



SA09: Journey to Open Source Submission Readiness and Scalability

Casey Higgins

Atorus Research



Agenda

- Assessing Change Management
- People Process Technology Framework
- Navigating Implementation

Assessing Change Management



Organizational
Readiness



Talent
Development



Technology
Selection



Risk
Management

Why Invest in Change?



Talent



Innovation



Community

Change Constraints



Skilled Talent



Funding



Risk Profile

Choose Your Path



Submission
Readiness

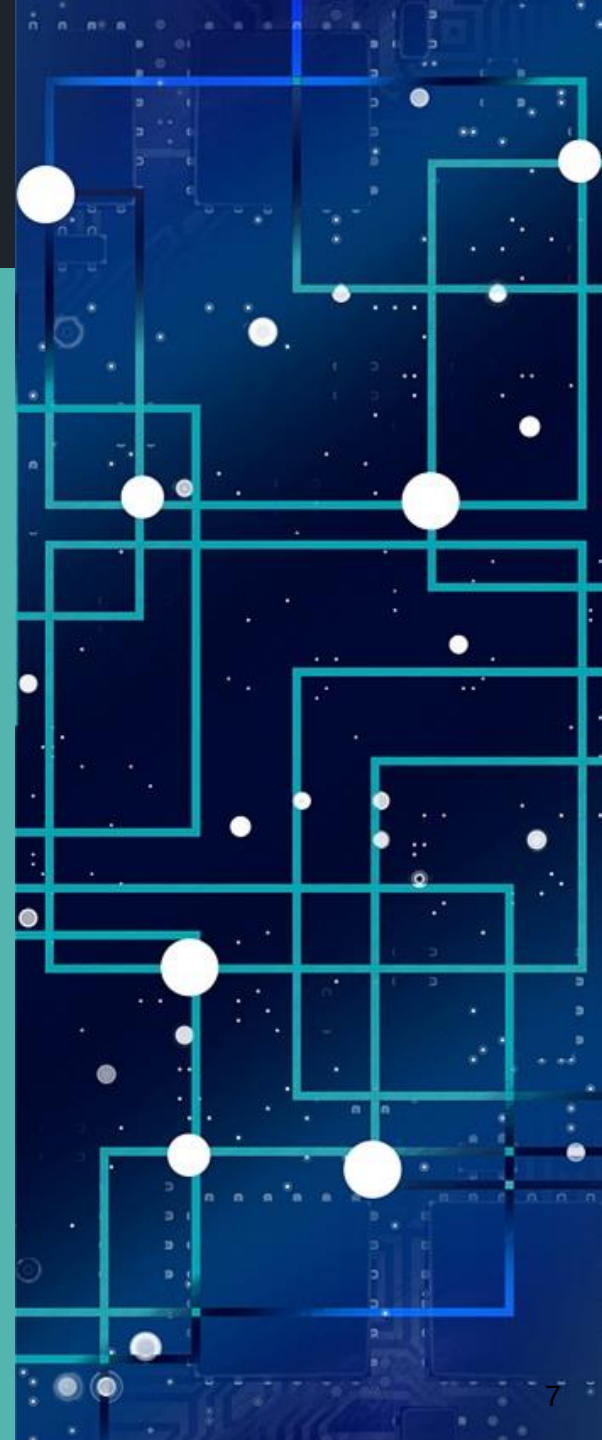
Data Sciences

Automation

Analytics

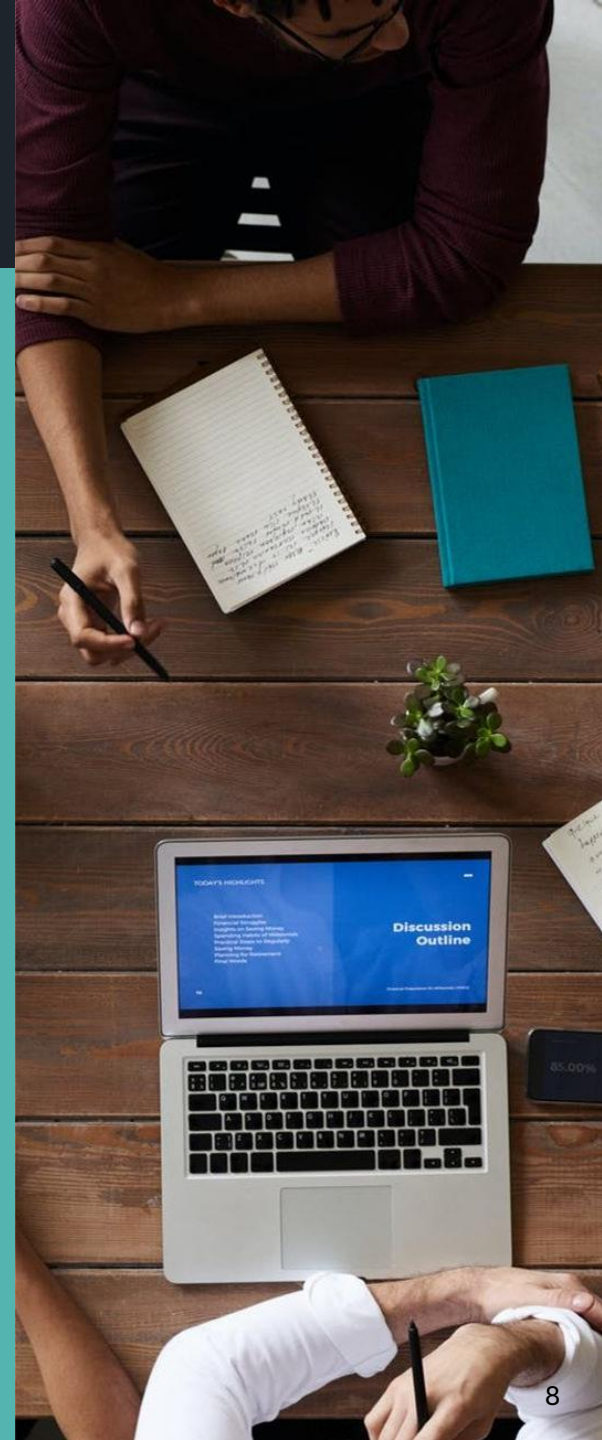
Technology

- **Path of Least Resistance Over Scalable Solution**
- **Balance Control Versus Operational Flexibility**
- **Don't Sacrifice Decentralization of Data**



People

- **Training Doesn't Replace Good Foundational Code**
- **Relentless Change Agents**
- **Ambassadors**



Process

- **Multilingual Process**
- **Submission Procedures Need Agility**
