Our New Goodiebag

This year our goodiebag looks different. Why? We wanted to make sure you have helpful resources at hand, when you start or continue your journey towards teal. Based on your feedback at last year's conference and your answers in a survey we conducted recently, we created a mini library for you. No matter if you are at the very beginning and like to learn more about teal or you are very experienced and like to have new impulses, in this goodiebag you can find the right resource for you.

Basics about Teal

If you are new to the concept of teal and you like to get more info on the basics, these links will will cover the core in a nutshell:

What is teal?
https://reinventingorganizationswiki.com/en/theory/teal-paradigm-and-organizations/

What are the basic principles?
2.1 Self Management
https://reinventingorganizationswiki.com/en/theory/-self-management/
2.2 Evolutionary Purpose
https://reinventingorganizationswiki.com/en/theory/evolutionary-purpose/
2.3 Wholeness
https://reinventingorganizationswiki.com/en/theory/wholeness/

FACING CHALLENGES

Based on the survey we conducted, we heard about your challenges during the teal journey. These resources can help you to continue your journey, facing and overcoming the challenges along the way.

1. Your CEO is not on board or you are facing hierarchical challenges?
1.1 Here are 8 videos from Frederic Laloux with helpful suggestions to face the **challenges with the CEO**:
https://thejourney.reinventingorganizations.com/videos.html#7
1.2 Timm Urschinger gives insights on why **leadership** means also letting go of control:
https://breakthroughs.atrain.com/episode-two
1.3 **Self management** doesn't mean chaos, what it feels like when you are new to a non-hierarchical work surrounding:
https://breakthroughs.atrain.com/what-it-is-like-on-the-oth-er-side-working-in-a-self-or ganized-company-as-a-junior-employee

2. The theory is great, but how can I make teal reality in my organization?
2.1 How to establish values and ground rules to start **shifting the culture**:
https://reinventingorganizationswiki.com/en/theory/culture-and-values/
2.2 The concept of a resource person as a steward to **wholeness**:
https://breakthroughs.atrain.com/resource-person-a-stew-ard-on-our-journey-towards- wholeness
2.3 How to create a safe space for **conflict resolution**:
https://reinventingorganizationswiki.com/en/theory/conflict-resolution/
2.4 Tangible steps to establish a clear **advice process**:
https://humanfirstworks.com/wp-content/uploads/2021/09/The-Ad-vice-Process-HFW. pdf
2.5 Overcoming the challenge of decision making with 8 steps of **Generative Decision Making** Process:
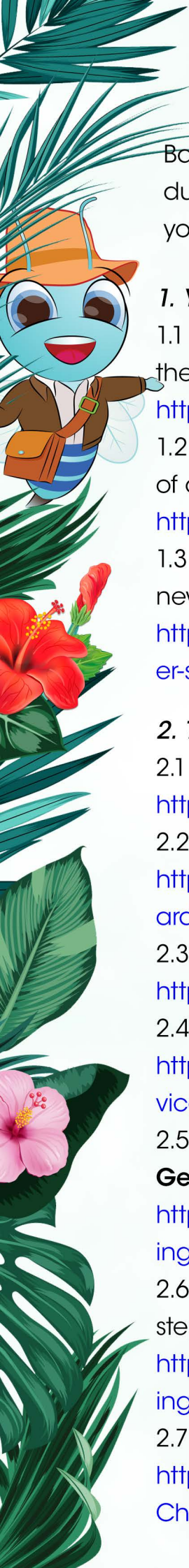https://humanfirstworks.com/generative-decision-mak-ing-and-creating-proposal/
2.6 How do I personally find my optimum role? The concept and practical steps in the **role advice process**:
https://humanfirstworks.com/the-role-advice-process-help-ing-individuals-find-their-opt imum-role/
2.7 Check in with your team, with these great **check in questions**:
https://humanfirstworks.com/wp-content/uploads/2021/08/-CheckIn-Questions.pdf

Looking at the Bigger Picture

Let's zoom out for a moment and get input on what the paradigm shift would mean to the new work environment and society at large.

1. What is important when we create a new work environment?
1.1 The pandemic made us react, now it is time to create deliberately the **post pandemic workplace**:
https://breakthroughs.atrain.com/post-pandemic-workplace-keynote
1.2 Covid hasn't been kind to the concept of the **4 day work week** as the barrier of constant checking notifications crumbled, how will the future look:
https://anchor.fm/the-supernova-podcast/episodes/107The-Future-of-the-Workplace-- 4day-Work-Week-e1afdtu/a-a6u46qo

2. What do organizations need and what can we measure?
2.1 Frederic Laloux speaks to the **consultants, coaches and facilitators**:
https://thejourney.reinventingorganizations.com/81.html
2.2 How can we **measure new ways of working**?
https://anchor.fm/the-supernova-podcast/episodes/110--How-do-we-measure-new-ways-of-working-e1c75oq
2.3 You wonder **how teal is your brand**? Take the test and find out now:
https://form.typeform.com/to/BmWTTUl9CheckIn-Questions.pdf

3. What needs to happen to make the shift on a societal level?
3.1 Paul Gilbert discusses what **compassion** means and which impact it can have on society:
https://breakthroughs.atrain.com/episode-eleven-copy1645438546583-a57b6816-f16 9
3.2 From personal pivotal moments to what **new work** really means to movements in society towards new work with Hamsah Suresh:
https://anchor.fm/the-supernova-podcast/episodes/113-Before-we-define-the-future-- Lets-define-work-e1etc48/a-a7fp7ul
3.3 A great collection of articles to the topics of:
3.3.1 **social innovation** https://enliveningedge.org/tag/social-innovation/
3.3.2 **social movements** https://enliveningedge.org/tag/social-movement/
3.3.3 **reinventing society** https://enliveningedge.org/tag/reinventing-society/