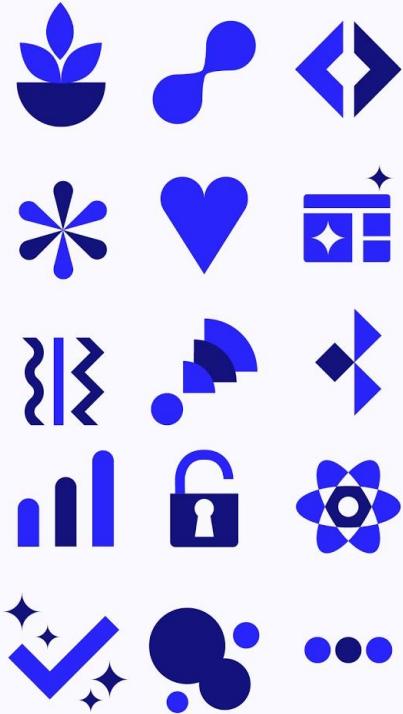


Polidea:
Unique tech



**What Open
Source taught
us about
business?**

Polidea♦



Who are we?



Maciej Oczko

CTO

Maciej manages and oversees the engineering & design team at Polidea. He fosters the culture of technological growth and learning. He is also involved in the implementation of recruitment, PR and business development strategies that lead to the creation of #UniqueTech.



Karolina Rosół

Project Manager

Karolina currently manages cloud OSS projects that use Apache Airflow and Beam. However, for 5 years she has been involved in working with international clients and teams of different sizes to make their ideas and goals happen. She took care of design and development projects for early stage startups as well as big brands.



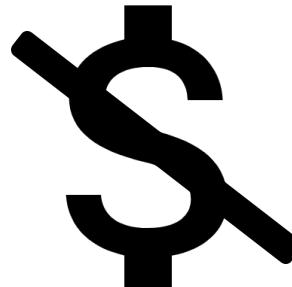
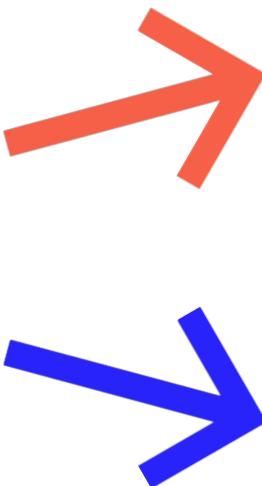
Why does it even matter?



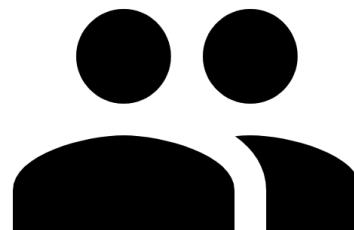
The nature of business



Business



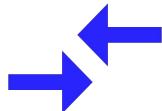
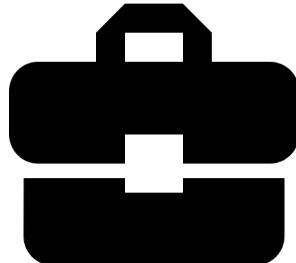
Money



People



The nature of business





This is us

Polidea.
Unique tech



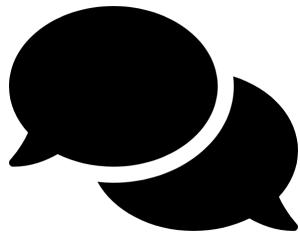
Our first meetup



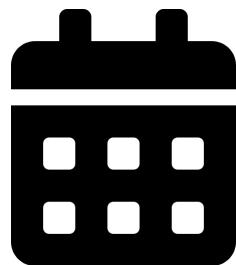
Mobile Warsaw



What the local meetup taught us?



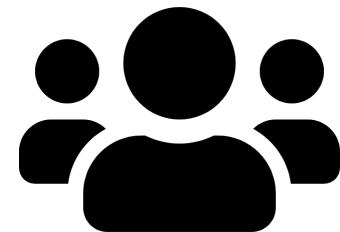
Collaboration



Organization



Building relations



Looking after the
community



Our first conference





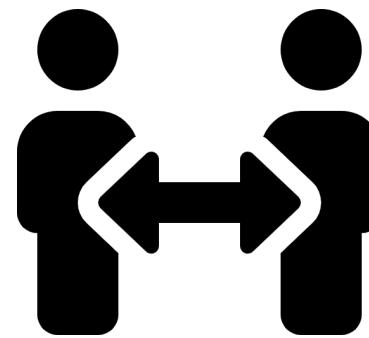
How the conference org enabled us?



