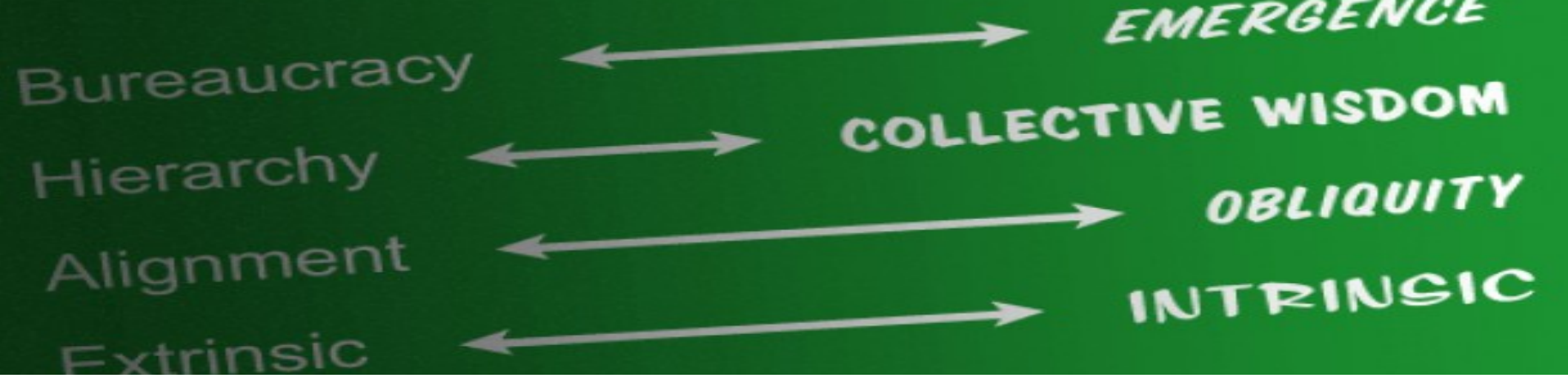


Working in Open Source

open source initiative®

Patrick Masson

General Manager & Board Director

masson@opensource.org

Adobe, **Amazon**, Apache Software Foundation, **Apple**, **Benetech,** Harvard University, **Capital One**, Carnegie Mellon, **Canonical**, **Cisco**, Creative Commons, Debian, **Dell**, Drupal Association, **Dropbox**, Eclipse Foundation, edX, **Elastic**, Electronic Frontier Foundation, **Facebook**, Free Software Foundation, Gates Foundation, **Github**, **Google**, **Hewlett-Packard**, **IBM**, **Intel**, LibreOffice, Linux Foundation, **Lucidworks**, **Microsoft**, MIT, Mozilla, **NASA/Goddard Space Flight Center**, **Novell**, **Oracle**, O'Reilly Media, **PayPal**, Perl Foundation, Python Foundation, **Red Hat,** Sunlight Foundation, **Sun Microsystems**, **Sony**, SUNY, Tufts University, **Twitter**, UCLA, UMass, **VMware**, **The White House**, Wikimedia Foundation, **Wipro**, World Wide Web Foundation...

The Open Source Initiative protects and promotes open source software, development and communities, championing software freedom in society through collaboration, education, and infrastructure, stewarding the Open Source Definition, and preventing abuse of the ideals and ethos inherent to the open source movement.

OSI Affiliate Membership

Apache Foundation
Creative Commons
Debian Project
Document Foundation (LibreOffice)
Drupal Association
Eclipse Foundation
Fedora Project
FreeBSD Foundation
Joomla (Open Source Matters)
KDE e.V.
Linux Foundation
Mozilla Foundation
Open EdX
Plone
Python Software Foundation
Software Freedom Conservancy
The Perl Foundation
Wikimedia Foundation
Wordpress Foundation

WIRED

IRS Puts Open Source Projects Under Microscope, Spawns Nonprofit Black Hole

BUSINESS | DESIGN | ENTERTAINMENT | GEAR | SCIENCE | SECURITY

ROBERT MCMILLAN 06.27.13 6:30 AM

IRS PUTS OPEN SOURCE PROJECTS UNDER MICROSCOPE, SPAWNS NONPROFIT BLACK HOLE

Bills Resolutions Calendars Meetings Transcripts Actions Sponsor Committee

OPEN Search | Advanced

Bill S161-2015

Provides a maximum $200 tax credit for taxpayer expenses associated with the development of open source and free software license programs

Print Page
Original Bill Format (PDF)
ShareThis
Read or Leave Comments

Provides a maximum $200 tax credit for taxpayer expenses associated with the development of open source and free software license programs.

NEWS

Computer scientists oppose Oracle's bid to copyright Java APIs

Copyrighting the Java APIs would hurt innovation and deny end users affordable technology, says EFF brief

By James Niccolai
IDG News Service | MAY 31, 2013 04:35 PM PT

CITY & COUNTY OF SAN FRANCISCO

Local Agency Formation Commission

About the Board | Clerk of the Board | Legislative Research Center (LRC) | Meeting Information | Legislation Introduced | Legislation Passed | Forms & Documents

Home » Board's Divisions » LAFCO

Local Agency Formation Commission

LAFCo is responsible for reviewing and approving proposed jurisdictional boundary changes, including annexations and detachments of territory to and/or from cities and special districts, incorporations of new cities, formations of new special districts, and consolidations, mergers and dissolutions of existing districts. In addition, LAFCo must review and approve contractual service agreements, determine spheres of influence for each city and district, and may initiate proposals involving district consolidation, dissolution, establishment of subsidiary districts, mergers, and reorganizations (combinations of these jurisdictional changes).

The full text of the LAFCO law can be found in Government Code Section 56000, et seq.

SFLAFCo
San Francisco Local Agency Formation Commission

No. 13-298

IN THE
Supreme Court of the United States

ALICE CORPORATION PTY. LTD.,
Petitioner,
v.
CLS BANK INTERNATIONAL, *et al.*,
Respondents.

ON WRIT OF CERTIORARI TO THE UNITED STATES COURT OF APPEALS FOR THE FEDERAL CIRCUIT

BRIEF OF *AMICUS CURIAE* ELECTRONIC FRONTIER FOUNDATION IN SUPPORT OF RESPONDENTS

Helping organizations authentically engage.

Technology New York Times

Home | Site Index | Site Search | Forums | Archives | Marketplace

February 16, 1999

Self-Proclaimed Computer Geeks Hold 'Windows Refund Day'

By AMY HARMON

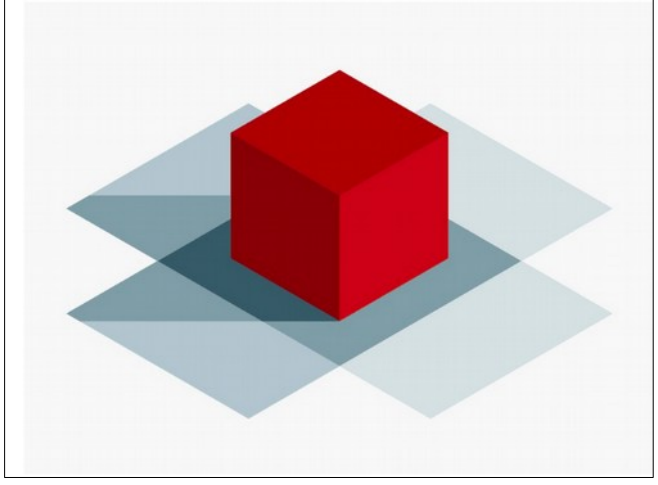
As mass movements go, Windows Refund Day might not have achieved the political profile of an anti-war protest or the popular support of, say, saving the whales. But for a demonstration over computer software, the turnout Monday was not too shabby.

https://archive.nytimes.com/www.nytimes.com/library/tech/99/02/biztech/articles/16windows.html

WIRED

OPEN SOURCE WON. SO, NOW WHAT?

KLINT FINLEY BUSINESS 08.11.16 07:00 AM



https://www.wired.com/2016/08/open-source-won-now/

https://www.theverge.com/2016/9/15/12926288/microsoft-really-does-love-linux

PARIS CALL
SOFTWARE SOURCE CODE
AS HERITAGE FOR SUSTAINABLE DEVELOPMENT

United Nations
Educational, Scientific and
Cultural Organization

inventors for the digital world

“All sectors of modern industry and commerce use and/or produce software, and the amount of free and open source software that is reused is booming.”

PARIS CALL: “Software Source Code as Heritage for Sustainable Development”, UNESCO, Feb. 2019
https://en.unesco.org/foss/paris-call-software-source-code

2015 Future of Open Source Survey Results
NorthBridge & Black Duck Software
https://www.slideshare.net/blackducksoftware/2015-future-of-open-source-survey-results/

RogueWave SOFTWARE

Open Source Support Report

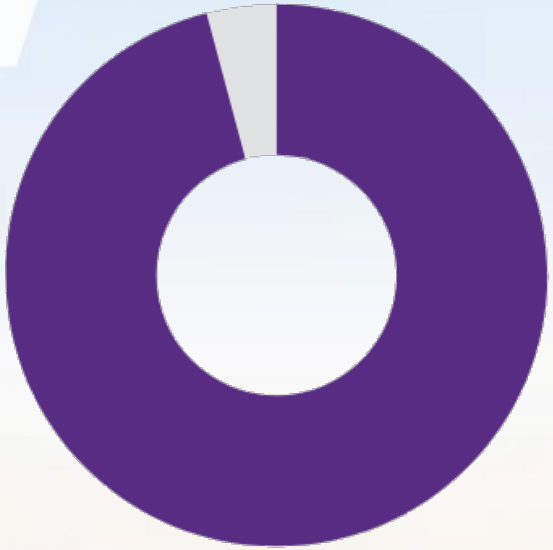
"The old story of needing to understand if your organization uses open source has shifted to how and how much open source is in your applications," wrote Rod Cope, CTO of Rogue Wave, in the report. "**It's no longer worthwhile for management to discourage open source**. We've reached a point of acceptance. But **with this open source comes issues that aren't necessarily familiar to the enterprise**."

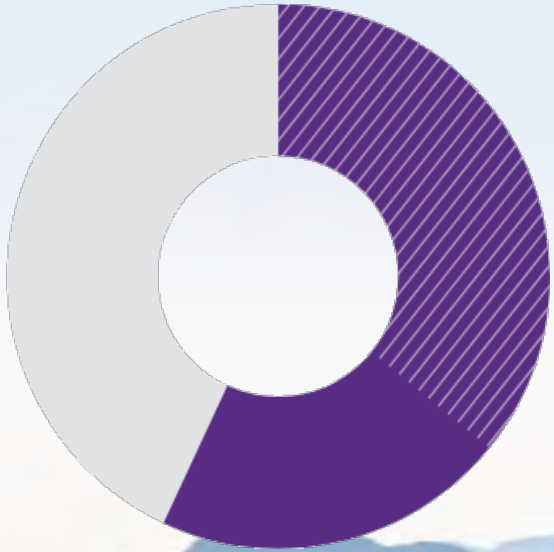
Open Source Software found in 98% of audits

2017 Open Source Support Report, RougeWave Software
https://www.roguewave.com/sites/rw/files/documents/roguewave-open-source-support-report2017-vf4-digital.pdf

SYNOPSYS®

2018 Open Source Security and Risk AnalysisSynopsys Center for Open Source Research & Innovation





96% of applications include open source components, with an average **257** components per application.

Average percentage of codebase that is open source: **57%** (36% in 2017). Many applications now contain more open source than proprietary code.

2018 Open Source Security and Risk Analysis Report. Synopsys Center for Open Source Research & Innovation: https://www.synopsys.com/content/dam/synopsys/sig-assets/reports/2018-ossra.pdf

indeed™
one search. all jobs.

what: Open Source Software Developer
where:
Find Jobs
job title, keywords or company
city, state, or zip

Salary Estimate

$85,000+ (6987)
$95,000+ (5987)
$105,000+ (4491)
$115,000+ (2831)
$125,000+ (1368)

Median Pay: **$100,690/year**
Education: **Bachelor's degree**
Number of Jobs, 2014: **1,114,000**
Job Outlook, 2014-24: **+17%**
Growth, 2014-24: **+186,600**

Location

Seattle, WA (612)
San Francisco, CA (599)
New York, NY (524)
Chicago, IL (224)
Boston, MA (217)
Annapolis Junction, MD (203)
Washington, DC (185)
San Jose, CA (171)
Austin, TX (171)
Redmond, WA (149)
Atlanta, GA (137)
Sunnyvale, CA (137)
Palo Alto, CA (121)
San Diego, CA (118)

Companies

Amazon Corporate (487)
Capital One (217)
Microsoft (172)
US Gov. / DoD / NSA (119)
Toyota (102)
JPMorgan Chase (81)
Netflix (73)
Verizon (53)
Google (49)
IBM (49)
Oracle (48)
Northrop Grumman (43)
Booz Allen Hamilton (42)
Apple (30)
Boeing (12)
Disney (11)
ESPN (11)

Software Engineer: AI & Research, Bing Platform

Qualifications:

- Minimum BS in Computer Science or equivalent is required
- 3+ years relevant experience is required
- Technical skills: OOP language (C/C++/C#/Java) is required; web client technologies (JS/Typescript, CSS, HTML) on large-scale applications is preferred.
- Experience with open-source tools like Docker, Mesos, and Kubernetes.

Full Stack Software Engineer

Qualifications:

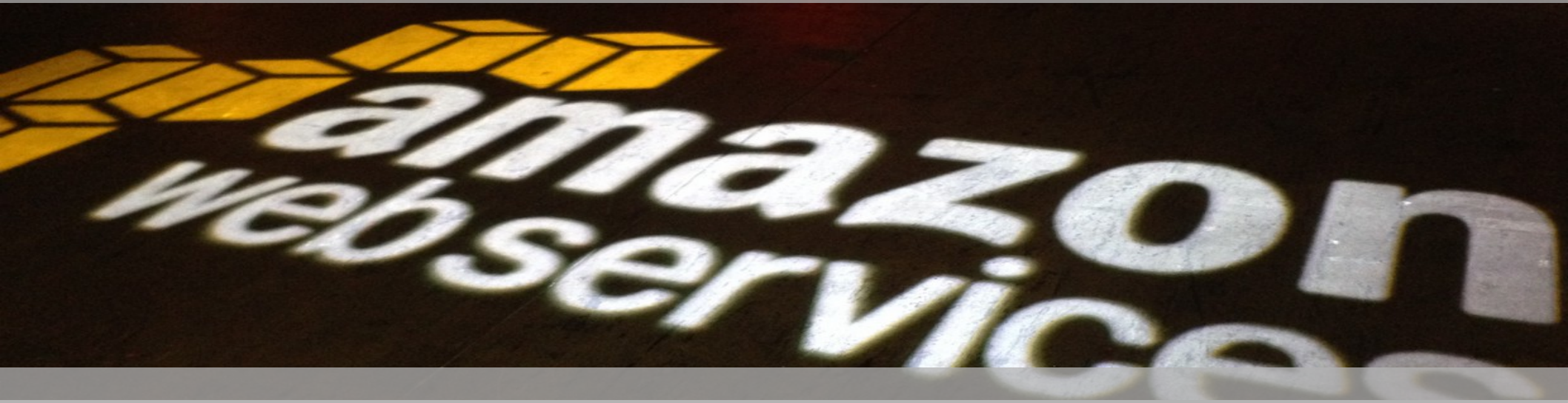
- Bachelor's degree in Computer Science or equivalent industry experience
- 5+ years of experience
- Technical skills: Java and newer JVM-based languages such as Scala or Clojure, streaming solutions like Storm, Flink, Flume or similar, message queues like Kafka or Rabbit, databases like Oracle, Teradata
- Experience with latest open source technologies Spring, Apache commons
- Strong written and oral communication skills

Software Engineer (Full-Stack) - Ads Innovation

Qualifications:

- **BS, MS, or PhD in Computer Science, Electrical Engineering or equivalent work experience**
- **Technical Skills: Extensive experience with low-level programming (C, C++, Vectorization, ...); Familiarity with Torch and/or Lua; Strong algorithms and data structures background; Familiar with Machine Learning and/or Deep Learning; Experience with CUDA (GP-GPU) programming.**
- **Experience working closely with the the open source community.**

Software Engineer



Qualifications:

- Bachelor's degree in Computer Science or related field
- 5+ years experience building production software systems
- Technical skills: OO design/development (Java, C/C++, Objective C, Python) and open-source technologies (Linux, SQLite, OpenGL, Spring, Hibernate)
- Demonstrated ability to mentor other software developers to maintain architectural vision and software quality. Excellence in technical communications with both technical and non technical peers.

