

# Community, the secret ingredient for DevOps

Nathen Harvey  
@nathenharvey



This presentation by [Chef](#) is licensed under a  
[Creative Commons Attribution-ShareAlike 4.0 International License](#).



# Nathen Harvey

VP, Community Development at Chef  
Co-host of the Food Fight Show Podcast



Occasional farmer – <http://ei.chef.io>

Love eggs – <http://eggs.chef.io>

Part-time detective - <http://bit.ly/detectivedecker>

@nathenharvey  
nharvey@chef.io



# RailsConf 2010



## **Scaling to Hundreds of Millions of Requests: What Worked and What Didn't**

31

[Wednesday, 06/09/2010](#)

General

Location: Room 307 - 308

[James Golick \(Protose Inc.\)](#)

Average rating: ★★★★☆ (4.24, 45 ratings)

Hype is everywhere. Whether it's the latest NoSQL db that's going to magically scale your app, or the newest best practice that's going to prevent you from writing bad code. As early adopters, we've tried a lot of this stuff. We've even put it in to production under real load. In this talk, I'll tell you what worked and what didn't. There are no sacred cows - not even rails. [Read more.](#)

*“A hashtag does not a movement make.”*

# RailsConf 2010



## **Contributing to OSS - The 8 Steps for Fixing Other People's Code**

31

Monday, 06/07/2010

Tutorial

Location: Room 309- 310

*Dr. Nic Williams (Stark & Wayne)*

Average rating: ★★★★☆ (2.83, 24 ratings)

What's the best way to prepare for a wonderful RailsConf 2010? There is nothing better than meeting other open source hackers and learn their way. This workshop will get you started in Open Source development and give you a great chance to meet and bond with other Open Source developers and give you a wonderful kick start into RailsConf and beyond. [Read more.](#)

# Devopsdays 2011 - MountainView

[welcome](#) [program](#) [proposals](#) [location](#) [contact](#) [register](#) [sponsor](#)

## Devopsdays Mountain View 2011

will be a two day event for discussing all topics around improving the interaction between what is traditionally considered development activity and that which is traditionally considered operations activity.

It will happen on **17 and 18 June 2011** in Mountain View, California.

# Community

- Highly distributed
- Leverage social tools
- Leverage events for ideation
- Open to everyone

# Community Guidelines

---

The Chef community is a mixture of professionals and volunteers who come from all over the world and work together to make Chef better. Community members fulfill many roles, including mentoring, teaching, and connecting with other members of the community.

Diversity is one of our biggest strengths, but it can also bring increased communication challenges at times.

Be careful in the words that you choose. Be kind to others. Do not insult or put down others. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. If you think your conversation is making another community member uncomfortable, try to make amends and move forward.

Our community convenes in many physical and virtual spaces. These guidelines may be used in any location where the Chef community has gathered or is working. However, events that take place in public spaces, such as conferences and meetup groups, will generally have their own code of conduct or similar community guidelines. As such, the guidelines for a specific event should be followed.

As you are working with other members of the community, please keep in mind the following guidelines, which apply equally to founders, mentors, those who submit new features and pull requests, and to anyone who is seeking help and guidance.

The following list isn't exhaustive; it is intended to help all of us communicate well so that the community can work better together:

- **Be welcoming, inclusive, friendly, and patient.**
- **Be considerate.**
- **Be respectful.**
- **Be professional.**
- **Be careful in the words that you choose.**
- **When we disagree, let's all work together to understand why.**

# Forming Communities



## Community of Practice



### Jumpstart Kit

Ease adoption by making it easier to get started

### Repeatable Demo

Make it easy to show the value to engineers & leadership

### Knowledge Share

Create a place to share learnings: wiki, forum, email list

### Internal Meetup

Setup open meetings to talk about Chef, automation, life

## Mentorship vs. Ownership



### Transform One Team

Get one solid success before moving on

### Make Time for Mentoring

Dedicate time to help others solve problems

### Give Up Control

Let others fail before teaching them how to succeed

### Champions Group

Meet regularly with “champions” from different groups

## Maintaining Momentum



### DevOps Day

Plan a 1-day event to showcase demos, talks

### Sponsor Local Meetups/Events

The local community can be a great recruiting source

### Internal Training Program

Create an internal training program to speed education

### Gather Regular Feedback

Survey Chef users to see where pain points might be

# Jumpstart Kit

- Ease adoption by making it easier to get started
- Time from hire to first production deploy



