Polidea
Unique tech

What Open Source taught us about business?

Who are we?

Maciej Oczko

CTO

Maciej manages and oversees the engineering & design team at Polidea. He fosters the culture of technological growth and learning. He is also involved in the implementation of recruitment, PR and business development strategies that lead to the creation of #UniqueTech.

Karolina Rosół

Project Manager

Karolina currently manages cloud OSS projects that use Apache Airflow and Beam. However, for 5 years she has been involved in working with international clients and teams of different sizes to make their ideas and goals happen. She took care of design and development projects for early stage startups as well as big brands.

# Why does it even matter?

The nature of business
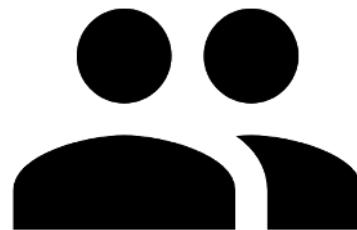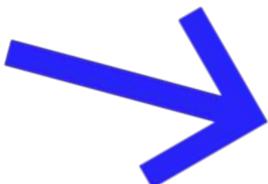

Business

Money
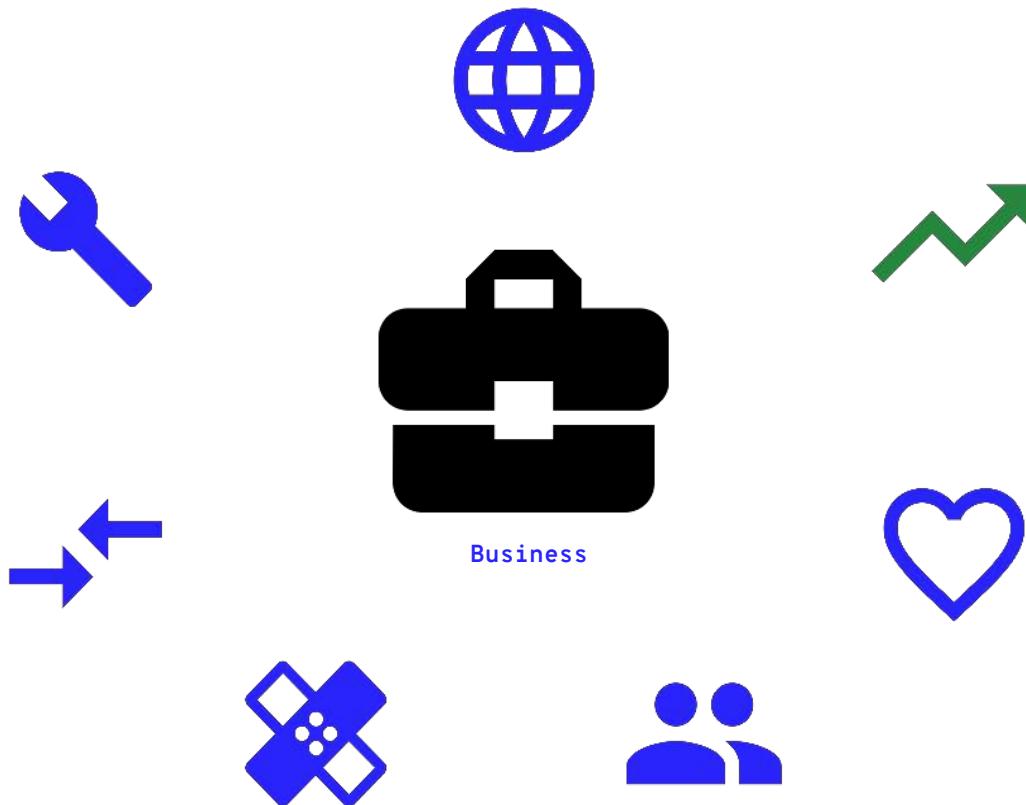
People

The nature of business

Business

This is us
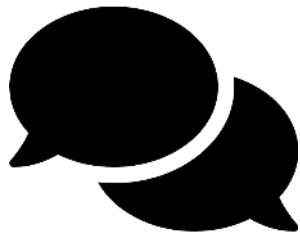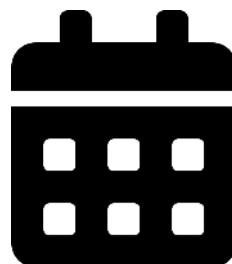
Our first meetup

