



**EXPAND YOUR POSSIBILITIES**

# Red Hat Forum 2019 Switzerland

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# Open Source Enablement

## How to Establish a Community

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# Introductions



**@MarkusTiede**  
CCO SE and Software Engineer  
Baloise Insurance - Switzerland



**Codrin Bucur**  
Principal Architect  
Red Hat Consulting Switzerland



# What we'll be discussing today: OS communities

**@Baloise**

**What?**

**Why?**

**@RedHat**

**OS**

**Enable!**

**@Baloise**


**How?**

**now++?**

# @Baloise what & why?







## Baloise Group

Aeschengraben 21, 4002 Basel, Switzerland <https://baloise.github.io> [Group.CH\\_Open-Source@baloise.ch](mailto:Group.CH_Open-Source@baloise.ch)

Repositories 67

Packages

People 86


Teams 6

Projects 3

Settings


### Pinned repositories

Customize pinned repositories

**rocket-chat-rest-client**


Java REST client API for Rocket.Chat

Java ★ 28 🍴 22

**rocket-chat-notifier**


Rocket Chat Notification Plugin for Jenkins

Java ★ 12 🍴 39

**open-source**


Open Source @ Baloise

★ 12

**ws-angular\_slides**


Mono repository for the angular workshop slides

JavaScript ★ 5 🍴 5

**dashboard-plus**


A traffic light macro for Atlassian Confluence

Java ★ 4 🍴 7

**EVA**




Dieses Tool wird ab Sommer 2018 produktiv in der Baloise zur Berechnung des Leistungslohns der Lehrlinge im KV und der IT verwendet (Unter dem Namen Cash-Calculator). Dazu werden verschiedene Fakto...

PHP ★ 3




A repository of 6,262 modules for Puppet and Puppet Enterprise® IT automation software

[Publish a Module](#) [Sign Up](#) [Log In](#)



## About B

At Baloise, we foster creativity and encourage every team member to invest in improving her personal work environment. In the context of Gold Cards, we develop code to enhance our daily business, or we simply explore new languages, tools, or concepts out of curiosity. Either way, we want to share this code with you. All software here was written as a personal effort of the contributors at code camps, hacking sessions, dojos or using gold cards. Looking for real world productivity



**firewalld** by: [Craig Dunn](#)

APPROVED

Configure firewalld zones, services, and rich rules and direct config

[Project URL](#) [RSS Feed](#)

Latest version is compatible with:

- Puppet Enterprise 2018.1.x, 2017.3.x, 2017.2.x, 2017.1.x, 2016.5.x, 2016.4.x
- Puppet >= 4.0.0 < 6.0.0
- [RedHat](#), [CentOS](#)


Quality Score

4.9

8% improvement with last release [details](#)

