

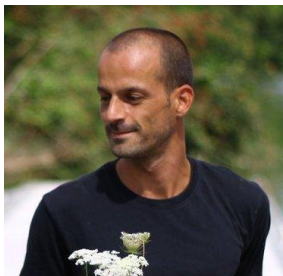


Practical Wisdom to Build Your OSPO: The Good Governance Initiative

A PROJECT FROM THE OSPO ALLIANCE

EclipseCon Europe 2022 - October 27th 2022

About us



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Some background:

- **OSPO Alliance:** a European-based initiative and community to help organisations build their own OSPO and apply best practices for open source management.
- **GGI** (Good Governance Initiative): a proven, actionable framework for building OSPOs.
- **Bitergia:** Long time experience with metrics - Academia, PolarSys - GrimoireLab and OSPO and InnerSource consultancy services
- OnRamp OSPO metrics related topic covered
- How can we bring this to the GGI?

The OSPO Alliance



- Launched in 2021 by **European non profit organisations** to promote an approach to **excellence in open source software management**.
- **Governed by open source principles**: open, collaborative, meritocratic. Everybody is welcome, and we respect members privacy (no collection of details, no spamming).
- Provides:
 - The OSPO Alliance website and community mailing list.
 - The OSPO OnRamp monthly webinars.
 - The Good Governance Initiative and its associated resources.
- Yearly releases: we'll publish the v1.1 in 2 weeks (planned for November 8th)

Who?

The **OSPO Alliance** in a few words:

- A **vendor-neutral** space, founded by European non profit organisations.
- **Participation is open to all.**
- **Low barrier:**
No fees, no commitment.
Just a statement of support.

Our members include **organisations of all sizes & types**: SMEs and large companies, academics, administrations.

Founders



Supporters



GGI Framework - Goals

- Proposes a **path to a successful OSPO**, with a proven method and practical guidance:
 - Lists **25 Activities**, from SCA and development best practices, to training, HR and executives education.
 - Activities are organised into **Goals**, from discovery to engagement and strategy.

Usage Goal



[Basic Skills in Using Open Source Software](#)

Trust Goal



[Secure and Appropriate Usage of Open Source Software](#)

Culture Goal



[Belonging to the Open Source Community at Large](#)

Engagement Goal



[Engaging with the OSS Ecosystem](#)

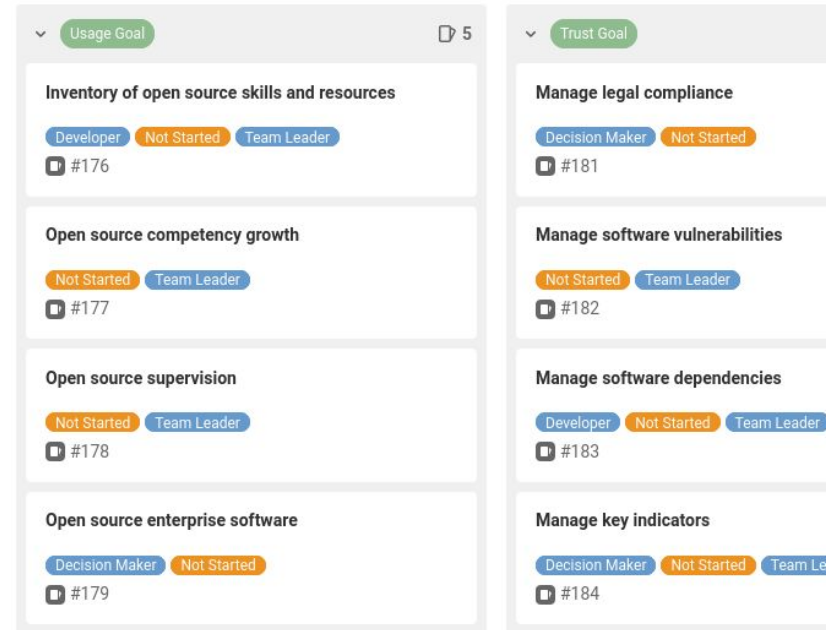
Strategy Goal



[Open Source as a Corporate Strategy](#)

GGI Framework - Activities

- **Activities** have the following structure:
 - Description
 - Opportunity Assessment
 - Progress Assessment
 - Recommendations
 - Tools & Resources
- Activities are meant as templates, and need to be translated to the local context through **Scorecards**, which enable **full adaptation**.



