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
LEARN. NETWORK.
EXPERIENCE
OPEN SOURCE.