

Week 2 - introductions, open by design, & open leadership

Thursday, September 20th, 2018

2 PM ET

90 minutes

Zoom room: <https://zoom.us/j/5937811987>

[How to connect to the Open Leadership & Events Zoom room](#)

Recording

Slides

Add line numbers to Google Docs with a [FireFox add-on](#) or a [Chrome extension](#).

Roll call

Name / organization / GitHub, Mastodon, other, or Twitter handle

- Chad Sansing / Mozilla Foundation / @chadsansing
- Sarah Morris / Nucleus Learning Network / g: @secmorris t: @NucleusATX
- Eric Boucher / OvioHub / g: @ericboucher
- Matthias Bussonnier (Covergin for Chris Holdgraf) / Berkeley - Project Jupyter (same for Chris) / g: @carreau (g: @Choldgraf for Chris)
- Ju-Lie McReynolds / USDS / @ju-liem (GitHub) / @dex (Twitter)
- Aubrie Johnson / Wikimedia Foundation / @aubriejohnson (Github) / @daughterphoenix (TW, Mastodon)
- Jairus Khan / Mozilla Foundation / @jairuskhan
- David Bild / Chicago Academy of Sciences | Notebaert Nature Museum / @dbild
- Veron Lai / @norev517
- Faith zuma/ mombasa tech | @zuma1, @zumaluvush
- Brian Muenzenmeyer / Target (Praxis) / @bmuenzenmeyer (GitHub) (Twitter)
- Larisa Blazic / Libre Graphics Community Print Shoppe / @barbarogenius (github) @wheel-o-values (twitter)
- Claudia Göbel/European Citizen Science Association/@claugobel (twitter) @claugoe (github)
- Rowan Cota / BuzzFeed (process and culture) / @cotarg (gh); @sweetpavement (twitter)
- Niraj Mendis / GitHub and Twitter @NirajMendis
- Rim Abid/Carthage University /github: RimABID
- Michael Aukland / Mozilla Foundation / github: m-aukland
- Caleb Kibet / icipe, Kenya / @kipkurui (gh) @calkibet (twitter)

- Faith zuma/ mombasa tech | @zuma1, @zumaluvush
- Thomas
- Pablo / R3D & Out in the Open / @ptaguilera (tw) @technoqueers (gh)

Regrets

- I'm hungry
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Agenda

- Learning goals (Chad, 2-3 minutes)
 - Get to know each other.
 - Build a shared definition of openness and open leadership.
 - Understand the general difference between open by default and open by design.
 - Understand general definitions of some dimensions of open cultures.
 - Understand the importance of storytelling to building an open culture.
 - Know what we have to draft for review at our next mentor meetings.
- Community Participation Guidelines ([full version](#)) (Chad, 2-3 minutes)
 - Be respectful and value each other's ideas, styles and viewpoints.
 - Be direct but professional; we cannot withhold hard truths.
 - Be inclusive and help new perspectives be heard.
 - Appreciate and accommodate our many cultural practices, attitudes and beliefs.
 - Be open to learning from others.
 - Lead by example and match your actions with your words.
 - The following will not be tolerated in Mozilla Open Leaders: violence and threats of violence; personal attacks; derogatory language; unwelcome sexual attention or physical contact; disruptive behaviour; influencing unacceptable behaviour.
 - If you have issues, please direct them to:
 - Chad - chad@mozillafoundation.org
 - Sarah - smorris@nucleuslearningnetwork.org
 - Anything we should add?
 - (Matthias : I seem to not have same line numbers than you)
 - I think that chrome and firefox label line numbers differently. [chrome doesn't number blank lines but firefox does]. Chad is referencing firefox line numbers (Dave)
 - (matthias: Thanks, perfect, good to know).
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- Introductions (Sarah + group, 15 minutes)
 - We'll be using a set of shared notes like this for each cohort meeting. Check the invitations for each meeting to find the link to its notes.

