

## Business Case for Open Source Transformation Knowledge Sharing Activity

This business case was prepared by [Kate Burnett-Isaacs \(Statistics Canada\)](#), and is submitted to the HLG-MOS for their approval.

Type of Activity			
<input checked="" type="checkbox"/>	New activity	<input type="checkbox"/>	Extension of existing activity
Proposed Modernisation Group for Activity			
<input type="checkbox"/>	Applying Data Science and Modern Methods	<input checked="" type="checkbox"/>	Blue Skies Thinking
<input type="checkbox"/>	Capabilities and Communication	<input type="checkbox"/>	Supporting Standards
<input type="checkbox"/>	Other:	<i>Name of proposed group or unknown if not clear</i>	
Purpose and Description of Activity			
<p>Many NSOs within the HLG-MOS network are striving to shift from proprietary software to open source software in order to better adopt modern methods, better utilize market skillsets and capitalize on efficiencies of modern technology. However, this shift brings with it a great amount of change to the day to day activities within organizations and requires proper management, cultural transformation, new methods of working and technological adoption in order to be successful. This shared experience has been observed first with the 2021 BSTN activity of Experimentation to Implementation where many of the experiments leveraged open source technologies; and secondly, in 2022 in the Meta Academy project which highlighted a glaring gap in providing training on open source technologies and methods to upskill employees. NSOs within the HLG-MOS network are at various stages of this transformation and now is the opportune time to share knowledge and lessons learned, and scope out future experiments amongst members. The goal of this activity is to share lessons learned, best practices and establish common approaches within the international community to help with our respective open source adoption strategies and implementation programs.</p>			
Description of the activity			
<p>The activity will be organized into a series of monthly workshops on pressing topics faced by NSOs in the move from proprietary to open source technology. For each workshop, the activity organizer will invite speakers from NSOs who can address each workshop topic. The proposed topics are the following:</p> <ol style="list-style-type: none"> <li>1. Establishing and carrying out strategy for open source adoption</li> <li>2. Foundational pieces to make the transition – communities of practice, senior manager buy-in, IT collaboration, etc.</li> <li>3. Infrastructure – cloud vs on-prem together, in-house or going with a company, security, support no longer from a company</li> <li>4. Change management – how to get buy in from employees and management, from business or IT, risk management, etc.</li> <li>5. Upskilling/hiring to fill gaps</li> <li>6. Future proofing ourselves (avoid repeat situation)</li> <li>7. Room for 1-2 topics that may arise during the activity.</li> </ol>			

<b>Alternatives considered</b>	
<p>The alternative of not pursuing this topic is that NSOs will conduct this transformation without guidance or support and are likely to repeat the mistakes made by NSOs who started before them. For NSOs who have a head start, not participating in this international knowledge sharing activity will leave them without the breadth of information and experiences needed to ensure sustainability and that the transformation results in fundamental culture and technology change.</p>	
<b>How does it relate to the HLG-MOS vision and other activities under the Group or HLG-MOS?</b>	
<p>This activity is being proposed under the Blue Sky Thinking Network as this is a common gap standing in the way of scaling many of the modern methods presented within this network. The value of addressing this topic under the BSTN is to be better equipped to meet the common underlying problem of scaling an agency-wide technological change. Sharing lessons learned and best practices across this network of change agents will build broad capacity better prepare NSOs for future technical or methodological change.</p>	
<b>Proposed start and end dates</b>	
<b>Start:</b> <i>January 2022</i>	<b>End:</b> <i>December 2022</i>
<i>Provide estimated start and end dates for the activity</i>	