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 MEEEEEEELION 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

- 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

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

(+10%)
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
InnerSource allows a large organization to work like a great Open Source project