

Building a Collaborative Open Source Program

Brian Hsieh, Uber

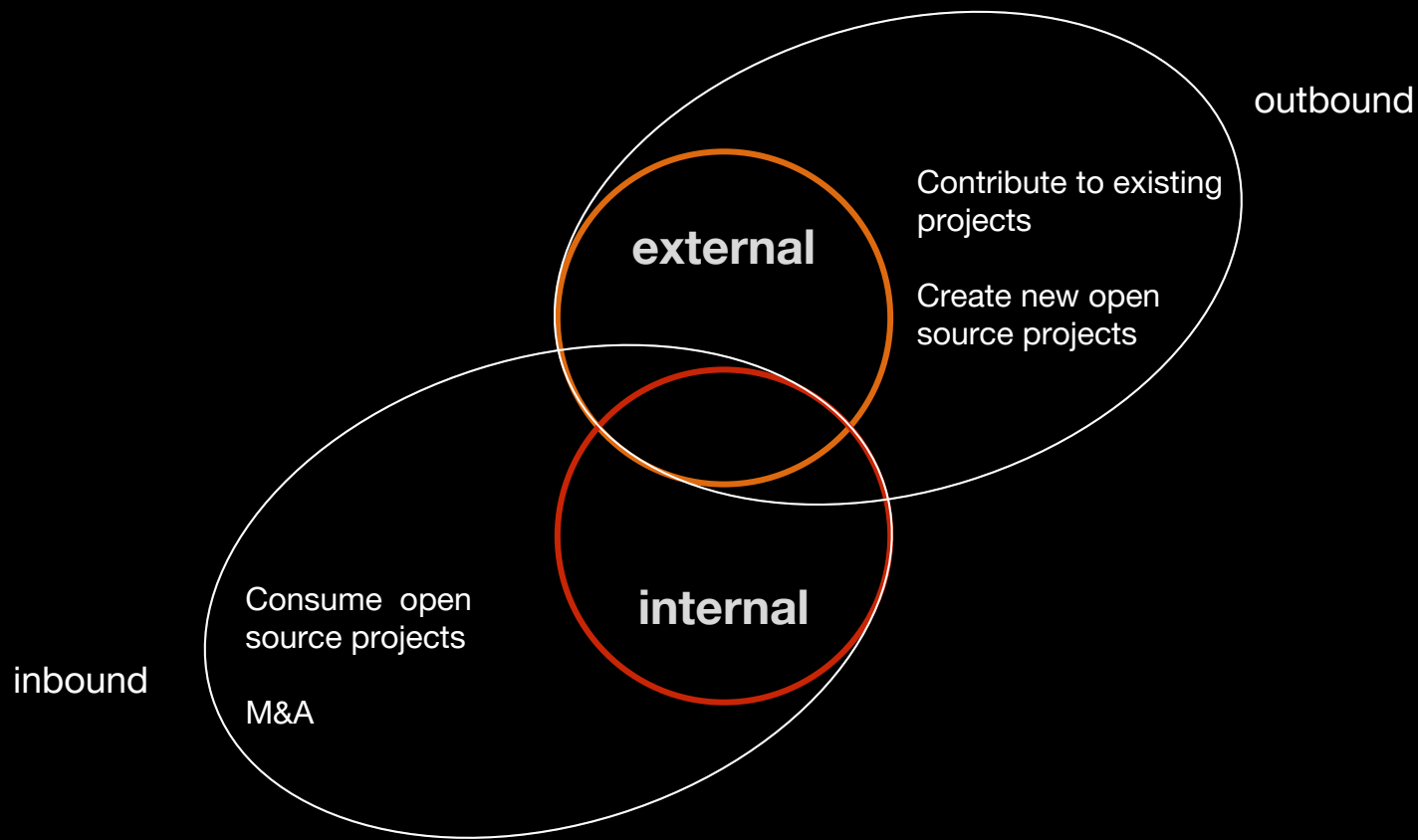
Manrique Lopez, Bitergia



Uber Open Source



Bitergia



Collaboration: The Nature of an Open Source Program



Complex

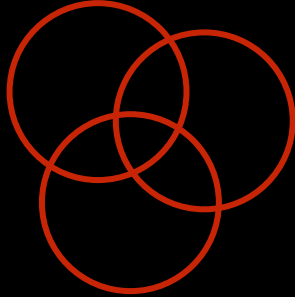
Many areas of expertise

Multiple teams

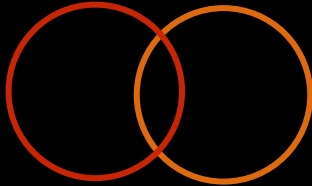


Program Structure

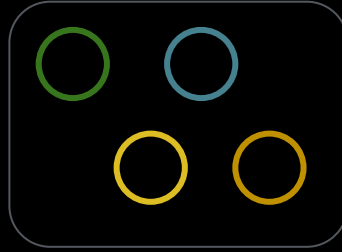
it decides your collaboration type



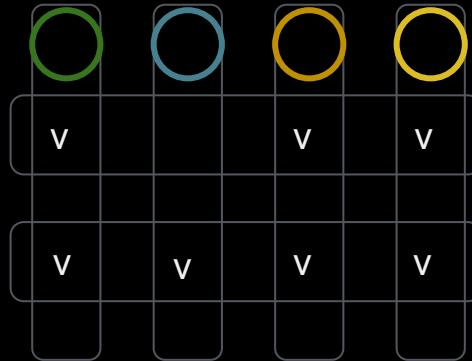
internal



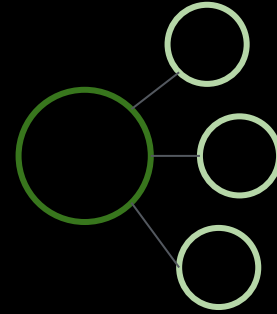
external



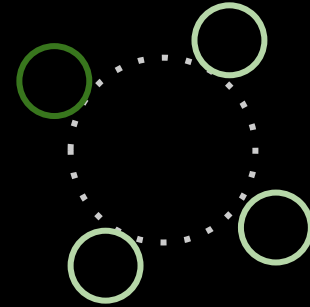
team



matrix



centralized PMO

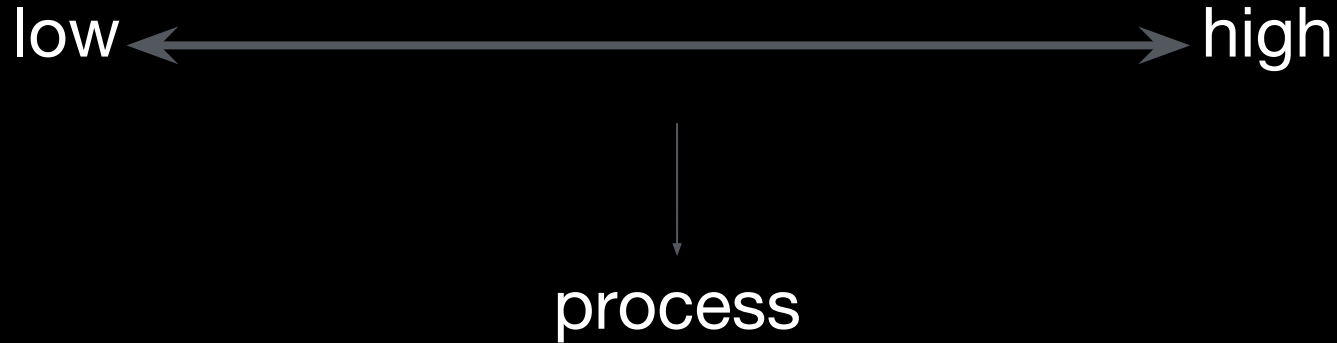


coordinated PMO



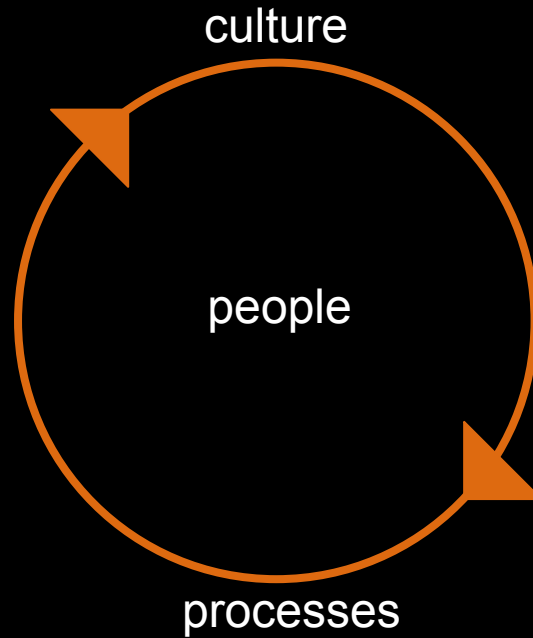
Collaboration Type: Control Level

decide your process



process is the key to organizing and managing work

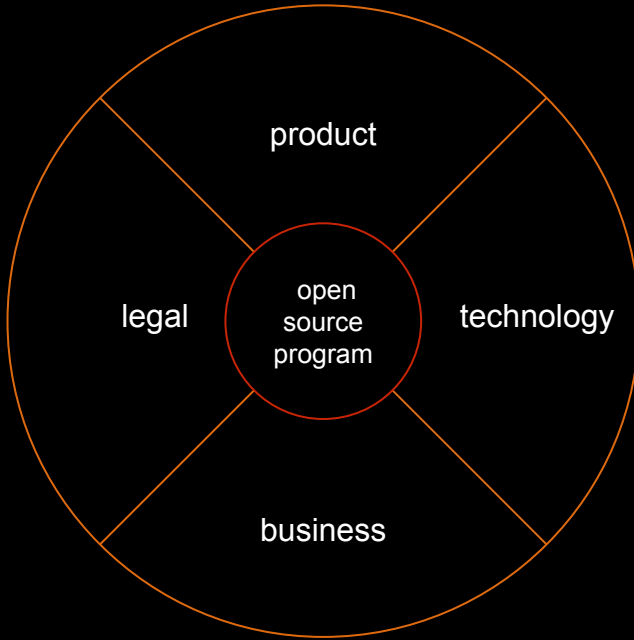




processes driven by the culture for the people
just enough process for planning and execution



the stakeholders



interconnected matrix

both internal and external

cross-functional governance

coordinated project execution



it's complicated



inclusive, everyone can contribute
committee based, meritocracy decision
making process

safe environment to collaborate



and then...
when it's somewhat successful



Uber Open Source

350+

Over 350 projects and repositories on GitHub.

Open source 1 project per week since 2012!
(What!@#\$!@??)

3

Community projects.



so Brian....

What's the strategy?

How is the projects doing?

What's the value?

How big is the community?

Did the foundation brings value to us?

Should we continue doing it?

How can we improve?



and Brian...

I don't think we should continue doing it.

Hosting meetups is waste of money and doesn't help our open source projects.

Sonponsing that conference is definitely going to increase project adoption.

It costs too much to maintain open source project.

People love our open source project. I think our hiring number has grown because of it.

Only project with high code quality is good for us!

Why did you even approve open source that project? It's so bad.

....