- Weekly

- Weekly
- Anyone with anything to show

- Weekly
- Anyone with anything to show
- Invite **everyone**

- Weekly
- Anyone with anything to show
- Invite **everyone**
- **Record it and post it internally**

# Lunch & Learn



FORM DIVERSE BONDS

# FORM DIVERSE BONDS

- Take people to lunch, or have meetings, with people outside your specialty

# FORM DIVERSE BONDS

- Take people to lunch, or have meetings, with people **outside your specialty**
- Ask them what they do, and try and understand their **problems and perspective**

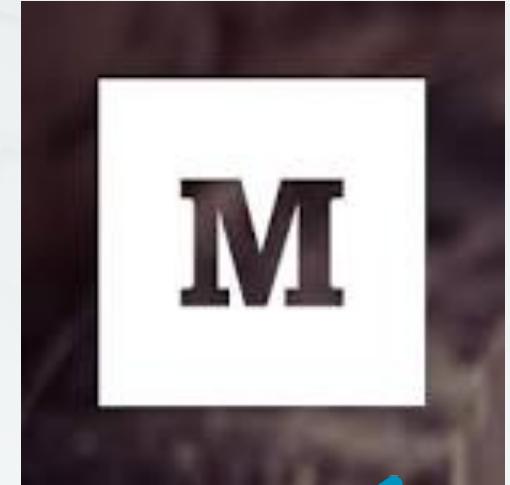
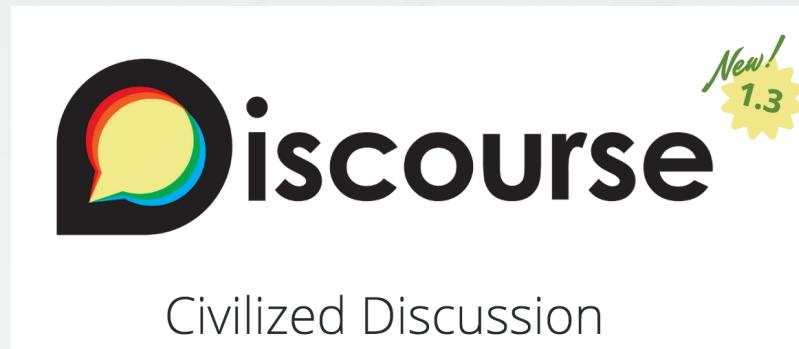


## FORM DIVERSE BONDS

- Take people to lunch, or have meetings, with people **outside your specialty**
- Ask them what they do, and try and understand their **problems and perspective**
- Legal, Finance, Sales, Marketing, Business Development, Software Development, Systems Administrators, Security Professionals, Product

**FATAL**

# Knowledge Share



# Listen Up!



Podcast with John Willis & Damon Edwards

## Arrested DevOps

*There's always DevOps in the banana stand*

## Ops All The Things!



# Forming Communities



## Community of Practice



### Jumpstart Kit

Ease adoption by making it easier to get started

### Repeatable Demo

Make it easy to show the value to engineers & leadership

### Knowledge Share

Create a place to share learnings: wiki, forum, email list

### Internal Meetup

Setup open meetings to talk about Chef, automation, life

## Mentorship vs. Ownership



### Transform One Team

Get one solid success before moving on

### Make Time for Mentoring

Dedicate time to help others solve problems

### Give Up Control

Let others fail before teaching them how to succeed

### Champions Group

Meet regularly with “champions” from different groups

## Maintaining Momentum



### DevOps Day

Plan a 1-day event to showcase demos, talks

### Sponsor Local Meetups/Events

The local community can be a great recruiting source

### Internal Training Program

Create an internal training program to speed education

### Gather Regular Feedback

Survey Chef users to see where pain points might be

# One Team







# TARGET TECH

## THE DOJO

---

*Target's unique approach to building new technology muscles more quickly*

14 Aug 2015 in Devops © 4 minutes read

# Coaching Kata

1. What is the target condition?
2. What is the actual condition?
3. What are the obstacles?
4. What is the next step?
5. When can we see what we've learned from that next step?

