InnerSource as the Anti-Silo
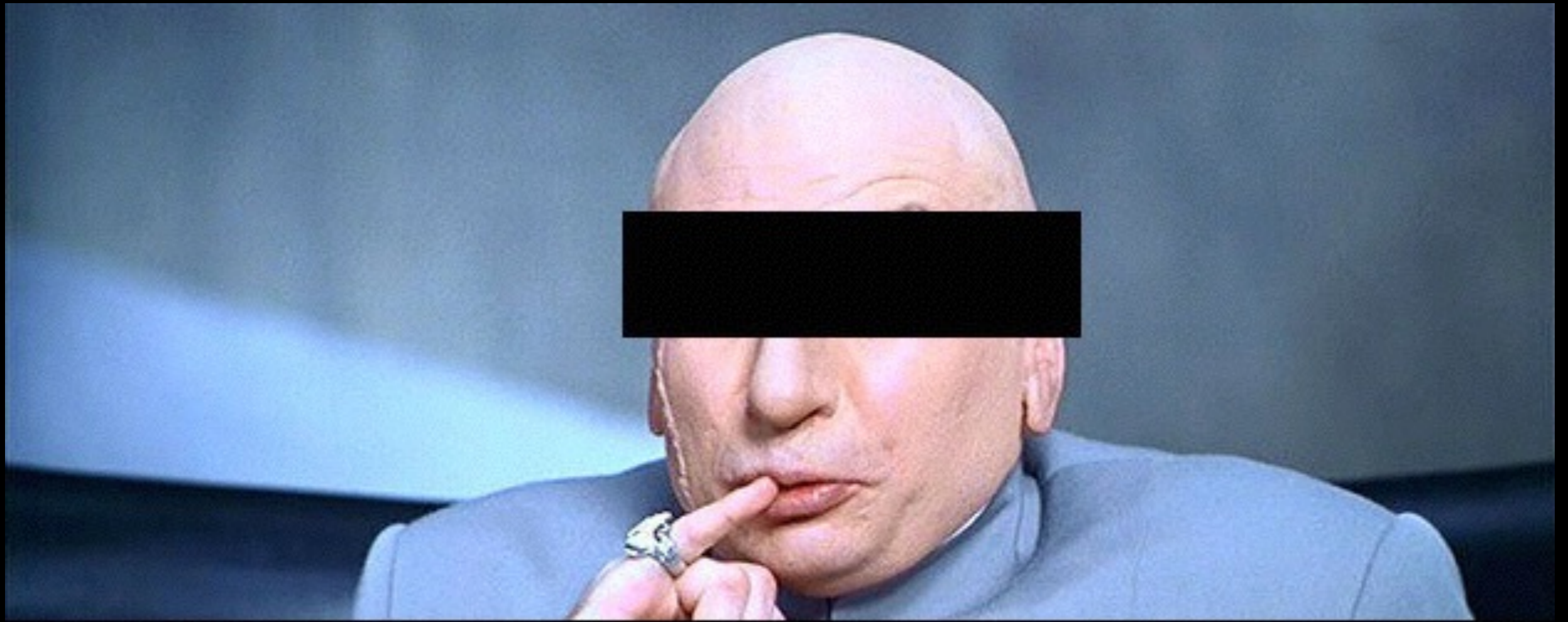
How Open Source style has broken silos while strengthening systems at PayPal

What can you do in 60 seconds?

ONE MEEEEELION DOLLARS

So what's the problem?

So what's the problem?