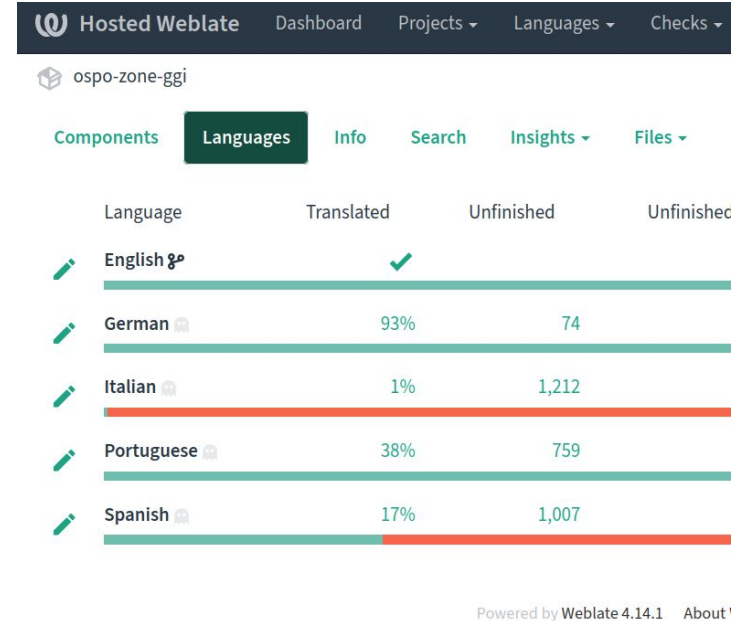
The screenshot displays two columns of activity cards. The left column is under a 'Usage Goal' (5 items) and the right column is under a 'Trust Goal' (4 items). Each card includes a title, a status bar with roles and 'Not Started' indicators, and an ID number.

Goal	Activity Title	Roles	Status	ID
Usage Goal	Inventory of open source skills and resources	Developer, Team Leader	Not Started	#176
	Open source competency growth	Team Leader	Not Started	#177
	Open source supervision	Team Leader	Not Started	#178
	Open source enterprise software	Decision Maker	Not Started	#179
Trust Goal	Manage legal compliance	Decision Maker	Not Started	#181
	Manage software vulnerabilities	Team Leader	Not Started	#182
	Manage software dependencies	Developer, Team Leader	Not Started	#183
	Manage key indicators	Decision Maker, Team Leader	Not Started	#184

GGI v1.1 - Translations

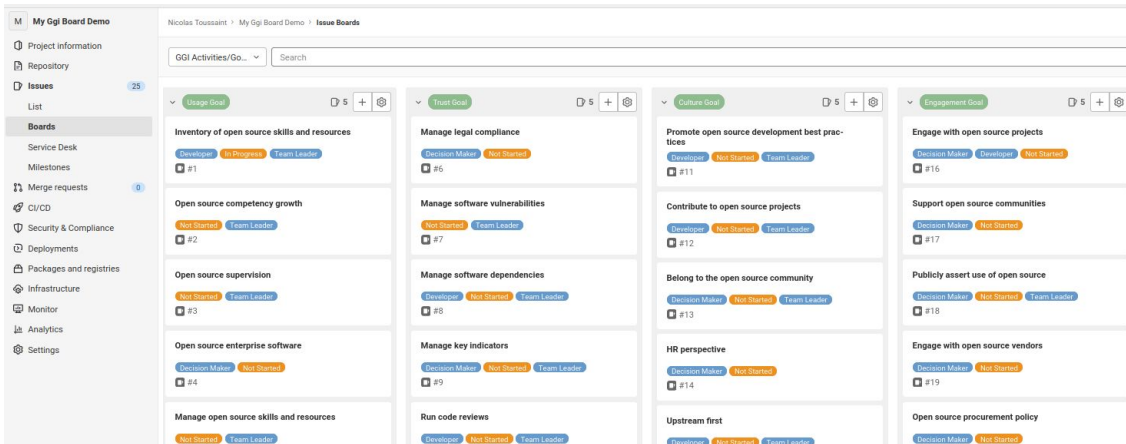
Translations of the Handbook are available!

- We are using Weblate (an OSS project) to crowdsource the translations.
- **German and French versions already available**, with others on their way: Portuguese, Spanish, Italian.
- And more to come!



GGI v1.1 - Deployment

- Easy to deploy: 10mn setup on any GitLab instance.
- Provides complete access to all GGI features: activities, boards, and a customised dashboard to track and share progress.



The screenshot displays the 'My GGI Board Demo' interface. It features a sidebar with navigation options like 'Project Information', 'Repository', 'Issues', and 'Boards'. The main content area is divided into four columns, each representing a goal: 'Usage Goal', 'Trust Goal', 'Culture Goal', and 'Engagement Goal'. Each goal card contains a list of activities with status indicators (e.g., 'Not Started', 'In Progress', 'Done') and role assignments (e.g., 'Developer', 'Team Leader').