- Very quickly, let's run through the roll call to say hello :) Name + where you're local + project
- Breakout rooms - great for some things, not for others :)
- Share a bit about yourself and what you brings you to the culture track and Open Leaders 6.
 - Who are you?
 - Where are you local?
 - What is your open story? What brought you to working open and open leadership?
 - What are you working on? What is your vision for open culture in your community, organization, or project? You can reference your vision statement here.
- What does "open" mean? (Chad + group, 10 minutes)
 - Silent Google-doc-ing, +1s, & sharing
 - What does it mean to you?
 - Transparent collaboration between partners who are passionate about the work and outcomes; working inclusively and without ego +1
 - Listening to all viewpoints when making decisions +1+1+1
 - Collaboration and transparency. Bringing teams, stakeholders, and constituents together around a shared vision or mission. +1 +1 +1+1 +1
 - Making results of your work accessible for everybody +1 +1+1 +1
 - open means a simple way to make the change, advancement faster and bigger
 - Participation: Make your processes accessible for people form outside to see what you are doing and join in +2 +1 +1 +1
 - Transparent and understanding that collaboration is better than competition +1+1 +1
 - Sharing, building, scaling and improving on ideas and make it happen and create impact +1 +1 +1+1 +1
 - Reproducibility / Adaptability +1 +1
 - To allow access to information or to get more info. According to ur understanding. +1 +1 +1 +1
 - Building a path for people who see the work and want to engage with it. +1+1
 - Fairness
 - Mutual aid +1
 - Generosity +1
 - Creativity +1
 - Working together
 - Collaboration
 - Inviting
 - Listening
 - New ways of looking at things

- Unrestricted
 - Welcoming/inviting
 - Inclusive program design
 - Communities/projects that provide multiple entry points for contributors, and value and incorporate the diversity of approaches and viewpoints of community members +1 +1
 - In software distribution, permissive licensing (MIT please!) +1
 - Going far vs. going fast ("If you would go fast, go alone. If you would go **far** go together.") +1 +1 +1
 - Open means being receptive to build together. Working in the open means harnessing the power of collective intelligence to find solutions to something
- What are examples of openness you look to or point to?
- Citizen science projects (like [this one](#) - thanks for sharing it!) +1
 - Mini mozfest in our communities- it a combination of unfinished or new project people come up with and get help in ideas from other people to be able to finish up. +1
 - [Wiki Women in Red](#)! Small international group who collaborate via Twitter to add more bios of women on Wikipedia
 - Rust community in general, regular communication about what has been done, and what is to come, plus regular opening for new contributors to give back at various level and skills. I guess it's because Rust was started at Mozilla ?
 - Bioconda - Package Bioinformatics and Computational Biology tools to solve dependency issues and promote reproducibility.
 - Zappos - uses the elements of holacracy where decision making is distributed to self organizing teams rather than centralized management hierarchy +1
 - Hackathon on a global scale - looking at ways they self-organise but also how participants sharing ideas and building on each other ideas.Examples on projects that sustain and not just a once off event. +1
 - Wikipedia & Wikimedia +1+1+1+1 +1+1+1+1
 - Creative Commons +1+1 +1 +1+1
 - Brian: There was a pretty high-profile and nuanced example of openness that occurred in the lerna community a couple weeks ago where the team tried to exclude some entities from a software license. It got heated for all kinds of reasons as sort of a litmus test of empathy/openness/activism. <https://github.com/lerna/lerna/pull/1633> I don't share to pick a fight one way or another, but the incident struck at the heart of what makes open source licensing important.
 - Floss Manuals+1
 - Open Source Publishing+1

