



objectives—how that work is organized, managed, analyzed, and ultimately carried out. More precisely, open management is about designing, managing, and improving activities involved in creating products and services and delivering them to customers. We call these activities and the people, resources, and procedures that dictate how work is organized *operating system*.

The basic building block of an operating system is the operating process. Operating systems consist of multiple processes. A process is a set of tasks to be performed in a defined sequence and uses inputs (such as labor, capital, knowledge, raw materials, purchased components, and energy) to create outputs that are of great value to customers and therefore to the organization itself. While it may be easier for many of us to visualize an automobile assembly process or a steel-making process, every organization—manufacturing or service, public or private, for-profit or not-for-profit—organizes its work through its operating processes.

A hospital takes as input a sick patient, applies labor (doctors, nurses, and other personnel), knowledge, capital (in the form of facilities and technology), energy, and supplies and, as its output (we hope), produces a healthier patient. An airline takes as input a passenger who is at Point A but wants to be at Point B, and it applies similar categories of resources (pilots, baggage handlers and equipment, the airplane, and so on) to output a passenger at Point B. A successful local government agency takes the needs of its citizens, applies resources, and provides services that improve community life. Unfortunately, while almost all manufacturing organizations routinely visualize and analyze their operating processes, many service organizations do not have an explicit process "viewpoint," which often hampers their ability to achieve their objectives as well as they would like.

An organization's operating processes are generally meant to fulfill two overarching goals:

1. Deliver the "customer promise." Every business seeks to provide specific things for its customers better than any other business can. This is often referred to as "strategic positioning." We will refer to it as the "customer mission." Ultimately, it is the job of a firm's operating processes to deliver



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*The Semiotic Engineering of Human-computer Interaction* Clarisse Sieckenius De Souza, 2005 A theory of HCI that uses concepts from semiotics and computer science to focus on the communication between designers and users during interaction In *The Semiotic Engineering of Human Computer Interaction* Clarisse Sieckenius de Souza proposes an account of HCI that draws on concepts from semiotics and computer science to investigate the relationship between user and designer Semiotics is the study of signs and the essence of semiotic engineering is the communication between designers and users at interaction time designers must somehow be



present in the interface to tell users how to use the signs that make up a system or program This approach which builds on but goes further than the currently dominant user centered approach allows designers to communicate their overall vision and therefore helps users understand designs rather than simply which icon to click According to de Souza s account both designers and users are interlocutors in an overall communication process that takes place through an interface of words graphics and behavior Designers must tell users what they mean by the artifact they have created and users must understand and respond to what they are being told By coupling semiotic theory and engineering de Souza s approach to HCI design encompasses the principles the materials the processes and the possibilities for producing meaningful interactive computer system discourse and achieves a broader perspective than cognitive ethnographic or ergonomic approaches De Souza begins with a theoretical overview and detailed exposition of the semiotic engineering account of HCI She then shows how this approach can be applied specifically to HCI evaluation and design of online help systems customization and end user programming and multiuser applications Finally she reflects on the potential and opportunities for research in semiotic engineering

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