

# Humanistic Concepts

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# Table of Contents

Introduction To Humanistic Practices .....	1
A Humanistic Approach .....	1
GitHub - The largest open source community in the world .....	1
What Can we Learn from Millions of People .....	1
So What is 21st Century Enlightenment .....	2
TED Talks .....	2
The TED Radio Hour on Open Source .....	2
The Humanistic Approach .....	2
Introducing a Humanistic Ontology .....	3
Three Columns with 12 Concerns .....	4
Embrace .....	4
Innovate .....	4
Encourage .....	5
Three Rows .....	5
Nine Practices .....	6
Thirty Six Studies .....	7
Twelve Connections between Nine Practices .....	8
What's Next .....	9
Embrace .....	10
Principles .....	10
Interact .....	10
Guide .....	10
Empower .....	10
Action .....	11
Collaborate .....	12
What Makes Embrace Work .....	13
Psychological Safety .....	13
Mutual Respect .....	13
Trust .....	13
Innovate .....	14
Principles .....	14
Engage .....	14
Invent .....	14
Data .....	14
Connect .....	15
Product .....	16
What Makes Innovate Work .....	17
Where Our Good Ideas Come From .....	17

Improvement .....	17
Transparency .....	17
Encourage .....	18
Principles .....	18
Augment .....	18
Intent .....	18
Ethics .....	18
Reflect .....	18
Discover .....	19
"Start With Why"* by Simon Sinek .....	20
What Makes Encourage Work .....	21
Vision .....	21
Community .....	21
Connect .....	21
Assumptions .....	21
Learn .....	22
The Business Model Canvas .....	22
Practices .....	24
What Makes Learn Work .....	25
Summary .....	25
Collaborate .....	25
Product .....	25
Discover .....	25
Do .....	26
Main Points: x .....	26
Practices .....	27
What Makes Do Work .....	28
Summary .....	28
Adapt .....	28
Technology .....	29
Benefit .....	29
Share .....	30
Main Points: x .....	30
Practices .....	31
What Makes Share Work .....	32

# Introduction To Humanistic Practices

## A Humanistic Approach

"The Collaboration, Innovation & Encouragement from Open Source communities is the 21st century enlightenment that everyone is entitled too."

When I Tweeted this on August 29, 2017 I finally realized what Humanistic Practices is all about.

- "Everyone is entitled too Collaborate in a safe environment to make their contributions."
- "Everyone has the capacity to Innovate. It is what makes us human."
- "As we travel on our journey we need to accept and provide Encouragement for Enlightenment."
- "Get in with a good crowd with a capacity for change and a sense of purpose in a good situation."

At first this may appear to be religious text, but this philosophy is what inspires the Open Source community at GitHub.

## GitHub - The largest open source community in the world

As of March 17, 2017 there are 27 million people with 57 open source repositories on GitHub. Join one or start your own.

### *Shape the future of software*

Your contributions help make technology better for everyone, developers and non-developers alike.

### *Grow your skills and help others*

Whatever your skill level, working on open source software is a great way to learn new things.

### *Work with the best in the field*

Amazing developers use GitHub. Contribute code to projects that change how software is built.

## What Can we Learn from Millions of People

We learn that great things have happened, are happening and will continue to happen.

- Your Collaborative contribution is valued and sought after.
- You can learn and share new Innovative skills.
- The best people are out there to Encourage and be Encouraged.

But most important there are millions of people who are experiencing this 21st Century Enlightenment.

# **So What is 21st Century Enlightenment**

## **TED Talks**

### **The TED Radio Hour on Open Source**

## **The Humanistic Approach**

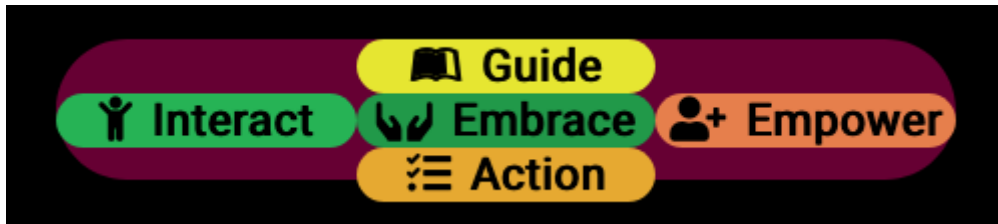
- We Embrace, Innovate and Encourage cultural fit.
- We successively refine what we Learn, Do and Share.

# Introducing a Humanistic Ontology



# Three Columns with 12 Concerns

## Embrace



A tactical approach for human colaboration and adapting to change.

*Interact*

xxx

*Guide*

xxx

*Empower*

xxx

*Action*

xxx

## Innovate



An innovative product definition, technology and delivery lifecycle.

*Engage*

xxx

*Invent*

xxx

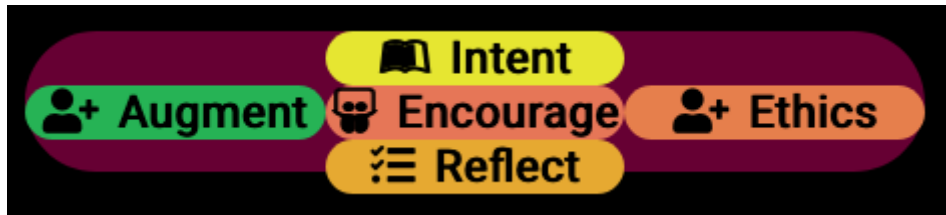
*Data*

xxx

*Connect*

xxx

# Encourage



A shared strategic vision for discovery, benefits and govern

## *Augment*

xxx

## *Intent*

xxx

## *Ethics*

xxx

## *Reflect*

xxx

# Three Rows

## *Learn*

A collaborative means for conceiving products and discovering thier connection to customers.

