

Driving Open Source Principles Across Your Organization

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git.io/auto

enterprise and **open**
source projects face
common challenges

collaboration among/between distributed teams

collaboration among/between
distributed teams

push for more rapid delivery

collaboration among/between
distributed teams

push for more rapid delivery

**stewardship / ownership /
maintenance**

open source communities
have largely **solved for**
these problems

asynchronous communication

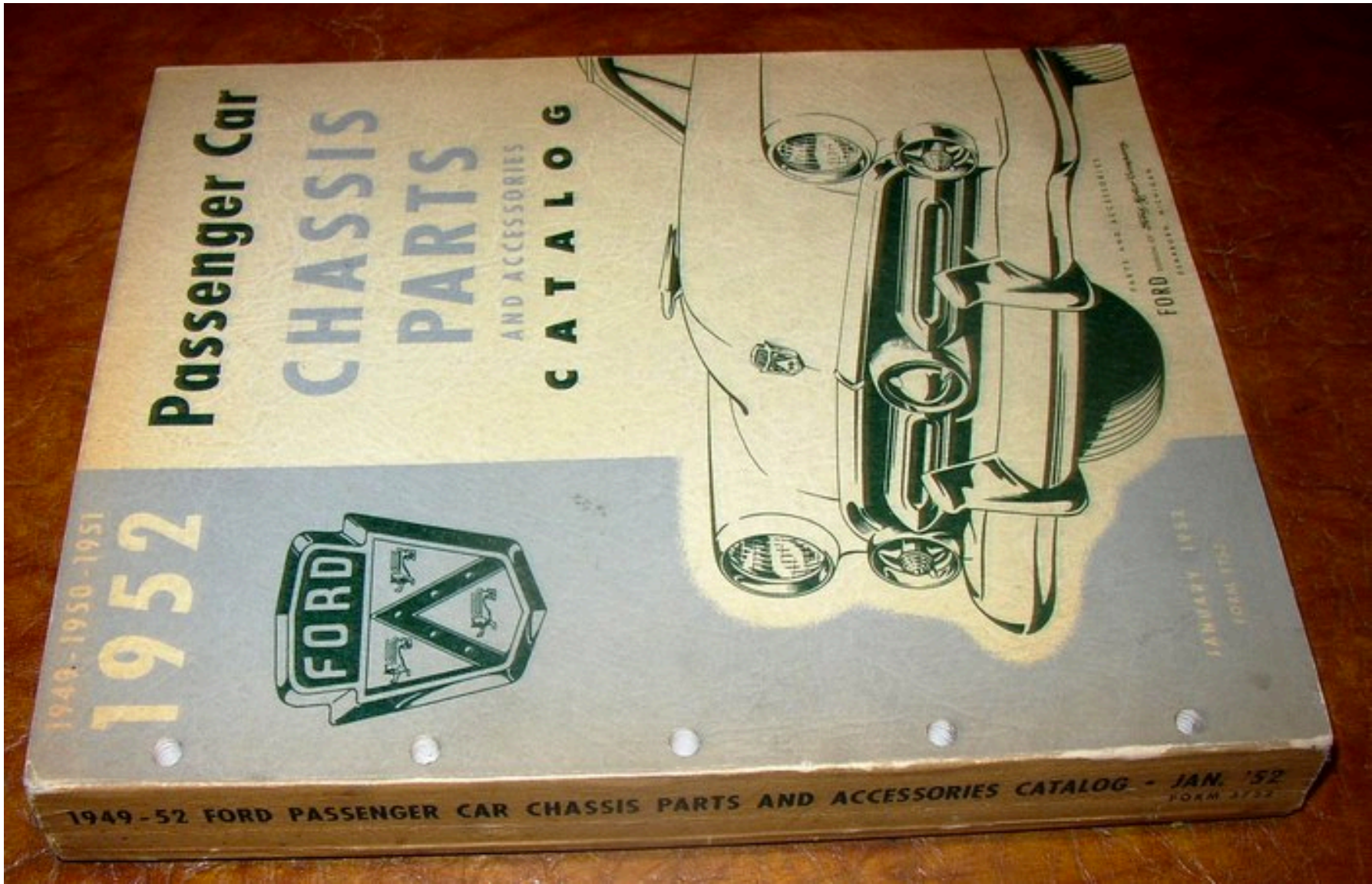
iterative development

ci & other automation

community & maintainers

reuse & package management

most organizations struggle
with **awareness of existing**
enterprise **development**





