Community

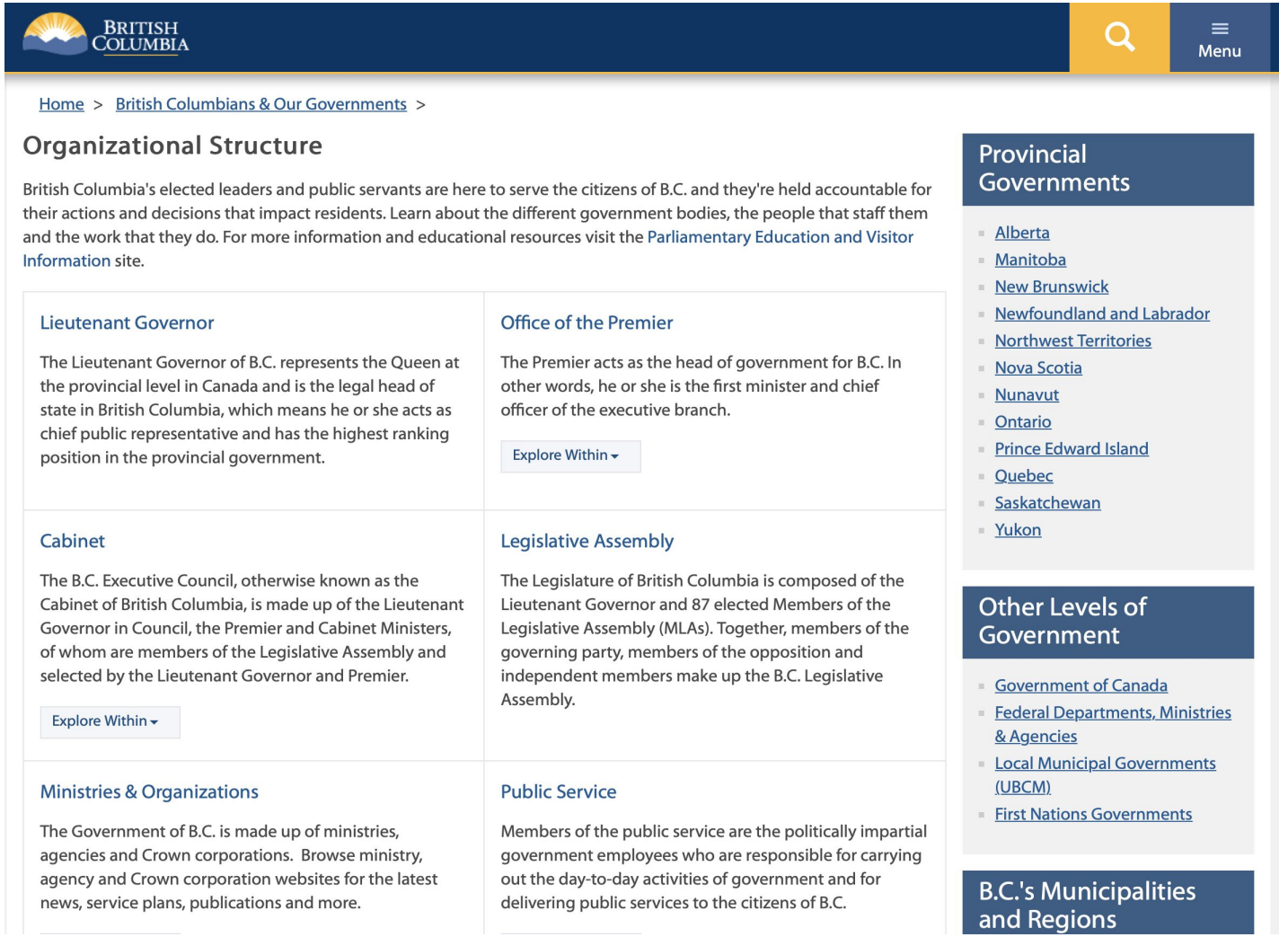
Our DevOps Journey @ BC Gov

BCDevExchange

- 20 Ministries
- 14 Central Agencies
- 18(ish) CIO’s
- 30,000 Employees Over 2000 Applications in Prod
- Hundreds/Thousands of underlying technologies
- (? Developers and Sys Admins)

Landscape of BC Gov

Something is Missing



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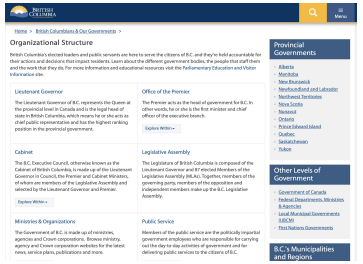