378,422

Latest version: 99,937




Dashboard+

Provides traffic lights for sonar and jenkins build status

Continuous integration, Macros, Reports

370 installs



digital-signature


sign / approve content in confluence

Macros

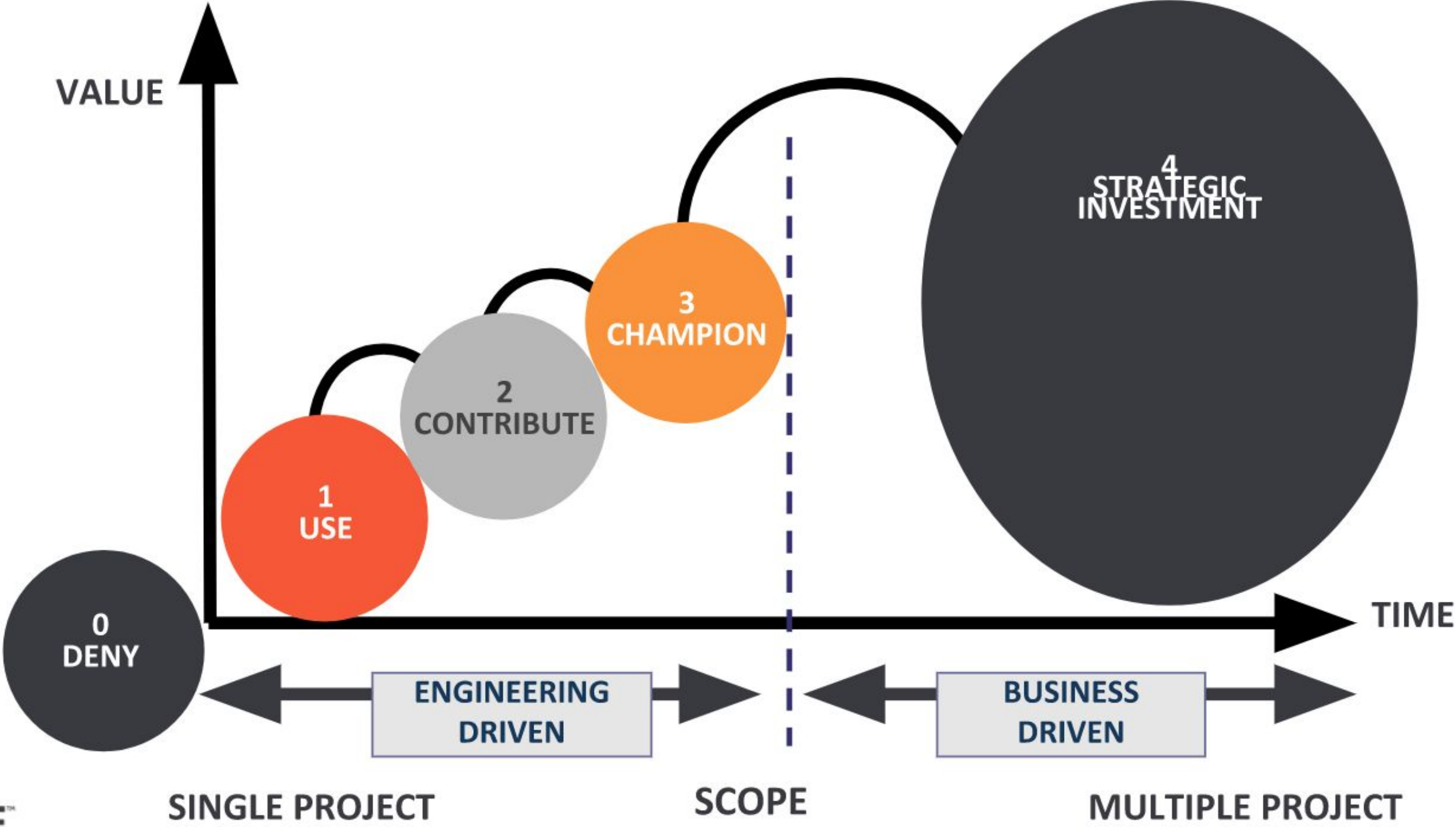
273 installs

8

2019 Red Hat Forum Zurich - Enable Open-Source Culture Best Practices @Baloise Group







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share economy  
(costs)

