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#tealsuomi

TEAL

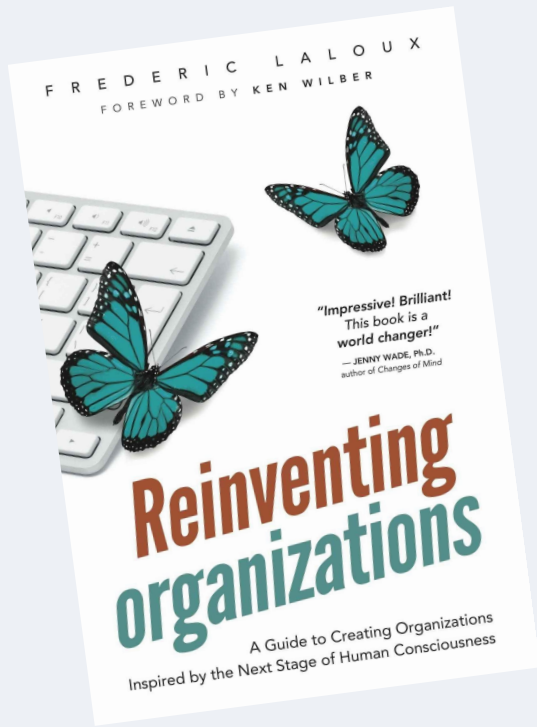
*Reinventing and Building
Soulful Organizations*

*Hanken 25.10.2018
@JussiMarkula*

DIALOGUE

Why do you feel it is
relevant for the world
that we are all here?

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The way we run organizations today is broken.

Could we be about to invent a whole new way?

- Frederic Laloux

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TEAL - EVOLUTION OF COLLABORATION

Developmental stage	Metaphor	Breakthroughs
TEAL <i>Evolutionary</i>	Living Organism	Evolutionary purpose Self-organization Wholeness
GREEN <i>Pluralistic</i>	Family	Stakeholder value Values-driven culture Empowerment
ORANGE <i>Achievement</i>	Machine	Innovation Meritocracy Accountability
AMBER <i>Conformist</i>	Army	Formal roles Stable processes
RED <i>Impulsive</i>	Wolfpack	Top-down authority Division of labor

TEAL BREAKTHROUGHS

Self-organization

*“Peer relationships without need for **power** hierarchy”*

Wholeness:

*“Bringing **all** of who we are to work”*

Evolutionary purpose

*“The organization has a life and a direction of its **own**”*

A black and white profile photograph of a man with short dark hair, looking upwards and to the right. He is wearing a light-colored turtleneck sweater. The background is plain white.

Deeper
part

Ego

(with permission by Frederic Laloux)

Wholeness

Deeper
part



Ego

(with permission by Frederic Laloux)



Masculine

Feminine

(with permission by Frederic Laloux)

Wholeness

Emotional

Intuitive



Rational

Spiritual

(with permission by Frederic Laloux)

Wholeness

TEAL BREAKTHROUGHS

Self-organization

*“Peer relationships without need for **power** hierarchy”*

Wholeness:

*“Bringing **all** of who we are to work”*

Evolutionary purpose

*“The organization has a life and a direction of its **own**”*

TYPICAL TEAL ORGANIZATIONS

No strategy process

No top-down targets

No change management

Growth is not important

Money is not important

Organization is not important (*no competition*)

-> GET REAL?!?

TEAL DECISION-MAKING

Hierarchical
decision-making



Consensus

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TENSIONS

*“Our main concern is not to
gain pleasure or to avoid pain
but rather to see a meaning in our life.”*

- Viktor Frankl

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“ALL QUADRANTS”

	Internal	External
Individual	Thinking	Behavior
Collective	Culture	Structures

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GOING TEAL

- Teal (or self management) is not the end goal
- A new organizational model - but not a model
 - There is no “teal organization” (neither orange etc.)
 - Rather a “center of gravity”
- Someone needs to “protect teal” in the organization
 - Owners’ worldview?

A TEAL SOCIETY?

Transforming thinking ->

Transforming organizations ->

Transforming society / capitalism

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ENERGIZED FOR MORE?

- **Information**

- *Book (+ audio book): www.reinvetingorganizations.com*
- *Other sources listed in: prominda.com/tyokulttuuri/teal-materiaalia/*
- *Teal Newsletter: “Enlivening Edge”*

- **Self-organized Teal Suomi -community**

- www.tealsuomi.fi
- *FB discussion group (“Räjäytetään työelämä yhdessä ihanaksi”)*
- *Monthly meetups (every first Tuesday)*
- *Next: Wholeness event (Sunday 4.11.)*
- *Woodstock of Teal (June 2019)*

- **Transformation support**

- *Transforming Existing Organizations into Teal (Tue 20.11. 9-11)*
- *Transforming Capitalism with Teal Startups (Thu 15.11. 15-18)*
- *The next Prominda Teal Bootcamp starts in January 2019*

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CEO's role

Misperceptions

Money

Corporate Social
responsibility

Q&A

Startups

“Purpose washing”

Board

Ownership
structures