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a European community and methodology
for all OSPOs



September 2025 – Pierre-Yves Gibello (OW2)



<https://ow2.org>

Independent **open source community-driven organization** founded in **Europe** in 2007.

Mission: promote a high quality code base of **open source professional software** and foster its business and social ecosystems.



<https://ospo-alliance.org>



Foundation for
Public Code



► Towards a European vision of Governance

► Open source is strategic (and political)

► Co-founded by Eclipse, OW2, Open Forum Europe, FPC

► Free membership

► Members : City of Paris, Orange, Huawei, Thales, Bosch, SAP, RedHat, Zeiss, Amadeus, CNLL, OSBA, etc.

► “Good governance” methodology by OW2

► Translated in 7 languages (EN, FR, PT, IT, DE, NL, CN)

► Tooling (MyGGIBoard)

► Events

► Webinars “OSPO OnRamp” (testimonials)

► Talks (FOSDEM, Eclipse Con, OW2con, OSXP, SFSScon, AlpOSS, etc.)

Happy to invite
UGA :)

What is an OSPO?

► OSPO Alliance definition

► A team or person in charge of rising awareness, promoting, and securing **open source usage** within an organisation.

Inter-OSPO
exchange
interface

Enterprise
governance =
support function
(costs/resources,
deployment,
providers, HR,
compliance,
contribution...)

Pave the way for
developers / lower
barriers

Legal
compliance /
licensing etc.

Will OSPO end like
former “quality
departments”?



Why an OSPO? Open Source vs Proprietary - another governance?

► OSPO

Take existing in-house OSS into account

Time allocated to devs?
Strategic projects :
Upstream (maintenance),
roadmap control...

Employer brand, ESR,
etc.

► Deployment, tech/infra (CI/CD etc.)

► Compliance (licenses, etc.)

► Providers

► Contributions, community (foundations etc.)

► HR

► Communication

Loosely structured
ecosystem
(SMEs, social
economy...).
Support, etc.

► Open source (slightly) different to manage

► Easy provision (and trial)

► No license cost (= budget centered on needs)

► Ecosystem logic vs. customer/provider

► Skills more horizontal (legal, technical, strategic, communication, etc.)

Partnership
oriented, no lock-in

Methodology: Objectives of a “Good Governance”



Abraham Maslow's Hierarchy of Behavioral Motivation

Strategy

Engagement

Culture

Trust

Usage

Embracing the full potential of OSS. Proactively using OSS for innovation and competitiveness.

Engaging with the OSS ecosystem. Contributing back. Developing visibility, event participation.

Implementing best practices. Developing OSS culture. Sharing experience.

Securely and responsibly using OSS. Compliance and dependency management policies.

Technically using OSS. Technical ability and experience with OSS. Some OSS awareness.

OW2 goals to OSS Good Governance

A Blueprint for Implementing Good Open Source Governance

- ▶ Management guidance
- ▶ Experience sharing
- ▶ Progress monitoring and reporting

Blueprint

Goals

Usage



Trust



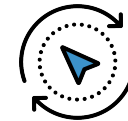
Culture



Engagement



Strategy



Activities and
their **Scorecards**
(5 per goal)

Activity U1

Activity T1

Activity C1

Activity E1

Activity S1

Activity U2

Activity T2

Activity C2

Activity E2

Activity S2

Activity U3

Activity T3

Activity C3

Activity E3

Activity S3

Activity U4

Activity T4

Activity C4

Activity E4

Activity S4

Activity U5

Activity T5

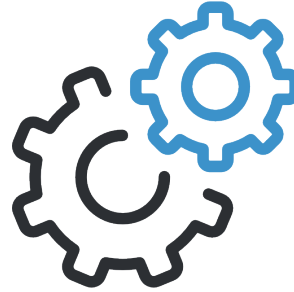
Activity C5

Activity E5

Activity S5

Usage Goal

Technical Skills in Using Open Source Software.



►Key content

- Using OSS and competences in using OSS. It covers technical ability and experience with OSS
- Developing some understanding and awareness of OSS

►Current activities:

- Managing OSS development skills
- Ensure basic skills in OSS technos
- Proactive OSS decision making
- Using OSS enterprise software
- OSS review

►Verification points

- Inventory of OSS used
- Inventory of available skills
- Inventory of required skills
- Understanding of OSS licenses

Trust Goal

Secure and Appropriate Usage of Open Source Software.



►Key content

- Using OSS legally and safely
- Organised software reuse
- Organised license management
- OSS production best practices

►Current activities:

- Managing legal compliance
- Manage software vulnerabilities
- Manage software dependencies
- Manage key indicators

►Verification points

- Compliance policy, officer
- Dependency and security management policy
- Use of compliance and dependency management tools

Culture Goal

Belonging to the Open Source Community at Large.