My Good Governance Initiative Dashboard My Board

My Dashboard

By The Good Governance Initiative | October 10, 2022 | 1 minutes

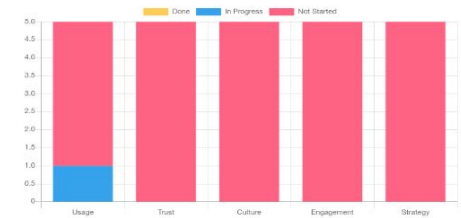
General progress

Activities:

- 24 activities **not_started**
- 1 activities **in_progress**
- 0 activities **done**



Goals



We are open!

All of our work is public and accessible, and we welcome contributions.

- OSPO Alliance website: <https://ospo.zone>
- GGI Workplace: <https://gitlab.ow2.org/ggi/ggi>
- Mailing lists:
 - OSPO Alliance: ospo.zone@eclipse.org
 - GGI: ossgovernance@ow2.org
- Contributing guide: <https://gitlab.ow2.org/ggi/ggi/-/blob/main/CONTRIBUTING.md>

GGI Limitations & Roadmap

The GGI Handbook has received an enthusiastic reception.

- It has **already been deployed** at various organisations (corps, administrations).
- **Feedback is great.** We want to continue improving its content and dissemination.

Possible next steps for the roadmap:

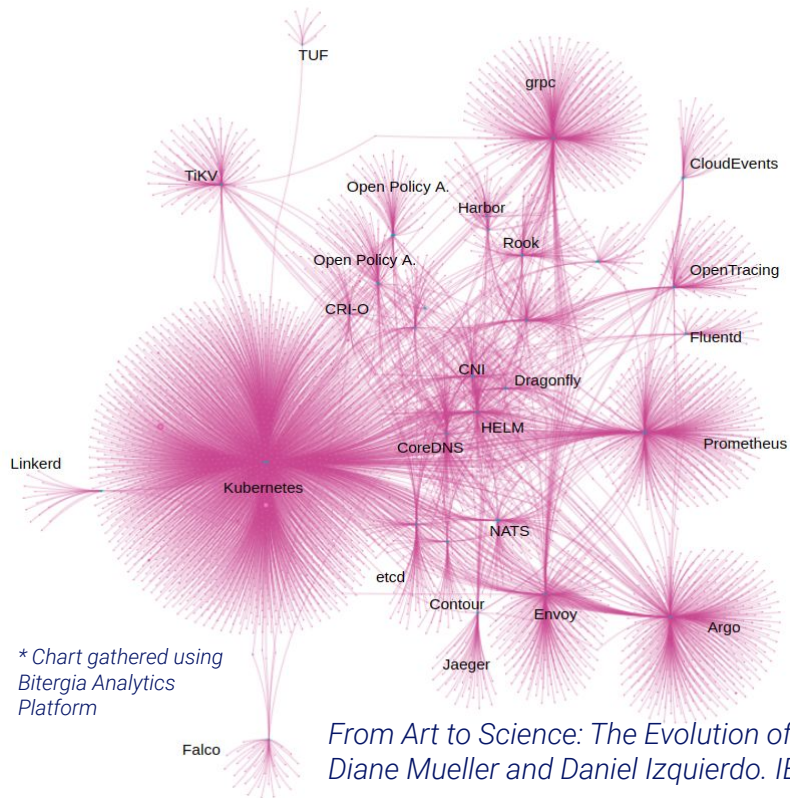
- Improving and enriching the handbook with more, and better content.
- More translations, Better deployment on multiple platforms.
- Lack of measurement:
 - Integration of metrics to better track progress and success!

Impact Openness Growth
Influence Leadership Community
Engagement Diversity Transparency
Community Health Performance
Collaboration Delivery
Resilience

What is your goal?

- Political background hat
- Internal marketing hat
- Building external reputation hat
- Human resources hat
- Fight against internal inertia
- Training hat
- Agent of change hat
- Cultural change hat
- Reporting hat

OSPO Metrics Example



Collaboration Business Goals

Awareness: understand who is working where and doing what

Foster collaboration across business units (internally) and other companies (externally)

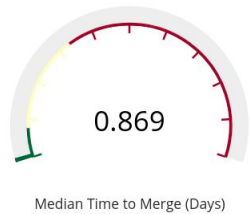
Improve knowledge sharing across the organization

* Chart gathered using
Bitergia Analytics
Platform

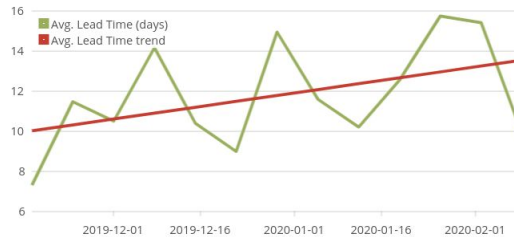
From Art to Science: The Evolution of Community Development.
Diane Mueller and Daniel Izquierdo. *IEEE Software* Volume: 36, Issue: 6, Nov.-Dec. 2019