What the local meetup taught us?
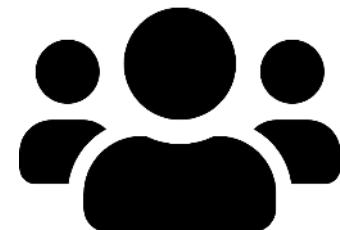
Collaboration

Organization

Building relations

Looking after the community

Our first conference

How the conference org enabled us?
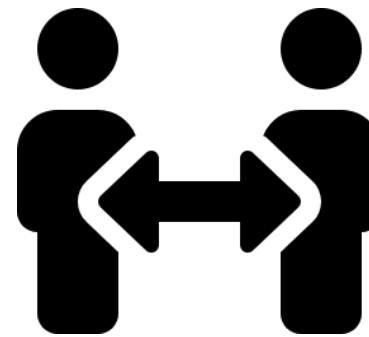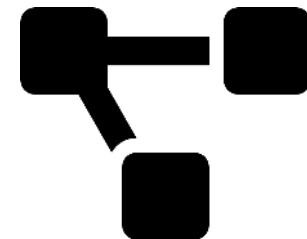
Organization at global scale

Learning from world-class devs

Long-term relationships

Projects!
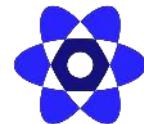
Community → Open Source

BLE libraries

Rx
Android
BLE

Rx
Bluetooth
KIT

React
Native
BLE PLX

Flutter
BLE

What our open source taught us?
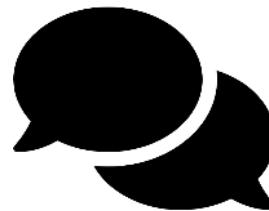
Taking care of community

Development and maintenance

Talking to devs

Helping with issues

**Listening to feedback**
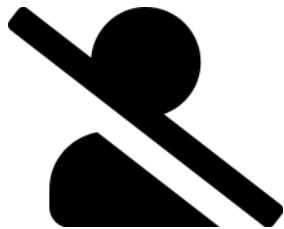
Wide waters of open source
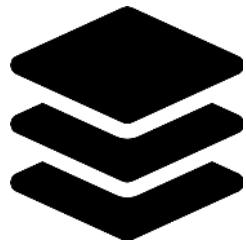
What we had to learn?
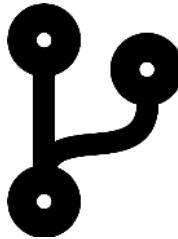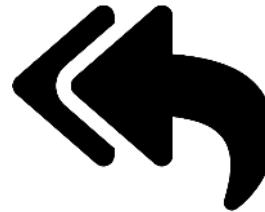
Different target group
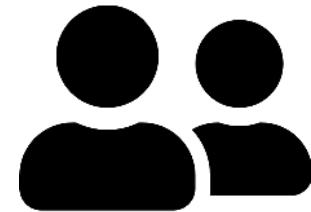
Community driven decisions

Time to deploy to master

Devlist and communication
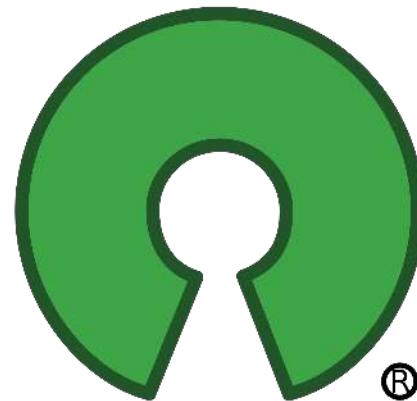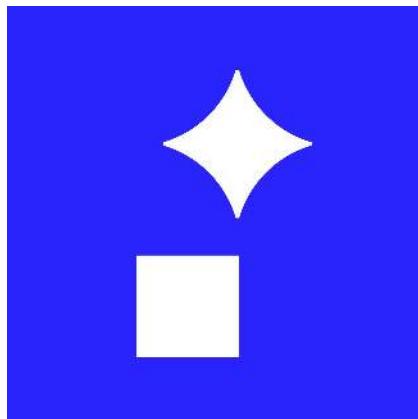
Community values

How do we feel now?

