



# Mastering your Organization's Open Source Journey

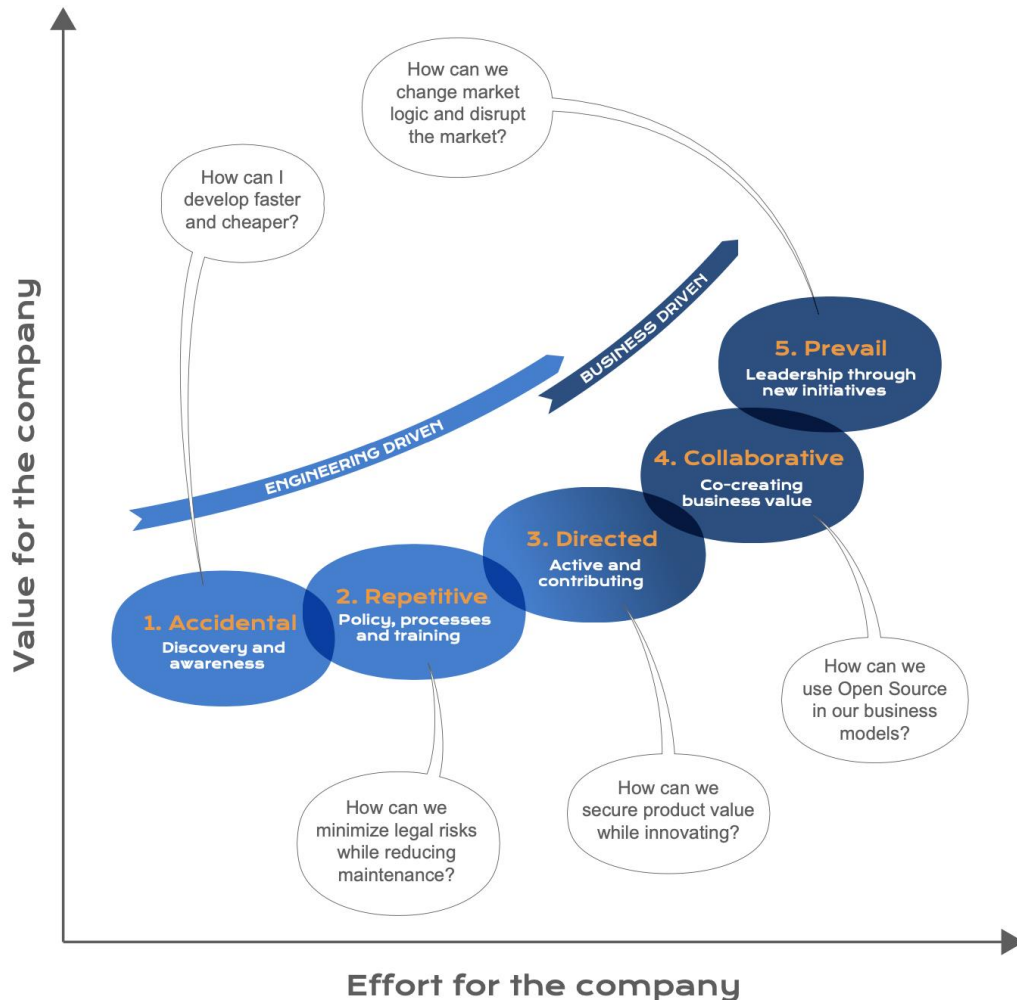
- Open Source @ SAP: Past, Present, and Future -

