



Practical Wisdom to Build Your OSPO: The Good Governance Initiative

A PROJECT FROM THE OSPO ALLIANCE

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About us



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Motivation

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



Trust Goal



Culture Goal



Engagement Goal



Strategy Goal



GGI Framework - Activities

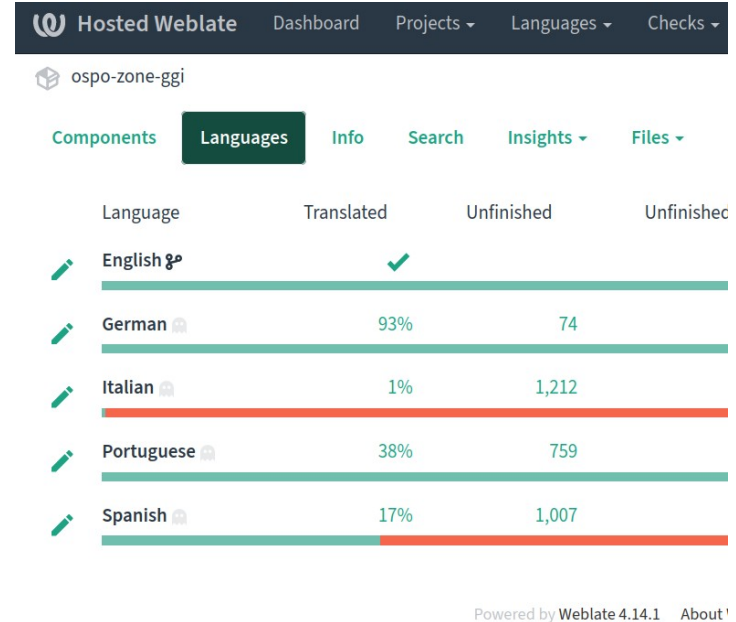
- **Activities** have the following structure:
 - Description
 - Opportunity Assessment
 - Progress Assessment
 - Recommendations
 - Tools & Resources
- Activities are meant as templates, and need to be translated to the local context through **Scorecards**, which enable **full adaptation**.



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 several goal-based boards, each with a list of activities and their status (e.g., 'Not Started', 'In Progress', 'Done'). The boards include: 'Usage Goal' (Inventory of open source skills and resources, Open source competency growth, Open source supervision, Open source enterprise software), 'Trust Goal' (Manage legal compliance, Manage software vulnerabilities, Manage software dependencies, Manage key indicators), 'Culture Goal' (Promote open source development best practices, Contribute to open source projects, Belong to the open source community, HR perspective), and 'Engagement Goal' (Engage with open source, Support open source, Publicly assert use of, Engage with open source).

My Good Governance Initiative Dashboard My Board

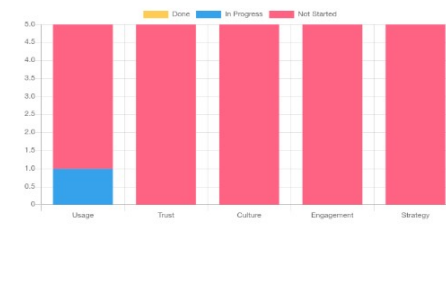
My Dashboard

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

General progress



Goals



GGI - Contributing

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!

