HOW GITHUB WORKS
WE ALL WORK IN THE FINEST INDUSTRY OF ALL TIME
Dream it that morning.
build it
that afternoon

BUILD IT
THAT AFTERNOON
That's remarkable.
CAN WE DO BETTER?
WE’VE BEEN ON THE SAME PATH FOR YEARS
Can we improve how product is built?
WORKING ASYNCHRONOUSLY

OPTIMIZING for HAPPINESS

github

FIVE YEARS LATER
WORKING ASYNCHRONOUSLY

the philosophy
when GitHub was founded they:

worked on what they wanted
worked where they wanted
worked when they wanted
When GitHub was founded they:

were happy
WHY CHANGE THIS?
DEVELOPER HAPPINESS IS CENTRAL TO OUR WORKFLOW
No managers · No deadlines
No meetings · No work hours
Reflects that workflow
IN Hindsight, we work like a big open source project.
WORK LIKE OPEN SOURCE
THE OPEN SOURCE MODEL WORKS
DISTRIBUTED COLLABORATION
GEOGRAPHY
Open source happens everywhere. Smart people are everywhere.
BUILD A COMPANY THAT CAN WORK ANYWHERE
Tools are our office planning, discussing, building
ALL INFORMATION SHOULD BE ACCESSIBLE
HOURS
OPEN SOURCE HAPPENS AT ANY TIME
PEOPLE ARE CREATIVE AT ALL HOURS
CODE IS A CREATIVE ENDEAVOR
LET YOUR PEOPLE STAY FRESH
NIGHT OWLS
AIN'T MORNING PEOPLE
MORNING PEOPLE
AIN’T NIGHT OWLS
YOU CAN'T ENFORCE CREATIVITY
MINIMAL PROCESS
EVERY STEP YOU ADD INCREASES COMPLEXITY
EVERY STEP YOU ADD INCREASES ONBOARDING
Every step you add increases inefficiency.
MINIMIZE HUMAN PROCESSES
CODE BRANCHING & RELEASE

MINIMIZE HUMAN PROCESSES
Sometimes it’s not about automation
Sometimes you have to remove barriers
SHIP CODE QUICKER
LESS METAWORK, MORE ACTUAL WORK
WORKING ASYNCHRONOUSLY with tools
A REQUEST TO MERGE YOUR CODE

Simplify walker rev-list caching

Something I've been meaning to experiment with for a while now. Walker's current rev-list caching logic is designed to optimize the number of commit shas retrieved in a single RPC operation. So if you ask for the 30 most recent commits on 'master', it actually fetches 150, sticks everything in cache, and gives you back the first 30. Then when you ask for the next page, it uses the existing cache and splices into it to give you the next 30 and so forth until you hit the 150 commit boundary.

The idea is that a commits list page is likely to be paged through and its worth getting a bit more data in a single RPC call while we're there then to have to make an RPC call per page.

Unfortunately there's a couple issues with this. Walking 150 commits is actually quite a bit more expensive than walking 30 due to having to inflate the objects and whatnot. We're spending more time than we'd probably like here. I'd rather have consistent page load times on the first and subsequent pages than to take a hit on the first page and have subsequent pages be super fast.

The other big issue is when this rev-list method is used with a path such as when hitting the History for an individual blob. The difference between 30 and 150 commits can actually be a ton of work because you actually have to walk a lot more than just 150 commits - you have to walk 150 commits that changed the file. It's really expensive.

The other reason I want to do this is just that the logic is kind of complex and I'd like to drop it when moving this stuff to grtapi. I'd like to see how much perf changes before doing that.
3,108 GitHub/GitHub pull requests

63 in the last month – 1 year

399 in the last month
1.4 PULL REQUESTS PER EMPLOYEE PER MONTH, 2011

3.1 PULL REQUESTS PER EMPLOYEE PER MONTH, 2012
WE USE PULLS FOR ANY NEW CODE
Asynchronous
Ask for feedback at their leisure
/cc @github/ops @github/backend

team members: asenchi, atmos, imbriaco, jbarrette, jfryman, jnewland, leehuffman, obfuscularity, rodkjek, sbryant, tmm1, tnm, and wfarr
AVOID MEETINGS & IN-PERSON CODE REVIEW
Chat is inherently asynchronous.
TAPPING ME ON MY SHOULDER IS INHERENTLY BEING A JERK
SCHEDULING A MEETING IS INHERENTLY PROBABLY A HATE CRIME
83 CHAT ROOMS
PING SOMEONE

8:55 PM

kneath Kyle Neath has entered the room

kneath Kyle Neath
holman: sup
PING SOMEONE

NATIVE OS X + IOS NOTIFICATIONS
GET SOMEONE’S ATTENTION
WITHOUT Bothering THEM
OPTIMIZING for HAPPINESS
WHY BE HAPPY?
If you're asking, you're probably a horrible person.

