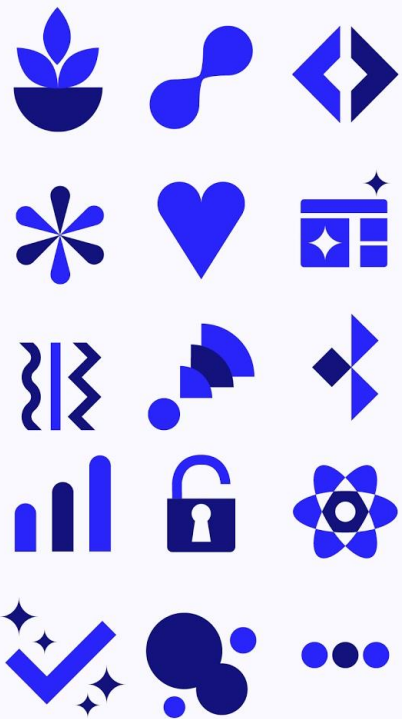




Polidea 
Unique tech



**What Open
Source taught
us about
business?**

Polidea 

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 Rosó

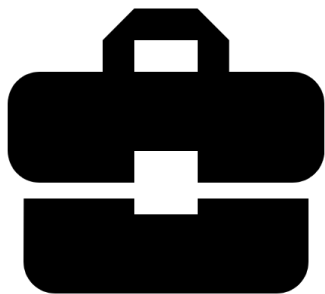
Project Manager

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.

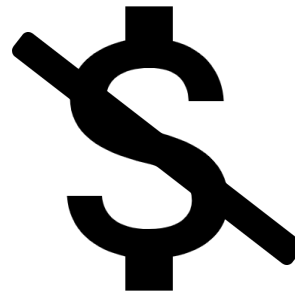
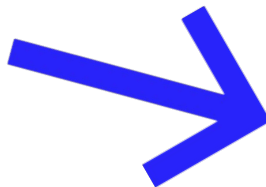
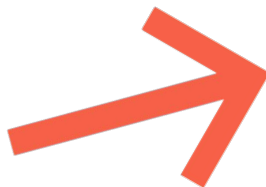


Why does it even matter?

