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# Cultural and Organizational Change while adopting container platforms

Pitfalls and Successes

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# Where are we coming from

As Data Centers and technology become more complex

- More and more specialized teams have been created to handle specific tasks creating potential silos
- New projects require interactions with all these teams to get off the ground.
- Multiple requests to multiple teams to get work done.

# Goals of Adopting Containers as Technology

# Why are we adopting containers

Organizations are adopting containers for several reasons

- Increase Agility and ability to deliver software faster
- Decrease cost and complexity of environments by standardizing processes.
- Give developers ability to innovate
- Reign in server sprawl by providing common computing platforms
- Because the CIO says so.
- Many other reasons

# Challenges achieving the goals of adoption

People and Process need to change in order to allow these goals to be achieved

- Review current processes and determine if they apply to the container paradigm
- Evaluate teams' roles and determine where they need to participate in new processes.
- Applying existing policies and practices can limit benefits of adoption
- Waterfall “All at once” approaches tend to stall out due to too many unknowns
- Fear to fail and failure to iterate and innovate
- Change is HARD!

# What has NOT worked

# Boil the Ocean Approaches

- Technologies are changing FAST.
- Big Bang/ All at once approaches take a long time to develop, therefore often time is spent solving for things that are being solved upstream.
- Allowing multiple iterations to inform the direction of adoption can prevent unnecessary efforts and focus on solving for unknowns

# Square Pegs into Round Holes

- Understanding the technology before instituting policies avoids falling into old habits
- Looking for 1 to 1 mappings of existing practices or policies with the container paradigm can obscure opportunities to collaborate on better practices.



# What HAS worked

# Iteration, Experimentation

- Start Small.... Both Team sizes and Objectives and Goals
- Iterate, Iterate, Iterate
- Build sample Apps
- Build Repeatable processes
- Fail early, fail often.
- Experiment and evaluate approaches

# Prepare to be change centric

- Adopting Containers, and processes to support them is an exercise in being able to continuously change
- Building an organization around the process of adopting change continuously yields massive dividends
- Upstream features change fast, organizations need to be able to adapt and change to take advantage of those features quickly as well.

# Redesign your processes from the Requirements

- Act small to have big successes
- Re-evaluate processes and policies to determine their intent
- Rediscover how to deliver and standardize with the new platform

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