OSPO Metrics Example

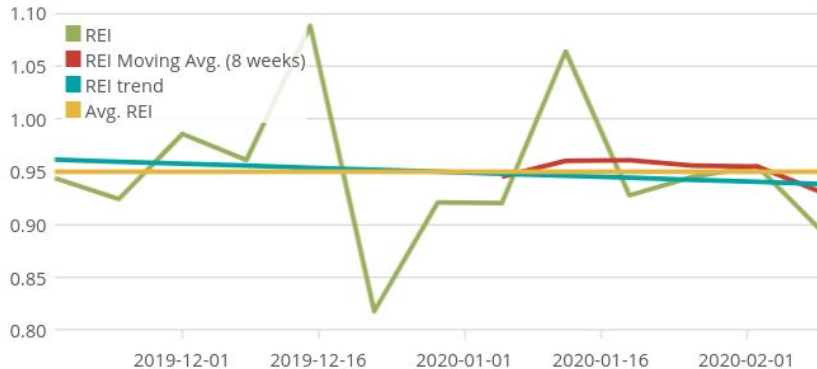
Time to Solve (Merge or Close)



Lead Time



REI



* Metrics gathered using Bitergia Analytics Platform

Performance Business Goals

Awareness: understand how we perform

Learn how long does it take to fix a bug in the OSS community to bring this to internal production chain

Learn from others in the organization, find bottlenecks

Bringing Metrics to GGI

Where to start at

- Create more activities where KPIs and metrics are defined.
- Associate metrics to each activity (would help have a better understanding of the impact in quantitative terms).
- Produce a metrics framework parallel to the GGI but with relationships with the activities.

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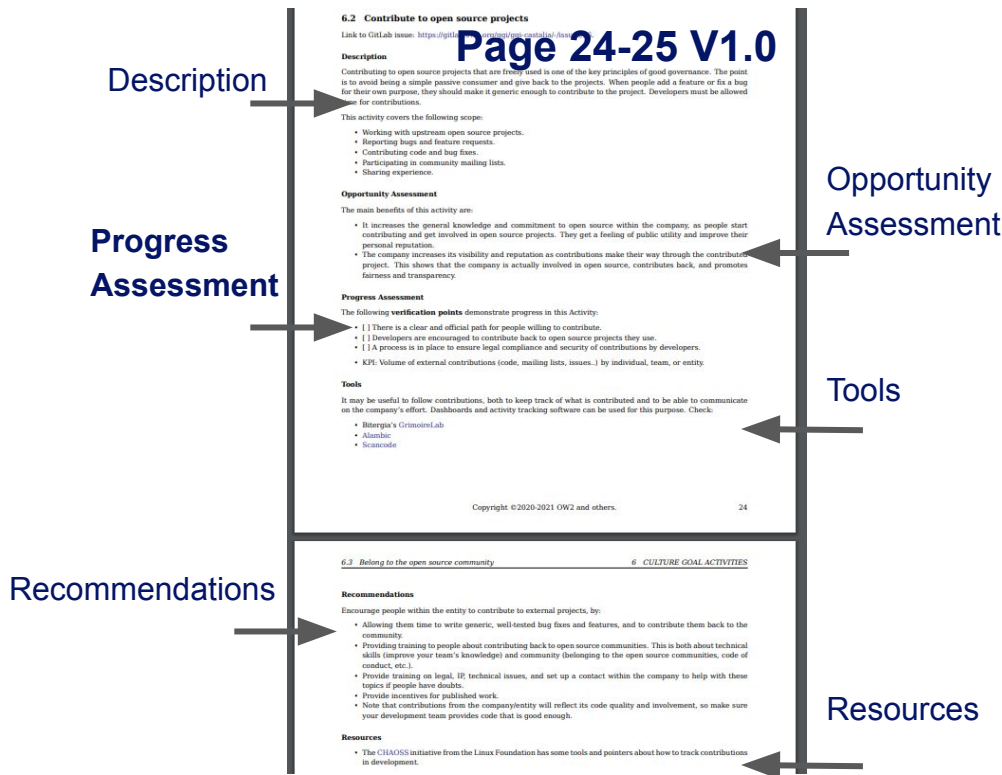
Bringing Metrics to GGI

Activity Scorecard => Contribute to OSS projects

The following verification points demonstrate progress in this Activity:

- * There is a clear and official path for people willing to contribute.
- * Developers are encouraged to contribute back to open source projects they use.
- * A process is in place to ensure legal compliance and security of contributions by developers.
- * KPI: **Volume of contributors** (code, mailing lists, issues..) **team, or entity**

Page 24-25 V1.0



Bringing Metrics to GGI

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Additional Work Proposal

What does it mean code?