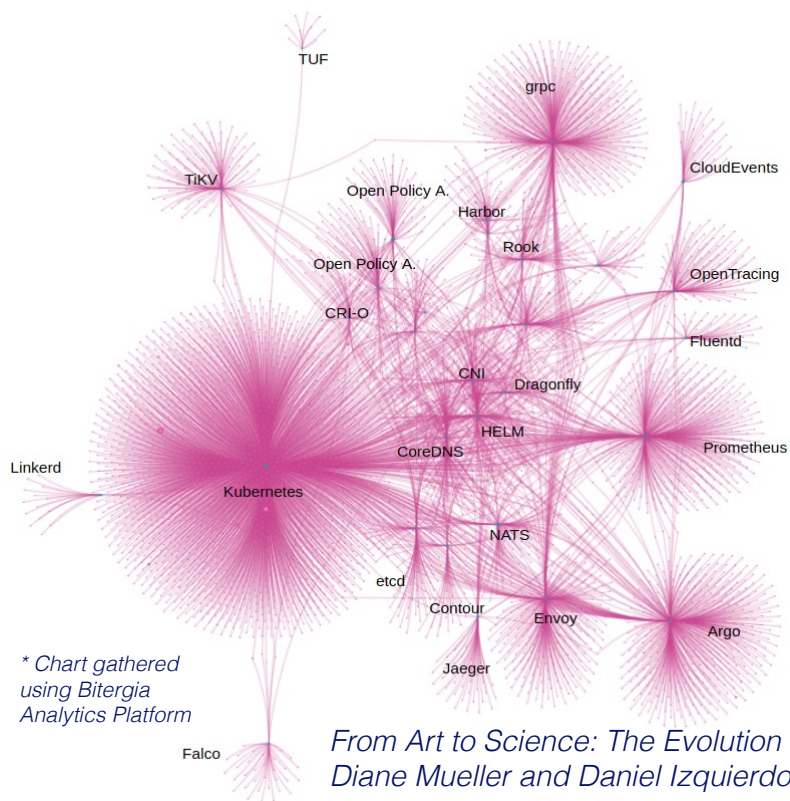
OSPO Metrics

Impactful Engagement Community Health on
Influence
Openness
Leadership
Diversity
Performance
Delivery
Resilience
Growth
Community
Transparency

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



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

Collaboration Business Goals

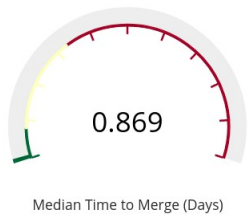
Awareness: understand who is working where and doing what

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

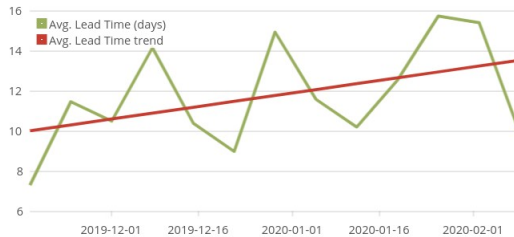
Improve knowledge sharing across the organization

OSPO Metrics Example

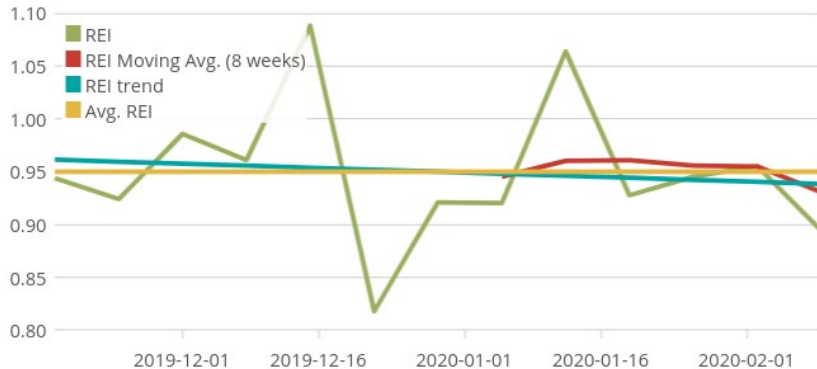
Time to Solve (Merge or Close)



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.

Bringing Metrics to GGI

Where to start at

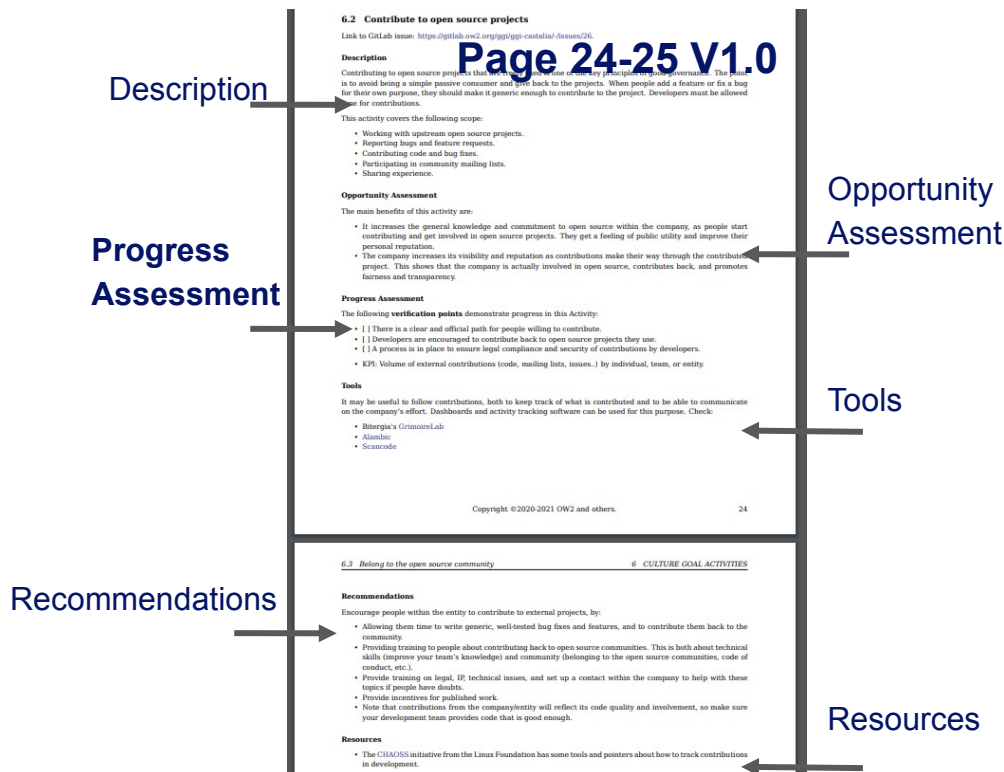
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Bringing Metrics to GGI

