



# Growing a **Social Coding culture**, one seed at a time

FOSS Backstage, March 10, 2025, Berlin



**Marion Deveaud**

**Research Group Manager**  
Open Source Embedded Systems  
Social Coding Ambassador & Maintainer



**Florian Greinacher**

**Senior DevOps Engineer**  
[code.siemens.com](https://code.siemens.com)  
Social Coding Ambassador & Maintainer



# What does Social Coding mean for us?

Applying best practices from **Open Source** internally

Working openly and transparently in a collaborative, community-centric way

Defining authority through knowledge and involvement



## Why does Siemens care about Social Coding?

Traditional software development is dead.  
**Adaptive, transparent, and collaborative** ways of working are mandatory

“If Siemens knew what Siemens does”

→ **Increased speed and quality** for product development

**Attract and retain good software developers**



**SIEMENS**



# Planting the seeds

... one at a time

Thank you [Mike Erskine](#) for sharing your picture on Unsplash!



# Seed n°1: The platform

**GitLab Community Edition**

master **gitlab-ce** Find file Code

Add latest changes from gitlab-org/gitlab@master  
 GitLab Bot authored 32 minutes ago 50599a24 History

Name	Last commit	Last update
.github	Add latest changes from gitlab-org/gitl...	5 years ago
.gitlab	Add latest changes from gitlab-org/gitl...	1 day ago
.lefthook	Add latest changes from gitlab-org/gitl...	2 months ago
.rubocop_todo	Add latest changes from gitlab-org/gitl...	3 hours ago
app	Add latest changes from gitlab-org/gitl...	32 minutes ago
bin	Add latest changes from gitlab-org/gitl...	2 weeks ago
builds	Add missing builds/ folder to fix backup...	9 years ago
changelogs	Add latest changes from gitlab-org/gitl...	2 months ago
config	Add latest changes from gitlab-org/gitl...	32 minutes ago
danger	Add latest changes from gitlab-org/gitl...	2 days ago
data	Add latest changes from gitlab-org/gitl...	6 hours ago

**Project information**  
 GitLab Community Edition (CE) is an open source end-to-end software development platform with built-in version control, issue tracking, code review, CI/CD, and container registry.

**Low-entry barrier for everyone**

- Start with a free offering
- Very simple registration flow
- Good integration with company IT

Created on  
December 14, 2018

## Seed n°2: Dog feeding

The platform itself is used to build the platform

“For developers, from developers!”


Foster participation and trust through transparency



# Seed n°3: Open Source engagement

## Act as role model

- Interact with the community
- Integrate changes upstream
- Follow DevOps best practices



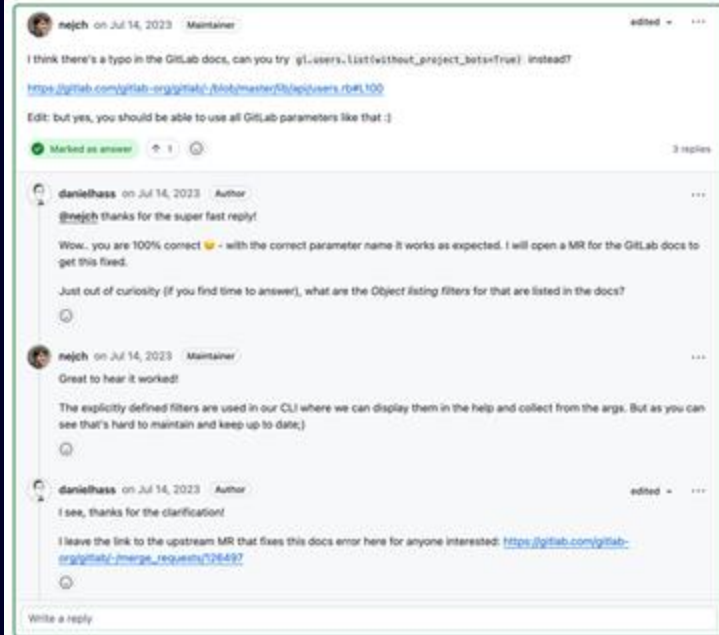
### This month's Most Valuable Person (MVP) is awarded to Fabio Huser

Fabio added support for group access tokens, including a UI and a REST API. The enormity of this contribution shows the breadth of effort this contribution spanned in: [one epic](#), [three issues](#), and [over 250 community upvotes](#) for this feature!