What can we give back?

#CodeLeadership
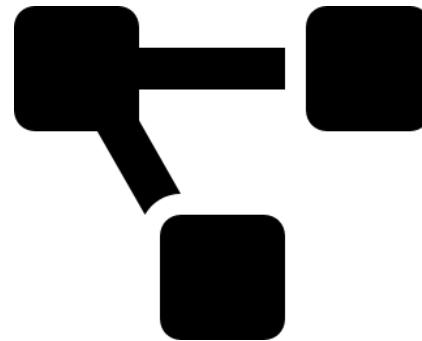
The biggest challenge
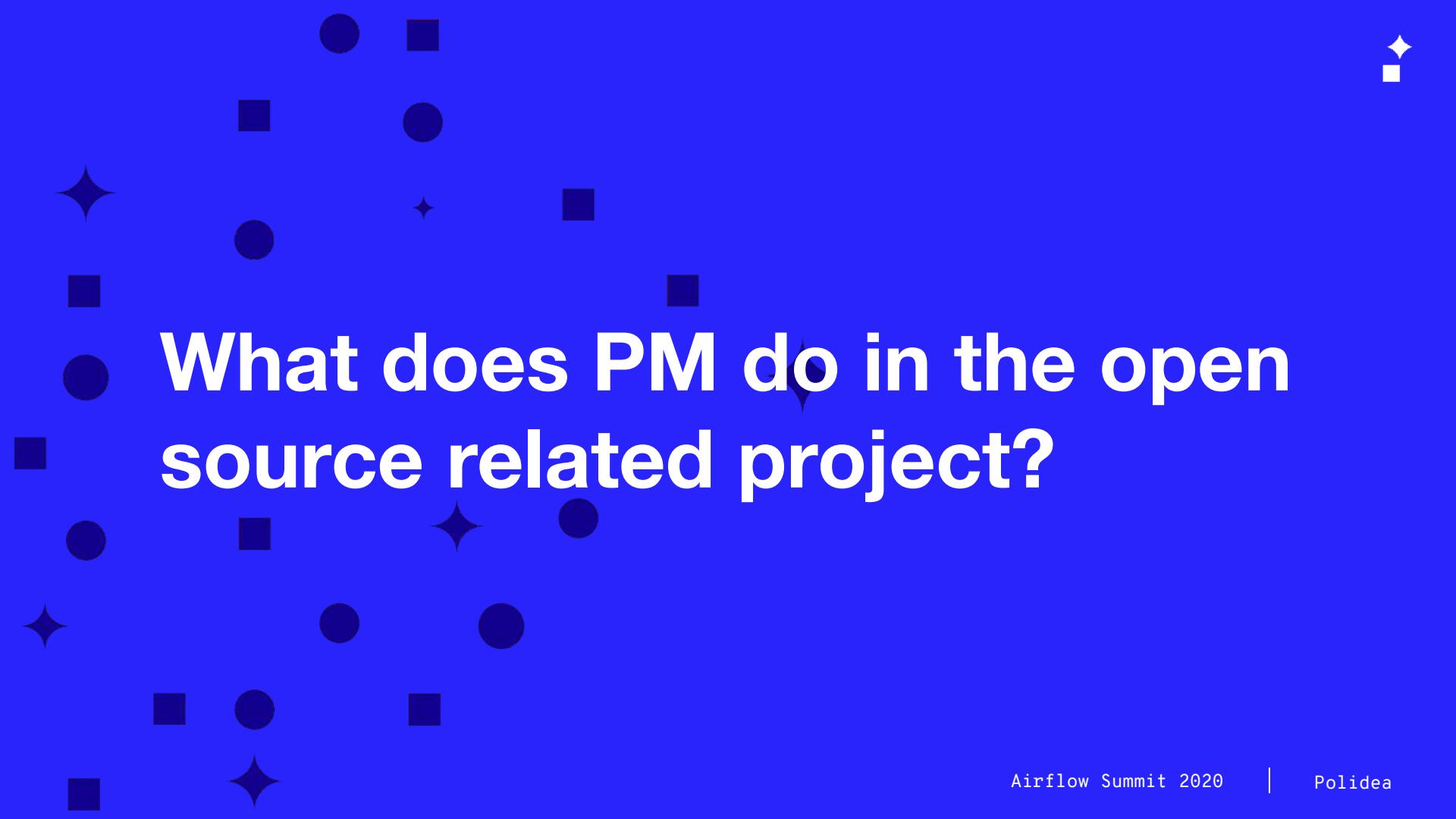
Commercial contributions

Project Management

What does PM do in the open source related project?

