Exploring Leadership, Mangement, and Mentorship In Open Source

Charlie Robbins
OSLS 2019

March 13th, 2019



Hello There.

Let's -

Get Started.



SENIOR DIR., UX PLATFORM GO D add dy



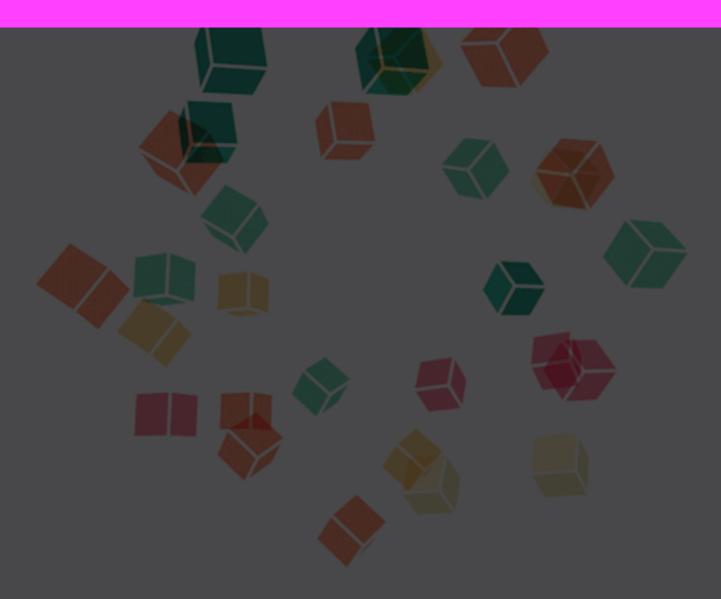
GODGGGY ON THE INTERNET THEY CALL ME CANDEYZERO

ON THE INTERNET THEY CALL ME @INDEXZERO

BOARD MEMBER, OPENJS FOUNDATION

FORMERLY FOUNDER at NODEJITSU

Creator of ...



Creator of ...

winston

forever

http-proxy

nconf

Creator of ...

and

literally

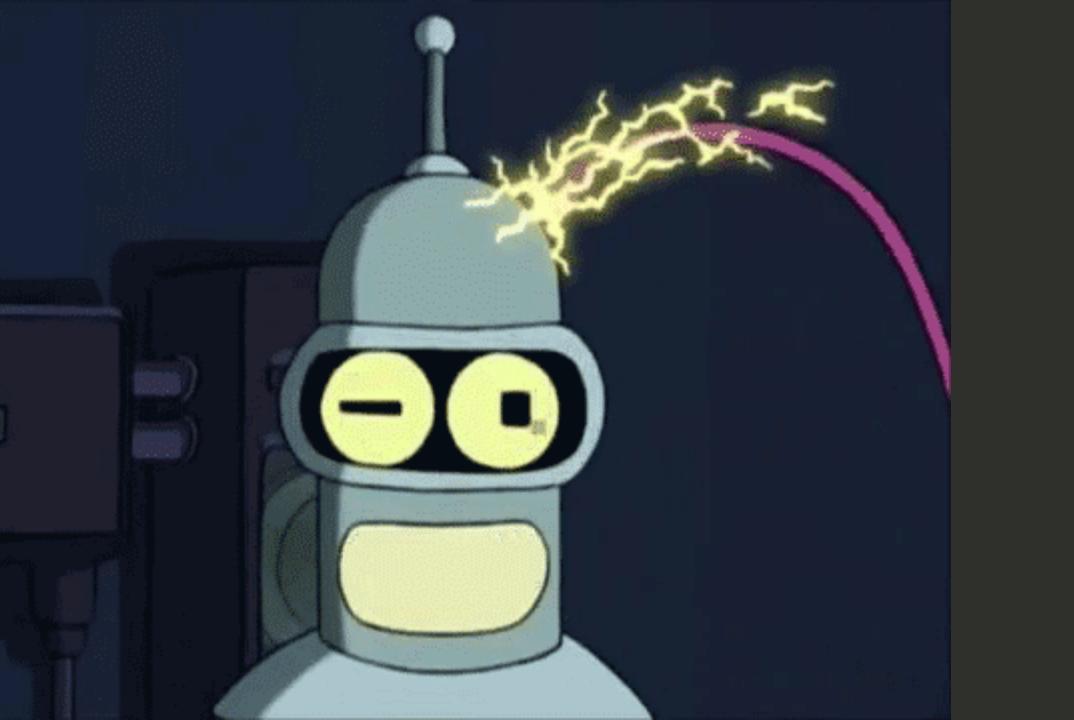
hundreds more

npm i -g footage \ && footage indexzero

130 million ...

npm i -g footage \
&& footage indexzero

... last month ...



-Basically know a few things —about — Open Source

What am I going to talk about?

Breaking down Agile Software development Inner Source: Open Source methodology, by default. 3 On Value Systems and incentives. Moving mountains of code vs. the long tail in Open Source. 5 Why does this matter? Recapping key takeaways.

AGILE SOFTWARE

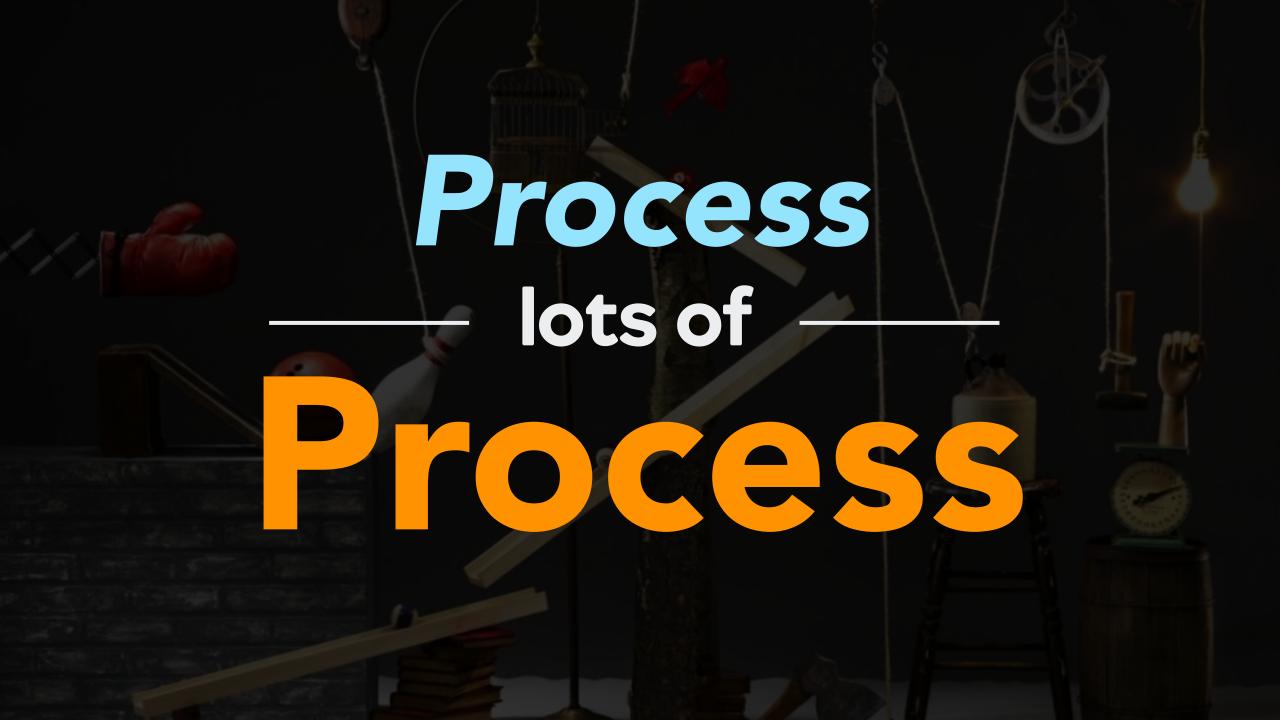


... "Agile" Software Development ...



