

Create Your Own Teal Team

Introduction

We as The Teal Team are a group of like-minded professionals who come together to practice and promote organizational development based on purpose, wholeness, and democracy.

We also come together to make each other laugh and support each other in tough times.

The team means a lot to us professionally and personally. Colleagues that we interact with are starting to notice.

How could I have community like this in my life?

At the end of our meetings, we each give a quick summary of our personal state as we leave. Here are some frequent comments.

Safe Stoked
Peace Energized
Grateful Community
Giddy Laughs!
Grounded

Using This Guide

When we have guests attend our Teal Team meetings, hold Teal Team events, or talk Teal with others, we often get asked, “How do I join The Teal Team?”

This type of organic growth has led The Teal Team from two people to nine. As members have come and gone over the years, this organic approach has sustained the team.

Because part of our team’s purpose is to spread the Teal message, we often answer that question with another question:

“Why not start your own team?”

This guide shows you a path towards starting your own Teal team journey.

We’ll give examples of how we’ve created and sustained our team. Ours isn’t the only way, just the way we know.

In the spirit of Teal, take this guide and make it your own. Share it with others. Form a caring, self-organizing community that listens to purpose and see where it leads you.

Bon voyage!

Gathering Your Team

Chances are, you have potential team members within your current circle: at work, among your friends, where you volunteer or worship.

They could also be friends of friends, colleagues of colleagues.

Your team could be two people or twenty. Team members may come and go. That's okay.

Find your kindred Teal spirits.

Our Experience

Many members of The Teal Team worked for the same company. A couple members are still there.

Others belonged to networks of those colleagues. Or they meet at adult summer camp. Or attended the same business school. Or were a guest speaker for a Teal Team meeting and later joined the group.

Many of us are in the San Francisco Bay Area--but not all.

Reading the Book

The Teal Team started as a book club, more or less.

Several of us read and discussed Frederic Laloux's book *Reinventing Organizations* while working at the same company.

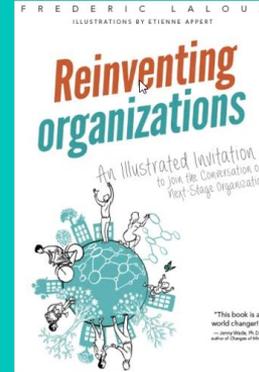
We were inspired to apply the ideas in the book to our work for the company, and in our broader careers and lives.

After finishing the book, we continued to meet outside of work to explore what it would mean for the group to follow a Teal path.

Read and discuss Reinventing Organizations as a team.

Buy the Book

You can [buy *Reinventing Organizations* from Amazon.](#)



If you use the link above, the Teal Team will get a tiny commission. You won't pay more, but the commission will help us pay a bit of the cost of maintaining our website and holding events.

Self Organizing

As you know or will learn, one of the breakthroughs of Teal is self-managing. As a group, you need to determine how you'll come together and operate as a team.

This isn't the old vote-for-roles routine that you've experienced in other groups and teams. Self-organizing applies to every activity, every meeting. It means everyone shares in the responsibilities.

***Organize your team
in ways that work for you.***

Our Experience

We organically manage every meeting. Who will facilitate the meeting? Who will take notes? If there are actions to be taken, who volunteers?

We self-organize outside of our regular meetings, as well. For example, with our live and online events, a subset of The Teal Team has self-organized into project groups.

Practicing Wholeness

Another breakthrough of Teal is wholeness: accepting that we and those around us are complete people, not just colleagues or job roles.

Practicing wholeness requires--and rewards--vulnerability. Share your struggles, triumphs, and wisdom.

Be your whole self with your team.

Our Experience

Every Teal Team meeting includes check-ins. We listen and respond to how each other is doing throughout their lives.

Check-ins may drive our agenda for the meeting as we focus on the needs or requests of specific team members.

And every team meeting closes with check-outs, a snapshot of how we're all doing after coming together.

Our check-ins and check-outs have spawned their own rituals which are becoming part of the team's culture.

Exploring Purpose

Once you've come together as a team to understand and apply the concepts of Teal, it's time to listen to your purpose. Evolutionary purpose is also one of the Teal breakthroughs.

Identifying your team's purpose can seem daunting, but doesn't need to be. Purpose isn't always rigid and monolithic. As an individual and as a team, you can have multiple purposes that evolve over time.

***What does the current moment call you,
as individuals and as a team, to do?***

Our Experience

What is now The Teal Team started as a book club.

It grew into a community of personal and professional support.

More recently, our purpose has evolved to include promoting the concepts of Teal, with the aim of making the world a little better.

Hence, this guide.

Team Dynamics

Creating and growing a team requires the right conditions: the right people, a compelling purpose, a sound structure, a supportive context.

Gathering like-minded people, such as Teal believers, goes a long way towards building and growing your team.

How will the people you gather together operate as a team pursuing a compelling purpose?

Our Experience

Over time, we've noticed that our team members fill distinct roles or niches in the group. Energizer. Promoter. Philosopher. Ambassador.

We've also developed [Membership Guidelines](#) to help us clarify Teal Team's identity as a whole and individuals' relationship to the team. You are welcome to use and adapt them.

Again, our approach isn't the only or best way, just the way that we've done it.

Learning More

In pursuing the next stage in organizational consciousness, ours is not the only approach. *Reinventing Organizations* is not the only book.

You will likely seek out and encounter new sources of knowledge and inspiration. This could include books, articles, videos, and guest speakers.

Those new sources may even influence your individual or group purpose.

Follow your curiosity.

Ways We Can Help

- Attend a few of your first meetings to share what we know and answer questions.
- Show you tools that we use: Google, Slack, Zoom, WordPress.
- Refer you to potential teams or team members.
- See resources on our website

Contact us at info@TheTealTeam.com.