moz://a

Work Open, Lead Open (#WOLO)

CZI EOSS Kickoff Meeting

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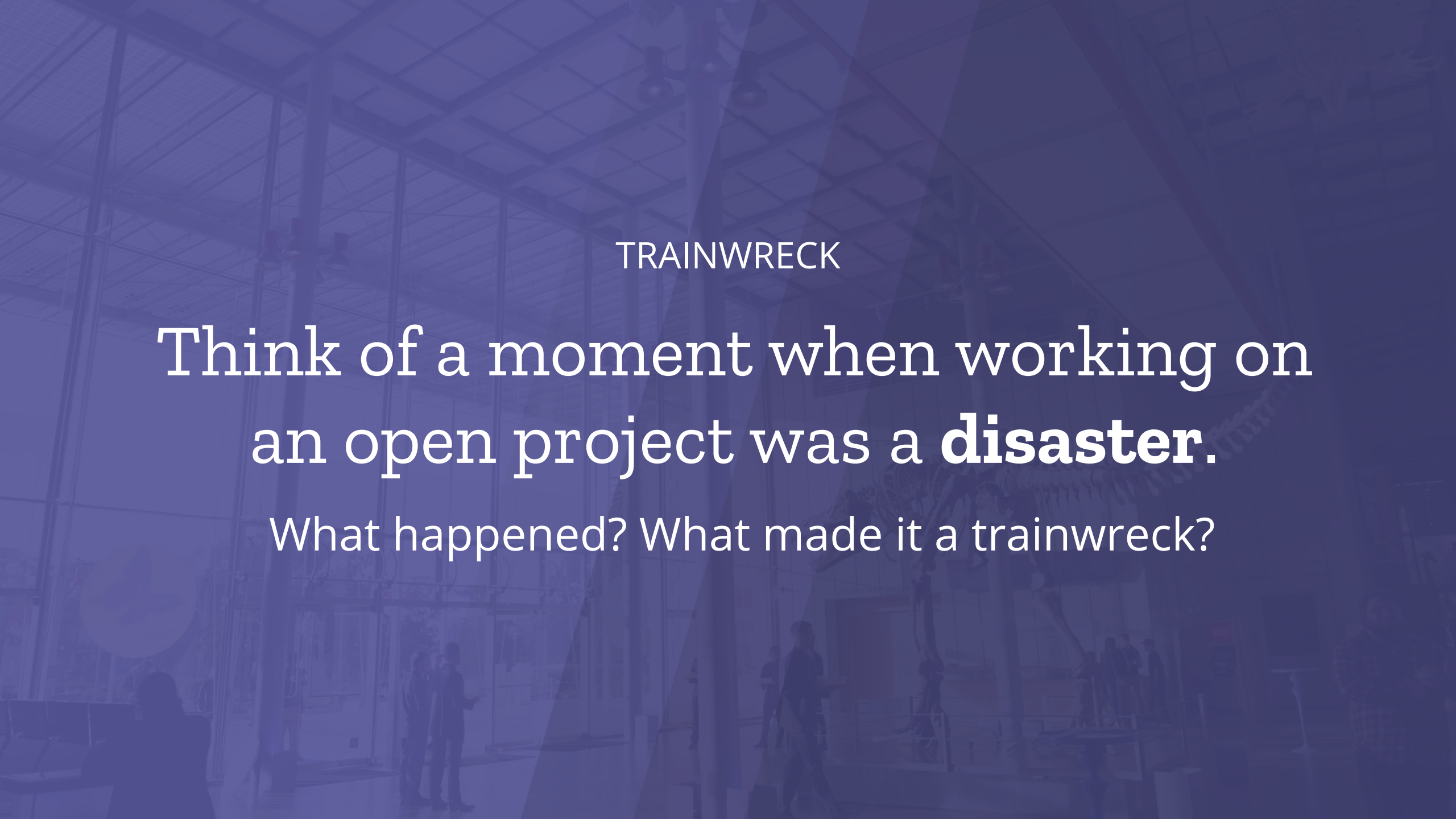
@abbycabs

@acabunoc



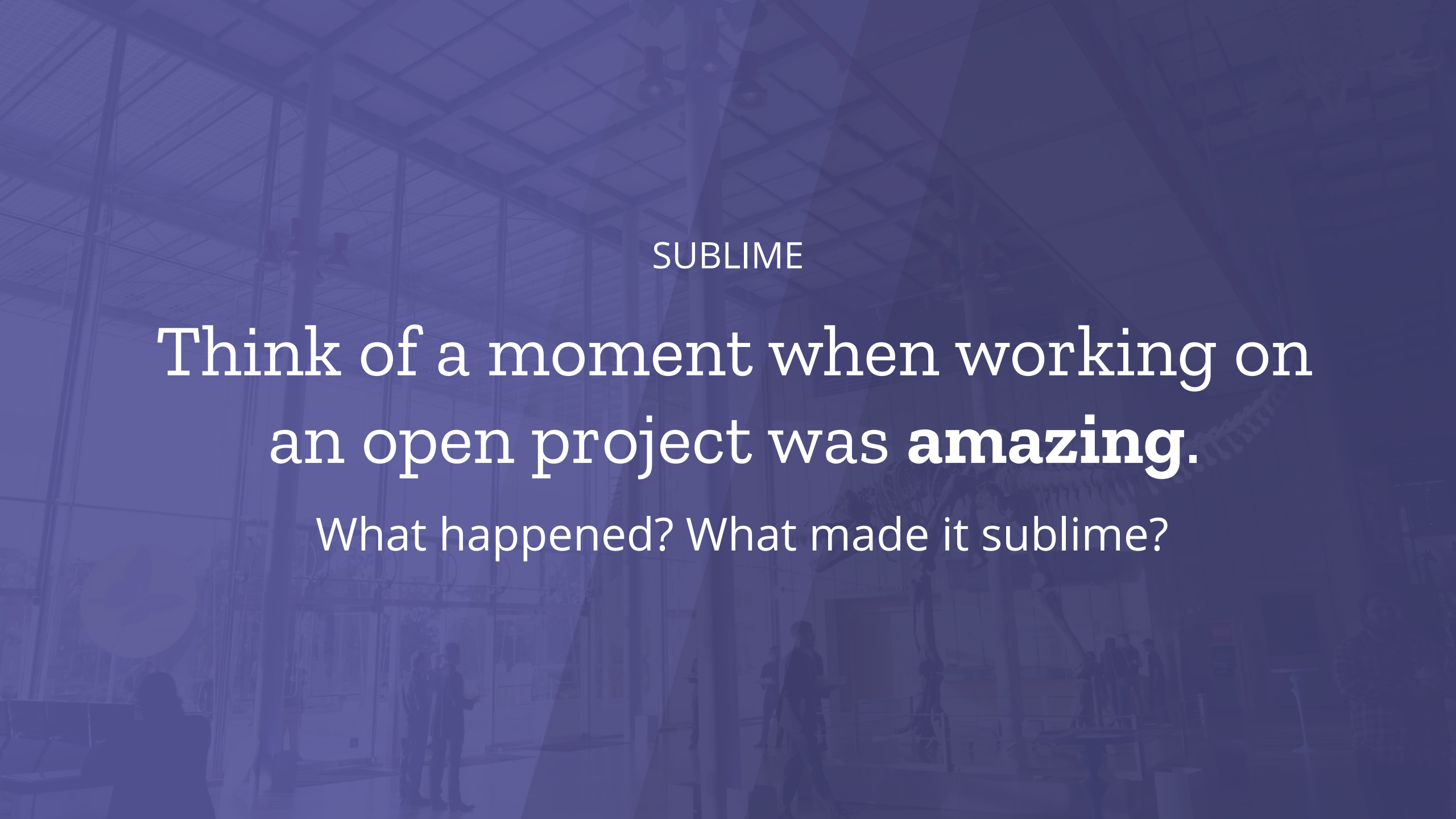
TRAINWRECK

Think of a moment when working on an open project was a **disaster**.