... trust me. I know this feel.











New Feature Requests

Technical Debt

Support



Meetings New

New Feature Requests

Technical Debt

Planning

Support



Meetings New

New Feature Requests

Technical Debt

Planning

Support

EMAIL

Reliability & Ops











Individual Contributor

Junior?

Senior?

Product

Manager

Engineer

EngineeringManager

Project Manager

ProgramManager

UX Designer

Ops / ITSec





HOW/IS

Open Source any different?

(Different) Process but still lots of rocess

DECISION MAKING CONTRIBUTIONS RELEASES **SUPPORT**

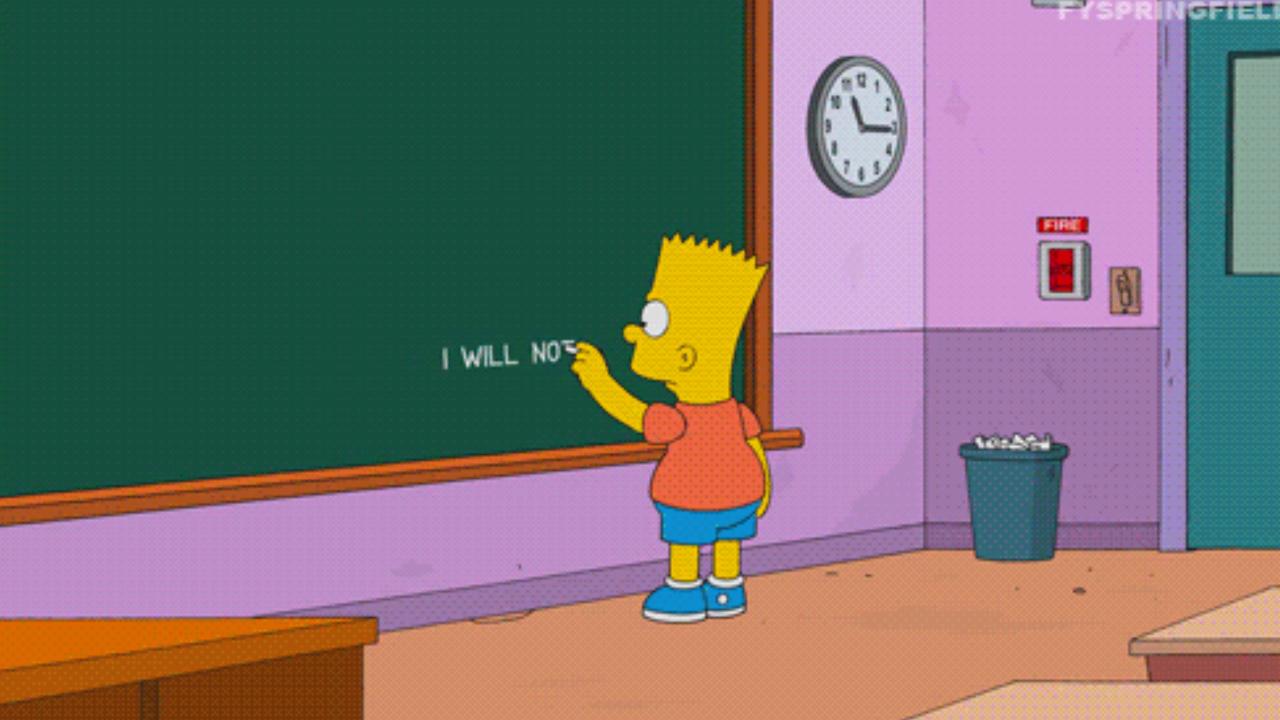
AND SO

MANY MORE

PROCESSES

... PROCESS!