Peter Giese, Head of SAP Open Source Program Office  
October 10, 2023

Public



# Open Source Maturity Model - A Journey in Steps

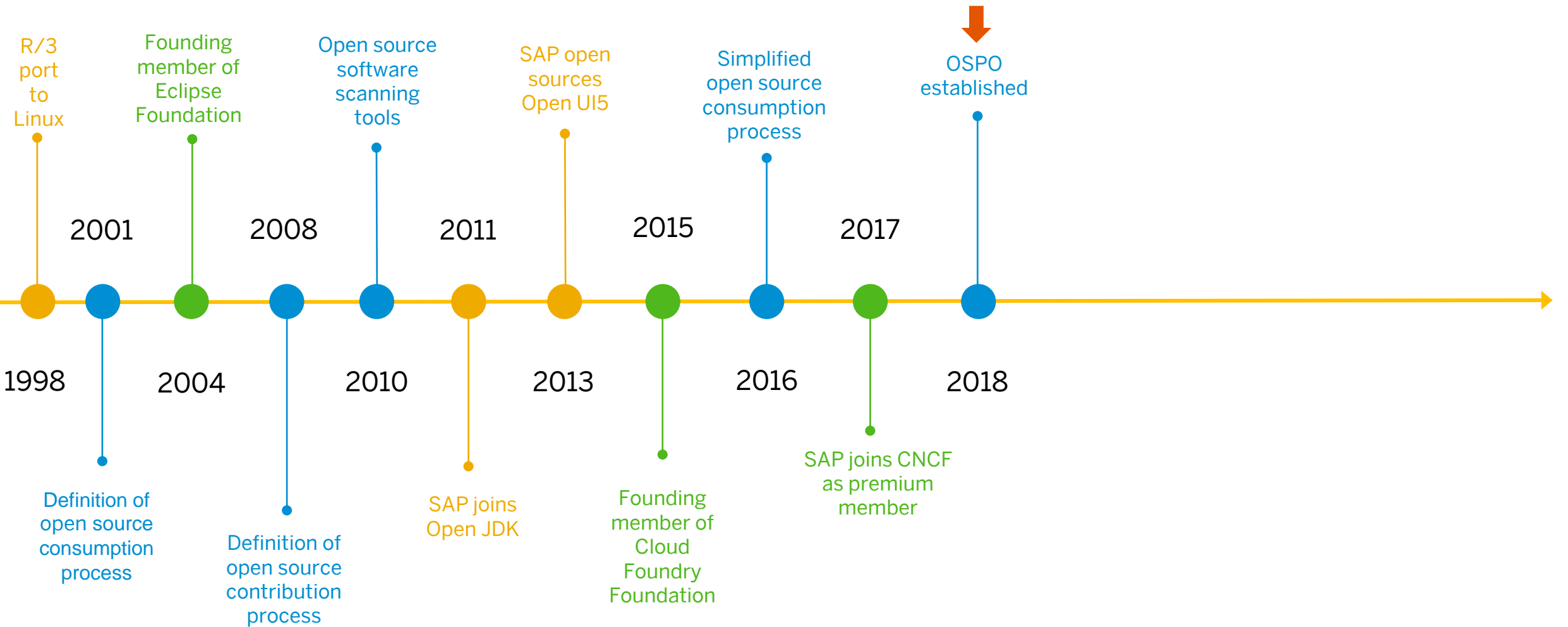


Maturity Levels:

- 1. Accidental**  
Developers just use open source.
- 2. Repetitive**  
Management pushes for compliance.
- 3. Directed**  
Product specific contributions.
- 4. Collaborative**  
Business development through open source.
- 5. Prevail**  
Open source company culture with full strategic support from C-Suite

**Past**

# SAP's Open Source Journey – Milestone Examples



## Legend

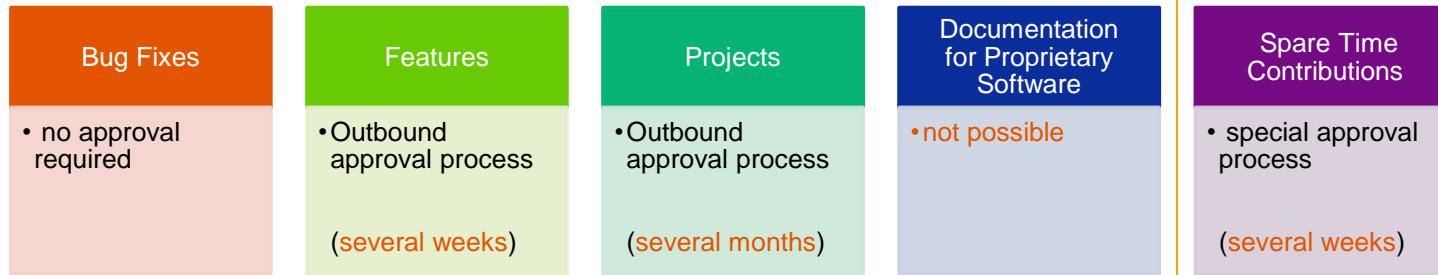
- open source management
- foundation memberships
- projects