The nature of business



Business

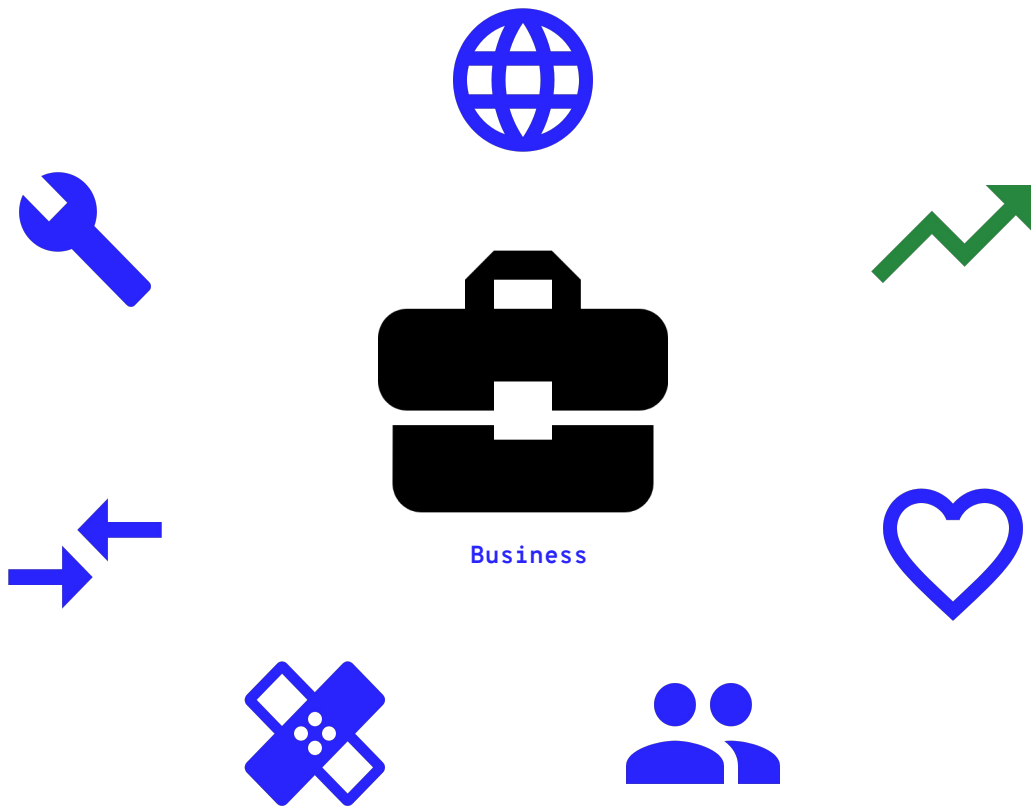


Money



People

The nature of business



This is us

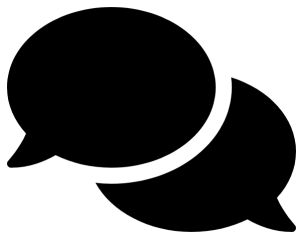


Polidea 
Unique tech

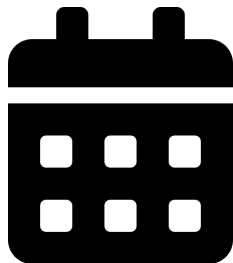
Our first meetup



What the local meetup taught us?



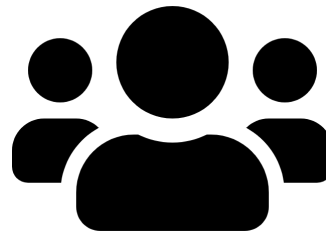
Collaboration



Organization



Building relations



Looking after the
community

Our first conference



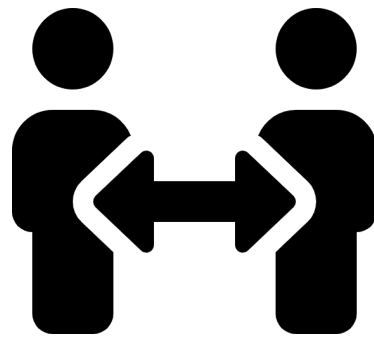
How the conference org enabled us?



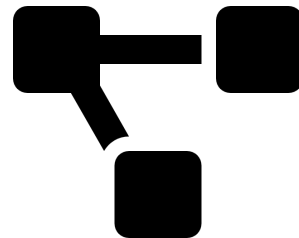
Organization at
global scale



Learning from
world-class devs



Long-term
relationships

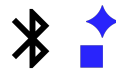


Projects!



Community → Open Source

BLE libraries



Rx
Android
BLE



Rx
Bluetooth
KIT



React
Native
BLE PLX

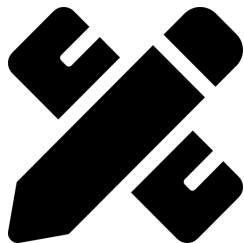


Flutter
BLE

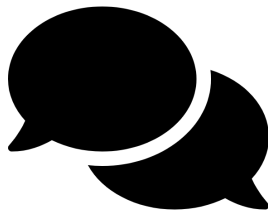
What our open source taught us?



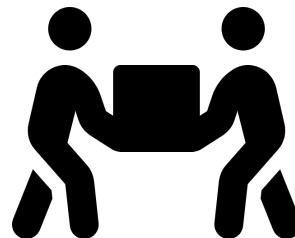
Taking care of
community



Development and
maintenance



Talking to devs



Helping with issues



Listening to
feedback

Wide waters of open source

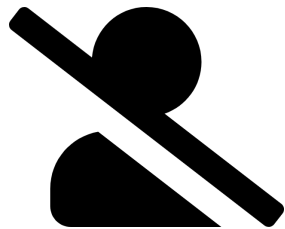


Apache
Airflow



Apache
Beam

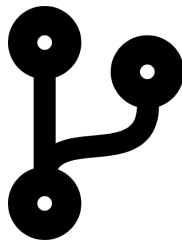
What we had to learn?