## *Do*

Technological adaptatiion and construction influenced by it benefits.

## *Share*

Continuous change and delivery overseen by governance.



# Nine Practices

Practices emerge at the intersections of columns and rows Practices focus the principles of its column and row.

## *Collaborate*

A charter driven proactive multi-faceted team response to requests with Kanban.

## *Product*

Entitling our teams to transform propositions into an attractive well documented portfolio.

## *Discovery*

Finding and connecting our vision to our community with valid assumptions.

## *Adapt*

Fine tuning our work by insuring that our components provide acceptable features.

## *Technology*

Integrated engineering and construction for UIs, services and databases on the cloud.

## *Benefit*

A pattern driven reviewed architecture that mitigates risk by quantifying our discoveries.

## *Change*

Transitioning, testing and deploying continuous change into evolutionary architecture.

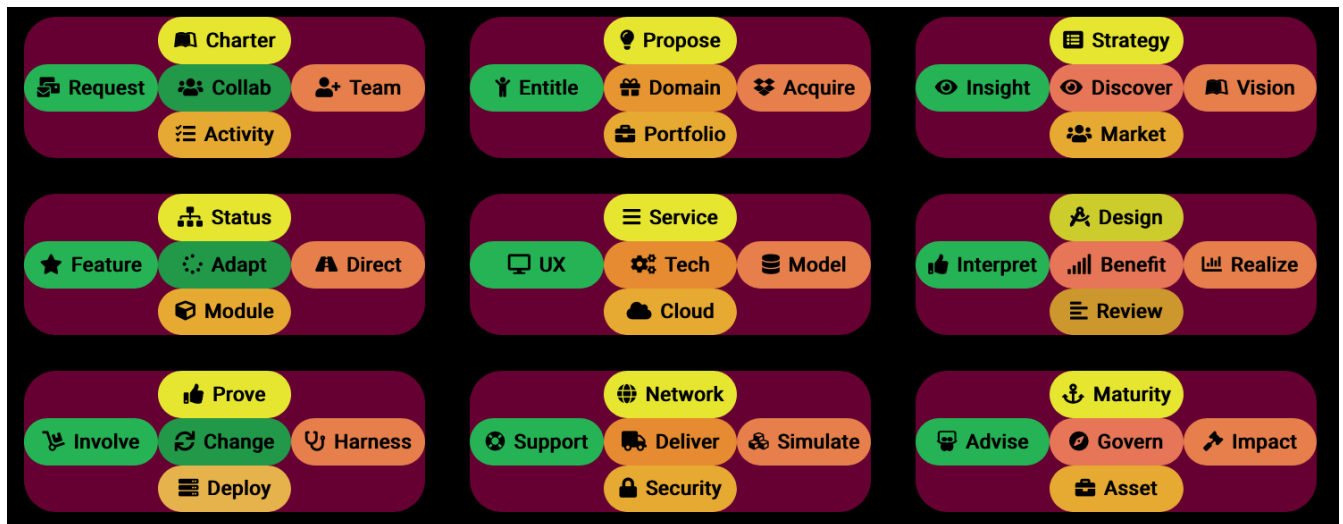
## *Deliver*

Supporting, securing and monitoring our cloud network for our communities.

## *Govern*

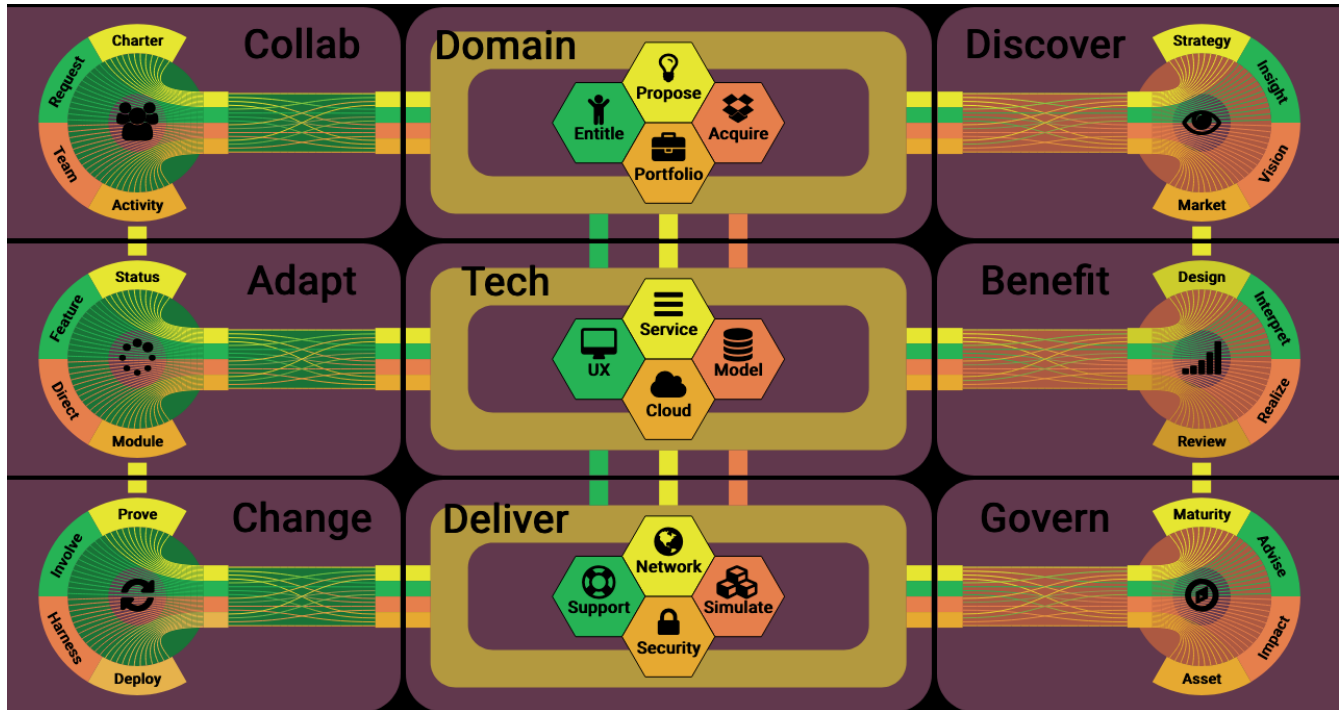
Improving maturity by careful consideration of assets with compliance.