What happened? What made it a trainwreck?

Trainwreck

misunderstanding
poor tooling
unclear objectives
missed deadlines
lack of time
technical debt
no license



SUBLIME

Think of a moment when working on an open project was **amazing**.

What happened? What made it sublime?

Trainwreck

misunderstanding
poor tooling
unclear objectives
missed deadlines
lack of time
technical debt
no license

Sublime

clear process
documentation
productive discussion
support and respect
shared buy-in
mission
collaboration tools

Work Open, Lead Open

Work Open, **Lead Open**

Hi! I’m abbycabs

Mozilla Foundation

I want to openness to be the norm in research and innovation

MOZILLA OPEN LEADERS

14 weeks of open leadership training & mentorship

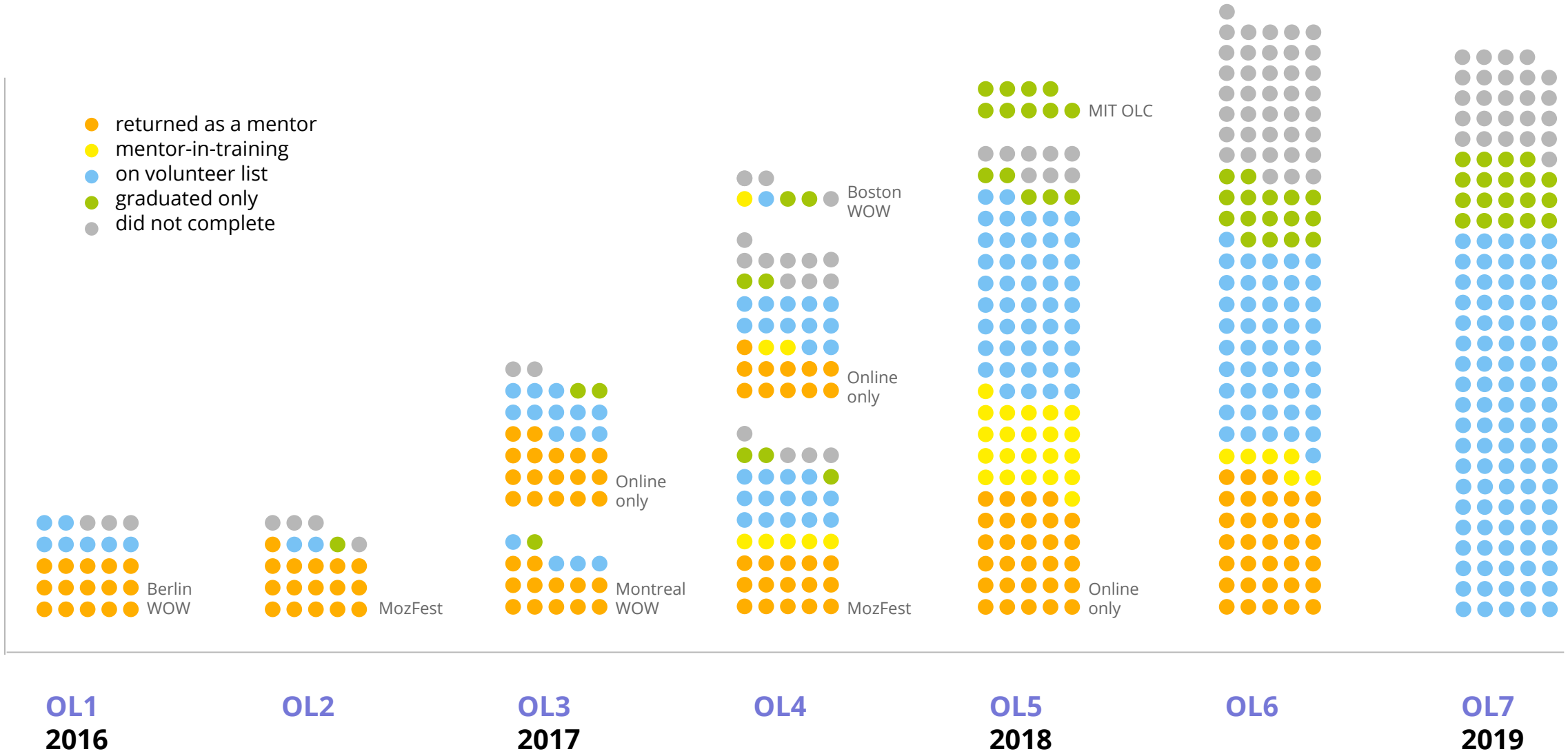
Training
Cohort-based

Mentorship
Ongoing 1:1 Support

Practice
Hands-on experience

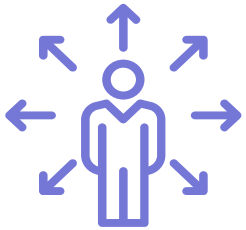
Fueling the Movement

We’re growing & retaining our graduates



Multipliers

People in the movement who are onboarding others in a way that multiplies themselves



Decentralize training & mentorship

Enable exponential growth

Create strong interpersonal relationships

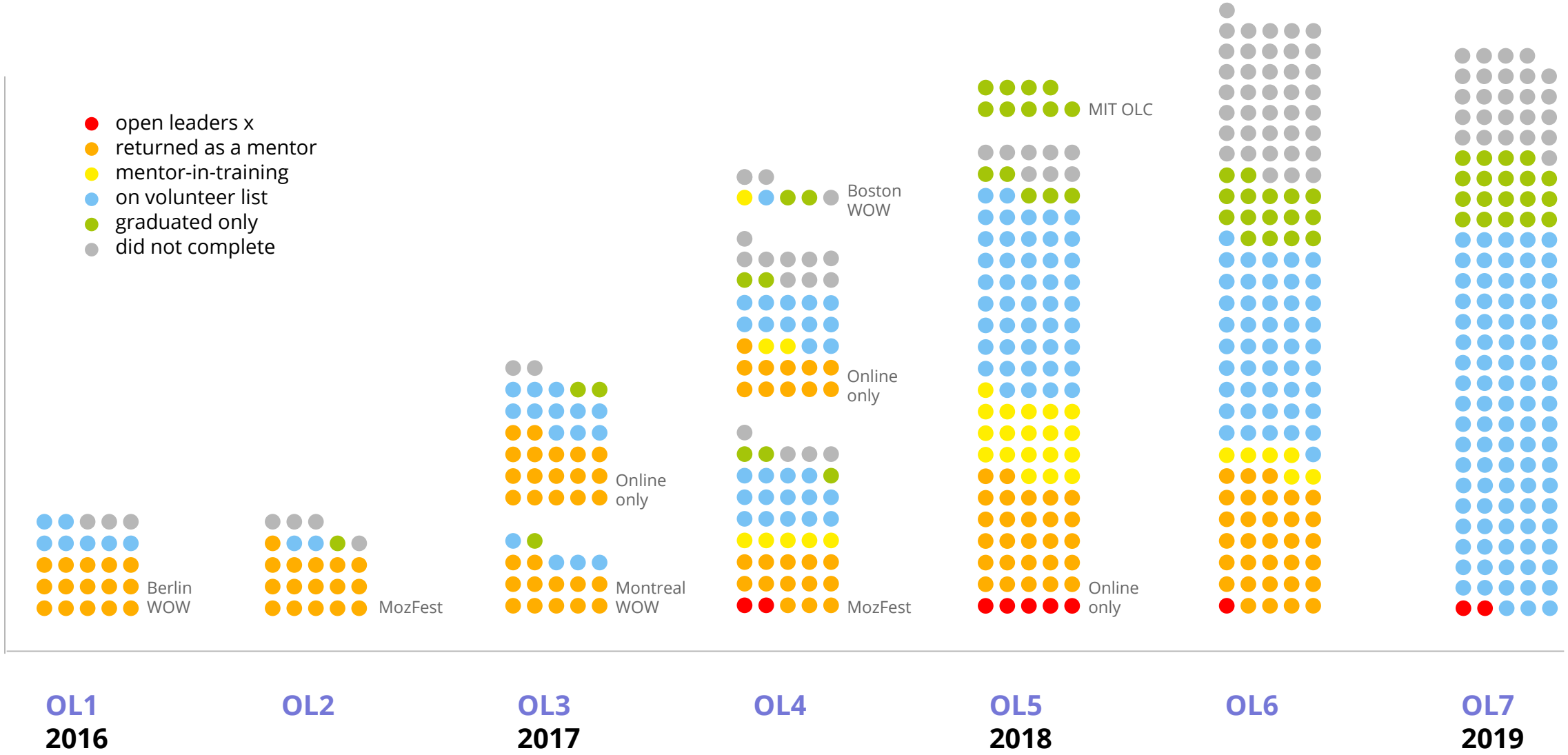
Multipliers

People in the movement who are onboarding others in a way that multiplies themselves

