Open Source Roundtable

Community Building & Management

Dominik Wotruba  
Head of TechSales, Red Hat Switzerland

Chris Eberle  
Chief Architect, Red Hat Switzerland
Why Open is effective?
It’s easy to spend money on technology. It’s somewhat more difficult to change a business process. But culture is the hardest.

Thomas H. Davenport
President's Distinguished Professor of Information Technology and Management at Babson College

Source:
(n=734) Harvard Business Review Analytic Survey, Commissioned by Red Hat, July 2018
Described in the Open Organisation

"an organization that engages participative communities both inside and out
✓ responds to opportunities more quickly
✓ has access to resources and talent outside the organization
✓ inspires, motivates, and empowers people at all levels to act with accountability."

—Jim Whitehurst, The Open Organization

Source: The Open Organization by Jim Whitehurst
A participative Community life: OpenShift User Group

- All relevant customers and partners participate
- Lot of challenges solved proactively during the roundtable
- Motivation through empowerment
Most organizations are not designed to accelerate change and innovation
THE OPEN ORGANIZATION STARTS WITH A PURPOSE

CONVENTIONAL ORGANIZATION
"TOP DOWN"

WHAT
COMMAND AND CONTROL
CENTRAL PLANNING

HOW
TITLE/RANK
HIERARCHY

WHY
PROMOTION AND PAY

OPEN ORGANIZATION
"BOTTOM UP"

WHAT
CATALYZING INCLUSIVE DECISION-MAKING

HOW
MERITO-CRACY
LET THE SPARKS FLY

WHY
PURPOSE AND PASSION
ENGAGEMENT

WHAT
Setting direction

HOW
Motivating & inspiring

WHY
Getting things done

Source: https://opensource.com/open-organization/resources/book-series

1. Go to PollEv.com
2. Enter BENELUXBENEL468
WHY PURPOSE IS KEY

Purpose = Engagement

Competitiveness = IQ * Engagement

Personal commitment (belief)
marginal discretionary effort (behaviour)

Source: HBR, Engaging your employees is good but don’t stop there

Red Hat named to Fortune’s 100 Best Companies to Work For list
Red Hat’s Business Model build on Openness

Red Hat
Enterprise Linux

Red Hat
Application Foundations

Red Hat
Data Services

Red Hat
Satellite

Fedora

J Boss Community, FuseSource

Ceph, Rook, Open Data Hub

Foreman

RDO

OKD

CoreOS

Ansible

CentOS

Stream

OpenStack

More than 1,000,000 projects
# JAVA IS EVERYWHERE

## TOP Programming Language

- **80%** of worldwide enterprises run Java on Desktop, Server, Cloud
- **3 Billion** Active Java Virtual Machines globally
- **# 1** Developer choice for cloud
- **12 Million** Developers run Java

Source: Oracle Java SE subscription infographic [https://www.oracle.com/a/ocom/docs/java-se-subscription-infographic.pdf](https://www.oracle.com/a/ocom/docs/java-se-subscription-infographic.pdf)

[https://tiobe.com/tiobe-index/](https://tiobe.com/tiobe-index/)
On April 17, 2019, Red Hat announced that it was assuming the stewardship of the OpenJDK 8 and OpenJDK 11 projects following a transition of leadership from Oracle.

With the transition, Red Hat is affirming its support of the Java community and following a similar path that led to its leadership of both the OpenJDK 6 and OpenJDK 7 projects.

Red Hat also worked with the community to enable continued innovation in Java, e.g. Shenandoah garbage collector included in OpenJDK 12.
Thank you. Let’s build a beautiful bridge together
Thank you

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