# Thirty Six Studies



# Twelve Connections between Nine Practices

- The six horizontal connections convey culture across columns.
- The six vertical connections flow successive refinements down rows.
  - The innovative flows from Product to Technology to Deliver are further broken out into a group of three.

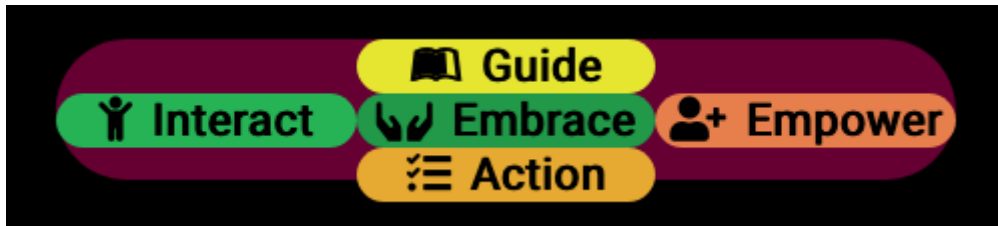


## What's Next

- The rest of this document discusses the inspiration and principles behind each column and row.
- The subsequent document describes each of the nine practices.

# Embrace

## Principles



## Interact

### *Interpersonal*

Our teams thrive on interpersonal trust.

### *Commitment*

We do not say it unless we mean it. We say we will do .

### *Partner*

We are a trustworthy partner to everyone.

## Guide

### *Respect*

Mutual respect

### *Diversity*

We recognize everyone's diversity and approach.

### *Individual*

We include in everyone's individual viewpoints.

## Empower

### *Confidence*

Our teams instill confidence into each member.

### *Identity*

Everyone is comfortable being themselves.

### *Safety*

We will not embarrass, reject or punish someone for speaking up.

# Action

## *Harmonony*

Jobs and lifestyles are kept in balance.

