

Lesson 7: Governance is not what you think it is

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Objectives

- Understand what governance and culture are
- Understand the framework for project governance
- Understand how project governance evolves
- Understand how non-profit governance relates to project governance

Notes

<https://github.com/jhu-ospo-courses/JHU-EN.601.210/tree/main/lessons/7>

Culture (from Oxford)

- the customs and beliefs, art, way of life and social organization of a particular country or group
- the beliefs and attitudes about something that people in a particular group or organization share

Governance (from Oxford)

- the activity of governing a country or controlling a company or an organization; the way in which a country is governed, or a company or institution is controlled

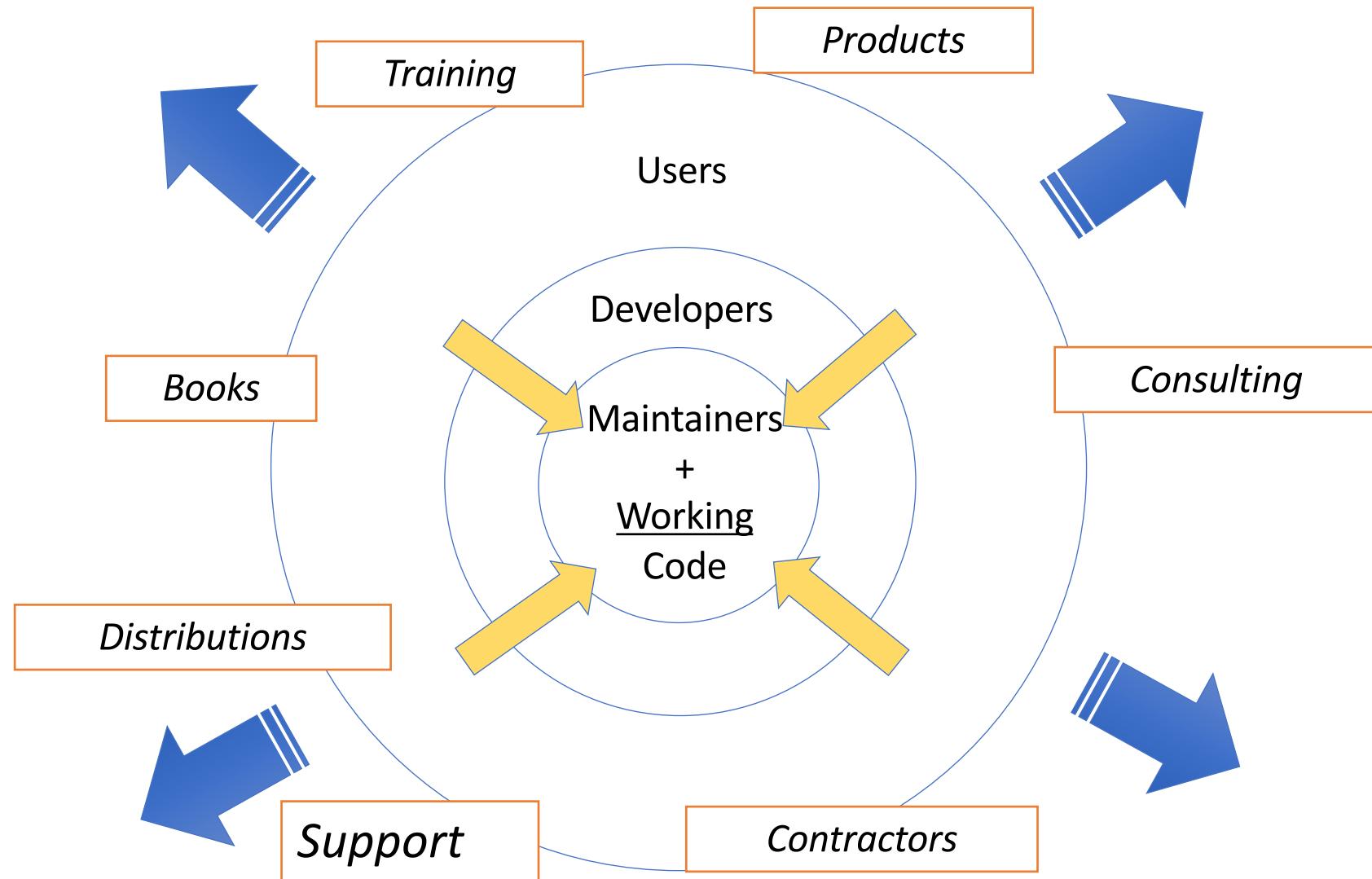
Culture (A Bigger Definition)

