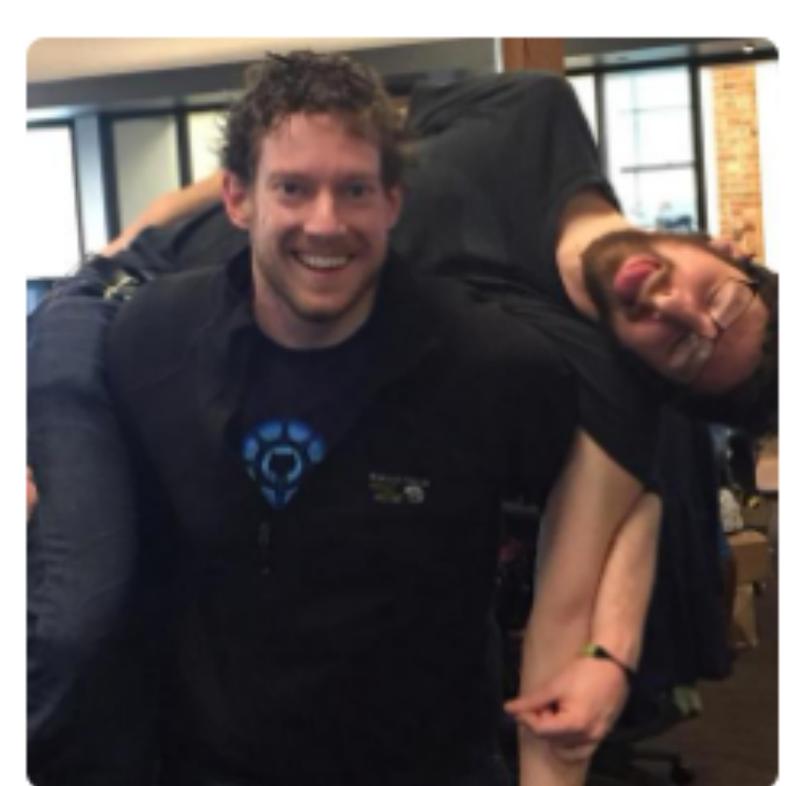




Default to Open

Transcend organizational silos with open development
workflows



Greg Padak
gpadak

Don't worry, I didn't hurt the guy
I'm carrying.

[Follow](#)

[Block or report user](#)

 GitHub **Staff**

 ATL

 gpadak@github.com

 Joined on Jun 14, 2012

Organizations



Greg Padak

GitHub Solutions Engineer
devops practitioner



How to drive more meaningful development outcomes



Leader in
Open Source

Development
Data

Transparent
Collaboration



But first, **some history** we can
definitely agree on





The devops movement **applied**
development principles to Ops and
Infrastructure challenges





MISSION

ACCOMPLISHED

A fluffy white and brown cat sits on the hood of a car, looking towards the right. Behind the cat, a massive, billowing explosion with orange, yellow, and black smoke dominates the background against a clear blue sky. The car's hood is dark-colored.



Positive feedback loops **demand**
continuous improvement on all fronts

How to drive more meaningful development outcomes

How to drive more meaningful
development outcomes

Without dramatically changing
org structures



Challenges



Desired Behaviors
& Outcomes

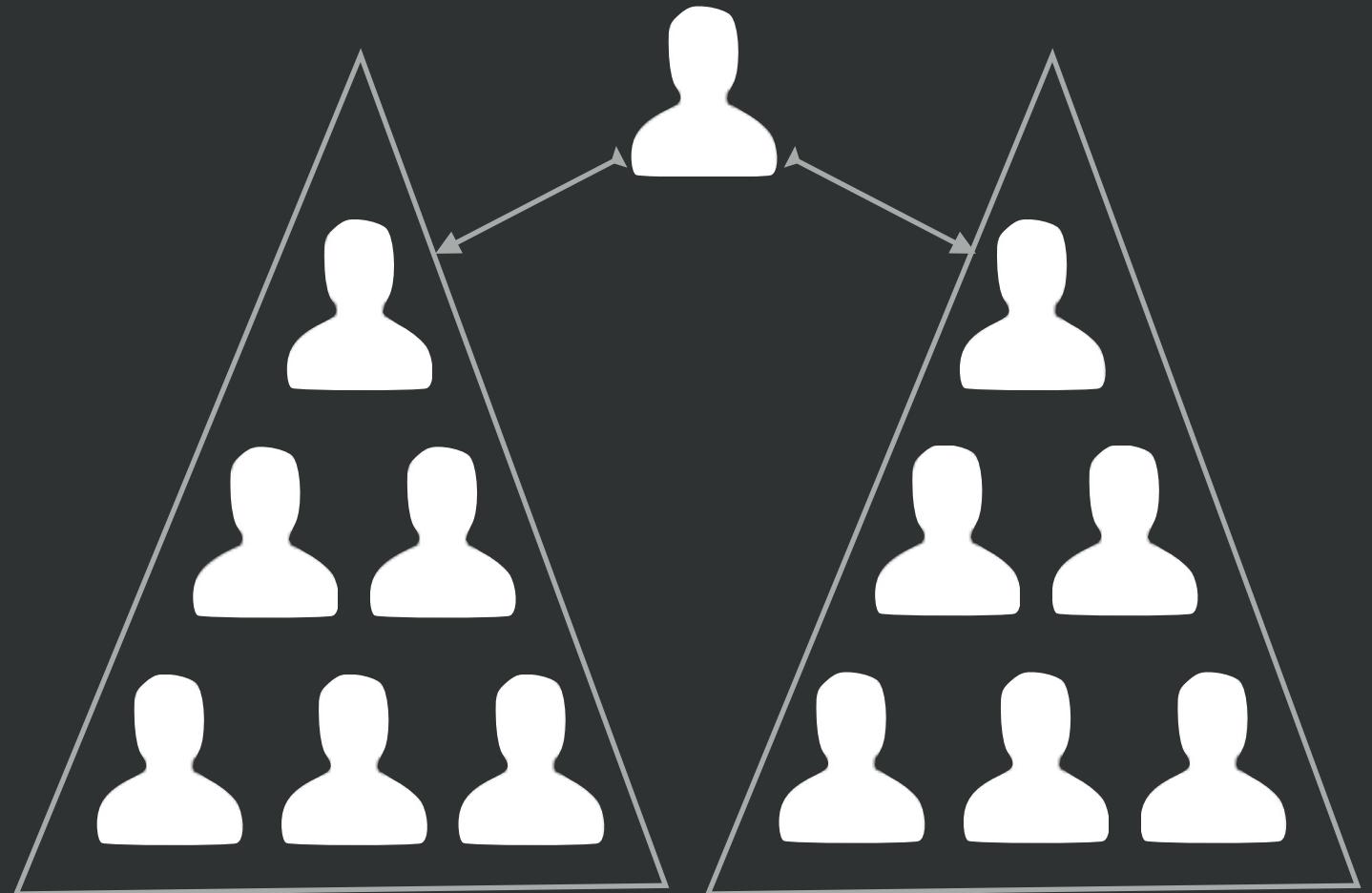


Strategies

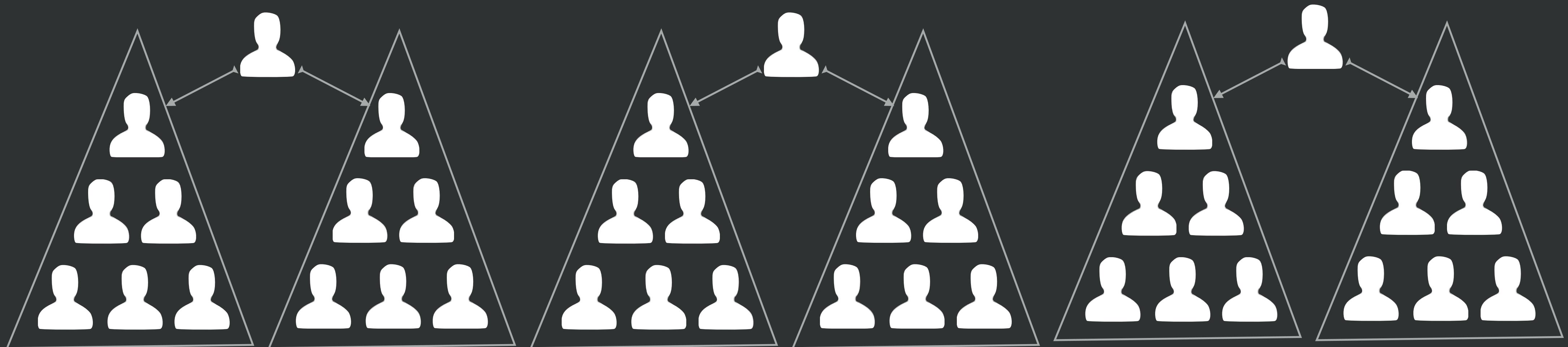
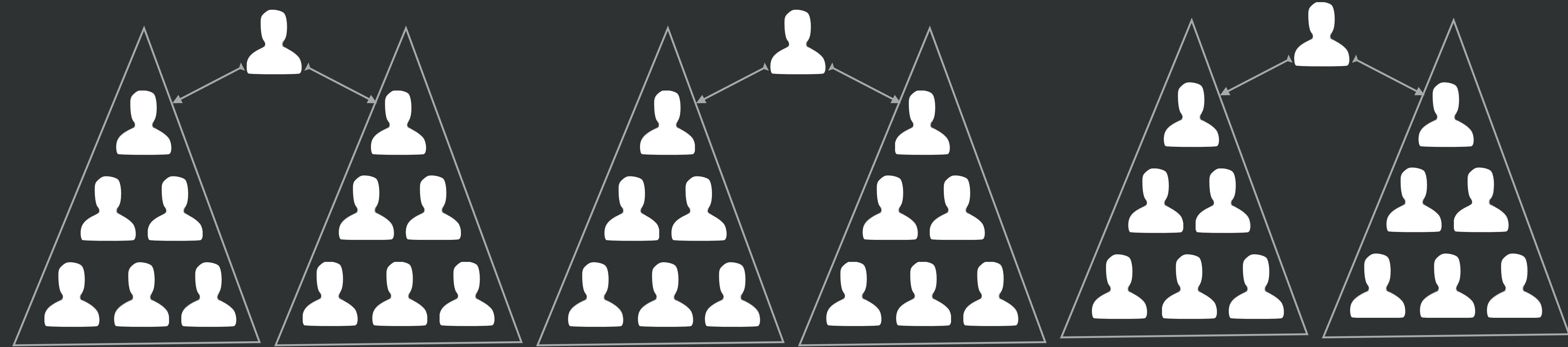