►Key content

- OSS culture that helps implementing best practices
- Sharing with the open source community
- Engaging with support communities

►Current activities:

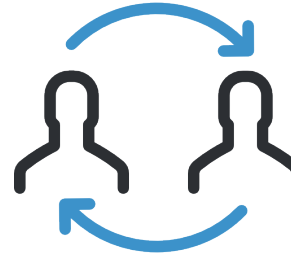
- OSS development principles
- Contributing to OSS projects
- Upstream first
- HR perspective
- Belonging to the OSS community

►Verification points

- Personal and Professional contributions to OSS projects
- Individual attendance at OSS events

Engagement Goal

Engaging with the OSS ecosystem.



►Key content

- Contributing back to OSS projects and supporting OSS communities
- Publicly asserting use of open source

►Current activities:

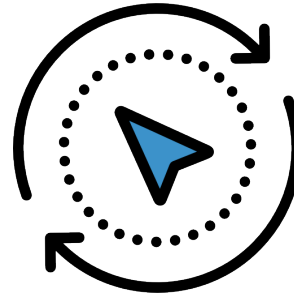
- Contributing back to OSS projects
- Supporting OSS communities
- Publicly asserting use of OSS
- Contracting with OSS vendors
- Participating in OSS events

►Verification points

- Communication actions
- Event participation
- Financial sponsoring
- Publicly shared code and contributions

Strategy Goal

Proactively using OSS for innovation and competitiveness.



►Key Content

- C-level awareness of open source as an enabler
- Innovation
- Sovereignty
- Digital transformation

►Current activities:

- C-Level awareness building
- Link OSS with digital sovereignty
- OSS enabling innovations
- OSS enabling digital transformation

►Verification points

- Open source in corporate IT strategy
- Open source supporting new activities
- Open source in annual report

Filling in the Blueprint: paperback or online

Activities and their Scorecards

-  Completed
-  In progress
-  Pending
-  Delayed

Usage	Trust	Culture	Engagement	Strategy
				
Activity 1	Activity T1	Activity C1	Activity E1	Activity S1
Activity 2	Activity T2	Activity C2	Activity E2	Activity S2
Activity 3	Activity T3	Activity C3	Activity E3	Activity S3
Activity 4	Activity T4	Activity C4	Activity E4	Activity S4
Activity 5	Activity T5	Activity C5	Activity E5	Activity S5

Usage Goal

Inventory of open source skills and resources

Developer Not Started Team Leader

#7

Open source competency growth

Not Started Team Leader

#8

Open source supervision

Not Started Team Leader

#9

Open source enterprise software

Decision Maker Not Started

#10

Manage open source skills and resources

Not Started Team Leader

#11

Trust Goal

Manage legal compliance

Decision Maker Not Started

#12

Manage software vulnerabilities

Not Started Team Leader

#13

Manage software dependencies

Developer Not Started Team Leader

#14

Manage key indicators

Decision Maker Not Started Team Leader

#15

Run code reviews

Developer Not Started Team Leader

#16

Culture Goal

Promote open source development best practices

Developer Not Started Team Leader

#17

Contribute to open source projects

Developer Not Started Team Leader

#18

Belong to the open source community

Decision Maker Not Started Team Leader

#19

HR perspective

Decision Maker Not Started

#20

Upstream first

Developer Not Started Team Leader

#21

Engagement Goal

Engage with open source

Decision Maker Dev

#22

Support open source

Decision Maker Not Started

#23

Publicly assert use of

Decision Maker Not Started

#24

Engage with open source

Decision Maker Not Started

#25

Open source procurer

Decision Maker Not Started

#26

Good Governance Initiative handbook		THE GOOD EXAMPLE COMPANY		Customised Activity Scorecard	
Goal/Activity Culture 1		Promote open source development best practices		Last update 2023-10-02	
Customized Description Scope of what has to be done Brief essential description... - Brief highlights..		Opportunity Assessment Why is this activity relevant - Key pain points... - Key progress opportunities...			
Objectives What we aim to achieve in this iteration - Objective 1... - Objective 2...		Tools Technologies, tools and products used in the Activity Resources...		Operational Notes Approach, method to progress in the Activity - Start with...	
Key Result How we will measure success in this iteration		Progress	Score	Personal Assessment	
1. Key result 1 (minimum one key result)		xx%	.9	Personal comment	
2. Key result 2		xx%	.5	Personal comment	
3. Key result 3		xx%	.5	Personal comment	
4. Key result 4 (maximum four key results)		xx%	.0	Personal comment	
			.475		
Timeline Start-End dates, Milestones Date indication here		Efforts Time and material budget - Time allocation over the next three months - Budget allowance		Assignees Who participates? Leads? XX to prepare internal presentation	
Issues Difficulties, uncertainties, roadblocks, points of attention, dependencies - Concern 1... - Concern 2...		Status How the Activity is doing Personal comment on the health of the Activity			
		Overall Progress Rating		XX%	
Notes					



<https://github.com/ospo-alliance/my-ggi-board>



A world map with a light gray background, overlaid with a large blue circle. Numerous small blue stars are scattered across the map, primarily concentrated in North America, Europe, and East Asia. The word "Thanks!" is written in a large, bold, black font, centered within the blue circle.

Thanks!

Questions? Exchanges? Debate?

OW2
www.ow2.org