

Communication and Leadership skills development for The Arabic Community Report

دورات تطوير مهارات القيادة والتواصل اللاعنفي



للمجتمع العربي

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INTRODUCTION

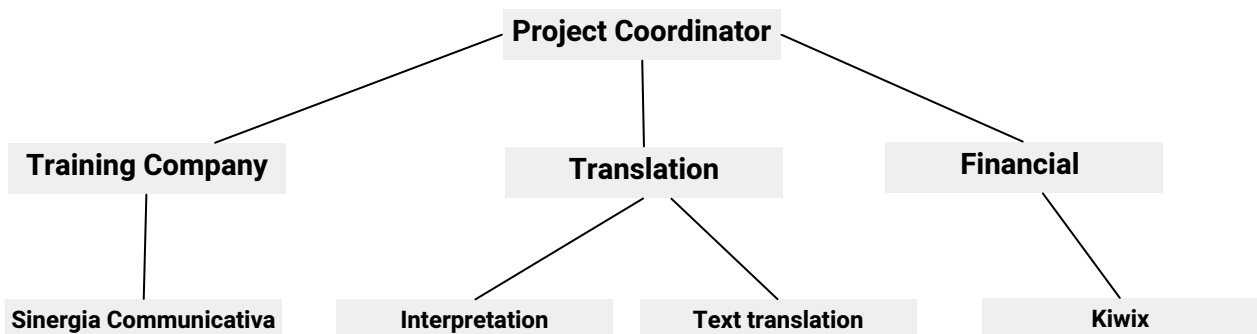
This project was created to address a significant issue in the Arabic community - the lack of nonviolent communication both online and offline.

We noticed that discussions on Wikipedia often turned into heated arguments, hindering collaboration and growth.

Similarly, community events were marred by confrontations instead of constructive dialogue.

To tackle this challenge, we sought community organizers with strategic thinking skills to promote nonviolent communication. However, finding suitable organizers proved difficult as many lacked the necessary skills.

PROJECT MEMBERS



Map of the Organization

OVERVIEW

This project operates in three distinct phases during the application process but encompasses multiple phases in the organizational aspect. It begins with establishing communication with the Wikimedia Foundation, followed by writing the proposal and engaging with various teams. The project also involves collaborating with translators and securing a fiscal sponsor. The actual work is then divided into three phases, each dedicated to enhancing a specific skill.

Unleash the power of effective communication with our immersive 20-hour "Non-Violent Communication" (NVC) training. In this initial phase, we focus on self-awareness and cultivating a relational culture rooted in compassion. Discover the art of empathic listening and trust-building, while honing your skills in conflict resolution and transformation through NVC mediation. Join us on this transformative journey toward compassionate expression and meaningful connections

The "CoResolve" training is the second phase which concentrates on group problem-solving skills, self-improvement, and collective decision-making in an NGO work setting. The 12-hour program thoroughly elaborated consensus building, conflict resolution, and transformation strategies based on the LDD depolarization methodology.

OVERVIEW

The final stage of the training program focused on comprehending the perspectives of others and creating a comprehensive understanding of the group discussion. The 12-hour course on "Sociocracy" aimed to enhance skills in productivity, efficiency, workflow management, and accountability.

After each phase, we conducted surveys to gain insights into participants' feedback and comprehension of the provided material. These findings were then discussed in detail.

GOALS

Our main focus is on enhancing both professional and personal skills through our courses on triple communication and leadership development.

- In the Nonviolent Communication course: participants will acquire various skills, including problem-solving in communication, facilitating deeper personal transformation, and becoming self-aware of social programming.
- On the other hand, our CoResolve sessions primarily target group dynamics, with a greater emphasis on the relational aspect. These sessions aim to improve leadership, collaborative decision-making, and conflict resolution within groups.
- Additionally, our Sociocracy course aims to provide a comprehensive understanding of the concept and its practical application in both the Wikimedia user groups and the wider world.

We firmly believe that no adaptation or customization is necessary for our courses. Examples include binary thinking models (good/bad, right/wrong, either/or, win/lose) often accompanied by moral judgments.

Additionally, patterns of power dynamics as a means of conflict resolution are prevalent, along with inherited behaviors and hierarchical models within organizations. These foundational patterns and thinking models tend to manifest as various problems within organizations, such as inequity, polarized conflicts, incivility, disengagement, and limited collaboration.

STRATEGY

The Work Strategy was designed with the following steps in mind:

1. Identifying the main challenges and issues faced by the Arabic community.
2. Engaging in open communication with the Wikimedia Foundation to gain a comprehensive understanding of their perspective on the project.
3. Collaborating with the company to propose and offer training opportunities to the Arabic community, while also gathering their valuable input and ideas.
4. Developing a well-crafted proposal and diligently following up with the foundation to secure funding for the project.
5. Implementing surveys to gather feedback and regularly updating the Arabic community through their primary platforms, such as the village pump (Al-Maydan), Facebook, and the Telegram group of Arabic Wikipedia.
6. Adhering to a predetermined timeline and closely monitoring each step of the project's progress.
7. Conducting participant surveys after the completion of each course to ensure their satisfaction and gather valuable insights.
8. Sharing the achieved results and outcomes with the foundation to showcase the impact of the project.
9. Simultaneously, closely monitoring the financial aspects and ensuring timely payments between Kiwix and other teams involved in the project.

