William Morris

If you want a golden rule that will fit everything, this is it: Have nothing in your houses that you do not know to be useful or believe to be beautiful.
I’m Kyle Neath
On the interwebs @kneath
I’m ≅ Designer
I work at GitHub
A better way to make software
I <3 engineering
beautiful software
Software is a force for change in our world
Affect a change?
Affect a Change.
How do you build great software?
Conway’s Law

Organizations which design systems ... are constrained to produce designs which are copies of the communication structures of these organizations
What if you could build the best software company in the world?
What if you could build the best software company in the world?
Let’s try.
Traits of a great software company
Bootstrapped to profitability
Predictable revenue stream
No funding until 100 employees
Our customers were our friends
We became extremely customer focused
We used GitHub to build GitHub

We became extremely product focused
We hired slowly and carefully
We became extremely company focused
Drive
The Surprising Truth About What Motivates Us
We are driven by autonomy, mastery, and purpose
An open source company
optimized for happiness
No managers
No deadlines
No top-down roadmap
No core hours
No mandatory meetings
“That’s cool and all when you’re a small company, but eventually you’re going to need management and structure”
123 hubbernauts
I guess we’re a big company after all
Strive to work somewhere such that the acronym TGIF has little meaning for you.
Steve Smith
@orderedlist

@haacked I’m on vacation right now and, honestly, I can’t wait to get back to work.
GitHub’s driving principle

Build the best software possible and allow people to pay for it
Favor leadership over management
Favor goals over deadlines
Favor a shared vision over roadmaps
Favor sustainable pace over hourly commitments
Favor tangible work over meetings
Favor building new tools over using existing shitty ones
William Morris

If you want a golden rule that will fit everything, this is it: Have nothing in your houses that you do not know to be useful or believe to be beautiful.
Hubot

Build #121922 (775dcc9) of enterprise/master was successful (315s) https://janky.rs.github.com/121922/output

Build #121923 (775dcc9) of github/master was successful (334s) https://janky.rs.github.com/121923/output

jakedouglas is deploying github@775dcc9 (c0b4e60..775dcc9) to production [#20209]

jakedouglas is deploying lab@775dcc9 (c0b4e60..775dcc9) to production (staff1) [#20210]

jakedouglas’s production deployment of lab is NOW DIAMONDS! 11s, #20210

[github] tmm1 created rails3-callback-backport (+2 new commits): github/github@bbd43b907b1f^...2850c8f

[github/rails3-callback-backport] Support rails3 style validate(args, :on => :create) to replace validate_on_create() - Aman Gupta

[github/rails3-callback-backport] use rails3 syntax - Aman Gupta

jakedouglas’s production deployment of github is done! 55s, #20209

Build #121930 (2850c8f) of github/rails3-callback-backport failed (80s) https://janky.rs.github.com/121930/output

---

tmm1

ugh. hate how fast test failures kill the suite

2:05 AM

tmm1

/cli build github/rails3-callback-backport

Hubot

Going ham on github/rails3-callback-backport

rtomayko

yeah

Hubot

Build #121929 (2850c8f) of enterprise/rails3-callback-backport was successful (313s) https://janky.rs.github.com/121929/output
Campfire
sr: kneath ping (The Health Tools Room)
cobyism: somewhere in your amazon account profile thing there's a place where you can go pay $40 to unsubscribe from the ad service.

oh right

or you can try to hack it and stuff, which personally I think is a waste of time lol

yeah fair enough

/equine yolo tweet
Hubot
I remember twerking, sfw twerking.

bryanveloso
/remember sfw twerking

Hubot
http://gifs.gifbin.com/122010/1291922990_feels-good-man.gif

cobyism
haha

bryanveloso
i love this image so much.

cobyism
that's gold

pjhyett
/volume 50

Hubot
Bumped the volume to 50, :pjhyett:

bryanveloso
i'm guessing you haven't seen the original twerking image.

the one that started it all.

pjhyett
/volume 100
Exception / Overview

Most common Exceptions

4 occurrences
Dalli::RingError last occurrence 5 minutes ago
Affecting 0 users, 0 repositories

Latest Exceptions

24 exceptions this hour
14 exceptions last hour

Dalli::RingError less than a minute ago
No server available

Dalli::RingError less than a minute ago
No server available

Dalli::RingError 5 minutes ago
No server available

Dalli::RingError 5 minutes ago
No server available

Dalli::RingError 15 minutes ago
No server available
### Browser Requests

Top-level page loads by logged in users in real web browsers. Also, pjax.