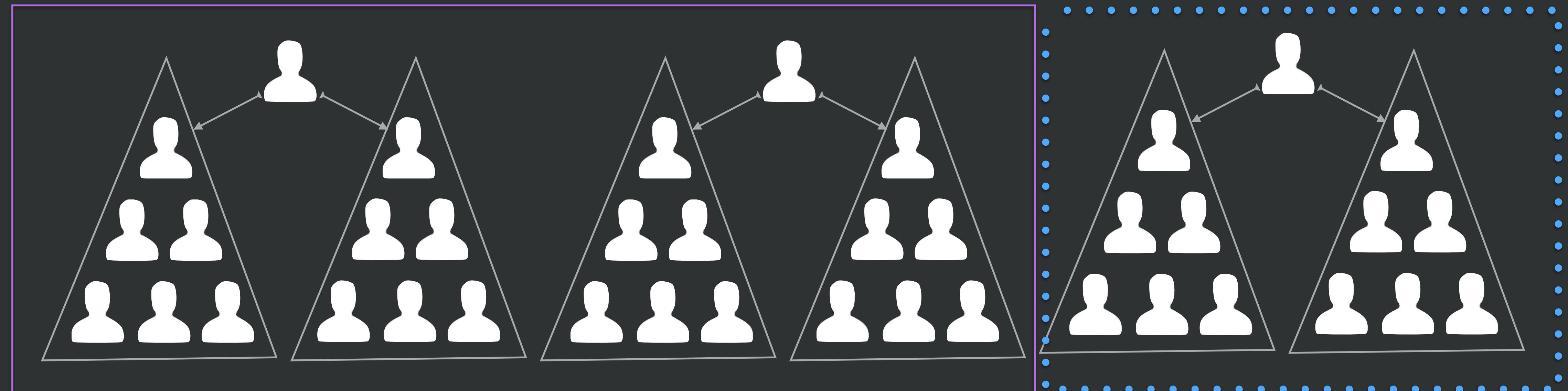
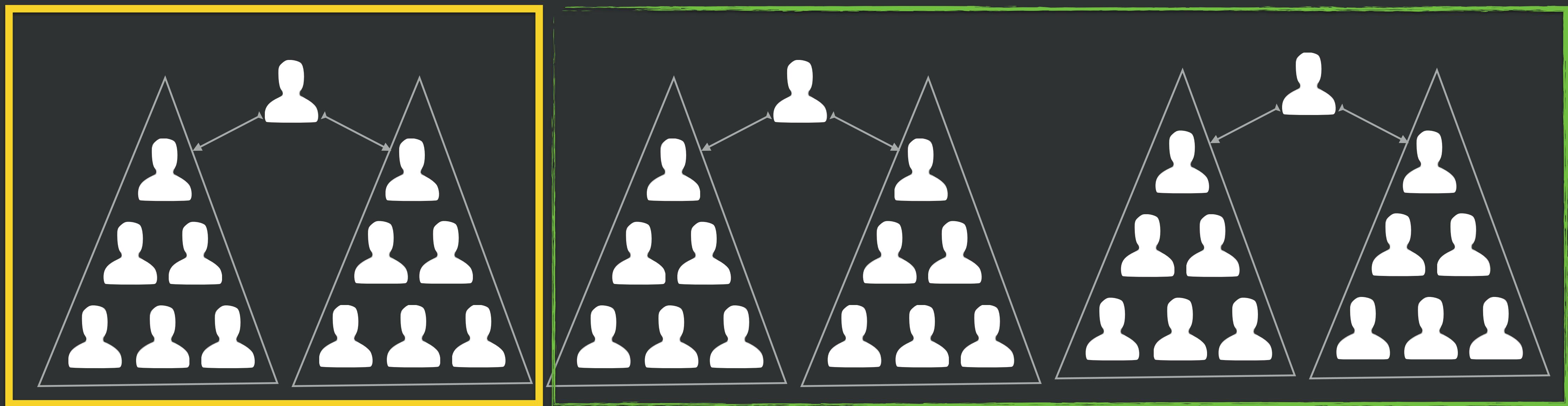
Challenges: lessons learned from real organizations

A classic **vertical** organization



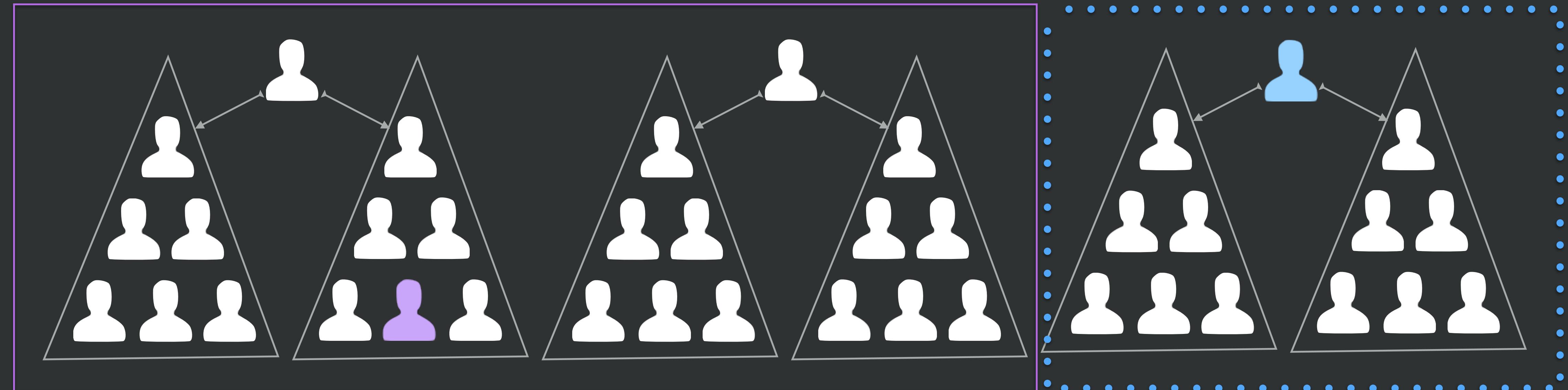
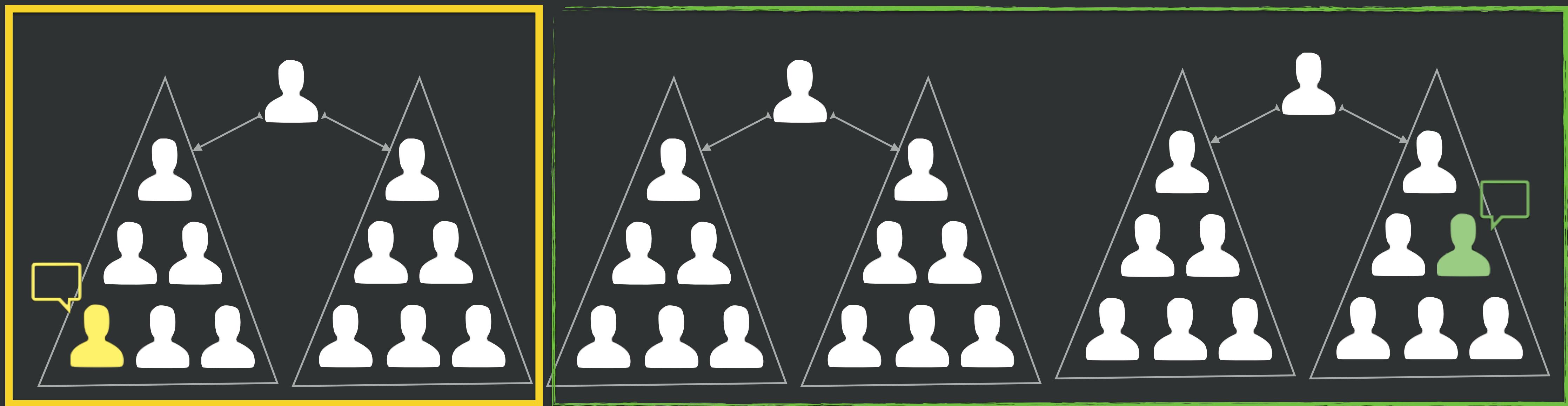
From the top down things can be pretty clear, but **from the bottom up it can get foggy real quick**

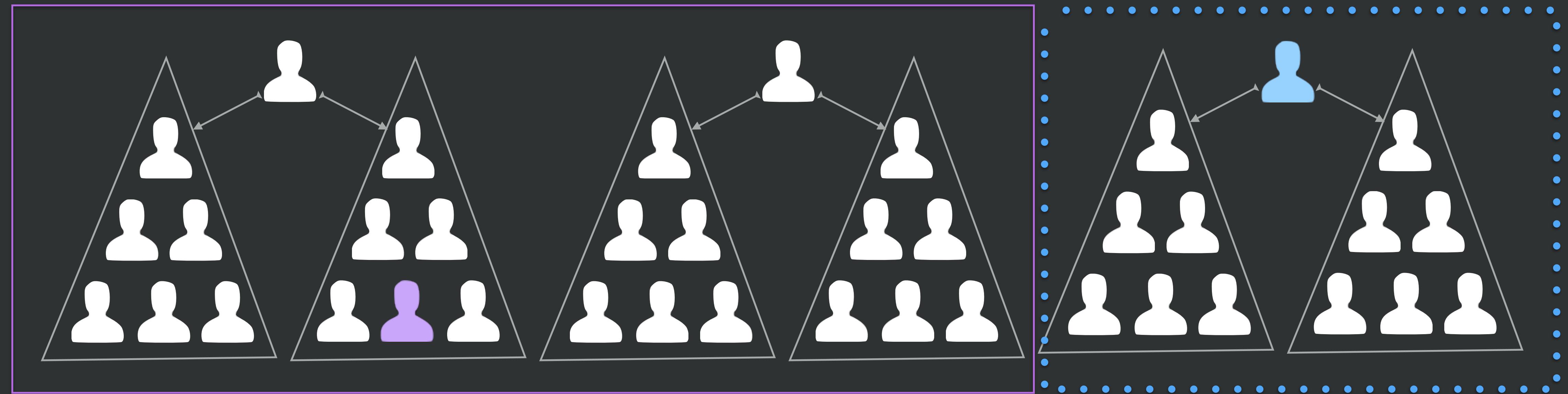
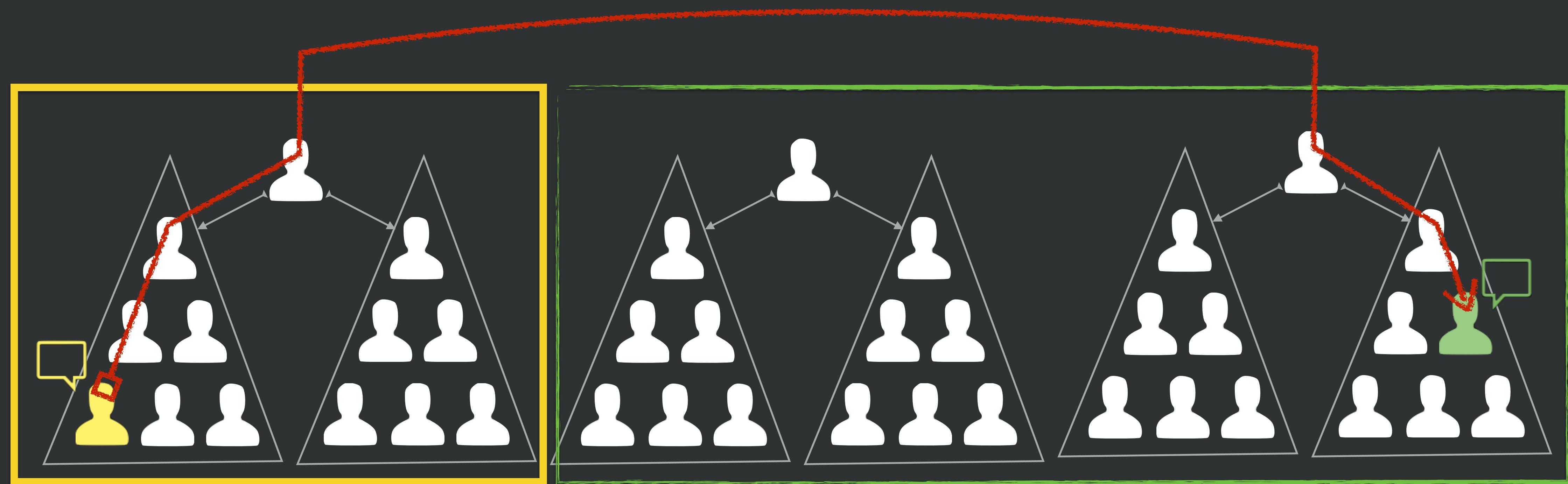