How do we define commits? (merge, bots, automations).

Metrics are like colors, each of us have our own favorite.

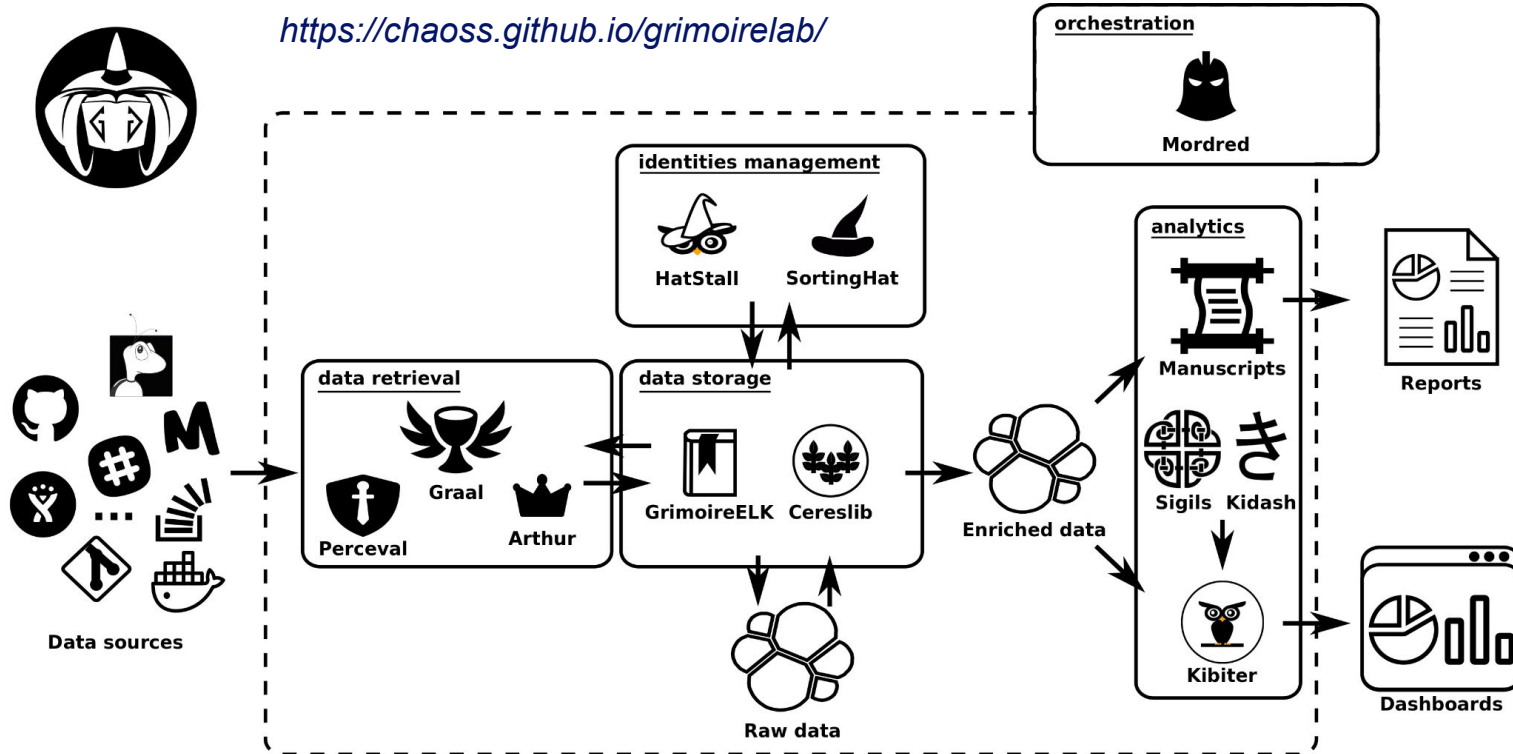
How can we make sense of metrics? Is volume the right metric for me in this case?

Do we want to measure quantity (volume) or quality (better alignment with business)?

Metrics and GGI - Example

30+ data sources supported (GitLab, GitHub, Atlassian stack, Slack, Jenkins, and many more)

70+ out of the box dashboards ready for community managers, InnerSource, OSPOs, DevRel, and others





> Search... (e.g. status:200 AND extension:PHP)