**200 ms** average response time

480,906 requests over 958ms
24,045 requests over 4.86s

<table>
<thead>
<tr>
<th>Response Time</th>
<th>Throughput</th>
<th>CPU Burn</th>
</tr>
</thead>
<tbody>
<tr>
<td>Browser</td>
<td>200 ms</td>
<td>2,385 rpm</td>
</tr>
<tr>
<td>Public</td>
<td>109 ms</td>
<td>2,351 rpm</td>
</tr>
<tr>
<td>Ajax</td>
<td>57 ms</td>
<td>2,944 rpm</td>
</tr>
<tr>
<td>API</td>
<td>85 ms</td>
<td>7,399 rpm</td>
</tr>
<tr>
<td>Googlebot</td>
<td>309 ms</td>
<td>1,560 rpm</td>
</tr>
<tr>
<td>Raw</td>
<td>25 ms</td>
<td>5,103 rpm</td>
</tr>
<tr>
<td>Feed</td>
<td>69 ms</td>
<td>1,397 rpm</td>
</tr>
<tr>
<td>Other</td>
<td>88 ms</td>
<td>1,397 rpm</td>
</tr>
</tbody>
</table>

Total:
- Throughput: 24,540 rpm
- CPU Burn: 38.7 cpus
Hi,

I was using tortoisсsvn. Because of annoying issue, I switch to use tortoisegit. However, I prefer tortoisеsvn. If your service supports tortoisеsvn properly, it will better.

Best Regards,
Tran Hoang Chuong
watsonian published an idea:

**The On-boarding Process**
What do we have to do to on-board someone new? Let's see....

**Scott Chacon**
36m
On my way to the airport headed to Mexico for MagmaRails. Vaya con pollos!
from San Francisco, CA • 1 comment

**Billy Roh**
3h
Hubot now automatically posts images from Dribbble links. Big thanks to @AW for helping out!!
from San Francisco, CA • 2 stars

**Tekkub**
4h
Someone is stalking me

So are you the one with the fuzzy ears in green in back on the right? ;-)
Corey Donohoe
San Francisco, CA

Nothing like a little monday morning excitement with broken .com deploys and mysterious missing machines. Shit's fixed now though.

5 hours ago

John Nunemaker
South Bend, IN

Landed in South Bend. Had a great time at Magic Ruby. People really want our internal tools.

5 hours ago
GitHub Philosophies

This section will go over some less concrete things that you should know about GitHub. This is about how we as a company fundamentally think about things. How we think about how a company should be run, how employees should be treated, how we should organize and communicate.

Management

Some people may say that GitHub has no managers, but that is a filthy lie. You are management. Everything that a manager would normally be hired to help with is spread out over everyone here. You are responsible for communicating what you’re doing to the people you’re working with on a regular basis and the company as a whole occasionally. You are responsible for setting priorities and making sure that you’re working on what is most important or where you can have the greatest impact. You are responsible for making sure you’re getting things done and that the quality is high.

If you have a hard time with any of these, just ask for help. If you see an issue with any of these things in your group or the company as a whole, think about if you can write some software to help. If you feel like you need a manager of some sort, figure out if you can script one first.

Organizing the company in this way means that decisions are more democratic and can harness the intellect, experience and knowledge of the entire company when attacking any issue. It also means that you can’t blame anyone else if something goes wrong. As Spiderman’s Uncle Ben says, with great power comes great responsibility. This is your company, make it the best that you can. Act in the best interests of all of us, even if it may not be in your own best short term personal interest.

