

Driving Innovation Through Internal Technical Communities

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HELLO!



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WHAT IS BLOOMBERG?



BLOOMBERG

🗽 Technology company
🔑 Founded in 1981

💼 350,000+ Bloomberg Terminal subscribers
🌐 25,000+ employees
💻 ~9,000+ software engineers



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**One thing never
changes: everything
keeps changing...**

New programming languages
Homegrown & open source software
Building AI solutions

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FOSTERING INNOVATION

Safe space for experimentation

Accelerate knowledge sharing and networking

Define standards and consolidate efforts

Advocate for technical leadership and visibility

COMMUNITIES

Different types of technical communities within Bloomberg



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1**GUILDS**

Communities centered on specific technical topics

3**REPS & CHAMPS**

Network across application and infrastructure teams

2**MEETUPS**

Regular gatherings around common technical interest

4**COMMUNITY PROJECTS**

Collection of software and tooling maintained by developers

COMMUNITY PROJECTS

- 🚧 Collection of software and tooling maintained by developers across the organization
- 🚧 Focus on DevX and non-production
- 🚧 Appointed owners and maintainers
- 🚧 Management buy-in

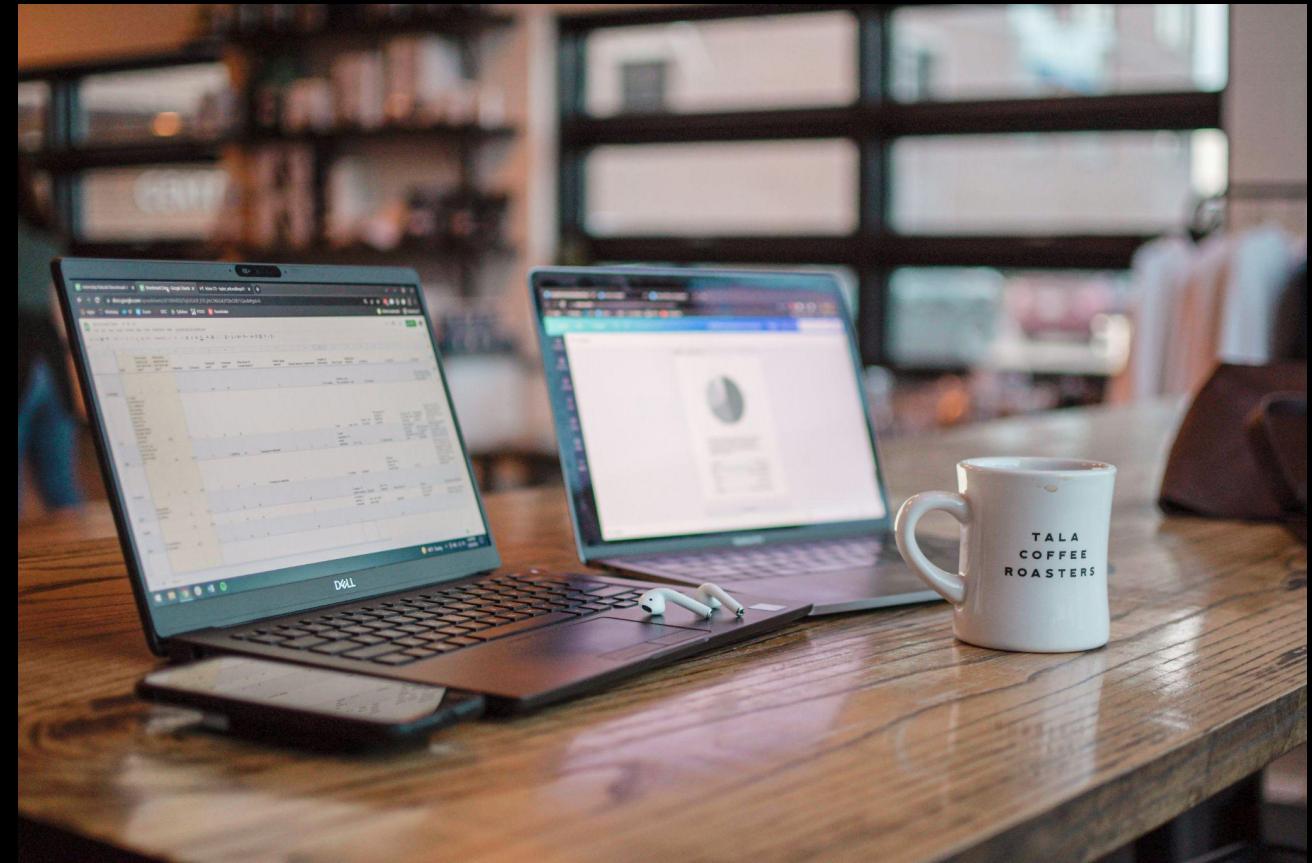


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REPS & CHAMPS



TECH REPS

Learn, share, experiment,
advocate, answer



NETWORK

Between applications and
infrastructure



CHAMPS

Shape, promote & support
constant technology evolution

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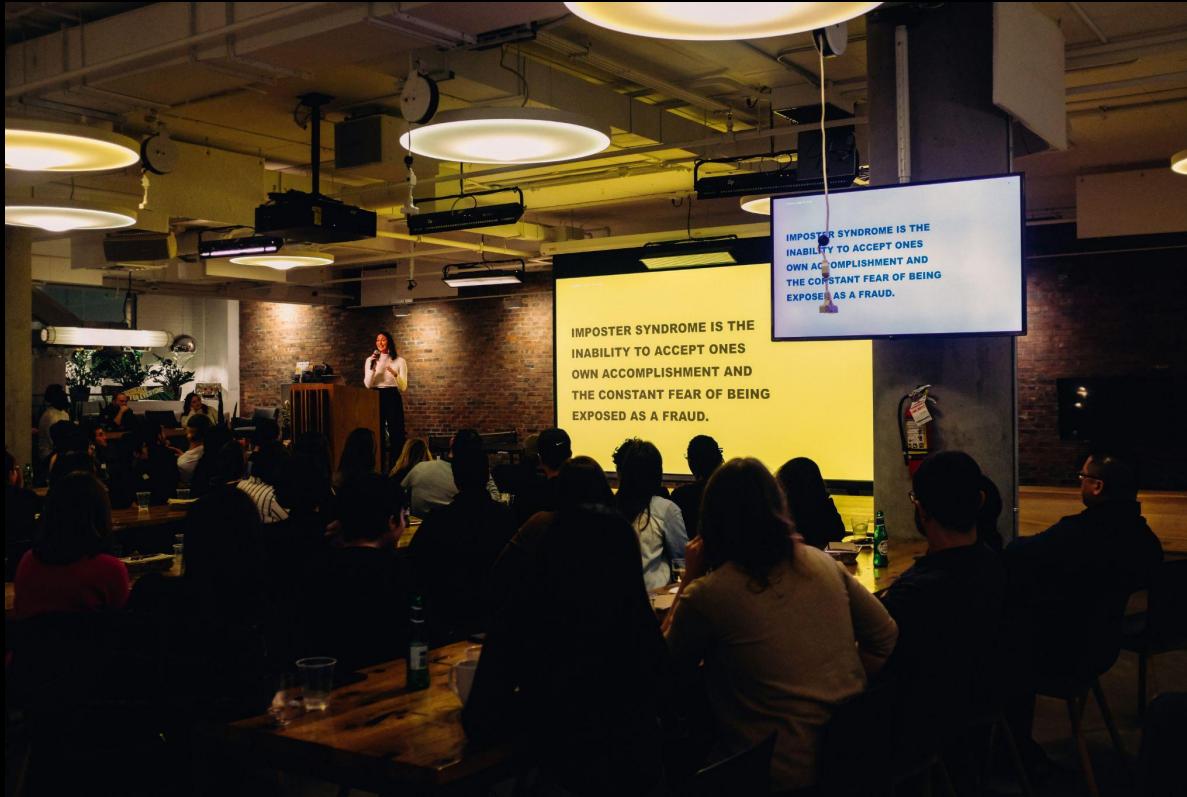


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MEETUPS

- Informal (but recognized) regular gatherings focused on technical topics
- Facilitate community building by connecting people who share common interests
- Appointed leaders, no “official roles”