Year	Centralized Learning I run a large webinar that trains 1000 people a year	Mentoring Multipliers I mentor 2 people every 6 months, and each mentee goes on to do the same
1	1000	9
2	2000	81
3	3000	729
4	4000	6561
5	5000	59049

Fueling the Movement

We’re growing & retaining our graduates

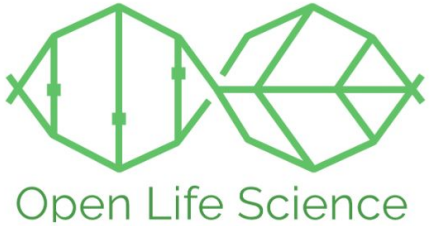


Open Leaders X (Train the Trainers)

10 new community-run open leaders programs with diverse audiences that serve as entry-points into the internet health movement

COSA Community Leaders Program

By Christopher Coleman



Open Life Science

By Malvika Sharan, Bérénice Batut, Yo Yehudi

IndieWeb and OER Ghana

By Greg Mcverry, Sadik Shahadu

POSSE: People in Open Source Software & Engineering

By Kara de la Marck

Open Leaders: Accessible Online Security

By Brian Obilo, Selina Musuta, Maurine Chepkoech

eLife Innovation Leaders 2020

By Emmy Tsang

Healthier AI

By Pranshu Khanna, Shina Dhingra

Community Leaders for Internet Health

By Esther Mwema, Uffa Modey

Join Open Leaders Hardware: take your hardware project to the next level

By Jose Carlos Urra Llanusa, Alexander Kutschera, André Maia Chagas, Juli Arancio

Open Post Academic Mentorship Program!

