

# Companies of the future

Stormy Peters



Advocates?



Saw would  
you do it  
again for  
free?



Employee?



Read  
abstract?

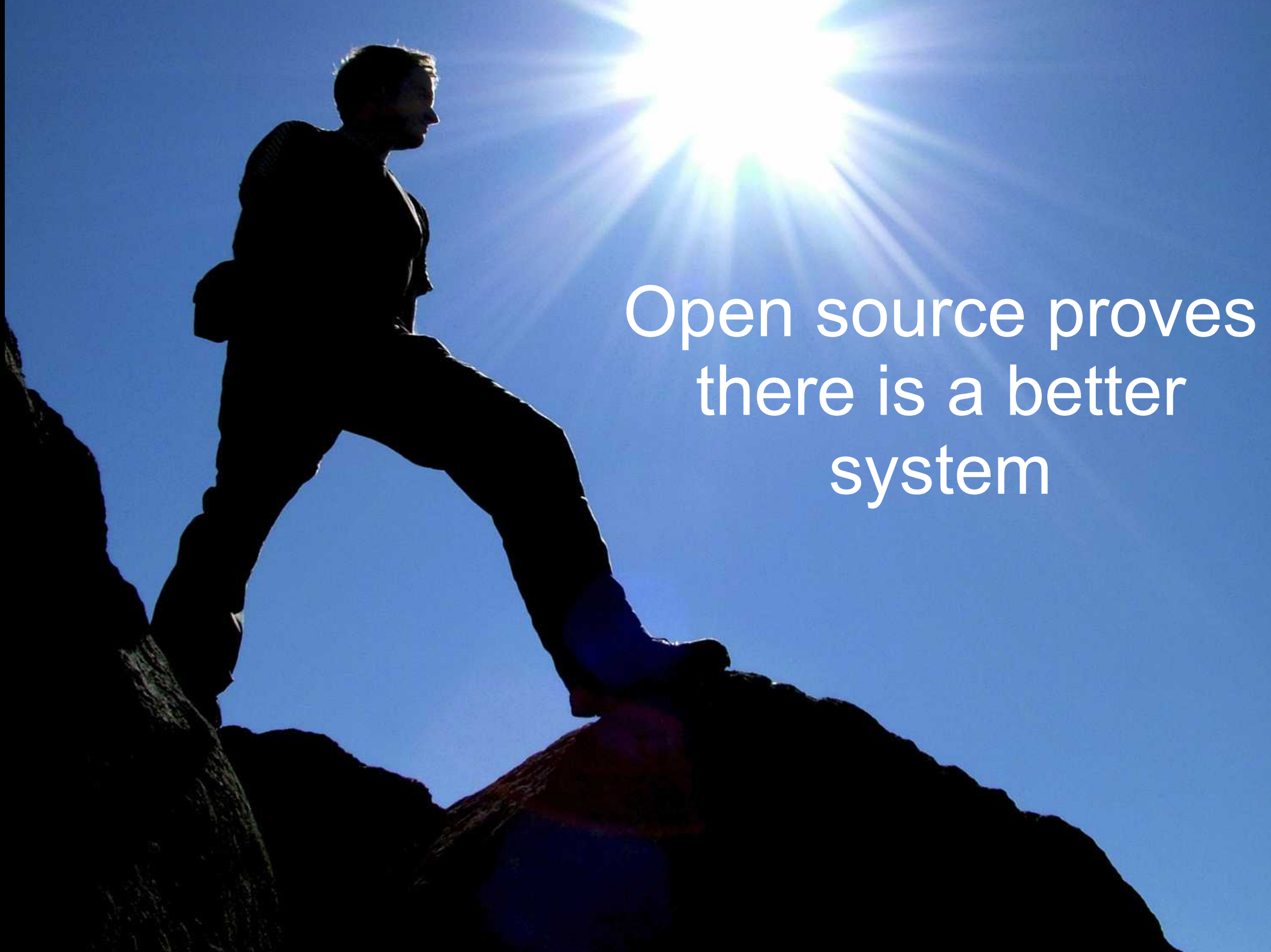




World has  
evolved

The background of the image is a dense, overlapping pattern of yellow caution tape. The tape is printed with the words "DO NOT CROSS" in a bold, black, sans-serif font. The strips of tape are oriented in various directions, creating a complex, layered visual effect. The lighting is bright, highlighting the texture of the paper and the sharp contrast between the yellow and black.

Companies  
must evolve

A silhouette of a person climbing a rock formation against a bright sun in a clear blue sky. The person is positioned on the left side of the frame, with their body angled towards the right. The sun is located in the upper right quadrant, creating a strong lens flare effect. The text "Open source proves there is a better system" is overlaid on the right side of the image in a white, sans-serif font.