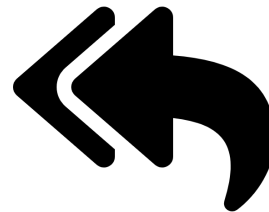
Different target
group



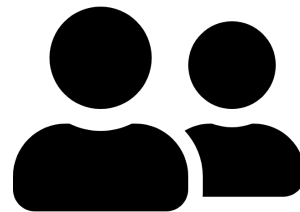
Community driven
decisions



Time to deploy to
master



Devlist and
communication



Community values

How do we feel now?



What can we give back?

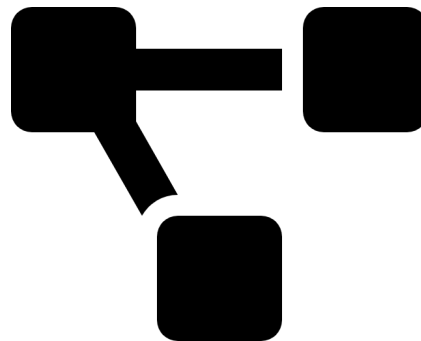
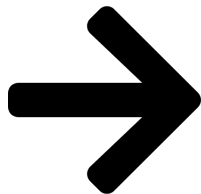


#CodeLeadership

The biggest challenge



Commercial
contributions



Project Management



What does PM do in the open source related project?

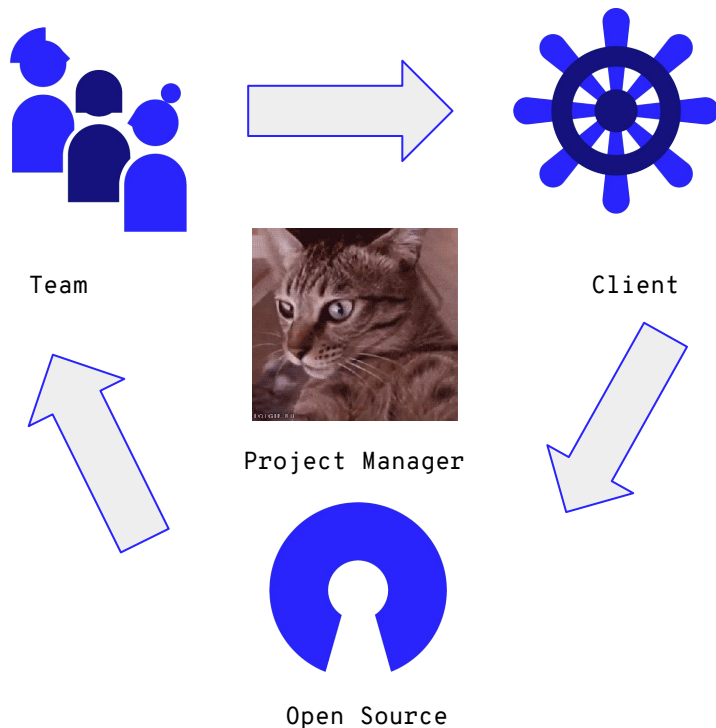
Project Manager & OSS project



My beginnings



Project Manager & OSS projects



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?



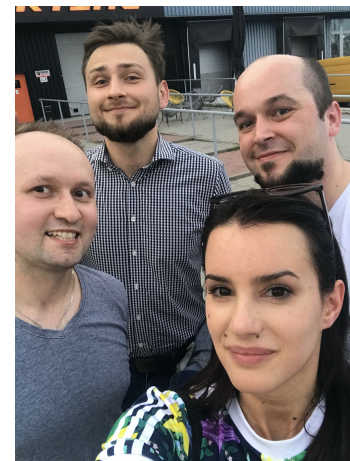
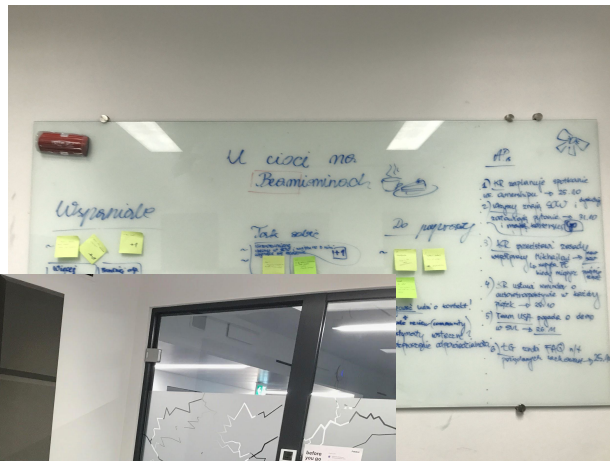
FUN

