

BOOK REVIEW - TRIBAL LEADERSHIP

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If you believe that the Dilbert cartoon strip represents your work place and most other companies, these authors would tell you that you are in Tribal Stage 3 – the Wild, Wild West. This is not a happy place. Unlike any other management book, they speak of how you can transform yourself from this place to a more enlightened stage simply by transforming your language and changing the way you relate to others. The language of Stage 3 is “I’m great (and you’re not). Relationships are dyads – one person talking to another.

After studying thousands of organizations, they discovered how and why the most successful organizations obtained their enviable positions as leaders in both revenue and employee satisfaction. They cite numerous examples and stories that prove their point. When you read about the successes at Amgen and Griffin Hospital, you want to move to a company like that. (The Gallup organization was also called out and I was so inspired, I actually looked at their website to see what kinds of jobs they offer) People in Stage 4 (Tribal Pride) and Stage 5 (Innocent Wonderment) voice the passion and engagement in their jobs that we all aspire to obtain. In a time when too many people are “living lives of quiet desperation,” it is heartening to learn that there is a better way.

The good news is that this transformation is something each of us can begin. The benefits spread as more people sign on. Yes, a company can move more quickly if management leads the way, but a lot of the benefits can accrue to teams who choose to elevate their game.

Another vital part is how easily you can slide down to Stage 2 - “My life sucks.” But again, awareness is the first step back. This book helps you assess an environment and see if the values match your own. If not, you may be able to find common ground with a team and lead with those values. The authors also make it clear why corporate “vision and values” attempts usually fail.

This easily digested book is not just for your management team. It gives you the tools to transform your job and relationships at work into something much better. Or help you find a job that will work for you. This book is a great investment of a few hours