## *Together*

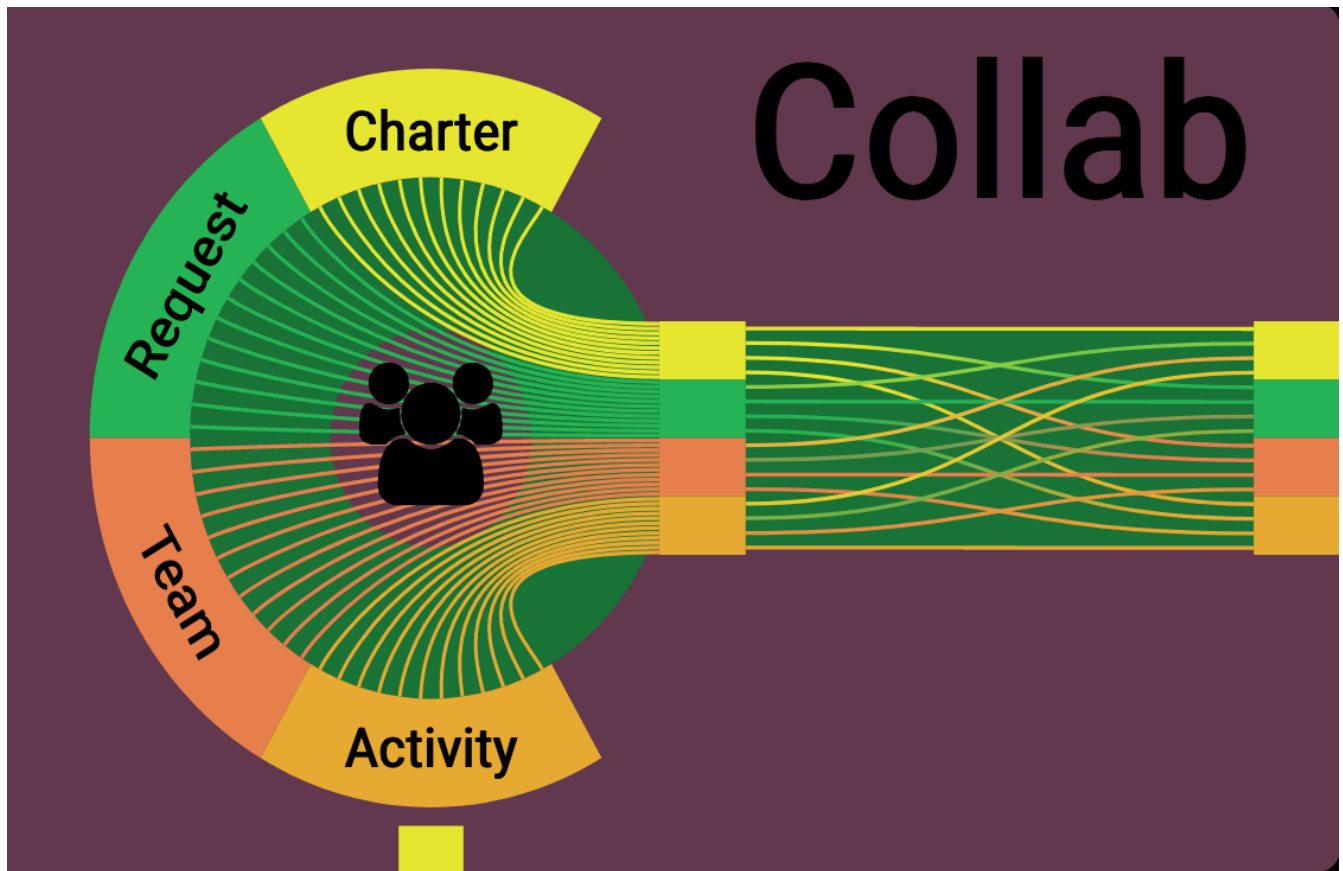
Together we make work happen.

## *Contribution*

Everyone's individual contributions are sought after and valued.

# Collaborate

Working together to create products and adapt to changing conditions.



## *Request*

A proactive attitude to respond to and incorporate requests.

## *Charter*

A statement about the teams purpose and its roles..

## *Team*

Members are valued for their expertise when assigned to projects.

## *Activity*

A Kanban queue where team members pull activities.

# What Makes Embrace Work

## Psychological Safety

Confidence in ones expertise and ones Identity are cultivated within an Expert Team. Everyone is comfortable with their core Experise and Product Contributions which are kept in Safely in Harmony by direct representation.

## Mutual Respect

Our teams are Diverse like our Products that Include everyone's viewpoints. We make work Together and Individually on Products

## Trust

Our Charter communicates who we are to us and our community. We Commit to the work in our Kanban queue. By responding to request daily we maintain the trust of out community and Partners.



# Innovate

## Principles



## Engage

### *Learning*

Leverage change to adopt new strategies.

### *Agenda*

We have no hidden agendas.

### *Space*

We create the space and entitle everyone for "Good Ideas" to emerge.

### *Continuous*

Everyone is involved in continuously improvement.

## Invent

### *Inception*

We appreciate where good ideas come From

### *Hunches*

Ideas evolve over time as slow hunches rather than sudden breakthroughs.

### *Extend*

Technologies engineered for one purpose are extended to other purposes.

### *Refinement*

Improvement takes place at multiple levels.

## Data

### *Share*

We document and share information freely with everyone.

### *Transparent*

We are transparent with everything and everyone.

### *Convergen*

Ideas converge in a shared physical or intellectual space.

### *Excellence*

We strive for excellence in everything we do.

## **Connect**

### *Connection*

Chance favors the connected mind with serendipitous discoveries.

### *Ecosystem*

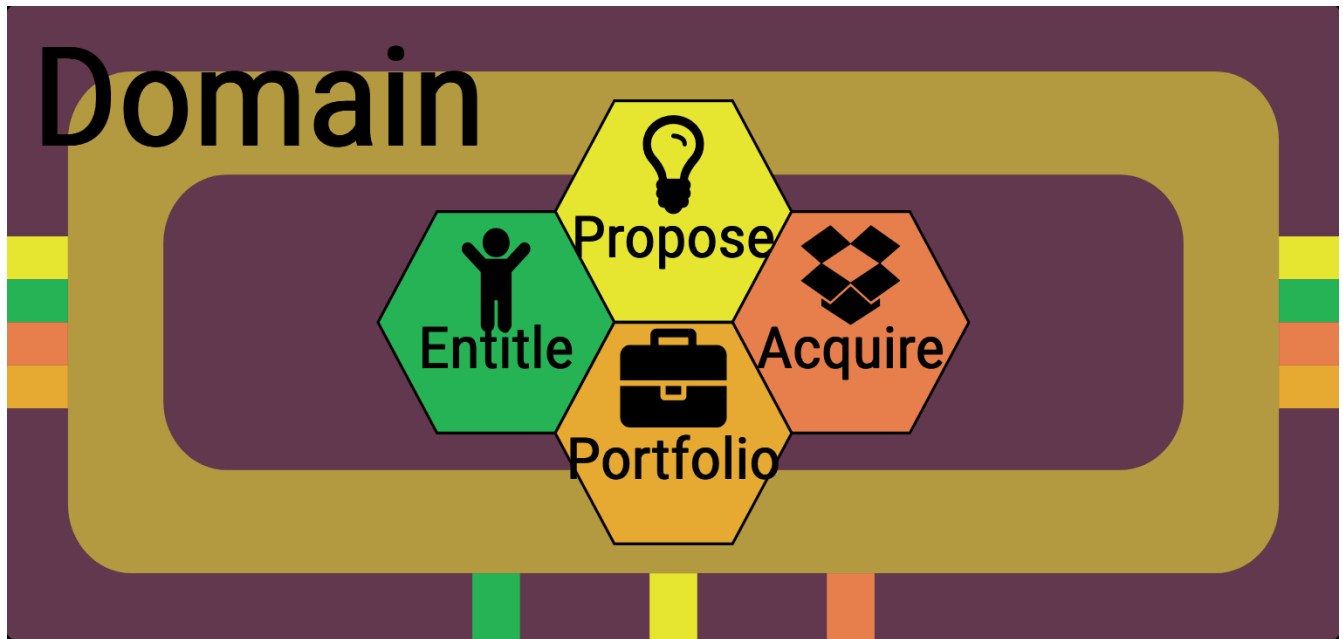
Allows ideas to be diffused and be reconnected in novel ways.