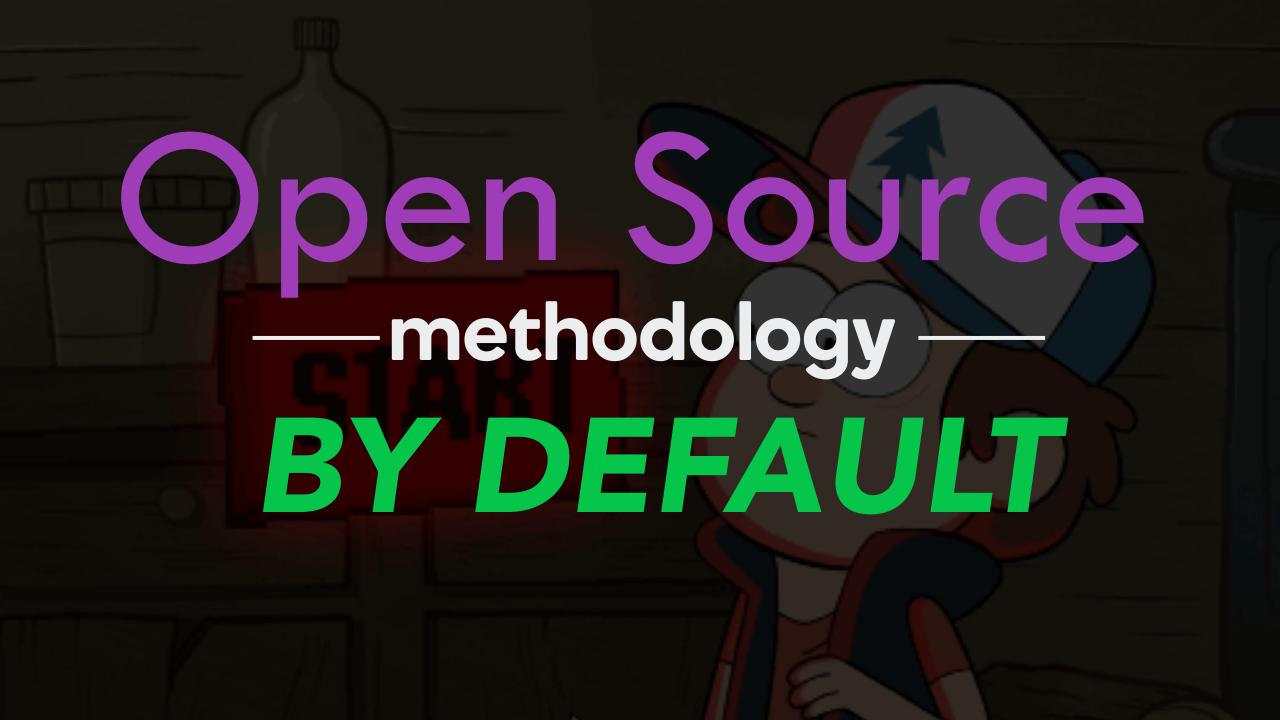


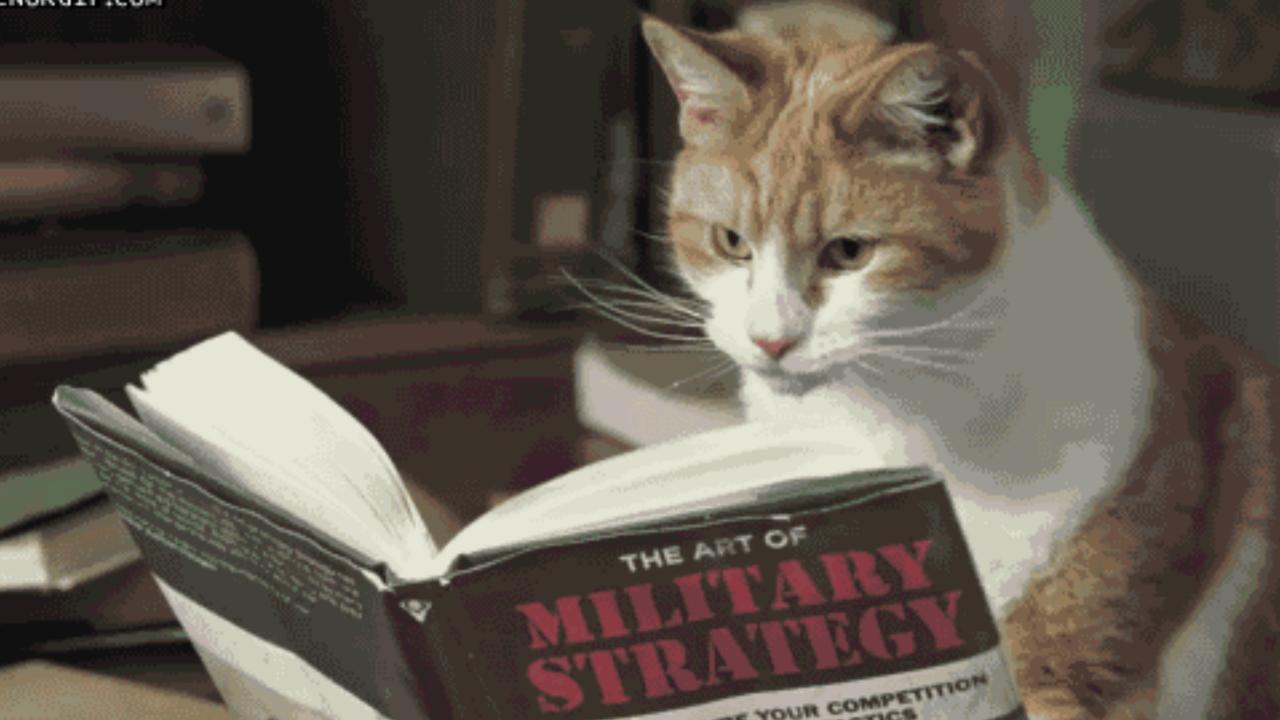
"Every good work of software starts by scratching a developer's personal itch"