# Forming Communities



## Community of Practice



### Jumpstart Kit

Ease adoption by making it easier to get started

### Repeatable Demo

Make it easy to show the value to engineers & leadership

### Knowledge Share

Create a place to share learnings: wiki, forum, email list

### Internal Meetup

Setup open meetings to talk about Chef, automation, life

## Mentorship vs. Ownership



### Transform One Team

Get one solid success before moving on

### Make Time for Mentoring

Dedicate time to help others solve problems

### Give Up Control

Let others fail before teaching them how to succeed

### Champions Group

Meet regularly with “champions” from different groups

## Maintaining Momentum



### DevOps Day

Plan a 1-day event to showcase demos, talks

### Sponsor Local Meetups/Events

The local community can be a great recruiting source

### Internal Training Program

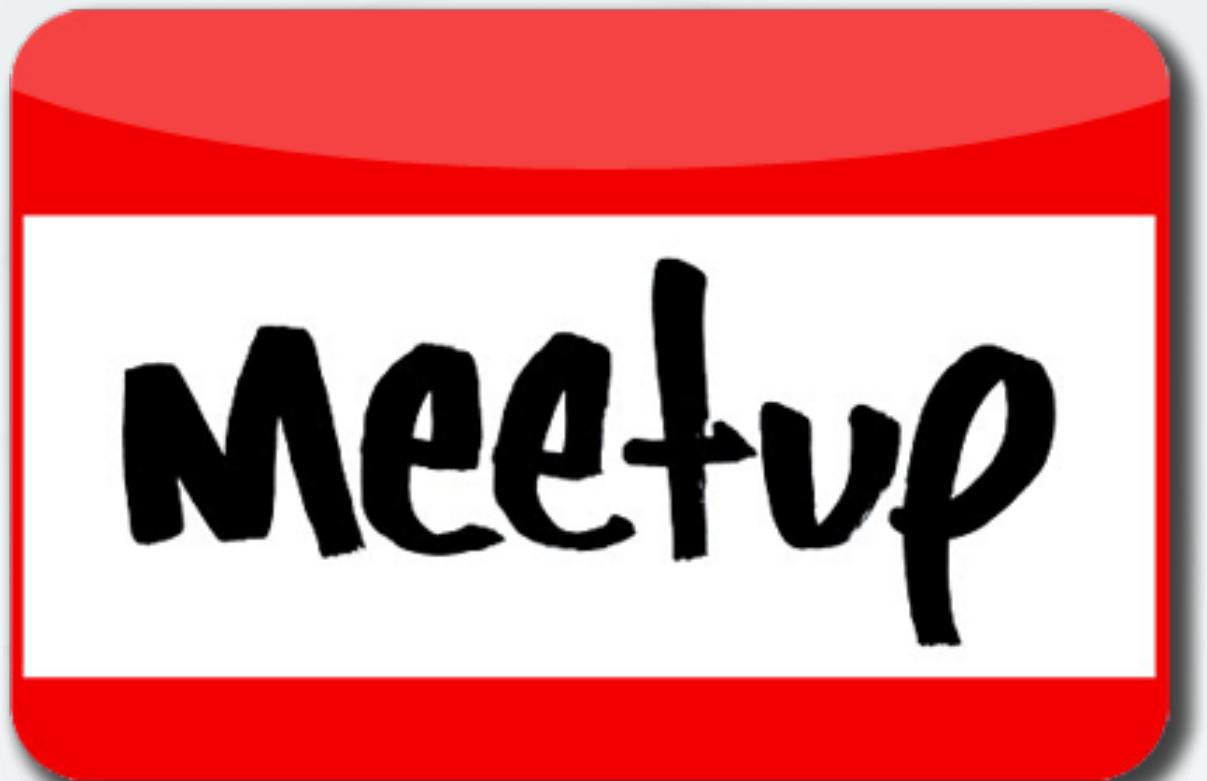
Create an internal training program to speed education