### *Adjacent*

Possibilities emerge and become close waiting to be connected.

# Product

Everyone is entitled to the resources they. Ideas are proposed. Relevant information is acquired for exploration. Active project and products are placed in a portfolio.



## *Entitle*

The secure allocation of resources to team members by roles.

## *Propose*

Proposed ideas for new products.

## *Acquire*

A collected written, drawn and presented representation of thought.

## *Portfolio*

The entire bundle of current and future products that a company offers.

# What Makes Innovate Work

## Where Our Good Ideas Come From

### *Connection*

Lots of connections as illustrated by the color coded rectangles.

### *Ecosystem*

The connections allow ideas to flow and interactive in novel ways.

### *Adjacent*

Interrelated tiers represented by hexagons have adjacent sides with meaning.

### *Hunches*

Everyone is Entitled to evolve their hunches.

### *Extend*

Special purpose tiers are extended to other purposes.

### *Convergent*

Propositions converge into the Product Portfolio and Services.

### *Learning*

We Embrace Change to Adapt to, Discover and Govern new strategies.

### *Space*

Our Practices provide a comprehensize space for "Good Ideas" to Emerge.

## Improvement

### *Refinement*

Our Products are successively refined by our Learn, Do and Share perspectives

### *Continuous*

We continously track, Adapt and Deliver new Technology.

### *Excellence*

We strive for excellence in everything we do.

## Transparency

### *Share*

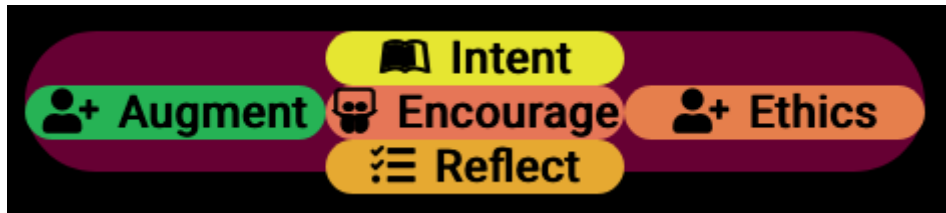
We Document, store and Warehouse all of our Information. Transparent: Our Infomation is always available at Learn, Do and Share perspectives.

### *Agenda*

Our tactical Adaptations, Changes and strategic Vision are open.

# Encourage

## Principles



## Augment

### *Track*

We list, track and challenge all our assumptions.

### *Errors*

Our mistakes help us abandon our old assumptions.

## Intent

### *Why*

We communicate our positive "Why" message to our community.

### *Govern*

We govern by our vision and passion.

## Ethics

### *Benefit*

We benefit everyone with a minimum of Risk.

### *Priority*

We recognize our teams and customers are the reason for our existence.