InnerSource applies lessons
of open source **INSIDE**
enterprise environments

tenets of InnerSource

open

open

transparent

open

transparent

participatory

open

transparent

participatory

collaborative

open

transparent

participatory

collaborative

governed

Open

Open

repositories

- prior art
- reuse
- contribute

Open

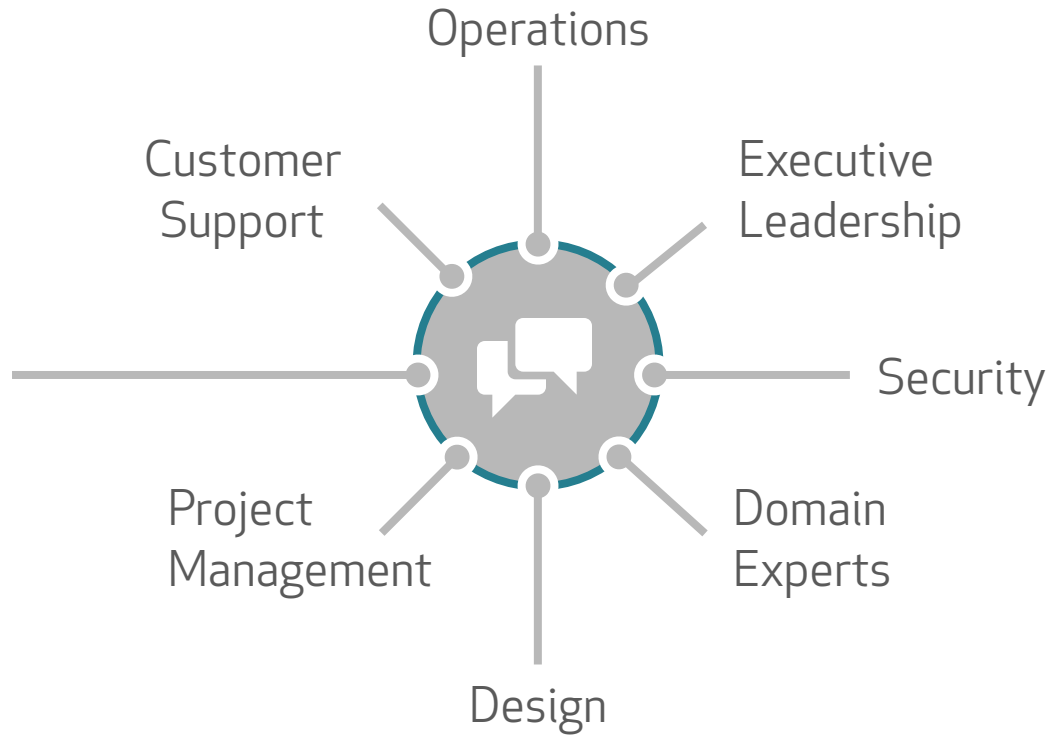
repositories

contributions

- create branches & propose changes
- governance
- branches and protections

source is an artifact of
a production **process**

Software Development



Transparent

Transparent

process

- documented processes
- communication preserved and open

“we should do X”

*“we tried that a long time ago
and it didn't work”*

“oh, ok”

“we should do X”

*“we tried that a long time ago, see
<https://github.com/org/repo/pulls/123>”*

<<reading>>

“interesting, it looks like”