In other words: —— there is no specialization by default









EVE

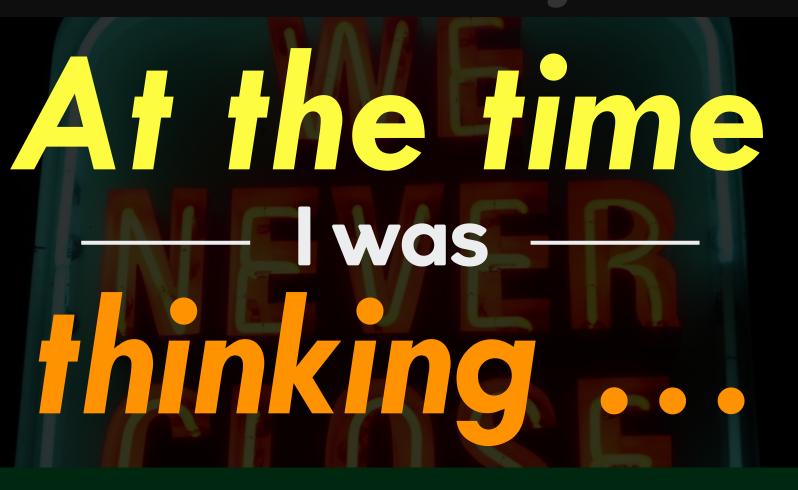
IN EARLY 2015 nodejitsu WAS





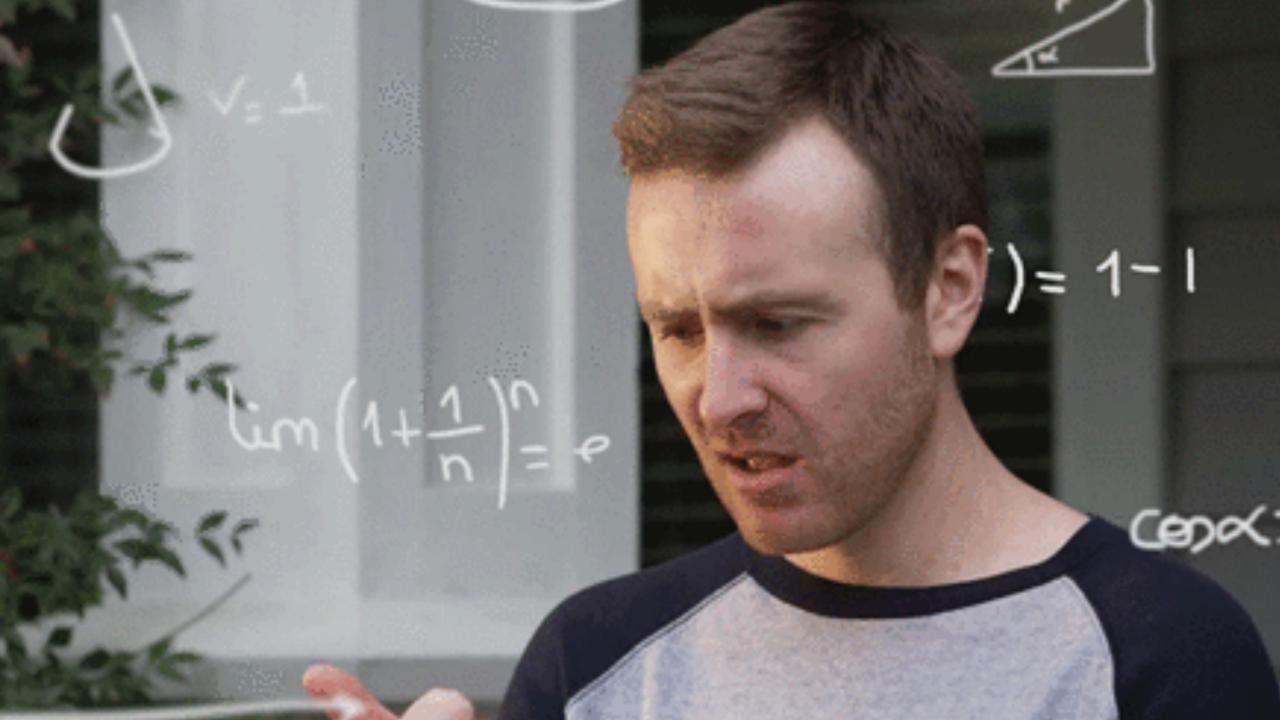
acquired by GoDaddy

IN EARLY 2015 nodejitsu WAS





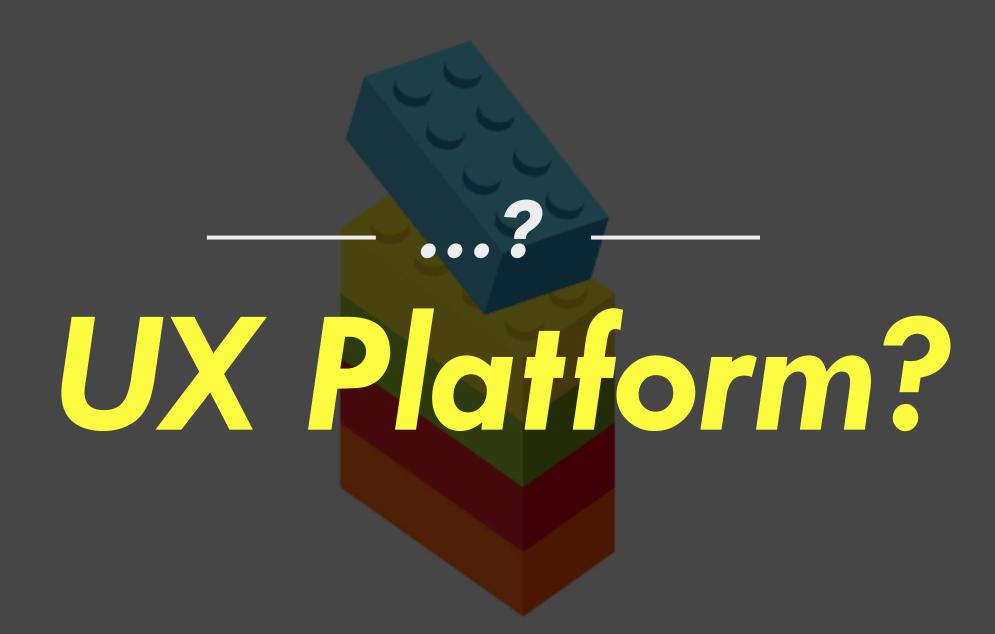
acquired by GoDaddy

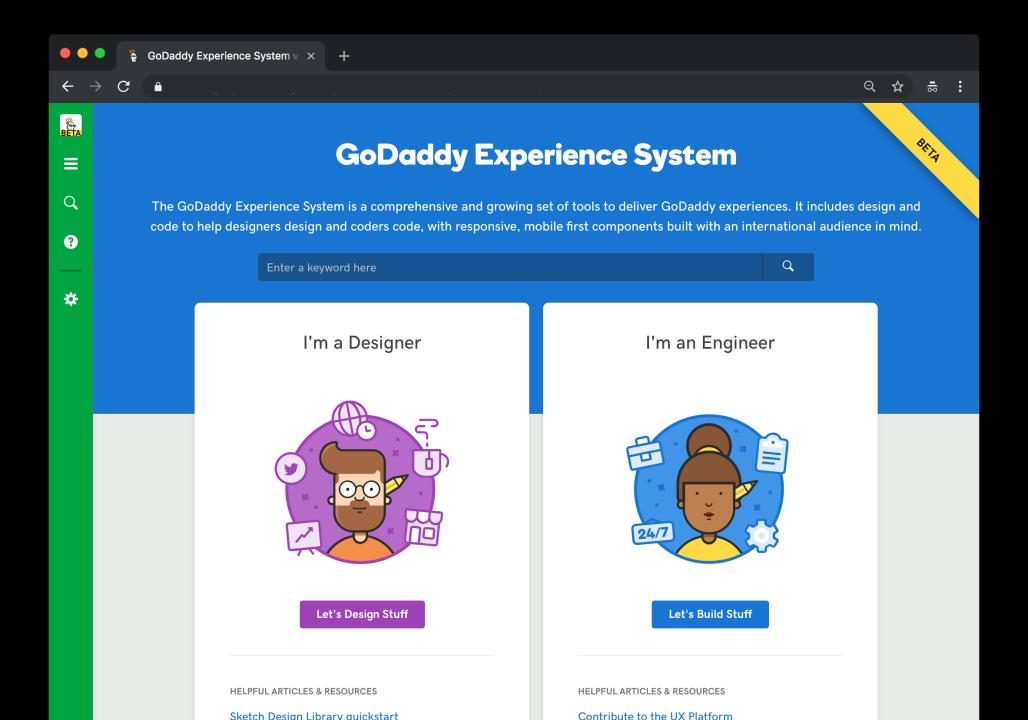


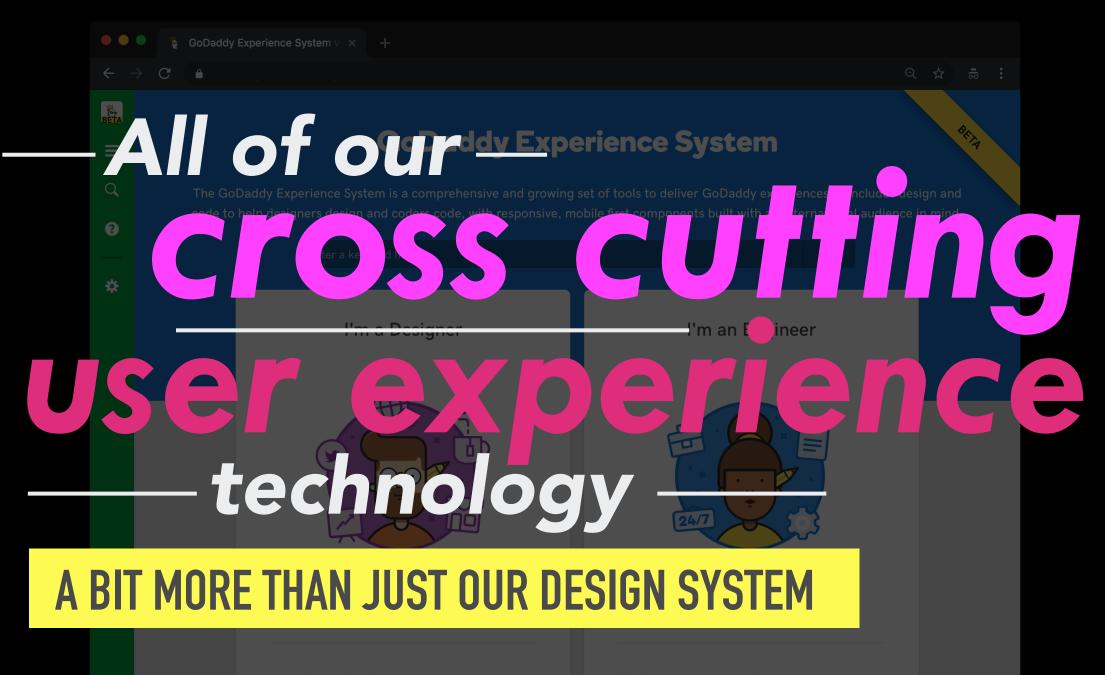
Mhat Open Source...

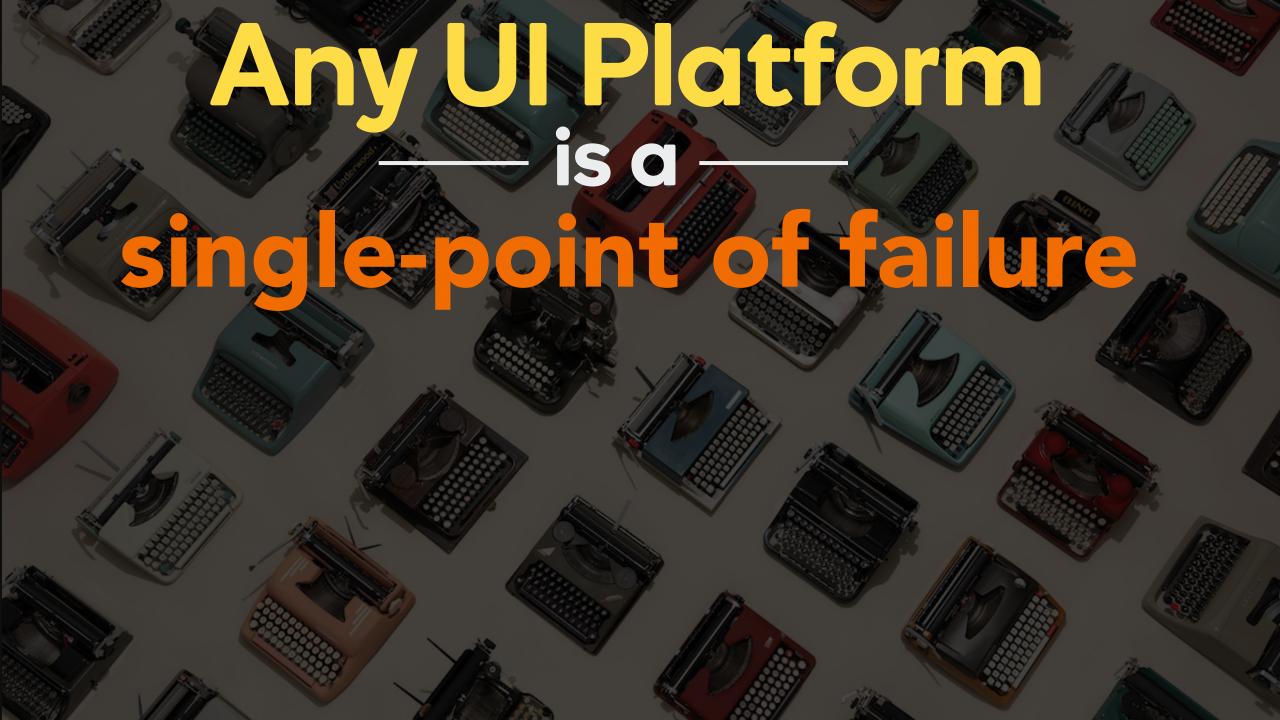
... internally on a company scale?