- OpenStreetMap (data + software facilitating collaboration and impact at scale) +1 +1
 - ConstantVZW
 - Furtherfield Commons
 - My mother in law's kitchen - if someone's awake the kitchen is a place you can go for social contact, nourishment, support, encouragement. Even at 3 am. +1+1
 - Public Lab <https://publiclab.org/> +1
 - Open Knowledge Foundation +1 +1
 - Open Culture Project (<http://www.openculture.com/>) +1 +1 +1
 - Mozilla - I mean, this training...but also the first extension I ever wrote was for firefox because the barrier to doing so is so low. +1+1+1+1 +1
 - The Nightscout Foundation, which is largely people who have been affected by Type 1 diabetes who are trying to open up the technology used to treat and manage it. +1 +1
 - ACT2030! is a youth-led open process to develop policy recommendations to the SDGs - UN agenda.
- What does “open leadership” mean? What are its principles, practices, & skills? (Chad + group, 10 minutes)
 - Open leaders mobilize their communities to solve shared problems and achieve shared goals through shared processes and solutions.
 - Open leaders design, build, & empower for understanding, sharing, & participation & inclusion +1
 - Open leaders design and build projects that empower others to collaborate within inclusive communities. +1+1+1
 - [Open Leadership Framework](#) - matrix of skills and areas of practice, learning, & growth
 - Where have you experienced, practiced, or witnessed this kind of leadership? What impact did it have?
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- What does it mean to be “open by design” rather than “open by default?” (10 minutes)
 - Open by design
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 - Open by default
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- Dimensions of an open culture (Chad + group, 10 minutes)
 - Passion
 - Not only mission-driven, but can people express their passion for the work in a safe, open environment?
 - How is passion sustained, cultivated, and welcomed
 - Trust
 - About delegation and sharing the work
 - Help with community participation guidelines to share best intent
 - Something like a distributed decision making model
 - Accountability
 - Understanding of how people depend on one another in your culture
 - Constructive ways to deal with accountability issues?
 - Are leaders setting up achievable goals?
 - Calibrate focus of accountability
 - Honesty
 - Make sure people can give feedback and speak candidly in a safe environment
 - How to document and learn what to do
 - Moving both horizontally and vertically
 - Learn how to take feedback in constructive ways!
 - Care
 - Room to show genuine care for others and for yourself
 - Work to explicitly sustain yourself and each other
 - Gratitude
 - Regular routines and ritualistic ways for people to understand significance of gratitude; gratitude a means of inclusion
 - Pathways and forms of gratitude
 - Storytelling
 - Do people understand importance of storytelling in the work
 - Way to include, represent, expand community, and share passion
 - Stories as illustrations of things that move them as well as about themselves

● ~~Breakout discussions (Group, 10 minutes)~~

- ~~○ How might you order these in order of importance or need for your culture?~~
- ~~○ What connections do you see between them at work in your culture or other spaces?~~
- ~~○ What you think might be a first step to work on developing any of these further in your culture?~~
- ~~○ Feedback:~~
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- Storytelling in an open culture w/ guest speaker Jen Caltrider (10 minutes) ([link to deck](#))

- Popeye example → Popeye eats spinach and gets strong from it - like, super strong.
- People hate being told what to do - like, “Eat your vegetables.”
- People love to agree with the moral of a story and to see themselves as the heroes.
- It’s better to tell a story with a moral that shows what you want people to do instead of telling them what to do.
- It’s possible to sneak the moral - like hiding spinach in a burrito - but it doesn’t teach them to want spinach over the long term. No moral there.
- Tips
 - Your story has value. Stories hold the cure - they connect us. +1
 - People remember how you make them feel, not what you say.
 - Lizard brain can beat out wizard brain
 - Stories can be manipulative. Be open about wanting to inspire people to feel.
 - Storytelling poses questions & answers them that feels fun for you audience, not like work.
 - Iterate.
 - Know your audience. +1
 - You might try to reach everyone, but you end up reaching no one. Think about writing to one person
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- Q&A (Group, 5-8 minutes)
 - jen@mozillafoundation.org, @caltrider, connect w/ Jen & Chad
 - Question: storytelling in relation to advocacy, is that context for Jen’s presentation?
 - Big ideas is to change hearts and minds across contexts.
 - How to avoid negative manipulations from some fields.
 - Other ways to explore - linear, non-linear.
 - Will we have a task related to storytelling?
 - Yes! Mentors will help you provide structure for a case study and help you tell your story of the fellowship/your work and project
 - Think of origin stories, as well
 - Storytelling prevalent in anything we do in a day to day basis - it’s in our work. Thinking about who your ideal contributor is and how you can tell a story to engage them and make them excited
 - Thinking about population and who you are telling a story to - making sense, making your aim clear. How do you know if you story is landing? Is it having an impact?
 - Great ways to test this! Sometimes practicing on someone, getting feedback from a colleague or a friend. Test and iterate and don’t be afraid. Your story will never be perfect so don’t be afraid to try things out, make changes.
- Assignments (Sarah, 10 minutes)
 - Sarah’s slides for the assignments: [Slides](#)