“Opinions are a dime a dozen and nearly everyone will share theirs with you. Many will state them as if they are facts. Don’t mistake opinions for facts.”
~ Ray Dalio



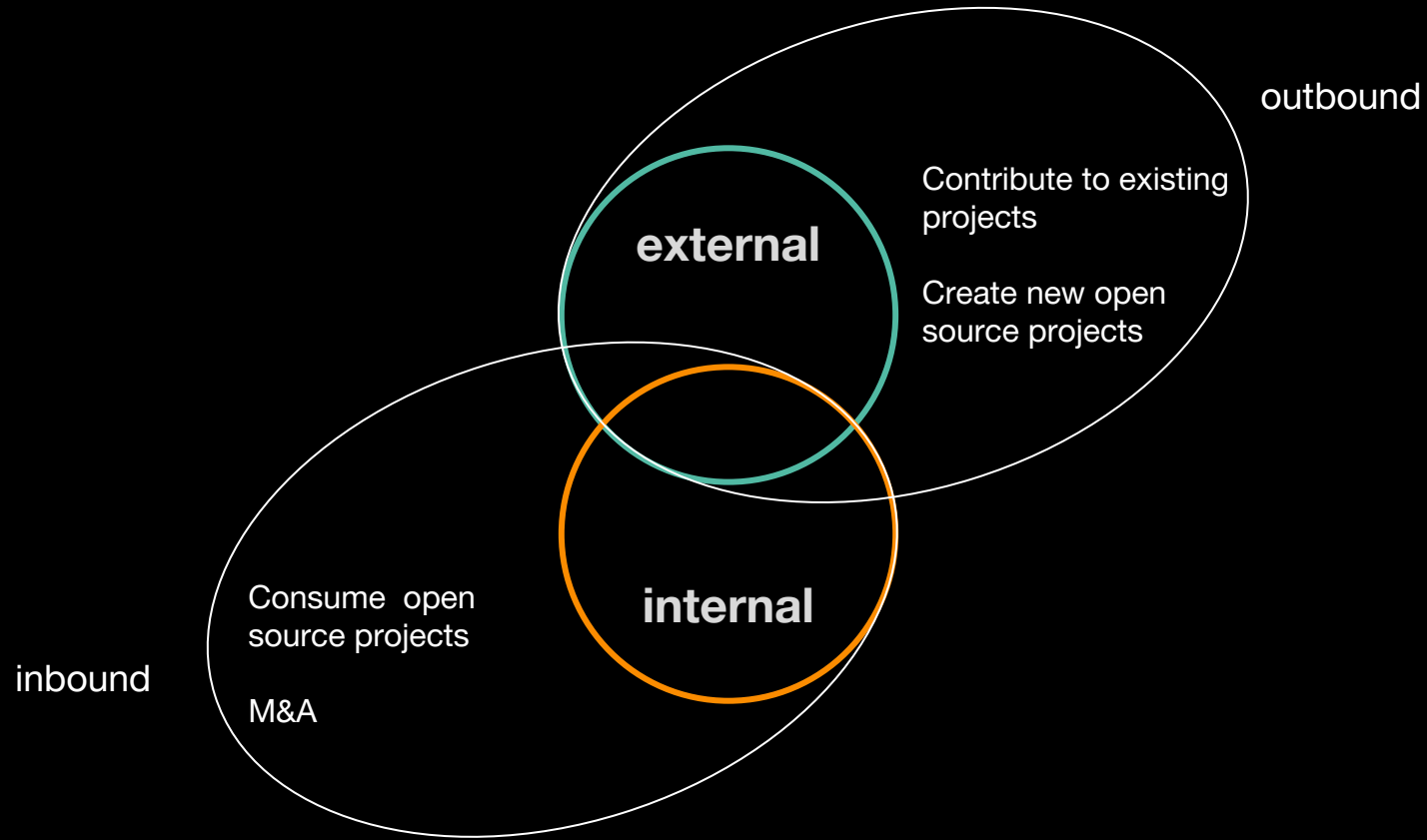
fact: data and analytics

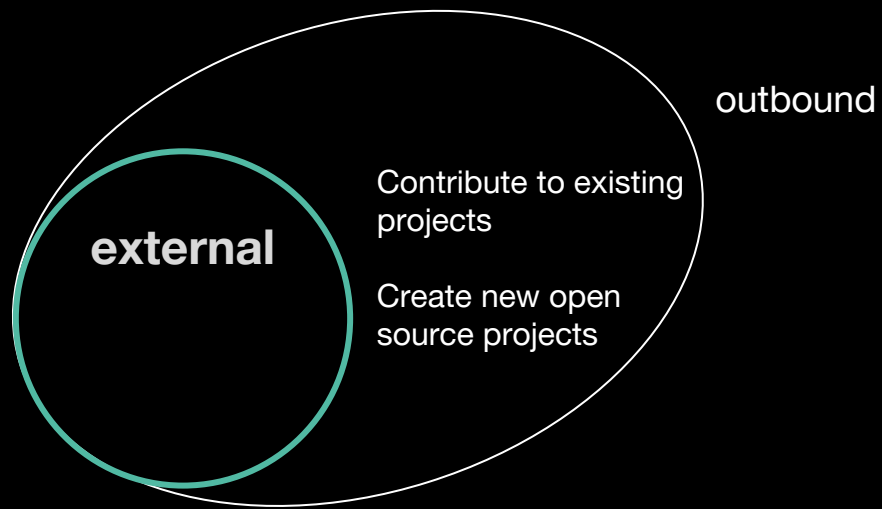


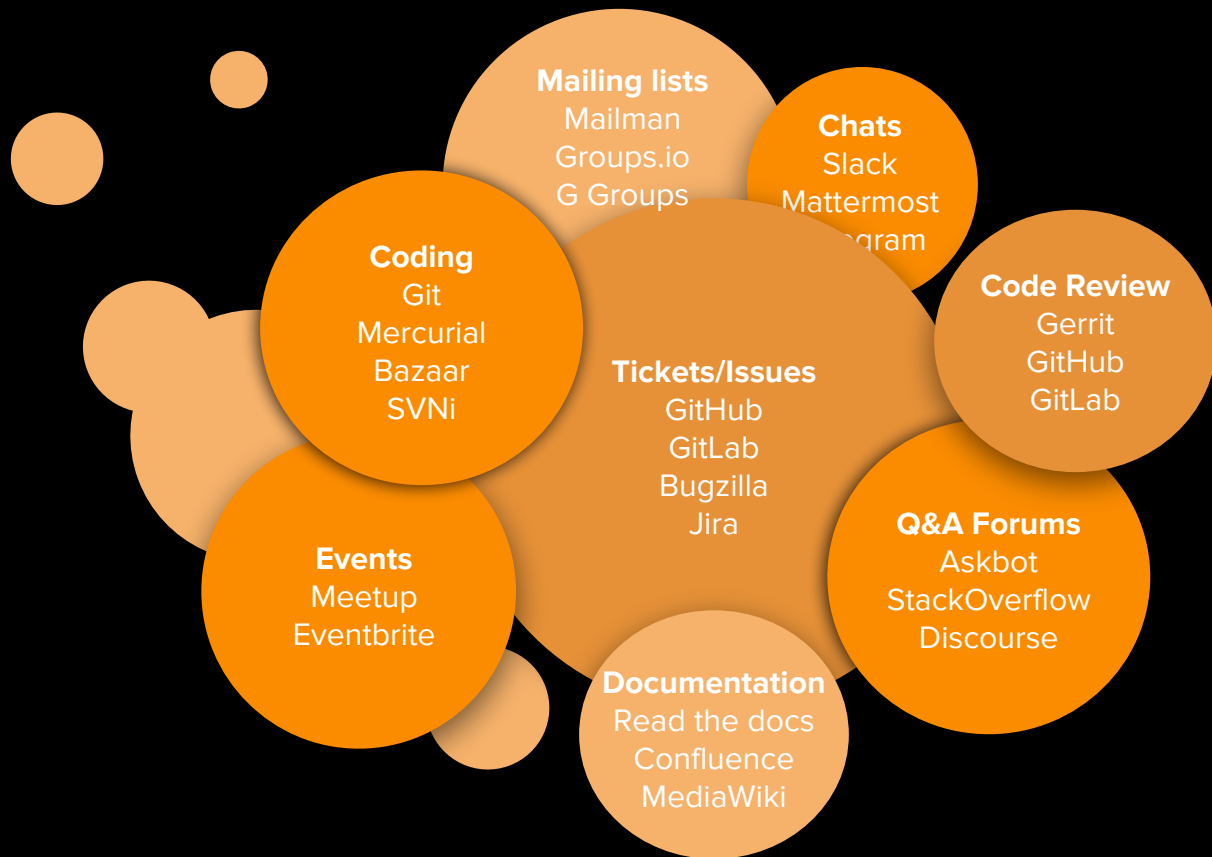
“Without data, you are just another person with an opinion”

W. Edwards Deming











Source Code

Git, Baazar*, Mercurial*
(*exporting to git)



Tickets / issues

Bugzilla, GitHub Issues,
GitLab Issues, JIRA,
Launchpad, Phabricator
Maniphest, Redmine



Code Review

Gerrit, GitHub Pull
Requests, GitLab Merge
Requests



Continuous Integration

Jenkins



Mailing lists / Forums

Askbot, Discourse, Gmane,
Hyperkitty, mbox files,
NNTP, Pipermail, Stack
Exchange



Chat

IRC (Supybot), Slack,
Telegram



Downloads

Apache http logs



Wiki

Confluence, MediaWiki



Meetings

Meetup, Mozilla Reps
events



Others

crates.io, Docker Hub, RSS,
Twitter



Data sources supported by **CHA OSS/GrimoireLab** project
and **Bitergia Analytics**

[illegible]