Options Refresh

Numbers for Oniro Project

NOT Bots Add a filter +

Actions

Filters

Data Source

Select... ▾

Organizations

Select... ▾

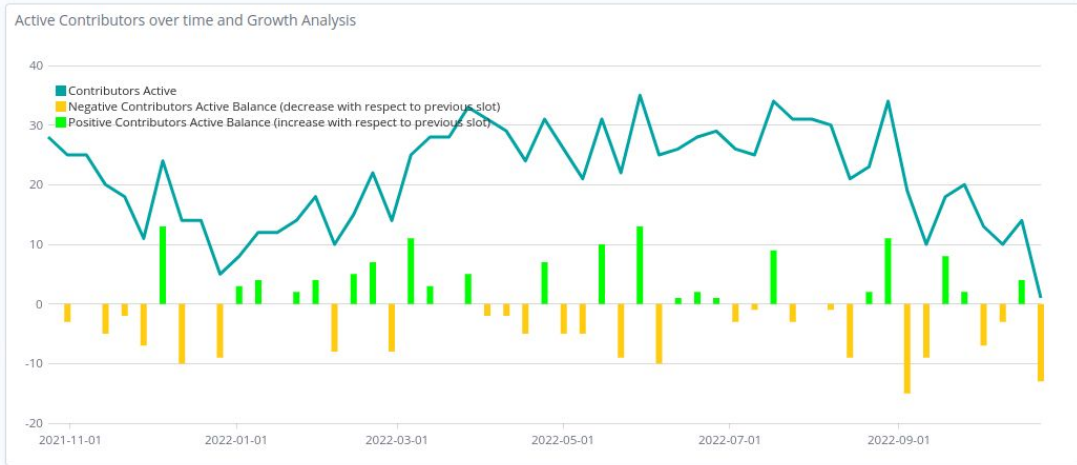
Projects

Select... ▾

Total Contributors

150

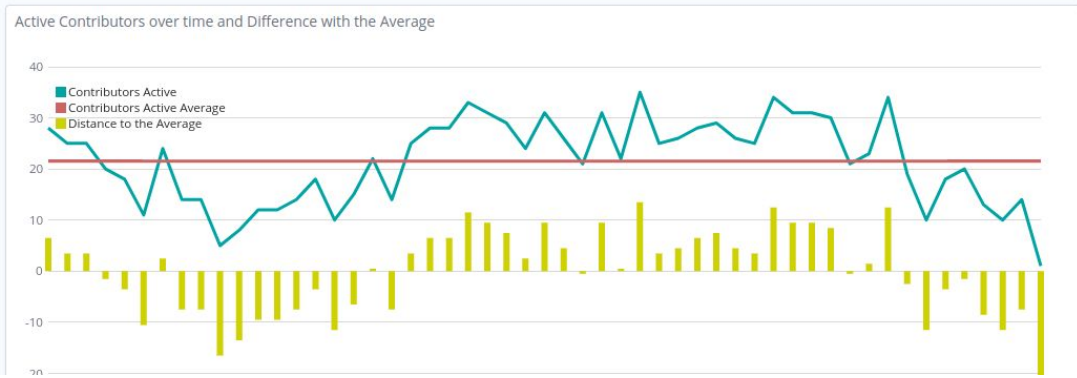
Total Contributors



Contributors Growth by Data Source

Search

Data Source	Contributors
git	123
gitlab	43



Export: Raw Formatted

** Data gathered using Bitergia Analytics (commercial service on top of GrimoireLab)*



> Search... (e.g. status:200 AND extension:PHP)

