The First 90 days of Building an Open Source Office

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What we will cover

• Why 90 days
• A roadmap for the 90 days
• Connecting it to the business
• Connecting it to the priorities and drivers for OS office
• Purpose Driven Community
• Relationships
• Creating a connected plan
• Staffing
• Metrics
• Deliverables
• Early Successes
• Resources
• Communication Plan
• Resources
WHO I AM

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Almost all of us use OS today in some form or the other

SOFTWARE DISRUPTION

CREATE AN OSPO

OPEN SOURCE DOMINATION

OPEN SOURCE CULTURE

COMPANIES NEED COORDINATION

@nithyanuff
The first 90 days of a job or function are critical

- Prove yourself
- Grace Period
- Early successes
- Early relationships
- Foundational
Roadmap for the first 90 days

- Business
- Discovery
- Inventory

- Relationships
- Processes

- Goals
- Plan

- Metrics

- Communication
Connect to the Business and Culture

Understand

Align

Adjust
### Discovery: Why did we start the office?

<table>
<thead>
<tr>
<th>Compliance Issues</th>
<th>OSS Critical to Business</th>
<th>Talent Acquisition</th>
<th>Outgrown Current Process</th>
<th>Open Innovation and Development Culture</th>
</tr>
</thead>
</table>
Inventory: How do we consume & engage with OS today?

Critical OS Software

Consumption Contributions, Sponsorships, Roles

Inventory

Community Plan
## Purpose Driven Community Plan

<table>
<thead>
<tr>
<th>OS Component</th>
<th>Use</th>
<th>Critical</th>
<th>Community</th>
<th>Current Engagement</th>
<th>Future Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project A</td>
<td>In Team a, b, c</td>
<td>To c</td>
<td>Apache Foundation</td>
<td>Consumption only</td>
<td>Membership, Contribution, Sponsorship</td>
</tr>
<tr>
<td>Project B</td>
<td>Team D</td>
<td>No</td>
<td>Project B</td>
<td>Consumption</td>
<td>Consumption Have plan B</td>
</tr>
<tr>
<td>Project C</td>
<td>Team M</td>
<td>Yes</td>
<td>Project C, Poorly Funded</td>
<td>Consumption</td>
<td>Consume, Fund, Contribute</td>
</tr>
<tr>
<td>Project D</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Relationships: Who do I need to work with to get my job done?

Talent Acquisition

Engineering

Marketing

Legal
Goals and Plan: A Connected Plan

Enable the Business

Be a Good Community Member
The Open Source Practice @ Comcast

- Mission to grow Comcast expertise in Open Source
- Ensure we have scalable and dependent processes for compliance across the company.
- Enable culture change through tools, best practices, facilitation and community engagement
- Be a service & enable the business to get business done
Staffing

- Small OS Office
- Role of Champions
- Functional Experts
- Legal,
- Marketing & Eng.
- Empower Developers
- Reduce Friction

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External Collaborations - OSS Foundations
Deliverables

- OS Policy and Process
- Training and Webinars
- Communications
- Community Plan
- Inner Source and Practices
- Metrics and Goals
Metrics

- Contributions
- Memberships
- Recruitment
- Speaking Engagements
- Sponsorships
- Media Impressions
- Training
- Project Health
Communication Plan

- **Goals:** Awareness, successes, resources

- **What:** Policy, Education, Process, Pilots, Case Studies, Contributions, Consultations

- **Audience:** Leadership, OS Champions and skeptics and external groups

- **Multiple Channels:** Slack, Intranet, email, GitHub, Meetings, Calls
• Strong foundation for success

• Plan supports the business and culture

• Purpose Driven Community Development

• Signoff on the plan

• Small OSPO and Partner

• Early Success
Want to Know More about Comcast Open Source?

Open Source Software at Comcast

We are committed to open source software. We use it to build great products, attract elite talent and evolve the technology we use to deliver an amazing customer experience. Beyond using open-source technologies to build our products, we contribute actively to a wide range of open-source and open-standards groups including the Linux Foundation, OpenStack Foundation, Apache Foundation, Cloud Foundry Foundation and Internet Engineering Task Force, to name just a few. We also encourage and support our software engineers in open-sourcing the projects they develop at Comcast.

We know the collective development ethos behind robust open source projects makes our products better and more powerful and we’re committed to being part of the global open source community now and into the future.

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Q & A
Attributions and Resources

Resources

• http://www.huffingtonpost.com/scott-macfarland/the-power-of-the-90day-pl_b_10783376.html
• TODOgroup.org
  – http://todogroup.org/guides/
• Opensource.com
• Linux.com
• https://osenetwork.com/
• https://opensource.google.com/
• https://01.org/

Photos

https://www.pexels.com/