## Reflect

### *Strive*

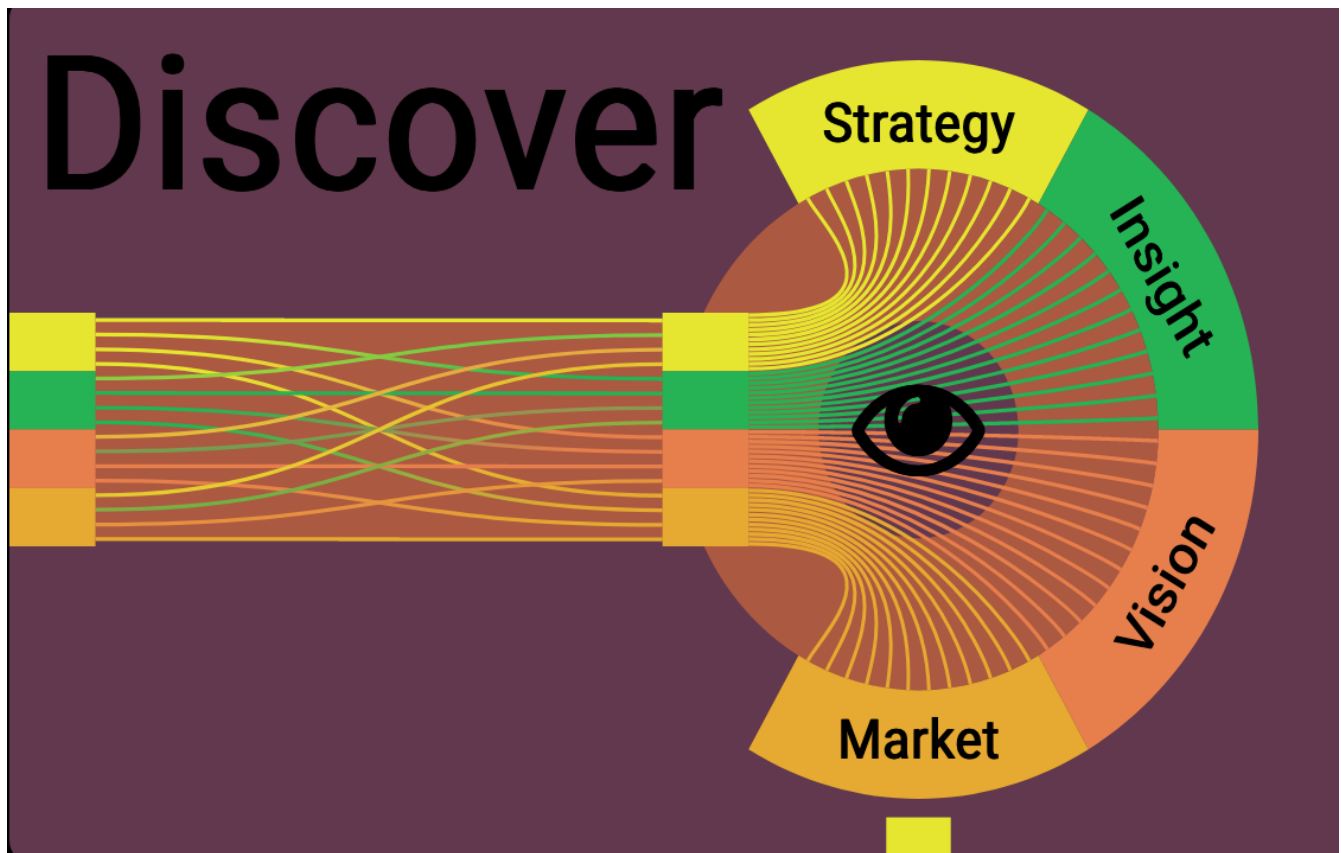
We strive to discover and connect to out community.

### *Genuine*

Our connections are genuine.

# Discover

We formulate a shared vision about ourselves and our Community. We then continuously assess Product Propositions to see what Connection they may have for our Community. We carefully list our Assumptions for deeper assessment in Benefit.



## *Insight*

The exploration of data to find the meaningful ways we reach out to our community.

## *Vision*

Our shared vision and ethics that we communicate to everyone.

## *Market*

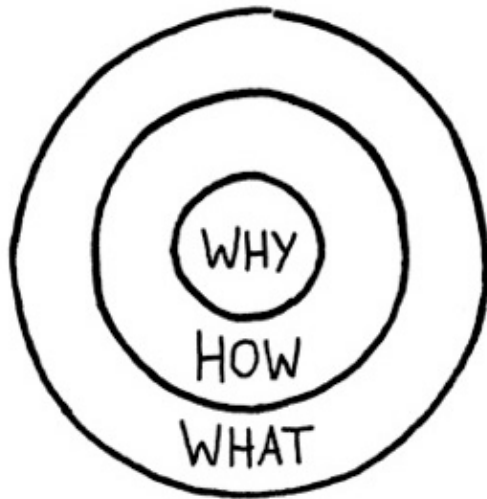
Our colleagues, customers and assumptions that we are connected to.

## *Strategy*

Our working concepts and approaches.

# "Start With Why"\* by Simon Sinek

## The Golden Circle



© 2013 Simon Sinek, Inc.

### What

Every organization on the planet knows WHAT they do. These are products they sell or the services they offer.

### How

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

### Why

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. It's a purpose, cause or belief. It's the very reason your organization exists.

# What Makes Encourage Work

## Vision

### *Why*

We constantly ask Why with out Product practice.

### *Benefit*

We list and assess all out Assumption with the Benefit practice.

### *Govern*

We govern ourselves with vision and passion.

## Community

### *Serve*

We learn everything about our Community to serve their needs.

### *Priority*

Our teams and customers are our Vision.

## Connect

### *Strive*

We strive to discover and connect to out community.

### *Genuine*

With constantly examine our Connections.

## Assumptions

### *Track*

We interchallenge all our assumptions.

