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| --- | --- | --- | --- | --- | --- | --- |
| **ID** | **Pattern name** | **Level 1- Organization**  **Environment** | **Level 2- Executive management** | **Level 3- Middle Management** | **Level 4- Team** | **Level 5- Individual** |
| 1 | Manifesto for Change | <Please provide a brief explanation of how pattern 1 applies at the organization level and why – if applicable – leave blank if it doesn’t apply> | <Please provide a brief explanation of how pattern 1 applies at the executive management level and why – if applicable – leave blank if it doesn’t apply> | <Please provide a brief explanation of how pattern 1 applies at the middle management level and why – if applicable – leave blank if it doesn’t apply> | <Please provide a brief explanation of how pattern 1 applies at the team level and why – if applicable – leave blank if it doesn’t apply> | <Please provide a brief explanation of how pattern 1 applies at the individual level and why – if applicable – leave blank if it doesn’t apply> |
| 2 | Create a collaborative environment |  |  |  |  |  |
| 3 | Involve Teams in IS Implementation |  |  |  |  |  |
| 4 | Elicit Support from Senior Management |  |  |  |  |  |
| 5 | Create Unique InnerSource License |  |  |  |  |  |
| 6 | Collaborate with Subject Matter Experts |  |  |  |  |  |
| 7 | Compliance Attribution to Specific Product |  |  |  |  |  |
| 8 | Clear Demarcation of Responsibility to Comply with Requirements |  |  |  |  |  |
| 9 | Appoint Dedicated IS Champions |  |  |  |  |  |
| 10 | Create Mechanism for Secure Access to Shared Code |  |  |  |  |  |
| 11 | Involve Security Team in IS Implementation |  |  |  |  |  |
| 12 | Create a Single Source of Information |  |  |  |  |  |
| 13 | Implement Community Building Program |  |  |  |  |  |
| 14 | Create a Unified Code Repository |  |  |  |  |  |
| 15 | Run Automated Tests for Code Quality |  |  |  |  |  |
| 16 | Demonstrate Benefits of IS by Real Examples |  |  |  |  |  |
| 17 | Free up Developer Time to Contribute |  |  |  |  |  |
| 18 | Explain Benefits & Goals of InnerSource |  |  |  |  |  |
| 19 | Personalized Interaction to Address Biases |  |  |  |  |  |