Staff Software Engineer - PlayStation Video

Qualifications:

- BS or MS in Computer Science, or comparable experience
- 9+ years of experience
- Technical skills: Java and development experience in developing web server applications, Agile/Scrum software development methodologies and strong understanding of engineering best practices
- Strong written and verbal communication skills
- Experience in multiple software platforms and/or open source software development

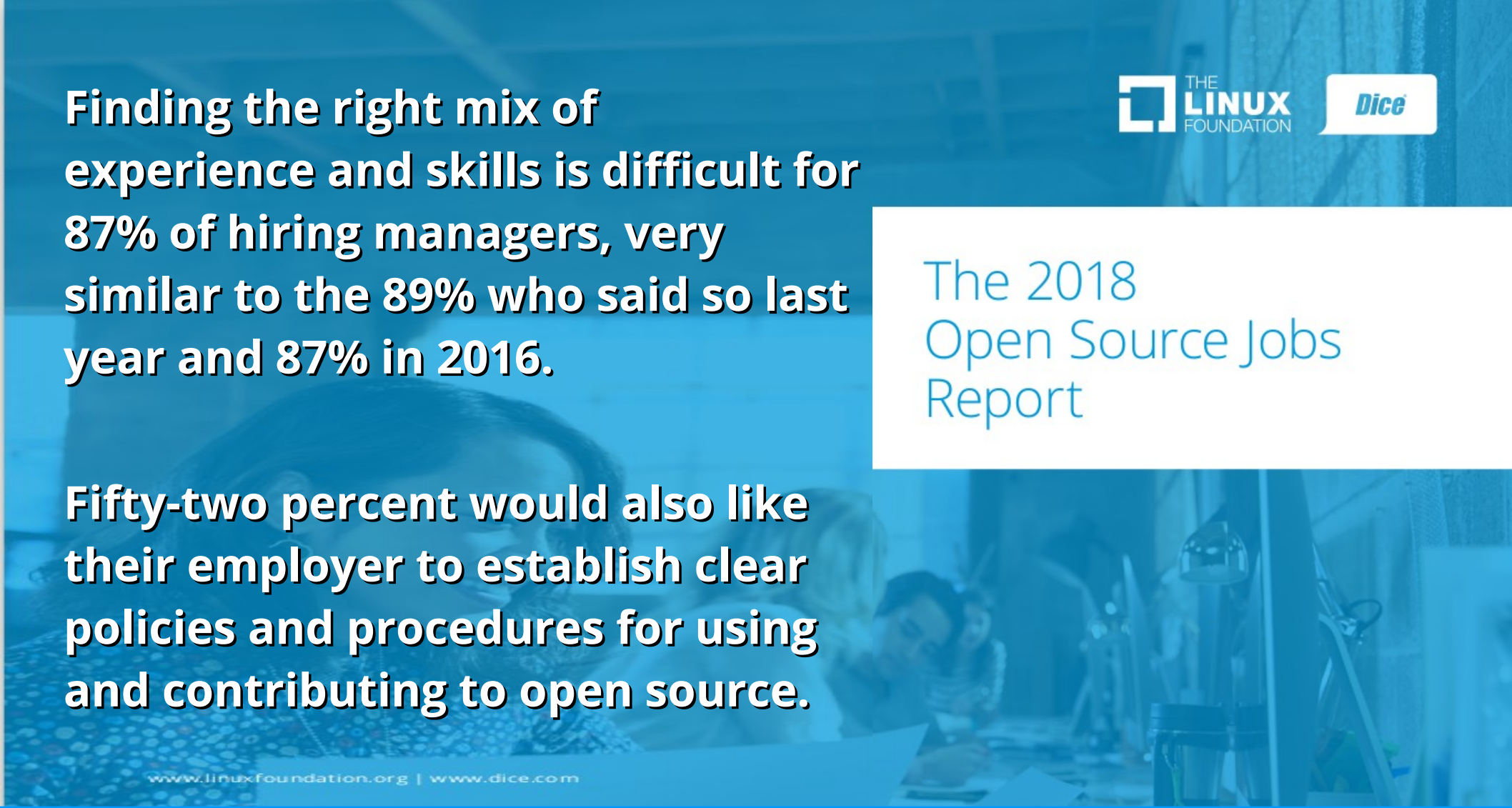
Senior Software Engineer, Multimedia

Qualifications:

- BS or MS degree in Computer Science or equivalent experience
- 5+ years of experience
- Technical skills: Java/J2EE, Spring, REST, HTTP/HTTPS, AWS, Relational and NoSQL databases; Service oriented Software Architecture; Web service development, REST APIs, XML/JSON; Jenkins, Rundeck, Maven, Git/GitHub; Angular, jQuery, Node.js
- Excellent written and verbal communication skills; Self-learner, independent, and have outstanding problem-solving skills
- Experience in Open source communities including Spring and Apache related modules

There are no open source software developers, only developers of open source software.

Jorge Royan, CC BY-SA 3.0, https://commons.wikimedia.org/wiki/File:Amsterdam_-_Bakery_-_0862.jpg



https://www.linuxfoundation.org/publications/2018/06/open-source-jobs-report-2018/

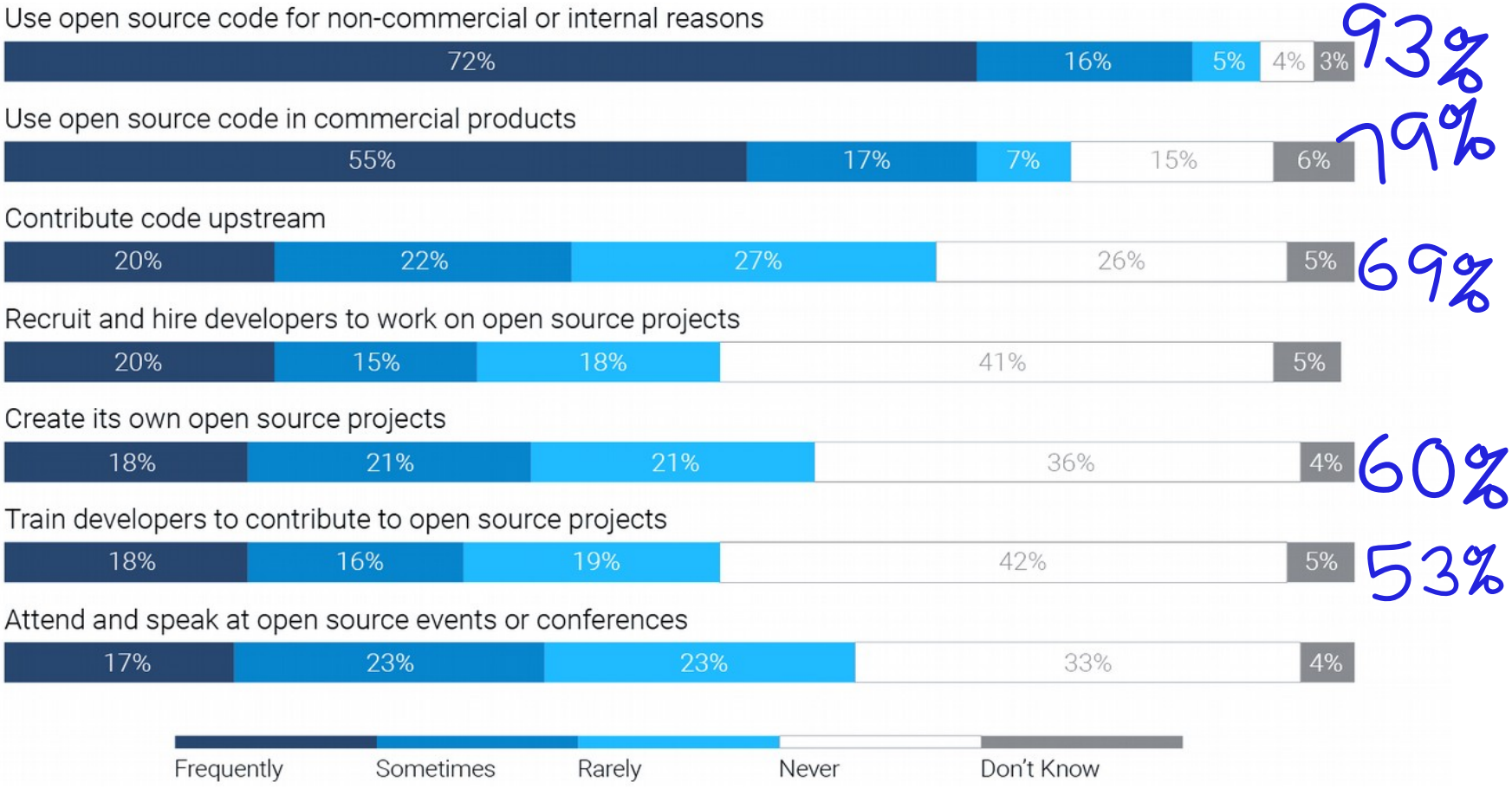
Senior Program Manager

Redmond, Washington, United States

Over the past few years Microsoft has made great progress in open source. **Teams who have learned to embrace open source as a set of best development practices** are now looking with great interest at inner source as they want to use the same approach and tools they have grown accustomed to **for their internal and proprietary efforts**.

To be successful in this role you need significant experience in open source at the contributor level as well as a good understanding of the dynamics of a large engineering community. You will spend a lot of time meeting with product teams across Microsoft to understand the way they build software so that you can design, implement, and promote the right set of tools and processes to **help give Microsoft engineers a great developer experience and a seamless transition between open source and internal efforts.**

Todo Group: Adobe, ARM, Autodesk, AWS, Bloomberg, Box, Capital One, ChangeHealthcare, Comcast, Datadog, Didi, Dropbox, Ebay, Facebook, Github, Google, HP, Huawei, KhanAcademy, IBM. Indeed, Intel Juniper, Microsoft, National Instruments, Netflix, PayPal, Pintrest, Pivital, Qualcomm, Red Hat, Salesforce, Samsung, SanDisk, SAP, Spoitfy, Square, Target, Toyota, Twitter, Uber, VMWare, Walmart, Wipro



Open Source Program Survey, The New Stack and The Linux Foundation (via the TODO Group)
https://thenewstack.io/survey-open-source-programs-are-a-best-practice-among-large-companies/

Throughout your career working in open source...

Throughout your career working in open source...

How will you know what projects to use?

Throughout your career working in open source...

How will you know what projects to use?

How will you know what projects to contribute to?

Throughout your career working in open source...

How will you know what projects to use?

How will you know what projects to contribute to?

How can you set your project up to succeed?

Throughout your career working in open source...

How will you know what projects to use?

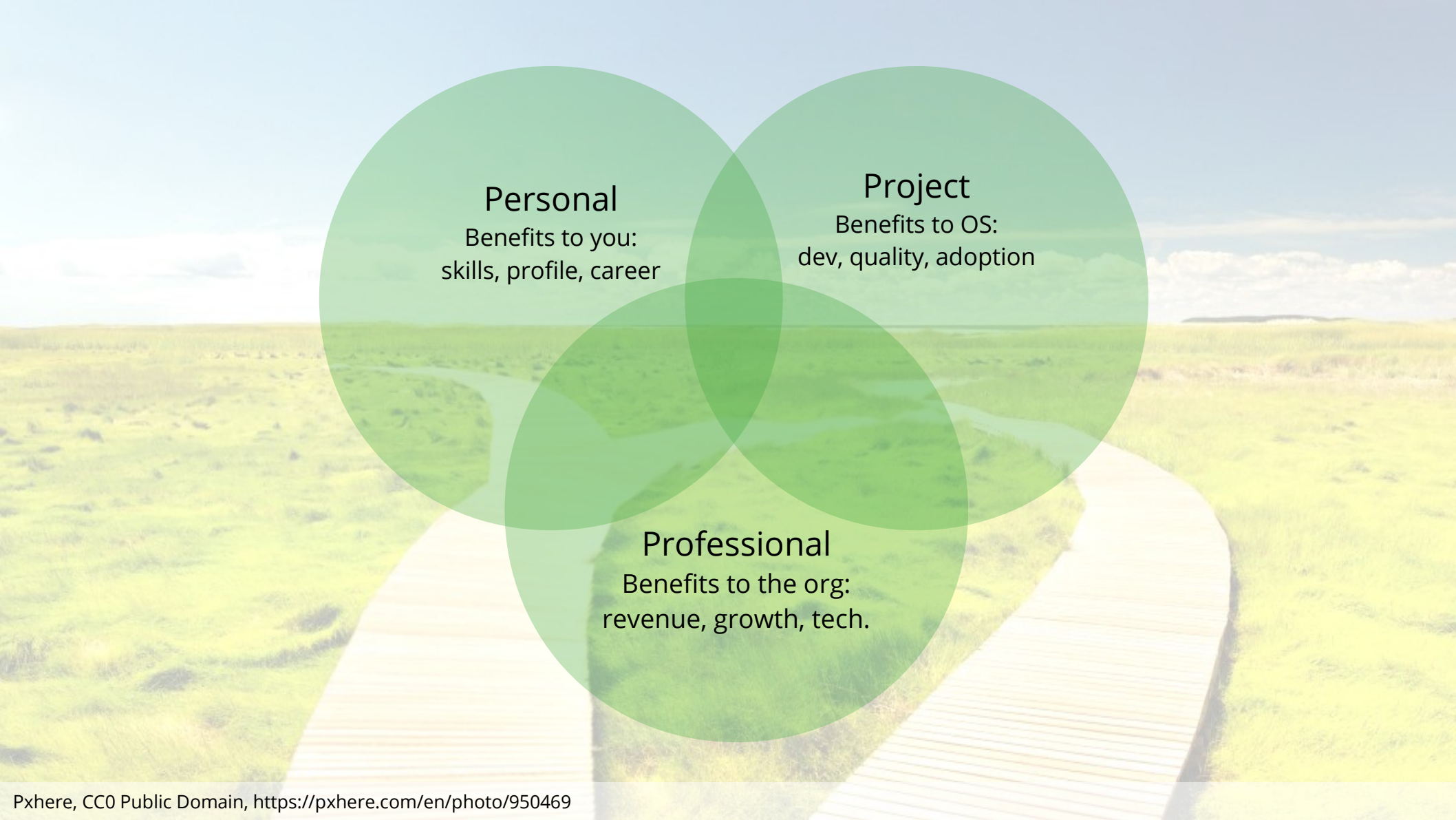
How will you know what projects to contribute to?