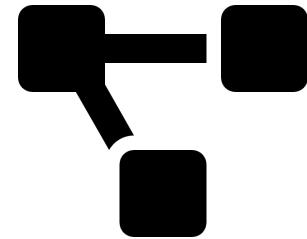
Organization at
global scale



Learning from
world-class devs



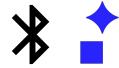
Long-term
relationships



Projects!



Community → Open Source



BLE libraries



Rx
Android
BLE



Rx
Bluetooth
KIT



React
Native
BLE PLX



Flutter
BLE





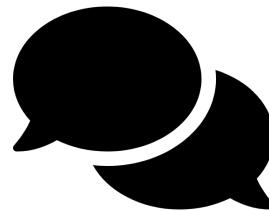
What our open source taught us?



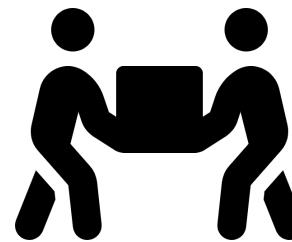
Taking care of
community



Development and
maintenance



Talking to devs



Helping with issues



Listening to
feedback

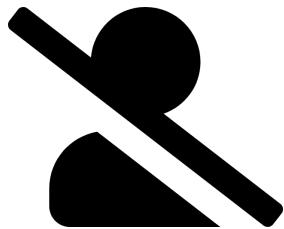


Wide waters of open source





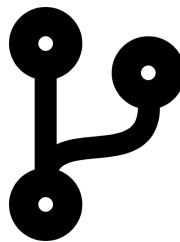
What we had to learn?



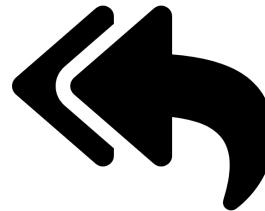
Different target group



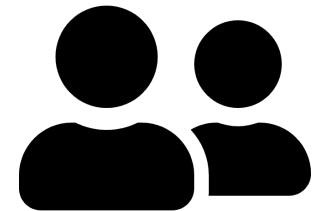
Community driven decisions



Time to deploy to master



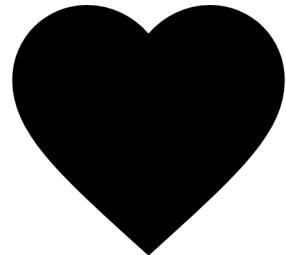
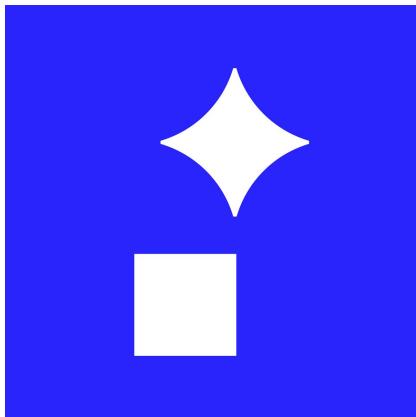
Devlist and communication



Community values



How do we feel now?





What can we give back?

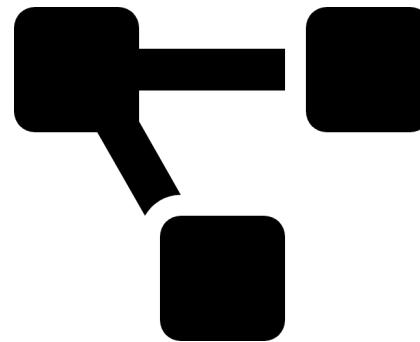
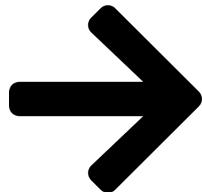
#CodeLeadership



The biggest challenge



Commercial
contributions



Project Management

What does PM do in the open source related project?