Project Manager & OSS project
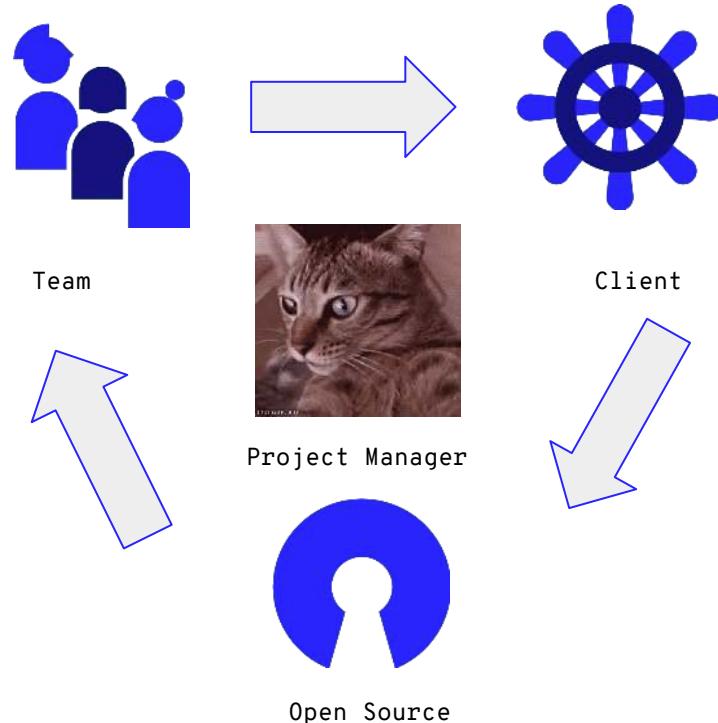
My beginnings

Project Manager & OSS projects

Team

Project Manager

Client

Open Source
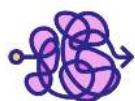
Project Manager & OSS projects

What was happening without the PM in the project?

Creative chaos

Focus on work only

No progress visibility

No roadmap

Procedural obstacles

No responsibility

Project Manager & OSS projects

What did I bring to the table?

Communication with the client

Progress visibility

Milestones

Processes & formalities done by PM

Team building

Project Manager & OSS projects

What ELSE did I bring to the table?
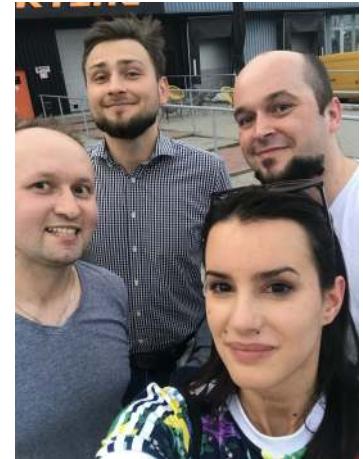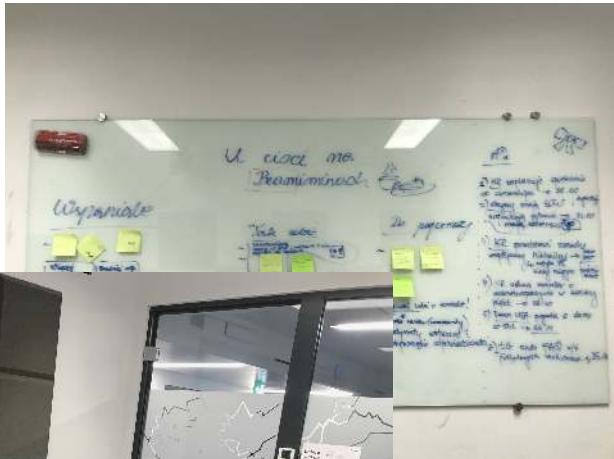
FUN