Previously, access tokens were only available at the project level. There was a workaround that allowed self-managed admins to generate a group access token via the rails console, but that left our SaaS customers in the dark.

Fabio's contribution allows any user with the proper privileges to [generate access tokens](#) at the group level. These tokens can be generated with a pre-defined [role](#), expiration date, and scope.

Thank you, Fabio, for your incredible contribution! 🙌



nejch on Jul 14, 2023 Maintainer

I think there's a typo in the GitLab docs, can you try `gl.users.List(without_project_tokens=true)` instead?

<https://gitlab.com/gitlab-org/gitlab/-/blob/master/lib/api/users.rb#L100>

Edit: but yes, you should be able to use all GitLab parameters like that :)

Marked as answer 1 3 replies

danielhass on Jul 14, 2023 Author

@nejch thanks for the super fast reply!

Wow.. you are 100% correct 🙌 - with the correct parameter name it works as expected. I will open a MR for the GitLab docs to get this fixed.

Just out of curiosity (if you find time to answer), what are the Object listing filters for that are listed in the docs?

nejch on Jul 14, 2023 Maintainer

Great to hear it worked!

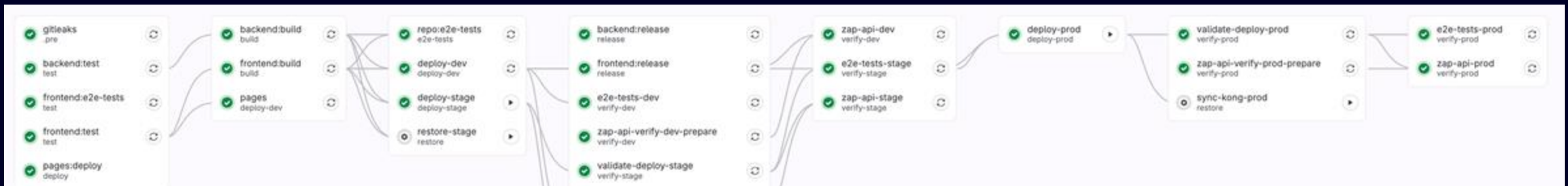
The explicitly defined filters are used in our CLI where we can display them in the help and collect from the args. But as you can see that's hard to maintain and keep up to date.)

danielhass on Jul 14, 2023 Author

I see, thanks for the clarification!

I leave the link to the upstream MR that fixes this docs error here for anyone interested: [https://gitlab.com/gitlab-org/gitlab/-/merge\\_requests/126497](https://gitlab.com/gitlab-org/gitlab/-/merge_requests/126497)

Write a reply





# Seed n°4: Inner Source unlock

Search

## Inner Source @ Siemens

Code sharing is about bringing developers together to create reusable software building blocks and make great products out of them. Get started with collaborative software development today!

Explore Projects Discover Events Learn More

### Inner Source @ Siemens

#### Mission

One of Siemens' *strategic pillars* to support the digitalization of our products and services portfolio is to **foster a collaborative engineering culture** across the different organizations in the company and beyond by building strategic partnering or contributing to [Open Source Software](#). Following the definition of Inner Source<sup>1</sup>, our mission is to enable code sharing from a cultural, technical and organizational perspective at Siemens.

