

# Red Hat Releases the Open Decision Framework to Spur Transparent and Inclusive Leadership

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*Developed and tested within Red Hat, the Framework exemplifies Red Hat's commitment to using open source principles to get work done*

RALEIGH, N.C.--(BUSINESS WIRE)-- Red Hat, Inc. (NYSE: RHT), the world's leading provider of open source solutions, today announced the release of a community version of the Open Decision Framework, the company's collection of its own best practices for making decisions and leading projects. The framework can help decision-makers communicate transparently, seek out diverse perspectives, collaborate more effectively across distributed teams, and limit unanticipated impacts of business projects and decisions.

Red Hat's open culture – rooted in transparency, collaboration and meritocracy – was highlighted in *The Open Organization*, by Jim Whitehurst, the company's president and CEO. Red Hat created the Open Decision Framework to help sustain and scale its open culture as it grew. As interest in open source – both in technology and as the basis of open management and culture – has taken off, Red Hat has received a number of requests from outside organizations interested in learning how to apply open source principles within their own organizations. By making its Open Decision Framework available, Red Hat hopes to empower business leaders, decision-makers, and project managers to learn from the experiences of Red Hatters and contribute their own findings back to the community.

The Open Decision Framework illustrates how to take five open source principles--open exchange, participation, meritocracy, community, and “release early, release often”--and put them into practice throughout the process of making a decision or leading a project. The framework is flexible and offers practical steps designed to help teams collaborate with each other, identify and engage stakeholders, manage competing needs and priorities, communicate tradeoffs and business requirements, and improve decision-making.

The Open Decision Framework is available under a Creative Commons CC-BY-SA 4.0 license, and all files are available on GitHub.

## Supporting Quotes

*DeLisa Alexander, executive vice president and chief people officer, Red Hat*

“When people read *The Open Organization*, they often ask us how we make open and inclusive decision-making work at Red Hat. We created the Open Decision Framework to articulate the lessons Red Hatters have learned by trial and error, based on our experiences working both at Red Hat and in open source communities. We're excited to launch this community version so that others can adapt it to fit their own organizations and projects, and share their improvements upstream.”

## Additional Resources

Find the Open Decision Framework on [GitHub](#)

Read more about the Open Decision Framework on [Opensource.com](#)

Learn more about [The Open Organization](#)

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Red Hat is the world's leading provider of open source software solutions, using a community-powered approach to provide reliable and high-performing cloud, Linux, middleware, storage and virtualization technologies. Red Hat also offers award-winning support, training, and consulting services. As a connective hub in a global network of enterprises, partners, and open source communities, Red Hat helps create relevant, innovative technologies that liberate resources for growth and prepare customers for the future of IT. Learn more at <http://www.redhat.com>.

## Forward-Looking Statements

Certain statements contained in this press release may constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements provide current expectations of future events based on certain assumptions and include any statement that does not directly relate to any historical or current fact. Actual results may differ materially

from those indicated by such forward-looking statements as a result of various important factors, including: risks related to the ability of the Company to compete effectively; the ability to deliver and stimulate demand for new products and technological innovations on a timely basis; delays or reductions in information technology spending; the integration of acquisitions and the ability to market successfully acquired technologies and products; the effects of industry consolidation; uncertainty and adverse results in litigation and related settlements; the inability to adequately protect Company intellectual property and the potential for infringement or breach of license claims of or relating to third party intellectual property; risks related to data and information security vulnerabilities; ineffective management of, and control over, the Company's growth and international operations; fluctuations in exchange rates; and changes in and a dependence on key personnel, as well as other factors contained in our most recent Annual Report on Form 10-K (copies of which may be accessed through the Securities and Exchange Commission's website at <http://www.sec.gov>), including those found therein under the captions "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations". In addition to these factors, actual future performance, outcomes, and results may differ materially because of more general factors including (without limitation) general industry and market conditions and growth rates, economic and political conditions, governmental and public policy changes and the impact of natural disasters such as earthquakes and floods. The forward-looking statements included in this press release represent the Company's views as of the date of this press release and these views could change. However, while the Company may elect to update these forward-looking statements at some point in the future, the Company specifically disclaims any obligation to do so. These forward-looking statements should not be relied upon as representing the Company's views as of any date subsequent to the date of this press release.

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