
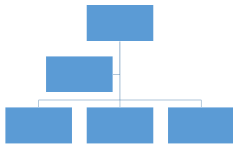


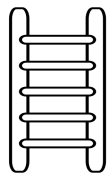



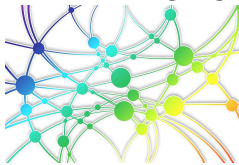




ORGANIZATIONAL EQUITY LEADERSHIP DEVELOPMENT PROGRAM
from Reinventing Organizations by Frederic Laloux

<u>STAGE</u>	<u>ELEMENT</u>	<u>NOTES</u>
AMBER (conformist) worldview Metaphor: PYRAMID Worldview: Strong sense of "right and wrong" Clear hierarchy with rules that maintain it	Replicable Process 	
	Stable Org Chart 	
ORANGE (achievement) worldview Metaphor: MACHINE Worldview: Engaging in possibilities - "what if?" Manipulating and tinkering with parts for better output Assumes that people can change status	Innovation 	
	Accountability 	
	(Myth of) Meritocracy 	

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STAGE	ELEMENT	NOTES
GREEN (pluralistic) worldview Metaphor: FAMILY Worldview: People-first approach Striving for belonging Counteracting the “shadows” of orange view	Empowerment 	
	Values-driven culture 	
	Stakeholder value 	
TEAL (evolutionary) worldview Metaphor: LIVING SYSTEM Worldview: Individual and collective unfolding Valuing intuition and other ways of knowing Yearning for wholeness and healing	Self-managing 	
	Wholeness 	
	Evolutionary purpose 	

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