### Gather Regular Feedback

Survey Chef users to see where pain points might be

# Meetups

- Listen
- Learn
- Present
- Interact



# DevOps Meetups

Find out what's happening in DevOps Meetup groups around the world and start meeting up with the ones near you.



Groups  
**1,338**

Members  
**305,667**

Interested  
**21,283**

Cities  
**422**

Countries  
**71**

Related topics: [Linux](#) · [System Administration](#) · [Cloud Computing](#) · [Virtualization](#) ·  
[Configuration Management](#) · [Data Center and Operations Automation](#) ·  
[Infrastructure as Code](#) · [Continuous Delivery](#) · [Python/Linux devop](#) · [Docker](#)

Host Meetups



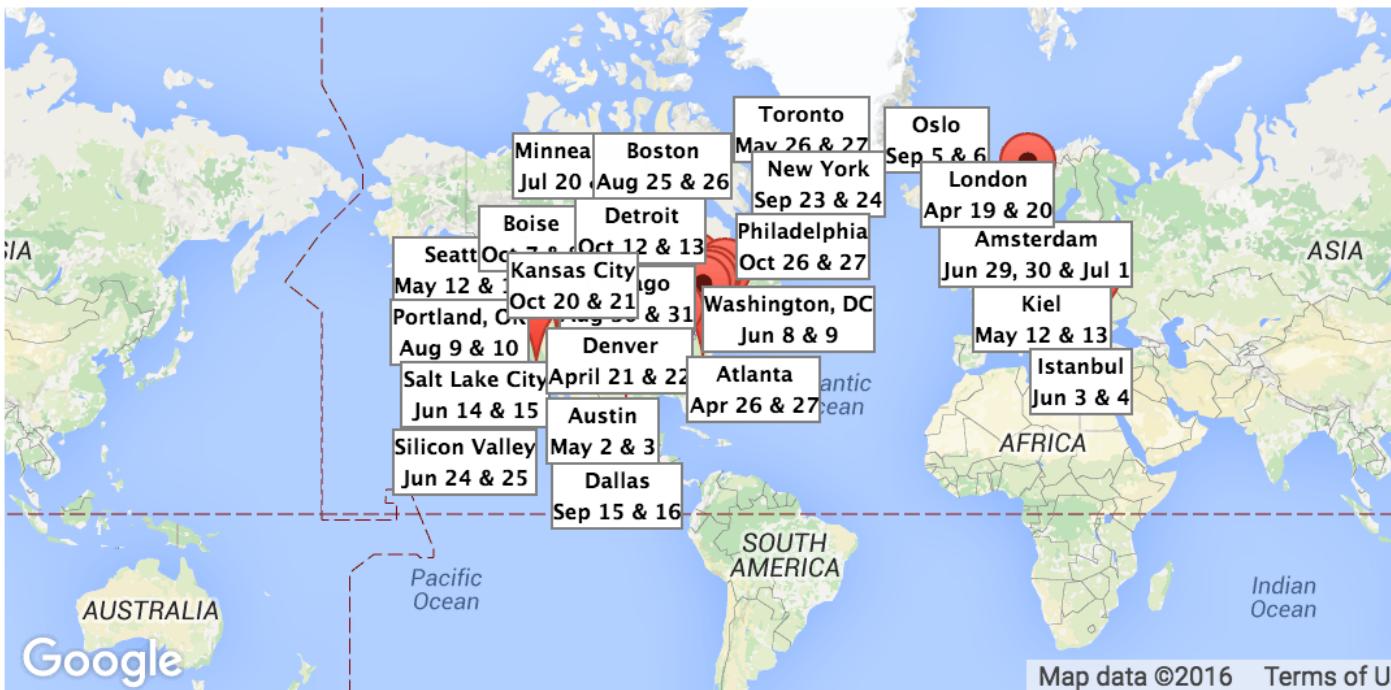


# The conference that brings development and operations together.

 Home    Contact    Events    Presentations    Blog

## Upcoming devopsdays events

London - Denver - Atlanta - Austin - Kiel - Seattle - Toronto -  
Istanbul - Washington, DC - Salt Lake City - Silicon Valley -  
Amsterdam - Minneapolis - Portland - Boston - Chicago -  
Oslo - Dallas - New York - Boise - Singapore - Detroit -  
Kansas City - Philadelphia



[Want to run your own event?](#)

 devopsdaysATL Retweeted

 **Ben Hughes**  
@benjammingh

Career suicide a-go-go. My rambling mess on impostor syndrome in infosec and maybe some of why it happens. Flame on!

[mumble.org.uk/blog/2016/04/3...](http://mumble.org.uk/blog/2016/04/3...)



18h

 DevOpsDays Kiel Retweeted

 **Sabine Bendixen**  
@SabineBendixen

Hope to have you all at #devopsdays Kiel, boys & girls! #womenintech @DevOpsDaysKiel  
[twitter.com/devopsdayskiel...](http://twitter.com/devopsdayskiel...)



20h



# Bring the conference to your team

- Internal Events
  - Automation Symposium
  - Cloud Symposium
  - DevOps Symposium
- Introduce new meeting formats
  - Open Spaces
  - Lean Coffee

HELLO  
my name is

**EXPERT**

# Road trip!





# Forming Communities



## Community of Practice



### Jumpstart Kit

Ease adoption by making it easier to get started

### Repeatable Demo

Make it easy to show the value to engineers & leadership