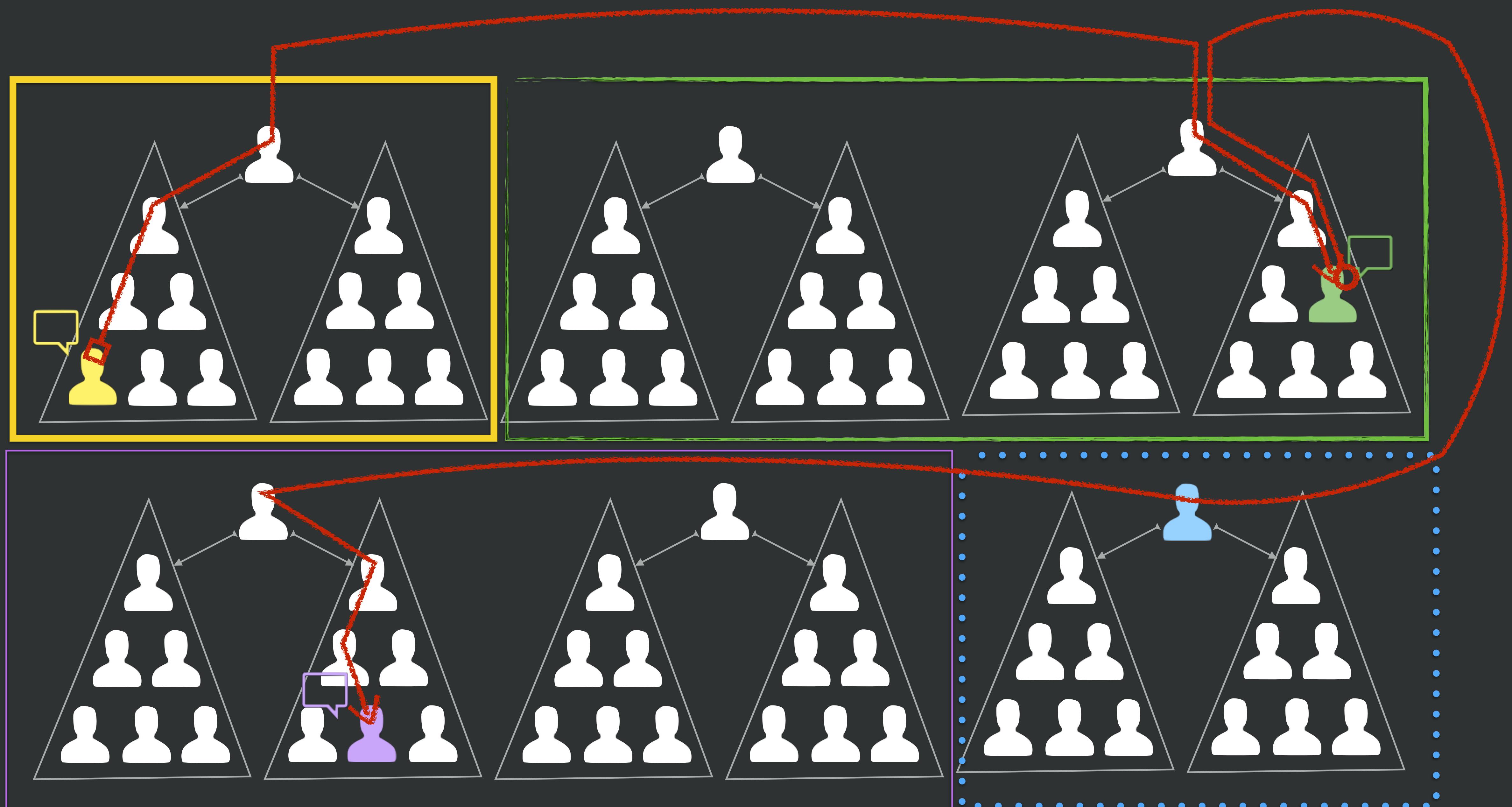


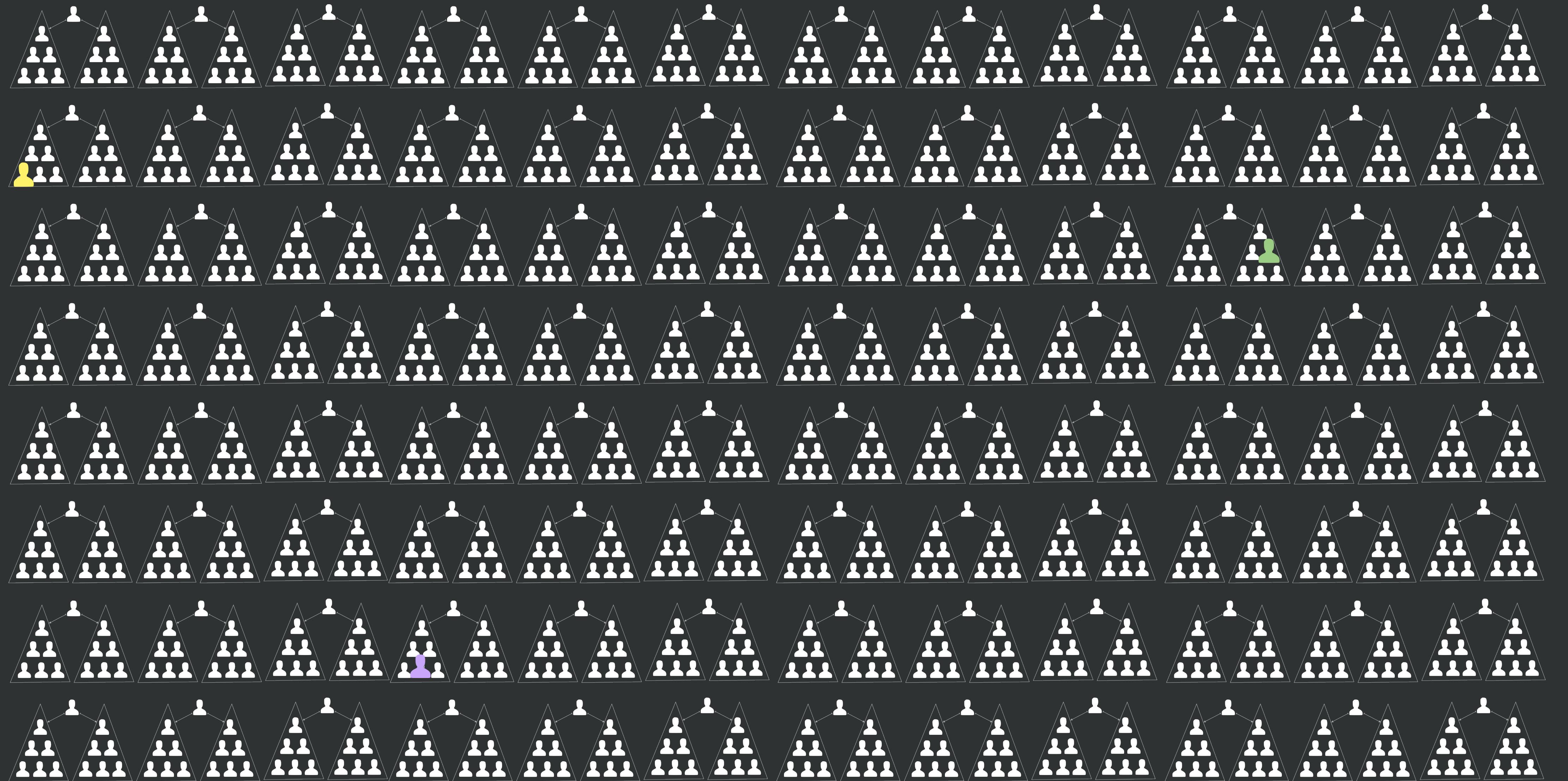


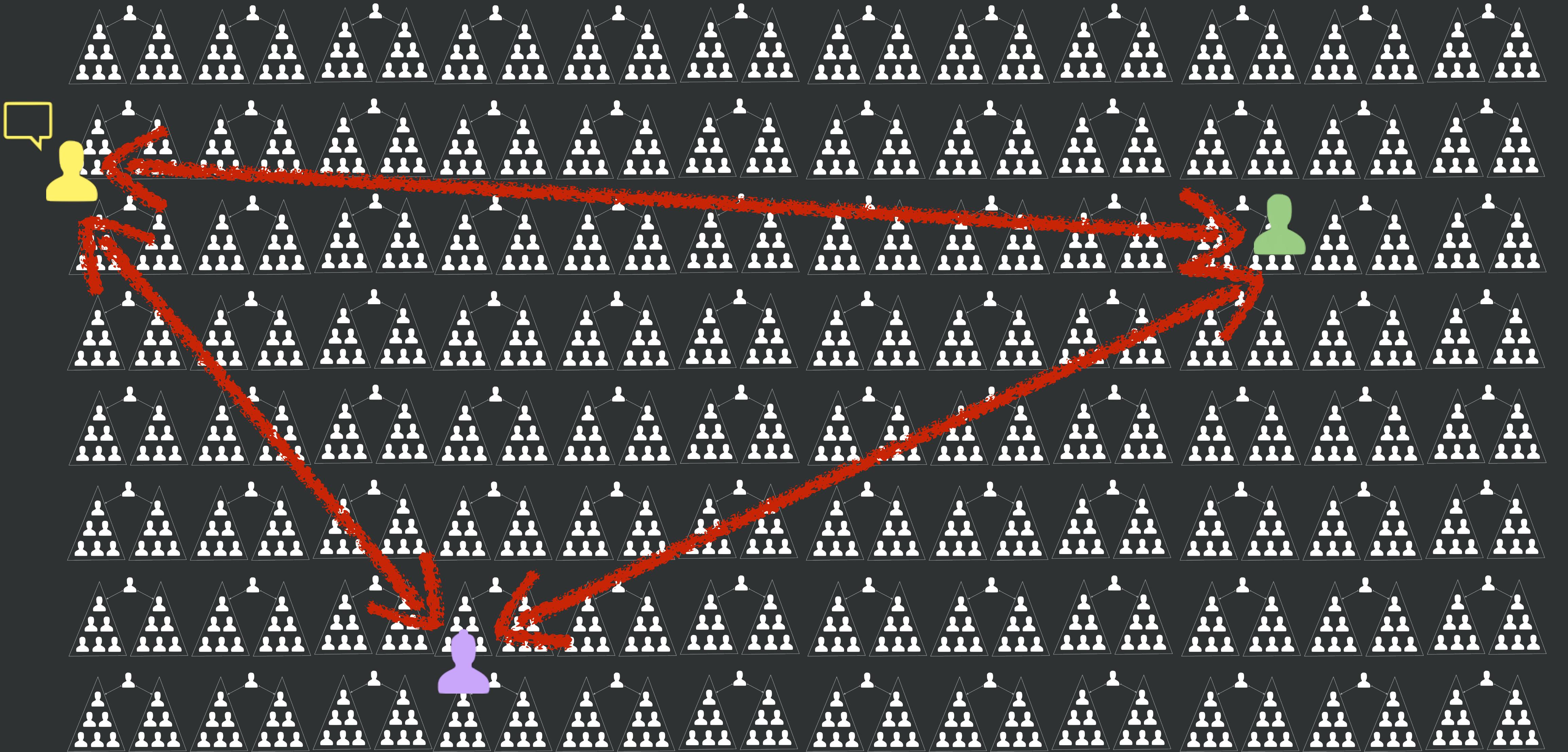
Most organizations struggle with
**awareness of existing enterprise
development**













Organizational distance between
developers **directly correlates to bugs**
and delays



Developer Churn

Easy for individuals, disruptive to
employers



“Good enough” solutions stop gaps, **but**
they don’t fulfill and retain people

How much are you willing to pay for a
1% productivity increase of
developers that cost **\$100K+ per year?**



Desired behaviors and outcomes



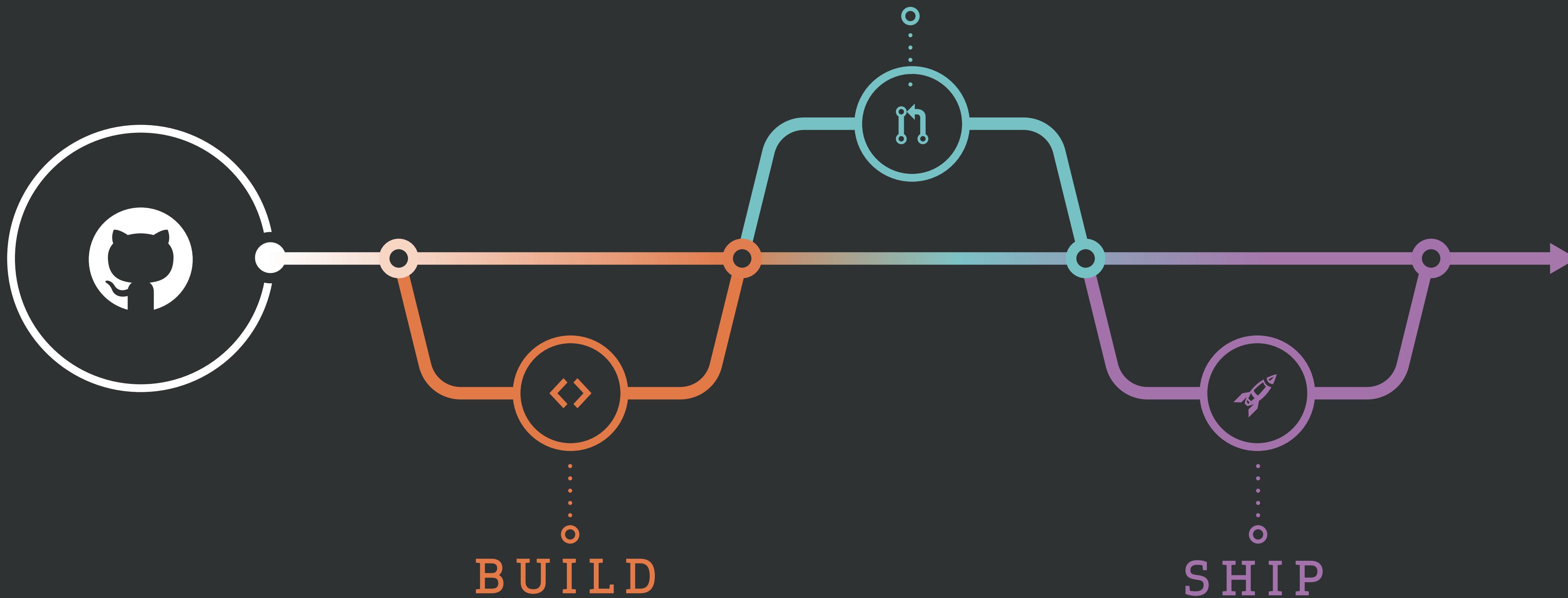
- Immersion into workflow
- Voluntary information disclosure
- Context creation and awareness