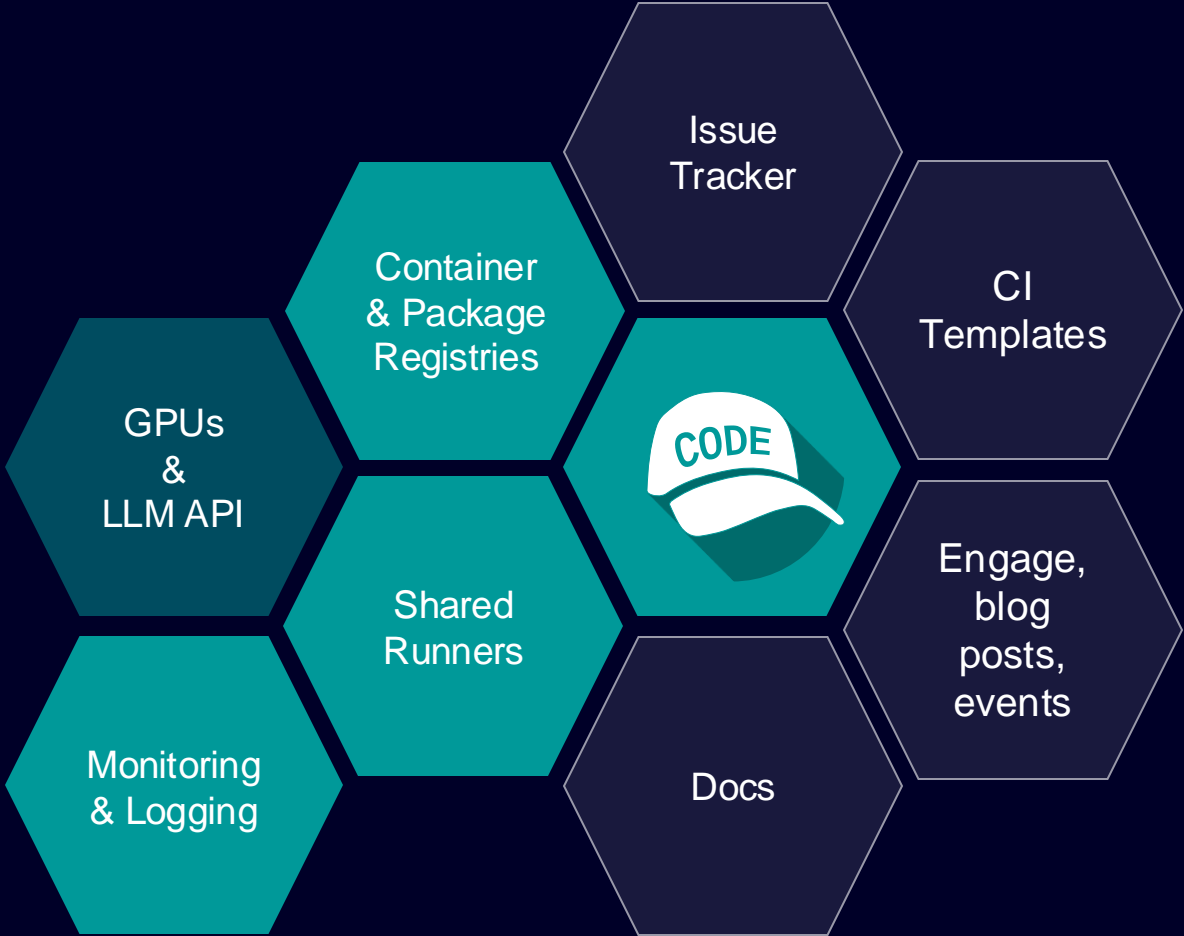
This portal has been created to support you - the Inner Source communities at Siemens - with all the different aspects inherent to the mission:

- help developers and managers understanding Inner Source: its roots, the culture, the legal aspects, the available tooling


## Define the code sharing rules

- Nobody is sharing software for free
- Tackle IP, Export and Tax blockers
- Provide light-weight governance
- Start sharing before regulating




# Seed n°5: Growing ecosystem



Customer stories > Siemens

**SIEMENS** +  **GitLab**

## How Siemens created an open source DevOps culture with GitLab

 Improved developer efficiency       Cost and time savings       Improved collaboration