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**



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.

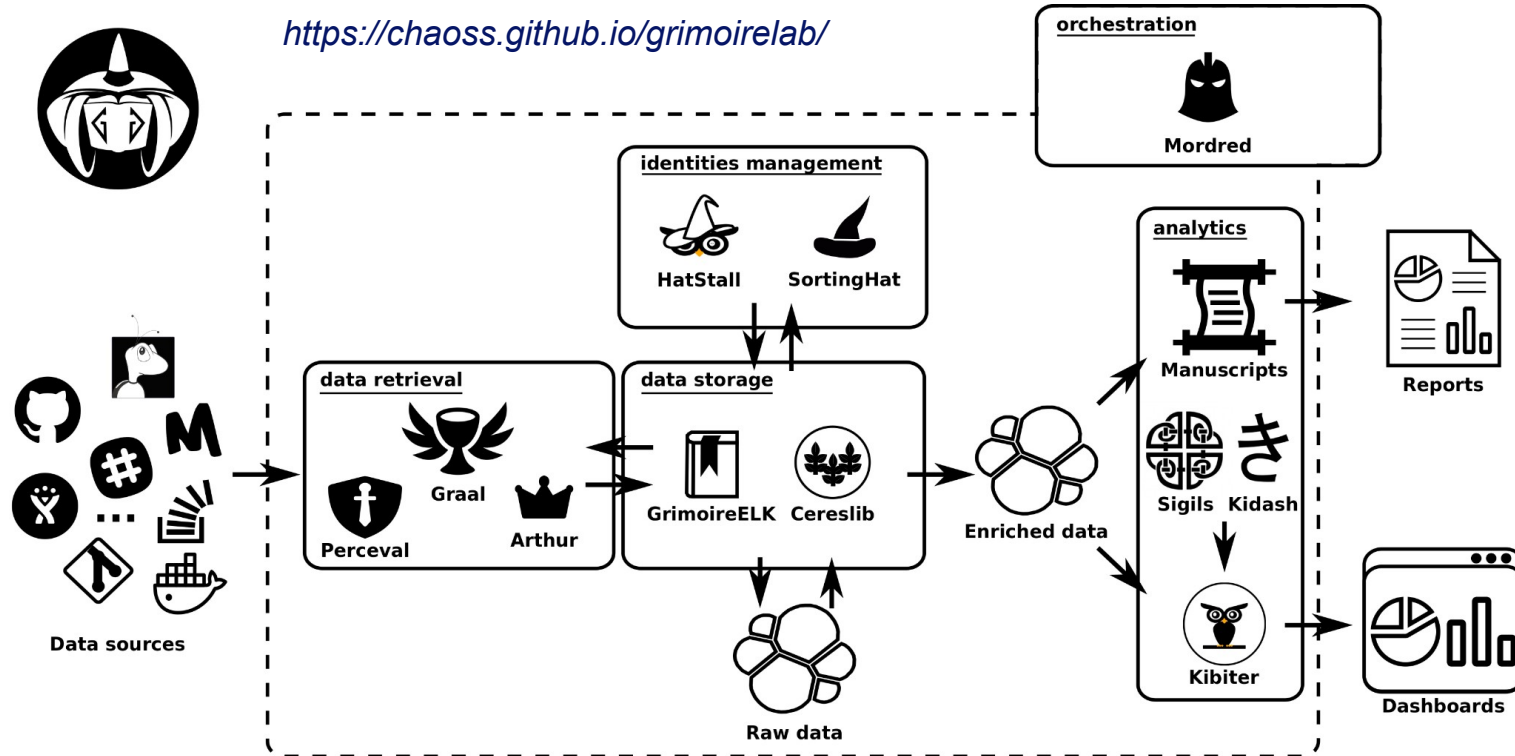
How can we make sense of metrics? Is volume the right metric for me in this case?