Immersion into the workflow



COLLABORATE





CI works best when it's not a
DOS attack on your SCM system



This is about **friction**

A bad workflow looks like this



Time spent In Meetings: 60 - 85%

Bugs are found:

During code review or QA

Code Reviews:

Once a week

Deployment:

Ops and PMO decide
when to deploy

Example Developer Calendar

8am							
9am		9 – 10 Standup	9 – 10 Standup	9 – 10 Standup	9 – 10 Standup	9 – 10 Standup	9 – 10 Standup
10am		10 – 11 Ops Release Planning			10 – 11 Feature ZZZ Release Planning		
11am			11 – 12p Feature XXX Business Rules		11 – 12p QA Review		
12pm						11 – 12p Offshore Rollup	
1pm		1p – 2p Sprint Planning		1p – 2p Feature YYY WebUI		1p – 3p Code Review	
2pm			2p – 3p Bug Review				
3pm							
4pm			4p – 5p Release Train Meeting		4p – 5p Release Train Meeting		
5pm							

This is better!



8am						
9am	9 – Standup	9 – Release Train Review	9 – Standup	9 – Release Train Review	9 – Standup	
10am						
11am						
12pm						
1pm						
2pm						
3pm						
4pm						
5pm						
6pm						





Create **context** and awareness





README.md



ELECTRON

[build passing](#) [build passing](#) [devDependencies up to date](#) [slack 87/9956](#)

 Available Translations: [Korean](#) | [Simplified Chinese](#) | [Brazilian Portuguese](#) | [Traditional Chinese](#)

The Electron framework lets you write cross-platform desktop applications using JavaScript, HTML and CSS. It is based on [Node.js](#) and [Chromium](#) and is used by the [Atom editor](#) and many other [apps](#).

Follow [@ElectronJS](#) on Twitter for important announcements.

This project adheres to the Contributor Covenant [code of conduct](#). By participating, you are expected to uphold this code. Please report unacceptable behavior to electron@github.com.

Downloads

Prebuilt binaries and debug symbols of Electron for Linux, Windows and macOS can be found on the [releases](#) page.

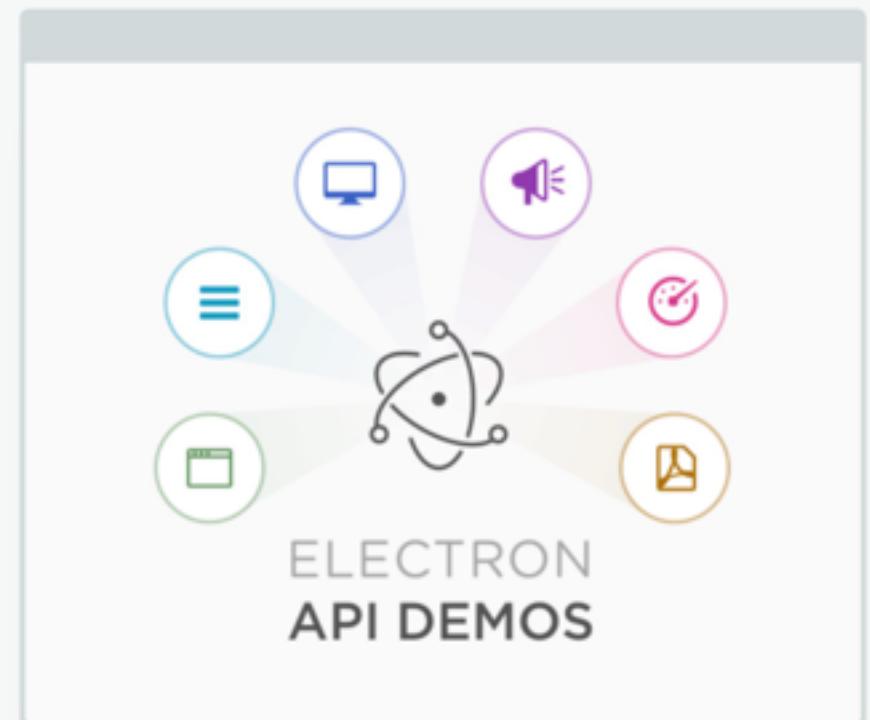
You can also use [npm](#) to install prebuilt electron binaries:

```
# Install the `electron` command globally in your $PATH
npm install electron -g

# Install as a development dependency
npm install electron --save-dev
```

Get started

To get started with Electron, check out the resources below. Learn how to wrap your web app with Electron, access all the APIs, and generate installers.



Explore the Electron APIs

The [Electron API Demos app](#) interactively demonstrates the most important features of the Electron API. See what's possible with Electron with sample code and helpful tips for building your app.

[Download for Mac](#)

[View all releases on GitHub](#)

Spin up the [Quick Start](#) app to see Electron in action:
A minimal Electron app with helpful notations.



Agency plus contextual awareness makes developers better and bolder, allowing each individual to maximize potential for impact



Voluntary information disclosure



Happy, productive developers





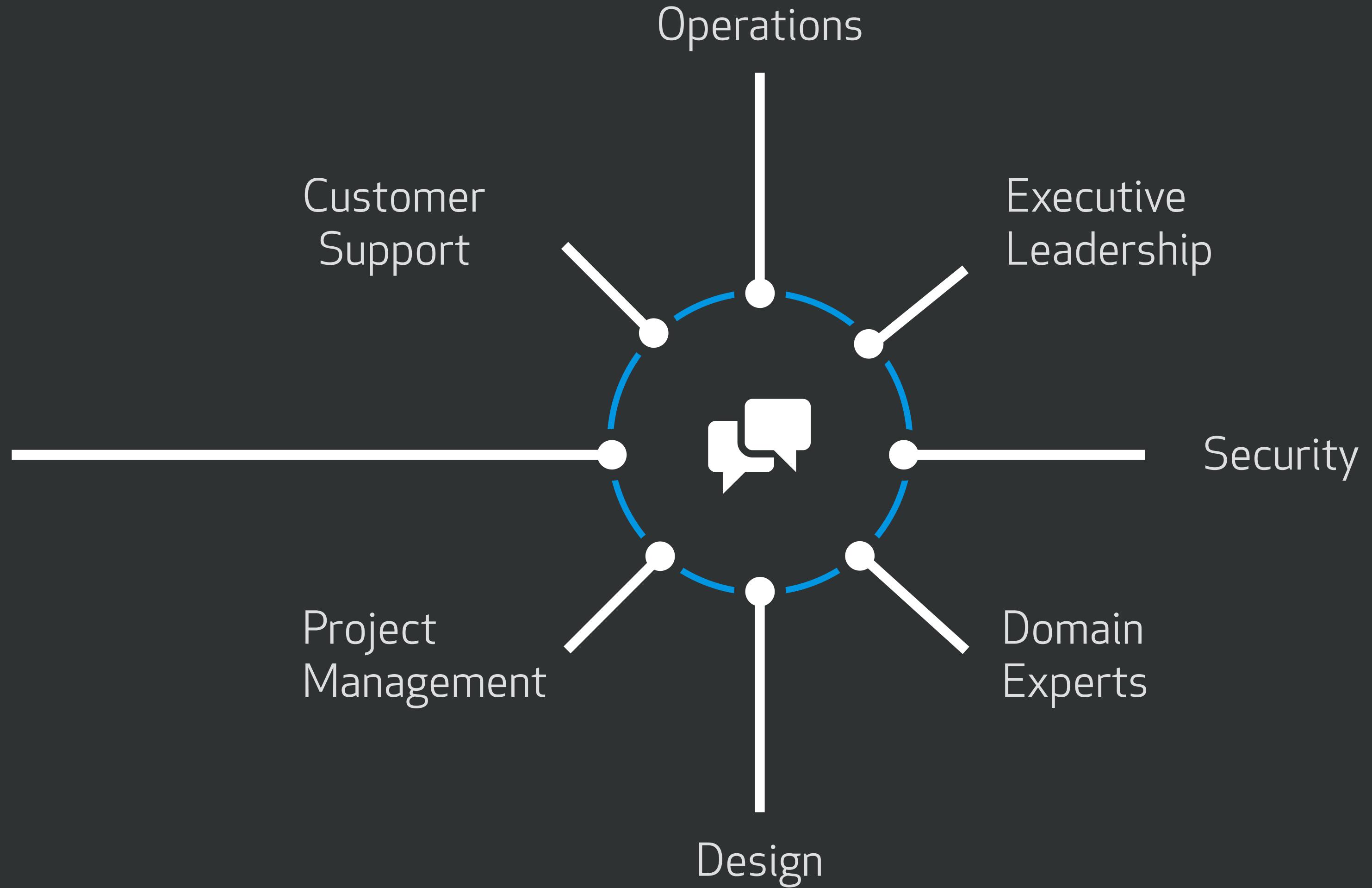
Strategies to elicit positive behaviors and outcomes

A **single platform** for
collaboration and coordination

Let everyone speak software together



Software Development



Single platform



Your shared platform must be
Ridiculously Extensible.

Single platform



stripe api

- Refunds
- Tokens
- Transfers
- Transfer Reversals
- CONNECT
- Account
- Application Fee Refun...
- Application Fees
- Recipients
- Country Specs
- External Accounts
- PAYMENT METHODS
- Alipay Accounts
- Bank Accounts
 - The bank account obj...
 - Create a bank account
 - Retrieve a bank acco...

The bank_account object

ATTRIBUTES

id	string
object	string, value is "bank_account"
account	string
account_holder_name	The name of the person or business that owns the bank account.
account_holder_type	The type of entity that holds the account. This can be either <code>individual</code> or <code>company</code> .
bank_name	Name of the bank associated with the routing number, e.g. <code>WELLS FARGO</code> .

curl Ruby Python PHP Java Node Go

Example Response

```
#<Stripe::BankAccount id=ba_19D10Z2eZvKYlo2C8IY00rb5 0x00000a>
JSON: {
  "id": "ba_19D10Z2eZvKYlo2C8IY00rb5",
  "object": "bank_account",
  "account": "acct_1032D82eZvKYlo2C",
  "account_holder_name": "Jane Austen",
  "account_holder_type": "individual",
  "bank_name": "STRIPE TEST BANK",
  "country": "US",
  "currency": "usd",
  "default_for_currency": false,
  "fingerprint": "1JWtPxqbdX5Gamtc",
  "last4": "6789",
  "metadata": {},
  "routing_number": "110000000",
  "status": "new"
}
```

Personal Open source Business Explore Pricing Blog Support Search GitHub Your dashboard

Explore GitHub

Showcases Integrations Trending

Integrations Directory

Use your favorite tools with GitHub.

Powerful integrations that help you and your team build software better, together.

COLLABORATE

CODE

SHIP

Find an integration...