## Situation before SAP OSPO was founded

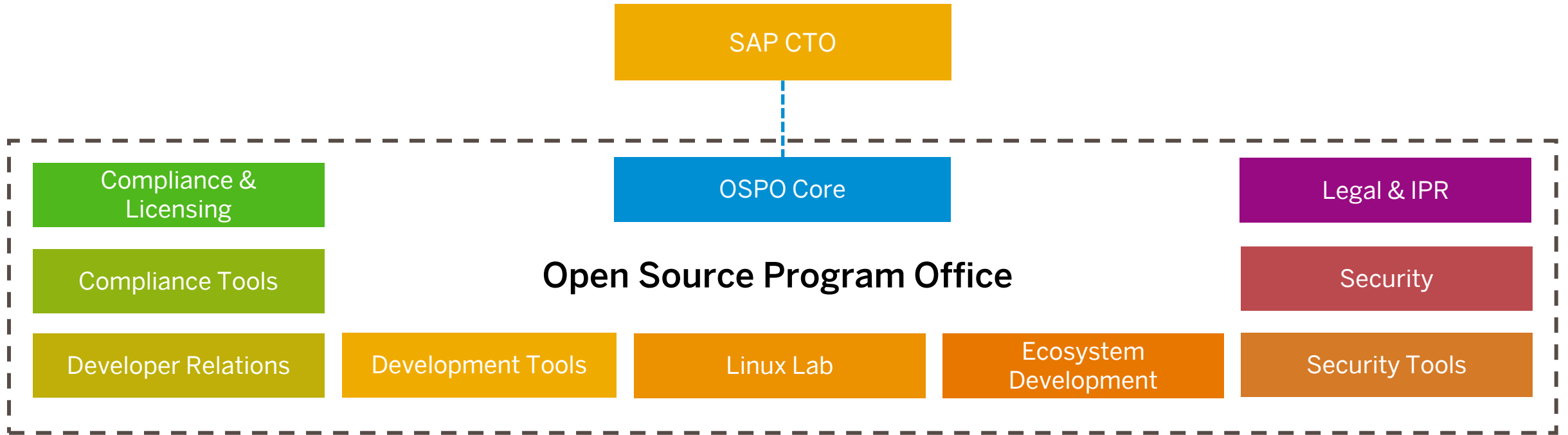
- **Grown structures** (teams and processes) to cover the different aspects of open source management such as licenses, IP, security, communication/developer relations, tooling
- Involved teams were **spread across different board areas** and **did not work exclusively on open source topics**
- Potential for **improvement of collaboration** among teams was identified
- **Single point of contact** for questions around open source **did not exist** within the company
- More focus on **avoiding risks & ensuring compliance** than on developer experience/efficiency
- Complaints from development teams about **inefficient open source processes**

# SAP Open Source Contributions (before Foundation of OSPO)

2018



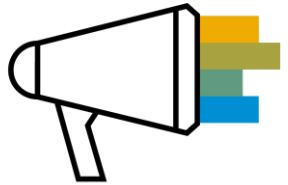
# Foundation of SAP's Open Source Program Office



SAP OSPO is a **virtual team** of representatives from **different open source-related functions** to jointly work on **common tasks** and towards **common goals**.

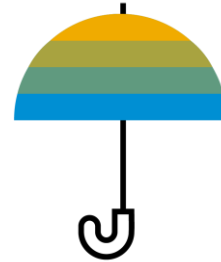
# SAP Open Source Program Office (OSPO) – Areas of Responsibility

SAP OSPO is the central entry point for all open source-related topics, and questions at SAP.



## Strategy and policy

We define, evolve, and drive the open source strategy and policy.



## Compliance and risk management

We mitigate and manage the risks, obligations, and challenges of open source consumption and contribution.



## Enablement and support

We train, enable, and support our teams to benefit from open source by consuming and contributing to it.



## Processes and tools

We continuously improve our open source management processes and tools.



## InnerSource

We promote and facilitate InnerSource at SAP.



