SOFTWARE IS EASY!

PEOPLE ARE HARD…
US

• Steve Blackmon - Apache Streams

• Rich Bowen – Executive VP, The ASF

• Sharan Foga – Apache OFBiz & ComDev

• Daniel Gruno – Infra @ The ASF & Apache STeVe

• Benjamin Young aka BigBlueHat
  • Apache CouchDB & Apache Annotator (incubating)
WHO’S IN CHARGE?

WHEN EVERYONE IS?
THE APACHE WAY VS. ______

• Community over Code
• Volunteerism
• Bottom-up

• Unstable?

• Command & Control
• Coercion
• Top-down

• Stable?
LEADER VS. BOSS/MANAGER

SCENARIOS
SCENARIO: FROM BDFL => THE APACHE WAY

"I've built a project on GitHub. I'm the BDFL. I \textit{want} to transition to community over code. What can I do now to make that happen?"
SCENARIO: EVERYONE ELSE IS WRONG!!1!

"I feel ganged up on by the other contributors...

I don't want to be *that* person in the project...

but everyone else is wrong?!"
SCENARIO: DEALING WITH THAT PERSON

“The project was doing fine…

until they showed up…

Now what?!”
SCENARIO: NO ONE (ELSE) CARES

"I’m committed to this project. But it's like pulling teeth to get other people to care. What can I do?"
SCENARIO: TRAPPED IN MY OWN PROJECT

"I feel trapped in my project. Everyone's depending on me to do the work. Everyone needs something. No body's helping me out...

Help?!"
LAST PIECE OF ADVICE

TO ACHIEVE COMMUNITY OVER CODE
QUESTIONS?