All integrations

GitHub Enterprise

New & noteworthy

Categories

API management

Chat

Code quality

Code review

Code search

Travis CI

Test and deploy with confidence

Codeship

Highly customizable Continuous Integration with Docker support

CircleCI

Gitter

ZenHub

Slack

A messaging app for teams





Ad Hoc team creation that isn't
strictly tied to administrators



Project creation on a frictionless plane



mapbox / mapbox-gl-native

[Code](#)[Issues 586](#)[Pull requests 65](#)[Projects 7](#)[Wiki](#)[Pulse](#)[Graphs](#)

iOS Runtime styling

Pending 11

Clarify MGLGeoJSONSource option units

#6236 opened by boundsj

beta blocker documentation

iOS macOS needs discuss...

runtime styling

MGLGeoJSONSource.geoJSON NData should be writeable

#6159 opened by 1ec5

GL JS parity iOS macOS

runtime styling

implement proper error handling for attempts to mutate an unloaded style

#6121 opened by jfirebaugh

Android gl-school iOS

runtime styling

Runtime styling documentation should word-wrap

In progress 5

Add tile template option to raster and vector sources

#6316 opened by boundsj

iOS macOS release block...

runtime styling

MGLRasterSource and MGLVectorSource tile sets

#6245 opened by 1ec5

iOS macOS release block...

runtime styling

Override style specification documentation in runtime styling API

#6107 opened by frederoni

documentation iOS macOS

release block...

runtime styling

⚠ DO NOT M...

fixes #6248: handle all

Landed 11

[ios, macos] Put MGLStyleLayer inits in respective classes

#6269 opened by boundsj

iOS runtime styling

Add initializer to set sourceLayer in MGLStyleLayer

#6252 opened by boundsj

iOS runtime styling

Distinguish between blackColor and clearColor

#6125 opened by 1ec5

documentation iOS macOS

runtime styling

Expose name and default position of current style

#6127 opened by 1ec5

feature iOS macOS

runtime styling





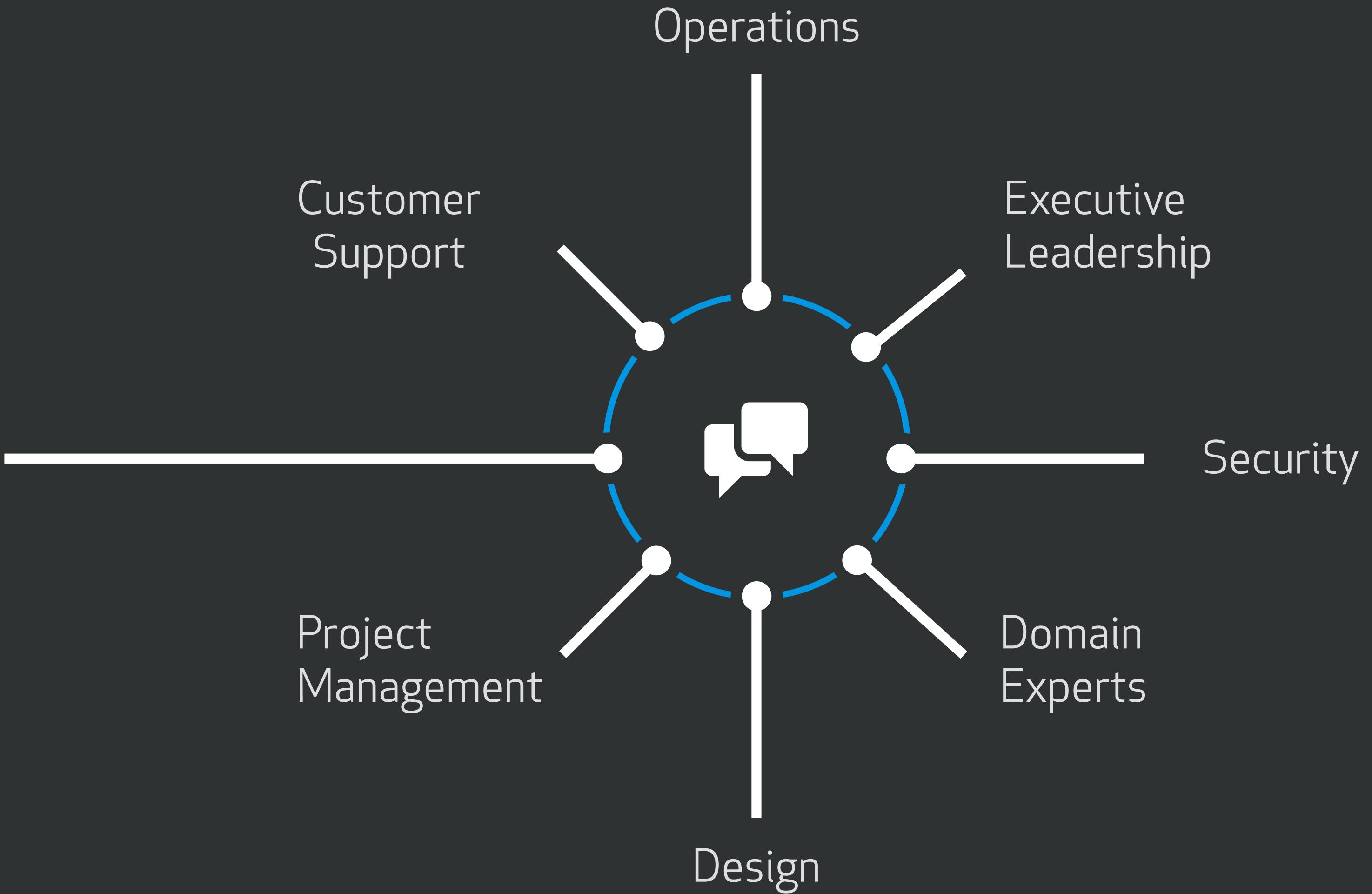
Must unify **source code and documentation** for a given project

Default to openness

Let everyone see everything*



Software Development





Structure repositories, documentation,
and team goals in a way that **other teams**
can freely understand what's going on

<https://github.com/atom>



The screenshot shows the GitHub repository page for the Atom project. At the top, there's a green logo with a white atom symbol, the word "Atom" in black, and a small warning icon. Below that, it says "The Future", "http://atom.io", and "atom@github.com". A blue banner at the top right reads "Project, docs, and website all in one place".

Below the banner, there are two tabs: "Repositories" (selected) and "People" (48). The main area is titled "Pinned repositories" and contains three cards:

- atom**: The hackable text editor. Description: "The hackable text editor". Languages: CoffeeScript. Stars: 32,184. Forks: 5,579.
- flight-manual.atom.io**: Documentation for Atom, generated by nanoc, hosted by GitHub Pages. Description: "Documentation for Atom, generated by nanoc, hosted by GitHub Pages". Languages: CSS. Stars: 153. Forks: 170.
- atom.io**: A place for feedback on the atom.io website and package API. Description: "A place for feedback on the atom.io website and package API". Languages: None listed. Stars: 8. Forks: 5.

Below these pinned repositories, there are three more cards in a grid:

- tree-view**: Explore and open project files in Atom. Description: "Explore and open project files in Atom". Languages: CoffeeScript. Stars: 285. Forks: 215.
- markdown-preview**: Markdown preview in Atom. Description: "Markdown preview in Atom". Languages: CoffeeScript. Stars: 676. Forks: 205.
- settings-view**: Edit Atom settings. Description: "Edit Atom settings". Languages: CoffeeScript. Stars: 98. Forks: 99.



Default to openness



Discoverability



Search everything from one place

Discoverability



← → ⌛ <https://githubber.com>

GitHubber

enterpr🔍

↗ Popular ★ Stars 0 🕒 History

📄 **Getting Started**
Bootstrapping knowledge to know in your first week

💡 **Benefits And Policies**
Best practices and guidelines for benefits, income, and general

📸 **Summer Intern Licensing for Existing GitHub Enterprise Customers**
4 days ago in Crafts / Sales / Sales Guide / Deal Structures And Pricing /

💡 **GitHub Enterprise Recon License**
4 days ago in Crafts / Sales / Sales Guide / Deal Structures And Pricing /

💡 **GitHub Enterprise license types**
4 days ago in Crafts / Sales / Sales Guide / Deal Structures And Pricing /

💡 **GitHub Enterprise Deal Structures**
4 days ago in Crafts / Sales / Sales Guide / Deal Structures And Pricing /

🕒 **New Articles - more**
[Out Of Office](#)
1 minute ago in Crafts / Professional Services / Guides / Services Operations /

🕒 **Recently Updated - more**
[Summer Intern Licensing for Existing GitHub Enterprise Customers](#)
4 days ago in Crafts / Sales / Sales Guide / Deal Structures And Pricing /



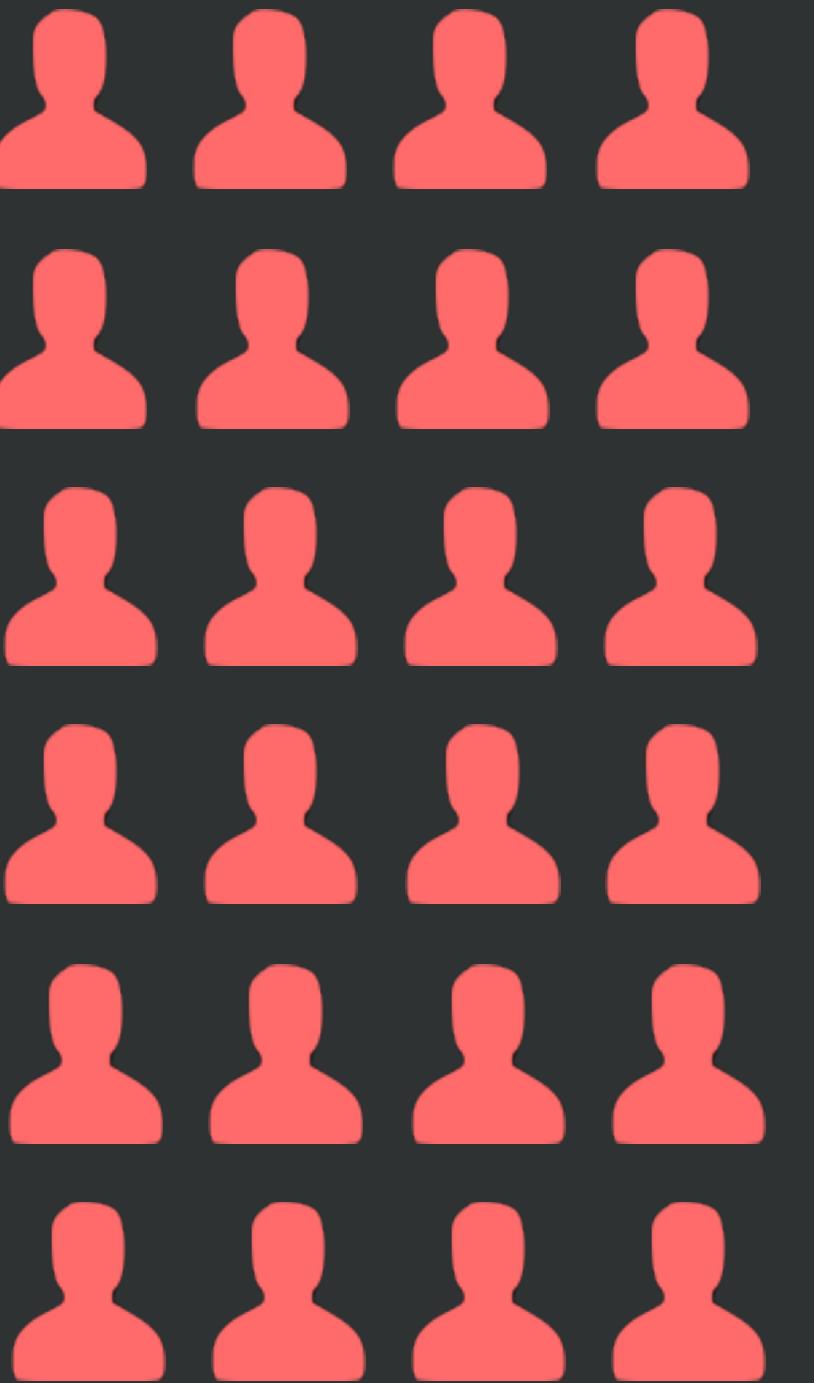
Experiment with **informal** **organizations**