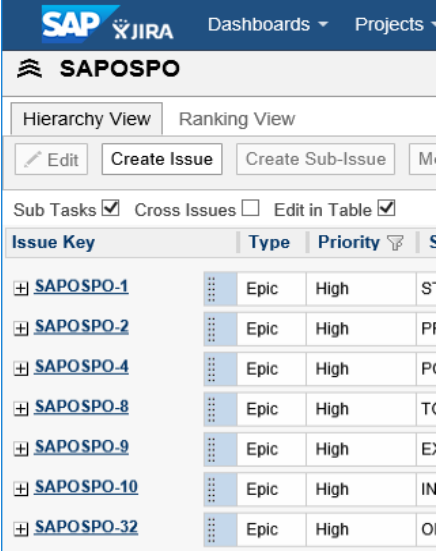
# OSPO Working Mode: Scrum

Five different workstreams (aka epics)

One joint OSPO product backlog in Jira

Each epic handled by a cross-functional scrum team

4-week sprints with monthly planning & review meetings



The screenshot shows the SAP Jira interface for the SAPOSPO project. It displays a backlog in Hierarchy View with a table of issues. The table has columns for Issue Key, Type, Priority, and Status. All listed issues are of Type 'Epic' and Priority 'High'.

| Issue Key  | Type | Priority | Status |
|------------|------|----------|--------|
| SAPOSPO-1  | Epic | High     | S      |
| SAPOSPO-2  | Epic | High     | PI     |
| SAPOSPO-4  | Epic | High     | PC     |
| SAPOSPO-8  | Epic | High     | TC     |
| SAPOSPO-9  | Epic | High     | E      |
| SAPOSPO-10 | Epic | High     | IN     |
| SAPOSPO-32 | Epic | High     | O      |

Strategy & Policy

Inbound

Outbound

InnerSource

Communication

# Guiding Principles – SAP OSPO as an internal Service Team

**Empower & support our developers** → instead of ‚policing them‘

**Avoid over-regulation** → guidelines over processes

**Hold developers accountable** → by establishing a global, legally binding open source policy

**Developer Experience** → integrate as much as possible into existing development tool landscape

**Shift Left** → provide feedback as early as possible in the development lifecycle

**Automation** → automate as much as possible to avoid manual efforts

**Parallelize** → avoid strictly sequential processes

**Differentiation** → avoid ‘one-size-fits-all’

**Risk-based** → certain checks, reviews, or process steps might only be required in specific cases

# SAP Open Source Contributions

|      |   |  |   |  |  |
|------|---|--|---|--|--|
| 2018 | <b>Bug Fixes</b><br><ul style="list-style-type: none"> <li>• no approval required <sup>1</sup></li> </ul> | <b>Features</b><br><ul style="list-style-type: none"> <li>• Outbound approval process</li> </ul> (several weeks) | <b>Projects</b><br><ul style="list-style-type: none"> <li>• Outbound approval process</li> </ul> (several months)                                 | <b>Documentation for Proprietary Software</b><br><ul style="list-style-type: none"> <li>• not possible</li> </ul>  | <b>Spare Time Contributions</b><br><ul style="list-style-type: none"> <li>• special approval process</li> </ul> (several weeks)    |
|      | 2021  | <b>Bug Fixes</b><br><ul style="list-style-type: none"> <li>• no approval required <sup>1</sup></li> </ul>        | <b>Features</b><br><ul style="list-style-type: none"> <li>• no process required</li> <li>• approval by DM or PO <sup>2</sup></li> </ul> (< 1 day) | <b>Projects</b><br><ul style="list-style-type: none"> <li>• simplified outbound approval process (fully integrated into Enterprise GitHub) <sup>3</sup></li> </ul> (1 – 8 weeks) | <b>Documentation for Proprietary Software</b><br><ul style="list-style-type: none"> <li>• Open Documentation Initiative</li> </ul> |

SAP Contribution Rules & Guidelines:

<sup>1</sup> Bug fixing guidelines

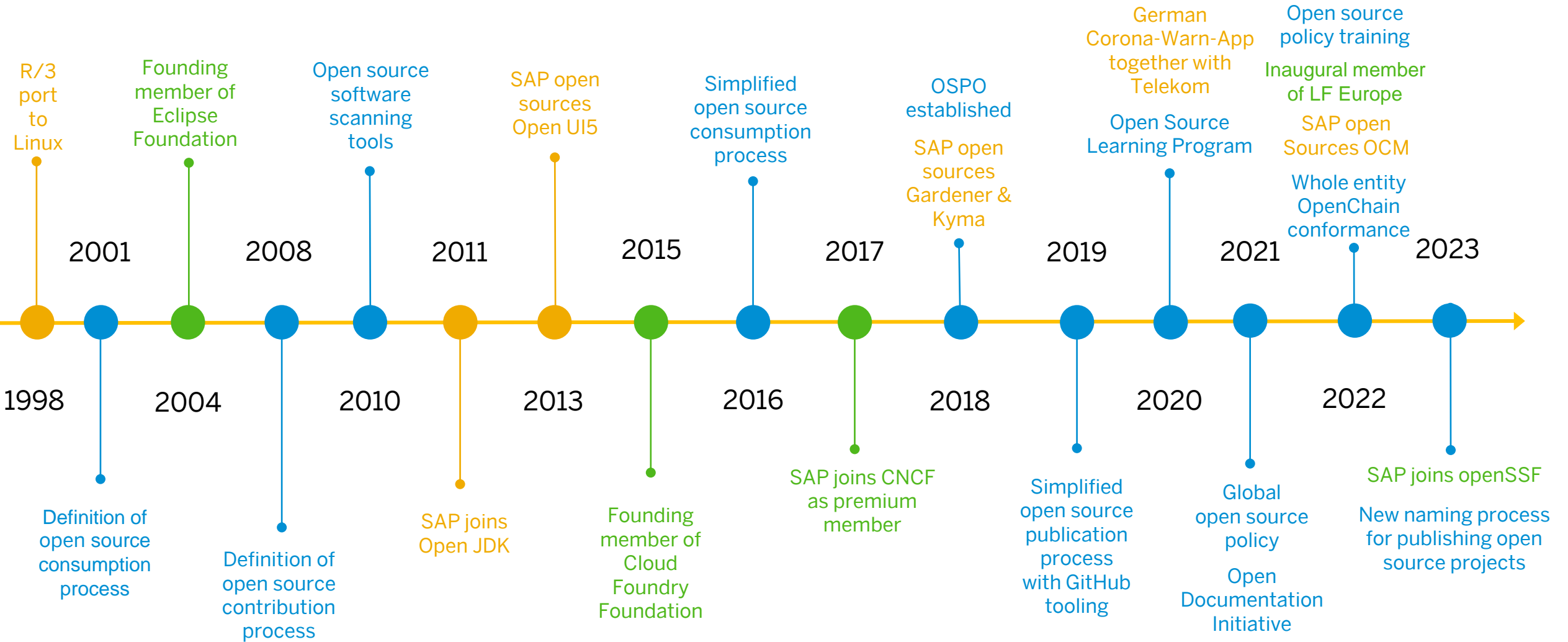
<sup>2</sup> Guidelines for Contributing to 3rd party projects

<sup>3</sup> Guidelines for Creating an SAP open source project

<sup>4</sup> Guidelines for Spare time contributions

**Present**

# SAP's Open Source Journey – Milestone Examples



## Legend

- open source management
- foundation memberships
- projects

# Tools to support Project Contributions and Creation

## Open Source Management Portal

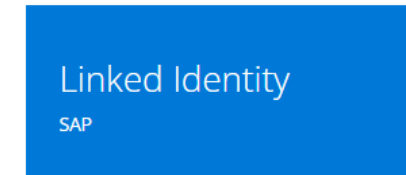
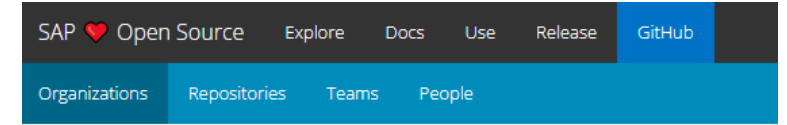
- Link between GitHub-ID and company ID
- Compulsory for SAP developers on GitHub
- [Open Source project by Microsoft](#)

## CLA-Assistant

- Manages signatures to CLAs or DCOs
- Standard for all SAP GitHub organizations
- [Open Source project by SAP](#)

## REUSE Framework

- Complete copyright and license annotations of all project files
- [Open Source project by FSFE](#)
- Complulsory for all SAP open source projects
- [Automated metadata generation via own OSS tool](#)



