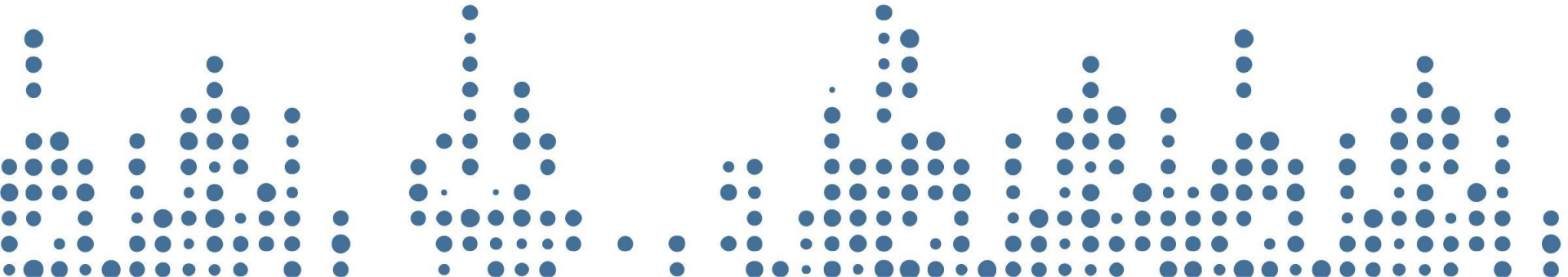
posit™

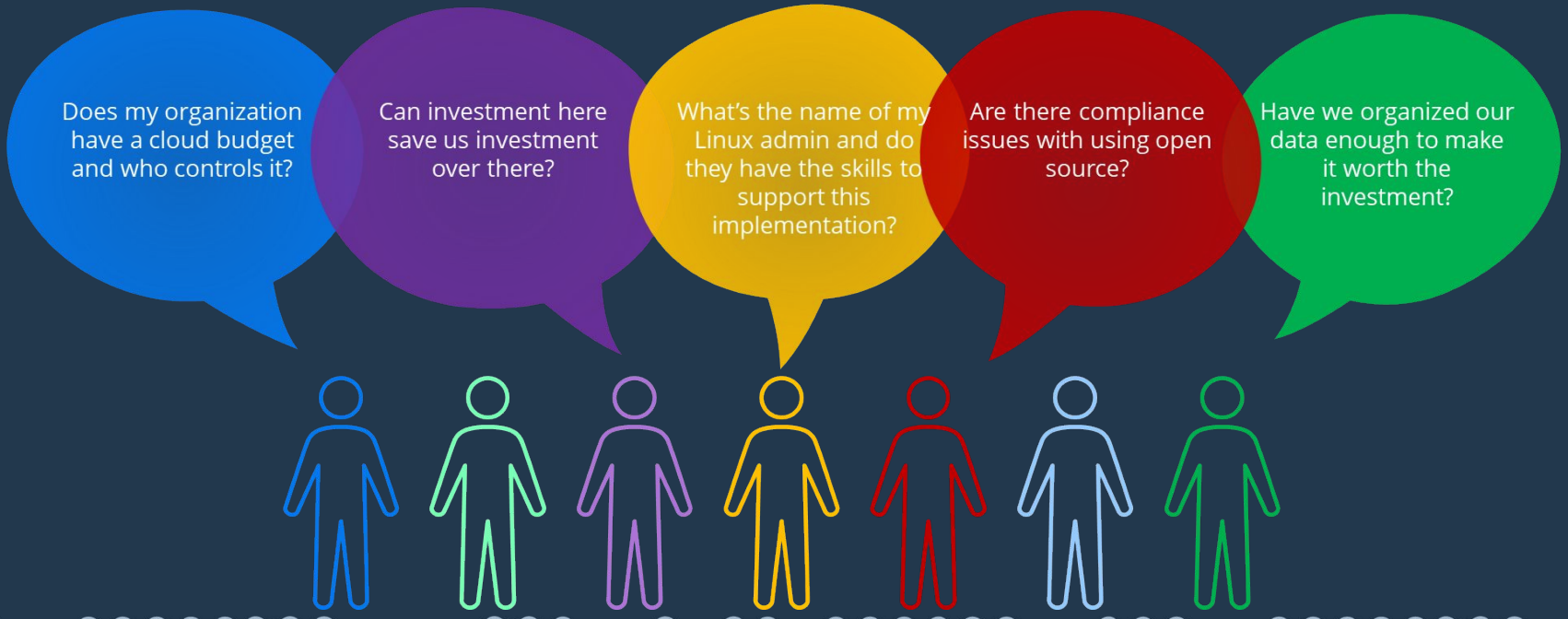
Success in Data Science Leadership

Lessons from the open road



You want to successfully implement open-source data science

…and learn from those who went before you


Does my organization have a cloud budget and who controls it?
Can investment here save us investment over there?
What's the name of my Linux admin and do they have the skills to support this implementation?
Are there compliance issues with using open source?
Have we organized our data enough to make it worth the investment?

Manage stakeholders

Value means everything!

Top 5's

1. Identify Key Stakeholders
    a. Who are the groups vested in the project?
2. Understand their needs and expectations
    a. Goals, concerns and communication
3. Set realistic expectations
    a. Scope, deliverables and priorities
4. Engage stakeholders early and often
    a. Solicit input to establish buy-in
5. Demonstrate value and impact
    a. Showcase successes, and highlight achievements

Create buy-in

Building a shared vision to achieve common objectives

Top 5's

1. Showcase successful case studies
    a. Show something tangible, examples, stories
2. Provide evidence-based insights
    a. Use data to drive context
3. Address concerns and objections
    a. Anticipate areas and meet them head-on
4. Highlight ROI
    a. Quantify potential return
    b. Make it measurable
5. Create and manage to a roadmap for success
    a. Oversight, clear communications & timelines

Support your people

Dreams and teams work together

Top 5's

1. Provide Resources and Tools
    a. Propor Hardware Support
    b. Data, Data, Data - accessibility
2. Training and Skill Development
    a. Domain knowledge
    b. Technical expertise
3. Collaborative Environment
    a. Cross-functional Teams
    b. Peer learning
