

# The Three Breakthroughs of Teal Organizations

Each organization doesn't have to use all three of the Breakthroughs to be considered "Teal."

Movement into one of the Breakthroughs is enough to start the journey.



## Self-Managed Teams

- Work is done in small, self-managed Teams of 10-12 maximum.
- Even if an employer has 10,000 FTEs, the small Teams are where the majority of the organization's work gets done.
- There may be some core groups that facilitate interactions on behalf of all the Teams, but they are very specialized, such as coaching or integrated finance.



## Wholeness

- Employees are encouraged to bring their whole selves to work, every day, no matter who they are or who they may be relating to during the day.
- No need for professional masks. Be yourself - love yourself and others - 24/7/365.
- Know who you are and what value you bring to your team(s).



## Evolutionary Purpose

- All employees are encouraged to listen to, and share with others, where the organization itself wants to go - "What are we being called to become?"
- Tapping into the collective consciousness of the organization allows its intuitive wayfinding.
- Through the use of pivots, the organization finds itself where it wants to be.