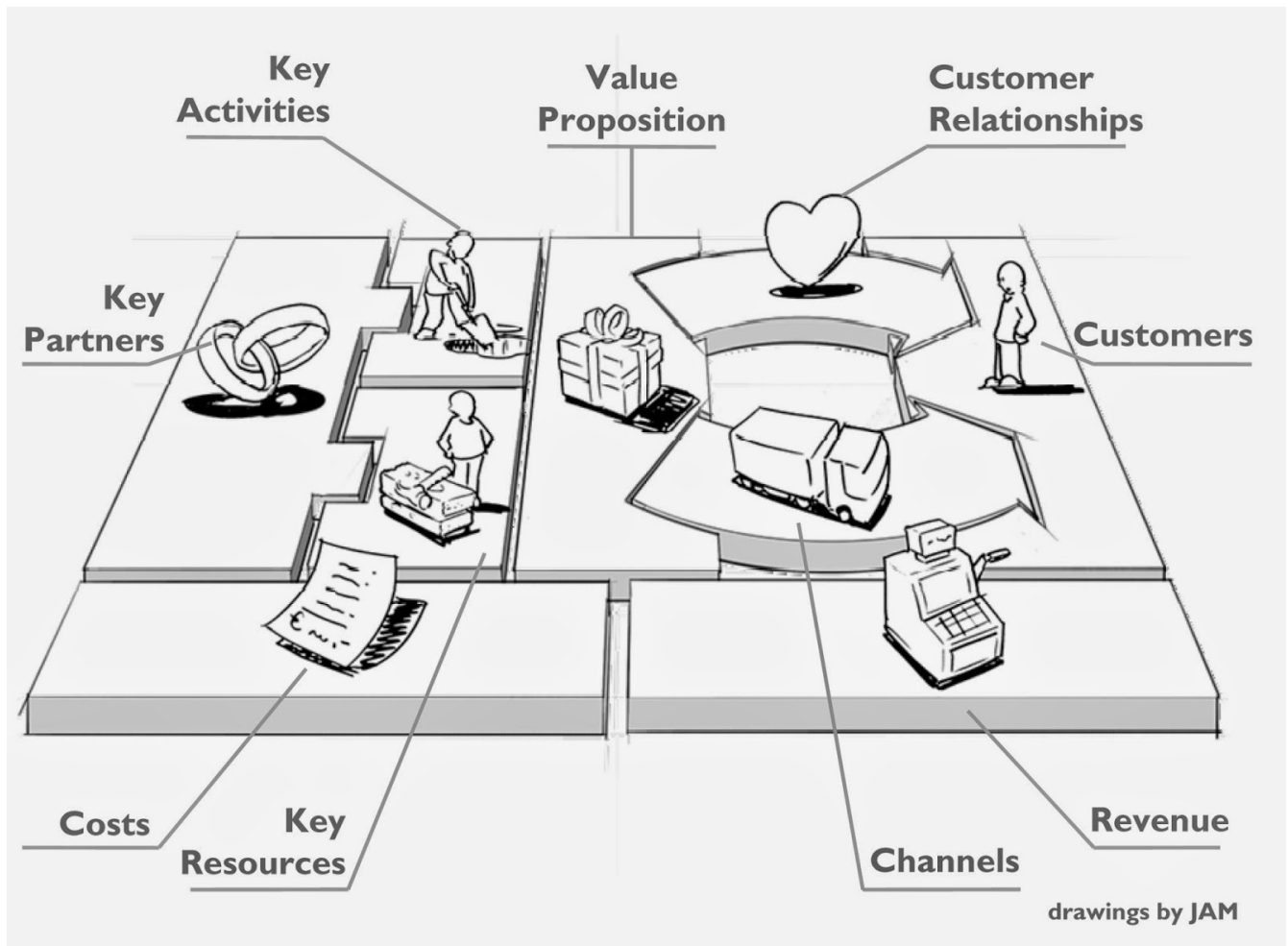
### *Errors*

Our mistakes help us abandon our old assumptions.



# Learn

## The Business Model Canvas



### *Key Activities*

The most important things a company must do to make its business model work

### *Key Partners*

The network of suppliers and partners that make the business model work

### *Key Resources*

The most important assets required to make a business model work

### *Value Proposition*

The bundle of products and services that create value for a specific Customer Segment

### *Customer Relationships*

The types of relationships a company establishes with specific Customer Segments

### *Customers*

The different groups of people or organizations an enterprise aims to reach and serve

### *Channels*

How a company communicates with and reaches its Customer Segments to deliver a Value Proposition

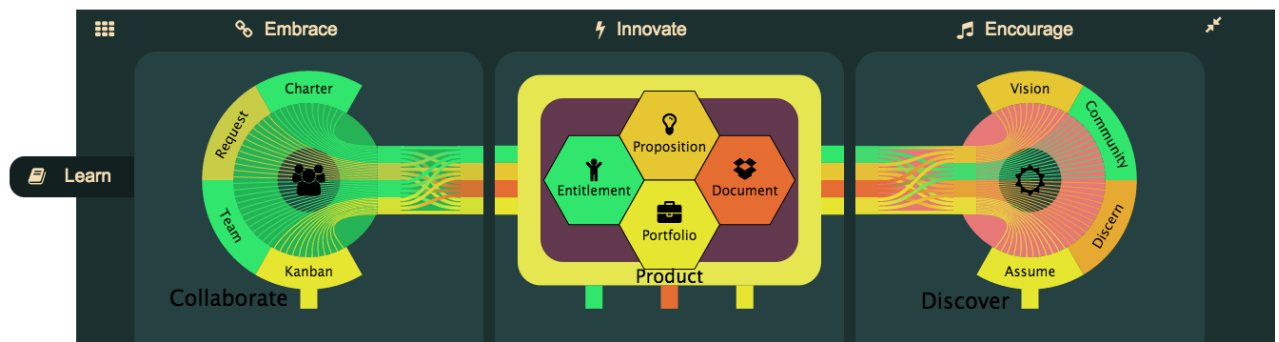
### *Costs*

Describes all costs incurred to operate a business model

### *Revenue*

Represents the cash a company generates from each Customer Segment

# Practices



# What Makes Learn Work

## Summary

### Collaborate

#### *Partner*

The business network of partners and suppliers.