How can you set your project up to succeed?

How will you know what job to take?

Observations...

1) There are ***significant differences*** in the development of open source software—and the communities of practice that enable them—from traditional in-house development and companies that create ***proprietary software***.
2) ***Criteria exist*** to assess the maturity (beneficial behaviors) of competent and well positioned contributors to open source—including businesses.
3) Working within organization to advance open source software (projects and businesses) can ***benefit*** a person's ***profile among peers*** and in the community; ***skills*** with the technology, their own ***position*** within the company, and ***career***.



Pxhere, CC0 Public Domain, https://pxhere.com/en/photo/950469

Companies [and individuals] *that contribute and give back learn how to better use the open source software in their own environment,* [learning] *by contributing as they receive feedback from the crowd of more experienced users and are therefore able to better capture* ***value*** *from using the goods.*

- Frank Nagle, Assistant Professor, Harvard Business School

https://hbswk.hbs.edu/item/the-hidden-benefit-of-giving-back-to-open-source-software

For Business...

- TCO
- Quality (security)
- Pace of Innovation
- Pace of Development
- Agility (flexibility, iteration)
- End to Vendor Lock-in
- Recruiting

For Developers...

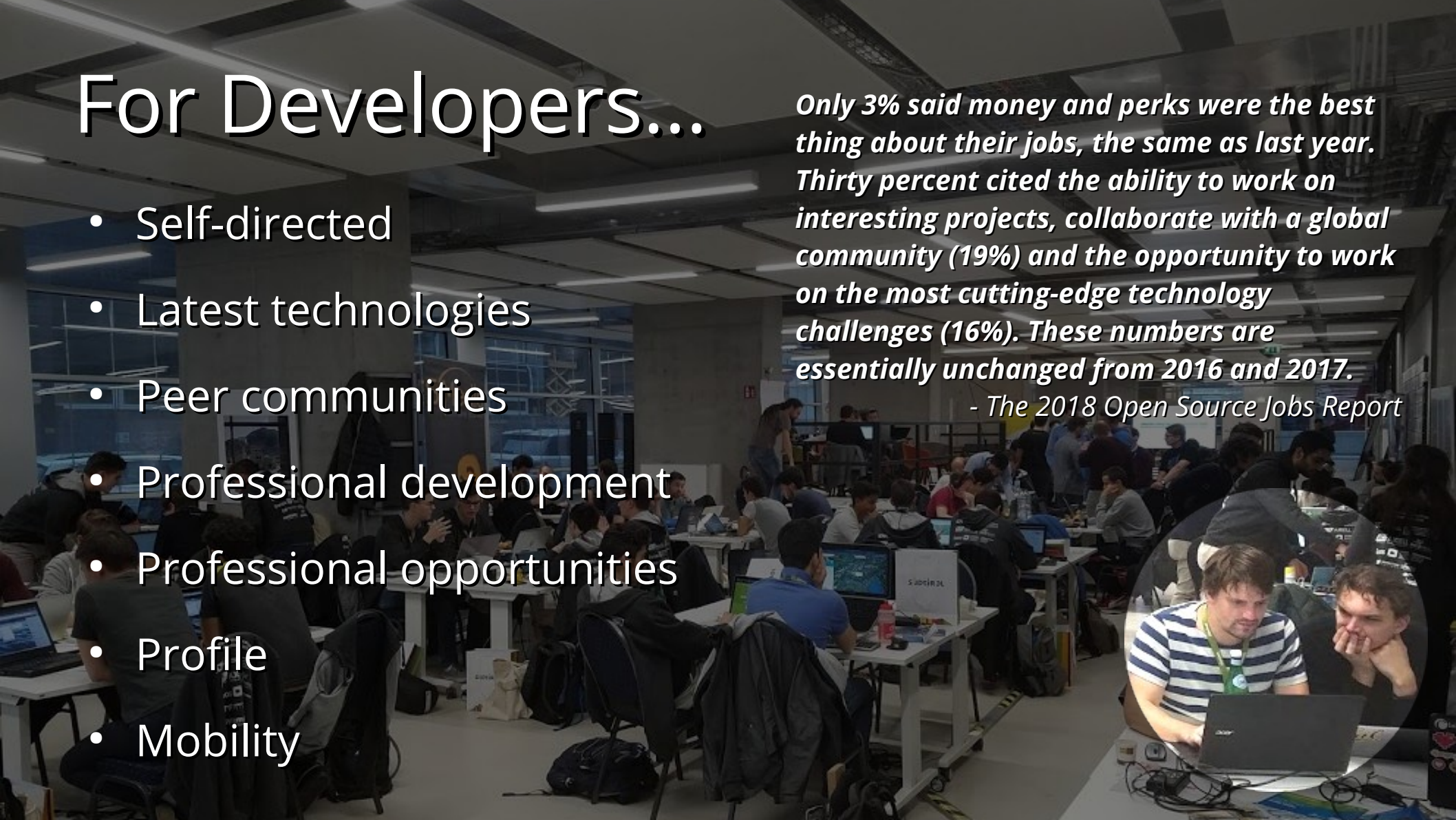
- Self-directed
- Latest technologies
- Peer communities
- Professional development
- Professional opportunities
- Profile
- Mobility

For Developers...

- Self-directed
- Latest technologies
- Peer communities
- Professional development
- Professional opportunities
- Profile
- Mobility

Only 3% said money and perks were the best thing about their jobs, the same as last year. Thirty percent cited the ability to work on interesting projects, collaborate with a global community (19%) and the opportunity to work on the most cutting-edge technology challenges (16%). These numbers are essentially unchanged from 2016 and 2017.

- The 2018 Open Source Jobs Report



Project, Personal & Professional Goal:

Creating / Cultivating Communities of Practice

- Adoption and distribution of software across industries, even among competitors.
- From “specifications” to “standards”.
- Industry-wide principles and processes.
- Engage, engaging, and engaged.
- Shared (and thus reduced) resources.

“What is your management [development] model?”

Focus on **formal, well-structured** management processes to deliver outputs?
Or, **informal, spontaneous** coordination through mutual adjustment?

Personal decision making, relying primarily on own deep knowledge and experience?
Or, tap into the disparate knowledge of **others** and assign collective responsibility?

Clear short-term goals for the firm?
Or, **oblique, indirect, path** through higher-level and longer-term set of objectives?

Hire and retain though **extrinsic** rewards: salary, benefits, and bonuses?
Or, **intrinsic** rewards: opportunities to contribute, feeling of achievement, peer recognition?

Julian Birkinshaw, Professor of Strategic and International Management, London Business School
https://opensource.com/business/10/11/what-your-management-model

Values: Govern through **a few clear values, goals and boundaries**, not detailed rules and budgets.

Performance: create a higher performance climate **based on relative successes**, not on meeting fixed targets.

Transparency: Promote **open information for self direction**, don't restrict hierarchically.

Organization: Organize as a network of **lean accountable teams**, not as central functions.

Autonomy: Give teams the freedom and **capability to act**, don't micro management.

Customers: Focus on **improving customer outcomes**, not on hierarchical relationships.

Goals: Set relative goals for **continuous improvement**, don't negotiate fixed performance contracts.

Rewards: Reward shared **success based on relative performance**, not on meeting fixed targets.

Planning: Make planning a **continuous and inclusive** process, not a top-down annual event.

Coordination: Coordinate **iterate dynamically**, not through annul planning cycles.

Resources: **Resource as needed**, not through annual budget allocations.

Controls: Base controls on **relative indicators and trends**, not on variances against plan.

Bjarte Bogsnes, Vice President of Performance Management Development, Statoi

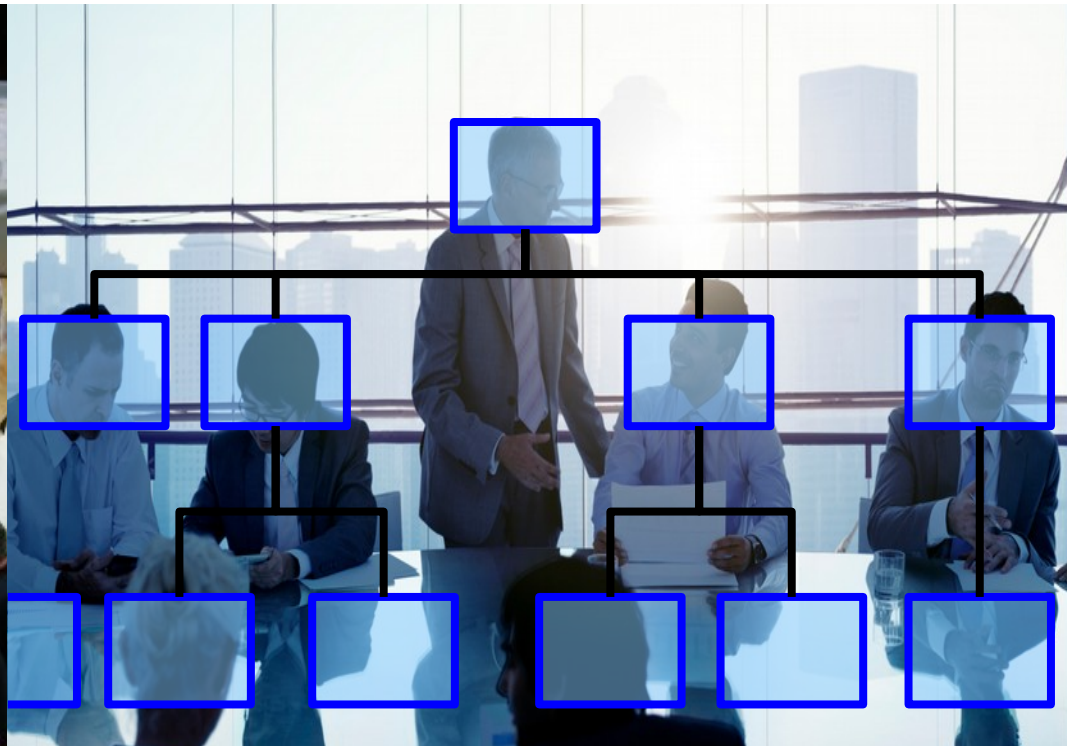
https://opensource.com/business/12/8/end-performance-managementl

bottom-up, emergent, iterative, incremental, decentralized, distributed, self-organized, self-directed, peer-to-peer, voluntary, meritocratic consensus-based, community-oriented, re-usability, outward-facing, autonomic, independent, transparent, forkable.

vs.

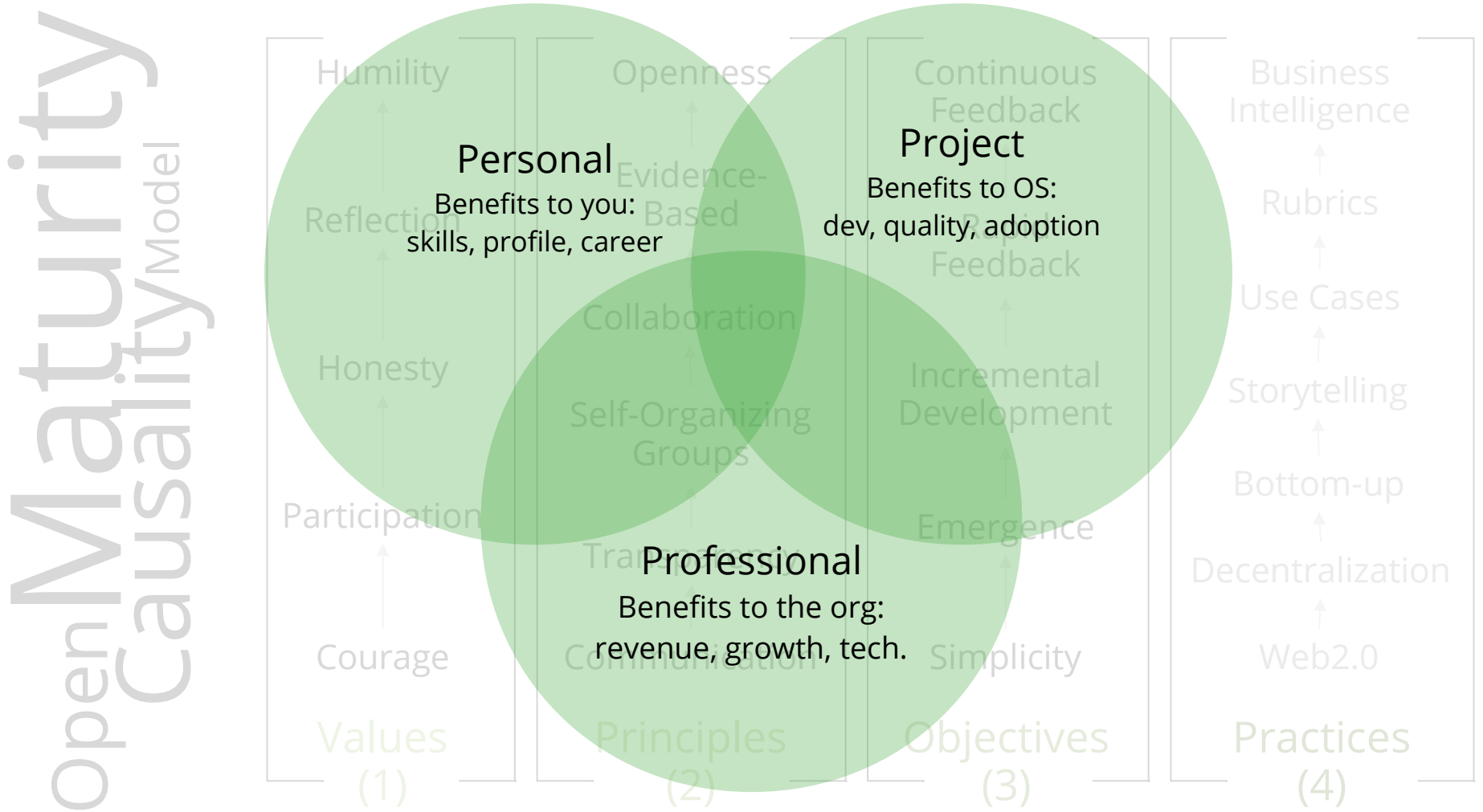
top-down, future-focused, strategic, centralized, authoritative, command-and-control, formal roles & responsibilities, directed, managed, controlled, hierarchical, institutionally-oriented, stewardship, novel, inward-facing, alignment, continuity, conservative, risk-adverse.

