

**RED HAT
SUMMIT**

OPEN LEADERSHIP WORKSHOP

An invitation to all

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 @ruhbehka

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AGENDA

- What is open leadership?
- Open leadership stages
- The Open Leadership Mindset
- The Red Hat Multiplier behaviors
- Wrap up

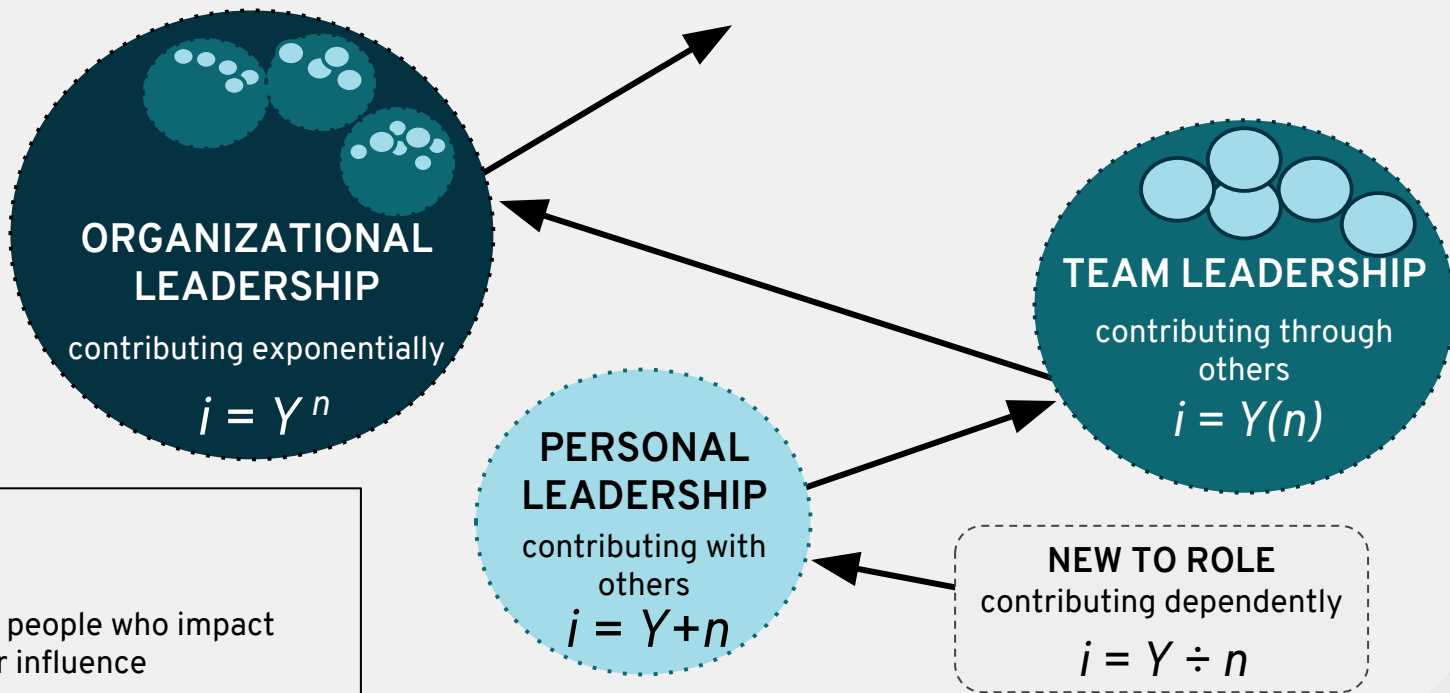


LEADERSHIP vs. **OPEN** LEADERSHIP



OPEN LEADERSHIP STAGES

It's about how many people you impact through your influence.



i = Impact
Y = You
n = Number of people who impact others via your influence

PERSONAL LEADERSHIP

MOST ORGANIZATIONS

- Bring your best self
- Bring your expertise
- Self-directed
- Self-motivated
- Take responsibility and initiative as an individual
- $I = Y$

RED HAT

All of the that, plus...

- Bring out the best in others
- Draw upon others' expertise
- Gather input and feedback
- Influence others to participate
- Take responsibility and initiative for working as a community member
- $I = Y+n$



3 WAYS TO DEMONSTRATE OPEN LEADERSHIP

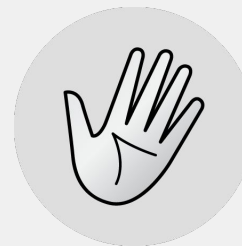
Personal leadership $i = Y+n$



INFLUENCE BEHAVIOR



FIX SOMETHING



MAKE AN IDEA HAPPEN

Challenge: Think of a situation where you're stuck, where open leadership could make a difference



mindsets + behaviors



MINDSETS



DISCUSSION | WHAT'S YOUR SITUATION?



THE OPEN LEADERSHIP MINDSET

How open leaders think, on our best days

Everyone has something special to contribute

Everyone has untapped potential

Inclusive

Growth

DEFAULT TO OPEN

Open is a better way

Opt-in

Enterprise

Everyone has a responsibility to lead

Everyone benefits when we all put the company first



BEHAVIORS



THE RED HAT MULTIPLIER

How open leaders behave, on our best days

CONNECT

Contribute and connect others to Red Hat's communities and shared purpose.

EXTEND TRUST

Show confidence in the ability of others to contribute.

BE TRANSPARENT

Openly share information and intentions.

COLLABORATE

Invite cooperation and productive dialogue to create better solutions.

PROMOTE INCLUSIVE MERITOCRACY

Empower others to contribute ideas and value solutions based on their merit, regardless of source.



ACTIVITY | BEHAVIORS

How could you apply the Red Hat Multiplier behaviors to your situation?

Which two would be most helpful?



WHERE TO GO FROM HERE

The Open Organization Leaders Manual

opensource.com/open-organization/resources/book-series

The Red Hat Multiplier

github.com/red-hat-people-team/



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