Practically implementing nner Source













Allot -these requests are coming (mostly)
—from other— JavaScript developers









44 Any organization that designs a system (defined broadly) will produce a design whose structure is a copy of the organization's communication structure.

— Melvyn Conway, 1967

BETTER KNOWN AS CONWAY'S LAW







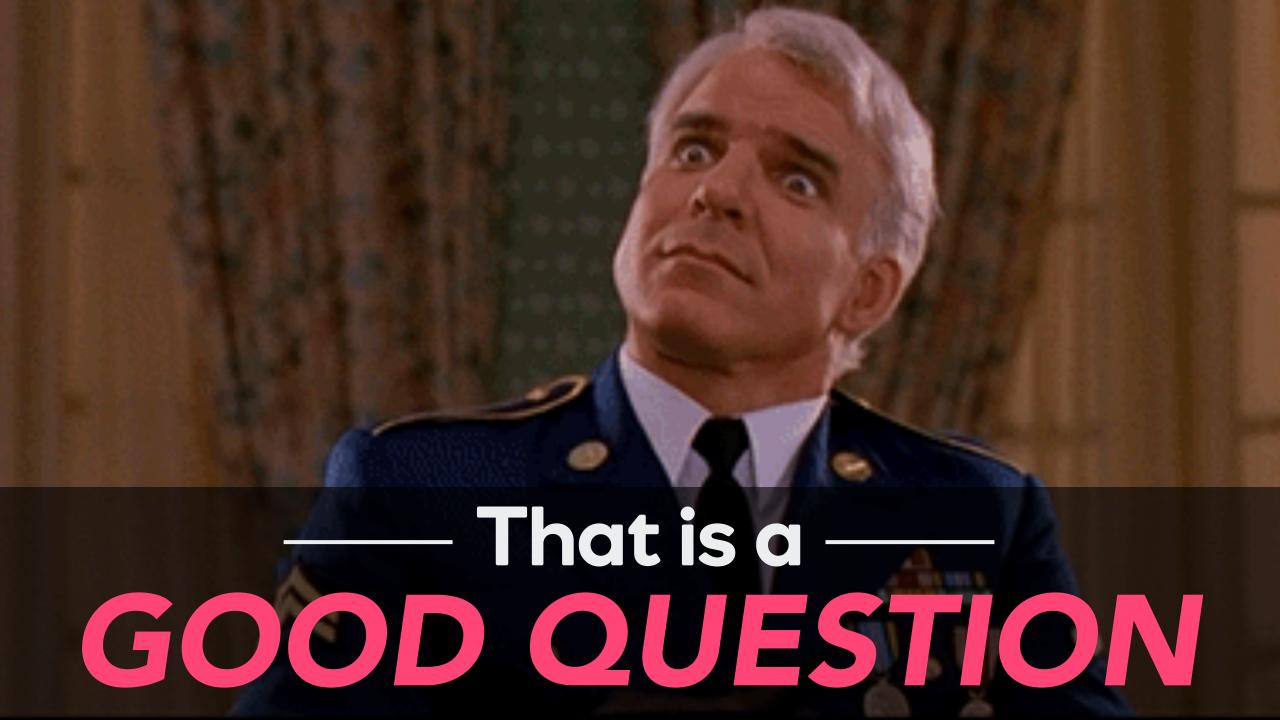
what would — Open source

— do? —











Management

support —

s crucia



— Treat every — ENTRY POINT — as though — IT COULD BE FIRST-INTERACTION

Start with a foundation of contributor support.

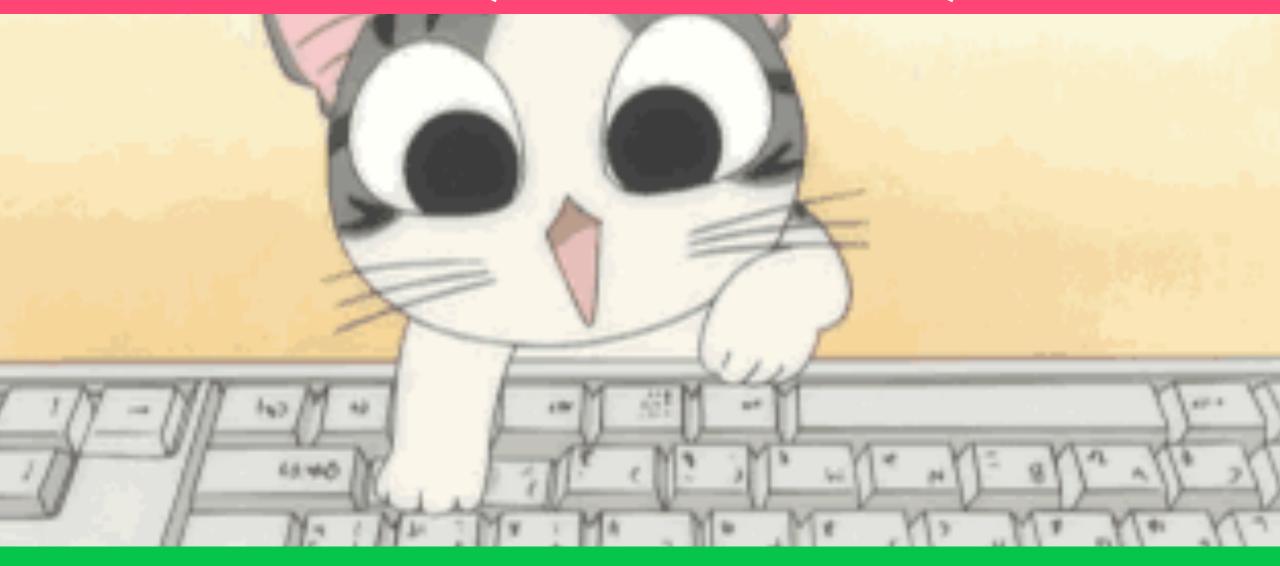


Start with a foundation of contributor support.