Just as there is no structure for people to dictate what you do, try not to tell other people what to do - it will often be counter-productive to what you are trying to accomplish. If you need someone’s help with something, persuade them rather than try to direct them.
124 hubbers are spread across 57 cities right now

- Adam Roben
  - Wilmington, DE
- Alan Rogers
  - Prahran, VIC
- Alex Malinovich
  - Cheerleader
  - San Francisco, CA
- Alex Williams
  - Minato, Japan
- Aman Gupta
  - San Francisco, CA
- Amber Agard
  - Learning the Way of the Squirrel
  - San Francisco, CA
- Austin Spires
Dotcom
Create the best way to design, build, and ship software

@cameronmcefee is next shipping Refactor the Issues/Pull Request CSS

Formula 1
A faster and more stable GitHub through architecture, optimization, and visibility.

Enterprise Web MASTERS
Internal and public-facing tools built with Perl CGI, Java Servlets, and synergy.
@cameronmcefe is next shipping Refactor the Issues/Pull Request CSS
bkeepers wants to talk about:

**Swordfish: open source password management**

**tl;dr** All password management software sucks, especially at sharing with groups. Let’s create one that doesn’t and open source it.

7 years ago, I started working on an app called 7dots, a SaaS password management app optimized for groups. I quickly gave up when I realized just how hard it would be to secure and manage the honeypot.

7 years later, nobody has solved this problem. We’re feeling the pain of not having a way to share confidential data with our rapidly growing team (previously discussed [here](#) and [here](#)). Every company has this problem. I still want to solve it.

**How it might work, technically speaking?**

We avoid creating a honeypot by implementing it the same way all other password management apps, including 1Password, are implemented.

A secret key is encrypted client side (with master password, or preferably some form of PKI). Confidential data is encrypted with that secret key. The encrypted key and confidential data can be transmitted and stored anywhere.

Sharing passwords with someone is as simple as sharing the encryption key with them by decrypting it with your private key and encrypting it using their public key. Functionally, sharing is the only piece that all other password apps are missing. (Their design absolutely sucks, but that’s beside the point).

**Why open source?**

GitHub shouldn’t be in the password management business, nor do we want the liability. Open sourcing it should help expose any vulnerabilities, giving us the most secure password management system. To entice this, we’ve dispensed the will to act.
Did you know @matthewmccullough is next shipping Asynchronous (flipped) training for our customers and n00bs?
watsonian published an idea:

**The On-boarding Process**
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**Scott Chacon**
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from San Francisco, CA • 1 comment

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Hubot now automatically posts images from Dribbble links. Big thanks to @AW for helping out!!
from San Francisco, CA • 2 stars

**Tekkub**
Someone is stalking me
from Denver, CO

**Mike Skalinik**
Finally getting setup properly!
from San Francisco, CA

**Vicent Martí**
Swedish Business Status: Conducted.

Did you know that Notch rented a private jet? Also, we may have to sponsor a Drinkup in the next Minecon (which will happen on
Knyle’s Law

Organizations will design software that is a copy of the software they surround themselves with.
Your surroundings = your company + your software
Traits of a great organization
Remote by default
Do real work

ship it!
GitHub

San Francisco, CA

support@github.com

https://github.com/about

Joined on May 10, 2008

69 public repos 109 members

Rails
forked from rails/rails
Ruby on Rails + GitHub patches
Last updated 17 hours ago

Ruby

24
3,964

developer.github.com
GitHub API documentation
Last updated 19 hours ago

Ruby

357
185

gollum
A simple, Git-powered wiki with a sweet API and local frontend.
Last updated a day ago

JavaScript

2,417
401

swordfish
A password management app with support for sharing with groups.
Last updated a day ago

JavaScript

383
36

Shimmer
It's like ClickOnce but Works™
Last updated 2 days ago

C#

303
13

Open by default

Responsive
A framework for composing and transforming sequences of values.
Last updated 2 days ago

Objective-C

683
47
Encourage serendipitous interaction
Always be classy
Create a better future
No matter what, love your work.
We can create a better future by creating better companies