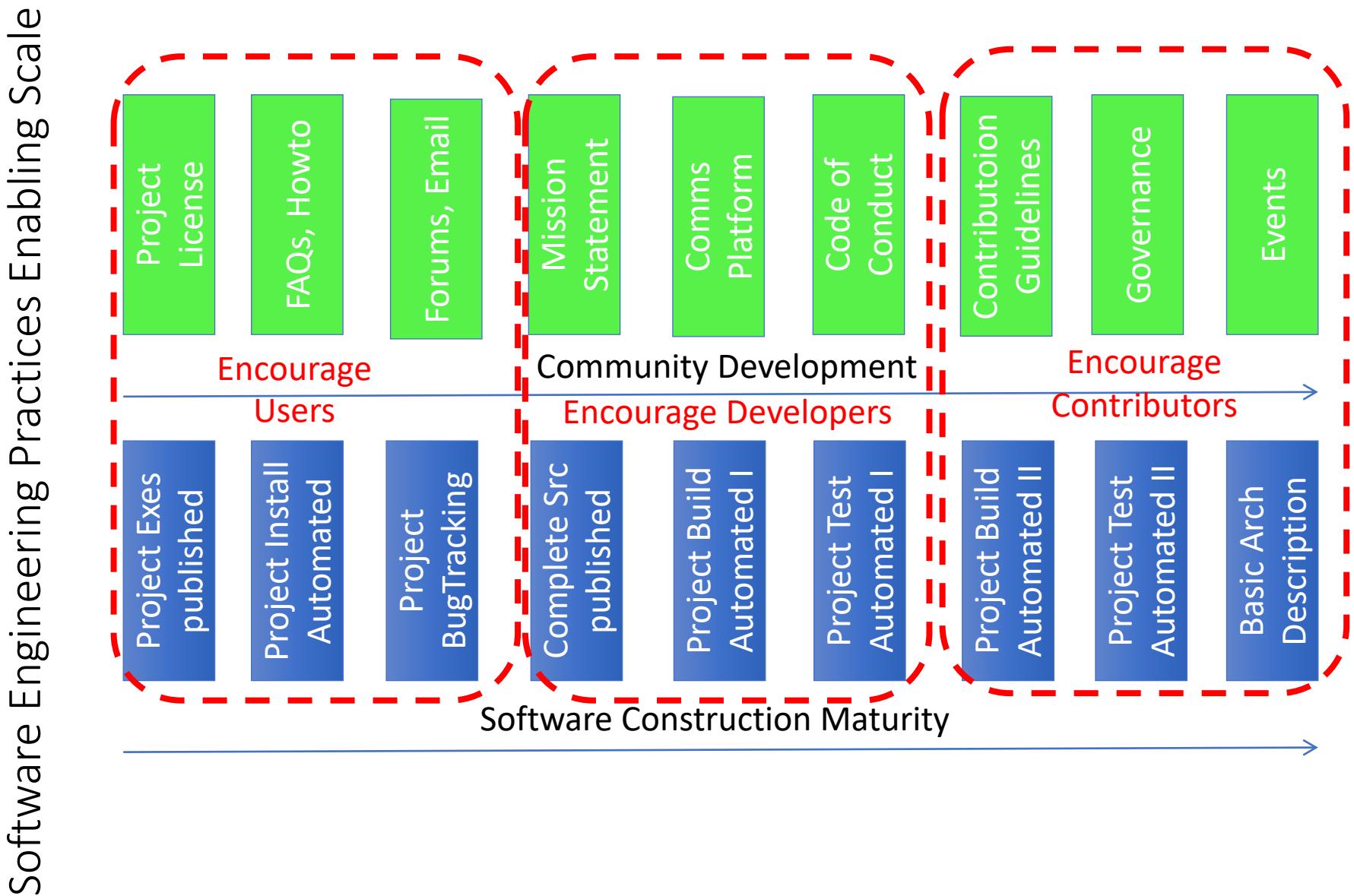
Culture is the collection of beliefs and practices of a community which evolves carefully that creates success across generations.

Culture (A Bigger Definition)

- Beliefs and practices == what people think and do as members.
- Community == a collection of people with a shared purpose. It's the bounding set. (*Don't forget users think they're part of the tribe*)
- Evolve carefully == established but organic.
- Creates success == The goal is a continuity of purpose whether simply survive or grow and thrive.
- Across generations == resiliency of the community itself as members come and go – it's a enduring relationship
- This implies a method of communicating and communicating from generation to generation.

Three On Ramps For Project Growth





The Process of Building Project Governance

1. Write down what the project is doing now.
2. Write down how the project makes decisions.
3. Write down the roles and how people achieve the roles.
4. KNOW that you won't get it right the first time.
5. Discuss, empathize, iterate.

Examples

- How to file a bug report
- How to submit a pull request/patch
- How to propose new work and new features
- How are releases built
- How is the road map decided
- How are bug triage decisions made
- How are features prioritized
- How to become a maintainer or a release manager
- How is bad behavior or trolls managed

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**How does the project learn and grow,
and TEACH the next generation**

A photograph of a grand library interior. The ceiling is high and features a complex, multi-layered arch design in a light beige color. The walls are lined with floor-to-ceiling bookshelves, all filled with books. The shelves curve around the room, creating a circular layout. In the center of the room, there is a green study carrel. A small sign on one of the shelves reads "ALCOVE 1".

Your governance is all your collected
project documentation



Values & Ethics: Telling Right from Wrong



Ask Not What Your Community Can
Do For You

A close-up photograph of a stack of cut logs. The logs are dark brown and show various textures and grain patterns. Some logs have smooth, rounded ends, while others are more irregular. The lighting is dramatic, highlighting the edges and surfaces of the wood.

“Chop wood and carry water”
(Bias for doing work)

A close-up photograph showing a hand placing a light-colored wooden block into a larger structure made of many smaller wooden blocks. The word "TRUST" is printed in large, bold, black capital letters on the top-most visible block. The background is a dark, textured surface.

Transparency
(Clear communications, No back channels)

Community > Company

Distribution > Centralization

Improvement > Stagnation

Automation > Process



<https://github.com/kubernetes/community/blob/master/values.md>



**Act quickly and decisively against bad behavior and trolls:
They can (and will) permanently harm your project**

<https://www.youtube.com/watch?v=-ZSLi7QW4rg>

<https://www.slideshare.net/dberkholz/assholes-are-ruining-your-project>