Bernard Bodo, EXIT photo team (Exit Festival's Flickr photostream) CC BY-SA 3.0 (http://creativecommons.org/licenses/by-sa/3.0), via Wikimedia Commons

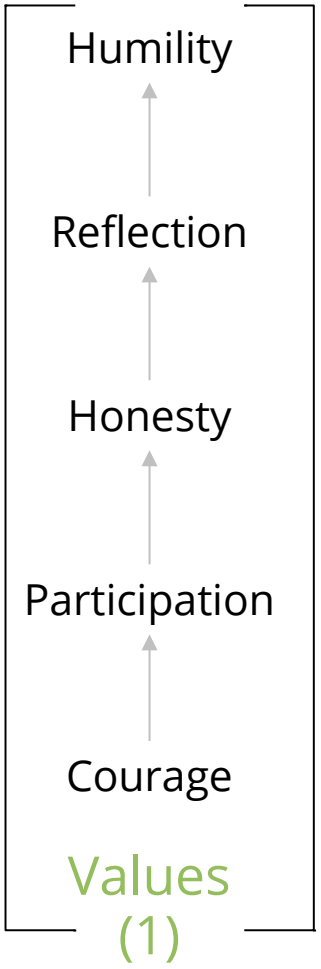


Christophe Veltsos, Why Is Your Board of Directors, Finally Asking About Cyber Risks? https://static.securityintelligence.com/uploads/2015/10/board-of-directors.jpg, via IBM

OpenMaturity CausalityModel


openMaturity
CausalityModel
Personal
Benefits to you:
skills, profile, career
Project
Benefits to OS:
dev, quality, adoption
Professional
Benefits to the org:
revenue, growth, tech.
Humility
Openness
Continuous Feedback
Business Intelligence
Reflection
Evidence-Based
Rapid Feedback
Rubrics
Collaboration
Use Cases
Honesty
Incremental Development
Storytelling
Self-Organizing Groups
Bottom-up
Participation
Emergence
Decentralization
Courage
Simplicity
Web2.0
Values
(1)
Principles
(2)
Objectives
(3)
Practices
(4)

OpenMaturity Causality Model



: Deferring to others.

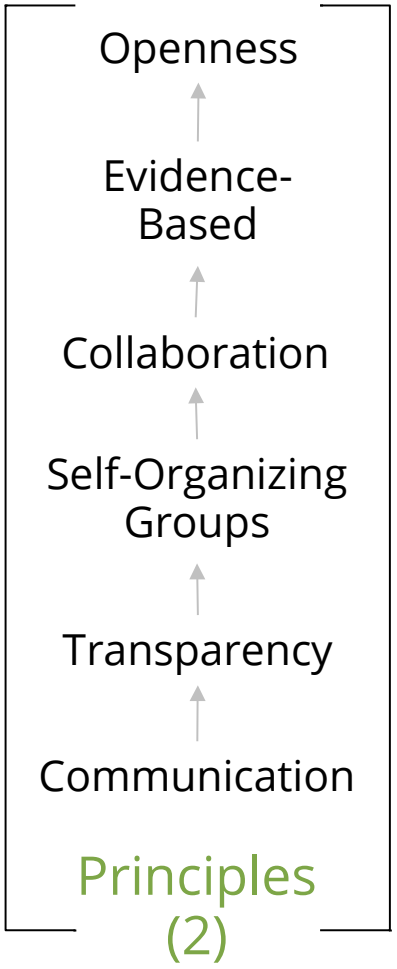
: Assessing own interests, behavior, outcomes.

: Working in and for open source best interests.

: Engaging with an open source community.

: Publicly declaring commitment to open source.

Open Maturity Causality Model



: Unfettered access.

: Decisions making based on merit, not role/profile.

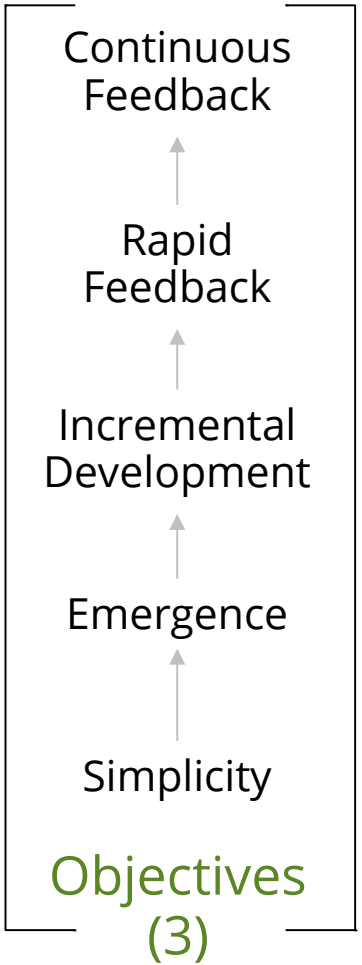
: Open and shared participation.

: Self-motivated, self-organized, and self-directed.

: Access to all information.

: Modes for, and regularly sharing information.

OpenMaturity Causality Model



: ongoing efforts to share and capture information.

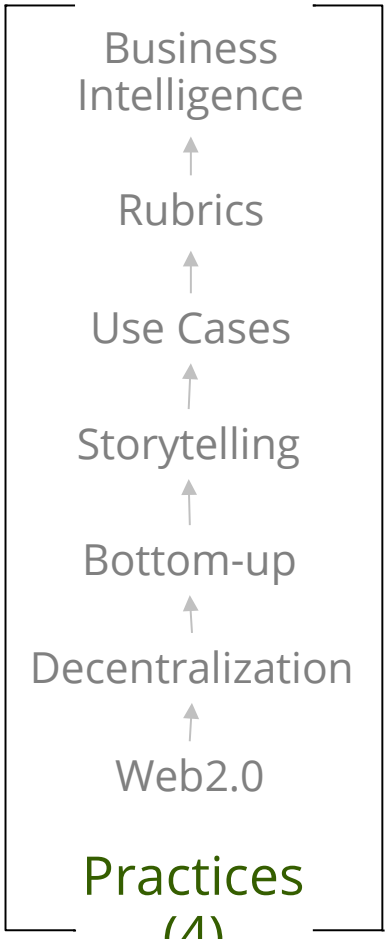
: methods for sharing and capturing information in real time.

: repeated cycles (iterative) in smaller portions at a time.

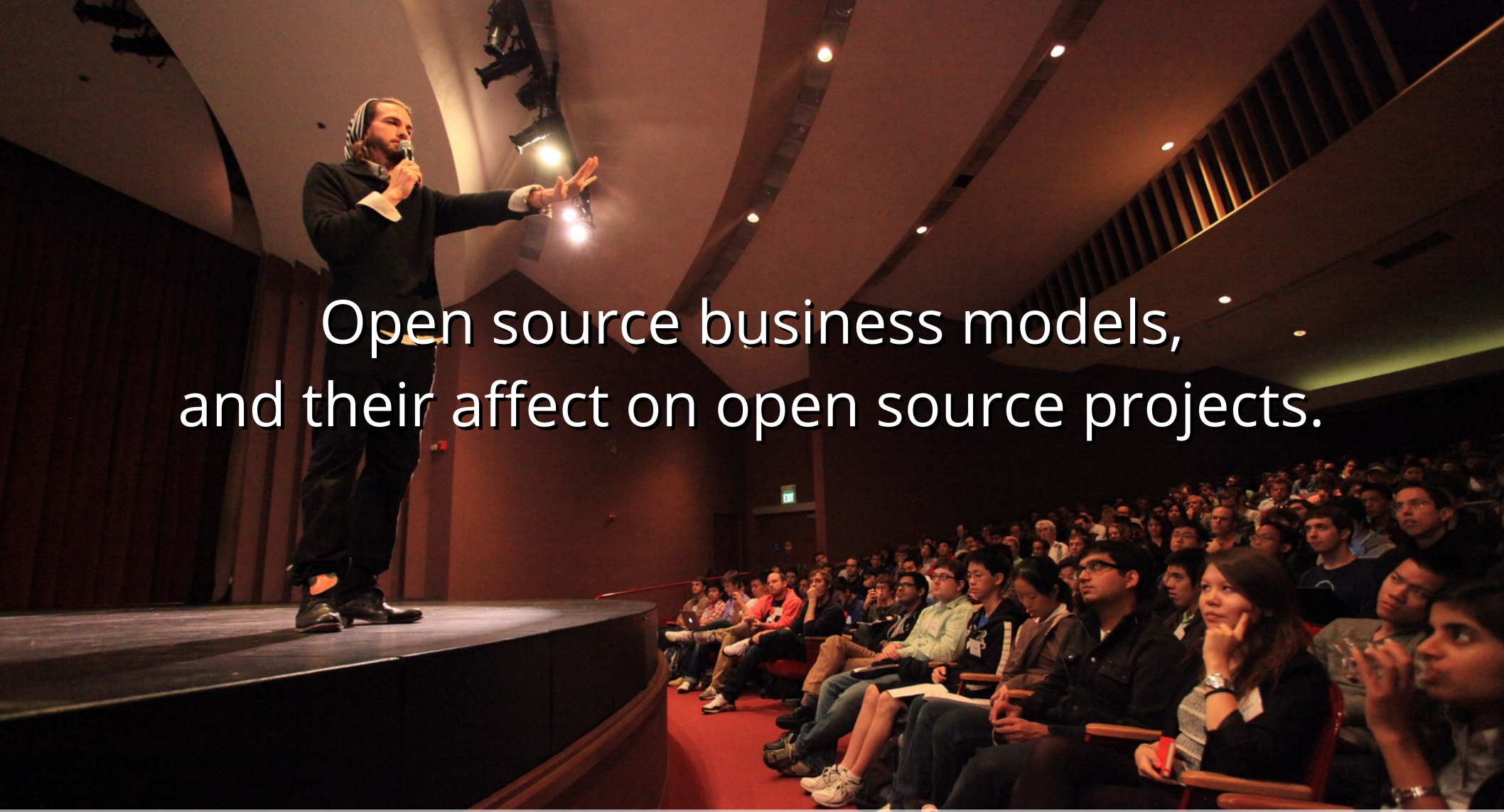
: Direction, development evolves vs. being per-determined.

: “The enemy of good is perfect”, “just enough”.

OpenMaturity Causality Model



Evidence from ***within*** the project and community.



Robert Scoble from Half Moon Bay, USA (CC BY 2.0), https://commons.wikimedia.org/wiki/File:Ashton_Kutcher_speaking_at_Y_Combinators_Startup_School_in_October_2011.jpg

Business Models for Free and Open Source Software

C. Okoli, Molson School of Business & J. Nguyen, Foreign Trade University, May 2016

- Corporate development and distribution…
- Corporate development without distribution…
- Auxiliary services…
- Cloud (PaaS, SaaS, etc.)…
- Dual-licensing/Selling exceptions…
- “Open Core”…
- Proprietary with FOSS extensions…
- Commercial buy-out…
- Software certification…

Corporate Development and Distribution

IBM Linux kernel; Raspberry Pi; Android system-on-a-chip vendors; smartphone manufacturers

Organizations pay full-time or part-time developers to customize and extend **OSS for their own organizational needs**; then they **distribute some or all of their modifications at no charge to the OSS community** for the continued improvement of the original OSS product.

For **hardware vendors**, this can be a way to enable hardware sales or reduce the vendor's cost of operating system production and maintenance.

Corporate Development without Distribution

Facebook, Google, Netflix, Toyota, Walmart

Organizations pay full-time or part-time developers to **customize and extend OSS for their own organizational needs**; they keep these modifications internal **without distributing them** (either because they are too organization-specific to be generalized, or for proprietary reasons).

Consulting companies or independent software vendors might use OSS inside custom projects delivered to customers. This can be used to accelerate development, or to lower costs of production of the end product.

Auxiliary Services

Red Hat, IBM (consulting); Revolution Analytics (enterprise version for R statistical software)

Revenue is generated from **paid professional services** provided along with the software rather than the software itself. These services may include implementation, support, maintenance, consultation, training, localization (translation) to other languages, or providing of compiled binaries for a fee (rather than source code only).

Software as a Service

Adobe, Blackboard, Microsoft, Salesforece, SugarCRM, Wordpress

The core software is server-based. Customers subscribe to the online service often with e.g. freemium pricing, and offered one or more paid offerings with added features. There might or might not be a OSS desktop or mobile component. A **generic OSS “community version” of the core server-side software is distributed with baseline features**.

Cloud (PaaS, IaaS) Services

Amazon, Azure, Bluehost, Local ISP’s

The **server-side software is not distributed at all**, being based on a OSS license that does not require distribution of server-side software, or so that **no modifications are made to require contributions**.

Dual-licensing/Selling exceptions

Asterisk, Jaspersoft , MongoDB, MySQL, SugarCRM

The software is available under a typical OSS license. Users (normally organizational) who want to **modify the software and distribute it without adhering to OSS licensing terms pay to obtain such authorization**.

Open Core

Cloudera, Eucalyptus, Gitlab, Neo4j , Redis Labs

A provider (often also the creator) releases **OSS software and along with** it, they sell **proprietary extensions** that provide enhanced capabilities.

Commercial buy-out

OSS developers manage somehow to sustain themselves in the early period. Then, when the product's potential is proven, the product or company is either sold to a commercial enterprise or an IPO is launched to make the company public and bring in investment funds. Strictly speaking, this model is combined with other business models: an **initial model for launching and developing the OSS, and then a subsequent model after the buy-out applied by the new owners**. This model description refers only to the intermediate buy-out or IPO stage.

Software Certification

Software can be provided under a OSS license, but **requires certification to use a branding mark** or claim to be interoperable. In one variation, original equipment manufacturers (OEM) might use the certified software in their hardware devices. In another variation, the project owners register service marks around the world, then **create a trust- and royalty-based scheme** where only licensed partners can use the software or project name in their promotions and service descriptions. The mark becomes a standard for those looking for support services (e.g. hosting, development, training, etc.).

