



GLOBAL TEAL MEET-UP

2021

#OTM2021

COMMUNITY CONVERSATIONS (FORMERLY OPEN SPACE)



EUROPE

September 9, 2021
14:00 – 16:00 CET

Giovanna D'Alessio

Self-Management, Wholeness

“Hierarchy: friend or foe?”

A vast array of research highlights how hierarchy generates and reinforces limiting dynamics such as bureaucracy, distrust, lack of collaboration, lack of innovation, disengagement, passive behavior, and lack of accountability, just to name a few.

Many emerging Teal designs are still based on hierarchy, although hierarchies of teams. Still, some roles/people have privileges that others don't have. Still people cannot self-define their objectives and KPIs, they must receive them by somebody else or by another role.

What stops organizational designers from abandoning hierarchy completely and move to a hierarchy-free structure? What does it take to deeply believe that people are capable of self-direction?

HIVE 1

MURALS

Sebastian Hartmann

Self-Management

“Talent Management in Teal Organizations”

During the recent decades almost all organizations identified people as their key assets and enabler of sustained business success. With increasing scarcity of qualified workforce as well as a shift in relevant capabilities, elaborate Learning & Development as well as Talent Management practices were developed and implemented - mostly with a fairly top-down approach.

“High potentials” were identified, assessed and put into pools that were curated, development curricula were rolled out and monitored.

The vision of a learning organization is probably well-aligned with the principle of self-management, but how does this look like in practice? Is everybody a “talent”? Which practices will replace the transitional talent “MANAGEMENT”?

HIVE 2

MURALS

Ulrich Ruecker

Self-Management

“Decisions in Teal Organizations”

Self-Management is an attribute of the Teal organisations especially when it is applied to the organisation as a whole. This triggers how "self" is defined when multiple people are affected.

The consultative individual decision approach is the standard mechanism therefore in Teal organisations. But does it always apply? Does it have limitations? How do you decide at your org?

HIVE 3

MURALS

Monica Monet

Wholeness

“What is holding us back from unleashing our potential at the workplace?”

Each individual has the power and potential to bring out and be the best version of her or himself. Do we always know ourself and do we see who we are in the eyes of others? Some of us put too much pressure on ourself - much more pressure than others do on us.

Who do we strive to be - do we want to and can we be any other person than our authentic true self? Let's reflect together and share our thoughts and who knows - we might surprise ourselves....

HIVE 4

MURALS