Transparent

process

development

- collaborate while code is written
- surface concerns early
- reduce churn

a massive stack of information
does not magically **enable**
people to participate

users

contributors

maintainers



Participatory

Participatory

users

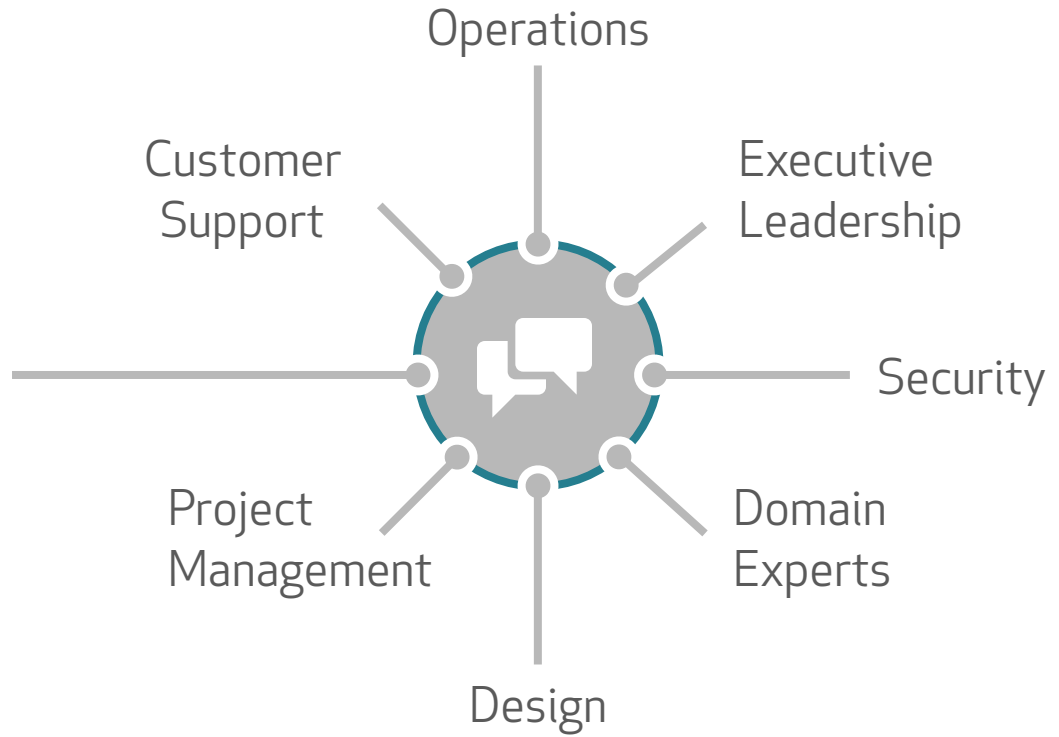
- discovery
- installation

Participatory

users

contributors

Software Development



contributions

open an issue

improve docs

offer insight/feedback