So what's the problem?
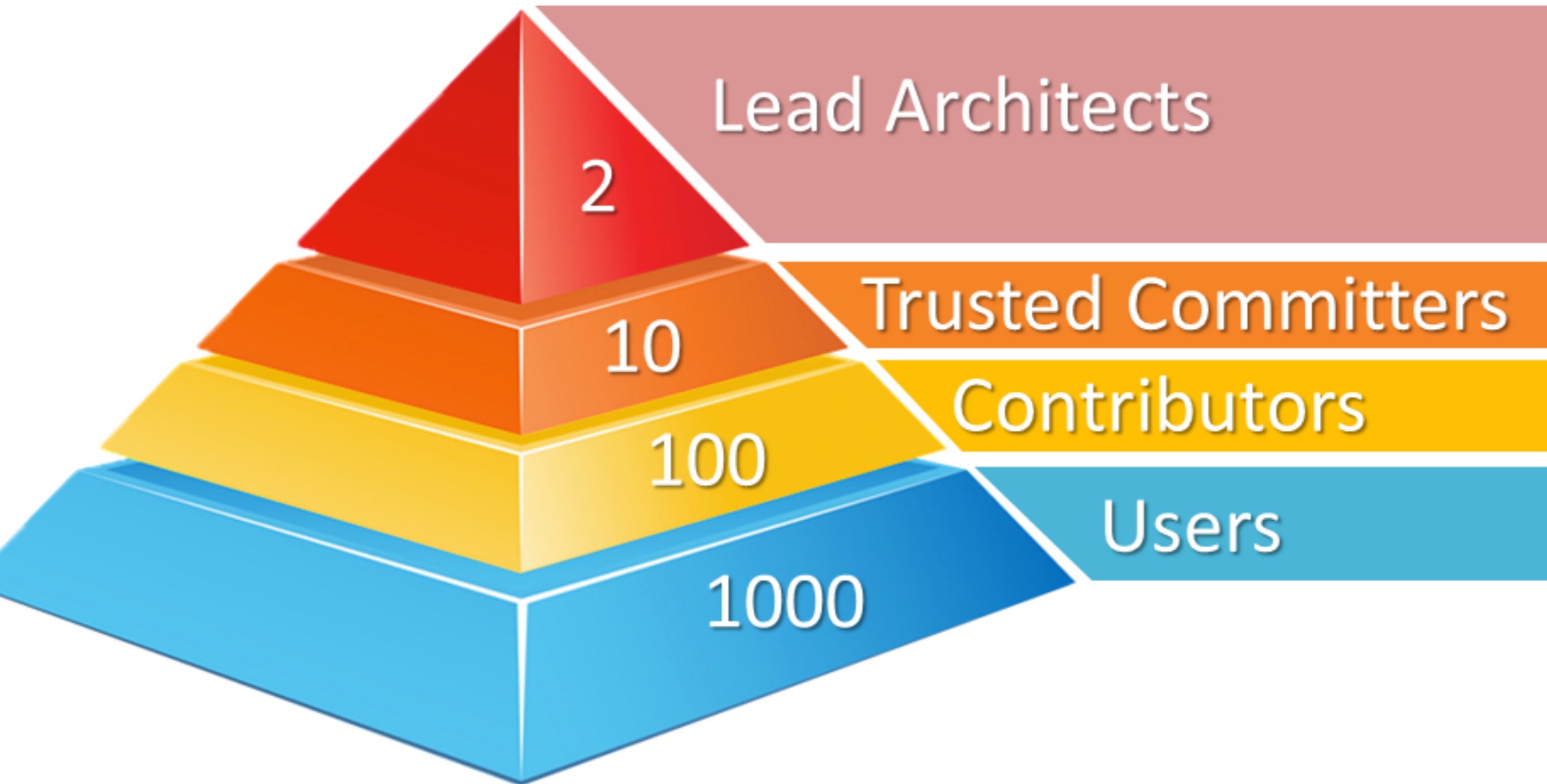
What did we try to fix this?
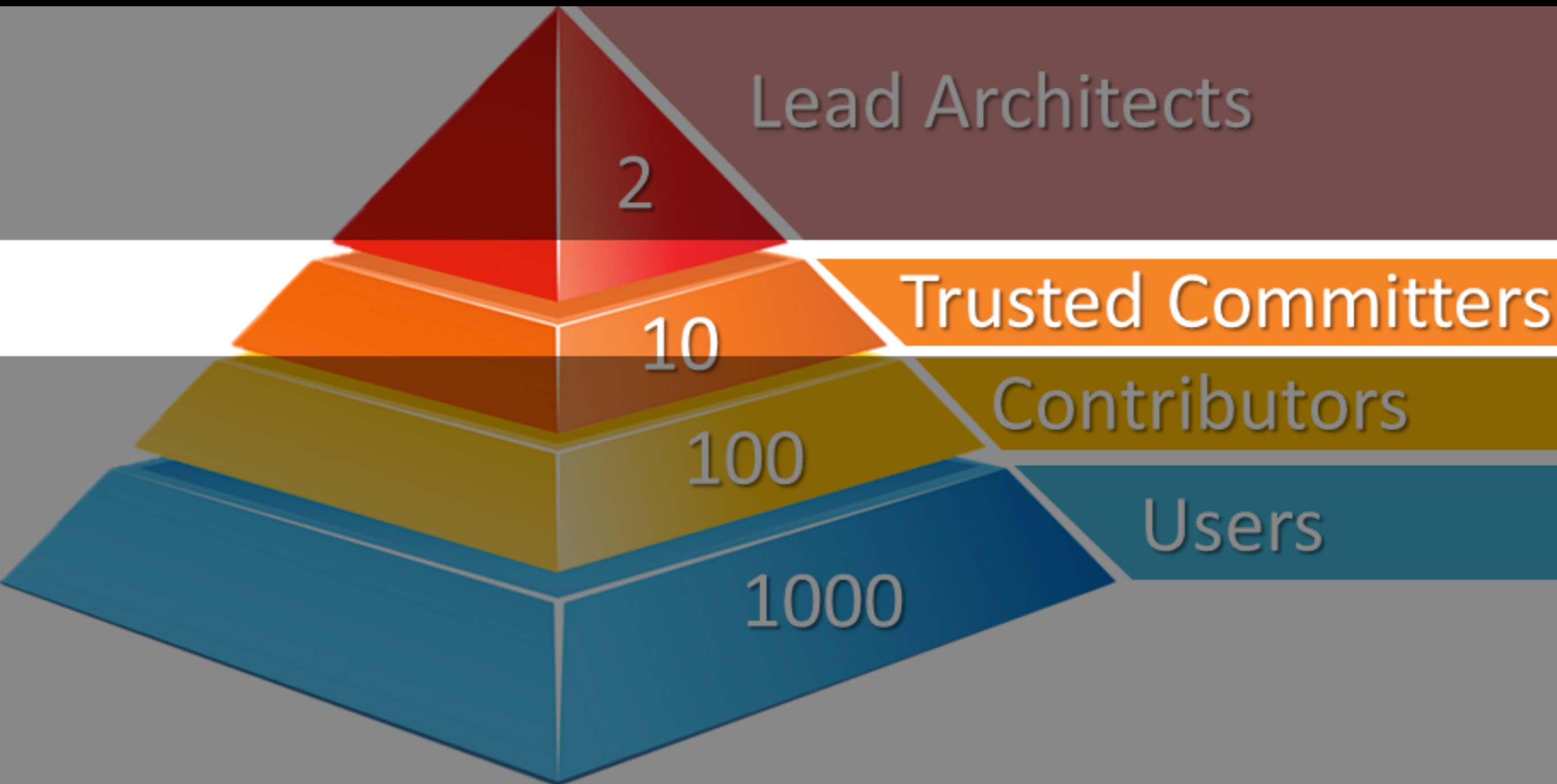
Mandate!

