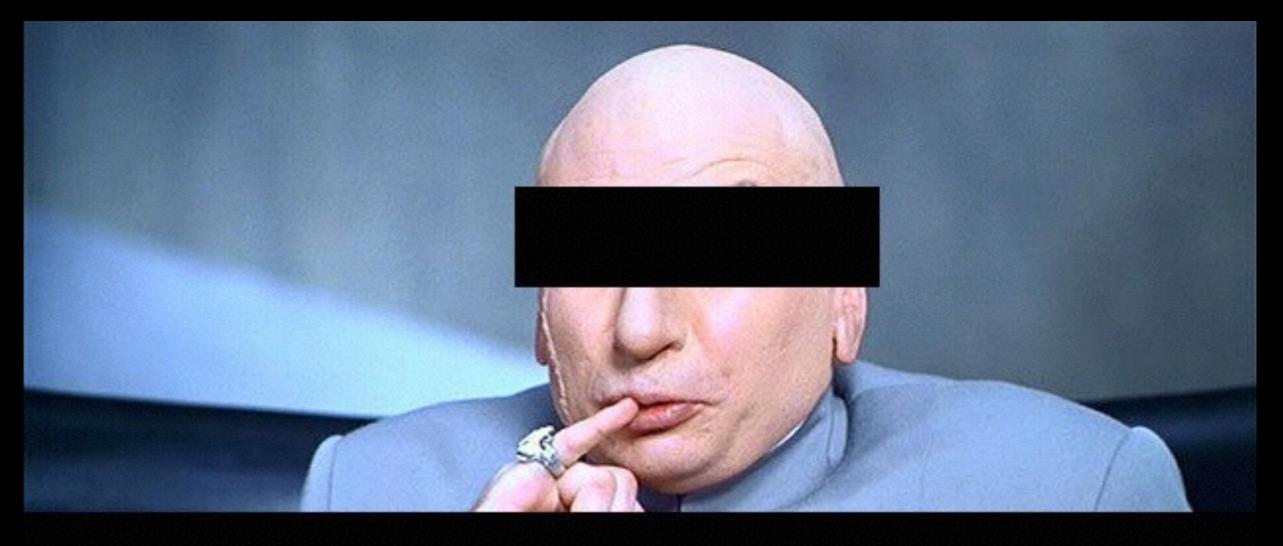


#### InnerSource as the Anti-Silo

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?