# Seed n°6: Community



Community channel & hangouts



Social Coding Ambassadors



Trainings & Events





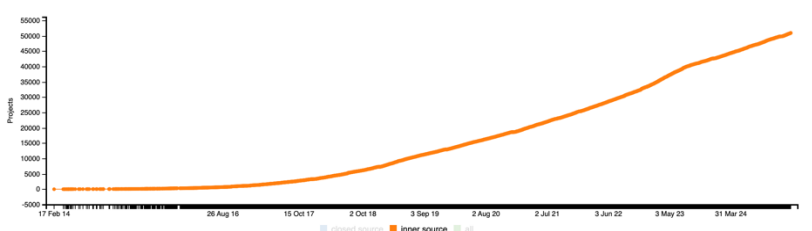
# Seed n°7: Continuity

78093 Users	52090 Active Users
272831 Projects	79 Countries
107 Organizations	18083 Departments

Ownership

Financing model

Innovation & fun



 Antoine Auger: & 9 others in Developers

## Open Source LLMs for everyone

  79 

 16

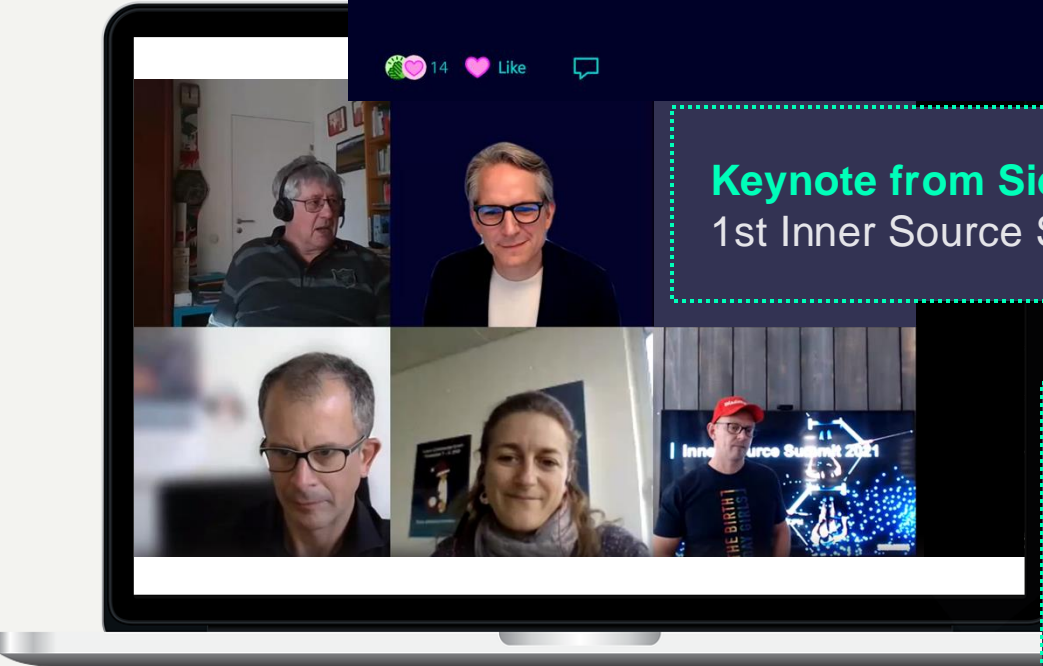
# Seed n°8: Visibility

Conrad Reich: & 2 others in Developers

Unlocking collaboration: how Inner Source transformed the way we develop ...



**Regular blog posts**  
[blog.siemens.com/space/developers](http://blog.siemens.com/space/developers)



**Keynote from Siemens CTO**  
1st Inner Source Summit in 2021

**Winner WvS Award 2018**  
Category Performance  
code@siemens "Building Software on the cutting edge"



*code@siemens*

We make real what matters

# Recap: from the first platform seed to established visibility

**Seed n°1: The platform** 2011

**Low entry barrier for ecosystem**

- Start with a free offering
- Try simpler engineering flow
- Build integration with proprietary IT

SIEMENS

**Seed n°2: Day heading**

The platform itself is used to build the platform

"For developers, from developers"

Provide participation and build the right transparency

SIEMENS

**Seed n°3: Open Source engagement** 2017

**Set an early model**

- In focus with the community
- Strategic strategic engagement
- Publish DevOps based guidelines

SIEMENS

**Seed n°4: Inner Source unlock**

**Reduce the code checking rules**

- Modernize by allowing on 9 more Dev Ops
- Enable IP, Patent and Tech Migration
- Provide right enough governance
- Start following business engineering

SIEMENS

**Seed n°5: Growing ecosystem**

**How Siemens created an open source DevOps culture with GILab**

SIEMENS

**Seed n°6: Community** 2021

Community channel & Insights

Small Coolest Contributors

Toolkits & Results

SIEMENS

**Seed n°7: Continuity**

Democratically

Planning model

Knowledge & Dev

Open Source LLMs for everyone

SIEMENS

**Seed n°8: Visibility**

Checklist collaboration: how open source transformed the way we develop...

**People's blog posts**

**Experts from Siemens CTO**

**Whom We Award 2018**

SIEMENS



# No harvest without pests

... but no need to get discouraged

We can do it better

My code is special

My money, my code

Inner sourcing is too expensive

Why should I share?

Build, share, forget!

Photo by [Ante Hamersmit](#) on [Unsplash](#)





# Harvesting the crops

... takes persistence, iteration and empathy

Photo by [Dan Meyers](#) on [Unsplash](#)



# Questions and Answers





# Contact



**Marion Deveaud**

Siemens Foundational Technologies

[marion.deveaud@siemens.com](mailto:marion.deveaud@siemens.com)

<https://www.linkedin.com/in/marion-deveaud/>



**Florian Greinacher**

Siemens IT

[florian.greinacher@siemens.com](mailto:florian.greinacher@siemens.com)

<https://www.linkedin.com/in/fgreinacher/>