

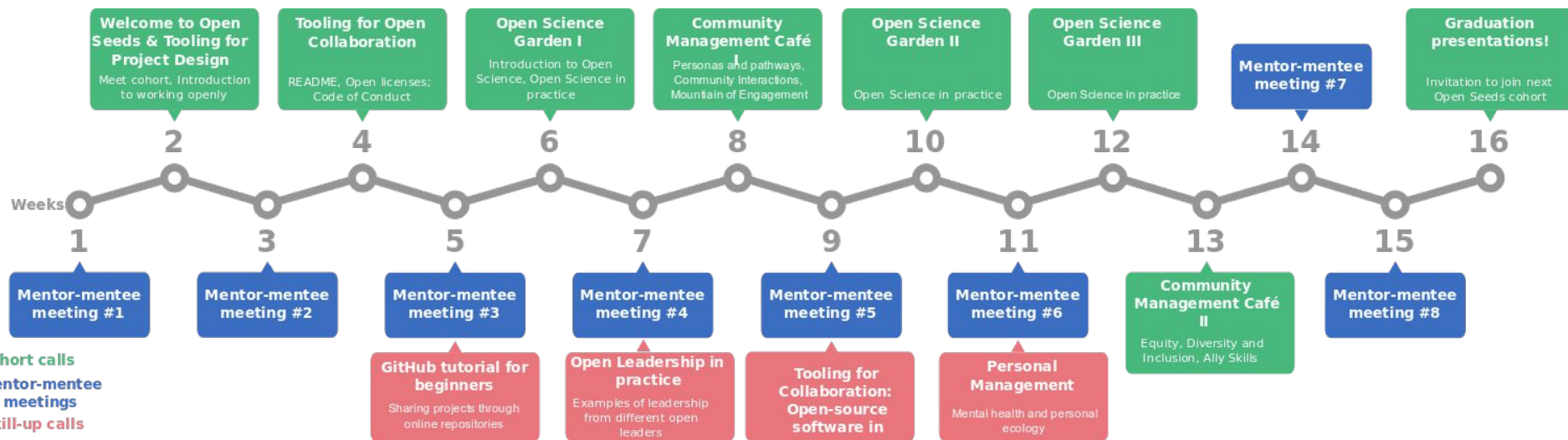


Open Seeds by OLS



Welcome to the first cohort call!







At the origin of OLS and Open Seeds

Mozilla's Open Leadership Framework

A set of **principles**, **practices**, and **skills** people can use to mobilize their communities to solve shared problems and achieve shared goals



Open Leadership

Thinking and acting **in service to others** and accomplishing **shared goals together**.

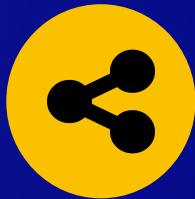


Open Leadership

Thinking and acting **in service to others** and accomplishing **shared goals together**.