# Open Source Contributor Index 2023

Q Organizations... Industry August 2023

| RANK | ORGANIZATION | ACTIVE CONTRIBUTORS | TOTAL COMMUNITY |
|------|--------------|---------------------|-----------------|
| 1    | Google       | 5633 +201           | 10355 +274      |
| 2    | Microsoft    | 3999 +184           | 7945 +314       |
| 3    | Red Hat      | 3128 +85            | 4615 +100       |
| 4    | Intel        | 1940 +114           | 3951 +120       |
| 5    | Amazon       | 1626 +87            | 3474 +144       |
| 6    | IBM          | 1400 +58            | 2986 +133       |
| 7    | Oracle       | 810 +34             | 1404 +43        |
| 8    | VMware       | 787 +27             | 1321 +45        |
| 9    | SAP          | 730 +33             | 1234 +47        |
| 10   | GitHub       | 655 +18             | 1407 +50        |



## SAP is the 9<sup>th</sup> largest OSS contributor

SAP ranked 9<sup>th</sup> largest commercial contributor to open source on GitHub (as of August 2023).

OSCI

# SAP Engagement in Foundations

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Inaugural & Silver member



**TODO Group**  
General member



**Open API Initiative**  
Founding member



**Cloud Native Computing Foundation**  
Platinum member



**Apache Software Foundation**  
Focus on Olingo & Hadoop



**Cloud Foundry Foundation**  
Founding & Platinum member



**Eclipse Foundation**  
Founding & Strategic member



**Continuous Delivery Foundation**  
Founding & General member



**Open Source Security Foundation**  
General member



**Open JDK**  
Major contributor



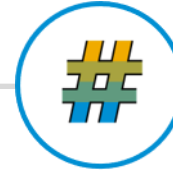
# SAP Open Source – Engagement & Collaboration

## SAP GitHub



- Contribute to open source projects
- [github.com/sap](https://github.com/sap)

## Twitter Channel



- Inform and engage
- [@sapopensource](https://twitter.com/sapopensource)

## Landing Page



- Inform about projects, foundations and blog posts
- [opensource.sap.com](https://opensource.sap.com)

## Webinars



- Public webinars for peers, customers and partners.
- Inform and share knowhow
- Additional internal webinars

## Podcast Series

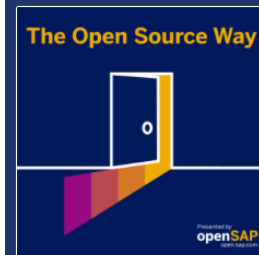


- Monthly podcast episodes named "The Open Source Way"
- Available on iTunes, Spotify, openSAP, etc.

## Internal Information



- Workzone: events, learning material, links, webinars, champions
- OSPO Wiki: documentation and guidelines
- SAP Global Open Source Policy
- Slack: [#sap-open-source](https://sap-open-source.slack.com)



The Open Source Way

## The TODO Group – Talk Openly, Develop Openly

How the TODO Group brings OSPOs together to collaborate and share knowledge

▶ 25:37

 Back to series:  
**The Open Source Way**

INFORMATION

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### Chapters

✕

|                 |       |
|-----------------|-------|
| Summary         | 01:20 |
| 2 Interview     | 22:23 |
| 3 Key Takeaways | 01:19 |
| 4 Outro         | 00:33 |

In this episode our host Karsten Hohage talks to Ana Jiménez Santamaría about the TODO Group, a community dedicated to sharing knowledge, collaborating on practices, tools, and other ways to run effective Open Source Program Offices and similar initiatives. They discuss its history, mission, working mode, and how TODO Group provides a platform to connect peers and enables them to collaborate on projects that promote the integration of strategic open-source practices within different organizations. Everyone is welcome to join the TODO mission and contribute to the continuous development of best practices.