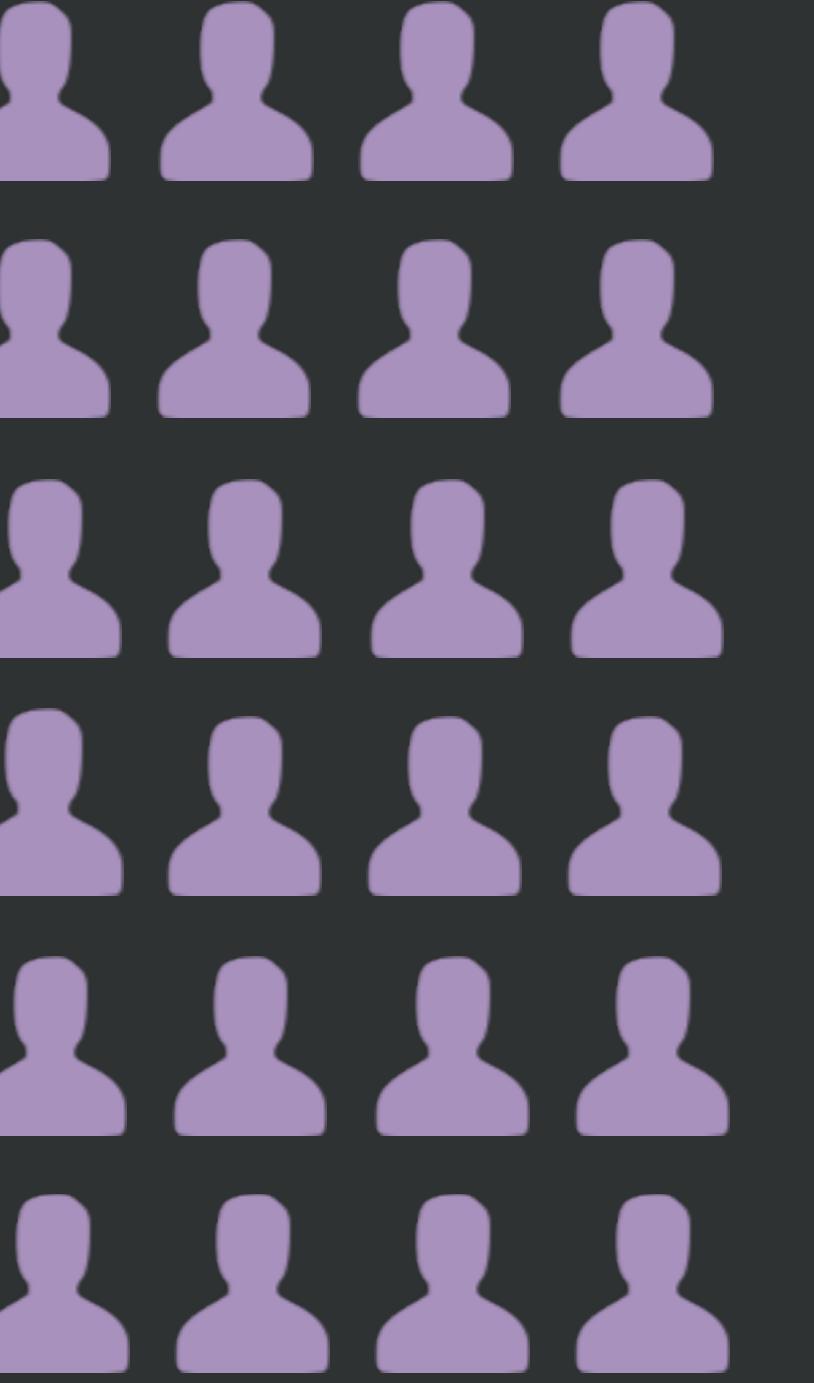
Create Teams fast with **an easy way to reference them**

Javascript-devs, SQL-ninjas

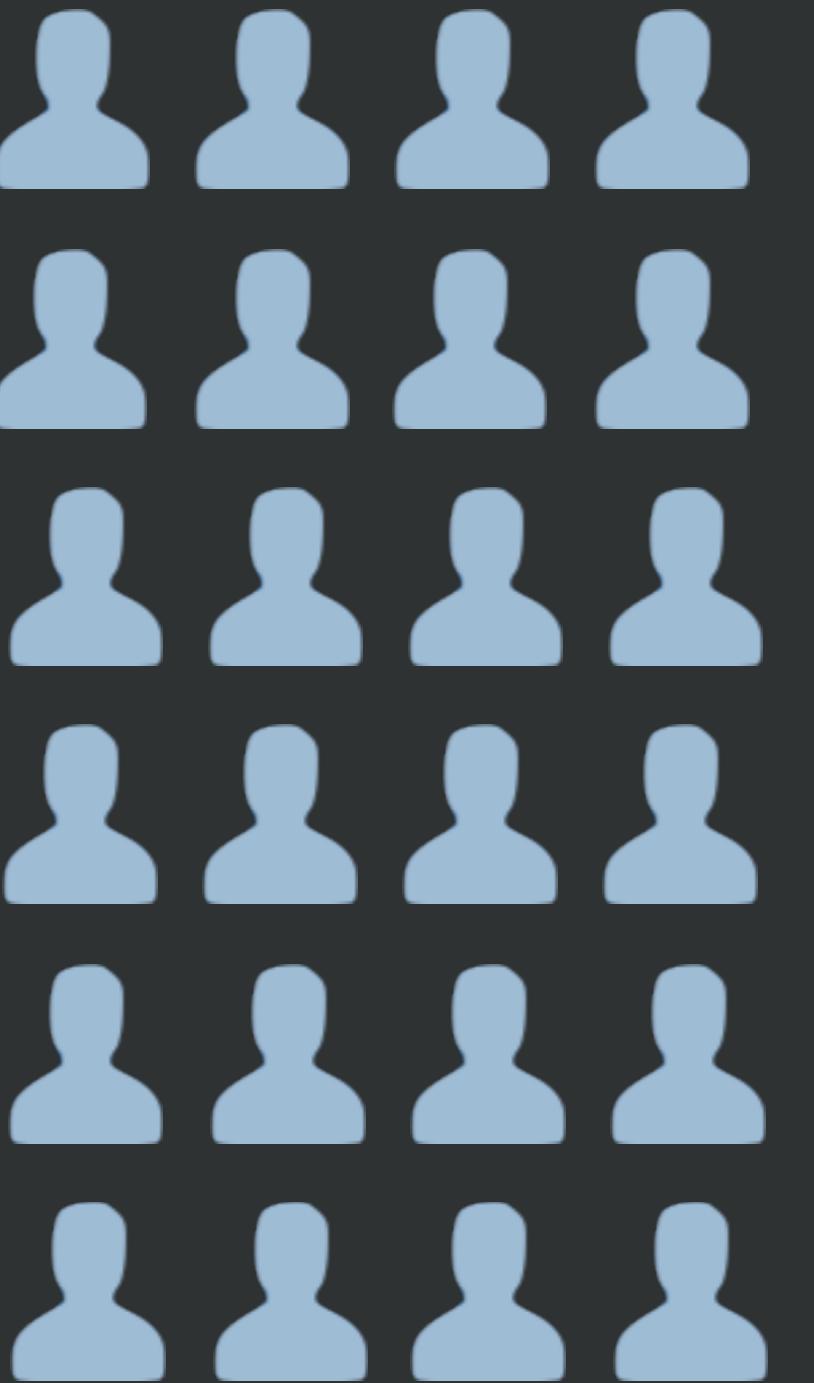
2014-security-event, auth-refactor-devs



org/devGroupA

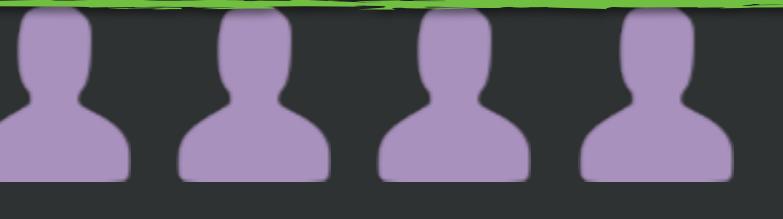
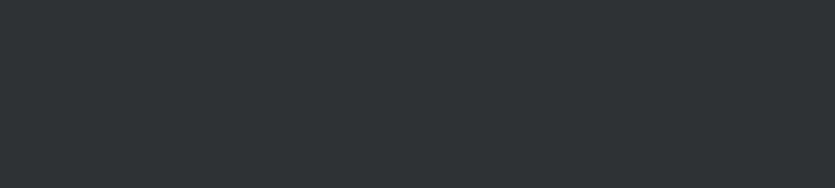
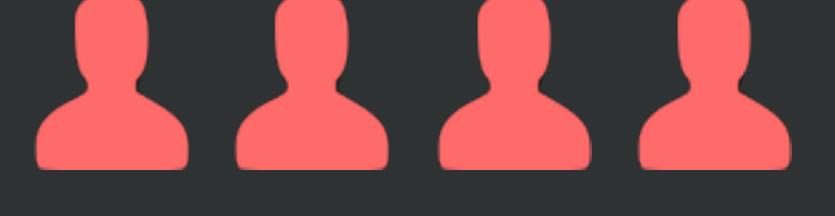
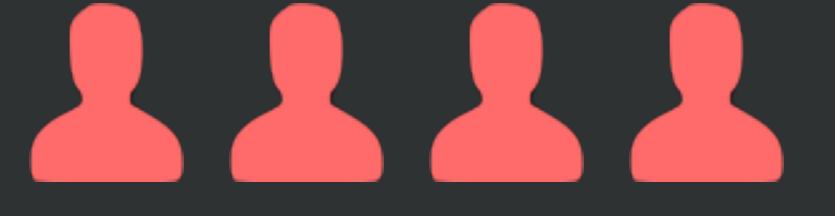
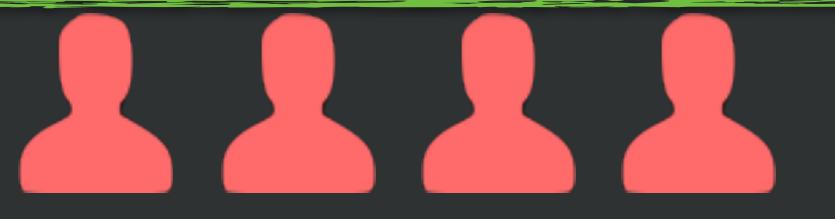
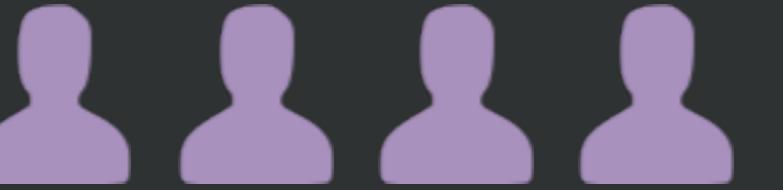