#### *Activity*

The current teams tasks generated by requests.

#### *Kanban*

Priorized activities: To Do, In Progress and Closed.

#### *Team*

Members and their roles.

### Product

#### *Proposition*

The proposed ideas for new products.

#### *Entitlement*

The secure UI allocation of Resources\* to teams by roles.

#### *Portfolio*

The entire suite of products that a company will offer.

#### *Intelligence*

Data with business descriptions.

### Discover

#### *Vision*

The shared vision conveyed to customers.

#### *Community*

Who the enterprise aims to reach and serve.

#### *Channel*

Communicatuon and delivery mechanisms.

#### *Assumption*

Documenting guess for quanitative validation.

# Do

## Main Points: x

*Status*

x

*Feature*

x

*Component*

x

*Acceptance*

x

*Architecture*

x

*Engineering*

x

*Construction*

x

*Quantify*

x

*Risk*

x

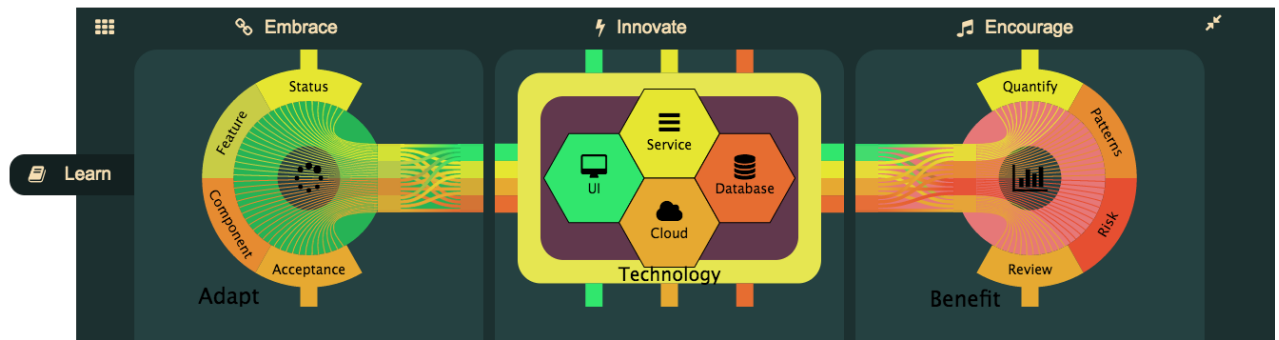
*Pattern*

x

*Review*

x

# Practices



# What Makes Do Work

*Status*

x

*Feature*

x

*Component*

x

*Acceptance*

x

*Architecture*

x

*Engineering*

x

*Construction*

x

*Quantify*

x

*Risk*

x

*Pattern*

x

*Review*

x

## Summary

### Adapt

*Status*

x

*Feature*

x

*Component*

x

*Acceptance*

x

## **Technology**

*Architecture*

x

*Engineering*

x

*Construction*

x

## **Benefit**

*Quantify*

x

*Risk*

x

*Pattern*

x

*Review*

x



# Share

## Main Points: x

*Test*

x

*System*

x

*Config*

x

*Transition*

x

*Support*

x

*Network*

x

*Warehouse*

x

*Security*

x

*Maturity*

x

*Listen*

x

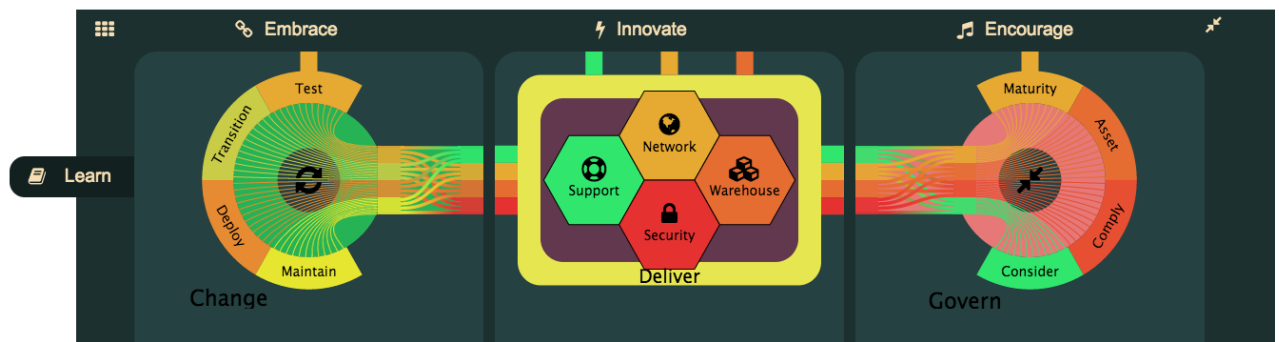
*Asset*

x

*Comply*

x

# Practices



# What Makes Share Work

*Test*

x

*System*

x

*Config*

x

*Transition*

x

*Support*

x

*Network*

x

*Warehouse*

x

*Security*

x

*Maturity*

x

*Listen*

x

*Asset*

x

*Comply*

x