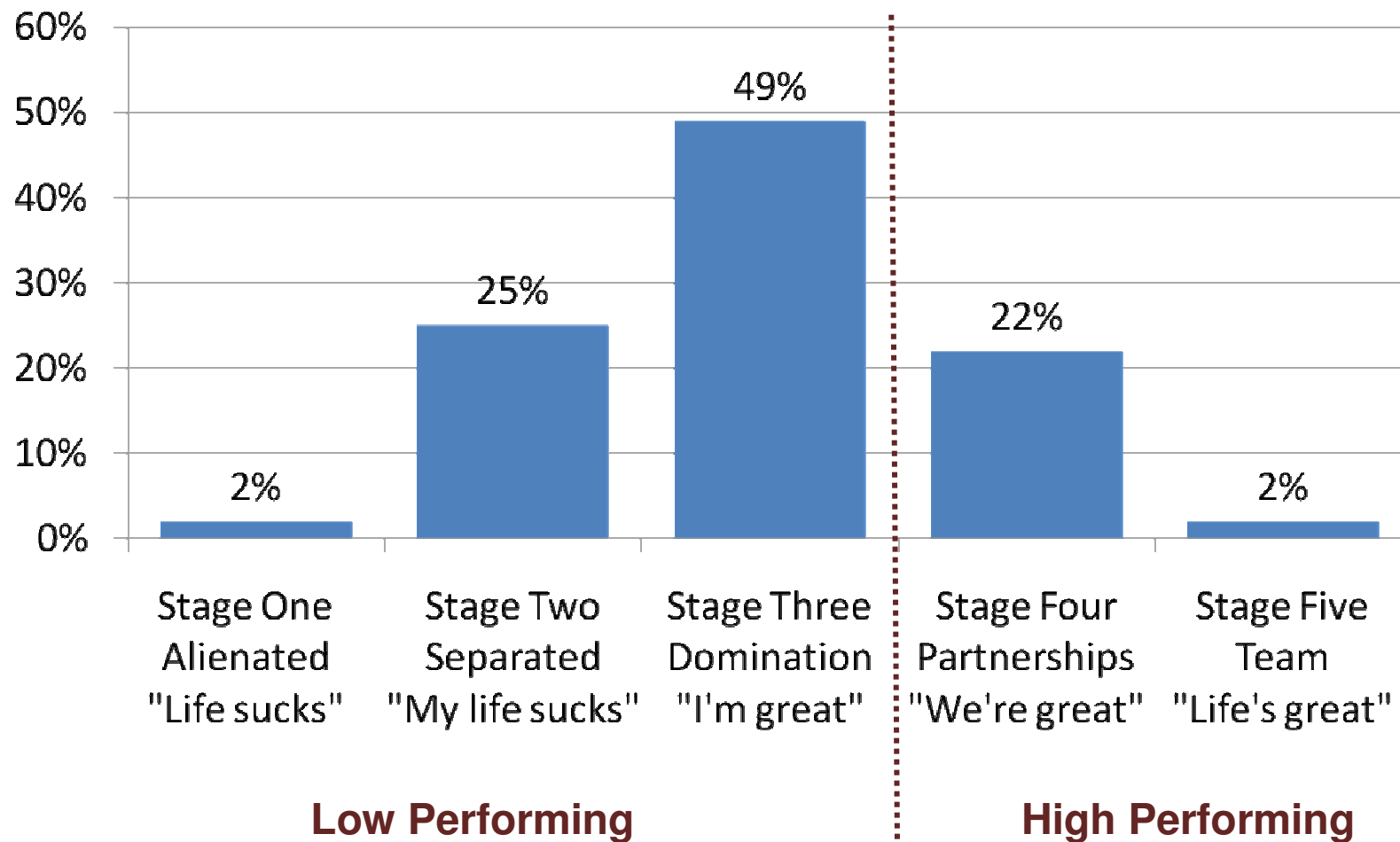
The Five Stages of Culture

<i>Stage</i>	<i>%</i>	<i>Behavior</i>	<i>Relationship to people</i>	<i>Language</i>
5	2%	Innocent Wonderment	Team	"Life is great"
4	22%	Tribal Pride	Stable Partnership	"We're great"
3	49%	Lone Warrior	Personal Domination	"I'm great"
2	25%	Apathetic Victim	Separate	"My life sucks"
1	2%	Undermining	Alienated	"Life sucks"

From *Tribal Leadership*, Logan, King & Fischer-Wright, 2008, HarperCollins

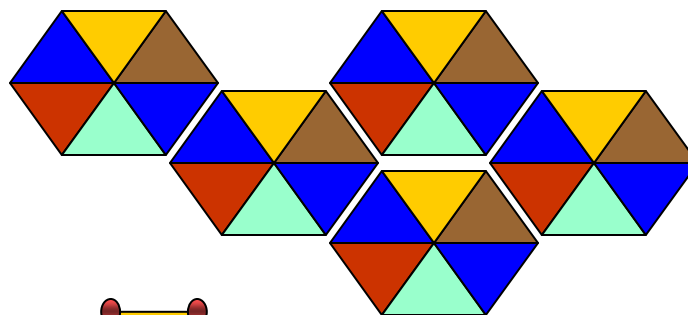
5 Stages of Culture

% of Tribes at each Stage

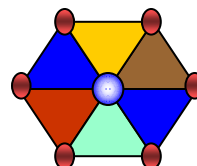


Cultural Anatomy

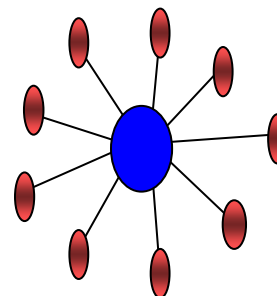
5. Team
“Life’s Great”



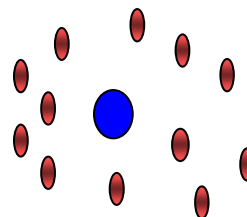
4. Partnership
“We’re Great, They’re Not”



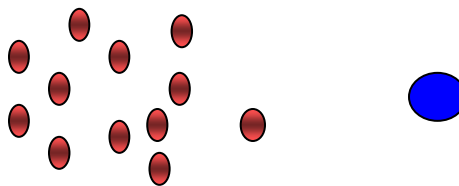
3. Personal Domination
“I’m Great, Your Not”



2. Separate
“My Life Sucks”



1. Alienated
“Life Sucks”



What Stage is your Organization?