TIMELINE

It can be reached from the image by double click

	MONTH 1 □[March]		
Tasks	Week 1	Week 2	Week 3
	Course		
1	Consultation Week		
2			

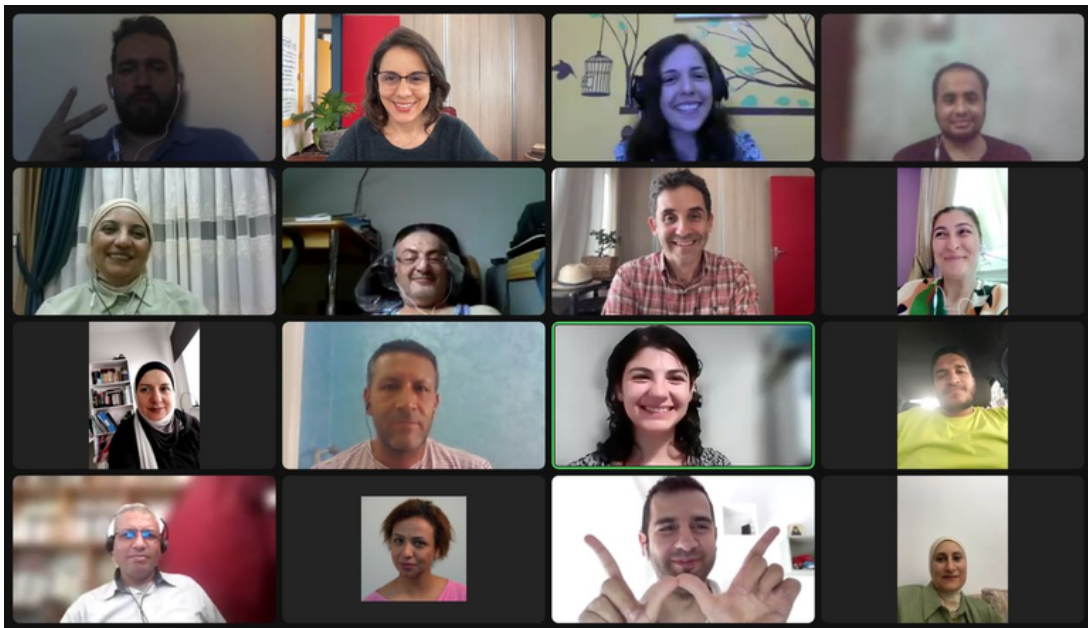
Timetable

TASKS

1. Proposal preparation
2. Arabic Community Communication and Arabic User Group Communication.
3. Teams Communication
4. Course preparation (Hiring a Translator, Preparing material, setting up the material, and good connection with teams, consultations for the courses)
5. Having participating terms, reviewing the applications, sending and tracking the invitations.
6. Follow up with Logistics
7. Keep in communication with the participants on Telegram and emails during the course.
8. Having the material offered in videos and written material for the participants on time.
9. Follow up with homework.
10. Financial follow-up between the financial sponsor and the team.
11. Having Surveys for feedback
12. Keep up with Wikimedia foundation