Understanding



Sharing



*Participation
& Inclusion*

moz://a

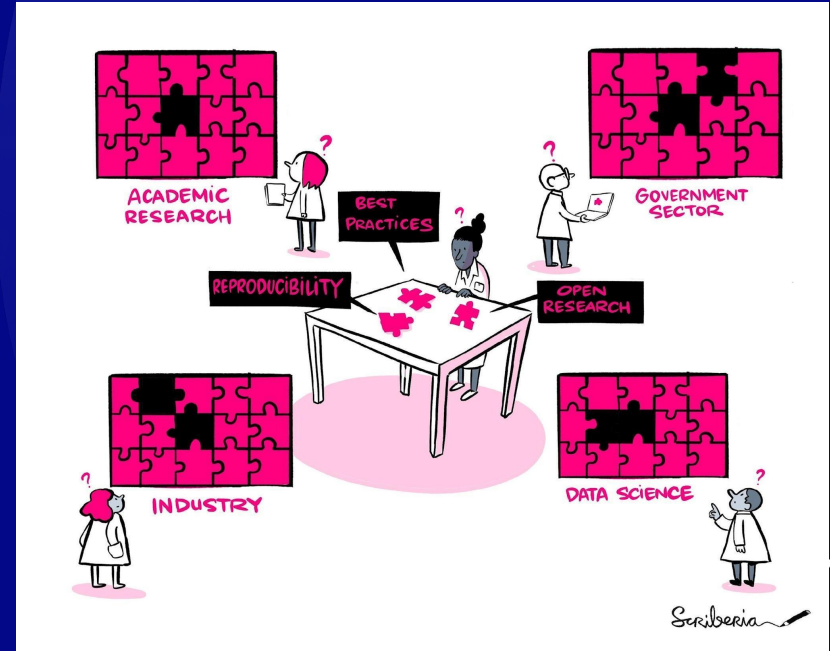
Open Leadership Program





Open Leadership in research

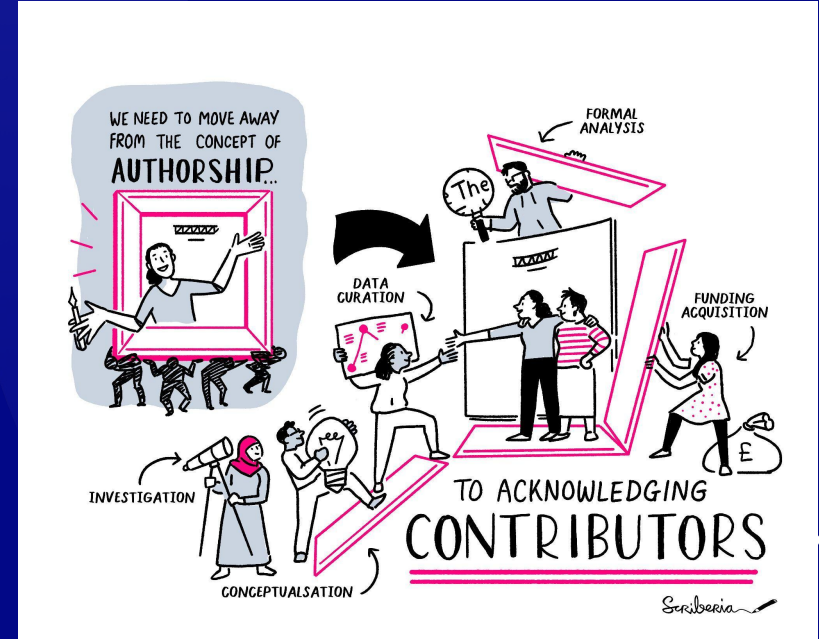
- Interdisciplinarity
- Widening Participation
- Commitment to EDIA
- Valuing people and skills
- Better research culture
- Pathways to leadership





Open Leadership in Practice

Team-oriented leadership model for building healthy and **open culture of engagement** by embodying *inclusivity, transparency, adaptability, collaboration and community.*



Open leadership is not...

Open Leadership is not (Thompson, 2011):

- A way to get free labor.
- A way to avoid process or structure.
- A way to hit your deadline faster.

Instead, open leadership requires you to:

- Clearly **communicate the goals** of your project and the value of working on your project.
- Create robust, **transparent systems** for content development, governance and information-sharing
- **Test and revise your work** until it meets your community's needs.



Open Leaders **design, build, and empower** their projects and communities for **understanding, sharing, and participation and inclusion**

Open Leadership Framework

Open leaders are guided by open **principles**. They strive for:

- **Understanding**: They make the work accessible and clear.
- **Sharing**: They make the work easy to adapt, reproduce and spread.
- **Participation & inclusion**: They make the work inviting, relevant and safe for all.

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To apply these principles, open leaders take these **practices**. They:

- **Design**: They make contextual, deliberate decisions about how/when to be open.
- **Build**: They create structures and systems that ensure clarity and process.
- **Empower**: They model open leadership that sustain them and their community.



Open Leadership Framework

	Understanding	Sharing	Participation & Inclusion
Design for...	<ul style="list-style-type: none">• Content focus• Community interactions<ul style="list-style-type: none">◦ Learning through use• Storytelling	<ul style="list-style-type: none">• Information-sharing focus• Community interactions<ul style="list-style-type: none">◦ Gifting◦ Enhancing value exchange◦ Networking common interests	<ul style="list-style-type: none">• Governance focus• Community interactions<ul style="list-style-type: none">◦ Creating together◦ Soliciting ideas• Project identity
Build for...	<ul style="list-style-type: none">• Communication• Design• Facilitation• Maintenance• Project management	<ul style="list-style-type: none">• Commons-based production• Data stewardship• Documentation• Licensing• Networking	<ul style="list-style-type: none">• Decision-making• Delegation• Event planning• Community Management• Mentoring
Empower for...	<ul style="list-style-type: none">• Maintains clarity of vision & purpose• Maintain authenticity & integrity• Stays curious	<ul style="list-style-type: none">• Makes connections• Resilience• Self-care	<ul style="list-style-type: none">• Embraces failure• Ensures safety• Inspires contribution

Transparency of governance from the start!

Governance is a *set of formal and informal practices* through which an organisation sets goals, assigns responsibilities, establishes systems, and assesses outcomes of organisational action.

The governance process should help identify and create accountability for:

- Who makes **decisions**, and how?
- Who gets to **participate**, and how?
- Who is **responsible** to address risks/challenges, and how?
- Who **controls and protects** the outcome, and how?



References

- Open Leadership Map Framework : Open Leadership Framework. (2021, February 05). <https://mozilla.github.io/open-leadership-framework/framework>
- Open Leadership in Data Science — The Turing Way.
<https://book.the-turing-way.org/collaboration/leadership>