4. Empowerment and Autonomy
    a. Ownership and experimentation
5. Recognition and Reward
    a. Celebrate milestones and accomplishments

Common mistakes

It’s hard to time travel and wear other people’s shoes

Top 5

1. Confusing fees with cost
    a. there are license fees
    b. and there are opportunity costs
2. Confusing open-source with magic
    a. tools alone won’t build a house
    b. neither will a builder with bad tools
3. Failing to budget for services
    a. there are reasons you don’t fix your own engine
    b. savings now often means pain later
4. Empowering uninformed IT to restrict what data scientists do
5. Empowering uninformed data scientists to add risk to IT

Safe open-source tech for data science

Safety isn't everything, but neither is reward

Top 5

1. Promote the use of multiple environments
    a. there are reasons for wedding rehearsals
    b. and for dog parks
2. Control source packages where needed
    a. enforce package limits in production
    b. in the dog park, everyone gets all the packages
3. Sponsor open-source developers
    a. they might build what you want
    b. you miss 100% of shots you don't take
4. Budget for services. Didn't I mention that already?
5. Budget for services. Didn't I mention that already?

not a typo

Community

It might stink sometimes, but things grow in stinky places

Top 4

1. Give back to the open-source community
2. Open some of your code or packages for the public
3. Talk to your broader community regularly
4. Send your people to conferences
    a. innovation comes from “the collision of unusual suspects”
    b. you are here right now because you already believe this works

Data Science Champions:

https://posit.co/champions/

Business cases, building community, working with IT, and more.

Special thank you to our wonderful customers who share their journeys with us!