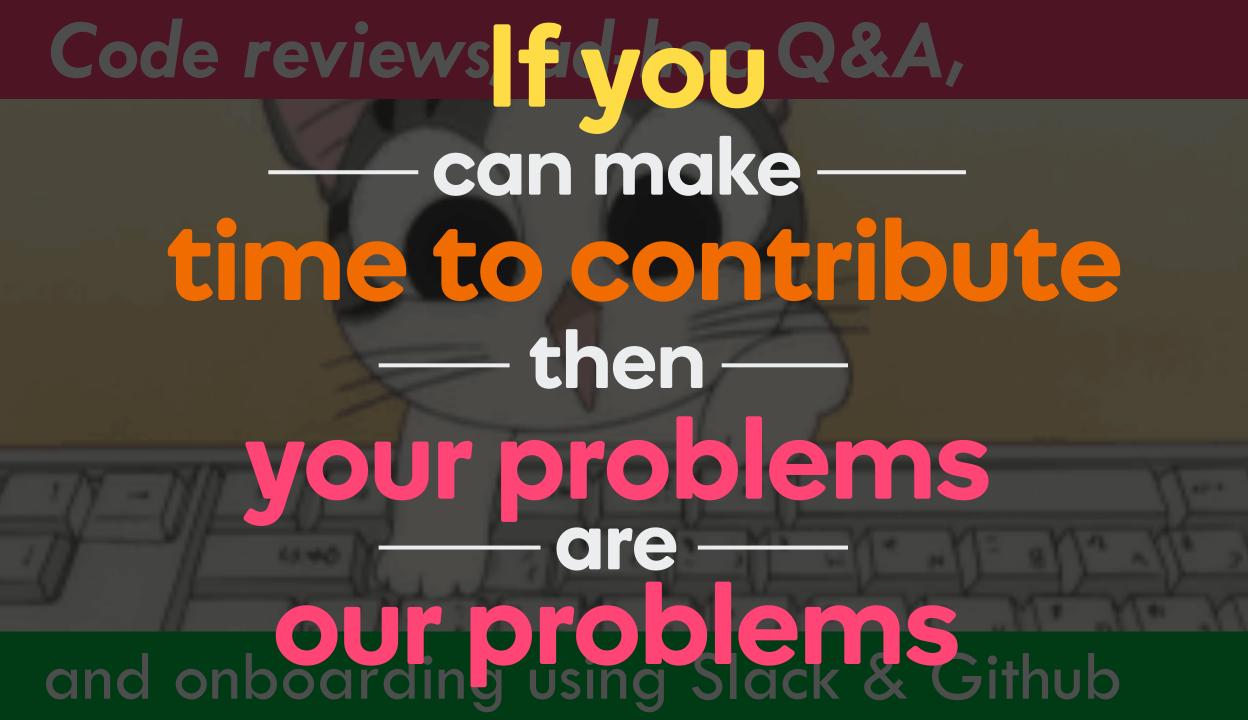




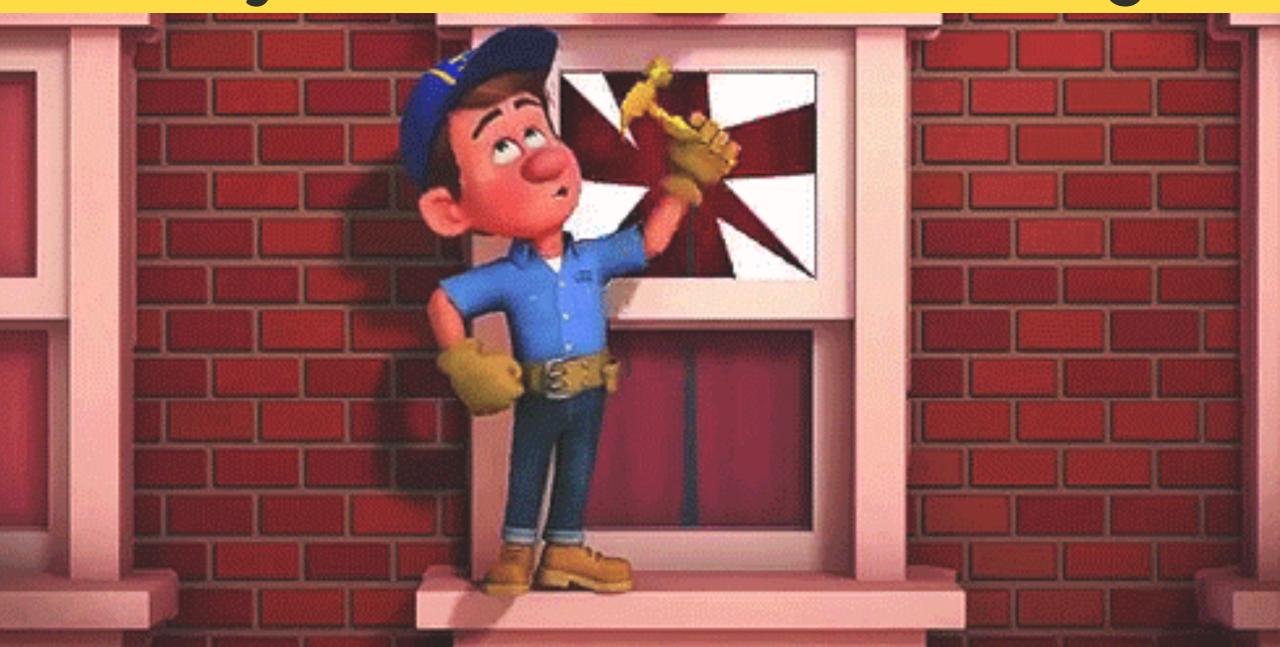
Code reviews, ad-hoc Q&A,



and onboarding using Slack & Github



When you are done & the PR is merged



When you are done & the PR is merged





-the-II module most easily —understood

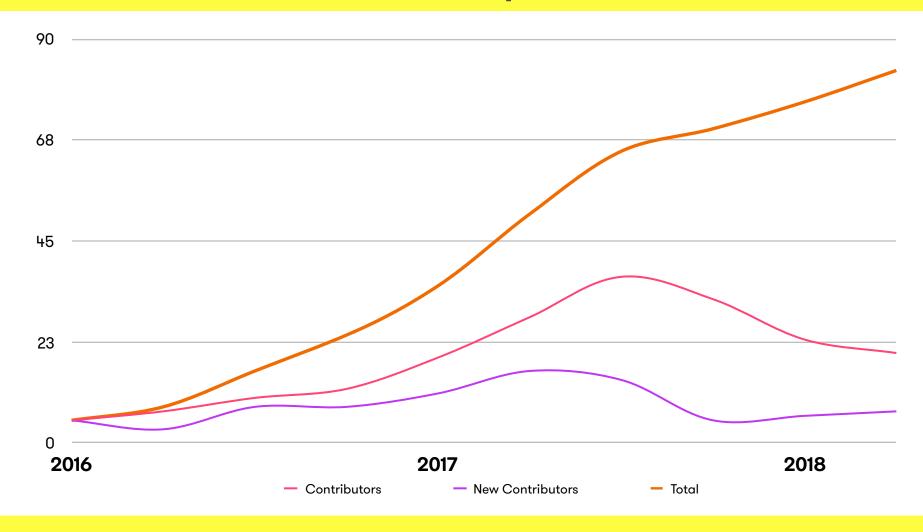
DEFINITELY LOST



Shifting towards ——An—— Inner Source based —— model is

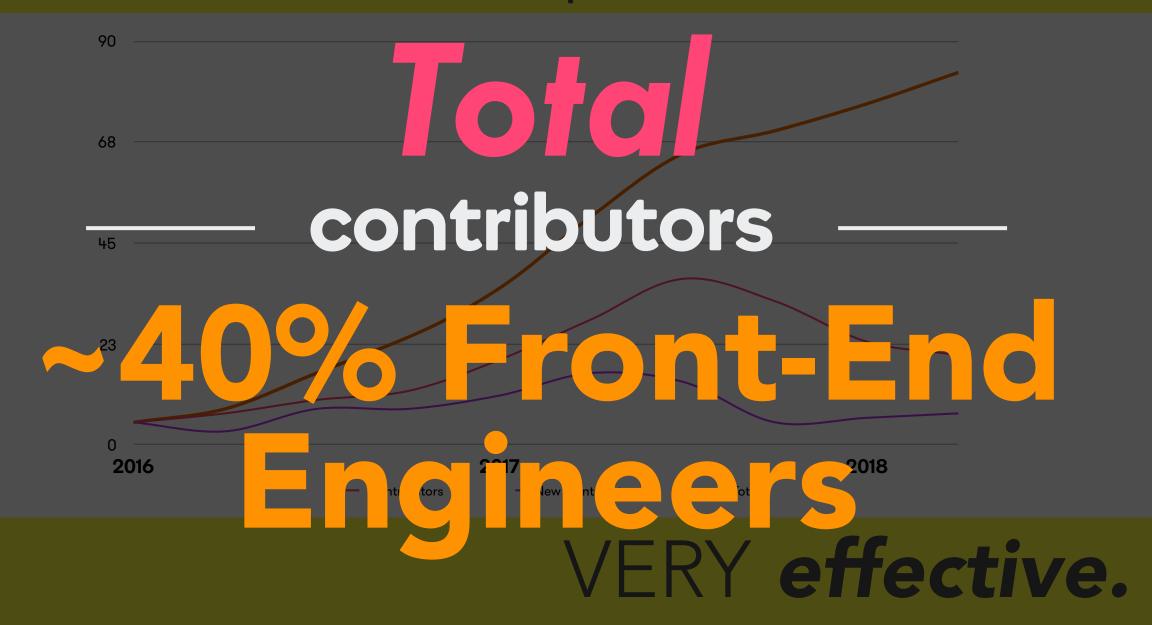
fundamentally changing
— HOW—
work is done at GoDaddy.

Inner Source has proven



VERY effective.

Inner Source has proven









----Why are YOU doing -- what YOU are doing?

Hopes & Dreams

Hydraulic press channel

JUST HOW BETTER?

Hydraulic press channel



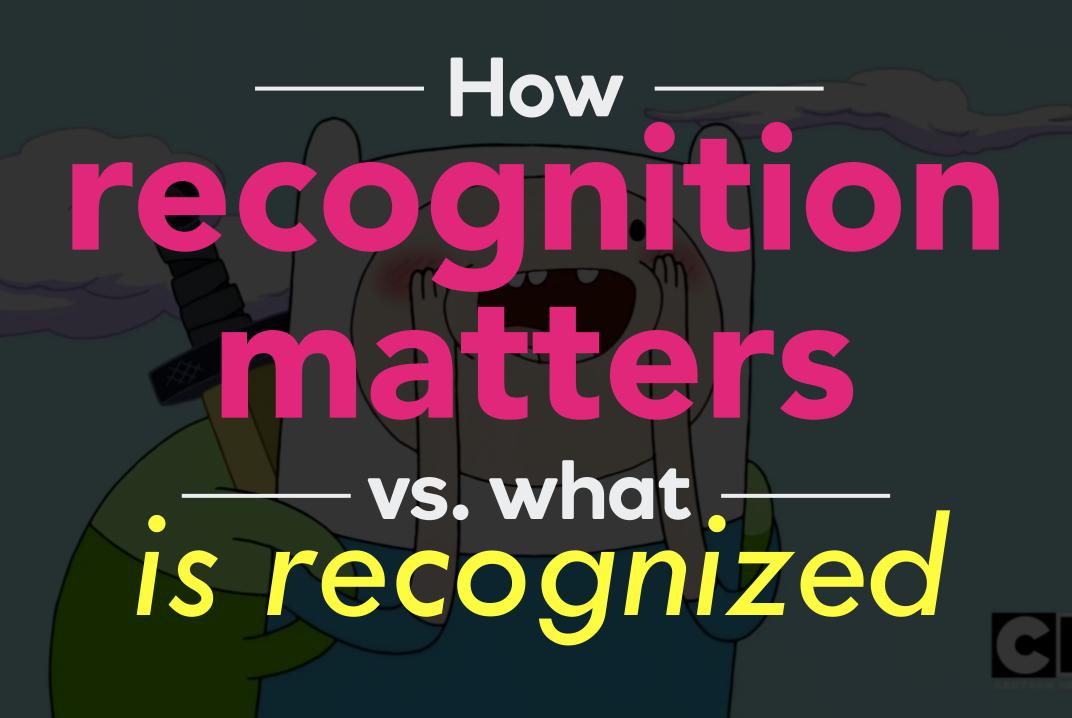
-Everyone -MEANS OF someone else -

THE RESIDENCE OF THE PARTY OF T



We make - value-based ecisions





— Paradox of — Creator - **VS.** maintainer



— Accept that al contributors -create value

IT'S NOT JUST ABOUT CODE.

-Accept that al contributors -create value

kentcdodds/all-contributors







—— It's all about

RESOLUTION

for serious...

I wish I was the monster you think I am.



Every Open Source governance model is a shallow wrapper (defined broadly) to a basic conflict resolution strategy.

— Anonymous

IT'S JUST HUMAN NATURE



Moving mountains of of coce











meritocracy