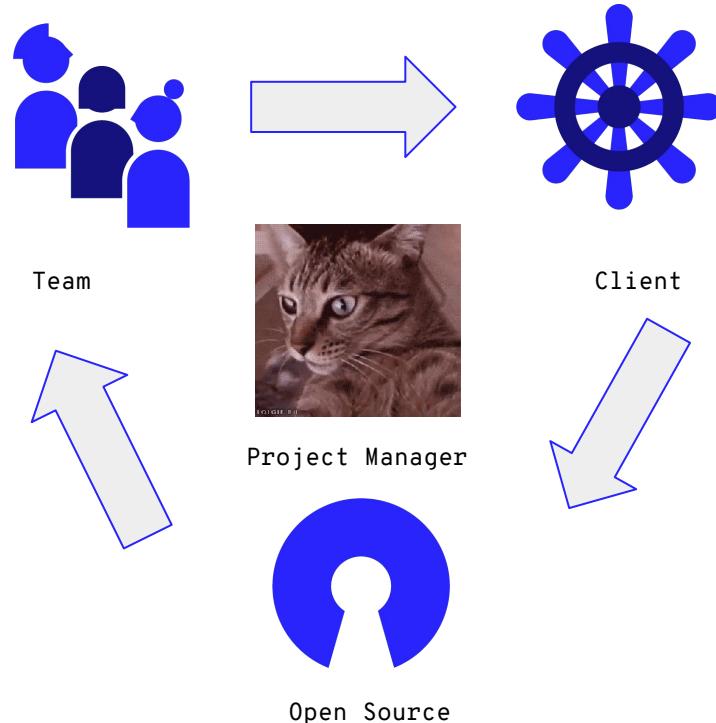
Project Manager & OSS project

My beginnings





Project Manager & OSS projects





Project Manager & OSS projects

What was happening without the PM in the project?



Creative
chaos



Focus on
work only



No
progress
visibility



No roadmap



Procedural
obstacles



No
responsibility



Project Manager & OSS projects

What did I bring to the table?



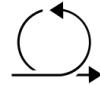
Communication
with the
client



Progress
visibility



Milestones



Processes &
formalities
done by PM



Team
building



Project Manager & OSS projects

What ELSE did I bring to the table?



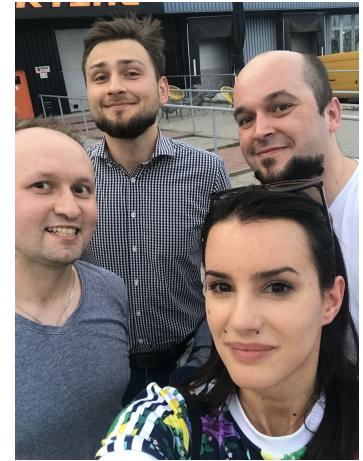
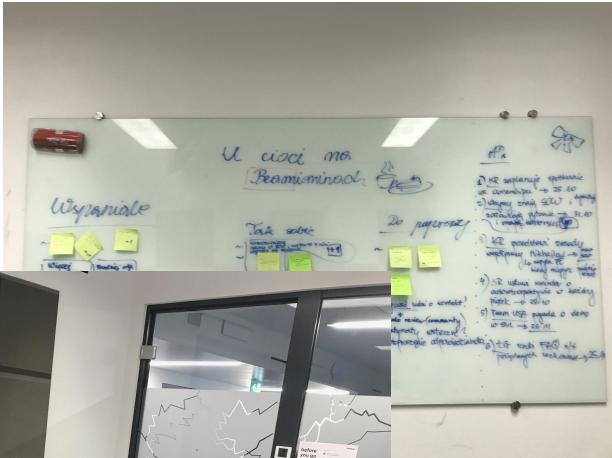
FUN

and terrible jokes



Project Manager & OSS projects

Retrospective
and planning
sessions



Team Building



Project Manager & OSS projects



Kudos Jar



#foodie



Team Building



Weird stuff



Project Manager & OSS projects

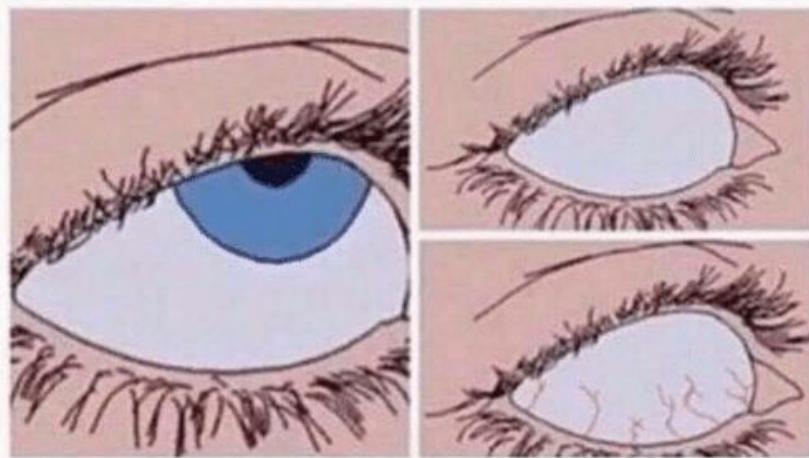


Unforgettable
standups



Project Manager & OSS projects

Manager: We're more than just a team. We're a family.