org/devGroupB



org/devGroupC

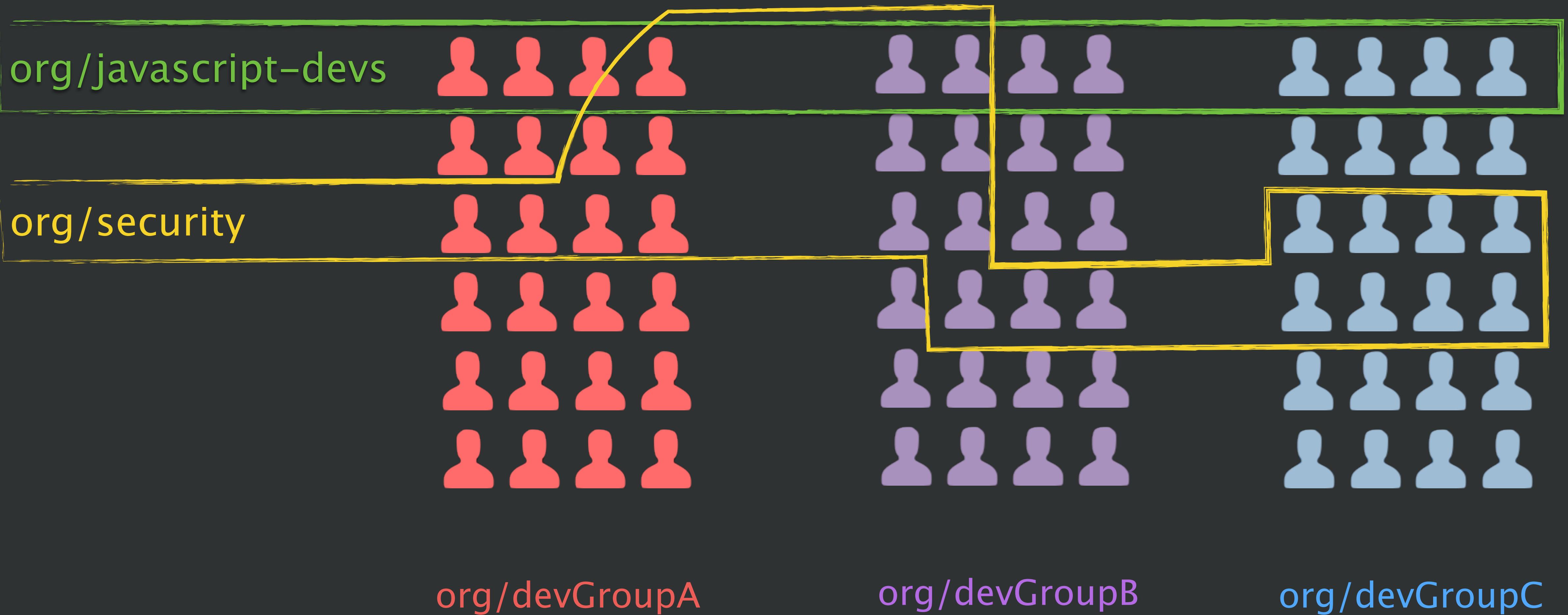
org/javascript-devs

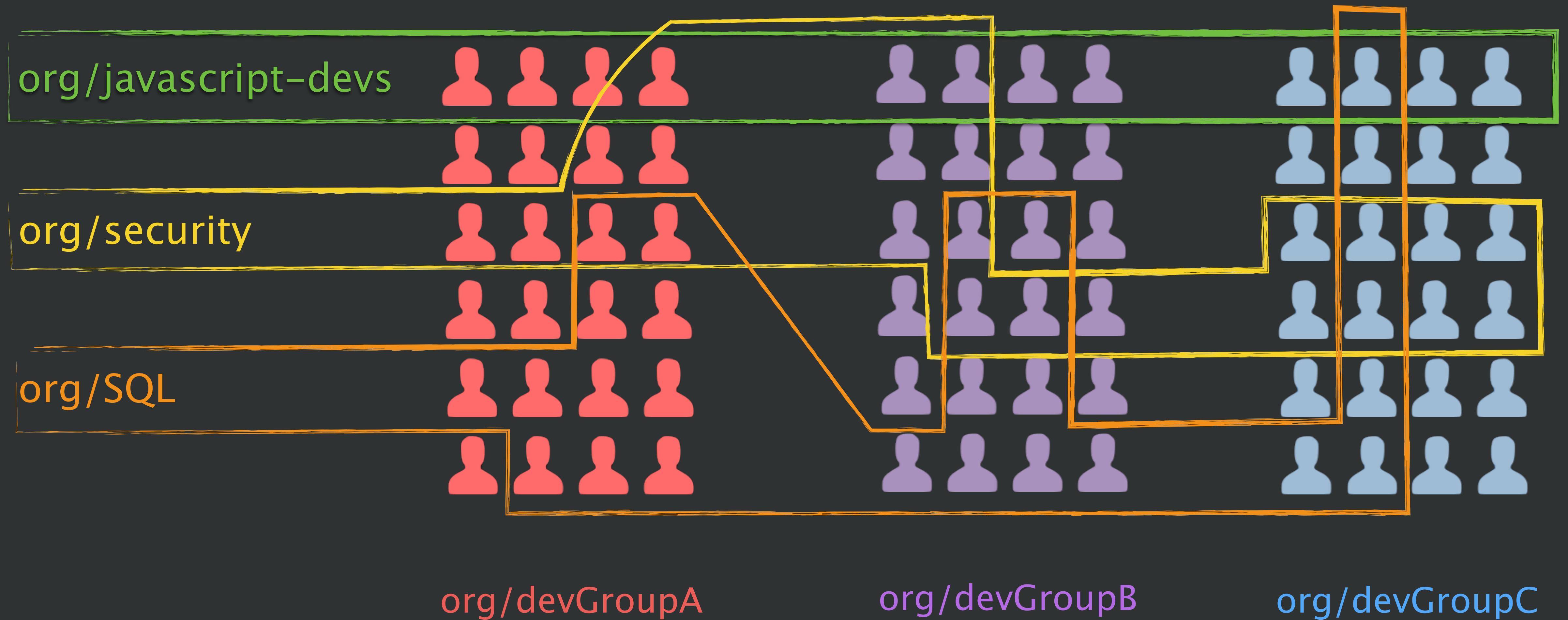


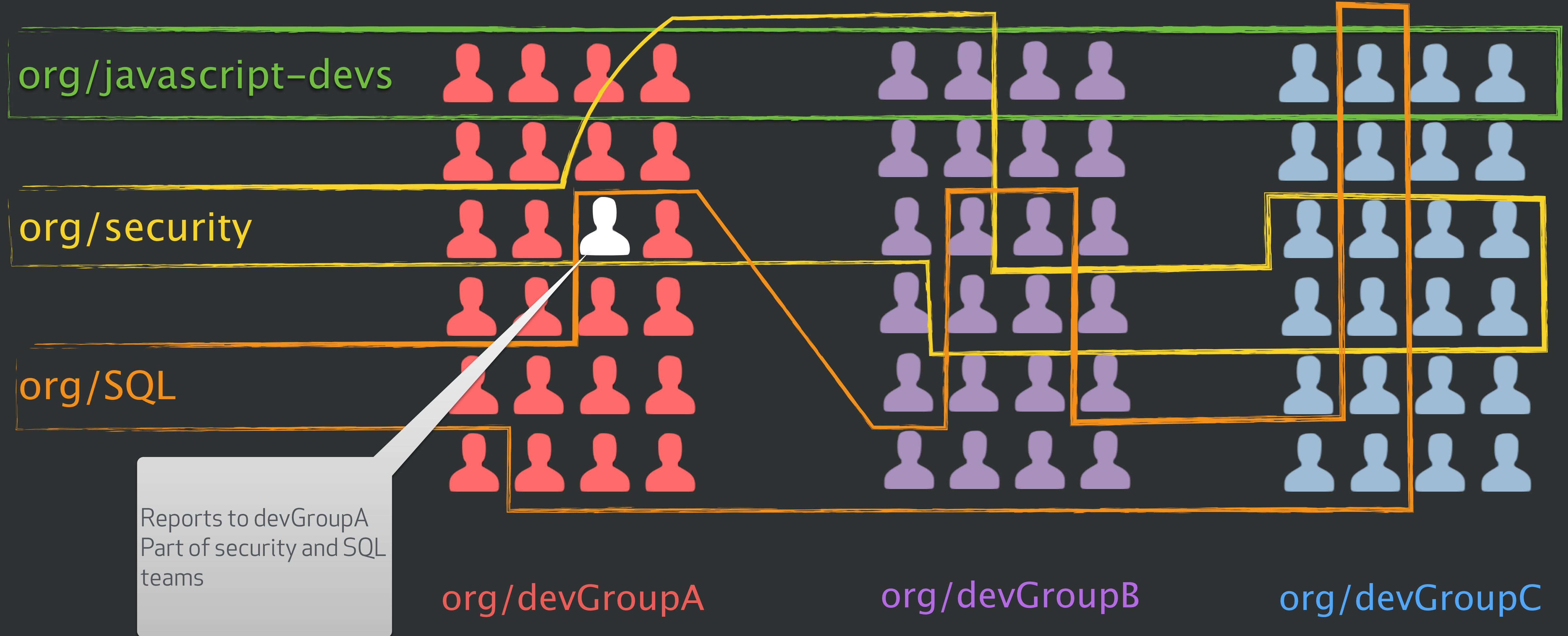
org/devGroupA

org/devGroupB

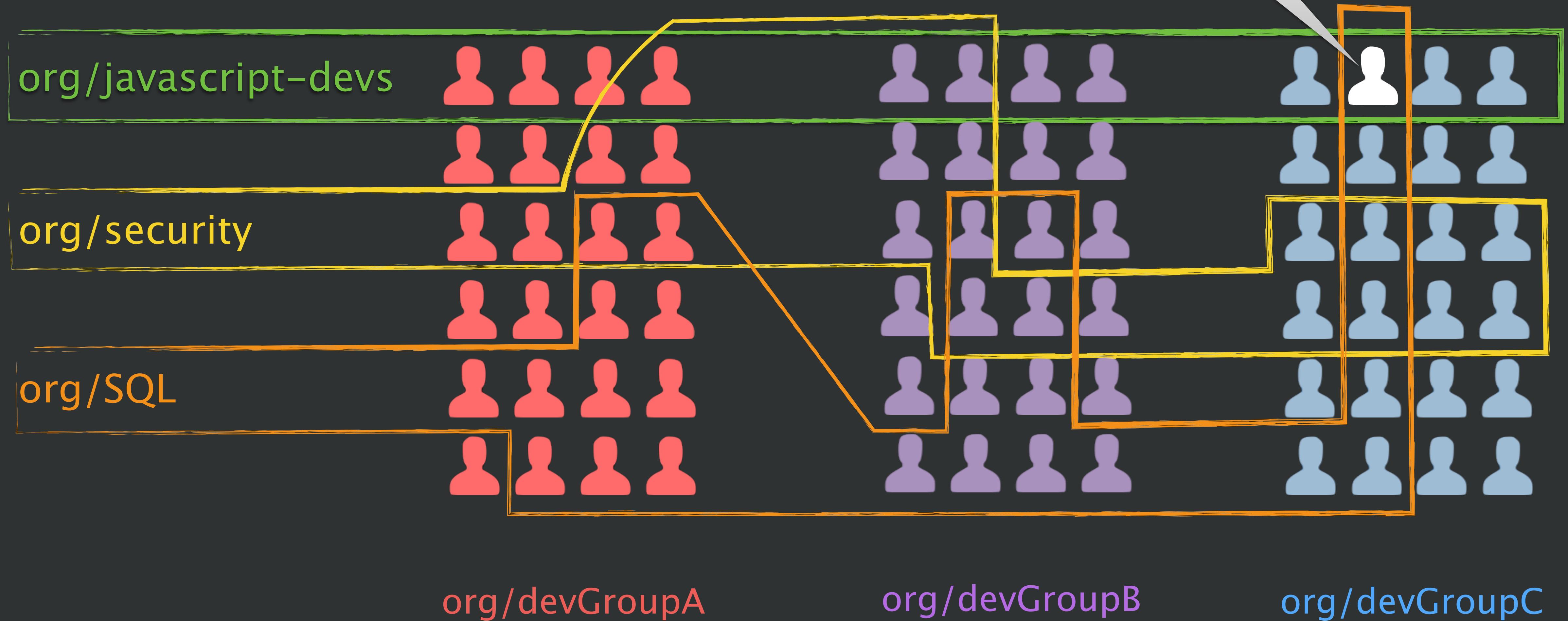
org/devGroupC







Reports to devGroupC
Part of javascript devs and
SQL teams





Informal organizations are about
cultures of inclusivity

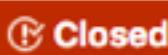


Team Radars: a best practice in knowledge sharing



If everyone is here, then they're **not**
doing something important
somewhere else

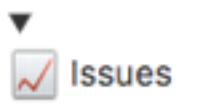
Radar: Weekly Planning for 2016-10-23 #3442

