

Revolutionary Workplace High Performance

The Ultimate 21st Century People, Teams, Leadership & Culture Transformation & Coaching

- Business Coaching
- Engagement & Inspiration
- Real Team Building
- Hi-Performance Org
- Happiness@work
- Tribal Leadership

Corporate WoWShops

- TimeShift
- MindShift
- TrustShift
- TeamShift
- SalesShift
- StressShift
- LeaderShift
- CultureShift
- ServiceShift
- SpeakerShift
- StrategyShift
- HappinessShift

Personal WoWShops

- LifeShift
- Phoenix Adventure
- Dragon Slayers
- The Alchemist
- HeartShift
- WealthShift

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Consciously Constructive Transforming your group into a High Performance Thriving Organization! Birds Flock, Fish School. People Tribe



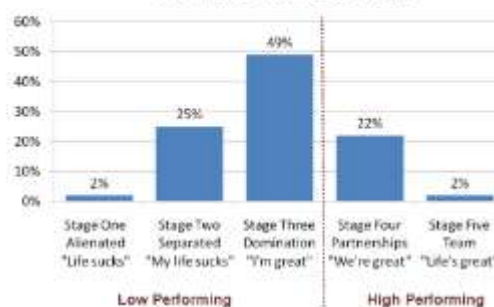
A "Tribal" Leader* is a leader who synchronizes culture and strategy, consistently stabilizing and effectively developing other people around them... to lead from their best role and expertise. Ultimately, the high performance team produces vastly superior results: Values, Cause, Strategy, Culture and Commitment. Based upon mindset, 6 human needs, belonging, and self-identity Paradigms, it affects everything...

Birds Flock, Fish School and People TRIBE

- Naturally forming group
- Basic sociological unit
- Tribe is between 20 and 150 people
- Basic building block of any human endeavor
- Small organization is a single tribe
- A large organization is a tribe of tribes
- Naturally move one stage at a time
- Leaders shift language and foster relationships
- Higher stages outperform lower cultural stages
- Changing the language and fostering relationships changes the tribe itself.

5 Stages of Culture

% of Tribes at each Stage



Tribe Mindset and Perspective Summary

- Stage 1: "Life sucks" (2%) - Alienated - Undermining
- Stage 2: "My life sucks" (25%) - Separate - Ineffective
- Stage 3: "I'm great (and you're not)" (49%) - Personal Domination - Useful (Dyadic)
- Stage 4: "We're great (and they're not)" (22%) - Stable Partnership - Important (Triadic)
- Stage 5: "Life is great" (2%) - Team - Vital

Tribe Stages of Consciousness and Personal Focus

Stage 1: "Life sucks" (2%) - Alienated – Undermining

- People are alienated from each other
- Relationships are undermining
- Behavior expresses despairing hostility

Stage 2: "My life sucks" (25%) - Separate –Ineffective

- People are separate from each other
- Relationships are ineffective
- Behavior expresses being apathetic victims

Stage 3: "I'm great (and you're not)" (49%) -Personal Domination - Useful (Dyadic relationships)

- People experience personal domination of one member over others
- Relationships are established for their usefulness
- Behavior expresses being lone warriors
- People form dyadic relationships

Stage 4: "We're great (and they're not)" (22%) -Stable Partnership - Important (Triadic Relationships)

- People experience stable partnerships
- Relationships are important
- Behavior expresses tribal pride
- People form triadic relationships organized around resonant core values and a noble cause
- Organizations compete against other organizations
- Tribal leaders help the tribe actualize itself through history-making efforts

Stage 5: "Life is great" (2%) - Team - Vital (Triadic) People experience a team of stable partnerships

- Relationships, Trust, Connection are vital
- Behavior expresses innocent wonderment
- People form networked triadic relationships organized around history-making efforts
- Organizations compete with other organizations

You may think you need some light fun Team Building – But you would benefit greatly by TRIBE Building and the tools to grow your High Performance Tribal leadership skills and Consciousness levels. Begin to transform your group into a High Performance Team-Tribe; increase resilience, relationships, reduce stress and build cohesion, collaboration, commitment, communication and appreciative action effectiveness.

Tribal Leadership is developed by *Dave Logan, John King, and Halee Fischer-Wright*

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