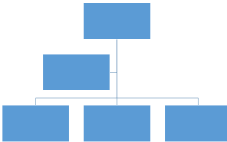
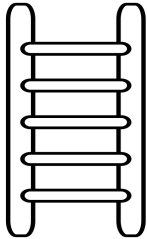


ORGANIZATIONAL EQUITY LEADERSHIP DEVELOPMENT PROGRAM

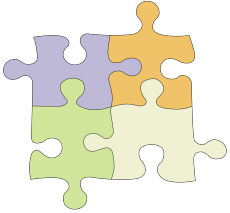
Organizational Inventory

STAGE	ELEMENT	<u>How this element shows up at my org</u>	<u>How it contributes to equitable practice</u>	<u>How it hinders equitable practice</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 			

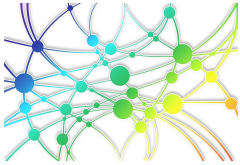
from Frederic Laloux's Reinventing Organizations

<u>STAGE</u>	<u>ELEMENT</u>	<u>How this element shows up at my org</u>	<u>How it contributes to equitable practice</u>	<u>How it hinders equitable practice</u>
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 			

from Frederic Laloux's Reinventing Organizations

<u>STAGE</u>	<u>ELEMENT</u>	<u>How this element shows up at my org</u>	<u>How it contributes to equitable practice</u>	<u>How it hinders equitable practice</u>
GREEN (pluralistic) worldview Metaphor: FAMILY Worldview: People-first approach Striving for belonging Counteracting the “shadows” of orange view	Empowerment 			
	Values-driven culture 			
	Stakeholder value 			

from Frederic Laloux's Reinventing Organizations

<u>STAGE</u>	<u>ELEMENT</u>	<u>How this element shows up at my org</u>	<u>How it contributes to equitable practice</u>	<u>How it hinders equitable practice</u>
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 			

from Frederic Laloux's Reinventing Organizations