



OPEN SOURCE : PROCESS AND CULTURE

Transforming the enterprise

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Introduction

End of Summit, but saving the best to last !

- Open Source progression (consume, collaborate, create)
- Product -> Process -> Culture
- Governance & Strategy
 - Less top down control, more bottom up innovation
- Benefits + Value of above
 - DevOps driven by open source culture, guiding the innovators
 - Strategy / Validation / Pilot / Implement
 - IT driven innovation vs business driven innovation
- Examples / References

Product to Process to Culture

Maturing Enterprise

Consume, to Collaborate, to Create

Three phases of open source usage :

- Consume
- Collaborate
- Create

All need:

- Strategy
- Governance



Time for Collaboration

Not just for the product....

Collaboration brings other benefits, internally and external

Open Source 'culture' is key

- Cooperation, transparency, meritocracy
- Bottom-Up Innovation
- Proven ways of working and development
- It's the way the internet, DevOps and anything interesting since 2000 has been built

Process : mapping and adapting

Operational architectures and frameworks based on open source

Understanding what's happening within an organisation

Introducing and adapting to open source principles

- Operational Architectures
 - SOE / CII
- Development Process (Application Lifecycle Management)
 - Use SEMAT Essence to interpret and then adapt existing processes
 - Use Open Source processes as the basis for adaptation



Culture : it grows on you

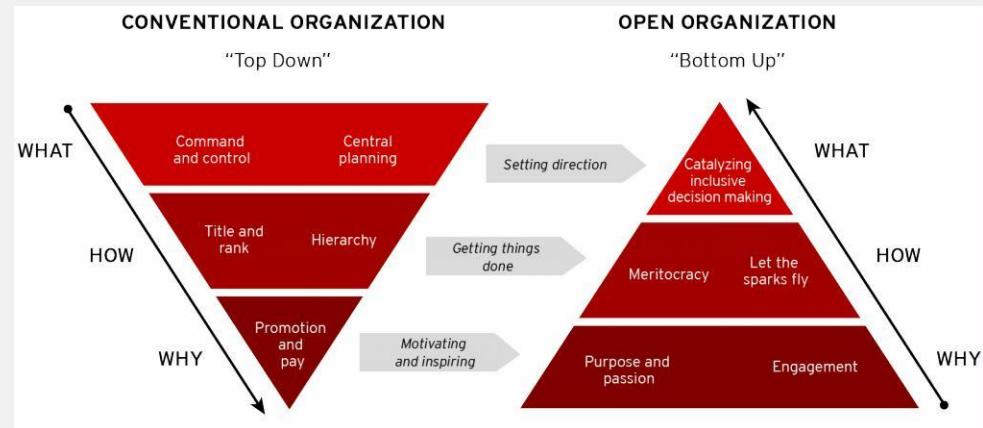
Not just product

Guiding principles for an enterprise

- Combine bottom up with existing structures
- Communities of Practice (CoPs)
- Managed Innovation by combining stability with disruption

Reap the benefits

- Use it effectively
- In the right parts of the organisation



Key Benefits

Open Source. It's now the way it's done....

DevOps and Transformation ways of working are 'native' open source

- Open, transparent ways of working
- Meritocracy, no organisational hierarchies
- Adaptive, consistently finding the best way

Staff Engagement

- Retention and Recruitment
- Motivation and Efficiency

Open Source to Inner Source

Similar but not the same....

Open Source has air to breathe and a large place to work in

Inner Sourcing is within corporate walls and rules, so needs nurture

- Needs support through time, champions and advertising
- Still Darwinian in approach, though dead horses can be flogged
- CoPs, viable projects and the culture need to be there

RECIPES FOR SUCCESS

Some top tips....

Focus on enablement not governance

For organisations

- Just using open source licenses isn't enough, focus on communities
- Trust individuals, don't create bureaucracy (if you can help)
- Use champions to drive cultural change
- Adapt and use examples from other enterprise

For individuals (in organisations)

- Bottom up is good !
- Meritocracy is key ... whoever you are, you **can** make a difference

They are out there....

Lots of recipes....

Guides and ideas

- Open Source Guide <https://opensource.guide/>
- The Open Organisation Field Guide
<https://opensource.com/open-organization/resources/field-guide>
-

Red Hat Enterprise Projects

Open Source Strategy Practice

Business need, not just a community one

Assistance with governance and strategy

- Defining inner sourcing approaches
- Organisational and cultural changes
- Policies and Best Practice documents
- Specific project launches

Enterprise #1

Large worldwide bank

Range of open source initiatives to:

- Reduce code forks and improve global cooperation for software development
- Recruitment and retention of staff
- Increase buy-in for company strategy and development approach

Activities

- Inner Sourcing best practice document
- Seminars on a range of open source subjects

Enterprise #2

Global retailer

Focus on strategy :

- Reduce code forks and improve global cooperation for software development
- Recruitment and retention of staff
- Increase buy-in for company strategy and development approach

Activities

- Inner Sourcing best practice document
- Seminars on a range of open source subjects



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