BRITISH COLUMBIA

B.C. Government Directory

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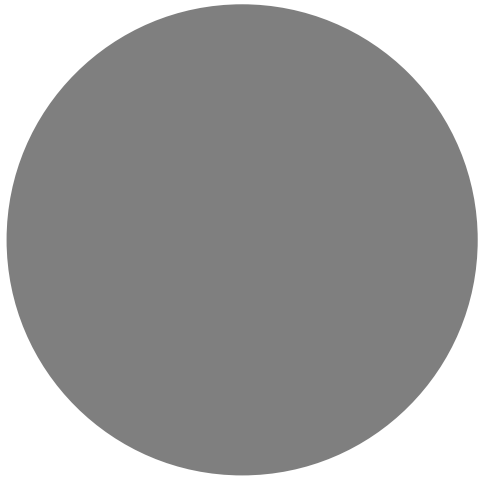
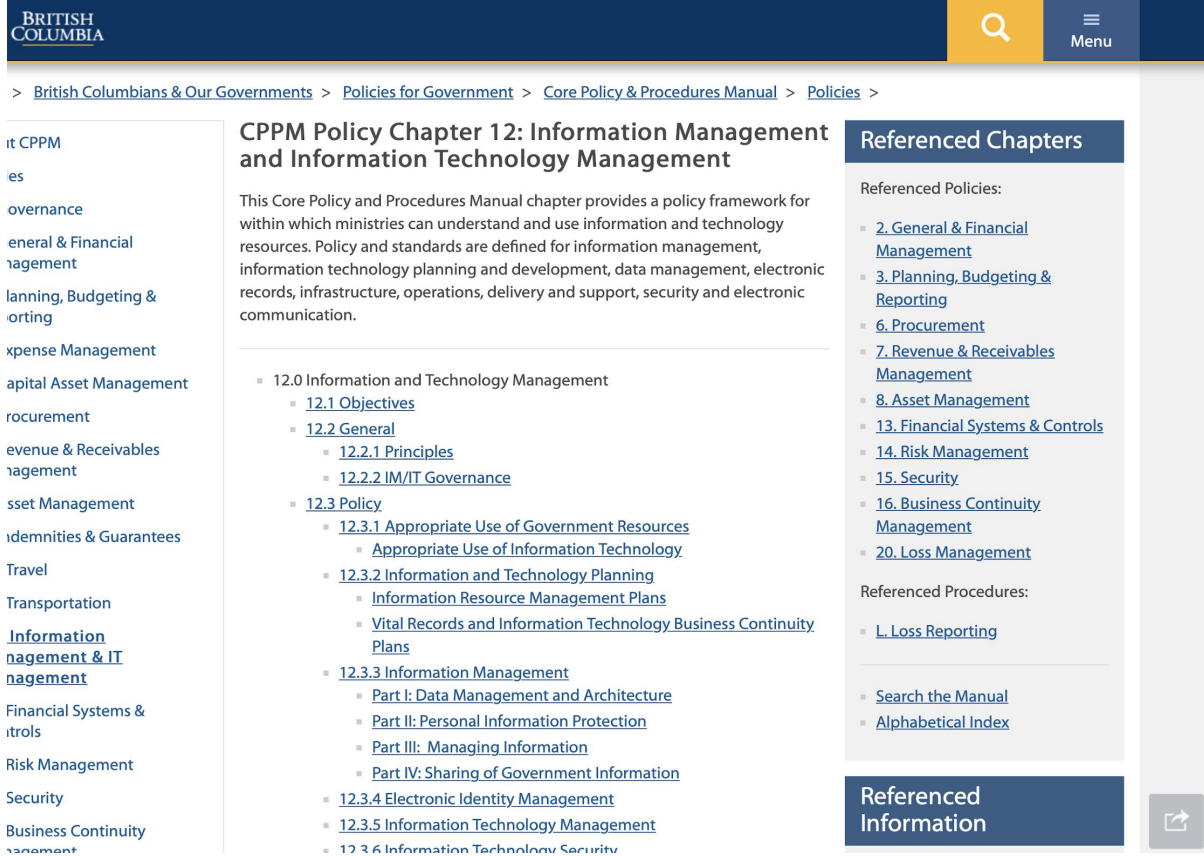
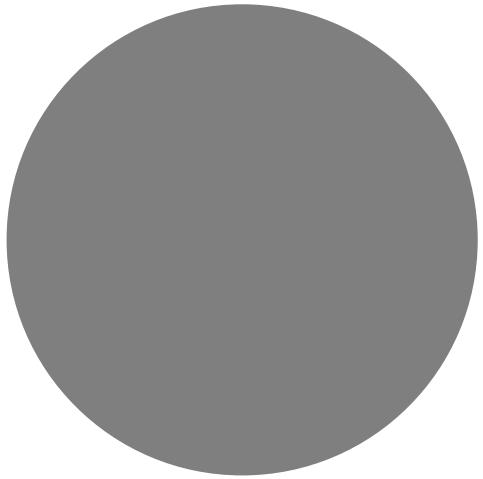
BC Government Organization Structure

