Introduction

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THE LINUX FOUNDATION

Create **MANY** informal and inclusive opportunities for people to interact.

:The Upshot

A SURVEY SAYS

It's Not Just Mike Pence. Americans Are Wary of Being Alone With the Opposite Sex.

Claire Cain Miller @clairecm JULY 1, 2017

Men and women still don't seem to have figured out how to work or socialize together. For many, according to a new Morning Consult poll conducted for The New York Times, it is better simply to avoid each other.
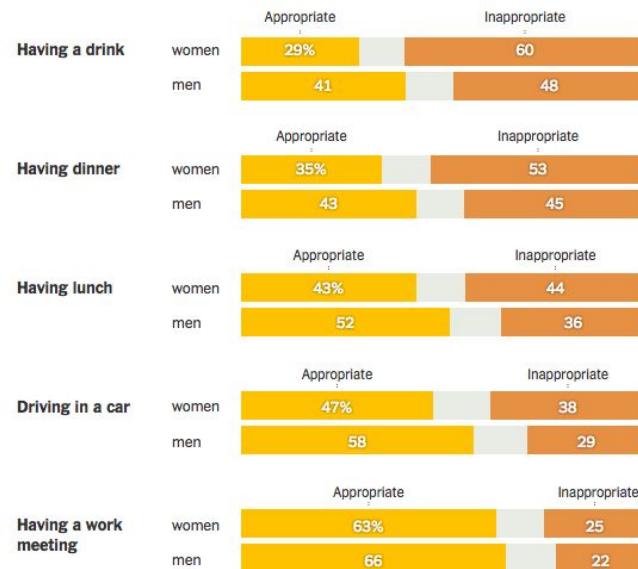
Many men and women are wary of a range of one-on-one situations, the poll found. Around a quarter think private work meetings with colleagues of the opposite sex are inappropriate. Nearly two-thirds say people should take extra caution around members of the opposite sex at work. A majority of women, and nearly half of men, say it's unacceptable to have dinner or drinks alone with someone of the opposite sex other than their spouse.

Men and Women, Alone Together

Women: Is it appropriate or inappropriate to do the following activities alone with a man who is not your spouse? Men: With a woman who is not your spouse?

Men and Women, Alone Together

Women: Is it appropriate or inappropriate to do the following activities alone with a man who is not your spouse? Men: With a woman who is not your spouse?

		Appropriate	Inappropriate
Having a drink	women	29%	60
	men	41	48
Having dinner	women	35%	53
	men	43	45
Having lunch	women	43%	44
	men	52	36
Driving in a car	women	47%	38
	men	58	29
Having a work meeting	women	63%	25
	men	66	22

Source: Morning Consult survey of 5,282 registered voters, conducted May 2 to 5. Questions were shown in random order. The grey bar represents those who said they did not know or had no opinion.

Outcomes

- The article prompted us to share our experiences
- **What's needed is MORE opportunities for trusted networking, mentoring, and meetings**
- Create MORE positive interactions EVERY DAY
- Improve the culture AND the technical output AND the business results

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Relationships Are a Part of Work

Always Important

Sometimes Difficult

Often Exclusive

Build Trust
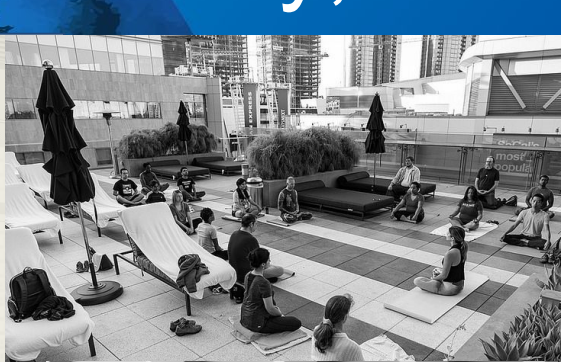
MORE Opportunity, MORE Interactions

Mix It Up

Community Activity

Public Spaces

Daylight, Outside

Remote Teams

Volunteer Events

External Speakers

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Employees

Attend ONE networking event each MONTH

Bosses

Organize TWO networking events each MONTH

Flexibility

Employees

ASK for things

Bosses

Give permission to NOT ask permission

quote thanks to @TheAmyCode - photo thanks to @EddieColla

Example Team Values

Values: Software Strategy & Transformation (SST

Values: How do we work?
As with the agile manifesto, where we make value comparisons preferring one thing over another, we still recognize that there is often value in both.
- We value usable and working solutions now over a perfect solution later.
- We value attitude over aptitude; no genius jerks allowed.
- We value individuals and interactions over process and tools (yes, we borrowed this one).
- We value using good enough open source software over perfect commercial software.
- We value diversity of opinion over group consensus.
- We recognize that the best idea can come from anyone, and that effective leaders create ways to solicit and consider these ideas.
- We value being able to pursue a plan together over everyone agreeing that the plan is the best one.
- We value context and responsibility over management visibility and direction.
- We start from the assumption that someone, somewhere has already figured out a solution to this problem; we value using their results over rediscovering them ourselves.
- In turn, we happily teach others the things we have learned.
- We value leadership through service over fighting turf wars; we get ahead by helping others succeed.
- We value actively and humbly seeking and appreciating honest feedback over preserving our egos.
- We treat customers as future collaborators rather than as tickets to be closed.
- We are good listeners, and listen twice as much as we talk. (2 ears, 1 mouth)
- We value making decisions with research and reason over tradition or fear; we are fans of the scientific method.
- When we must make a choice, we value cutting scope over cutting quality.
- We value hiring for quality and diversity over hiring fast.