awareness

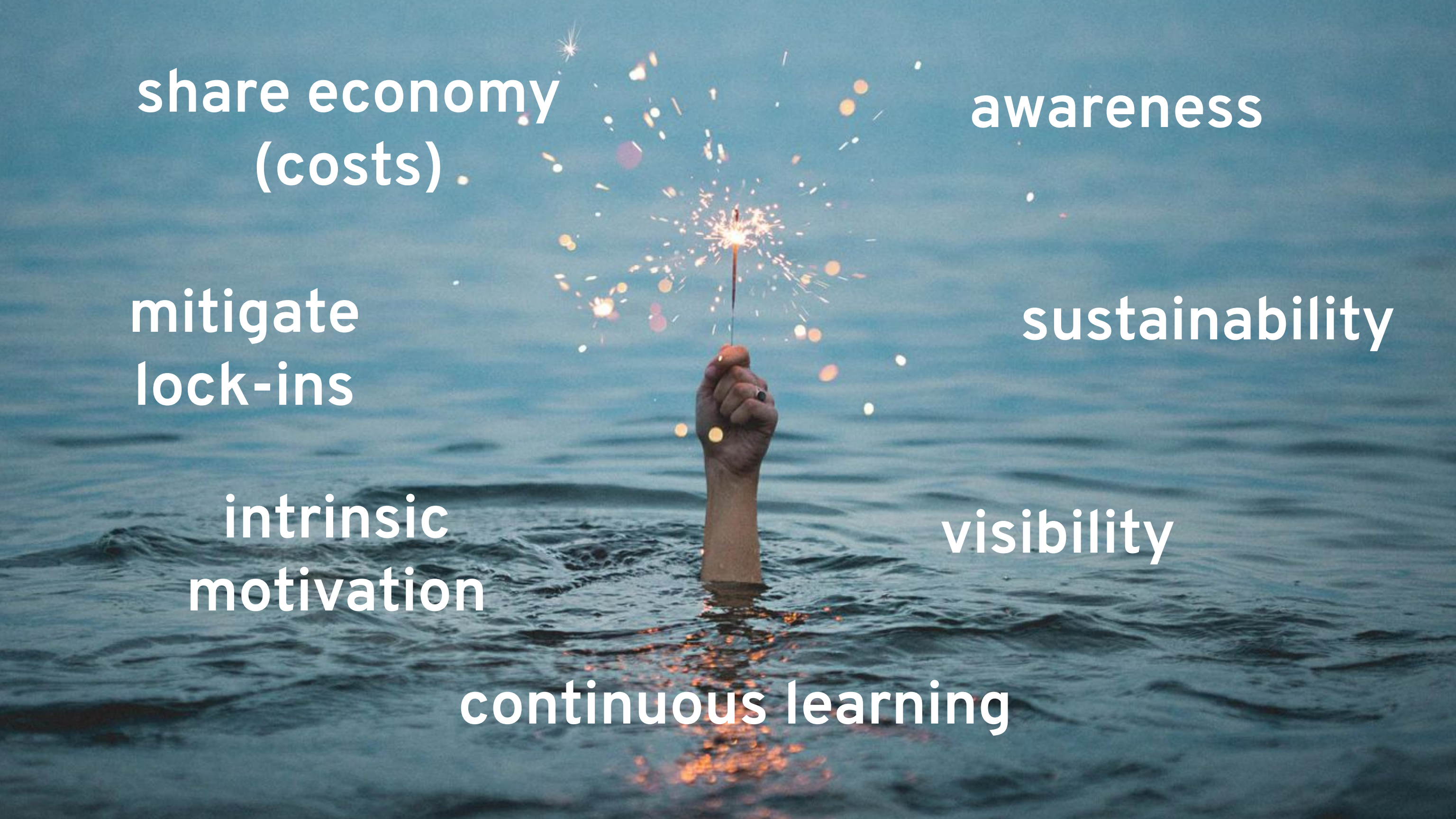
mitigate  
lock-ins

sustainability

intrinsic  
motivation

visibility

continuous learning



# Red Hat and Open Source



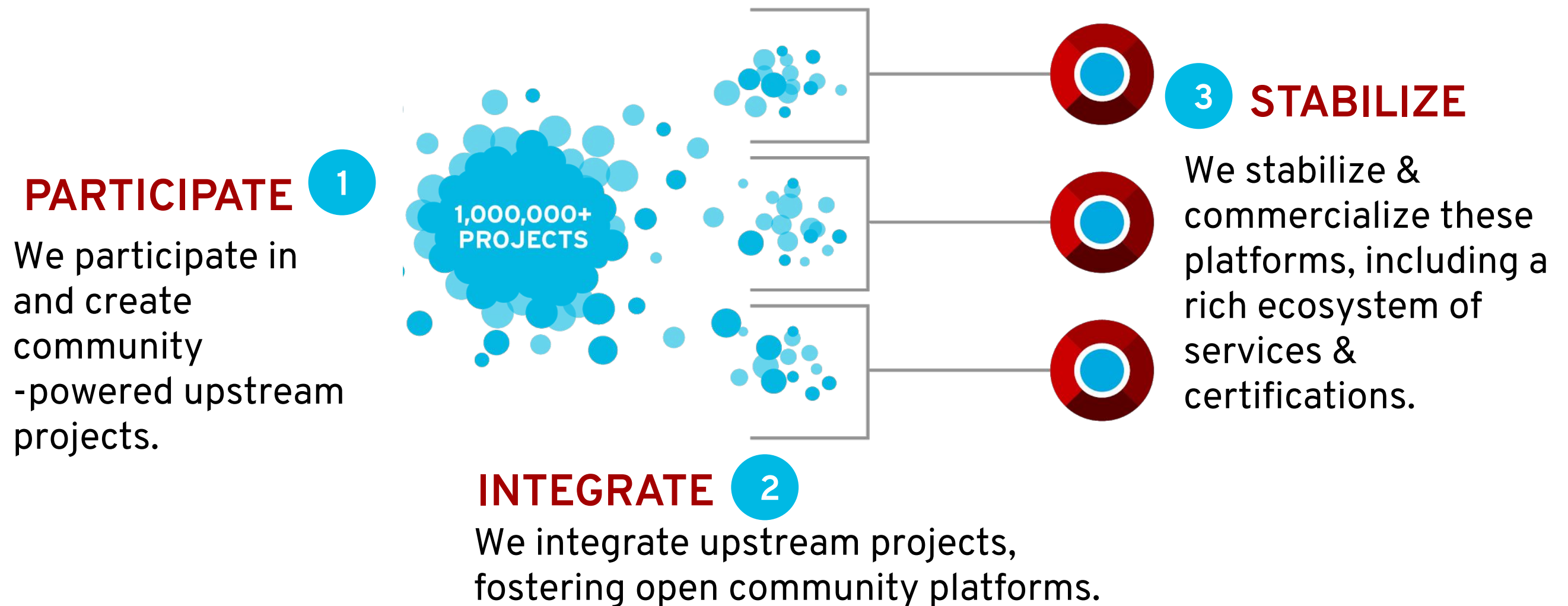
# From Community To Enterprise





# Red Hat Product Development Model

Participate, Integrate and Stabilise



## How does Red Hat work with Communities?



Via dedicated team: Open Source & Standards Team (OSAS)

- **Mission:** To make our upstream communities and standards wildly successful
- **Community Leadership Team** (Marketing & Outreach) - events, governance...
- **Community Leads Team** (Hands-on Community + Best Practices) - upstream health/success, represent RH...
- **Community Infrastructure Team** (eg Community cage)
- **Standards & Industry Membership** (administered Red Hat wide) - eg Eclipse Foundation, FINOS, OpenStack, The Linux Foundation...
- **Executive Practice** (extending open source expertise to our customers) - integrate open source principles in business models (eg open source basics, building a community & converting proprietary products), education on open source licenses, whitepapers...

# Open Source Enablement by Red Hat Consulting

## Open Source Enablement Offering by Red Hat Consulting

- Provides **guidance and advice** to customers who wish to **embrace Open Source** in their Digital Transformation journey.
- Aims to assess the **Open Source readiness** of the customer.
- Covers the main areas of **governance, strategy and best practices** for enterprise organisations who wish to adopt Open Source software and **principles**.