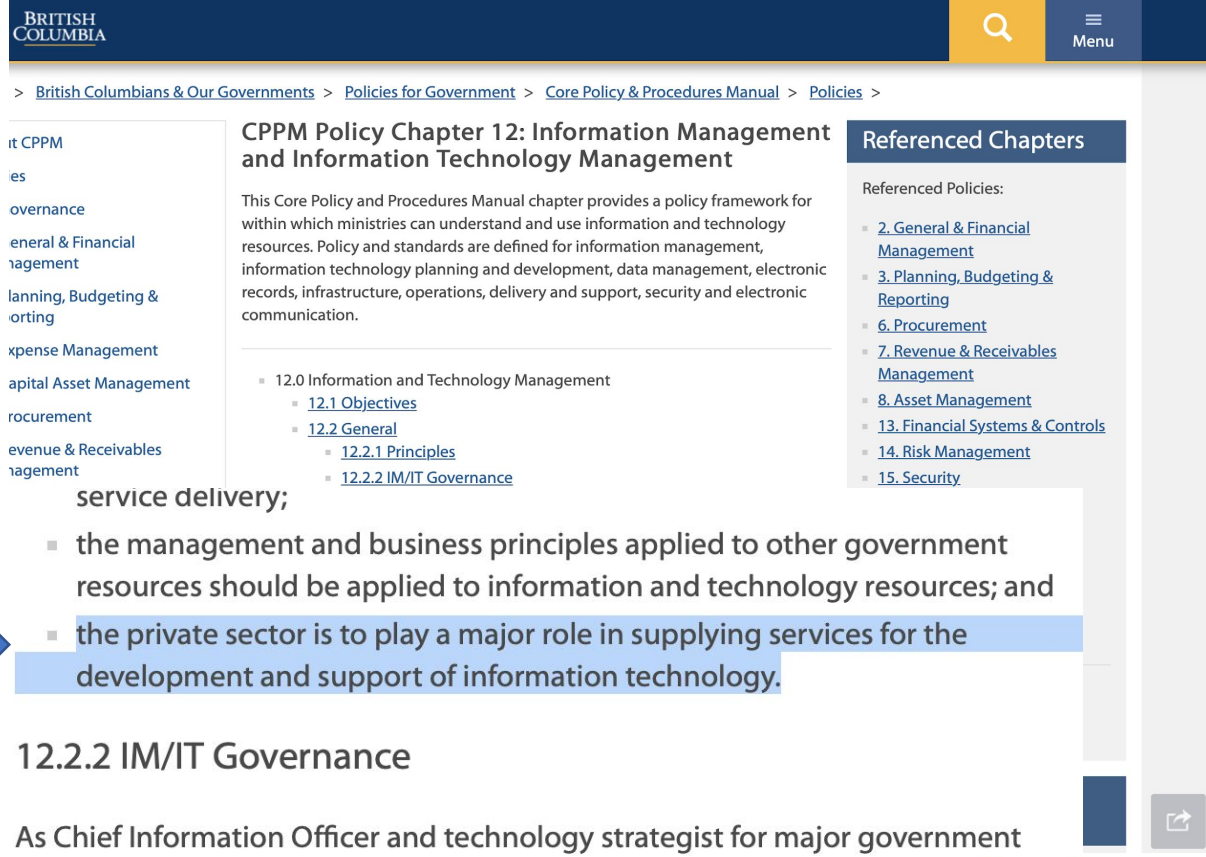
- Agricultural Land Commission
- Attorney General
- Auditor General for Local Government
- BC Public Service Agency
- BC Transit
- BC Utilities Commission
- British Columbia Assessment Authority
- British Columbia Hydro and Power Authority
- British Columbia Investment Management Corporation
- British Columbia Lottery Corporation
- British Columbia Pension Corporation
- British Columbia Railway Company
- British Columbia Securities Commission
- Cabinet Operations
- Columbia Power Corporation
- Community Living BC
- Destination BC Corp.
- Elections British Columbia
- Environmental Appeal Board/Forest Appeals Commission
- Forest Practices Board
- Forestry Innovation Investment
- Innovate BC
- Insurance Corporation of British Columbia
- Intergovernmental Relations Secretariat
- Justice Institute Of British Columbia
- Legal Services Society
- Ministry of Advanced Education, Skills and Training
- Ministry of Agriculture
- Ministry of Children and Family Development
- Ministry of Citizens' Services
- Ministry of Education
- Ministry of Energy, Mines and Petroleum Resources
- Ministry of Environment and Climate Change Strategy
- Ministry of Finance
- Ministry of Forests, Lands, Natural Resource Operations and Rural Development
- Ministry of Health
- Ministry of Indigenous Relations and Reconciliation





Where is everybody?