Colocation

Enter InnerSource

Enter InnerSource

Lead Architects — 2
Trusted Committers — 10
Contributors — 100
Users — 1000

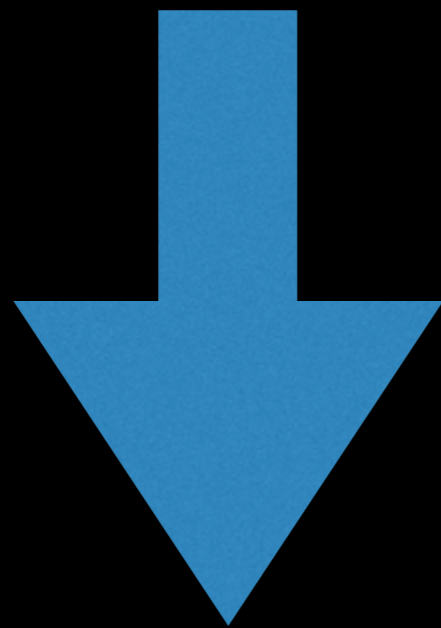# What worked for this team?

What worked for this team?

Goal for InnerSource adoption

65%

25%

InnerSource for Checkout

Results

The Surprise

The Surprise

(+10%)

An added bonus

End state / next steps

To make InnerSource work for you:

- Restrict Trusted Committership to about 10% of your engineers

- Require all reviews to be documented publicly

- Focus on what can be done to make code *better*

Discuss

InnerSource allows a large organization to work like a great Open Source project