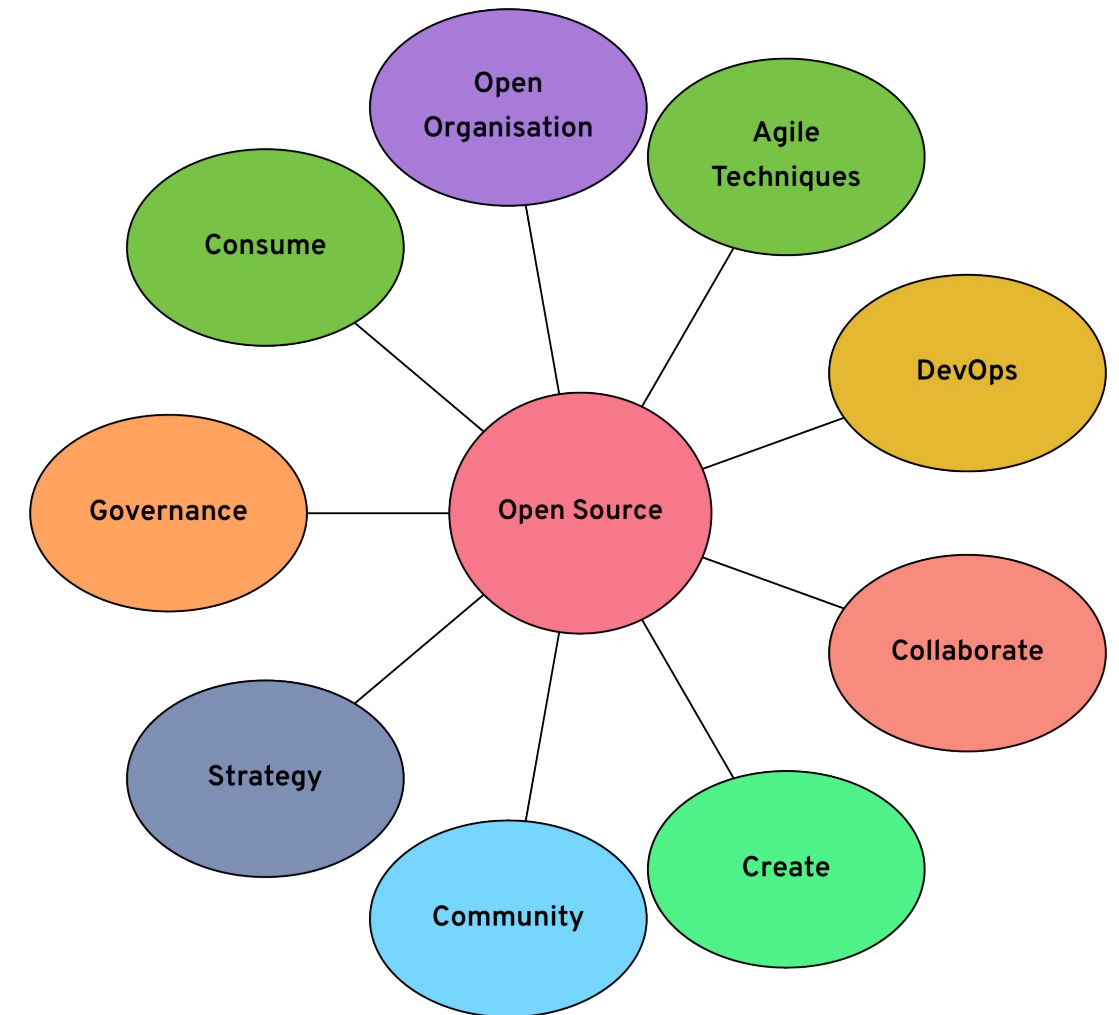




# Open Source Discovery Workshop

## Agenda

- Introductions & Objectives
- Red Hat & Open Source
- The Red Hat Open Source Model
- Open Source Licensing
- Customer Open Source Strategy
- Landscape of proposed application(s) to be Open Sourced (if relevant)
- Identify stakeholders and schedule for individual workshops



# Topics Red Hat Can Address

## Open Source 101

- What is OSS & why does it matter?
- How participating in OSS can help you meet business objectives
- Basics of open source licensing
- Cross-business impact of open source
- The Open Source Way and how it can guide Digital Transformation efforts

## Getting Started Topics

- Establishing an open source strategy
- What is an open source programs office and do you need one?
- Governance models for open source projects
- Choosing a license
- Managing risks of publishing and participating in open source
- Software foundations

## Internal Community Management

- Managing new expectations when participating in open source development: from software engineers to Exec Leadership
- Culture change: helping engineers become comfortable with open source software practice
- Stakeholder reviews
- Creating an effective open source training program for your employees

## Topics Red Hat Can Address (cont'd.)

### External Community Management Topics

- Establishing & growing your community
- Finding and onboarding new contributors
- Metrics for measuring community success
- Improving the Project/Product relationship
- Tools for collaboration
- Organizing events & participating in conferences

### Software Engineering Topics

- Source control: to GitHub or not to GitHub?
- Building a project roadmap
- Software development methodologies
- Release management
- Bugs & Issue Triage: reporting, prioritizing, won't fix and more
- Collaborating with competitors

### Case Studies: OSS in Action

- OpenStack: 2 to 500 constituent companies in less than 8 years
- Joyent, RedisLabs, and Other Stories: Avoiding common pitfalls that lead to bad press
- Open Source in the Public Sector

# Open Source Maturity Assessment

A Simple tool provide a high level overview on where your organisation stands regarding the use of Open Source software and associated practices.

