Tribal Leadership for agile teams

Steffan Surdek
A tribe...

... is a naturally occurring group

... is between 20 to 150 people

... has five stages of cultural development

- Stage 1: 2%
- Stage 2: 25%
- Stage 3: 49%
- Stage 4: 22%
- Stage 5: 2%
Stage 1:
“Life sucks!”

**Mood:**
Despairingly hostile

**Mindset:**
Street gangs, Prison inmates

**Occurrence:**
Less than 2% of American professionals
Stage 2: “My life sucks!”

Mood: Apathetic victims

Mindset: Victims, rebels without passion

Occurrence: 25% of workplace tribes
Stage 3: “I am great!”

**Mood:**
Lone warriors

**Mindset:**
Individualistic overachievers

**Occurrence:**
49% of workplace tribes
Stage 4:
“We are great!”

**Mood:**
Tribal Pride

**Mindset:**
Collective results, shared values

**Occurrence:**
22% of workplace tribes
Stage 5:
“Life is great!”

**Mood:**
Innocent wonderment

**Mindset:**
Infinite potential

**Occurrence:**
2% of workplace tribes
Five relational structures...

Stage 1: Exterior Monad

Stage 2: Interior Monad

Stage 3: Hub and spoke

Stage 4: Triads / Stable partnerships

Stage 5: Networked teams
Build support through triads...

Trio vs Triad

Luke vs Han Solo vs Lea
Different types of triads...

**Relational triad**
- Shared values bind triad members together

**Structural triad**
- Shared project or pain points bind triad members together

**Power triad**
- Shared values and helping each other on projects of mutual concern bind triad members together
Ressources and links to learn more...

Links on the CultureSync web site (www.culturesync.net)

Links on my personal website (www.surdekc.ca)
• Identifying the stage of your agile team - http://bit.ly/11ap0Td
About the presenter

Steffan Surdek is an Agile coach and trainer at Pyxis Technologies. As a coach, he strives to create engaged teams led by inspiring and empowering leaders for the sake of making the software development workplace fun again. Mr. Surdek has worked in IT for over 20 years in collaboration with many distributed teams around the world.

Steffan speaks at many conferences and user groups about leadership and agility with distributed teams. He is coauthor of the book *A Practical Guide to Distributed Scrum*, written in collaboration with the IBM Scrum Community.

Steffan blogs about life and agility at Surdek Solutions (www.surdek.ca) and about authentic leadership at Provoking Leadership (www.provokingleadership.com). He is also a regular contributor to the Lime business blog (www.limeblogue.ca).

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