*Meetups incubate tech;
Guilds institutionalise it*

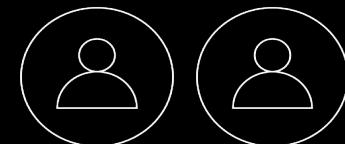
GUILDS

13 communities focused on specific technical topics of interest
for the advancement of that technology within Bloomberg

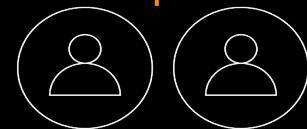
- 🛡 Start out as an internal meetup
- 🛡 Organised, official cross-team communities focused on a single technical domain
- 🛡 Influence the direction and adoption of specific technologies used heavily within the firm

ANATOMY OF A GUILD

Chairs



Leaders



Contributors



Working Group

Working Group

Working Group

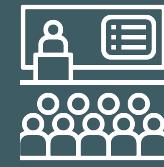
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AREAS OF FOCUS



**COLLABORATIVE
DEVELOPMENT**



**CONFERENCE
ENGAGEMENT**



**CROSS DEPT &
INFRASTRUCTURE
INFLUENCE**



**INTERNAL
PRESENTATIONS &
MEETUPS**



THE PYTHON GUILD

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**Our mission is to
foster a Python
community at
Bloomberg and
beyond.**