- Areas of Interest
- General Knowledge of Open Source
- Development Standards and Tools
- Community Participation
- Governance & Legal Policies
- Senior Management Support

Output: a better understanding of business goals within your organisation, regarding Open Source software and methodologies, and recommendations of next steps.



# Open Source Maturity Assessment

## Open Source Maturity Assessment

Which of these are the highest priority for your organisation?

<

Low  
Priority (0)

Consuming Open Source software

>

High  
Priority (5)

Collaborate with Open Source communities

Creating Open Source projects

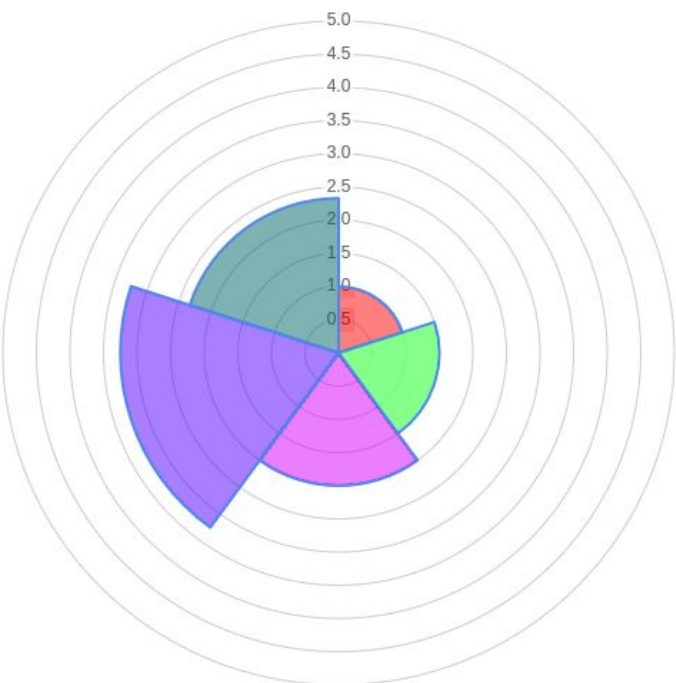
Understanding Open Source Strategy and Governance

Previous

Next

# Open Source Maturity Assessment

## Open Source Maturity Assessment for ChrisJ Inc



General Standards and Tools Upstream Participation Legal & Governance Management Support

### Overall Rating

**Developing** Shortfalls in governance practices have been identified and initial steps have been taken to rectify them. There is significant room for improvement.

Area	Score	Comments	Actions
General	1 (1)	Very limited open source adoption (< 10% of new projects). No formal policies on usage, or policies that discourage adoption.	Work to produce a strategic business case for the use of open source.
Standards and Tools	2 (1.5)	Peer reviews and agile development processes on an ad-hoc basis (10% - 25% of new projects). Inner source communities contemplated but not implemented. No formal policy on OSS development tools.	Promote agile processes and work towards a DevOps environment
Upstream Participation	2 (2)	Limited horizontal community participation on an individual basis and primarily in support roles (i.e. testing, documentation, etc.). No formal corporate guidelines on participation.	Define a policy which enables associates to work with upstream communities and start reaching out to upstream communities with a view of joining
Legal and Governance	3 (3.25)	Formal OSS governance & legal policies in place. Legal counsel actively involved in setting clear guidelines for OSS usage, adoption, and community participation that are generally supportive of OSS.	-
Management Support	2 (2.33)	Senior management aware of OSS adoption and community participation but has a neutral outlook.	Work with senior managers to provide education to other areas of the organisation to promote open source adoption

