

## Two Writers, Two Great Books, Two Independent Researches.....United by Agile Thinking

In **"Tribal Leadership" by David Logan:** *Tribe - group between 20 and 150 people (150- from Robin Dunbar's research, popularized in Malcolm Gladwell's 'The Tipping Point'.). Tribe is a basic building block of any large human effort, including earning a living. Tribes and Their leaders create each other. People that belong to each tribe tend to recognize each other easily. A small company is a tribe. A large company is a tribe of tribes. At large company, several cultural stages may operate at the same time. Tribal Leadership focuses on language and behavior within a culture. The person at Stage 3 is connected to others in a series of dyadic (2-person) relationships. The person at Stage 4 is connected to others in a series of triadic(3-person), where they build value-based relationships between others.*

In **"Drive" by Daniel Pink:** *When it comes to motivation, there's a gap between what science knows and what business does. Our current business operating system— which is built around external, carrot-and-stick motivators— doesn't work and often does harm. We need an upgrade. And the science shows the way. This new approach has three essential elements: (1) Autonomy— the desire to direct our own lives; (2) Mastery— the urge to make progress and get better at something that matters; and (3) Purpose— the yearning to do what we do in the service of something larger than ourselves.*