By Beth Duckles

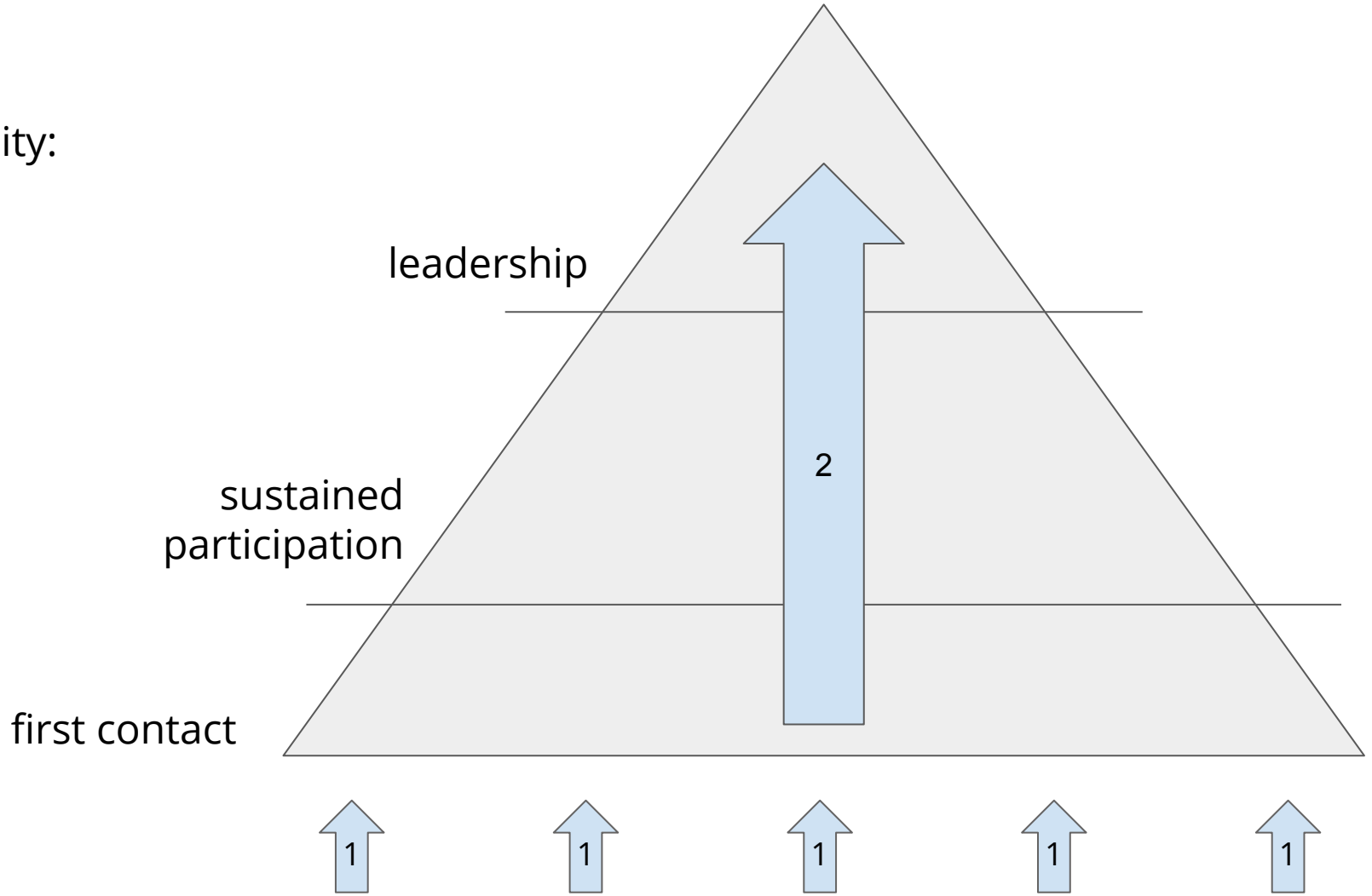
An Architecture of Participation

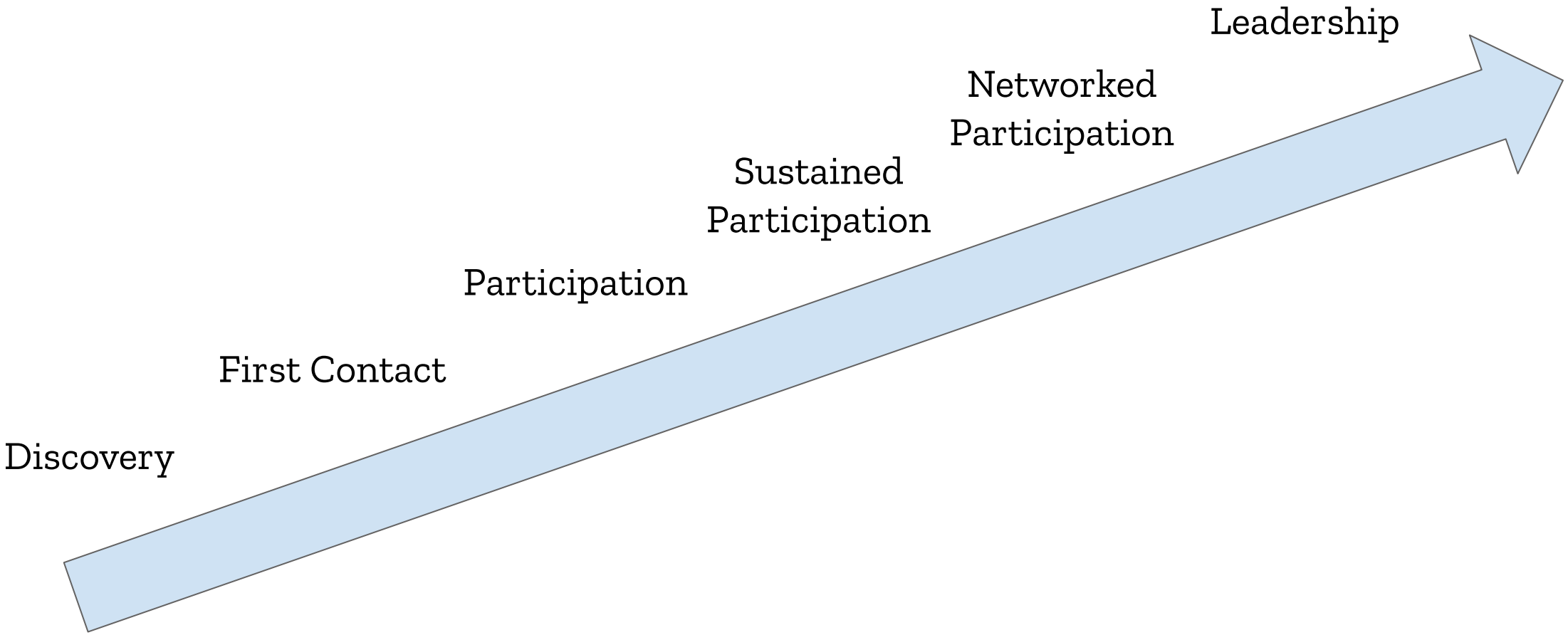
Mountain of Engagement

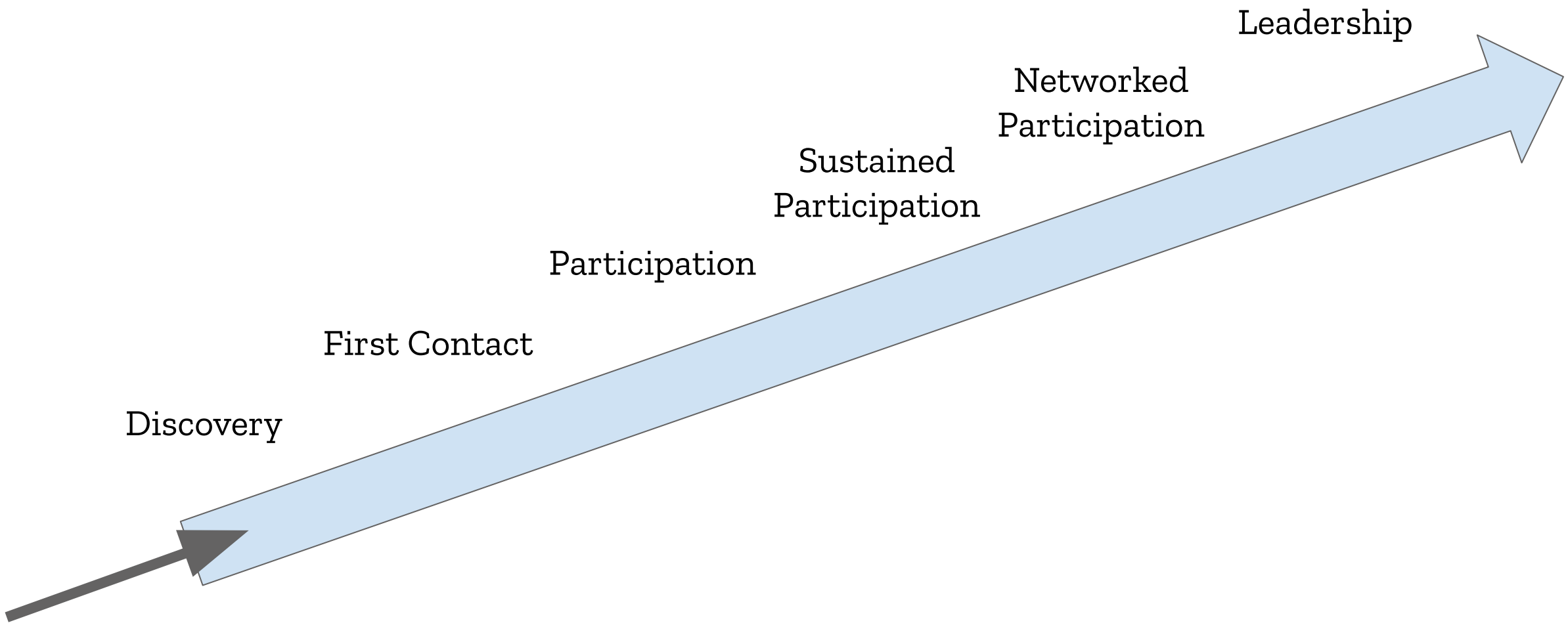
Mountain of Engagement

Sustainable community:

1. Newcomers
2. A way to level up



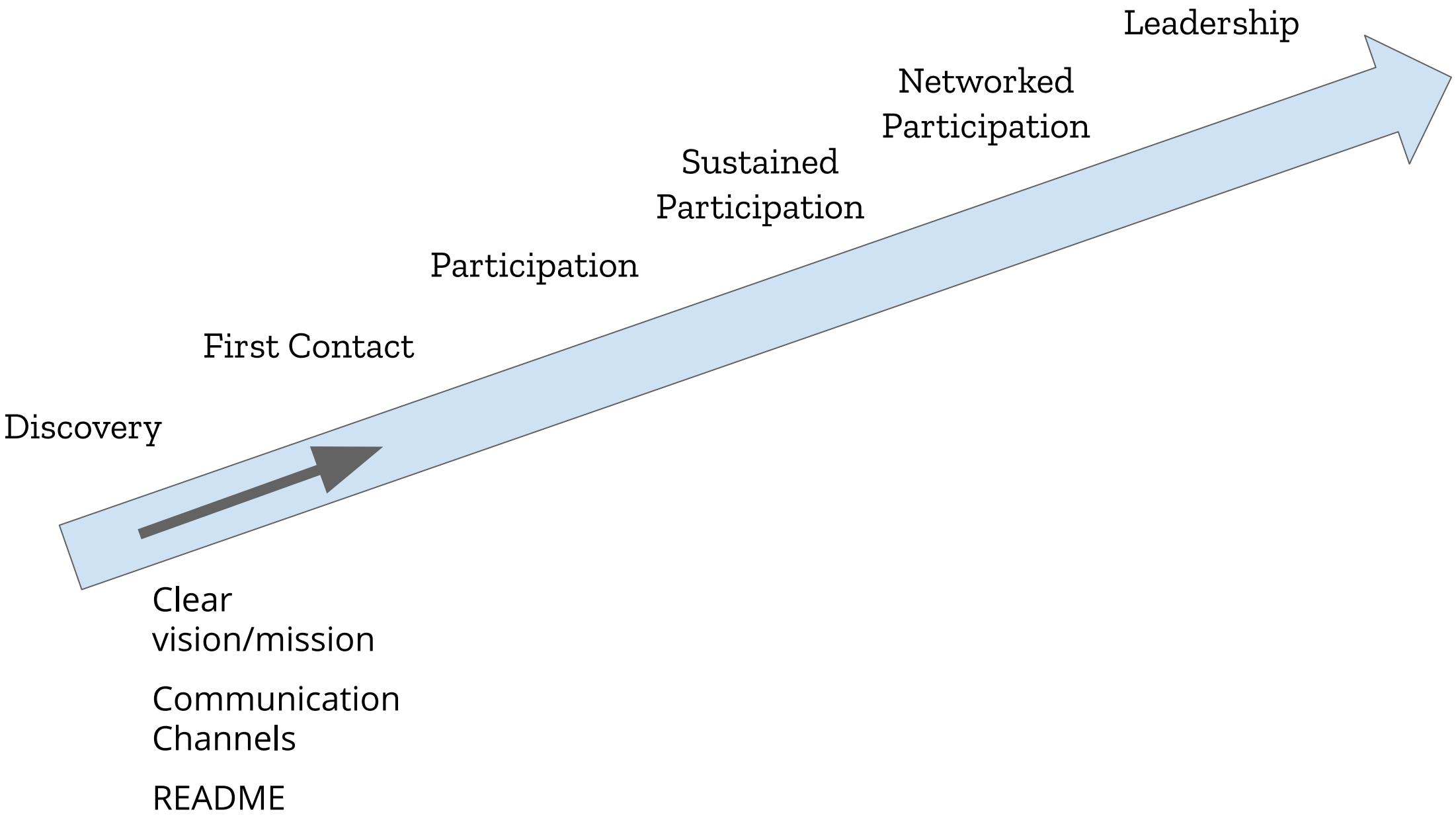

Discovery
First Contact
Participation
Sustained Participation
Networked Participation
Leadership