https://www.flickr.com/photos/docsearls/5500714140

# So what's the problem?



https://www.flickr.com/photos/atomicshed/4434547381



## What did we try to fix this?

### Mandate!



https://www.flickr.com/photos/hikingartist/5703398188

#### Colocation

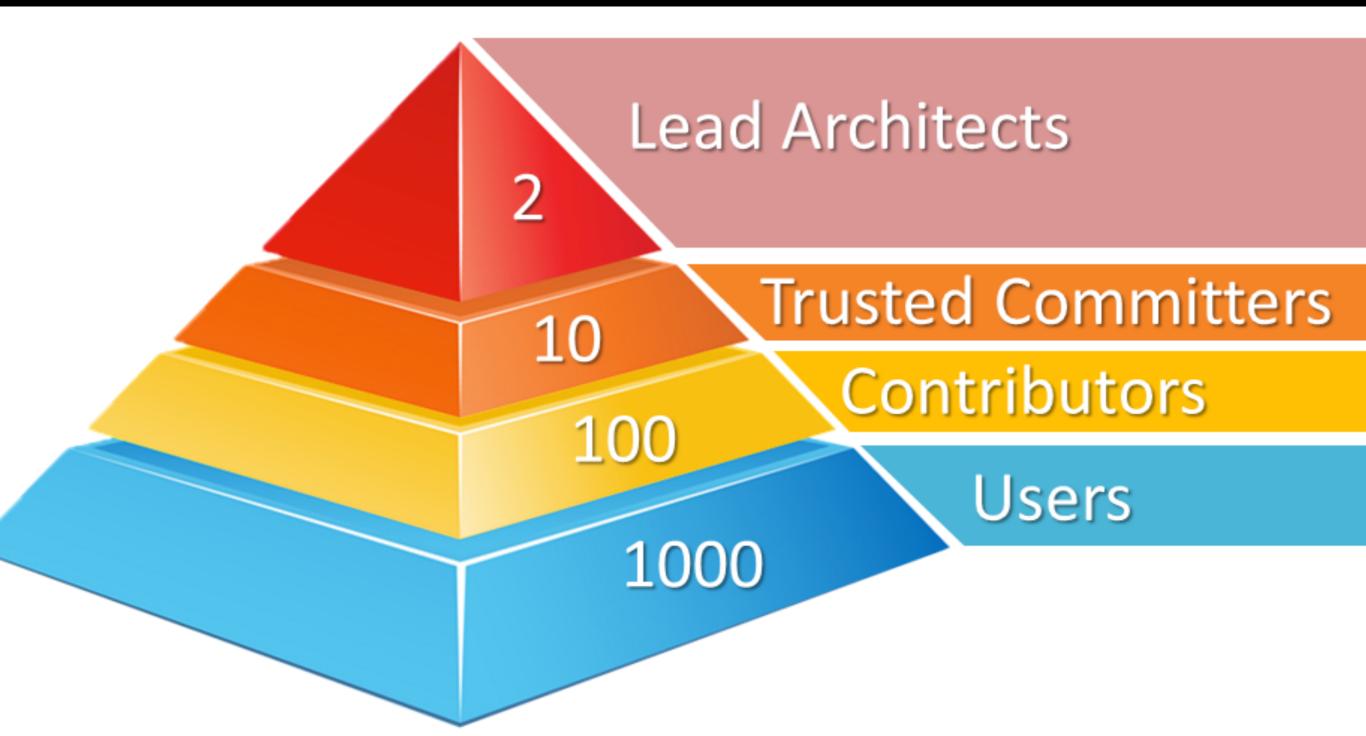


https://www.flickr.com/photos/ter-burg/8812567121

#### **Enter InnerSource**

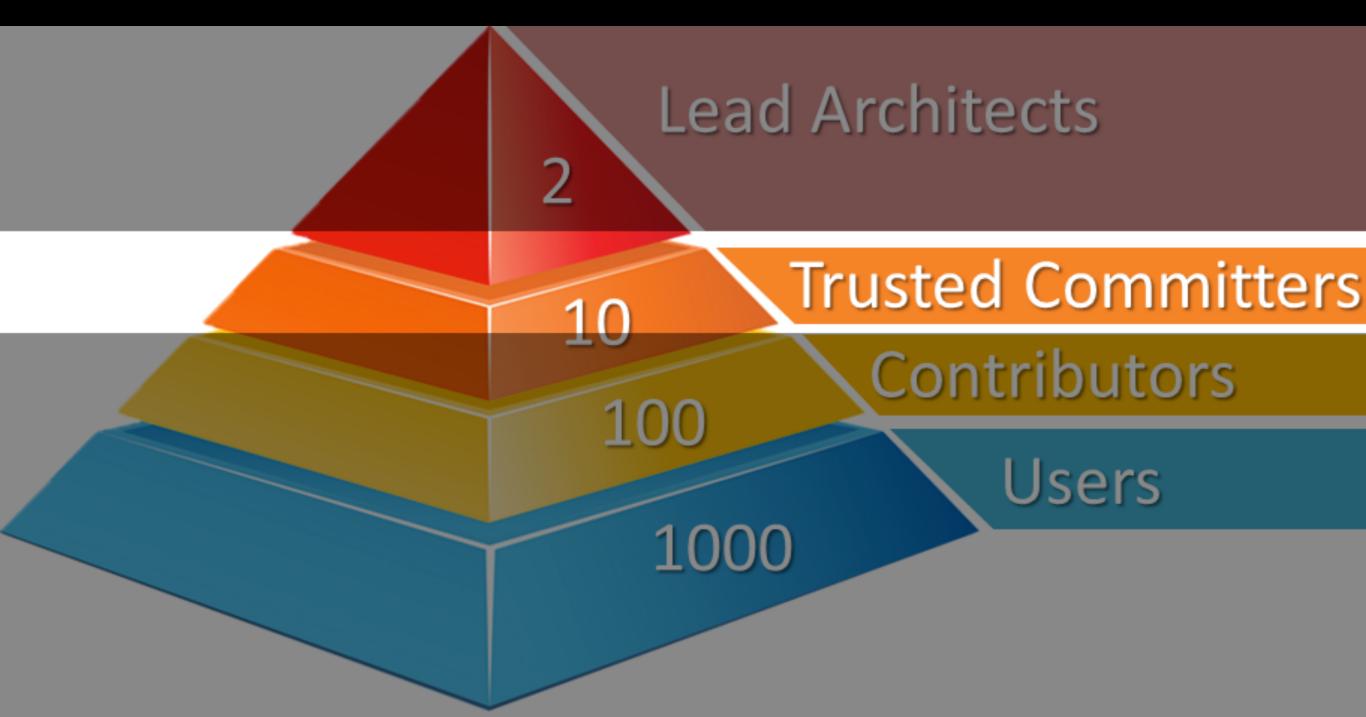


#### **Enter InnerSource**



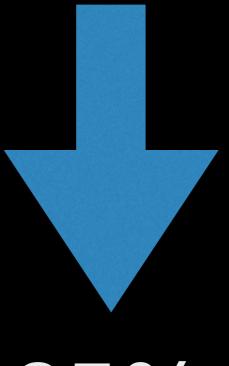
### What worked for this team?

## What worked for this team?



# Goal for InnerSource adoption









#### InnerSource for Checkout





## Results

# The Surprise



https://www.flickr.com/photos/visualanthology/3242360409

# The Surprise



(+10%)

https://www.flickr.com/photos/visualanthology/3242360409

### An added bonus



https://www.flickr.com/photos/mike\_elleray/8468329710



#### 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



https://www.flickr.com/photos/digitalinternet/8227432373



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