NOT Empty Commits NOT Bots Add a filter +

Git

8.180

Commits

328

Authors

130

depositories

GitHub Pull Requests

2,482

Pull Reque

370

Submitters

129

Repositories

Github Issues

1,203

Issues

620

submitters

98

depositories

Stackoverflow

62

Questions

16

Answers

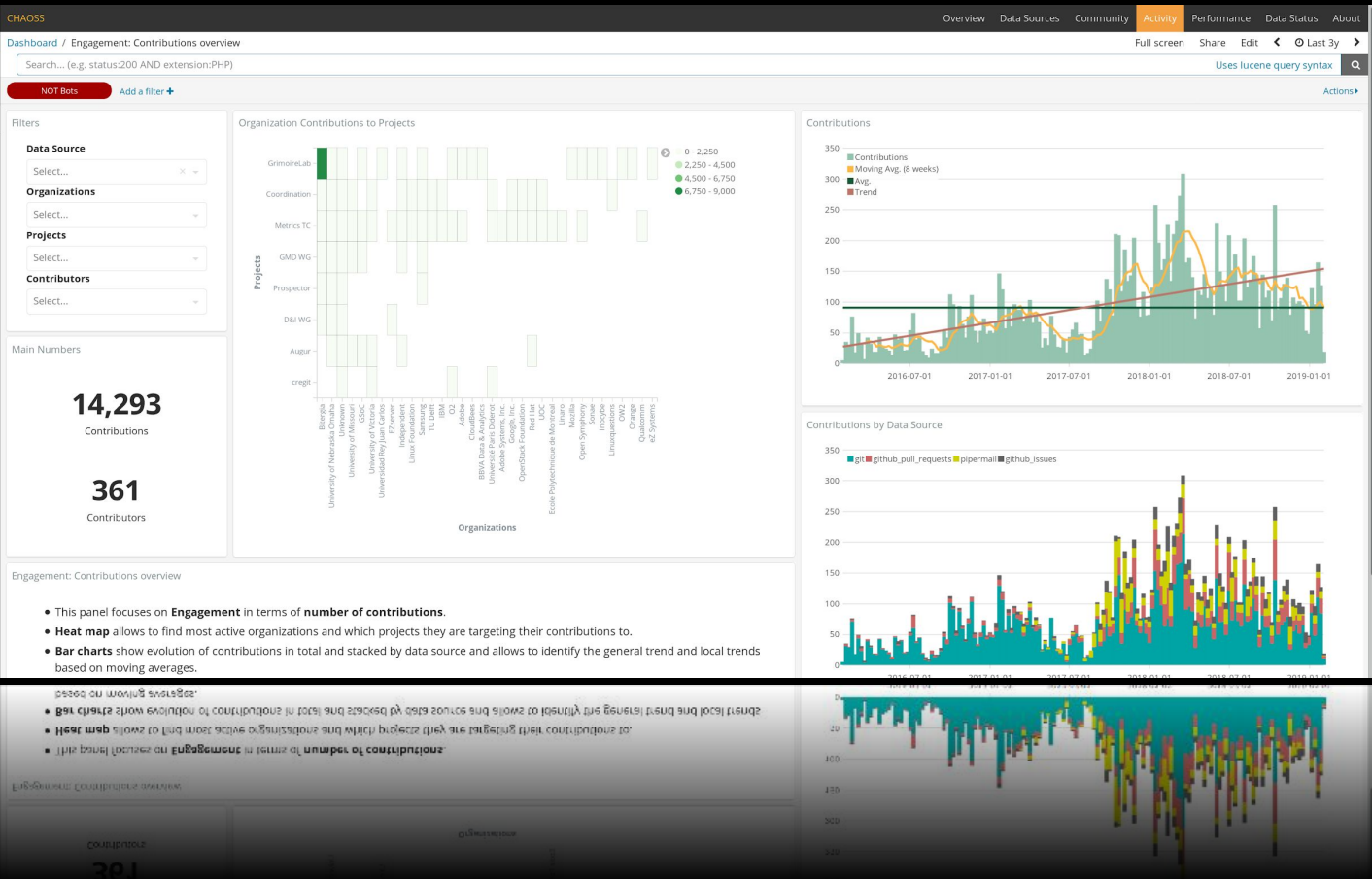
67

le Involved

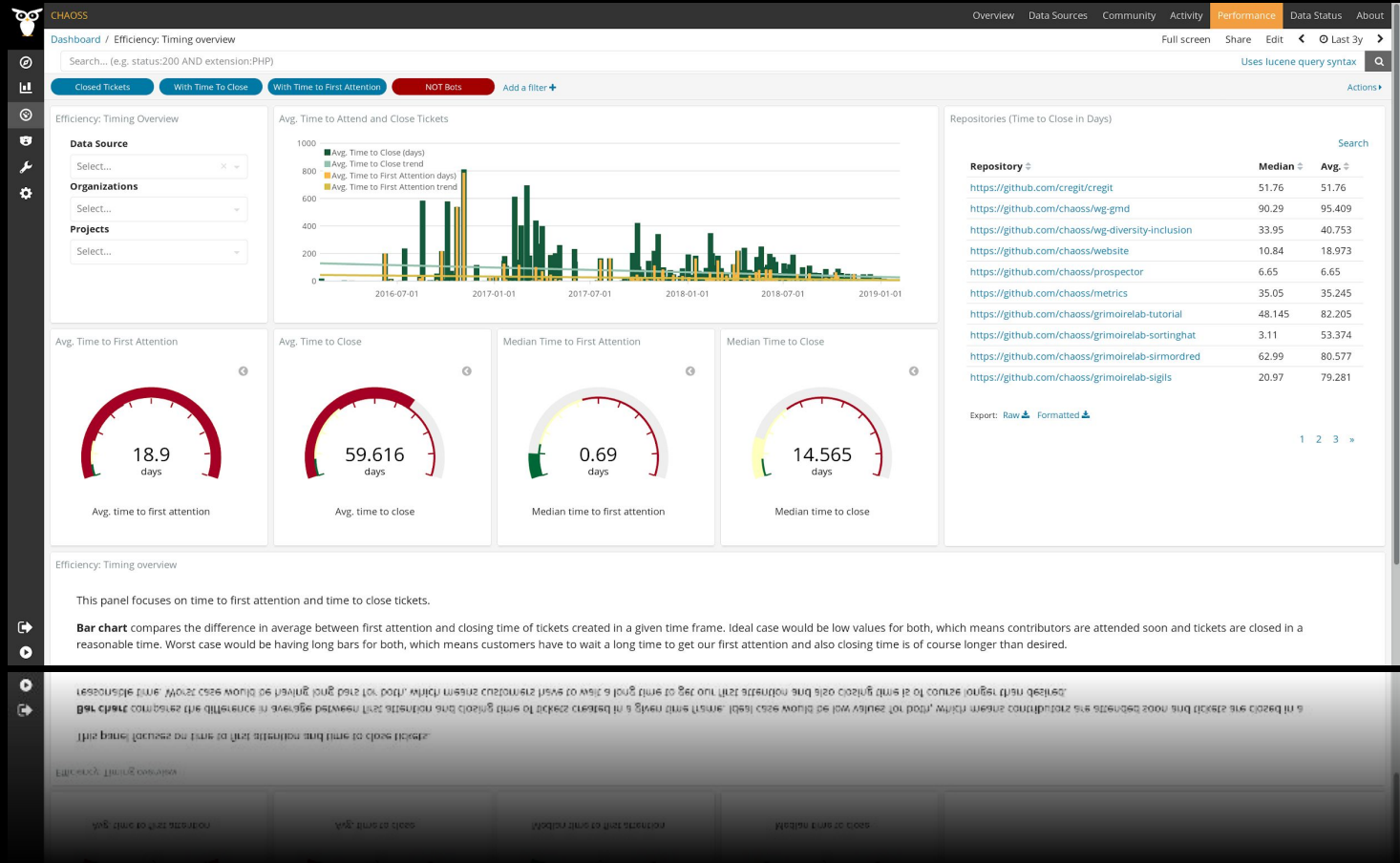
Git Top Projects

04 100 410/652





Performance



What do I do
with all these
data?