Where is everybody?

Professors Roy Baumeister and Mark Leary conclude (in a very official, researcher-ly style),

"Deprivation of stable, good relationships has been linked to a large array of aversive and pathological consequences. People who lack belongingness suffer higher levels of mental and physical illness and are relatively highly prone to a broad range of behavioral problems, ranging from traffic accidents to criminality to suicide… It therefore seems appropriate to **regard belongingness as a need rather than simply a want**."

Baumeister, Roy F., and Mark R. Leary. 1995. "The need to belong: Desire for interpersonal attachments as a fundamental human motivation." Psychological Bulletin 117, no. 3: 497-529. PsycARTICLES, EBSCOhost (accessed November 29, 2012).

Why Community Matters

Translation

Belonging to a community feels good and is good for us

Confusion

Badges vs Belonging

Success

BELONGING VS BADGES

SELF IDENTIFICATION IS KEY

" INTRINSIC MOTIVATION WILL BE MORE LIKELY TO FLOURISH IN CONTEXTS CHARACTERIZED BY A SENSE OF SECURE RELATEDNESS.”

Deci, Edward L. and Richard M. Ryan. 2000. "The "What" and "Why" of Goal Pursuits: Human Needs and the Self-Determination of Behavior." The British Journal of Psychology 11 (4): 227.

Translation

We are more successful in a safe community where we feel like we belong

We Want:

- Amazing co-workers that aren't your boss or competing for the same promotion
- Mentors and peers that can teach and inspire us to do better
- Show up everyday to the best place to work

https://dangerouslyawesome.com/2011/06/where-are-my-people-finding-a-tribe-where-its-least-obvious/

Mutual Self Interest

The path to best place to work isn’t the best office, it’s the best co-workers

Common goal:

Making [BC] a better place to make a living doing what you love.

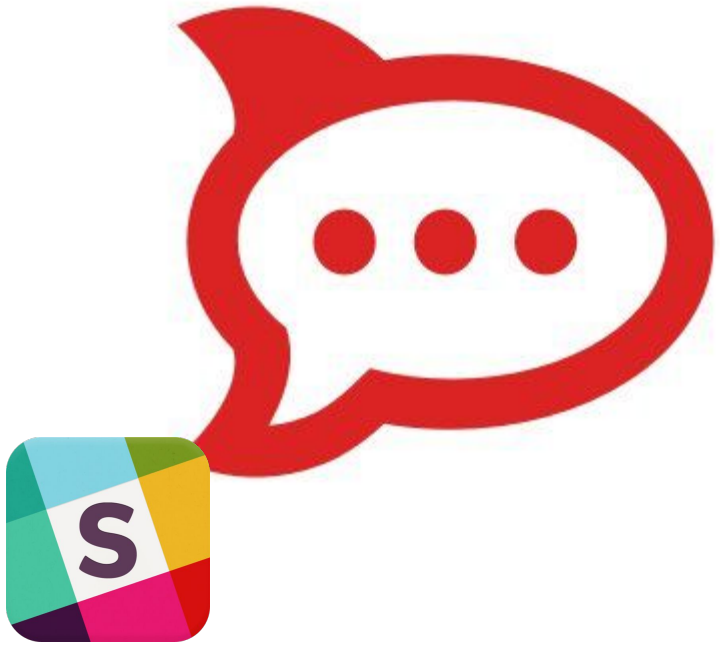
https://dangerouslyawesome.com/2011/06/where-are-my-people-finding-a-tribe-where-its-least-obvious/

Mutual Self Interest

BCDevExchange

How did it start?

Our BC DevOps Community



BRITISH COLUMBIA

DevOps Pathfinder

How did it start?

Our BC DevOps Community

CLOUD NATIVE
COMPUTING FOUNDATION

How did it start?

Our BC DevOps Community

Private/Public Sector Partnerships

Reimagine Chapter 12 Policy

- Service Providers
- Software Vendors
- Government Teams

Win-Win-Win

Collaborative Work Environment

Reimagine Public Service

- Staff Mobility
- Open Door Policy
- Direct User Engagment

Win-Win-Win

Mutual Self Interest

Making BC a better place to make a living doing what we love.