Open source lessons learned



Project Manager & OSS projects

What has changed after you had joined the open source project?

*“The biggest change for me was my view of open source projects. I always thought these are restricted for a dedicated group of people and you cannot participate in them just like that. The truth is the **community is very welcoming to new people** and you can quickly start contributing as long as you respect opinion of others and are ready to adjust to the dynamic of things.”*

*“**I became more relaxed** and more able to focus on deep dives into project related tasks. Working on OSS also helped me **learn technologies** not usually used in stereotypical web-based backend development.”*

*“I became more aware that **not all revolutions are possible**, even they would have positive influence. I realized there are **a lot of people involved in OSS** with various reasons (not only because they want to donate their free time to development as I used to think). I learned what are companies' reasons to get involved in open source.”*



Project Manager & OSS projects

What are the things that you learned from an open source community?

“That such a big open source project as Airflow requires **many people to put their hearts into it** as they have to devote their own time to keep it alive and they need to **cooperate** closely with each other as it is literally impossible for a single person to know all the nuisances.”

“Working with Apache open source community helped me improve my **communication skills**. I also discovered anew the importance of testing, clear code structure, readable git commits and many, many more things.”

“Why and how to produce **quality code**. How to accept other people’s opinion and how to communicate in case of disagreement. Open source consists of awesome people not basement living nerds. **Community > Code**”



What's so great about the open source projects?

*Freedom
Ownership
Recognition
Mutual support
Mentorship
Diversity*



Project Manager & OSS projects

What has changed after the PM had joined the open source project?

*"A lot. Order in the chaos became a little **more visible and less chaotic**, we started to evolve together as a team and we started to improve our work continuously - in terms of processes, **interpersonal relations**. What was really important, was the project manager was truly personal - not the typical "by-the-spreadsheet" manager but one that **truly engaged** and was there to help people to solve their problems and to make all three - keep the customer, the team members and the community happy. That one last goal is super difficult."*

*"(...) The advantage of having PM is that we know the "required scope of work" and in this way **we can prioritise stuff** that had to be done over "let's fix everything".*

Project Manager & OSS projects

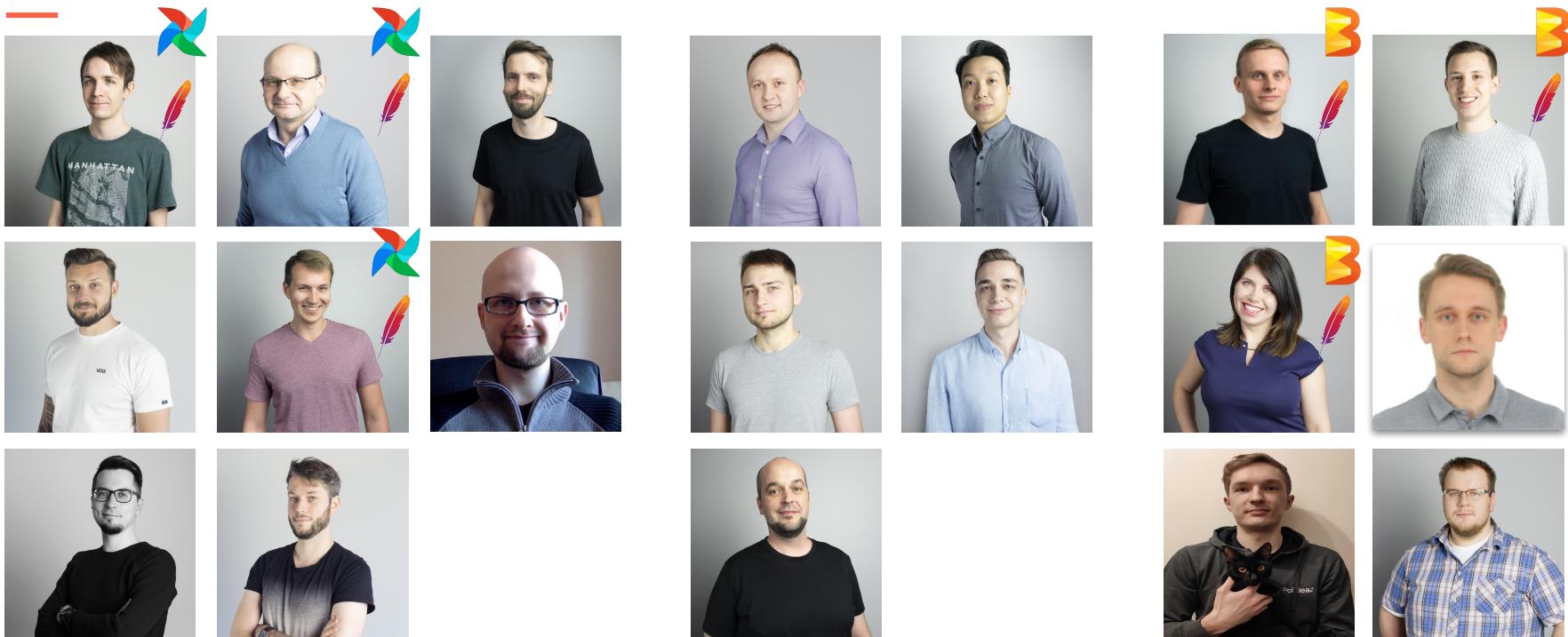
What have I personally learned from the OSS community?

