

Inner-Sourcing

A Robust Approach to **Cross-Organization Collaboration**

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Agenda

- Inner What?
- Open Source
- Benefits
- Same same but different
- Cookbook & process
- Challenges & next steps

“Inner sourcing

The act of leveraging OSS (Open Source Software) development practices within the confines of a corporate environment.”

Free as in Freedom



Richard Stallman
Free Software Foundation and GNU

Cover picture for O'Reilly Media's book Free as in Freedom. under [CC BY-SA 3.0](#) Licensed

Set The OS Free!



Linus Torvalds
Linux

Speaking at the LinuxCon Europe 2014 in Düsseldorf,
Germany. Licensed under [CC BY-SA 4.0](#)

CORE VALUES

The Four Freedoms

0 - Use

- Run the program as you wish, for any purpose

1 - Study

- Study how the program works, and change it as you wish

2 - Share

- Redistribute copies so you can help your neighbor

3 - Modify

- Distribute copies of your modified versions to others

GitHub



It's an Open Source World

80M

Repositories

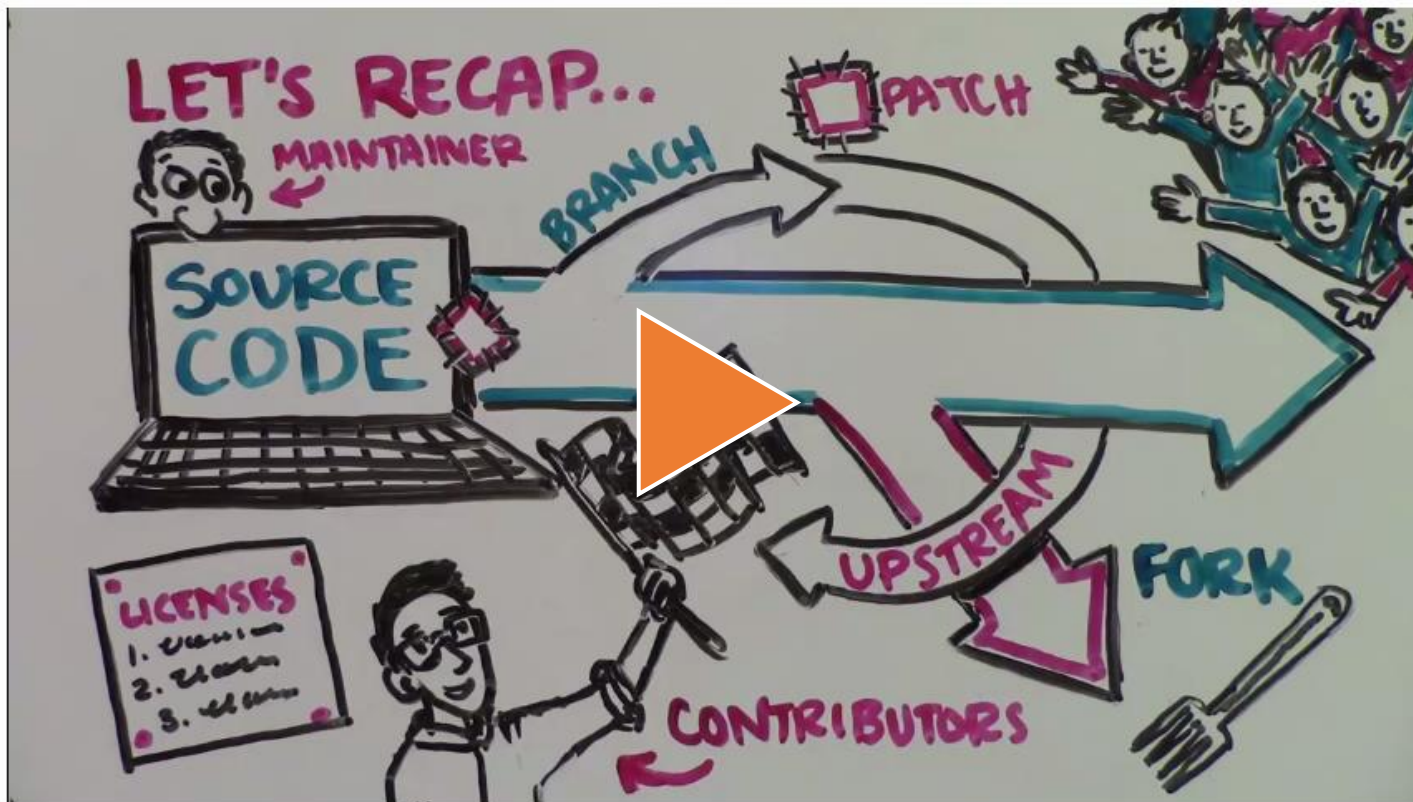
1.8M

businesses
and orgs

27M

developers

"...whether you're making your first commit or sending a Rover to Mars, there's room for you here, too."







