

# How Contribution To Community Improve My Work Culture

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# About Me

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01

BlankOn Project

2012 – Current  
Various Team (PR, Doc, Release)  
Once a year face to face meet,  
when release,  
various background

02

GNOME

2015 – 2019  
Event organizer GNOME Asia  
Summit, Depok

03

openSUSE

2018 – Current  
openSUSE Heroes

01

GOJEK - Jogja

2015 – 2017

Infra - DevOps

Startup-Corporate Culture

3 City (Jakarta, Jogja, Bangalore)

2 Country (ID – India)

Many Engineer

Culture on shape

02

Peentar - Remote

2017 – 2018

Infra – DevOps

Startup – Long journey

Remote

Culture on Progress

03

GTech

2019 – 2020

Infra – DevOps

Corporate

2 City (Jakarta – Shanghai)

Many Engineer

Culture Stagnant

# 00. Language

## **Native or Non-native**

Dialect even same country

English Native, or just try to learn

## **BlankOn**

Indonesia have many language and dialect. We need use formal language to communicate

## **GOJEK**

We have many engineer from various country (Indonesia, India, Singapore, US, Srilanka, Korea, ETC). So we use English for standard communicate. Not many my team-mate confident before, talk directly for daily task.

## **GNOME**

First join to international community. My English is not very-well (same as now). Just try to talk, slowly and simple world

## **Lesson learn**

Because I have interact with this issue long ago before work on GOJEK. I just talk. No worry about missing world. They will ask you to repeat again if they don't understand. Same for you. Be confident.

# 01. Remote - Onsite

## Definition work from home

Some people still see, work from home is holiday (not doing anything in home). Our neighbor will see you are jobless. Our family can interrupt as much as they want.

Some people demand they need face to face when pairing or they not understand something.

## BlankOn-GNOME-openSUSE

100% Remote. Work with IRC, email, ticketing (not yet any video call tools as now)

## Peentar

75% remote. Sync meeting once a week with google meet. Update status, current achievement, next target.

## 2020 – Pandemic COVID19

Work from home. Fast Internet. Zoom, Slack, Email, Ticketing, Pairing (hard part).

## Lesson learn

Remote working is another room for work. You still need focus, get your ticket done in perfect score. I don't have any effort to change this habit when pandemic happen.

## 02.Culture

### Start Converstation

Too shy to start, self confident.

Red Carpet

### BlankOn-GNOME

Just ask (chat on irc, chat, email) if you need help or need more explanation. I learn to write proper email / formall email in Bahasa Indonesia and English.

### GOJEK

Mail, ticket, slack is our daily activity. You need read some documents, and must ask their owner if you don't understand

## 03. Timezone

### **Difference Work Zone**

Half hour, UTC, WIB, WITA, WIT, Summer Time.  
For setup meeting

### **BlankOn**

We have 3 timezone in Indonesia. So meeting online will be tricky. Only difference 1-2 Hour

### **GOJEK**

We have difference 90 minutes ahead Bangalore. But start working at 8 am local time.

### **OpenSUSE Heroes**

Monthly meeting will be held at 18.00 UTC, some 19.00 Summer Time. It is around 1.am or 2 am in Indonesia. I need switch sleeping hour before meeting. But it is OK

### **Lesson learn**

We need aware when we will setup meeting. Some time, other team need our support, but we already on late night. But just do it. We are a team.



## 04. Async/Sync

### Pairing Model

When we late to reply

#### BlankOn-openSUSE

We work as free time. We don't have same hour when work. Just make everything clear. Don't hanging out. Learn behavior when someone usually online on IRC.

#### GTech

We don't have same free time. If you need help, just leave a clear chat on slack/mattermost. What you need? Don't just ask "Hi" only. Write complete question. I will reach you later asap.

#### Lesson learn

Some people demand, their request/question must be done asap. But not aware, our condition is not free-hand. We have some to do. (when pandemic, they don't see how our working now)

Setup calendar status. So other people will know if you have time to fix their request. Keep your request clear as possible. But keep reply chat if you have time.

## 05. Time Management

### **Strict to Ticket**

Get it done, asap. Weekend / Any free time

### **BlankOn-GNOME-openSUSE**

We doing on our free time. Sometime in after-hour. But must still doing productive hour.

## 06.Commitment

### **Finish what you start**

Don't make many tech deb.

#### **BlankOn-openSUSE**

Assign Ticket what you enjoy doing it. Keep update you progress. And everyone knew you are on it

#### **GTech**

Visibility Work

#### **Lesson learn**

We don't know when we will stop contribute on open source project. Some people come, some people leave at same time. But keep your task done before leaving.

In professional work, it is same. But with more short iteration. Don't keep your WIP ticket make other people waiting to long because your ticket is a blocker to other people

## 07. Tools and Trend, Conference

### **Difference Tools, Global Trend on**

Update your knowledge faster

#### **BlankOn**

I know how use Linux, Trello, Trac, Packaging.  
Apt stuff, Repo Stuff, Github

#### **GOJEK-Peentar-GTech**

Bitbucket (git), Jira (trello like), Linux, Jenkins,  
Chef, Cloud Provider, Ansible.

#### **OpenSUSE Heroes - GNOME**

Redmine, DB Cluster, Gitlab, Salt

#### **Lesson learn**

Global community will open windows of knowledge. Many name of tool I first hear came from Community. Make me more confident when company ask about this, that, and start implement.

## 08. New Friend/Office

### **Familiar with new environment**

Awkward position. Time to adapt until start to work.

### **Lesson learn**

And when start at new company/friend, I get more easy to adapt with people and tech.

Most because in community, you only know name and email, and start to working together.  
More easy in company. :)

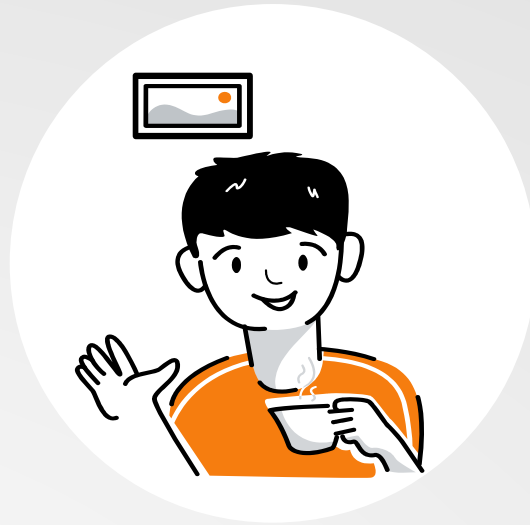
# Conclusion

## **Nothing is wasted when join the community**

Enjoy the process, give more and don't hope get benefit soon. And enjoy conference too.

## **Lesson learn**

Thank you BlankOn Linux, GNOME, openSUSE for all experience



Q n A  
**Break...**



# Thank You