- Communication
- Invest in people's individual traits!
- SCRUM/Kanban is also an option
- Don't push, listen to your people.
- It's great to host  Apache Airflow &  Apache Beam meetups ;-)





Thank you so much!





Special thanks to...



Aizhamal Nurmamat kzyz
PMC & Committer @ Apache Airflow
| Open Source Program Manager @
Google



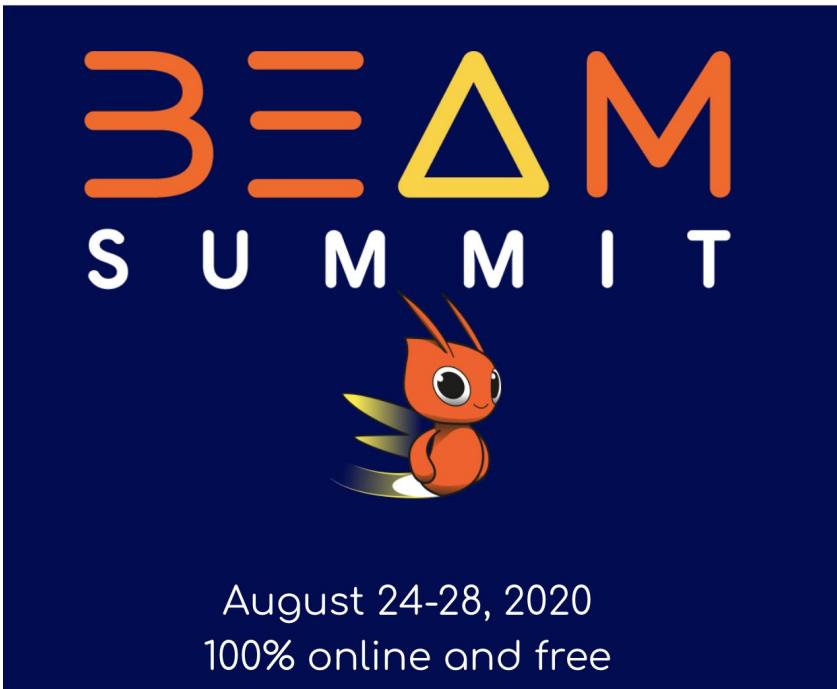
Griselda Cuevas
VP Diversity & Inclusion @ Apache
Software Foundation | Product
Manager Dataflow @ Google



Matthias Baetens
Software Engineer | Google
Developer Expert | Beam Summit &
meetup organiser



How about another summit? 🤔



The logo features the word "BEAM" in large orange letters, where the "E" is a yellow triangle. Below it, "SUMMIT" is written in white capital letters. At the bottom left is a cartoon orange ant with wings, flying towards the right. At the bottom center, the text "August 24-28, 2020" and "100% online and free" is displayed.

Thanks!

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Karolina Rosół

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@KarolinaRosol