WHY?

(Desired) Benefits

Increased software reuse

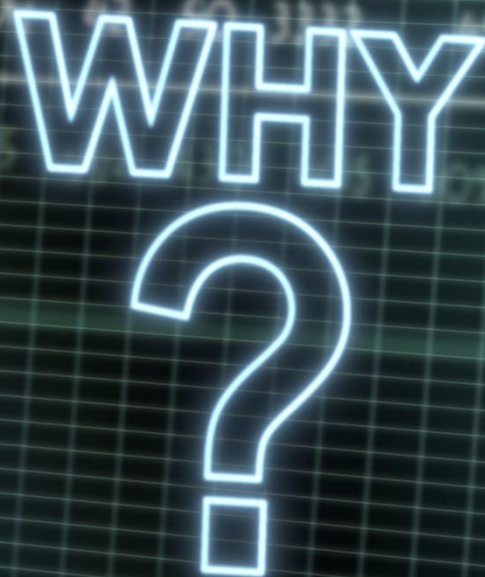
- Accelerated development (shorter TTM)

Improved quality

- “Given enough eyeballs, all bugs are shallow.”

Improved security

- If we all had to walk around naked, we'd all spend more time in the gym”
- Red Hat CEO, Jim Whitehurst, talking about the OSS security model



WHY?

(Desired) Benefits

Open innovation

- *"No matter who you are, most of the smartest people work for someone else"*
- Exploit the broad expertise and creativity of the whole developer pool

Engaged & happy employees



Same same but different!



Elbit's Recipe

Ingredients

- Copy (from OSS) and adapt

Step #1

- Mix well tools and processes

Step #2

- Add the right seed projects

Step #3

- Handle the soft aspects with care

The Process

Steering & evangelism committee formed

- Like minded partners
- Corporate & cross divisions

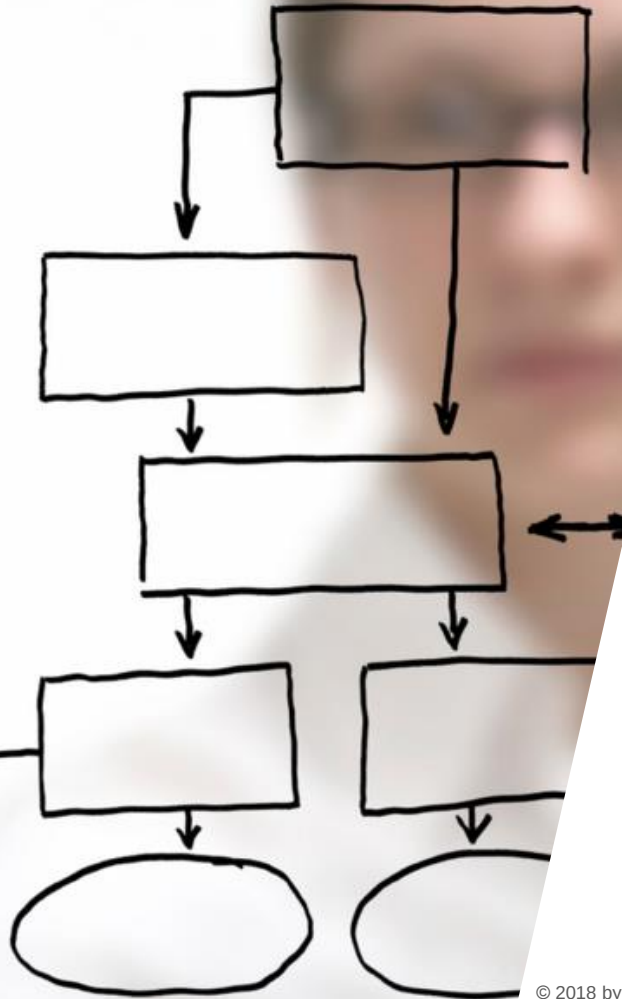
Core team formed (~20 people)

- Potential early adopters
- Engineers to directors

"Literature survey"

- Knowledge sharing PPTs & meetings

Visit @ י"מא



The Process (cont.)