ACTIVITIES

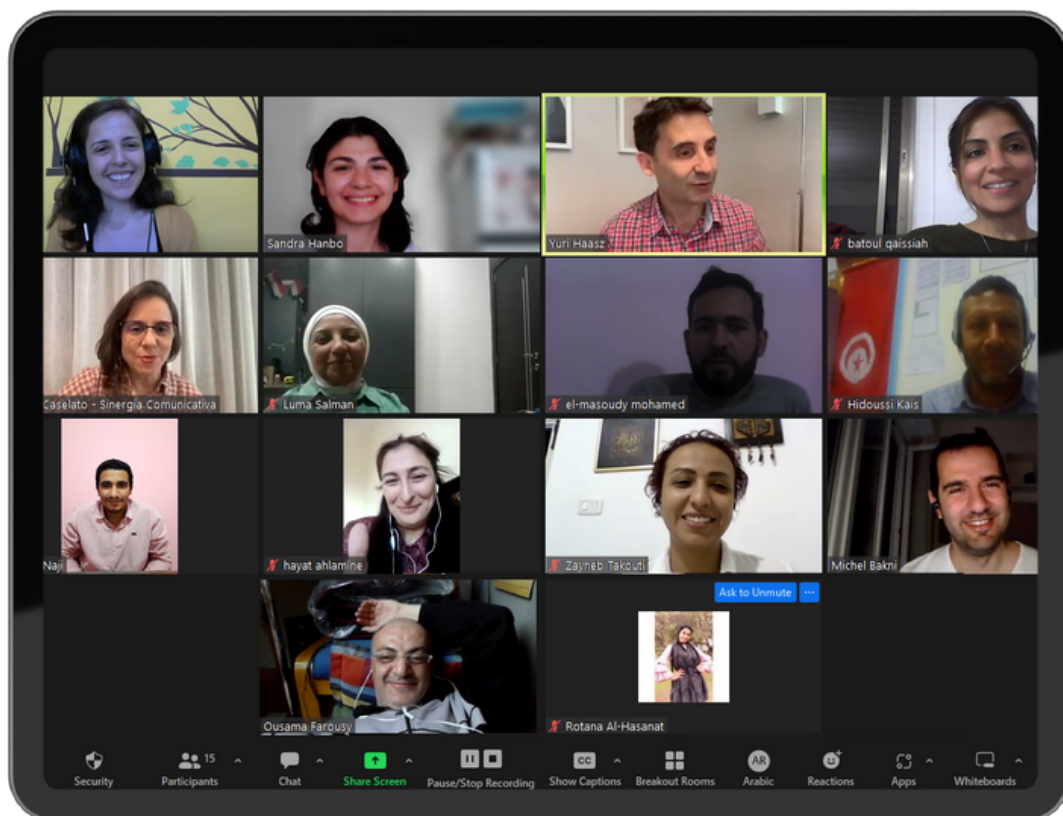
To facilitate online work, the ZOOM channel was utilized as a platform to conduct training activities aimed at promoting non-violent communication, addressing emotional needs, and fostering the development of personal soft skills. The training sessions placed a strong emphasis on virtual events, enabling participants to adapt and thrive in the online environment. Essential problem-solving skills were acquired through the application of the concepts of Deep Democracy and Sociocracy, further enhancing the participants' ability to navigate challenges and conflicts effectively. To ensure effective interaction and personalized attention, the participants were divided into groups of varying sizes, ranging from 2 to 6 individuals, allowing for focused discussions and engagement. The monitoring of progress and support were facilitated through the use of Telegram groups, serving as a platform for continuous communication and updates. Regular surveys were conducted to gather feedback and evaluate the training program's effectiveness, enabling adjustments and improvements to be made as necessary.



OUTCOME - SHORT TERM

In General:

- Learning to work efficiently and effectively together
- Improve personal skills
- Increased awareness of the impact on others
- Increased self-responsibility
- Increased psychological safety
- Increased awareness of oppression and equity
- More effective meetings
- Increased effectiveness in decision-making
- Better listening/understanding capacity
- Stronger relationship connection and resilience
- Faster and more effective conflict resolution
- Increased engagement
- Increased creativity



OUTCOME - LONG TERM

In General:

- Being ambassadors for the community in the work.
- Being responsible for conferences and events.
- Having more leaders in the Arabic community.
- Decrease sharp debates in the Arabic community.
- Ensure equity in decision-making in the Arabic user group and the Arabic community.

MEASUREMENTS

We used Google forms for having feedback for the course, you can reach the results By clicking below:

Timestamp	ساندرا هانيو Please give your	ساندرا هانيو Please give your	ساندرا هانيو Please give your	ساندرا هانيو Please give your	يلاتو Pleas
5/31/2023 16:51	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Exce
5/31/2023 17:07	Very Good جيد جداً	Very Good جيد جداً	Very Good جيد جداً	Very Good جيد جداً	د جيد جداً
5/31/2023 17:12	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Exce
5/31/2023 19:20	Very Good جيد جداً	Very Good جيد جداً	Very Good جيد جداً	Very Good جيد جداً	د جيد جداً
5/31/2023 20:23	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Exce
6/1/2023 17:24:5	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Exce
6/2/2023 10:26:1	Very Good جيد جداً	Very Good جيد جداً	Excellent ممتاز	Very Good جيد جداً	Exce
6/6/2023 11:01:1	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Exce
6/6/2023 11:05:2	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Excellent ممتاز	Exce

LINKS

ARABIC WIKIPEDIA

- Fund Proposal: [8 October 2022](#)
- Arabic Community invitation to participate: [10 April 2023](#)
- Sociocracy Invitation for the Arabic Community: [25 July 2023](#)

FACEBOOK LINKS

- Invitation to participate: [11 April 2023](#)
- Invitation for Deep Democracy Course: [22 May 2023](#)
- Nonviolent Communication course finishing post: [26 May 2023](#)
- Deep Democracy course finishing post: [16 July 2023](#)
- Sociocracy course invitation: [25 July 2023](#)

DIFF POST

- [Leadership skills: ongoing online courses for the Arabic community](#)
(Available in Arabic, English and Deutsch)

ACKNOWLEDGEMENT

I want to extend my gratitude to the team that collaborated with me on this project. Michel BAKNI played a crucial role as a supporter and interpreter. Dr. Taher's contribution in the translation was invaluable. I am also grateful to the Sinergica Communicative team for their helpful material and courses that benefited our community. Lastly, I would like to thank Stephan from KIWIX for his prompt response and financial support. I look forward to working together on future projects.