Robert Scoble from Half Moon Bay, USA (CC BY 2.0), https://commons.wikimedia.org/wiki/File:Ashton_Kutcher_speaking_at_Y_Combinators_Startup_School_in_October_2011.jpg

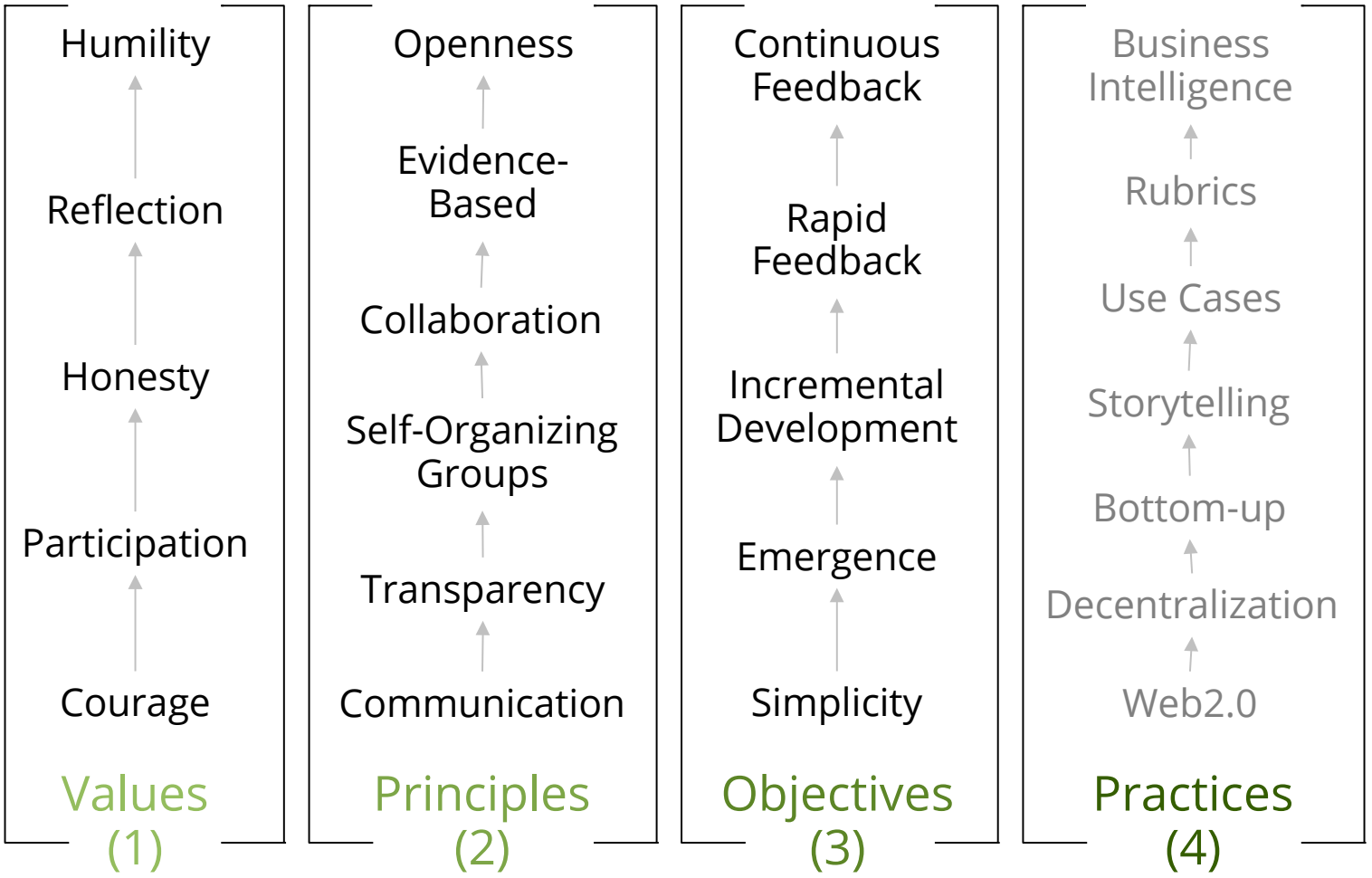
Business Models for Free and Open Source Software

C. Okoli, Molson School of Business & J. Nguyen, Foreign Trade University, May 2016

- Corporate development and distribution…
- Corporate development without distribution…
- Auxiliary services…
- Cloud (PaaS, SaaS, etc.)…
- Dual-licensing/Selling exceptions…
- “Open Core”…
- Proprietary with FOSS extensions…
- Commercial buy-out…
- Software certification…

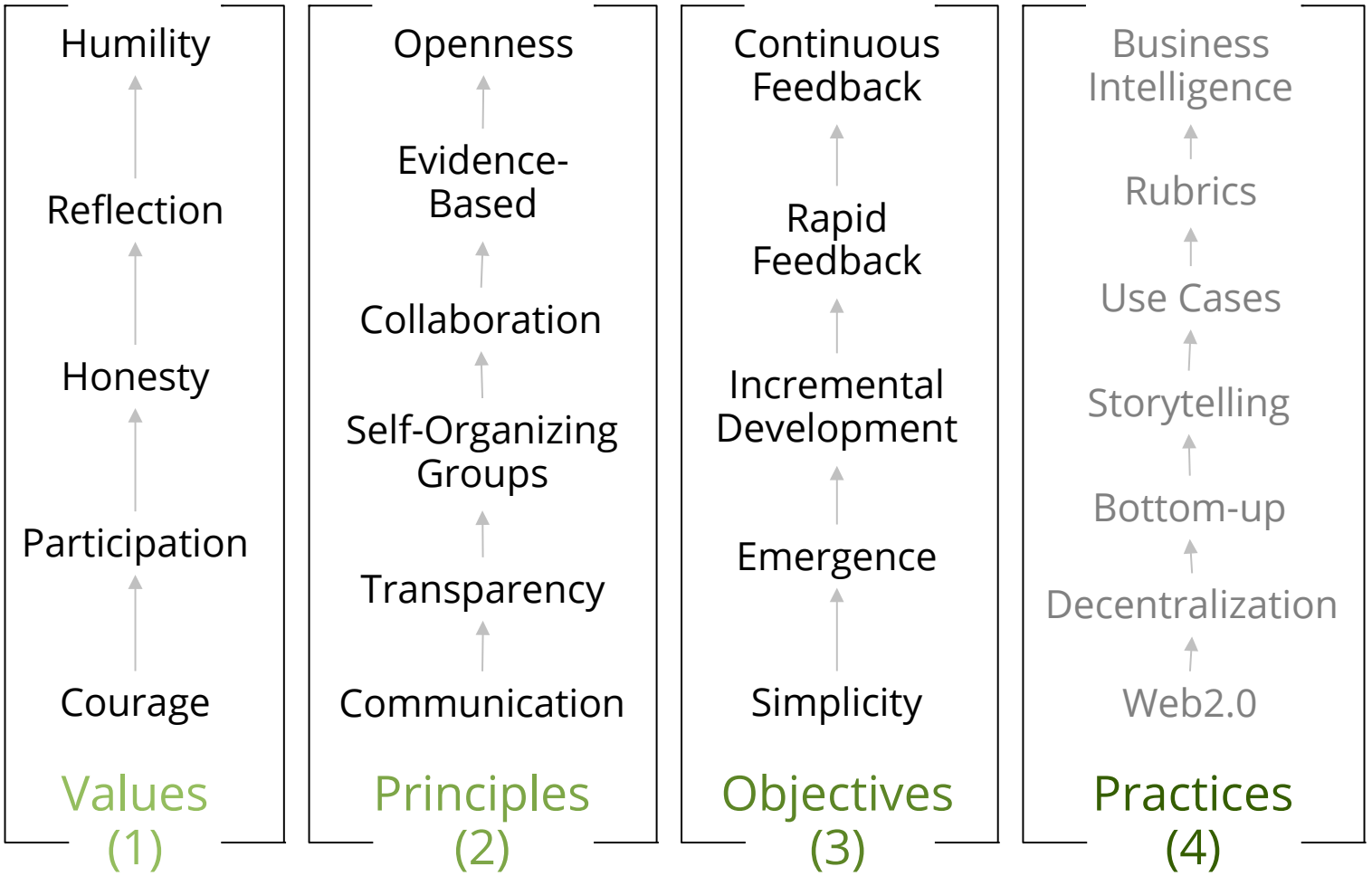
OpenMaturity CausalityModel

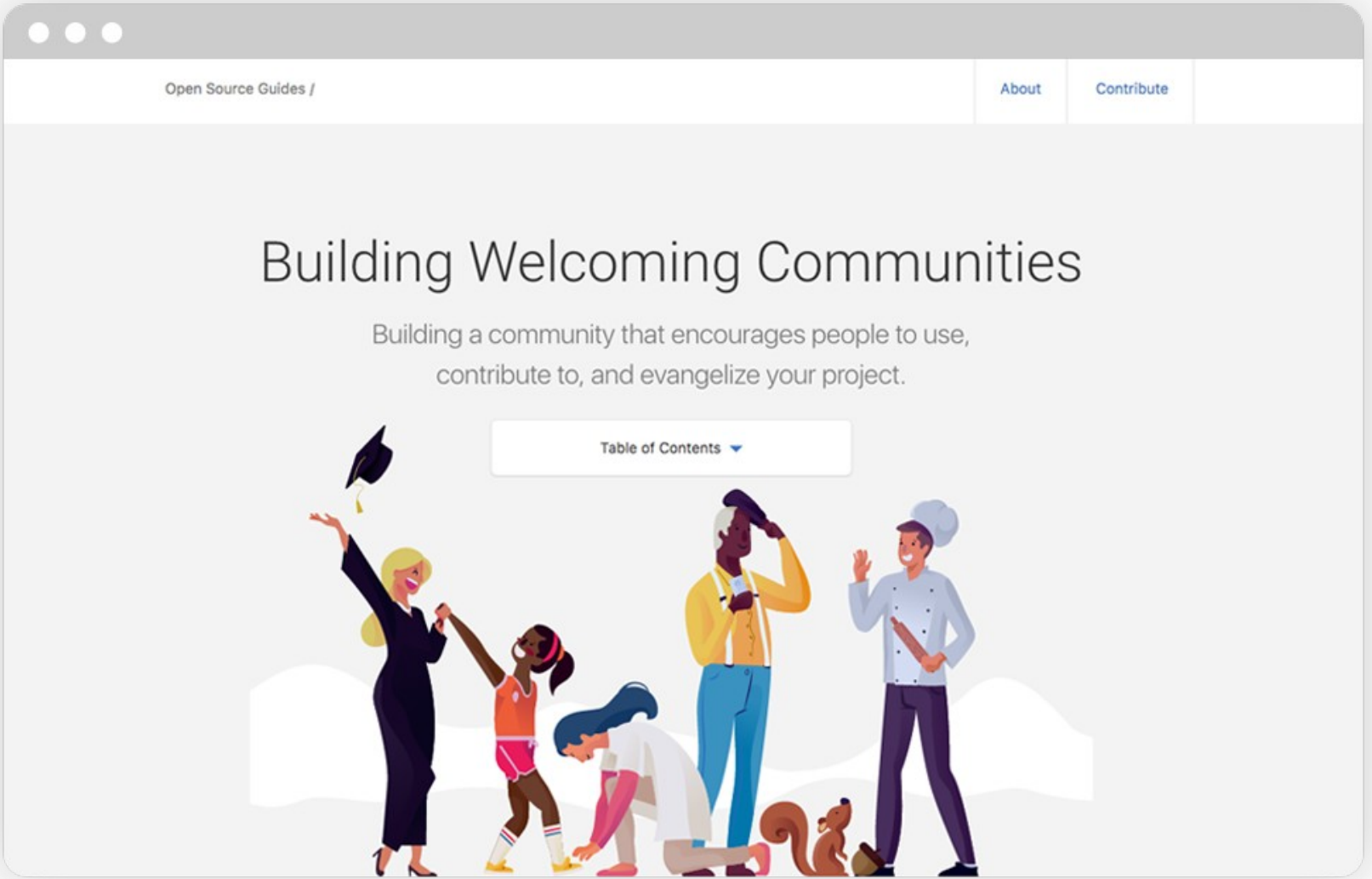
Corporate development and distribution:
Facebook's React Native, Indeed's Imhotep, Walmart's Electrode



OpenMaturity CausalityModel

Open Core:
Acquia's Drupal, Instructure's Canvas, Redis Labs' Redis





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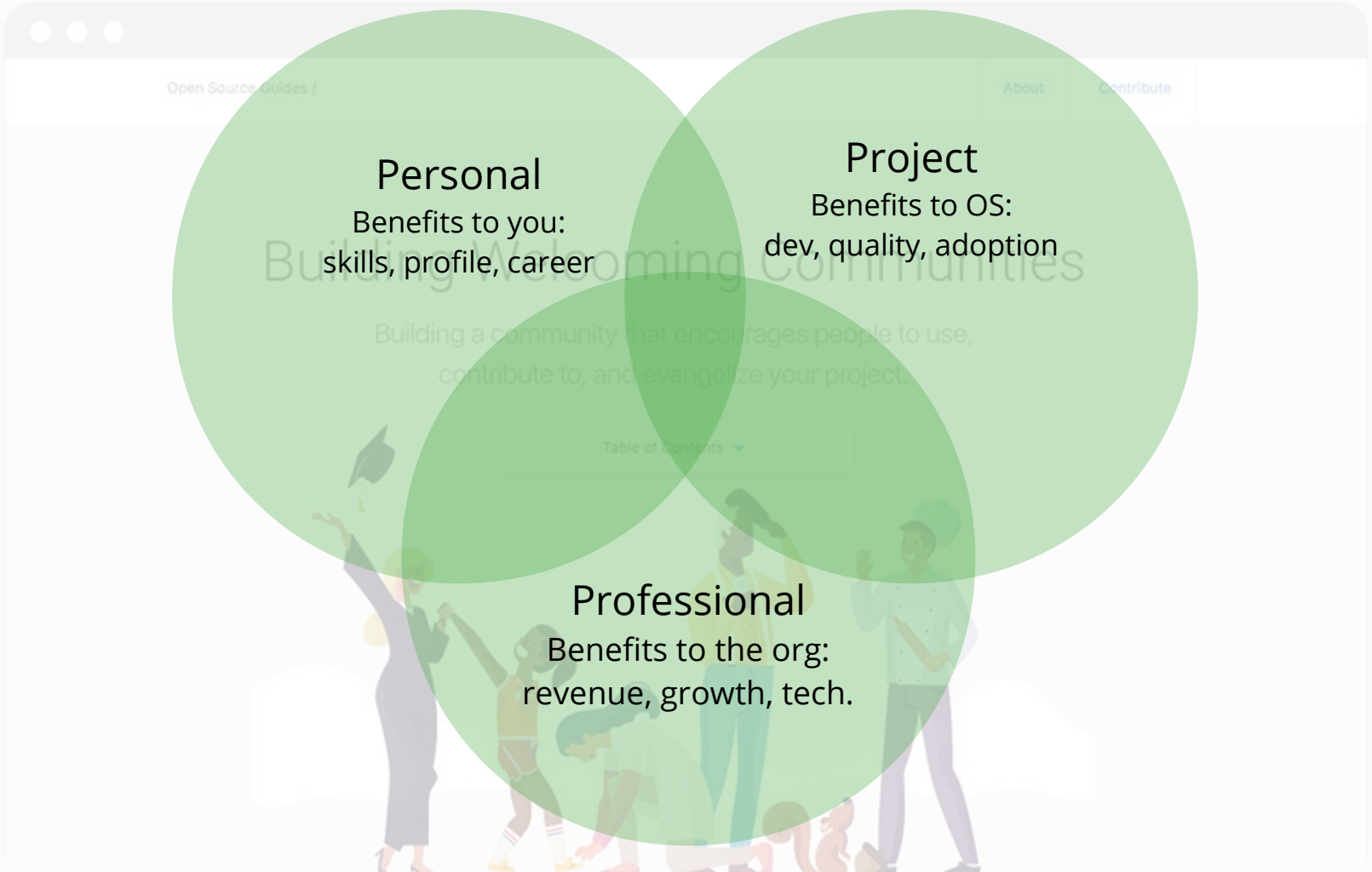

