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Checklists

From the book: Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness

Book by Frédéric Laloux

What makes organizations work from different stages?

Red Organizations
Lead a predatory lifestyle
- ❏ labor division
- ❏ authority command
- ❏ fear
- ❏ constant exercise of power by the leader

Amber Organizations
Paternalistic-authoritative leadership
- ❏ Highly formal roles in the hierarchy
- ❏ Top command and control
- ❏ Value stability
- ❏ The future is a repetition of the past

Orange Organizations
Goal-and-task-oriented
- ❏ Profit
- ❏ Growth
- ❏ Innovations
- ❏ Objective Management

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Green Organizations
Consensus-oriented and participative
- ❏ Empowerment
- ❏ Stakeholder model
- ❏ Values
- ❏ Culture

Teal Organizations
Distributed leadership
- ❏ Self-management
- ❏ Wholeness
- ❏ Evolutionary Purpose
- ❏ Inner rightness
- ❏ Living entity

Key factors of Teal
Lead the predatory lifestyle
- ❏ Good life brings success, profit, etc
- ❏ Focusing on strengths, less attention to weaknesses and failures
- ❏ There are no mistakes, just opportunities to learn
- ❏ Wisdom beyond rationality
- ❏ Think "Both-and" not "Either-or"
- ❏ Be honest with yourself

Teal Breakthroughs
- ❏ Self-management: Peer relationship allows colleagues to operate effectively without any hierarchy
- ❏ Wholeness: Bring all of you to work, not only the "professional" personality
- ❏ Evolutionary purpose: Members of the organization are invited to understand which way the company wants to move further and what purposes it has

Main Practices in Teal Organizations
- ❏ Self-organized teams
- ❏ Coaches when needed
- ❏ No staff functions
- ❏ Meetings when needed
- ❏ Simple project management minimum plans and budgets

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- ❏ Decentralized decision making
- ❏ Ownership of thoughts
- ❏ Transparent information for all employees
- ❏ Anyone can spend any amount of money provided advice is respected
- ❏ Multi-step conflict resolution without involving anyone else
- ❏ Focusing on team performance
- ❏ No blaming others, if there is a problem. Just think about solutions.

Wholeness
- ❏ Self-decorated workspaces
- ❏ No symbols of status
- ❏ No given job titles, each member names his role
- ❏ Train all colleagues in interpersonal skills
- ❏ skill training programs infused with the company's values and culture by the colleagues
- ❏ Discussions about commitments
- ❏ Conflict resolution time
- ❏ Recruitment interviews held by future colleagues

Evolutionary Purposes
- ❏ The strategy is built by self-managed employees
- ❏ Company's purpose drives decisions
- ❏ Competition is unnecessary
- ❏ The market is important only if it helps with reaching the purpose
- ❏ Profit is natural if everyone is doing the right thing
- ❏ Many simplified budgets
- ❏ Suppliers are chosen by purpose fit

Self-Management
- ❏ Extra motivation
- ❏ Meet inner and company standards
- ❏ Learn continuously
- ❏ No force to take management roles that might not fit
- ❏ Being able to focus on desired tasks and purposes
- ❏ No time to waste on maintaining hierarchical pyramids
- ❏ Quick and meaningful decisions

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About Flexiana

We help companies improve and build digital services - **We are The Service Builders**. We provide quality and professional full-cycle applications, web applications, mobile applications, and custom software. We specialize in solving real problems and using opportunities to increase customer satisfaction and gain new customer groups, from idea to long-term cooperation. Drive and dedication have ensured Flexiana has delivered true value to business since 2016. Our values are Craftsmanship, Transparency, Autonomy, Diversity, Remote Work, and Agility.

To deliver consistently, we have lots of things, for example, checklists like these. To deliver the best practices, we read, we process information, we discuss and share and teach. And to improve continuously, learning, teaching, processing, and building knowledge is an integral part of our operations.