unsolicited improvements

backlog help

Participatory

users

contributors

maintainers

maintainers

set vision and direction

document processes

set & maintain tone

approve / collaborate / deny
submissions

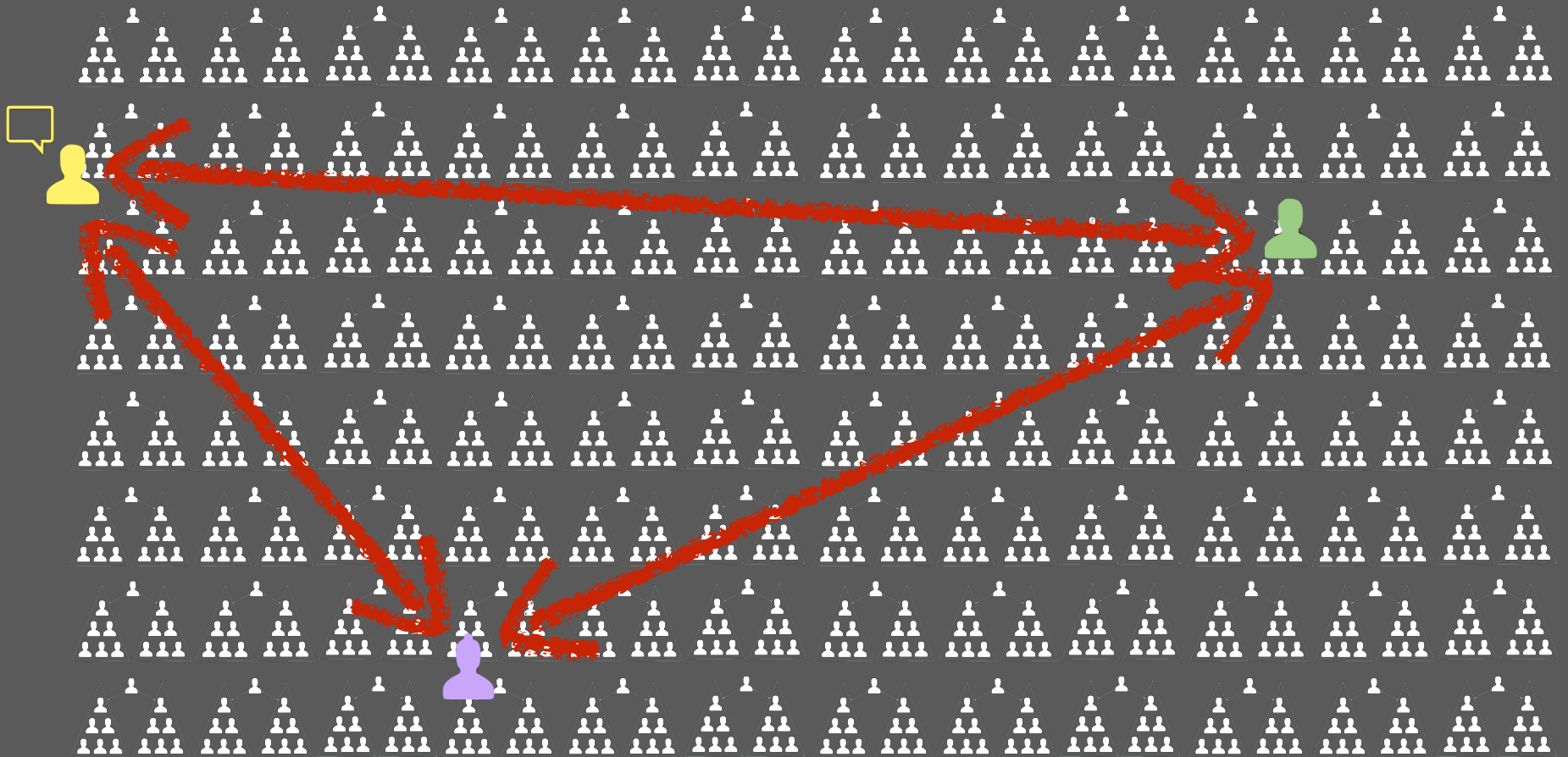
facilitate shared ownership

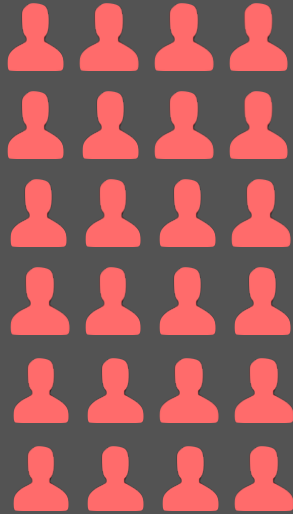
an organization that designs a system **will inevitably** produce a **design** whose structure is **a copy of the organization's communication structure**

