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Tom DeMarco believes these managers are a necessary catalyst for adaptability.

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Tom DeMarco about corporate culture, change, failure, learning, quality, risk management, productivity, and managing people. "You can't grow if you can't change at all." Slack is "the lubricant of change...

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– Tom DeMarco, Slack: Getting Past Burnout,

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~~Slack Quotes by Tom DeMarco - Goodreads~~

In his book “Slack: Getting Past Burnout, Busywork, and the Myth of Total Efficiency”, Tom DeMarco makes the point that you can't be creative when you are overworked or overburdened. Stress kills innovation as does busyness. Little slack leads to little time to look around leads to little improvement.

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