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- We recognize that the best idea can come from anyone; effective leaders create ways to solicit & consider them.
- We value leadership through service over fighting turf wars; we get ahead by HELPING others succeed.
- We value actively and HUMBLY seeking and appreciating honest FEEDBACK over preserving our egos.
- We are good listeners, and LISTEN twice as much as we talk. (2 ears, 1 mouth)
- We value hiring for quality and diversity over hiring fast.

Employees

KNOW the culture, ask questions

Bosses

Create TRUST, norms

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Peer to Peer Interactions

Peer to Peer - Meetings

The Quiet Ones

Interruptions

Acknowledgement

Taking Notes

Ownership

Employees

Participate, take credit, don't show off

Bosses

Listen, ask for participation, acknowledge contributions

Peer to Peer - Conferences

Hallway Track

Evening Events

Speak

Learn

Meet Mentors

Volunteer

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Employees

Take Advantage of
OUTSIDE
Engagements

It REALLY is worth it, in
so many ways

Bosses

Provide
OPPORTUNITIES for
outside engagements

Return-on-investment is
so HIGH

Create **MANY** informal and inclusive opportunities for people to interact.

Mentorships

Willing and Able to Assist

Pinned Tweet

Erik Riedel @er1p · Jul 23

long time eng leader; conf go-er, speaker, organizer; straddle academic & industry; intersect hardware & software; willing & able to assist

Stephanie Hurlburt @sehurlburt

Replying to @sehurlburt

For people who are in a position to give help: Post to your timeline every now & then that you're open to questions. That makes a difference

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Do You Have a Minute?

Create many INFORMAL opportunities to have access to key people

- Don't be afraid to reach out & share progress or get input
- Bosses can make themselves more accessible

Key Takeaways

❏ Can't avoid social situations at WORK

❏ Make them INCLUSIVE

❏ Make it easy to do, do it OFTEN

❏ Create TRUST in relationships

❏ Be ACCESSIBLE

Questions?

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"Brightly colored drinking straws with flexible head" by Horia Varlan https://flic.kr/p/7vALKt
"Trust" by Terry Johnston https://flic.kr/p/Hf1p8

NY Times - It's Not Just Mike Pence. Americans Are Wary of Being Alone With the Opposite Sex. July 2017

BetterMaleAllies - Let's meet over coffee (Or is that creepy?) August 2017

Mentorship Takeaways

Need not one, but many

Hard to ask someone

Make yourself accessible

Give and take

Create trusting relationships

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Wag More, Bark Less

Give Permission To Not Ask Permission

quote thanks to @TheAmyCode

photo thanks to @EddieColla

Abstract

Do you feel left out or uncomfortable at the company Christmas Party? Do you avoid the "water cooler" and try to limit your interactions to "business only"? Do you find many such business-social interactions fraught with potential landmines and opportunities for exclusion or misunderstanding? Do you see colleagues excluded or unable to participate when activities are informal, under-structured, or ill-organized?

A [study in the NY Times](#) from 2017 highlights how many of us are wary of the way professionals socializes today.

This session will present a set of specific examples and stories from our direct experience of some of the less obvious opportunities for communication, networking, learning, mentoring, and collaboration that are presented by ongoing day-job activities as well as thru outside events and forums.

Since much of successful mentoring and collaboration occurs informally, there are many unidentified or difficult-to-see barriers that can create missed opportunities. We believe that the desire to assist each other and collaborate is often present but unrealized. We will provide some examples of lowering the "activation energy" for such positive interactions and creating an equality of opportunity for colleagues and team members.

The examples we discuss are applicable to individual contributor (IC) employees, to leaders and managers (bosses), and to anyone with a job description OR a personal passion that includes mentoring or collaboration. These issues are not limited to technology workers or open source projects, but we believe that there are unique opportunities in these realms that are sometimes hidden or easily overlooked.

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Target Audience

The target audience for this talk is anyone with a significant ability to impact both technical and cultural aspects of their work and workplace; they might be an explicit people leader or manager; they might be an experienced engineer that is expected - explicitly or implicitly - to mentor less experienced staff; they might be an engineer that wishes they could have more impact - either technical or cultural - on their work or workplace and just can't figure out how to do it. they might be an individual who is having trouble getting promoted, or just have trouble "fitting in"

The focus is on three interaction models: boss <-> employee interactions; peer <-> peer interactions; and skip-boss <-> employee interactions. Many strategies or suggestions might be appropriate for new employees or fresh grads as well, but the target audience is engineers or managers with some seniority that they feel may be underutilized AND that have an ability to "move the needle" on company culture.

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