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





Numbers for Oniro Project

Options Refresh

NOT Bots Add a filter +

Filters

Data Source

Select...

Organizations

Select...

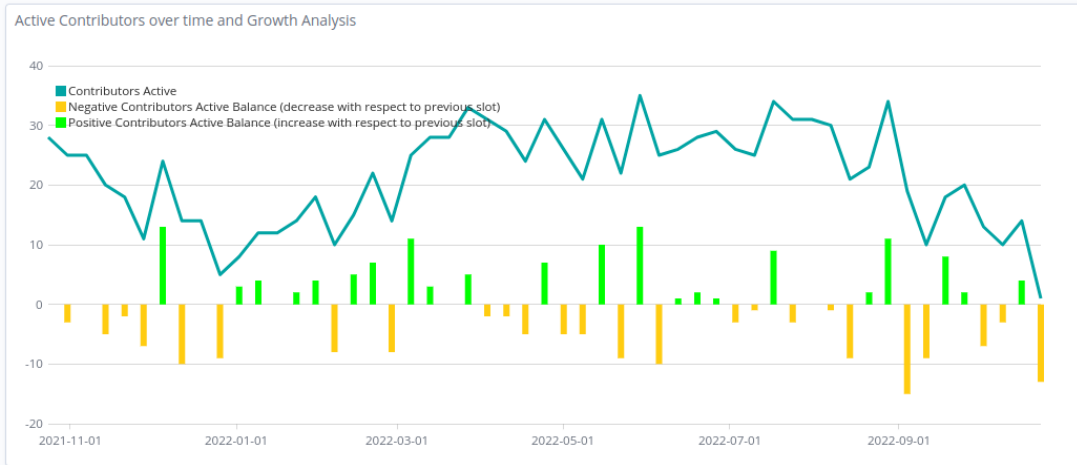
Projects

Select...

Total Contributors

150

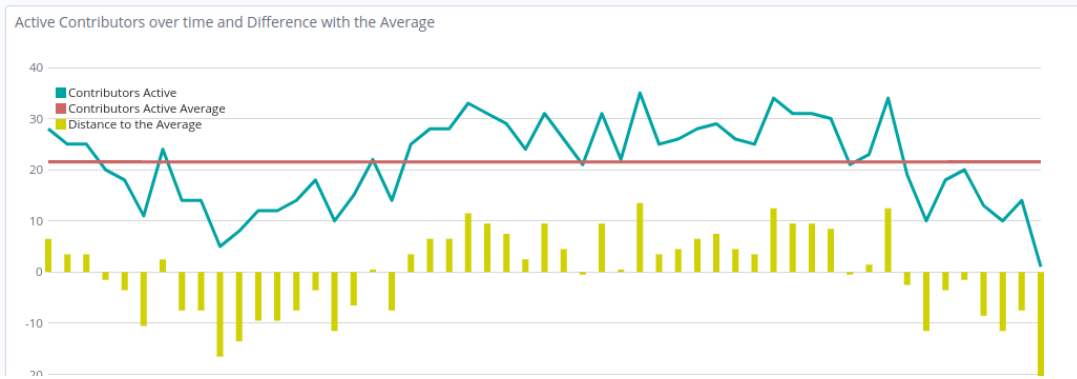
Total Contributors



Contributors Growth by Data Source

Search

| Data Source | Contributors |
|-------------|--------------|
| git | 123 |
| gitlab | 43 |