### Focus Area 1



### Focus Area 2



### Focus Area 3



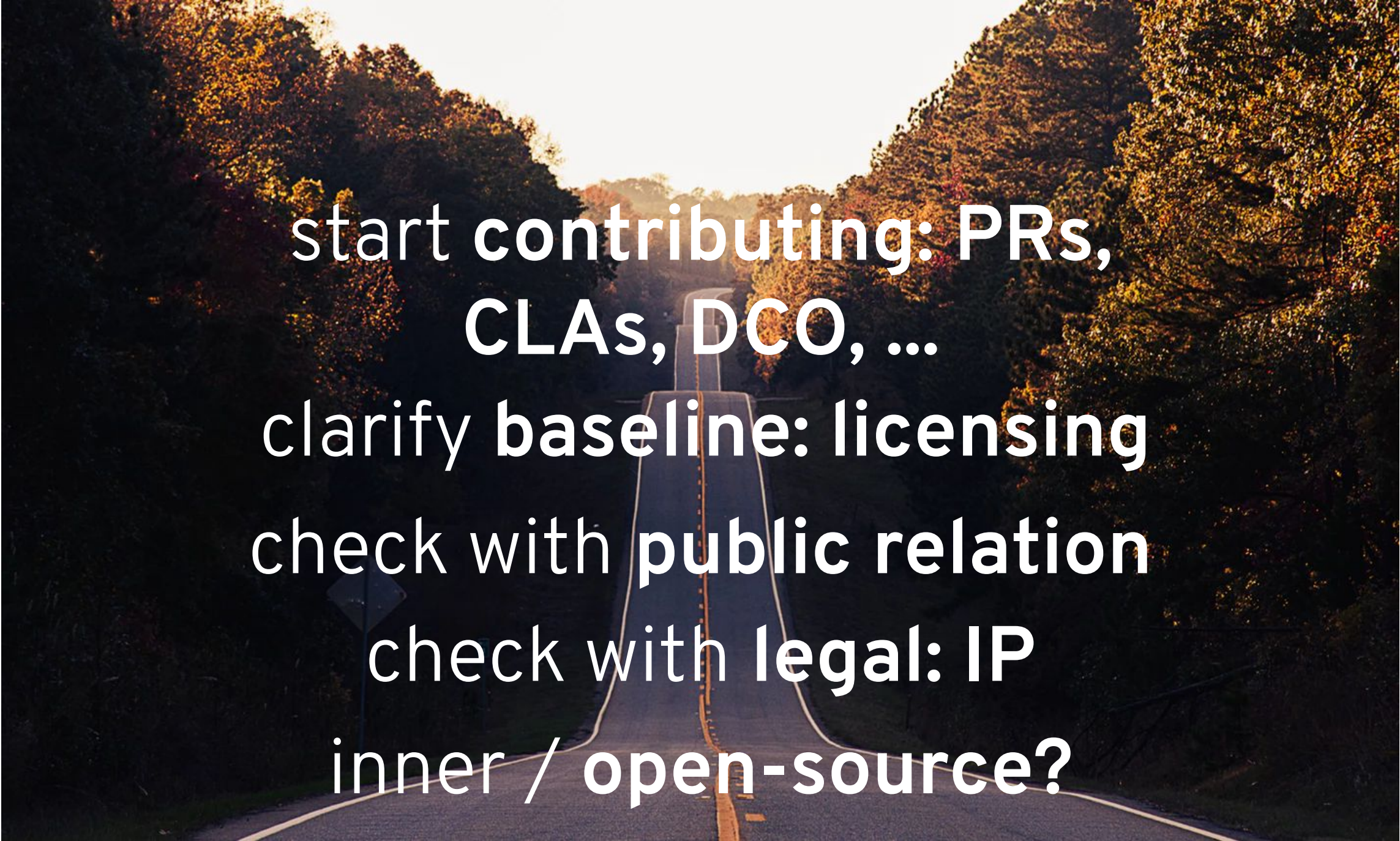
# Enable Open-Source Culture - How?

@Baloise Group

# 2014 - 2019







start contributing: PRs,  
CLAs, DCO, ...  
clarify baseline: licensing  
check with public relation  
check with legal: IP  
inner / open-source?

