

Open Teams

What corporate IT can learn
from open source projects.

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Listing to @calevans rant about how to manage developers.



Who am I talking to?

- Developers
- Development Team Leads
- Project Managers
- Directors of IT
- VPs of IT
- CTOs (ok, anybody at C-Level)

Pop Quiz

How many of your developers wake up in the morning excited to work on your project?

Pop Quiz

How many of your developers wake up in the morning excited to work on your project?

If your answer is not “all of them”, you probably need to look at how open source projects attract developers and motivate them to **write code for free.**

Executive Summary

- Developers want to code! Do they want to code for you?
- Developers want respect.
- Developers want the pride of ownership.

Executive Summary

(If you read this and understand it then it's ok to go back to playing Farmville on Facebook)

- There are four principals of an Open Team
 - Meritocracy
 - Transparency in decision making
 - Location independence
 - Open lines of communication

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The 4 principals of an open team,
Meritocracy, Transparency, Location
Independence, Open Communication.



Meritocracy

- Earning a seat at the table
- There once was a man...
- There once was a woman...

Practical Meritocracy

- Allow the teams to decide or at least have a voice in deciding which team gets what project.
- Allow teams to self organize

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Let your teams do what they really want to do, which is take your customer's ideas and turn them into applications.



Transparency

- Listen to your people
- The downside to transparency
- Transparency in the big and the small

Transparency in projects

- Developers have to have a voice in project decisions
- Developers must buy into milestones being set
- Once committed, peer pressure and pride will motivate the team because they were involved

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You either trust your people, tell them everything and ask for help; or you don't trust them, but then you've got bigger problems.



Location Independence

- The Reasons
 - Ecology
 - Commute-less working
 - Happiness and focus
 - Health
 - Economics
- Responsibility

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Remote workers are responsible for the perception that they take their privilege seriously.



Practical Location Independence

- Communications
 - VoIP (Skype)
 - Screen Sharing
 - IM
- Policies
 - Meeting Times
 - Reporting issues
- Systems
 - DTAP
 - Continuous Integration
 - Firewalls

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If you manage IT and your managers won't support remote working because they can't see the developers, **get better managers.**



Open Communications

- Practical Open Communications
 - Technologies do not make communities
 - Attitude is everything
- More than the sum of it's pieces

Wrapping it up

- Key benefits of an Open Team
 - Better built projects
 - Better relationships with their stake holders
 - More satisfied developers
 - Cost savings and thus higher ROI per team and project.
- Tearing down 100 years of management won't be easy
- Each company has to decide what the terms mean to them.

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I am going to build teams that empower developers and incite passion.



Who am I?

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