- We are all working to move different open cultures ahead from different starting positions and according to different goals. It's okay for some of the details in these assignments to be general or aspirational, rather than super-sharp at this point. The big idea is to create documentation that is useful to you and clear to others, not to have the perfect, fail-safe plan.
- Draft an Open Canvas unpacking your work to bring more open culture to your community, organization, or project. Due week 3.
 - Try to bring a first draft of this canvas to your mentor meeting next week.
 - [Instructions & assignment](#)
 - Template: <https://goo.gl/to6PYn>
 - Drop your finished canvas in [the chat room](#) to get feedback from your fellow project leads, mentors & myself
- Draft a roadmap listing the milestones, accomplishments, or goals you'd like to achieve and when you'd like to achieve them. Due week 3.
 - [Instructions & assignment](#)
 - Start thinking about where you want to be in 12-14 weeks & how you'll get there. Don't forget to list the [MozFest](#) (October 26-28) as a milestone to attend or for remote participation!
 - You'll spend some time going over your goals and plan with your mentor next week.
- **Optional:** Check out Open Leadership 101 (OL101), our self-paced, online introduction to open leadership. This is optional, but recommended, at any point before, during, or after Open Leaders 6.
 - This free, hour-long online course is an introduction to "working open" and the Mozilla Network.
 - Did you enjoy the animated video from Week 1? This course contains more of that!
 - <https://mozilla.teachable.com/p/open-leadership-101>
- Vote on your cohort name before week 4!
 - We need an exciting name!
 - Make suggestions and +1 your favorite name to vote at the bottom of our shared notes.
- Q&A about assignments
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- Feedback on this session & the OLF self-assessment (Group, 5 minutes)
 - What worked? What didn't? What surprised you? What would you change?
 - Please take than with a grain of salt as 1) I'm jetlagged and 2) it's late here, but it was hard for me to stay focused 90min. Just leaving that here as it's my first though, and I hope to have more energy when I'm adjusted to timezone. My

logical brain says 90 min is the right time, but not my lizzard brain :-) Much Love. I second that, it's been a long day of work over hear and especially in the last 15 mins it was hard to follow. But I'll keep up with it - the content definitely gets me excited. Just an idea - maybe input where we mostly listen is better in the beginning and groups or discussion are more easy to focus on at the end? Don't have experience to validate that one, but could be worth a try.

- :) You are heard. Much <3. Great suggestion.
- Liked the breakout time - we filled the available time and were cut off! +1 +1- we were 4 and not everybody had a chance to present.
 - We'll see how best to resize rooms - 2 or 3 people is probably better than 3 or 4. Thanks!
- Loved Jen's talk. :) Also enjoyed our discussion as a group, and I appreciate having time to meet a few of my peers in the breakout session. I feel like 90 mins was just enough time — I mean, we didn't get through *everything* but packing the entire agenda in may have been too much.
- Great group, diverse experiences, lots to learn from. Like the feedback opportunity at the end of session + good to be reminded of code of conduct, and hear about all the prepared content. +1
- Really impressive facilitation - it's just a pleasure to be lead so professionally and pleasantly through a session. +1 +1
 - :blushes:
- It was also really cool to do so many different things in an online meeting - e.g. I had never done the silent workings or using break-out rooms - that made the whole experience very dynamic, and fun and felt a little bit "more real" like we were somewhere together and could do stuff. I'd like to try out some of these techniques. +1 +1
 - Great - if something we try doesn't work as well, please let us know, and if you think of something to try, we'd love to hear it!
- The breadth of your definition of open surprised me - I read things before, but I guess today I got more of a picture of how much bigger the picture can be. So glad I'm here! <3
 - \(^.^)/
- Are mentors supposed to attend? Mine did not
 - Mentors are asked to attend at least 2 cohort calls and to review materials on them. Please let your mentor know if you'd like to discuss a particular piece of content or if you'd like to invite them to a particular cohort call you want to discuss further with them.

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- **Cohort name suggestions** (add a new line for a new suggestion; add a +1 after a name to vote once, please)

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- The big six +1
- Portlandia!
- Lunchables
- Canned Spinach Lovers Anonymous
- [Kaua'i 'ō'ō](#) +1
- Emoj-ency (sure, why not)
- Symmathecists +1 +1 +1 +1 +1+1
 - Credit to <https://twitter.com/jessitron>
 - <https://the-composition.com/the-origins-of-opera-and-the-future-of-programming-bcdaf8fbe960>
 - <https://norabateson.wordpress.com/2015/11/03/symmathesy-a-word-in-progress/>
 - “Proposing a New Word that Refers to Mutual Learning in Living Systems”

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