

# The evolution of management towards the TEAL model

Inspired by a study by Ken Wilber, Laloux drew an analogy between **the evolution of human beings and that of organisations**, identifying the following five stages in the evolution process.

## RED

Mirroring the most primitive communities, this model is based on the existence of a **powerful leader** who exerts their authority through fear



Source: Frederick Laloux.

## AMBER

Hierarchy is not defined through power but by status. **Long-term perspectives**, stable processes and the creation of formal roles start to appear



## ORANGE

**Meritocracy** replaces status. Advances include systematic innovation and responsibility that is shared among members of the organisation



## GREEN

Puts the focus on the **well-being of all parties** (customers, employees, communities, etc.) and seeks to empower members of the organisation.



## TEAL

Comes about when an organisation combines **self-management and efficiency**. It's not just a way of reaching objectives; the organisation has its own evolutionary purpose.