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Training

Testing

PEP
Talks

WORKING GROUPS

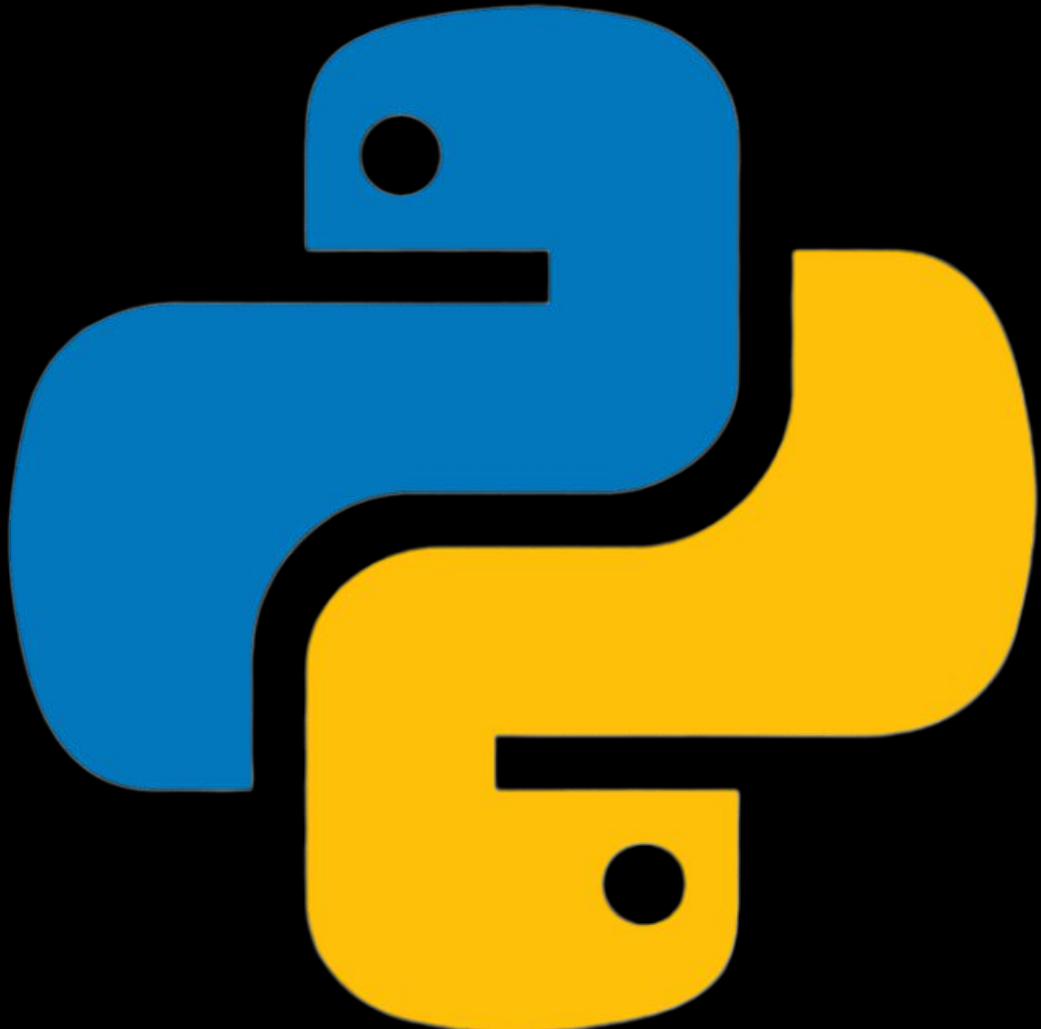
Pragmatic
Recommendations

Innersource
Stewardship

Conferences

A dramatic photograph of a massive ocean wave crashing towards the shore. The wave's face is a bright, foaming white, contrasting with the deep blue and green of the surrounding water. The sky above is a warm, golden-orange color, suggesting either a sunrise or sunset. The overall scene conveys a sense of raw power and natural beauty.

THE IMPACT



OUR MOST USED LANGUAGE

Started initially as an intern project, Python has been nurtured by the internal community; within ten years it has become the most popular language inside Bloomberg.

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THE GOLDEN PATH



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THE GOLDEN PATH

Recommended path: code → production

- ✓ Cuts first deploy time and troubleshooting
- ✓ Eliminates bespoke scripts, boosts reliability
- ✓ Smooth onboarding



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GUILD WEEK

Guild Week is the annual internal conference where the Guilds get the opportunity to showcase what they are about and how to get involved.



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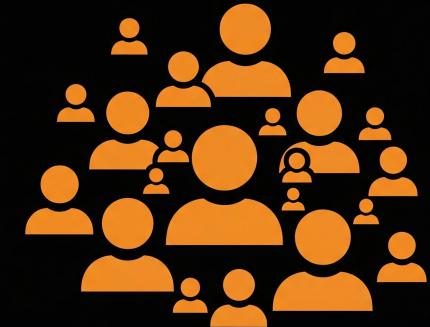
In 2025, we hosted:

- Content tracks for each of the Guilds
- 150+ events
- Almost 300 speakers



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IMPACT IN PILLARS



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IMPACT ON THE INDIVIDUAL

01

FAST ONBOARDING

02

ACCESS TO EXPERTS

03

LEADERSHIP

04

MOBILITY

05

PERSONAL BRAND

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IMPACT ON THE FIRM



CONSOLIDATION



RELIABILITY



TECH ADOPTION



PRIORITISATION



EXTERNALLY

- 💻 Open source contributions
- 💻 Authored PEPs
- 💻 Sponsored 70+ conferences in 2025
- 💻 Engineers delivered 250+ talks in 2024

TIPS & LEARNINGS



MAKE IT FIRST!

- 👷 Find passionate individuals to launch it
- 👷 Start with a recurring meetup/meetings
- 👷 Create a clear mission statement and document it
- 👷 Get management support and buy-in

SCALE IT

-  Formalise roles as membership grows
-  Track metrics
-  Engage w/ external communities
-  Celebrate contributions publicly
-  Include community contributions in performance reviews



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MEASURE SUCCESS

To ensure sustained success and alignment with the mission



Adoption of shared
tooling and practices



Time-to-resolution for
common issues



Participation across
departments



External visibility
and contributions

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TAKEAWAYS

- 🎯 Communities foster **innovation** and **growth** through safe experimentation
- 🎯 They create paths for **technical leadership** and access to expertise
- 🎯 Setting **standards** helps consolidating organisational efforts and improves **reliability**

TAKEAWAYS

- 🎯 Communities foster **innovation** and **growth** through safe experimentation
- 🎯 They create paths for **technical leadership** and access to expertise
- 🎯 Setting **standards** helps consolidating organisational efforts and improves **reliability**
- 🎯 It is FUN!

Next steps?

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Lean in!

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**Or start your own
community :)**



QUESTIONS?

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