

# OPEN LEADERSHIP

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God morgen!

Góðan daginn!

**Good morning!**

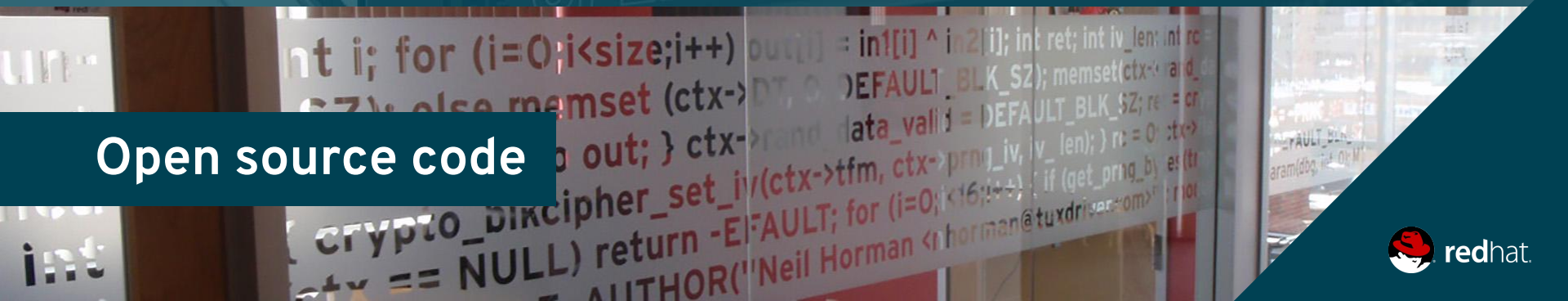
Hyvää huomenta!

God morgon!

POSSIBILITIES

# COMMON BUSINESS PROBLEMS

**SPEED OF CHANGE** UNCERTAINTY  
COMPLEXITY  
CUSTOMER LOYALTY  
**TALENT** AMBIGUITY  
COMPLIANCE GLOBALIZATION  
CONSUMER TRUST PRODUCTIVITY DIVERSITY  
**REGULATION** **INNOVATION**  
VOLATILITY



# Open source code



Open organization

ORGANIZATION

WHITEHURST



Open source code





Open leadership



Open organization



Open source code

# CONTEXT

“I believe that a leader’s primary job is to create **context** for his or her organization.”

– Jim Whitehurst,  
CEO, Red Hat



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The platform we use to build and grow leadership capabilities at Red Hat.



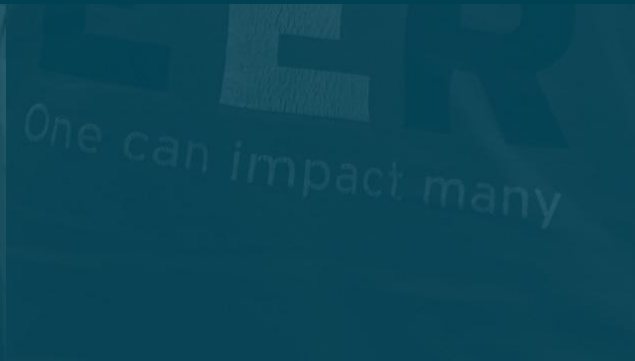
**Culture**



**Purpose**



**Opportunity**





## Culture

Authentic leadership





**Purpose**  
Inspirational leadership







**Opportunity**  
Inclusive leadership





# Open leadership

## Culture

Authentic leadership

## Purpose

Inspirational leadership

## Opportunity

Inclusive leadership

# DEGREES OF OPEN

Closed



Open

Siloed

Release early

Release often

Control

Participation

Meritocracy

Command

Community

Hierarchy

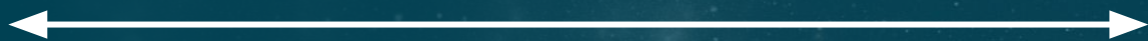
Transparency

Free exchange

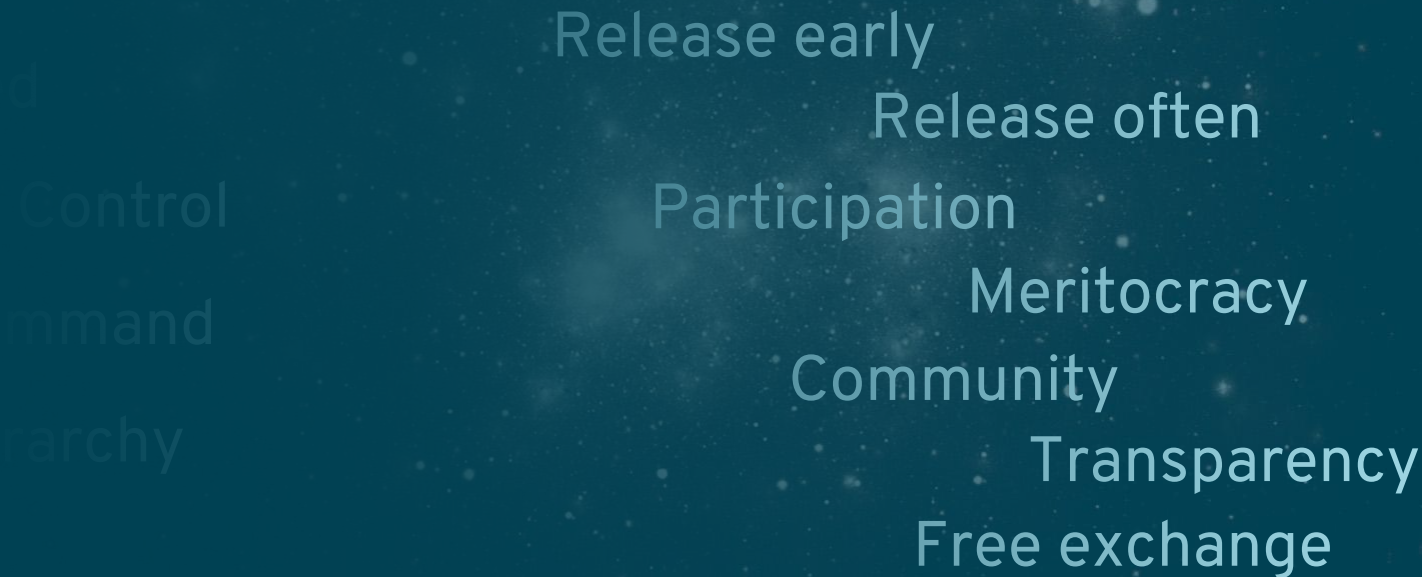


# DEGREES OF OPEN

Closed



Open





# DEFAULT TO OPEN

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