Options Refresh

NOT Bots Add a filter +

KPI - Total Contributors

Actions >

Filters

Data Source

Select... ▾

Organizations

Select... ▾

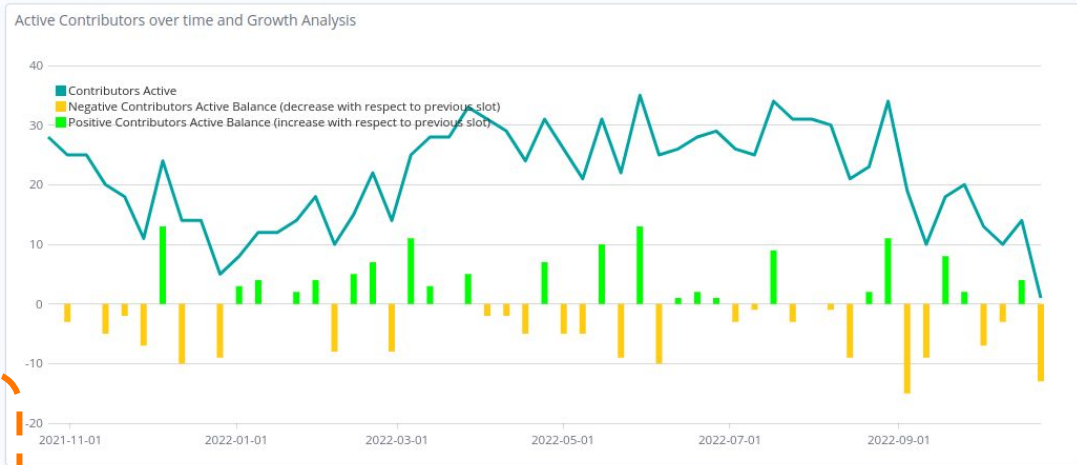
Projects

Select... ▾

Total Contributors

150

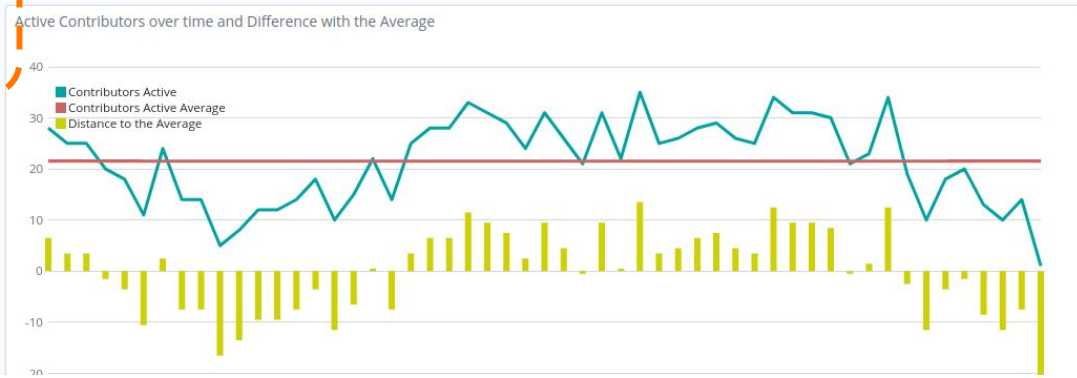
Total Contributors



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> Search... (e.g. status:200 AND extension:PHP)

Options Refresh

Trends Over Time

NOT Bots Add a filter +

Filters

Data Source

Select... ▾

Organizations

Select... ▾

Projects

Select... ▾

Total Contributors

150

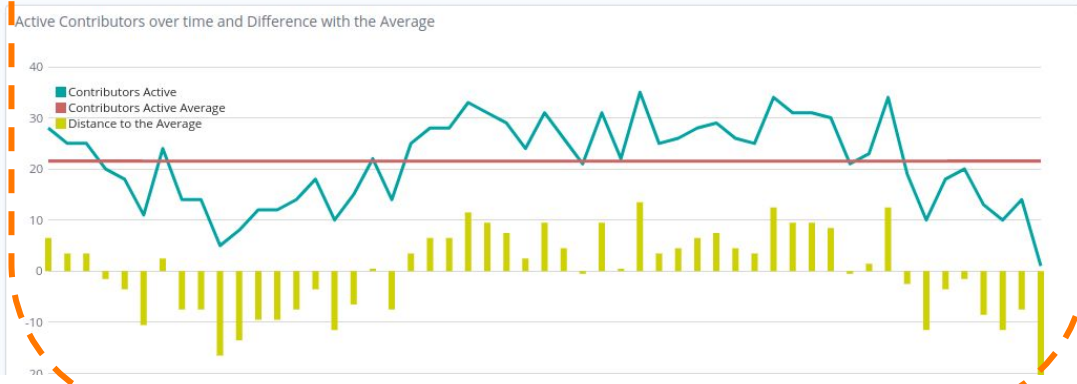
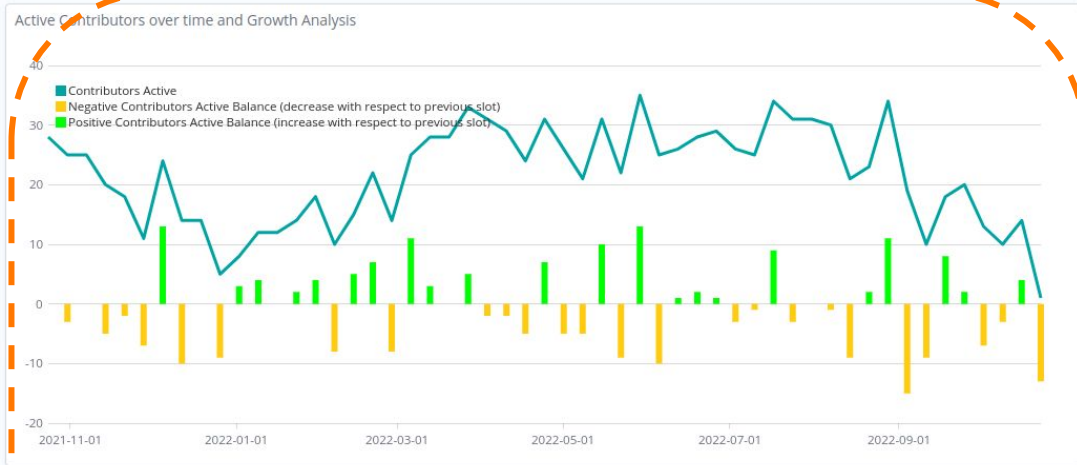
Total Contributors