**Goldcards  
~4h per sprint**

**CodeCamps  
~1 week per a**

**PoCs**

**not only OSS  
but OS**

**OS CoP  
~bi-weekly  
afternoon**

**non-prod  
context**

**tool chain**

**<https://opensourcefriday.com>**









start champion - **being consumed**

dog feeding - use  
marketplaces

clear benefit



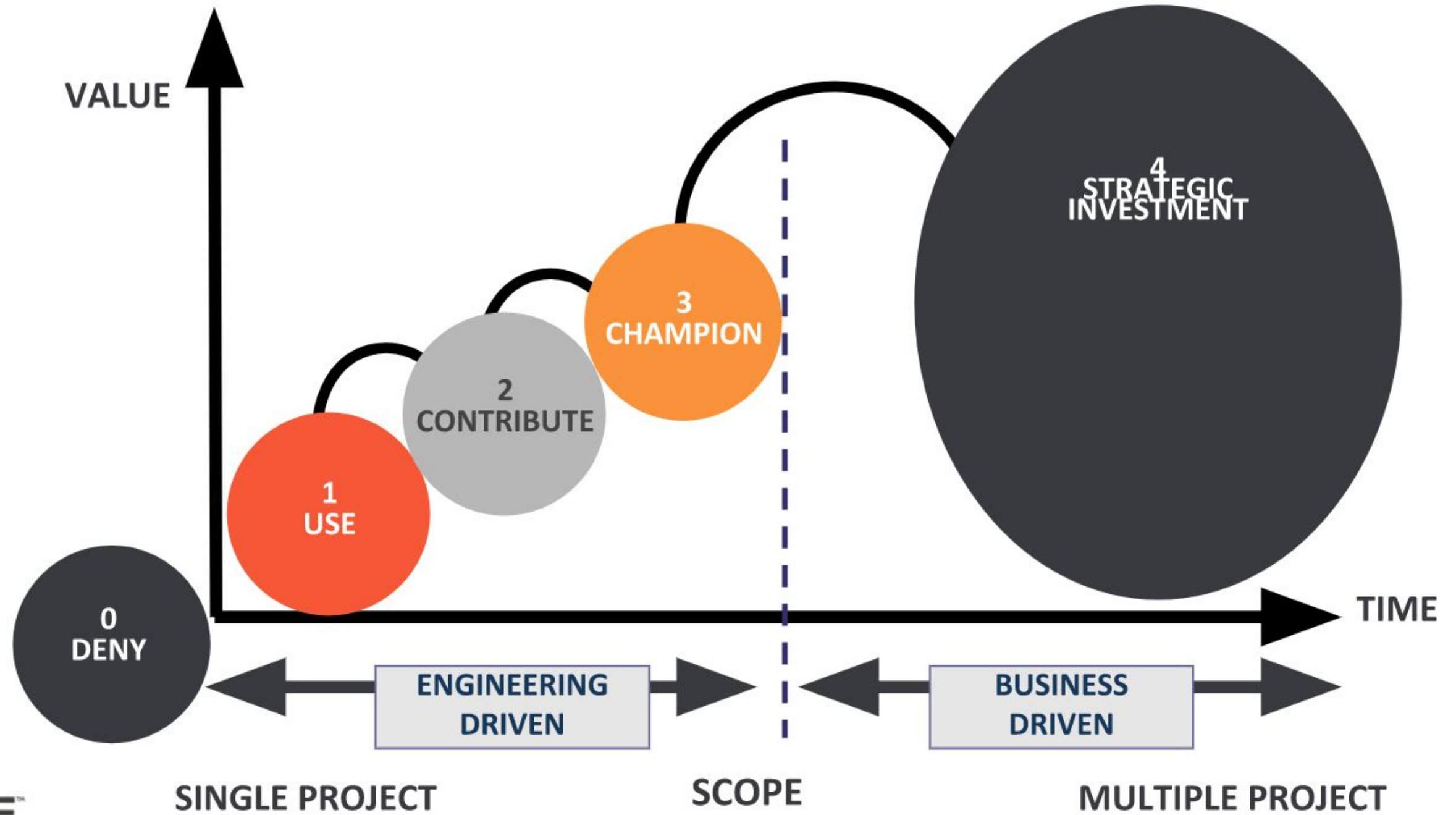


being consumed  
be(come) a **cook**  
follow [guidelines](#)  
list **ingredients**

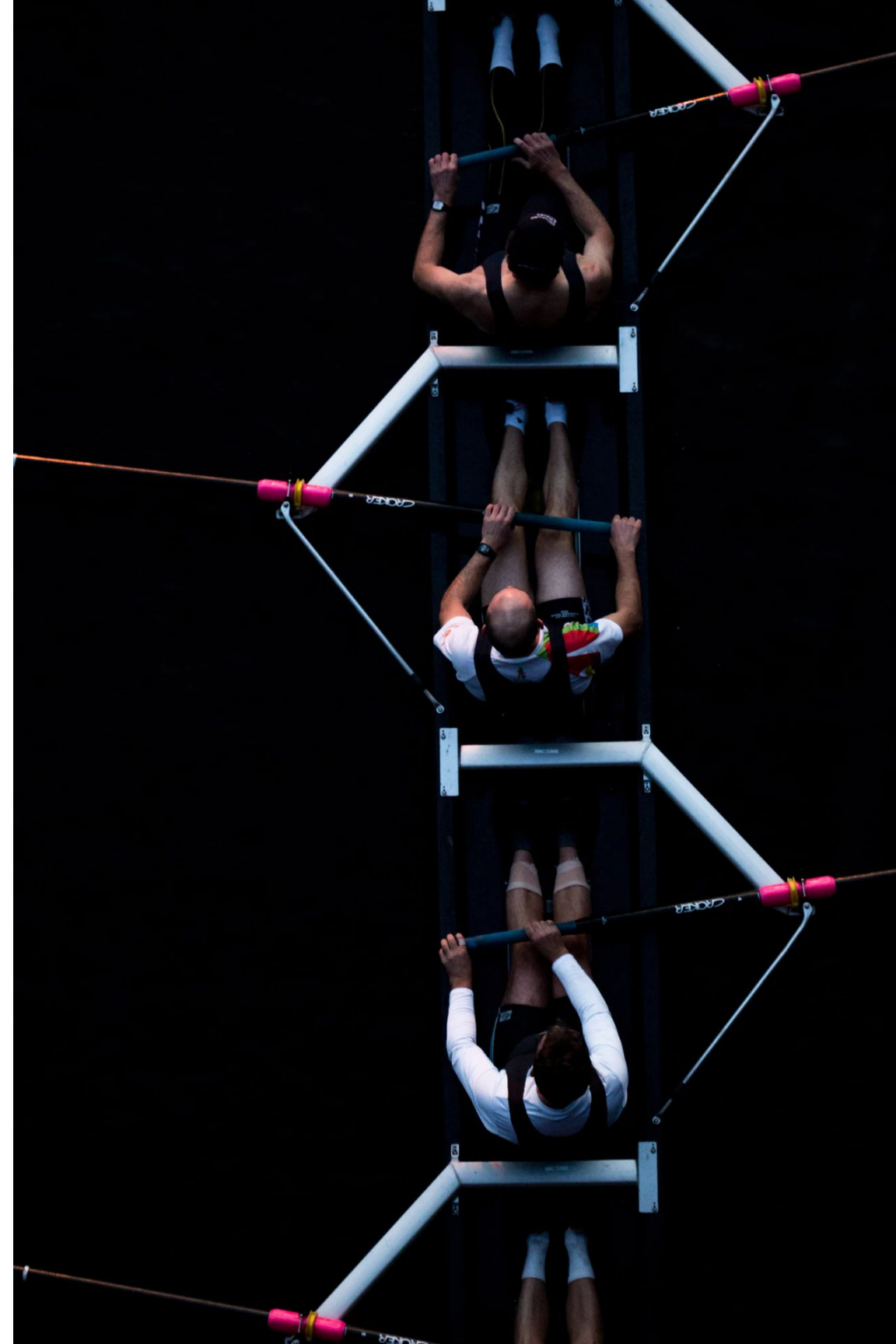


# @Open-Insurance

Open Source in Insurance - next++?



