

Frederic Laloux – Inspirations summary box

Key concepts, claims and elements

* The **TEAL paradigm** is emerging as a new way of designing and running Organizations based on a more holistic, integral consciousness.

* Book **“Reinventing Organizations”**: presents examples from over 12 organizations from across all sectors who have implemented different variations of the TEAL paradigm in their everyday work.

* **Method**: Field work including intensive participant observation in multiple TEAL organizations.

* **Core claims**:

- Our ways of organizing work evolves as our thinking becomes more complex. Each level of consciousness development (as of Clare Graves/Spiral Dynamics) has brought forward a new paradigm.

- The TEAL paradigm is characterized by a shift from fear/deficit motivation to strength, trust/abundance motivation, and by the desire to express one’s fullest potential in service of the larger whole.

* **Essential principles of the TEAL paradigm**:

- **Self-management**: TEAL organizations have flat, functional hierarchies and trust their basic entities (teams) to fully self-organize. Those who are dealing with a problem/challenge are in charge of solving it. Yet, they must seek advice from others before taking a decision.

→ *Inspiration for politics*: decentralize decision-making and include the wisdom (and collective intelligence) of the crowd more flexibly and more systematically!

- **Wholeness**: Everyone is invited to show up as a whole person, not just in their respective professional role or identity. This culture of honesty and integrity fosters responsibility and commitment.

→ *Inspiration for politics*: facilitate cooperation beyond formal (party) affiliations; create safe spaces to allow for more integrity, shadow work and being comfortable with not-knowing.

- **Listening to Evolutionary Purpose**: all TEAL organizations are built around a deeper purpose, serving whom defines their structures, daily work processes and organizational culture. Self-preservation is no aim in itself. The organization changes (and may even dissolve) as the purpose evolves.

→ *Inspiration for politics*: replace competition for power and zero-sum logics with cooperation in service of a larger (global) common purpose: to provide and preserve life and sustainable living conditions on planet Earth

* **Ideas for a TEAL society**:

- politics serving the above deeper purpose would engage in a radical de-growth agenda and support the necessary shift of consciousness for re-purposing our lives, up until spiritually “re-enchanting the materialistic world of modernity”

- Small units that people take ownership for are excellent drivers of change, also beyond themselves.

- Democracy is an evolving entity and a living organism that can and should be further developed into TEAL directions.

Sources:

Laloux, Frederic (2014). *Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage in Human Consciousness* (Brussels, Nelson Parker).

Further reading:

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