

# RED HAT THE OPEN ORGANIZATION

Roman Mohr

Twitter: @rfenkhuber

Mail: rmohr@redhat.com

Github: <https://github.com/rmohr>

IRC: #ovirt irc.oftc.net

Blog: <http://rmohr.github.io>

IoT Vienna

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# ABOUT ME

Roman Mohr

Senior Software Engineer at Red Hat

Member of the SLA team in oVirt/RHEV

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# ABOUT RED HAT

- 8300 Mitarbeiter (2015)
- Existiert seit 1993
- 1.78 Mrd US Dollar Umsatz (2015)
- Hauptquartier in Raleigh in North Carolina

# PRODUKTE

- Linux Platform (Red Hat Enterprise Linux)
- Middleware (JBoss EAP, ...)
- Virtualization (Red Hat Enterprise Virtualization)
- Cloud (Red Hat Cloud Infrastructure)
- Storage (Red Hat Gluster and Ceph Storage)
- Management (Satellite, Cloudforms)
- Mobile

# UPSTREAM

- Linux Platform (Fedora, CentOS)
- Middleware (Wildfly EAP, ...)
- Virtualization (oVirt)
- Cloud (Open Stack)
- Storage (Gluster, Ceph)
- Management (Foreman, Puppet, ManageIQ, ...)
- Mobile

# UPSTREAM?

- Alles was wir entwickeln ist frei verfügbar
- Nicht Shareware sondern Open Source
- Nicht Community Edition sondern das echte Produkt
- Upstream first!

# CORE VALUES

"To be the catalyst in communities of customers, contributors, and partners creating better technology the open source way."

# CORE VALUES

## OUR VALUES:

### **FREEDOM**

We will inspire freedom on behalf of our customers and the community.

The open source model depends on a free exchange of ideas and technology. We will work to provide the same level of freedom to our customers: Freedom from lock-in. Freedom from how business typically is done in our industry.

Freedom is about finding the best way, whether it's building technology through the open source model or delivering value via subscription.

### **COURAGE**

We will act with courage, continually improving our service and sharing the value we create.

It takes courage to set a new direction in the technology industry, to inspire change in organizations.

We will be worthy of our customers' trust. Providing the best technology to support their business, the service they depend on, and an experience that represents the Red Hat brand.

### **COMMITMENT**

We will remain committed to our customers and the open source way.

Our technology and services are delivered via subscription. We must prove our value every day. We will help our customers gain the full value from the open source model, working with them and helping them work with the community.

We will also remain committed to the open source way, delivering innovative technology and services that provide continuous value to our customers.

### **ACCOUNTABILITY**

We will be transparent and responsible in how we work.

In open source, transparency is inherent. This is why our responsibility to our customers, shareholders, and the open source community is even greater.

We will bring the same transparency to the way we do business. Working with customers to solve their toughest problems. And being there when they need us most.



# AN ORGANICALLY GROWN ORGANIZATION

- All das ist **nicht** am Reiskbrett entstanden
- Vieles geht auf Bottom Up Initiativen zurück
- Meritocracy ist ein zentrales Konzept
- Collaboration und Offenheit ist in unserer DNA.\*

\* Viele von uns sind bei Red Hat genau wegen  
der Art wie Red Hat arbeitet.

# COMMUNICATION

## MEMO LIST

- Nicht für Ankündigungen ;)
- Hier werden unsere Werte diskutiert
- Hier werden Erfahrungen ausgetauscht
- Jeder, vom CEO bis zum Praktikant nimmt Teil

# COMMUNICATION

## SOURCE REPOSITORIES AND ISSUE TRACKER

- Github, Public Jenkins, Public Gerrit, ...
- Bugzilla, Trello, Atlassian, ...
- Nahezu alles bezüglich Entwicklung ist frei  
zugänglich

# COMMUNICATION

## PROJECT MAILING LISTS

- User und Developer mailing lists
- Wir Entwickler geben Support
- Wir Entwickler arbeiten mit der Project Community
- Wir kommunizieren intern und extern mit den selben Mitteln!

# COMMUNICATION

## INSTANT MESSAGING

- IRC
- Slack, ...
- Internal IRC, ...
- Wir kommunizieren intern und extern mit den selben Mitteln!

# KEY POINTS

- Bottom up mentality
- Upstream first
- Wir kommunizieren intern und extern mit den selben Mitteln
- Viele unserer Entwickler sind bei Red Hat wegen Red Hats Werten

**All das und noch mehr erlaubt einem authentisch zu sein.**

# HERAUSFORDERUNGEN

- Integration von Menschen ohne Open Source Hintergrund
- "Scaling our culture"

# THANK YOU!



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