- Melvin Conway

Collaborative

Collaborative informal teams





org/devGroupA



org/devGroupB



org/devGroupC

org/javascript-devs



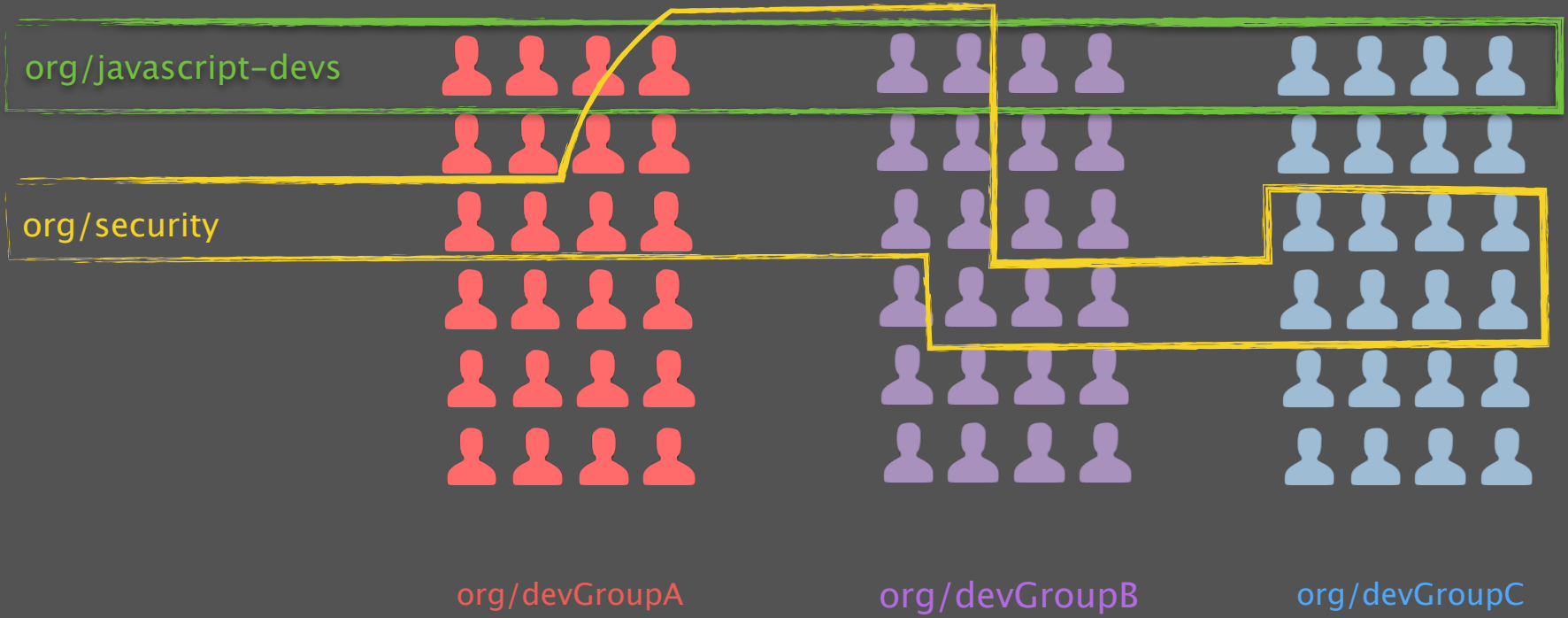
org/devGroupA



org/devGroupB



org/devGroupC



Collaborative

informal teams

- seek help
- observe
- offer assistance

Governed

Governed

policies and procedures

- reporting issues
- contributing code
- code of conduct

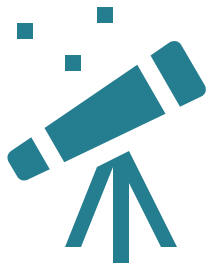
Governed

policies and procedures

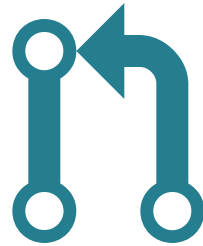
enforcement

- maintainers
- automated

a massive stack of information
does not magically **enable**
people to participate



discover / use



contribute



maintain



help people find **and**
use your project



adopt a single platform for code

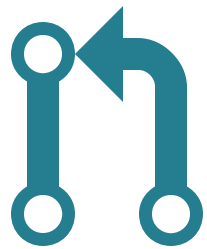
- find things
- discussion & community
- reuse & contribution
- includes more than coders



adopt a single platform for code

provide tailored documentation

- end users
- contributors
- interested “public”



help people **become**
contributors



reduce friction

- script all the things
- help new participants find ways to contribute
- create a welcoming community



reduce friction

provide constant feedback loops

- ci / cd
- quality standards
- coverage
- security



equip maintainers **for success**



hire a community leader

- support maintainers
- promote internal projects
- work with legal
- remove blockers
- engage open source communities



hire a community leader

automate

- issue, PR, and review assignment
- review



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Thank you!

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