- **Plan for the End in Mind**

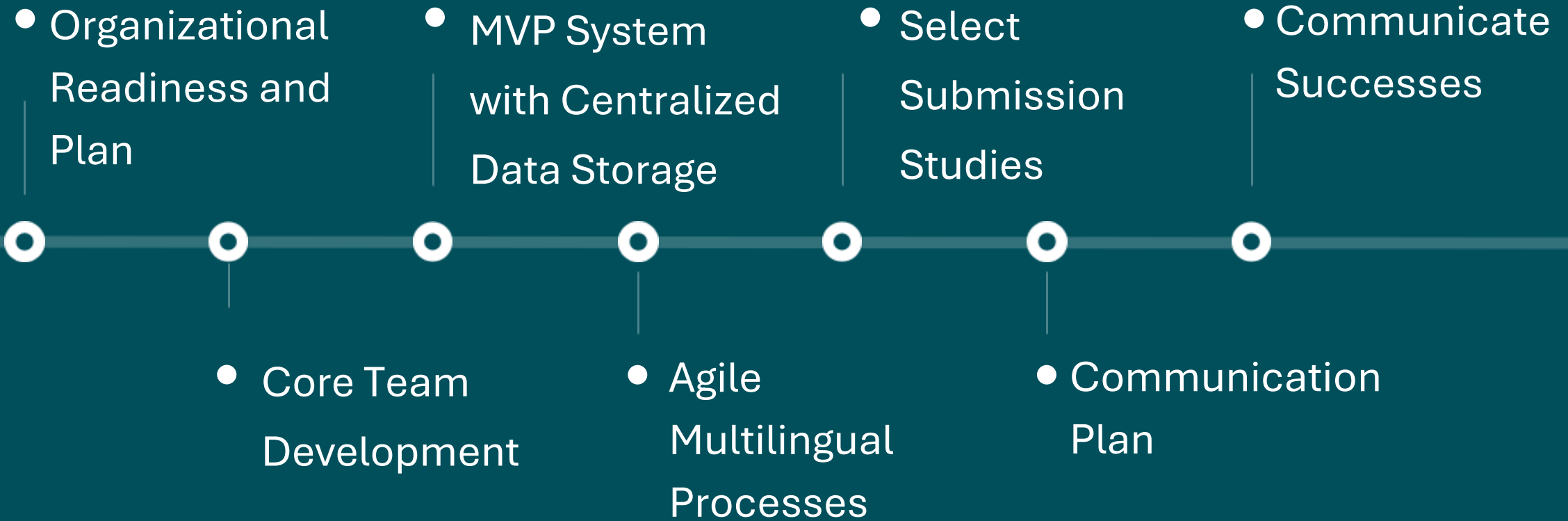


Mock Submission Recommendations

- Send the submission package to the agency
- Anticipate the questions that might be asked.
- Have reviewers follow instructions to restore the R environment
- Run code to be able to replicate outputs
- Ensure the reviewer is comfortable with having a shared baseline for the environment used to generate the results

Expect Reviewers to be Inconsistent

Navigating Implementation



Tackling the Hard Parts

Choosing
Submission
Studies

Addressing Legacy
Systems

Scaling Rollout

Upskilling for New
Technologies

Process and Standards
Crossing Multiple
Departments

Conclusions

Get in front of the talent market with a plan

Technology policies and operational procedures need to be more agile

Market dynamics is making open-source implementation easier

Each journey is different, but the opportunity exists

Thank You

Casey.Higgins@atorusresearch.com