 Closed

hubot opened this issue 12 days ago · 32 comments

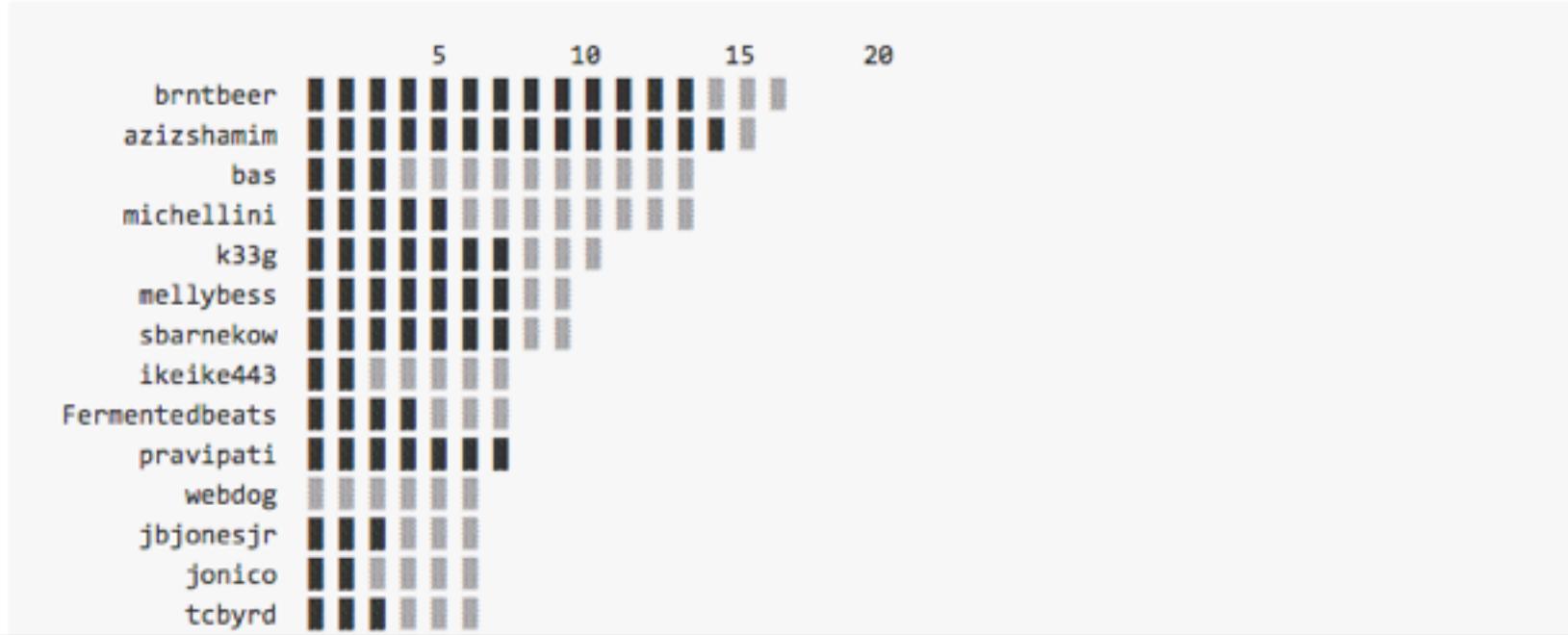


hubot commented 12 days ago

▼  Issues

	Open	Unassigned	Stale			
call	31	4	9	0	13	0
demo	25	7	8	0	2	11
onsite	79	12	25	8	20	29
hq-visit	3	0	2	0	0	0
onboarding	4	0	2	0	0	0
security-questionnaire	2	0	2	0	1	0
Pull Requests	30	9	11	0	1	0
Other	97	13	40	0	10	11
Totals	241	36	88	8	46	60

▼

 Work In ProgressActive:  Stale: 

Your weekly/daily standup in asynchronous format



davideg referenced this issue on Mar 2

SE Mini-Summit April 25-April 28 #1805

! Closed

bitoiu commented on Mar 3

Anytime I wanted to report an issue for a bug/enhancement on GitHub Enterprise, I questioned myself if the right place was `github/enterprise2` or `github/github`. @dbussink was kind enough to link me to the [github/enterprise-releases contributing guide](#) which clears this out.

matthewmccullough commented on Mar 4

Reading: [Branch permissions by user/group](#).

Cross link interesting information



MORE UNREADS ↑

business-development
channel-team
competitive-feedback
cooking
customer-marketing
dadjokes
denver-jenkins-days
design
developer-marketing
east-team
events
github-all-hands
gitmerge2017
government
innersource
integrated-campaigns
it-helpdesk
jan-19
japan
marketing
marketing-production
nailconf
oval-office
press
product-marketing
q2-central-qbr
sales
sales-chatops
sales-csm
sales-development
sales-east-qbr
sales-enablement
sales-support
san-francisco
security
services
solutions-engineering

MORE UNREADS ↓



Chat rooms should exist for every significant team and function, with open access to everyone



Integrate chat with your single platform



 **hubot** BOT 2:22 PM

[product:master]: ohitsmekatie pushed [1 commit](#)
[2a111ed](#): Merge pull request #565 from github/add-orgs-roadmap – ohitsmekatie

ohitsmekatie merged [github/product#565](#): replace org roadmap link

ohitsmekatie deleted product/add-orgs-roadmap

 **mattyoho** 10:17 AM
.workflow new

 **hubot** BOT 10:17 AM ☆

New issue mentions of @github/workflow and related feature teams:
[#64214](#): Updating octicons and using new svg in files (github/github)
[#60582](#): Filter / sort a project page (github/github)
[#64323](#): Search terms em tags displayed in repository description (github/github)
[#64331](#): Cannot access releases of a project - Escalated from Halp (github/github)
[Show more...](#)



Take **ChatOps** for a spin



Informal organizations



 **osowskit** 10:05 AM
.ci build shell/master

 **hubot** BOT 10:05 AM
Building shell/master

 **Hubot** BOT 10:05 AM
Build #4179263 (ce0ddfe) of shell/master was successful
(16s, queued 1s)

 **osowskit** 10:06 AM
.deploy shell/master

 **hubot** BOT 10:06 AM
osowskit's production deploy of shell failed. shell is already
being deployed to production.

 **Hubot** BOT 9:03 PM
Build #4608864 (a9d94f8) of github/kivikakk/commonmark-converter-no-munge-issue-refs failed - 1 error (235s, queued 0s)

 **Hubot** BOT 9:31 PM
9 builds (ec38417) of lfs/calc-storage-batches on
github/github were successful

 **Hubot** BOT 9:55 PM
Build #4609254 (b76ae35) of github-meta-test/wrong-test-name was successful (40s, queued 0s)

Build #4609248 (b76ae35) of github-build-deploy-tarball/wrong-test-name was successful (58s, queued 0s)



Informal organizations



charliesome 9:55 PM
.wcid

hubot BOT 9:55 PM
gjtorikian created github/wrong-test-name

[github:wrong-test-name]: gjtorikian pushed 1 commit
b76ae35: Rename tests to match the file they're actually testing – gjtorikian

hubot BOT 9:55 PM
production: unlocked
└ production/canary: your first port of call for a production deployment
branch-lab: always available
lab: unlocked
garage: unlocked [Show more...](#)

charliesome 9:55 PM
.deploy github/prrc-abs to prod/canary

hubot BOT 9:55 PM
@charliesome: I've merged master into your branch, and will auto-deploy it when CI goes green.

hubot BOT 9:55 PM
gjtorikian opened [github/github#64375](#): Rename tests to match the file they're actually testing

gjtorikian 9:55 PM
.queue for github

hubot BOT 9:55 PM
charliesome is testing in production. Queue for github: empty

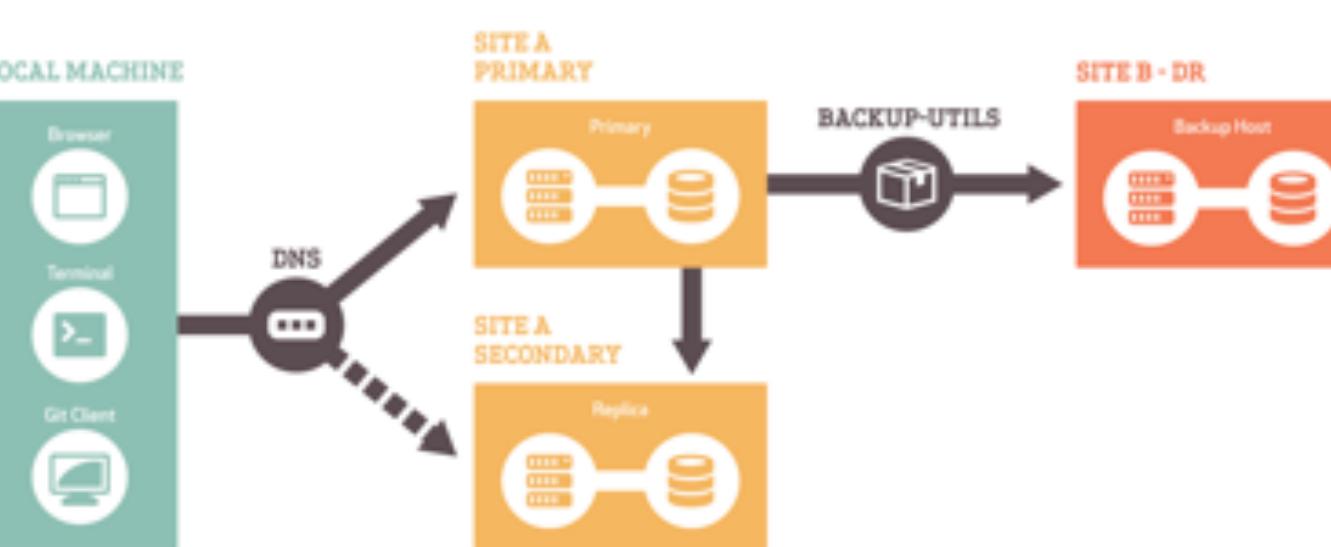
gjtorikian 9:55 PM
.qmtd github/wrong-test-name to prod

hubot BOT 9:55 PM
Okay, I've queued gjtorikian to deploy github/wrong-test-name. You will be next!

rmulcahy 2:45 PM
.address me

hubot BOT 2:45 PM
 88 Colin P Kelly Jr Street, San Francisco, CA 94107,
NORTH AMERICA
 275 Brannan Street, San Francisco, CA 94107,
NORTH AMERICA

mellybess 2:56 PM
.rem ghe ha

hubot BOT 2:56 PM
(123KB)


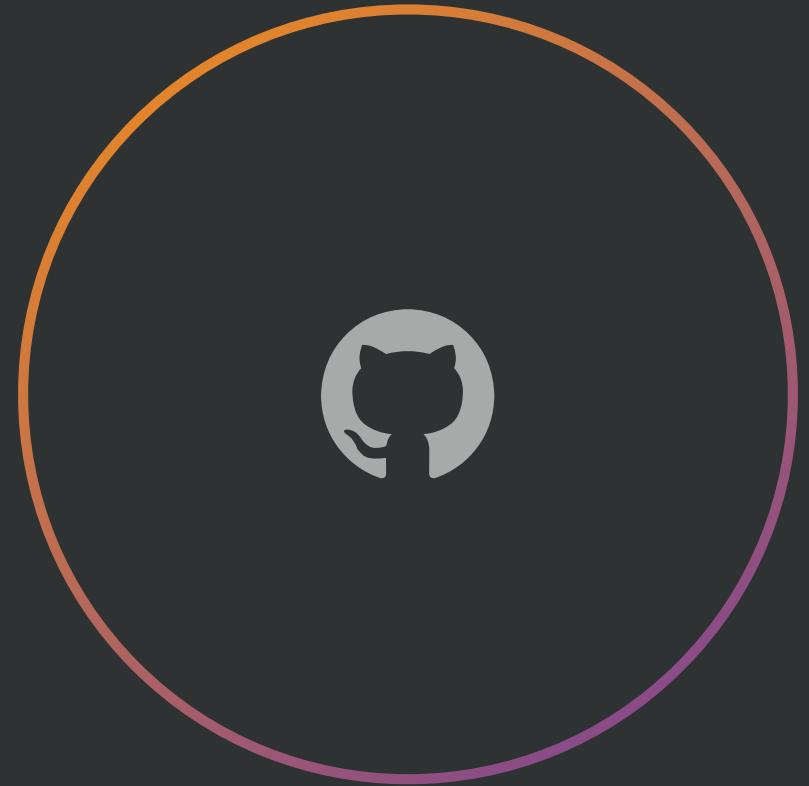
meganlefever 3:18 PM
.quote 10 discount 30

ChatOps for everyone





Default to Open
and drive more meaningful development outcomes



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Q&A time!