and terrible jokes

Project Manager & OSS projects

Retrospective
and planning
sessions

Team Building

Project Manager & OSS projects

Kudos Jar

#foodie

Team Building

Weird stuff

Project Manager & OSS projects
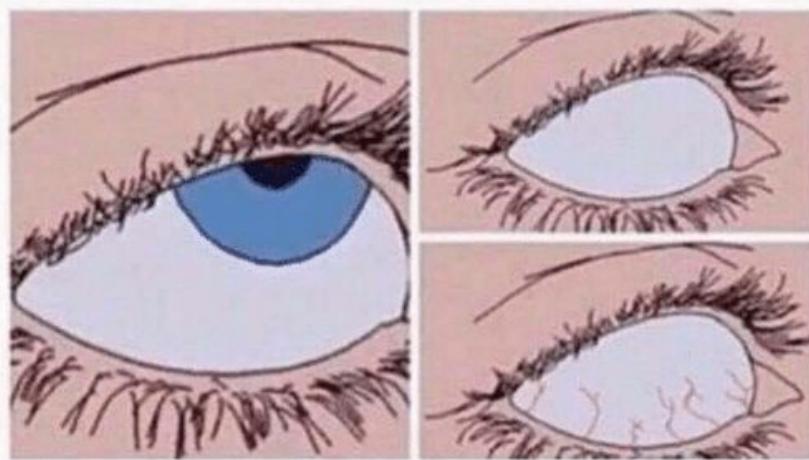
Unforgettable
standups

Project Manager & OSS projects

Manager: We're more than just a team. We're a family.

# Open source lessons learned

Project Manager & OSS projects

What has changed after you had joined the open source project?

*"The biggest change for me was my view of open source projects. I always thought these are restricted for a dedicated group of people and you cannot participate in them just like that. The truth is the **community is very welcoming to new people** and you can quickly start contributing as long as you respect opinion of others and are ready to adjust to the dynamic of things."*

*"**I became more relaxed** and more able to focus on deep dives into project related tasks. Working on OSS also helped me **learn technologies** not usually used in stereotypical web-based backend development."*

*"I became more aware that **not all revolutions are possible**, even they would have positive influence. I realized there are **a lot of people involved in OSS** with various reasons (not only because they want to donate their free time to development as I used to think). I learned what are companies' reasons to get involved in open source."*

Project Manager & OSS projects

—

What are the things that you learned from an open source community?

*"That such a big open source project as Airflow requires **many people to put their hearts into it** as they have to devote their own time to keep it alive and they need to **cooperate** closely with each other as it is literally impossible for a single person to know all the nuisances."*

*"Working with Apache open source community helped me improve my **communication skills**. I also discovered anew the importance of testing, clear code structure, readable git commits and many, many more things."*

*"Why and how to produce **quality code**. How to accept other people's opinion and how to communicate in case of disagreement. Open source consists of awesome people not basement living nerds. **Community > Code**."*

What's so great about the open source projects?

_____

Freedom
Ownership
Recognition
Mutual support
Mentorship
Diversity

_____

Project Manager & OSS projects

What has changed after the PM had joined the open source project?

*"A lot. Order in the chaos became a little **more visible and less chaotic**, we started to evolve together as a team and we started to improve our work continuously - in terms of processes, **interpersonal relations**. What was really important, was the project manager was truly personal - not the typical "by-the-spreadsheet" manager but one that **truly engaged** and was there to help people to solve their problems and to make all three - keep the customer, the team members and the community happy. That one last goal is super difficult."*