### Knowledge Share

Create a place to share learnings: wiki, forum, email list

### Internal Meetup

Setup open meetings to talk about Chef, automation, life

## Mentorship vs. Ownership



### Transform One Team

Get one solid success before moving on

### Make Time for Mentoring

Dedicate time to help others solve problems

### Give Up Control

Let others fail before teaching them how to succeed

### Champions Group

Meet regularly with “champions” from different groups

## Maintaining Momentum



### DevOps Day

Plan a 1-day event to showcase demos, talks

### Sponsor Local Meetups/Events

The local community can be a great recruiting source

### Internal Training Program

Create an internal training program to speed education

### Gather Regular Feedback

Survey Chef users to see where pain points might be

# You are responsible...

- For your learning
- For your development
- For your career
- For your teammates
- For lots of important things

# ...but you are not alone!

- Find a mentor
- Lean on your peers
- Mentor someone
- Give back

# Get involved!

- Be active in the community
- Step out of the echo chamber
- Step out of your comfort zone
- Don't fight stupid, make more awesome!
  - Jesse Robbins



**COMMUNITY  
OUR FOUNDATION**

**Bigger than any individual, bigger than open source, bigger than Chef. Chef the company does not exist without the community. Every Chef is a community advocate - it is all of our responsibility. #hugops. Built by people. Built on contributions - of time, of practices, of code, of support. Diverse: backgrounds, opinions, composition, beliefs - welcome and respected. Safe and secure. Inclusive and transparent. Empowering, evolving, and changing. Passionate and respectful. Our past, our present, and our future.**

**WHEN?  
RIGHT NOW**



# Nathen Harvey

VP, Community Development at Chef  
Co-host of the Food Fight Show Podcast



Occasional farmer – <http://ei.chef.io>

Love eggs – <http://eggs.chef.io>

Part-time detective - <http://bit.ly/detectivedecker>

@nathenharvey  
nharvey@chef.io





CHEF<sup>TM</sup>