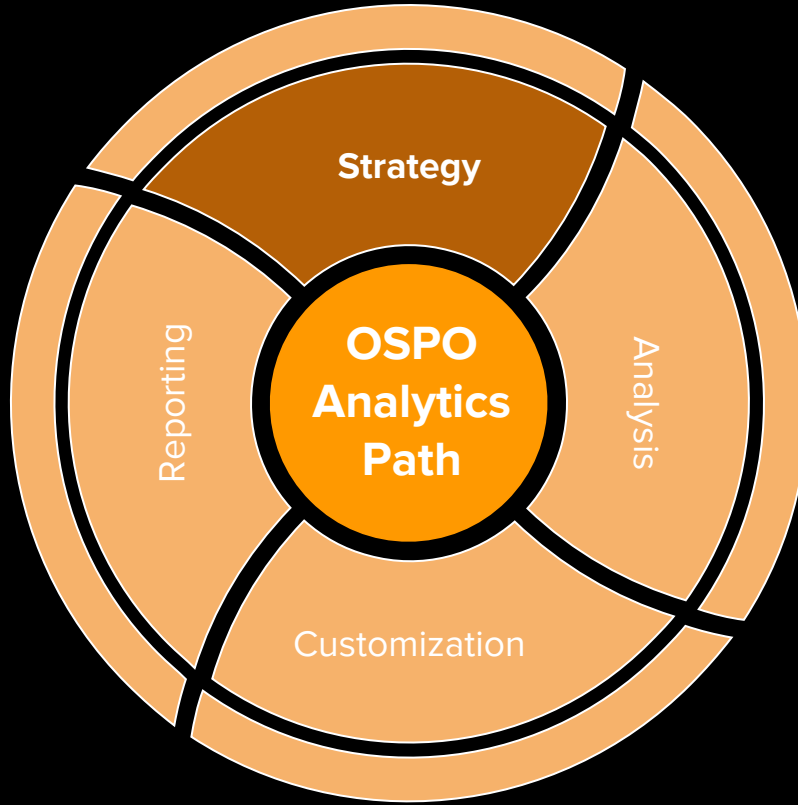




“Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before defeat”

Sun Tzu





What are your goals?

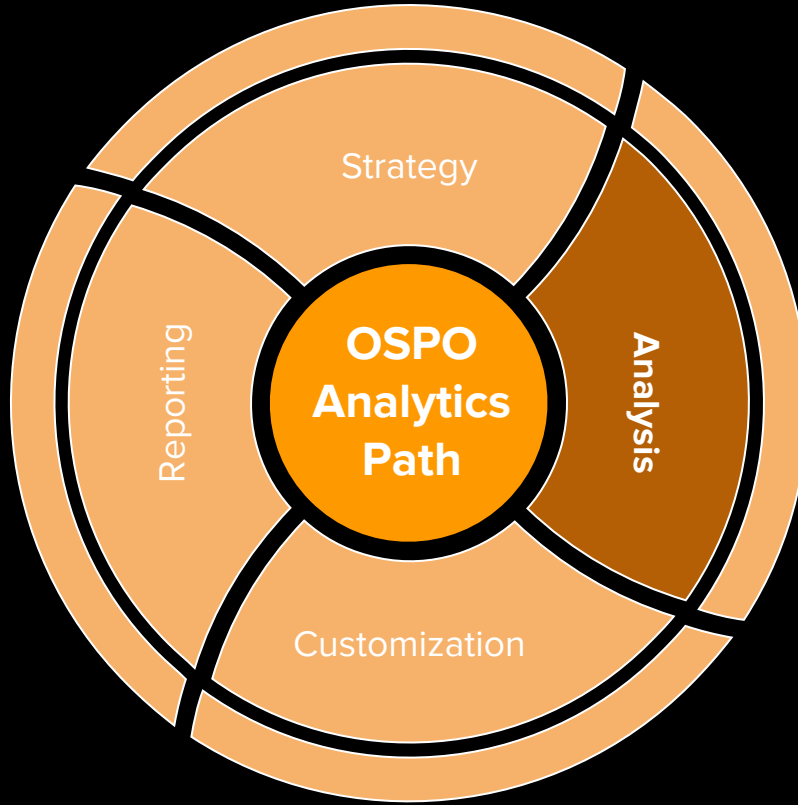
What do you want to achieve?

Transparency
Self awareness
Governance support
Motivation
Talent attraction
...