Repository platform evaluation

TFS, Bit-bucket, Github, **Gitlab**

Engaging HR

ניהול למידה

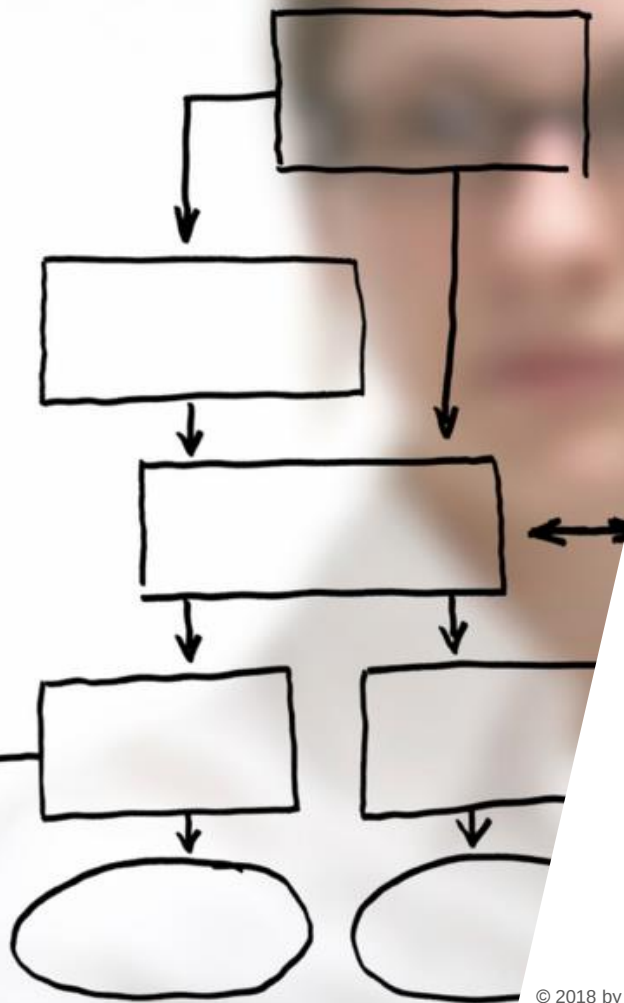
Identification of seed projects

~15 projects were “accepted”

As of today 140 projects and growing

Gamification concept

Software guild & website



Gamification – Building a Software Guild

מישחוק (גילדה)

The screenshot displays the Gilda gamification interface. At the top, there are five levels of progression:

- LEVEL 0:** 0-250 points, Population: 148 Applicants
- LEVEL 1:** 250-750 points, Population: 7 Apprentices
- LEVEL 2:** 750-1500 points, Population: 2 Craftsmen
- LEVEL 3:** 1500-3000 points, Population: 0 Journeymen
- LEVEL 4:** 3000-5000 points, Population: 0 Masters
- LEVEL 5:** 5000-10000 points, Population: 0 Grandmasters

The central area shows the 'GILDA' guild with a next meetup on 04/08/2018 and a population of 157 members. Below this, there are two character adoption options: 'PAPA?' (an orange alien) and 'Mommy?' (a green alien), both with a 'Click Here to adopt me' button.

At the bottom, there is a 'SCORE BOARD' and an 'ABOUT' section. The 'SCORE BOARD' lists four members with their total points and achievements:

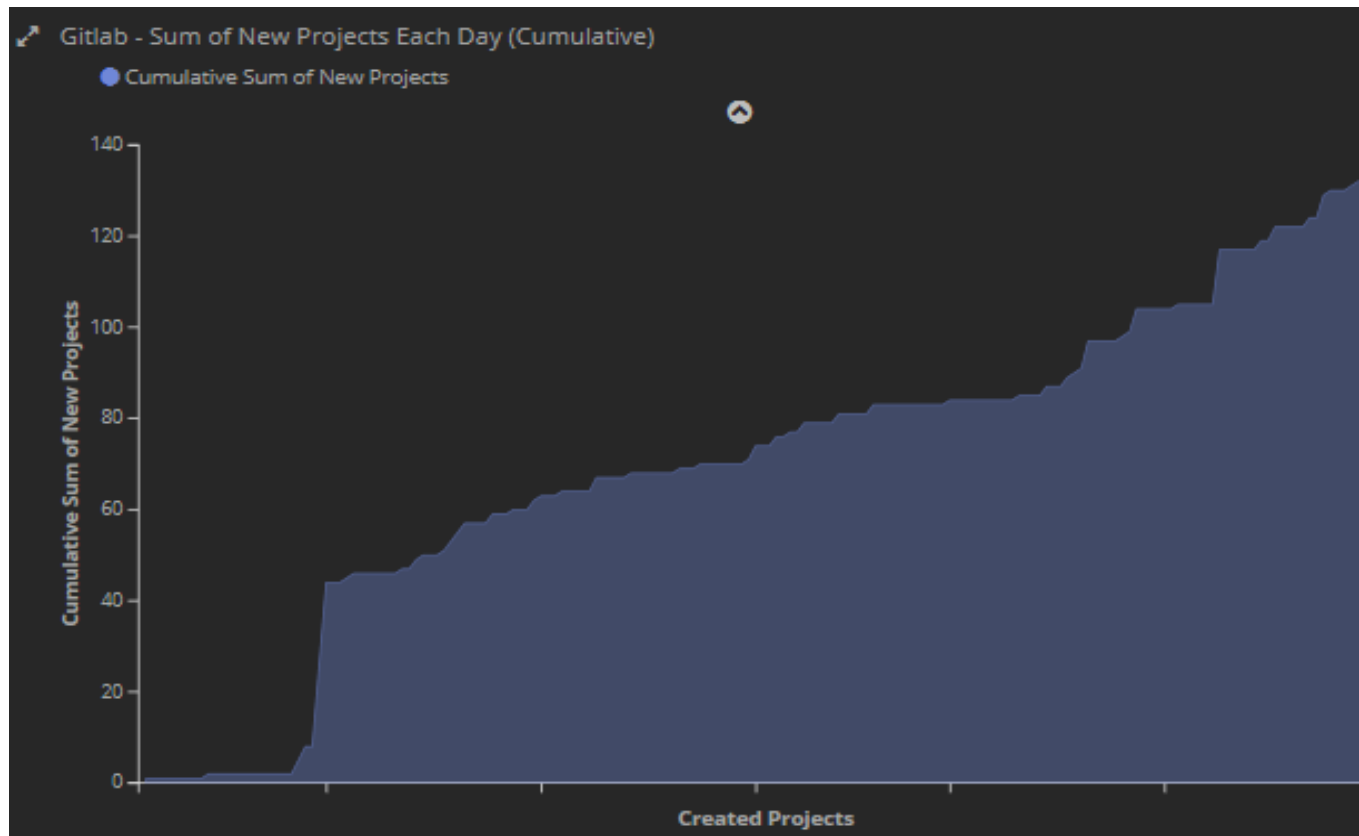
Member	Total Points	Achievements
Recommended by GILDA SHAY	695	2 Code Shares, 1 Gilda Projects, 10 Pull Requests, 0 Challenges Solved, 0 Members Recommended
Recommended by NEZRI SHELLY	490	2 Code Shares, 8 Gilda Projects, 8 Pull Requests, 0 Challenges Solved, 0 Members Recommended
Recommended by NEZRI SHELLY	385	2 Code Shares, 10 Gilda Projects, 10 Pull Requests, 0 Challenges Solved, 0 Members Recommended
Recommended by GILDA SHAY	305	0 Code Shares, 12 Gilda Projects, 0 Pull Requests, 0 Challenges Solved, 0 Members Recommended



גילדה

גילדה היא אגודה של בעלי מקצוע העוסקים באותו תחום, שמטרתה להגן על האינטרסים המשותפים שלהם ולקיים כללי אתיקה בין חברי האגודה. הגילדות התפתחו מאגודות עזרה הדדית או אגודות עסקים קטנים, שכל חבר בהן היה אומן או בעל מלאכה עצמאי או בעל סדנה או חנות. [ויקיפדיה](#)

Reality Check...





Small Wins



Industry Best Practices

▲ Governance model

- ▲ BDFL (Benevolent Dictator for Life”) vs Meritocracy

▲ Trusted Committers

- ▲ Gatekeeper & mentor
- ▲ Formalize & recognize

▲ Passive documentation & need for findability¹

▲ “Good House Rules” for guests¹

▲ Transparent planning¹

1. Silona Bonewald (2017), “Understanding Checklist the InnerSource - How to Launch Collaboration Within Your Enterprise”. O’reilly Media Inc.



Risks & Challenges

Psychological Safety

- “Pull Request Culture”*

Budget & time

- Especially during the first projects

Adoption (crossing the chasm)

- Time and motivation
- NIH (not invented here)
- Here and now, budget owners

ROI

- Faster TTM

Classification & restrictions

* Guy Martin, Autodesk



A long road ahead of us

A silhouette of a person jumping over a deep canyon at sunset. The sun is low on the horizon, creating a warm, orange glow. The person is in mid-air, with arms and legs outstretched. The canyon walls are rugged and rocky, and the sky is filled with soft, orange clouds.

But it's worth it (hopefully)

Increased software reuse (TTM)

Improved quality

Improved security

Open innovation

Engaged & happy employees

Questions?

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