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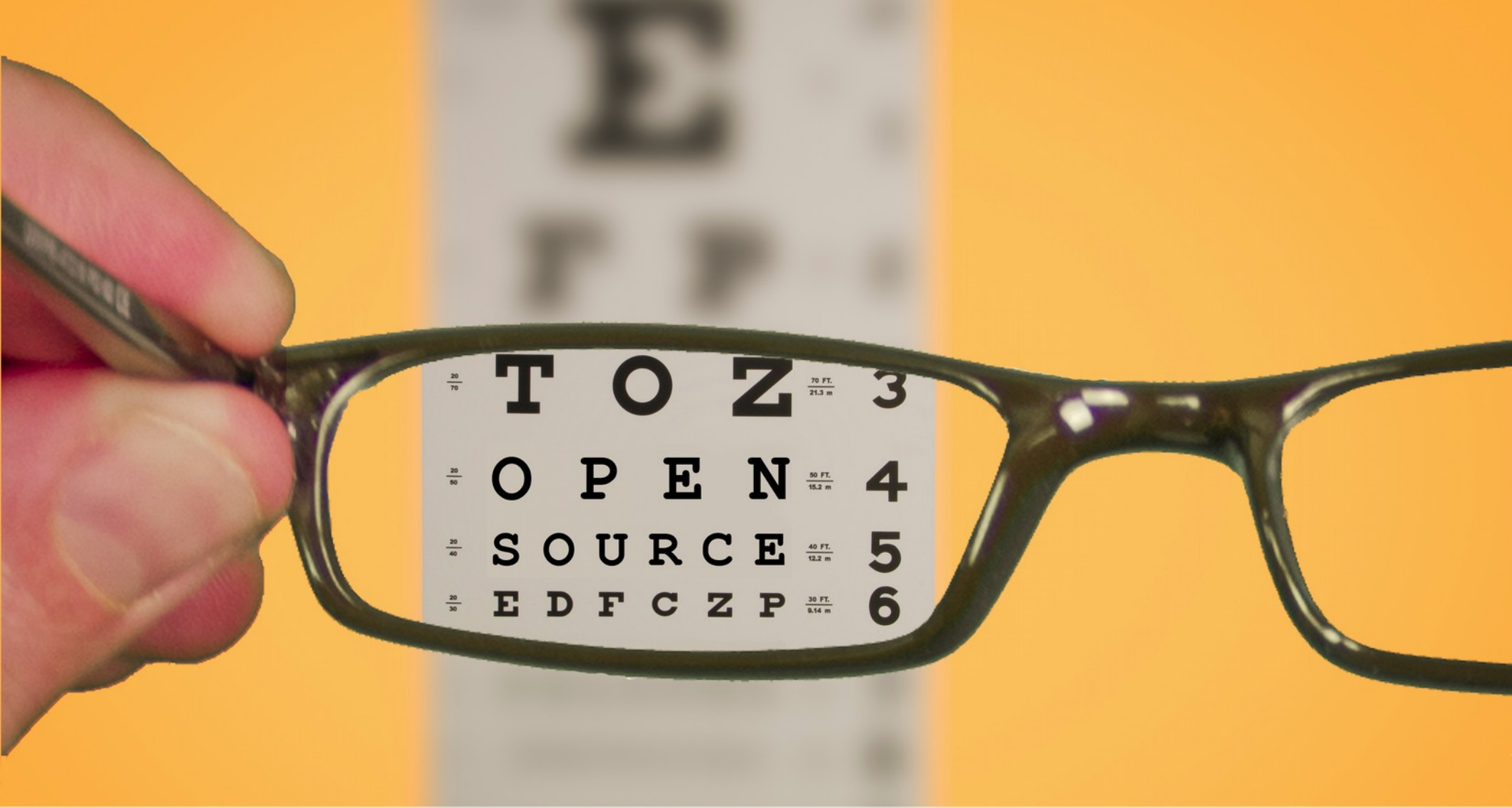
OSI Affiliate Membership

- Recognized as a non-profit (or equivalent) by the national government were organized.
- Mission statement describing purpose and goals.
- Documentation formalizing organization, e.g. by-laws.
- Publicly available release of a product(s) or service(s).
- Use of an OSI approved open source license.
- Documented approach for participation by the public.
- An active community:
  - Methods for current and interested individuals/organizations to join and participate in your community
  - Active participation from multiple contributors, i.e. individuals and organizations other than founders (contributions may be other than programming/technology)
- References from other open source projects, ideally a current OSI Affiliate Member.



Ken Teegardin from Boulder, Boulder, (CC BY-SA 2.0), https://commons.wikimedia.org/wiki/File:Vision_Of_Eyechart_With_Glasses_(5547069087).jpg

OpenMaturity
CausalityModel

Humility

↑

Reflection

↑

Honesty

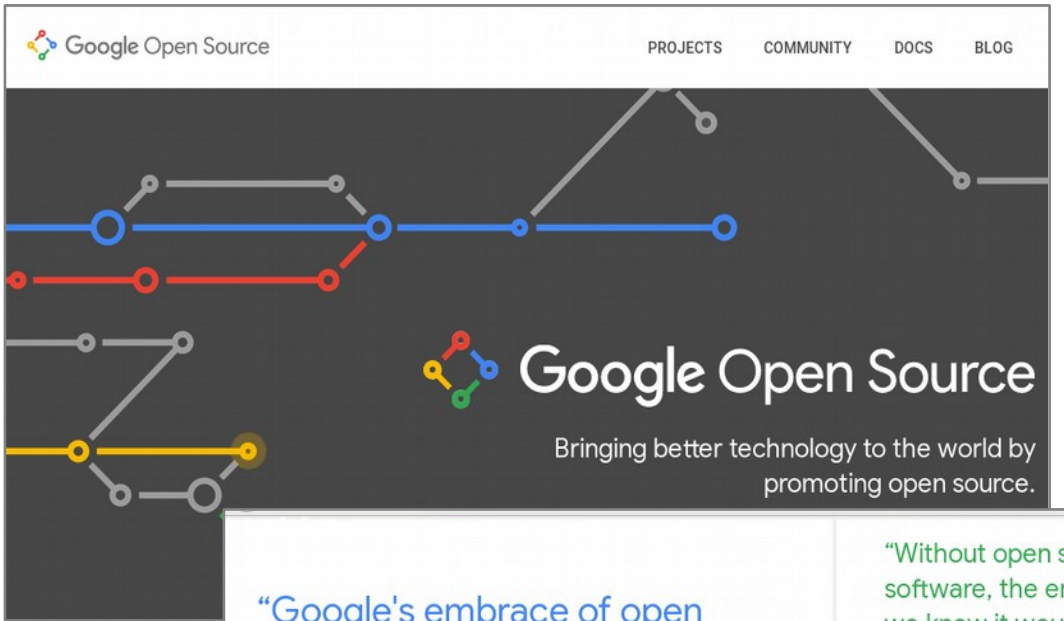
↑

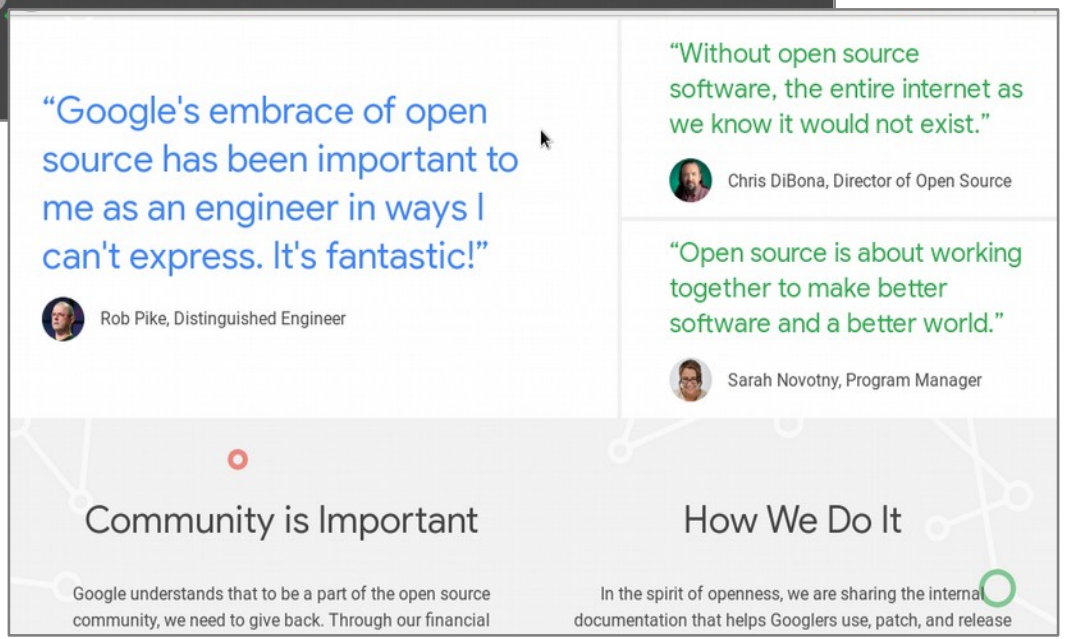
Participation

↑

Courage

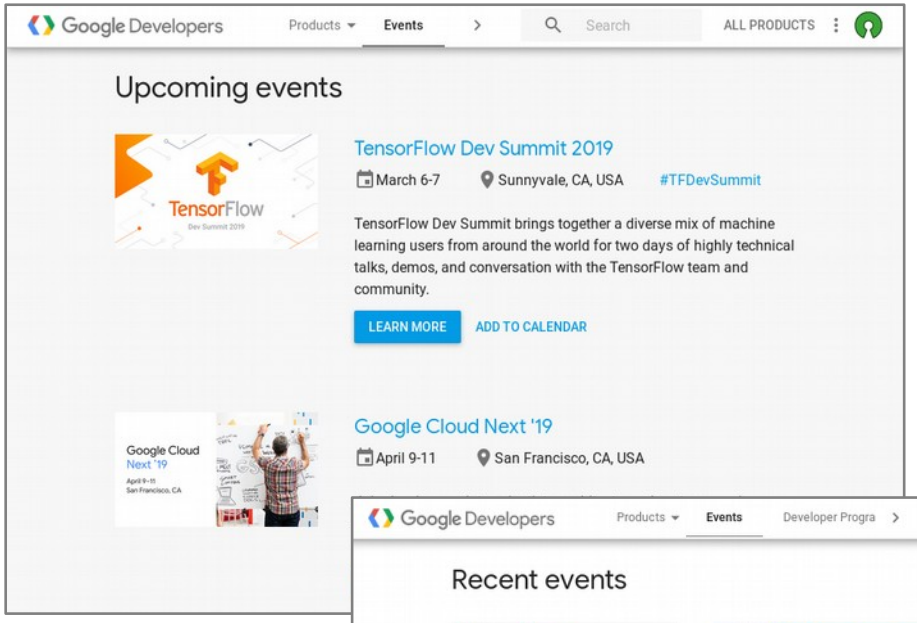
Values (1)

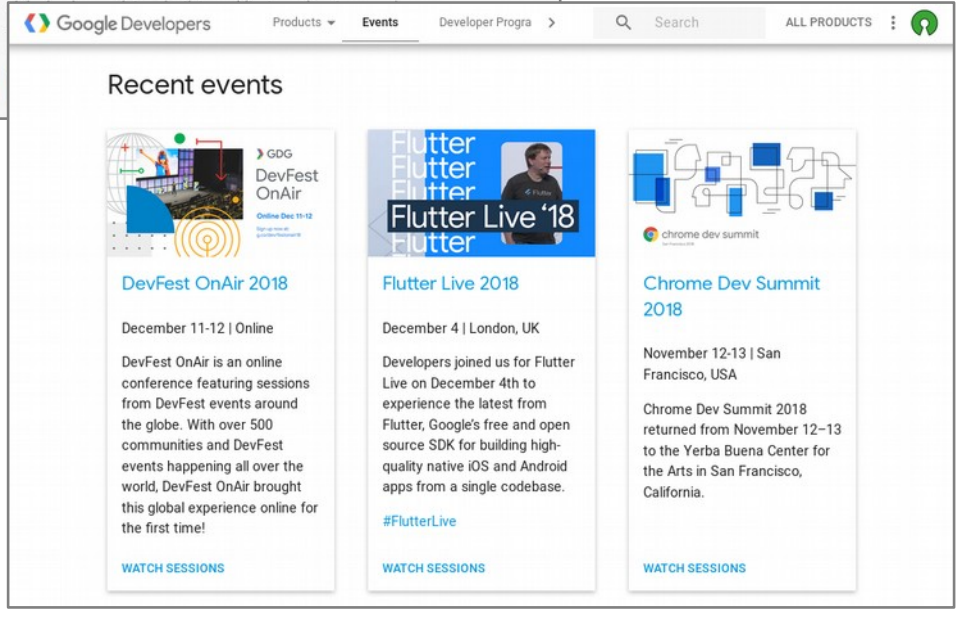




Open Maturity Causality Model

- Humility
- Reflection
- Honesty
- **Participation**
- Courage
- Values (1)





OpenMaturity
CausalityModel

Humility

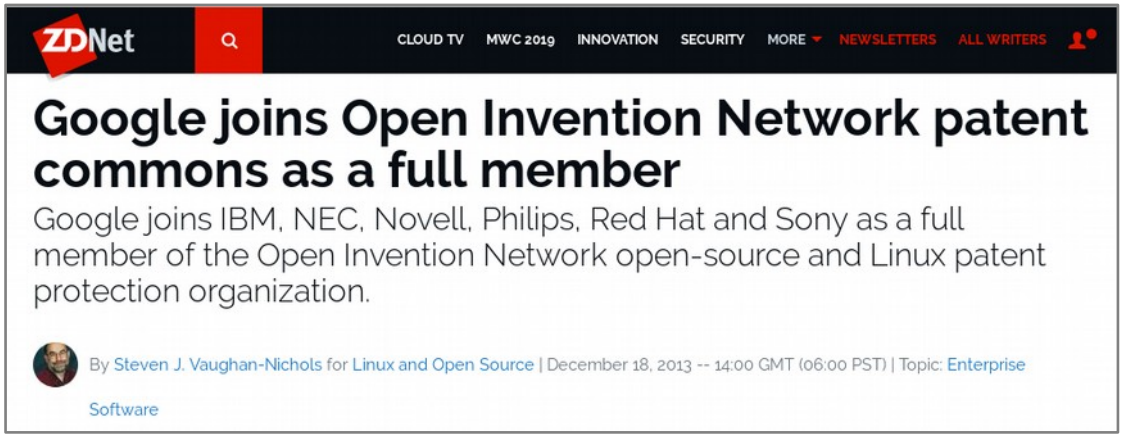
Reflection

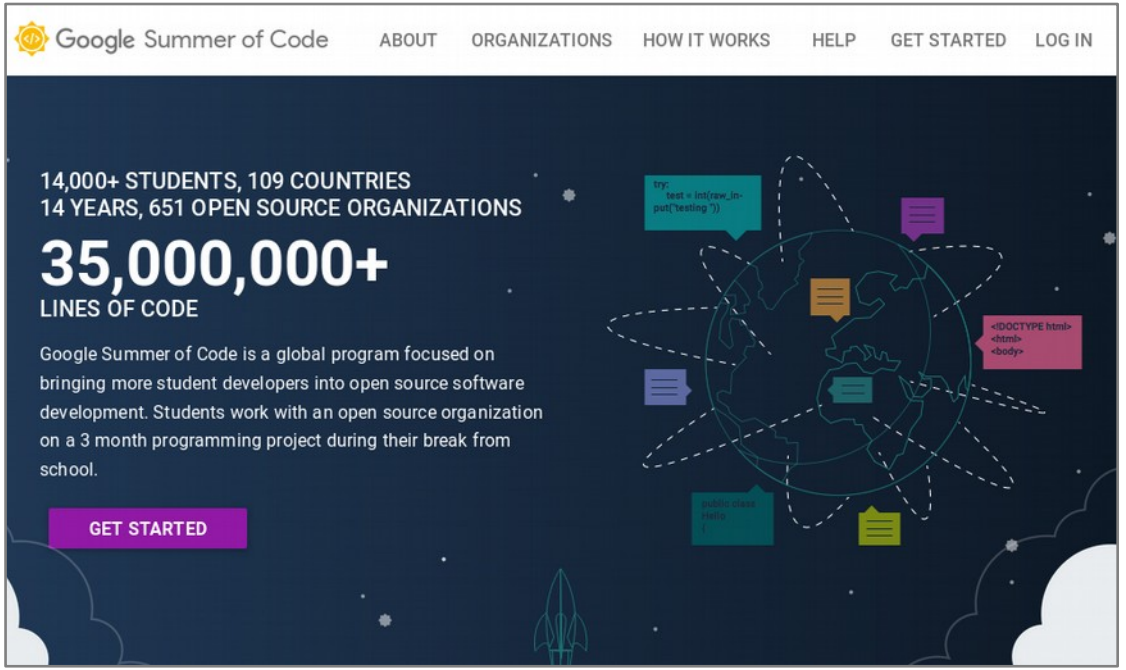
Honesty

Participation

Courage

Values (1)