MERITOCRACY COMPLETELY IGNORES

BASIC POWER & SOCIAL

DYNAMICS INHERENT IN

all human relationships



How about we just SQV BASED?

Benevolent Dictator

Leads the technical direction of the project and organizes the community; final say on project decisions and community disputes

Committers

Can make direct changes to the code (approved in official release deliberations); evaluate committers' code

Contributors

Developers who contribute to a project in any meaningful way.

WITH THE EXCEPTION

OF A "CLASSIC"

BDFL STRUCTURE

IT'S ALL COMMITTEES

source: Harvard Law School, '17

Project Management Committee

Reviews code contributions, participates in strategic planning, approves changes to the governance model and manages legal issues within project; selects committers; resolves community disputes



Committers

Can make direct changes to the code (approved in official release deliberations); evaluate committers' code

Contributors

Developers who contribute to a project in any meaningful way.

KEY

Represents collaborative,

non-hierarchical nature of
meritocratic structure

SERIOUSLY. THIS IS

WHATWE

CONSIDER

"MERITOCRACY"

source: Harvard Law School, '17

Project Management Committee

Tlerarchy

Committers



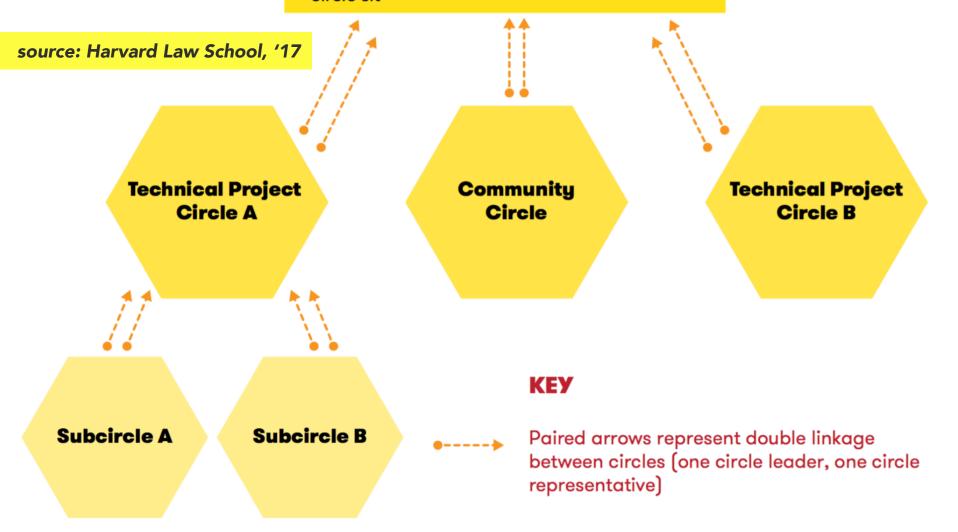
KEY

•---- non-hierarchical nature of

"MERITOCRACY"