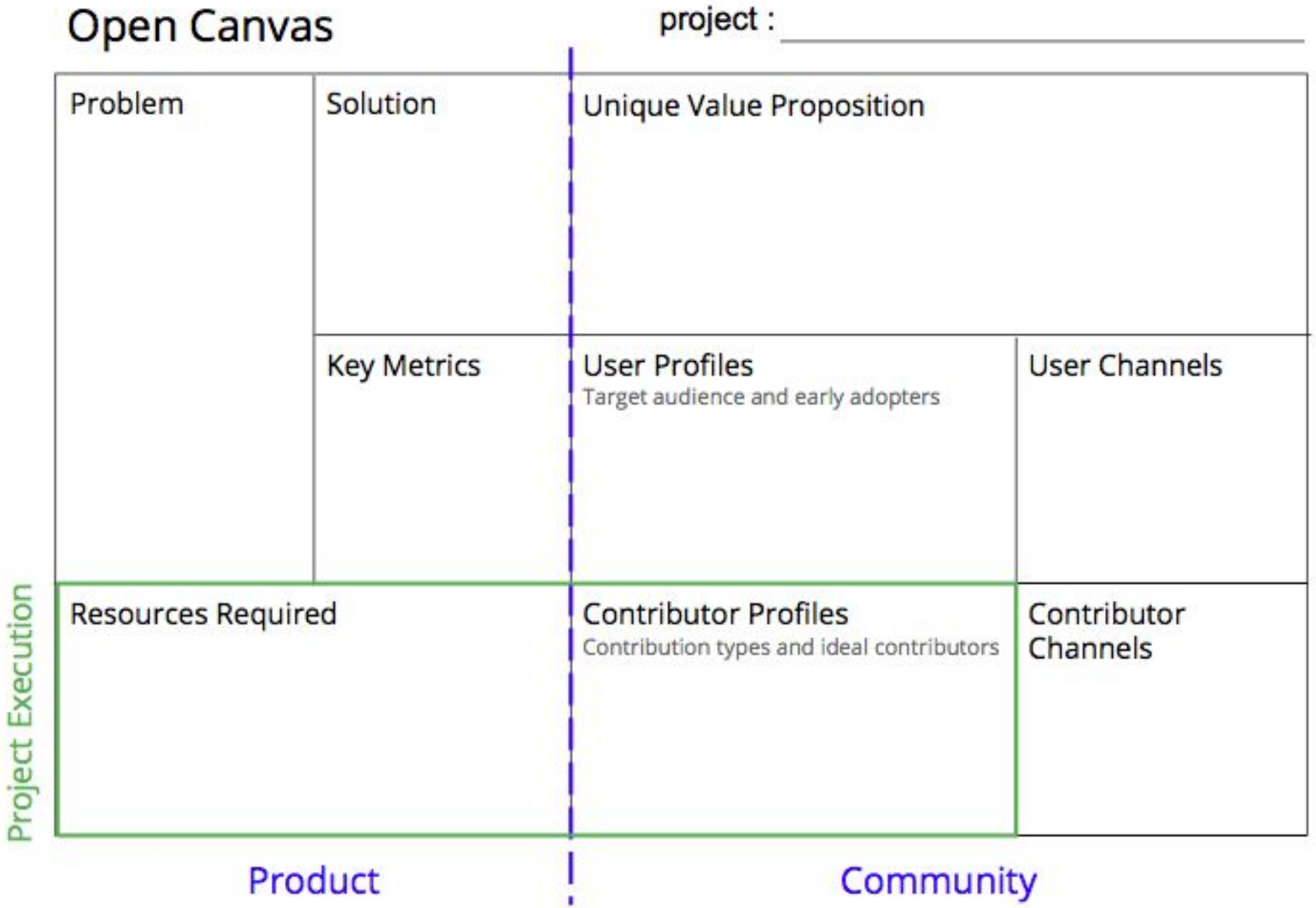


Public repository

Promotion

License

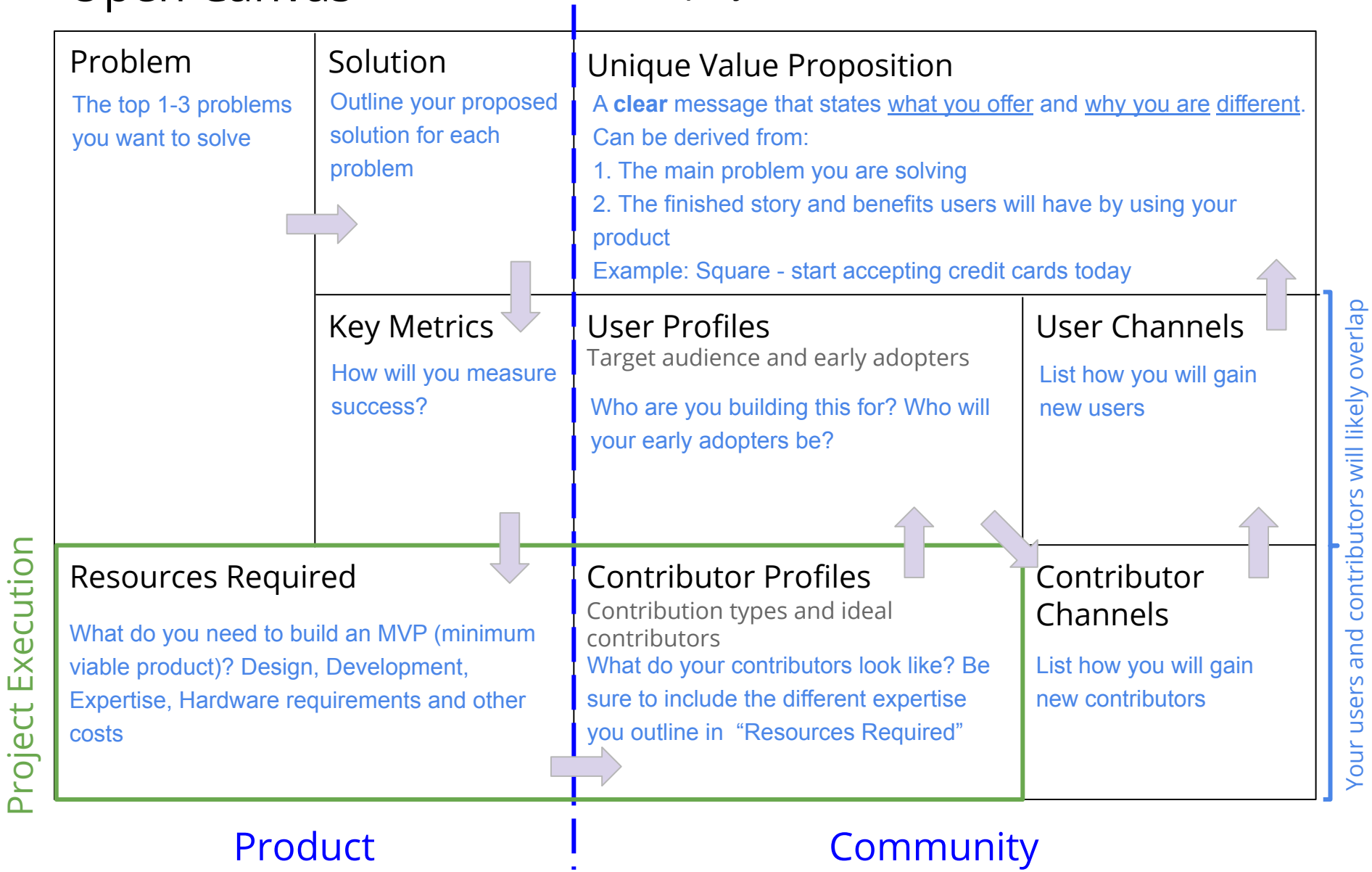

Leadership
Networked Participation
Sustained Participation
Participation
First Contact
Discovery
Clear vision/mission
Communication Channels
README



