

TIPS FOR TRANSFORMING TO AN **OPEN ORGANIZATION**

The Open Organization Ambassadors at [Opensource.com](https://opensource.com)

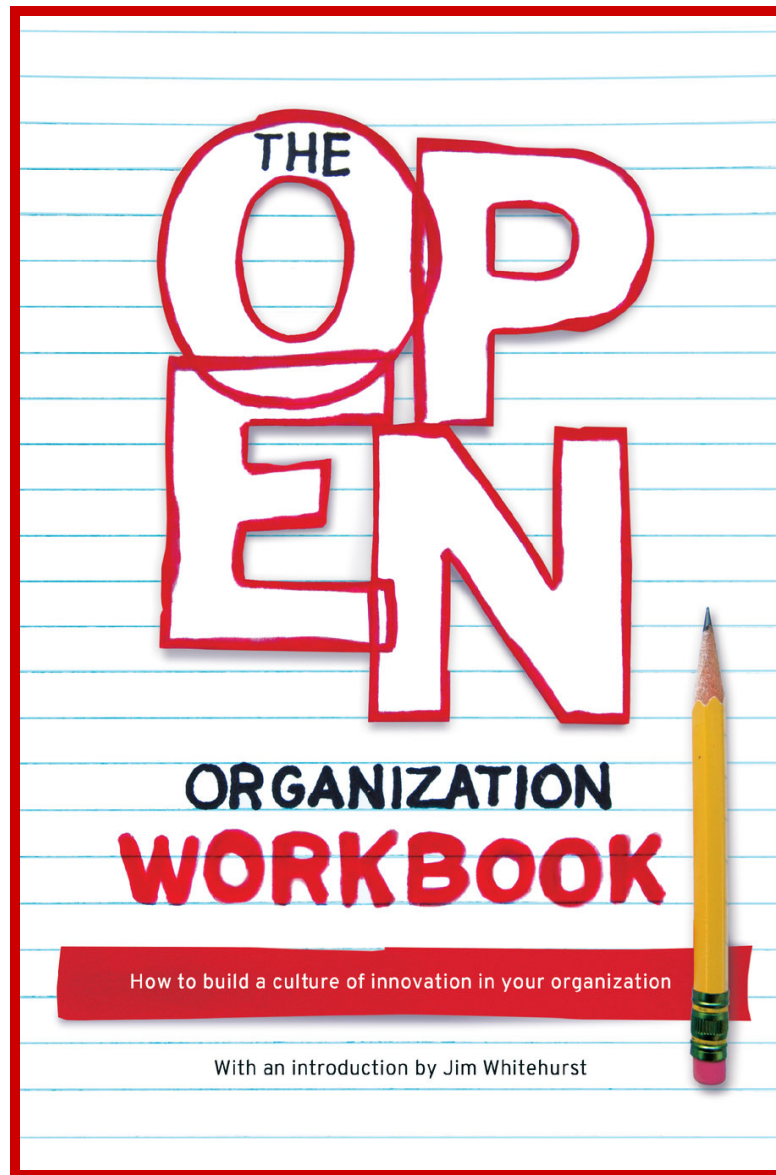
open
source
.com

THE
OP
EN
ORGANIZATION

AMBASSADOR



redhat.



opensource.com/open-organization/resources/workbook

TRANSPARENCY
INCLUSIVITY
ADAPTABILITY
COLLABORATION
COMMUNITY

Read the full Open Organization Definition:
opensource.com/open-organization/resources/open-org-definition

MEET THE PANELISTS

Jimmy

@jimmysjolund

Heidi

@heidiheidiheidi

Laura

@epilepticrabbit

Jen

@JenKelchner

Sam

@samfw

JOIN THE
CONVERSATION

#TheOpenOrg

HOW DO YOU **DEFINE** THIS PRINCIPLE?

TRANSPARENCY

Open organizations work to make their data and other materials easily accessible to both internal and external participants; they are open for any member to review them when necessary.

Decisions are transparent to the extent that everyone affected by them understands the processes and arguments that led to them; they are open to assessment.

Work is transparent to the extent that anyone can monitor and assess a project's progress throughout its development; it is open to observation and potential revision if necessary.

HOW DO YOU **DEFINE** THIS PRINCIPLE?

INCLUSIVITY

Open organizations are inclusive.

They not only welcome diverse points of view but also implement specific mechanisms for inviting multiple perspectives into dialog wherever and whenever possible.

Interested parties and newcomers can begin assisting the organization without seeking express permission from each of its stakeholders.

Rules and protocols for participation are clear and operate according to vetted and common standards.

HOW DO YOU **DEFINE** THIS PRINCIPLE?

ADAPTABILITY

Open organizations are flexible and resilient organizations.

Organizational policies and technical apparatuses ensure that both positive and negative feedback loops have a genuine and material effect on organizational operation; participants can control and potentially alter the conditions under which they work.

People report frequently and thoroughly on the outcomes of their endeavors and suggest adjustments to collective action based on assessments of these outcomes.

In this way, open organizations are fundamentally oriented toward continuous engagement and learning.

HOW DO YOU **DEFINE** THIS PRINCIPLE?

COLLABORATION

Work in an open organization involves multiple parties by default.

Participants believe that joint work produces better (more effective, more sustainable) outcomes, and specifically seek to involve others in their efforts.

Products of work in open organizations afford additional enhancement and revision, even by those not affiliated with the organization

HOW DO YOU **DEFINE** THIS PRINCIPLE?

COMMUNITY

Open organizations are communal.

Shared values and purpose guide participation in open organizations, and these values—more so than arbitrary geographical locations or hierarchical positions—help determine the organization's boundaries and conditions of participation.

Core values are clear, but also subject to continual revision and critique, and are instrumental in defining conditions for an organization's success or failure.

WHAT ARE SOME **COMMON**
PROBLEMS WITH TRANSFORMING
THIS VALUE IN AN
ORGANIZATION?

fear sharing feedback trust
discomfort mindshifts
repercussions vulnerability
misunderstanding

WHAT'S **ONE THING** YOU CAN **DO**
TOMORROW TO BETTER EMBRACE
OR EXPRESS THIS PRINCIPLE IN
YOUR ORGANIZATION?

listen

recognize bias

be intentional

read the Workbook!

determine who you want to be

model behaviors

make room for disagreements

AUDIENCE
QUESTION

#TheOpenOrg

LEARN MORE AND **PARTICIPATE**



opensource.com/open-organization



@OpenOrgBook | #TheOpenOrg

GitHub

[open-organization-ambassadors](#)