GOALS

Worldwide talent attraction

Charming company



Turn goals into questions

About community
About activity
About performance

GOALS

Worldwide talent attraction

Charming company

QUESTIONS

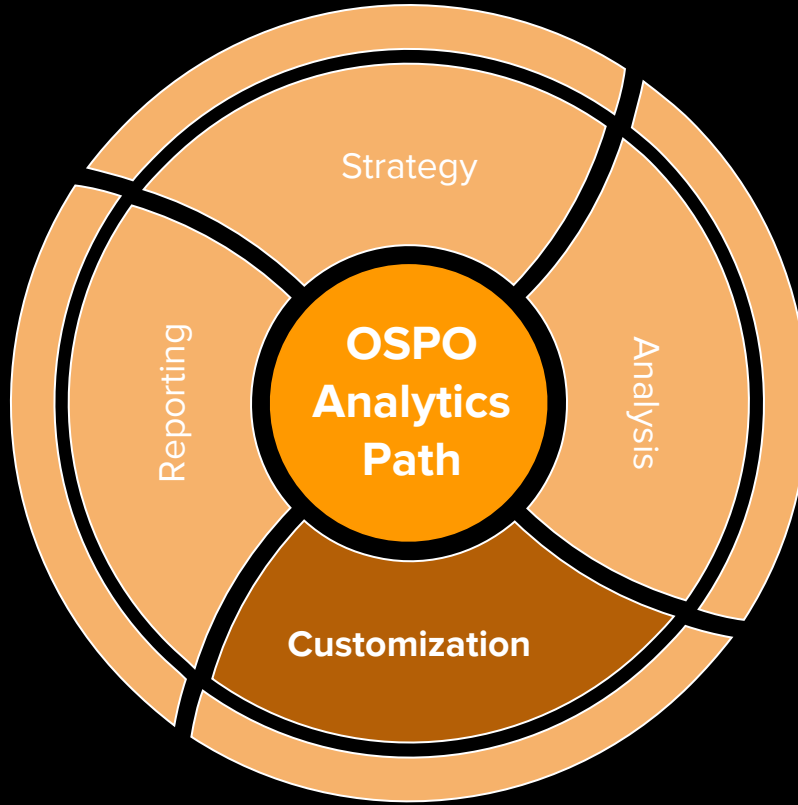
Where contributors are coming from?

How much engagement do my projects get?

How many new contributors do I have?

How many core, regular and casual contributors do I have?

How fast I am dealing with external contributions?



Adapt the tools to answer those questions

Don't start from scratch
Try to reuse existing tools
Try to contribute to existing tools
Don't go alone!

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METRICS?



GrimoireLab
chaoss.github.io/grimoirelab

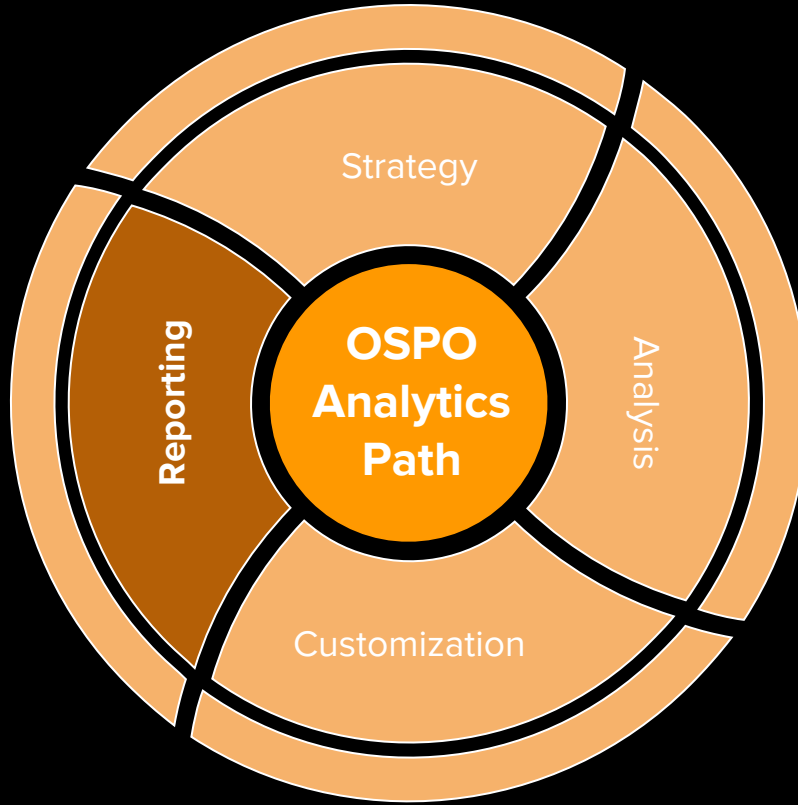
+30 data sources supported

Predefined and customizable panels collections

Contributors multi-identity management

Rest API for data consumption

100% free, open source software



Uniform and consistent reporting

Single entry point
Allow deeper digging
Transparency matters

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METRICS (uber.biterg.io)