Adapted from the Lean Canvas (https://leanstack.com/lean-canvas/) CC-BY-3.0

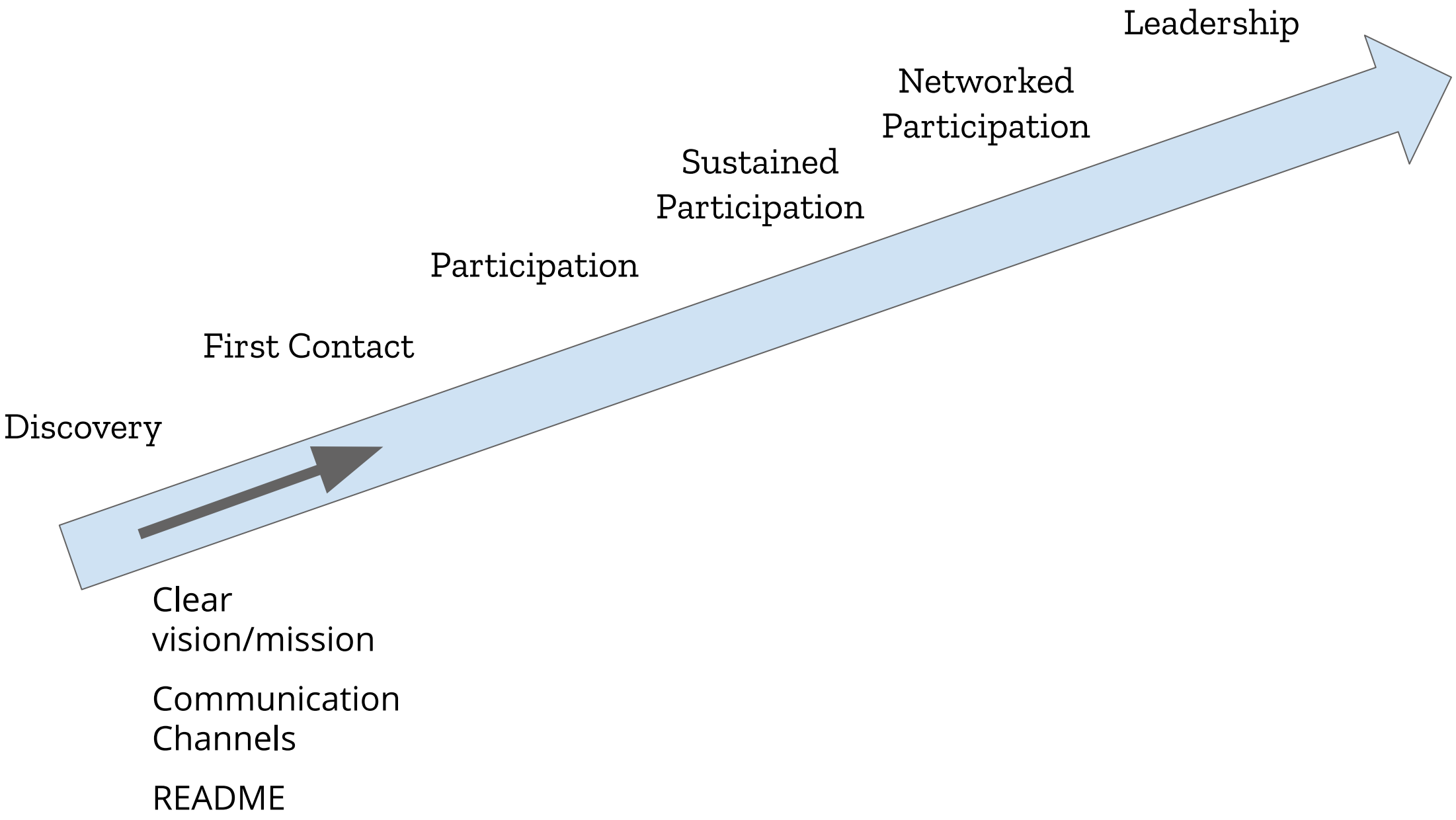
Open Canvas

project : Title



Create your own Open Canvas (mzl.la/open-canvas)