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



NOT Bots Add a filter +

KPI - Total Contributors

Actions >

Filters

Data Source

Select... ▾

Organizations

Select... ▾

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Select... ▾

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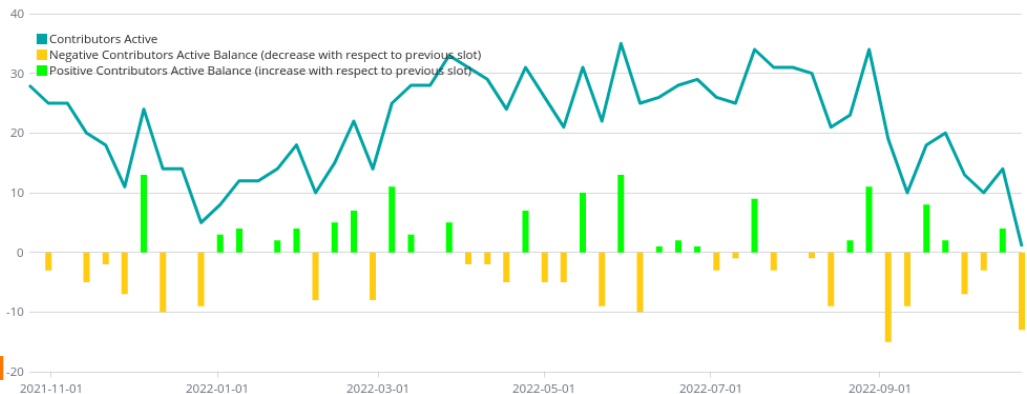
Data Source

Contributors

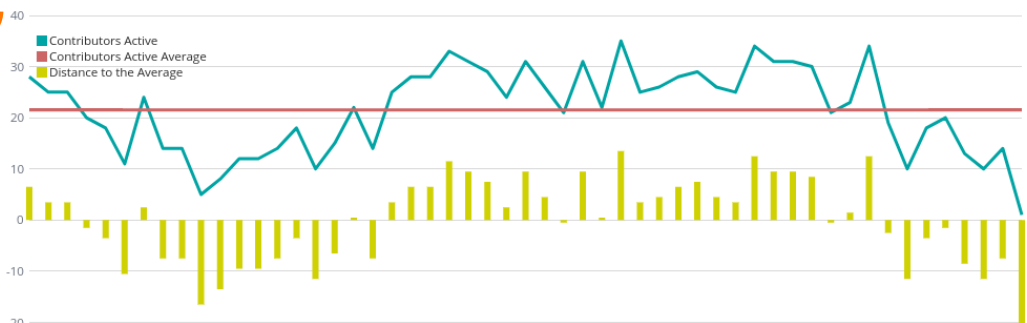
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Export: [Raw](#) [Formatted](#)

Active Contributors over time and Growth Analysis



Active Contributors over time and Difference with the Average





> 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

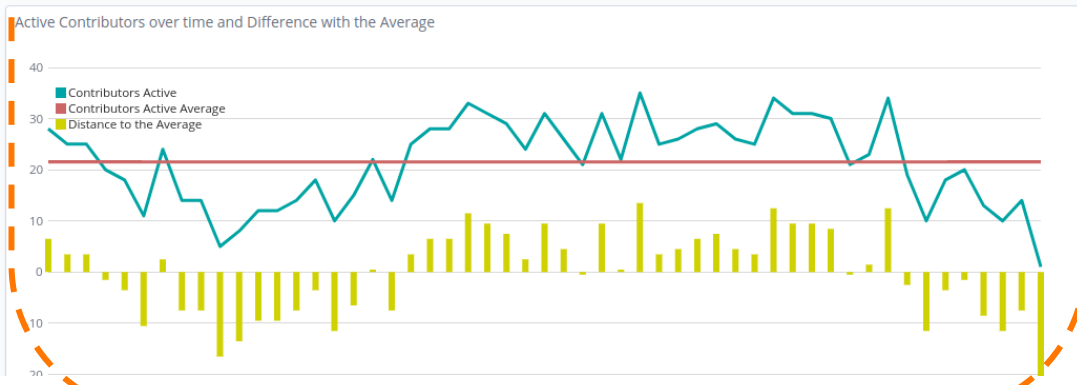
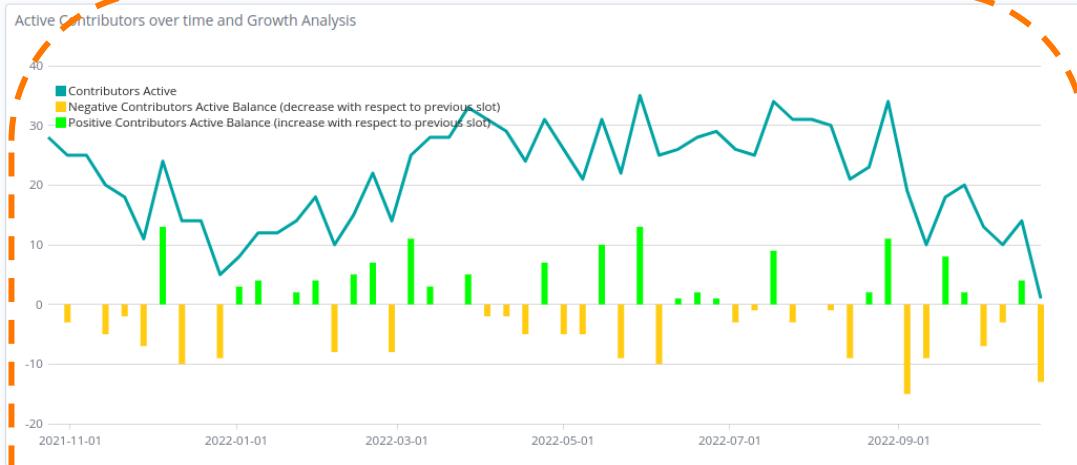
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Options Refresh