Contributors Growth by Data Source

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> Search... (e.g. status:200 AND extension:PHP)

Options Refresh

NOT Bots Add a filter +

Filters

Data Source
Select... ▾

Organizations
Select... ▾

Projects
Select... ▾

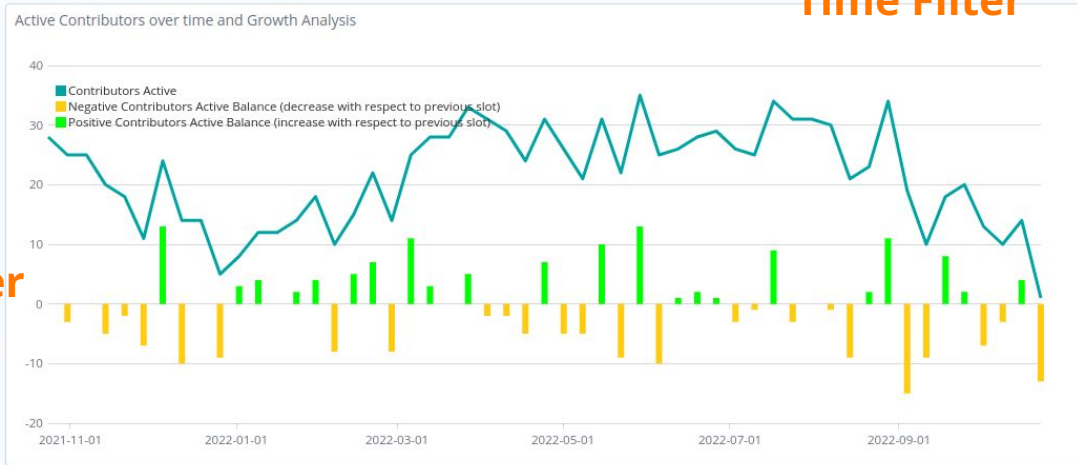
Total Contributors

Data Source Filter

Organization Filter

150
Total Contributors

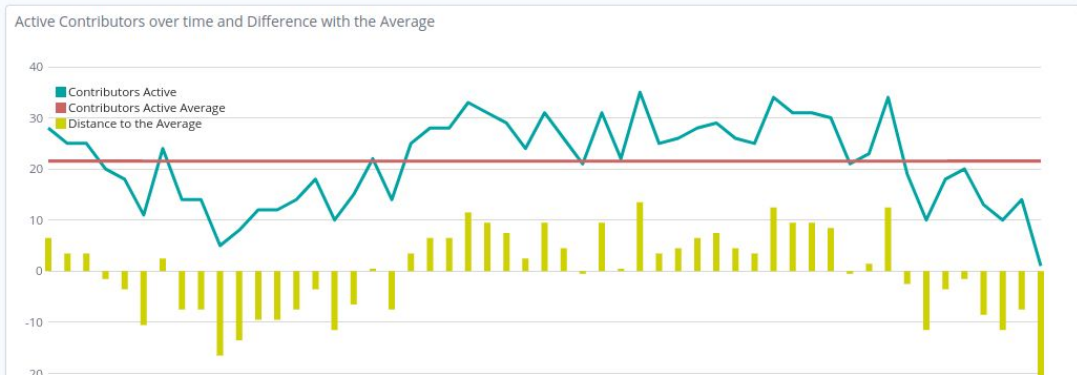
Software Project Filter



Contributors Growth by Data Source

Search

Data Source	Contributors
git	123
gitlab	43



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Metrics and GGI

Some recommendations

Document as much as possible the metrics you use (e.g., CHAOSS template)

Bring business to the metrics definition (G-Q-M approach)

Embed metrics into the decision making process at different levels

Tune metrics to each of the different hats

Be sure metrics are aligned with business expectations by constantly reviewing them

Don't track people, agree with people what to track

Open questions on next steps

Definition of metrics and documentation provided

Create GrimoireLab dashboards supporting GGI (as in the same way GrimoireLab support CHAOSS metrics)

Cross-link both tools

Propose a GrimoireLab based implementation for the GGI

Conclusion

In a nutshell:

- The GGI Handbook helps you build and develop your OSPO.
- Let's make the GGI deployment more data-driven.
- Join us, participate to the discussion and contribute back!

Follow up:

- The **OSPO Alliance** - <https://ospo-alliance.org>
- The **Good Governance Initiative** - <https://ospo-alliance.org/ggi>
- **GrimoireLab** metrics tooling - <https://chaoss.github.io/grimoirelab/>
- CHAOSS Community Health Analytics for OSS - <https://chaoss.community>