Adapted from the Lean Canvas (https://leanstack.com/lean-canvas/) CC-BY-3.0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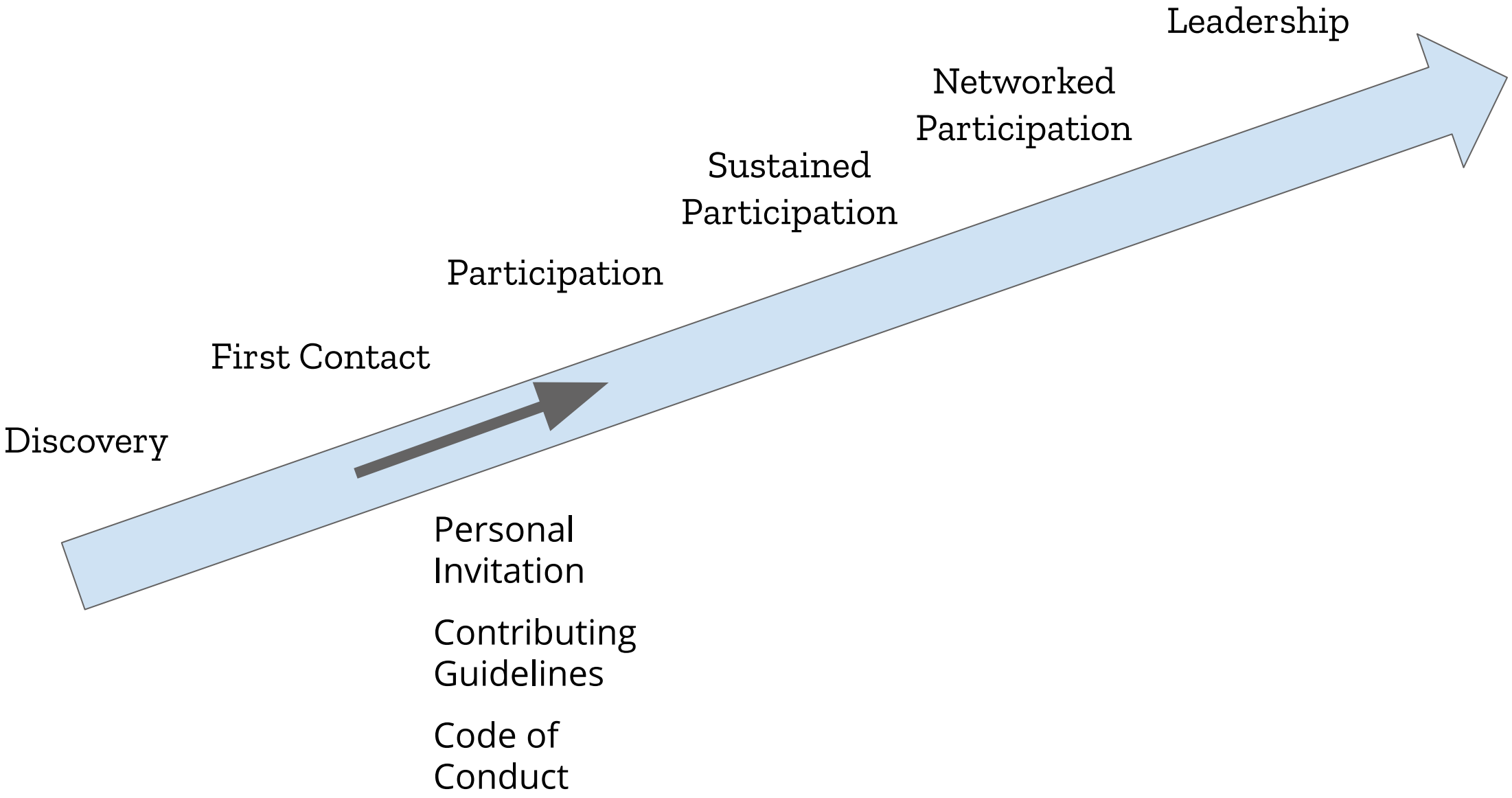
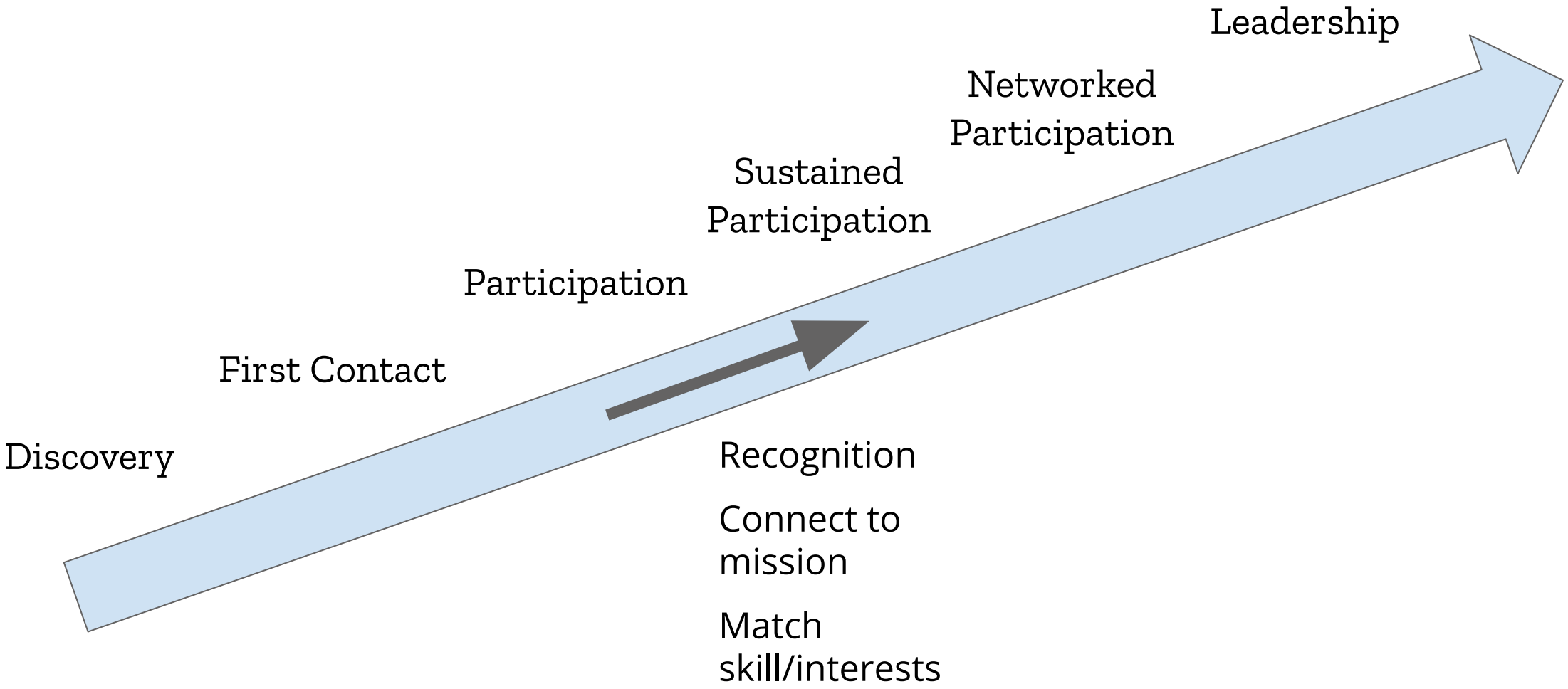
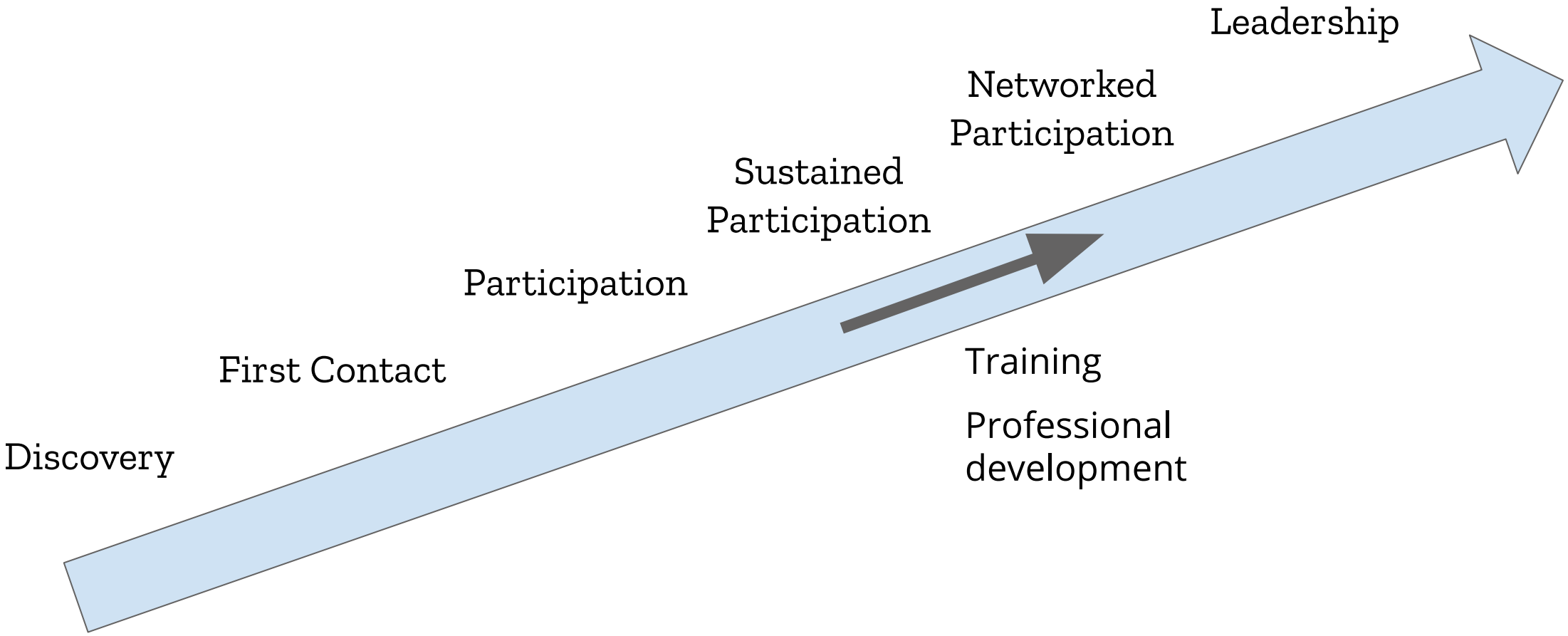
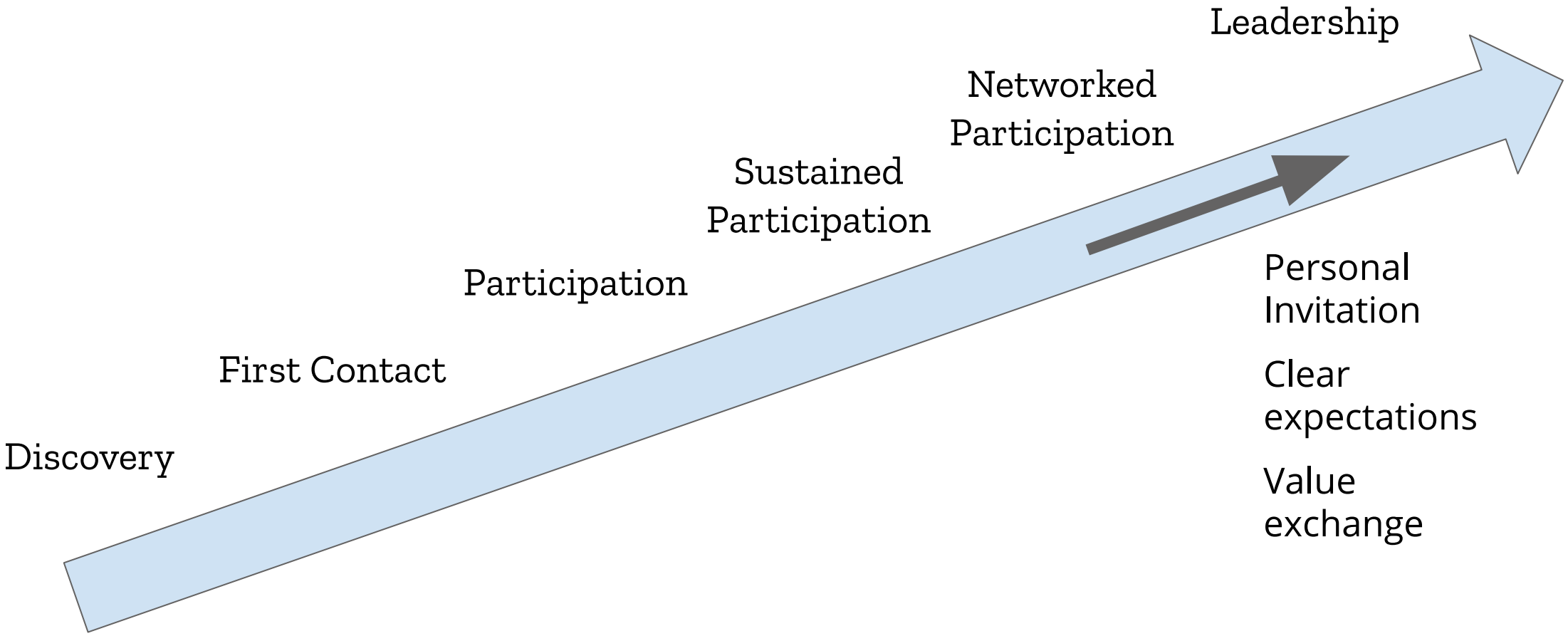
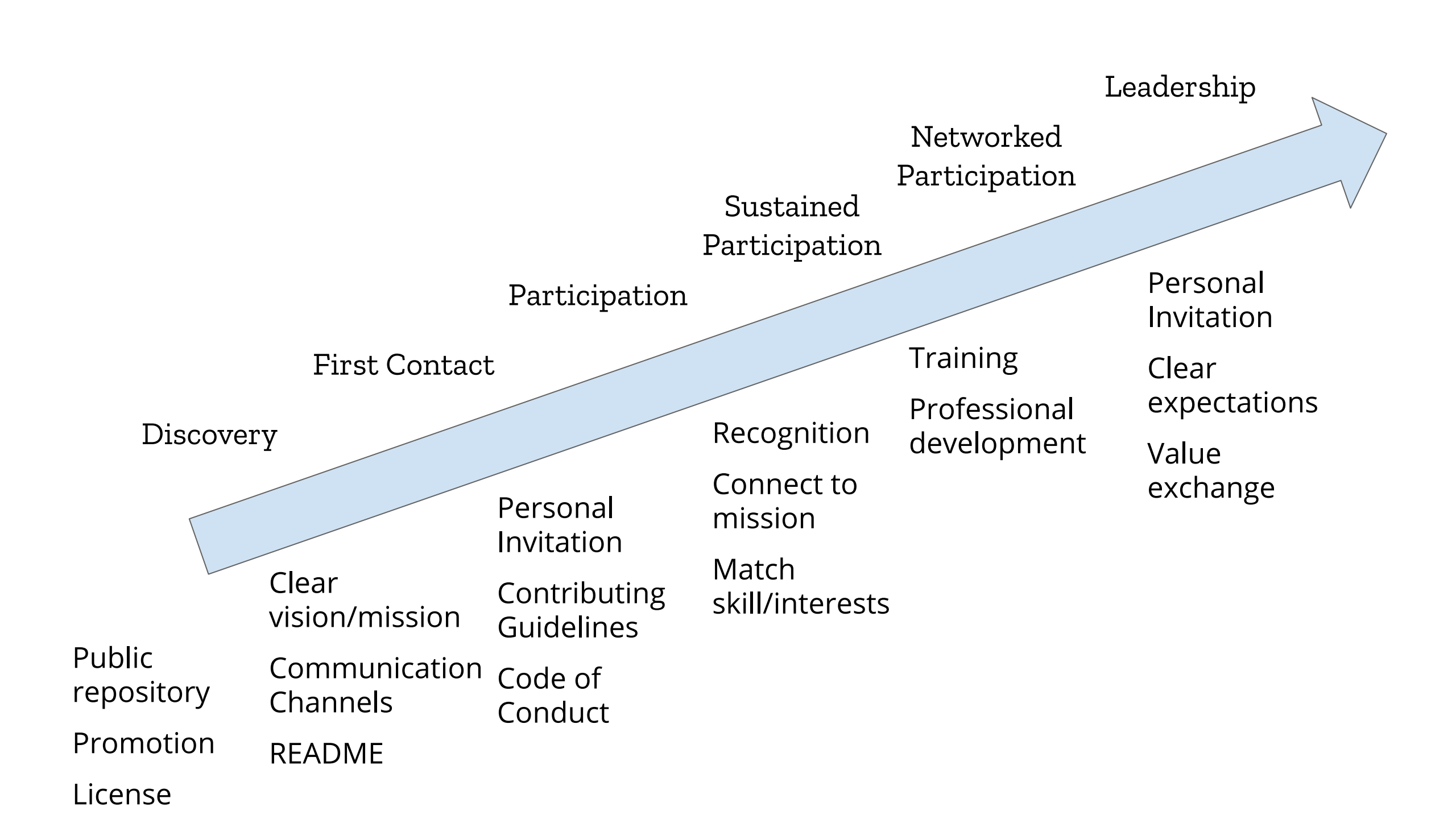
Sustained Participation
Participation
First Contact
Discovery
Clear vision/mission
Communication Channels
README


Leadership
Networked Participation
Sustained Participation
Participation
First Contact
Discovery
Personal Invitation
Contributing Guidelines
Code of Conduct


Leadership
Networked Participation
Sustained Participation
Participation
First Contact
Discovery
Recognition
Connect to mission
Match skill/interests


Leadership
Networked Participation
Sustained Participation
Participation
First Contact
Discovery
Training
Professional development


Leadership
Networked Participation
Sustained Participation
Participation
First Contact
Discovery
Personal Invitation
Clear expectations
Value exchange


Discovery
Public repository
Promotion
License
First Contact
Clear vision/mission
Communication Channels
README
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Personal Invitation
Contributing Guidelines
Code of Conduct
Sustained Participation
Recognition
Connect to mission
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Training
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Leadership
Personal Invitation
Clear expectations
Value exchange

Further Reading

Open Leadership Training Series

Open Leadership Framework

Inclusive Leadership Cycle

Community Interactions

Open Source Archetypes

MOSS
Mozilla Open Source Support
mozilla.org/MOSS

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#WOLO

moz://a

Thank You

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