

Connection

WHAT IS CONNECTION?

Building a sense of community where associates feel strongly connected to Red Hat. One of five Red Hat® Multiplier behaviors.

Proficiency levels

As proficiency increases, **connection** looks like...

FOUNDATIONAL	EXPERIENCED	ADVANCED	EXPERT
<p>Understands and supports Red Hat's mission, goals, and strategies and can articulate them with passion</p> <p>Seeks opportunities to connect to other associates with similar ideas and passions to feel connected to Red Hat</p>	<p>Helps associates on the department or team connect to Red Hat's mission, goals, and strategies</p> <p>Seeks opportunities to connect associates on the department or team who have similar ideas and passions</p> <p>Creates a climate where associates on the department or team feel a part of a community and a strong connection to Red Hat</p> <p>Recognizes associates who build a strong sense of community at Red Hat</p>	<p>Helps associates within the function connect to Red Hat's mission, goals, and strategies</p> <p>Seeks opportunities to connect associates within and across functions who have similar ideas and passions</p> <p>Creates a climate where associates within and across functions feel a part of a community and a strong connection to Red Hat</p> <p>Recognizes managers and associates who build a strong sense of community at Red Hat</p>	<p>Helps associates across the company connect to Red Hat's mission, goals, and strategies</p> <p>Creates a climate of community across Red Hat that encourages associates who share similar ideas and passions to connect</p> <p>Recognizes departments, teams, and functions that build a strong sense of community where associates feel connected to Red Hat</p>

Guardrails

When practicing connection, pay attention to signals of...

UNDERUSE	OVERUSE
<p>Too little connection looks like:</p> <ul style="list-style-type: none"> Takes actions and makes decisions without incorporating others' perspectives, involvement, or expertise 	<p>Too much connection looks like:</p> <ul style="list-style-type: none"> Compromises the best interests of the business and the achievement of goals in the interest of making connections

Connection

Ways to develop proficiency

- Think about how your role and team contributes to Red Hat's mission, vision, values, strategy, and company goals; ask your manager and team members what connections they see
- Become an active member of mailing lists and collaboration sites; engage with other associates and stay current on important information and developments
- Make a special effort to connect with associates and stakeholders in other locations; volunteer to be a liaison with other departments or teams
- Assemble a team to identify and resolve barriers to communication and collaboration with associates in other departments or functions
- Identify and implement strategies for connecting new and experienced associates to Red Hat's mission, vision, strategy, and goals

“A key job of every leader is to continuously create the context required for passion to emerge, by connecting associates' work to the organization's broader mission.” - *The Open Organization*

WHAT IS THE RED HAT MULTIPLIER?

The Red Hat Multiplier is a set of five behaviors that define leadership in open organizations. While some people are more naturally inclined to behave in this way than others, each of the five is a skill that anyone can build and develop:

CONNECTION	TRUST	TRANSPARENCY	COLLABORATION	MERITOCRACY
Building a sense of community where associates feel strongly connected to Red Hat.	Demonstrating a general belief in others' ability to make a contribution.	Openly sharing information that contributes to the work of others.	Engaging multiple sources to generate the optimal solution.	Rewarding the best ideas, no matter where they come from.

Learn more

- Get the Red Hat Multiplier overview and reference sheets about the other four behaviors