Open source proves  
there is a better  
system



Self motivated

Photo by thejbird



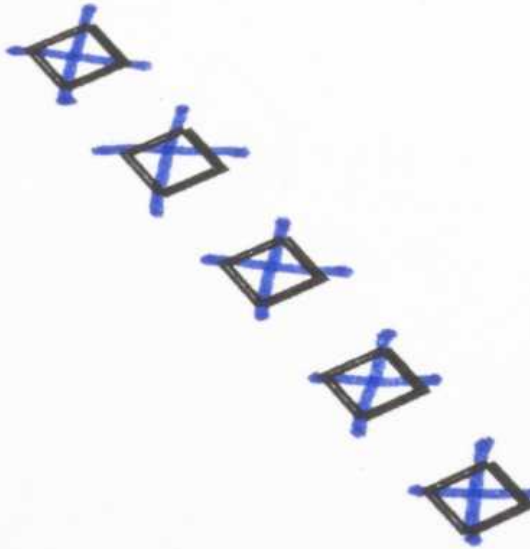
A middle-aged man with short, light-colored hair is shown from the chest up. He is wearing a dark grey or black suit jacket over a light blue dress shirt and a red and white striped tie. He is looking directly at the camera with a serious, intense expression. His right hand is raised, with his index finger pointing upwards. He is wearing a gold ring on his ring finger and a black watch with a gold case on his left wrist. The background is a red brick wall. The text "No management" is overlaid on the lower left side of the image in a white, sans-serif font.

No  
management



# No performance reviews

Excellent



Good



Fair



Poor





Fast

A close-up, high-angle shot of a dense field of bright green, pointed leaves, likely basil, against a dark background. The leaves are layered and overlapping, creating a textured, organic pattern. The lighting is soft, highlighting the natural sheen and vibrant color of the foliage. In the center of the image, the word "Evolves" is written in a clean, white, sans-serif font, standing out prominently against the green background.

Evolves

Bad ideas die





Work gets  
done

Photo by Todd Huffman



Communication  
is great

Photo by gin\_able

Why don't all  
companies  
get it?





# Trust employees

Photo by Rob with Twobs

A lit matchstick is shown in the lower-left corner, with a bright orange and yellow flame at its tip. From the flame, a thick plume of blue smoke rises and drifts towards the upper-right corner of the frame. The background is solid black, which makes the light from the match and the blue smoke stand out prominently. The smoke has a wispy, ethereal quality.

Change is  
painful

Trade secrets



Time is  
money



What can we  
do?




What's been tried?





