OPEN LEADERSHIP WORKSHOP

An invitation to all

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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.

**ORGANIZATIONAL LEADERSHIP**
contributing exponentially
\[ i = Y^n \]

**TEAM LEADERSHIP**
contributing through others
\[ i = Y(n) \]

**PERSONAL LEADERSHIP**
contributing with others
\[ i = Y+n \]

**NEW TO ROLE**
contributing dependently
\[ i = Y \div n \]

\[ i = \text{Impact} \]
\[ Y = \text{You} \]
\[ n = \text{Number of people who impact others via your influence} \]
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

Inclusive

Everyone has untapped potential

Growth

DEFAULT TO OPEN

Open is a better way

Opt-in

Everyone has a responsibility to lead

Enterprise

Everyone benefits when we all put the company first
BEHAVIORS
# THE RED HAT MULTIPLIER

How open leaders behave, on our best days

<table>
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<tr>
<th>CONNECT</th>
<th>Contribute and connect others to Red Hat's communities and shared purpose.</th>
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<tr>
<td>EXTEND TRUST</td>
<td>Show confidence in the ability of others to contribute.</td>
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<td>BE TRANSPARENT</td>
<td>Openly share information and intentions.</td>
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<td>COLLABORATE</td>
<td>Invite cooperation and productive dialogue to create better solutions.</td>
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<td>PROMOTE INCLUSIVE MERITOCRACY</td>
<td>Empower others to contribute ideas and value solutions based on their merit, regardless of source.</td>
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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/