*"(...) The advantage of having PM is that we know the "required scope of work" and in this way **we can prioritise stuff** that had to be done over "let's fix everything"".*
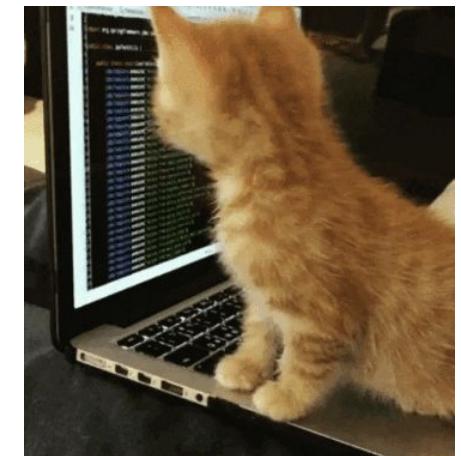
Project Manager & OSS projects
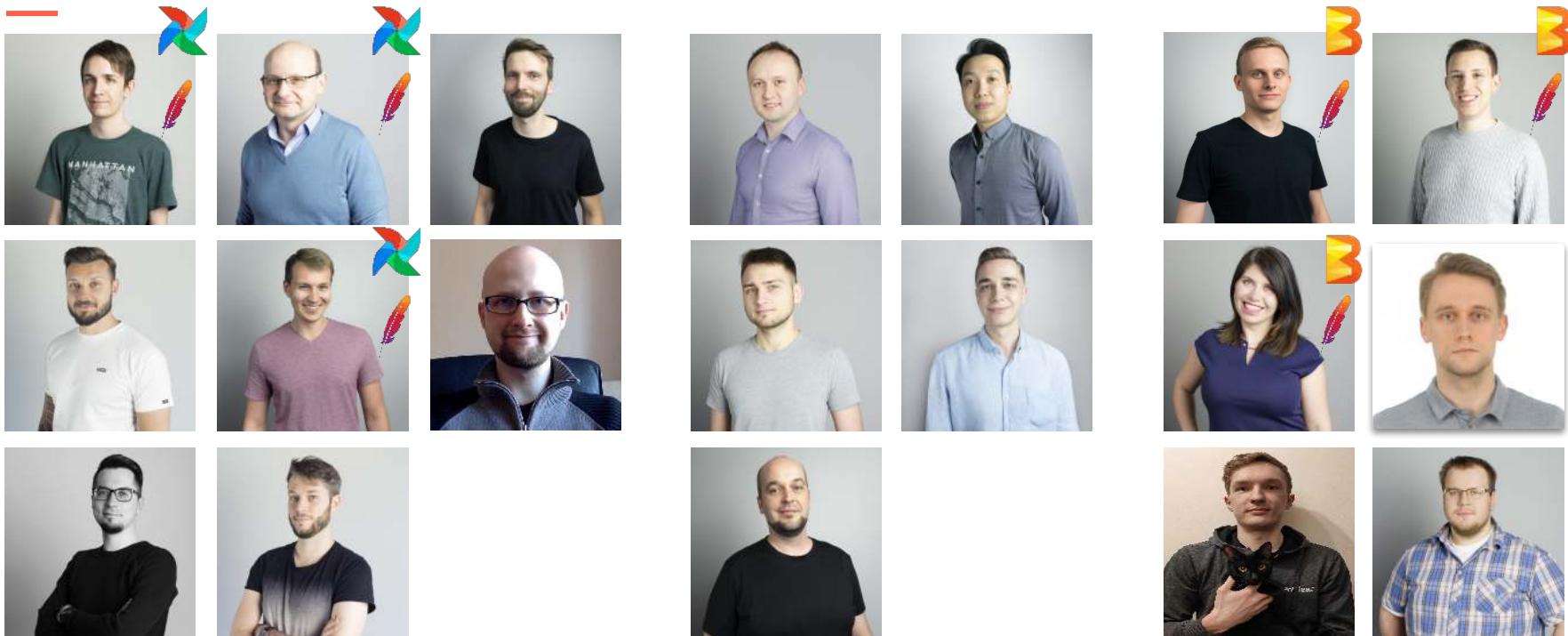
What have I personally learned from the OSS community?

- Communication

- Invest in people's individual traits!

- SCRUM/Kanban is also an option

- Don't push, listen to your people.

- It's great to host ![Apache Airflow] & ![Apache Beam] meetups ;-)

Thank you so much!

Special thanks to...

Aizhamal Nurmamat kyzy

PMC & Committer @ Apache Airflow | Open Source Program Manager @ Google

Griselda Cuevas

VP Diversity & Inclusion @ Apache Software Foundation | Product Manager Dataflow @ Google

Matthias Baetens

Software Engineer | Google Developer Expert | Beam Summit & meetup organiser

How about another summit? 🤔

Thanks!

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