and terrible jokes

Project Manager & OSS projects



Retrospective
and planning
sessions



Team Building

Project Manager & OSS projects



Kudos Jar



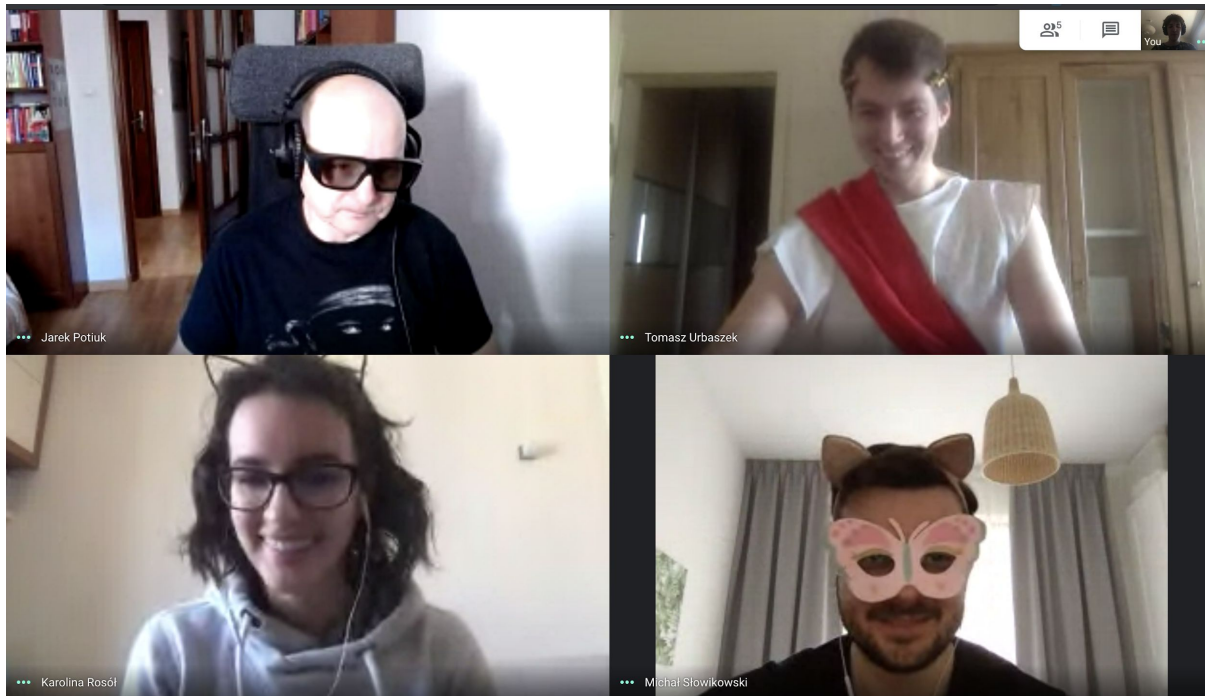
#foodie

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.



The background is a solid blue color. It is decorated with numerous small, white geometric shapes: circles, squares, and four-pointed stars (sparkles). These shapes are scattered across the slide, with a higher concentration on the left side. A single, larger white square with a sparkle above it is located in the top right corner.

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!

Maciej Oczko

`maciej.oczko@polidea.com`

`@MaciejOczko`

Karolina Rosół

`karolina.rosol@polidea.com`

`@KarolinaRosol`