General Circle

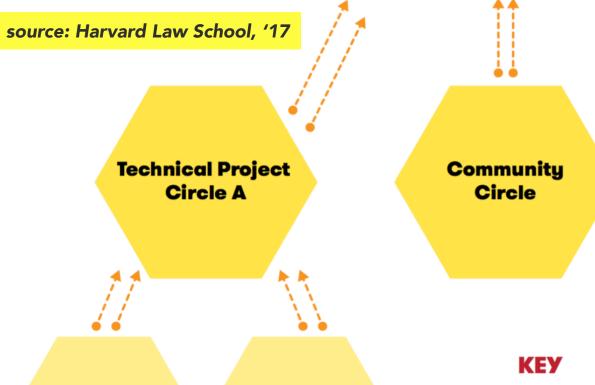
Highest governing body, where project founders, project circle team leaders, and representative contributors from each project circle sit



General Circle

Highest governing body, where project founders, project circle team leaders, a representative contributors from each particle sit

SIMILAR TO BUT



Subcircle B

Subcircle A

NOT EXACTLY

NODE.JS'

Paired arrow between circles (one circle leader, one circle representative)

GOVERNANCE MODEL

General Circle

Highest governing body, where project founders, project circle team leaders, a representative contributors from each p circle sit

SIMILAR TO BUT

source: Harvard Law School, '17

Technical Project
Circle A

Community Circle NOT EXACTLY

NODE.JS'

Let's talk about COMMITTEES?



IMPLICATIONS lazy consensus

/** 'contributor' !== 'martyr' **/

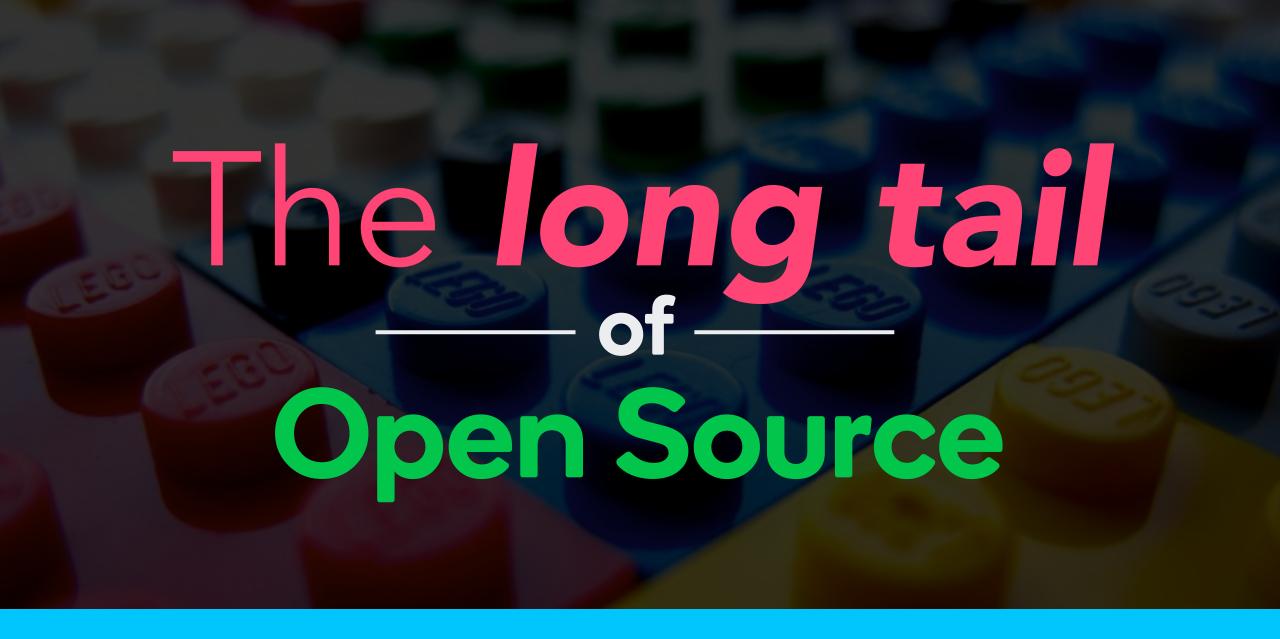






The long tail of

Open Source



... the average project is TINY.



















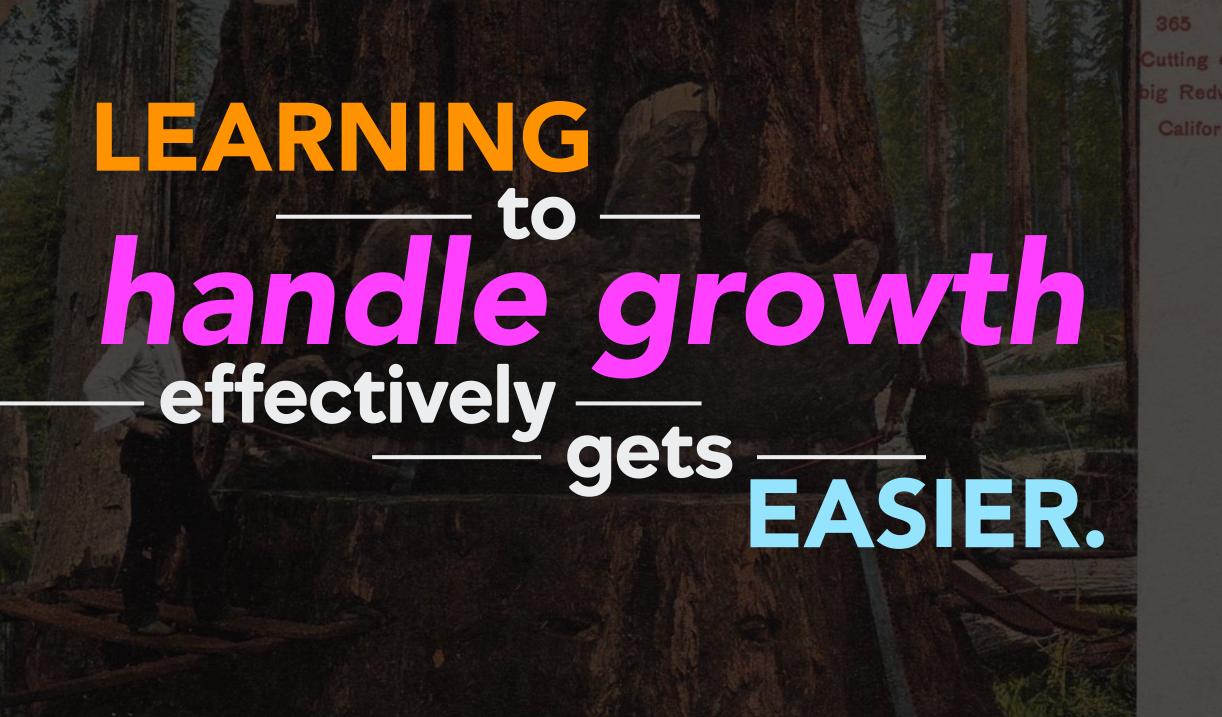








365
Cutting down
big Redwood.
California.





365
Cutting down
big Redwood.







Open source? about managers

REMEMBER! — there is no specialization by default



Inner source?

ncentives

— are the driver —

REMEMBER! specializea



Recapping — the key take aways







MAY THE SOURCE BE WITH YOU

SLIDES WILL BE POSTED ON TWITTER SHORTLY - FOLLOW ME @INDEXZERO

THANKS FOR LISTENING!