Version 01.01
Published November 15, 2014

Notes:
Prime/OS™ is a process change methodology that introduces change *gently* into a subject organization. Prime/OS implements a *passage-rite structure* that is bounded by two organization-wide Open Space events.

Prime/OS™ composes and leverages the following core elements:

- The Open Space meeting format
- Game Mechanics (goals, rules, depiction of progress, opt-in participation)
- Invitation
- Leadership Storytelling
- Cultural Anthropology (Passage Rite, complete with a "Master of Ceremonies")

Prime/OS implements these various elements across a timeline spanning several months. Prime/OS implements a passage rite, which has a clear beginning, middle and end. It is important to note and understand that the Prime/OS passage rite is an org-level passage-rite process rather than and individual-level passage-rite process. The organization is best viewed as a single entity (a single *social system*, rather than a collection of individuals) when implementing Prime/OS.

The big picture of Prime/OS consists of 3 distinct "Phases":

- **Phase1**: Introduction. The start of the passage rite process

- **Phase2**: Competence. Successful completion of at least a single Prime/OS passage rite, bounded by time and two distinct before/after Open Space events
- **Phase3**: Mastery. Successful completion of Prime/OS Phase2, as evidenced by several passage-rite "Chapters" spanning at least two Chapters

For details on the following about Prime/OS™ visit http://www.Prime-OS.com .

- Core concepts and facilities
- Glossary of Terms
- Checklists
- Guidance, forms and related documents

Prime/OS™: Core Elements

1. **Prime/OS Phase1: Introduction. Experiencing engagement via opt-in participation and Open Space. This is the first level, the level of "introduction" to the basic concepts and facilities of the Prime/OS method: openness, invitation, and opt-in participation.**
   a. Opening Consulting with Leadership by Coach/Consultant
   b. Game Mechanics: Goal, Rules, Scoring, Opt-In
   c. Invitation as the primary opt-in mechanism
   d. OST-1 (initial Open Space meeting, which marks the start of the passage rite process)
      i. Minimum of 1 day of Open Space (2 is preferred)

      ii. Minimum of 90 days of experiments and playing with practices, between the scheduled Open Space events

      iii. Output is learning and some deliveries

      iv. Leadership Signaling with Storytelling (and other highly symbolic behaviors.)

e. OST-2 (second Open Space meeting, which terminates "Chapter1" of the process-change and opens "Chapter 2" of the organizational "story" of change.)

f. FOLLOWUP. Closing consulting with leadership

      i. Processing of Proceedings

      ii. Leadership Signaling with Storytelling (and other highly symbolic behaviors.)

      iii. Coaching consultant delivers specific coaching on what to (possibly) consider next

      iv. Coaching consultant VACATES the org and does not communicate with it for at least 1 month, to trigger self-sustaining self-organization behaviors on the part of the org.

g. OST-3 if needed (all the steps above, repeated)

2. **Prime/OS Phase2: Competence. Min 1 year: recurring OST events about 6 months apart (in January and June for example.) This is the stage of "competence."**

a. Evidence must be present first that the org has processed and completed Stage1.

      i. Several "Chapters" of learning, bound by 2 Open Spaces, may be needed for some organizations to reach this stage.

b. Repeat Prime/OS's Open Space events approximately every six months, typically in January

and June until the org reaches Phase3: the true Learning Org, "all openness, all the time."

3. **Prime/OS Phase3: Mastery. No more scheduled events, due to a maturing of the orgs ability to sense, learn and respond.**
    a. Instead of scheduling Open Space events on a fixed schedule, the org senses and responds to the need for periodic, "as-needed" Open Space events.
        i. This is the stage of "mastery."
    b. Evidence must be present first, that the org has reached Phase2, such as:
        i. The scheduled Open Space events become less interesting, because the org is has an open culture that "is" open space in spirit and content.
        ii. The org can consistently demonstrate a "safe-space", open culture.
            1. The org has made substantial changes to HR policies with intent to support a Prime/OS Phase3 culture.
            2. The org is hiring and firing on culture fit
        iii. The org has established norms for dealing with the ongoing conflict that is a natural consequence of independent thinkers working together in a volatile, high-change business environment.

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