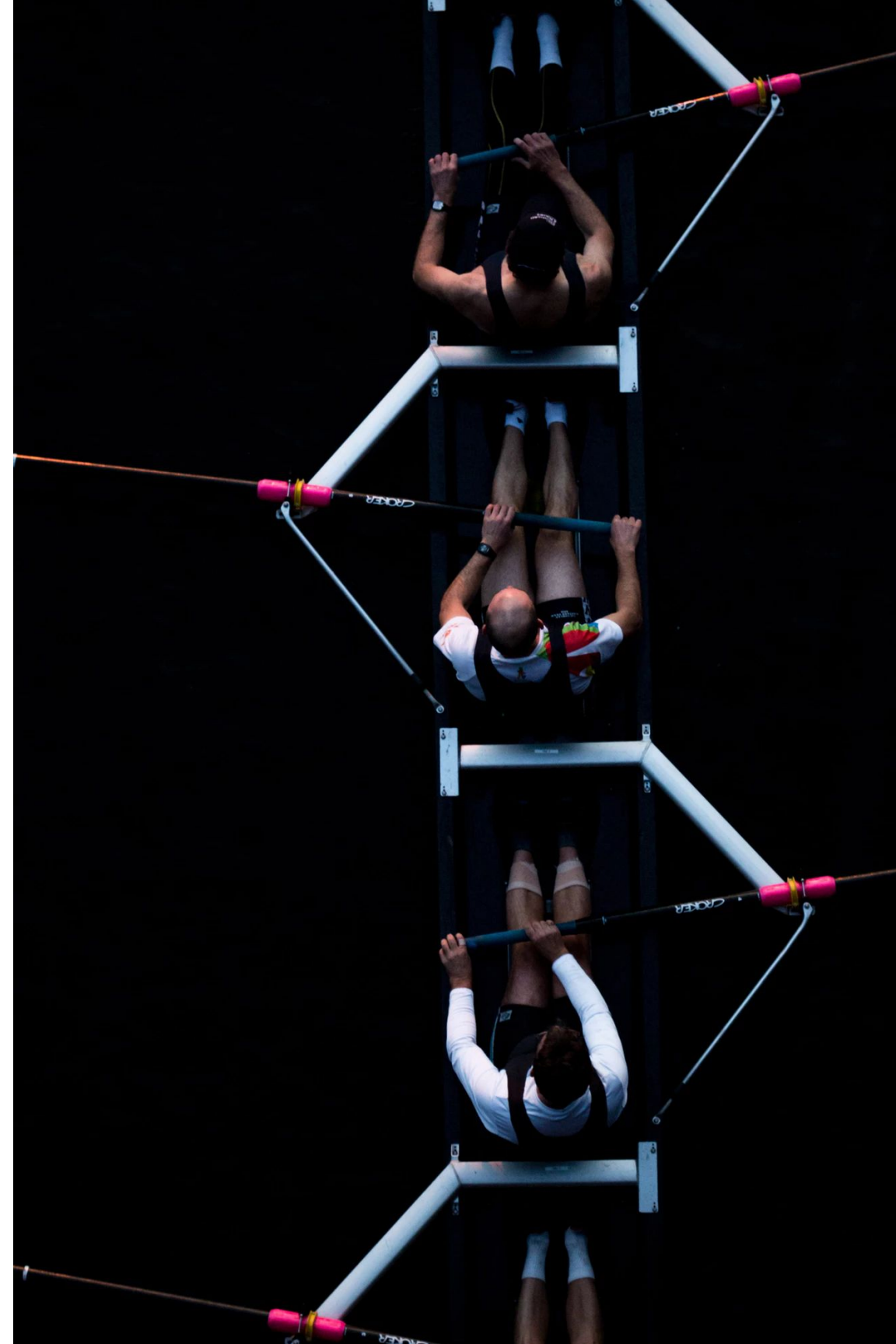
<https://open-insurance.org>



# Open-Insurance Day - 02 @baloise on 21.11.2019



<https://bit.ly/2kaQ2QA>



# Resources



# Resources

- Images used from unsplash.com
  - <https://unsplash.com/collections/8581017/2019-rh-forum-zh>
- <https://github.com/baloise/open-source#our-activities>
- [ERNST & YOUNG, 2011](#)
  - [Open source software in business-critical environments](#)

# Q & A

# Thank you

Red Hat is the world's leading provider of enterprise open source software solutions. Award-winning support, training, and consulting services make Red Hat a trusted adviser to the Fortune 500.



[linkedin.com/company/red-hat](https://linkedin.com/company/red-hat)



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