TIPS FOR TRANSFORMING TO AN OPEN ORGANIZATION

The Open Organization Ambassadors at Opensource.com
TRANSPARENCY
INCLUSIVITY
ADAPTABILITY
COLLABORATION
COMMUNITY

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

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#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.
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.
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.
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, discomfort, sharing, feedback, trust, repercussions, mindshifts, 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
model behaviors
make room for disagreements
read the Workbook!
determine who you want to be
LEARN MORE AND PARTICIPATE

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