# Adopt process

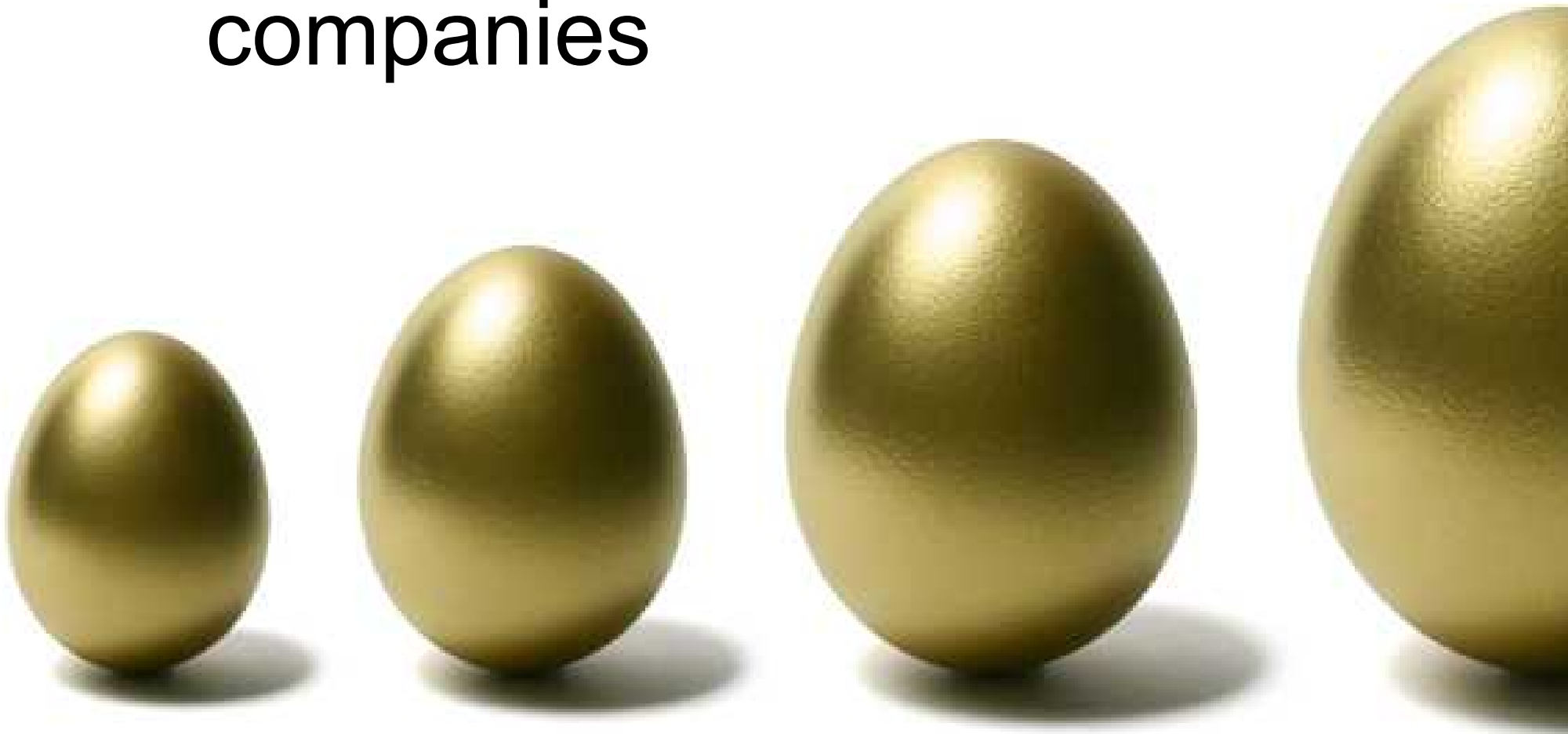


A large crowd of runners at a marathon, with a semi-transparent text box overlaid in the center. The runners are wearing various athletic gear, including tank tops, t-shirts, and shorts, and many have race bibs with numbers. The text box is white with black text.

Use a lot of  
open source

Photo by Hugo

# Small companies



...s, \$25-\$50. (2) 4 & 5  
...er file cabinets, \$25 &  
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...ference table, \$200.  
...er Lateral file cabinet,  
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\$700. Commercial  
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...ete liquidation. Lozier,  
...ers, complete screen  
...ow shop, peg hooks  
...pecial hooks, key ma-  
...and full rack, sharpen-  
...nop, greenhouse, spe-  
...displays and racking,  
...s, tons of tools, pallet  
...vintage neon signs,  
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**SALE Saturday only 8a**  
...Noon Furniture, applian  
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**ESTATE SALE**  
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...knacks, automobile  
...Sat/Sun. 8am-4pm

**Garage Sales**  
**Southeast**

**3114 HARNEY ST**  
**USED BOOK SA**  
...Fri Jan. 27, 6-9pm. S  
...28, 9-3. 1st Unitarian

**Garage Sale**  
**Southwest**

**8010 S 154TH ST.**  
...desk, metal desk,  
...dler bike, bike.

**Contract out  
work**



Results-only

Look at companies  
successful in open source

# GNOME as an example



# Companies as users







# Companies as distributors

Photo by ark

# Companies building

The background of the slide is a close-up photograph of various colored LEGO bricks. The bricks are arranged in a grid-like pattern, with different colors including blue, white, yellow, red, green, brown, and black. Each brick has its characteristic circular studs on top. The lighting is bright, highlighting the texture and colors of the plastic.

Companies  
creating



Companies offering services



What can we  
do?



Adopt open source  
principles



Meritocracy

# self governance

# KING



Photo by Grant MacDonald



Kill time





Great  
communication

Photo by gin able

"In the traditional workplace you don't have to be efficient in your communication with people because you can count on them to be there."

- Why Work Sucks



Trust  
employees  
( & managers )

Photo by Rob with Twobs

Be transparent

Talk about it





Let employees be themselves



**Convince, not mandate**

Photo by Daniel Gebhardt



(action)  
passion



Photo by swissrolli

Good of the project



PINK LADY APPLES  
QUALITY  
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KG

NEW SEASON  
WILLIAM PEARS  
\$3.50  
KG

SORACE'S STRAWBERRIES

CLASS 1

CLASS 1



sustainable

# GNOME Foundation

<http://www.gnome.org/friends>



# Kids on Computers

<http://kidsoncomputers.org>



Thoughts?

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