- What is the language and behavioral patterns?
- What are the typical relationship structures?
- People trained in Tribal Leadership can detect the Stage within a few minutes of walking into a work group.

Check out Cultural Assessment services for organizations at
CultureSync.net

How to Change a Culture

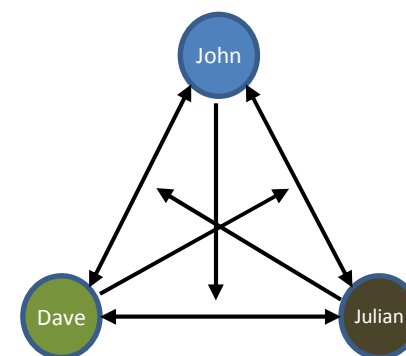
If the Stage is currently	Then upgrade culture by...	Then mentor others by...
1 – “Life Sucks”	Finding a new tribe.	Going to where the action is.
2 – “My Life Sucks”	Working intensively with those who want things to be different.	Making connections to get supported.
3 – “I’m Great”	Identifying shared values and building multi-person projects.	Triading; finding a project bigger than you can do alone.
4 – “We’re Great”	Going for history-making projects.	Engineering a market/community opportunity.
5 – “Life’s Great”	Focusing on world-changing efforts with cross-company collaboration.	Networking with people and companies at stage four; change the world.

Core Values

- Principles without which life wouldn't be worth living.
- Core Values are universal and cut across all cultures.
- Acceptance in a given culture is a function of accurate identification of surface and deep values of that culture.
- Start with personal Core Values.
- Find common values that unite the tribe.
- Focus on alignment and resonance around core values, not on agreement.

Stable Partnerships are the Building Blocks

- Strong relationships always come in 3's.
- Not just three people in relationship with each other.
- A specific way of relating with each other that stabilizes the relationship.
- Each person is responsible for the quality of relationship between the other two people.

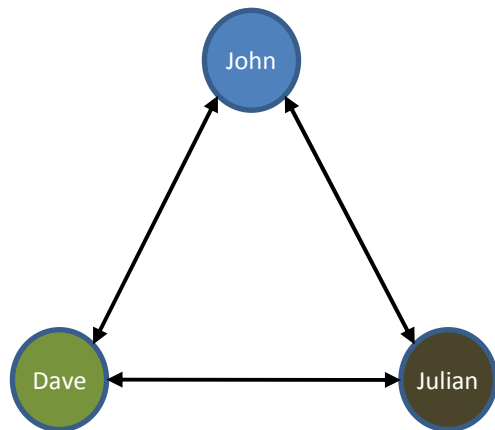


“Triad”

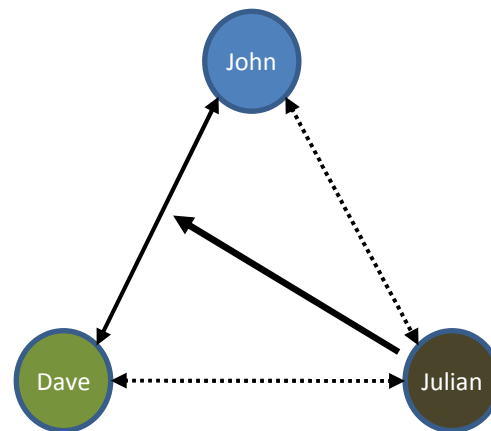
Benefits

- Easy Collaboration
- Natural Innovation
- Effective Communication
- Expression of Greatness

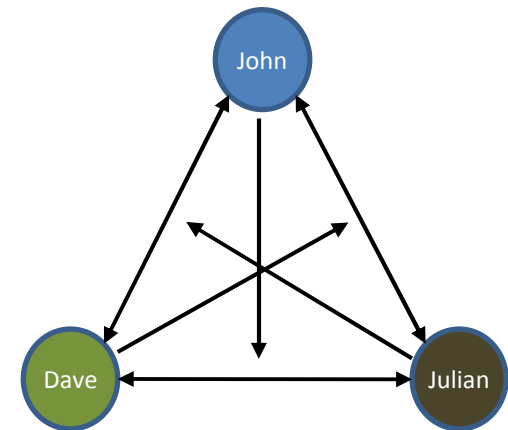
Structure of a Stable Relationship



3 Separate Relationships
is not a Triad



Responsible for the
quality of relationship
between the other two



“Triad”

Noble Cause

- A common vision representing the yearnings of a tribe.
- A future state brought about through coordinated action.
- Appeals to people's best efforts and passions.
- There are both individual and organizational noble causes.

Next Steps

- Watch 6 minute [BNET](#) video about Tribal Leadership.
- Watch 18 minute [TED talk](#) about Tribal Leadership.
- Read *Tribal Leadership* or listen to [audio book](#).
- Do “[Mountains and Valleys](#)” core values exercise.
- Listen to Recorded Program or take Live Program.