OpenMaturity
CausalityModel

Humility

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Courage

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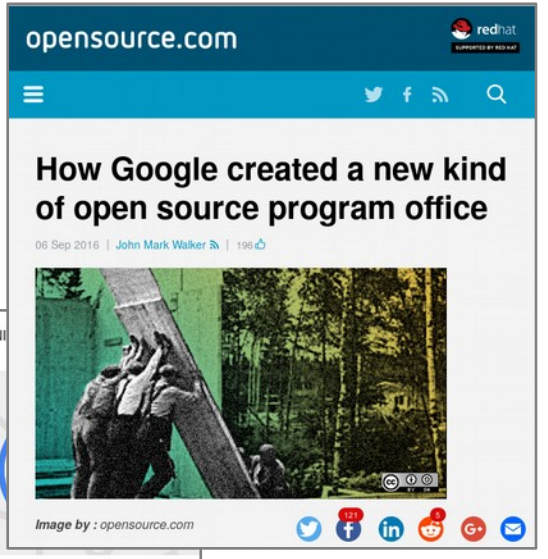

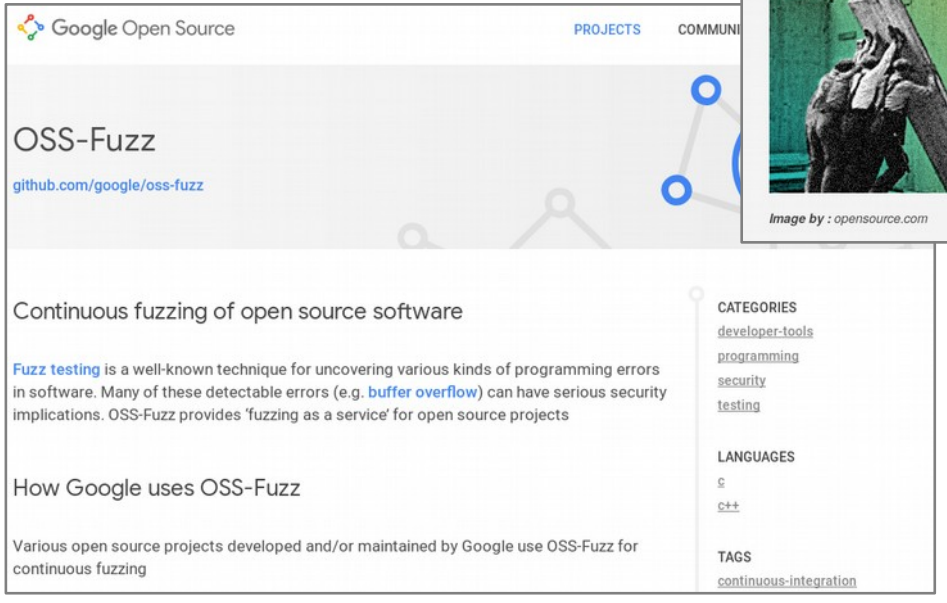

OpenMaturity CausalityModel

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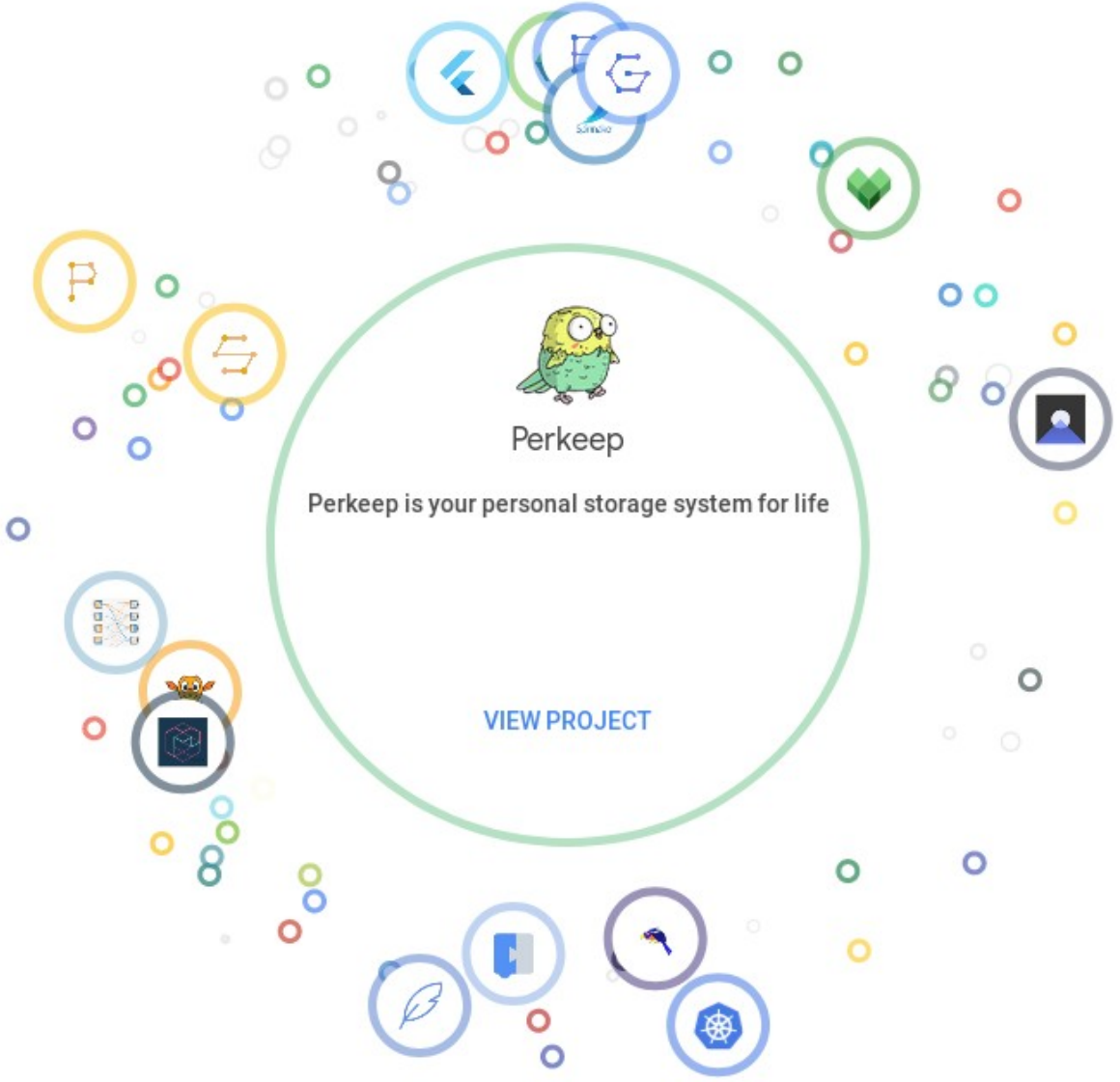
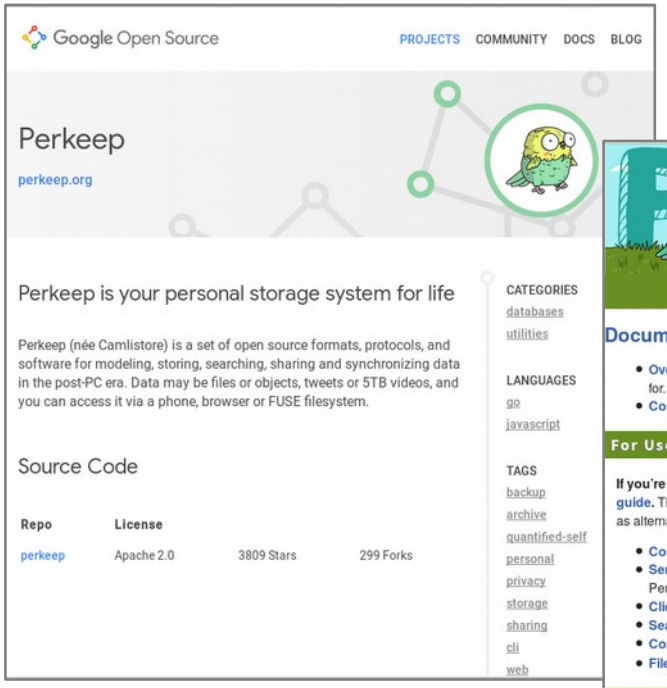
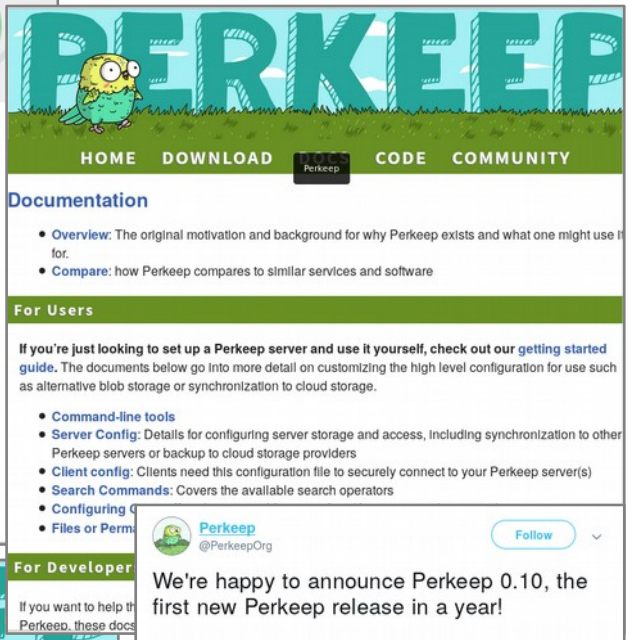


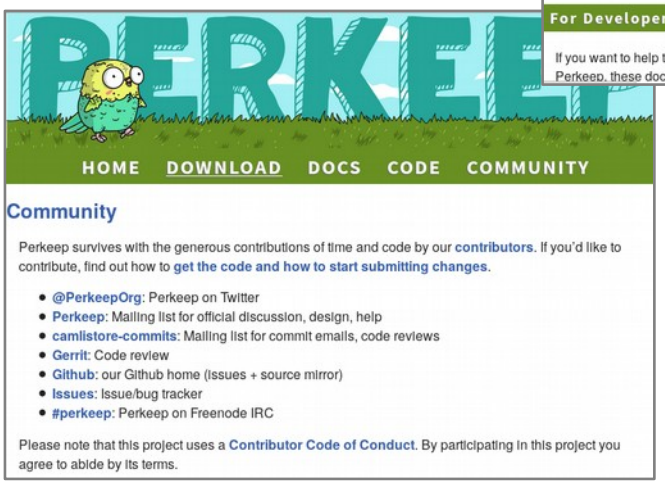
OpenMaturity
CausalityModel

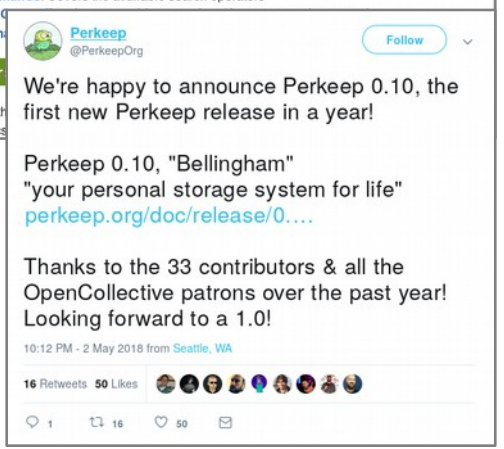
- Openness
- Evidence-Based
- Collaboration
- Self-Organizing Groups
- Transparency
- **Communication**

Principles (2)