GOALS

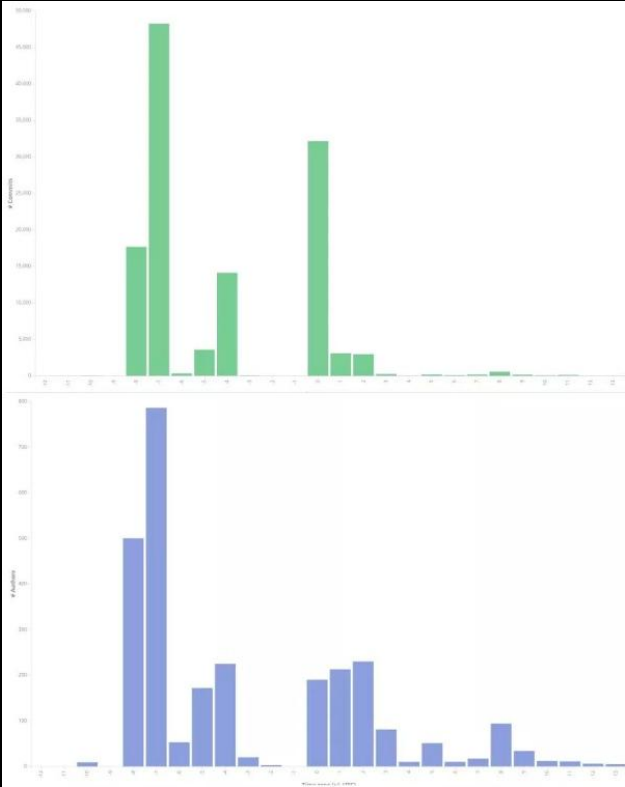
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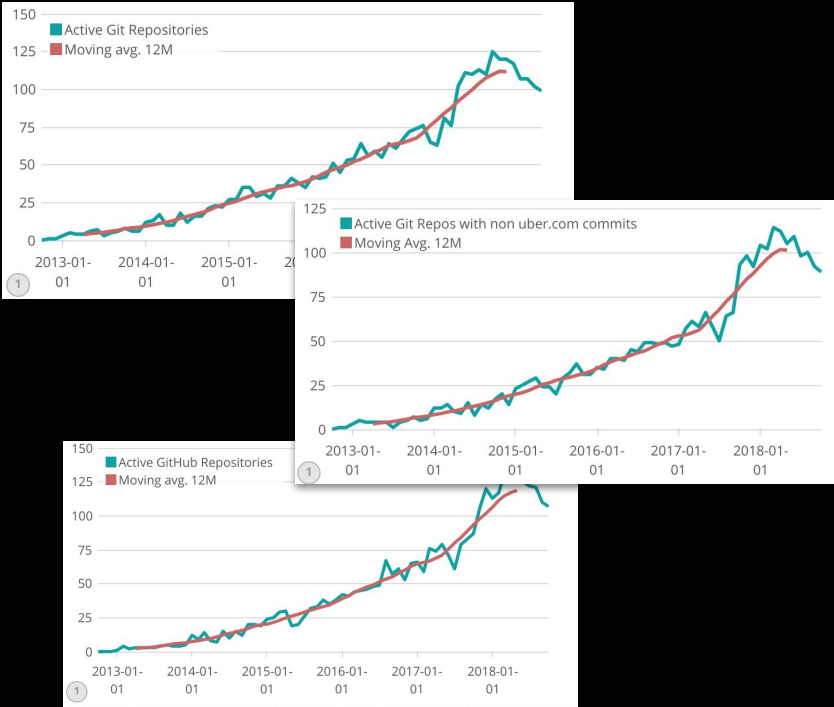
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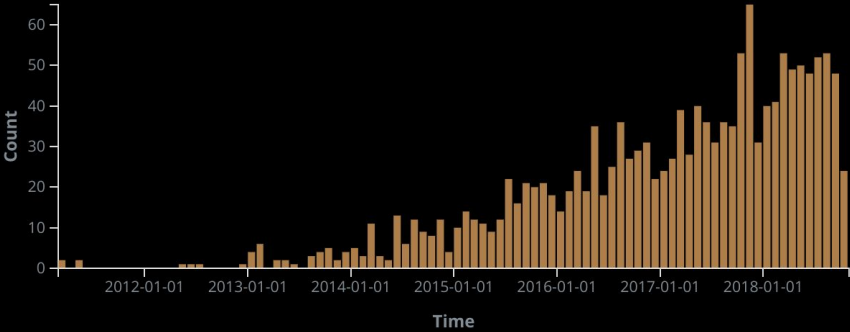
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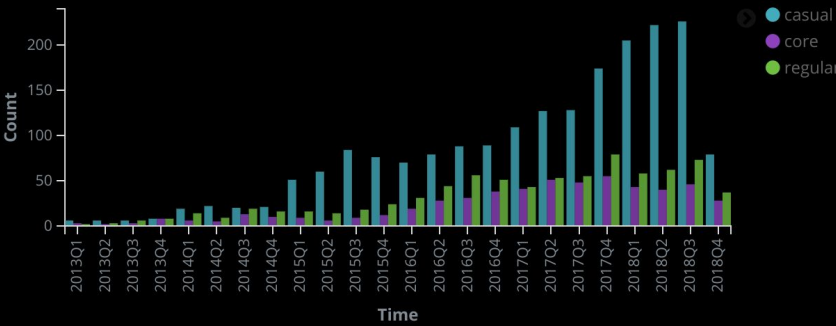
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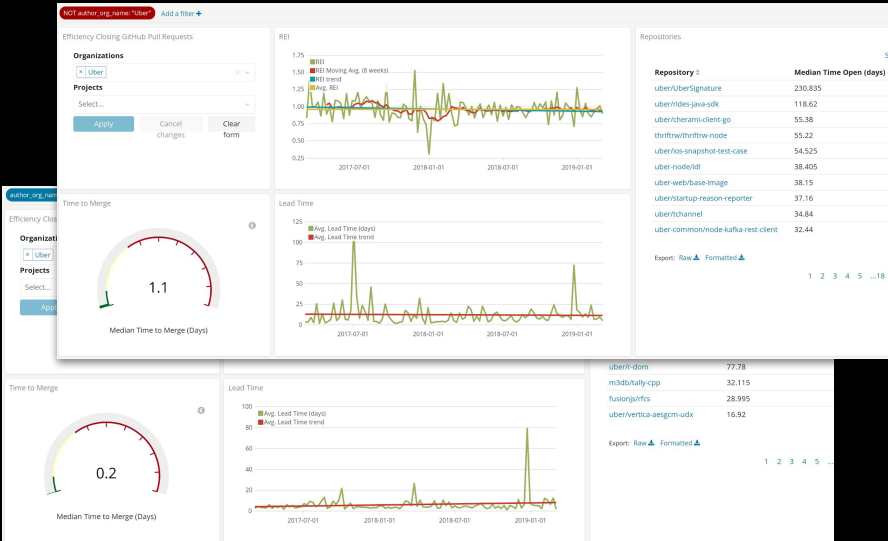
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METRICS





CHAOSS



Community **H**ealth **A**nalytics for **O**pen **S**ource **S**oftware

chaoss.community

GrimoireLab is one of CHAOSS software projects



chaoss.github.io/grimoirelab



opensource.uber.com

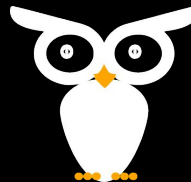
Let us know how we can collaborate.
Let's have fun and make an impact.



@briankhsieh



opensource.uber.com
facebook.com/uberopensource



bitergia.com



@jsmanrique

Thank you



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