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

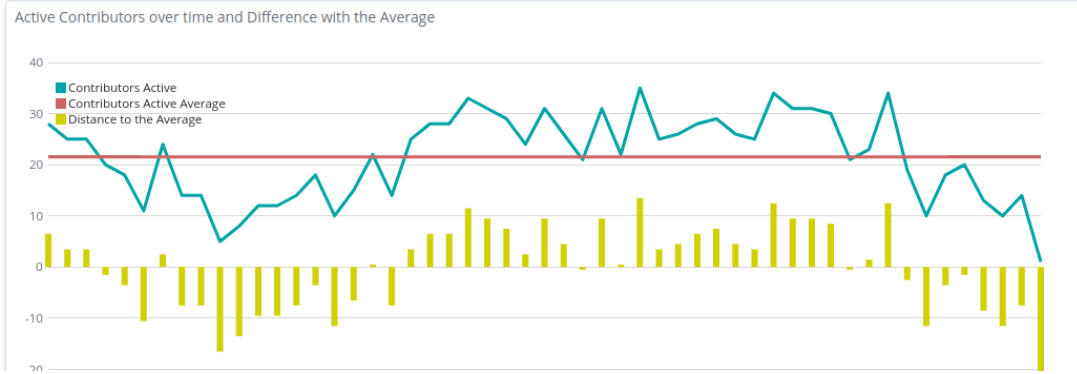
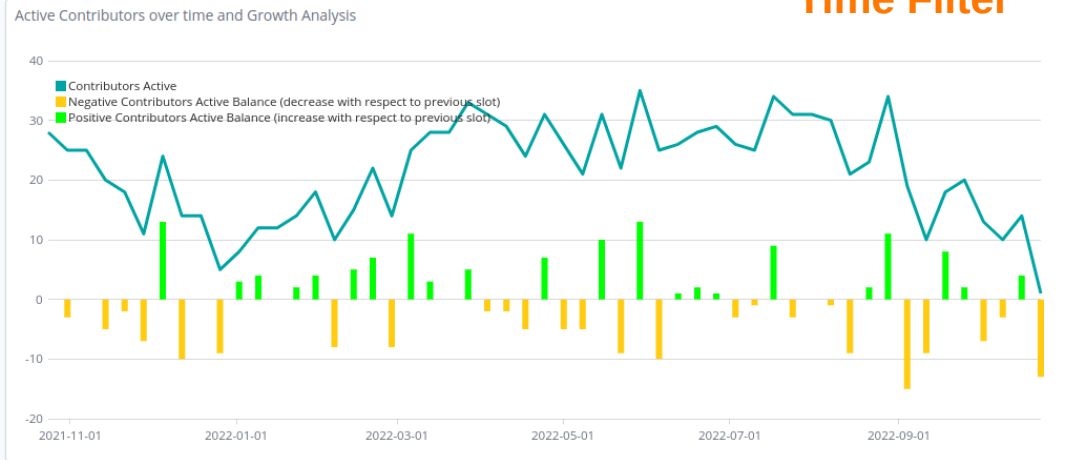
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| | |
| | |

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Time Filter



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>