Open Maturity Causality Model

Openness

↑

Evidence-Based

↑

Collaboration

↑

Self-Organizing Groups

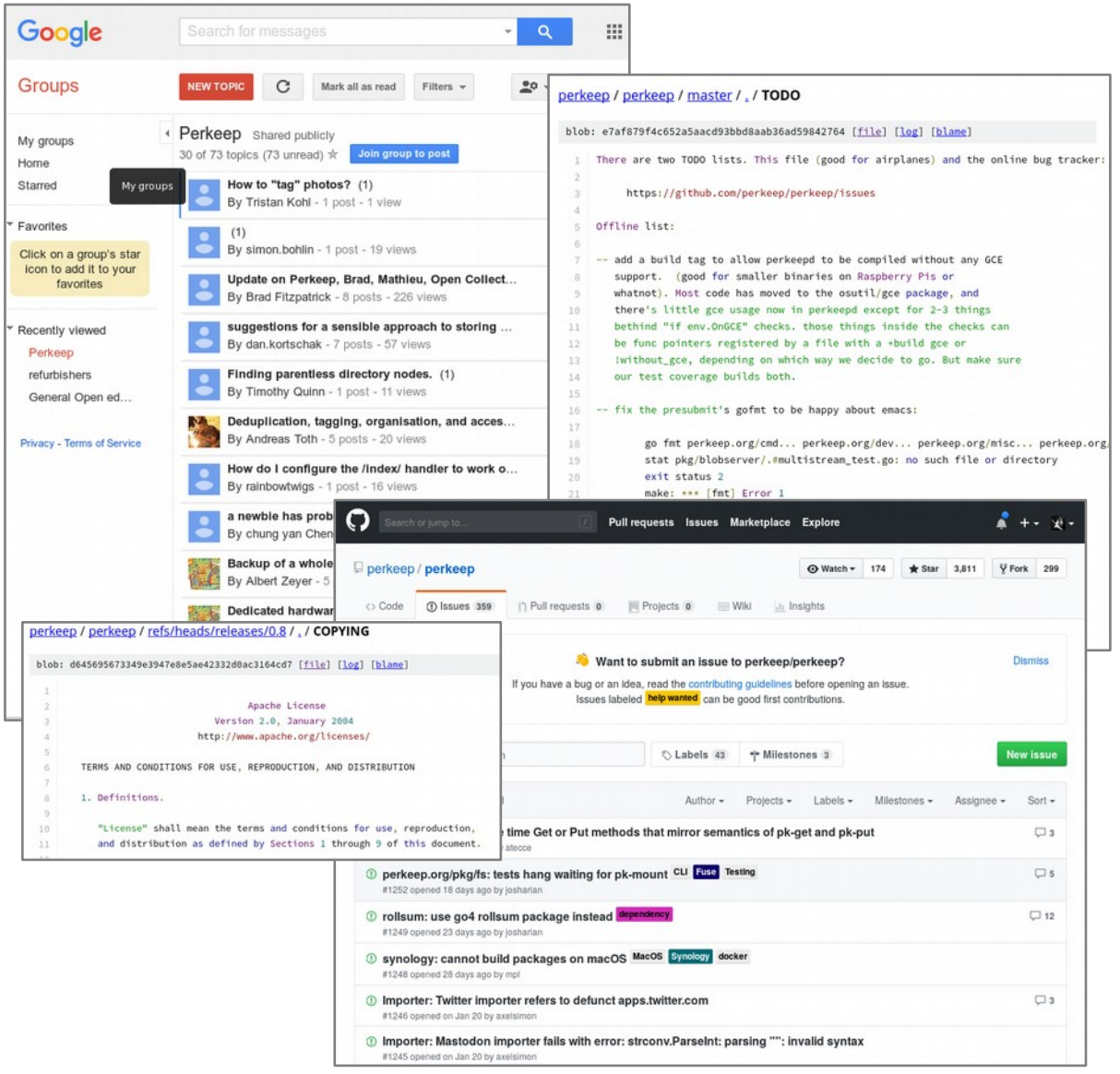
↑

Transparency

↑

Communication

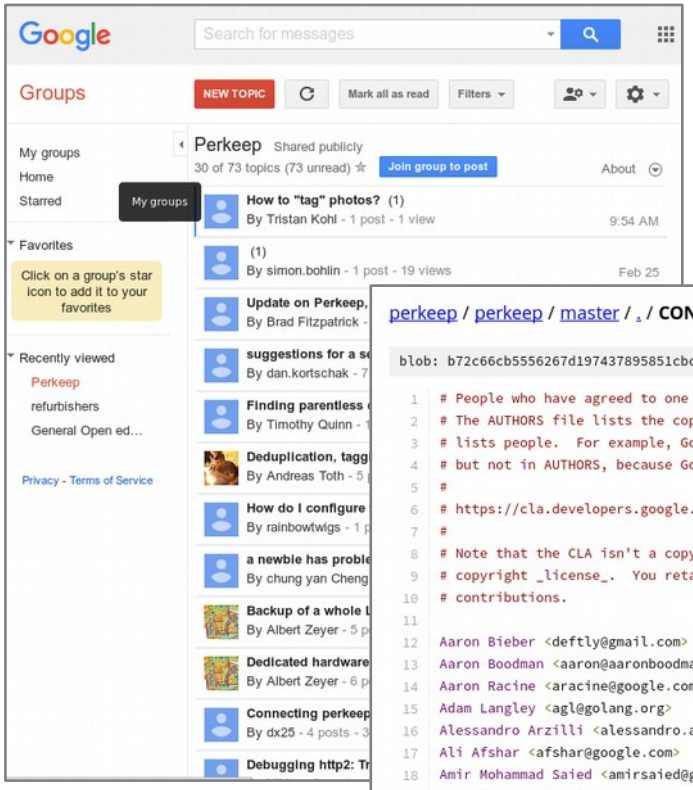
Principles (2)



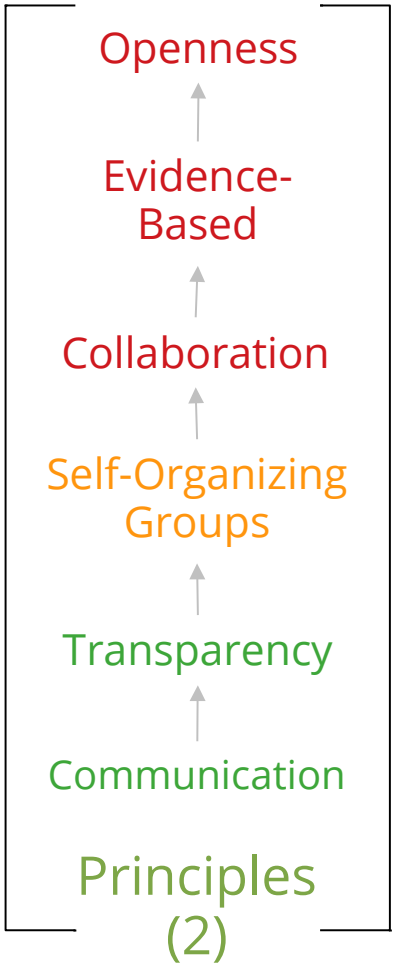
Open Maturity Causality Model

- Openness
- Evidence-Based
- Collaboration
- **Self-Organizing Groups**
- Transparency
- Communication

Principles (2)



Open Maturity Causality Model



: Unfettered access.

: Decisions making based on merit, not role/profile.

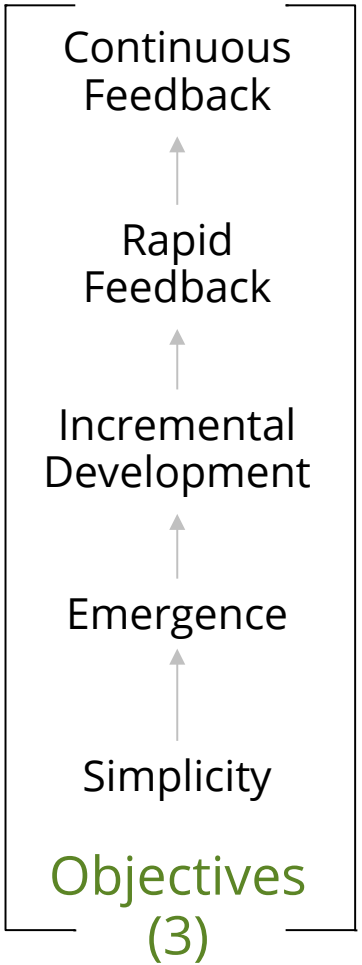
: Open and shared participation.

: Self-motivated, self-organized, and self-directed.

: Access to all information.

: Modes for, and regularly sharing information.

OpenMaturity Causality Model



: ongoing efforts to share and capture information.

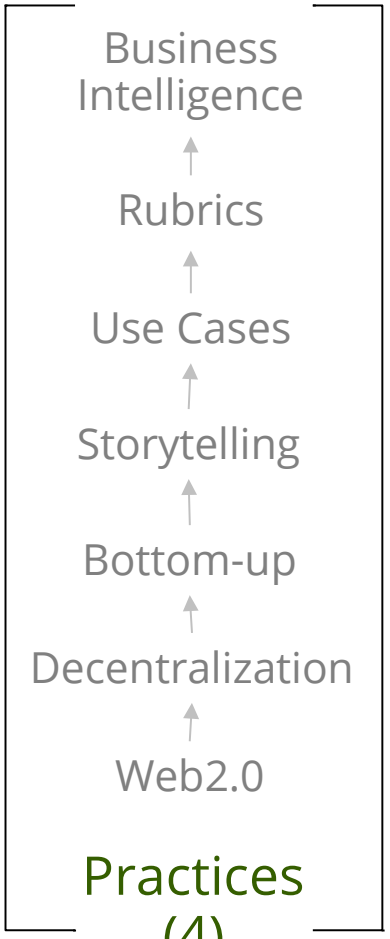
: methods for sharing and capturing information in real time.

: repeated cycles (iterative) in smaller portions at a time.

: Direction, development evolves vs. being per-determined.

: “The enemy of good is perfect”, “just enough”.

OpenMaturity Causality Model



Evidence from ***within*** the project and community.

Best practices when engaging as an individual with open source communities, and when participating on behalf of your employer.

Josh Simmons
Open Source Community Strategist
Open Source Programs Office, Google

Multiple Profiles (Identities)

Email, Github, IRC, Twitter, etc.

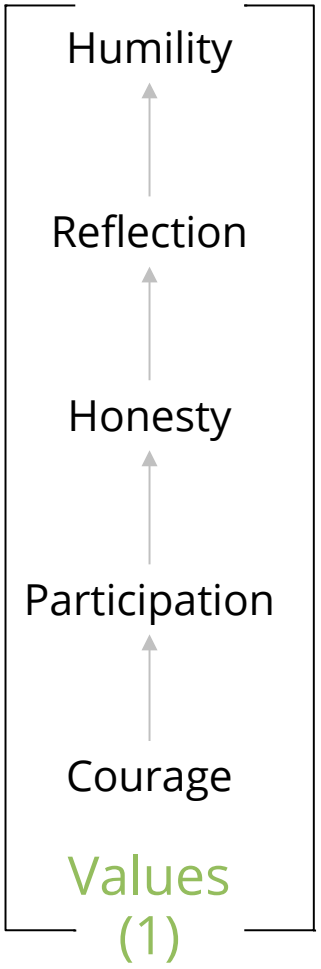
Canonical
Clearly Defined
LibreOffice
FLOSS Desktops for Kids
GIMP
Gource
Moodle
Open Index
Open Source Initiative
Ubuntu
uPortal
Sakai
Stack Exchange / Overflow

*KeePass

"On the Internet, nobody knows you're a dog."

©The New Yorker Collection 1993 Peter Steiner
From cartoonbank.com. All rights reserved.

OpenMaturity
CausalityModel



: More joiners, fewer starters.

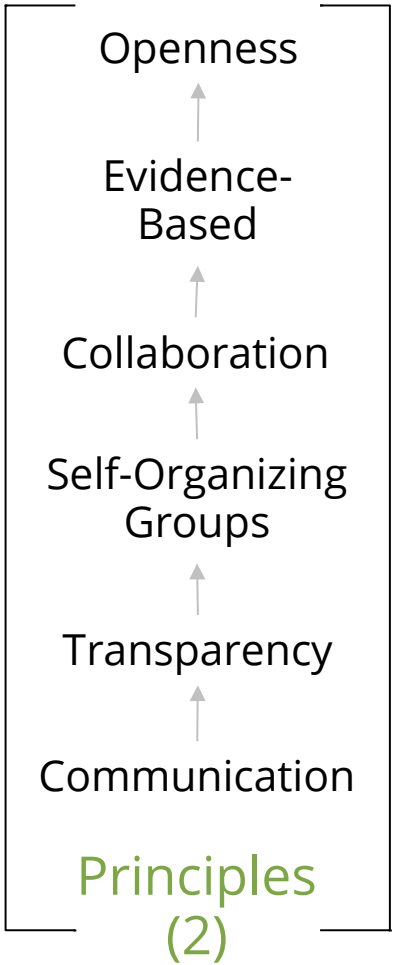
: Accepting critiques (direction, issues, bugs, pull requests).

: Publish own work, contribs (bug fixes, new features)

: Conferences, hackathons, contribs (docs, QA, reports)

: Twitter, Medium, Github...

OpenMaturity Causality Model



: Foster the below within and among others for your project(s).

: Decisions making based on merit, not role/profile.

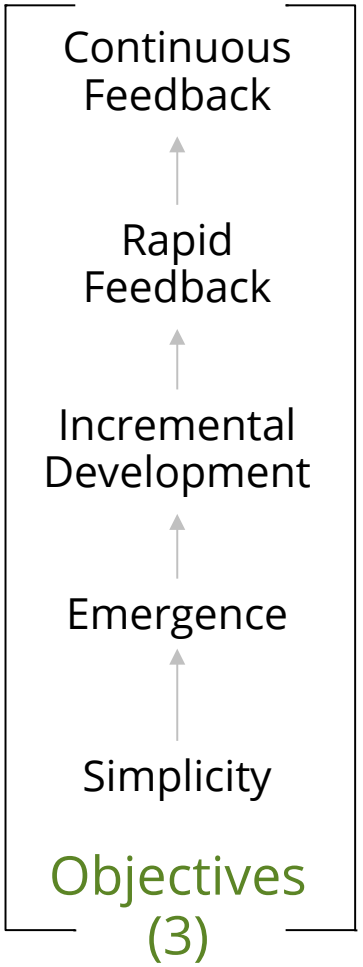
: Offer and accept across multiple, diverse groups.

: Identify, volunteer, engage directly.

: Sharing (writing articles, responding on mailing lists...)

: Active listener (articles, mailing lists, social media, attendee).

OpenMaturity Causality Model



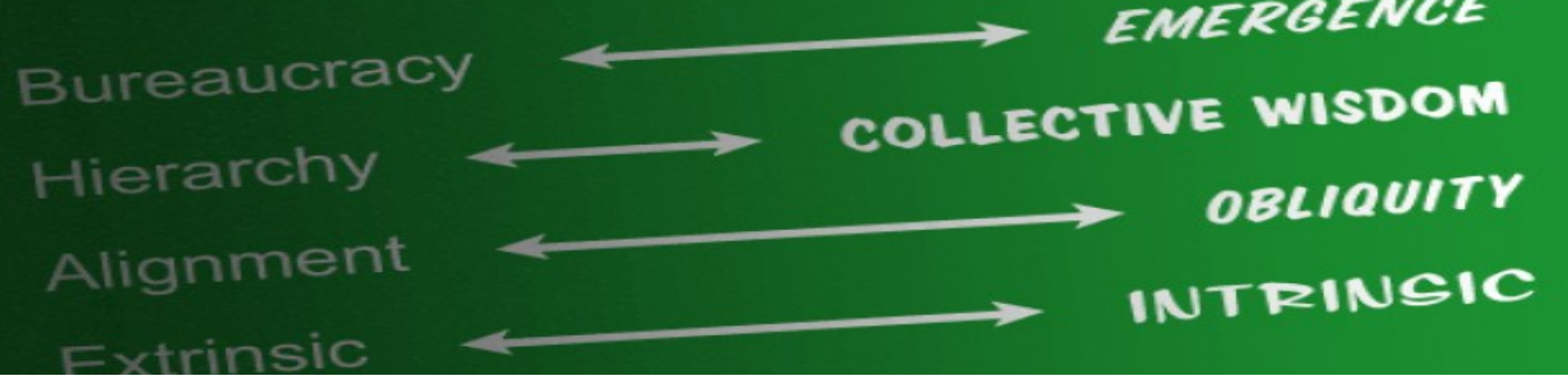
: Be available.

: Be responsive.

: Stay connected.

: Build on existing work (projects and communities).

: Work small.



Thank you.

open source initiative®

Patrick Masson
General Manager & Board Director
masson@opensource.org

What separates a good open source project from a great one?

How would you recommend overcoming that initial intimidation or learning curve?

One thing people should know more about open source projects and development.

What is the relationship between profit and open source software?

Shortcoming of/in open source.