### Guests:

**Ana Jiménez Santamaría** is the OSPO Program Manager at the TODO Group. Ana has a strong background in Open Source, Developer Relations, Community Health Analytics, and InnerSource. She previously worked at Bitergia, a software development analytics firm, where she completed her M.Sc. in Data Science. Her thesis focused on measuring the success of Developer Relations in Open Source communities. For more details on her thesis work, check out: <https://anajimenezsantamaria.gitlab.io/>

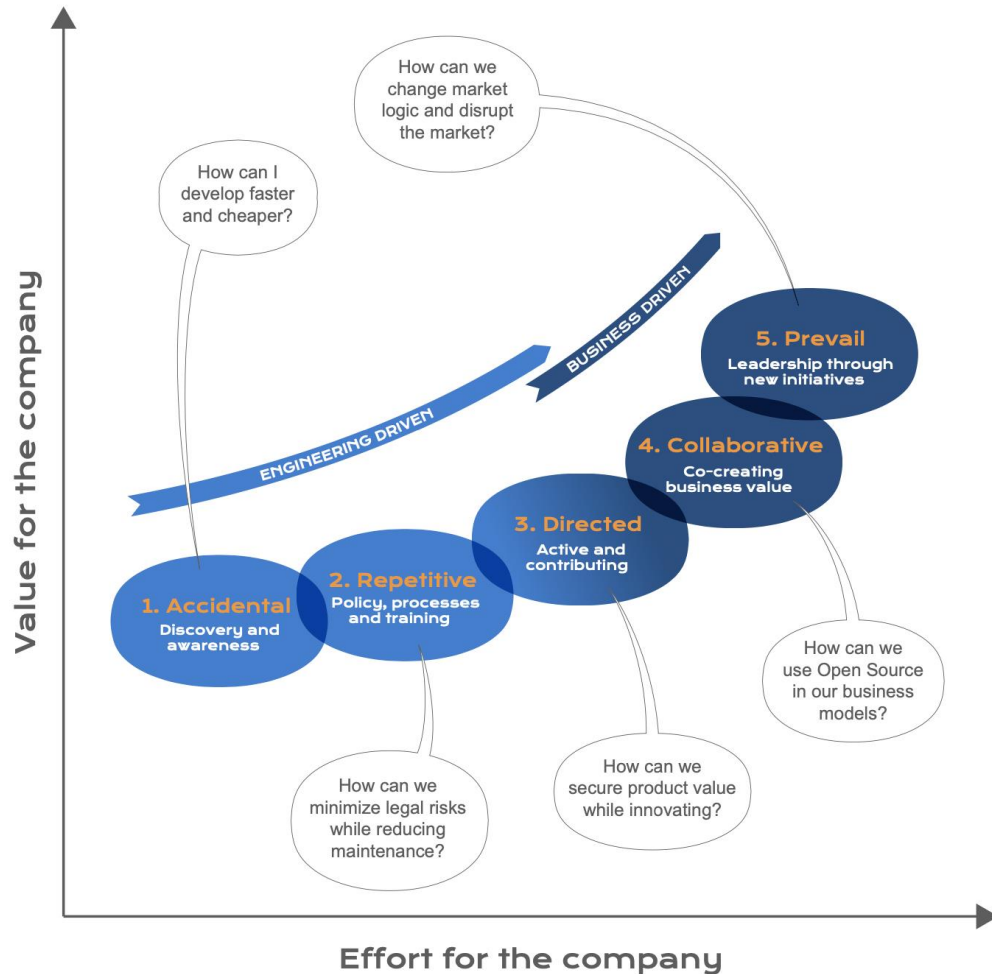
- GitHub: <https://github.com/anajsana>
- LinkedIn: <https://www.linkedin.com/in/ana-jiménez-santamaría/>
- Mastodon: <https://fosstodon.org/@anajsana>
- Twitter: <https://twitter.com/anajsana95>

Done scrolling (Enter)



**Future - Are We Done Yet?**

# Open Source Journey: Continuous Improvement & Reaching the next Level



Source: [Principles for Industrial Open Source](#)

Example topics:

- Simplified naming process for outbound projects
- Guidelines for handling license changes
- Simplified and automated process for publishing open source packages to external software repositories (like e.g., npm, pypi, maven,...)
- ...

# Thank you.

## Further Info

- **GitHub:** [github.com/sap](https://github.com/sap)
- **Public landing page:** [opensource.sap.com](https://opensource.sap.com)
- **Podcasts “The Open Source Way”:** [podcast.opensap.info/open-source-way/](https://podcast.opensap.info/open-source-way/)
- **Webinars featuring open source topics:** [community.sap.com/events](https://community.sap.com/events)
- **Twitter:** @sapopensource

## Contact

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