but...
INVESTING IN EMPLOYEES MAKES FISCAL SENSE
(I CAN’T BELIEVE I HAD TO SAY THAT)
HAPPY PEOPLE PRODUCE BETTER WORK
HAPPY PEOPLE HELP YOU RECRUIT
HAPPY PEOPLE
KEEP YOU HAPPIER
SO HOW?
BREAK from CONVENTION
WORK STYLE
ASYNCHRONOUS, DISTRIBUTED
SIDE PROJECT CULTURE
LET PEOPLE BUILD COOL THINGS
HUBOT • CI TESTING • DEPLOY INFRASTRUCTURE
DOOR ME • MUSIC SERVER • SUPPORT TOOLS
DEV ENVIRONMENT MANAGEMENT • MORE
COMPANY SUMMIT 2x/YEAR
COMPANY-WIDE BRAINSTORM
MINI-SUMMIT 1x/YEAR
TEAM-BASED BRAINSTORM
ANY TALK, ANYWHERE
YOUR TALK OR AS A TRAVEL BUDDY
GitHub Destinations

Hack House for a Dozen for a Month

Travel
TRAVEL

GitHub Destinations
Hack House for a Dozen for a Month
Berlin · Hawaii · Uruguay · Beijing · Rome · Etc.
WHY?
TRAVEL IS EYE-OPENING
NEW PERSPECTIVES, NEW APPROACHES
FACE TIME
BOND WITH YOUR COWORKERS
STAY FRESH
FAMILY
FOCUS
FLEXIBLE HOURS & LOCATIONS ARE GREAT
120 HOUR WORK WEEKS ARE SILLY
FAMILY-FRIENDLY COMPANY EVENTS
EXISTENCE OF FAMILIES REFLECTS-success
FIVE YEARS LATER
FOUR YEARS IN, GITHUB’S THE SAME
FOUR YEARS IN, GITHUB’S CHANGED
CHANGES AND CONSTANTS ARE FASCINATING
MORE HUMANS
132 EMPLOYEES TODAY
2.5 MILLION USERS TODAY
DEATH OF THE
HERO DEVELOPER
Work moves across ops, design, backend, & frontend more frequently.
RELY ON OTHER TEAMS FOR SANITY CHECKS
BOTTLENECK PREVENTION:

PULL REQUESTS
WE AVERAGE 10–20 PER DAY
Means fast development without sacrificing quality.
THE BIGGER WE GET, THE MORE TIME WE SPEND ON INTERNAL TOOLS
OUR DEV TOOLS ARE PRETTIER THAN MOST FOR-PROFIT PRODUCTS
Hey Guys,

It would be awesome to check edited posts. I think about a feature like in the wiki, that you have some kind of history button if a post has been edited. Nothing new that disturbs the clean UI of the issues, no "has been edited at 00:00" at the bottom or anything. Just a simple button on the upper right side of the comment.

It would also be possible to disable the feature to delete comments of other users. Maybe that the admin can set a flag in the repository settings that only admins and comment owners can delete posts.

Regards,
Andreas
newman David Newman
/timm me

ymendel Yossef Mendelssohn
/mojombo is on more rooms than Hubot

Hubot

Ok, mojombo is on more rooms than Hubot.

ymendel Yossef Mendelssohn
That GIF is beautiful

hotbootsmasala Saloni Dudziak
Is the Newman in the background doing a little dance?

technoweenie
thats tclem

[Image]

tclem Tim Clem has entered the room

hotbootsmasala Saloni Dudziak
hal! that is hilarious. tclem.

tclem
i was excited

jakeboxer Jake Boxer
there's a bigger version of that gif where you can see some great faces being made

[Image]

hear_no_evil: nothing the whole way

heart: Saloni Dudziak

heart,decorations: that you'd have moves like that

heart,eyes: 

heart,eyes_cat: 

heartbeat: Caronjion.com/articles/gene-chizik-f...
IT BECOMES MATHEMATICALLY IMPOSSIBLE THAT THIS TIME WAS WASTED
TEAMS
TEAMS LET YOU FOCUS
BUT TEAMS SHOULDN’T BE ABOUT LOCK-IN
PERMISSIVE REPOSITORIES PERMIT PEOPLE TO FLOAT
SELF-SELECTING TEAMS
HUGELY IMPORTANT IN CRISIS
WE STILL SUCK AT TEAMS

IT'S IMPORTANT TO GET RIGHT THOUGH
HOW YOU WORK IS AS IMPORTANT TO ME AS WHAT YOUR WORK IS
CAN THIS WORK FOR YOUR COMPANY?

MAYBE, MAYBE NOT.
The point is to reevaluate what is important to you.
THANKS.